

**BERKELEY UNIFIED SCHOOL DISTRICT  
BFT EXTRA COMPENSATION SALARY SCHEDULE 2023-24**

**APPENDIX 9**

|   |  | Notes            |
|---|--|------------------|
| Athletic Director   | \$4,811  | per year         |
| BHS Counseling/Small School/Program/Dept Teacher Leader     | \$7,781  | 2 days*          |
| BHS Forensic Coach, (1)                                     | \$4,845  |                  |
| BHS "Jacket" Teacher, (1)                                   | \$2,083  | per year each    |
| BHS Yearbook Teacher, (1)                                   | \$2,083  |                  |
| BHS Literature Magazine Teacher, (1)                        | \$1,675  |                  |
| BCLAD   | \$3,371  |                  |
| Bilingual Assessment Teacher                                |  |                  |
|   | <i>up to 15 assessments</i>                        | \$2,165          |
|   | <i>16-20 assessments</i>                           | \$2,471          |
|   | <i>21-25 assessments</i>                           | \$2,831          |
| Bilingual (Sp/English) School Psychologist                  | \$2,247  |                  |
| Bilingual Speech Language Pathologist                       | \$2,247  |                  |
| BPAR Consulting Teacher                                     | \$4,922  |                  |
| BPAR Coordinator  | \$5,252  | 10 days per year |
| BPAR Panel Chairperson (includes Panel Member stipend)      | \$5,633  |                  |
| BPAR Panel Member   | \$2,212  |                  |
| BTA PD Stipend  | \$5,578  |                  |
| CDC Head Start Stipend                                      |  |                  |
|   | <i>1-10 H.S. students</i>                          | \$1,160          |
|   | <i>11-16 H.S. students</i>                         | \$1,737          |
|   | <i>17-24 H.S. students</i>                         | \$2,315          |
|   | <i>Head Start teachers with less than 1.00 FTE</i> | \$579            |
| Curriculum Teacher Leader                                   | \$2,460  |                  |
| Doctorate Stipend   | \$1,868  |                  |
| Middle School Department Leader                             | \$1,054  | 2 days per year  |
| King Middle Yearbook Teacher, (1)                           | \$1,712  | per year each    |
| Middle School News Teachers, (3)                            | \$1,042  | per year each    |
| Willard (1), Longfellow (1) and B-Tech (1) Yearbook Teacher | \$1,230  | per year each    |
| National Board Teacher or Psychologist Certification        | \$2,473  |                  |
| Psychologist Department Leader                              | \$1,054  | 2 days per year  |
| SLP Mentor  | \$1,798  |                  |
| SST Coordinator   | \$2,767  |                  |
| Substitute Medical Stipend                                  |  |                  |
|   | <i>80 Assignments</i>                              | \$1,251          |
|   | <i>95 Assignments</i>                              | \$1,430          |
|   | <i>110 Assignments</i>                             | \$1,610          |
|   | <i>125 Assignments</i>                             | \$1,788          |
| Teacher in Charge   | \$3,168  |                  |
| TIP Support Provider  | \$1,792  |                  |
| * SEE APPENDIX 8  |  |                  |

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**APPENDIX 9**

|   |         |   |         |
|---|---------|---|---------|
| Production Director, BHS  | \$1,038 | - | \$5,454 |
| Director of Lighting  | \$1,038 | - | \$5,454 |
| Technical Director  | \$1,038 | - | \$5,454 |
| Director Choreography   | \$1,038 | - | \$5,454 |
| Director Costume Production   | \$1,038 | - | \$5,454 |
| Orchestra Director, BHS   | \$1,038 | - | \$5,454 |
| Vocal Music Director  | \$1,038 | - | \$5,454 |
| Conductor, BHS  | \$1,038 | - | \$5,454 |
| 1 Choral Music Teacher, BHS   | \$1,038 | - | \$5,454 |
| 1 Pep Band Director, BHS  | \$1,038 | - | \$5,454 |
| 1 Afro-Haitian Dance Production Teacher   | \$1,038 | - | \$5,454 |
| 1 Dance Production Teacher, BHS   | \$1,038 | - | \$5,454 |
| 1 Jazz Band Director, BHS   | \$1,038 | - | \$5,454 |
| 3 Drama Teachers Middle   | \$1,038 | - | \$5,454 |
| Guitar Teacher  | \$1,038 | - | \$5,454 |
| Interdisciplinary Art Exhibition Coordinator  | \$1,038 | - | \$5,454 |
| <p>** Minimum stipend of approximately 20 hours applies to all VAPA positions, the maximum stipend amount is equivalent to 105 hours.<br/>Site administrators 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> |         |   |         |
| VAPA Hourly Rate  | \$51.94 |   |         |

