

**San Dieguito Union High School District
Certificated Employees Salary Schedule
Effective July 1, 2025**

SCHEDULE A - 186-Day Work Year

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	BA ONLY	BA +15 Sem Units	BA +30 Sem Units	BA +45 Sem Units	BA +60 Sem Units (Hired prior to 10/1/76)	BA +75 Sem Units (Hired prior to 10/1/76)	BA + 30 Sem Units w/ Masters \$2,498 Stipend Included	BA + 45 Sem Units w/ Masters \$2,498 Stipend Included	BA + 60 Sem Units w/ Masters \$2,498 Stipend Included	BA + 75 Sem Units w/ Masters \$2,498 Stipend Included
1	71,571	76,046	80,510	84,986	89,467	93,935	83,008	87,484	91,965	96,433
2	74,938	79,391	83,871	88,357	92,817	97,298	86,369	90,855	95,315	99,796
3	78,287	82,761	87,228	91,707	96,180	100,638	89,726	94,205	98,678	103,136
4	81,650	86,109	90,591	95,062	99,530	104,004	93,089	97,560	102,028	106,502
5	84,990	89,470	93,955	98,417	102,902	107,366	96,453	100,915	105,400	109,864
6	88,364	92,826	97,304	101,784	106,253	110,716	99,802	104,282	108,751	113,214
7		96,185	100,660	105,129	109,615	114,062	103,158	107,627	112,113	116,560
8			106,785	108,496	112,975	117,436	109,283	110,994	115,473	119,934
9				111,860	116,323	120,777		114,358	118,821	123,275
10				115,214	119,684	124,138		117,712	122,182	126,636
11				118,574	123,042	127,517		121,072	125,540	130,015

Longevity

13	91,666	99,487	110,087	121,876	126,344	130,819	112,585	124,374	128,842	133,317
17	94,968	102,789	113,389	125,178	129,646	134,121	115,887	127,676	132,144	136,619
21	98,270	106,091	116,691	128,480	132,948	137,423	119,189	130,978	135,446	139,921
25	101,572	109,393	119,993	131,782	136,250	140,725	122,491	134,280	138,748	143,223
29	104,874	112,695	123,295	135,084	139,552	144,027	125,793	137,582	142,050	146,525

Master's Degree Value:	\$2,498	(included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
Doctorate Degree + MA Degree:	\$2,498	<u>Additional Stipend</u>
Doctorate Degree <u>without</u> MA Degree:	\$4,995	<u>Additional Stipend</u>
Education Specialist Degree:	\$1,251	<u>Additional Stipend</u>
Longevity Increments:	\$3,302	(each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
Hourly (Curriculum Related):	\$45.29	
Hourly (Non-Curriculum Related):	\$39.78	

**San Dieguito Union High School District
Certificated Employees Salary Schedule
Effective July 1, 2025**

SCHEDULE B - 196-Day Work Year

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	BA ONLY	BA +15 Sem Units	BA +30 Sem Units	BA +45 Sem Units	BA +60 Sem Units (Hired prior to 10/1/76)	BA +75 Sem Units (Hired prior to 10/1/76)	BA + 30 Sem Units w/ Masters \$2,498 Stipend Included	BA + 45 Sem Units w/ Masters \$2,498 Stipend Included	BA + 60 Sem Units w/ Masters \$2,498 Stipend Included	BA + 75 Sem Units w/ Masters \$2,498 Stipend Included
1	74,578	79,293	83,998	88,716	93,435	98,145	86,496	91,214	95,933	100,643
2	78,125	82,820	87,539	92,267	96,968	101,688	90,037	94,765	99,466	104,186
3	81,655	86,371	91,079	95,797	100,509	105,208	93,577	98,295	103,007	107,706
4	85,197	89,896	94,620	99,332	104,042	108,756	97,118	101,830	106,540	111,254
5	88,721	93,438	98,165	102,870	107,592	112,297	100,663	105,368	110,090	114,795
6	92,276	96,978	101,694	106,415	111,124	115,828	104,192	108,913	113,622	118,326
7		100,517	105,232	109,941	114,665	119,355	107,730	112,439	117,163	121,853
8			111,687	113,489	118,207	122,912	114,185	115,987	120,705	125,410
9				117,033	121,735	126,431		119,531	124,233	128,929
10				120,569	125,277	129,969		123,067	127,775	132,467
11				124,111	128,818	133,531		126,609	131,316	136,029

