



North Orange County Regional Occupational Program
Certificated Salary Schedule 2018-2019

Effective 07/01/2018

Salary
Range

	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
1	\$4,067	\$32.13	\$4,273	\$33.72	\$4,484	\$35.41	\$4,707	\$37.15	\$4,943	\$39.05	\$5,191	\$41.01
2	4,172	32.93	4,380	34.55	4,598	36.26	4,828	38.10	5,069	40.00	5,323	42.00
3	4,275	33.74	4,489	35.43	4,715	37.19	4,945	39.08	5,195	41.02	5,455	43.07
4	4,383	34.56	4,602	36.30	4,831	38.13	5,072	40.03	5,328	42.06	5,594	44.16
5	4,492	35.46	4,718	37.25	4,950	39.11	5,200	41.05	5,461	43.11	5,735	45.26
6	4,604	36.33	4,835	38.14	5,077	40.06	5,331	42.08	5,597	44.19	5,877	46.39
7	4,723	37.27	4,959	39.15	5,202	41.09	5,466	43.12	5,737	45.28	6,024	47.55
8	4,840	38.19	5,080	40.09	5,336	42.13	5,599	44.22	5,881	46.40	6,176	48.72
9	4,964	39.18	5,209	41.11	5,468	43.16	5,740	45.34	6,027	47.62	6,328	50.00
10	5,085	40.12	5,339	42.14	5,604	44.25	5,885	46.48	6,182	48.78	6,491	51.22
11	5,214	41.15	5,475	43.18	5,746	45.36	6,037	47.64	6,337	50.01	6,654	52.51
12	5,344	42.16	5,610	44.27	5,892	46.49	6,185	48.80	6,495	51.25	6,819	53.81
13	5,477	43.23	5,751	45.43	6,039	47.67	6,342	50.04	6,657	52.56	6,990	55.19
14	5,617	44.34	5,897	46.54	6,192	48.87	6,500	51.28	6,824	53.87	7,166	56.57
15	5,757	45.44	6,046	47.70	6,350	50.09	6,666	52.58	6,998	55.24	7,348	58.01
16	5,901	46.57	6,196	48.90	6,509	51.33	6,833	53.89	7,173	56.63	7,532	59.46

Blocked area is applicable only to staff employed prior to 11/14/89.

INITIAL SALARY SCHEDULE PLACEMENT

BA/BS Degree in field directly related to assignment.

Level	=	Education	+	Experience		Level	=	Education	+	Experience
I		HS graduate		5 years		IV		HS graduate		20 years
		AA or equiv. units		3 years				AA or equiv. units		18 years
		BA Degree		2 years				BA/BS Degree		17 years
								BA/BS + 45 units		2 years
II		HS graduate		10 years		V		HS graduate		25 years
		AA or equiv. units		8 years				AA or equiv. units		23 years
		BA/BS Degree		7 years				BA/BS Degree		22 years
		BA/BS+ 15 units		2 years				BA/BS+ 60 units		2 years
III		HS graduate		15 years						
		AA or equiv. units		13 years						
		BA/BS Degree		12 years						
		BA/BS+ 30 units		2 years						

Substitute instructor Rates:	
Regular –	\$32.13/hour
Long Term –	\$33.74/hour
Director of Nursing –	\$3,000 annual
Professional Learning	
Community Lead –	\$400 month stipend
Non-instructional Rate –	\$32/hour

In the years subsequent to initial placement, movement to the next Professional Growth Level requires evidence of the completion of 15 semester units that are approved by the Professional Growth Committee.

North Orange County Regional Occupational Program Certificated Salary Schedule Definitions

INITIAL PROFESSIONAL GROWTH LEVEL PLACEMENT

A new instructor will be placed on the level appropriate to education and vocational work experience. The years of work experience required for the vocational credential will not be counted except in Level I. BA/BS degree must be in directly related field to teaching assignment. Unrelated degrees do not count.

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.

INITIAL STAFF DEVELOPMENT STEP PLACEMENT

1. A maximum of seven (7) years credit is granted for previous vocational teaching experience for which the individual was vocationally credentialed.
2. 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 vocational credential, or for Professional Growth Level placement, on the basis of:

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

Requirements for experience as detailed above must be verified in writing in the same manner as for credential application. Any employment less than six (6) months with a single employer is subject to review and evaluation before credit can be granted. Equivalent of one year of full time is 2,000 hours. Hours less than 2,000 will be pro-rated by this formula.

PROFESSIONAL GROWTH LEVEL ADVANCEMENT

In order to progress horizontally on the Salary Schedule, certificated staff must complete fifteen (15) semester units of approved professional growth after employment. See Professional Growth Program for Certificated Staff for details.

STAFF DEVELOPMENT STEP ADVANCEMENT

In order to progress vertically on the salary schedule, certificated staff must have a satisfactory or better performance evaluation and a minimum of twenty (20) hours of staff development activities approved by immediate supervisor (not applicable to Professional Growth units).

1. Activity participated in cannot be earned during North Orange County ROP scheduled assignment and must either be required or endorsed by North Orange County ROP (such as internal inservice programs or CAROC/P conferences). Satisfactory verification must be provided not only for hours of attendance in specific workshops but for title and content also (e.g. conference agenda).

Hours must be earned in activities that will enable growth in knowledge and experience as it relates to the assignment. Credit will not be given for activities of a repetitious nature during subsequent school years.

2. One vertical step will be allowed each September for full-time monthly certificated staff and for part-time certificated staff who worked an average of 20 hours or more per week during the previous school year; all other part-time hourly certificated staff will be eligible for one vertical step every other year if they meet the above criteria.

COMPENSATION FOR SUMMER SESSION AND/OR APPROVED EXTRA DUTY HOURS

Compensation for scheduled summer session instruction and/or approved scheduled extra-duty hours will be at the hourly rate listed for the appropriate level. 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).

BASE SALARY COMPUTATION/PREPARATION TIME

Monthly salaries on the Wage and Salary Schedule are based upon an eight hour day/forty-hour work week. For certificated instructional employees this shall consist of six hours per day of student contact time and two hours per day of (accounted for) preparation time. For part-time instructors and extra hour assignments, the salary schedule is based upon twenty minutes of (accounted for) preparation time for each hour of student contact. Monthly salaries of full-time certificated non-instructional-professional/technical positions are based upon an eight hour day/forty-hour work week.

TWELVE MONTH EMPLOYEES

The decision to place individuals on twelve month contract with 225 scheduled duty days will be determined by North Orange County ROP.