6% increase effective July 1, 2023

**Substitute Daily Rate**                                 **\$252.81**

Adult Teachers  
1-3 YRS   **\$49.84**  
4-9 YRS   **\$52.37**  
10+ YRS   **\$54.84**

ADULT SCHOOL COORDINATOR :                         **\$61.93**

**Hourly Rates**  
**TK-12 TEACHING**   **\$50.35**  
**CURRICULUM DEVELOPMENT**                         **\$38.14**  
**NIGHT SCHOOL**   **\$60.50**  
**VAPA TEACHER**   **\$51.94**

6% Increase effective July 1, 2023

| STEP | I        |            | II       |            | III      |            | IV       |            | V         |            | VI        |            | VII       |            |
|------|----------|------------|----------|------------|----------|------------|----------|------------|-----------|------------|-----------|------------|-----------|------------|
|      | BA*      | Daily Rate | BA+24**  | Daily Rate | BA+36    | Daily Rate | BA+48    | Daily Rate | BA+60     | Daily Rate | BA+72     | Daily Rate | BA+84***  | Daily Rate |
|      |          |            |          |            |          |            | or<br>MA |            | BA+42***  |            | BA+54***  |            | BA+66***  |            |
| 1    | \$55,326 | \$299.06   | \$67,606 | \$365.44   | \$69,567 | \$376.04   | \$71,583 | \$386.93   | \$71,583  | \$386.93   | \$71,583  | \$386.93   | \$71,583  | \$386.93   |
| 2    | \$57,300 | \$309.73   | \$69,567 | \$376.04   | \$71,583 | \$386.93   | \$73,660 | \$398.16   | \$75,798  | \$409.72   | \$75,798  | \$409.72   | \$75,798  | \$409.72   |
| 3    | \$59,011 | \$318.98   | \$71,583 | \$386.93   | \$73,660 | \$398.16   | \$75,798 | \$409.72   | \$77,993  | \$421.58   | \$80,259  | \$433.83   | \$80,259  | \$433.83   |
| 4    | \$60,772 | \$328.50   | \$71,583 | \$386.93   | \$75,798 | \$409.72   | \$77,993 | \$421.58   | \$80,259  | \$433.83   | \$82,585  | \$446.41   | \$84,981  | \$459.36   |
| 5    | \$62,480 | \$337.73   | \$71,583 | \$386.93   | \$77,993 | \$421.58   | \$80,259 | \$433.83   | \$82,585  | \$446.41   | \$84,979  | \$459.35   | \$87,443  | \$472.66   |
| 6    | \$63,411 | \$342.76   | \$71,583 | \$386.93   | \$77,993 | \$421.58   | \$82,585 | \$446.41   | \$84,979  | \$459.35   | \$87,443  | \$472.66   | \$89,983  | \$486.40   |
| 7    | \$64,258 | \$347.34   | \$71,583 | \$386.93   | \$77,993 | \$421.58   | \$84,979 | \$459.35   | \$87,443  | \$472.66   | \$89,983  | \$486.40   | \$92,593  | \$500.50   |
| 8    | \$65,086 | \$351.82   | \$71,583 | \$386.93   | \$77,993 | \$421.58   | \$84,979 | \$459.35   | \$89,983  | \$486.40   | \$92,593  | \$500.50   | \$95,274  | \$514.99   |
| 9    | \$65,943 | \$356.45   | \$72,283 | \$390.72   | \$77,993 | \$421.58   | \$84,979 | \$459.35   | \$92,680  | \$500.97   | \$95,369  | \$515.51   | \$98,134  | \$530.46   |
