

**Mt. Diablo Unified School District**

**Mt. Diablo Education Association (Teachers: 185 days)  
Salary Schedule – 2023 - 2024**  
(2.5% increase effective 7/1/23)

Units Steps	0 - 44 Class I	45 – 59 Class II	60 - 74 Class III	75 + Class IV
1	60,021	61,391	63,187	65,034
2	61,187	63,098	65,086	67,137
3	62,752	64,803	67,049	69,318
4	64,374	66,680	69,085	71,568
5	66,040	68,560	71,191	73,925
6	67,755	70,495	73,369	76,361
7	69,523	72,499	75,621	78,888
8	71,343	74,570	77,955	81,507
9	73,216	76,706	80,375	84,228
10	75,149	78,908	82,866	87,044
11	75,149	81,188	85,457	89,975
12	75,149	83,537	88,133	93,013
13	75,149	83,537	90,906	96,162
14				97,294
15				98,440
16				99,601
17				100,774
18				101,960
19				103,159
20				104,374
21				105,605
22				106,848
23				108,107
24				109,377
25				110,666

**ADVANCED DEGREES**

MDEA personnel will receive a stipend above base salary placement for the following:

- Master's Degree from an accredited institution - \$1,591
- Doctorate (e.g. Ed. D or Ph. D) from an accredited institution - \$1,591
- National Board Certification - \$1,591
- Bilingual Cross-cultural Language in Academic Development (BCLAD) certification - \$1,591
- Speech and Language Pathologists who possess a valid Certificate of Clinical Competence (CCC) - \$1,591
- School Nurses who possess a valid National Board Certification of School Nurses (NBCSN) designation - \$1,591

- Certificated Hourly Rate\*: \$37.45
- Standards Based Intervention Hourly Rate\*: \$41.62
- Curriculum Development Hourly Rate\*: \$37.45
- Summer School Hourly Rate\*: \$41.62

\* Per Article §14.5.1.1, §14.5.2.1 and §14.8.1 these amounts will increase by the same percentage applied to the salary schedule, if any, each year.

Class size Overage Rates:

- General Education: \$28.44 per student per day
- Elementary PE and all Secondary: \$5.69 per student per period per day
- Special Education:

Assignment	Caseload Maximum	Overage Maximum	Overage Rate per student per day	Rate as percent of Step One, Column One
Elementary SDC – SH	9	1	\$85.29	0.1421%
Secondary SDC – SH	11	1	\$85.29	0.1421%
Full Inclusion Facilitators	11	1	\$85.29	0.1421%
Preschool SDC	12	1	\$85.29	0.1421%
Elementary SDC – LH	15	1	\$85.29	0.1421%
Secondary SDC - LH	15	1	\$85.29	0.1421%
Elementary Adaptive PE	18	1	\$85.29	0.1421%
Secondary Adaptive PE	20	1	\$85.29	0.1421%
Resource Specialist	28	2	\$56.84	0.0947%
Speech Pathologist	55		\$28.44 **	0.0474%

Key: SDC – Special Day Class; SH – Severely Handicapped; LH – Learning Handicapped

\*\* Speech Pathologists rates based on number of sessions with student rather than days

**IEP Development Rates (for overages only and with advance approval):**

30-Day: \$360.15

Other: \$576.24

Annual: \$792.33

Triennial: \$792.33

Case management: \$216.09 per month

Hourly Rate: \$72.03

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**Benefits Cash-in-Lieu Amount (Annual for full-time FTE): \$1,890**

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**PLACEMENT ON SALARY SCHEDULE**

All classification units must conform to District requirements.

Class I: Teachers with a B.A. degree plus up to 44 semester units

Class II: Teachers with a B.A. degree plus 45 semester units

Class III: Teachers with a B.A. degree plus 60 semester units

Class IV: Teachers with a B.A. 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.

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**SERVICE CREDIT**

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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:

5. Individual possesses a Masters Degree and/or Ph.D.
6. K-12 private school teaching experience was in a field related to their Masters or Ph.D.
7. Individual will be teaching for the MDUSD in a field related to their Masters or Ph.D.
8. 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, 1996, 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 Human Resources Department.

To ensure classification credit, advance approval must be obtained from the Human Resources Department.

**Alternative Credit**

Continuing Education Units (CEU) completed after July 1, 1996, 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 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.

