

For NCTQ's analysis of 2019-2020 salary schedules, this 2018-2019 salary document was used again as it remained posted on the district website as of May 2020. NCTQ's policy is to analyze salary schedules posted as of January 1, 2020.

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE HOURLY
Effective July 1, 2018***

**REGULAR TEACHERS, SUMMER SCHOOL, HOME INSTRUCTION
CURRICULUM DEVELOPMENT, ADULT EDUCATION**

Teaching Experience	CLASS A BA (Hourly)	CLASS B BA + 15 (Hourly)	CLASS C BA + 30 or MA (Hourly)	CLASS D BA + 45 or MA + 15 (Hourly)	CLASS E BA + 60 or MA + 30 (Hourly)	CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)
01-05 YEARS	41.67	42.68	43.77	44.68	46.45	47.47
06-10 YEARS	44.58	45.49	46.45	47.47	48.34	49.39
11 YEARS	46.45	47.47	48.34	49.39	50.40	51.23
12+ YEARS	46.45	47.47	48.34	50.31	51.37	52.19

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
ADULT SALARY SCHEDULE
Effective July 1, 2018***

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA OR PHD (Annual)
01	49,694	51,117	51,117	51,117	51,117	52,397	55,192
02	49,694	51,117	51,117	51,117	51,117	54,977	57,984
03	49,694	51,117	51,117	51,117	54,335	57,552	60,777
04	49,694	51,117	50,297	53,689	56,696	60,130	63,570
05	49,694	51,117	52,616	55,838	59,058	62,710	66,361
06	49,694	51,117	54,549	57,985	61,421	65,286	69,151
07		53,264	56,483	60,131	63,785	67,862	71,947
08				62,281	66,146	70,442	74,734
09				64,429	68,510	73,019	77,528
10				66,577	70,875	75,598	80,322
11				68,724	73,234	78,176	83,113
12				70,875	76,994	82,255	89,721
13				73,019	80,216	85,475	92,944
14				73,019	80,216	85,475	92,944
15				73,019	80,216	85,475	92,944
16				73,019	84,511	89,771	97,240

The daily rate for this shall be determined by dividing the annual salary amount by 187.

Masters Stipend (Annual) \$1,602

Doctorate Stipend (Annual) \$3,206

Per STA/SUSD Article 20.9.8: "Full-time Adult Education Teachers shall receive a 5 percent stipend on the Base Salary."

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE SUBSTITUTES
Effective July 1, 2018***

	AMOUNT
Daily Rate:	\$173.57
Half Day:	\$86.79
Per Period:	\$34.72

After five(5) consecutive days in the same assignment:

	AMOUNT
Daily Rate:	\$186.07
Half Day:	\$93.02

**After 18 consecutive days in the same assignment:
Appropriate placement on teachers salary schedule.**

**If an extended term substitute has less than a B.A. degree, the
salary schedule placement shall be the minimum teacher's salary.**

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE
Effective July 1, 2018***

Step	CLASS 1A NON CREDENTIALLED (Annual)	CLASS A BA (Annual)	CLASS B BA+15 (Annual)	CLASS C BA+30 OR MA (Annual)	CLASS D BA+45 OR MA+15 (Annual)	CLASS E BA+60 OR MA+30 (Annual)	CLASS F BA+75 INC MA,PHD,ED (Annual)
01	50,704	52,152	52,152	52,152	52,152	53,467	56,312
02	50,704	52,152	52,152	52,152	52,152	56,095	59,162
03	50,704	52,152	52,152	52,152	55,437	58,724	62,012
04	50,704	52,152	52,152	54,783	57,848	61,356	64,859
05	50,704	52,152	53,684	56,971	60,261	63,987	67,711
06	50,704	52,152	55,658	59,164	62,671	66,616	70,562
07		54,344	57,630	61,356	65,079	69,246	73,410
08		56,093	59,602	63,549	67,494	71,876	76,256
09		57,847	61,575	65,738	69,902	74,506	79,107
10		59,600	63,547	67,931	72,312	77,138	81,958
11		61,354	65,515	70,123	74,723	79,767	84,805
12		63,107	67,493	72,312	78,558	83,928	89,279
13		63,107	67,493	72,312	78,558	83,928	89,279
14		63,107	67,493	72,312	78,558	83,928	89,279
15		63,107	67,493	72,312	78,558	85,027	90,369
16		63,107	67,493	72,312	78,558	85,027	90,369
17		63,107	67,493	72,312	80,751	86,122	91,466
18		65,295	69,683	74,505	81,848	87,215	92,564
19		65,295	69,683	74,505	81,848	87,215	92,564
20		65,295	69,683	74,505	81,848	87,215	92,564
21		67,488	71,871	76,695	82,939	88,309	93,657
22						88,309	93,657
23						88,309	93,657
24						89,416	97,175

