

APPENDIX A
SAN DIEGUITO UNION HIGH SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE

4141

2007-08

Effective: 7/01/07 (2.000%)

| Step | Class I | Class II | Class III | Class IV | Class V | Class IV | Class III | Class IV | Class V | Class VI |
|------|-------------|---------------------------|---------------------------|---------------------------|-------------------------------------|-------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| | <i>B.A.</i> | <i>B.A. +15 Sem. Hrs.</i> | <i>B.A. +30 Sem. Hrs.</i> | <i>B.A. +45 Sem. Hrs.</i> | <i>B.A. +60 Sem. Hrs. *MA Req'd</i> | <i>B.A. +75 Sem. Hrs. *MA Req'd</i> | <i>B.A. +30 w/Masters Stipend</i> | <i>B.A. +45 w/Masters Stipend</i> | <i>B.A. +60 w/Masters Stipend</i> | <i>B.A. +75 W/Masters Stipend</i> |
| 1 | 42,545 | 45,949 | 49,343 | 52,749 | 56,156 | 59,555 | 51,243 | 54,649 | 58,056 | 61,455 |
| 2 | 45,105 | 48,494 | 51,901 | 55,313 | 58,705 | 62,112 | 53,801 | 57,213 | 60,605 | 64,012 |
| 3 | 47,653 | 51,057 | 54,454 | 57,861 | 61,262 | 64,653 | 56,354 | 59,761 | 63,162 | 66,553 |
| 4 | 50,210 | 53,601 | 57,011 | 60,412 | 63,810 | 67,214 | 58,911 | 62,312 | 65,710 | 69,114 |
| 5 | 52,753 | 56,159 | 59,570 | 62,964 | 66,374 | 69,770 | 61,470 | 64,864 | 68,274 | 71,670 |
| 6 | 55,319 | 58,712 | 62,116 | 65,524 | 68,923 | 72,319 | 64,016 | 67,424 | 70,823 | 74,219 |
| 7 | 0 | 61,267 | 64,669 | 68,068 | 71,480 | 74,864 | 66,569 | 69,968 | 73,380 | 76,764 |
| 8 | 0 | 0 | 69,329 | 70,629 | 74,036 | 77,430 | 71,229 | 72,529 | 75,936 | 79,330 |
| 9 | 0 | 0 | 0 | 73,188 | 76,583 | 79,971 | 0 | 75,088 | 78,483 | 81,871 |
| 10 | 0 | 0 | 0 | 75,739 | 79,139 | 82,526 | 0 | 77,639 | 81,039 | 84,426 |
| 11 | 0 | 0 | 0 | 78,296 | 81,694 | 85,096 | 0 | 80,196 | 83,594 | 86,996 |

Effective July 1, 2007, an additional increment of \$2,510 will be granted during the ensuing year to unit members upon completion of the 13th, 17th, 21st, 25th, and 29th year of employment within the District. Part-time unit members shall accumulate longevity in proportion to the time taught per day. This additional increment will be granted with the beginning of the school year after the anniversary date.

Longevity

| | | | | | | | | | | |
|--------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| After 13 years in SDUHSD | 57,825 | 63,777 | 71,839 | 80,806 | 84,204 | 87,606 | 73,739 | 82,706 | 86,104 | 89,506 |
| After 17 years in SDUHSD | 60,339 | 66,287 | 74,349 | 83,316 | 86,714 | 90,116 | 76,249 | 85,216 | 88,614 | 92,016 |
| After 21 years in SDUHSD | 62,849 | 68,797 | 76,859 | 85,826 | 89,224 | 92,626 | 78,759 | 87,726 | 91,124 | 94,526 |
| After 25 years in SDUHSD | 65,359 | 71,307 | 79,369 | 88,336 | 91,734 | 95,136 | 81,269 | 90,236 | 93,634 | 97,036 |
| After 29 years in SDUHSD | 67,869 | 73,817 | 81,879 | 90,846 | 94,244 | 97,646 | 83,779 | 92,746 | 96,144 | 99,546 |

| | |
|---------------------------------|---------|
| Masters/Ph.D./Ed.D. Stipends | \$1,900 |
| Education Specialist Stipend | \$ 952 |
| Longevity Stipend | \$2,510 |
| Hourly (Curriculum Related) | \$34.45 |
| Hourly (Non-Curriculum Related) | \$30.26 |

