

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE HOURLY**

**Effective: \*07/01/2021**

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

<b>Teaching Experience</b>	<b>CLASS A BA (Hourly)</b>	<b>CLASS B BA + 15 (Hourly)</b>	<b>CLASS C BA + 30 or MA (Hourly)</b>	<b>CLASS D BA + 45 or MA + 15 (Hourly)</b>	<b>CLASS E BA + 60 or MA + 30 (Hourly)</b>	<b>CLASS F BA + 75 Including MA, Ph.D or Ed.D (Hourly)</b>
<b>01-05 YEARS</b>	45.08	46.18	47.36	48.34	50.26	51.37
<b>06-10 YEARS</b>	48.24	49.22	50.26	51.37	52.31	53.45
<b>11 YEARS</b>	50.26	51.37	52.31	53.45	54.54	55.43
<b>12+ YEARS</b>	50.26	51.37	52.31	54.44	55.59	56.46

Updated athletic coaching assignments

\*Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

**STOCKTON TEACHERS ASSOCIATION  
ADULT SALARY SCHEDULE Effective:  
\*07/01/2021**

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	53,770	55,309	55,309	55,309	55,309	56,695	59,719
02	53,770	55,309	55,309	55,309	55,309	59,487	62,740
03	53,770	55,309	55,309	55,309	58,791	62,272	65,762
04	53,770	55,309	54,422	58,092	61,346	65,062	68,784
05	53,770	55,309	56,931	60,418	63,902	67,853	71,804
06	53,770	55,309	59,023	62,741	66,458	70,641	74,823
07		57,633	61,116	65,063	69,016	73,427	77,848
08				67,390	71,571	76,220	80,864
09				69,713	74,129	79,008	83,887
10				72,038	76,689	81,798	86,910
11				74,360	79,241	84,588	89,930
12				76,689	83,309	89,001	97,079
13				79,008	86,794	92,486	100,567
14				79,008	86,794	92,486	100,567
15				79,008	86,794	92,486	100,567
16				79,008	91,442	97,133	105,216

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

Masters Stipend (Annual) \$1,774

Doctorate Stipend (Annual) \$3,549

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

Updated athletic coaching positions

\*Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

187 Days

Revision date: 2/28/2023

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE SUBSTITUTES  
Effective: \*7/01/2021**

	<b>AMOUNT</b>
Daily Rate:	187.80
Half Day:	93.91
Per Period:	37.56

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

	<b>AMOUNT</b>
Daily Rate:	201.33
Half Day:	100.65

**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.**

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Updated athletic coaching positions

\* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

**STOCKTON TEACHERS ASSOCIATION**

**STA Salary Schedule**

**Effective Date: \*07/01/2021**

Although this schedule is dated 7/1/21, this document was updated in February 2023; thus, NCTQ is making the assumption that this schedule remained in use for the 2022-2023 school year.

<b>Step</b>	<b>CLASS 1A NON CREDENTIALIA</b>	<b>CLASS A BA (Annual)</b>	<b>CLASS B BA+15 (Annual)</b>	<b>CLASS C BA+30 OR MA</b>	<b>CLASS D BA+45 OR MA+15</b>	<b>CLASS E BA+60 OR MA+30</b>	<b>CLASS F BA+75 INC MA,PHD,ED</b>
01	\$54,862	\$56,429	\$56,429	\$56,429	\$56,429	\$57,852	\$60,930
02	\$54,862	\$56,429	\$56,429	\$56,429	\$56,429	\$60,695	\$64,014
03	\$54,862	\$56,429	\$56,429	\$56,429	\$59,984	\$63,540	\$67,098
04	\$54,862	\$56,429	\$56,429	\$59,277	\$62,592	\$66,388	\$70,178
05	\$54,862	\$56,429	\$58,087	\$61,643	\$65,203	\$69,235	\$73,264
06	\$54,862	\$56,429	\$60,222	\$64,016	\$67,810	\$72,079	\$76,348
07		\$58,802	\$62,357	\$66,388	\$70,417	\$74,926	\$79,431
08		\$60,693	\$64,490	\$68,761	\$73,030	\$77,771	\$82,510
09		\$62,591	\$66,626	\$71,130	\$75,635	\$80,617	\$85,595
10		\$64,488	\$68,759	\$73,503	\$78,242	\$83,465	\$88,680
11		\$66,386	\$70,888	\$75,874	\$80,851	\$86,309	\$91,760
12		\$68,282	\$73,029	\$78,242	\$85,001	\$90,812	\$96,601
13		\$68,282	\$73,029	\$78,242	\$85,001	\$90,812	\$96,601
14		\$68,282	\$73,029	\$78,242	\$85,001	\$90,812	\$96,601
15		\$68,282	\$73,029	\$78,242	\$85,001	\$92,002	\$97,781
16		\$68,282	\$73,029	\$78,242	\$85,001	\$92,002	\$97,781
17		\$68,282	\$73,029	\$78,242	\$87,374	\$93,185	\$98,967
18		\$70,650	\$75,399	\$80,616	\$88,561	\$94,368	\$100,155
19		\$70,650	\$75,399	\$80,616	\$88,561	\$94,368	\$100,155
20		\$70,650	\$75,399	\$80,616	\$88,561	\$94,368	\$100,155
21		\$73,024	\$77,765	\$82,986	\$89,742	\$95,552	\$101,339
22						\$95,552	\$101,339
23						\$95,552	\$101,339
24						\$96,749	\$105,145

