



**CERTIFICATED MANAGEMENT
and GUIDANCE SERVICES
SALARY SCHEDULES**

*School Year: 2007/2008
Board Approved: November 20, 2007
Effective: July 1, 2007*

TABLE OF CONTENTS
(Positions in Ascending Order)

<u>Position</u>	<u>Calendar</u>	<u>QW's</u>	<u>Days</u>	<u>Schedule</u>	<u>Page</u>
Counselor, Guidance Technician	T	11.05	193	C1	1
	YR	13.00	193	C2	2
	12 Mo	13.00	247	C3	3
Psychologist, Occupational Therapist, Audiologist, Physical Therapist, Social Worker, Psychological Intern	T	11.05	193	C4	4
	YR	13.00	193	C5	5
	12 Mo	13.00	247	C6	6
CDC Program Coordinator	12 Mo	13.00	247	F4	7
Head Start Assistant Director	12 Mo	13.00	247	F5	8
Head Start Education Specialist	12 Mo	13.00	247	F6	9
Head Start Education Manager	T	10.85	217	F6 A	10
	12 Mo	13.00	247	F7	11
Program Specialist, Activities Specialist, Program Leader	T	11.05	193	G1	12
	YR	13.00	193	G2	13
	12 Mo	13.00	247	G3	14
Lead Psychologist, Head Counselor	T	11.05	193	G4	15
	YR	13.00	193	G5	16
Assistant Director, Consultant, Administrative Assistant, Senior Psychologist	T	11.05	193	G6	17
	YR	13.00	193	G7	18
Administrative Assistant to the Superintendent, Elementary Vice Principal, Middle School and Continuation High School Guidance/Assistant Principal High School Assistant Principal	T	11.05	193	G8	19
	YR	13.00	193	G9	20
	12 Mo	13.00	247	G10	21
High School Vice Principal, Associate Director	T	11.05	193	G11	22
	YR	13.00	193	G12	23
Elementary, Middle School, and Continuation High School Principal, (less than 16 certificated staff), Program Administrator Elementary School Principal (less than 16 certificated staff)	T	11.05	193	G13	24
	YR	13.00	193	G14	25
	12 Mo	13.00	247	I1	26

TABLE OF CONTENTS (continued)

<u>Position</u>	<u>Calendar</u>	<u>QW's</u>	<u>Days</u>	<u>Schedule</u>	<u>Page</u>
Elementary, Middle School, and Continuation High School Principal (16-35 certificated staff)	T YR	11.05 13.00	193 193	G15 G16	27 28
Elementary, Middle School Principal (16-35 certificated staff), CAMS Principal	12 Mo	13.00	247	I2	29
Elementary, Middle School Principal (36 or more certificated staff), Continuation High School, School for Adults Principal, Avalon Principal	T YR	11.05 13.00	193 193	G17 G18	30 31
Elementary, Middle School Principal (36 or more certificated staff) - Transitional	YR	13.00	193	G24	32
Elementary, Middle School Principal (36 or more certificated staff)	12 Mo	13.00	247	I3	33
Physician Inspector	12 Mo	13.00	247	G19	34
Assistant Director, Administrative Assistant	12 Mo	13.00	247	K1	35
Assistant to the Superintendent, Associate Director, Program Administrator	12 Mo	13.00	247	K2	36
Deputy Director	12 Mo	13.00	247	K3	37
Director	12 Mo	13.00	247	K4	38
High School Principal/co-Principal, Director of Alternative Education	12 Mo	13.00	247	K5	39
Assistant Superintendent	12 Mo	13.00	247	L1	40
Deputy Superintendent	12 Mo	13.00	247	L2	40
<u>SUBSTITUTE / SPECIAL SCHEDULES</u>					42
Substitute Counselor, Guidance Counselor, School For Adults Counselor (Non-Retired Personnel Only)	Hourly			Q	42
Substitute Counselor, Guidance Counselor (Retired Personnel Only)	Daily			R	42
Substitute Psychologist, Occupational Therapist, Audiologist, Physical Therapist Social Worker, Psychological Intern (Non-Retired Personnel Only)	Hourly			S	43
Substitute Psychologist, Occupational Therapist, Audiologist, Physical Therapist Social Worker, Psychological Intern (Retired Personnel Only)	Daily			T	43
Summer School Principal/Administrator	30 Workdays			X	44

TABLE OF CONTENTS (continued)

<u>Position</u>	<u>Calendar</u>	<u>QW's</u>	<u>Days</u>	<u>Schedule</u>	<u>Page</u>
Summer School Planning/High School Co-Administrators	Stipend			Y	44
Substitute Manager (Retired Personnel Only)	Daily			Z	45
Provisions for Administration of Salary Schedules					47

CERTIFICATED MANAGEMENT AND GUIDANCE SERVICES

- Effective July 1, 2005, after completion of 19 years of credited service in the District a career increment of \$2,500 shall be added.
- Effective July 1, 2005, after completion of 24 years of credited service in the District a career increment of \$2,000 shall be added in addition to the first \$2,500 career increment for a total of \$4,500.
- Effective July 1, 2005, after completion of 29 years of credited service in the District a career increment of \$2,500 shall be added in addition to the first \$2,500 career increment and the second \$2,000 career increment for a total of \$7,000.
- Effective July 1, 2005, the doctorate stipend shall be increased to \$2,000.
- Full-time employees who serve the schools in Catalina are authorized a special increment of \$492 per quadriweekly pay period. Employees at Catalina who serve less than full-time are authorized a pro rata share of the special increment.
- Salary regulations and explanations concerning placement on salary schedules are included on pages 47-50.

