



Pacific Elementary School District

Certificated Staff Salary Schedules and STRS Classifications

Effective December 15, 2023 | Board Approved December 19, 2023

Certificated Classroom Teacher Salaries

Certificated Staff Salary Schedule Effective July 1, 2023						
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	\$ 41,800	\$ 45,100	\$ 51,700	\$ 52,800	\$ 53,900	\$ 55,000
2	\$ 42,900	\$ 46,200	\$ 52,800	\$ 54,120	\$ 55,385	\$ 56,650
3	\$ 44,000	\$ 47,300	\$ 53,900	\$ 55,440	\$ 56,870	\$ 58,300
4	\$ 45,100	\$ 48,400	\$ 55,000	\$ 56,760	\$ 58,355	\$ 59,950
5	\$ 46,200	\$ 49,500	\$ 56,100	\$ 58,080	\$ 59,840	\$ 61,600
6	\$ 47,300	\$ 50,600	\$ 57,200	\$ 59,400	\$ 61,325	\$ 63,250
7	\$ 48,400	\$ 51,700	\$ 58,300	\$ 60,720	\$ 62,810	\$ 64,900
8	\$ 49,500	\$ 52,800	\$ 59,400	\$ 62,040	\$ 64,295	\$ 66,550
9	\$ 50,600	\$ 53,900	\$ 60,500	\$ 63,360	\$ 65,780	\$ 68,200
10			\$ 61,600	\$ 64,680	\$ 67,265	\$ 69,850
11				\$ 66,000	\$ 68,750	\$ 71,500
12					\$ 70,235	\$ 73,150
13-15						\$ 74,800
16-18						\$ 76,450
19-21						\$ 78,100
22-24						\$ 79,750
25-27						\$ 81,400
28+						\$ 83,050
*Step = years of experience as a credentialed classroom teacher						

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 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. Additional information is available in Board Policy SSSA 13.

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 \$1,300 longevity stipend per year, subject to prorating as described below.

Bilingual Stipend: Teachers who meet the following criteria will receive an additional \$1,300 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 their 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 sheet 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 (Greater than 3.5 hours): \$150. (For CalSTRS members annual retirement base is \$27,750.)

Half Day (up to 3.5 hours): \$75 (For CalSTRS members annual retirement base is \$27,750.)

Long-Term Classroom Teacher Substitutes

The long-term classroom teacher substitute rate is \$200 for a full day (greater than 3.5 hours) or \$100 for a half day (2.5 to 3.5) hours. (For CalSTRS members annual retirement base is \$37,000.) For long-term substitute jobs less than 2.5 hours, substitutes earn the additional duty rate of \$35 per hour. (For CalSTRS members annual retirement base is \$48,562.50.)

Certificated substitute teachers can earn the long-term rate (instead of the short term rate) in any of the following three ways:

1. If a substitute teacher works in a single classroom for 11 or more days within a three-month period, they will earn the long-term rate for day 11 onward. The long-term rate is not retroactive to the first 10 days, and applies only to substitute teaching done within that classroom. OR
2. If a substitute teacher provides their own lesson plans for the day, they will earn the long-term rate.
OR
3. If a classified employee currently employed in a regular position has a valid substitute credential and works as a teacher sub, they will earn the long-term rate.

Pacific Elementary School District will reimburse classified staff for direct costs associated with obtaining and maintaining their substitute teaching credential, such as transcript fees, livescan fees, application fees, credential renewal fees, etc.

Credentialed Music Teacher

Step 1: \$50.00 per hour, no other steps. (For CalSTRS members annual retirement base is \$69,375.00.)

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.
