



Union High School District

**BOARD OF TRUSTEES
SPECIAL MEETING**

Board of Trustees
Joyce Dalessandro
Beth Hergesheimer
Amy Herman
Maureen "Mo" Muir
John Salazar

Superintendent
Rick Schmitt

**THURSDAY, DECEMBER 17, 2015
4:00 PM**

**SAN DIEGUITO HIGH SCHOOL ACADEMY, MEDIA CENTER
800 SANTA FE DRIVE, ENCINITAS, CA 92024
VIA TELECONFERENCE: 3566 VAL VERDE, LONG BEACH, CA 90808**

Welcome to the meeting of the San Dieguito Union High School District Board of Trustees.

PUBLIC COMMENTS

If you wish to speak regarding an item on the agenda, please complete a speaker slip located at the sign-in desk and present it to the Secretary to the Board prior to the start of the meeting. When the Board President invites you to the podium, please state your name before making your presentation.

In the interest of time and order, presentations from the public are limited to three (3) minutes per person, per topic. The total time for agenda and non-agenda items shall not exceed twenty (20) minutes. An individual speaker's allotted time may not be increased by a donation of time from others in attendance.

In accordance with the Brown Act, public comments are limited to item(s) on the published agenda and will be heard before or during consideration of the item. The Board may 1) acknowledge receipt of the information, 2) refer to staff for further study, or 3) refer the matter to the next agenda.

PUBLIC INSPECTION OF DOCUMENTS

In compliance with Government Code 54957.5, agenda-related documents that have been distributed to the Board less than 72 hours prior to the Board Meeting will be available for review on the district website, www.sduhsd.net and/or at the district office. Please contact the [Office of the Superintendent](#) for more information.

CONSENT CALENDAR

All matters listed under Consent are those on which the Board has previously deliberated or which can be classified as routine items of business. An administrative recommendation on each item is contained in the agenda supplements. There will be no separate discussion of these items prior to the time the Board of Trustees votes on the motion unless members of the Board, staff, or public request specific items to be discussed or pulled from the Consent items. To address an item on the consent calendar, please follow the procedure described under *Comments on Agenda Items*.

CLOSED SESSION

The Board will meet in Closed Session to consider qualified matters of litigation, employee negotiations, student discipline, employee grievances, personnel qualifications, or real estate negotiations which are timely.

CELL PHONES / ELECTRONIC DEVICES

As a courtesy to all meeting attendees, please set cell phones and electronic devices to silent mode and engage in conversations outside the meeting room.

In compliance with the Americans with Disabilities Act, if you need special assistance, disability-related modifications, or accommodations, including auxiliary aids or services, in order to participate in the public meetings of the District's Governing Board, please contact the [Office of the Superintendent](#). Notification 72 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accommodation and accessibility to this meeting. Upon request, the District shall also make available this agenda and all other public records associated with the meeting in appropriate alternative formats for persons with a disability.

**SAN DIEGUITO UNION HIGH SCHOOL DISTRICT
BOARD OF TRUSTEES
SPECIAL MEETING
AGENDA**

**THURSDAY, DECEMBER 17, 2015
4:00 PM**

**SAN DIEGUITO HIGH SCHOOL ACADEMY, MEDIA CENTER
800 SANTA FE DRIVE, ENCINITAS, CA 92024
VIA TELECONFERENCE: 3566 VAL VERDE, LONG BEACH, CA 90808**

The Governing Board of the San Dieguito Union High School District has scheduled a Special Meeting for Thursday, December 17, 2015, at the above location. Pursuant to Government Code section 54953(b), this meeting will also be conducted by teleconference at the following location: 3566 Val Verde, Long Beach, CA 90808. This location will be accessible to the public. Members of the public wishing to address the Board directly from this location will be allowed to do so during the public comment portion of the meeting.

1. CALL TO ORDER **4:00 PM**

2. PUBLIC COMMENTS

In accordance to the Brown Act, public comments are limited to item(s) on the agenda and will be heard before or during consideration of the item. The Board may 1) acknowledge receipt of the information, 2) refer to staff for further study, or 3) refer the matter to the next agenda. (See Board Agenda Cover Sheet)

DISCUSSION/ACTION

A Board Member needs to electronically/telephonically participate in the meeting from a remote location in Long Beach, California. The Board Member will participate electronically/telephonically for matters discussed in open session. The public has access to the public portions of the meeting.

3. APPROVAL OF TENTATIVE AGREEMENT / SAN DIEGUITO FACULTY ASSOCIATION (SDFA) AND REVISED BP #4141 ATTACHMENT AND APPENDIX A, "CERTIFICATED SALARY SCHEDULE"

Motion by _____, second by _____, to approve the Tentative Agreement with the San Dieguito Faculty Association for a three-year contract for the period July 1, 2015 through June 30, 2018, and revised Board Policy #4141 Attachment and Appendix A, "Certificated Salary Schedule", as shown in the attached supplements.