SCHEDULE C1
Counselor, Guidance Technician
TRADITIONAL Calendar (11.05 QW) 193 Days
2007/2008

Effective: July 1, 2007

Step	031		032		033		034	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$5,572.79	\$61,579.00	\$5,820.85	\$64,320.00	\$6,068.84	\$67,061.00	\$6,351.20	\$70,181.00
B	\$5,783.24	\$63,905.00	\$6,031.27	\$66,646.00	\$6,279.28	\$69,386.00	\$6,561.61	\$72,506.00
C	\$5,993.65	\$66,230.00	\$6,241.68	\$68,971.00	\$6,489.68	\$71,711.00	\$6,772.05	\$74,831.00
D	\$6,204.08	\$68,555.00	\$6,452.11	\$71,296.00	\$6,700.15	\$74,037.00	\$6,982.47	\$77,156.00
E	\$6,414.48	\$70,880.00	\$6,662.50	\$73,621.00	\$6,910.54	\$76,361.00	\$7,192.89	\$79,481.00
F	\$6,624.90	\$73,205.00	\$6,872.96	\$75,946.00	\$7,120.97	\$78,687.00	\$7,403.28	\$81,806.00
G	\$6,835.31	\$75,530.00	\$7,083.36	\$78,271.00	\$7,331.38	\$81,012.00	\$7,613.70	\$84,131.00
H	\$7,045.72	\$77,855.00	\$7,293.76	\$80,596.00	\$7,541.79	\$83,337.00	\$7,824.12	\$86,457.00
I	\$7,256.16	\$80,181.00	\$7,504.19	\$82,921.00	\$7,752.23	\$85,662.00	\$8,034.55	\$88,782.00
J			\$7,714.59	\$85,246.00	\$7,962.64	\$87,987.00	\$8,244.96	\$91,107.00
K							\$8,455.35	\$93,432.00
Career Increment								
After 19 Years	\$7,482.44	\$82,681.00	\$7,940.81	\$87,746.00	\$8,188.86	\$90,487.00	\$8,681.62	\$95,932.00
After 24 Years	\$7,663.43	\$84,681.00	\$8,121.80	\$89,746.00	\$8,369.86	\$92,487.00	\$8,862.62	\$97,932.00
After 29 Years	\$7,889.68	\$87,181.00	\$8,348.05	\$92,246.00	\$8,596.10	\$94,987.00	\$9,088.86	\$100,432.00

SCHEDULE C2
Counselor, Guidance Technician
YEAR ROUND Calendar (13.00 QW) 193 Days
2007/2008

Effective: July 1, 2007

Step	531		532		533		534	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,736.90	\$61,580.00	\$4,947.73	\$64,320.00	\$5,158.53	\$67,061.00	\$5,398.50	\$70,181.00
B	\$4,915.75	\$63,905.00	\$5,126.57	\$66,645.00	\$5,337.36	\$69,386.00	\$5,577.38	\$72,506.00
C	\$5,094.59	\$66,230.00	\$5,305.43	\$68,971.00	\$5,516.25	\$71,711.00	\$5,756.22	\$74,831.00
D	\$5,273.42	\$68,554.00	\$5,484.29	\$71,296.00	\$5,695.13	\$74,037.00	\$5,935.09	\$77,156.00
E	\$5,452.32	\$70,880.00	\$5,663.14	\$73,621.00	\$5,873.95	\$76,361.00	\$6,113.93	\$79,481.00
F	\$5,631.16	\$73,205.00	\$5,841.98	\$75,946.00	\$6,052.83	\$78,687.00	\$6,292.80	\$81,806.00
G	\$5,810.03	\$75,530.00	\$6,020.81	\$78,271.00	\$6,231.67	\$81,012.00	\$6,471.64	\$84,131.00
H	\$5,988.88	\$77,855.00	\$6,199.70	\$80,596.00	\$6,410.50	\$83,337.00	\$6,650.49	\$86,456.00
I	\$6,167.72	\$80,180.00	\$6,378.54	\$82,921.00	\$6,589.39	\$85,662.00	\$6,829.37	\$88,782.00
J			\$6,557.40	\$85,246.00	\$6,768.25	\$87,987.00	\$7,008.19	\$91,106.00
K							\$7,187.05	\$93,432.00
Career Increment								
After 19 Years	\$6,360.00	\$82,680.00	\$6,749.69	\$87,746.00	\$6,960.53	\$90,487.00	\$7,379.38	\$95,932.00
After 24 Years	\$6,513.84	\$84,680.00	\$6,903.53	\$89,746.00	\$7,114.38	\$92,487.00	\$7,533.23	\$97,932.00
After 29 Years	\$6,706.15	\$87,180.00	\$7,095.84	\$92,246.00	\$7,306.69	\$94,987.00	\$7,725.53	\$100,432.00

SCHEDULE C3
Counselor, Guidance Technician
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

Step	035		036		037		038	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,062.22	\$78,809.00	\$6,332.03	\$82,316.00	\$6,601.88	\$85,824.00	\$6,909.01	\$89,817.00
B	\$6,291.11	\$81,784.00	\$6,560.93	\$85,292.00	\$6,830.77	\$88,800.00	\$7,137.88	\$92,792.00
C	\$6,519.96	\$84,759.00	\$6,789.80	\$88,267.00	\$7,059.67	\$91,776.00	\$7,366.77	\$95,768.00
D	\$6,748.97	\$87,737.00	\$7,018.81	\$91,245.00	\$7,288.54	\$94,751.00	\$7,595.63	\$98,743.00
E	\$6,977.86	\$90,712.00	\$7,247.58	\$94,219.00	\$7,517.40	\$97,726.00	\$7,824.65	\$101,720.00
F	\$7,206.74	\$93,688.00	\$7,476.57	\$97,195.00	\$7,746.40	\$100,703.00	\$8,053.52	\$104,696.00
G	\$7,435.64	\$96,663.00	\$7,705.44	\$100,171.00	\$7,975.29	\$103,679.00	\$8,282.41	\$107,671.00
H	\$7,664.48	\$99,638.00	\$7,934.33	\$103,146.00	\$8,204.17	\$106,654.00	\$8,511.26	\$110,646.00
I	\$7,893.35	\$102,614.00	\$8,163.20	\$106,122.00	\$8,433.06	\$109,630.00	\$8,740.16	\$113,622.00
J			\$8,392.09	\$109,097.00	\$8,661.93	\$112,605.00	\$8,969.03	\$116,597.00
K							\$9,197.92	\$119,573.00
Career Increment								
After 19 Years	\$8,085.69	\$105,114.00	\$8,584.38	\$111,597.00	\$8,854.23	\$115,105.00	\$9,390.23	\$122,073.00
After 24 Years	\$8,239.53	\$107,114.00	\$8,738.23	\$113,597.00	\$9,008.07	\$117,105.00	\$9,544.07	\$124,073.00
After 29 Years	\$8,431.84	\$109,614.00	\$8,930.53	\$116,097.00	\$9,200.38	\$119,605.00	\$9,736.38	\$126,573.00

