



PATTERSON UNIFIED SCHOOL DISTRICT CERTIFICATED STIPENDS 2025-26



Col A, Step 1 Base Salary \$ 64,974

PAT Contract	Position or Assignment	Stipend	Calculated Amount	Extra Days or Hours
EXTRA PAY ASSIGNMENTS - CERTIFICATED STAFF HOLDING CERTIFICATES/CREDENTIALS AND DEGREES				
18.3.1	Special Education Credentials (Speech/Lang, Resource, Etc)	4% of schedule placement	based on employee contract	Stipend paid "IF" member is placed in a teaching assignment that requires the use of a special education credential.
18.3.2	Bilingual Certification (BCLAD, BILA, Etc)	3% of schedule placement	based on employee contract	Stipend paid "IF" member is placed in a teaching assignment that requires the use of a bilingual certification.
18.3.3	CLAD - Clear Cross-cultural, Language and Academic Development	2.25% of schedule placement	based on employee contract	Stipend paid "IF" member obtained a CLAD or Language Development Specialist Certificate BEFORE June 30, 1999
18.3.4	Masters Degree	5% of base salary (Col A, Step 1)	\$3,249	
18.3.5	Doctoral Degree	5% of base salary (Col A, Step 1)	\$3,249	
EXTRA PAY ASSIGNMENTS - CERTIFICATED STAFF				
18.1.0	Range AA High School Athletic Director Middle School Athletic Director	20% of base salary (Col A, Step 1) 10% of base salary (Col A, Step 1)	\$12,995 \$6,497	Commitment of 400 hours Commitment of 200 hours
18.1.1	Range A	9% of base salary (Col A, Step 1)	\$5,848	Commitment of 250 hours
18.1.2	Range B	8% of base salary (Col A, Step 1)	\$5,198	Commitment of 225 hours
18.1.3	Range C Drama Director FFA Advisor Garden Advisory @ CMS WASC Coordinator	7% of base salary (Col A, Step 1)	\$4,548	Commitment of 200 hours + Drama - 2 shows per year
18.1.4	Range D	6% of base salary (Col A, Step 1)	\$3,898	Commitment of 175 hours
18.1.5	Range E Middle School Activities Director PBIS Tier 1 Team Leader	5.50% of base salary (Col A, Step 1)	\$3,574	Commitment of 150 hours
18.1.6	Range F HOSA Pathway SST Coordinator PBIS Tier 2 Team Leader	5% of base salary (Col A, Step 1)	\$3,249	Commitment of 125 hours
18.1.7	Range G Band Director Strings Director Percussion Director Vocal Music Director High School Newspaper Advisor High School Yearbook Advisor District Lead Teachers	4% of base salary (Col A, Step 1)	\$2,599	Commitment of 100 hours + at least 2 performances per year at least 2 performances per year at least 2 performances per year at least 2 performances per year Monthly newspaper must be produced/distributed Annual yearbook must be produced/distributed
18.1.8	Range H Academic Decathlon Academic Pentathlon Secondary National History Day Percussion Tech Color Guard Tech Middle School Yearbook Advisor	3% of base salary (Col A, Step 1) (Max of 1 per site) (Max of 1 per site) (Max of 1 per site)	\$1,949	Commitment of 75 hours + Annual yearbook must be produced/distributed
18.1.9	Range I 504 Coordinator 504/SST Coordinator Middle School Intermural Sports Coordinator Elementary National History Day Coordinator PHAST and PHAST J/V and PhastRecruits Coordinator Elementary and Middle School Spelling Bee Coordinator Alternative Education WASC Coordinator	2% of base salary (Col A, Step 1) (combined for sites with less than 300 students) (1 per semester) (Max of 1 per site but can be split between two teachers) (Max of 1 per site) (Max of 1 per site) (Max of 1 per site) (In the year preceding a WASC visit and in a WASC visit year)	\$1,299	Commitment of 50 hours
EXTRA PAY ASSIGNMENTS - CERTIFICATED STAFF PERFORMING COACHING DUTIES				

