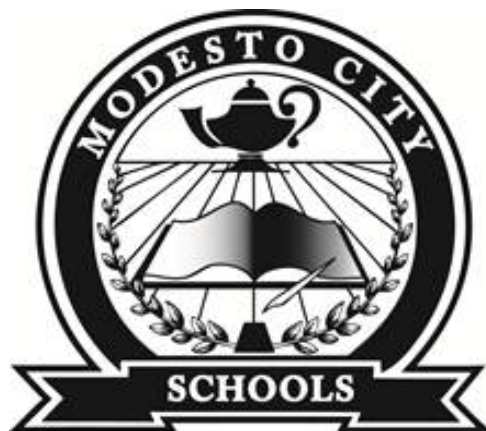


# **MODESTO CITY SCHOOLS**

**2014-2015**

***REVISED 2/24/15***

# **CERTIFICATED SALARY SCHEDULE**



**CERTIFICATED SALARY SCHEDULES  
2014-2015**

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**PLACEMENT ON THE SALARY SCHEDULE FOR EMPLOYEES IS BASED UPON EDUCATIONAL TRAINING AND PRIOR TEACHING EXPERIENCE IN ACCORDANCE WITH THE FOLLOWING:**

**FOR EMPLOYEES NEW TO THE DISTRICT:**

**TEACHING EXPERIENCE** is granted on the basis of one step for each year of verified prior certificated teaching experience to a maximum of seven (7) years. Actual initial placement is not to exceed a total of eight (8) steps. A year of experience shall represent no less than seventy-five percent (75%) of the days of required service for one given year. EXPERIENCE SHALL BE WITHIN THE LAST TEN (10) YEARS. (e.g. Employee with three years' experience is placed at step four, seven years at step eight)

(If a teaching credential could have been obtained prior to the date the credential was actually granted, the date the credential could have been obtained shall be used to determine teaching experience placement on the salary schedule. The burden of proof shall be on the employee to establish that the academic requirements were met to obtain a teaching credential.)

Maximum placement for provisional credentialed personnel is step 6.

Upon application, prior experience related closely to the local teaching assignment, when fully verified, shall be credited on the basis of one step for each two years within the past ten years. Experience credit cannot exceed three steps. The BA Degree or equivalent or a regular credential shall have been earned before the related work experience.

**UNITS**

Credit is granted toward salary advancement for units earned after receiving the Bachelor's Degree including post-graduate units received prior to Bachelor's Degree, as shown on an official transcript from a college or university only if they are:

1. Earned at accredited colleges or universities with at least a "C" grade or equivalent or earned at non-accredited colleges or universities with at least a "C" grade or equivalent and are accepted for credit on the official transcripts of accredited colleges or universities.
2. Clearly and substantially supportive of the employee's assignment or the employee's district approved goal.

With prior District approval, credit may be granted toward salary schedule advancement for lower division units and upper division or graduate units not covered under the above, earned with at least a "C" grade or equivalent after the date of receiving the Bachelor's Degree as shown on an official transcript from a college or university.

**FILING OF UNITS** – Official transcripts received in the Human Resources Office no later than October 1 shall count toward reclassification beginning January 1 of the current school year. Official transcripts received in the Human Resources Office after October 1 but no later than April 1 shall count toward reclassification for the following school year. All step (years of service) changes will occur at the beginning of the school year. The regular school year is the first work day through the last day of school. Transcripts shall not be returned to the employee and become the property of the Modesto City Schools as a part of the employee's personnel file. For employees new to the District, transcripts must be received in the Human Resources Office within 30 days of acceptance of the position.

**ANNUAL INCREMENT** – Seventy-five percent (75%) of the annual required days of service shall be served to qualify for the annual increment.

Employees placed on Column 1 cannot advance beyond step 6 unless they have submitted official transcripts reflecting 12 approved upper division graduate units beyond the B.A. Degree.

**MODESTO CITY SCHOOLS  
ELEMENTARY AND HIGH SCHOOL TEACHERS' SALARY SCHEDULE  
2014-2015**

**SCHEDULE A – ANNUAL SALARY**

STEP	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	BA + 72	STEP	W/MA BA + 24	W/MA BA +36	W/MA BA + 48	W/MA BA + 60	W/MA BA + 72
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6		Column 2	Column 3	Column 4	Column 5	Column 6
1	53,579	53,581	53,792	---	---	---	1	53,581	54,465	---	---	---
2	53,581	53,581	55,576	58,602	---	---	2	53,629	56,258	59,279	---	---
3	53,581	54,740	57,365	60,386	63,805	---	3	55,418	58,042	61,070	64,482	---
4	54,310	56,531	59,150	62,172	65,835	69,425	4	57,211	59,833	62,850	66,278	70,108
5	56,100	58,317	60,941	63,959	67,384	71,215	5	58,996	61,621	64,643	68,061	71,894
6	57,892	60,109	62,727	65,745	69,167	73,012	6	60,778	63,408	66,429	69,851	73,691
7	59,673	61,893	64,517	67,531	70,961	74,796	7	62,573	65,200	68,219	71,640	75,471
8	61,460	63,684	66,296	69,323	72,740	76,575	8	64,361	66,985	70,013	73,436	77,258
9	---	65,472	68,092	71,104	74,529	78,370	9	66,150	68,774	71,787	75,216	79,049
10	---	67,256	69,877	72,893	76,320	80,148	10	67,941	70,557	73,574	77,004	80,838
11	---	---	71,664	74,686	78,106	81,943	11	---	72,347	75,366	78,782	82,624
12	---	---	73,455	76,474	79,888	83,728	12	---	74,127	77,155	80,576	84,409
13	---	---	---	78,263	81,688	85,518	13	---	---	78,938	82,367	86,202
14	---	---	---	---	83,476	87,307	14	---	---	---	84,826	88,655
18	63,226	69,022	75,221	80,029	85,242	89,073	18	69,707	75,894	80,704	86,592	90,421
21	64,992	70,788	76,987	81,795	87,008	90,839	21	71,473	77,660	82,470	88,358	92,187
24	67,434	73,229	79,428	84,236	89,449	93,281	24	73,914	80,101	84,911	90,799	94,628
27	70,430	76,225	82,424	87,232	92,445	96,277	27	76,911	83,097	87,907	93,795	97,625
31	72,129	77,925	84,123	88,931	94,144	97,976	31	78,610	84,796	89,606	95,494	99,324