**Mt. Diablo Unified School District**

**Mt. Diablo Education Association (TISP Leader: 190 days)**  
**Salary Schedule – 2023 - 2024**  
 (2.5% increase effective 7/1/23)

Units	0 - 44	45 - 59	60 - 74	75 +
Steps	Class I	Class II	Class III	Class IV
1	61,644	63,051	64,896	66,791
2	62,841	64,805	66,844	68,952
3	64,448	66,554	68,862	71,191
4	66,114	68,482	70,952	73,503
5	67,824	70,413	73,115	75,924
6	69,587	72,401	75,352	78,425
7	71,402	74,459	77,665	81,020
8	73,272	76,585	80,062	83,711
9	75,195	78,778	82,546	86,504
10	77,180	81,041	85,105	89,397
11	77,180	83,383	87,768	92,407
12	77,180	85,795	90,516	95,527
13	77,180	85,795	93,363	98,762
14				99,924
15				101,101
16				102,293
17				103,496
18				104,715
19				105,948
20				107,196
21				108,459
22				109,737
23				111,030
24				112,334
25				113,657

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**Mt. Diablo Unified School District**

**Mt. Diablo Education Association (School Counselor 195 days)  
Salary Schedule – 2023 - 2024**  
(2.5% increase effective 7/1/23)

<b>Units</b>	<b>0 - 44</b>	<b>45 - 59</b>	<b>60 - 74</b>	<b>75 +</b>
<b>Steps</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>
1	63,265	64,709	66,602	68,561
2	64,494	66,509	68,603	70,766
3	66,143	68,306	70,674	73,064
4	67,853	70,283	72,820	75,438
5	69,609	72,267	75,039	77,921
6	71,418	74,304	77,334	80,488
7	73,281	76,418	79,709	83,153
8	75,199	78,601	82,170	85,912
9	77,173	80,853	84,719	88,780
10	79,211	83,174	87,345	91,749
11	79,211	85,577	90,077	94,838
12	79,211	88,053	92,897	98,040
13	79,211	88,053	95,820	101,359
14				102,553
15				103,761
16				104,985
17				106,221
18				107,471
19				108,735
20				110,016
21				111,314
22				112,624
23				113,951
24				115,289
25				116,647

**ADVANCED DEGREES**

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<b>Assignment</b>	<b>Caseload</b>	<b>Overage</b>	<b>Overage Rate</b>	<b>Rate as percent of</b>
	<b>Maximum</b>	<b>Maximum</b>	<b>per student per day</b>	<b>Step One, Column One</b>
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**Mt. Diablo Unified School District**

**Mt. Diablo Education Association (Extended Year 207 Days)  
Salary Schedule – 2023 - 2024**

(2.5% increase effective 7/1/23)

Units Steps	0 - 44 Class I	45 - 59 Class II	60 - 74 Class III	75 + Class IV
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2	68,463	70,602	72,825	75,120
3	70,215	72,509	75,024	77,561
4	72,030	74,610	77,301	80,079
5	73,893	76,713	79,659	82,715
6	75,812	78,878	82,094	85,442
7	77,790	81,122	84,615	88,270
8	79,828	83,439	87,226	91,200
9	81,922	85,827	89,934	94,244
10	84,086	88,292	92,720	97,396
11	84,086	90,843	95,620	100,677
12	84,086	93,472	98,614	104,075
13	84,086	93,472	101,717	107,597
14				108,865
15				110,145
16				111,446
17				112,758
18				114,085
19				115,426
20				116,785
21				118,163
22				119,555
23				120,963
24				122,384
25				123,826

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2	70,116	72,308	74,584	76,935
3	71,910	74,261	76,834	79,434
4	73,769	76,412	79,167	82,012
5	75,678	78,567	81,581	84,713
6	77,643	80,783	84,077	87,506
7	79,669	83,079	86,658	90,402
8	81,755	85,454	89,334	93,402
9	83,901	87,902	92,104	96,520
10	86,117	90,424	94,961	99,749
11	86,117	93,036	97,930	103,108
12	86,117	95,729	100,996	106,588
13	86,117	95,729	104,173	110,197
14				111,494
15				112,805
16				114,138
17				115,481
18				116,840
19				118,214
20				119,607
21				121,019
22				122,441
23				123,885
24				125,340
25				126,816

**ADVANCED DEGREES**

MDEA personnel will receive a stipend above base salary placement for the following:

- Master's Degree from an accredited institution - \$1,591
- Doctorate (e.g. Ed. D or Ph. D) from an accredited institution - \$1,591
- National Board Certification - \$1,591
- Bilingual Cross-cultural Language in Academic Development (BCLAD) certification - \$1,591
- Speech and Language Pathologists who possess a valid Certificate of Clinical Competence (CCC) - \$1,591
- School Nurses who possess a valid National Board Certification of School Nurses (NBCSN) designation - \$1,591

Certificated Hourly Rate\*: \$37.45

Standards Based Intervention Hourly Rate\*: \$41.62

Curriculum Development Hourly Rate\*: \$37.45

Summer School Hourly Rate\*: \$41.62

\* Per Article §14.5.1.1, §14.5.2.1 and §14.8.1 these amounts will increase by the same percentage applied to the salary schedule, if any, each year.