- Roll Call

4. ADJOURNMENT

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: December 14, 2015

BOARD MEETING DATE: December 17, 2015

PREPARED BY: Torrie Norton
Associate Superintendent, Human Resources

SUBMITTED BY: Rick Schmitt
Superintendent

SUBJECT: APPROVAL OF TENTATIVE AGREEMENT / SAN DIEGUITO FACULTY ASSOCIATION (SDFA) AND REVISED BP #4141 ATTACHMENT AND APPENDIX A, "CERTIFICATED SALARY SCHEDULE"

EXECUTIVE SUMMARY

The District and the San Dieguito Faculty Association have reached a tentative agreement for a three-year contract for the period July 1, 2015 through June 30, 2018. The agreement has been approved by the SDFA Executive Board and the general membership is in the process of voting to ratify the agreement. Please see attached Tentative Agreement, Summary of Details, Disclosure of Collective Bargaining Agreement (AB 1200), San Diego County Office of Education AB 1200 Review Letter, and the 2015-16, 2016-18 revised salary schedules (BP #4141 Attachment and Appendix A).

This item was postponed from the December 10, 2015 board meeting.

BACKGROUND INFORMATION

- SDFA has not received a master contract raise since 2007.
- This agreement continues to provide budget stability for the District, as well as, financial security and stability for the District teachers.
- The agreement was reached through productive interest-based and collaborative negotiations.

RECOMMENDATION:

It is recommended that the Board approve the Tentative Agreement with the San Dieguito Faculty Association for a three-year contract for the period July 1, 2015 through June 30, 2018, and revised Board Policy #4141 Attachment and Appendix A, "Certificated Salary Schedule", as shown in the attached supplements.

FUNDING SOURCE:

General Fund

FUNDING IMPLICATIONS

In accordance with the San Diego County Office of Education approval of AB 1200.

Master Contract & Salary Agreement on 11/30/2015 between the San Dieguito Union High School District and the San Dieguito Faculty Association.

Those present:

SDUHSD- Rick Schmitt, Torrie Norton, Jason Vilorio

SDFA- Adrienne St. George, Bob Croft

- 2015-16
 - Flex in the amount of \$12,890 (minus \$2,000 healthcare credit), plus EL Stipend of \$1000 will be added to the salary schedule (total \$11,890) prior to 7%
 - Salary increase of 7%
- 2016-17
 - Salary increase of 5.5%
- 2017-18
 - Salary reopener only

It is hereby agreed upon by all parties that this is the master contract & salary agreement for the 2015-16, 2016-17, and 2017-18 school years.



Bob Croft
President, SDFA



Torrie Norton
Associate Superintendent, Human Resources

SDUHSD and SDFA Key Contract Information

As the vast majority of existing master contract language has been refined through many past negotiations, the District and SDFA strove during this most recent negotiations to clarify and update areas of the contract which would allow us to avoid conflict, increase flexibility, and increase our collaborate working relationship so that we may better serve the needs of all of our students and meet the Education Plan: Strategic Themes of the District. Below are the salary schedule details and examples of areas we clarified and/or updated.

Salary and Benefits:

- 2015-2016: 7% salary increase, retroactive to July 1, 2015
- 2016-2017: 5.5% salary increase
- 2017-2018: Salary re-opener
- Flexible Spending Account will be replaced with District Health Credit

Language:

- Clarified and identified more flexible process for modifying instructional day and school bell schedules to meet changing instructional needs
- Clarified working day and teacher responsibilities
- Eliminated the EL Stipend
- Workload Reduction program to sunset
- Clarified appropriate use of sick leave, differential leave, personal business, and personal necessity days
- Class size, staff allocations, and master schedule development process updated and streamlined to create better balance and equity

Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
 GC § 3547.5 (Statutes of 2004, Chapter 52)

San Dieguito Union High School District

Name of Bargaining Unit: San Dieguito Faculty Association Certificated: x Classified: _____

The proposed agreement covers the period: Beginning: 7/1/2015 Ending: 6/30/2018

This agreement will be acted upon by the Governing Board at its meeting on: 12/10/2015
Date

