

**PITTSBURG UNIFIED SCHOOL DISTRICT
 CERTIFICATED SALARY SCHEDULE**

**2023-2024 SCHOOL YEAR
 5% Effective July 1, 2023 - DRAFT**

S	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
T			BA + 30 Sem Units	BA + 45 Sem Units	BA + 60 Sem Units	BA + 75 Sem Units
E	B. A. Degree	B. A. Degree	plus Credential	plus Credential	plus Credential	plus Credential
P	or Equivalent	plus 15 Semester Units	BA + Credential			
S	Waiver/Internship	Waiver/Internship	Pre 9/1/2002 placements	plus Preliminary/Clear Credential		
1	64,002	64,227	66,888	67,523	67,523	67,523
2	64,164	64,452	67,523	68,162	68,802	68,802
3	64,321	64,677	68,162	68,918	71,192	72,769
4	64,483	64,899	69,245	71,933	75,201	75,968
5	64,642	66,306	72,477	75,449	78,417	79,304
6	66,054	69,220	75,727	78,962	82,185	84,109
7	66,687	72,122	78,962	82,473	85,981	88,620
8	71,328	75,031	82,198	85,979	89,507	92,712
9		77,942	85,439	89,487	93,035	96,822
10			86,931	91,242	95,578	100,884
11			86,931	94,765	99,352	104,971
12			90,187	98,274	103,126	111,949
13				98,274	103,126	111,949
14				98,274	103,126	111,949
15				100,884	104,971	113,562
16					104,971	113,562
17					104,971	113,562
18					110,713	113,562
19						113,562
20						115,316
21						115,316
22						115,316
23						115,316
24						115,316
25						118,776

Masters: \$1,446.00
 Doctorate: \$2,249.32

*Units plus B.A. Degree are units taken after date of receiving a B.A. Degree
 No lateral (left to right) movement shall occur without a Preliminary/Clear Credential.
 Individuals without Pre/Clear Credential can only move vertically (one step to next) each year of service.

Longevity Bonus is incorporated into the basic salary schedule at Class VI, Step 20 and 25

Certificated Hourly rate of pay: \$45.17 (Salary Matrix ADS)	Intervention Hourly rate of pay: \$57.89 (Salary Matrix ADS)	Home Teacher rate of Pay: \$57.89 (Salary Matrix HMT)
Class Coverage Hourly rate of pay: \$68.41 (Salary Matrix CCH)		Work Year: 185 workdays

Fringe Benefits:
 Kaiser, Blue Shield, Delta Dental, Vision, Life Insurance and Section 125 Plan for full time employees.

District contribution to medical premiums:

- Employee Only \$1,021.41/month
- Employee plus one \$2,042.82/month
- Family \$2,655.67/month

Ten (10) days sick leave per year for full time employees (pro-rated for part time employees)

Board Ratification: April 24, 2024

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ADULT EDUCATION SALARY SCHEDULE		
2023-2024 SCHOOL YEAR		
5% Effective July 1, 2023 - DRAFT		
STEP	HOURLY RATE	<u>Paid Holidays</u>
		<u>(Full Time Only)</u>
1	\$48.67 ↘	July 4th (If class is in Session)
2	\$48.67 ↘	Labor Day
3	\$48.67 ↘	Veteran's Day
4	\$51.25 ↘	Thanksgiving Day
5	\$51.25 ↘	Board Holiday
6	\$51.25 ↘	Christmas Eve
7	\$51.25 ↘	Christmas Day
8	\$53.74 ↘	New Year's Eve
9	\$53.74 ↘	New Year's Day
10	\$53.74 ↘	Martin Luther King Day
11	\$53.74 ↘	Lincoln's Day
12	\$56.24 ↘	President's Day
*20		Cesar Chavez Day
		Board Holiday
		Memorial Day
		Juneteenth

