



1 time medical and/or clinical experience (work that required licensure as a  
2 Registered Nurse) as verified by previous employer(s).  
3

4

5

**1 Initial Placement for Certificated Teachers, Librarians, & District Resource Nurses**

Less than one (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
One (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
Two (2) years of experience	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience	Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.
Five (5) years of experience	Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience	Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.
Seven (7) years of experience	Teachers will be placed on Step 8 in the appropriate column for which their training (units/degrees) qualifies them.
Eight (8) years of experience	Teachers will be placed on Step 9 in the appropriate column for which their training (units/degrees) qualifies them.
Nine (9) years of experience	Teachers will be placed on Step 10 in the appropriate column for which their training (units/degrees) qualifies them.
Ten (10) years or more experience	Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column for which their training (units/degrees) qualifies them.

1 **Initial Placement for Career Technical Education (CTE) Teachers, Adult Education**  
2 **Teachers, Speech & Language Pathologists, and Preschool Teachers**

Less than one (1) year of experience	Teachers will be placed on Step 1 in the appropriate column for which their training (units/degrees) qualifies them.
One (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
Two (2) years of experience	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience	Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.
Five (5) years of experience	Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience	Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.
Seven (7) years of experience	Teachers will be placed on Step 8 in the appropriate column for which their training (units/degrees) qualifies them.
Eight (8) years of experience	Teachers will be placed on Step 9 in the appropriate column for which their training (units/degrees) qualifies them.
Nine (9) years of experience	Teachers will be placed on Step 10 in the appropriate column for which their training (units/degrees) qualifies them.
Ten (10) years or more experience	Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column for which their training (units/degrees) qualifies them.

1 **ADVANCEMENT ON SCHEDULE**

2  
3 **Column Advancement**

- 4 • **Education:** Column advancement is based on semester units. Quarter units are  
5 converted and applied to the salary schedule as semester units. Official  
6 transcripts verifying completion of units/degrees must be received by Personnel  
7 Support Services no later than October 1<sup>st</sup> to be credited for salary schedule  
8 advancement in the current year. Those received after October 1<sup>st</sup> will be applied  
9 in the following school year.
- 10
- 11 • **Teaching and Learning Cooperative:** Teaching and Learning Cooperative  
12 (TLC) salary schedule prime columns B', C', D', E' are attained after completion  
13 of 40 TLC points. Once attained, the unit member has 4 years to complete an  
14 additional 40 TLC points to remain on the prime column. Verification of  
15 completed TLC points must be received by Personnel Support Services no later  
16 than October 1<sup>st</sup> to be credited for salary schedule advancement in the current  
17 year.

18  
19 **Step Advancement**

20 Teachers will advance on the salary schedule according to the following criteria, until  
21 maximums are reached:

22  
23 Teaching Assignment of .75 - 1.0 Full Time Equivalent (FTE): Teachers at .75 -  
24 1.0 FTE will advance one step every year if they are in full paid status for at least  
25 75% of their contracted work year. (For service rendered after July 1, 1997).

26  
27 Teaching Assignment of .50 - .74 FTE: Teachers will advance one step every other  
28 year for two consecutive years of service at .50 - .74 FTE, so long as the  
29 teacher is in full paid status for at least 75% of their contracted work year in both  
30 of these years.

31  
32 Less than .50 FTE: A year of service at less than .50 FTE shall not be credited  
33 toward step advancement.

34 **STEP ADVANCEMENT CHART**

35 Teacher must be in full paid status for at least 75%  
36 of their contracted work year for this chart to apply

37 >75% FTE - Step every year

38  
39 50% - 74% FTE - Step every other year

40  
41 <50% - No step advancement

42  
43 Effective July 1, 1985, teachers having served in temporary and/or long-term substitute  
44 status in the same assignment, for a period of time equal to or greater than 75% of total  
45 contract year, in full paid status, shall be granted step advancement.

1 **Units Earned/Experience Credited**

2 Hours credited and courses taken for salary advancement must have prior approval of  
3 the District. Upper division or graduate level courses taken from an accredited college or  
4 university in the State of California in the field or discipline of the teacher's assignment  
5 have blanket approval.

6  
7 **TEACHER LEADERSHIP SALARY SCHEDULES**

8  
9 PUSD and PFT mutually value student learning and teacher leadership opportunities.  
10 Teacher leadership positions involve a higher level of responsibility and enhance the  
11 instructional program. They provide support to students and staff through activities such  
12 as training and mentoring staff involved in the instructional program, and coordinating the  
13 design, evaluation, or efficiency of the instructional program. Such positions and  
14 placement on Salary Schedules II, III, or IV shall be mutually agreed upon by the parties.

15  
16 **STIPENDS**

17  
18 **Behavior Specialist Stipend & Educational Reimbursement**

19 Behavior Specialists shall be considered Teachers on Special Assignment (TOSAs) and  
20 will be compensated on Certificated Salary Schedule IV. Teachers hired into the Behavior  
21 Specialist role are not required to possess or maintain a BCBA certification.

