

SECTION XI – WAGES
POWAY UNIFIED SCHOOL DISTRICT
Certificated Salary Schedule I
186 day work year-Effective July 1, 2012

Step	B	B'	C	C'	D	D'	E	E'
	BA & 15 units or less	TLC	BA & 30 Units	TLC	BA & 45 or MA	TLC	BA & 60 include MA	TLC
1	0	0	0	0	0	0	0	0
2	\$42,804	\$43,446	\$43,724	\$44,381	\$44,644	\$45,314	\$45,565	\$46,247
3	\$43,953	\$44,612	\$44,990	\$45,665	\$46,256	\$46,950	\$47,521	\$48,232
4	\$47,754	\$48,470	\$49,742	\$50,486	\$51,388	\$52,158	\$52,038	\$52,819
5	\$49,062	\$49,798	\$52,347	\$53,132	\$54,679	\$55,498	\$58,280	\$59,154
6	\$50,844	\$51,607	\$54,164	\$54,976	\$56,482	\$57,329	\$60,475	\$61,383
7	\$52,162	\$52,944	\$55,487	\$56,320	\$57,799	\$58,668	\$62,123	\$63,056
8			\$56,831	\$57,685	\$59,463	\$60,355	\$63,789	\$64,745
9			\$58,145	\$59,016	\$60,810	\$61,723	\$65,450	\$66,432
10			\$59,993	\$60,893	\$62,670	\$63,611	\$67,709	\$68,725
11					\$67,939	\$68,957	\$75,612	\$76,745
12					\$67,939	\$68,957	\$75,612	\$76,745
13					\$67,939	\$68,957	\$75,612	\$76,745
14					\$67,939	\$68,957	\$75,612	\$76,745
15					\$70,875	\$71,938	\$78,702	\$79,882
16					\$70,875	\$71,938	\$78,702	\$79,882
17					\$70,875	\$71,938	\$78,702	\$79,882
18					\$70,875	\$71,938	\$78,702	\$79,882
19					\$72,454	\$73,540	\$80,278	\$81,482
20					\$72,454	\$73,540	\$80,278	\$81,482
21					\$72,454	\$73,540	\$80,278	\$81,482
22					\$72,454	\$73,540	\$80,278	\$81,482
23					\$76,114	\$77,256	\$87,318	\$88,627

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9 *Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.*
10 *Once attained, employee has 3 years to complete an additional 40 TLC points to remain on column.*
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Certificated Teacher Leadership Salary Schedule II
191 day work year
Effective July 1, 2012

Step	B	B'	C	C'	D	D'	E	E'
	BA & 15 units or less	TLC	BA & 30 Units	TLC	BA & 45 or MA	TLC	BA & 60 include MA	TLC
1	0	0	0	0	0	0	0	0
2	\$43,955	\$44,614	\$44,900	\$45,575	\$45,844	\$46,531	\$46,789	\$47,490
3	\$45,135	\$45,811	\$46,199	\$46,892	\$47,500	\$48,212	\$48,799	\$49,528
4	\$49,037	\$49,773	\$51,079	\$51,843	\$52,769	\$53,560	\$53,436	\$54,238
5	\$50,380	\$51,136	\$53,755	\$54,561	\$56,148	\$56,991	\$59,846	\$60,744
6	\$52,210	\$52,995	\$55,619	\$56,454	\$58,001	\$58,870	\$62,100	\$63,034
7	\$53,564	\$54,368	\$56,979	\$57,835	\$59,353	\$60,245	\$63,792	\$64,751
8			\$58,358	\$59,235	\$61,061	\$61,978	\$65,503	\$66,485
9			\$59,709	\$60,602	\$62,446	\$63,381	\$67,209	\$68,218
10			\$61,605	\$62,530	\$64,356	\$65,320	\$69,530	\$70,573
11					\$69,765	\$70,811	\$77,645	\$78,809
12					\$69,765	\$70,811	\$77,645	\$78,809
13					\$69,765	\$70,811	\$77,645	\$78,809
14					\$69,765	\$70,811	\$77,645	\$78,809
15					\$72,781	\$73,871	\$80,818	\$82,029
16					\$72,781	\$73,871	\$80,818	\$82,029
17					\$72,781	\$73,871	\$80,818	\$82,029
18					\$72,781	\$73,871	\$80,818	\$82,029
19					\$74,402	\$75,518	\$82,436	\$83,673
20					\$74,402	\$75,518	\$82,436	\$83,673
21					\$74,402	\$75,518	\$82,436	\$83,673
22					\$74,402	\$75,518	\$82,436	\$83,673
23					\$78,161	\$79,332	\$89,665	\$91,010