**DOCTORATE DEGREE STIPEND -- MA PLACEMENT + 1,860**

Board Approved: 06/02/2014

This schedule represents a 1.5% increase over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
ELEMENTARY AND HIGH SCHOOL TEACHERS' SALARY SCHEDULE  
2014-2015**

**SCHEDULE A1 – DAILY RATE**

STEP	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	BA + 72	STEP	W/MA BA + 24	W/MA BA +36	W/MA BA + 48	W/MA BA + 60	W/MA BA + 72
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6		Column 2	Column 3	Column 4	Column 5	Column 6
1	289.62	289.63	290.77	---	---	---	1	289.63	294.41	---	---	---
2	289.63	289.63	300.41	316.77	---	---	2	289.89	304.10	320.43	---	---
3	289.63	295.89	310.08	326.41	344.89	---	3	299.56	313.74	330.11	348.55	---
4	293.57	305.57	319.73	336.06	355.86	375.27	4	309.25	323.42	339.73	358.26	378.96
5	303.24	315.23	329.41	345.72	364.24	384.95	5	318.90	333.09	349.42	367.90	388.62
6	312.93	324.91	339.06	355.38	373.88	394.66	6	328.53	342.75	359.08	377.57	398.33
7	322.56	334.56	348.74	365.03	383.57	404.30	7	338.23	352.43	368.75	387.24	407.95
8	332.22	344.24	358.36	374.72	393.19	413.92	8	347.90	362.08	378.45	396.95	417.61
9	---	353.90	368.06	384.35	402.86	423.62	9	357.57	371.75	388.04	406.57	427.29
10	---	363.55	377.71	394.02	412.54	433.23	10	367.25	381.39	397.70	416.24	436.96
11	---	---	387.37	403.71	422.19	442.94	11	---	391.06	407.38	425.85	446.62
12	---	---	397.05	413.37	431.83	452.58	12	---	400.69	417.05	435.55	456.26
13	---	---	---	423.04	441.56	462.26	13	---	---	426.69	445.23	465.96
14	---	---	---	---	451.22	471.93	14	---	---	---	458.52	479.22
18	341.76	373.09	406.60	432.59	460.77	481.48	18	376.79	410.24	436.24	468.06	488.76
21	351.31	382.64	416.15	442.14	470.31	491.02	21	386.34	419.78	445.78	477.61	498.31
24	364.51	395.83	429.34	455.33	483.51	504.22	24	399.54	432.98	458.98	490.81	511.50
27	380.70	412.03	445.54	471.52	499.70	520.42	27	415.74	449.17	475.17	507.00	527.70
31	389.89	421.22	454.72	480.71	508.89	529.60	31	424.92	458.36	484.36	516.18	536.89

Board Approved: 06/02/2014

This schedule represents a 1.5% increase over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
ELEMENTARY AND HIGH SCHOOL TEACHERS' SALARY SCHEDULE  
2014-2015**

**SCHEDULE A2- HOURLY RATE**

STEP	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	BA + 72	STEP	W/MA BA + 24	W/MA BA +36	W/MA BA + 48	W/MA BA + 60	W/MA BA + 72
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6		Column 2	Column 3	Column 4	Column 5	Column 6
1	48.27	48.27	48.46	---	---	---	1	48.27	49.07	---	---	---
2	48.27	48.27	50.07	52.80	---	---	2	48.32	50.68	53.41	---	---
3	48.27	49.32	51.68	54.40	57.48	---	3	49.93	52.29	55.02	58.09	---
4	48.93	50.93	53.29	56.01	59.31	62.55	4	51.54	53.90	56.62	59.71	63.16
5	50.54	52.54	54.90	57.62	60.71	64.16	5	53.15	55.52	58.24	61.32	64.77
6	52.16	54.15	56.51	59.23	62.31	65.78	6	54.76	57.13	59.85	62.93	66.39
7	53.76	55.76	58.12	60.84	63.93	67.38	7	56.37	58.74	61.46	64.54	67.99
8	55.37	57.37	59.73	62.45	65.53	68.99	8	57.98	60.35	63.08	66.16	69.60
9	---	58.98	61.34	64.06	67.14	70.60	9	59.60	61.96	64.67	67.76	71.22
10	---	60.59	62.95	65.67	68.76	72.21	10	61.21	63.57	66.28	69.37	72.83
11	---	---	64.56	67.29	70.37	73.82	11	---	65.18	67.90	70.98	74.44
12	---	---	66.18	68.90	71.97	75.43	12	---	66.78	69.51	72.59	76.04
13	---	---	---	70.51	73.59	77.04	13	---	---	71.12	74.21	77.66
14	---	---	---	---	75.20	78.66	14	---	---	---	76.42	79.87
18	56.96	62.18	67.77	72.10	76.80	80.25	18	62.80	68.37	72.71	78.01	81.46
21	58.55	63.77	69.36	73.69	78.39	81.84	21	64.39	69.96	74.30	79.60	83.05
24	60.75	65.97	71.56	75.89	80.59	84.04	24	66.59	72.16	76.50	81.80	85.25
27	63.45	68.67	74.26	78.59	83.28	86.74	27	69.29	74.86	79.20	84.50	87.95
31	64.98	70.20	75.79	80.12	84.82	88.27	31	70.82	76.39	80.73	86.03	89.48

