

6/12/2024
TM
 6/14/24

Delano Joint Union High School District Certificated Salary Schedule
 .75% Increase Effective July 01, 2024

Appendix A

| Years | 1 BA+30 | 2 BA+45 | 3 BA+60 | 4 BA+75 | 5 BA+90 |
|-------|------------|------------|------------|------------|------------|
| 1 | \$ 62,451 | \$ 63,161 | \$ 67,025 | \$ 70,890 | \$ 74,750 |
| 2 | \$ 62,451 | \$ 65,672 | \$ 69,540 | \$ 73,399 | \$ 77,262 |
| 3 | \$ 64,324 | \$ 68,187 | \$ 72,046 | \$ 75,911 | \$ 79,777 |
| 4 | \$ 66,835 | \$ 70,697 | \$ 74,561 | \$ 78,423 | \$ 82,286 |
| 5 | \$ 69,343 | \$ 73,207 | \$ 77,072 | \$ 80,933 | \$ 84,793 |
| 6 | \$ 71,858 | \$ 75,720 | \$ 79,582 | \$ 83,448 | \$ 87,310 |
| 7 | \$ 74,365 | \$ 78,232 | \$ 82,093 | \$ 85,956 | \$ 89,822 |
| 8 | \$ 76,878 | \$ 80,740 | \$ 84,606 | \$ 88,467 | \$ 92,331 |
| 9 | \$ 79,387 | \$ 83,251 | \$ 87,114 | \$ 90,980 | \$ 94,841 |
| 10 | \$ 81,900 | \$ 85,768 | \$ 89,629 | \$ 93,489 | \$ 97,356 |
| 11 | \$ 84,413 | \$ 88,277 | \$ 92,139 | \$ 96,002 | \$ 99,932 |
| 12 | \$ 86,924 | \$ 90,785 | \$ 94,649 | \$ 98,515 | \$ 102,376 |
| 13 | \$ 89,436 | \$ 93,298 | \$ 97,159 | \$ 101,023 | \$ 104,887 |
| 14 | - | \$ 95,809 | \$ 99,671 | \$ 103,534 | \$ 107,398 |
| 15 | - | - | \$ 102,182 | \$ 106,044 | \$ 109,910 |

| | | |
|-------------------|-----------|--------------------|
| Longevity: | | Total Long. |
| 20/5% | \$ 3,122 | |
| 25/10% | \$ 6,245 | \$ 9,368 |
| 30/20% | \$ 12,490 | \$ 21,858 |

| | | |
|-----------|----------|----------|
| Master's | \$ 2,810 | |
| Doctorate | \$ 5,621 | \$ 8,431 |

Counselors, Child Development Director

Compensation for additional time beyond the contractual work year: 9 days @ daily rate

Students Activities Director-Comprehensive Sites

Compensation for additional time beyond the contractual work year: 9 days @ daily rate

Day-Time Adult Education Teachers w/BA only

\$ 53.04 an hour

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6/12/2024

| CTE Salary Schedule 2024-2025 | | | | | | |
|---|--------------|--|---------------|--|------------|------------|
| Effective July 01, 2024 | | | | | | |
| | <u>BA+30</u> | | <u>Hourly</u> | | <u>80%</u> | <u>90%</u> |
| 1 | \$62,451 | | \$45.50 | | \$36.40 | \$40.94 |
| 2 | \$62,451 | | \$45.50 | | \$36.40 | \$40.94 |
| 3 | \$64,324 | | \$46.87 | | \$37.50 | \$42.18 |
| 4 | \$66,835 | | \$48.69 | | \$38.95 | \$43.83 |
| 5 | \$69,343 | | \$50.53 | | \$40.42 | \$45.48 |
| 6 | \$71,858 | | \$52.36 | | \$41.89 | \$47.12 |
| 7 | \$74,365 | | \$54.18 | | \$43.34 | \$48.76 |
| 8 | \$76,878 | | \$56.02 | | \$44.81 | \$50.42 |
| 9 | \$79,387 | | \$57.84 | | \$46.27 | \$52.06 |
| 10 | \$81,900 | | \$59.67 | | \$47.74 | \$53.71 |
| Hourly rates based on 183 work days, 7.5 hours per day, and BA+30 steps 1-10 of Appendix A | | | | | | |

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APPENDIX B

SALARY PAYMENT FOR ADDITIONAL PAID STIPENDS

Effective 2023-2024 School Year

Based on \$39,402.00 - increased by 6.5% (\$41,963)