SCHEDULE C4

**Psychologist, Occupational Therapist, Audiologist
Physical Therapist, Social Worker, Psychological Intern
TRADITIONAL Calendar (11.05QW) 193 Days
2007/2008**

Effective: July 1, 2007

Step	040		041		042		043		044	
	On Year Intern		Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,891.69	\$31,953.00	\$5,783.24	\$63,905.00	\$6,031.27	\$66,646.00	\$6,279.28	\$69,386.00	\$6,561.61	\$72,506.00
B			\$5,993.65	\$66,230.00	\$6,241.68	\$68,971.00	\$6,489.68	\$71,711.00	\$6,772.05	\$74,831.00
C			\$6,204.08	\$68,555.00	\$6,452.11	\$71,296.00	\$6,700.15	\$74,037.00	\$6,982.47	\$77,156.00
D			\$6,414.48	\$70,880.00	\$6,662.50	\$73,621.00	\$6,910.54	\$76,361.00	\$7,192.89	\$79,481.00
E			\$6,624.90	\$73,205.00	\$6,872.96	\$75,946.00	\$7,120.97	\$78,687.00	\$7,403.28	\$81,806.00
F			\$6,835.31	\$75,530.00	\$7,083.36	\$78,271.00	\$7,331.38	\$81,012.00	\$7,613.70	\$84,131.00
G			\$7,045.72	\$77,855.00	\$7,293.76	\$80,596.00	\$7,541.79	\$83,337.00	\$7,824.12	\$86,457.00
H			\$7,256.16	\$80,181.00	\$7,504.19	\$82,921.00	\$7,752.23	\$85,662.00	\$8,034.55	\$88,782.00
I			\$7,466.56	\$82,505.00	\$7,714.59	\$85,246.00	\$7,962.64	\$87,987.00	\$8,244.96	\$91,107.00
J					\$7,924.97	\$87,571.00	\$8,173.04	\$90,312.00	\$8,455.35	\$93,432.00
K									\$8,665.79	\$95,757.00
Career Increment										
After 19 Years			\$7,692.76	\$85,005.00	\$8,151.22	\$90,071.00	\$8,399.27	\$92,812.00	\$8,892.03	\$98,257.00
After 24 Years			\$7,873.75	\$87,005.00	\$8,332.21	\$92,071.00	\$8,580.27	\$94,812.00	\$9,073.03	\$100,257.00
After 29 Years			\$8,100.00	\$89,505.00	\$8,558.46	\$94,571.00	\$8,806.51	\$97,312.00	\$9,299.27	\$102,757.00

SCHEDULE C5

**Psychologist, Occupational Therapist, Audiologist
Physical Therapist, Social Worker, Psychological Intern
YEAR ROUND Calendar (13.00 QW) 193 Days
2007/2008**

Effective: July 1, 2007

Step	540		541		542		543		544	
	On Year Intern		Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,457.95	\$31,953.00	\$4,915.75	\$63,905.00	\$5,126.57	\$66,645.00	\$5,337.36	\$69,386.00	\$5,577.38	\$72,506.00
B			\$5,094.59	\$66,230.00	\$5,305.43	\$68,971.00	\$5,516.25	\$71,711.00	\$5,756.22	\$74,831.00
C			\$5,273.42	\$68,554.00	\$5,484.29	\$71,296.00	\$5,695.13	\$74,037.00	\$5,935.09	\$77,156.00
D			\$5,452.32	\$70,880.00	\$5,663.14	\$73,621.00	\$5,873.95	\$76,361.00	\$6,113.93	\$79,481.00
E			\$5,631.16	\$73,205.00	\$5,841.98	\$75,946.00	\$6,052.83	\$78,687.00	\$6,292.80	\$81,806.00
F			\$5,810.03	\$75,530.00	\$6,020.81	\$78,271.00	\$6,231.67	\$81,012.00	\$6,471.64	\$84,131.00
G			\$5,988.88	\$77,855.00	\$6,199.70	\$80,596.00	\$6,410.50	\$83,337.00	\$6,650.49	\$86,456.00
H			\$6,167.72	\$80,180.00	\$6,378.54	\$82,921.00	\$6,589.39	\$85,662.00	\$6,829.37	\$88,782.00
I			\$6,346.58	\$82,506.00	\$6,557.40	\$85,246.00	\$6,768.25	\$87,987.00	\$7,008.19	\$91,106.00
J					\$6,736.24	\$87,571.00	\$6,947.10	\$90,312.00	\$7,187.05	\$93,432.00
K									\$7,365.96	\$95,757.00
Career Increment										
After 19 Years			\$6,538.92	\$85,006.00	\$6,928.53	\$90,071.00	\$7,139.38	\$92,812.00	\$7,558.23	\$98,257.00
After 24 Years			\$6,692.76	\$87,006.00	\$7,082.38	\$92,071.00	\$7,293.23	\$94,812.00	\$7,712.07	\$100,257.00
After 29 Years			\$6,885.07	\$89,506.00	\$7,274.69	\$94,571.00	\$7,485.53	\$97,312.00	\$7,904.38	\$102,757.00

SCHEDULE C6

**Psychologist, Occupational Therapist, Audiologist
Physical Therapist, Social Worker, Psychological Intern
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008**