*Longevity Bonus: A longevity bonus of \$245 is provided at Step 20

Full Time Counselor: Salary:	\$53.21 ↘	Other periods of time off will be considered time off without pay
Class Coverage (Article 6.4.4)	\$46.74 ↘	Part time employees No Paid Holidays
Non-Instructional Adult Ed Hourly Rate of Pay (Effective May 13, 2021)	\$45.17 ↘	No Paid Vacation
Masters Degree:	\$1,446.00 ↘	
Doctorate Degree:	\$2,249.32 ↘	
Substitute Rate and Testing: Salary:	\$38.90 ↘	

Experience for placement on the salary schedule will be evaluated upon initial employment. A maximum of four (4) years experience will be accepted.

Fringe Benefits: (20+ hours per week)
 Kaiser, Blue Shield, Delta Dental, Vision, Life Insurance and Section 125 Plan for **full time employees** .

District contribution to medical premiums:
 Employee Only \$1,021.41/month ↘
 Employee plus one \$2,042.82/month ↘
 Family \$2,655.67/month ↘

STRS Annual Salary based on 1190 hours x hourly rate of pay. ↘

Board Ratification: April 24, 2024 ↘

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PITTSBURG UNIFIED SCHOOL DISTRICT

PRESCHOOL SALARY SCHEDULE Jun 26, 2024 - Regular Board Meeting
 2023-2024 PUSD Board Approved

5 % Effective July 1, 2023 DRAFT

STEPS	CLASS I	CLASS II	CLASS III	CLASS IV
	PRESCHOOL PERMIT ONLY	PRESCHOOL PERMIT + 15 UNITS - MINIMUM 75 UNITS	PRESCHOOL PERMIT + B.A. DEGREE	PRESCHOOL PERMIT + REGULAR ELEMENTARY CREDENTIAL
1	44,283	46,282	48,587	51,698
2	46,133	48,304	50,820	54,255
3	47,980	50,377	53,138	56,834
4	49,831	52,476	55,519	59,437
5	51,693	54,537	57,808	62,014
6	53,562	56,614	60,124	64,593
7	55,409	58,687	62,435	67,188
8	57,280	60,770	64,724	69,752
9	59,111	62,830	67,104	72,354
10		64,902	69,378	74,920
11		66,969	71,736	77,530
12		69,041	74,075	80,108
13				80,108
14				80,108
15				80,108
16				80,108
17				80,108
18				80,108
19				80,108
20				80,866

Masters Degree: \$1,446.00
 Doctorate Degree: \$2,249.32
 Longevity Bonus: A longevity bonus is provided at Class IV Step 20

Preschool Hourly Rate of Pay: \$28.49
 Work Year: 185 workdays

Fringe Benefits:

Kaiser, Blue Shield, Delta Dental, Vision, Life Insurance and Section 125 Plan for full time employees.

District contribution to medical premiums:

- Employee Only \$1,021.41/month
- Employee plus one \$2,142.82/month
- Family \$2,655.67/month

Ten (10) days sick leave per year for full time employees (pro-rated for part time employees)

Board Ratification: April 24, 2024

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PUSD CERTIFICATED EXTRA DUTY STIPENDS 2023-2024 SCHOOL YEAR
 5% effective July 1, 2023 DRAFT

