

**REDLANDS UNIFIED SCHOOL DISTRICT
CERTIFICATED BARGAINING UNIT BASIC SALARY SCHEDULE
FISCAL YEAR 2015-16**

BOARD APPROVED DATE: March 3, 2015

EFFECTIVE DATE: December 1, 2014

5.00%

STEP	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
	BA	BA + 15	BA + 30 or MA	BA + 45 or MA + 15	BA+ 60 INCL. MA or Dr. or MA + 30	BA+ 80 INCL. MA or Dr. or MA + 50
1	43,473	46,170	48,849	51,532	54,224	55,851
2	45,633	48,414	51,194	53,963	56,734	58,436
3	47,814	50,670	53,526	56,398	59,264	61,042
4	49,983	52,924	55,874	58,823	61,777	63,630
5	52,150	55,180	58,218	61,257	64,299	66,228
6	54,318	57,442	60,560	63,690	66,819	68,823
7	56,487	59,699	62,891	66,122	69,319	71,399
8	58,654	61,952	65,253	68,547	71,842	73,998
9	60,820	64,200	67,593	70,972	74,362	76,593
10	62,996	66,471	69,934	73,403	76,873	79,178
11	65,163	68,718	72,281	75,835	79,385	81,767
12	67,337	70,974	74,624	78,264	81,907	84,364
13		73,232	76,961	80,690	84,432	86,964
14		75,485	79,304	83,125	86,947	89,556
18	68,646	76,915	80,851	84,790	88,731	91,393
22	69,954	78,339	82,397	86,454	90,518	93,234
26	71,261	79,767	83,942	88,120	92,306	95,074
30	72,571	81,194	85,490	89,786	94,089	96,912

(maximum initial placement = step 11)

ADDITIONAL STIPENDS

Doctorate - Add 3.5% of Step Placement for earned doctorate.

Special Education - Add \$1,000 for full time or proportion of \$1,000 as assignment bears to full time.

Elementary Combination Class Teacher - Add \$1,000 for full time or proportion of \$1,000 as assignment bears to full time.

Speech Language Therapist/Pathologist/Specialist - Add \$1,000 for full time/proportion of \$1,000 as assignment bears to full time.

JOB RATIO AND WORK YEAR ADJUSTMENTS:

Classroom Teachers (185 days)	1.00	Counselors (195 days)	
School Psychologist (197 days)	1.20	2 periods of counseling	1.04
(Minimum Entry Level E-3)		3 periods of counseling	1.06
School Nurse (197 days)	1.20	4 periods of counseling	1.08
Speech and Language Specialist	1.00	5 (or more) periods of counseling	1.10
(185 days* Traditional sites only)		Middle School Counselors**	
Speech and Language Specialist			
(185 days + 10 days YRE sites)		Library Media Teacher (185 days)	1.00
Special Education Teacher		High School * *	
(185 days + 15 days YRE sites)		Middle School * *	

May be allowed to work additional days at a per diem rate if, in the judgement of the administration, the work load warrants

* = 5 days

** = 10 days

**REDLANDS UNIFIED SCHOOL DISTRICT
CERTIFICATED HOURLY SALARY SCHEDULE
FISCAL YEAR 2015-16**

Board Approved Date: March 3, 2015
Effective Date: December 1, 2014

Hourly Rate
Salary Increase : 5%

Single Period Substitute Coverage	\$34.82
Extra Period Assignment	\$36.28
Miscellaneous	\$34.82
Summer School (2013)	\$39.38
Hourly Student Instruction	\$39.38
P.A.R. Panel Teacher Members	\$39.38
Home Teacher	\$41.24
R.I.S.E. Certificated	
H.E.L.P. Certificated	
R.I.S.E. Counselor	\$45.41

ADULT EDUCATION SALARY SCHEDULE

Effective Date: December 1, 2014

Hourly Rate
Salary Increase : 5%

Single Period Substitute Coverage	\$32.89
Miscellaneous	\$32.89

STEP	HIGH SCHOOL DIPLOMA	AA/AS DEGREE	BA/BS DEGREE	MA/MS DEGREE
1	\$ 34.07	\$ 35.77	\$ 37.55	\$ 39.46
2	\$ 35.10	\$ 36.83	\$ 38.68	\$ 40.64
3	\$ 36.15	\$ 37.95	\$ 39.84	\$ 41.85
4	\$ 37.25	\$ 39.09	\$ 41.03	\$ 43.11

STEP 1 is the entry level hourly rate
STEP 2 is paid the first pay period following completion of 1400 hours of teaching
STEP 3 is paid the first pay period following completion of 2800 hours of teaching
STEP 4 is paid the first pay period following completion of 4200 hours of teaching