Updated athletic coaching positions

\* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

**187 Days**

**Revision date: 2/28/2023**

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE ATHLETIC INCREMENT CODES  
Effective 07/01/2021**

**Stipend Base Salary: \$54,862 (Annual)**

High School Athletic Director, Varsity Football,  
High School Activities Director

Year	Percent	Amount (Annual)
1	10.5	\$5,761
2	11.5	\$6,310
3	12.5	\$6,858
4	13.5	\$7,407

Boys/Girls Varsity Basketball, Varsity Baseball,  
Varsity Volleyball, Boys/Girls Varsity Track, Varsity  
Wrestling, Varsity Softball, Boys/Girls Varsity Soccer  
[Assistant Varsity: Baseball, Softball, Cheer Assistant](#)  
[Varsity Boys/Girls: Basketball, Soccer, Track,](#)  
[Tennis, Volleyball](#)  
[Site Discretion \(fall/winter/spring\)](#)

Year	Percent	Amount (Annual)
1	7.5	\$4,115
2	8.5	\$4,663
3	9.5	\$5,211
4	10.5	\$5,761

Boys/Girls Varsity Swimming/Diving, Assist.  
Varsity Football, Soph Football, Boys/Girls Soph  
Basketball, Soph Baseball, Soph Softball, Soph  
Volleyball, Boys/Girls Soccer

Year	Percent	Amount (Annual)
1	6.5	\$3,566
2	7.5	\$4,115
3	8.5	\$4,663
4	9.5	\$5,211

Cross-Country, Assistant Track, Sr. High  
Intramural, Assistant Wrestling, Boys/Girls  
Varsity Water Polo

Year	Percent	Amount (Annual)
1	5.5	\$3,017
2	6.5	\$3,566
3	7.5	\$4,115
4	8.5	\$4,663

Boys/Girls Varsity Golf, Boys/Girls Tennis, Asst.  
Soph Football, Boys/Girls Varsity Badminton

Year	Percent	Amount (Annual)
1	4.5	\$2,469
2	5.5	\$3,017
3	6.5	\$3,566
4	7.5	\$4,115

Frosh Football, Boys/Girls Frosh Soccer, Frosh  
Volleyball, Boys/Girls Frosh Basketball, Frosh  
Softball, Frosh Baseball, Girls Frosh/Soph Track,  
Middle School Sports

Year	Percent	Amount (Annual)
1	4.0	\$2,194
2	5.0	\$2,744
3	6.0	\$3,292
4	7.0	\$3,840

Asst. Frosh Football, Boys/Girls Frosh/Soph  
Badminton

Year	Percent	Amount (Annual)
1	3.5	\$1,920
2	4.5	\$2,469
3	5.5	\$3,017
4	6.5	\$3,566

Stipend Base Salary anchor to Class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE INCREMENT CODES  
Effective Date: \*07/01/2021**

**Stipend Base Salary: \$54,862.00 (Annual)**

	Year	% of Base	Amount (Annual)
SPEECH/DEBATE	1	4.5	\$2,469
DRAMA	2	5.5	\$3,017
BAND	3	6.5	\$3,566
JROTC	4	7.5	\$4,115

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	3.5	\$1,920
FRESHMAN	2	4.5	\$2,469
	3	5.5	\$3,017
	4	6.5	\$3,566

	Year	% of Base	Amount (Annual)
NEWSPAPER	1	3.5	\$1,920
JOURNALISM	2	4.0	\$2,194
	3	4.5	\$2,469
	4	5.0	\$2,744

	Amount
Middle School Department Chairperson	\$ 1,494
plus \$ for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
ANNUAL (YEARBOOK)	1	3.0	\$1,646
CHOIR	2	3.5	\$1,920
	3	4.0	\$2,194
	4	4.5	\$2,469

	Amount
High School Department Chairperson	\$ 1,975
plus \$ for each teaching period in that department above 25 teaching periods.	

