

BERKELEY UNIFIED SCHOOL DISTRICT BFT  
BARGAINING UNIT EXTRA COMPENSATION SCHEDULE 2021-22

APPENDIX 9

		Per Diem Days
Counselor	\$2,425	9 days per year
BHS College/Career Advisor	\$2,425	9 days per year
BHS Small School/Program/Dept Teacher Leader	\$6,925	2days per year
Middle School Department Leader	\$938	2 days per year
Curriculum Teacher Leader	\$2,190	
Psychologist Department Leader	\$938	2 days per year
Counseling Teacher Leader	\$6,925 base stipend Additional \$5,880 in lieu of release time	2 days per year
Bilingual School Psychologist	\$2,000	
Bilingual Speech Language Pathologist	\$2,000	
Bilingual Assessment Teacher	\$1,933 for up to 15 assessments; \$2,207 for 16-20 assessments; \$2,478 for 21-25 assessments	
BCLAD	\$3,000	
SLP Mentor	\$1,600	
SST Coordinator	\$2,462	
Teacher in Charge	\$2,820	
B-PAR Consulting Teacher	\$4,396	
B-PAR Coordinator	\$4,690	10 days per year
B-PAR Panel Chairperson	\$3,103	
B-PAR Panel Member	\$1,975	
TIP Support Provider	\$1,600	
National Board Teacher Certification	\$2,201	
National Board Psychologist Certification	\$2,201	
Doctorate Stipend	\$1,668	
CDC Head Start Stipend	\$1,032 for teachers with 1-10 H.S. students; \$1,545 for teachers with 11-16 H.S. students; \$2,060 for teachers who have 17-24 H.S. students; \$515 for teachers with less than 1.0 FTE	
1 Forensic Coach, BHS	\$4,312	
3 Yearbook Teachers: Willard, Longfellow and B-Tech	\$1,094	per year each
1 Yearbook Teacher: King Middle	\$1,524	per year each
1 "Jacket" Teacher, BHS	\$1,854	per year each
3 School News Teachers Middle School	\$927	per year each
1 Yearbook Teacher, BHS	\$1,854	
Literature Magazine Teacher, BHS	\$1,491	
Athletic Director	\$4,282	per year
Substitute Medical Stipend (80 Assignments)	\$1,117	
Substitute Medical Stipend (95 Assignments)	\$1,277	
Substitute Medical Stipend (110 Assignments)	\$1,437	
Substitute Medical Stipend (125+ Assignments)	\$1,598	

<b>VAPA STIPENDS*</b>		
Production Director, BHS		\$927 - \$4,725
Director of Lighting		\$927 - \$4,725
Technical Director		\$927 - \$4,725
Director Choreography		\$927 - \$4,725
Director Costume Production		\$927 - \$4,725
Orchestra Director, BHS		\$927 - \$4,725
Vocal Music Director		\$927 - \$4,725
Conductor, BHS		\$927 - \$4,725
1 Choral Music Teacher, BHS		\$927 - \$4,725
1 Pep Band/Concert Band Director, BHS		\$927 - \$4,725
1 Afro-Haitian Dance Production Teacher, BHS		\$927 - \$4,725
1 Dance Production Teacher, BHS		\$927 - \$4,725
1 Jazz Band Director, BHS		\$927 - \$4,725
3 Drama Teachers Middle		\$927 - \$4,725
1 Guitar Teacher, BHS		\$927 - \$4,725
Interdisciplinary Art Exhibition Coordinator, BHS		\$927 - \$4,725
<p>* Minimum stipend of \$927 (equivalent to approximately 20 hours at \$45/hour) applies to all VAPA positions. Maximum stipend is \$4,725 (equivalent to 105 hours at \$45/hour). Site administrators will approve a performing arts plan and pre-approved number of hours at the beginning of the year and reevaluate actual hours in the Spring.</p>		