22  
23 Beginning July 1, 2017, a maximum of \$30,000 annually shall be available to support a  
24 stipend and conference attendance, as detailed below, for Behavior Specialists in the  
25 PFT bargaining unit who possess a valid Board-Certified Behavior Analyst (BCBA)  
26 Certification. The total allocation per employee, including a \$1,500 stipend and all  
27 associated conference costs (registration fees, materials, mileage), shall not exceed  
28 \$3,000.

29 Behavior Specialists who submit proof of their valid BCBA Certification to the PUSD  
30 Personnel Department by October 1 of each school year, and who maintain continuous  
31 employment throughout the duration of a school year, shall receive an annual stipend of  
32 \$1,500 payable in full by June 30.

33  
34 Annually, BCBA Certified Behavior Specialists shall receive up to three 7-hour release  
35 days OR up to 21 hours paid at the currently negotiated teacher hourly rate (on non-  
36 workdays) to attend professional conferences in Southern California. A combination of  
37 release time or non-workday hours paid at the currently negotiated teacher hourly rate is  
38 also acceptable, so long as the total does not exceed 21 hours. Registration fees and  
39 materials costs will be paid by PUSD up to a total of \$500 annually while costs for CEUs  
40 will be covered by the employee. The government mileage rate will be paid for travel to  
41 and from these conferences.

42  
43 **Cooperating Teacher**

44 Effective July 1, 2023, PUSD Cooperating Teachers who support student teachers in our  
45 district classrooms shall be compensated \$600 per term, with two quarters or one  
46 trimester constituting "a term." Any amount paid to the cooperating teacher by the  
47 supporting university will be applied toward the \$600 stipend. For example, if the  
48 university provides \$200 to the cooperating teacher, PUSD will pay the remaining \$400.

1 **Doctoral**

2 Ed.D., Ph.D., or J.D. degree from an institution accredited by the appropriate required  
3 accrediting association will be paid an annual stipend of \$1,000.

4  
5 **Elementary Mandarin Immersion & Dual-Language Program**

6 Effective July 1, 2024, all teachers in a self-contained Bilingual/Dual model (Spanish, TK  
7 in Spanish, or Mandarin) AND all teachers in a Mandarin Immersion Partner Model (both  
8 Mandarin and English teachers) will receive a \$2,000 annual stipend.

9  
10 Mandarin Immersion Partnership Model teachers will also receive one hour of  
11 collaboration time per week or two hours every other week. This release time will be  
12 supported by the on-site AIRs and the Mandarin Language TOSA.

13  
14 **Extra Service Assignment Pay Stipends**

15 Teacher Service Assignment and Extracurricular Service Assignments are those defined  
16 in PUSD Board Policy Article 4.2, Section 4.212 and 4.213. As of July 1, 2016, the Stipend  
17 Base will be 75% of a teacher on Salary Schedule I, B2. Any change to Salary Schedule  
18 I initiates the same change to the Stipend Base amount. See Appendix B.

19  
20 **National Board Certification**

21 Beginning July 1, 1999, teachers certified by the National Board for Professional Teaching  
22 Standards will be compensated at \$1,000 per year from the second year of certification  
23 until expiration.

24  
25 **Speech Pathologist Stipend & Educational Reimbursement**

26 Full-time Speech Pathologists will receive an annual stipend of \$1,000 and may be  
27 reimbursed for submitted certification and license fees paid beyond basic credential, not  
28 to exceed \$500 annually.

29  
30 **Teacher Professional Learning & Effectiveness System (TPLES) Site Leader**

31 Teacher Professional Learning & Effectiveness System (TPLES) Site Leaders are paid a  
32 base annual stipend equivalent to 17 hours at the currently negotiated teacher hourly rate  
33 for providing colleague training and support during the evaluation process.

34  
35 If a TPLES Site Leader supports more than 10 colleagues who are *new* to the TPLES,  
36 they will be compensated with an additional stipend amount, calculated as follows: Total  
37 base annual stipend divided by 10 = amount paid for each unit member *new* to the TPLES  
38 above ten.

39  
40 Stipend amounts will be calculated based on the number of teachers supported each  
41 school year as of November.

42  
43 TPLES Site Leaders whose support is required for late hires will be compensated for up  
44 to three hours at the currently negotiated teacher hourly rate.

1 **TEACHERS NEW TO THE DISTRICT**

2  
3 Teachers new to the District shall be scheduled for two additional days of service (see  
4 SECTION VIII - HOURS OF EMPLOYMENT). Day 1 is set aside to participate in District  
5 sponsored programs, such as New Teacher Day Orientation, and to report to their site for  
6 teacher preparation time. Day 2 shall be set aside for teacher preparation time. The first  
7 day shall be paid at the Salary Schedule I, B2 daily rate, and the second shall be paid at  
8 their per diem rate.  
9

10 Returning temporary teachers shall report to their school site for two days of additional  
11 service. If a returning temporary teacher did not attend New Teacher Day Orientation the  
12 prior year, but was contracted during the prior school year, the site principal may approve  
13 teacher attendance at New Teacher Day Orientation in year two. These temporary  
14 teachers shall be compensated for these two days at their per diem rate.  
15

16 **RATES OF PAY**

17  
18 **Hourly Rate**

19 Teacher Hourly Rate will be based on the hourly rate of a teacher on Salary Schedule I,  
20 B2. Any change to Salary Schedule I initiates the same change to the Teacher Hourly  
21 Rate.  
22

23 Teacher-initiated trainings (not mandatory or approved by the district or site) will not be  
24 paid at the teacher hourly rate.  
25

26 Teachers who elect to receive TLC credit for district/site initiated and approved  
27 professional development shall not receive the teacher hourly rate.