A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement (a) \$	Fiscal Impact of Proposed Agreement					
		Current Year 2015 - 2016		Year 2 2016 - 2017		Year 3 2017 - 2018	
		(b) \$	(c) %	(b) \$	(c) %	(b) \$	(c) %
1. Step & Column - Increase (Decrease) due to movement plus any changes due to settlement	\$886,708	\$62,070	7.00%	\$52,183	5.50%	\$0	0.00%
2. Salary Schedule - Increase (Decrease)	\$45,409,863	\$7,509,846	16.54%	\$6,625,606	12.52%	\$0	0.00%
3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.	\$963,000	-\$467,590	-48.56%	\$24,247	4.89%	\$0	0.00%
4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	\$6,547,668	\$516,151	7.88%	\$430,121	6.09%	\$0	0.00%
5. Health/Welfare Benefits - Increase (Decrease)	\$7,779,311	-\$3,523,955	-45.30%	-\$2,285,861	-53.72%	\$0	0.00%
6. Total Compensation - Increase (Decrease) Total Lines 2(a), 3(a), 4(a), 5(a)	\$61,586,550	\$4,096,522	6.65%	\$4,846,296	7.38%	\$0	0.00%
7. Total Number of Represented Employees	571.55	571.55	571.55	571.55	571.55	571.55	571.55
8. Total Compensation Cost for Average Employee - Increase (Decrease)	\$107,754	\$7,167	6.65%	\$8,479	7.38%	\$0	0.00%

Impact on other Funds: None.

ITEM 3

- A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary:**

7% salary schedule increase effective 7/1/15, 5.5% increase 7/1/16
\$1,000 stipend for EL Authorization will be rolled into salary schedule 7/1/15
Prior contract provided that District pay teachers \$12,890 to be used for benefits, with any remaining allocation taken as salary. Effective 1/1/16, District will pay \$2,000 per year for health benefits with the remaining 10,890 added to the salary schedule and increased by 7% & 5.5% for current and next year.

- B. Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.)

No significant changes with cost impacts.

- C. What are the specific impacts on instructional/support programs to accommodate the settlement?** Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

Teachers on Special Assignment supporting Common Core will be reduced in future years. The District expects substantial savings from teacher retirements despite growing enrollment as vacant and newer positions will be replaced with teachers in lower ranges/steps on the salary schedule within contractual teacher/student ratios.

D. What contingency language is included in the proposed agreement?
Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

Salary reopener for 2017-18; review of certain benchmark salaries within SD County to remain at highest paid teacher salaries.

Benefits committee is established to review health insurance plans and costs.

E. Source of Funding for Proposed Agreement

1. Current Year

General fund ongoing revenue and reserves.

2. How will the ongoing cost of the proposed agreement be funded in future years?

Increase in enrollment / LCFF; deliberate use of reserves

3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations)

Increase in enrollment / LCFF; deliberate use of reserves

Reduction in TOSA & PD as Common Core is implemented; substantial retirement savings

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$120,909,906
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	12,225.00
d. State Standard Minimum Reserve Amount for this District <i>(Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)</i>	\$3,627,297.18

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$6,561,428
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$15,270,529
c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	\$2,453,145
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	\$0
e. Total District Budgeted Unrestricted Reserves	\$24,285,102

3. Do unrestricted reserves meet the state standard minimum reserve amount? X Yes No

G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.



District Superintendent
(Signature)



Date



Chief Business Official
(Signature)



Date

Contact Person: Eric Dill Telephone No.: 760-753-6491

Supplement

H. Impact of Proposed Agreement on Current Year Operating Budget*

Date of governing board approval of budget revisions in Col. 2: 10-Dec-15
 in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board- Approved Budget Before Settlement as of 12/10/15	(Col. 2) Adjustments as a Result of Settlement	(Col. 3) Other Revisions	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
REVENUES:				
LCFF Sources (8010-8099)	96,481,800	0		96,481,800
Remaining Revenues (8100-8799)	25,081,669	0		25,081,669
TOTAL REVENUES	121,563,469	0	0	121,563,469
EXPENDITURES:				0
1000 Certificated Salaries	52,589,108	7,104,327		59,693,435
2000 Classified Salaries	17,208,977	0		17,208,977
3000 Employee Benefits	24,700,546	(3,007,804)		21,692,742
4000 Books and Supplies	5,619,786	0		5,619,786
5000 Services and Operating Expenses	14,408,590	0		14,408,590
6000 Capital Outlay	47,200	0		47,200
7000 Other	2,236,216	0		2,236,216
TOTAL EXPENDITURES	116,810,423	4,096,523	0	120,906,946
OPERATING SURPLUS (DEFICIT)	4,753,046	(4,096,523)	0	656,523
OTHER SOURCES AND TRANSFERS IN				0
OTHER USES AND TRANSFERS OUT				0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	4,753,046	(4,096,523)	0	656,523
BEGINNING BALANCE	21,400,286	0		21,400,286
CURRENT YEAR-ENDING BALANCE	26,153,332	(4,096,523)		22,056,809
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	181,000	0		181,000
Restricted (9740)	1	0		1
Committed (9750/9760)	0	0		0
Assigned (9780)	9,829,716	0		9,829,716
Reserve Economic Uncertainties (9789)	10,886,146	(4,280,865)		6,605,281
Unassigned/Unappropriated (9790)	5,256,469	194,344		5,450,813

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:

*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.