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.5	\$2,469
VARSITY	2	5.5	\$3,017
	3	6.5	\$3,566
	4	7.5	\$4,115

	Year	% of Base	Amount (Annual)
CHEERLEADING	1	4.0	\$2,194
SOPHOMORE	2	5.0	\$2,744
	3	6.0	\$3,292
	4	7.0	\$3,840

Stipend Base Salary anchor to Class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION  
STA SALARY SCHEDULE INCREMENT CODES  
Effective Date: \*07/01/2021**

**Stipend Base Salary: \$54,862.00 (Annual)**

<b>STIPEND</b>	<b>AMOUNT (Annual)</b>
STA BILINGUAL	\$1,371.61
STA ELEM PREP	\$1,262.35
DOCTORATE	\$3,621.00
MASTERS	\$1,810.00
HS DEPT CHAIR	\$1,974.91
MS DEPT CHAIR	\$1,493.82
SP ED STIP	\$1,920.05

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Stipend Base Salary anchor to class 1A ("non-credentialed") effective 7/1/2019

**STOCKTON TEACHERS ASSOCIATION  
PRESCHOOL SALARY SCHEDULE  
Effective Date: \*07/01/2021**

**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	\$24,652	\$26,708	\$28,770	\$30,916	\$32,451	\$34,118	\$35,788	\$37,587
02	\$25,865	\$28,022	\$30,218	\$32,452	\$34,118	\$35,788	\$37,587	\$39,514
03	\$27,205	\$29,475	\$31,710	\$34,119	\$35,788	\$37,587	\$39,514	\$41,445
04	\$28,539	\$30,916	\$33,289	\$35,788	\$37,587	\$39,468	\$41,589	\$43,507
05	\$29,953	\$32,452	\$34,999	\$37,587	\$39,468	\$41,445	\$43,507	\$45,743

**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	\$30,859	\$33,243	\$35,724	\$37,493	\$39,422	\$41,349	\$43,429	\$45,658	\$50,674
02	\$32,379	\$34,915	\$37,494	\$39,422	\$41,349	\$43,429	\$45,658	\$47,888	\$52,706
03	\$34,057	\$36,638	\$39,423	\$41,349	\$43,429	\$45,658	\$47,888	\$50,273	\$54,725
04	\$35,724	\$38,462	\$41,349	\$43,429	\$45,601	\$47,888	\$50,273	\$52,852	\$56,754
05	\$37,494	\$40,436	\$43,429	\$45,601	\$47,888	\$50,273	\$52,852	\$55,441	\$58,782

**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	\$27,001	\$29,088	\$31,258	\$32,807	\$34,494	\$36,183	\$38,000	\$39,951	\$44,340
02	\$28,331	\$30,550	\$32,808	\$34,494	\$36,183	\$38,000	\$39,951	\$41,903	\$46,116
03	\$29,799	\$32,057	\$34,495	\$36,183	\$38,000	\$39,951	\$41,903	\$43,988	\$47,885
04	\$31,258	\$33,656	\$36,183	\$38,000	\$39,903	\$42,044	\$43,988	\$46,247	\$49,661
05	\$32,808	\$35,382	\$38,000	\$39,903	\$41,903	\$43,988	\$46,247	\$48,510	\$51,435

Updated athletic coaching assignments

\* Base salary increased 4% retroactive to 7/1/2021

Base salary increased 2% retroactive to 7/1/2020 per TA approved 6/28/2022

187 Days

Appendix: G

Revision date: 2/28/2023



**STOCKTON TEACHERS ASSOCIATION  
PRESCHOOL SALARY SCHEDULE  
Effective Date: \*07/01/2021**

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

<b>Step</b>	<b>A 0-14 (Annual)</b>	<b>B 15-29 (Annual)</b>	<b>C 30-44 (Annual)</b>	<b>D 45-59 (Annual)</b>	<b>E 60-74 (Annual)</b>	<b>F 75-89 (Annual)</b>	<b>G 90-104 (Annual)</b>	<b>H 105+ (Annual)</b>	<b>I BA (Annual)</b>
<b>01</b>	\$19,277	\$20,770	\$22,315	\$23,427	\$24,631	\$25,835	\$27,130	\$28,524	\$31,658
<b>02</b>	\$20,233	\$21,807	\$23,429	\$24,631	\$25,835	\$27,130	\$28,524	\$29,918	\$32,928
<b>03</b>	\$21,276	\$22,891	\$24,632	\$25,835	\$27,130	\$28,524	\$29,918	\$31,408	\$34,190
<b>04</b>	\$22,315	\$24,029	\$25,835	\$27,130	\$28,488	\$29,918	\$31,408	\$33,024	\$35,459
<b>05</b>	\$23,429	\$25,261	\$27,130	\$28,488	\$29,918	\$31,408	\$33,024	\$34,635	\$36,722

