San Dieguito Union High School District Certificated Employees Salary Schedule Effective July 1, 2023

All unit members actively employed on the date the Board of Trustees approves this agreement will receive the retroactive salary increase for 2023-2024

SCHEDULE A - 186-Day Work Year

| Step | Range 1 | Range 2 | Range 3 | Range 4 | Range 5 | Range 6 | Range 10 | Range 7 | Range 8 | Range 9 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | BA ONLY | BA +15 Sem Units | BA +30 Sem Units | BA +45 Sem Units | BA +60 Sem Units (Hired prior to 10/1/76) | BA +75 Sem Units (Hired prior to 10/1/76) | BA + 30 <br> Sem Units <br> w/ Masters <br> \$2,449 <br> Stipend <br> Included | BA + 45 Sem <br> Units w/ <br> Masters <br> \$2,449 <br> Stipend <br> Included | $\begin{array}{\|l} \hline \text { BA }+60 \text { Sem } \\ \text { Units w/ } \\ \text { Masters } \\ \$ 2,449 \\ \text { Stipend } \\ \text { Included } \end{array}$ | BA + 75 Sem <br> Units w/ <br> Masters <br> \$2,449 <br> Stipend <br> Included |
| 1 | 70,160 | 74,548 | 78,924 | 83,312 | 87,704 | 92,084 | 81,373 | 85,761 | 90,153 | 94,533 |
| 2 | 73,461 | 77,827 | 82,219 | 86,616 | 90,988 | 95,381 | 84,668 | 89,065 | 93,437 | 97,830 |
| 3 | 76,745 | 81,131 | 85,509 | 89,900 | 94,285 | 98,655 | 87,958 | 92,349 | 96,734 | 101,104 |
| 4 | 80,042 | 84,412 | 88,806 | 93,189 | 97,569 | 101,954 | 91,255 | 95,638 | 100,018 | 104,403 |
| 5 | 83,316 | 87,707 | 92,104 | 96,478 | 100,874 | 105,250 | 94,553 | 98,927 | 103,323 | 107,699 |
| 6 | 86,623 | 90,997 | 95,387 | 99,778 | 104,159 | 108,535 | 97,836 | 102,227 | 106,608 | 110,984 |
| 7 |  | 94,290 | 98,676 | 103,057 | 107,455 | 111,815 | 101,125 | 105,506 | 109,904 | 114,264 |
| 8 |  |  | 104,681 | 106,358 | 110,749 | 115,122 | 107,130 | 108,807 | 113,198 | 117,571 |
| 9 |  |  |  | 109,655 | 114,031 | 118,397 |  | 112,104 | 116,480 | 120,846 |
| 10 |  |  |  | 112,944 | 117,326 | 121,692 |  | 115,393 | 119,775 | 124,141 |
| 11 |  |  |  | 116,238 | 120,618 | 125,004 |  | 118,687 | 123,067 | 127,453 |

Longevity

| $\mathbf{1 3}$ | 89,860 | 97,527 | 107,918 | 119,475 | 123,855 | 128,241 | 110,367 | 121,924 | 126,304 | 130,690 |
| ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| $\mathbf{1 7}$ | 93,097 | 100,764 | 111,155 | 122,712 | 127,092 | 131,478 | 113,604 | 125,161 | 129,541 | 133,927 |
| $\mathbf{2 1}$ | 96,334 | 104,001 | 114,392 | 125,949 | 130,329 | 134,715 | 116,841 | 128,398 | 132,778 | 137,164 |
| $\mathbf{2 5}$ | 99,571 | 107,238 | 117,629 | 129,186 | 133,566 | 137,952 | 120,078 | 131,635 | 136,015 | 140,401 |
| $\mathbf{2 9}$ | 102,808 | 110,475 | 120,866 | 132,423 | 136,803 | 141,189 | 123,315 | 134,872 | 139,252 | 143,638 |