Effective: July 1, 2007

Step	550		551		552		553		554	
	On Year Intern		Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$3,145.68	\$40,894.00	\$6,291.15	\$81,785.00	\$6,560.97	\$85,293.00	\$6,830.69	\$88,799.00	\$7,137.89	\$92,793.00
B			\$6,520.09	\$84,761.00	\$6,789.80	\$88,267.00	\$7,059.63	\$91,775.00	\$7,366.86	\$95,769.00
C			\$6,748.92	\$87,736.00	\$7,018.73	\$91,243.00	\$7,288.58	\$94,752.00	\$7,595.67	\$98,744.00
D			\$6,977.87	\$90,712.00	\$7,247.69	\$94,220.00	\$7,517.40	\$97,726.00	\$7,824.61	\$101,720.00
E			\$7,206.68	\$93,687.00	\$7,476.51	\$97,195.00	\$7,746.35	\$100,703.00	\$8,053.45	\$104,695.00
F			\$7,435.64	\$96,663.00	\$7,705.45	\$100,171.00	\$7,975.29	\$103,679.00	\$8,282.39	\$107,671.00
G			\$7,664.46	\$99,638.00	\$7,934.30	\$103,146.00	\$8,204.12	\$106,654.00	\$8,511.21	\$110,646.00
H			\$7,893.39	\$102,614.00	\$8,163.22	\$106,122.00	\$8,433.07	\$109,630.00	\$8,740.17	\$113,622.00
I			\$8,122.34	\$105,590.00	\$8,392.07	\$109,097.00	\$8,662.00	\$112,606.00	\$8,969.10	\$116,598.00
J					\$8,621.00	\$112,073.00	\$8,890.84	\$115,581.00	\$9,197.92	\$119,573.00
K									\$9,426.88	\$122,549.00
Career Increment										
After 19 Years			\$8,314.61	\$108,090.00	\$8,813.30	\$114,573.00	\$9,083.15	\$118,081.00	\$9,619.15	\$125,049.00
After 24 Years			\$8,468.46	\$110,090.00	\$8,967.15	\$116,573.00	\$9,237.00	\$120,081.00	\$9,773.00	\$127,049.00
After 29 Years			\$8,660.76	\$112,590.00	\$9,159.46	\$119,073.00	\$9,429.30	\$122,581.00	\$9,965.30	\$129,549.00

SCHEDULE F4
CDC Program Coordinator
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

	334		335		336	
Step	Bachelor's Degree		1 Year Above Bachelor's Degree (BA+28 Units)		Bachelor's Degree plus 56 Units or Master's Degree	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,958.24	\$64,457.00	\$5,127.08	\$66,652.00	\$5,295.90	\$68,847.00
B	\$5,107.36	\$66,396.00	\$5,276.18	\$68,590.00	\$5,445.00	\$70,785.00
C	\$5,256.45	\$68,334.00	\$5,425.26	\$70,528.00	\$5,594.09	\$72,723.00
D	\$5,405.57	\$70,272.00	\$5,574.39	\$72,467.00	\$5,743.21	\$74,662.00
E	\$5,554.66	\$72,211.00	\$5,723.49	\$74,405.00	\$5,892.30	\$76,600.00
F	\$5,703.74	\$74,149.00	\$5,872.58	\$76,344.00	\$6,041.42	\$78,538.00
G			\$6,021.70	\$78,282.00	\$6,190.52	\$80,477.00
Career Increment						
After 14 Years	\$5,819.15	\$75,649.00	\$6,137.07	\$79,782.00	\$6,305.92	\$81,997.00
After 24 Years	\$5,934.53	\$77,149.00	\$6,252.46	\$81,282.00	\$6,421.30	\$83,477.00
After 29 Years	\$6,049.92	\$78,649.00	\$6,367.84	\$82,782.00	\$6,536.69	\$84,977.00

SCHEDULE F5
Head Start Assistant Director
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

	351		352		353	
Step	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$5,641.83	\$73,344.00	\$6,093.21	\$79,212.00	\$6,544.55	\$85,079.00
B	\$5,838.38	\$75,899.00	\$6,289.73	\$81,766.00	\$6,741.08	\$87,634.00
C	\$6,034.90	\$78,454.00	\$6,486.27	\$84,322.00	\$6,937.58	\$90,189.00
D	\$6,231.47	\$81,009.00	\$6,682.80	\$86,876.00	\$7,134.10	\$92,743.00
E	\$6,428.00	\$83,564.00	\$6,879.35	\$89,432.00	\$7,330.62	\$95,298.00
F	\$6,624.52	\$86,119.00	\$7,075.88	\$91,986.00	\$7,527.24	\$97,854.00
G	\$6,821.04	\$88,674.00	\$7,272.42	\$94,541.00	\$7,723.75	\$100,409.00
H			\$7,468.96	\$97,096.00	\$7,920.27	\$102,964.00
Career Increment						
After 14 Years	\$6,936.46	\$90,174.00	\$7,584.30	\$98,596.00	\$8,035.69	\$104,464.00
After 24 Years	\$7,051.84	\$91,674.00	\$7,699.69	\$100,096.00	\$8,151.07	\$105,964.00
After 29 Years	\$7,167.23	\$93,174.00	\$7,815.07	\$101,596.00	\$8,266.46	\$107,464.00

SCHEDULE F6
Head Start Education Specialist
TRADITIONAL Calendar (10.85 QW) 217 Days
2007/2008

