



**PATTERSON UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE 2022-23**

(Annual Rate +5% over 2021-2022)

| GRADE | A | B | C | D |
|--------------|-----------|----------------|----------------|----------------|
| STEP | BA | BA + 45 | BA + 60 | BA + 75 |
| 1 | 59,331 | 61,904 | 64,479 | 67,052 |
| 2 | 59,331 | 61,904 | 64,479 | 67,052 |
| 3 | 61,904 | 64,479 | 67,052 | 69,630 |
| 4 | 64,479 | 67,052 | 69,630 | 72,200 |
| 5 | 67,052 | 69,630 | 72,200 | 74,775 |
| 6 | 69,630 | 72,200 | 74,775 | 77,350 |
| 7 | 72,200 | 74,775 | 77,350 | 79,924 |
| 8 | 74,775 | 77,350 | 79,924 | 82,497 |
| 9 | 77,350 | 79,924 | 82,497 | 85,069 |
| 10 | 79,924 | 82,497 | 85,069 | 87,646 |
| 11 | 82,497 | 85,069 | 87,646 | 90,218 |
| 12 | | 87,646 | 90,218 | 92,794 |
| 13 | | | 92,794 | 95,365 |
| 14 | | | | 97,939 |
| 17 | | | | 100,387 |
| 20 | | | | 102,897 |
| 24 | | | | 108,043 |
| 28 | | | | 113,444 |
| 32 | | | | 119,116 |

Working Days = 185

Effective: 07/01/2022

Board Approved: 04/11/2022

Please see attached Certificated Stipend schedule for extra/special pay assignments.



**PATTERSON UNIFIED SCHOOL DISTRICT
CERTIFICATED STIPENDS 2022-23**

| PAT Contract | Position or Assignment | Stipend | Calculated Amount | Extra Days or Hours |
|--|---|---|---------------------------------------|---|
| EXTRA PAY ASSIGNMENTS - CERTIFICATED STAFF HOLDING CERTIFICATES/CREDENTIALS AND DEGREES | | | | |
| 19.3.1 | Special Education Credentials (Speech/Lang, Resource, Etc) | 3% of schedule placement | <i>based on employee contract</i> | Stipend paid "IF" member is placed in a teaching assignment that requires the use of a special education credential. |
| 19.3.2 | Bilingual Certification (BCLAD, BILA, Etc) | 3% of schedule placement | <i>based on employee contract</i> | Stipend paid "IF" member is placed in a teaching assignment that requires the use of a bilingual certification. |
| 19.3.3 | CLAD - Clear Cross-cultural, Language and Academic Development | 2.25% of schedule placement | <i>based on employee contract</i> | Stipend paid "IF" member obtained a CLAD or Language Development Specialist Certificate BEFORE June 30, 1999 |
| 19.3.4 | Masters Degree | 5% of base salary (Col A, Step 1) | \$2,967 | |
| 19.3.5 | Doctoral Degree | 5% of base salary (Col A, Step 1) | \$2,967 | |
| 19.3.6 | ELD Assignment in Elementary School | 1.5% of base salary (Col A, Step 1) | \$890 | Stipend paid "IF" member is teaching a portion of daily assignment that requires use of a certification to teach designated ELD. Cannot be combined with 19.3.2 |
| SPECIAL ASSIGNMENTS | | | | |
| 18.9.3 | Counselor | 10% of schedule placement | <i>based on employee contract</i> | 8 days |
| 18.9.4 | Agriculture Teacher | 15% of schedule placement | <i>based on employee contract</i> | 28 days summer Ag program (including County Fair Days) |
| EXTRA PAY ASSIGNMENTS - CERTIFICATED STAFF | | | | |
| 19.1.1 | Range A | 9% of base salary (Col A, Step 1) | \$5,340 | Commitment of 250 hours |
| 19.1.2 | Range B | 8% of base salary (Col A, Step 1) | \$4,746 | Commitment of 225 hours |
| 19.1.3 | Range C Drama Director | 7% of base salary (Col A, Step 1) | \$4,153 | Commitment of 200 hours + Drama - 2 shows per year |
| 19.1.4 | Range D | 6% of base salary (Col A, Step 1) | \$3,560 | Commitment of 175 hours |
| 19.1.5 | Range E Middle School Activities Director | 5.50% of base salary (Col A, Step 1) | \$3,263 | Commitment of 150 hours |
| 19.1.6 | Range F Middle School Athletics Director HOSA Pathway FFA Advisor | 5% of base salary (Col A, Step 1) | \$2,967 | Commitment of 125 hours |
| 19.1.7 | Range G Band Director Strings Director Vocal Music Director High School Newspaper Advisor High School Yearbook Advisor Lead Teachers | 4% of base salary (Col A, Step 1) | \$2,373 | Commitment of 100 hours + 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 |
| 19.1.8 | Range H Academic Decathlon Academic Pentathlon Secondary National History Day 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) | \$1,780 | Commitment of 75 hours + Annual yearbook must be produced/distributed |
| 19.1.9 | Range I 504 Coordinator SST Coordinator 504/SST Coordinator Middle School Intermural Sports Coordinator Middle School Spelling Bee Coordinator PHAST and PHAST J/V Coordinator Elem National History Day 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) (Max of 1 per site) (Max of 1 per site but can be split between two teachers) | \$1,187 | Commitment of 50 hours |
| EXTRA PAY ASSIGNMENTS - CERTIFICATED STAFF PERFORMING COACHING DUTIES | | | | |
| 19.2.1 | Coaching - Range A Varsity Head Coach - Football | 9% of base salary (Col A, Step 1) | \$5,340 | |
| 19.2.2 | Coaching - Range B Varsity Head Coach - Baseball Varsity Head Coach - Basketball Varsity Head Coach - Cross Country 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) 1 total = split between boys & girls 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 | \$4,746 | |