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8 *Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.*
9 *Once attained, employee has 3 years to complete an additional 40 TLC points to remain on column.*

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Certificated Teacher Leadership Salary Schedule III
198 day work year
Effective July 1, 2012

Step	B	B'	C	C'	D	D'	E	E'
	BA & 15 units or less	TLC	BA & 30 Units	TLC	BA & 45 or MA	TLC	BA & 60 include MA	TLC
1	0		0	0	0	0	0	0
2	\$45,566	\$46,249	\$46,546	\$47,245	\$47,524	\$48,237	\$48,504	\$49,231
3	\$46,789	\$47,490	\$47,892	\$48,611	\$49,241	\$49,979	\$50,587	\$51,343
4	\$50,835	\$51,597	\$52,951	\$53,743	\$54,703	\$55,523	\$55,394	\$56,226
5	\$52,226	\$53,011	\$55,725	\$56,561	\$58,206	\$59,079	\$62,039	\$62,970
6	\$54,123	\$54,937	\$57,658	\$58,523	\$60,127	\$61,028	\$64,376	\$65,344
7	\$55,527	\$56,361	\$59,067	\$59,954	\$61,529	\$62,453	\$66,130	\$67,124
8			\$60,497	\$61,406	\$63,299	\$64,249	\$67,904	\$68,922
9			\$61,897	\$62,823	\$64,734	\$65,704	\$69,672	\$70,718
10			\$63,863	\$64,821	\$66,714	\$67,714	\$72,078	\$73,159
11					\$72,321	\$73,407	\$80,491	\$81,697
12					\$72,321	\$73,407	\$80,491	\$81,697
13					\$72,321	\$73,407	\$80,491	\$81,697
14					\$72,321	\$73,407	\$80,491	\$81,697
15					\$75,448	\$76,578	\$83,780	\$85,035
16					\$75,448	\$76,578	\$83,780	\$85,035
17					\$75,448	\$76,578	\$83,780	\$85,035
18					\$75,448	\$76,578	\$83,780	\$85,035
19					\$77,129	\$78,285	\$85,457	\$86,740
20					\$77,129	\$78,285	\$85,457	\$86,740
21					\$77,129	\$78,285	\$85,457	\$86,740
22					\$77,129	\$78,285	\$85,457	\$86,740
23					\$81,026	\$82,239	\$92,951	\$94,345

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8 *Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.*

9 *Once attained, employee has 3 years to complete an additional 40 TLC points to remain on column.*

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Certificated Teacher Leadership Salary Schedule IV
203 day work year
Effective July 1, 2012

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Step	B	B'	C	C'	D	D'	E	E'
	BA & 15 units or less	TLC	BA & 30 Units	TLC	BA & 45 or MA	TLC	BA & 60 include MA	TLC
1	0	0	0	0	0	0	0	0
2	\$46,716	\$47,417	\$47,721	\$48,438	\$48,724	\$49,455	\$49,729	\$50,474
3	\$47,971	\$48,690	\$49,102	\$49,839	\$50,484	\$51,241	\$51,864	\$52,640
4	\$52,118	\$52,900	\$54,288	\$55,100	\$56,085	\$56,925	\$56,793	\$57,646
5	\$53,545	\$54,349	\$57,132	\$57,989	\$59,676	\$60,571	\$63,606	\$64,560
6	\$55,490	\$56,324	\$59,114	\$60,001	\$61,645	\$62,569	\$66,001	\$66,994
7	\$56,929	\$57,784	\$60,559	\$61,468	\$63,082	\$64,030	\$67,800	\$68,819
8			\$62,025	\$62,956	\$64,897	\$65,871	\$69,619	\$70,662
9			\$63,460	\$64,410	\$66,369	\$67,364	\$71,432	\$72,503
10			\$65,476	\$66,458	\$68,399	\$69,424	\$73,898	\$75,006
11					\$74,148	\$75,260	\$82,524	\$83,760
12					\$74,148	\$75,260	\$82,524	\$83,760
13					\$74,148	\$75,260	\$82,524	\$83,760
14					\$74,148	\$75,260	\$82,524	\$83,760
15					\$77,353	\$78,512	\$85,895	\$87,182
16					\$77,353	\$78,512	\$85,895	\$87,182
17					\$77,353	\$78,512	\$85,895	\$87,182
18					\$77,353	\$78,512	\$85,895	\$87,182
19					\$79,077	\$80,262	\$87,615	\$88,930
20					\$79,077	\$80,262	\$87,615	\$88,930
21					\$79,077	\$80,262	\$87,615	\$88,930
22					\$79,077	\$80,262	\$87,615	\$88,930
23					\$83,072	\$84,316	\$95,298	\$96,727