SAN DIEGO COUNTY OFFICE OF EDUCATION

6401 Linda Vista Road, San Diego, CA 92111 • 858-292-3500 • www.sdcoe.net
Randolph E. Ward, Ed.D., Superintendent of Schools

December 9, 2015

Mr. Rick Schmitt
Superintendent
San Dieguito Union High School District
710 Encinitas Blvd.
Encinitas, CA 92024-3357

Re: Disclosure of San Dieguito Faculty Association Collective Bargaining Agreement

Dear Mr. Schmitt:

On December 4, 2015, we received the San Dieguito Union High School District Disclosure of Collective Bargaining Agreement in accordance with AB 1200 (Statutes of 1991, Chapter 1213) and Government Code 3547.5. The proposed agreement with the San Dieguito Faculty Association runs from July 1, 2015 to June 30, 2018. The agreement will be acted upon by the Governing Board at its meeting on December 10, 2015.

Fiscal Year 2015-16

The proposed agreement would provide for a 7.0% increase as well as rolling the current \$1,000 stipend for EL Authorization into the certificated salary schedule beginning July 1, 2015. In addition, the district will add \$10,890 of the current \$12,890 benefit allocation to the salary schedule beginning January 1, 2016, which will also be increased by 7%. The district will pay the remaining \$2,000 for health benefits per year. This represents an overall increase in salary and benefit costs of \$4,096,522 for the certificated bargaining unit.

Fiscal Year 2016-17

The proposed agreement would provide for a 5.5% increase to the certificated salary schedule beginning July 1, 2016. This represents an overall increase in salary and benefit costs of \$4,846,296 for the certificated bargaining unit.

As a result of these proposed changes, the district's projected ending reserves for 2015-16 would be reduced to approximately \$24.5 million, which is sufficient to maintain the required 3% reserve for economic uncertainties. The projected ending reserves for 2016-17 is \$20.67 million and \$19.76 million in 2017-18, which is sufficient to meet the required 3% reserves in both of those years.

E.C. 42142 requires school districts to adopt necessary budget revisions within 45 days of approval of a collective bargaining agreement. Please provide a copy of the board-approved budget revisions and board minutes to the county office.

Service and Leadership for Student Achievement

Board of Education

Mark C. Anderson

Guadalupe Gonzalez

Alicia Muñoz

Gregg Robinson

Richard P. Shea

December 9, 2015
Mr. Rick Schmitt
Page 2 of 2

We encourage the district to carefully monitor budgeted funds, ADA projections, and cash flow projections to ensure the district remains fiscally solvent. Please notify our office immediately if the district anticipates any type of financial shortfall. Should you have any questions concerning this review, please feel free to call me at (858) 292-3537 or Andi Loree, Consultant, Business Advisory Services at (858) 292-3660.

Sincerely,

A handwritten signature in black ink, appearing to read "Brent Watson", with a horizontal line underneath.

Brent Watson
Executive Director
District Financial Services

BW: AL: sr

cc: Beth Hergesheimer, Board President, San Dieguito Union High School District
Eric Dill, Associate Superintendent, San Dieguito Union High School District

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

4141 Attachment

SCHEDULE A – 186-Day Work Year

2015-16 School Year¹

Schedule Effective: 7/01/2015 (+\$11,890, +7.00%)

Step	Range 1 <i>BA ONLY</i>	Range 2 <i>BA +15 Sem Units</i>	Range 4 <i>BA +45 Sem Units</i>	Range 4 <i>BA +60 Sem Units</i>	Range 5 <i>BA +60 Sem Units (Hired prior to 10/1/76)</i>	Range 6 <i>BA +75 Sem Units (Hired prior to 10/1/76)</i>	Range 10 <i>BA + 30 Sem Units w/ Masters \$2,033 Stipend Included</i>	Range 7 <i>BA + 45 Sem Units w/ Masters \$2,033 Stipend Included</i>	Range 8 <i>BA + 60 Sem Units w/ Masters \$2,033 Stipend Included</i>	Range 9 <i>BA + 75 Sem Units w/ Masters \$2,033 Stipend Included</i>
1	47,969	51,612	55,243	58,888	62,533	66,170	57,276	60,921	64,566	68,203
2	50,708	54,335	57,980	61,631	65,260	68,906	60,013	63,664	67,293	70,939
3	53,435	57,077	60,712	64,357	67,996	71,625	62,745	66,390	70,029	73,658
4	56,171	59,799	63,448	67,087	70,723	74,365	65,481	69,120	72,756	76,398
5	58,892	62,536	66,186	69,818	73,466	77,100	68,219	71,851	75,499	79,133
6	61,637	65,268	68,910	72,557	76,194	79,827	70,943	74,590	78,227	81,860
7		68,002	71,642	75,279	78,930	82,551	73,675	77,312	80,963	84,584
8			76,628	80,219	83,865	87,506	78,661	82,302	85,948	89,589
9				80,757	84,390	88,015		82,790	86,423	90,048
10				83,487	87,125	90,749		85,520	89,158	92,782
11				86,223	89,859	93,499		88,256	91,892	95,532