28 The following qualify for additional compensation at the teacher hourly rate:  
29

30 District-wide Staff Development Presenters/Trainers (persons who have primary  
31 responsibility for planning and coordinating staff development sessions) shall be  
32 paid for two hours of preparation for every one hour of presentation. Additionally,  
33 for presentation hours outside the contracted workday, Presenters/Trainers shall  
34 be paid the teacher hourly rate. For presentations delivered on a non-contracted  
35 day, see Daily Per Diem Rate.  
36

37 Participation in District/site initiated and approved in-service/training opportunities  
38 (registration fees and required materials will be provided) during non-contracted  
39 time  
40

41 Curriculum Development during non-contracted time  
42

43 Four and one-half or five and one-half period class at the high school  
44

45 Compensated program-related tasks which are not covered under Extra  
46 Assignment Schedule (i.e. SPSA, Title I)  
47

1 Sixth-grade camp (additional compensation equivalent to twice the Salary  
2 Schedule I, B2 hourly rate per overnight stay)

3  
4 High school supervision defined as “paid” per SECTION VIII - HOURS OF  
5 EMPLOYMENT, HIGH SCHOOL SUPERVISION (Teachers performing those  
6 duties defined as “paid” per this section shall be paid at the rate equivalent to one  
7 hour at the Salary Schedule I, B2 rate).

8  
9 Home/hospital tutors

- 10  
11 ● Unit members shall be given preference as home/hospital tutors. After the  
12 District has advertised for unit members to serve as home tutors and an  
13 insufficient number of teachers have responded, the District may employ  
14 qualified non-unit members.

15  
16 The following qualify for the teacher hourly rate for hours during the contracted workday:

17  
18 Secondary teachers assigned by an administrator to teach on preparation period  
19 as a substitute (one hour minimum, in half hour increments)

20  
21 In the absence of an available substitute, elementary school and D39C teachers  
22 who cover a class or are assigned a group of five or more students for more than  
23 30 minutes

24  
25 Impact teachers

- 26  
27 ● Shall be paid the teacher hourly rate to address core academic needs  
28 through supplemental instruction. This paid time shall include time for  
29 planning, preparation and collaboration at a ratio of 10 minutes for each 1  
30 hour of instruction.  
31 ● Shall attend professional development activities and trainings directly  
32 related to their duties with attendance paid at the teacher hourly rate.  
33 ● May earn Teaching and Learning Cooperative (TLC) points, which shall be  
34 applied for salary schedule placement if the Impact Teacher is subsequently  
35 hired into a contracted assignment.

36  
37 **Daily Per Diem Rate**

38 Summer School Teaching (full assignment – 2/3 daily rate of the preceding year)

39  
40 District-wide Staff Development Presenters/Trainers (persons who have primary  
41 responsibility for planning and coordinating staff development sessions) who present on  
42 a non–contracted day (paid at per diem 1/2 day or full day). Additionally, District-wide  
43 Staff Development Presenters/Trainers (persons who have primary responsibility for  
44 planning and coordinating staff development sessions) shall also be paid the teacher  
45 hourly rate for preparation. This preparation time shall be paid at two hours of preparation  
46 for every one hour of presentation.

1 Teachers who teach regularly assigned classes in addition to a full-time teaching  
2 assignment will be compensated on a per diem basis. This does not apply to four and  
3 one-half and five and one-half period classes at the high school.  
4

5 **Differential Pay Rate**

6 The differential pay rate shall be the regular salary, less half the daily rate of the lowest  
7 cell on certificated teacher Salary Schedule I (currently cell B2), rounded to the nearest  
8 dollar. To calculate this amount, take the annual salary on the lowest cell on Salary  
9 Schedule I (currently cell B2), divide it by the total number of workdays on Salary  
10 Schedule I, to get the daily rate. Half this daily rate, rounded to the nearest dollar, is the  
11 amount deducted daily. The same differential pay rate shall be deducted, regardless of  
12 the length of the absence or the amount paid to a substitute. The amount deducted shall  
13 not exceed the sum that is actually paid to a substitute employed to fill the position during  
14 the absence or, if no substitute was employed, the amount that would have been paid to  
15 the substitute.  
16

17 **Undefined Rates**

18 Rates of pay not specifically defined in Board Policy or in this agreement shall be  
19 negotiated by the District and the Federation.

20 When outside agencies have an established rate of pay (e.g. Writing Project, County  
21 Office of Education), the District shall pay at that rate, but not less than the negotiated  
22 hourly rate.  
23  
24