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8 *Teaching and Learning Cooperative Columns B', C', D', E' attained after completion of 40 TLC points.*
9 *Once attained, employee has 3 years to complete an additional 40 TLC points to remain on column.*

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**Salary Schedule – Emergency Credentials
186 Day Work Year
Effective July 1, 2012**

Step	B BA & 15 units or less	C BA & 30 Units	D BA & 45 or MA	E BA & 60 including MA
1	\$39,013	\$39,835	\$39,953	\$40,806
2	\$42,153	\$43,370	\$44,488	\$45,297
3	\$43,396	\$44,917	\$46,239	\$47,413
4	\$45,512	\$47,408	\$48,977	\$49,596
5	\$46,759	\$49,892	\$52,113	\$55,545
6	\$48,456	\$51,622	\$53,833	\$57,637
7	\$49,353	\$52,884	\$55,089	\$59,207
8		\$54,166	\$56,671	\$60,795
9		\$55,416	\$58,027	\$62,379
10		\$57,177	\$59,730	\$64,530
11			\$64,751	\$72,064
12			\$64,751	\$72,064
13			\$64,751	\$72,064
14			\$67,550	\$75,008
15			\$69,052	\$76,511
16			\$71,118	\$78,964

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PFT PRESCHOOL SCHEDULES
Effective 7/1/06

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Hourly

Step	A(10)	A(10)'	B(20)	B(20)'	C(30)	C(30)'	D(40)	D(40)'
1	\$28.43	\$28.85	\$29.01	\$29.44	\$29.58	\$30.03	\$30.18	\$30.63
2	\$29.01	\$29.44	\$29.58	\$30.03	\$30.18	\$30.63	\$30.78	\$31.25
3	\$29.58	\$30.03	\$30.18	\$30.63	\$30.78	\$31.25	\$31.39	\$31.87
4	\$30.18	\$30.63	\$30.78	\$31.25	\$31.39	\$31.87	\$32.02	\$32.50
5	\$30.78	\$31.25	\$31.39	\$31.87	\$32.02	\$32.50	\$32.67	\$33.15
6	\$30.78	\$31.25	\$31.39	\$31.87	\$32.02	\$32.50	\$32.67	\$33.15
7	\$30.78	\$31.25	\$31.39	\$31.87	\$32.02	\$32.50	\$32.67	\$33.15
8	\$30.78	\$31.25	\$31.39	\$31.87	\$32.02	\$32.50	\$32.67	\$33.15
9	\$30.78	\$31.25	\$31.39	\$31.87	\$32.02	\$32.50	\$32.67	\$33.15
10	\$32.32	\$32.81	\$32.97	\$33.46	\$33.63	\$34.13	\$34.30	\$34.82
11	\$32.32	\$32.81	\$32.97	\$33.46	\$33.63	\$34.13	\$34.30	\$34.82
12	\$32.32	\$32.81	\$32.97	\$33.46	\$33.63	\$34.13	\$34.30	\$34.82
13	\$32.32	\$32.81	\$32.97	\$33.46	\$33.63	\$34.13	\$34.30	\$34.82
14	\$32.32	\$32.81	\$32.97	\$33.46	\$33.63	\$34.13	\$34.30	\$34.82
15	\$33.94	\$34.44	\$34.62	\$35.13	\$35.30	\$35.83	\$36.01	\$36.55
16	\$33.94	\$34.44	\$34.62	\$35.13	\$35.30	\$35.83	\$36.01	\$36.55
17	\$33.94	\$34.44	\$34.62	\$35.13	\$35.30	\$35.83	\$36.01	\$36.55
18	\$33.94	\$34.44	\$34.62	\$35.13	\$35.30	\$35.83	\$36.01	\$36.55
19	\$33.94	\$34.44	\$34.62	\$35.13	\$35.30	\$35.83	\$36.01	\$36.55
20	\$35.64	\$36.17	\$36.35	\$36.89	\$37.07	\$37.63	\$37.82	\$38.39