18.2.1	Coaching - Range A Varsity Head Coach - Football	9% of base salary (Col A, Step 1)	\$5,848	
18.2.2	Coaching - Range B Varsity Head Coach - Baseball Varsity Head Coach - Basketball Varsity Head Coach - Cross Country Varsity Head Coach - Flag Football Varsity Head Coach - Soccer Varsity Head Coach - Softball Varsity Head Coach - Swim Varsity Head Coach - Track & Field Varsity Head Coach - Volleyball Varsity Head Coach - Water Polo Varsity Head Coach - Wrestling	8% of base salary (Col A, Step 1) 2 total = 1 boys & 1 girls 1 total = split between boys & girls 1 total 2 total = 1 boys & 1 girls 1 total = split between boys & girls 1 total = split between boys & girls 2 total = 1 boys & 1 girls 2 total = 1 boys & 1 girls 2 total = 1 boys & 1 girls	\$5,198	
18.2.3	Coaching - Range C Junior Varsity Head Coach - Football Varsity Head Coach - Golf Varsity Head Coach - Tennis	7% of base salary (Col A, Step 1) 2 total = 1 boys & 1 girls 2 total = 1 boys & 1 girls	\$4,548	
18.2.4	Coaching - Range D Junior Varsity Head Coach - Baseball Junior Varsity Head Coach - Basketball Junior Varsity Head Coach - Flag Football Junior Varsity Head Coach - Soccer Junior Varsity Head Coach - Softball Junior Varsity Head Coach - Swim Junior Varsity Head Coach - Track & Field Junior Varsity Head Coach - Volleyball Junior Varsity Head Coach - Water Polo Varsity Head Coach - Wrestling	6% of base salary (Col A, Step 1) 2 total = 1 boys & 1 girls 1 total 2 total = 1 boys & 1 girls 1 total = split between boys & girls 1 total = split between boys & girls 2 total = 1 boys & 1 girls 2 total = 1 boys & 1 girls	\$3,898	
18.2.5	Coaching - Range E Freshman Head Coach - Basketball Freshman Head Coach - Baseball Freshman Head Coach - Flag Football Freshman Head Coach - Football Freshman Head Coach - Volleyball Freshman Head Coach - Soccer	5.50% of base salary (Col A, Step 1) 2 total = 1 boys & 1 girls 1 total 2 total = 1 boys & 1 girls 2 total = 1 boys & 1 girls	\$3,574	
18.2.6	Coaching - Range F Assistant Coach - Baseball Assistant Coach - Basketball Assistant Coach - Cross Country Assistant Coach - Flag Football Assistant Coach - Football Assistant Coach - Golf Assistant Coach - Soccer Assistant Coach - Softball Assistant Coach - Swim Assistant Coach - Tennis Assistant Coach - Track & Field Assistant Coach - Volleyball Assistant Coach - Water Polo Assistant Coach - Wrestling	5% of base salary (Col A, Step 1) 1 total 2 total = 1 boys & 1 girls 1 total 1 total 6 total 2 total = 1 boys & 1 girls 2 total = 1 boys & 1 girls 1 total 1 total 2 total = 1 boys & 1 girls max 1 per site 1 total 1 total 2 total	\$3,249	
18.2.7	Coaching - Range G Varsity Advisor: Cheerleading	4% of base salary (Col A, Step 1) 1 per season	\$2,599	
18.2.8	Coaching - Range H Middle School Coach: Assorted Junior Varsity Advisor: Cheerleading	3% of base salary (Col A, Step 1) 1 per season	\$1,949	
18.2.9	Coaching - Range I Assistant Advisor: Cheerleading	2% of base salary (Col A, Step 1) 1 per season	\$1,299	
EXTRA PAY ASSIGNMENTS - FLAT RATE STIPENDS				
18.4.1	Class Advisor (High School)		\$400	Per grade level
18.4.2	Department Chairperson (Middle & High School)		\$500	Per year
18.4.3	Outdoor Education			
	Coordinator		\$250	Acts as liaison with camp admin, handles payments of fees and plans/attends parent meetings.

	Chaperone		\$250 \$500	for 1-2 nights for 3-4 nights
18.4.4	National Board for Professional Teaching Standards Certification		\$1,000	Annual until expiration of certification
18.4.5	Speech and Language Certificate (ASHA Certification)		\$1,000	Annual until expiration of certification
18.4.6	Google Educator Level 1	One-time	\$500*	*Not granted retroactively to those earned prior to the start of the 2022-23 school year.
18.4.7	Google Educator Level 2	One-time	\$500*	*Not granted retroactively to those earned prior to the start of the 2022-23 school year.
18.4.8	Leadership Team Member		\$500	Per Year - Limited to 8 members per Elementary School and 2 members for West Valley Learning Center
EXTRA PAY ASSIGNMENTS - HIGH SCHOOL SUPERVISION RATES (only after teacher serves adjunct hours)				
18.5.1	Football Games		\$35	per hour
18.5.2	Game Manager		\$150	per day
18.5.3	Basketball Game		\$25	for two games
18.5.3	Basketball Game		\$35	for three games
18.5.4	Other Games		\$20	per sporting event
ADDITIONAL HOURLY RATES FOR CERTIFICATED EMPLOYEES (non-negotiated)				
18.6.3	Prep Buyout - Instructional or Prep		\$60	per hour
18.6.1	Curriculum Rate	Non-Student Contact Work: Summer Planning Staff Development Preparation	\$35	per hour
18.6.2	Instructional Rate	Instruction of Students: Tutoring Saturday School Credit Recovery Adult School Summer School Attendance Recovery Migrant Tutoring	\$55	per hour

Salary Schedule Effective Date: 07/01/2025

Board Approval Date: 11/3/2025