

SANTA BARBARA SCHOOL DISTRICTS

720 Santa Barbara Street
Santa Barbara, California 93101

SALARY SCHEDULES FOR CERTIFICATED PERSONNEL – 2011-12 Effective 7/1/08 - 3% + Compaction (including additional \$1000 at Step 23)

SCHEDULE I: Certificated Personnel other than Administrative Management and Children's Center employees. (Schedule I applies to teachers, librarians, nurses, counselors, etc. For Children's Centers, see Children's Center Schedules.)

BASIC SCHEDULE (06): 185 Working Days

STEP	CLASS I (BA + less than 45 units)	CLASS II (BA + 45 - 59 units)	CLASS III (BA + 60 units)
1	43,986	46,152	49,036
2	45,793	47,955	51,202
3	47,595	49,754	53,364
4	49,397	51,558	55,531
5	51,202	53,364	57,687
6	53,364	55,523	59,848
7	55,531	57,685	62,013
8	57,687	59,848	64,544
9	59,848	62,013	67,062
10	62,626	64,794	69,588
11			72,722

Salaries listed below are the last salary step in the classes above, compaction from the 2007-08 school year plus the career increment on page 2. Step 23 includes an additional \$1000.

*15	63,853	66,022	73,948
*19	65,689	67,856	75,784
*23	69,758	71,926	79,853

TRAINING CLASSES (EXCEPT FOR SCHOOL NURSES):

CLASS I: Certificated personnel with a Bachelor's Degree or a Designated Subject credential and less training than a Bachelor's Degree and less than 45 semester units (67-1/2 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.

CLASS II: Certificated personnel with between 45 and 59 semester units (67- 1/2 to 89-1/2 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee; and with Bachelor's Degree plus regular Class A Vocational Arts Credentials.

CLASS III: Certificated personnel with 60 semester units (90 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.

***CAREER INCREMENTS (C.I.):** Career increments shall be paid annually upon attainment of the following number of years of credited service:

	Index Rate	Increment
15th year of credited service	.02794	1,228
19th year of credited service	.06965	3,063
23rd year of credited service	.16213	7,132

Master's Degree: Certificated employees holding Master's Degrees shall receive **\$845** in addition to their respective salaries. (.0192 of Class I, Step I)

Doctor's Degree: Certificated employees holding earned Doctor's Degrees shall receive **\$1560** in addition to their respective salaries. (.022 of Class III, Step 11)

EXPERIENCE CREDIT (except for school nurses): Experience credit for initial placement on the basic salary schedule shall be limited to seven years, and may consist of:

1. Approved teaching experience ** A year's credit requires at least a 60% assignment for 75% of a school year. Parts of years are not added together to make a year, except that two consecutive, full semesters of service may constitute one year of experience.
2. One year of credit for each 750 hours of teaching experience as a home-hospital teacher, done under the authorization of a regular teaching credential, and since July 1, 1962.
3. One year of credit for each full twenty-four calendar months of active military service, to a maximum of three years credit (for six years of service). Teaching experience in military service that appears to be relevant to the teacher's classroom assignment may be credited as teaching experience rather than as military service.

**** Experience Credit** --Approved teaching experience shall include service performed in District Children's Centers. Counselors and other guidance personnel: Credit for initial placement on the salary schedule shall be limited to a maximum of seven years, and may consist of approved full-time psychological or social work experience in conjunction with children.

TRAINING CLASSES FOR SCHOOL NURSES:

- CLASS I: Nurses with B.S., R.N., or P.H.N.; or less than 30 units (45 quarter units) of upper division or graduate work, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.
- CLASS II: Nurses with P.H.N. and 15 semester units (22-1/2 quarter units) of upper division or graduate work after completing requirements for Class I; or 45 semester units (67-1/2 quarter units) of upper division or graduate work after completing the requirements for Class I; said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.
- CLASS III: Nurses with P.H.N. and 45 semester units (67-1/2 quarter units) of upper division or graduate work after completing the requirements for Class I; or 60 semester units (90 quarter units) of upper division or graduate work after completing the requirements for Class I, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.

EXPERIENCE CREDIT FOR SCHOOL NURSES: Experience credit for initial placement on the salary schedule shall be limited to seven years and may consist of:

1. Approved nursing experience (public health, pediatric, school nurse).
2. One year of credit for each full twenty-four calendar months of active military service, to a maximum of three years' credit (for six years of service.) Nursing experience in military service that appears to be relevant to school nursing may be credited as nursing experience rather than as military service.