Longevity

13	95,578	103,819	114,989	127,413	132,120	136,833	117,487	129,911	134,618	139,331
17	98,880	107,121	118,291	130,715	135,422	140,135	120,789	133,213	137,920	142,633
21	102,182	110,423	121,593	134,017	138,724	143,437	124,091	136,515	141,222	145,935
25	105,484	113,725	124,895	137,319	142,026	146,739	127,393	139,817	144,524	149,237
29	108,786	117,027	128,197	140,621	145,328	150,041	130,695	143,119	147,826	152,539

Master's Degree Value:	\$2,498	(included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
Doctorate Degree + MA Degree:	\$2,498	<u>Additional Stipend</u>
Doctorate Degree <u>without</u> MA Degree:	\$4,995	<u>Additional Stipend</u>
Education Specialist Degree:	\$1,251	<u>Additional Stipend</u>
Longevity Increments:	\$3,302	(each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
Hourly (Curriculum Related):	\$45.29	
Hourly (Non-Curriculum Related):	\$39.78	

A. REGULATIONS GOVERNING INITIAL PLACEMENT ON THE SALARY SCHEDULE

1. Credits or units used to advance beyond Class I must be upper division or graduate credits earned after the date the bachelor's degree is granted as recorded on the transcript or diploma. Other official university documents equivalent to an official transcript may be accepted at the discretion of the District.
2. New unit members will be placed on Class I, Step I until all official documentation is received by the District at which time Class and Step placement shall be made retroactive to the unit member's starting date. New unit members have until November 1 of the year of hire or 60 days after the date of hire (whichever is later) to provide official transcripts and other salary placement documentation. If documents are not received by that date, placement will be made based on documents received. The Associate Superintendent/Human Resources may waive this date requirement under extenuating circumstances.
3. All new and current unit members who qualify for advancement in step with two (2) or more years of verifiable public school teaching experience, shall be placed at Step 3 of the appropriate class on the Certificated Salary Schedule. New unit members with less than two (2) years verifiable experience, shall be placed on the appropriate Step (1 or 2).
4. A master's degree or doctorate from a W.A.S.C. or equivalent accredited institution shall be required to enter Class V and VI for all unit members placed on the Certificated Salary Schedule after October 1, 1976.
5. Holders of a master's degree from a W.A.S.C. or equivalent institution in Classes 111, IV, V, VI shall receive an additional \$2,498 per year effective July 1, 2025. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution shall receive an additional \$2,498 per year effective July 1, 2025. Holders of an Education Specialist degree shall receive an additional \$1,251 per year effective July 1, 2025. Holders of a doctorate from a W.A.S.C. or equivalent accredited institution, who have not received a stipend for a master's degree, are eligible to receive an additional \$4,995 per year effective July 1, 2025. Holders of both a doctorate and Education Specialist degrees will receive only the additional doctoral stipend.
6. A unit member shall receive as salary only an amount that bears the same ratio to the established annual salary as the time he/she serves bears to the required days of service.

B. RECLASSIFICATION OF THE SALARY SCHEDULE

1. For the purpose of class advancement on the salary schedule, written verification of credits which will appear on an official transcript must be submitted to the District Office on a grade card, or a letter from the registrar or course instructor, prior to the first teaching day of any school year. Final transcripts or other official documentation acceptable to the District, verifying the credits must be submitted prior to November 1, otherwise, class advancement will be denied and salary increases provided for class advancement will be relinquished and previously paid increases will be paid back to the District. Unit members planning class changes in the succeeding year must notify the District of their intention PRIOR TO MAY 15; otherwise, class advancement may be denied. Credits for class advancement shall be limited to upper division or graduate work from a W.A.S.C. or equivalent accredited institution. However, a unit member may submit a "Petition for Exception" to the Associate Superintendent/Human Resources for courses or workshops which directly pertain to the individual's assignment. Such petition shall be reviewed by a committee composed of two Association representatives and two District representatives. The decision of the majority of the committee shall be final. The "Petition" must be received by the District Office at least thirty (30) calendar days prior to the first day of the course or workshop. Salary schedule credit shall not be made retroactive for courses or workshops completed prior to June 30, 1993. A master's degree is required to enter Class V and VI for all unit members placed on the Certificated Salary Schedule after October 1, 1976. Class changes will be limited to not more than two per year.