1% Increase effective July 1, 2021

8/12/2021

**BFT 2021-2022 HOURLY/DAILY RATES****APPENDIX 10**

Substitute Daily Rates	
Step One: 1-30 DAYS	\$ 184
Step Two: 31 DAYS+	\$ 209
<b><i>Substitute Daily Rates (2021-2022 Only):</i></b>	
<b><i>Full Day</i></b>	<b>\$ 225</b>
<b><i>Half Day</i></b>	<b>\$ 113</b>

Adult Teachers	
1-3 YRS	\$ 44.52
4-9 YRS	\$ 46.61
10+ YRS	\$ 48.81
ADULT SCHOOL COORDINATOR : \$55.11	

Hourly Rates	
K-12 TEACHING	\$ 41.84
<b><i>K-12 TEACHING (2021-22 Only)</i></b>	<b>\$ 50.00</b>
CURRICULUM DEVELOPMENT	\$ 33.94
VAPA	\$ 45.00
NIGHT SCHOOL	\$ 53.85

1% Increase effective July 1, 2021

CLASS	I	I	II	II	III	III	III	IV	IV	V	V	VI	VI	VII	VII
	BA*	Daily	BA+24**	Daily	BA+36	BA+36	Daily	MA or	Daily	BA+60	Daily	BA+72	Daily	BA+84****	Daily
		Rate		Rate			Rate	BA+48	Rate	BA+42***	Rate	BA+54***	Rate	BA+66***	Rate
										MA+12		MA+24		MA+36	
STEPS															
1	\$ 49,584	\$268.02	\$ 58,880	\$318.27	\$60,029	\$ 60,590	\$327.51	\$ 62,348	\$337.02	\$ 62,348	\$337.02	\$ 62,348	\$337.02	\$ 62,348	\$337.02
2	\$ 49,584	\$268.02	\$ 60,590	\$327.51	\$61,771	\$ 62,348	\$337.02	\$ 64,154	\$346.78	\$ 64,154	\$346.78	\$ 64,154	\$346.78	\$ 64,154	\$346.78
3	\$ 51,355	\$277.59	\$ 62,348	\$337.02	\$63,560	\$ 64,154	\$346.78	\$ 66,016	\$356.84	\$ 67,932	\$367.20	\$ 67,932	\$367.20	\$ 67,932	\$367.20
4	\$ 52,888	\$285.88	\$ 64,154	\$346.78	\$65,405	\$ 66,016	\$356.84	\$ 67,932	\$367.20	\$ 69,900	\$377.84	\$ 71,930	\$388.81	\$ 71,930	\$388.81
5	\$ 54,465	\$294.41	\$ 64,154	\$346.78	\$67,303	\$ 67,932	\$367.20	\$ 69,900	\$377.84	\$ 71,930	\$388.81	\$ 74,015	\$400.08	\$ 76,163	\$411.69
6	\$ 55,997	\$302.69	\$ 64,154	\$346.78	\$69,253	\$ 69,900	\$377.84	\$ 71,930	\$388.81	\$ 74,015	\$400.08	\$ 76,161	\$411.68	\$ 78,369	\$423.62
7	\$ 56,830	\$307.19	\$ 64,154	\$346.78	\$69,253	\$ 69,900	\$377.84	\$ 74,015	\$400.08	\$ 76,161	\$411.68	\$ 78,369	\$423.62	\$ 80,646	\$435.92
8	\$ 57,589	\$311.29	\$ 64,154	\$346.78	\$69,253	\$ 69,900	\$377.84	\$ 76,161	\$411.68	\$ 78,369	\$423.62	\$ 80,646	\$435.92	\$ 82,983	\$448.56