| 10   | \$66,711 | \$360.60   | \$73,052 | \$394.88   | \$78,538 | \$424.53   | \$84,979 | \$459.35   | \$95,460  | \$516.00   | \$98,227  | \$530.96   | \$101,073 | \$546.34   |
| 11   | \$66,711 | \$360.60   | \$73,052 | \$394.88   | \$78,538 | \$424.53   | \$84,979 | \$459.35   | \$98,327  | \$531.50   | \$101,174 | \$546.89   | \$104,107 | \$562.74   |
| 12   | \$66,711 | \$360.60   | \$73,052 | \$394.88   | \$78,538 | \$424.53   | \$84,979 | \$459.35   | \$100,141 | \$541.30   | \$102,992 | \$556.71   | \$105,925 | \$572.57   |
| 13   | \$66,711 | \$360.60   | \$73,052 | \$394.88   | \$78,538 | \$424.53   | \$84,979 | \$459.35   | \$100,141 | \$541.30   | \$102,992 | \$556.71   | \$105,925 | \$572.57   |
| 14   | \$68,311 | \$369.25   | \$74,650 | \$403.51   | \$80,136 | \$433.17   | \$86,576 | \$467.98   | \$101,959 | \$551.13   | \$104,806 | \$566.52   | \$107,742 | \$582.39   |
| 15   | \$68,311 | \$369.25   | \$74,650 | \$403.51   | \$80,136 | \$433.17   | \$86,576 | \$467.98   | \$101,959 | \$551.13   | \$104,806 | \$566.52   | \$107,742 | \$582.39   |
| 16   | \$69,807 | \$377.34   | \$76,144 | \$411.59   | \$81,633 | \$441.26   | \$88,073 | \$476.07   | \$103,773 | \$560.93   | \$106,622 | \$576.33   | \$109,557 | \$592.20   |
| 17   | \$69,807 | \$377.34   | \$76,144 | \$411.59   | \$81,633 | \$441.26   | \$88,073 | \$476.07   | \$103,773 | \$560.93   | \$106,622 | \$576.33   | \$109,557 | \$592.20   |
| 18   | \$71,402 | \$385.96   | \$77,742 | \$420.23   | \$82,970 | \$448.49   | \$89,667 | \$484.69   | \$105,592 | \$570.77   | \$108,439 | \$586.15   | \$111,370 | \$602.00   |
| 19   | \$71,402 | \$385.96   | \$77,742 | \$420.23   | \$83,230 | \$449.89   | \$89,667 | \$484.69   | \$105,592 | \$570.77   | \$108,439 | \$586.15   | \$111,370 | \$602.00   |
| 20   | \$71,402 | \$385.96   | \$77,742 | \$420.23   | \$83,230 | \$449.89   | \$89,667 | \$484.69   | \$107,402 | \$580.55   | \$110,254 | \$595.97   | \$113,188 | \$611.83   |
| 21   | \$71,402 | \$385.96   | \$77,742 | \$420.23   | \$83,230 | \$449.89   | \$89,667 | \$484.69   | \$107,402 | \$580.55   | \$110,254 | \$595.97   | \$113,188 | \$611.83   |
| 22   | \$71,402 | \$385.96   | \$77,742 | \$420.23   | \$83,230 | \$449.89   | \$89,667 | \$484.69   | \$109,220 | \$590.38   | \$112,067 | \$605.77   | \$115,004 | \$621.64   |
| 23   | \$71,402 | \$385.96   | \$77,742 | \$420.23   | \$83,230 | \$449.89   | \$89,667 | \$484.69   | \$109,220 | \$590.38   | \$112,067 | \$605.77   | \$115,004 | \$621.64   |
| 24   | \$71,402 | \$385.96   | \$77,742 | \$420.23   | \$83,230 | \$449.89   | \$89,667 | \$484.69   | \$110,971 | \$599.84   | \$113,864 | \$615.48   | \$116,849 | \$631.61   |