**PATTERSON UNIFIED SCHOOL DISTRICT
CERTIFICATED STIPENDS 2022-23**

| PAT Contract | Position or Assignment | Stipend | Calculated Amount | Extra Days or Hours |
|--------------|---|--|-------------------|---------------------|
| 19.2.3 | 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 | \$4,153 | |
| 19.2.4 | Coaching - Range D Junior Varsity Head Coach - Baseball Junior Varsity Head Coach - Basketball 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 = split between boys & girls 1 total = split between boys & girls 2 total = 1 boys & 1 girls 2 total = 1 boys & 1 girls | \$3,560 | |
| 19.2.5 | Coaching - Range E Freshman Head Coach - Basketball Freshman Head Coach - Football Freshman Head Coach - Volleyball | 5.50% of base salary (Col A, Step 1) | \$3,263 | |
| 19.2.6 | Coaching - Range F Assistant Coach - Baseball Assistant Coach - Basketball Assistant Coach - Cross Country Assistant Coach - Football Assistant Coach - Golf Assistant Coach - Soccer Assistant Coach - Softball 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 6 total 2 total = 1 boys & 1 girls 2 total = 1 boys & 1 girls 1 total 2 total = 1 boys & 1 girls max 1 per site 1 total 1 total 2 total | \$2,967 | |
| 19.2.7 | Coaching - Range G Varsity Advisor: Cheerleading | 4% of base salary (Col A, Step 1) 1 per season | \$2,373 | |
| 19.2.8 | Coaching - Range H Middle School Coach: Assorted Varsity Advisor: Cheerleading | 3% of base salary (Col A, Step 1) 1 per season | \$1,780 | |
| 19.2.9 | Coaching - Range I Assistant Advisor: Cheerleading | 2% of base salary (Col A, Step 1) 1 per season | \$1,187 | |

