

Certificated Staff Salary Schedules and STRS Classifications

Effective July 1, 2016

Fully Certificated Classroom Teachers

STEP	A		C	D	E	F
	B					
	Non-Credentialed		Credentialed			
	B.A.	B.A.+15	B.A.+30	B.A.+45	B.A.+60	B.A.+75
1	\$30,369	\$32,191	\$41,395	\$41,738	\$42,085	\$42,430
2	\$32,191	\$34,013	\$41,738	\$42,085	\$42,430	\$42,773
3	\$34,013	\$35,837	\$42,085	\$42,430	\$42,773	\$43,124
4	\$35,837	\$37,648	\$42,430	\$42,773	\$43,124	\$44,947
5	\$37,648	\$39,478	\$42,773	\$43,124	\$44,947	\$46,769
6	\$39,478	\$41,302	\$43,124	\$44,947	\$46,769	\$48,591
7	\$41,302	\$43,119	\$44,947	\$46,769	\$48,591	\$50,413
8	\$43,119	\$44,947	\$46,769	\$48,591	\$50,413	\$52,235
9	\$44,947	\$46,768	\$48,591	\$50,413	\$52,235	\$54,057
10			\$50,413	\$52,235	\$54,057	\$55,879
11				\$54,057	\$55,879	\$57,702
12					\$57,702	\$59,524
13						\$61,346
17*						\$63,168
20*						\$64,990
24*						\$66,812
27*						\$68,635

School Year: 180 School Days and 5 Prep/Professional Development Days = 185 Days

Retirement: The district participates in CalSTRS for all fully certified classroom teachers.

Insurance: District pays 100% of employee-only Medical, Dental, Vision premiums for employees in positions totaling 0.8 FTE or more. If elected by the employee, the district will pay 70% of Medical, Dental, and Vision premiums for employees in positions totaling at least 0.6 FTE and less than 0.8 FTE. Employees may voluntarily enroll family members in the district plan. Employees will pay the cost difference between the individual plan offered by the district and the family plan selected by the employee.

Hours: Teachers will be at school at least one half hour before the school day begins and remain at least one half hour after the school day ends.

Environment and Preparation: Teachers will spend whatever time is necessary before and after school to maintain a stimulating, tidy learning environment and to monitor students' progress and individual lesson plans.

Meetings: Teachers will attend staff meetings.

Sick Leave: Teachers receive one sick day per month worked (normally 10 months, for a full school year). Sick days are prorated for teachers working less than 1.0 FTE. Teachers may use no more than 70% of their annually allotted leave days for business of serious nature, but not for extending vacations.

Masters Stipend: Teachers with a Masters' Degree receive an additional \$1,000 per year, subject to prorating as described below.

* **Longevity:** Teachers who have worked for the district at least 5 years and are on step 17 or higher of the pay scale receive an additional \$650 longevity bonus per year, subject to prorating as described below.

Prorating Stipends: Employees working 0.8 FTE or greater who qualify for a masters and/or longevity stipend will receive the entire stipend. Employees working less than 0.8 FTE who qualify for a masters and/or longevity stipend will receive a stipend amount prorated by their FTE assignment. Stipends are also prorated for an incomplete year of employment.

Column Increases: Units are defined as Semester Units.

Step Increases: District gives step increases on July 1 to all employees who were in their positions before March 1 of the same year. Employees hired March through June will not step the first following July.

Staff Development: If applicable, staff development days will be put on a time card and teachers will receive \$250 per day. (For CalSTRS members annual retirement base is \$46,250.00.)

Additional Duties: The pay rate for teachers undertaking additional duties with the prior approval of the superintendent is \$35 per hour. (For CalSTRS members annual retirement base is \$42,087.50.)

Classroom Teacher Substitutes (1-20 days per year)

Full Day (8:45 to 2:40 or 3:05 with students): \$100. (For CalSTRS members annual retirement base is \$18,500.)

Morning Only (8:45-12:30 with students): \$55

Afternoon Only (12:30-2:35 or 3:05 with students): \$45

Superintendent/Principal

Contract and salary negotiated with Board.

Board Approved 6/22/2016. Effective July 1, 2016.