\* 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 Doctorate stipend \$1,867.72

6% Increase effective July 1, 2023

| STEP | I        |            | II       |            | III      |            | IV       |            | V         |            | VI        |            | VII       |            |
|------|----------|------------|----------|------------|----------|------------|----------|------------|-----------|------------|-----------|------------|-----------|------------|
|      | BA*      | Daily Rate | BA+24**  | Daily Rate | BA+36    | Daily Rate | BA+48    | Daily Rate | BA+60     | Daily Rate | BA+72     | Daily Rate | BA+84***  | Daily Rate |
|      |          |            |          |            |          |            | or<br>MA |            | BA+42***  |            | BA+54***  |            | BA+66***  |            |
|      |          |            |          |            |          |            |          | MA+12      |           |            | MA+24     |            | MA+36     |            |
| 1    | \$55,326 | \$300.68   | \$67,606 | \$367.42   | \$69,567 | \$378.08   | \$71,583 | \$389.04   | \$71,583  | \$389.04   | \$71,583  | \$389.04   | \$71,583  | \$389.04   |
| 2    | \$57,300 | \$311.41   | \$69,567 | \$378.08   | \$71,583 | \$389.04   | \$73,660 | \$400.32   | \$75,798  | \$411.95   | \$75,798  | \$411.95   | \$75,798  | \$411.95   |
| 3    | \$59,011 | \$320.71   | \$71,583 | \$389.04   | \$73,660 | \$400.32   | \$75,798 | \$411.95   | \$77,993  | \$423.88   | \$80,259  | \$436.19   | \$80,259  | \$436.19   |
| 4    | \$60,772 | \$330.28   | \$71,583 | \$389.04   | \$75,798 | \$411.95   | \$77,993 | \$423.88   | \$80,259  | \$436.19   | \$82,585  | \$448.83   | \$84,981  | \$461.85   |
| 5    | \$62,480 | \$339.56   | \$71,583 | \$389.04   | \$77,993 | \$423.88   | \$80,259 | \$436.19   | \$82,585  | \$448.83   | \$84,979  | \$461.84   | \$87,443  | \$475.23   |
| 6    | \$63,411 | \$344.62   | \$71,583 | \$389.04   | \$77,993 | \$423.88   | \$82,585 | \$448.83   | \$84,979  | \$461.84   | \$87,443  | \$475.23   | \$89,983  | \$489.04   |
| 7    | \$64,258 | \$349.23   | \$71,583 | \$389.04   | \$77,993 | \$423.88   | \$84,979 | \$461.84   | \$87,443  | \$475.23   | \$89,983  | \$489.04   | \$92,593  | \$503.22   |
| 8    | \$65,086 | \$353.73   | \$71,583 | \$389.04   | \$77,993 | \$423.88   | \$84,979 | \$461.84   | \$89,983  | \$489.04   | \$92,593  | \$503.22   | \$95,274  | \$517.79   |
| 9    | \$65,943 | \$358.38   | \$72,283 | \$392.84   | \$77,993 | \$423.88   | \$84,979 | \$461.84   | \$92,680  | \$503.70   | \$95,369  | \$518.31   | \$98,134  | \$533.34   |
| 10   | \$66,711 | \$362.56   | \$73,052 | \$397.02   | \$78,538 | \$426.84   | \$84,979 | \$461.84   | \$95,460  | \$518.80   | \$98,227  | \$533.84   | \$101,073 | \$549.31   |
| 11   | \$66,711 | \$362.56   | \$73,052 | \$397.02   | \$78,538 | \$426.84   | \$84,979 | \$461.84   | \$98,327  | \$534.38   | \$101,174 | \$549.86   | \$104,107 | \$565.80   |
| 12   | \$66,711 | \$362.56   | \$73,052 | \$397.02   | \$78,538 | \$426.84   | \$84,979 | \$461.84   | \$100,141 | \$544.24   | \$102,992 | \$559.74   | \$105,925 | \$575.68   |
| 13   | \$66,711 | \$362.56   | \$73,052 | \$397.02   | \$78,538 | \$426.84   | \$84,979 | \$461.84   | \$100,141 | \$544.24   | \$102,992 | \$559.74   | \$105,925 | \$575.68   |
| 14   | \$68,311 | \$371.26   | \$74,650 | \$405.70   | \$80,136 | \$435.52   | \$86,576 | \$470.52   | \$101,959 | \$554.12   | \$104,806 | \$569.60   | \$107,742 | \$585.56   |
| 15   | \$68,311 | \$371.26   | \$74,650 | \$405.70   | \$80,136 | \$435.52   | \$86,576 | \$470.52   | \$101,959 | \$554.12   | \$104,806 | \$569.60   | \$107,742 | \$585.56   |
| 16   | \$69,807 | \$379.39   | \$76,144 | \$413.83   | \$81,633 | \$443.66   | \$88,073 | \$478.66   | \$103,773 | \$563.98   | \$106,622 | \$579.47   | \$109,557 | \$595.42   |
| 17   | \$69,807 | \$379.39   | \$76,144 | \$413.83   | \$81,633 | \$443.66   | \$88,073 | \$478.66   | \$103,773 | \$563.98   | \$106,622 | \$579.47   | \$109,557 | \$595.42   |
| 18   | \$71,402 | \$388.06   | \$77,742 | \$422.51   | \$82,970 | \$450.92   | \$89,667 | \$487.32   | \$105,592 | \$573.87   | \$108,439 | \$589.34   | \$111,370 | \$605.27   |
| 19   | \$71,402 | \$388.06   | \$77,742 | \$422.51   | \$83,230 | \$452.34   | \$89,667 | \$487.32   | \$105,592 | \$573.87   | \$108,439 | \$589.34   | \$111,370 | \$605.27   |
| 20   | \$71,402 | \$388.06   | \$77,742 | \$422.51   | \$83,230 | \$452.34   | \$89,667 | \$487.32   | \$107,402 | \$583.71   | \$110,254 | \$599.20   | \$113,188 | \$615.15   |
| 21   | \$71,402 | \$388.06   | \$77,742 | \$422.51   | \$83,230 | \$452.34   | \$89,667 | \$487.32   | \$107,402 | \$583.71   | \$110,254 | \$599.20   | \$113,188 | \$615.15   |
| 22   | \$71,402 | \$388.06   | \$77,742 | \$422.51   | \$83,230 | \$452.34   | \$89,667 | \$487.32   | \$109,220 | \$593.59   | \$112,067 | \$609.06   | \$115,004 | \$625.02   |
| 23   | \$71,402 | \$388.06   | \$77,742 | \$422.51   | \$83,230 | \$452.34   | \$89,667 | \$487.32   | \$109,220 | \$593.59   | \$112,067 | \$609.06   | \$115,004 | \$625.02   |
| 24   | \$71,402 | \$388.06   | \$77,742 | \$422.51   | \$83,230 | \$452.34   | \$89,667 | \$487.32   | \$110,971 | \$603.10   | \$113,864 | \$618.83   | \$116,849 | \$635.05   |