CLASS-TRANSFER INFORMATION: Credits earned and submitted for credit toward transfer to the next highest training class on the basic salary schedule shall be evaluated on the following basis:

1. Their application toward a plan developed by the Class Transfer and Leave Committee, said plan to be filed with the Committee by March 1 of the school year preceding the effective date of the transfer.
2. Full credit for allowable units earned after employment and/or within five years immediately preceding employment in the school system.
3. One half-credit for allowable units earned more than five years prior to employment in the school system.
4. One semester unit allowed for each 15 hours attendance in in-service courses set up under the Santa Barbara School Districts. (Not more than 2/3 of the units for any transfer may be in-service courses.)

When transferring to a higher salary class, the employee may move to the new class in addition to advancing one step for the previous year's experience credit. IN NO EVENT SHALL AN EMPLOYEE BE ADVANCED MORE THAN ONE STEP INCREMENT IN ONE YEAR.

SERVICE INCREMENTS: Each employee shall be advanced one-step increment at the beginning of each school year, with the following provisions:

1. In order to be granted an annual increment, the principal or department head shall certify to the Personnel Administrator that the employee's services for the year have been satisfactory.
2. A person who serves less than 75% of the number of days in the contract year for his position shall not be granted an increment for the following year.
3. An employee who works less than a 60% time assignment shall not be granted an increment for the following year. (For employees who continue on part-time assignments over a period of years, this may be interpreted in relation to the current time assignment as compared to the previous years' time assignments.)

INDEX RATES: All salaries for hourly personnel, department chairpersons, summer school teachers, and others not on the basic schedule shall be determined by the index rates based on the minimum (Class I, Step 1) of the basic salary schedule.

TIME FACTOR: All certificated personnel who work beyond the number of days regular teachers are required to be on duty shall be paid by using the following time factor times their salary:

1.025 - 5 days	1.15 - 27 days
1.050 - 9 days	1.20 - 36 days
1.075 - 14 days	1.25 - 48 days
1.10 - 18 days	

SALARY RATES FOR HOURLY CERTIFICATED PERSONNEL:

	Index Rate	Hourly Rate
Summer Session and other classroom teachers paid on hourly basis	.001016	44.68
Curriculum Workshop Personnel	.000846	37.21

SALARY FOR INDIVIDUAL SEMESTER CLASS:

Teachers assigned additional classes above their regular assignment will be paid 1/5 pro rata salary for each additional period they teach. Such assignments shall be made only to alleviate problems with class schedules and/or class size.

SPLIT ASSIGNMENT: other than itinerant by definition (i.e., at least two different sites) shall be compensated at the per semester stipend plus appropriate mileage. The stipends are as follows:

<u>Zone</u>		<u>Semester Stipend</u>
1	SBJHS <-> SBHS La Cumbre <-> SBHS	\$572
2	La Colina <-> La Cumbre SBJHS <-> La Cumbre SMHS <-> La Colina La Colina <-> GVJHS SMHS <-> La Cumbre GVJHS <-> DPHS	\$711
3	La Colina <-> DPHS GVJHS <-> La Cumbre La Colina <-> SBJHS SMHS <-> SBJHS DPHS <-> SMHS La Colina <-> SBHS SMHS <-> SBHS	\$914
4	DPHS <-> La Cumbre GVJHS <-> SBHS GVJHS <-> SBJHS	\$1085
5	DPHS <-> SBJHS DPHS <-> SBHS	\$1258

SALARY DIFFERENTIALS FOR SPECIAL CERTIFICATED ASSIGNMENTS:

Position	No. Positions in Dept.	Index Rate	Differ-ential	Annual Service
Department Chairpersons, Head Counselors, & other Chairpersons: Special Ed., Pupil Personnel	1-14 periods 15-29 " 30-54 " 55 & more "	.0271 .0542 .0677 .0814	1,192 2,384 2,978 3,580	T.Y.* T.Y. T.Y. T.Y.
G.A.T.E. Site Coordinator, Secondary Curriculum Coordinator Chair, Secondary Curriculum Coordinator, Elementary Head Teacher, Alternative/Continuation Teacher-in-Charge Stipend, Elementary		.0542 .0542 .0379 .1124 .0189	2,384 2,384 1,667 4,944 831	T.Y. T.Y. T.Y. T.Y. T.Y.