Board Approved: 06/02/2014

This schedule represents a 1.5% increase over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
CHILD DEVELOPMENT – STATE PRESCHOOL SALARY SCHEDULE  
2014-2015**

Step	30-59 Units	60-89 Units	90+ Units	BA Degree	MA Degree
Step 1	18.41	20.08	21.93	23.95	26.17
Step 2	19.22	20.99	22.91	25.03	27.35
Step 3	20.08	21.93	23.95	26.17	28.60
Step 4	20.99	22.91	25.03	27.35	29.91
Step 5	21.93	23.95	26.17	28.60	31.27
Step 6	22.91	25.03	27.35	29.91	32.68

**STIPENDS:**

\$ 514 = Completion of 11 Years of Service  
 \$ 1,650 = Completion of 15 Years of Service  
 \$ 2,000 = Completion of 20 Years of Service  
 \$ 1,750 = Site Liaison

**ANNUAL SALARY:**

Example: (183 days, 6-hour employee) 183 x 6 x \$18.41 = \$20,214

**SUBSTITUTES:**

Pay for Child Development State Preschool substitute teachers shall be based on Column 1, Step 1 of current salary schedule.

Board Approved: 06/02/2014  
 This schedule represents a 0% change over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
CHILD DEVELOPMENT – HEAD START SALARY SCHEDULE  
2014-2015**

Step	30-59 Units	60-89 Units	90+ Units	BA Degree	MA Degree
Step 1	19.65	21.43	23.40	25.56	27.92
Step 2	20.51	22.39	24.45	26.71	29.20
Step 3	21.43	23.40	25.56	27.93	30.47
Step 4	22.39	24.45	26.71	29.19	31.91
Step 5	23.40	25.56	27.93	30.53	33.37
Step 6	24.45	26.71	29.19	31.91	34.87

**STIPENDS:**

- \$ 514 = Completion of 11 Years of Service
- \$ 1,650 = Completion of 15 Years of Service
- \$ 2,000 = Completion of 20 Years of Service
- \$ 1,750 = Site Liaison

**ANNUAL SALARY:**

Example: (183 days, 7-hour employee)  $183 \times 7 \times \$19.65 = \$25,172$

**SUBSTITUTES:**

Pay for Child Development Head Start substitute teachers shall be based on Column 1, Step 1 of current salary schedule.

This schedule represents a 1.38% COLA increase, effective September 1, 2014.



**MODESTO CITY SCHOOLS  
CHILD DEVELOPMENT SPECIALIST SALARY SCHEDULE  
2014-2015**

Step	Range 1	MA Degree
Step 1	28.47	31.11
Step 2	29.76	32.52
Step 3	31.11	34.00
Step 4	32.52	35.55
Step 5	34.00	37.18
Step 6	35.55	38.88

**STIPENDS:**

\$ 514 = Completion of 11 Years of Service  
 \$ 1,650 = Completion of 15 Years of Service  
 \$ 2,000 = Completion of 20 Years of Service

**ANNUAL SALARY:**

Example: (183 days, 7-hour employee)  $183 \times 7 \times \$28.47 = \$36,470$

**SUBSTITUTES:**

Pay for Child Development Specialist substitutes shall be based on Range 1, Step 1 of current salary schedule.

Board Approved: 06/02/2014    UPDATED 07/22/2014  
 This schedule represents a 0% change over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
BTSA COORDINATOR SALARY SCHEDULE  
2014-2015**

STEP	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	BA + 72	STEP	W/MA BA + 24	W/MA BA +36	W/MA BA + 48	W/MA BA + 60	W/MA BA + 72
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6		Column 2	Column 3	Column 4	Column 5	Column 6
1	56,476	56,478	56,700	---	---	---	1	56,478	57,410	---	---	---
2	56,478	56,478	58,580	61,770	---	---	2	56,529	59,300	62,484	---	---
3	56,478	57,699	60,466	63,650	67,254	---	3	58,414	61,179	64,371	67,967	---
4	57,246	59,586	62,347	65,532	69,393	73,178	4	60,304	63,067	66,247	69,861	73,897
5	59,132	61,470	64,235	67,415	71,027	75,065	5	62,186	64,953	68,137	71,741	75,781
6	61,021	63,357	66,117	69,299	72,907	76,959	6	64,063	66,836	70,021	73,626	77,674
7	62,899	65,239	68,004	71,181	74,796	78,839	7	65,955	68,724	71,906	75,512	79,550
8	64,783	67,127	69,880	73,070	76,672	80,714	8	67,841	70,606	73,798	77,405	81,434
9	---	69,011	71,772	74,948	78,558	82,606	9	69,726	72,491	75,668	79,281	83,322
10	---	70,892	73,653	76,834	80,445	84,480	10	71,614	74,371	77,552	81,167	85,207
11	---	---	75,537	78,723	82,327	86,373	11	---	76,257	79,439	83,041	87,091
12	---	---	77,425	80,607	84,207	88,253	12	---	78,135	81,325	84,932	88,971
13	---	---	---	82,493	86,104	90,141	13	---	---	83,205	86,820	90,862
14	---	---	---	---	87,988	92,026	14	---	---	---	89,411	93,448
18	66,643	72,753	79,287	84,355	89,850	93,889	18	73,474	79,997	85,067	91,272	95,308
21	68,505	74,615	81,149	86,217	91,710	95,749	21	75,336	81,857	86,927	93,134	97,170
24	71,079	77,187	83,721	88,789	94,284	98,323	24	77,910	84,431	89,501	95,708	99,743
27	74,237	80,346	86,880	91,946	97,442	101,482	27	81,069	87,588	92,658	98,865	102,902
31	76,029	82,138	88,670	93,738	99,234	103,272	31	82,859	89,380	94,450	100,655	104,694