9	\$ 58,332	\$315.31	\$ 64,154	\$346.78	\$69,253	\$ 69,900	\$377.84	\$ 76,161	\$411.68	\$ 80,646	\$435.92	\$ 82,983	\$448.56	\$ 85,387	\$461.55
10	\$ 59,100	\$319.46	\$ 64,782	\$350.17	\$69,253	\$ 69,900	\$377.84	\$ 76,161	\$411.68	\$ 83,063	\$448.99	\$ 85,471	\$462.01	\$ 87,950	\$475.41
11	\$ 59,789	\$323.18	\$ 65,471	\$353.90	\$69,736	\$ 70,388	\$380.48	\$ 76,161	\$411.68	\$ 85,554	\$462.45	\$ 88,034	\$475.86	\$ 90,585	\$489.65
12	\$ 59,789	\$323.18	\$ 65,471	\$353.90	\$69,736	\$ 70,388	\$380.48	\$ 76,161	\$411.68	\$ 88,123	\$476.34	\$ 90,675	\$490.14	\$ 93,304	\$504.35
13	\$ 59,789	\$323.18	\$ 65,471	\$353.90	\$69,736	\$ 70,388	\$380.48	\$ 76,161	\$411.68	\$ 89,749	\$485.13	\$ 92,304	\$498.94	\$ 94,934	\$513.16
14	\$ 59,789	\$323.18	\$ 65,471	\$353.90	\$69,736	\$ 70,388	\$380.48	\$ 76,161	\$411.68	\$ 89,749	\$485.13	\$ 92,304	\$498.94	\$ 94,934	\$513.16
15	\$ 61,222	\$330.93	\$ 66,903	\$361.64	\$71,155	\$ 71,820	\$388.22	\$ 77,591	\$419.41	\$ 91,378	\$493.94	\$ 93,930	\$507.73	\$ 96,561	\$521.95
16	\$ 61,222	\$330.93	\$ 66,903	\$361.64	\$71,155	\$ 71,820	\$388.22	\$ 77,591	\$419.41	\$ 91,378	\$493.94	\$ 93,930	\$507.73	\$ 96,561	\$521.95
17	\$ 62,563	\$338.18	\$ 68,243	\$368.88	\$72,484	\$ 73,161	\$395.46	\$ 78,934	\$426.67	\$ 93,003	\$502.72	\$ 95,558	\$516.53	\$ 98,188	\$530.75
18	\$ 62,563	\$338.18	\$ 68,243	\$368.88	\$72,484	\$ 73,161	\$395.46	\$ 78,934	\$426.67	\$ 93,003	\$502.72	\$ 95,558	\$516.53	\$ 98,188	\$530.75
19	\$ 63,994	\$345.91	\$ 69,674	\$376.62	\$73,671	\$ 74,360	\$401.95	\$ 80,363	\$434.39	\$ 94,633	\$511.53	\$ 97,186	\$525.33	\$ 99,812	\$539.52
20	\$ 63,994	\$345.91	\$ 69,674	\$376.62	\$73,902	\$ 74,593	\$403.21	\$ 80,363	\$434.39	\$ 94,633	\$511.53	\$ 97,186	\$525.33	\$ 99,812	\$539.52
21	\$ 63,994	\$345.91	\$ 69,674	\$376.62	\$73,902	\$ 74,593	\$403.21	\$ 80,363	\$434.39	\$ 96,256	\$520.30	\$ 98,813	\$534.12	\$101,442	\$548.34
22	\$ 63,994	\$345.91	\$ 69,674	\$376.62	\$73,902	\$ 74,593	\$403.21	\$ 80,363	\$434.39	\$ 96,256	\$520.30	\$ 98,813	\$534.12	\$101,442	\$548.34
23	\$ 63,994	\$345.91	\$ 69,674	\$376.62	\$73,902	\$ 74,593	\$403.21	\$ 80,363	\$434.39	\$ 97,886	\$529.11	\$ 100,438	\$542.91	\$103,069	\$557.13