Master's Degree Value:
Doctorate Degree + MA Degree:
Doctorate Degree without MA Degree:
Education Specialist Degree:
Longevity Increments:
Hourly (Curriculum Related):
Hourly (Non-Curriculum Related):
\$2,449 (included in salary figures listed in first chart above in Ranges 7, 8, 9, \& 10)
\$2,449 Additional Stipend
\$4,897 Additional Stipend
\$1,227 Additional Stipend
$\$ 3,237$ (each increment is included in salary figures listed in Longevity chart above in Ranges 1 - 10)
$\$ 44.40$
$\$ 38.99$

San Dieguito Union High School District Certificated Employees Salary Schedule Effective July 1, 2023

All unit members actively employed on the date the Board of Trustees approves this agreement will receive the retroactive salary increase for 2023-2024

SCHEDULE B - 196-Day Work Year

| Step | Range 1 | Range 2 | Range 3 | Range 4 | Range 5 | Range 6 | Range 10 | Range 7 | Range 8 | Range 9 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | BA ONLY | BA +15 Sem Units | BA +30 Sem Units | BA +45 Sem Units | BA +60 Sem <br> Units (Hired prior to 10/1/76) | BA +75 Sem <br> Units (Hired prior to 10/1/76) | BA + 30 <br> Sem Units <br> w/ Masters <br> \$2,449 <br> Stipend <br> Included | BA + 45 Sem <br> Units w/ <br> Masters <br> \$2,449 <br> Stipend <br> Included | BA + 60 Sem <br> Units w/ <br> Masters <br> \$2,449 <br> Stipend <br> Included | BA + 75 Sem <br> Units w/ <br> Masters <br> \$2,449 <br> Stipend <br> Included |
| 1 | 73,109 | 77,731 | 82,343 | 86,968 | 91,594 | 96,211 | 84,792 | 89,417 | 94,043 | 98,660 |
| 2 | 76,585 | 81,188 | 85,814 | 90,449 | 95,057 | 99,684 | 88,263 | 92,898 | 97,506 | 102,133 |
| 3 | 80,047 | 84,669 | 89,284 | 93,910 | 98,529 | 103,135 | 91,733 | 96,359 | 100,978 | 105,584 |
| 4 | 83,518 | 88,125 | 92,755 | 97,375 | 101,992 | 106,613 | 95,204 | 99,824 | 104,441 | 109,062 |
| 5 | 86,973 | 91,597 | 96,231 | 100,843 | 105,472 | 110,084 | 98,680 | 103,292 | 107,921 | 112,533 |
| 6 | 90,457 | 95,067 | 99,690 | 104,318 | 108,935 | 113,546 | 102,139 | 106,767 | 111,384 | 115,995 |
| 7 |  | 98,537 | 103,158 | 107,774 | 112,406 | 117,003 | 105,607 | 110,223 | 114,855 | 119,452 |
| 8 |  |  | 109,486 | 111,252 | 115,878 | 120,490 | 111,935 | 113,701 | 118,327 | 122,939 |
| 9 |  |  |  | 114,727 | 119,337 | 123,940 |  | 117,176 | 121,786 | 126,389 |
| 10 |  |  |  | 118,193 | 122,809 | 127,408 |  | 120,642 | 125,258 | 129,857 |
| 11 |  |  |  | 121,665 | 126,280 | 130,900 |  | 124,114 | 128,729 | 133,349 |

Longevity

| $\mathbf{1 3}$ | 93,694 | 101,774 | 112,723 | 124,902 | 129,517 | 134,137 | 115,172 | 127,351 | 131,966 | 136,586 |
| ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| $\mathbf{1 7}$ | 96,931 | 105,011 | 115,960 | 128,139 | 132,754 | 137,374 | 118,409 | 130,588 | 135,203 | 139,823 |
| $\mathbf{2 1}$ | 100,168 | 108,248 | 119,197 | 131,376 | 135,991 | 140,611 | 121,646 | 133,825 | 138,440 | 143,060 |
| $\mathbf{2 5}$ | 103,405 | 111,485 | 122,434 | 134,613 | 139,228 | 143,848 | 124,883 | 137,062 | 141,677 | 146,297 |
| $\mathbf{2 9}$ | 106,642 | 114,722 | 125,671 | 137,850 | 142,465 | 147,085 | 128,120 | 140,299 | 144,914 | 149,534 |