**DOCTORATE DEGREE STIPEND -- MA PLACEMENT + 1,860**

BTSA Coordinator (195 responsibility days)

Board Approved: 06/02/2014

This schedule represents a 1.5% increase over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
G230 ACADEMY - ELEMENTARY AND HIGH SCHOOL TEACHERS' SALARY SCHEDULE  
2014-2015**

STEP	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	BA + 72	STEP	W/MA BA + 24	W/MA BA +36	W/MA BA + 48	W/MA BA + 60	W/MA BA + 72
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6		Column 2	Column 3	Column 4	Column 5	Column 6
1	62,527	62,530	62,775	---	---	---	1	62,530	63,560	---	---	---
2	62,530	62,530	64,856	68,389	---	---	2	62,585	65,653	69,178	---	---
3	62,530	63,882	66,944	70,470	74,460	---	3	64,673	67,735	71,267	75,250	---
4	63,380	65,973	69,027	72,554	76,550	81,018	4	66,767	69,825	73,346	77,348	81,816
5	65,469	68,056	71,117	74,640	78,637	83,108	5	68,848	71,911	75,438	79,427	83,901
6	67,559	70,148	73,203	76,724	80,719	85,204	6	70,928	73,998	77,523	81,517	85,997
7	69,638	72,228	75,292	78,808	82,811	87,287	7	73,022	76,087	79,611	83,604	88,075
8	71,725	74,319	77,367	80,900	84,888	89,362	8	75,110	78,171	81,704	85,701	90,159
9	---	76,406	79,463	82,978	86,975	91,458	9	77,198	80,259	83,775	87,776	92,250
10	---	78,488	81,547	85,066	89,065	93,532	10	79,288	82,340	85,861	89,864	94,337
11	---	---	83,632	87,158	91,151	95,627	11	---	84,429	87,952	91,940	97,436
12	---	---	85,722	89,246	93,235	97,711	12	---	86,506	90,040	94,033	98,506
13	---	---	---	91,333	95,331	99,799	13	---	---	92,120	96,124	100,598
14	---	---	---	---	97,416	101,888	14	---	---	---	98,992	103,461
18	73,491	80,254	87,488	93,099	99,182	103,654	18	81,054	88,273	93,886	100,758	105,227
21	75,257	82,020	89,254	94,865	100,948	105,420	21	82,820	90,039	95,653	102,524	106,993
24	77,698	84,461	91,695	97,306	103,389	107,861	24	85,261	92,480	98,094	104,965	109,434
27	80,695	87,457	94,691	100,302	106,385	110,857	27	88,257	95,476	101,090	107,961	112,431
31	82,394	89,157	96,390	102,001	108,084	112,556	31	89,956	97,175	102,789	109,661	114,130

**DOCTORATE DEGREE STIPEND -- MA PLACEMENT + 1,860**

G230 Academy Teachers (185 responsibility days, 8 hrs/day)

Board Approved: 06/02/2014

This schedule represents a 1.5% increase over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
AGRICULTURE EDUCATION 9-12 TEACHERS' SALARY SCHEDULE  
2014-2015**

STEP	BA + 12	BA + 24	BA + 36	BA + 48	BA + 60	BA + 72	STEP	W/MA BA + 24	W/MA BA + 36	W/MA BA + 48	W/MA BA + 60	W/MA BA + 72
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6		Column 2	Column 3	Column 4	Column 5	Column 6
1	62,268	62,270	62,516	---	---	---	1	62,270	63,298	---	---	---
2	62,270	62,270	64,588	68,106	---	---	2	62,326	65,382	68,892	---	---
3	62,270	63,616	66,667	70,178	74,151	---	3	64,405	67,454	70,974	74,938	---
4	63,118	65,698	68,742	72,253	76,510	80,683	4	66,489	69,535	73,042	77,026	81,476
5	65,197	67,774	70,823	74,330	78,312	82,764	5	68,564	71,614	75,125	79,099	83,553
6	67,280	69,856	72,898	76,407	80,384	84,852	6	70,634	73,691	77,202	81,178	85,641
7	69,350	71,930	74,979	78,481	82,468	86,925	7	72,719	75,772	79,281	83,257	87,709
8	71,427	74,012	77,047	80,565	84,536	88,993	8	74,799	77,847	81,367	85,344	89,786
9	---	76,089	79,133	82,635	86,615	91,078	9	76,878	79,926	83,429	87,413	91,867
10	---	78,163	81,208	84,714	88,696	93,144	10	78,959	81,999	85,506	89,492	93,946
11	---	---	83,285	86,798	90,771	95,232	11	---	84,078	87,587	91,558	96,023
12	---	---	85,366	88,875	92,843	97,305	12	---	86,148	89,666	93,643	98,096
13	---	---	---	90,954	94,935	99,386	13	---	---	91,738	95,724	100,181
14	---	---	---	---	97,012	101,465	14	---	---	---	98,582	103,032
18	73,478	80,214	87,419	93,007	99,066	103,518	18	81,010	88,202	93,792	100,633	105,083
21	75,532	82,268	89,472	95,060	101,117	105,569	21	83,063	90,253	95,843	102,686	107,137
24	78,370	85,103	92,308	97,896	103,955	108,407	24	85,901	93,091	98,681	105,524	109,973
27	81,851	88,586	95,791	101,377	107,436	111,890	27	89,384	96,572	102,162	109,005	113,456
31	83,826	90,562	97,765	103,353	109,411	113,864	31	91,358	98,547	104,137	110,979	115,431