EXTRA PAY ASSIGNMENTS - FLAT RATE STIPENDS

| | | | | |
|--------|---|----------|----------------|--|
| 19.4.1 | Class Advisor (High School) | | \$400 | Per grade level |
| 19.4.2 | Department Chairperson (Middle & High School) | | \$500 | Per year |
| 19.4.3 | 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 |
| 19.4.4 | National Board for Professional Teaching Standards Certification | | \$1,000 | Annual until expiration of certification |
| 19.4.5 | Speech and Language Certificate (ASHA Certification) | | \$1,000 | Annual until expiration of certification |
| 19.4.6 | Google Educator Level 1 | One-time | \$500* | *Not granted retroactively to those earned prior to the start of the 2022-23 school year. |
| 19.4.7 | Google Educator Level 2 | One-time | \$500* | *Not granted retroactively to those earned prior to the start of the 2022-23 school year. |

EXTRA PAY ASSIGNMENTS - HIGH SCHOOL SUPERVISION RATES (only after teacher serves adjunct hours)

| | | | | |
|--------|-----------------|--|-------|--------------------|
| 19.5.1 | Football Games | | \$35 | per hour |
| 19.5.2 | Game Manager | | \$150 | per day |
| 19.5.3 | Basketball Game | | \$25 | for two games |
| 19.5.3 | Basketball Game | | \$35 | for three games |
| 19.5.4 | Other Games | | \$20 | per sporting event |

Effective: 2022-23 PAT Contract approved on 04-11-2022



**PATTERSON UNIFIED SCHOOL DISTRICT
PRESCHOOL SALARY SCHEDULE 2022-2023
(Annual Rate +5% over 2021-22)**

| GRADE | A | B | C | D | E |
|-------|------------------|----------|----------|----------|-----------------------------|
| STEP | 60 Units or Less | +75 | +90 | +105 | Multiple Subject Credential |
| 1 | \$33,038 | \$35,066 | \$37,118 | \$39,159 | \$41,198 |
| 2 | | \$37,118 | \$39,159 | \$41,198 | \$43,236 |
| 3 | | \$39,159 | \$41,198 | \$43,236 | \$45,277 |
| 4 | | | \$43,236 | \$45,277 | \$47,317 |
| 5 | | | | \$47,317 | \$49,357 |
| 6 | | | | | \$51,398 |
| 7 | | | | | \$53,437 |

Working Days = 185 x 8 hour days

Masters Degree Stipend = \$2,967

In the event funds are deleted, classes will be dropped.
If this should happen, teachers with the least seniority will be dropped first.

Effective: 07/01/2022

Board Approved: 04/11/2022



PATTERSON UNIFIED SCHOOL DISTRICT
NON-REPRESENTED PERSONNEL HOURLY SALARY SCHEDULE 2022-23
 (Hourly Rates +5.33% over 2021-22)

| | | CERTIFICATED | | | | |
|------------------------------|-------------|---------------------|---------------|---------------|---------------|---------------|
| NAME | DAYS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
| School Nurse | 191 | \$53.63 | \$55.25 | \$56.90 | \$58.61 | \$64.27 |
| School Psychologist (Intern) | 193 | \$43.79 | \$45.10 | \$46.46 | \$47.86 | \$49.29 |
| School Psychologist | 193 | \$61.68 | \$63.54 | \$65.44 | \$69.39 | \$72.51 |

| | | LICENSED | | | | |
|-----------------------------|-------------|-----------------|---------------|---------------|---------------|---------------|
| NAME | DAYS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
| SLPA | 183 | \$21.07 | \$21.92 | \$22.77 | \$23.71 | \$24.66 |
| LVN | Varies | \$28.05 | \$29.46 | \$30.95 | \$32.48 | \$34.11 |
| Behavior Intervention Spec. | 185 | \$37.58 | \$39.47 | \$41.44 | \$43.52 | \$45.69 |
| Occupational Therapist | 193 | \$56.01 | \$58.82 | \$61.75 | \$64.84 | \$68.09 |
| Behavior Analyst | 193 | \$61.68 | \$63.54 | \$65.44 | \$69.39 | \$72.51 |
| Mental Health Clinician | 195 | \$61.68 | \$63.54 | \$65.44 | \$69.39 | \$72.51 |

| | | OTHER | | | | |
|---|-------------|---------------|---------------|---------------|---------------|---------------|
| NAME | DAYS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
| CTE - Farm Manager | 183 | \$30.82 | \$32.37 | \$33.99 | \$35.69 | \$37.48 |
| CTE - Nursery Manager (Does not receive benefit cap) | Varies | \$30.82 | \$32.37 | \$33.99 | \$35.69 | \$37.48 |
| CTE Student Supervisor | 183 | \$30.82 | \$32.37 | \$33.99 | \$35.69 | \$37.48 |