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Annually 186 Days

Step	A(10)	A(10)'	B(20)	B(20)'	C(30)	C(30)'	D(40)	D(40)'
1	\$37,015.86	\$37,562.70	\$37,771.02	\$38,330.88	\$38,513.16	\$39,099.06	\$39,294.36	\$39,880.26
2	\$37,771.02	\$38,330.88	\$38,513.16	\$39,099.06	\$39,294.36	\$39,880.26	\$40,075.56	\$40,687.50
3	\$38,513.16	\$39,099.06	\$39,294.36	\$39,880.26	\$40,075.56	\$40,687.50	\$40,869.78	\$41,494.74
4	\$39,294.36	\$39,880.26	\$40,075.56	\$40,687.50	\$40,869.78	\$41,494.74	\$41,690.04	\$42,315.00
5	\$40,075.56	\$40,687.50	\$40,869.78	\$41,494.74	\$41,690.04	\$42,315.00	\$42,536.34	\$43,161.30
6	\$40,075.56	\$40,687.50	\$40,869.78	\$41,494.74	\$41,690.04	\$42,315.00	\$42,536.34	\$43,161.30
7	\$40,075.56	\$40,687.50	\$40,869.78	\$41,494.74	\$41,690.04	\$42,315.00	\$42,536.34	\$43,161.30
8	\$40,075.56	\$40,687.50	\$40,869.78	\$41,494.74	\$41,690.04	\$42,315.00	\$42,536.34	\$43,161.30
9	\$40,075.56	\$40,687.50	\$40,869.78	\$41,494.74	\$41,690.04	\$42,315.00	\$42,536.34	\$43,161.30
10	\$42,080.64	\$42,718.62	\$42,926.94	\$43,564.92	\$43,786.26	\$44,437.26	\$44,658.60	\$45,335.64
11	\$42,080.64	\$42,718.62	\$42,926.94	\$43,564.92	\$43,786.26	\$44,437.26	\$44,658.60	\$45,335.64
12	\$42,080.64	\$42,718.62	\$42,926.94	\$43,564.92	\$43,786.26	\$44,437.26	\$44,658.60	\$45,335.64
13	\$42,080.64	\$42,718.62	\$42,926.94	\$43,564.92	\$43,786.26	\$44,437.26	\$44,658.60	\$45,335.64
14	\$42,080.64	\$42,718.62	\$42,926.94	\$43,564.92	\$43,786.26	\$44,437.26	\$44,658.60	\$45,335.64
15	\$44,189.88	\$44,840.88	\$45,075.24	\$45,739.26	\$45,960.60	\$46,650.66	\$46,885.02	\$47,588.10

1 **Annually 186 Days (continued)**

16	\$44,189.88	\$44,840.88	\$45,075.24	\$45,739.26	\$45,960.60	\$46,650.66	\$46,885.02	\$47,588.10
17	\$44,189.88	\$44,840.88	\$45,075.24	\$45,739.26	\$45,960.60	\$46,650.66	\$46,885.02	\$47,588.10
18	\$44,189.88	\$44,840.88	\$45,075.24	\$45,739.26	\$45,960.60	\$46,650.66	\$46,885.02	\$47,588.10
19	\$44,189.88	\$44,840.88	\$45,075.24	\$45,739.26	\$45,960.60	\$46,650.66	\$46,885.02	\$47,588.10
20	\$46,403.28	\$47,093.34	\$47,327.70	\$48,030.78	\$48,265.14	\$48,994.26	\$49,241.64	\$49,983.78