Effective: July 1, 2007

	344		345		346	
Step	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		Masters Degree	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$3,904.51	\$42,364.00	\$4,042.34	\$43,859.00	\$4,180.15	\$45,355.00
B	\$4,026.49	\$43,687.00	\$4,163.88	\$45,178.00	\$4,301.69	\$46,673.00
C	\$4,147.57	\$45,001.00	\$4,285.40	\$46,497.00	\$4,423.22	\$47,992.00
D	\$4,269.12	\$46,320.00	\$4,406.93	\$47,815.00	\$4,544.74	\$49,310.00
E	\$4,390.65	\$47,639.00	\$4,528.46	\$49,134.00	\$4,666.28	\$50,629.00
F			\$4,649.99	\$50,452.00	\$4,787.80	\$51,948.00
G					\$4,909.36	\$53,267.00
Career Increment						
After 14 Years	\$4,528.94	\$49,139.00	\$4,788.20	\$51,952.00	\$5,047.64	\$54,767.00
After 24 Years	\$4,667.18	\$50,639.00	\$4,926.45	\$53,452.00	\$5,185.89	\$56,267.00
After 29 Years	\$4,805.43	\$52,139.00	\$5,064.70	\$54,952.00	\$5,324.14	\$57,767.00

SCHEDULE F6 A
Head Start Education Specialist
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

	341		342		343	
Step	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		Masters Degree	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,170.59	\$54,218.00	\$4,317.64	\$56,129.00	\$4,464.98	\$58,045.00
B	\$4,300.41	\$55,905.00	\$4,447.42	\$57,816.00	\$4,488.73	\$58,353.00
C	\$4,430.19	\$57,592.00	\$4,577.21	\$59,504.00	\$4,724.58	\$61,420.00
D	\$4,559.96	\$59,279.00	\$4,707.00	\$61,191.00	\$4,854.39	\$63,107.00
E	\$4,689.76	\$60,967.00	\$4,836.78	\$62,878.00	\$4,984.19	\$64,794.00
F			\$4,966.80	\$64,568.00	\$5,114.06	\$66,483.00
G					\$5,243.80	\$68,169.00
Career Increment						
After 14 Years	\$4,805.15	\$62,467.00	\$5,082.15	\$66,068.00	\$5,359.15	\$69,669.00
After 24 Years	\$4,920.53	\$63,967.00	\$5,197.53	\$67,568.00	\$5,474.53	\$71,169.00
After 29 Years	\$5,035.92	\$65,467.00	\$5,312.92	\$69,068.00	\$5,589.92	\$72,669.00

SCHEDULE F7
Head Start Education Manager
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

	331		332		333	
Step	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		Master's Degree	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,518.55	\$58,741.00	\$4,677.63	\$60,809.00	\$4,836.78	\$62,878.00
B	\$4,659.17	\$60,569.00	\$4,818.21	\$62,637.00	\$4,977.36	\$64,706.00
C	\$4,799.76	\$62,397.00	\$4,958.80	\$64,464.00	\$5,117.99	\$66,534.00
D	\$4,940.34	\$64,224.00	\$5,099.40	\$66,292.00	\$5,258.54	\$68,361.00
E	\$5,080.94	\$66,052.00	\$5,240.02	\$68,120.00	\$5,399.16	\$70,189.00
F			\$5,380.62	\$69,948.00	\$5,539.75	\$72,017.00
G					\$5,680.32	\$73,844.00
Career Increment						
After 14 Years	\$5,196.30	\$67,552.00	\$5,496.00	\$71,448.00	\$5,795.69	\$75,344.00
After 24 Years	\$5,311.69	\$69,052.00	\$5,611.38	\$72,948.00	\$5,911.07	\$76,844.00
After 29 Years	\$5,427.07	\$70,552.00	\$5,726.76	\$74,448.00	\$6,026.46	\$78,344.00

SCHEDULE G1
Program Specialist, Activities Specialist, Program Leader
TRADITIONAL Calendar (11.05 QW) 193 Days
2007/2008

Effective: July 1, 2007

Step	101		102		103		104	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,297.40	\$69,586.00	\$6,531.29	\$72,171.00	\$6,765.14	\$74,755.00	\$6,998.98	\$77,339.00
B	\$6,495.68	\$71,777.00	\$6,729.55	\$74,362.00	\$6,963.42	\$76,946.00	\$7,197.28	\$79,530.00
C	\$6,693.98	\$73,968.00	\$6,927.84	\$76,553.00	\$7,161.71	\$79,137.00	\$7,395.59	\$81,721.00
D	\$6,892.27	\$76,160.00	\$7,126.14	\$78,744.00	\$7,360.03	\$81,328.00	\$7,593.88	\$83,912.00
E	\$7,090.58	\$78,351.00	\$7,324.44	\$80,935.00	\$7,558.30	\$83,519.00	\$7,792.16	\$86,103.00
F	\$7,288.87	\$80,542.00	\$7,522.74	\$83,126.00	\$7,756.60	\$85,710.00	\$7,990.50	\$88,295.00
G	\$7,487.19	\$82,733.00	\$7,721.02	\$85,317.00	\$7,954.90	\$87,902.00	\$8,188.77	\$90,486.00
H			\$7,919.35	\$87,509.00	\$8,153.20	\$90,093.00	\$8,387.09	\$92,677.00
I							\$8,585.37	\$94,868.00
Career Increment								
After 19 Years	\$7,713.39	\$85,233.00	\$8,145.61	\$90,009.00	\$8,379.45	\$92,593.00	\$8,811.58	\$97,368.00
After 24 Years	\$7,894.38	\$87,233.00	\$8,326.60	\$92,009.00	\$8,560.45	\$94,593.00	\$8,992.57	\$99,368.00
After 29 Years	\$8,120.63	\$89,733.00	\$8,552.85	\$94,509.00	\$8,786.69	\$97,093.00	\$9,218.82	\$101,868.00

SCHEDULE G2
Program Specialist, Activities Specialist, Program Leader
YEAR ROUND Calendar (13.00 QW) 193 Days
2007/2008