A. REGULATIONS GOVERNING INITIAL PLACEMENT ON THE SALARY SCHEDULE

1. Credits or units used to advance beyond Class I must be upper division or graduate credits earned after the date the bachelor's degree is granted as recorded on the transcript or diploma. Other official university documents equivalent to an official transcript may be accepted at the discretion of the District.
2. New unit members will be placed on Class I, Step I until all official documentation is received by the District at which time Class and Step placement shall be made retroactive to the unit member's starting date. New unit members have until November 1 of the year of hire or 60 days after the date of hire (whichever is later) to provide official transcripts and other salary placement documentation. If documents are not received by that date, placement will be made based on documents received. The Associate Superintendent/Human Resources may waive this date requirement under extenuating circumstances.
3. All new and current unit members who qualify for advancement in step with two (2) or more years of verifiable public school teaching experience, shall be placed at Step 3 of the appropriate class on the Certificated Salary Schedule. New unit members with less than two (2) years verifiable experience, shall be placed on the appropriate Step (1 or 2).
4. A master's degree or doctorate from a W.A.S.C or equivalent accredited institution shall be required to enter Class V and VI for all unit members placed on the Certificated Salary Schedule after October 1, 1976.
5. Holders of a master's degree from a W.A.S.C or equivalent institution in Classes III, IV, V, VI shall receive an additional \$1900.00 per year. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution shall received an additional \$1900.00 per year. Holders of an Education Specialist degree shall receive an additional \$952.00 per year. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution, who have not receive a stipend for a master's degree, are eligible to receive an additional \$3800.00 per year. Holders of both doctorate and Education Specialist degrees will receive only the additional doctoral stipend.
6. A unit member shall receive as salary only an amount that bears the same ratio to the established annual salary as the time he/she serves bears to the required days of service.

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT

2 / 4

Board Approved: May 21, 1998

Revised: January 21, 1999

Revised: November 4, 1999

Revised: October 19, 2000

Revised: September 20, 2001

Revised: November 21, 2002

Revised: May 15, 2003

Revised: September 23, 2004

Revised: September 15, 2005

Revised: October 5, 2006

B. RECLASSIFICATION OF THE SALARY SCHEDULE

1. For the purpose of class advancement on the salary schedule, written verification of credits which will appear on an official transcript must be submitted to the District Office on a grade card, or a letter from the registrar or course instructor, prior to the first teaching day of any school year. Final transcripts or other official documentation acceptable to the District, verifying the credits must be submitted prior to November 1, otherwise, class advancement will be denied and salary increases provided for class advancement will be relinquished and previously paid increases will be paid back to the District. Unit members planning class changes in the succeeding year must notify the District of their intention PRIOR TO MAY 15; otherwise, class advancement may be denied. Credits for class advancement shall be limited to upper division or graduate work from a W.A.S.C. or equivalent accredited institution.

However, a unit member may submit a "Petition for Exception" to the Associate Superintendent/Human Resources for courses or workshops which directly pertain to the individual's assignment. Such petition must be submitted in advance of taking the course or workshop and shall be reviewed by a committee composed of two Association representatives and two District representatives. The decision of the majority of the committee shall be final. The "Petition" must be received by the District Office at least thirty (30) calendar days prior to the first day of the course or workshop. A master's degree is required to enter Class V and VI for all unit members placed on the Certificated Salary Schedule after October 1, 1976. Class changes will be limited to not more than two per year.

- a. Certificated unit members working part-time contracts will begin accruing credit with the 1990-91 school year. Service earned prior to August 29, 1990, shall not be counted for the purpose of salary reclassification.
- b. Salary reclassification shall occur at the beginning of the school year.
- c. Unit members in a paid status less than 75% of a school year will be allocated part-time step credits as per the following formula:

$$\frac{\% \text{ assignment} \times \text{number of days in paid status}}{\text{number of master contract days}}$$

- d. Such part-time credit will accumulate year to year. When a unit member's credits equal or exceed .75, 1.75, 2.75, etc., the employee will advance on the salary schedule.

- e. Unpaid leave days do not count in the formula used to determine service credit.
 - f. The District shall provide to the Association by May 15th, a listing of those part-time unit members entitled to salary reclassification the beginning of the next school year.
2. No unit member holding an emergency credential shall be advanced beyond Class I on the salary schedule.
 3. Effective July 1, 2007, an additional increment of \$2,510 will be granted during the ensuing year to unit members upon completion of the 13th, 17th, 21st, 25th, and 29th year of employment within the District. Part-time unit members shall accumulate longevity in proportion to the time taught per day. This additional increment will be granted with the beginning of the school year nearest the anniversary date.
 4. Advanced degrees and longevity bonuses shall be considered prorated as part of the salary when computing salary for part-time assignments.
 5. All salaries shall fall within the financial confines of the Certificated Salary Schedule except for those unit members whose prior placement extends beyond the maximum of his/her classifications. Authorized unit members who work longer than the Board adopted teacher's year, shall receive additional compensation.
 6. The advancement on the salary schedule shall be at the rate of one (1) step for each year of experience. If an employee is in a paid status for at least 75% of a full school year, in any given school year, such service shall be considered a year of experience for salary schedule advancement purposes.
- C. The rate of pay for Adult School Teachers, Summer School Teachers, Home Tutors, and curriculum-related workshops and committee work shall be \$34.45 per hour.
- D. The rate of pay for non-curriculum work shall be \$30.26 per hour.