Class size Overage Rates:

- General Education: \$28.44 per student per day
- Elementary PE and all Secondary: \$5.69 per student per period per day
- Special Education:

Assignment	Caseload Maximum	Overage Maximum	Overage Rate per student per day	Rate as percent of Step One, Column One
Elementary SDC – SH	9	1	\$85.29	0.1421%
Secondary SDC – SH	11	1	\$85.29	0.1421%
Full Inclusion Facilitators	11	1	\$85.29	0.1421%
Preschool SDC	12	1	\$85.29	0.1421%
Elementary SDC – LH	15	1	\$85.29	0.1421%
Secondary SDC - LH	15	1	\$85.29	0.1421%
Elementary Adaptive PE	18	1	\$85.29	0.1421%
Secondary Adaptive PE	20	1	\$85.29	0.1421%
Resource Specialist	28	2	\$56.84	0.0947%
Speech Pathologist	55		\$28.44 **	0.0474%

Key: SDC – Special Day Class; SH – Severely Handicapped; LH – Learning Handicapped

\*\* Speech Pathologists rates based on number of sessions with student rather than days

**IEP Development Rates (for overages only and with advance approval):**

30-Day: \$360.15

Other: \$576.24

Annual: \$792.33

Triennial: \$792.33

Case management: \$216.09 per month

Hourly Rate: \$72.03

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**Benefits Cash-in-Lieu Amount (Annual for full-time FTE): \$1,890**

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**PLACEMENT ON SALARY SCHEDULE**

All classification units must conform to District requirements.

Class I: Teachers with a B.A. degree plus up to 44 semester units

Class II: Teachers with a B.A. degree plus 45 semester units

Class III: Teachers with a B.A. degree plus 60 semester units

Class IV: Teachers with a B.A. 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.

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**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 their Masters or Ph.D.
3. Individual will be teaching for the MDUSD in a field related to their 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, 1996, 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 Human Resources Department.

To ensure classification credit, advance approval must be obtained from the Human Resources Department.

**Alternative Credit**

Continuing Education Units (CEU) completed after July 1, 1996, 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 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.

*Mt. Diablo Unified School District*

**2023-24 UPDATED MDEA SUPPLEMENTAL COMPENSATION SCHEDULE**

Bargaining unit members holding positions entitled to extra compensation for special duties shall receive the following in addition to the salary provided for their placement on the salary schedule. These stipended positions shall be approved annually by the site administrator.

All stipends in this schedule will increase by the same percentage increase applied to the salary schedule, if any, moving forward, rounded to the nearest whole dollar.

Longevity increment of \$368 added beginning in the second year and in each alternate year thereafter through year ten (10). Longevity increments paid only to credentialed unit members and are added only for successive years of experience coaching the same sport.

<b>Athletic Coaches:</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 4</b>	<b>Year 6</b>	<b>Year 8</b>	<b>Year 10</b>
<b>Fall</b>	Cross Country	2,147	2,515	2,883	3,251	3,619	3,987
	Cross Country Assistant	1,828	2,196	2,564	2,932	3,300	3,668
	Football- Varsity	2,387	2,755	3,123	3,491	3,859	4,227
	Football- Varsity Assistant	2,028	2,396	2,764	3,132	3,500	3,868
	Football- Junior Varsity	2,028	2,396	2,764	3,132	3,500	3,868
	Football- Junior Varsity Assistant	2,028	2,396	2,764	3,132	3,500	3,868
	Football Trainer	2,028	2,396	2,764	3,132	3,500	3,868
	Golf- Girls	1,910	2,278	2,646	3,014	3,382	3,750
	Tennis- Girls	1,910	2,278	2,646	3,014	3,382	3,750
	Volleyball-Varsity- Girls	1,910	2,278	2,646	3,014	3,382	3,750
	Volleyball- Junior Varsity- Girls	1,828	2,196	2,564	2,932	3,300	3,668
	Water Polo- Boys	1,910	2,278	2,646	3,014	3,382	3,750
	Water Polo- Girls	1,910	2,278	2,646	3,014	3,382	3,750
<b>Winter</b>	Basketball- Varsity- Boys	2,147	2,515	2,883	3,251	3,619	3,987
	Basketball- Varsity- Girls	2,147	2,515	2,883	3,251	3,619	3,987
	Basketball- Junior Varsity- Boys	1,828	2,196	2,564	2,932	3,300	3,668
	Basketball- Junior Varsity- Girls	1,828	2,196	2,564	2,932	3,300	3,668
	Soccer- Varsity- Boys	1,910	2,278	2,646	3,014	3,382	3,750
	Soccer- Varsity- Girls	1,910	2,278	2,646	3,014	3,382	3,750
	Soccer- Junior Varsity- Boys	1,828	2,196	2,564	2,932	3,300	3,668
	Soccer- Junior Varsity- Girls	1,828	2,196	2,564	2,932	3,300	3,668
	Wrestling	2,147	2,515	2,883	3,251	3,619	3,987
	Wrestling- Assistant	1,828	2,196	2,564	2,932	3,300	3,668
<b>Spring</b>	Baseball- Varsity	2,147	2,515	2,883	3,251	3,619	3,987
	Baseball- Junior Varsity	1,828	2,196	2,564	2,932	3,300	3,668
	Cheer	1,910	2,278	2,646	3,014	3,382	3,750
	Golf- Boys	1,910	2,278	2,646	3,014	3,382	3,750
	Lacrosse- Boys	1,910	2,278	2,646	3,014	3,382	3,750
	Lacrosse- Girls	1,910	2,278	2,646	3,014	3,382	3,750
	Softball- Varsity	2,147	2,515	2,883	3,251	3,619	3,987
	Softball- Junior Varsity	1,828	2,196	2,564	2,932	3,300	3,668
	Swimming- Boys	1,910	2,278	2,646	3,014	3,382	3,750
	Swimming- Girls	1,910	2,278	2,646	3,014	3,382	3,750
	Tennis- Boys	1,910	2,278	2,646	3,014	3,382	3,750
	Track- Boys	2,147	2,515	2,883	3,251	3,619	3,987
	Track- Girls	2,147	2,515	2,883	3,251	3,619	3,987
	Volleyball- Varsity- Boys	1,910	2,278	2,646	3,014	3,382	3,750
	Volleyball- Junior Varsity- Boys	1,828	2,196	2,564	2,932	3,300	3,668
<b>Art Directors *</b>							
	High School Band Director	2,845	3,213	3,581	3,949	4,317	4,685
	High School Choral Director	2,028	2,396	2,764	3,132	3,500	3,868
	High School Dance Director	1,910	2,278	2,646	3,014	3,382	3,750
	High School Drama Director	1,910	2,278	2,646	3,014	3,382	3,750