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES
Effective July 1, 2018***

Stipend Base Salary: \$45,454 (Annual)

High School Athletic Director, Varsity Football, High School Activities Director		
Year	Amount (Annual)	Percent
1	\$4,773	10.5
2	\$5,228	11.5
3	\$5,681	12.5
4	\$6,136	13.5

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst. Soph Football, Boys/Girls Varsity Badminton		
Year	Amount (Annual)	Percent
1	\$2,045	4.5
2	\$2,500	5.5
3	\$2,955	6.5
4	\$3,409	7.5

Boys/Girls Varsity Basketball, Varsity Baseball, Varsity Volleyball, Boys/Girls Varsity Track, Varsity Wrestling, Varsity Softball, Boys/Girls Varsity Soccer		
Year	Amount (Annual)	Percent
1	\$3,409	7.5
2	\$3,864	8.5
3	\$4,318	9.5
4	\$4,773	10.5

Frosh Football, Boys/Girls Frosh Soccer, Frosh Volleyball, Boys/Girls Frosh Basketball, Frosh Softball, Frosh Baseball, Girls Frosh/Soph Track, Middle School Sports		
Year	Amount (Annual)	Percent
1	\$1,819	4.0
2	\$2,273	5.0
3	\$2,727	6.0
4	\$3,181	7.0

Boys/Girls Varsity Swimming/Diving, Assist. Varsity Football, Soph Football, Boys/Girls Soph Basketball, Soph Baseball, Soph Softball, Soph Volleyball, Boys/Girls Soccer		
Year	Amount (Annual)	Percent
1	\$2,955	6.5
2	\$3,409	7.5
3	\$3,864	8.5
4	\$4,318	9.5

Asst. Frosh Football, Boys/Girls Frosh/Soph Badminton		
Year	Amount (Annual)	Percent
1	\$1,591	3.5
2	\$2,045	4.5
3	\$2,500	5.5
4	\$2,955	6.5

Cross-Country, Assistant Track, Sr. High Intramural, Assistant Wrestling, Boys/Girls Varsity Water Polo		
Year	Amount (Annual)	Percent
1	\$2,500	5.5
2	\$2,955	6.5
3	\$3,409	7.5
4	\$3,864	8.5

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective July 1, 2018***

Stipend Base Salary: \$45,454 (Annual)

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$2,045
DRAMA	2	5.5	\$2,500
BAND	3	6.5	\$2,955
JROTC	4	7.5	\$3,409

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,591
FRESHMAN	2	4.5	\$2,045
	3	5.5	\$2,500
	4	6.5	\$2,955

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,591
JOURNALISM	2	4.0	\$1,819
	3	4.5	\$2,045
	4	5.0	\$2,273

	Amount
Middle School Department Chairperson	\$ 1,227
plus \$10.37 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL	1	3.0	\$1,364
CHOIR	2	3.5	\$1,591
	3	4.0	\$1,819
	4	4.5	\$2,045

	Amount
High School Department Chairperson	\$ 1,636
plus \$13.96 for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$2,045
VARSITY	2	5.5	\$2,500
	3	6.5	\$2,955
	4	7.5	\$3,409