- a. Certificated unit members working part-time contracts will begin accruing credit with the 1990-91 school year. Service earned prior to August 29, 1990, shall not be counted for the purpose of salary reclassification.
- b. Salary reclassification shall occur at the beginning of the school year.
- c. Unit members in a paid status less than 75% of a school year will be allocated part time step credits as per the following formula:

$$\frac{\% \text{ assignment} \times \text{number of days in } \textbf{paid status}}{\text{Number of master contract days}}$$

- d. Such part-time credit will accumulate year to year. When a unit member's credits equal or exceed .75, 1.75, 2.75, etc., the employee will advance on the salary schedule.
- e. Unpaid **leave** days do not count in the formula used to determine service credit.
- f. The District shall provide to the Association by May 15th a listing of those part-time unit members entitled to salary reclassification the beginning of the next school year.

2. No unit member holding an emergency credential shall be advanced beyond Class I on the salary schedule.
 3. Effective July 1, 2025, an additional increment of \$3,302, will be granted during the ensuing year to unit members upon completion of the 13th, 17th, 21st, 25th, and 29th year of employment within the District. Part-time unit members shall accumulate longevity in proportion to the time taught per day. This additional increment will be granted with the beginning of the school year nearest the anniversary date.
 4. Advanced degrees and longevity bonuses shall be considered as part of the salary when computing salary for part-time assignments.
 5. All salaries shall fall within the financial confines of the Certificated Salary Schedule except for those unit members whose prior placement extends beyond the maximum of his/her classifications. Authorized unit members who work longer than the Board adopted teacher's year, shall receive additional compensation.
 6. The advancement on the salary schedule shall be at the rate of one (1) step for each year of experience. If an employee is in a paid status for at least 75% of a full school year, in any given school year, such service shall be considered a year of experience for salary schedule advancement purposes.
- C. The rate of pay for Adult School Teachers, Summer School Teachers, Home Tutors, and curriculum related workshops and committee work shall be \$45.29 per hour effective July 1, 2025.
- D. The rate of pay for non-curriculum work shall be \$39.78 per hour effective July 1, 2025.

APPENDIXC

Extra-Curricular Supervision Schedule

Announcer	\$ 50.00
Booth Control	\$ 75.00
Cash Control {short event}	\$ 50.00
Cash Control (long event)	\$ 75.00
Chain Gang (each}	\$ 50.00
Concession Helper (short event)	\$ 30.00
Concession Helper (long event)	\$ 50.00
Concession Supervisor (short event)	\$ 75.00
Concession Supervisor (long event)	\$100.00
Parking Lot Attendant (long event)	\$ 75.00
Proctor (SAT/ACT)	\$125.00
Score Keeper	\$ 50.00
Event Worker (short event)•	\$ 50.00
Event Worker (long event)*	\$ 75.00
Ticket Taker/Seller (short event)	\$ 50.00
Ticket Taker/Seller (long event)	\$ 75.00
Timer	\$ 50.00
Clerk of the Course (Track Meet)	\$ 75.00
Event Judge {Track Meet)	\$ 75.00

Short Event is defined as up to and including two hours, thirty minutes.

Long Event is defined as two hours, thirty-one minutes or more.

If a "Short Event" extends past the above hour definition, the unit member shall be paid the "Long Event" rate.

In the event of a "no show" or cancellation of an event, if the unit member was required to attend for any amount of time, he/she shall be paid a minimum of thirty dollars (\$30.00).

•chaperoning/supervising dances and athletic events