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3 **Daily**

Step	A(10)	A(10)'	B(20)	B(20)'	C(30)	C(30)'	D(40)	D(40)'
1	\$199.01	\$201.95	\$203.07	\$206.08	\$207.06	\$210.21	\$211.26	\$214.41
2	\$203.07	\$206.08	\$207.06	\$210.21	\$211.26	\$214.41	\$215.46	\$218.75
3	\$207.06	\$210.21	\$211.26	\$214.41	\$215.46	\$218.75	\$219.73	\$223.09
4	\$211.26	\$214.41	\$215.46	\$218.75	\$219.73	\$223.09	\$224.14	\$227.50
5	\$215.46	\$218.75	\$219.73	\$223.09	\$224.14	\$227.50	\$228.69	\$232.05
6	\$215.46	\$218.75	\$219.73	\$223.09	\$224.14	\$227.50	\$228.69	\$232.05
7	\$215.46	\$218.75	\$219.73	\$223.09	\$224.14	\$227.50	\$228.69	\$232.05
8	\$215.46	\$218.75	\$219.73	\$223.09	\$224.14	\$227.50	\$228.69	\$232.05
9	\$215.46	\$218.75	\$219.73	\$223.09	\$224.14	\$227.50	\$228.69	\$232.05
10	\$226.24	\$229.67	\$230.79	\$234.22	\$235.41	\$238.91	\$240.10	\$243.74
11	\$226.24	\$229.67	\$230.79	\$234.22	\$235.41	\$238.91	\$240.10	\$243.74
12	\$226.24	\$229.67	\$230.79	\$234.22	\$235.41	\$238.91	\$240.10	\$243.74
13	\$226.24	\$229.67	\$230.79	\$234.22	\$235.41	\$238.91	\$240.10	\$243.74
14	\$226.24	\$229.67	\$230.79	\$234.22	\$235.41	\$238.91	\$240.10	\$243.74
15	\$237.58	\$241.08	\$242.34	\$245.91	\$247.10	\$250.81	\$252.07	\$255.85
16	\$237.58	\$241.08	\$242.34	\$245.91	\$247.10	\$250.81	\$252.07	\$255.85
17	\$237.58	\$241.08	\$242.34	\$245.91	\$247.10	\$250.81	\$252.07	\$255.85
18	\$237.58	\$241.08	\$242.34	\$245.91	\$247.10	\$250.81	\$252.07	\$255.85
19	\$237.58	\$241.08	\$242.34	\$245.91	\$247.10	\$250.81	\$252.07	\$255.85
20	\$249.48	\$253.19	\$254.45	\$258.23	\$259.49	\$263.41	\$264.74	\$268.73

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5 **Annually 224 days**

Step	A(11)	A(15)'	B(21)	B(25)'	C(31)	C(35)'	D(41)	D(45)'
1	\$44,180.22	\$44,832.90	\$45,081.54	\$45,749.76	\$45,967.32	\$46,666.62	\$46,899.72	\$47,599.02
2	\$45,081.54	\$45,749.76	\$45,967.32	\$46,666.62	\$46,899.72	\$47,599.02	\$47,832.12	\$48,562.50
3	\$45,967.32	\$46,666.62	\$46,899.72	\$47,599.02	\$47,832.12	\$48,562.50	\$48,780.06	\$49,525.98
4	\$46,899.72	\$47,599.02	\$47,832.12	\$48,562.50	\$48,780.06	\$49,525.98	\$49,759.08	\$50,505.00
5	\$47,832.12	\$48,562.50	\$48,780.06	\$49,525.98	\$49,759.08	\$50,505.00	\$50,769.18	\$51,515.10
6	\$47,832.12	\$48,562.50	\$48,780.06	\$49,525.98	\$49,759.08	\$50,505.00	\$50,769.18	\$51,515.10
7	\$47,832.12	\$48,562.50	\$48,780.06	\$49,525.98	\$49,759.08	\$50,505.00	\$50,769.18	\$51,515.10
8	\$47,832.12	\$48,562.50	\$48,780.06	\$49,525.98	\$49,759.08	\$50,505.00	\$50,769.18	\$51,515.10
9	\$47,832.12	\$48,562.50	\$48,780.06	\$49,525.98	\$49,759.08	\$50,505.00	\$50,769.18	\$51,515.10
10	\$50,225.28	\$50,986.74	\$51,235.38	\$51,996.84	\$52,261.02	\$53,038.02	\$53,302.20	\$54,110.28
11	\$50,225.28	\$50,986.74	\$51,235.38	\$51,996.84	\$52,261.02	\$53,038.02	\$53,302.20	\$54,110.28

