



CERTIFIED COMPENSATION PLAN (Revised June 27, 2018)

I. Initial Placement of Certified Staff

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60	PHD
Minimum	41663	42638	43613	44588	45588	46713	47838	48963	50088	51088
Maximum	46663	47638	48613	49588	50588	51713	52838	53963	55088	56088

❖ All salaries include \$2,027 in Proposition 301 performance pay

EXPERIENCE- All full-time, verified, certificated teaching experience will be honored at a rate of \$500 per year. A maximum of 10 years of experience will be granted on initial placement.

COURSEWORK – All approved, graduate-level coursework will be honored at the following rates:

- \$65 per credit hour with a maximum of 45 credits beyond a BA degree. Amount per credit hour determined annually by the Governing Board.
- \$75 per credit hour with a maximum of 60 credits beyond a MA degree. Amount per credit hour determined annually by the Governing Board.
- \$1,000 will be granted for a MA degree
- \$1,000 will be granted for a doctorate

EXAMPLE: A teacher who has 10-years of experience with 45 credit hours past a BA degree. The teacher also has earned a MA degree.

Base Salary	\$41,663
Experience (10 x \$500)	\$5,000
Coursework (45 x \$65)	\$2,925
Master's Degree	<u>\$1,000</u>
CONTRACT AMOUNT	\$50,588

ADDITIONAL INFORMATION

- A. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- B. Salaries are based on a 190-day work calendar and contracts based on an extended work year calendar (Academic Coach, Counselor) will be supplemented on a per diem basis.
- C. Proposition 301 (Classroom Site Fund) accounts for 4% of the base salary amount. The revenue the District receives from this fund is based on state sales tax revenue and state land trust sales which fluctuate. This may result in an annual fluctuation of the base salary.
- D. Proposition 301 (Classroom Site Fund) performance pay is also part of the base salary. The amount added to each cell above is \$2,027, which is the average performance pay over the last seven years. Performance pay is awarded to all eligible certificated staff successfully completing the annual board-approved pay for performance plan. The revenue that the District receives from the Classroom Site Fund is based on state sales tax revenue which can fluctuate. This may result in an annual fluctuation of performance pay.
- E. If the evaluation process has brought a certified evaluator to the conclusion that the performance of any individual has been unsatisfactory, that individual will be ineligible for

Governing Board Approved

performance pay for the current year. Staff members whose performance has been unsatisfactory will receive timely notice that this is the case. Such notice will provide an employee with a minimum of 45 instructional days to correct the inadequacy.

- F. National Board of Professional Teaching Standards Certification will result in an additional stipend of \$2,000 per year for each year the certification is valid.

II. Salary Advancement for Continuing Certified Staff

COURSEWORK – All approved, graduate-level coursework will be honored at the following rates:

- \$65 per credit hour with a maximum of 45 credits beyond a BA degree
- \$75 per credit hour with a maximum of 60 credits beyond a MA degree.
- \$1,000 will be granted for a MA degree
- \$1,000 will be granted for a doctorate

ADDITIONAL INFORMATION

- A. Salaries are based on a 187-day work calendar and contracts based on an extended work year calendar (Academic Coach, Counselor) will be supplemented on a per diem basis.
- B. Proposition 301 (Classroom Site Fund) accounts for 4% of the base salary amount. The revenue the District receives from this fund is based on state sales tax revenue and state land trust sales which fluctuate. This may result in an annual fluctuation of the base salary.
- C. Proposition 301 (Classroom Site Fund) performance pay is also part of the base salary. The amount added to each cell above is \$2,027, which is the average performance pay over the last seven years. Performance pay is awarded to all eligible certificated staff successfully completing the annual board-approved pay for performance plan. The revenue that the District receives from the Classroom Site Fund is based on state sales tax revenue which can fluctuate. This may result in an annual fluctuation of performance pay.
- D. If the evaluation process has brought a certified evaluator to the conclusion that the performance of any individual has been unsatisfactory, that individual will be ineligible for performance pay for the current year. Staff members whose performance has been unsatisfactory will receive timely notice that this is the case. Such notice will provide an employee with a minimum of 45 instructional days to correct the inadequacy.
- E. National Board of Professional Teaching Standards Certification will result in an additional stipend of \$2,000 per year for each year the certification is valid.
- F. Coursework approved and completed in each calendar year will be used to calculate education compensation for the following contract year. For example, coursework completed from 1/1/16 through 12/31/16 will be used to calculate compensation for the 2017-18 school year. Official transcripts must be submitted no later than 2/15 following the end of each calendar year.
- G. Certified staff enrolled as of April 23, 2015 in a MA or PHD program will be granted salary placement on the “old” salary schedule (SY 2014-15) if the degree is completed by 7/1/17. For staff members enrolled in these programs, the “old” salary schedule will be used for salary placement in 2015-16, 2016-17, and 2017-18 except for annual experience steps.

III. Retirement Incentive Program (Governing Board Policy GCQE)

- A. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
- B. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- C. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

IV. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Certificated employees will be paid based upon a daily rate established for payment of a day-to-day substitute teacher in the District.
- B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%