Effective: July 1, 2007

Step	501		502		503		504	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$5,352.78	\$69,586.00	\$5,551.58	\$72,171.00	\$5,750.38	\$74,755.00	\$5,949.16	\$77,339.00
B	\$5,521.31	\$71,777.00	\$5,720.13	\$74,362.00	\$5,918.91	\$76,946.00	\$6,117.73	\$79,530.00
C	\$5,689.91	\$73,969.00	\$5,888.68	\$76,553.00	\$6,087.44	\$79,137.00	\$6,286.20	\$81,721.00
D	\$5,858.45	\$76,160.00	\$6,057.23	\$78,744.00	\$6,255.98	\$81,328.00	\$6,454.79	\$83,912.00
E	\$6,026.95	\$78,350.00	\$6,225.74	\$80,935.00	\$6,424.58	\$83,520.00	\$6,623.38	\$86,104.00
F	\$6,195.57	\$80,542.00	\$6,394.33	\$83,126.00	\$6,593.13	\$85,711.00	\$6,791.91	\$88,295.00
G	\$6,364.13	\$82,734.00	\$6,562.87	\$85,317.00	\$6,761.66	\$87,902.00	\$6,960.44	\$90,486.00
H			\$6,731.41	\$87,508.00	\$6,930.24	\$90,093.00	\$7,129.01	\$92,677.00
I							\$7,297.57	\$94,868.00
Career Increment								
After 19 Years	\$6,556.46	\$85,234.00	\$6,923.69	\$90,008.00	\$7,122.53	\$92,593.00	\$7,489.84	\$97,368.00
After 24 Years	\$6,710.30	\$87,234.00	\$7,077.53	\$92,008.00	\$7,276.38	\$94,593.00	\$7,643.69	\$99,368.00
After 29 Years	\$6,902.61	\$89,734.00	\$7,269.84	\$94,508.00	\$7,468.69	\$97,093.00	\$7,836.00	\$101,868.00

SCHEDULE G3

Program Specialist, Activities Specialist, Program Leader

TWELVE MONTH Calendar (13.00 QW) 247 Days

2007/2008

Effective: July 1, 2007

Step	106		107		108		109	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,850.40	\$89,055	\$7,104.83	\$92,363	\$7,359.25	\$95,670	\$7,613.57	\$98,976
B	\$7,066.13	\$91,860	\$7,321.77	\$95,183	\$7,575.08	\$98,476	\$7,829.38	\$101,782
C	\$7,281.82	\$94,664	\$7,536.34	\$97,972	\$7,790.68	\$101,279	\$8,045.09	\$104,586
D	\$7,497.64	\$97,469	\$7,751.94	\$100,775	\$8,006.16	\$104,080	\$8,260.87	\$107,391
E	\$7,713.22	\$100,272	\$7,967.76	\$103,581	\$8,222.17	\$106,888	\$8,476.49	\$110,194
F	\$7,929.02	\$103,077	\$8,183.35	\$106,384	\$8,437.77	\$109,691	\$8,692.19	\$112,998
G	\$8,144.73	\$105,881	\$8,399.06	\$109,188	\$8,653.47	\$112,495	\$8,907.99	\$115,804
H			\$8,614.86	\$111,993	\$8,869.17	\$115,299	\$9,123.61	\$118,607
I							\$9,339.32	\$121,411
Career Increment								
After 19 Years	\$8,337.00	\$108,381	\$8,807.15	\$114,493	\$9,061.46	\$117,799	\$9,531.61	\$123,911
After 24 Years	\$8,490.84	\$110,381	\$8,961.00	\$116,493	\$9,215.30	\$119,799	\$9,685.46	\$125,911
After 29 Years	\$8,683.15	\$112,881	\$9,153.30	\$118,993	\$9,407.61	\$122,299	\$9,877.76	\$128,411

SCHEDULE G4
Lead Psychologist, Head Counselor
TRADITIONAL Calendar (11.05 QW) 193 Days
2007/2008

Effective: July 1, 2007

Step	111		112		113		114	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,693.98	\$73,968	\$6,927.84	\$76,553	\$7,161.71	\$79,137	\$7,395.59	\$81,721
B	\$6,892.27	\$76,160	\$7,126.14	\$78,744	\$7,360.03	\$81,328	\$7,593.88	\$83,912
C	\$7,090.58	\$78,351	\$7,324.44	\$80,935	\$7,558.30	\$83,519	\$7,792.16	\$86,103
D	\$7,288.87	\$80,542	\$7,522.74	\$83,126	\$7,756.60	\$85,710	\$7,990.50	\$88,295
E	\$7,487.19	\$82,733	\$7,721.02	\$85,317	\$7,954.90	\$87,902	\$8,188.77	\$90,486
F	\$7,685.51	\$84,925	\$7,919.35	\$87,509	\$8,153.20	\$90,093	\$8,387.09	\$92,677
G	\$7,883.76	\$87,116	\$8,117.65	\$89,700	\$8,351.49	\$92,284	\$8,585.37	\$94,868
H			\$8,315.94	\$91,891	\$8,549.81	\$94,475	\$8,783.66	\$97,059
I							\$8,981.97	\$99,251
Career Increment								
After 19 Years	\$8,110.04	\$89,616	\$8,542.17	\$94,391	\$8,776.01	\$96,975	\$9,208.23	\$101,751
After 24 Years	\$8,291.04	\$91,616	\$8,723.16	\$96,391	\$8,957.01	\$98,975	\$9,389.23	\$103,751
After 29 Years	\$8,517.28	\$94,116	\$8,949.41	\$98,891	\$9,183.25	\$101,475	\$9,615.47	\$106,251

SCHEDULE G5
Lead Psychologist, Head Counselor
YEAR ROUND Calendar (13.00 QW) 193 Days
2007/2008