\* 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

Doctorate stipend \$1,867.72

6% Increase effective July 1, 2023

| STEP | I        |            | II       |            | III       |            | IV                |            | V                 |            | VI                |            | VII                   |            |
|------|----------|------------|----------|------------|-----------|------------|-------------------|------------|-------------------|------------|-------------------|------------|-----------------------|------------|
|      | BA*      | Daily Rate | BA+24**  | Daily Rate | BA+36     | Daily Rate | BA+48<br>or<br>MA | Daily Rate | BA+60<br>BA+42*** | Daily Rate | BA+72<br>BA+54*** | Daily Rate | BA+84****<br>BA+66*** | Daily Rate |
| 1    | \$71,679 | \$387.45   | \$85,186 | \$460.47   | \$87,347  | \$472.14   | \$89,560          | \$484.11   | \$89,560          | \$484.11   | \$89,560          | \$484.11   | \$89,560              | \$484.11   |
| 2    | \$73,851 | \$399.19   | \$87,347 | \$472.14   | \$89,560  | \$484.11   | \$91,843          | \$496.45   | \$94,199          | \$509.19   | \$94,199          | \$509.19   | \$94,199              | \$509.19   |
| 3    | \$75,735 | \$409.38   | \$89,560 | \$484.11   | \$91,843  | \$496.45   | \$94,199          | \$509.19   | \$98,962          | \$534.93   | \$99,103          | \$535.69   | \$99,103              | \$535.69   |
| 4    | \$77,668 | \$419.83   | \$89,560 | \$484.11   | \$94,199  | \$509.19   | \$96,615          | \$522.25   | \$101,517         | \$548.74   | \$101,663         | \$549.53   | \$104,297             | \$563.77   |
| 5    | \$79,557 | \$430.04   | \$89,560 | \$484.11   | \$96,615  | \$522.25   | \$99,103          | \$535.69   | \$104,147         | \$562.96   | \$104,297         | \$563.77   | \$107,007             | \$578.42   |
| 6    | \$80,573 | \$435.53   | \$89,560 | \$484.11   | \$96,615  | \$522.25   | \$101,663         | \$549.53   | \$106,854         | \$577.59   | \$107,007         | \$578.42   | \$109,800             | \$593.52   |
| 7    | \$81,505 | \$440.57   | \$89,560 | \$484.11   | \$96,615  | \$522.25   | \$104,297         | \$563.77   | \$109,642         | \$592.66   | \$109,800         | \$593.52   | \$112,667             | \$609.01   |
| 8    | \$82,418 | \$445.50   | \$89,560 | \$484.11   | \$96,615  | \$522.25   | \$104,297         | \$563.77   | \$112,504         | \$608.13   | \$112,667         | \$609.01   | \$115,624             | \$625.00   |
| 9    | \$83,360 | \$450.59   | \$90,336 | \$488.30   | \$96,615  | \$522.25   | \$104,297         | \$563.77   | \$115,558         | \$624.64   | \$115,726         | \$625.54   | \$118,765             | \$641.97   |
| 10   | \$84,204 | \$455.16   | \$91,174 | \$492.83   | \$97,212  | \$525.47   | \$104,297         | \$563.77   | \$118,699         | \$641.61   | \$118,872         | \$642.55   | \$122,004             | \$659.48   |
| 11   | \$84,204 | \$455.16   | \$91,174 | \$492.83   | \$97,212  | \$525.47   | \$104,297         | \$563.77   | \$121,934         | \$659.10   | \$122,112         | \$660.06   | \$125,340             | \$677.51   |
| 12   | \$84,204 | \$455.16   | \$91,174 | \$492.83   | \$97,212  | \$525.47   | \$104,297         | \$563.77   | \$123,933         | \$669.91   | \$124,111         | \$670.87   | \$127,334             | \$688.29   |
| 13   | \$84,204 | \$455.16   | \$91,174 | \$492.83   | \$97,212  | \$525.47   | \$104,297         | \$563.77   | \$123,933         | \$669.91   | \$124,111         | \$670.87   | \$127,334             | \$688.29   |
| 14   | \$85,961 | \$464.65   | \$92,934 | \$502.34   | \$98,969  | \$534.97   | \$106,058         | \$573.28   | \$118,529         | \$640.70   | \$126,107         | \$681.66   | \$129,334             | \$699.10   |
| 15   | \$85,961 | \$464.65   | \$92,934 | \$502.34   | \$98,969  | \$534.97   | \$106,058         | \$573.28   | \$118,529         | \$640.70   | \$126,107         | \$681.66   | \$129,334             | \$699.10   |
| 16   | \$87,605 | \$473.54   | \$94,580 | \$511.24   | \$100,617 | \$543.88   | \$107,701         | \$582.17   | \$120,407         | \$650.85   | \$128,105         | \$692.46   | \$131,332             | \$709.90   |
| 17   | \$87,605 | \$473.54   | \$94,580 | \$511.24   | \$100,617 | \$543.88   | \$107,701         | \$582.17   | \$120,407         | \$650.85   | \$128,105         | \$692.46   | \$131,332             | \$709.90   |
| 18   | \$89,362 | \$483.04   | \$96,335 | \$520.73   | \$102,372 | \$553.36   | \$109,457         | \$591.66   | \$122,281         | \$660.98   | \$130,098         | \$703.23   | \$133,332             | \$720.71   |
| 19   | \$89,362 | \$483.04   | \$96,335 | \$520.73   | \$102,372 | \$553.36   | \$109,457         | \$591.66   | \$122,281         | \$660.98   | \$130,098         | \$703.23   | \$133,332             | \$720.71   |
| 20   | \$89,362 | \$483.04   | \$96,335 | \$520.73   | \$102,372 | \$553.36   | \$109,457         | \$591.66   | \$124,165         | \$671.16   | \$132,102         | \$714.07   | \$135,325             | \$731.49   |
| 21   | \$89,362 | \$483.04   | \$96,335 | \$520.73   | \$102,372 | \$553.36   | \$109,457         | \$591.66   | \$124,165         | \$671.16   | \$132,102         | \$714.07   | \$135,325             | \$731.49   |
| 22   | \$89,362 | \$483.04   | \$96,335 | \$520.73   | \$102,372 | \$553.36   | \$109,457         | \$591.66   | \$126,037         | \$681.28   | \$134,095         | \$724.84   | \$137,325             | \$742.30   |
| 23   | \$89,362 | \$483.04   | \$96,335 | \$520.73   | \$102,372 | \$553.36   | \$109,457         | \$591.66   | \$126,037         | \$681.28   | \$134,095         | \$724.84   | \$137,325             | \$742.30   |
| 24   | \$89,362 | \$483.04   | \$96,335 | \$520.73   | \$102,372 | \$553.36   | \$109,457         | \$591.66   | \$127,927         | \$691.50   | \$136,106         | \$735.71   | \$139,385             | \$753.43   |

