

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 BA ONLY	Range 2 BA +15 Sem Units	Range 3 BA +30 Sem Units	Range 4 BA +45 Sem Units	Range 5 BA +60 Sem Units (Hired prior to 10/1/76)	Range 6 BA +75 Sem Units (Hired prior to 10/1/76)	Range 10 BA + 30 Sem Units w/ Masters \$2,449 Stipend Included	Range 7 BA + 45 Sem Units w/ Masters \$2,449 Stipend Included	Range 8 BA + 60 Sem Units w/ Masters \$2,449 Stipend Included	Range 9 BA + 75 Sem Units w/ Masters \$2,449 Stipend 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

13	89,860	97,527	107,918	119,475	123,855	128,241	110,367	121,924	126,304	130,690
17	93,097	100,764	111,155	122,712	127,092	131,478	113,604	125,161	129,541	133,927
21	96,334	104,001	114,392	125,949	130,329	134,715	116,841	128,398	132,778	137,164
25	99,571	107,238	117,629	129,186	133,566	137,952	120,078	131,635	136,015	140,401
29	102,808	110,475	120,866	132,423	136,803	141,189	123,315	134,872	139,252	143,638

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

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 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 BA ONLY	Range 2 BA +15 Sem Units	Range 3 BA +30 Sem Units	Range 4 BA +45 Sem Units	Range 5 BA +60 Sem Units (Hired prior to 10/1/76)	Range 6 BA +75 Sem Units (Hired prior to 10/1/76)	Range 10 BA + 30 Sem Units w/ Masters \$2,449 Stipend Included	Range 7 BA + 45 Sem Units w/ Masters \$2,449 Stipend Included	Range 8 BA + 60 Sem Units w/ Masters \$2,449 Stipend Included	Range 9 BA + 75 Sem Units w/ Masters \$2,449 Stipend 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**

13	93,694	101,774	112,723	124,902	129,517	134,137	115,172	127,351	131,966	136,586
17	96,931	105,011	115,960	128,139	132,754	137,374	118,409	130,588	135,203	139,823
21	100,168	108,248	119,197	131,376	135,991	140,611	121,646	133,825	138,440	143,060
25	103,405	111,485	122,434	134,613	139,228	143,848	124,883	137,062	141,677	146,297
29	106,642	114,722	125,671	137,850	142,465	147,085	128,120	140,299	144,914	149,534

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

4.5% increase effective July 1, 2023

Pending Board Approved February 15, 2024

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 \$2,449 per year effective July 1, 2023. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution shall receive an additional \$2,449 per year effective July 1, 2023. Holders of an Education Specialist degree shall receive an additional \$1,227 per year effective July 1, 2023. 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 \$4,897 per year effective July 1, 2023. 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.

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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.
- 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.

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2. No unit member holding an emergency credential shall be advanced beyond Class I on the salary schedule.
  3. Effective July 1, 2023, an additional increment of \$3,237, 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 \$44.40 per hour effective July 1, 2023.
- D. The rate of pay for non-curriculum work shall be \$38.99 per hour effective July 1, 2023.

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