

Mt. Diablo Unified School District

**Mt. Diablo Education Association (Teachers: 185 days)
Salary Schedule – 2024 - 2025**
(9% increase effective 7/1/24)

Units Steps	0 - 44 Class I	45 – 59 Class II	60 - 74 Class III	75 + Class IV
1	\$65,421.55	\$66,916.35	\$68,873.65	\$70,888.30
2	\$66,696.20	\$68,777.45	\$70,943.80	\$73,178.60
3	\$68,400.05	\$70,634.85	\$73,084.25	\$75,555.85
4	\$70,168.65	\$72,680.95	\$75,302.40	\$78,010.80
5	\$71,985.35	\$74,728.90	\$77,600.10	\$80,576.75
6	\$73,852.00	\$76,837.90	\$79,971.80	\$83,233.35
7	\$75,779.70	\$79,024.60	\$82,426.75	\$85,988.00
8	\$77,766.60	\$81,281.60	\$84,974.20	\$88,842.55
9	\$79,805.30	\$83,610.75	\$87,606.75	\$91,804.40
10	\$81,914.30	\$86,010.20	\$90,324.40	\$94,879.10
11	\$81,914.30	\$88,494.75	\$93,149.35	\$98,072.20
12	\$81,914.30	\$91,053.30	\$96,064.95	\$101,383.70
13	\$81,914.30	\$91,053.30	\$99,089.70	\$104,817.30
14				\$106,049.40
15				\$107,298.15
16				\$108,563.55
17				\$109,841.90
18				\$111,135.05
19				\$112,441.15
20				\$113,769.45
21				\$115,107.00
22				\$116,464.90
23				\$117,835.75
24				\$119,221.40
25				\$120,623.70

Actual paid base salaries are based on a daily rate which includes decimals. The amount received daily or annually may be higher or lower than the figures on this rounded salary schedule.

ADVANCED DEGREES

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

- Master's Degree from an accredited institution - \$1,734
- Doctorate (e.g. Ed. D or Ph. D) from an accredited institution - \$1,734
- National Board Certification - \$1,734
- Bilingual Cross-cultural Language in Academic Development (BCLAD) certification - \$1,734
- Speech and Language Pathologists who possess a valid Certificate of Clinical Competence (CCC) - \$1,734
- School Nurses who possess a valid National Board Certification of School Nurses (NBCSN) designation - \$1,734

Certificated Hourly Rate*: \$40.82

Standards Based Intervention Hourly Rate*: \$45.36

Curriculum Development Hourly Rate*: \$40.82

Summer School Hourly Rate*: \$45.36

* 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: \$31.00 per student per day
- Elementary PE and all Secondary: \$6.20 per student per period per day
- Special Education:

Assignment	Caseload	Overage	Overage Rate	Rate as percent of
	Maximum	Maximum	per student per day	Step One, Column One
Elementary SDC – SH	9	1	\$92.96	0.1421%
Secondary SDC – SH	11	1	\$92.96	0.1421%
Full Inclusion Facilitators	11	1	\$92.96	0.1421%
Preschool SDC	12	1	\$92.96	0.1421%
Elementary SDC – LH	15	1	\$92.96	0.1421%
Secondary SDC – LH	15	1	\$92.96	0.1421%
Elementary Adaptive PE	18	1	\$92.96	0.1421%
Secondary Adaptive PE	20	1	\$92.96	0.1421%
Resource Specialist	28	2	\$61.95	0.0947%
Speech Pathologist	55		\$31.01 **	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: \$392.56

Other: \$628.10

Annual: \$628.10

Triennial: \$863.64

Case management: \$235.54 per month

Hourly Rate: \$78.51

Benefits Cash-in-Lieu Amount (Annual for full-time FTE): \$2,060

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.

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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. Effective March 1, 2022, maximum placement for teachers new to the District shall be step 15.

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.

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1. Individual possesses a Masters Degree and/or Ph.D.
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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.

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Alternative Credit

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1	\$67,189.70	\$68,724.90	\$70,735.10	\$72,804.20
2	\$68,498.80	\$70,636.30	\$72,861.20	\$75,156.40
3	\$70,248.70	\$72,543.90	\$75,059.50	\$77,597.90
4	\$72,065.10	\$74,645.30	\$77,337.60	\$80,119.20
5	\$73,930.90	\$76,748.60	\$79,697.40	\$82,754.50
6	\$75,848.00	\$78,914.60	\$82,133.20	\$85,482.90
7	\$77,827.80	\$81,160.40	\$84,654.50	\$88,312.00
8	\$79,868.40	\$83,478.40	\$87,270.80	\$91,243.70
9	\$81,962.20	\$85,870.50	\$89,974.50	\$94,285.60
10	\$84,128.20	\$88,334.80	\$92,765.60	\$97,443.40
11	\$84,128.20	\$90,886.50	\$95,666.90	\$100,722.80
12	\$84,128.20	\$93,514.20	\$98,661.30	\$104,123.80
13	\$84,128.20	\$93,514.20	\$101,767.80	\$107,650.20
14				\$108,915.60
15				\$110,198.10
16				\$111,497.70
17				\$112,810.60
18				\$114,138.70
19				\$115,480.10
20				\$116,844.30
21				\$118,218.00
22				\$119,612.60
23				\$121,020.50
24				\$122,443.60
25				\$123,883.80

