

Mt. Diablo Unified School District

Mt. Diablo Education Association (Teachers)  
Salary Schedule — 2011-12

STEPS	0-44 CLASS I	45-59 CLASS II	60-74 CLASS III	75+ CLASS IV
1	44,650	45,671	47,007	48,381
2	45,517	46,941	48,419	49,945
3	46,683	48,207	49,879	51,568
4	47,889	49,606	51,394	53,250
5	49,127	51,003	52,960	54,995
6	50,403	52,443	54,580	56,807
7	51,719	53,935	56,257	58,686
8	53,074	55,475	57,992	60,635
9	54,467	57,062	59,792	62,659
10	55,905	58,702	61,647	64,754
11	55,905	60,397	63,573	66,935
12	55,905	62,145	65,565	69,193
13	55,905	62,145	67,626	71,538

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**CAREER INCREMENTS AFTER CLASS IV, STEP 13**

At the beginning of the 16th year	72,981
At the beginning of the 19th year	74,219
At the beginning of the 22nd year	75,470
At the beginning of the 25th year	77,668
At the beginning of the 28th year	79,944
At the beginning of the 31st year	82,326

**ADVANCED DEGREES**

For 2011-12, Certificated Personnel with a Master's Degree from an accredited institution receive

\$1,307 above teachers salary placement.

For 2011-12, Certificated Personnel with a Doctorate (e.g. Ed.D or Ph.D) from an accredited institution receive

\$1,307 above teachers salary placement.

For 2011-12, Certificated Personnel with National Board Certification shall receive an amount

equal to the Master's Degree stipend above the teachers salary placement.

As of the 2007-08 school year, Speech and Language Pathologists who possess a valid Certificate of Clinical Competence (CCC), shall receive an amount equal to the Master's Degree stipend above the teacher's salary placement.

As of the 2007-08 school year, School Nurses who possess a valid National Board Certification of School Nurses (NBCSN) designation, shall receive an amount equal to the Master's Degree stipend above the teacher's salary placement.

**PLACEMENT ON SALARY SCHEDULE**

All classification units must conform to District requirements.

Class I Teachers with an A.B. Degree plus up to 44 semester units.

Class II Teachers with an A.B. Degree plus 45 semester units.

Class III Teachers with an A.B. Degree plus 60 semester units.

Class IV Teachers with an A.B. Degree plus 75 semester units.

Effective July 1, 2001, for original classification purposes, the units required must be accredited college credits in upper-division or graduate courses, and must be taken after the date of the Bachelor's Degree.

Upper division/graduate units taken prior to the date of the Bachelor's degree shall be credited if the upper division/graduate units were not already credited toward the Bachelor's degree, but were credited toward an earned Master's degree, Doctorate, or specialist certification. Effective as of July 1, 2002, a valid teaching credential is added to that list.

Lower division units taken after the date of the Bachelor's degree shall be credited if they resulted in the award of a degree, certificate, or supplementary authorization needed to teach the course/subject for which the individual was hired.

New and returning unit members shall have until October 31 to submit documentation of credits for salary placement for the current school year. Should units not be submitted by the deadline, credit for salary advancement will not be granted until the following school year.

To count as a year of experience, at least 75% of the school year must have been taught.

## SERVICE CREDIT

Effective July 1, 1999, credit for teaching experience outside the District, and 1 year of credit for military service, shall be given to a maximum of 10 years for both. The maximum placement for teachers new to the District shall be Step 11 in any class. Effective July 1, 2000, maximum placement shall be step 12.

Effective July 1, 2000, year-for-year credit (up to maximum) will be granted for private school teaching experience done while in possession of an appropriate state credential or license.

Effective with employees hired for the 2000-01 school year, the District will offer appropriate service credit for individuals who have taught in a K-12 private school under the following conditions:

1. Individual possesses a Masters Degree and/or Ph.D.
2. K-12 private school teaching experience was in a field related to his/her Masters or Ph.D.
3. Individual will be teaching for the MDUSD in a field related to his/her Masters or Ph.D.
4. MDUSD assignment must be in an identified shortage area.

In addition to upper division or graduate units, column movement on the salary schedule may be accomplished in one or more of the following ways:

### Lower Division

A unit member is limited to 4 lower division units for every 15 units toward a column change.

Lower division coursework completed after July 1, 1998, for purposes of reissuance of an emergency permit, or obtaining a supplemental authorization onto an existing credential needed by the unit member to retain the position held.

Units for obtaining a Supplemental Authorization shall not be credited for salary schedule movement until the unit member applies for the authorization through the Personnel Services office.

**To insure classification credit, advance approval must be obtained from the Personnel Office.**

### Alternative Credit

Continuing Education Units (CEU) completed after July 1, 1998, for purposes of reissuance of an emergency permit, or obtaining a supplemental authorization onto an existing credential needed by the unit member to retain the position held at the time of taking such CEU's.

Fifteen (15) classroom hours shall equal one unit.

Participation in the MDEA-MDUSD Professional Development Academy. For credit, the course must be approved for credit in advance.