

**Central Sierra Regional Occupation Program
El Dorado Section**

**Certificated Salary Schedule
Hourly Rates**

Effective July 1, 2019

Step	2019-20 Rate
1	33.41
2	35.51
3	37.63
4	39.91
5	41.83
6	42.85
7	43.86
8	44.91
9	45.93
10	47.02
11	48.08
12	50.15

Special Assignment Pay

Special assignments require prior administrative approval. The hourly rate of pay for special assignments is \$28.00. Special assignments may include but are not limited to curriculum writing, curriculum adoption and staff development planning.

**Central Sierra Regional Occupation Program
El Dorado Section
2018-19 Elements**

1. Sick Leave is accumulated on the basis of one day per month.

2. Benefit Program (Certificated):

The annual employer contribution for medical, dental and vision coverage is \$9,072.40 per FTE, pro-rated for employees working 15 to 19 hours. Employees working less than 15 hours are not eligible for benefits.

Medical Insurance (Certificated):

Central Valley Trust Single or Family – Funded with employer contribution.
Balance paid by employee.

Dental Insurance: Single, 2 party or Family – Funded with
Delta Dental Employer contribution.

Vision: Single, 2 party or Family – Funded with
Vision Service Plan Employer contribution.

Other Benefits:
Section 125 Plan Optional

Employees are subject to the employer portion of all insurances prorated on the basis of FTE converted to hours per week. Pro-ration is as follows: 19 or more hours is deemed 100% FTE, 15 or more hours (but less than 19) shall be prorated based on their percentage of 30 hours. Employees with less than 15 hours per week do not qualify for benefit coverage.

3. Certificated Salary Schedule Placement:

Initial placement on the salary schedule shall be based upon the point system listed below. The total points from the three sections will determine the placement on the salary schedule.

I. Education Factor

*Points

<u>Applicable Academic Preparation</u>	<u>Related</u>	<u>Non-Related</u>
One year college	2	1
Two years or Associates of Arts Degree	4	2
Three years college	6	3
Bachelor's Degree of 120 units	8	4
Master's Degree or 30 units beyond Bachelor's	10	5

*Points shall be assigned when transcripts have been examined and approved by Human Resources.

II. Related Trade Experience Factor

<u>Related Trade Experience</u>	<u>Points</u>
Minimum 2 years	1
3 to 5 years	3
6 to 8 years	6
9 to 11 years	8
12 years or more	10

III. Teaching Experience Factor

<u>Related Teaching Experience</u>	<u>Points</u>
None	0
1 year	2
2 years	4
3 years	6
4 years	8
5 years or more	10

Sum of points from Factor I, II, and III determine the starting step on the certificated salary schedule.

Step 1	0-9
Step 2	10-15
Step 3	16-20
Step 4	21-25
Step 5	26-30

4. Certificated Salary Schedule Movement

Upon receiving a satisfactory or better evaluation, annual step increases will be granted to teachers who taught at least seventy-five percent (75%) of the previous school year, exclusive of the summer term.

<i>Revision/Board Approval:</i>	<i>June 6, 2019 (increase salary by 0.5% effective 7/1/19)</i>
<i>Revision/Board Approval:</i>	<i>June 6, 2019 (increase salary by 2% retro to 7/1/18)</i>
<i>Revision/Board Approval:</i>	<i>June 7, 2018 (elements 1 and 2 language)</i>
<i>Board Approval:</i>	<i>March 6, 2014 (increase H&W cap by \$2,572.40)</i>
<i>Board Approval:</i>	<i>December 12, 2007 (elements 2 language)</i>
<i>Board Approval:</i>	<i>March 14, 2007 (elements 3 and 4 language)</i>
<i>Board Approval:</i>	<i>December 13, 2006 (no changes)</i>
<i>Board Approval:</i>	<i>December 14, 2005 (no changes)</i>
<i>Board Approval:</i>	<i>January 13, 2005</i>
<i>Revision/Board Approval:</i>	<i>March 10, 2004</i>
<i>Board Approval:</i>	<i>December 12, 2003</i>