

APPENDIX A

Salary Schedules

and

Offer of Employment Form

The Certificated Salary Schedule and the Early Childhood Education Salary Schedule can be found on the District Website, [www.wusd.k12.ca.us](http://www.wusd.k12.ca.us)

Floating cell per Ed code 45023.4, state mandated minimum of \$36,750 for teacher with California preliminary or professional clear credentials

step	GROUP III BA+30		GROUP IV BA + 45 or MA		GROUP V BA + 60 BA + 45 units + MA		GROUP VI BA + 75 BA + 60 units + MA		step
	per diem	annual	per diem	annual	per diem	annual	per diem	annual	
1	\$235.81	\$42,916	\$239.27	\$43,547	\$242.74	\$44,178	\$249.61	\$45,428	1
2	\$239.27	\$43,547	\$242.74	\$44,178	\$249.61	\$45,428	\$262.81	\$47,834	2
3	\$242.74	\$44,178	\$249.61	\$45,428	\$262.81	\$47,834	\$270.88	\$49,300	3
4	\$249.61	\$45,428	\$262.81	\$47,834	\$270.88	\$49,300	\$279.44	\$50,860	4
5	\$262.81	\$47,834	\$270.88	\$49,300	\$279.44	\$50,860	\$290.43	\$52,858	5
6	\$270.88	\$49,300	\$279.44	\$50,860	\$290.43	\$52,858	\$303.11	\$55,167	6
7	\$279.44	\$50,861	\$290.43	\$52,858	\$303.11	\$55,167	\$315.46	\$57,413	7
8	\$290.43	\$52,858	\$303.11	\$55,167	\$315.46	\$57,413	\$328.14	\$59,722	8
9	\$303.11	\$55,167	\$315.46	\$57,413	\$328.14	\$59,722	\$341.16	\$62,093	9
10	\$315.46	\$57,413	\$328.14	\$59,722	\$341.16	\$62,093	\$354.88	\$64,588	10
11			\$341.16	\$62,093	\$354.88	\$64,588	\$368.60	\$67,086	11
12					\$368.60	\$67,086	\$382.32	\$69,581	12
13							\$396.38	\$72,140	13
CAREER INCREMENT									
16		\$2,248	(V & VI)		\$380.96	\$69,334	\$408.73	\$74,388	16
19		\$2,373	(V & VI)		\$393.99	\$71,707	\$421.77	\$76,761	19
22		\$2,500	(V & VI)		\$407.73	\$74,207	\$435.50	\$79,261	22
25	(V)	\$2,627	\$4,374.30	(VI)	\$422.17	\$76,834	\$459.54	\$83,636	25

7 years maximum experience credit  
 182 Contract Days  
 \$1000 annual stipend for Masters  
 \$1000 annual stipend for Doctorate

Position	Days	Factor
Psychologist A	197	1.21
Psychologist B	194	1.16
Nurse A	197	1.16
Nurse B	189	1.06
Counselor, Social Worker	197	1.15
Librarian	197	1.10
Program Specialist	197	1.16
Voc Ed Specialist	197	1.16

\* 3.25% increase over 2007/2008 salary schedule effective July 1, 2013

\* 5% increase over 2014/2015 salary schedule effective July 1, 2014

Floating cell per Ed code 45023.4, state mandated minimum of \$37,669 for teacher with California preliminary or professional clear credentials

step	GROUP III BA+30		GROUP IV BA + 45 or MA		GROUP V BA + 60 BA + 45 units + MA		GROUP VI BA + 75 BA + 60 units + MA		step
	per diem	annual	per diem	annual	per diem	annual	per diem	annual	
1	\$241.70	\$43,989	\$245.25	\$44,636	\$248.80	\$45,283	\$255.85	\$46,564	1
2	\$245.25	\$44,636	\$248.80	\$45,283	\$255.85	\$46,564	\$269.38	\$49,030	2
3	\$248.80	\$45,283	\$255.85	\$46,564	\$269.38	\$49,030	\$277.65	\$50,532	3
4	\$255.85	\$46,564	\$269.38	\$49,030	\$277.65	\$50,532	\$286.43	\$52,131	4
5	\$269.38	\$49,030	\$277.65	\$50,532	\$286.43	\$52,131	\$297.69	\$54,179	5
6	\$277.65	\$50,532	\$286.43	\$52,131	\$297.69	\$54,179	\$310.69	\$56,546	6
7	\$286.43	\$52,132	\$297.69	\$54,179	\$310.69	\$56,546	\$323.35	\$58,848	7
8	\$297.69	\$54,179	\$310.69	\$56,546	\$323.35	\$58,848	\$336.35	\$61,215	8
9	\$310.69	\$56,546	\$323.35	\$58,848	\$336.35	\$61,215	\$349.69	\$63,646	9
10	\$323.35	\$58,848	\$336.35	\$61,215	\$349.69	\$63,646	\$363.75	\$66,203	10
11			\$349.69	\$63,646	\$363.75	\$66,203	\$377.82	\$68,763	11
12					\$377.82	\$68,763	\$391.87	\$71,321	12
13							\$406.29	\$73,943	13
<b>CAREER INCREMENT</b>									
16		\$2,305	(V & VI)		\$390.49	\$71,067	\$418.94	\$76,248	16
19		\$2,432	(V & VI)		\$403.84	\$73,500	\$432.31	\$78,681	19
22		\$2,562	(V & VI)		\$417.92	\$76,062	\$446.39	\$81,243	22
25	(V)	\$2,693	\$4,483.66	(VI)	\$432.72	\$78,755	\$471.03	\$85,727	25