Effective: July 1, 2007

Step	511		512		513		514	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$5,689.91	\$73,969	\$5,888.68	\$76,553	\$6,087.44	\$79,137	\$6,286.20	\$81,721
B	\$5,858.45	\$76,160	\$6,057.23	\$78,744	\$6,255.98	\$81,328	\$6,454.79	\$83,912
C	\$6,026.95	\$78,350	\$6,225.74	\$80,935	\$6,424.58	\$83,520	\$6,623.38	\$86,104
D	\$6,195.57	\$80,542	\$6,394.33	\$83,126	\$6,593.13	\$85,711	\$6,791.91	\$88,295
E	\$6,364.13	\$82,734	\$6,562.87	\$85,317	\$6,761.66	\$87,902	\$6,960.44	\$90,486
F	\$6,532.64	\$84,924	\$6,731.41	\$87,508	\$6,930.24	\$90,093	\$7,129.01	\$92,677
G	\$6,701.18	\$87,115	\$6,899.98	\$89,700	\$7,098.76	\$92,284	\$7,297.57	\$94,868
H			\$7,068.55	\$91,891	\$7,267.32	\$94,475	\$7,466.12	\$97,060
I							\$7,634.65	\$99,250
Career Increment								
After 19 Years	\$6,893.46	\$89,615	\$7,260.84	\$94,391	\$7,459.61	\$96,975	\$7,826.92	\$101,750
After 24 Years	\$7,047.30	\$91,615	\$7,414.69	\$96,391	\$7,613.46	\$98,975	\$7,980.76	\$103,750
After 29 Years	\$7,239.61	\$94,115	\$7,607.00	\$98,891	\$7,805.76	\$101,475	\$8,173.07	\$106,250

SCHEDULE G6

Assistant Director, Consultant, Administrative Assistant, Senior Psychologist

TRADITIONAL Calendar (11.05 QW) 193 Days

2007/2008

Effective: July 1, 2007

Step	121		122		123		124	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,892.27	\$76,160	\$7,126.14	\$78,744	\$7,360.03	\$81,328	\$7,593.88	\$83,912
B	\$7,090.58	\$78,351	\$7,324.44	\$80,935	\$7,558.30	\$83,519	\$7,792.16	\$86,103
C	\$7,288.87	\$80,542	\$7,522.74	\$83,126	\$7,756.60	\$85,710	\$7,990.50	\$88,295
D	\$7,487.19	\$82,733	\$7,721.02	\$85,317	\$7,954.90	\$87,902	\$8,188.77	\$90,486
E	\$7,685.51	\$84,925	\$7,919.35	\$87,509	\$8,153.20	\$90,093	\$8,387.09	\$92,677
F	\$7,883.76	\$87,116	\$8,117.65	\$89,700	\$8,351.49	\$92,284	\$8,585.37	\$94,868
G	\$8,082.06	\$89,307	\$8,315.94	\$91,891	\$8,549.81	\$94,475	\$8,783.66	\$97,059
H			\$8,514.22	\$94,082	\$8,748.14	\$96,667	\$8,981.97	\$99,251
I							\$9,180.26	\$101,442
Career Increment								
After 19 Years	\$8,308.32	\$91,807	\$8,740.45	\$96,582	\$8,974.38	\$99,167	\$9,406.51	\$103,942
After 24 Years	\$8,489.32	\$93,807	\$8,921.44	\$98,582	\$9,155.38	\$101,167	\$9,587.51	\$105,942
After 29 Years	\$8,715.56	\$96,307	\$9,147.69	\$101,082	\$9,381.62	\$103,667	\$9,813.75	\$108,442

SCHEDULE G7

Assistant Director, Consultant, Administrative Assistant, Senior Psychologist

YEAR ROUND Calendar (13.00 QW) 193 Days

2007/2008

Effective: July 1, 2007

Step	521		522		523		524	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$5,858.45	\$76,160	\$6,057.23	\$78,744	\$6,255.98	\$81,328	\$6,454.79	\$83,912
B	\$6,026.95	\$78,350	\$6,225.74	\$80,935	\$6,424.58	\$83,520	\$6,623.38	\$86,104
C	\$6,195.57	\$80,542	\$6,394.33	\$83,126	\$6,593.13	\$85,711	\$6,791.91	\$88,295
D	\$6,364.13	\$82,734	\$6,562.87	\$85,317	\$6,761.66	\$87,902	\$6,960.44	\$90,486
E	\$6,532.64	\$84,924	\$6,731.41	\$87,508	\$6,930.24	\$90,093	\$7,129.01	\$92,677
F	\$6,701.18	\$87,115	\$6,899.98	\$89,700	\$7,098.76	\$92,284	\$7,297.57	\$94,868
G	\$6,869.74	\$89,307	\$7,068.55	\$91,891	\$7,267.32	\$94,475	\$7,466.12	\$97,060
H			\$7,237.07	\$94,082	\$7,435.91	\$96,667	\$7,634.65	\$99,250
I							\$7,803.23	\$101,442
Career Increment								
After 19 Years	\$7,062.07	\$91,807	\$7,429.38	\$96,582	\$7,628.23	\$99,167	\$7,995.53	\$103,942
After 24 Years	\$7,215.92	\$93,807	\$7,583.23	\$98,582	\$7,782.07	\$101,167	\$8,149.38	\$105,942
After 29 Years	\$7,408.23	\$96,307	\$7,775.53	\$101,082	\$7,974.38	\$103,667	\$8,341.69	\$108,442

SCHEDULE G8

**Administrative Assistant to the Superintendent,
Elementary School Vice Principal,
Middle School and Continuation High School Guidance/Assistant Principal,
High School Assistant Principal
TRADITIONAL Calendar (11.05 QW) 193 Days**

