

LOS GATOS-SARATOGA JOINT UNION HIGH SCHOOL DISTRICT
2019-20 CE Salary Schedule

Appendix "A"

Salary reflects a work year of 187 days 2019-20 SCHOOL YEAR												
	*Class I	**Class II	**Class III	***Class IV	**Class V	***Class VI	**Class VII	***Class VIII	**Class IX	***Class X		
Step	AB	+15	+30	+30/MA	+45	+45/MA	+60	+60/MA	+75	+75/MA	Step	
1	57227	61372	65521	67810	69983	72272					1	
2	60414	64558	68704	70993	73170	75459					2	
3	63605	67755	71892	74181	76356	78645					3	
4	66797	70943	75082	77371	79543	81832	84649	86938			4	
5	69986	74119	78282	80571	82733	85022	87848	90137			5	
6	73173	77316	81456	83745	85929	88218	91029	93318			6	
7	76356	80506	84649	86938	89115	91404	94214	96503	96127	98416	7	
8			87848	90137	92300	94589	97400	99689	99304	101593	8	
9			91029	93318	95487	97776	100585	102874	102508	104797	9	
10			94214	96503	98675	100964	103780	106069	105691	107980	10	
11					101867	104156	106951	109240	108875	111164	11	
12					105050	107339	110153	112442	112066	114355	12	
13					105884	108173	110987	113276	112900	115189	13	
14					106718	109007	111821	114110	113735	116024	14	
15					107553	109842	112656	114945	114569	116858	15	
16					108387	110676	113490	115779	115403	117692	16	
17							114324	116613	116237	118526	17	
18							115158	117447	117071	119360	18	
19							115992	118281	117905	120194	19	
20							116826	119115	118740	121029	20	
21									119574	121863	21	
22	LEGEND									120408	122697	22
23	All positions require appropriate credentials.									121242	123531	23
24	* Class I - requires a bachelor's degree from an accredited college or university.									122076	124365	24
25	**Class II, III, V, VII, and IX are determined by college semester units after the bachelor's degree.									122910	125199	25
26	*** Classes IV, VI, VIII, and X require a Master's degree as well as designated units beyond a bachelor's degree.									123745	126034	26
27										124579	126868	27
28	Effective July 1, 2000, all District Teachers will be placed at "no less" than the equivalent of Class II, Step 3									125413	127702	28
29	on the Certificated Salary Schedule. If the new certificated employee does not have the units and years of									126247	128536	29
30	experience for movement beyond the Class II, Step 3 placement, he/she will not advance on the Salary									127081	129370	30
31	Schedule until having met the requirements for movement by acquiring the needed units and/or the necessary									127915	130204	31
32	years of experience.									128750	131039	32
33	Master's Stipend of \$2,289 (4% of Class I, Step I) is included in Columns IV, VI, VIII, and X.									129584	131873	33
34	Doctorate Stipend of \$2,289 (4% of Class I, Step I) to be added to column and step placement.									130418	132707	34
35	National Board Certification Stipend of \$2,289 (4% of Class 1, Step 1) to be added to column and step									131252	133541	35
36	placement.									132086	134375	36

Pending Board Approval: 6/9/2020
Effective: 07/01/2019

APPENDIX "B"

LOS GATOS-SARATOGA HIGH SCHOOL DISTRICT
2019 – 2022 Special Certificated Salary Schedule, Effective March 6, 2018

Los Gatos High School

Saratoga High School

1. Curriculum Workshop Participant - 2% of the salary for school or District workshops will be based on the current contracted salary schedule per week.
2. Advancement on the Schedule
 - 2.1 Step advancement shall be contingent upon member's continued professional growth and satisfactory evaluations. A member may not advance if he/she has received two (2) or more unsatisfactory evaluations in one year or has accumulated two (2) unsatisfactory evaluations in successive years. A member shall not receive retroactive payments for those years withheld on the salary schedule. Upon the recommendation of the administration, the Governing Board reserves the right to withhold a salary increment to any certificated employee.
 - 2.2 A member may move no more than one column (defined as: a grouping with the same number of units) and/or step per year, except that members who are initially placed at the top of a column and have more years of experience than are recognized by that column will receive full credit for years of experience when they accumulate sufficient units to move to a higher column which does recognize additional years of experience.
 - 2.3 Column placement to be determined as follows:
 - 2.3.1 Semester Unit - Semester unit(s) granted by a college or university accredited by a nationally recognized association (e.g. National Council for the Accreditation of Teacher Education).
 - 2.3.2 Quarter Unit - Quarter unit(s) granted by a college or university accredited by a nationally recognized association (e.g., N.C.A.T.E.). Quarter units will be valued at two-thirds (2/3) of one (1) semester unit.
 - 2.3.3. C.E.U. - Continuing Education Unit(s) granted by a college or university accredited by a nationally recognized association (e.g., N.C.A.T.E.). Each C.E.U. will be valued at two-thirds (2/3) of one (1) semester unit and is equal to 10 hours of work per unit.
 - 2.3.4 Professional Growth Units- Professional growth units granted by organizations other than a college or university. Each course must be approved by the Professional Learning Committee and recommended to the Superintendent, who has final approval, prior to the course being taken. The coursework must have a direct relationship to the unit member's current role or a role that the unit member is preparing to take on. A maximum of

four (4) units per school year (15 hours per unit) may be earned. Unit members must submit an official certificate of completion.

2.3.5 To advance on the salary schedule, verification must be submitted to the Human Resources office by October 15. Satisfactory verification shall consist of grade cards or transcripts of coursework completed at a college or university or an official certificate of completion for course work completed at an organization other than a college or university. All coursework must be completed prior to September 1.

