

**San Dieguito Union High School District
 Certificated Employees Salary Schedule
 Effective July 1, 2022
 Board Approved: 10/13/2022**

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 \$2,344 Stipend Included	Range 7 BA + 45 Sem Units w/ Masters \$2,344 Stipend Included	Range 8 BA + 60 Sem Units w/ Masters \$2,344 Stipend Included	Range 9 BA + 75 Sem Units w/ Masters \$2,344 Stipend Included
1	67,139	71,338	75,525	79,724	83,927	88,119	77,869	82,068	86,271	90,463
2	70,298	74,476	78,678	82,886	87,070	91,274	81,022	85,230	89,414	93,618
3	73,440	77,637	81,827	86,029	90,225	94,407	84,171	88,373	92,569	96,751
4	76,595	80,777	84,982	89,176	93,367	97,564	87,326	91,520	95,711	99,908
5	79,728	83,930	88,138	92,323	96,530	100,718	90,482	94,667	98,874	103,062
6	82,893	87,078	91,279	95,481	99,674	103,861	93,623	97,825	102,018	106,205
7		90,230	94,427	98,619	102,828	107,000	96,771	100,963	105,172	109,344
8			100,173	101,778	105,980	110,165	102,517	104,122	108,324	112,509
9				104,933	109,121	113,299		107,277	111,465	115,643
10				108,080	112,274	116,452		110,424	114,618	118,796
11				111,233	115,424	119,621		113,577	117,768	121,965

Longevity

13	85,991	93,328	103,271	114,331	118,522	122,719	105,615	116,675	120,866	125,063
17	89,089	96,426	106,369	117,429	121,620	125,817	108,713	119,773	123,964	128,161
21	92,187	99,524	109,467	120,527	124,718	128,915	111,811	122,871	127,062	131,259
25	95,285	102,622	112,565	123,625	127,816	132,013	114,909	125,969	130,160	134,357
29	98,383	105,720	115,663	126,723	130,914	135,111	118,007	129,067	133,258	137,455

Master's Degree Value:	\$2,344	(included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
Doctorate Degree + MA Degree:	\$2,344	<u>Additional Stipend</u>
Doctorate Degree <u>without</u> MA Degree:	\$4,686	<u>Additional Stipend</u>
Education Specialist Degree:	\$1,174	<u>Additional Stipend</u>
Longevity Increments:	\$3,098	(each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
Hourly (Curriculum Related):	\$42.48	
Hourly (Non-Curriculum Related):	\$37.32	

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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 \$2,344 Stipend Included	Range 7 BA + 45 Sem Units w/ Masters \$2,344 Stipend Included	Range 8 BA + 60 Sem Units w/ Masters \$2,344 Stipend Included	Range 9 BA + 75 Sem Units w/ Masters \$2,344 Stipend Included
1	69,961	74,384	78,797	83,223	87,650	92,068	81,141	85,567	89,994	94,412
2	73,287	77,692	82,119	86,554	90,964	95,391	84,463	88,898	93,308	97,735
3	76,600	81,023	85,439	89,866	94,286	98,694	87,783	92,210	96,630	101,038
4	79,922	84,330	88,761	93,182	97,600	102,022	91,105	95,526	99,944	104,366
5	83,228	87,653	92,087	96,500	100,930	105,344	94,431	98,844	103,274	107,688
6	86,562	90,973	95,397	99,826	104,244	108,656	97,741	102,170	106,588	111,000
7		94,294	98,716	103,133	107,566	111,965	101,060	105,477	109,910	114,309
8			104,771	106,461	110,888	115,301	107,115	108,805	113,232	117,645
9				109,787	114,198	118,603		112,131	116,542	120,947
10				113,103	117,521	121,922		115,447	119,865	124,266
11				116,426	120,842	125,263		118,770	123,186	127,607

Longevity

13	89,660	97,392	107,869	119,524	123,940	128,361	110,213	121,868	126,284	130,705
17	92,758	100,490	110,967	122,622	127,038	131,459	113,311	124,966	129,382	133,803
21	95,856	103,588	114,065	125,720	130,136	134,557	116,409	128,064	132,480	136,901
25	98,954	106,686	117,163	128,818	133,234	137,655	119,507	131,162	135,578	139,999
29	102,052	109,784	120,261	131,916	136,332	140,753	122,605	134,260	138,676	143,097

Master's Degree Value:	\$2,344	(included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
Doctorate Degree + MA Degree:	\$2,344	<u>Additional Stipend</u>
Doctorate Degree <u>without</u> MA Degree:	\$4,686	<u>Additional Stipend</u>
Education Specialist Degree:	\$1,174	<u>Additional Stipend</u>
Longevity Increments:	\$3,098	(each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
Hourly (Curriculum Related):	\$42.48	
Hourly (Non-Curriculum Related):	\$37.32	

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 \$2,344 per year effective July 1, 2022. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution shall receive an additional \$2,344 per year effective July 1, 2022. Holders of an Education Specialist degree shall receive an additional \$1,174 per year effective July 1, 2022. 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 \$4,686 per year effective July 1, 2022. 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.**

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, 2022, an additional increment of \$3098, 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 \$42.48 per hour effective July 1, 2022.
- D. The rate of pay for non-curriculum work shall be \$37.32 per hour effective July 1, 2022.

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