## Table: 2023-2024 Salaries for Teachers with Permits (L) 10 months (8 hours)

<table>
<thead>
<tr>
<th>Points</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15</th>
<th>16</th>
<th>17</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>38,863</td>
<td>60,837</td>
<td>91,240</td>
<td>120,260</td>
<td>148,780</td>
<td>175,800</td>
<td>200,300</td>
<td>221,200</td>
<td>239,000</td>
<td>254,200</td>
<td>267,000</td>
<td>277,500</td>
<td>286,500</td>
<td>294,400</td>
<td>300,000</td>
<td>304,400</td>
<td></td>
</tr>
<tr>
<td>(1 point)</td>
<td>38,863</td>
<td>60,837</td>
<td>91,240</td>
<td>120,260</td>
<td>148,780</td>
<td>175,800</td>
<td>200,300</td>
<td>221,200</td>
<td>239,000</td>
<td>254,200</td>
<td>267,000</td>
<td>277,500</td>
<td>286,500</td>
<td>294,400</td>
<td>300,000</td>
<td>304,400</td>
<td></td>
</tr>
<tr>
<td>(2 points)</td>
<td>38,863</td>
<td>60,837</td>
<td>91,240</td>
<td>120,260</td>
<td>148,780</td>
<td>175,800</td>
<td>200,300</td>
<td>221,200</td>
<td>239,000</td>
<td>254,200</td>
<td>267,000</td>
<td>277,500</td>
<td>286,500</td>
<td>294,400</td>
<td>300,000</td>
<td>304,400</td>
<td></td>
</tr>
<tr>
<td>(3 points)</td>
<td>38,863</td>
<td>60,837</td>
<td>91,240</td>
<td>120,260</td>
<td>148,780</td>
<td>175,800</td>
<td>200,300</td>
<td>221,200</td>
<td>239,000</td>
<td>254,200</td>
<td>267,000</td>
<td>277,500</td>
<td>286,500</td>
<td>294,400</td>
<td>300,000</td>
<td>304,400</td>
<td></td>
</tr>
<tr>
<td>(4 points)</td>
<td>38,863</td>
<td>60,837</td>
<td>91,240</td>
<td>120,260</td>
<td>148,780</td>
<td>175,800</td>
<td>200,300</td>
<td>221,200</td>
<td>239,000</td>
<td>254,200</td>
<td>267,000</td>
<td>277,500</td>
<td>286,500</td>
<td>294,400</td>
<td>300,000</td>
<td>304,400</td>
<td></td>
</tr>
</tbody>
</table>

**Notes:**
- 1 point = 1 semester unit. To convert quarter units to semester units, divide by 1.5.
- 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.

**Board approved 05/24/2023**
### Proposed Salaries for Teachers with Credentials (T) 10 months (8 hours)

<table>
<thead>
<tr>
<th>STEP</th>
<th>Schedule Number</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15</th>
<th>16</th>
<th>17</th>
<th>18</th>
<th>19</th>
<th>20</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(K-3 Blk)</td>
<td>68,250</td>
<td>68,578</td>
<td>68,906</td>
<td>69,234</td>
<td>69,550</td>
<td>69,875</td>
<td>70,196</td>
<td>70,510</td>
<td>70,820</td>
<td>71,126</td>
<td>71,428</td>
<td>71,724</td>
<td>72,016</td>
<td>72,300</td>
<td>72,570</td>
<td>72,834</td>
<td>73,080</td>
<td>73,310</td>
<td>73,520</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(Gr 4-6 Blk)</td>
<td>68,250</td>
<td>68,578</td>
<td>68,906</td>
<td>69,234</td>
<td>69,550</td>
<td>69,875</td>
<td>70,196</td>
<td>70,510</td>
<td>70,820</td>
<td>71,126</td>
<td>71,428</td>
<td>71,724</td>
<td>72,016</td>
<td>72,300</td>
<td>72,570</td>
<td>72,834</td>
<td>73,080</td>
<td>73,310</td>
<td>73,520</td>
<td>73,720</td>
</tr>
<tr>
<td></td>
<td>(Gr 7-12 Blk)</td>
<td>68,250</td>
<td>68,578</td>
<td>68,906</td>
<td>69,234</td>
<td>69,550</td>
<td>69,875</td>
<td>70,196</td>
<td>70,510</td>
<td>70,820</td>
<td>71,126</td>
<td>71,428</td>
<td>71,724</td>
<td>72,016</td>
<td>72,300</td>
<td>72,570</td>
<td>72,834</td>
<td>73,080</td>
<td>73,310</td>
<td>73,520</td>
<td>73,720</td>
</tr>
</tbody>
</table>

### Notes:
- 1 point = 1 semester unit. To convert quarter units to semester units, divide by 1.5.
- Each step is a full year of teaching. Teachers 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.
- Board approved 05/24/2023.

### Schedule Number (Req. Pts.)
- 20 (Minimum)
- 21 (+14 points)
- 22 (+28 points)
- 23 (+42 points)
- 24 (+56 points)
- 25 (+70 points)
- 26 (+84 points)
- 27 (+98 points)
2023-2024 Salaries for Teachers with Credentials (T) & Teachers with Permits (L)

The table provides teachers with annual salaries from the Salaries for Teachers with Credentials Table (T) (i.e., Intern, Preliminary, or Clear), & for Teachers with Permits Table (L), which applies to employees holding credentials and a bachelor’s degree, or possession of certain vocational or industrial arts credentials (minimum requirement).

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. For salary schedule 20-26, the salary scale caps at year 20. To advance to year 21, you must have 98+ salary points.

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: T Scale is for teachers with an Internship, Preliminary or a Clear credential and L Scale is for teachers with Permits.

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, are for full-time annual assignments.

Please contact the HR Department for any questions. Board approved on 05/10/2022