2.3.6 National Board Certified teachers who receive notification for full certification before December 31 for work completed prior to the opening of the school year shall receive their stipend retroactive to the beginning of the school year.

2.4 Leaves of Absence: A member will qualify for advancement if salary credit for the leave is granted (e.g., sabbatical/teaching leave).

2.5 The salary schedule may be exceeded at the discretion of the Governing Board.

2.6 A Professional Learning Committee established by the Association and the District consisting of two representatives from each will consider requests for coursework taken from organizations other than a college or university. .

3. Release Time for Department Chairpersons

Department Chairpersons selection and terms are as indicated in the District's Department Chairperson selection process. English/Language Arts, Math, Science, Social Studies, and World Language may choose to have a release period rather than substitute days and stipend. Department Chairpersons will receive 0.3% of Class II, Step 3 for each section in their department up to 30. For each section beyond 30, the rate shall be 0.1% of Class II, Step 3. Chairpersons of curriculum areas which have an instructional staff fewer than thirty (30) class periods, including chairperson's assignment, shall be granted release time according to the following schedule.

<u>Class Periods</u>	<u>Substitute Days Per Year</u>
50 or more	Chairpersons may choose to have a preparation period each school day rather than substitute days and money-
30 or more	10
25	8
20	6
15	5
10	3

3.1 Unused department chair days shall be credited to the department at a substitute's daily rate of pay.

5. School Psychologists and-Guidance Counselors

School Psychologists and Guidance Counselors shall work an extra ten days per year as a part of their contracted work schedule. Special Education Department Chairs and Activities/ASB Director shall work an extra 5 days per year as a part of their contracted work schedule.

6. Substitute Compensation

Regular full-time and 80% FTE CE employees who are asked by an administrator to substitute teach, and who so agree will be compensated at a per block rate.

The per block rate is \$133.08. Part time (60% and below FTE) CE employees who sub will be paid on the substitute salary schedule.

LGSUHSD certificated retirees who substitute shall be compensated at the rate of; \$100-for 1 block, \$175.00-for 2 blocks, and 3 blocks-\$225.00 per day.

Appendix C: Categories/Schedules for Extra Pay

6.9.20

APPENDIX "C"

LOS GATOS-SARATOGA HIGH SCHOOL DISTRICT
2020-21 Categories/Schedules for Extra Pay

<u>Category A</u>	<u>Category B</u>	<u>Category C</u>
Athletic Director (3) -----	<u>Varsity Coaches:</u>	Golf Coach-B, G -----
<u>Varsity Coaches:</u>	Badminton-C	<u>JV Coaches:</u>
Baseball-B	Tennis-B, G	Field Hockey-G
Basketball-B, G	-----	Tennis-B, G
Cross Country-B, G	<u>Varsity Assistant Coaches:</u>	Volleyball-B, G
Field Hockey-G	Football (3)-B	Water Polo-B, G
Football-B	Traditional Competitive Cheer (2)	
-----	-----	
Lacrosse-B, G	<u>JV/Frosh-Soph Coaches:</u>	<u>Assistant Coaches/Athletics:</u>
Soccer-B, G	Baseball-B	Undesignated (11)
Softball-G	Basketball-B, G	
Swimming-B, G	Football-B	
Track & Field-B, G	Lacrosse, B, G	
Volleyball-B, G	Soccer B, G	
Water Polo-B, G	Softball-G	
Wrestling-C	Wrestling-C	-----
-----	-----	
*Band Director	*Choir Director	Dance Production
*Drama/Musical Director (2)	Winter Guard	Colorguard/Flag
*Journalism Advisor	Winter Percussion	
	Sideline Cheer	
NFL Speech & Debate	Dance	Undesignated (4)
	Undesignated (1)	
*Yearbook Advisor		
Undesignated (1)		

B-Boys, G-Girls, C-Combined Boys and Girls

SALARIES ARE DETERMINED BY THE PERCENTAGES OF TEACHERS BASE SALARY (CLASS I, STEP 1)

Step	Years	CATEGORY					
		A	Amount	B	Amount	C	Amount
1	1-3	6.50%	3720	5.00%	2861	4.00%	2289
2	4-5	7.00%	4006	5.50%	3147	4.50%	2575
3	6-7	8.00%	4578	6.50%	3720	5.50%	3147
4	8+	9.00%	5150	7.50%	4292	6.50%	3720

Years of experience, regardless of category, shall accumulate in each extra duty area, discipline, or activity and include: drama, music, athletics, spirit, etc. Extra pay assignments are not considered a part of a member's regular workday. Coaches/advisors with verified coaching experience in that same sport or activity in secondary schools are to be placed on Schedule C with a maximum of four years credit (step 2). District certificated teachers have priority in filling coaching vacancies for which they are qualified. A coach serves at will and may be released at any time by the governing Board. A coach released from coaching a sport is no longer qualified to coach that sport B-Boys, G-Girls, C-Combined Boys and Girls

If an athletic position is unused, it may be substituted for another athletic and/or activities position if it is deemed necessary by the principal in consultation with the athletic director. The substitute position must be in an equal or lesser category.

Stipends in any one sport or activity may not be combined (i.e. a coach may not receive a stipend for both Varsity Swimming Coach and Assistant Swimming Coach).

Sites must assign coaches and assistant coaches in an equitable manner between B-Boys and G-Girls sports. Assignments are subject to administrative approval and must ensure student safety.

* Band, choir, drama, journalism and yearbook teachers are required to serve in and shall be compensated for the extra-duty assignment that relates to their subject area.

**Undesignated stipends will be allocated to positions annually established by the principal at each site after consultation with Department Chairs. Upon establishing the positions to be paid using the undesignated stipends, the District will notify DTA.