

SAN JUAN UNIFIED SCHOOL DISTRICT

EXHIBIT D-1

****Credentialed Teachers/Nurses/Counselors/Speech Therapist/Librarians Salary Schedule
2013-2014 School Year**

Degree/ Education	I BA + 0 - 29 Semester Units	II BA + 30 Semester Units or MA	III BA + 45 Sem. Units or MA + 15 Sem. Units	IV BA + 75 Sem. Units or BA + 60 Sem. Units with MA or MA + 30 Sem. Units (a)	V Continuing Education Effective July 1, 1998 (b)
1	40,889	41,222	41,560	42,517	44,855
2	41,093	41,431	42,284	44,223	46,655
3	41,302	41,639	44,010	46,432	48,986
4	41,934	43,508	46,212	49,220	51,927
5	43,412	45,684	48,521	52,173	55,043
6	45,364	48,015	50,947	55,302	58,344
7	47,635	50,895	53,749	58,622	61,846
8		54,917	56,708	62,490	65,927
9			60,676	67,651	71,372
10				69,999	73,849
11				72,461	76,446

(a) Columns IV & V, Steps 10 and 11 are open only to people with a Masters OR Doctorate degree.

(b) Column V requires 150 hours of Continuing Education; must meet eligibility requirements. New hires are not eligible. Hours must be earned while employed with this district.

ANNIVERSARY/LONGEVITY INCREMENTS

For credit toward any anniversary/longevity increment, a teacher must have worked 75% of each school year.

- Two percent (2%) of the teacher's base salary after 14 years of completed service in SJUSD.
- Four percent (4%) of the teacher's base salary after 17 years of completed service in SJUSD (the 4% includes the 14-year increment).
- Eight percent (8%) of the teacher's base salary after 19 years of completed service in SJUSD (the 8% includes the 14-year and 17-year increments).

Begins With Year	Column I Step 7	Column II Step 8	Column III Step 9	Column IV Step 9	Column IV Step 10	Column IV Step 11
15	48,587.70	56,015.34	61,889.52	69,004.02	71,398.98	73,910.22
18	49,540.40	57,113.68	63,103.04	70,357.04	72,798.96	75,359.44
20	51,445.80	59,310.36	65,530.08	73,063.08	75,598.92	78,257.88
Begins With Year				Column V Step 9	Column V Step 10	Column V Step 11
15				72,799.44	75,325.98	77,974.92
18				74,226.88	76,802.96	79,503.84
20				77,081.76	79,756.92	82,561.68

OUTSIDE EXPERIENCE

Experience credit is granted for each year of properly verified certificated experience under contract requiring a regular teaching credential in grades K-12.

Years Outside Teaching Experience	Salary Step Placement
0	1
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	10(a)
10	11(a)

Salary Schedule based on 183 days

Board Approval Date: June 26, 2012

**Credentialed Teachers: Those with Preliminary, Clear, General and/or Standard Credentials



SAN JUAN UNIFIED SCHOOL DISTRICT

**Credentialed Teachers/Nurses/Counselors/Speech Therapists/Librarians Salary Schedule
2014-2015 School Year

Effective: February 1, 2015

Degree/ Education	I BA + 0 - 29 Semester Units	II BA + 30 Semester Units or MA	III BA + 45 Sem. Units or MA + 15 Sem. Units	IV BA + 75 Sem. Units or BA + 60 Sem. Units with MA or MA + 30 Sem. Units (a)	V Continuing Education Effective July 1, 1998 (b)
Steps					
1	43,196	43,548	43,905	44,916	47,387
2	43,411	43,769	44,670	46,718	49,287
3	43,632	43,988	46,493	49,051	51,749
4	44,299	45,964	48,819	51,997	54,857
5	45,861	48,261	51,258	55,116	58,148
6	47,923	50,724	53,822	58,422	61,635
7	50,323	53,766	56,781	61,929	65,335
8		58,016	59,908	66,015	69,646
9			64,099	71,468	75,399
10				73,948	78,016
11				76,549	80,759

(a) Columns IV & V, Steps 10 and 11 are open only to people with a Masters OR Doctorate degree.

(b) Column V requires 150 hours of Continuing Education; must meet eligibility requirements. New hires are not eligible. Hours must be earned while employed with this district. Column V is 5.5% of Column IV base salary

ANNIVERSARY/LONGEVITY INCREMENTS

For credit toward any anniversary/longevity increment, a teacher must have worked 75% of each school year.

- Two percent (2%) of the teacher's base salary after 14 years of completed service in SJUSD.
- Four percent (4%) of the teacher's base salary after 17 years of completed service in SJUSD (the 4% includes the 14-year increment).
- Eight percent (8%) of the teacher's base salary after 19 years of completed service in SJUSD (the 8% includes the 14-year and 17-year increments).

Begins With Year	Column I Step 7	Column II Step 8	Column III Step 9	Column IV Step 9	Column IV Step 10	Column IV Step 11
15	51,329.62	59,175.81	65,381.26	72,897.33	75,427.47	78,080.03
18	52,336.08	60,336.12	66,663.25	74,326.69	76,906.44	79,611.01
20	54,349.01	62,656.74	69,227.22	77,185.41	79,864.38	82,672.97
Begins With Year				Column V Step 9	Column V Step 10	Column V Step 11
15				76,906.68	79,575.98	82,374.43
18				78,414.66	81,136.29	83,989.62
20				81,430.61	84,256.92	87,219.99

OUTSIDE EXPERIENCE

Experience credit is granted for each year of properly verified certificated experience under contract requiring a regular teaching credential in grades K-12.

Years Outside Teaching Experience	Salary Step Placement
0	1
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	10(a)
10	11(a)

**Credentialed Teachers: Those with Preliminary, Clear, General and/or Standard Credentials

Board Approval Date: December 4, 2014

All salary and stipend schedules shall be increased by a total of 4.5%. 3.0% shall be retroactive effective July 1, 2014 and the remaining 1.5% shall begin February 1, 2015.