**note: at this time there is no curriculum council to pay a stipend to.

Student Study Team (Elem. and Secondary):

Max. of 3 for schools of less than 450 enrollment.	.0255	1122	T.Y.
" " 4 " " " 450 to 600 enrollment.	.0255	1122	T.Y.
" " 5 " " " more than 600 enrollment	.0255	1122	T.Y.

* T.Y. means the number of days regular teachers are required to be on duty.

****Elementary Curriculum Coordinator will receive a \$539 stipend for four meetings per school year. One coordinator per school**

POSITION DIFFERENTIALS:

	Position Factor	Index Rate	Differential
Counselor			
Psychometrist	1st year	.0492	2,164 for assigned service year
Social Worker/ Attendance Worker	"X" 2nd year 3rd year	.0656 .0820	2,885 " " " " 3,607 " " " "
Asst to Administrator Children's Centers			
Psychologist	"Y"	.2830	12,448 " " " "

SALARY

(Position on Basic Schedule + Appropriate Position Differential) x Time Factor + Career Increment + Master's Degree Stipend + Doctor's Degree Stipend + Special Assignment Differential.

PAYMENTS: Salary warrants are generally issued on the last workday of the calendar month. There are two choices of payment plan:

1. **12-payment plan:** 16.67% will be withheld each month (September – June) from your net pay. Prior to the 16.67% being withheld, you pay taxes and retirement on 1/10 of your gross salary each month. The withholding will be paid in two equal payments in July and August.
2. **10-payment plan:** 10 equal payments, September through June.

Salary for Partial Year:

Any partial payments for persons working less than a full year shall be made on the basis of the ratio of days worked to the days in the contract year. (The annual salary is divided by the number of days in the employee's contract year; this daily rate is multiplied by actual days worked.)
 EXCEPTION: A person who serves a complete semester shall receive not less than one-half of the established annual-rate.

SCHEDULE II: Child Development Certificated Personnel Programs

Child Development/Children’s Centers and School Age (08): 225 Working Days

Step	Class I (BA)	Class II (BA + 15)	Class III (BA + 30)	Class IV (BA +45)
1	34,486	36,556	38,625	40,691
2	36,424	38,282	40,351	42,425
3	37,934	40,005	42,076	44,145
4	39,661	41,727	43,802	45,867
5	41,382	43,453	45,526	47,594
6	42,832	45,176	47,247	49,315
7	44,834	46,904	48,975	51,039
8	46,904	48,975	51,039	53,109
9	48,974	51,039	53,109	55,179
10	51,624	53,692	55,180	57,253
11			57,253	59,320
12			59,905	61,961

Salaries listed below are the last salary step in the classes above, compaction during 2007-08 agreement and the career increment from page 8. Step 23 reflects an additional \$1000.

*15	52,802	54,870	61,083	63,139
*19	54,560	56,628	62,841	64,897
*23	57,908	59,976	66,189	68,245

**Child Development/State Preschool Teachers (09) and Child Development/PACE Program (07)
185 Working Days**

Step	Class I (BA)	Class II (BA + 15)	Class III (BA + 30)	Class IV (BA + 45)
1	28,354	30,057	31,759	33,457
2	30,058	31,474	33,177	34,878
3	31,194	32,894	34,595	36,297
4	32,610	34,306	36,014	37,712
5	34,025	35,729	37,491	39,135
6	35,443	37,144	38,849	40,548
7	36,861	38,564	40,265	41,965
8	38,564	40,265	41,965	43,668
9	40,265	41,965	43,667	45,369
10	42,549	44,252	45,369	47,072
11			47,072	48,772
12			50,745	51,054

Salaries listed below are the last salary step in the classes above plus the career increment from page 8. Also, Step 23 includes an additional \$1000.

*15	43,727	45,430	51,923	52,232
*19	45,485	47,188	53,681	53,990
*23	48,833	50,536	57,028	57,338

TRAINING CLASSES

- CLASS I: Bachelor's Degree
 (a) Persons with less than 90 semester units of college work will be placed in Class I, but may not advance beyond step 4.
 (b) Persons with 91-120 semester units of college work will be placed in Class I, but may not advance beyond step 7.
 c) Bachelor's Degree and less than 15 semester units.
- CLASS II: 15 semester units of upper division or graduate work after completion of the Bachelor's Degree.
- CLASS III: 30 semester units of upper division or graduate work after completion of the Bachelor's Degree.
- CLASS IV: 45 semester units of upper division or graduate work after completion of the Bachelor's Degree.