**DOCTORATE DEGREE STIPEND -- MA PLACEMENT + 1,860**

Agriculture Education Classroom Teacher, 9-12 (basic teacher work year plus 30 days, e.g., 185 + 30 = 215 days)

**MODESTO CITY SCHOOLS  
INDEPENDENT STUDY SALARY SCHEDULE  
(FULL-TIME CONTRACTED)  
2014-2015**

STEP	BA + 12	BA + 24	W/MA BA + 24	BA + 36	W/MA BA + 36	BA + 48	W/MA BA + 48	BA + 60	W/MA BA + 60	BA + 72	W/MA BA + 72
	Column 1	Column 2	Column 2M	Column 3	Column 3M	Column 4	Column 4M	Column 5	Column 5M	Column 6	Column 6M
1	28,869	30,384	30,846	32,171	32,624	34,214	34,702	36,554	37,030	39,195	39,633
2	30,084	31,586	32,034	33,374	33,850	35,439	35,866	37,781	38,255	40,421	40,860
3	31,322	32,848	33,299	34,589	35,039	36,655	37,118	38,969	39,420	41,548	42,100
4	33,200	34,026	34,515	35,802	36,278	37,881	38,369	40,185	40,648	42,813	43,226
5	33,700	35,253	35,702	37,030	37,468	39,095	39,558	41,412	41,899	44,039	44,502
10	35,399	36,952	37,401	38,729	39,167	40,794	41,257	43,111	43,598	45,738	46,201

**PROVISIONS OF THE SCHEDULE:**

- 1 This schedule applies to full-time, Contracted Independent Study Teachers, instructional calendar only.
- 2 An employee shall advance one step at successful completion of each year.
- 3 At the initiation of the new schedule, current experience to a maximum of Step 5 shall be given for previous experience in hourly direct instructional programs. Experience shall be with Modesto City Schools.
- 4 Experience in hourly direct instructional programs shall be within the last ten years.

Board Approved: 06/02/2014

This schedule represents a 1.5% increase over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
CAL-SAFE TEACHERS SALARY SCHEDULE  
2014-2015**

Step	Range 1	Range 2	Range 3	Range 4	MA Degree
Step 1	18.69	20.38	22.26	24.31	26.56
Step 2	19.51	21.30	23.25	25.41	27.77
Step 3	20.38	22.26	24.31	26.56	28.99
Step 4	21.30	23.25	25.41	27.76	30.36
Step 5	22.26	24.31	26.56	29.03	31.74
Step 6	23.25	25.41	27.76	30.36	33.17

**DOCTORATE DEGREE STIPEND -- MA PLACEMENT + 1,860 ANNUAL**

**ANNUAL SALARY:**

Example: (185 days, 6-hour employee)  $185 \times 6 \times \$18.69 = \$20,746$

**SUBSTITUTES:**

Pay for Cal-Safe substitute teachers shall be based on Range 1, Step 1 of current salary schedule.

Board Approved: 06/02/2014    UPDATED 07/22/2014  
This schedule represents a 0% change over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
SCHOOL PSYCHOLOGISTS SALARY SCHEDULE  
2014-2015**

Step 1	82,503
Step 2	84,491
Step 3	86,543
Step 4	88,665
Step 5	90,753
Step 18	92,519
Step 21	94,285
Step 24	96,726
Step 27	99,723
Step 31	101,422

**DOCTORATE DEGREE STIPEND = + 1,860**

School Psychologist (190 responsibility days, 8 hr/day)

**SUBSTITUTES:** Per diem rate based on Step 1 of current School Psychologist Salary Schedule.

Board Approved: 06/02/2014

This schedule represents a 1.5% increase over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
LANGUAGE, SPEECH AND HEARING SPECIALISTS SALARY SCHEDULE  
2014-2015**

