

**Imperial Unified School District
 Certificated Salary Schedule
 Effective July 1, 2022**

IMPERIAL UNIFIED SCHOOL DISTRICT					
CERTIFICATED SALARY SCHEDULE					
EFFECTIVE JULY 1, 2022					
	D	E	F	G	H
	B.A.	B.A. + 30 HRS.	B.A. + 45 OR M.A.	B.A. + 60 AND M.A. OR M.A. + 15	B.A. + 75 & M.A. or M.A. + 30 or Doctorate
1	\$67,378	\$69,733	\$72,094	\$75,463	\$77,426
2	\$68,388	\$71,420	\$74,452	\$78,226	\$80,260
3	\$69,399	\$73,103	\$76,808	\$80,987	\$83,093
4	\$70,408	\$74,787	\$79,169	\$83,751	\$85,928
5	\$71,420	\$82,593	\$88,049	\$93,432	\$95,861
6	\$72,430	\$84,408	\$90,594	\$96,417	\$98,924
7	\$73,442	\$86,229	\$93,143	\$99,401	\$101,988
8	\$74,452	\$88,049	\$95,690	\$102,384	\$105,046
9	\$75,463	\$89,867	\$98,236	\$105,372	\$108,110
10	\$76,474	\$91,687	\$100,782	\$108,354	\$111,171
11	\$77,486	\$93,507	\$103,331	\$111,336	\$114,232
12	\$77,486	\$95,325	\$105,878	\$114,322	\$117,294
13	\$77,486	\$95,325	\$108,423	\$117,306	\$120,354
14	\$77,486	\$95,325	\$108,423	\$120,289	\$123,418
18*	\$80,431	\$98,623	\$111,855	\$123,839	\$127,059
23**	\$82,603	\$100,968	\$114,199	\$126,181	\$129,460
28***	\$84,774	\$103,314	\$116,543	\$128,524	\$131,867
30*** *	\$86,942	\$105,660	\$118,886	\$130,873	\$134,274

INFORMATION CONCERNING TEACHER SALARIES

Longevity Increments:

* At the beginning of the eighteenth (18) year of service "within the district"

** At the beginning of the twenty-third (23) year of service "within the district"

*** At the beginning of the twenty-eighth (28) year of service "within the district"

****At the beginning of the thirtieth (30) year of services "within the district"

1. All unit members hired on or after July 1, 2020, shall receive a maximum of five (5) years of prior teaching experience outside of the Imperial Unified School District. Such experience shall be full-time, continuous service in a public school system. Experience gained in private schools is allowable on a half-time basis. No prior teaching experience shall be granted for substitute teaching. If an individual's total teaching experience includes a fractional part of a year, such fractional part shall be allowed as a full year of experience if equivalent to 75% or more of the days the regular schools of the district are in session. Less than 75% of the days shall be not be considered in the determination of service credit for salary placement. Prior teaching experience must be verified by original letters from the former place of employment within 45 days of employment.
2. Maximum advance per year: No teacher shall be advanced more than one step in any one year.
3. Life Certificate: Teachers now serving in this school district with a life certificate shall be placed as though they have a bachelor degree. They may advance on the salary schedule by acquiring college units equivalent to the units specified for the particular class.
4. Salary Evaluation Committee: The District Governing Board may, in its sole discretion, appoint an advisory committee for the purpose of recommending the resolution of salary disputes regarding the application of the salary schedule to any particular unit member. The committee appointed by the Governing Board shall include but not be limited to the President of the Association.
5. All teachers will be required to submit official transcripts of all training and all letters verifying their experience which they desire to have counted toward placement on the salary schedule. Work must be completed before September 1 in order to be credited for advancement on the schedule. Teachers who intend to submit college credits on the salary schedule must notify the district superintendent by the opening day of school.
6. Units obtained from upper division or graduate courses taken concurrently with those required for the bachelor degree, with permission of the college or university of attendance and which are in excess of those required of the bachelor degree, shall be counted for purposes of placement on the salary schedule.
 - a. All teachers shall be placed in the appropriate classification (BA, BA + 30, BA + 45 or MA, BA + 60 and MA or MA +15, BA + 75 and MA or MA +30 or Doctorate) at the time of initial employment. Upper Division or Graduate level units earned after the MA shall be counted toward BA+60 or BA+75 for columns G or H if it benefits the employee.
 - b. Teachers who intend to submit college credits for reclassification on the salary schedule must notify the Superintendent no later than June 1 of the school year prior to when they seek reclassification. All course work must be completed by September 1 and submitted to the District in order to be credited toward advancement on the salary schedule. Payment toward advancement on the salary schedule shall not be retroactive. Courses/Units paid for or reimbursed by the District shall not be used for advancing on the salary schedule.

- c. Only units obtained from upper division or graduate courses after a teacher has obtained a BA shall be counted for purposes of reclassification on the salary schedule.
 - d. All reclassification(s) are based upon verified degree(s) and earned hours of formal education at an accredited institution of higher learning. Teachers are required to provide original and certified transcripts for proof of any degree(s) earned and any additional unit(s) earned.
 - e. Units referred to on the Salary Schedule refer to semester units and not quarter hours. Quarter units shall be converted to semester units by multiplying the quarter units by 2/3. No credit shall be given for course work which is approximate duplication of work previously done, as determined by the Superintendent, unless required by the exigencies of California credentials, or for some justifiable reason, and approved by the Superintendent.
 - f. Extension Credit:
 - 1. No teacher shall receive more than a total of 15 semester units of credit for courses taken under the extension program of an accredited college or university. Extension program courses offered by an accredited college or university shall be limited to courses in the applicant's teaching/service areas.
 - 2. No more than 9 semester units from an accredited university or college for completion of the California Teacher Induction program will be accepted as part of the total 15 semester units of credit under this provision.
 - 3. All extension and in-service credits for advancement on the salary schedule shall be approved and limited to a total of 15 semester units of credit.
 - g. No language in this addendum shall be used to reclassify any teacher from his or her current salary placement to a lower column.
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- 7. Salaries of teachers doing part-time, substitute, special, extra duty, extended, or administrative services shall be individually determined by the Board of Trustees.
 - 8. Generally, it is expected that teachers assist in carrying on extra-curricular activities which are a part of the overall education program. In cases in which the extra-curricular activity requires excessive hours or responsibilities, the Board has established a schedule to compensate for the time. See Appendix D.
 - 9. Counselors will work 200 days and eight hours a day, beginning at 8:00 a.m. unless excused earlier by their immediate supervisor, and will receive 18% in addition to the regular pay.
 - 10. Agriculture teachers shall receive 20% in addition to the regular pay.
 - 11. Certificated employees providing Structured English Immersion (SEI) instruction in a full-time teaching assignment as designated by the site principal, and who present a BCC or BCLAD certificate to the District Office prior to September 1 of any school year, will receive a stipend of \$500 per year.
 - 12. Special education teaching assignments shall receive \$500 in addition to the regular pay for teachers holding at least a preliminary special education credential.

13. Any teacher scheduled for teaching of A period shall receive compensation of \$40 per day.

14. Certificated bargaining unit members who teach grades 6-8 graphic art and art classes shall receive \$750 per semester to compensate for the large number of 6th grade students they serve per week.