



**2020-2021 Salaries for Teachers without Regular Credentials (L)**

STEP

Schedule Number (Req. Pts.)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
20 (Minimum)	45,760	46,000	46,526	47,220	48,420	49,600	51,000	52,726	54,700	56,837	58,300	59,801	61,340	62,919	64,538
21 (+ 14 points)	46,000	46,552	47,300	48,100	50,400	51,700	53,200	54,700	56,300	59,329	60,920	62,690	64,511	66,386	68,314
22 (+ 28 points)	46,500	47,200	48,300	49,550	51,600	53,647	55,659	57,819	59,900	62,410	64,250	66,144	68,094	70,102	72,169
23 (+ 42 points)	47,000	47,500	49,535	51,683	53,991	56,212	58,421	60,606	62,827	65,723	67,700	69,736	71,834	73,995	76,221
24 (+ 56 points)	47,500	49,203	51,536	53,991	56,310	58,728	61,121	63,440	65,920	68,928	71,000	73,134	75,333	77,597	79,930
25 (+ 70 points)	49,100	51,093	53,697	56,212	58,740	61,306	63,871	66,351	68,914	72,192	74,360	76,593	78,893	81,263	83,703
26 (+ 84 points)	51,000	52,997	55,672	58,422	61,121	63,884	66,534	69,197	71,947	75,408	77,680	80,020	82,431	84,915	87,473
27 (+ 98 points)	52,469	54,911	57,819	60,606	63,466	66,387	69,210	72,094	74,954	78,734	81,100	83,537	86,047	88,633	91,297

**Points:** 1 point = 1 semester unit. To convert quarter units to semester units, divide by 1.5  
**Step:** Each step is a full year of teaching. Teacher must have been the teacher on record for at least 60% of the school year. No substitute teaching or long term substitute teaching will qualify.

*Please contact the HR Department for any questions. Board approved on 4/16/2018*



**2020-2021 Salaries for Teachers with Regular Credentials (T)**

STEP

Schedule Number (Req. Pts.)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
20 (Minimum)	51,805	52,000	52,419	52,973	53,500	54,330	55,000	55,919	57,845	59,489	61,259	63,082	64,959	66,892	68,882
21 (+ 14 points)	51,868	52,419	52,973	53,800	54,800	56,400	57,500	59,000	60,600	62,104	64,000	65,954	67,967	70,042	72,181
22 (+ 28 points)	52,419	53,300	54,600	55,860	57,600	59,350	61,200	63,140	65,120	67,220	69,280	71,403	73,591	75,847	78,171
23 (+ 42 points)	52,900	53,750	55,000	56,350	58,200	60,000	62,000	64,000	66,200	68,900	70,980	73,123	75,330	77,604	79,947
24 (+ 56 points)	53,400	54,500	55,800	57,300	59,400	61,330	63,686	65,996	68,500	72,200	74,380	77,232	79,564	81,966	84,441
25 (+ 70 points)	54,000	55,200	56,900	59,735	62,054	64,484	66,160	68,780	71,600	75,568	77,860	80,222	82,655	85,162	87,745
26 (+ 84 points)	55,169	56,864	58,850	62,116	64,560	67,061	69,500	72,400	75,500	78,918	81,300	83,754	86,282	88,886	91,569
27 (+ 98 points)	56,396	59,011	61,200	64,606	67,123	69,750	72,400	75,350	78,400	82,404	84,900	87,472	90,121	92,851	95,663

**Career Increments (CI)**

<b>20</b>
3.0%

- Points:** 1 point = 1 semester unit. To convert quarter units to semester units, divide by 1.5
- Step:** Each step is a full year of teaching. Teacher must have been the teacher on record for at least 60% of the school year. No substitute teaching or long term substitute teaching will qualify.
- Career Increments:** 3% increase for every 5 years after the 15th year

*Please contact the HR Department for any questions. Board approved on 4/16/2018*



## 2020-2021 Salaries for Teachers with Regular Credentials (T) & Without Regular Credentials (L)

The table provides teachers with annual salaries from the Salaries for Teachers with Regular Credentials Table (T) & Without Regular Credentials (Intern & Permits) (L), which applies to employees holding regular credentials and a Bachelor's Degree, or possession of certain vocational or industrial arts credentials (minimum requirement).

Career Increment(s) (CI):	On the 15 <sup>th</sup> year, the salary will cap. On the 20 <sup>th</sup> year, and every five years thereafter, there will be a 3% increase.
Salary Point:	A salary point is a unit of measure used by PUC Schools to determine placement/advancement on the salary table. A salary point is equivalent to one semester unit or 1.5 quarter units. A semester unit, as determined by the University of California, requires a minimum of 15 contact hours with an instructor and 30 hours of outside preparation.
Step:	Each step is a full year of teaching. Teacher must have been the teacher on record for at least 60% of the school year. No substitute teaching or long term substitute teaching will qualify.
Scale:	L Scale is for teachers with Internship Credentials and T Scale is for teachers with a Preliminary or a Clear credential.
Master's Degree:	\$584 annually. Degree must have been awarded by a regionally accredited university.
OR	
Doctorate Degree:	\$1,168 annually. An employee with a master's degree and a doctor's or equivalent degree shall receive the doctor's differential only. Degree must have been awarded by a regionally accredited university.

**The annual rates shown, including degree differentials and career increments, are for full-time annual assignments.**