

Step	PPS Credential (Column/Range 1)		PPS & Board Certified Behavior Analyst (Column/Range 2)	
	Annual	Per Diem	Annual	Per Diem
1	\$93,633	\$482.65	\$96,530	\$497.58
2	\$96,251	\$496.14	\$99,151	\$511.09
3	\$98,872	\$509.65	\$101,771	\$524.59
4	\$101,492	\$523.16	\$104,390	\$538.10
5	\$104,112	\$536.66	\$107,012	\$551.61
6	\$107,575	\$554.51	\$110,469	\$569.43
7	\$111,036	\$572.36	\$113,931	\$587.28
8	\$114,495	\$590.19	\$117,396	\$605.14
9	\$117,957	\$608.03	\$120,854	\$622.96
10	\$121,415	\$625.85	\$124,317	\$640.81
11	\$125,058	\$644.63	\$128,046	\$660.04
12	\$128,810	\$663.97	\$131,886	\$679.83

*Workdays 194*

1. Current and newly hired School Psychologists will be placed on the scale according to how many years they have completed working as certificated School Psychologists in the State of California. For example, a Psychologist is placed on Step 1 with no School Psychologist experience and Step 12 with at least 11 years of School Psychologist experience (an individual must work as a School Psychologist at least 75% of a school year to count).

Newly hired Behavior Analysts who hold a Board Certified Behavior Analyst (BCBA) at the time of hire and has an Education Specialist credential, but does not hold a PPS credential, will be placed on the PPS scale according to how many years they have completed working as a teacher or a Behavior Analyst. For example, a Behavior Analyst who has worked 10 years as a teacher and 4 years as a behavior analyst would be placed on Step 12 of the PPS schedule.

2. The work year shall be 194 days for both School Psychologists and Behavior Analysts. The number of days worked before the first day of school and beyond the last day of school shall be arranged between the psychologists/behavior analysts and the appropriate administrators. While school is in session, the calendar approved by BUSD and BFT shall be followed.

3. The parties agree that the requirements of the Behavior Analyst Certification Board shall be met to be considered a Board Certified Behavior Analyst. Should BUSD choose to hire a new Behavior Analyst that has a BCBA and an additional credential that is not an Educational Specialist credential, the District and the Union will meet and confer.

**School Psychologist Interns**

*Workdays 140*

1. The Workdays section of the Agreement applies to the extent that the School Psychologist Interns work 8 hours per day, 4 days per week as 10 month support employees and work 140 days per year.
2. The School Psychologist Interns will be paid **\$31,412** per year for **.80 FTE (maximum)**. This stipend will be modified by future agreements. School Psychologist Interns are STRS members but not eligible for health and dental benefits.

**Psych Interns\* - Salary Schedule 28, Row 3**

Step	1.00 FTE	0.80 FTE MAX ALLOWED
1	\$39,265	\$31,412

2% Increase effective July 1, 2024

\* Only applies to Year I Interns, Year II/III see MOU