STEP	BA + 24	BA + 36	BA + 48	BA + 60	BA + 72	STEP	W/MA BA + 24	W/MA BA +36	W/MA BA + 48	W/MA BA + 60	W/MA BA + 72
	Column 2	Column 3	Column 4	Column 5	Column 6		Column 2	Column 3	Column 4	Column 5	Column 6
1	58,826	59,037	63,848	---	---	1	58,874	61,503	64,525	---	---
2	59,984	60,821	65,631	69,049	---	2	60,662	63,287	66,314	69,726	---
3	61,777	62,610	67,417	70,841	74,669	3	62,457	65,078	68,095	71,524	75,353
4	63,561	64,395	69,204	72,628	76,461	4	64,240	66,865	69,888	73,305	77,140
5	65,355	66,185	70,990	74,413	78,257	5	66,024	68,654	71,674	75,097	78,936
6	67,137	67,973	72,776	76,205	80,042	6	67,817	70,444	73,464	76,884	80,717
7	68,930	69,762	74,568	77,986	81,819	7	69,607	72,230	75,257	78,682	82,502
8	70,717	71,541	76,349	79,774	83,616	8	71,395	74,019	77,032	80,460	84,295
9	72,500	73,337	78,138	81,564	85,393	9	73,186	75,802	78,819	82,250	86,082
10	---	75,122	79,931	83,352	87,187	10	---	77,592	80,611	84,028	87,869
11	---	76,909	81,719	85,132	88,974	11	---	79,373	82,400	85,820	89,655
12	---	78,700	83,508	86,934	90,762	12	---	---	84,183	87,613	91,446
13	---	---	---	88,720	92,718	13	---	---	---	90,070	94,072
18	74,267	80,466	85,274	90,486	94,484	18	74,952	81,139	85,949	91,836	95,838
21	76,033	82,232	87,040	92,252	96,250	21	76,718	82,905	87,715	93,602	97,604
24	78,474	84,673	89,481	94,693	98,692	24	79,159	85,346	90,156	96,043	100,046
27	81,470	87,670	92,478	97,690	101,688	27	82,155	88,343	93,153	99,040	103,042
31	83,169	89,369	94,177	99,389	103,387	31	83,854	90,042	94,852	100,739	104,741

**DOCTORATE DEGREE STIPEND -- MA PLACEMENT + 1,860**

Language, Speech, Hearing Specialist (185 responsibility days)

Board Approved: 06/02/2014

This schedule represents a 1.5% increase over the 2013-14 schedule.



**MODESTO CITY SCHOOLS  
HOURLY DIRECT INSTRUCTIONAL PROGRAMS SCHEDULE  
2014-2015**

STEP	BA + 12	BA + 24	W/MA BA + 24	BA + 36	W/MA BA + 36	BA + 48	W/MA BA + 48	BA + 60	W/MA BA + 60	BA + 72	W/MA BA + 72
	Column	Column	Column	Column	Column	Column	Column	Column	Column	Column	Column
	1	2	2M	3	3M	4	4M	5	5M	6	6M
1	25.03	26.37	26.78	27.96	28.35	29.76	30.19	31.83	32.25	34.17	34.56
2	26.11	27.43	27.83	29.02	29.44	30.84	31.23	32.91	33.34	35.25	35.64
3	27.20	28.56	28.95	30.09	30.49	31.92	32.33	33.97	34.36	36.26	36.74
4	28.30	29.59	30.03	31.17	31.58	33.01	33.43	35.05	35.46	37.36	37.74
5	29.31	30.68	31.07	32.25	32.64	34.08	34.50	36.12	36.56	38.45	38.86

**PROVISIONS OF THE SCHEDULE:**

- 1 The schedule applies to Adult Education, Adult Education-Summer School, Extended Summer School, 7-12, Home & Hospital-Regular Ed, Home & Hospital-Special Ed, Independent Study, Academic Intervention, ROP Evening School, Summer School and Tutoring/Peer Assistance Program.
- 2 Seventy-five percent of a particular period of instruction for all hourly direct instructional programs during a school year, represents a full service period for credit toward step advancement.
- 3 Experience in each of the hourly direct instructional programs is a separate entity. Experience in one program cannot be transferred to program (with the exception of experience within Extended Summer School, Summer School). Full credit shall be given for completion of a session regardless of number of hours served.
- 4 An employee shall advance one step at successful completion of each year.
- 5 At the initiation of the new schedule, current experience to a maximum of Step 5 shall be given for previous experience in hourly direct instructional programs. Experience shall be with Modesto City Schools.
- 6 Experience in hourly direct instructional programs shall be within the last ten years.
- 7 Substitutes are paid at Column 1, Step 1.

Board Approved: 06/02/2014    UPDATED 07/22/2014  
This schedule represents full restoration.

**MODESTO CITY SCHOOLS  
INTERN SALARY SCHEDULE  
2014-2015**

INTERN \$49,293

Intern salary based on 92% of step 1, column 1 of Schedule A

Board Approved: 06/02/2014  
This schedule represents a 1.5% increase over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
SUBSTITUTE SALARY SCHEDULE  
2014-2015**

	30 Day Credential		Regular Credential	
	Daily	Hourly	Daily	Hourly
<b>REGULAR PROGRAM</b>				
One to ten days in same assignment	\$113.63	\$22.73 *	\$116.94	\$23.39 *
Day 11 through 30 in same assignment	\$123.65		\$126.99	\$25.40 **
Day 31 through end of same assignment	N/A		\$168.75	

\* Substitute hourly rate is 1/5 of the daily rate  
 \*\* CELDT Testing

**OTHER SUBSTITUTES:**

**COUNSELORS**

	Regular Credential
	Daily
One to ten days in same assignment	\$125.13
Day 11 through 30 in same assignment	\$135.87
Day 31 through end of same assignment	\$180.56

**LANGUAGE, SPEECH AND HEARING SPECIALISTS**

\$317.98

**SCHOOL PSYCHOLOGISTS**

\$434.23

Board Approved: 06/02/2014    UPDATED 07/22/2014  
 This schedule represents a 0 % change over the 2013-14 schedule.

