

DEL MAR UNION SCHOOL DISTRICT GROUP 3 - REGULAR CERTIFICATED

CERTIFICATED SALARY SCHEDULE: Effective December 1, 2008

ADOPTED BY BOARD OF TRUSTEES - January 21, 2009

STEP	<u>RANGE 1</u> BA* ANNUAL	<u>RANGE 2</u> BA + 15* ANNUAL	<u>RANGE 3</u> BA + 30* ANNUAL	<u>RANGE 4</u> BA + 45* ANNUAL	<u>RANGE 5</u> BA + 60* ANNUAL
1	\$41,848	\$44,607	\$47,375	\$50,411	\$53,442
2	\$44,303	\$47,067	\$49,835	\$52,868	\$55,903
3	\$46,766	\$49,529	\$52,293	\$55,328	\$58,360
4	\$49,220	\$51,989	\$54,754	\$57,789	\$60,821
5	\$51,683	\$54,445	\$57,214	\$60,247	\$63,281
6	\$54,141	\$56,905	\$59,672	\$62,708	\$65,737
7	\$56,601	\$59,365	\$62,131	\$65,166	\$68,199
8	\$56,601	\$61,826	\$64,593	\$67,626	\$70,662
9	\$56,601	\$61,826	\$67,053	\$70,084	\$73,116
10	\$56,601	\$61,826	\$69,513	\$72,545	\$75,581
11	\$56,601	\$61,826	\$69,513	\$75,006	\$78,039
12	\$56,601	\$61,826	\$69,513	\$75,006	\$80,501
13	\$56,601	\$61,826	\$69,513	\$75,006	\$82,956
14	\$56,601	\$61,826	\$69,513	\$75,006	\$82,956
15*	\$56,601	\$61,826	\$71,972	\$77,463	\$85,418
16	\$56,601	\$61,826	\$71,972	\$77,463	\$85,418
17	\$56,601	\$61,826	\$71,972	\$77,463	\$85,418
18	\$56,601	\$61,826	\$71,972	\$77,463	\$85,418
19*	\$56,601	\$61,826	\$74,429	\$79,923	\$87,878
20	\$56,601	\$61,826	\$74,429	\$79,923	\$87,878
21	\$56,601	\$61,826	\$74,429	\$79,923	\$87,878
22	\$56,601	\$61,826	\$74,429	\$79,923	\$87,878
23*	\$56,601	\$61,826	\$76,836	\$82,326	\$90,279
24	\$56,601	\$61,826	\$76,836	\$82,326	\$90,279
25	\$56,601	\$61,826	\$76,836	\$82,326	\$90,279
26	\$56,601	\$61,826	\$76,836	\$82,326	\$90,279
27*	\$56,601	\$61,826	\$76,836	\$82,326	\$92,739
28	\$56,601	\$61,826	\$76,836	\$82,326	\$92,739
29	\$56,601	\$61,826	\$76,836	\$82,326	\$92,739
30	\$56,601	\$61,826	\$76,836	\$82,326	\$92,739

**MASTERS DEGREE STIPEND-\$1,755 PER YEAR
PAID IN 11 MONTHS - WORK YEAR IS 184 DAYS
MAXIMUM ENTRY LEVEL IS STEP 5**

Longevity Increments are granted:

After 14 years of service	Step 15
After 18 years of service	Step 19
After 22 years of service	Step 23
After 26 years of service	Step 27

SPECIFIC FEATURES:

STRUCTURE Provides optimum incentive for continued training through:

- 1 Staggered framework which limits amount of experience credit without additional training
- 2 Non-restricted classification progression which provides greater opportunity for maximum training in areas of need for effective teaching in the modern elementary school classroom
- 3 Masters Degree incentive which provides recognition for demonstrated academic pursuit in depth
- 4 Recognizes longevity by additional increments at steps 15, 19, 23, and 27, after 14, 18, 22 and 26 years of service. Only employees completing proficiency requirements (as explained below) will be eligible to receive longevity payments.

MINIMUM & MAXIMUM - Provides for a professional salary geared to amount of experience and training

INCREMENT - Recognizes additional proficiency gained through successful classroom teaching

CLASSIFICATION - Acts as an incentive for continued training by providing a significant increase in salary

GENERAL GUIDELINES - A point of diminishing teaching effectiveness is soon reached if experience is not reinforced by continued training.

PROFESSIONAL GROWTH - The Board recognizes study as a continuing exploration of programs already present, and an exploration of programs that will provide additional choices, and will grant salary credit for the satisfactory completion of any upper division or graduate level course offered by an accredited institution which can be justified by the teacher and is approved by the District. Salary credit will not be granted for courses taken where any portion of travel or tuition is paid by the District.

Teachers shall request approval of courses by utilizing the proper form that is available in each school office. It should be completed well in advance of actual enrollment to ensure that the course is acceptable for salary credit.

Cases of disagreement as to whether or not salary credit will be granted, will be reviewed by a panel composed of: 1) two teachers appointed by the Del Mar Teachers Association, and 2) the President and Clerk of the Board of Trustees. Final determination will be made by the Board of Trustees.

PROFICIENCY REQUIREMENT - All classrooms teachers and other personnel who are on the teachers salary schedule must successfully complete at least the equivalent of three semester hours every three school years to maintain their proficiency.

NOTIFICATION - Before the end of each school year, all returning personnel who are on the teachers salary schedule are responsible for informing the District Office of possible changes in their salary placement.