Working Days = varies as noted above

Masters Degree Stipend = \$2,967

Benefit Cap = \$10,872 per year

Effective: 07/01/2022

Board Approved: 04/11/2022



PATTERSON JOINT UNIFIED SCHOOL DISTRICT
CERTIFICATED ADMINISTRATIVE SALARY SCHEDULE 2022-23
 (Annual Rates +5.33% over 2021-22)

| NAME | DAYS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|---|------|-----------|-----------|-----------|-----------|-----------|
| Principal - Elementary School | 208 | \$125,519 | \$125,519 | \$131,795 | \$138,385 | \$145,305 |
| Principal - Middle School | 213 | \$130,633 | \$130,633 | \$137,164 | \$144,023 | \$151,224 |
| Principal - High School | 220 | \$141,520 | \$141,520 | \$148,596 | \$156,026 | \$163,828 |
| Principal - Alternative Education | 213 | \$128,535 | \$128,535 | \$134,964 | \$141,711 | \$148,798 |
| Assistant Principal - Elementary School | 196 | \$110,789 | \$110,789 | \$116,330 | \$122,146 | \$128,253 |
| Assistant Principal - Middle School (Student Services) | 200 | \$115,193 | \$115,193 | \$120,954 | \$127,000 | \$133,350 |
| Associate Principal - Middle School (Curriculum & Instruction) | 205 | \$118,073 | \$118,073 | \$123,977 | \$130,174 | \$136,684 |
| Assistant Principal - High School (Student Services) | 205 | \$120,269 | \$120,269 | \$126,283 | \$132,598 | \$139,227 |
| Associate Principal - High School (Curriculum & Instruction) | 210 | \$123,202 | \$123,202 | \$129,364 | \$135,831 | \$142,623 |
| Assistant Principal - Alternative Education | 205 | \$117,699 | \$117,699 | \$123,583 | \$129,766 | \$136,250 |
| Coordinator - Early Childhood Services | 200 | \$109,396 | \$109,396 | \$114,867 | \$120,611 | \$126,642 |
| Coordinator - Assessment & Accountability | 205 | \$118,073 | \$118,073 | \$123,977 | \$130,174 | \$136,684 |
| Program Specialist - Special Education | 210 | \$117,699 | \$117,699 | \$123,583 | \$129,762 | \$136,250 |
| Executive Director - Special Education | 220 | \$142,938 | \$142,938 | \$150,082 | \$157,587 | \$165,467 |
| Executive Director - Student Services | 220 | \$142,938 | \$142,938 | \$150,082 | \$157,587 | \$165,467 |

Working Days = varies as noted above

Masters Degree Stipend = \$2,967

Benefit Cap = \$10,872

Effective: 07/01/2022

Board Approved: 04/11/2022



PATTERSON JOINT UNIFIED SCHOOL DISTRICT
CLASSIFIED CONFIDENTIAL SALARY SCHEDULE 2022-23
(Hourly Range +5.33% over 2021-22)

| NAME | DAYS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|--|------|---------|---------|---------|---------|---------|
| Administrative Secretary | 261 | \$25.91 | \$27.16 | \$28.55 | \$29.97 | \$31.48 |
| Fiscal Analyst | 261 | \$28.32 | \$29.73 | \$31.23 | \$32.78 | \$34.44 |
| Senior Payroll Technician | 261 | \$29.84 | \$31.35 | \$32.93 | \$34.56 | \$36.29 |
| Human Resource Specialist | 261 | \$31.40 | \$32.95 | \$34.59 | \$36.32 | \$38.13 |
| Executive Secretary to Superintendent | 261 | \$32.80 | \$34.46 | \$36.17 | \$37.99 | \$39.87 |
| COVID-19 Pandemic Specialist (Short Term July 1, 2021 - June 30, 2023)* | * | \$31.40 | \$32.95 | \$34.59 | \$36.32 | \$38.13 |

Confidential employee's may not move more than one step in a one year period.