**MODESTO CITY SCHOOLS  
7-8 AFTER-SCHOOL COACHING STIPEND  
2014-2015**

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
\$ 8.57	\$ 8.97	\$ 9.37	\$ 9.89	\$ 10.36

Board Approved: 06/02/2014  
This schedule represents full restoration plus a 1.5% increase.

**MODESTO CITY SCHOOLS  
7-8 COACHING STIPENDS  
2014-2015**

SPORT	DAYS/HOURS
Basketball, Boys', 7-8	93
Basketball, Girls' 7-8	93
Co-Ed Track	62
Soccer or Football, Flag, 7-8	77.5
Volleyball, Girls', 7-8	77.5

Board Approved: 06/02/2014  
This schedule represents full restoration plus a 1.5% increase.

**MODESTO CITY SCHOOLS  
9-12 COACHING STIPENDS  
2014-2015**

6th Period Sports Assignment

\$ 3,697

SPORT	Based on 180 Days	Rate
Baseball	38%	\$ 1,405
Basketball - Boys	39%	\$ 1,442
Basketball - Girls	39%	\$ 1,442
Cross Country	25%	\$ 924
Football	31%	\$ 1,146
Golf - Boys	33%	\$ 1,220
Golf - Girls	22%	\$ 813
Soccer - Boys	25%	\$ 924
Soccer - Girls	39%	\$ 1,442
Softball	39%	\$ 1,442
Spirit-leading	75%	\$ 2,773
Swimming	21%	\$ 776
Tennis - Boys	38%	\$ 1,405
Tennis - Girls	25%	\$ 924
Track	38%	\$ 1,405
Volleyball	27%	\$ 998
Water Polo	26%	\$ 961
Wrestling	34%	\$ 1,257

Board Approved: 06/02/2014

This schedule represents full restoration plus a 1.5% increase.

**MODESTO CITY SCHOOLS  
EXTRA DUTY STIPEND SCHEDULES  
2014-2015**

<b>STIPEND BASE RATE (for stipends based on percentages):</b>	<b>\$ 32,147</b>
<i>Base Rate = 60% of Salary Schedule A – Step 1, Column 1</i>	

**K-6 GRADES**

Assistant to Principal 20 or more certificated employees	4.0%	\$ 1,286
Assistant to Principal 19 or less certificated employees	3.5%	\$ 1,125
Open Plan	12%	\$ 3,858
Web Page Design/Main K-6	3.5%	\$ 1,125

**7-8 GRADES**

Department/Instructional Team Chairperson – 2 Teachers	2%	\$ 643
Department/Instructional Team Chairperson – 3 Teachers	3%	\$ 964
Department/Instructional Team Chairperson – 4 Teachers	4%	\$ 1,286
Department/Instructional Team Chairperson – 5 Teachers	5%	\$ 1,607
Department/Instructional Team Chairperson – 6 Teachers	6%	\$ 1,929
Department/Instructional Team Chairperson – 7 Teachers	7%	\$ 2,250
Department/Instructional Team Chairperson – 8 Teachers	8%	\$ 2,572

**9-12 GRADES (Including Alternative Education)**

Counselor (.5 FTE or more = 100% Stipend; less than .5 FTE = 50% of stipend)	11%	\$ 3,536
Department/Instructional Team Chairperson – 5 or less Teachers	5%	\$ 1,607
Department/Instructional Team Chairperson – 6 to 10 Teachers	6%	\$ 1,929
Department/Instructional Team Chairperson – 11 or more Teachers	8%	\$ 2,572
Web Page Design/Main 9-12	7.75%	\$ 2,491
Work Experience	7.5%	\$ 2,411

**DISTRICT-WIDE STIPENDS – These stipends are not applicable if the individual is on a full release**

Athletic Director	\$ 10,536
District Chairperson, Instrumental Music, Grades K-6	\$ 3,418
District Chairperson, Instrumental Music, Grades 7-12	\$ 3,418
District Chairperson, Library Services	\$ 3,418
District Chairperson, Vocal Music, Grades K-6	\$ 3,418
District Nursing Chairperson	\$ 3,383

**MISCELLANEOUS STIPENDS**

Academic Decathlon	17.5%	\$ 5,626
AVID Site Coordinator	5.5%	\$ 1,768
Board Multimedia Teacher	15.5%	\$ 4,983
BTSA Support Provider ( <i>prorated based on # of teachers assigned</i> )	7%	\$ 2,250
*CalRecycle Grant	<i>(flat rate)</i>	\$ 600
*College Access Team (CAT) Liaison	<i>(flat rate)</i>	\$ 1,250
Eighth Period Assignment	27.5%	\$ 8,840
Intern Support Provider	7%	\$ 2,250
Mock Trial	17%	\$ 5,465
PAR Consulting Teacher - Referred Teacher Participants	10%	\$ 3,215
*PHAST (Protecting Health and Slamming Tobacco)	<i>(flat rate)</i>	\$ 650

*\*Approved 10/29/14; Effective 07/01/14*

**EXTRA DUTY STIPEND SCHEDULES (continued)**  
**2014-2015**

**MISCELLANEOUS STIPENDS (continued)**

Sixth Period Assignment	7.5%	\$ 2,411
Sixth Period Sports Assignment	11.5%	\$ 3,697
Teacher/Special Projects	7.5%	\$ 2,411
TUPE	<i>(flat rate)</i>	\$ 2,000
Vocational Student Organization Stipend	5%	\$ 1,607