\* Art Directors producing fewer than three (3) productions annually per school shall receive stipends on a prorated basis.

**High School Athletic Director**

<b>Fall</b>	2,845
<b>Spring</b>	2,845

## Co-Curricular

### High School

Yearbook/Publications	\$638	Three (3) positions per school allowable
Other Stipends (i.e., Model UN, Mock Trial)	\$703	Two (2) positions per school allowable

\* Each site may choose to fund alternative activities such as Academic Decathlon and Odyssey of the Mind through a faculty vote. Potential variations from the discussed uses of these funds shall first be reviewed by the Assistant Superintendent, Secondary Education and the Executive Board of MDEA. Should this matter go to a vote of the faculty, such a vote shall require a two-thirds faculty concurrence to fund alternative uses.

### Middle School

Band/Choral Director	\$639	Three (3) positions per school allowable. To be eligible for the stipend, the position must include evening performances.
Drama Director	\$638	One (1) positions per school allowable. To be eligible for the stipend, the position must include evening performances.
Publications	\$638	Two (2) positions per school allowable.
Yearbook	\$638	Two (2) positions per school allowable.
Sports Site Coordinator	\$2,814	One (1) position per school allowable.
Athletic Coaches	\$281	Per season, per team

Note: A single unit member may hold multiple positions, including multiple positions in one category. For example, a member acting as the yearbook director, band director, and jazz band director would receive three stipends. A member serving as the only member responsible for the yearbook would receive both stipends. A single member may not receive more than three (3) stipends in a single year. Stipends for Athletic Coaches do not apply the limit of three per year.

### Departmental Chairperson

Identified subject areas\*

1 – 4 teachers (including chairperson)	\$780	* Maximum positions per school (including Special Education)
5 – 9 teachers (including chairperson)	\$1,037	Middle Schools: Eight (8)
10 or more teachers (including chairperson)	\$1,304	High Schools: Thirteen (13)

### Elementary FTE Stipends:

Each elementary school, Robert L. Shearer, Shadelands, and Sunrise shall receive a stipend for each FTE in the amount of \$156

Teachers on Special Assignment (TOSAs) (full time):	\$831
Teacher of Record assigned to a Dual Language classroom:	\$1,591
CA Registered Nurse Licensure employed as a School Nurse (stipend prorated by full time equivalent percentage)	\$1,591

### Longevity Plan:

#### High School Athletic Coaches:

1. Coaches shall be referred to as "certificated" and "non-certificated." A "certificated" coach is one who is properly certified to teach in California.
2. All "non-certificated" coaches currently receiving longevity shall continue to do so. Longevity pay shall no longer be available to "non-certificated" new hires effective July 1, 1996.
3. "Certificated" athletic coaches are able to qualify for longevity pay without regard to continuous service within the same sport, level, and gender if gender is applicable.