

Downey Unified School District  
CERTIFICATED HUMAN RESOURCES

AR 4141  
BASIC TEACHER'S SALARY SCHEDULE 2021-22

**Effective August 1, 2021**

Per new CalSTRS regulations, you may also refer to the new version of the salary schedules on our District website @ [www.dusd.net](http://www.dusd.net) – Employee Resources, Salary Schedules (Certificated Employees).

<b><u>STEPS</u></b>	<b><u>B</u></b> BA + Provisional Credential	<b><u>C</u></b> BA + 30 & Preliminary or Clear Credential or Master's & Preliminary or Clear Credential	<b><u>D</u></b> BA + 45 & Preliminary or Clear Credential or Master's + 15 & Preliminary or Clear Credential	<b><u>E</u></b> BA + 60 Preliminary or Clear Credential or Master's + 30 & Preliminary or Clear Credential	<b><u>F</u></b> BA + 75 Preliminary or Clear Credential or Master's + 45 & Preliminary or Clear Credential
1	\$61,066	\$65,599	\$70,136	\$74,659	\$79,191
2	\$63,332	\$67,860	\$72,392	\$76,916	\$81,443
3	\$65,590	\$70,116	\$74,644	\$79,182	\$83,708
4	\$67,842	\$70,378	\$76,907	\$81,435	\$85,966
5	\$70,107	\$74,636	\$79,160	\$83,697	\$88,228
6	\$72,364	\$76,899	\$81,426	\$85,952	\$90,485
7		\$79,154	\$83,687	\$88,207	\$92,743
8		\$81,411	\$85,940	\$90,467	\$95,003
9			\$88,197	\$92,737	\$97,261
10			\$91,489	\$96,022	\$100,543
15-20			\$98,502	\$103,039	\$107,561
21-25			\$103,032	\$107,546	\$113,700
26-29			\$106,036	\$111,849	\$119,217
30				\$116,477	\$125,004

*Per new CalSTRS regulations, you may also refer to the new version of the salary schedules on our District website – Employee Resources, Salary Schedules (Certificated Employees). Schedule T = Basic, Schedule F = Master's.*

**MASTER'S or DOCTORATE:** Columns C, D, E, or F  
\$463 for earned Master's degree  
\$2849 for earned Doctorate degree

The number of years teaching in the Downey Unified School District plus any years teaching experience credited by the district determines step placement.

Maximum rating in: the number of years of teaching experience and by the number of upper division graduate level units completed after the date of the Bachelor's degree.

Downey Unified School District  
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**PSYCHOLOGIST SALARY SCHEDULE ~ P**

(192 CONTRACT DAYS)

Effective August 1, 2021

STEP 1 ~ \$107,760

STEP 2 ~ \$109,959

STEP 3 ~ \$112,203

STEP 4 ~ \$114,493

STEP 5 ~ \$116,829

STEP 10 ~ \$120,334

STEP 15 ~ \$123,943

STEP 20 ~ \$127,662

STEP 25 ~ \$131,491

STEP 30 ~ \$135,940

**Doctorate:** \$2,849

Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries

1. Counselors:

Responsibility factor added to basic salary:

1 <sup>st</sup> Year -	\$5,154
2 <sup>nd</sup> Year -	\$5,259
3 <sup>rd</sup> Year -	\$5,365
4 <sup>th</sup> Year -	\$5,471
5 <sup>th</sup> Year -	\$5,577

1a. Counselor Hourly Rate: \$57.25

2. Adult School / CTE Hourly Rate:

Step 1 -	\$48.49 per hour
Step 2 -	\$49.54 per hour
Step 3 -	\$50.66 per hour
Step 4 -	\$51.63 per hour
Step 5 -	\$52.66 per hour

3. Other Hourly:

ALL EXTRA-DUTY SHALL BE PAID AT THE RATE OF \$38.82 PER HOUR.

Qualified unit members who request to be appointed to work in the Driver Training Program shall be appointed prior to the District seeking non unit members to perform these duties. Notices of vacancies in the Driver Training Program shall be posted in each school as these vacancies become known.

4. Extra Period Assignment:

18 percent of Basic salary rate (Refer to Article IX – T. # 1).