**PRESCHOOL TEACHER LONGEVITY  
(Based on years in service)**

<b>Years in Service</b>	<b>Step</b>	<b>LONG STAPK Amount (Annual)</b>
5-9	01	\$547.25
10-19	02	\$1,094.50
20+	03	\$1,641.75

**Preschool Master Annual Stipend: \$1,806**

**Preschool Doctoroate Annual Stipend: \$3,612**

Updated athletic coaching assignments

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**STOCKTON TEACHERS ASSOCIATION**  
**STA SALARY SCHEDULE RETIRED CONSULTANTS**  
**Effective Date: \*07/01/2021**

Service Term:	Payment Amount (Annual):
<b>270 hours</b>	<b>14,601.91</b>

To participate as a Retired 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 270 hours per school year and receive the same salary percentage increase as regular teachers. Retirees serving 270 hours shall receive \$14,601.91. 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.

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Updated athletic coaching assignments

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**STOCKTON TEACHERS ASSOCIATION  
STA CTE Salary Schedule  
Effective Date: \*07/01/2021**

For CTE teachers, the following are CTE Vocational Equivalencies (VE):

- One (1) year industry work experience in the credentialed CTE field, approved paralleling CTC guidelines = 1 VE
- Fifteen (15) academic units (inclusive of vocational training education in credentialed CTE field) = 1 VE
- Official licensing (inclusive of industry certificates) in the credentialed CTE field = 1 VE
- BA is equivalent to 3 VE; MA is equivalent to 2 VE more than a BA

*Note: The CTC's vocational experience qualifications for a CTE Preliminary Credential are not double-counted. (Whatever satisfied the preliminary credential requirements is already providing 3 VE itself via the prelim.)*

CTE Equivalents* for Class A-F		Preliminary (equates to 3 VE)	Preliminary +1 VE (4 VE)	CLEAR +2 VE (5 VE)	CLEAR +3 VE (6 VE) including AA/+ or licensing	CLEAR +4 VE (7 VE) incl. BA/+, or AA/+ & licensing	CLEAR +5 VE (8 VE) incl. MA/+, or BA/+ & licensing
Step	CLASS 1A Non Credentialed	CLASS A (Annual)	CLASS B (Annual)	CLASS C (Annual)	CLASS D (Annual)	CLASS E (Annual)	CLASS F (Annual)
01	54,862	56,429	56,429	56,429	56,429	57,852	60,930
02	54,862	56,429	56,429	56,429	56,429	60,695	64,014
03	54,862	56,429	56,429	56,429	59,984	63,540	67,098
04	54,862	56,429	56,429	59,277	62,592	66,388	70,178
05	54,862	56,429	58,087	61,643	65,203	69,235	73,264
06	54,862	56,429	60,252	64,016	67,810	72,079	76,348
07		58,802	62,357	66,388	70,417	74,926	79,431
08		60,693	64,490	68,761	73,030	77,771	82,510
09		62,591	66,626	71,130	75,635	80,617	85,595
10		64,488	68,759	73,503	78,242	83,465	88,680
11		66,386	70,888	75,874	80,851	86,309	91,760
12		68,282	73,029	78,242	85,001	90,812	96,601
13		68,282	73,029	78,242	85,001	90,812	96,601
14		68,282	73,029	78,242	85,001	90,812	96,601
15		68,282	73,029	78,242	85,001	92,002	97,781
16		68,282	73,029	78,242	85,001	92,002	97,781
17		68,282	73,029	78,242	87,374	93,185	98,967
18		70,650	75,399	80,616	88,561	94,368	100,155
19		70,650	75,399	80,616	88,561	94,368	100,155
20		70,650	75,399	80,616	88,561	94,368	100,155
21		73,024	77,765	82,986	89,742	95,552	101,339
22						95,552	101,339
23						95,552	101,339
24						96,749	105,145

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