\* Entry column for teachers with Emergency/Pre-Intern/Intern Credentials

\*\* Minimum entry column for teachers with Clear/Preliminary Credentials

\*\*\* Includes MA

\*\*\*\* 18 units must have been earned after 9/1/81

1% Increase effective July 1, 2021

Doctorate stipend \$1,628

BERKELEY UNIFIED SCHOOL DISTRICT  
K-12 TEACHER SALARY SCHEDULE 2021-22

SALARY SCHEDULE 17  
MIDDLE AND HIGH SCHOOL-184 DAYS

CLASS	I	I	II	II	III	III	IV	IV	V	V	VI	VI	VII	VII
	BA*	Daily	BA+24**	Daily	BA+36	Daily	MA or	Daily	BA+60	Daily	BA+72	Daily	BA+84****	Daily
		Rate		Rate		Rate	BA+48	Rate	BA+42***	Rate	BA+54***	Rate	BA+66***	Rate
									MA+12		MA+24		MA+36	
STEPS														
1	\$49,584	\$269.48	\$58,880	\$320.00	\$60,590	\$329.29	\$62,348	\$338.85	\$62,348	\$338.85	\$ 62,348	\$338.85	\$ 62,348	\$338.85
2	\$49,584	\$269.48	\$60,590	\$329.29	\$62,348	\$338.85	\$64,154	\$348.66	\$64,154	\$348.66	\$ 64,154	\$348.66	\$ 64,154	\$348.66
3	\$51,355	\$279.10	\$62,348	\$338.85	\$64,154	\$348.66	\$66,016	\$358.78	\$67,932	\$369.20	\$ 67,932	\$369.20	\$ 67,932	\$369.20
4	\$52,888	\$287.43	\$64,154	\$348.66	\$66,016	\$358.78	\$67,932	\$369.20	\$69,900	\$379.89	\$ 71,930	\$390.92	\$ 71,930	\$390.92
5	\$54,465	\$296.01	\$64,154	\$348.66	\$67,932	\$369.20	\$69,900	\$379.89	\$71,930	\$390.92	\$ 74,015	\$402.26	\$ 76,163	\$413.93
6	\$55,997	\$304.33	\$64,154	\$348.66	\$69,900	\$379.89	\$71,930	\$390.92	\$74,015	\$402.26	\$ 76,161	\$413.92	\$ 78,369	\$425.92
7	\$56,830	\$308.86	\$64,154	\$348.66	\$69,900	\$379.89	\$74,015	\$402.26	\$76,161	\$413.92	\$ 78,369	\$425.92	\$ 80,646	\$438.29
8	\$57,589	\$312.98	\$64,154	\$348.66	\$69,900	\$379.89	\$76,161	\$413.92	\$78,369	\$425.92	\$ 80,646	\$438.29	\$ 82,983	\$450.99
9	\$58,332	\$317.02	\$64,154	\$348.66	\$69,900	\$379.89	\$76,161	\$413.92	\$80,646	\$438.29	\$ 82,983	\$450.99	\$ 85,387	\$464.06