Effective July 1, 2015, an additional increment of \$2,686 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	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
<i>After 13 years of Service Credit in SDUHSD</i>	64,323	70,688	79,314	88,909	92,545	96,185	81,347	90,942	94,578	98,218
<i>After 17 years of Service Credit in SDUHSD</i>	67,009	73,374	82,000	91,595	95,231	98,871	84,033	93,628	97,264	100,904
<i>After 21 years of Service Credit in SDUHSD</i>	69,695	76,060	84,686	94,281	97,917	101,557	86,719	96,314	99,950	103,590
<i>After 25 years of Service Credit in SDUHSD</i>	72,381	78,746	87,372	96,967	100,603	104,243	89,405	99,000	102,636	106,276
<i>After 29 years of Service Credit in SDUHSD</i>	75,067	81,432	90,058	99,653	103,289	106,929	92,091	101,686	105,322	108,962

- Master's Degree Value: \$ 2,033 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,033
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,066
- Education Specialist Degree: Additional Stipend \$ 1,019
- Longevity Increments: \$ 2,686 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 36.86
- Hourly (Non-Curriculum Related): \$ 32.38

¹This salary schedule implements the following increases, which recognize the transition from the Flexible Spending Account to the District Credit effective January 1, 2016:
 EL Stipend value added to salary schedule and eliminated as stipend
 Flex increase of 5% to \$12,890 per year; amount of the increased Flex, less \$2,000 District Credit will be added to the salary schedule net of the amounts paid through December 31, 2015
 Salary Schedule increase of 7% to include above two items

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

4141 Attachment

SCHEDULE A – 186-Day Work Year

2015-16 School Year²

Schedule Effective: 1/01/2016 (+\$11,890, +7.00%)

Step	Range 1 <i>BA ONLY</i>	Range 2 <i>BA +15 Sem Units</i>	Range 4 <i>BA +45 Sem Units</i>	Range 4 <i>BA +60 Sem Units</i>	Range 5 <i>BA +60 Sem Units (Hired prior to 10/1/76)</i>	Range 6 <i>BA +75 Sem Units (Hired prior to 10/1/76)</i>	Range 10 <i>BA + 30 Sem Units w/ Masters \$2,033 Stipend Included</i>	Range 7 <i>BA + 45 Sem Units w/ Masters \$2,033 Stipend Included</i>	Range 8 <i>BA + 60 Sem Units w/ Masters \$2,033 Stipend Included</i>	Range 9 <i>BA + 75 Sem Units w/ Masters \$2,033 Stipend Included</i>
1	58,245	61,888	65,519	69,164	72,809	76,446	67,552	71,197	74,842	78,479
2	60,985	64,611	68,256	71,907	75,537	79,182	70,289	73,940	77,570	81,215
3	63,711	67,353	70,988	74,634	78,273	81,901	73,021	76,667	80,306	83,934
4	66,447	70,075	73,724	77,363	80,999	84,641	75,757	79,396	83,032	86,674
5	69,168	72,812	76,462	80,094	83,742	87,376	78,495	82,127	85,775	89,409
6	71,914	75,544	79,186	82,833	86,470	90,104	81,219	84,866	88,503	92,137
7		78,278	81,918	85,555	89,206	92,827	83,951	87,588	91,239	94,860
8			86,904	88,295	91,941	95,572	88,937	90,328	93,974	97,605
9				91,033	94,666	98,291		93,066	96,699	100,324
10				93,763	97,401	101,025		95,796	99,434	103,058
11				96,499	100,135	103,775		98,532	102,168	105,808

Effective July 1, 2015, an additional increment of \$2,686 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	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
<i>After 13 years of Service Credit in SDUHSD</i>	74,600	80,964	89,590	99,185	102,821	106,461	91,623	101,218	104,854	108,494
<i>After 17 years of Service Credit in SDUHSD</i>	77,286	83,650	92,276	101,871	105,507	109,147	94,309	103,904	107,540	111,180
<i>After 21 years of Service Credit in SDUHSD</i>	79,972	86,336	94,962	104,557	108,193	111,833	96,995	106,590	110,226	113,866
<i>After 25 years of Service Credit in SDUHSD</i>	82,658	89,022	97,648	107,243	110,879	114,519	99,681	109,276	112,912	116,552
<i>After 29 years of Service Credit in SDUHSD</i>	85,344	91,708	100,334	109,929	113,565	117,205	102,367	111,962	115,598	119,238

- Master’s Degree Value: \$ 2,033 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,033
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,066
- Education Specialist Degree: Additional Stipend \$ 1,019
- Longevity Increments: \$ 2,686 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 36.86
- Hourly (Non-Curriculum Related): \$ 32.38