Master's Degree Value:
Doctorate Degree + MA Degree:
Doctorate Degree without MA Degree:
Education Specialist Degree:
Longevity Increments:
Hourly (Curriculum Related):
Hourly (Non-Curriculum Related):
$\$ 2,449$ (included in salary figures listed in first chart above in Ranges 7, 8, 9, \& 10)
\$2,449 Additional Stipend
\$4,897 Additional Stipend
\$1,227 Additional Stipend
\$3,237 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 - 10)
$\$ 44.40$
\$38.99

## San Dieguito Union High School District Certificated Employees Salary Schedule Effective July 1, 2023

All paid extra-curricular assignments are for a period of one school year.

All unit members actively employed on the date the Board of Trustees approves this agreement will receive the retroactive salary increase for 2023-2024

| Class AA | Athletic Director Activities Director | Class III | All other Assistant Athletic Coaches, including Jv and Frosh Head Coaches <br> (MS) Yearbook (without a regular class) <br> (HS) Yearbook (without a regular class) <br> Cheer Assistant |
| :---: | :---: | :---: | :---: |
| Class A | Head Varsity Football (HS) Drama* |  |  |
| Class I | All Head Varsity Coaches (except Varsity Football) |  |  |
|  | (HS) Music Director ** Speech \& Debate ** | Class IV | (HS) Journalism <br> (HS) Yearbook (with a regular class) |
| Class II | Academic Competitions; Robotics ** Conservatory Coordinator (CCA Only) Cheer; Dance <br> Varsity Assistant Coaches (Athletics) (MS) Activities Director | Class V | Speech \& Debate Assistant <br> Academic Competitions Assistant *** <br> (HS) Non-Athletic Assistant *** <br> (MS) Drama * <br> (MS) Yearbook (with a regular class) |
| * Dependent upon a minimum of 2 productions per year <br> ** These categories combined may not exceed 3 total positions <br> *** These categories combined may not exceed 3 total positions |  |  |  |
|  |  | Class VI | (MS) Non-Athletic Assistant <br> Educational Technology Assistants |


| Experience (Steps) | Class AA | Class A | Class I | Class II | Class III | Class IV | Class V | Class VI |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| Step 1 (1-4 years) | 5,289 | 5,022 | 4,495 | 3,964 | 3,440 | 2,907 | 2,379 | 1,850 |
| Step 2 (5-7 years) | 5,813 | 5,499 | 4,998 | 4,340 | 3,781 | 3,197 | 2,702 | 2,037 |
| Step 3 (8-10 years) | 6,346 | 5,975 | 5,430 | 4,694 | 4,125 | 3,676 | 3,063 | 2,430 |
| Step 4 (11-19 years) | 6,739 | 6,454 | 5,854 | 5,054 | 4,471 | 4,028 | 3,560 | 2,770 |
| Step 5 (20+ years) | 7,209 | 6,930 | 6,284 | 5,391 | 4,814 | 4,340 | 3,868 | 2,885 |

## PLACEMENT ON THE STIPEND SCHEDULE

1. Placement shall be based on years of experience paid via District payroll in each separate extra-curricular assignment (sport or activity) for years of service in that extra-curricular assignment.
2. No experience credit shall be granted for outside coaching experience in other districts or the equivalent in the sport to be coached.
3. Placement on the schedule and subsequent payment of the stipend for a particular year/season shall be based on paid prior years' inDistrict experience only.
4. An extended season stipend will be given to varsity athletic coaches who participate in CIF playoff competition. The bonus will be computed as $10 \%$ of the extra-curricular salary stipend for week one playoffs and $5 \%$ for week two. No additional bonus beyond week 2 of playoffs.
5. San Dieguito Union High School District employees will receive a $\$ 500.00$ signing bonus.
6. Any requests for stipends not approved on the list above require an application be submitted to Human Resources for approval. Human Resources and SDFA must mutually agree.
7. San Dieguito Union High School District certificated employees will receive one-time bonus at each anniversary step as follows: Step 1-2= $\$ 200$, Step 2-3= \$300, Step 3-4 = \$400, Step 4-5= \$500.