Annual Benefit Cap: \$ 9,600

Professional Growth Stipend: Confidential employee's hired beginning July 1, 2013 are required to have a minimum of an A.A./A.S. degree. Anyone hired prior to July 1, 2013 without an A.A./A.S. degree are "grandfathered" for professional growth based on them obtaining 9 units of approved coursework. Anyone obtaining a degree above what is required in their position, such as a BA/Masters/Doctorate, will receive a stipend of \$2,967

The District agrees to compensate long service employees monthly, eff. July 1, on the following schedule starting with the commencement of the employee's eleventh, sixteenth, twenty-first and twenty-sixth consecutive fiscal year in which he/she has rendered service to the District. The additional percentage (shown below) will be added to their compensation.

11th Year + 4%
16th Year + 5%
21st Year + 5%
26th Year + 5%

Effective: 07/01/2022
Board approval: 04/11/2022



PATTERSON JOINT UNIFIED SCHOOL DISTRICT
CLASSIFIED MANAGEMENT SALARY SCHEDULE 2022-23
 (Hourly Rates +5.33% over 2021-22)

| NAME | DAYS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|--|------|---------|---------|---------|---------|---------|
| Custodial Supervisor | 261 | \$30.82 | \$32.37 | \$33.99 | \$35.69 | \$37.48 |
| Nutrition Service Manager | 261 | \$30.82 | \$32.37 | \$33.99 | \$35.69 | \$37.48 |
| School Security Officer Supervisor * | 188 | \$37.58 | \$39.47 | \$41.44 | \$43.52 | \$45.69 |
| Extended Learning Coordinator * | 200 | \$37.58 | \$39.47 | \$41.44 | \$43.52 | \$45.69 |
| Grant & Communication Coordinator | 220 | \$37.58 | \$39.47 | \$41.44 | \$43.52 | \$45.69 |
| Director of Nutrition Service | 261 | \$38.43 | \$40.36 | \$42.37 | \$44.50 | \$46.72 |
| Director of Maintenance, Operations and Facilities | 261 | \$40.33 | \$42.36 | \$44.48 | \$46.70 | \$49.04 |
| Director of Information Technology | 261 | \$43.21 | \$45.38 | \$47.64 | \$50.03 | \$52.53 |
| Director-Career Navigation & Workforce Preparation Programs | 220 | \$43.21 | \$45.38 | \$47.64 | \$50.03 | \$52.53 |
| Director of Student Support Programs * | 210 | \$49.79 | \$52.29 | \$54.90 | \$57.64 | \$60.52 |
| Director of Fiscal Services | 261 | \$61.68 | \$63.54 | \$65.44 | \$69.39 | \$72.51 |
| Director of IT Infrastructure | 261 | \$61.68 | \$63.54 | \$65.44 | \$69.39 | \$72.51 |

Annual Benefit Cap: \$10,872 per year

Professional Growth Stipend: Masters & Doctorate = \$2,967

Note: Stipends are only applicable if they are above the requirement for the position.

(i.e. a Masters degree will receive a stipend only if the position requires a BA, etc.)

The District agrees to compensate long service employees monthly, eff. July 1, on the following schedule starting with the commencement of the employee's eleventh, sixteenth, twenty-first and twenty-sixth consecutive fiscal year in which he/she has rendered service to the District. The additional percentage (shown below) will be added to their compensation.

11th Year + 4%

16th Year + 5%

21st Year + 5%

26th Year + 5%

Effective: 07/01/2022

Board approval: 04/11/2022

** Positions do not accrue vacation*