10	\$59,100	\$321.20	\$64,782	\$352.08	\$69,900	\$379.89	\$76,161	\$413.92	\$83,063	\$451.43	\$ 85,471	\$464.52	\$ 87,950	\$477.99
11	\$59,789	\$324.94	\$65,471	\$355.82	\$70,388	\$382.54	\$76,161	\$413.92	\$85,554	\$464.97	\$ 88,034	\$478.45	\$ 90,585	\$492.31
12	\$59,789	\$324.94	\$65,471	\$355.82	\$70,388	\$382.54	\$76,161	\$413.92	\$88,123	\$478.93	\$ 90,675	\$492.80	\$ 93,304	\$507.09
13	\$59,789	\$324.94	\$65,471	\$355.82	\$70,388	\$382.54	\$76,161	\$413.92	\$89,749	\$487.77	\$ 92,304	\$501.65	\$ 94,934	\$515.95
14	\$59,789	\$324.94	\$65,471	\$355.82	\$70,388	\$382.54	\$76,161	\$413.92	\$89,749	\$487.77	\$ 92,304	\$501.65	\$ 94,934	\$515.95
15	\$61,222	\$332.73	\$66,903	\$363.60	\$71,820	\$390.33	\$77,591	\$421.69	\$91,378	\$496.62	\$ 93,930	\$510.49	\$ 96,561	\$524.79
16	\$61,222	\$332.73	\$66,903	\$363.60	\$71,820	\$390.33	\$77,591	\$421.69	\$91,378	\$496.62	\$ 93,930	\$510.49	\$ 96,561	\$524.79
17	\$62,563	\$340.02	\$68,243	\$370.89	\$73,161	\$397.61	\$78,934	\$428.99	\$93,003	\$505.45	\$ 95,558	\$519.34	\$ 98,188	\$533.63
18	\$62,563	\$340.02	\$68,243	\$370.89	\$73,161	\$397.61	\$78,934	\$428.99	\$93,003	\$505.45	\$ 95,558	\$519.34	\$ 98,188	\$533.63
19	\$63,994	\$347.79	\$69,674	\$378.66	\$74,593	\$405.40	\$80,363	\$436.76	\$94,633	\$514.31	\$ 97,186	\$528.18	\$ 99,812	\$542.46
20	\$63,994	\$347.79	\$69,674	\$378.66	\$74,593	\$405.40	\$80,363	\$436.76	\$94,633	\$514.31	\$ 97,186	\$528.18	\$ 99,812	\$542.46
21	\$63,994	\$347.79	\$69,674	\$378.66	\$74,593	\$405.40	\$80,363	\$436.76	\$96,256	\$523.13	\$ 98,813	\$537.03	\$ 101,442	\$551.32
22	\$63,994	\$347.79	\$69,674	\$378.66	\$74,593	\$405.40	\$80,363	\$436.76	\$96,256	\$523.13	\$ 98,813	\$537.03	\$ 101,442	\$551.32
23	\$63,994	\$347.79	\$69,674	\$378.66	\$74,593	\$405.40	\$80,363	\$436.76	\$97,886	\$531.99	\$100,438	\$545.86	\$ 103,069	\$560.16