**MISCELLANEOUS HOURLY**

Accompanist	\$ 18.12
Accompanist-Performances	\$ 90.71
Crowd Control <i>(does not handle money) paid at 85% of rate</i>	\$ 13.34
Crowd Control <i>(money responsibility)</i>	\$ 15.69
Curriculum Development	\$ 26.24
GATE Psychological Testing	\$ 45.93
In-Service Participant	\$ 19.81
Peer Assistance and Review Committee Member <i>(not to exceed \$1,500/year)</i>	\$ 56.20
Pre Peer Assistance and Review <i>(not to exceed 48 hours)</i>	\$ 47.99
Saturday School Teacher	\$ 25.11

**STIPEND HOURLY RATES (for stipends based on hours):**

**CERTIFICATED CONTRACT TEACHERS:**

Step	Years	Rate/Hour
1	1-4	\$ 6.29
2	5-8	\$ 7.87
3	9-12	\$ 9.44
4	13+	\$ 11.02

**WALK-ON / NON-CERTIFICATED:**

\$ 5.60

**K-6 GRADES**

**# Hrs**

Chorus	217
Geography Bee	100
Orchestra	217
Safety Patrol	227
Science Olympiad	100
Student Council	150

**7-8 GRADES**

**# Hrs**

Athletic Director After School Recreation	100
Awards Night	20
Recognition Programs	50
Student Council	200
Vocal or Instrumental Music	130
Yearbook	160

**EXTRA DUTY STIPEND SCHEDULES (continued)**  
**2014-2015**

<b>9-12 GRADES</b>	<b># Hrs</b>
Asst. Band Director	155
Dance	200
Dramatics	320
Frosh Cheer Advisor	130
High Transitions Coordinator	150
Leadership/Student Council	110
Newspaper	180
Science Olympiad	275
Speech	320
Spirit Staff Coordinator	250
Vocal or Instrumental Music	380
<i>(2) Positions per Comprehensive School/(1) Position Alternative Ed</i>	
Yearbook	180

<b>ALTERNATIVE EDUCATION SPORTS STIPENDS</b>	<b># Hrs</b>
Basketball (1 Position)	160
Softball (1 Position)	90

**9-12 SPORTS**

<b>COMBINED</b>	<b># Hrs</b>
Athletic Director, 9-12 sites	300
Track Assistant (2 Positions)	271
Track Head (1 Position)	271

**WOMEN'S SPORTS**

*Head Coach receives an additional..... \$ 729*  
*(Varsity coaches are to receive head coaching stipend when in charge of a sports program*  
*having three levels of teams)*

Basketball, Freshman (1 Position)	216
Basketball, Sophomore (1 Position)	243
Basketball, Varsity Head (1 Position)	293
Cross Country (1 Position)	197
Golf (1 Position)	232
Soccer, Frosh/Soph (1 Position)	160
Soccer, Varsity (1 Position)	200
Softball, Freshman (1 Position)	200
Softball, Sophomore (1 Position)	250
Softball, Varsity Head (1 Position)	250
Swimming, Frosh/Soph (1 Position)	157
Swimming, Varsity (1 Position)	250
Tennis (1 Position)	175
Volleyball , Freshman (1 Position)	157
Volleyball, Sophomore (1 Position)	180
Volleyball, Varsity Head (1 Position)	210
Water Polo, Frosh/Soph (1 Position)	160
Water Polo, Varsity (1 Position)	251



**EXTRA DUTY STIPEND SCHEDULES (continued)**  
**2014-2015**

MEN'S SPORTS	# Hrs
<i>Head Coach receives an additional.....</i>	\$ 729
<i>Head Football Coach receives an additional.....</i>	\$ 1,506
<i>(Varsity coaches are to receive head coaching stipend when in charge of a sports program having three levels of teams)</i>	
Baseball, Freshman (1 Position)	200
Baseball, Sophomore (1 Position)	250
Baseball, Varsity Head (1 Position)	250
Basketball, Freshman (1 Position)	216
Basketball, Sophomore (1 Position)	243
Basketball, Varsity Head (1 Position)	293
Cross Country (1 Position)	197
Football, Freshman Assistant (2 Positions)	215
Football, Freshman Head (1 Position)	250
Football, Sophomore Assistant (2 Positions)	290
Football, Sophomore Head (1 Position)	300
Football, Varsity Assistant (2 Positions)	300
Football, Varsity Head (1 Position)	300
Golf (1 Position)	232
Soccer, Frosh/Soph (1 Position)	160
Soccer, Varsity (1 Position)	200
Swimming, Frosh/Soph (1 Position)	157
Swimming, Varsity (1 Position)	250
Tennis (1 Position)	175
Water Polo, Frosh/Soph (1 Position)	160
Water Polo, Varsity (1 Position)	251
Wrestling, Frosh/Soph (1 Position)	350
Wrestling, Varsity (1 Position)	404

\*Athletic Director, 9-12 sites – *10% More Than Head Football Coach* 300  
*(Based on Years of Service as Director and/or Coaching prior to Director Appointment)*

Example:

<i>Nine Years as Athletic Director, 9-12 – 300 Hrs @ \$9.44/Hr</i>	\$ 2,832
<i>Head Football Coach Additional Stipend</i>	+ \$ 1,506
<i>Subtotal</i>	\$ 4,338
<i>10% Additional Stipend as Athletic Director, 9-12</i>	+ \$ 434
<i>Total Athletic Director, 9-12 Stipend per Example</i>	\$ 4,772

TOTAL ATHLETIC STIPENDS ARE NOT TO EXCEED THE NUMBER OF POSITIONS LISTED ABOVE

Board Approved: 06/02/2014

This schedule represents full restoration plus a 1.5% increase.