\* 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

Doctorate stipend \$1,868

6% Increase effective July 1, 2023

|             | PPS Credential<br>(Column/Range 1) |          | PPS & Board Certified Behavior Analyst<br>(Column/Range 2) |          |
|-------------|------------------------------------|----------|--|----------|
|             | Annual                             | Per Diem | Annual   | Per Diem |
| <b>Step</b> |                                    |          |  |          |
| <b>1</b>    | <b>\$91,900</b>                    | \$473.71 | <b>\$94,743</b>  | \$488.37 |
| <b>2</b>    | <b>\$94,469</b>                    | \$486.95 | <b>\$97,316</b>  | \$501.63 |
| <b>3</b>    | <b>\$97,042</b>                    | \$500.22 | <b>\$99,887</b>  | \$514.88 |
| <b>4</b>    | <b>\$99,613</b>                    | \$513.47 | <b>\$102,458</b>   | \$528.14 |
| <b>5</b>    | <b>\$102,185</b>                   | \$526.73 | <b>\$105,031</b>   | \$541.40 |
| <b>6</b>    | <b>\$105,584</b>                   | \$544.25 | <b>\$108,424</b>   | \$558.89 |
| <b>7</b>    | <b>\$108,981</b>                   | \$561.76 | <b>\$111,822</b>   | \$576.40 |
| <b>8</b>    | <b>\$112,376</b>                   | \$579.26 | <b>\$115,223</b>   | \$593.93 |
| <b>9</b>    | <b>\$115,773</b>                   | \$596.77 | <b>\$118,617</b>   | \$611.43 |
| <b>10</b>   | <b>\$119,167</b>                   | \$614.27 | <b>\$122,016</b>   | \$628.95 |
| <b>11</b>   | <b>\$122,743</b>                   | \$632.70 | <b>\$125,676</b>   | \$647.81 |
| <b>12</b>   | <b>\$126,425</b>                   | \$651.67 | <b>\$129,445</b>   | \$667.24 |

*Workdays 194*

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 **\$29,184** per year for .80 FTE (maximum). This stipend will be modified by future agreements. School Psychologist Interns are STRS members but not eligible for health and dental benefits.

