

TRI-CITIES REGIONAL OCCUPATIONAL PROGRAM

Whittier, California

CERTIFICATED TEACHER HOURLY SALARY SCHEDULE

BP 9151(A)

Board 08-14-08; Revised 04-09-20 (Effective 7-1-19)

<u>Matrix</u>						<u>Hourly Rate</u>					
	Level 1	Level 2	Level 3	Level 4	Level 5		Level 1	Level 2	Level 3	Level 4	Level 5
Step 1						1					
2						2					
3						3					
4	1.075	1.130	1.185	1.240	1.295	4	34.24	35.98	37.75	39.48	41.24
5	1.100	1.155	1.210	1.265	1.320	5	35.04	36.80	38.53	40.28	42.05
6	1.125	1.180	1.235	1.290	1.345	6	35.83	37.58	39.35	41.07	42.83
7	1.150	1.205	1.260	1.315	1.370	7	36.63	38.40	40.12	41.88	43.63
8	1.175	1.230	1.285	1.340	1.395	8	37.41	39.16	40.93	42.68	44.43
9	1.200	1.255	1.310	1.365	1.420	9	38.21	39.98	41.72	43.48	45.22
10	1.225	1.280	1.335	1.390	1.445	10	39.01	40.76	42.52	44.27	46.02
11	1.250	1.305	1.360	1.415	1.470	11	39.81	41.58	43.30	45.07	46.81
12	1.275	1.330	1.385	1.440	1.495	12	40.60	42.35	44.11	45.86	47.62
13	1.300	1.355	1.410	1.465	1.520	13	41.39	43.16	44.90	46.66	48.41
14	1.325	1.380	1.435	1.490	1.545	14	42.20	43.95	45.71	47.44	49.20
15	1.350	1.405	1.460	1.515	1.570	15	42.99	44.75	46.49	48.25	49.99
16	1.375	1.430	1.485	1.540	1.595	16	43.80	45.55	47.35	49.05	50.80
17	1.400	1.455	1.510	1.565	1.620	17	44.59	46.35	48.10	49.86	51.60
18	1.425	1.480	1.535	1.590	1.645	18	45.38	47.14	48.89	50.63	52.38

Matrix is for office use only

3%-Effective 7/1/14; 5%-Effective 7/1/15; 2%-Effective 7/1/16; 2%-Effective 7/1/17; 2.5%-Effective 7/1/18; 2.25%-Effective 7/1/19

184 working days per school year includes:

- 180 teaching days
- 1 day PLC floating day
- 1 day Fall Inservice
- 1 day first week of school
- 1 day Freshman 1st day

STEP ADVANCEMENT

To qualify for annual step advancement, teachers must have:

1. A signed offer of employment for the current school year.
2. A current satisfactory evaluation on file to receive a step increment which includes staff development hours.

PREPARATION TIME

Preparation Time will be allocated as follows: 25% of a teacher's total monthly teaching hours of regular assignment.

COMPENSATION FOR ADDITIONAL HOURS

Compensation for preapproved non-instructional time/additional hours will be paid at the hourly rate of \$35.00.

LEVEL PLACEMENT

	<u>Education</u>
Level 1	HS graduate/GED/AA/AS Degree plus Preliminary CTE Teaching Credential or TCC
Level 2	HS graduate/GED/AA/AS Degree plus Clear CTE/Voc. Ed. Teaching Credential
Level 3	BA/BS/MA/MS Degree plus Preliminary CTE Teaching Credential or TCC
Level 4	BA/BS Degree plus Clear CTE/Voc. Ed. Teaching Credential
Level 5	MA/MS Degree plus Clear CTE/Voc Ed. Teaching Credential

HS: High School
GED: General Education Diploma
AA: Associate of Arts
AS: Associate of Science
BA: Bachelor of Arts
BS: Bachelor of Science
MA: Master of Arts
MS: Master of Science
TCC: Temporary County Certificate

*Subject to review by Superintendent
(or designee)

INITIAL STEP PLACEMENT

A maximum of ten (10) years step credit may be granted at the time of initial employment for previous vocational teaching experience for which the individual was vocationally credentialed.

*A maximum of ten (10) years step credit may be granted at the time of initial employment for related work experience. Work experience must be recent within 10 years of time of hire.

- Step credit is either prior teaching experience OR related work experience.

INITIAL LEVEL PLACEMENT

A new instructor will be placed on the level appropriate to education, industry, and teaching experience. The degree does not need to be relevant to the teaching assignment, as determined by the Superintendent (or designee).

Initial Education Level placement will not be finalized until satisfactory proof (certified transcripts) are received.

Initial Industry-related experience must be verified by letter, W-4s, or other documentation as approved by the California Commission on Teacher Credentialing.

The formal written documentation must be provided within six (6) weeks of employment or the initial placement will be adjusted to the level that matches official documentation received and validated.

Requirements for industry 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. A year of experience is considered 2,000 hours. Hours less than 2,000 will be pro-rated. All initial placement is subject to review by the Superintendent (or designee).

FUTURE LEVEL PLACEMENT

In years subsequent to initial placement (i.e. education received after hire date), movement to the next Level requires evidence of the completion of a relevant degree from an accredited post-secondary institution plus a relevant teaching credential issued by the California Commission on Teacher Credentialing that are approved by the Superintendent (or designee).