

Article 39 -- Salary Schedules for Teachers, Counselors, Nurses, Audiologists, OT/PT, and SLT

Salary schedules and movement for education and/or experience may be impacted by a reduction in available district funds.

2013-14 New Schedule: Teachers, Nurses, Counselors, Audiologists

Step	Level 1, 2 or 3 for Years Credited	R A N G E					
		1 BA	2 BA 45 MA	3 MA 45 EdS	4 MA 60	5 EdD PhD	
1	0, 1, 2	37,443	40,468	43,922	44,783	45,652	
		<i>Base</i>	34,586	37,380	40,572	41,367	42,169
		<i>Supplemental</i>	2,857	3,088	3,350	3,416	3,483
2	3, 4, 5	40,322	43,894	47,665	48,676	49,680	
		<i>Base</i>	37,246	40,546	44,029	44,963	45,890
		<i>Supplemental</i>	3,076	3,348	3,636	3,713	3,790
3	6, 7, 8	43,201	47,320	51,409	52,562	53,712	
		<i>Base</i>	39,905	43,710	47,488	48,552	49,615
		<i>Supplemental</i>	3,296	3,610	3,921	4,010	4,097
4	9, 10, 11	46,081	50,750	55,155	56,449	57,746	
		<i>Base</i>	42,566	46,878	50,948	52,142	53,341
		<i>Supplemental</i>	3,515	3,872	4,207	4,307	4,405
5	12, 13, 14	48,962	54,175	58,900	60,338	61,778	
		<i>Base</i>	45,227	50,042	54,406	55,736	57,066
		<i>Supplemental</i>	3,735	4,133	4,494	4,602	4,712
6	15, 16, 17	51,844	57,604	62,640	64,226	65,810	
		<i>Base</i>	47,888	53,209	57,862	59,326	60,790
		<i>Supplemental</i>	3,956	4,395	4,778	4,900	5,020
7	18, 19, 20	51,844	57,604	66,386	68,117	69,845	
		<i>Base</i>	47,888	53,209	61,321	62,920	64,517
		<i>Supplemental</i>	3,956	4,395	5,065	5,197	5,328
8	21+	51,844	57,604	70,132	72,004	73,443	
		<i>Base</i>	47,888	53,209	64,781	66,511	67,840
		<i>Supplemental</i>	3,956	4,395	5,351	5,493	5,603

NOTE: Supplemental funding from Proposition 301 (Classroom Site Fund) and Proposition 202 (Instructional Improvement Fund) accounts for 7.6% of the salary amount in each cell. This may result in an annual fluctuation of the supplemental salary amount in each cell. The revenue that the District receives from these two funds is based on state sales tax revenue, state land

trust sales, and gaming proceeds which fluctuate each year. The breakdown for 2013-14 is indicated in italics below each salary line on the schedule.

PROVISIONS FOR THE NEW SALARY SCHEDULE

1. All new teachers and nurses, hired for 1996-97 and thereafter, shall be placed on the New Salary Schedule.
2. A new employee with no previous experience will begin at Step 1 and remain at that step for three (3) years. New employees will be allowed up to five (5) years of outside experience credit when they are hired.
3. Employees on the New Salary Schedule shall advance vertical steps according to years credited, excluding years in which a salary freeze occurred.
4. Employees on the New Salary Schedule who are eligible to move horizontally one or more columns will do so in accordance with policy GCBA, except for years in which education increments are frozen.
5. Employees on this salary schedule shall be eligible for the District incentive bonus.
6. The contract term for employees on this schedule will begin August 1, 2013 and conclude May 23, 2014.