1 **Annually 224 Days (continued)**

12	\$50,225.28	\$50,986.74	\$51,235.38	\$51,996.84	\$52,261.02	\$53,038.02	\$53,302.20	\$54,110.28
13	\$50,225.28	\$50,986.74	\$51,235.38	\$51,996.84	\$52,261.02	\$53,038.02	\$53,302.20	\$54,110.28
14	\$50,225.28	\$50,986.74	\$51,235.38	\$51,996.84	\$52,261.02	\$53,038.02	\$53,302.20	\$54,110.28
15	\$52,742.76	\$53,519.76	\$53,799.48	\$54,592.02	\$54,856.20	\$55,679.82	\$55,959.54	\$56,798.70
16	\$52,742.76	\$53,519.76	\$53,799.48	\$54,592.02	\$54,856.20	\$55,679.82	\$55,959.54	\$56,798.70
17	\$52,742.76	\$53,519.76	\$53,799.48	\$54,592.02	\$54,856.20	\$55,679.82	\$55,959.54	\$56,798.70
18	\$52,742.76	\$53,519.76	\$53,799.48	\$54,592.02	\$54,856.20	\$55,679.82	\$55,959.54	\$56,798.70
19	\$52,742.76	\$53,519.76	\$53,799.48	\$54,592.02	\$54,856.20	\$55,679.82	\$55,959.54	\$56,798.70
20	\$55,384.56	\$56,208.18	\$56,487.90	\$57,327.06	\$57,606.78	\$58,477.02	\$58,772.28	\$59,658.06

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1 **EXTRA SERVICE ASSIGNMENT PAY**

2
3 **Hourly ROP and Adult Education Certificated Teacher Salary Schedule**
4 **Effective July 1, 2012**

5
6

Range Step	A
1	\$28.79
2	\$30.23
3	\$31.74
4	\$33.33
5	\$35.00
6	\$35.00
7	\$35.00
8	\$35.00
9	\$35.00
10	\$35.88
11	\$35.88
12	\$35.88
13	\$35.88
14	\$35.88
15	\$36.78

7
8 Step Movement – Teachers will be placed on the appropriate step using the following:

9
10 For each year of teaching experience (the equivalent of 75% of contract year)
11 teachers will be advanced one step on the schedule until maximums are
12 reached. Career increments will be applied as teachers are qualified.

13
14 **Initial Step Placement**

15
16 Using the criteria above the service of ROP and Adult Education teachers hired after
17 July 1, 2000 will be used to determine initial step placement.

18
19 **Hourly Rate Assignments** - Effective 7/1/12 the hourly rate shall be \$28.00 per hour.

- 20
21 Class coverage assigned by an administrator
22 Curriculum Development
23 District-wide Staff Development Presenters
24 District-wide Staff Development Trainers on contract day, outside the workday
25 Peer Observation during coach's prep time in the approved peer-coaching program
26 Compensated Program Related tasks which are not covered under Extra Assignment
27 Schedule (i.e. SPSA, Title I)
28 Home teachers
29 Six and half period class at the high school
30 Teaching on preparation period as a substitute (one hour minimum, in half hour
31 increments)
32 Unit members shall be given preference as home teachers. After the District has
33 advertised for unit members to serve as home tutors and an insufficient number of
34 teachers have responded the District may employ qualified non-unit members.

1 **Daily Rate Base**

2

3 Summer School Teaching (full assignment – 2/3 daily rate of the preceding year)

4 Staff Development Trainers on non-contract day (1/2 day or full day)

5 The first of the two additional days for new teachers will be paid at the B-2 rate.

6 Sixth-grade camp (\$25.00 per overnight stay)

7 Teachers who teach regularly assigned classes in addition to a full-time teaching

8 assignment will be compensated on a per diem basis. This does not apply to six and

9 one-half period classes at the high school.

10

11 **Special Daily Rate**

12

13 *** A stipend equal to the daily substitute rate will be paid for attendance at District

14 sponsored in-service and training activities on non-contract days. Non-district

15 sponsored activities (e.g. non-district sponsored in-service or conferences) will not be

16 supported with the stipend.

17

18 **Undefined Rates**

19

20 Rates of pay not specifically defined in Board Policy or in this agreement shall be
21 negotiated by the parties.

22

23 When outside agencies have an established rate of pay (e.g. Writing Project, County

24 Office of Education), the District shall pay at that rate, but not less than the negotiated

25 hourly rate.

26

27 ** District-wide Staff Development Trainers are persons who have primary responsibility

28 for planning and coordinating staff development sessions.

29

30 *** District-wide staff development conducted on contract days, after the workday will

31 be voluntary for participants and may receive a dinner stipend.

