

# SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

4141 Attachment

**SCHEDULE A – 186-Day Work Year**

**2018-19 School Year**

**Schedule Effective: 7/01/2018 (+1.0%)**

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 (Hired prior to 10/1/76)</i>	<i>BA +75 Sem Units (Hired prior to 10/1/76)</i>	<i>BA + 30 Sem Units w/ Masters \$2,178 Stipend Included</i>	<i>BA + 45 Sem Units w/ Masters \$2,178 Stipend Included</i>	<i>BA + 60 Sem Units w/ Masters \$2,178 Stipend Included</i>	<i>BA + 75 Sem Units w/ Masters \$2,178 Stipend Included</i>
1	62,374	66,274	70,164	74,066	77,970	81,865	72,340	76,244	80,148	84,042
2	65,308	69,190	73,094	77,003	80,890	84,795	75,271	79,181	83,067	86,971
3	68,227	72,127	76,019	79,923	83,821	87,706	78,196	82,100	85,997	89,883
4	71,158	75,043	78,950	82,846	86,740	90,640	81,127	85,024	88,917	92,817
5	74,070	77,973	81,882	85,770	89,678	93,569	84,058	87,948	91,854	95,747
6	77,010	80,898	84,800	88,704	92,599	96,489	86,975	90,882	94,776	98,667
7		83,826	87,725	91,619	95,529	99,406	89,901	93,796	97,705	101,583
8			93,063	94,554	98,458	102,346	95,241	96,730	100,634	104,524
9				97,485	101,376	105,257		99,663	103,553	107,435
10				100,409	104,305	108,186		102,586	106,482	110,363
11				103,338	107,232	111,130		105,516	109,409	113,307

Effective July 1, 2018, an additional increment of \$2,878 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
<b>After 13</b> years of Service Credit in SDUHSD	79,888	86,702	95,941	106,215	110,108	114,008	98,117	108,392	112,286	116,183
<b>After 17</b> years of Service Credit in SDUHSD	82,764	89,579	98,817	109,091	112,986	116,884	100,994	111,269	115,162	119,060
<b>After 21</b> years of Service Credit in SDUHSD	85,641	92,455	101,694	111,969	115,862	119,761	103,871	114,145	118,039	121,937
<b>After 25</b> years of Service Credit in SDUHSD	88,517	95,333	104,570	114,845	118,739	122,637	106,748	117,022	120,916	124,814
<b>After 29</b> years of Service Credit in SDUHSD	91,394	98,209	107,447	117,722	121,615	125,514	109,624	119,899	123,793	127,690

- Master’s Degree Value: \$ 2,178 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,178
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,354
- Education Specialist Degree: Additional Stipend \$ 1,091
- Longevity Increments: \$ 2,878 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 39.47
- Hourly (Non-Curriculum Related): \$ 34.67

A.01-1

# SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

4141 Attachment

**SCHEDULE B – 196-Work Day Year**

**2018-19 School Year**

**Schedule Effective: 7/01/2018 (+1.0%)**

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 (Hired prior to 10/01/1976)</i>	<i>BA +75 Sem Units (Hired prior to 10/01/1976)</i>	<i>BA + 30 Sem Units w/ Masters \$2,178 Stipend Included</i>	<i>BA + 45 Sem Units w/ Masters \$2,178 Stipend Included</i>	<i>BA + 60 Sem Units w/ Masters \$2,178 Stipend Included</i>	<i>BA + 75 Sem Units w/ Masters \$2,178 Stipend Included</i>
1	64,995	69,104	73,204	77,316	81,429	85,533	75,380	79,493	83,607	87,710
2	68,085	72,178	76,291	80,411	84,507	88,620	78,469	82,589	86,684	90,797
3	71,163	75,272	79,375	83,488	87,594	91,689	81,552	85,665	89,772	93,865
4	74,249	78,345	82,461	86,568	90,672	94,781	84,639	88,745	92,848	96,959
5	77,321	81,432	85,551	89,650	93,766	97,867	87,729	91,826	95,944	100,045
6	80,418	84,516	88,626	92,741	96,845	100,944	90,803	94,919	99,022	103,122
7	-	87,601	91,709	95,813	99,931	104,018	93,885	97,990	102,109	106,195
8	-	-	97,334	98,904	103,017	107,117	99,511	101,082	105,195	109,293
9	-	-	-	101,994	106,093	110,185	-	104,171	108,270	112,361
10	-	-	-	105,075	109,180	113,269	-	107,251	111,358	115,447
11	-	-	-	108,162	112,265	116,372	-	110,339	114,442	118,550

Effective July 1, 2018, an additional increment of \$2,878 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	83,295	90,478	100,211	111,038	115,141	119,249	102,388	113,216	117,319	121,426
After 17 years of Service Credit in SDUHSD	86,171	93,354	103,088	113,915	118,017	122,126	105,265	116,092	120,195	124,303
After 21 years of Service Credit in SDUHSD	89,049	96,231	105,964	116,791	120,895	125,003	108,142	118,969	123,072	127,179
After 25 years of Service Credit in SDUHSD	91,925	99,107	108,841	119,668	123,771	127,879	111,018	121,845	125,948	130,057
After 29 years of Service Credit in SDUHSD	94,802	101,984	111,717	122,545	126,648	130,756	113,895	124,722	128,826	132,933

- Master's Degree Value: \$ 2,178 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,178
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,354
- Education Specialist Degree: Additional Stipend \$ 1,091
- Longevity Increments: \$ 2,878 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 39.47
- Hourly (Non-Curriculum Related): \$ 34.67

A.01-2

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 \$2,178 per year effective July 1, 2018. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution shall receive an additional \$2,178 per year effective July 1, 2018. Holders of an Education Specialist degree shall receive an additional \$1,091 per year effective July 1, 2018. 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 \$4,354 per year effective July 1, 2018. 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.

A.01-4

- 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, 2018, an additional increment of \$2,878, 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 \$39.47 per hour effective July 1, 2018.
  - D. The rate of pay for non-curriculum work shall be \$34.67 per hour effective July 1, 2018.

A.01-5