

See the *Certificated Salary Schedule Definitions* to determine the initial placement of new certificated employees.

PROFESSIONAL GROWTH													
		Level I		Level II		Level III		Level IV		Level V		Level VI	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
STAFF DEVELOPMENT	1	\$4,291	\$33.90	\$4,508	\$35.57	\$4,731	\$37.36	\$4,966	\$39.19	\$5,215	\$41.20	\$5,477	\$43.27
	2	4,401	34.74	4,621	36.45	4,851	38.25	5,094	40.20	5,348	42.20	5,616	44.31
	3	4,510	35.60	4,736	37.38	4,974	39.24	5,217	41.23	5,481	43.28	5,755	45.44
	4	4,624	36.46	4,855	38.30	5,097	40.23	5,351	42.23	5,621	44.37	5,902	46.59
	5	4,739	37.41	4,977	39.30	5,222	41.26	5,486	43.31	5,761	45.48	6,050	47.75
	6	4,857	38.33	5,101	40.24	5,356	42.26	5,624	44.39	5,905	46.62	6,200	48.94
	7	4,983	39.32	5,232	41.30	5,488	43.35	5,767	45.49	6,053	47.77	6,355	50.17
	8	5,106	40.29	5,359	42.29	5,629	44.45	5,907	46.65	6,204	48.95	6,516	51.40
	9	5,237	41.33	5,495	43.37	5,769	45.53	6,056	47.83	6,358	50.24	6,676	52.75
	10	5,365	42.33	5,633	44.46	5,912	46.68	6,209	49.04	6,522	51.46	6,848	54.04
	11	5,501	43.41	5,776	45.55	6,062	47.85	6,369	50.26	6,686	52.76	7,020	55.40
	12	5,638	44.48	5,919	46.70	6,216	49.05	6,525	51.48	6,852	54.07	7,194	56.77
	13	5,778	45.61	6,067	47.93	6,371	50.29	6,691	52.79	7,023	55.45	7,374	58.23
	14	5,926	46.78	6,221	49.10	6,533	51.56	6,858	54.10	7,199	56.83	7,560	59.68
	15	6,074	47.94	6,379	50.32	6,699	52.84	7,033	55.47	7,383	58.28	7,752	61.20
	16	6,226	49.13	6,537	51.59	6,867	54.15	7,209	56.85	7,568	59.74	7,946	62.73
Shaded area is applicable only to staff employed prior to 11/14/89.													

SPECIAL RATES & STIPENDS

Non-Instructional Rate	\$35.00 / hour
CTSO Advisor Standard Stipend	\$2,000 annual
CTSO Advisor Reduced Stipend	\$1,000 annual
CTSO Advisor Competition Stipend	Up to \$1,000 annual
CTSO Extended Duty Stipend	up to \$500 / event
Doctoral Degree Stipend*	\$1,000 to \$1,200 annual*
PLC Lead Teacher Stipend	\$4,000 annual

SUBSTITUTE INSTRUCTOR RATES

Full Day (4 to 6 hours)	\$165.00
Half Day (less than 4 hours)	\$82.50
Hourly Rate	\$30.00
(beyond a full-day assignment of 6 hours)	(prorated for each ¼ hour of additional service)
	\$150.00 (Full Day) or \$75.00 (Half Day)
Long-Term Rate	\$185.00 (Full Day) or \$92.50 (Half Day)
(starting on 11+ days of the same assignment)	(retroactive to first day of the same assignment)
Tier	
50+ days/ accepted assignments	\$175.00 (Full Day) or \$87.50 (Half Day)
75+ days/accepted assignments	\$180.00 (Full Day) or \$90.00 (Half Day)
100+ days/ accepted assignments	\$185.00 (Full Day) or \$92.50 (Half Day)

Note: The higher daily substitute and long-term rates are effective until 6/30/2022

Longevity Stipend* 2% starting the first month of 14th, 19th, 24th continuous service anniversary

*AR 4141, 4241, 4341: LONGEVITY: The employee must be a regular full-time or part-time employee of the ROP. Service years credited toward the longevity stipend must be continuous for an employee to receive the longevity stipend. Substitute employees, temporary employees, student workers, and career guidance specialists do not qualify for the ROP longevity stipend. Employees who have resigned from the ROP and then returned to work later may not combine total years of service to establish eligibility since the resignation date constitutes a break in service and results in a new start date for calculating total years served. A two percent stipend will start the first month after the employee's 14th, 19th, and 24th continuous service anniversary. The percentage will be computed on the employee's base monthly salary and/or hourly rate(s) of pay. Additional stipends will not be included for the calculation of the longevity stipend. For certificated and ten-month classified employees, the longevity stipend will be calculated for the regular school year and for summer assignments. DOCTORATE: An annual stipend will be awarded for an earned doctoral degree from an accredited university. The stipend is \$1,200 per year for the twelve-month employees and \$1,000 for ten-month employees. The stipend for part-time employees will be a percentage per year of the full stipend. The percentage for part-time certificated employees will be calculated on the actual weekly hours divided by thirty hours per week. The percentage for part-time classified employees will be calculated on the actual weekly hours divided by forty hours per week.