1. Department Head:

Any teacher appointed or elected, whichever is consistent with past practice at the school site, as a Department Head shall be paid a base amount plus an additional amount per each period supervised, including his/her own assignment.

Base Amount	\$340.70
Additional Amount	\$ 25.93

Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

6. Summer School Hourly Rate:

Elementary	\$61.05
Middle & High School	\$61.05
Speech-Language Pathologist	\$71.63

Qualified unit members who request to be appointed to the following extra duty assignments shall be appointed prior to the District seeking non-unit members to perform these duties. Notices of vacancies in these extra duty assignment positions shall be posted in each school as these vacancies become known.

7. Induction Mentor Teacher	\$1,959
8. TIP Consulting Teacher	\$5,984
9. TIP Consulting Teacher Coordinator	\$1,705
10. TIP Panel Member	\$4,896
11. Robotics Coach (MS/HS)	\$1,650
12. Skills USA Site Coordinator (HS)	\$4,442
13. Skills USA Advisor	\$1,650
14. Skills USA Advisor (Nationals)	\$1,650
15. Psychologist Lead (to be voted on annually by the Psychologists by June 1, for the following year)	\$3,198
16. Psychologist Intern Supervisor	\$1,676
17. SLP Lead	\$3,198
18. SLP Mentor (for 5 <sup>th</sup> year students)	\$1,705
19. Social Skills Advisor (ES/MS/HS)	\$1,396

Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

20. Technology Teacher Leaders:

Elementary	\$2,661
Middle & High School	\$2,661

21. PLC/Grade Level Lead Teacher:

Elementary	\$1,705
TK/K – 5 schools (1 per grade level ~ 6 total)	
TK/K – 3 schools (1 per grade level ~ 4 total)	
4 – 5 school (3 per grade level ~ 6 total)	
<b>Special Ed. ILT Representative</b>	\$1,000

22. PLC Lead Core Teacher:

Middle & High School	\$1,705
English / Math / Social Science / Science (4 per core subject) for a total of ~ 16	

High School Only: CTE (2) /LOTE (4) / VPA (1) for a total of ~ 23

23. AVID Site Coordinator:

Elementary School	\$1,659
Middle School	\$2,962
High School	\$4,442

24. HIGH SCHOOL:

Yearbook	\$4,233
Band	\$4,994
Choral	\$3,289
Cheer/Drill Team	\$3,678
Drama	\$3,303
Newspaper	\$3,721
Pep Squad	\$3,678
Assistant Pep Squad	\$2,840
Competitive Dance Team	\$3,579
Competitive Cheer Team	\$3,579
Student Activity Director	\$8,174
Link Crew	\$2,553

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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

25. CONTINUATION HIGH SCHOOL:

Yearbook/Newspaper	\$3,678
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26. MIDDLE SCHOOL:

Yearbook	\$1,650
Drama	\$1,650
Band	\$1,650
Marching Band	\$1,775
Student Council Advisor	\$1,617
W.E.B.	\$1,617
Choir	\$1,617

27. ELEMENTARY SCHOOL:

One stipend per year shall be paid to one teacher at each elementary school as follows:

Carnival of Champions Coach	\$1,440
Choir	\$ 450
Student Council Advisor	\$1,421

28. HIGH SCHOOL – ATHLETICS:

Athletic Director	\$8,174
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Baseball/Softball

Head	\$4,903
Assistant Varsity	\$2,942
JV	\$3,433
Frosh/Soph	\$2,942

Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

28. HIGH SCHOOL – ATHLETICS - continued

Basketball

Head	\$5,016
Assistant Varsity	\$3,010
JV	\$3,510
Frosh	\$3,010

Beach Volleyball

Head	\$3,343
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Cross Country\*