²This salary schedule implements the following increases, which recognize the transition from the Flexible Spending Account to the District Credit effective January 1, 2016:
 EL Stipend value added to salary schedule and eliminated as stipend
 Flex increase of 5% to \$12,890 per year less \$2,000 District Credit added to salary schedule
 Salary Schedule increase of 7% to include above two items

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

4141 Attachment

SCHEDULE A – 186-Day Work Year

2016-18 School Year

Schedule Effective: 7/01/2016 (+5.50%)

Step	Range 1 <i>BA ONLY</i>	Range 2 <i>BA +15 Sem Units</i>	Range 4 <i>BA +45 Sem Units</i>	Range 4 <i>BA +60 Sem Units</i>	Range 5 <i>BA +60 Sem Units (Hired prior to 10/1/76)</i>	Range 6 <i>BA +75 Sem Units (Hired prior to 10/1/76)</i>	Range 10 <i>BA + 30 Sem Units w/ Masters \$2,145 Stipend Included</i>	Range 7 <i>BA + 45 Sem Units w/ Masters \$2,145 Stipend Included</i>	Range 8 <i>BA + 60 Sem Units w/ Masters \$2,145 Stipend Included</i>	Range 9 <i>BA + 75 Sem Units w/ Masters \$2,145 Stipend Included</i>
1	61,449	65,292	69,123	72,968	76,814	80,651	71,268	75,113	78,959	82,796
2	64,339	68,164	72,010	75,862	79,691	83,537	74,155	78,007	81,836	85,682
3	67,215	71,058	74,892	78,738	82,578	86,406	77,037	80,883	84,722	88,550
4	70,102	73,930	77,779	81,618	85,454	89,297	79,924	83,763	87,599	91,441
5	72,972	76,817	80,668	84,499	88,348	92,182	82,812	86,644	90,493	94,327
6	75,869	79,699	83,542	87,389	91,226	95,059	85,686	89,534	93,371	97,204
7	-	82,583	86,424	90,261	94,112	97,932	88,568	92,405	96,257	100,077
8	-	-	91,684	93,152	96,998	100,829	93,829	95,296	99,142	102,974
9	-	-	-	96,040	99,873	103,697	-	98,185	102,018	105,842
10	-	-	-	98,920	102,758	106,582	-	101,065	104,903	108,726
11	-	-	-	101,806	105,642	109,483	-	103,951	107,787	111,627

Effective July 1, 2016, an additional increment of \$2,834 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	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
After 13 years of Service Credit in SDUHSD	78,703	85,417	94,518	104,640	108,476	112,317	96,663	106,785	110,621	114,461
After 17 years of Service Credit in SDUHSD	81,537	88,251	97,352	107,474	111,310	115,151	99,497	109,619	113,455	117,295
After 21 years of Service Credit in SDUHSD	84,371	91,085	100,186	110,308	114,144	117,985	102,331	112,453	116,289	120,129
After 25 years of Service Credit in SDUHSD	87,205	93,919	103,020	113,142	116,978	120,819	105,165	115,287	119,123	122,963
After 29 years of Service Credit in SDUHSD	90,039	96,753	105,854	115,976	119,812	123,653	107,999	118,121	121,957	125,797

- Master’s Degree Value: \$ 2,145 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,145
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,290
- Education Specialist Degree: Additional Stipend \$ 1,075
- Longevity Increments: \$ 2,834 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 38.89
- Hourly (Non-Curriculum Related): \$ 34.16

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

4141 Attachment

SCHEDULE B – 196-Work Day Year

2015-16 School Year³

Schedule Effective: 7/01/2015 (+\$11,890, +7.00%)

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	<i>BA only</i>	<i>BA +15 Sem Units</i>	<i>BA +30 Sem Units</i>	<i>BA +45 Sem Units</i>	<i>BA +60 Sem Units Employees Hired Prior To 10/01/1976 only</i>	<i>BA +75 Sem Units Employees Hired Prior To 10/01/1976 only</i>	<i>BA + 30 Sem Units w/ Masters \$2,033 Stipend Included</i>	<i>BA + 45 Sem Units w/ Masters \$2,033 Stipend Included</i>	<i>BA + 60 Sem Units w/ Masters \$2,033 Stipend Included</i>	<i>BA + 75 Sem Units w/ Masters \$2,033 Stipend Included</i>
1	50,416	54,254	58,082	61,922	65,763	69,596	60,115	63,955	67,796	71,629
2	53,303	57,124	60,965	64,813	68,637	72,479	62,998	66,846	70,670	74,512
3	56,176	60,014	63,845	67,686	71,521	75,344	65,878	69,719	73,554	77,377
4	59,059	62,883	66,727	70,562	74,394	78,232	68,760	72,595	76,427	80,265
5	61,926	65,767	69,613	73,440	77,284	81,114	71,646	75,473	79,317	83,147
6	64,820	68,646	72,484	76,326	80,159	83,988	74,517	78,359	82,192	86,021
7		71,526	75,362	79,195	83,042	86,857	77,395	81,228	85,075	88,890
8			80,616	82,082	85,923	89,751	82,649	84,115	87,956	91,784
9				84,968	88,795	92,616		87,001	90,828	94,649
10				87,844	91,678	95,497		89,877	93,711	97,530
11				90,726	94,558	98,394		92,759	96,591	100,427