\* Entry column for teachers with Emergency/Pre-Intern/Intern Credentials

\*\* Minimum entry column for teachers with Clear/Preliminary Credentials

\*\*\* Includes MA

\*\*\*\* 18 units must have been earned after 9/1/81

1% Increase effective July 1, 2021

Doctorate stipend \$1,628

8/10/2021

CLASS	I	I	II	II	III	III	IV	IV	V	V	VI	VI	VII	VII
	BA	Daily	BA+24	Daily	BA+36	Daily	MA or	Daily	BA+60	Daily	BA+72	Daily	BA+84****	Daily
		Rate		Rate		Rate	BA+48	Rate	BA+42***	Rate	BA+54***	Rate	BA+66***	Rate
									MA+12		MA+24		MA+36	
STEPS														
1	\$64,241	\$347.25	\$74,467	\$402.52	\$76,346	\$412.68	\$78,282	\$423.15	\$78,282	\$423.15	\$78,282	\$423.15	\$78,282	\$423.15
2	\$64,241	\$347.25	\$76,346	\$412.68	\$78,282	\$423.15	\$80,266	\$433.87	\$80,266	\$433.87	\$80,266	\$433.87	\$80,266	\$433.87
3	\$66,187	\$357.77	\$78,282	\$423.15	\$80,266	\$433.87	\$82,312	\$444.93	\$84,424	\$456.35	\$84,424	\$456.35	\$84,424	\$456.35
4	\$67,875	\$366.89	\$80,266	\$433.87	\$82,312	\$444.93	\$84,424	\$456.35	\$86,590	\$468.05	\$88,818	\$480.10	\$88,818	\$480.10
5	\$69,608	\$376.26	\$80,266	\$433.87	\$84,424	\$456.35	\$86,590	\$468.05	\$88,818	\$480.10	\$91,113	\$492.50	\$93,475	\$505.27
6	\$71,301	\$385.41	\$80,266	\$433.87	\$86,590	\$468.05	\$88,818	\$480.10	\$91,113	\$492.50	\$93,475	\$505.27	\$95,903	\$518.39
7	\$72,212	\$390.34	\$80,266	\$433.87	\$86,590	\$468.05	\$91,113	\$492.50	\$93,475	\$505.27	\$95,903	\$518.39	\$98,405	\$531.92
8	\$73,047	\$394.85	\$80,266	\$433.87	\$86,590	\$468.05	\$93,475	\$505.27	\$95,903	\$518.39	\$98,405	\$531.92	\$100,976	\$545.82
9	\$73,866	\$399.28	\$80,266	\$433.87	\$86,590	\$468.05	\$93,475	\$505.27	\$98,405	\$531.92	\$100,976	\$545.82	\$103,626	\$560.14
10	\$74,709	\$403.83	\$80,962	\$437.63	\$86,590	\$468.05	\$93,475	\$505.27	\$101,067	\$546.31	\$103,716	\$560.63	\$106,441	\$575.36
11	\$75,466	\$407.92	\$81,713	\$441.69	\$87,125	\$470.95	\$93,475	\$505.27	\$103,805	\$561.11	\$106,536	\$575.87	\$109,343	\$591.04
12	\$75,466	\$407.92	\$81,713	\$441.69	\$87,125	\$470.95	\$93,475	\$505.27	\$106,632	\$576.39	\$109,439	\$591.56	\$112,333	\$607.21
13	\$75,466	\$407.92	\$81,713	\$441.69	\$87,125	\$470.95	\$93,475	\$505.27	\$108,421	\$586.06	\$111,232	\$601.25	\$114,121	\$616.87
14	\$75,466	\$407.92	\$81,713	\$441.69	\$87,125	\$470.95	\$93,475	\$505.27	\$108,421	\$586.06	\$111,232	\$601.25	\$114,121	\$616.87
15	\$77,040	\$416.43	\$83,290	\$450.22	\$88,698	\$479.45	\$95,051	\$513.79	\$110,214	\$595.75	\$113,021	\$610.92	\$115,913	\$626.56
16	\$77,040	\$416.43	\$83,290	\$450.22	\$88,698	\$479.45	\$95,051	\$513.79	\$110,214	\$595.75	\$113,021	\$610.92	\$115,913	\$626.56
17	\$78,514	\$424.40	\$84,765	\$458.19	\$90,176	\$487.44	\$96,525	\$521.76	\$112,001	\$605.41	\$114,811	\$620.60	\$117,703	\$636.23
18	\$78,514	\$424.40	\$84,765	\$458.19	\$90,176	\$487.44	\$96,525	\$521.76	\$112,001	\$605.41	\$114,811	\$620.60	\$117,703	\$636.23
19	\$80,089	\$432.91	\$86,338	\$466.69	\$91,749	\$495.94	\$98,098	\$530.26	\$113,794	\$615.10	\$116,598	\$630.26	\$119,495	\$645.92
20	\$80,089	\$432.91	\$86,338	\$466.69	\$91,749	\$495.94	\$98,098	\$530.26	\$113,794	\$615.10	\$116,598	\$630.26	\$119,495	\$645.92
21	\$80,089	\$432.91	\$86,338	\$466.69	\$91,749	\$495.94	\$98,098	\$530.26	\$115,580	\$624.76	\$118,394	\$639.97	\$121,282	\$655.58
22	\$80,089	\$432.91	\$86,338	\$466.69	\$91,749	\$495.94	\$98,098	\$530.26	\$115,580	\$624.76	\$118,394	\$639.97	\$121,282	\$655.58
23	\$80,089	\$432.91	\$86,338	\$466.69	\$91,749	\$495.94	\$98,098	\$530.26	\$117,374	\$634.45	\$120,180	\$649.62	\$123,075	\$665.27