Adult Education Evening Based on \$41,374-increased by 6.5% (\$44,063.7)

| | | | |
|---|------------|------------|---|
| Required Service Beyond the Regular School Day | 0.00125 | \$52.45 | /hour |
| FCCLA Advisor | 0.07 | \$2,937.41 | |
| FBLA Advisor | | | |
| MESA Advisor | | | |
| HOSA Advisor (Must have a CTE Health and Medical Technology Credential) | | | |
| Counselors: (in lieu of lunch period for availability to Students during student lunch periods) | 0.0006875 | \$26.86 | /session |
| Home Instruction | 0.001 | \$41.96 | /hour |
| Adult Education Evening* | 0.001 | \$44.06 | /hour |
| Curriculum Development, | 0.00125 | \$52.45 | /hour |
| Tutorial, Athletic Team Supervisor | | | |
| Staff Substitution | | \$50.00 | /hour |
| Noon Intramural (39 minutes) | 0.00081241 | \$34.09 | /session |
| Noon Detention (30 minutes) | 0.00062488 | \$26.22 | |
| Noon Detention (43 minutes) | 0.0008058 | \$27.59 | |
| After School Detention (30 minutes) | 0.00062488 | \$26.22 | /session |
| After School Detention (55 minutes) | 0.0011462 | \$48.10 | /session |
| Saturday School | 0.00125 | \$52.45 | |
| Program Directors (per contractual work year Child Development, State Pre-School) | 0.10 | \$4,196.30 | |
| <u>Co-Curricular Activities: (per fiscal year):</u> | | | |
| Newspaper | 0.07 | \$2,937.41 | |
| Yearbook/Newspaper (VHS) | 0.04 | \$1,678.52 | |
| Drama without Musical(s) or With Musicals | 0.007 | \$2,937.41 | |
| Band Director | 0.09 | \$3,776.67 | |
| Choral w/o Musical(s) w/ Musical(s) | 0.07 | \$2,937.41 | |
| Student Activities Director (comprehensive site) | 0.09 | \$3,776.67 | |
| Academic Decathlon | 0.15 | \$6,294.45 | |
| Chief | 0.07 | \$2,937.41 | |
| Assistant | 0.03 | \$1,258.89 | |
| Cheerleading | 0.12 | \$5,035.56 | |
| Forensics | 0.07 | \$2,937.41 | |
| Yearbook | 0.07 | \$2,937.41 | |
| Recreation Supervisor (VHS) | 0.05 | \$2,098.15 | |
| History Day Coach | 0.04 | \$1,678.52 | |
| Color Guard Director | 0.07 | \$2,937.41 | |
| Mock Trial Teacher Coach | 0.07 | \$2,937.41 | |
| | | | <u>DEPARTMENT CHAIR (COMPREHENSIVE SCHOOL</u> |
| | | | .10 \$4,196.30 /fiscal year |
| | | | Agriculture Mathematics |
| | | | Art Music |
| | | | Business Education P.E. - Boys |
| | | | Counseling P.E. - Girls |
| | | | English Science |
| | | | ELD State Requirements |
| | | | Homemaking Special Education |
| | | | Industrial Arts Social Studies |
| | | | Foreign Language |

DELANO JOINT UNION HIGH SCHOOL DISTRICT TEACHERS' ASSOCIATION AGREEMENT 2023-2026

Handwritten signature and date: 6/12/24

| | | | | | |
|----------------------------|-------------------------|-------|------------|------------------------------------|----------------------|
| <u>COACHING</u> | | 0.135 | \$5,665.01 | | |
| Head Varsity Football | | | | JV Head Frosh Assistant Varsity | 0.09 \$3,776.67 |
| Head Varsity Basketball | Head Varsity Volleyball | | | | |
| Head Varsity Baseball | Head Varsity Softball | | | | 0.12 \$5,035.56 |
| Head Varsity Track | Head Varsity Wrestling | | | | |
| <u>Head Varsity Coach:</u> | | 0.10 | \$4,196.30 | | |
| Golf | | | | | |
| Soccer | | | | | |
| Swimming | | | | | |
| Tennis | | | | | |
| Cross Country | | | | | |
| Water Polo | | | | | |
| Assistant JV Coach | | 0.08 | \$3,357.04 | | |
| Assistant Frosh Coach | | | | | |

WASC

WASC Focus on Learning Chair (Comprehensive and Alternative):

Accreditation On Year Stipend: 0.11203795 x base = \$4,701.45
 Period Assignment: 1 period WASC assignment

Accreditation Off Year Stipend: 0.10 x base = \$4,196.30
 Period Assignment: None

Accreditation "Mid-Year" Stipend: 0.10 x base = \$4,196.30
 Period Assignment: one period WASC assignment for one semester immediately prior to a review. [Fall/Spring, semester before a review to be determined by the WASC Focus Chair and Site Principal. In case of a tie, the superintendent will make the determination.]

WASC Focus Group Chairs (Comprehensive and Alternative):

On Year Stipend: 0.10 x base = \$4,196.30
 Off Year Stipend: 0.05 x base = \$2,098.15
 Mid-Term Review Year Stipend: 0.075 x base = \$3,147.23

Dual Enrollment Teacher Stipend

\$500 for the first section taught and \$300 for each additional section per semester

Teacher Induction Program Stipends

Mentor: **\$1,600** per assigned probationary teacher.
 The maximum caseload of a Teacher Induction Support Provider shall be two (2) probationary teachers unless no other qualified support providers are available to serve.

Lead Mentor: \$2,300

Limited Emergency Permits Mentor Stipend: **\$1,600** per assigned intern teacher.
 The maximum caseload of a limited emergency permits shall be two (2) probationary teachers unless no other qualified support providers are available to serve.