32

1

INITIAL PLACEMENT FOR TEACHERS NEW TO THE DISTRICT

2

Less than one (1) year experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
One (1) year of experience but less than two (2) years experience.	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
Two (2) years of experience but less than three (3) years experience.	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience but less than four (4) years experience.	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience but less than five (5) years experience.	Effective 7/1/99, teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them. Prior to 7/1/99, step 4 was the maximum entry level.
Five (5) years of experience but less than six (6) years experience.	Effective 7/1/01, teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years or more of experience.	Effective 7/1/04, teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience but less than seven (7) years experience.	Effective 7/1/05, teachers will be placed on Step 7 in the appropriated column for which their training (units/degrees) qualifies them.
Seven (7) years or more experience.	Effective 7/01/05 maximum entry level will be no higher than Step 8 of the appropriate column for which their training (units/degrees) qualifies them.
Eight (8) years or more experience.	Effective 7/01/06 maximum entry level will be no higher than Step 9 of the appropriate column for which their training (units/degrees) qualifies them.
Nine (9) years or more experience	Effective 7/01/07 maximum entry level will be no higher than Step 10 of the appropriate column for which their training (units/degrees) qualifies them.

3

1 **Movement on Schedule**

2

3 **Class Movement:** Units and degrees taken during the school year will be applied to the
4 salary schedule for the succeeding school year. Transcripts verifying earned
5 units/degrees must be in the Personnel Office no later than October 1st.

6

7 **Step Movement:** For each full year of teaching experience (the equivalent of 75% of
8 the contract year in full-paid status) teachers will be able to advance one step on the
9 schedule until maximums are reached. Career increments will be applied as teachers
10 are qualified.

11

12 If during one school year a teacher's total service under contract is equivalent to or
13 greater than 75% in a full-time paid assignment of total contract year, then the teacher
14 will be able to advance one step on the schedule until maximums are reached. (For
15 service rendered after July 1, 1997.)

16

17 **Less than 100% FTE:** For two consecutive years (equivalent of 75% of total contract
18 year in full-paid status) in an assignment which is greater than or equal to 50% of a
19 full-time teaching assignment, teachers will be able to advance one step on the salary
20 schedule until maximums are reached.

21

22 **STEP MOVEMENT CHART**

23

24 $\geq 75\%$ - Step every year
25 50% - 74% - Step every other year
26 $< 50\%$ - No step movement

27

28 Career increments will be applied as teachers are qualified. (For service rendered after
29 July 1, 1981.) Effective July 1, 1985, teachers having served in temporary and/or long
30 term substitute status in the same assignment for periods of time equivalent of 75% of
31 total contract year in full paid status.

32

33 **Units Earned/Experience Credited**

34

35 Hours credited and courses taken for salary advancement must have prior approval of
36 the District. Upper division or graduate level courses taken from an accredited college
37 or university in the State of California in the field or discipline of the teacher's
38 assignment have blanket approval.

39

40 Each year of successful full-time teaching (75% of total contract year minimum under
41 contract) in a public school verified by the previous employer(s).

42

43 Each year of successful full-time teaching experience in an accredited private school
44 verified by the previous employer(s).

45

46

47

48

1 **Earned Doctorate**

2

3 Earned Ph.D. or Ed.D degree from an institution accredited by the appropriate required
4 accrediting association will be paid an annual stipend of \$1,000.

5

6 **National Board Certification**

7

8 Beginning July 1, 1999, certification from the National Board for Professional Teaching
9 Standards will be compensated at \$1,000 per year from the second year of certification
10 until expiration.

11

12 **Speech Pathologist**

13

14 Full-time Speech Pathologists will receive an annual stipend of \$1,000 and may be
15 reimbursed to submitted certification and license fees paid beyond basic credential, not
16 to exceed \$500 annually.

17

18 **Extra Service Assignment Pay**

19

20 Teacher Service Assignment and Extracurricular Service Assignments are those defined
21 in Board Policy Article 4.2, Section 4.212 and 4.213. For the 2012-13 school year,
22 stipends for those assignments will be computed using a base of \$29,504.

23

24 Teachers New to the District (See Section VIII)

25

26 New teachers shall be compensated for one additional day of service at a daily rate for
27 Step B2 of the salary schedule. The other day's compensation is included within the
28 annual salary.

29

30 Teachers returning to the District with temporary contract status, who have previously
31 attended the beginning of the year New Teacher Orientation, shall report to their
32 assigned site and/or attend District sponsored in-service on the day of New Teacher
33 Orientation and the day following. These temporary contract teachers will be
34 compensated for these two additional days with signed verification, at their regular daily
35 rate.

36