Head	\$3,482
Assistant Varsity	\$2,090

Football\*

Head	\$5,811
Assistant Varsity	\$3,487
JV	\$4,236
Frosh	\$3,487

Golf

Head	\$3,435
JV	\$2,358

Lacrosse

Head	\$4,219
JV	\$2,873

Soccer

Head	\$4,535
JV	\$3,173
Frosh	\$2,678

Swimming

Head	\$3,435
JV	\$2,420

Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries – continued

28. HIGH SCHOOL – ATHLETICS - continued

<u>Tennis</u>	
Head	\$3,714
JV	\$2,728

<u>Track</u>	
Head	\$4,610
Assistant	\$2,767
Frosh	\$2,925

<u>Volleyball</u>	
Varsity	\$4,139
<b>Asst Varsity</b>	<b>\$2,483</b>
JV	\$2,896
Frosh	\$2,483

<u>Water Polo*</u>	
Head	\$3,591
JV	\$2,514
Frosh	\$2,155

<u>Wrestling</u>	
Head	\$3,591
JV	\$3,119
Frosh	\$2,642

29. MIDDLE SCHOOL:

Athletic Director	\$5,937
Baseball/Softball	\$1,502
Basketball A & B	\$1,502
Cheer Advisor	\$1,502
Football	\$1,502
Soccer	\$1,502
Track	\$1,502
Volleyball	\$1,502

\* Includes pre-school coaching pay

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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries – continued

29. MIDDLE SCHOOL-continued:

Wrestling	\$1,502
Intramural Sports	\$ 364

\* Includes pre-school coaching pay

POST SEASON PLAY:

- A. Coaches assigned to team sports that qualify for post season competition will receive 0.8 units additional for each week in the playoffs.
- B. Coaches with individual sports will receive 0.5 units additional for each week in the playoffs.

The DUSD Board of Education shall not pay any athletic/coaching extra duty stipend amount to any member of the certificated employee bargaining unit that has not first been negotiated and included in Appendix A of this Agreement.

Additional Coaching Stipend Positions:

- A. Should the California Interscholastic Federation (CIF) include new and/or different sports from what is currently recognized by CIF for interscholastic competition and the District agrees to offer such sports programs to the students at one or both high schools, then such positions as necessary and required to coach such sports shall be added. The District and Association shall mutually agree to the stipends for such positions based on comparable stipends/duties as currently described and defined in Appendix A of the Master Collective Bargaining Agreement.
- B. In addition, should any existing sport offering be expanded to include new levels of competition that requires a distinct and separate team from those that are currently in existence, then, the District and the Association shall permit the positions necessary and required to support such teams. The District and the Association shall mutually agree to the stipends for such positions based on comparable stipends/duties as currently described and defined in Appendix A of the Master Collective Bargaining Agreement. This provision shall not be used to create additional positions for currently established teams and/or programs.

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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

ELEMENTARY SCHOOL - continued:

(i.e. – If a sport that only had a varsity level of competition was expanded to include JV or Freshmen/Sophomore competitive interscholastic teams, then additional coaching support stipends would be permissible.)

TK – 5 and SLP Certificated Bargaining Unit members shall receive an hourly stipend when serving as Administrative Designee during an Individualized Education Plan meeting held during their prep, during lunch and at the beginning or end of an instructional day.

Administrative Designee:                 \$60.60 per hour

Robotics Coach (Grades 3-5) shall receive an extra-duty hourly stipend of \$38.82 for up to 16 hours of coaching.

Categorical Resource Teacher:    \$2,648 per year

Combination Class Teacher:        \$7,942 per year

VOLUNTARY TEACHER SUPERVISION OF STUDENTS:

Supervision Rate:                     \$34.24 per hour

SUMMER STAFF DEVELOPMENT DAYS:

Attendance at all summer Staff Development Days shall be strictly voluntary. Teachers shall be paid at the rate of \$285.37 per each summer Staff Development Day less statutory benefits including Workers Compensation, SUI and Medicare, if applicable.

SPECIAL PROVISIONS:

An annual stipend of \$3,198 in addition to an extra ten (10) days per year shall be added to the Head Nurse position in order to accommodate the increase in duties and adjust the salary appropriately based on the per diem rate of pay of that individual.

***Clinical School Therapists (CSTs) and*** Speech-Language Pathologists (SLPs) entering the system who have prior public or private school experience, or experience in a hospital setting, that was provided under a valid teaching credential, shall be granted credit for this experience on a year-for-year basis for initial placement on the salary schedule. An annual extra duty stipend of **\$5,441** will be provided to each SLP, paid monthly.