7 years maximum experience credit  
182 Contract Days  
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Counselor, Social Worker	197	1.15
Librarian	197	1.10
Program Specialist	197	1.16
Voc Ed Specialist	197	1.16

3.25% increase over 2007/2008 salary schedule effective July 1, 2013  
5% increase over 2013/2014 salary schedule effective July 1, 2014  
2.50% increase over 2014/2015 effective July 1, 2015

Board Approved May 14, 2015

WASHINGTON UNIFIED SCHOOL DISTRICT  
SALARY SCHEDULE - DUTIES OUTSIDE PROFESSIONAL DAY/YEAR

COMPENSATION: The following compensation shall be paid to unit members filling any of the following positions which involve duties outside the professional day/year:

COACHING

High School

Director, Athletics (1.0 FTE release from classroom teaching which will not be included in site FTE allocation)

High School Coaches:

- 18 Varsity Coaches at \$2634.00
- 14 JV Head/Varsity Assistant Coaches @ \$1975.00 (Effective 7/1/2014)
- 15 Assistant Coaches @ \$1317.00 (Freshman teams)

Assignments to be allocated at site by principal and athletic director subject to Title IX criteria and CIF Affiliation.

K-8

Six coaching positions: \$ 823.12 each  
(Sport to be determined by coaching staff and league)

DEPARTMENT CHAIRPERSONS

When a chairperson/team leader is appointed by the school principal, compensation shall be as follows:

<u>Sections</u>	<u>Amount</u>	<u>Sections</u>	<u>Amount</u>
6 – 10	\$878.00	21 – 25	\$2195.00
11 – 15	\$1317.00	26 – 30	\$2546.00
16 – 20	\$1756.00	Over 30	\$2634.00

OTHER ACTIVITIES

Speech Therapists: \$2634  
An additional stipend of \$1856.60 when assigned 55 students or more.

Elementary School

Teacher-in-Charge (K-6)

1-10 days	\$ 700.00
11-14 days	\$1050.00
15 + days	\$1400.00

Student Study Team Chairperson: Hourly Summer School rate for two (2) hours per each scheduled meeting

K-8

Yearbook (year-long position – 8 months)	\$ 702.40
Drama-Schoolwide Production (4 months)	\$ 702.40
Leadership (non-class – 8 months)	\$ 702.40
Performing Music Group (4 months )	\$ 702.40

AVID Coordinator – The site AVID Coordinator will receive one (1) day of release time or one (1) day of monetary compensation at the retired substitute rate. (Effective 7/1/2012)

High School

Director, Student Activities \$2195.00 + .66 FTE release, = 2 periods per term in a 4x4 schedule (principal may augment from site FTE allocation)

Mock Trial	\$1317.00	Service Learning Coordinator	\$2195.00
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Director, Counseling	\$1756.00	Dramatic Productions	\$2195.00
Performing Music Group (2)	\$2195.00	Pep Squad	\$2195.00
Yearbook Supervision/Production	\$2195.00	School Newspaper (out-of-plant)	\$2195.00
Academic Decathlon	\$1317.00	AVID Coordinator	\$1317.00

Professional Development (Effective 7/1/2015)

K-12 Professional Development \$33.69/hour

Based on WUSD's priorities as determined by the District

This shall not preclude the District from continuing to offer professional development on a voluntary basis.

Middle School:

Basic pay rate calculation for other activities: Summer School rate x 8 hrs. per month x 10 months.

High School:

Basic pay rate calculation for other activities: Summer School rate x 10 hrs. per month x 10 months.

