

**Teacher Salary Schedule
State Special Schools
California Department of Education**

Effective 1/1/08

Basic Requirements

1. Persons employed as academic teachers must possess a minimum of a Bachelor's Degree (BA) and a valid credential authorizing service for the position in which employed.
2. Persons employed as vocational teachers must have a Bachelor's Degree or equivalent and a valid credential authorizing service for the position in which employed. The combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree.
3. A Bachelor's Degree may be either a Bachelor of Arts or a Bachelor of Science. Credentials must be approved by the California Commission on Teacher Credentialing.
4. Unit credits are counted on a semester basis. Quarter units are converted to a semester equivalent on the basis of 1 quarter unit equals 2/3 of a semester unit.
5. When comparing a candidate's current salary to the salary offered at the state special school, all relevant salary amounts, including pay differentials, shall be used to determine the special school salary.

Placement Factors

1. Credentials/Advanced Degrees
 - 1.1 Teachers employed with a valid credential and a BA may be placed in Steps 1-6, as determined by credit for previous experience.
 - 1.2 Teachers employed with a valid credential and who have earned at least 30 semester units beyond the BA (or Masters degree (MA)) may be placed in Steps 2-7, as determined by credit for previous experience.
 - 1.3 Teachers employed with a valid credential and who have earned at least 45 semester units beyond the BA (or MA plus 15) may be placed in Steps 3-8, as determined by credit for previous experience.
 - 1.4 Teachers employed with a valid credential and who have earned a Ph.D. or Ed.D. may be placed in steps 4-9, as determined by credit for previous experience.
2. Experience
 - 2.1 One step of experience credit may be allowed for each year of full-time teaching with the type of student being served in the State Special School, up to a total of five

steps. Prior experience allowed for credit must have been performed within ten years prior to the hire to the special school.

2.2 One step of experience credit may be allowed for each two years of full-time teaching in regular classes or with other types of students than those being served in the Special School, up to a total of five steps.

2.3 Vocational teachers may be allowed one step of credit for each two years of trade experience.

3. Merit Advancement

3.1 Except as limited below, teachers may be advanced one step on the salary schedule for each year of successful teaching in the special school. Movement to a higher step may be effective on the first of the monthly pay period next following completion of a year's satisfactory service. Merit advancements are not allowed beyond the levels indicated below unless the required additional training has been completed.

3.2 Teachers advancing from Step 6 to Step 7 must have earned at least 30 semester units (or MA) beyond the BA degree.

3.3 Teachers advancing from Step 8 to Step 9 must have earned 45 semester units (or MA + 15) beyond the BA degree.

4. Training Credit

4.1 Approved workshop credit may be allowed in lieu of semester units. Fifteen (15) workshop credit hours may be allowed for each semester unit.

4.2 Vocational teachers may substitute approved in-trade work experience in lieu of semester units. Two weeks in-trade work experience may be allowed for each semester unit.

5. Existing Salary Credit

5.1 When the selected candidate demonstrates that his/her salary exceeds that allowable based on credentials, degrees, and experience, the Site Superintendent may offer placement on a higher step that falls within 5% of the salary earned by the candidate. However, once appointed the candidate may receive annual merit advances only if he/she meets the criteria for advancing into the higher steps (i.e., possesses the advanced degrees and education).

Initial Placement and Annual Movement Chart

Initial Placement */**	Step	Annual Merit Advancement
Entry with a BA and no experience	1	
Entry with a BA + 30 (or MA) and no experience	2	
Entry with a BA + 45 (or MA + 15) and no experience	3	
Entry with a Ph.D. or Ed. D. and no experience	4	
	5	
Maximum entry for BA and 5 or more years of experience	6	
Maximum entry for BA + 30 (or MA) and 5 or more years of experience	7	
Maximum entry for BA + 45 (or MA + 15) and 5 or more years of experience	8	
Maximum entry for Ph.D. or Ed. D. and 5 or more years of experience	9	
	10	
	11	
	12	
	13	

* All initial appointees must possess a minimum of a Bachelor's Degree (BA or BS) and a valid credential authorizing service for the position in which employed.

** When the selected candidate demonstrates that his/her current salary exceeds that offered, the Site Superintendent may offer placement on a higher step that falls within 5% of the salary earned by the candidate.

Teacher Salary Schedule

California School for the Deaf, Fremont

Effective 1/1/08

Step	Basic Monthly Rate	Plus Bilingual Pay	Plus Pay Differential	Total Monthly Rate	Annual Equivalent
1	\$3252	100	700	\$4052	\$48,624
2	\$3415	100	700	\$4215	\$50,580
3	\$3586	100	700	\$4386	\$52,632
4	\$3765	100	700	\$4565	\$54,780
5	\$3953	100	700	\$4753	\$57,036
6	\$4151	100	700	\$4951	\$59,412
7	\$4359	100	700	\$5159	\$61,908
8	\$4577	100	700	\$5377	\$64,524
9	\$4806	100	700	\$5606	\$67,272
10	\$5046	100	700	\$5846	\$70,152
11	\$5298	100	700	\$6098	\$73,176
12	\$5562	100	700	\$6362	\$76,344
13	\$5840	100	700	\$6640	\$79,680