Effective July 1, 2015, an additional increment of \$2,686 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	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
After 13 years of Service Credit in SDUHSD	67,506	74,212	83,302	93,412	97,244	101,080	85,335	95,445	99,277	103,113
After 17 years of Service Credit in SDUHSD	70,192	76,898	85,988	96,098	99,930	103,766	88,021	98,131	101,963	105,799
After 21 years of Service Credit in SDUHSD	72,878	79,584	88,674	98,784	102,616	106,452	90,707	100,817	104,649	108,485
After 25 years of Service Credit in SDUHSD	75,564	82,270	91,360	101,470	105,302	109,138	93,393	103,503	107,335	111,171
After 29 years of Service Credit in SDUHSD	78,250	84,956	94,046	104,156	107,988	111,824	96,079	106,189	110,021	113,857

- Master's Degree Value: \$ 2,033 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,033
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,066
- Education Specialist Degree: Additional Stipend \$ 1,019
- Longevity Increments: \$ 2,686 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 36.86
- Hourly (Non-Curriculum Related): \$ 32.38

³This salary schedule implements the following increases, which recognize the transition from the Flexible Spending Account to the District Credit effective January 1, 2016:
 EL Stipend value added to salary schedule and eliminated as stipend
 Flex increase of 5% to \$12,890 per year; amount of the increased Flex, less \$2,000 District Credit will be added to the salary schedule net of the amounts paid through December 31, 2015
 Salary Schedule increase of 7% to include above two items

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

4141 Attachment

SCHEDULE B – 196-Work Day Year

2015-16 School Year⁴

Schedule Effective: 1/01/2016 (+\$11,890, +7.00%)

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	<i>BA only</i>	<i>BA +15 Sem Units</i>	<i>BA +30 Sem Units</i>	<i>BA +45 Sem Units</i>	<i>BA +60 Sem Units Employees Hired Prior To 10/01/1976 only</i>	<i>BA +75 Sem Units Employees Hired Prior To 10/01/1976 only</i>	<i>BA + 30 Sem Units w/ Masters \$2,033 Stipend Included</i>	<i>BA + 45 Sem Units w/ Masters \$2,033 Stipend Included</i>	<i>BA + 60 Sem Units w/ Masters \$2,033 Stipend Included</i>	<i>BA + 75 Sem Units w/ Masters \$2,033 Stipend Included</i>
1	60,693	64,531	68,358	72,198	76,040	79,872	70,391	74,231	78,073	81,905
2	63,579	67,400	71,242	75,089	78,914	82,755	73,275	77,122	80,947	84,788
3	66,452	70,290	74,121	77,962	81,797	85,620	76,154	79,995	83,830	87,653
4	69,335	73,159	77,004	80,839	84,670	88,508	79,037	82,872	86,703	90,541
5	72,203	76,043	79,889	83,716	87,560	91,390	81,922	85,749	89,593	93,423
6	75,096	78,922	82,760	86,603	90,435	94,264	84,793	88,636	92,468	96,297
7		81,803	85,639	89,471	93,318	97,134	87,672	91,504	95,351	99,167
8			90,892	92,358	96,199	100,027	92,925	94,391	98,232	102,060
9				95,244	99,071	102,892		97,277	101,104	104,925
10				98,120	101,954	105,773		100,153	103,987	107,806
11				101,003	104,834	108,670		103,036	106,867	110,703

Effective July 1, 2015, an additional increment of \$2,686 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	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
<u>After 13</u> years of Service Credit in SDUHSD	77,782	84,489	93,578	103,689	107,520	111,356	95,611	105,722	109,553	113,389
<u>After 17</u> years of Service Credit in SDUHSD	80,468	87,175	96,264	106,375	110,206	114,042	98,297	108,408	112,239	116,075
<u>After 21</u> years of Service Credit in SDUHSD	83,154	89,861	98,950	109,061	112,892	116,728	100,983	111,094	114,925	118,761
<u>After 25</u> years of Service Credit in SDUHSD	85,840	92,547	101,636	111,747	115,578	119,414	103,669	113,780	117,611	121,447
<u>After 29</u> years of Service Credit in SDUHSD	88,526	95,233	104,322	114,433	118,264	122,100	106,355	116,466	120,297	124,133