CERTIFICATED SALARY SCHEDULE DEFINITIONS

BASE SALARY COMPUTATION OF DUTY AND PREPARATION TIME

Monthly salaries on the Certificated Salary Schedule are based upon an eight-hour day, forty-hour workweek. For full-time certificated employees, this shall consist of six (6) hours per day of student contact time and two (2) hours per day of (accounted for) preparation time. For part-time certificated employees or additional duty assignments, the salary schedule is based upon twenty minutes of accounted for preparation time for each one (1) hour of student contact.

INITIAL PLACEMENT ON THE CERTIFICATED SALARY SCHEDULE

Professional Growth Level: A new certificated employee will be placed on the Professional Growth Level appropriate to the verified education and occupational work experience as listed below. The years of occupational work experience required for the Designated Subjects, Career Technical Education Credential will not be counted except in Level I. Any degree used for salary placement must be in a field directly related to the certificated assignment. Official professional development level placement will not be finalized until satisfactory proof (such as transcripts, letters verifying experience, etc.) have been received. This formal documentation must be provided within six (6) weeks of employment or the professional growth level will be adjusted to the level that matches official documentation received.

Level = Education + Occupational Work Experience			Level = Education + Occupational Work Experience		
I	HS graduate	5 years	IV	HS graduate	20 years
	AA/AS or equivalent units	3 years		AA/AS or equivalent units	18 years
	BA/BS	2 years		BA/BS	17 years
		BA/BS + 45 units		2 years	
II	HS graduate	10 years	V	HS graduate	25 years
	AA/AS or equivalent units	8 years		AA/AS or equivalent units	23 years
	BA/BS	7 years		BA/BS	22 years
	BA/BS + 15 units	2 years		BA/BS + 60 units or MA/MS	2 years
III	HS graduate	15 years	VI	HS graduate	30 years
	AA/AS or equivalent units	13 years		AA/AS or equivalent units	28 years
	BA/BS	12 years		BA/BS	27 years
	BA/BS + 30 units	2 years		BA/BS + 75 units or MA/MS	2 years

Staff Development Step: A new certificated employee will be placed on the Staff Development Step appropriate to the verified occupational work experience and teaching or counseling experience. A maximum of seven (7) years credit is granted for previous vocational or CTE teaching or counseling experience for which the individual was appropriately credentialed. A maximum of five (5) years credit may be granted at the time of initial employment for related work experience not used to obtain the Designated Subjects, Career Technical Education credential, or for Professional Growth Level placement, on the basis of:

TYPE OF OCCUPATIONAL WORK EXPERIENCE	YEARS OF OCCUPATIONAL WORK EXPERIENCE	=	YEARS OF TEACHING OR COUNSELING EXPERIENCE GRANTED
Experienced Worker (non-supervisory)	3	=	1
Supervisor, Foreman, Vocational Trainer/Teacher/Senior/Principal	2	=	1
Division Head, Professional Owner/Operator, Credentialed CTE or Vocational Teacher	1	=	1

Requirements for occupational work experience as detailed above must be verified in writing in the same manner as for the credential application. All occupational work experience is subject to review and evaluation before credit can be granted. The equivalent of one year of full time occupational work experience is 1,000 hours. Hours less than 1,000 will be pro-rated by this formula.

ADVANCEMENT ON THE CERTIFICATED SALARY SCHEDULE

The purpose of Professional Growth and Staff Development is to prepare the certificated employee to be a highly effective career technical education educator and to improve student achievement. Both offer certificated employees the ability to earn advancement on the Certificated Salary Schedule and require the creation, submission, and approval of individual plans prior to the participation or completion of any activity to be used for such pursuit.

Level Advancement = PROFESSIONAL GROWTH

In order to progress horizontally *by level* on the Certificated Salary Schedule, the certificated employee must provide evidence of the completion of fifteen (15) semester units or equivalent of activities or coursework which were previously approved by the Professional Growth Committee after initial employment. See the *Certificated Professional Growth Manual* for details.

Step Advancement = STAFF DEVELOPMENT

In order to progress vertically *by step* on the Certificated Salary Schedule, the certificated employee must have a satisfactory or better performance evaluation and evidence of the completion of a minimum of twenty (20) hours of Staff Development activities which were previously approved by the immediate supervisor and are not applicable to Professional Growth units. Staff Development activities must promote growth and knowledge specifically identified for the certificated employee and be completed on non-duty time. Credit will not be given for activities of a repetitious nature during subsequent school years. Only one vertical step will be allowed each September for certificated employees.

COMPENSATION FOR SUMMER SESSION AND/OR APPROVED ADDITIONAL DUTY HOURS

Compensation for scheduled summer session instruction and/or approved additional duty hours will be at the certificated employee's respective instructional hourly rate as listed on the Certificated Salary Schedule. Conversion of the monthly rate to the hourly rate is based on the monthly salary over a ten month period, divided by 1267 (standard hours per year).