

**California Department of Education
State Special Schools
Salary Schedule of Bargaining Unit 3
Teacher Specialists**

Class	Class Title
9153	<p>Teacher Specialist, School For The Blind \$5,108.00 – 7,054.00 /month <i>Day: Range A \$315.93 – 436.32</i> <i>Range B \$210.62 – 290.86</i></p> <p>194 annual workdays</p>
9191	<p>Teacher Specialist, School For The Deaf \$5,108.00 – 7,054.00 /month <i>Day: Range A \$315.93 – 436.32</i> <i>Range B \$210.62 – 290.86</i></p> <p>194 annual workdays</p>
9200	<p>Teacher Specialist, Diagnostic Center \$5,516.00 – 7,610.00 /month <i>Day: \$316.66 – 436.92</i></p> <p>209 annual workdays</p>

Initial Placement of Teacher Specialists

There are no predetermined intermediate salary steps to place a candidate from outside the State civil service into the Teacher Specialist salary range. The salary will be between the minimum and maximum ranges, based on the verifiable current salary the person is earning, any competing job offers, and any other income the person will forfeit by accepting the Teacher Specialist job.

Salary placement of candidates already employed by the State in a civil service or a State exempt classification is calculated by determining the comparable daily rate, the new annual work days, and the 5% salary increase if applicable. An example of the 5% salary increase not being applicable is someone from a class with the salary range higher than that of the Teacher Specialist moving into the Teacher Specialist class.

Movement of Teacher Specialists through Salary Range

Upon successful completion of twelve months of service, a Teacher Specialist receives the 5% Merit Salary Adjustment (MSA) until the maximum salary rate is reached.

**California Department of Education
State Special Schools
Salary Schedule of Bargaining Unit 3
Substitute Teachers**

Class	Class Title
9149	Substitute Teacher, School For The Blind <i>Day: Range A \$135.49 – 153.86</i> <i>Range B \$90.33 – 102.56</i>
9178	Substitute Teacher, School For The Deaf <i>Day: Range A \$135.49 – 153.86</i> <i>Range B \$90.33 – 102.57</i>

**California Department of Education
State Special Schools
Salary Schedule of Bargaining Unit 3
Teachers**

Class	Class Title
9151	<p>Teacher, School For The Blind \$3,400.00 - 6,288.00 /month <i>Day: Range A \$221.76 – 410.13</i> <i>Range B \$147.85 – 273.42</i></p> <p>184 annual workdays</p>
9180	<p>Teacher, School For The Deaf \$3,400.00 – 6,288.00 /month <i>Day: Range A \$221.76 – 410.13</i> <i>Range B \$147.85 – 273.42</i></p> <p>184 annual workdays</p>

Teacher Salary Schedule Effective 7/1/15

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).

Illustration on the following chart

Teacher 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		Go no higher than Step 6 unless employee possesses a BA + 30 (or MA)
Maximum entry for BA + 45 (or MA + 15) and 5 or more years of experience	8		Go no higher than Step 8 unless employee possesses a BA + 45 (or MA + 15)
Maximum entry for Ph.D. or Ed. D. and 5 or more years of experience	9		
	10		
	11		
	12		
	13		
	14		←

* 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 7/1/15

Step	Basic Monthly Rate	Plus Bilingual Pay	Plus Pay Differential	Total Monthly Rate	Annual Equivalent
1	\$3,400	\$100	\$700	\$4,200	\$50,400
2	\$3,570	\$100	\$700	\$4,370	\$52,440
3	\$3,749	\$100	\$700	\$4,549	\$54,588
4	\$3,936	\$100	\$700	\$4,736	\$56,832
5	\$4,133	\$100	\$700	\$4,933	\$59,196
6	\$4,340	\$100	\$700	\$5,140	\$61,680
7	\$4,557	\$100	\$700	\$5,357	\$64,284
8	\$4,786	\$100	\$700	\$5,586	\$67,032
9	\$5,025	\$100	\$700	\$5,825	\$69,900
10	\$5,276	\$100	\$700	\$6,076	\$72,912
11	\$5,539	\$100	\$700	\$6,339	\$76,068
12	\$5,815	\$100	\$700	\$6,615	\$79,380
13	\$6,106	\$100	\$700	\$6,906	\$82,872
14	\$6,288	\$100	\$700	\$7,088	\$85,056