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3	\$72,097.35	\$74,452.95	\$77,034.75	\$79,639.95
4	\$73,961.55	\$76,609.65	\$79,372.80	\$82,227.60
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6	\$77,844.00	\$80,991.30	\$84,294.60	\$87,732.45
7	\$79,875.90	\$83,296.20	\$86,882.25	\$90,636.00
8	\$81,970.20	\$85,675.20	\$89,567.40	\$93,644.85
9	\$84,119.10	\$88,130.25	\$92,342.25	\$96,766.80
10	\$86,342.10	\$90,659.40	\$95,206.80	\$100,007.70
11	\$86,342.10	\$93,278.25	\$98,184.45	\$103,373.40
12	\$86,342.10	\$95,975.10	\$101,257.65	\$106,863.90
13	\$86,342.10	\$95,975.10	\$104,445.90	\$110,483.10
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8	\$87,014.52	\$90,947.52	\$95,079.24	\$99,407.61
9	\$89,295.66	\$93,553.65	\$98,024.85	\$102,721.68
10	\$91,655.46	\$96,238.44	\$101,065.68	\$106,162.02
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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. Effective March 1, 2022, maximum placement for teachers new to the District shall be step 15.

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:

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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:

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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.

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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 (MDEA President: 212 days)
Salary Schedule – 2024 - 2025**
(9% increase effective 7/1/24)

Units Steps	0 - 44 Class I	45 – 59 Class II	60 - 74 Class III	75 + Class IV
1	\$74,969.56	\$76,682.52	\$78,925.48	\$81,234.16
2	\$76,430.24	\$78,815.24	\$81,297.76	\$83,858.72
3	\$78,382.76	\$80,943.72	\$83,750.60	\$86,582.92
4	\$80,409.48	\$83,288.44	\$86,292.48	\$89,396.16
5	\$82,491.32	\$85,635.28	\$88,925.52	\$92,336.60
6	\$84,630.40	\$88,052.08	\$91,643.36	\$95,380.92
7	\$86,839.44	\$90,557.92	\$94,456.60	\$98,537.60
8	\$89,116.32	\$93,144.32	\$97,375.84	\$101,808.76
9	\$91,452.56	\$95,813.40	\$100,392.60	\$105,202.88
10	\$93,869.36	\$98,563.04	\$103,506.88	\$108,726.32
11	\$93,869.36	\$101,410.20	\$106,744.12	\$112,385.44
12	\$93,869.36	\$104,342.16	\$110,085.24	\$116,180.24
13	\$93,869.36	\$104,342.16	\$113,551.44	\$120,114.96
14				\$121,526.88
15				\$122,957.88
16				\$124,407.96
17				\$125,872.88
18				\$127,354.76
19				\$128,851.48
20				\$130,373.64
21				\$131,906.40
22				\$133,462.48
23				\$135,033.40
24				\$136,621.28
25				\$138,228.24

Actual paid base salaries are based on a daily rate which includes decimals. The amount received daily or annually may be higher or lower than the figures on this rounded salary schedule.

ADVANCED DEGREES

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

- Master's Degree from an accredited institution - \$1,734
- Doctorate (e.g. Ed. D or Ph. D) from an accredited institution - \$1,734
- National Board Certification - \$1,734
- Bilingual Cross-cultural Language in Academic Development (BCLAD) certification - \$1,734
- Speech and Language Pathologists who possess a valid Certificate of Clinical Competence (CCC) - \$1,734
- School Nurses who possess a valid National Board Certification of School Nurses (NBCSN) designation - \$1,734

Certificated Hourly Rate*: \$40.82

Standards Based Intervention Hourly Rate*: \$45.36

Curriculum Development Hourly Rate*: \$40.82

Summer School Hourly Rate*: \$45.36

* 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: \$31.00 per student per day
- Elementary PE and all Secondary: \$6.20 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	\$92.96	0.1421%
Secondary SDC – SH	11	1	\$92.96	0.1421%
Full Inclusion Facilitators	11	1	\$92.96	0.1421%
Preschool SDC	12	1	\$92.96	0.1421%
Elementary SDC – LH	15	1	\$92.96	0.1421%
Secondary SDC - LH	15	1	\$92.96	0.1421%
Elementary Adaptive PE	18	1	\$92.96	0.1421%
Secondary Adaptive PE	20	1	\$92.96	0.1421%
Resource Specialist	28	2	\$61.95	0.0947%
Speech Pathologist	55		\$31.01 **	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: \$392.56

Other: \$628.10

Annual: \$628.10

Triennial: \$863.64

Case management: \$235.54 per month

Hourly Rate: \$78.51

Benefits Cash-in-Lieu Amount (Annual for full-time FTE): \$2,060

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.

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