

CUCAMONGA SCHOOL DISTRICT
Certificated Salary Schedule
2011/2012
Effective July 1, 2011

	<u>CLASS I</u> BA or Appropriate Credential	<u>CLASS II</u> BA + 15	<u>CLASS III</u> BA + 30	<u>CLASS IV</u> MA or BA + 45	<u>CLASS V</u> MA + 15 or BA+60	<u>CLASS VI</u> MA + 30 or BA + 75 (incl. MA)	<u>CLASS VII</u> MA + 45 or BA + 90 (incl. MA)
STEP 1							
2	\$37,766	\$39,972	\$42,185	\$44,394	\$46,601	\$48,812	\$51,028
3	\$39,604	\$41,811	\$44,025	\$46,228	\$48,440	\$50,652	\$52,862
4	\$41,437	\$43,650	\$45,856	\$48,068	\$50,277	\$52,489	\$54,698
5	\$43,271	\$45,485	\$47,693	\$49,902	\$52,115	\$54,329	\$56,535
6	\$45,111	\$47,319	\$49,533	\$51,740	\$53,955	\$56,160	\$58,373
7	\$46,946	\$49,157	\$51,363	\$53,578	\$55,786	\$58,000	\$60,206
8		\$50,991	\$53,202	\$55,414	\$57,621	\$59,835	\$62,042
9			\$55,038	\$57,246	\$59,457	\$61,666	\$63,880
10				\$59,084	\$61,296	\$63,505	\$65,717
11					\$63,130	\$65,343	\$67,552
12					\$64,970	\$67,174	\$69,391
13					\$66,802	\$69,014	\$71,229
14					\$68,641	\$70,852	\$73,058
15					\$70,478	\$72,688	\$74,896
16					\$72,311	\$74,526	\$76,734

1. This salary schedule is based on semester units:
 - a. Class I - B.A. or appropriate credential
 - b. Class II - B.A. + 15 semester or 22.5 quarter units (after B.A.)
 - c. Class III - B.A. + 30 semester or 45 quarter units (after B.A.)
 - d. Class IV - B.A. + 45 semester or 67.5 quarter units (after B.A.) or M.A.
 - e. Class V - B.A. + 60 semester or 90 quarter units (after B.A.) or M.A. + 15 semester or 22.5 quarter units (after M.A.)
 - f. Class VI - B.A. + 75 semester or 112.5 quarter units (after B.A.) including M.A., or M.A. + 30 semester or 45 quarter units (after M.A.)
 - g. Class VII - B.A. + 90 semester or 135 quarter (after B.A.) including M.A., or M.A. + 45 semester or 67.5 quarter units (after M.A.)
2. New employees shall receive credit for prior experience at one step on the salary schedule for each year of experience, up to a maximum of seven (7) steps.
3. Course credit for salary placement and movement shall be given only for post graduate, upper division or graduate coursework taken at four year colleges, universities or graduate schools which are accredited by a regional accrediting commission and listed in the current Accredited Institutions of Higher Learning published by the American Council on Education. Inservice training courses and workshops sponsored by four year colleges, universities or graduate schools (as defined above) for upper division or graduate credit can be used for salary placement and advancement.
4. At the 17th and 21st and 24th consecutive years in the District an additional \$1,215 increment will be granted.
5. Summer school teachers and Saturday school teachers shall receive 110% of the hourly rate of Class I, Step 2 of the Certificated Salary Schedule, effective beginning with the 1998 Summer School Program.
6. Selection of teachers for summer school assignment shall be based upon possession of the appropriate credential, recentness of subject matter presentation, and satisfactory evaluations. Where all of these factors are relatively equal, preference shall be given to permanent employees of the District.
7. The District will agree to fund fourteen (14) head coaches from the following sports: 7th grade football, 8th grade football, 7th grade volleyball, 8th grade volleyball, 7th grade girls basketball, 8th grade girls basketball, 7th grade boys basketball, 8th grade boys basketball, 7th grade girls track, 8th grade girls track, 7th grade boys track, 8th grade boys track, boys and girls soccer, and boys and girls softball.
8. The District will agree to fund two (2) assistant coaches for football.
9. Salary adjustments for subsequent years for all coaching positions will be based on the following formula: Head Coaches shall receive three and eighty-three one hundredths (3.83%) percent of Step 2, Column 1; Assistant Coaches shall receive two and eighty-seven one hundredths (2.87%) percent of Step 2, Column 1 of the Certificated Salary Schedule for Coaching Duties. Salary adjustments for Head Elementary Coaches shall be based on the following formula: seventy-five one hundredths (.75%) percent of Step 2, Column 1 of the Certificated Salary Schedule for coaching duties. Coaching assignments must be pre-approved by the Board of Trustees prior to the beginning of the sport season.
10. A \$500 stipend will be provided for cheerleading at Rancho Cucamonga Middle School per year.
11. Employees who are required to take over students of absent teachers, in addition to their regular assignments, shall be compensated for such duty by receiving extra compensation equal to the salary rate as set forth at Class I, Step 2 of the certificated salary schedule, prorated by the percent of the absent teacher's students assigned, as close as practicable, and the length of the assignment.
12. Beginning the 2002/2003 school year, column movement on the salary schedule shall be limited to two (2) window periods per school year with a total maximum of two columns per school year. In order to qualify for column movement, all Certificated employees who are or may become eligible for column movement must take all of the following actions and submit all the following required documentation:
 13. Complete and file with the Personnel Office a Salary Advancement Form, no later than April 15 of the preceding school year, stating the employee's intent to qualify for column movement during the subsequent school year. Certificated employees hired after April 1 may satisfy this requirement by filing their Salary Advancement Form no later than two (2) weeks following their date of hire.
 14. During the 2002-2003 school year only, to be eligible for column movement under paragraph (3) below, certificated employees must complete and file with the Personnel Office a Salary Advancement Form by January 10, 2003 stating the employee's intent to qualify for column movement.
 15. Provide all supporting records or transcripts to the Personnel Office prior to September 10 of the applicable year, in order to be eligible for column movement.
 16. Provide all supporting records or transcripts to the Personnel Office by March 10 of the applicable year, in order to be eligible for column movement effective April 1, which will be reflected on the May 1 pay warrant.
 17. If by September 10 and/or March 10, the unit member is unable to submit supporting records or transcripts verifying post-graduate units of study which are to apply toward salary advancement, official notices in the form of a grade card or letter from the college or university shall be submitted. Such temporary verification which indicate satisfactory completion of the course(s) shall be sufficient evidence to temporarily meet the above requirement. The unit member shall provide the official transcript or affidavit document to the District as soon as it becomes available.
 18. Regardless of the salaries as set forth on the certificated salary schedule, for 1988-89, the District shall pay a minimum teacher salary pursuant to the California Education Code Section 45023.4 and shall reflect that on the salary schedule by an asterisk at any listed salary below that amount, with the corresponding asterisk and footnote indicating that in any event the minimum salary shall be, in accordance with said statute, at the figures, established for this District. This provision shall be contingent upon continued state funding for this program, and shall be discontinued if said funding is not available for any reason.
 19. Staff Development and/or Curriculum Development during summer recess be compensated at the rate of 110% of the hourly rate of Class I, Step 2 of the Certificated Salary Schedule.
 20. Employees will receive one (1) additional day of sick leave for every trimester of perfect attendance. There shall be a maximum of two days per year. The employee cannot miss more than two days in the year.