**Teacher Salary Schedule
California School for the Blind, Fremont**

Effective 7/1/15

Step	Basic Monthly Rate	Plus Pay Differential	Total Monthly Rate	Annual Equivalent
1	\$3,400	\$700	\$4,100	\$49,200
2	\$3,570	\$700	\$4,270	\$51,240
3	\$3,749	\$700	\$4,449	\$53,388
4	\$3,936	\$700	\$4,636	\$55,632
5	\$4,133	\$700	\$4,833	\$57,996
6	\$4,340	\$700	\$5,040	\$60,480
7	\$4,557	\$700	\$5,257	\$63,084
8	\$4,786	\$700	\$5,486	\$65,832
9	\$5,025	\$700	\$5,725	\$68,700
10	\$5,276	\$700	\$5,976	\$71,712
11	\$5,539	\$700	\$6,239	\$74,868
12	\$5,815	\$700	\$6,515	\$78,180
13	\$6,106	\$700	\$6,806	\$81,672
14	\$6,288	\$700	\$6,988	\$83,856

**Teacher Salary Schedule
California School for the Deaf, Riverside**

Effective 7/1/15

Step	Basic Monthly Rate	Plus Bilingual Pay	Plus Pay Differential	Total Monthly Rate	Annual Equivalent
1	\$3,400	\$100	\$400	\$3,900	\$46,800
2	\$3,570	\$100	\$400	\$4,070	\$48,840
3	\$3,749	\$100	\$400	\$4,249	\$50,988
4	\$3,936	\$100	\$400	\$4,436	\$53,232
5	\$4,133	\$100	\$400	\$4,633	\$55,596
6	\$4,340	\$100	\$400	\$4,840	\$58,080
7	\$4,557	\$100	\$400	\$5,057	\$60,684
8	\$4,786	\$100	\$400	\$5,286	\$63,432
9	\$5,025	\$100	\$400	\$5,525	\$66,300
10	\$5,276	\$100	\$400	\$5,776	\$69,312
11	\$5,539	\$100	\$400	\$6,039	\$72,468
12	\$5,815	\$100	\$400	\$6,315	\$75,780
13	\$6,106	\$100	\$400	\$6,606	\$79,272
14	\$6,288	\$100	\$400	\$6,788	\$81,456

**Applicable to Teacher Specialists at the Schools for the Blind and Deaf,
Substitute Teachers and Teachers**

Alternate Range Criteria 008

Teaching Classes in the State Special Schools of the Department of Education -

Range A. This range shall apply to incumbents of teaching classes employed by the State Special Schools of the California Department of Education who work a regular school year as defined in their contract.

Range B. This range shall apply to incumbents of teaching classes employed by the California Schools for the Deaf and the California School for the Blind who are appointed to work an extended school year.

Applicable to Teacher Specialists at all Sites, Substitute Teachers and Teachers

Recruitment and Retention Differential Pay

\$700/month or \$32.31/day – California School for the Blind (Fremont)
 California School for the Deaf (Fremont)
 Diagnostic Center North (Fremont)

\$400/month or \$18.46/day – California School for the Deaf (Riverside)
 Diagnostic Center Central (Fresno)
 Diagnostic Center South (Los Angeles)

Bilingual Differential Pay

Employees who meet the Bilingual Differential Pay criteria :

- Monthly employees receive \$100/month
- Daily employees receive \$4.62 per day based on \$100

Coaching Differential Pay

BU3 employees at the State Special Schools who are required to perform coaching duties in athletic, drama events, or the yearbook will receive the coaching differential at the conclusion of the coaching activity.

Class A - \$1,550 Football – Varsity Head Coach

Class B - \$1,350 Basketball – Varsity Head Coach, Boys
 Basketball – Varsity Head Coach, Girls
 Track – Head Coach, Boys
 Track – Head Coach, Girls
 Wrestling – Head Coach
 Football – Junior Varsity Head Coach
 Drama – Head Coach
 Baseball – Varsity Head Coach
 Softball – Varsity Head Coach
 Cheerleading – Varsity Head Coach
 Music – School for the Blind, Fremont

Class C - \$1,150 Cross Country – Head Coach
 Swimming – Head Coach
 Badminton Special Olympics – Head Coach
 Basketball – Junior Varsity Head Coach, Boys
 Basketball – Junior Varsity Head Coach, Girls
 Volleyball – Head Coach
 Football – Assistant Coach
 Wrestling – Assistant Coach
 Track – Assistant Coach, Boys
 Track – Assistant Coach, Girls
 Yearbook – Head Coach, California School for the Deaf
 Drama – Assistant Coach
 Cheerleading – Junior Varsity Head Coach,

California School for the Deaf, Fremont

Class D - \$950

- Cross Country – Assistant Coach
- Swimming – Assistant Coach
- Basketball – Assistant Coach, Boys
- Basketball – Assistant Coach, Girls
- Volleyball – Assistant Coach
- Baseball – Assistant Coach
- Softball – Assistant Coach
- Cheerleading – Assistant Coach
- Golf – Head Coach, California School for the Deaf, Riverside