



**TEACHER DISCOVERY CHALLENGE ACADEMY
SALARY SCHEDULE**

STEP	CL1	CL2	CL3	CL4	CL5	CL6
	B.A. PLUS 15 UNITS	B.A. PLUS 30 UNITS	B.A. PLUS 45 UNITS	B.A. PLUS 60 UNITS	B.A. PLUS 75 UNITS	B.A. PLUS 90 UNITS
1	\$ 73,166.00	\$ 76,402.00	\$ 79,638.00	\$ 82,865.00	\$ 86,111.00	\$ 88,671.00
2	\$ 73,166.00	\$ 76,402.00	\$ 79,638.00	\$ 82,865.00	\$ 86,111.00	\$ 88,671.00
3	\$ 76,330.00	\$ 79,560.00	\$ 82,809.00	\$ 86,026.00	\$ 89,260.00	\$ 91,916.00
4	\$ 79,480.00	\$ 82,717.00	\$ 85,943.00	\$ 89,177.00	\$ 92,409.00	\$ 95,162.00
5	\$ 82,644.00	\$ 85,871.00	\$ 89,113.00	\$ 92,330.00	\$ 95,562.00	\$ 98,407.00
6	\$ 85,800.00	\$ 89,024.00	\$ 92,274.00	\$ 95,492.00	\$ 98,710.00	\$101,651.00
7	\$ 88,944.00	\$ 92,176.00	\$ 95,417.00	\$ 98,652.00	\$101,874.00	\$104,899.00
8	\$ 92,100.00	\$ 95,341.00	\$ 98,569.00	\$101,805.00	\$105,035.00	\$108,167.00
9	\$ 95,271.00	\$ 98,503.00	\$101,726.00	\$104,962.00	\$108,182.00	\$111,407.00
10	\$ 98,425.00	\$101,651.00	\$105,244.00	\$108,118.00	\$111,344.00	\$114,662.00
11	\$ 98,425.00	\$104,800.00	\$108,034.00	\$111,257.00	\$114,487.00	\$117,898.00
12	\$ 98,425.00	\$107,956.00	\$111,183.00	\$114,427.00	\$117,647.00	\$121,155.00
13	\$ 98,425.00	\$107,956.00	\$114,340.00	\$117,575.00	\$120,829.00	\$124,433.00
14	\$ 98,425.00	\$107,956.00	\$114,340.00	\$117,575.00	\$120,829.00	\$124,433.00
15	\$ 98,425.00	\$107,956.00	\$114,340.00	\$117,575.00	\$120,829.00	\$124,433.00
16	\$ 98,425.00	\$107,956.00	\$114,340.00	\$120,874.00	\$124,132.00	\$127,833.00
17	\$ 98,425.00	\$107,956.00	\$114,340.00	\$120,874.00	\$124,132.00	\$127,833.00
18	\$ 98,425.00	\$107,956.00	\$114,340.00	\$120,874.00	\$124,132.00	\$127,833.00
19	\$ 98,425.00	\$107,956.00	\$114,340.00	\$124,174.00	\$127,433.00	\$131,230.00
20	\$ 98,425.00	\$107,956.00	\$114,340.00	\$124,174.00	\$127,433.00	\$131,230.00
21	\$ 98,425.00	\$107,956.00	\$114,340.00	\$124,174.00	\$127,433.00	\$131,230.00
22	\$ 98,425.00	\$107,956.00	\$114,340.00	\$127,487.00	\$130,736.00	\$134,634.00
23	\$ 98,425.00	\$107,956.00	\$114,340.00	\$127,487.00	\$130,736.00	\$134,634.00
24	\$ 98,425.00	\$107,956.00	\$114,340.00	\$127,487.00	\$130,736.00	\$134,634.00
25	\$ 98,425.00	\$107,956.00	\$114,340.00	\$130,787.00	\$134,030.00	\$138,026.00
26	\$ 98,425.00	\$107,956.00	\$114,340.00	\$130,787.00	\$134,030.00	\$138,026.00
27	\$ 98,425.00	\$107,956.00	\$114,340.00	\$130,787.00	\$134,030.00	\$138,026.00
28	\$ 98,425.00	\$107,956.00	\$114,340.00	\$134,030.00	\$137,369.00	\$141,460.00

1. Placement on the salary schedule shall be determined by the years of fully credentialed teaching experience and units earned beyond the Bachelor's Degree (minimum 75% of school year, Ref.: E.C. 44908) granting year for year experience credit and that full-time contracted teaching experience under a Waiver and Intern programs will be credited toward total years of experience.
2. A career increment shall be granted to teachers commencing their 16th, 19th, 22nd, 25th and 28th year who have met the following requirements:
 - A. Have reached Class IV, V, and VI.
 - B. Have completed 15, 18, 21, 24 (and 27 for Class IV, V and VI) years of creditable service requiring certification with the San Joaquin County Office of Education. Creditable service shall include appropriate experience outside the County Office of Education which was granted at the time of initial placement on the salary schedule.
3. An additional \$2,100 shall be granted for Master's Degree. Stipend will be pro-rated for less than full-time employment. (Effective 7/1/00, this shall be interpreted to include employees holding alternative certifications.)
4. An additional \$3,000 shall be granted for Doctoral Degree (Ph.D. or Ed.D.). Stipend will be pro-rated for less than full-time employment. The maximum of one stipend shall be paid per employee and shall be based on the highest degree earned.
5. An additional \$5,000 Stipend shall be granted for certificated employees assigned to the Special Education Department. Stipend will be pro-rated for less than full-time equivalent.
6. An additional \$1,000 Stipend shall be granted to certificated staff who meet defined proficiency standards in Spanish or sign language when assigned to designated bilingual or DHOH classes. Stipend will be pro-rated for less than full-time equivalent.
7. An additional \$1,000 Stipend shall be granted to certificated staff holding a BCLAD certificate when assigned to designated bilingual classes. Stipend will be pro-rated for less than full-time equivalent.
8. Effective July 1, 2025, certificated employees with consecutive years of service will receive an annual longevity stipend as follows:

10 years of service	\$500.00	25 years of service	\$1,250.00
15 years of service	\$750.00	30 years of service	\$1,500.00
20 years of service	\$1,000.00		
9. Employees paid on this Salary Schedule are represented by San Joaquin Educators Association - California Teachers Association (CTA).

CLASSIFICATIONS
Teacher-Counselor
Teacher