\*\*\* Includes MA

\*\*\*\* 18 units must have been earned after 9/1/81

Doctorate stipend \$1,628

1% Increase effective July 1, 2021

BERKELEY UNIFIED SCHOOL DISTRICT  
 SCHOOL PSYCHOLOGIST SALARY SCHEDULE  
 SALARY SCHEDULE 28- 194 DAYS  
 2021-22

Step	PPS Credential		PPS and Board Certified Behavior Analyst	
	Annual	Per Diem	Annual	Per Diem
1	\$ 82,364	\$425	\$ 84,912	\$438
2	\$ 84,666	\$436	\$ 87,217	\$450
3	\$ 86,971	\$448	\$ 89,522	\$461
4	\$ 89,277	\$460	\$ 91,825	\$473
5	\$ 91,581	\$472	\$ 94,132	\$485
6	\$ 94,627	\$488	\$ 97,174	\$501
7	\$ 97,671	\$503	\$ 100,219	\$517
8	\$ 100,715	\$519	\$ 103,265	\$532
9	\$ 103,760	\$535	\$ 106,307	\$548
10	\$ 106,802	\$551	\$ 109,354	\$564
11	\$ 110,007	\$567	\$ 112,634	\$581
12	\$ 113,305	\$584	\$ 116,012	\$598

1.Current and newly hired School Psychologists will be placed on the scale according to how many years they have completed working as certificated School Psychologists in the State of California. For example, a psychologist is placed on Step 1 with no School Psychologist experience and Step 12 with at least 11 years of School Psychologist experience (an individual must work as a School Psychologist at least 75% of a school year to count).

Newly hired Behavior Analysts who hold a Board Certified Behavior Analyst (BCBA) at the time of hire and has an Education Specialist credential, but does not hold a PPS credential, will be placed on the PPS scale according to how many years they have completed working as a teacher or a Behavior Analyst. For example, a Behavior Analyst who has worked 10 years as a teacher and 4 years as a behavior analyst would be placed on Step 12 of the PPS schedule.

2.The work year shall be 194 days for both School Psychologists and Behavior Analysts. The number of days worked before the first day of school and beyond the last day of school shall be arranged between the psychologists/behavior analysts and the appropriate administrators. While school is in session, the calendar approved by BUSD and BFT shall be followed.

3.The parties agree that the requirements of the Behavior Analyst Certification Board shall be met to be considered a Board Certified Behavior Analyst. Should BUSD choose to hire a new Behavior Analyst that has a BCBA and an additional credential that is not an Educational Specialist credential, the District and the Union will meet and confer.

**School Psychologist Interns:**

1.The Workdays section of the Agreement applies to the extent that the School Psychologist Interns work 8 hours per day, 4 days per week as 10 month support employees and work 140 days per year.

2.The School Psychologist Interns will be paid \$28,321 per year for .80 FTE. This stipend will be modified by future agreements. School Psychologist Interns are STRS members but not eligible for health and dental benefits.

Column	I	II	III	IV
	60 Units	BA	BA+24	BA+36
Steps				
1	\$ 39,690	\$ 42,300	\$ 45,252	\$ 48,026
2	\$ 42,303	\$ 45,252	\$ 48,026	\$ 50,806
3	\$ 45,252	\$ 48,026	\$ 50,806	\$ 53,582
4	\$ 48,026	\$ 50,806	\$ 53,582	\$ 56,361
5	\$ 50,806	\$ 53,582	\$ 56,361	\$ 59,139
6	\$ 53,582	\$ 56,361	\$ 59,139	\$ 61,924
7	\$ 56,361	\$ 59,139	\$ 61,924	\$ 64,698
8	\$ 59,139	\$ 61,924	\$ 64,698	\$ 67,477
9	\$ 61,917	\$ 64,704	\$ 67,477	\$ 70,256
10	\$ 64,695	\$ 67,484	\$ 70,256	\$ 73,034

Longevity	15-16 Yrs	17-18 Yrs	19+ Yrs
	\$ 1,384	\$ 2,677	\$ 4,058

**Head Start Stipend**

For full time teachers in a single classroom who have between one and ten Head Start students - \$1,032

For full time teachers in a single classroom who have between 11 and 16 Head Start students - \$1,545

For full time teachers in a single classroom who have more than 17 Head Start students - \$2,060

Part Time Teachers (less than 1.0 FTE) - \$515

4.5% increase effective July 1, 2021 for Early Childhood Teachers  
Additional 1% increase effective July 1, 2021