

SALARY SCHEDULE FOR FULL-CREDENTIAL CERTIFICATED BARGAINING UNIT MEMBERS*

Effective July 1, 2015

Salary Rating	Class I Bachelor's Degree	Class II Bachelor's Degree +15	Class III Bachelor's Degree +30	Class IV Bachelor's Degree +45	Class V Bachelor's Degree +60	Class VI Bachelor's Degree +75
1	50,647	50,650	52,233	52,746	54,645	56,767
2	50,650	50,651	52,234	53,977	56,625	58,744
3	50,651	50,652	53,263	55,887	58,552	60,676
4	50,652	51,513	55,200	57,847	60,532	62,656
5	50,653	53,346	57,100	59,759	62,465	64,588
6	<u>50,654</u>	<u>55,248</u>	59,035	61,721	64,441	66,565
7	50,655	57,065	60,932	63,630	66,376	68,497
8	50,656	58,948	62,871	65,592	68,352	70,475
9	52,065	60,781	64,764	67,503	70,285	73,104
10		62,665	<u>66,706</u>	69,464	74,344	75,104
11		64,502	<u>68,600</u>	71,374	76,333	77,049
12			70,539	73,335	78,368	79,049
13			72,433	75,251	80,355	81,000
14			74,376	77,207	82,392	82,996
15				79,121	84,382	85,581
18**					86,412	88,357
21**					88,403	91,086
24**						94,972

Notes: Employees hired on or after July 1, 2005 may not advance past the bold lines in Columns I, II and III.
Employees hired before July 1, 2005 shall be grandfathered.

The earned Master's Degree or earned Doctorate Degree is recognized at any point on the schedule with \$1,304 added to the base salary. Only one earned Master's Degree and only one earned Doctorate Degree will be recognized for this additional remuneration. The maximum amount for any employee for the Master's Degree and Doctorate is \$2,609.

A Bilingual Certificate of Competence, Bilingual-Cross Cultural Credential, other state approved bilingual certificate or credential, or evidence of mastery of the American Sign Language Communication Proficiency Interview is recognized at any point on the schedule with additional remuneration added to the base salary. This additional remuneration shall be \$1,304 for an employee employed in an assignment that requires the use of primary language for supporting students, conferencing with parents, and preparing progress reports.

A Learning Handicapped, Severely Handicapped, Deaf and Hard of Hearing, Resource Specialist, Speech/Language Therapist, Adaptive Physical Education, Mild-to-Moderate, Moderate-to-Severe, or other state approved special education certificate or credential is recognized at any point on the schedule with \$1,304 added to the base salary provided such employee is employed in a special education assignment.

Speech/Language Pathologists (SLPs) employed by the District on or after July 1, 2010 shall receive a total one-time hiring incentive bonus of \$11,146 of which \$3,344 shall be paid after the completion of the first year of full time employment, an additional \$3,344 shall be paid after the completion of the second year of full time employment and the remaining payment of \$4,458 shall be paid after the completion of the third year of full time employment.

* Includes Teachers, Nurses, Librarians and Counselors who are fully credentialed.
 (For implementation, see Rules and Regulations.)

** Anniversary Step