CAREER INCREMENTS: Career increments shall be paid annually upon attainment of the following number of years of credited service:

	Index Rate	Increment
15th year of credited service	.01694	1,178
19th year of credited service	.05104	2,936
23rd year of credited service	.10203	6,284

MASTER'S DEGREE: Children's Center employees holding Master's Degrees shall receive **\$793** in addition to their respective salaries. (.023 of Class I, Step 1)

EXPERIENCE CREDIT: Experience credit for initial placement on the salary schedule shall be limited to a maximum of five years, and may consist of:

1. Approved experience in a licensed nursery school or children's center program
2. Approved teaching in an elementary school.
3. Approved paid experience in a college or demonstration nursery or child-care program.

SALARY DIFFERENTIALS: (based on 12-month annual service)

Basic Salary Plus:	Head Teacher	.10877 x Class I, Step 1	3,751
	Health Coordinator	.0735 x Class I, Step 1	2,535
	C.C. Coordinator	.3000 x Class I, Step 1	10,346
	Preschool Coordinator	.15 x Class I, Step I (185-day schedule)	4,253
	PACE Coordinator	.15 x Class I, Step I (185-day schedule)	4,253

CURRICULUM WORKSHOP/HOURLY TEACHING PERSONNEL: **40.63 per hour**

EXTENDED TIME: Regularly employed teachers who work extended time will be paid at their regular contract rate. Fringe benefits that are provided for contract employees will **not** be increased because of extended time.

CLASS TRANSFER INFORMATION: Credits earned and submitted for credit toward transfer to the next highest training class on the basic salary schedule shall be evaluated on the following basis:

1. Their application toward a plan developed by the Class Transfer and Leave Committee, said plan to be filed with the Committee by March 1 of the school year preceding the effective date of transfer (the following July 1).
2. Full credit for allowable units earned after employment and/or within five years immediately preceding employment in the school system.
3. One-half credit for allowable units earned more than five years prior to employment in the school system.

EXHIBIT "C"

CO-CURRICULAR ACTIVITIES	ANNUAL STIPEND
Academic Decathlon	1,600
Activity Director (High School)	3,001
Activity Director (Jr. High School)	1,532
Athletic Director (paid per season)	4,122
Sr. High Band	3,994
Sr. High Band Assistant	2,797
Jr. High Band	3,001
Jr. High Band Assistant	1,998
Baseball (Head)	3,395
Baseball (Asst)	1,998
Basketball (Head)	3,595
Basketball (Asst)	2,200
Cheer Leaders	3,001
Sr. High Choir (Choral)	3,595
Sr. High Choir (Choral) – Asst	1,798
Jr. High Choir (Choral)	1,998
Jr. High Choir (Choral) - Asst	1,798
Musical Accompanist (Choral)	1,746
Cross Country (Head)	2,799
Cross Country (Asst)	1,600
Dance	2,600
Drill Team	2,799
Jr High Drill Team	1,600
Economics Coach	1,600
Football (Head)	3,994
Football (Head Freshman)	1,600
Football (Asst)	2,799
Football (Soph)	2,799
Football (Freshman Asst)	1,130
Freshman Sports (Head Coach)	1,200
Golf (Head)	2,394
Golf (Asst)	1,200
Jr. High ASB Advisor	1,130
Math Team	1,600
Mock Trial	1,600
Newspaper	2,799
Noon Supervision	2,738

CO-CURRICULAR ACTIVITIES**ANNUAL STIPEND CONTINUED**

Robotics (Head)	3,199
Robotics (Asst)	1,400
Soccer (Head)	3,199
Soccer (Asst)	1,804
Softball (Head)	3,395
Softball (Asst)	1,998
Speech	2,600
Stage, Choreographer	2,397
Stage, Musical Director	2,397
Stage, Technical Director	2,397
Swimming (Head)	3,199
Swimming (Asst)	1,804
Tall Flags	1,130
Tennis (Head)	2,600
Tennis (Asst)	1,200
Sr. High Theater	3,994
Jr. High Theater	3,001
Track (Head)	3,595
Track (Asst)	2,202
Volleyball (Head)	2,799
Volleyball (Asst)	1,400
Water Polo (Head)	2,799
Water Polo (Asst)	1,600
Wrestling (Head)	3,395
Wrestling (Asst)	1,600
Sr. High Yearbook	2,600
Jr. High Yearbook	1,600