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$1,819
SOPHOMORE	2	5.0	\$2,273
	3	6.0	\$2,727
	4	7.0	\$3,181

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE INCREMENT CODES
Effective July 1, 2018***

Stipend Base Salary: \$45,454 (Annual)

STIPEND	AMOUNT
MA Degree	\$1,663
Ph. D. Degree	\$3,324
Bilingual	\$1,136
Special Ed	\$1,591
Teacher Advisory Panel Member	\$2,254
Consulting Teacher	\$4,325
Others	% of Stipend Base Salary - \$45,454

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective July 1, 2018***

**HEAD START ASSOCIATE TEACHER
(Based on a 8-hours workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)
01	22,783	24,683	26,589	28,573	29,991	31,532	33,075	34,737
02	23,904	25,898	27,927	29,992	31,532	33,075	34,737	36,519
03	25,143	27,240	29,306	31,533	33,075	34,737	36,519	38,304
04	26,375	28,573	30,766	33,075	34,737	36,476	38,436	40,210
05	27,682	29,992	32,346	34,737	36,476	38,304	40,210	42,276

**PRESCHOOL 8HRS PER DAY
(Based on a 8-hours workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	28,520	30,723	33,016	34,651	36,434	38,215	40,137	42,197	46,833
02	29,925	32,269	34,652	36,434	38,215	40,137	42,197	44,258	48,711
03	31,475	33,861	36,435	38,215	40,137	42,197	44,258	46,462	50,576
04	33,016	35,547	38,215	40,137	42,144	44,258	46,462	48,846	52,452
05	34,652	37,372	40,137	42,144	44,258	46,462	48,846	51,239	54,326

**PACE PERMIT TEACHERS
(Based on a 7-hour workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	24,954	26,883	28,888	30,321	31,879	33,440	35,120	36,923	40,979
02	26,183	28,234	30,322	31,879	33,440	35,120	36,923	38,726	42,621
03	27,540	29,627	31,880	33,440	35,120	36,923	38,726	40,654	44,255
04	28,888	31,105	33,440	35,120	36,878	38,857	40,654	42,741	45,897
05	30,322	32,700	35,120	36,878	38,726	40,654	42,741	44,833	47,536

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
PRESCHOOL SALARY SCHEDULE
Effective July 1, 2018***

**STANDARD PERMIT TEACHERS
(Based on a 5-hour workday)**

Step	A 0-14 (Annual)	B 15-29 (Annual)	C 30-44 (Annual)	D 45-59 (Annual)	E 60-74 (Annual)	F 75-89 (Annual)	G 90-104 (Annual)	H 105+ (Annual)	I BA (Annual)
01	17,817	19,195	20,624	21,651	22,765	23,876	25,074	26,362	29,258
02	18,700	20,154	21,653	22,765	23,876	25,074	26,362	27,650	30,432
03	19,664	21,156	22,766	23,876	25,074	26,362	27,650	29,027	31,598
04	20,624	22,208	23,876	25,074	26,328	27,650	29,027	30,521	32,771
05	21,653	23,346	25,074	26,328	27,650	29,027	30,521	32,010	33,939

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE 45 DAYS CONSULTANTS
Effective July 1, 2018***

Service Term:	Payment Amount (Annual):
45 Days	\$13,495

To participate as a 45 Day Consultant, retiree shall have completed 180 days separation from service after retirement pursuant to retirement system requirements.

PER Article 10.2.2:

The retiree shall serve forty-five (45) days per school year and receive the same salary percentage increase as regular teachers. Retirees serving 45 days shall receive \$10,565. This figure shall not exceed the STRS (State Teachers' Retirement System) maximum allowable earnings. The schedule of payment shall be requested by the retiree within the constraints of the law.

* 2.0 % increase effective 07/01/18
2.5 % increase effective 07/01/17
3.0 % increase effective 07/01/16