

SCHEDULE Q

Hourly Rate for Substitute Counselor, Guidance Counselor,
School for Adults Counselor,
Retired Personnel in an On-going Assignment
Traditional and Year Round Calendars

2015 - 2016

July 1, 2015

| Step | Years on Schedule C1 * | U 081 | U 082 |
|------|---------------------------|-----------------|-------------------------------|
| | | Master's Degree | Master's Degree or More ** |
| A | 1-5 | \$40.67 | \$45.00 |
| B | 6-10 | \$47.19 | \$50.79 |
| C | 11 or more | \$53.14 | \$57.10 |

* Employees who are not regular certificated employees in the District will subsequently be granted one year of experience for each year of counseling experience in the District. In order to earn a year of experience, the employee must be compensated in the position at least fifty (50) percent of their full time equivalent (FTE) assignment during the year.

** See the equivalents to a Masters Degree or more as defined in the Certificated Non-Management Salary Schedule.

SCHEDULE R

Daily Rate for Substitute Counselor, Guidance Counselor
(Retired Personnel Only)
Traditional and Year Round Calendars

2015 - 2016

July 1, 2015

| Description | Schedule | Class/Range | Daily Rate |
|--|----------|-------------|------------|
| Substitutes for Counselors and Guidance Counselors (Retired Personnel Only) | C1 | N 076A | \$354.33 |