Athletics	Athletic Director	5580.00	(1)	Girls Flag Football	Head Varsity	4185.00	(1)	
	Asst. Ath Director	2552.00	(1)		Asst. Varsity	3958.00	(2)	
	Athletic Trainer	4185.00	(1)		Junior Varsity Head	3958.00	(1)	
			(Fall, Winter, Spring)	Junior Varsity Asst.	3958.00	(1)		
Baseball	Head Varsity	4185.00	(1)	Golf	Head Coach	4185.00	(2)	
	Varsity Assistant	3958.00	(1)					(Fall, Spring)
	Junior Varsity	3958.00	(1)					
	Freshman	3958.00	(1)					
Basketball	Head Varsity	4185.00	(2)	Soccer	Head Varsity	4185.00	(2)	
	Asst. Varsity	3958.00	(2)		Junior Varsity	3958.00	(2)	
	Junior Varsity	3958.00	(2)		Freshman	2316.00	(2)	
	Freshman	3958.00	(2)	Softball	Head Varsity	4185.00	(1)	
			Asst. Varsity		3958.00	(1)		
			JV Head Coach		3958.00	(1)		
Cheerleading	Head Varsity	4185.00	(1)	Freshman	3958.00	(1)		
	Asst. Varsity	3958.00	(1)					
	Junior Varsity	3958.00	(1)	Stunt Cheer	Head Varsity	4185.00	(1)	
	Freshman	3958.00	(1)		Asst. Varsity	3958.00	(1)	
			(Fall, Winter)					
Cross Country	Head Varsity	4185.00	(1)	Swimming	Head Varsity	4185.00	(1)	
	Assistant Varsity	3958.00	(1)		Assistant Varsity	3958.00	(1)	
Diving	Assistant Varsity	3958.00	(1)	Tennis	Head Varsity	4185.00	(2)	
					Assistant Coach (Girls)	3958.00	(1)	
Football	Head Varsity	4519.00	(1)	Track	Head Varsity	4185.00	(1)	
	Asst. Varsity	3958.00	(4)		Assistant Varsity	3958.00	(3)	
	Junior Varsity Head	3958.00	(1)		Assistant Coach	3958.00	(2)	
	Junior Varsity Asst.	3958.00	(1)	Volleyball	Head Varsity	4185.00	(2)	
	Freshman, Head	3958.00	(1)		Junior Varsity Asst.	3958.00	(2)	
	Freshman, Asst.	3958.00	(1)		Freshman	3958.00	(2)	
Unified Sports *								
Soccer	Head Varsity - 1046 (1)	Assistant Varsity - 989 (1)		Water Polo	Head Varsity	4185.00	(2)	
Bowling	Head Varsity - 1046 (1)	Assistant Varsity - 989 (1)			Assistant Varsity	3958.00	(2)	
Basketball	Head Varsity - 1046 (1)	Assistant Varsity - 989 (1)						
Track	Head Varsity - 1046 (1)	Assistant Varsity - 989 (1)		Wrestling	Head Varsity	4185.00	(2)	
					Assistant Varsity	3958.00	(2)	
					Junior Varsity	3958.00	(2)	

PUSD CERTIFICATED EXTRA DUTY STIPENDS SCHOOL YEAR

Performing Arts

PHS Band	Band Director	4,185.00	(1)
	Asst. Band	2,703.00	(3)
Jr. High Band	Band Director	2,201.00	(1) at each site
	Dir. Major Production	2,703.00	(1)
PHS Theater	Asst. Production	2,201.00	(1)
	Added Performance	2,201.00	(1)
Student Activity	High School	5,580.00	(1)
	Junior High	2,798.00	(2)
Yearbook	High School	2,798.00	(1)
	Junior High	1,113.00	(1) at each site

DEPARTMENT CHAIRPERSON

1 - 4 PERSONS	1318.00
5 - 9 PERSONS	2014.00
10 - 14 PERSONS	2730.00
15 + PERSONS	3418.00

Maximum Authorization Per Site:

Six (6) per Junior High School plus one (1) ELD Dept. Chair
 Ten (10) per High School plus one (1) ELD Dept. Chair, PHS
 Two (2) per Alternative High School (Black Diamond)

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**PITTSBURG UNIFIED SCHOOL DISTRICT
SECONDARY SCHOOL COUNSELOR SALARY SCHEDULE**