*Workdays 140*

**Psych Interns - Salary Schedule 28, Row 3**

| Step     | 23-24           |
|----------|-----------------|
| <b>1</b> | <b>\$30,935</b> |

*6% increase effective July 1, 2023*

|       | Column   |          |          |          |
|-------|----------|----------|----------|----------|
|       | I        | II       | III      | IV       |
|       | 60 Units | BA       | BA+24    | BA +36   |
| Steps |          |          |          |          |
| 1     | \$44,302 | \$47,214 | \$50,509 | \$53,606 |
| 2     | \$47,217 | \$50,509 | \$53,606 | \$56,708 |
| 3     | \$50,509 | \$53,606 | \$56,708 | \$59,808 |
| 4     | \$53,606 | \$56,708 | \$59,808 | \$62,909 |
| 5     | \$56,708 | \$59,808 | \$62,909 | \$66,010 |
| 6     | \$59,808 | \$62,909 | \$66,010 | \$69,118 |
| 7     | \$62,909 | \$66,010 | \$69,118 | \$72,214 |
| 8     | \$66,010 | \$69,118 | \$72,214 | \$75,316 |
| 9     | \$69,086 | \$72,196 | \$75,289 | \$78,389 |
| 10    | \$72,185 | \$75,298 | \$78,389 | \$81,491 |

| Longevity | 15-16 Yrs  | 17-18 Yrs  | 19+ Yrs    |
|-----------|------------|------------|------------|
|           | \$1,608.25 | \$3,112.45 | \$4,716.75 |

**Head Start Stipend**

|   |   |                   |
|---|---|-------------------|
|   | <b>Part Time Teachers (less than 1.0 FTE)</b> | <b>\$578.76</b>   |
| For full time teachers in a single classroom who have between | <b>1 and 10 Head Start students</b>           | <b>\$1,159.64</b> |
|   | <b>11 and 16 Head Start students</b>          | <b>\$1,736.28</b> |
|   | <b>more than 17 Head Start students</b>       | <b>\$2,315.04</b> |