Consulting Teachers:

Consulting Teacher	Mandatory PAR	\$2,000 for 1 PT
Consulting Teacher	Voluntary PAR	\$2,000 for 1 PT

District Use Only SD: _____ ST: _____
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Washington Unified School District  
Offer of Employment

Name \_\_\_\_\_

Subject to final Governing Board approval, you are hereby offered employment for the 2015-2016 school year. Your salary schedule placement is Group \_\_, Step \_\_, payable in 11 installments beginning 8/31/15.

Your annual base salary shall be \$\_\_\_\_\_, based upon a full year of service and full-time position. Any placement on the salary schedule will be based on verified teaching experience, degrees and upper division or graduate units earned. Letters of verification of experience and official transcripts of college credits must be furnished by you within forty-five (45) days from the first day of your employment. If verification and / or transcripts are not received, your pay is subject to be altered to reflect the documentation on file with the District.

Your job title is \_\_\_\_\_

Your job is Full-time \_\_\_\_\_ Part-time \_\_\_\_\_ Other \_\_\_\_\_

You will be required to render service in the above-named position for such length of time during the school year as the Governing Board of the District may direct, and to supervise extra-curricular activities as directed by your supervising principal or other administrator in charge.

Your status is

Permanent. Upon acceptance of this Offer, you are hereby classified by the Governing Board as a permanent certificated employee. As such, your services for the District shall continue from year to year unless you are released or dismissed as provided by law or unless your resignation is submitted and accepted in accordance with the policies of the Governing Board.

Probationary. \_\_Prob 1 \_\_\_Prob 2  
Upon acceptance of this Offer, you are hereby classified by the Governing Board as a probationary certificated employee. As such, your services for the District shall continue from year to year unless you are released, dismissed, or non re-elected as provided by law, or unless your resignation is submitted and accepted in accordance with the policies of the Governing Board. Additionally, as a condition of your continued employment, it is understood that you will obtain on or before \_\_\_\_\_, or make significant progress toward obtaining, the following additional credentials or certifications of specialized \_\_\_\_\_ areas of competency:

Temporary. Upon acceptance of this Offer, you are hereby classified by the Governing Board as a temporary certificated employee. Your services in the above named position will terminate on n/a.  
However, under the provisions of the California Education Code, you are notified that the District may dismiss any temporary employee at any time prior to serving 75% of the school year, or at the end of the school year. Your temporary employment is based on the following education Code authorization:

Education Code 44909. You are employed to perform services in a categorically funded project (or to replace a regular teacher who is performing services in a categorically funded project), which is not required by federal or state statute. The project for which you are hired is known as:

Education Code 44920. Your employment is based on the need for additional certificated employees because a certificated employee has been granted leave for a semester or year, or is experiencing long-term illness.

Education Code 24216.5. Your employment is based on the need for additional certificated employees due to class size reduction, and allows you to be exempt from the post-retirement earnings limitation.

Offer of Employment (con't.)

- Education Code 44911. Service under an emergency credential.
- Education Code 44917. Long-term substitute.
- Education Code 44919. Short-term temporary.
- Education Code 44921. First-semester high school teachers.

If you are new to the District, this offer is expressly conditioned upon your compliance with District policy regarding tuberculosis screening and a pre-placement physical, and with state law requirements regarding criminal background checks.

If you are new to the teaching profession, you shall agree to participate in the BTSA (Beginning Teacher Support and Assessment) program provided through the District.

Employees shall notify the District, in writing, of any change of mailing address and/or telephone number prior to the effective date of such change.

This offer is made subject to the lawful rules, regulations, polices, negotiated collective bargaining agreements, and procedures approved and established by the Governing Board of the District. Employment is subject to the laws of the State of California and to the lawful rules of the State Board of Education and of the Governing Board affecting the terms and conditions of employment, as now in effect and as may hereafter be added, deleted, or amended, the same as though they had been expressly set forth herein.

This Offer of Employment is valid until July 12, 2015. If you fail to signify your acceptance within the specified period of time you shall be deemed to have declined the employment.

\_\_\_\_\_  
 Assistant Superintendent, Human Resources

\_\_\_\_\_  
 Date

Acceptance of Offer of Employment

I hereby accept the above offer of employment and the terms and conditions as herein set forth, and will report for duty as directed in this offer. I certify that I have not entered into a valid contract of employment with a school district governing board or county superintendent of schools, which will in any way conflict with my employment pursuant to this offer. I certify that I hold, or have applied for and executed an affidavit certifying that to the best of my knowledge and belief I am qualified for, the required and necessary credentials or certificates authorizing me to serve in the capacity stipulated in this offer. I also understand that it is my responsibility to obtain and register any credential required to cover my services before I can be paid for services rendered, although I may contact the District for assistance.

\_\_\_\_\_  
 Employee

\_\_\_\_\_  
 Date