2023-2024

5% Effective July 1, 2023 DRAFT

Jun 26, 2024 - Regular Board Meeting
PUSD Board Approved

S T E P	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
	B. A. Degree or Equivalent	B. A. Degree plus 15 Semester Units	BA + 30 Sem Units plus Credential BA + Credential	BA + 45 Sem Units plus Credential	BA + 60 Sem Units plus Credential	BA + 75 Sem Units plus Credential
Waiver/Internship	Waiver/Internship	Pre 9/1/2002 placements	plus Preliminary/Clear Credential			
1	68,811	69,052	71,912	72,598	72,598	72,598
2	68,986	69,295	72,598	73,283	73,971	73,971
3	69,154	69,536	73,283	74,095	76,541	78,237
4	69,328	69,776	74,449	77,338	80,851	81,676
5	69,498	71,288	77,923	81,118	84,308	85,262
6	71,018	74,421	81,418	84,895	88,360	90,429
7	73,848	77,540	84,895	88,671	92,441	95,279
8	76,688	80,669	88,374	92,439	96,233	99,679
9		83,797	91,858	96,210	100,026	104,097
10			93,462	98,096	102,760	108,464
11			93,462	101,886	106,817	112,857
12			96,962	105,657	110,874	120,359
13				105,657	110,874	120,359
14				105,657	110,874	120,359
15				108,464	112,857	122,093
16					112,857	122,093
17					112,857	122,093
18					119,031	122,093
19						122,093
20						123,980
21						123,980
22						123,980
23						123,980
24						123,980
25						127,700

Masters: \$1,446.00
Doctorate: \$2,249.32

*Units plus B.A. Degree are units taken after date of receiving a B.A. Degree
No lateral (left to right) movement shall occur without a Preliminary/Clear Credential.
Individuals without Pre/Clear Credential can only move vertically (one step to next) each year of service.

Longevity Bonus is incorporated into the basic salary schedule at Class VI, Step 20 and 25

Certificated Hourly rate of pay: \$45.17 (Salary Matrix ADS)	Home Teacher rate of Pay: \$57.89 (Salary Matrix HMT)
Intervention Hourly rate of pay: \$57.89 (Salary Matrix ADS)	
Class Coverage Hourly rate of pay: \$68.41 (Salary Matrix CCH)	Work Year: 195 workdays

Fringe Benefits:

Kaiser, Blue Shield, Delta Dental, Vision, Life Insurance and Section 125 Plan for full time employees.

District contribution to medical premiums:

Employee Only \$1,021.41/month
Employee plus one \$2,042.82/month
Family \$2,655.67/month

Ten (10) days sick leave per year for full time employees (pro-rated for part time employees)

Board Ratification: April 24, 2024

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**PITTSBURG UNIFIED SCHOOL DISTRICT
ELEMENTARY SCHOOL COUNSELOR SALARY SCHEDULE**

**2023-2024
5% Effective July 1, 2023 - DRAFT**

Jun 26, 2024 - Regular Board Meeting
PUSD Board Approved

S	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
T			BA + 30 Sem Units	BA + 45 Sem Units	BA + 60 Sem Units	BA + 75 Sem Units
E	B. A. Degree	B. A. Degree	plus Credential	plus Credential	plus Credential	plus Credential
P	or Equivalent	plus 15 Semester Units	BA + Credential			
S	Waiver/Internship	Waiver/Internship	Pre 9/1/2002 placements	plus Preliminary/Clear Credential		
1	67,047	67,282	70,070	70,736	70,736	70,736
2	67,217	67,518	70,736	71,403	72,076	72,076
3	67,380	67,753	71,403	72,196	74,577	76,231
4	67,551	67,985	72,540	75,354	78,778	79,582
5	67,717	69,460	75,926	79,038	82,147	83,076
6	69,197	72,512	79,330	82,718	86,095	88,110
7	71,954	75,553	82,718	86,397	90,071	92,835
8	74,721	78,600	86,108	90,069	93,766	97,122
9		81,649	89,503	93,744	97,461	101,428
10			91,064	95,580	100,125	105,683
11			91,064	99,273	104,077	109,962
12			94,476	102,948	108,030	117,275
13				102,948	108,030	117,275
14				102,948	108,030	117,275
15				105,683	109,962	118,963
16					109,962	118,963
17					109,962	118,963
18					115,979	118,963
19						118,963
20						120,801
21						120,801
22						120,801
23						120,801
24						120,801
25						124,425

