



Pacific Elementary School District

Certificated Staff Salary Schedules and STRS Classifications

Effective July 1, 2021 | Board Approved February 16, 2021 and April 20, 2021

Fully Certificated Classroom Teachers

STEP	Non-Credentialed		Credentialed			
	A	B	C	D	E	F
	B.A.	B.A.+15	B.A.+CRED	B.A.+45	B.A.+60	B.A.+75
1	\$36,000	\$39,000	\$45,000	\$46,000	\$47,000	\$ 48,000
2	\$37,000	\$40,000	\$46,000	\$47,200	\$48,350	\$ 49,500
3	\$38,000	\$41,000	\$47,000	\$48,400	\$49,700	\$ 51,000
4	\$39,000	\$42,000	\$48,000	\$49,600	\$51,050	\$ 52,500
5	\$40,000	\$43,000	\$49,000	\$50,800	\$52,400	\$ 54,000
6	\$41,000	\$44,000	\$50,000	\$52,000	\$53,750	\$ 55,500
7	\$42,000	\$45,000	\$51,000	\$53,200	\$55,100	\$ 57,000
8	\$43,000	\$46,000	\$52,000	\$54,400	\$56,450	\$ 58,500
9	\$44,000	\$47,000	\$53,000	\$55,600	\$57,800	\$ 60,000
10			\$54,000	\$56,800	\$59,150	\$ 61,500
11				\$58,000	\$60,500	\$ 63,000
12					\$61,850	\$ 64,500
13						\$ 66,000
16						\$ 67,500
19						\$ 69,000
22						\$ 70,500
25						\$ 72,000
28						\$ 73,500

School Year: 180 School Days and 5 Prep/Professional Development Days = 185 Days

Retirement: The district participates in CalSTRS for all fully certified classroom teachers.

Insurance: District pays 100% of employee-only Medical, Dental, Vision premiums for employees in positions totaling 0.8 FTE or more. Employees may voluntarily enroll family members in the district plan. Employees will pay the cost difference between the individual plan offered by the district and the family plan selected by the employee.

Employees who work at least 0.5 FTE but less than 0.8 FTE may choose to enroll themselves and their dependents in district health plans at their own expense.

Hours: A teaching day is considered to be 7.5 hours. Teachers will be at school (or their home office if engaging in distance education) at least one half hour before the school day begins and remain at least one half hour after the school day ends.

Environment and Preparation: Teachers will spend whatever time is necessary before and after school to maintain a stimulating, organized learning environment, prepare and implement curriculum, monitor students' progress, communicate with families, and attend promptly to administrative tasks.

Meetings: Teachers will attend all staff meetings. Failure to attend staff meetings will be counted as use of leave or leave without pay.

Leave: Teachers receive one sick day per month worked (normally 10 months, for a full school year). Sick days are prorated for teachers working less than 1.0 FTE. Teachers may use no more than 70% of their annually allotted leave days for business of serious nature (personal necessity), but not for extending vacations.

Extended Sick Leave: Any employee using 5 or more days of sick leave in a row may be asked to provide a note from a doctor documenting the need for leave. If a certificated employee has an injury or illness that requires them to miss work for an extended period of time, after they have used up all of their available sick leave, they will be placed on 50% pay for a period of up to 100 workdays per school year. 50% pay leave applies only to a single illness or injury requiring extended leave and requires medical documentation.

Masters Stipend: Teachers with a Masters' Degree receive an additional \$1,300 per year, subject to prorating as described below.

Longevity Stipend: Teachers who have worked for the district at least 5 complete, consecutive years and are on step F-16 or higher of the pay scale receive an additional \$800 longevity stipend per year, subject to prorating as described below.

Bilingual Stipend: Teachers who meet the following criteria will receive an additional \$800 per year, subject to prorating as described below:

- The employee can prove fluency in the target language to the satisfaction of the principal/superintendent or designee
- The target language is spoken by one or more English Language Learners with whom the employee regularly works as part of his or her ordinary work duties

The bilingual stipend is not creditable to CalSTRS.

Prorating Stipends: All annual stipends are divided into 10 equal monthly amounts and received monthly.

Certificated staff working 0.8 FTE or greater who qualify for a masters, longevity, and/or bilingual stipend will receive the entire stipend. Employees working less than 0.8 FTE who qualify for a stipend will receive a stipend amount prorated by their FTE assignment.

Stipends are also prorated for an incomplete year of employment.

Column Increases: Units are defined as Semester Units.

Step Increases: District gives step increases on July 1 to all employees who were in their positions before March 1 of the same year. Employees hired March through June will not step the first following July.

Staff Development: If applicable, staff development days will be put on a time card and teachers will receive \$250 per day. (For CalSTRS members annual retirement base is \$46,250.00.)

Additional Duties: The pay rate for teachers undertaking additional duties with the prior approval of the superintendent is \$35 per hour. (For CalSTRS members annual retirement base is \$48,562.50.)

Short-Term Classroom Teacher Substitutes

Full Day (8:40 to 2:40 or 3:10 with students): \$120. (For CalSTRS members annual retirement base is \$22,200.)

Morning Only (8:30 to 12:30 with students): \$65

Afternoon Only (12:30 to 3:30 or earlier with students): \$55

Substitute teachers whose students leave at 12:30 and wish to receive pay for a full day must check in at the office after their half-hour lunch break for their afternoon assignment.

Long-Term Classroom Teacher Substitutes

If a substitute teacher substitutes for a single classroom for 21 or more consecutive days, their pay for day 21 onward will be \$150 per day. The long-term rate of \$150 is not retroactive to the first 20 days. The long-term rate applies to consecutive or nearly consecutive days only. (For CalSTRS members annual retirement base is \$27,750.)

Psychologist

Step 1: \$95.00 per hour, no other steps. The psychologist does not receive masters, longevity, or bilingual stipends. (For CalSTRS members annual retirement base is \$131,812.50.)

Superintendent/Principal

Contract and salary negotiated with the Board.