6% increase effective July 1, 2023



| STEP | I        |            | II       |            | III      |            | IV                |            | V                 |            | VI                |            | VII                    |            |
|------|----------|------------|----------|------------|----------|------------|-------------------|------------|-------------------|------------|-------------------|------------|------------------------|------------|
|      | BA*      | Daily Rate | BA+24**  | Daily Rate | BA+36    | Daily Rate | BA+48<br>or<br>MA | Daily Rate | BA+60<br>BA+42*** | Daily Rate | BA+72<br>BA+54*** | Daily Rate | BA+84****<br>BA+66**** | Daily Rate |
|      |          |            |          |            |          |            |                   |            | MA+12             |            | MA+24             |            | MA+36                  |            |
| 1    | \$61,033 | \$316.23   | \$73,913 | \$382.97   | \$75,970 | \$393.63   | \$78,084          | \$404.58   | \$78,084          | \$404.58   | \$78,084          | \$404.58   | \$78,084               | \$404.58   |
| 2    | \$63,104 | \$326.96   | \$75,970 | \$393.63   | \$78,084 | \$404.58   | \$80,263          | \$415.87   | \$82,506          | \$427.49   | \$82,506          | \$427.49   | \$82,506               | \$427.49   |
| 3    | \$64,897 | \$336.25   | \$78,084 | \$404.58   | \$80,263 | \$415.87   | \$82,506          | \$427.49   | \$84,808          | \$439.42   | \$87,184          | \$451.73   | \$87,184               | \$451.73   |
| 4    | \$66,744 | \$345.82   | \$78,084 | \$404.58   | \$82,506 | \$427.49   | \$84,808          | \$439.42   | \$87,184          | \$451.73   | \$89,625          | \$464.38   | \$92,138               | \$477.40   |
| 5    | \$68,537 | \$355.11   | \$78,084 | \$404.58   | \$84,808 | \$439.42   | \$87,184          | \$451.73   | \$89,625          | \$464.38   | \$92,136          | \$477.39   | \$94,720               | \$490.78   |
| 6    | \$69,511 | \$360.16   | \$78,084 | \$404.58   | \$84,808 | \$439.42   | \$89,625          | \$464.38   | \$92,136          | \$477.39   | \$94,720          | \$490.78   | \$97,384               | \$504.58   |
| 7    | \$70,401 | \$364.77   | \$78,084 | \$404.58   | \$84,808 | \$439.42   | \$92,136          | \$477.39   | \$94,720          | \$490.78   | \$97,384          | \$504.58   | \$100,121              | \$518.76   |
| 8    | \$71,269 | \$369.27   | \$78,084 | \$404.58   | \$84,808 | \$439.42   | \$92,136          | \$477.39   | \$97,384          | \$504.58   | \$100,121         | \$518.76   | \$102,934              | \$533.34   |
| 9    | \$72,168 | \$373.93   | \$78,819 | \$408.39   | \$84,808 | \$439.42   | \$92,136          | \$477.39   | \$100,213         | \$519.24   | \$103,033         | \$533.85   | \$105,934              | \$548.88   |
| 10   | \$72,973 | \$378.10   | \$79,625 | \$412.57   | \$85,380 | \$442.38   | \$92,136          | \$477.39   | \$103,128         | \$534.34   | \$106,032         | \$549.39   | \$109,017              | \$564.86   |
| 11   | \$72,973 | \$378.10   | \$79,625 | \$412.57   | \$85,380 | \$442.38   | \$92,136          | \$477.39   | \$106,135         | \$549.92   | \$109,122         | \$565.40   | \$112,200              | \$581.35   |
| 12   | \$72,973 | \$378.10   | \$79,625 | \$412.57   | \$85,380 | \$442.38   | \$92,136          | \$477.39   | \$108,039         | \$559.79   | \$111,030         | \$575.28   | \$114,106              | \$591.22   |
| 13   | \$72,973 | \$378.10   | \$79,625 | \$412.57   | \$85,380 | \$442.38   | \$92,136          | \$477.39   | \$108,039         | \$559.79   | \$111,030         | \$575.28   | \$114,106              | \$591.22   |
| 14   | \$74,653 | \$386.80   | \$81,300 | \$421.24   | \$87,056 | \$451.07   | \$93,811          | \$486.07   | \$109,946         | \$569.67   | \$112,932         | \$585.14   | \$116,012              | \$601.10   |
| 15   | \$74,653 | \$386.80   | \$81,300 | \$421.24   | \$87,056 | \$451.07   | \$93,811          | \$486.07   | \$109,946         | \$569.67   | \$112,932         | \$585.14   | \$116,012              | \$601.10   |
| 16   | \$76,221 | \$394.93   | \$82,869 | \$429.37   | \$88,626 | \$459.20   | \$95,380          | \$494.20   | \$111,849         | \$579.53   | \$114,836         | \$595.00   | \$117,916              | \$610.96   |
| 17   | \$76,221 | \$394.93   | \$82,869 | \$429.37   | \$88,626 | \$459.20   | \$95,380          | \$494.20   | \$111,849         | \$579.53   | \$114,836         | \$595.00   | \$117,916              | \$610.96   |
| 18   | \$77,895 | \$403.60   | \$84,544 | \$438.05   | \$90,028 | \$466.46   | \$97,053          | \$502.87   | \$113,757         | \$589.42   | \$116,742         | \$604.88   | \$119,818              | \$620.82   |
| 19   | \$77,895 | \$403.60   | \$84,544 | \$438.05   | \$90,300 | \$467.88   | \$97,053          | \$502.87   | \$113,757         | \$589.42   | \$116,742         | \$604.88   | \$119,818              | \$620.82   |
| 20   | \$77,895 | \$403.60   | \$84,544 | \$438.05   | \$90,300 | \$467.88   | \$97,053          | \$502.87   | \$115,655         | \$599.25   | \$118,647         | \$614.75   | \$121,726              | \$630.70   |
| 21   | \$77,895 | \$403.60   | \$84,544 | \$438.05   | \$90,300 | \$467.88   | \$97,053          | \$502.87   | \$115,655         | \$599.25   | \$118,647         | \$614.75   | \$121,726              | \$630.70   |
| 22   | \$77,895 | \$403.60   | \$84,544 | \$438.05   | \$90,300 | \$467.88   | \$97,053          | \$502.87   | \$117,562         | \$609.13   | \$120,549         | \$624.61   | \$123,629              | \$640.57   |
| 23   | \$77,895 | \$403.60   | \$84,544 | \$438.05   | \$90,300 | \$467.88   | \$97,053          | \$502.87   | \$117,562         | \$609.13   | \$120,549         | \$624.61   | \$123,629              | \$640.57   |
| 24   | \$77,895 | \$403.60   | \$84,544 | \$438.05   | \$90,300 | \$467.88   | \$97,053          | \$502.87   | \$119,399         | \$618.65   | \$122,433         | \$634.37   | \$125,565              | \$650.59   |

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

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

\*\*\* Includes MA

Doctorate stipend \$1,868

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

6% Increase effective July 1, 2023