Masters: \$1,446.00
Doctorate: \$2,249.32

*Units plus B.A. Degree are units taken after date of receiving a B.A. Degree
No lateral (left to right) movement shall occur without a Preliminary/Clear Credential.
Individuals without Pre/Clear Credential can only move vertically (one step to next) each year of service.

Longevity Bonus is incorporated into the basic salary schedule at Class VI, Step 20 and 25

Certificated Hourly rate of pay: \$45.17 (Salary Matrix ADS)	Home Teacher rate of Pay: \$57.89 (Salary Matrix HMT)
Intervention Hourly rate of pay: \$57.89 (Salary Matrix ADS)	
Class Coverage Hourly rate of pay: \$68.41 (Salary Matrix CCH)	Work Year: 190 workdays

Fringe Benefits:
Kaiser, Blue Shield, Delta Dental, Vision, Life Insurance and Section 125 Plan for full time employees.

District contribution to medical premiums:

Employee Only \$1,021.41/month
Employee plus one \$2,042.82/month
Family \$2,655.67/month

Ten (10) days sick leave per year for full time employees (pro-rated for part time employees)

Board Ratification: April 24, 2024

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PITTSBURG UNIFIED SCHOOL DISTRICT
PSYCHOLOGIST / SPEECH THERAPIST / BEHAVIOR SPECIALIST SALARY SCHEDULE
2023-2024 SCHOOL YEAR
5% Effective July 1, 2023 DRAFT

Jun 26, 2024 - Regular Board Meeting
 PUSD Board Approved

STEPS	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
	B.A. Degree + 30 Sem. Units *	B.A. Degree + 45 Sem. Units *	B.A. Degree + 60 Sem. Units *	B.A. Degree + 75 Sem. Units *	B.A. Degree + 90 Sem. Units *
1	75,578	76,300	76,300	82,891	87,035
2	76,300	77,022	77,748	86,205	90,518
3	77,022	77,934	80,450	89,523	94,000
4	78,580	81,288	84,974	92,841	97,483
5	81,897	85,260	88,611	96,155	100,964
6	85,570	89,229	92,868	99,474	104,448
7	89,229	93,193	97,161	102,789	107,928
8	92,882	97,160	101,140	106,100	111,408
9	96,544	101,120	105,129	109,422	114,893
10	98,233	103,104	108,001	113,997	119,697
11		107,081	112,268	118,613	124,543
12		111,049	116,533	126,505	132,829
13				126,505	132,829
14				126,505	132,829
15				128,325	134,740
16				130,306	136,819
17				130,306	136,819
18				130,306	136,819
19				130,306	136,819
20				134,288	141,001

*Units plus B.A. Degree are units taken after date of receiving B.A. Degree
 Psychologist employed after September 1, 1967 will not be eligible to advance beyond Step 10 in Class I.

Masters Degree: \$1,446.00
 Doctorate Degree: \$2,249.32
 Lead Psychologist: \$ 806.00 stipend
 Longevity Bonus: Incorporated into the basic salary schedule at Class VI and V, Steps 16 - 20
 Work Year: 195 workdays

Fringe Benefits:
 Kaiser, Blue Shield, Delta Dental, Vision, Life Insurance and Section 125 Plan for full time employees.

District contribution to medical premiums:

Employee Only \$1,021.41/month
 Employee plus one \$2,042.82/month
 Family \$2,655.67/month

Ten (10) days sick leave per year for full time employees (pro-rated for part time employees)

Board Ratification: April 24, 2024

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