- Master's Degree Value: \$ 2,033 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,033
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,066
- Education Specialist Degree: Additional Stipend \$ 1,019
- Longevity Increments: \$ 2,686 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 36.86
- Hourly (Non-Curriculum Related): \$ 32.38

⁴This salary schedule implements the following increases, which recognize the transition from the Flexible Spending Account to the District Credit effective January 1, 2016:
 EL Stipend value added to salary schedule and eliminated as stipend
 Flex increase of 5% to \$12,890 per year less \$2,000 District Credit added to salary schedule
 Salary Schedule increase of 7% to include above two items

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

4141 Attachment

SCHEDULE B – 196-Work Day Year

2016-18 School Year

Schedule Effective: 7/01/2016

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	<i>BA only</i>	<i>BA +15 Sem Units</i>	<i>BA +30 Sem Units</i>	<i>BA +45 Sem Units</i>	<i>BA +60 Sem Units Employees Hired Prior To 10/01/1976 only</i>	<i>BA +75 Sem Units Employees Hired Prior To 10/01/1976 only</i>	<i>BA + 30 Sem Units w/ Masters \$2,145 Stipend Included</i>	<i>BA + 45 Sem Units w/ Masters \$2,145 Stipend Included</i>	<i>BA + 60 Sem Units w/ Masters \$2,145 Stipend Included</i>	<i>BA + 75 Sem Units w/ Masters \$2,145 Stipend Included</i>
1	64,031	68,080	72,118	76,169	80,222	84,265	74,263	78,314	82,367	86,410
2	67,076	71,107	75,160	79,219	83,254	87,306	77,305	81,364	85,399	89,451
3	70,107	74,156	78,198	82,250	86,296	90,329	80,343	84,395	88,441	92,474
4	73,148	77,183	81,239	85,285	89,327	93,376	83,384	87,429	91,472	95,521
5	76,174	80,225	84,283	88,320	92,376	96,416	86,428	90,465	94,521	98,561
6	79,226	83,263	87,312	91,366	95,409	99,448	89,457	93,511	97,554	101,593
7	-	86,302	90,349	94,392	98,450	102,476	92,493	96,537	100,595	104,621
8	-	-	95,891	97,438	101,490	105,528	98,036	99,583	103,635	107,673
9	-	-	-	100,482	104,520	108,551	-	102,627	106,665	110,696
10	-	-	-	103,517	107,561	111,590	-	105,661	109,706	113,735
11	-	-	-	106,558	110,600	114,647	-	108,703	112,745	116,792

Effective July 1, 2016, an additional increment of \$2,834 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	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
<u>After 13</u> years of Service Credit in SDUHSD	82,060	89,136	98,725	109,392	113,434	117,481	100,870	111,537	115,579	119,626
<u>After 17</u> years of Service Credit in SDUHSD	84,894	91,970	101,559	112,226	116,268	120,315	103,704	114,371	118,413	122,460
<u>After 21</u> years of Service Credit in SDUHSD	87,728	94,804	104,393	115,060	119,102	123,149	106,538	117,205	121,247	125,294
<u>After 25</u> years of Service Credit in SDUHSD	90,562	97,638	107,227	117,894	121,936	125,983	109,372	120,039	124,081	128,128
<u>After 29</u> years of Service Credit in SDUHSD	93,396	100,472	110,061	120,728	124,770	128,817	112,206	122,873	126,915	130,962

- Master's Degree Value: \$ 2,145 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,145
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,290
- Education Specialist Degree: Additional Stipend \$ 1,075
- Longevity Increments: \$ 2,834 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 38.89
- Hourly (Non-Curriculum Related): \$ 34.16

CERTIFICATED

4141 APPENDIX A

- 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 \$2,033 per year effective July 1, 2015, and increased to \$2,145 per year effective July 1, 2016. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution shall receive an additional \$2,033 per year effective July 1, 2015, and increased to \$2,145 per year effective July 1, 2016. Holders of an Education Specialist degree shall receive an additional \$1,019 per year effective July 1, 2015, and increased to \$1,075 per year effective July 1, 2016. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution, who have not received a stipend for a master's degree, are eligible to receive an additional \$4,066 per year effective July 1, 2015, and increased to \$4,290 per year effective July 1, 2016. Holders of both a 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.

CERTIFICATED

4141 APPENDIX A

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 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. Salary schedule credit shall not be made retroactive for courses or workshops completed prior to June 30, 1993. 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.

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- 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, 2015, an additional increment of \$2,686, and increased to \$2,834 effective July 1, 2016, 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 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 \$36.86 per hour effective July 1, 2015, and increased to \$38.89 per hour effective July 1, 2016.
- D. The rate of pay for non-curriculum work shall be \$32.38 per hour effective July 1, 2015, and increased to \$34.16 effective July 1, 2016.