2007/2008

Effective: July 1, 2007

Step	131		132		133		134	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA +45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,090.58	\$78,351	\$7,324.44	\$80,935	\$7,558.30	\$83,519	\$7,792.16	\$86,103
B	\$7,288.87	\$80,542	\$7,522.74	\$83,126	\$7,756.60	\$85,710	\$7,990.50	\$88,295
C	\$7,487.19	\$82,733	\$7,721.02	\$85,317	\$7,954.90	\$87,902	\$8,188.77	\$90,486
D	\$7,685.51	\$84,925	\$7,919.35	\$87,509	\$8,153.20	\$90,093	\$8,387.09	\$92,677
E	\$7,883.76	\$87,116	\$8,117.65	\$89,700	\$8,351.49	\$92,284	\$8,585.37	\$94,868
F	\$8,082.06	\$89,307	\$8,315.94	\$91,891	\$8,549.81	\$94,475	\$8,783.66	\$97,059
G	\$8,280.38	\$91,498	\$8,514.22	\$94,082	\$8,748.14	\$96,667	\$8,981.97	\$99,251
H			\$8,712.53	\$96,273	\$8,946.40	\$98,858	\$9,180.26	\$101,442
I							\$9,378.59	\$103,633
Career Increment								
After 19 Years	\$8,506.60	\$93,998	\$8,938.73	\$98,773	\$9,172.66	\$101,358	\$9,604.79	\$106,133
After 24 Years	\$8,687.60	\$95,998	\$9,119.72	\$100,773	\$9,353.66	\$103,358	\$9,785.79	\$108,133
After 29 Years	\$8,913.84	\$98,498	\$9,345.97	\$103,273	\$9,579.90	\$105,858	\$10,012.03	\$110,633

SCHEDULE G9

**Administrative Assistant to the Superintendent,
Elementary School Vice Principal,
Middle School and Continuation High School/Assistant Principal
High School Assistant Principal
YEAR ROUND Calendar (13.00 QW) 193 Days**

2007/2008

Effective: July 1, 2007

Step	531		532		533		534	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,026.95	\$78,350	\$6,225.74	\$80,935	\$6,424.58	\$83,520	\$6,623.38	\$86,104
B	\$6,195.57	\$80,542	\$6,394.33	\$83,126	\$6,593.13	\$85,711	\$6,791.91	\$88,295
C	\$6,364.13	\$82,734	\$6,562.87	\$85,317	\$6,761.66	\$87,902	\$6,960.44	\$90,486
D	\$6,532.64	\$84,924	\$6,731.41	\$87,508	\$6,930.24	\$90,093	\$7,129.01	\$92,677
E	\$6,701.18	\$87,115	\$6,899.98	\$89,700	\$7,098.76	\$92,284	\$7,297.57	\$94,868
F	\$6,869.74	\$89,307	\$7,068.55	\$91,891	\$7,267.32	\$94,475	\$7,466.12	\$97,060
G	\$7,038.30	\$91,498	\$7,237.07	\$94,082	\$7,435.91	\$96,667	\$7,634.65	\$99,250
H			\$7,405.64	\$96,273	\$7,604.44	\$98,858	\$7,803.23	\$101,442
I							\$7,971.77	\$103,633
Career Increment								
After 19 Years	\$7,230.61	\$93,998	\$7,597.92	\$98,773	\$7,796.76	\$101,358	\$8,164.07	\$106,133
After 24 Years	\$7,384.46	\$95,998	\$7,751.76	\$100,773	\$7,950.61	\$103,358	\$8,317.92	\$108,133
After 29 Years	\$7,576.76	\$98,498	\$7,944.07	\$103,273	\$8,142.92	\$105,858	\$8,510.23	\$110,633

SCHEDULE G10

**Administrative Assistant to the Superintendent,
Elementary School Vice Principal,
Middle School and Continuation High School Guidance/Assistant Principal,
High School Assistant Principal
TWELVE MONTH Calendar (13.00 QW) 247 Days**

2007/2008

Effective: July 1, 2007

Step	135		136		137		138	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,713.25	\$100,272.00	\$7,967.77	\$103,581.00	\$8,222.13	\$106,888.00	\$8,476.53	\$110,195.00
B	\$7,929.03	\$103,077.00	\$8,183.42	\$106,384.00	\$8,437.81	\$109,692.00	\$8,692.19	\$112,998.00
C	\$8,144.71	\$105,881.00	\$8,399.08	\$109,188.00	\$8,653.46	\$112,495.00	\$8,907.97	\$115,804.00
D	\$8,360.50	\$108,687.00	\$8,614.88	\$111,993.00	\$8,869.26	\$115,300.00	\$9,123.64	\$118,607.00
E	\$8,576.17	\$111,490.00	\$8,830.55	\$114,797.00	\$9,084.93	\$118,104.00	\$9,339.32	\$121,411.00
F	\$8,791.82	\$114,294.00	\$9,046.35	\$117,603.00	\$9,300.73	\$120,909.00	\$9,555.12	\$124,217.00
G	\$9,007.62	\$117,099.00	\$9,261.99	\$120,406.00	\$9,516.38	\$123,713.00	\$9,770.75	\$127,020.00
H			\$9,477.66	\$123,210.00	\$9,732.05	\$126,517.00	\$9,986.56	\$129,825.00
I							\$10,202.22	\$132,629.00
Career Increment								
After 19 Years	\$9,199.92	\$119,599.00	\$9,670.00	\$125,710.00	\$9,924.38	\$129,017.00	\$10,394.53	\$135,129.00
After 24 Years	\$9,353.76	\$121,599.00	\$9,823.84	\$127,710.00	\$10,078.23	\$131,017.00	\$10,548.38	\$137,129.00
After 29 Years	\$9,546.07	\$124,099.00	\$10,016.15	\$130,210.00	\$10,270.53	\$133,517.00	\$10,740.69	\$139,629.00

SCHEDULE G11
High School Vice Principal, Associate Director
TRADITIONAL Calendar (11.05 QW) 193 Days
2007/2008

Effective: July 1, 2007

Step	141		142		143		144	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,288.87	\$80,542.00	\$7,522.74	\$83,126.00	\$7,756.60	\$85,710.00	\$7,990.50	\$88,295.00
B	\$7,487.19	\$82,733.00	\$7,721.02	\$85,317.00	\$7,954.90	\$87,902.00	\$8,188.77	\$90,486.00
C	\$7,685.51	\$84,925.00	\$7,919.35	\$87,509.00	\$8,153.20	\$90,093.00	\$8,387.09	\$92,677.00
D	\$7,883.76	\$87,116.00	\$8,117.65	\$89,700.00	\$8,351.49	\$92,284.00	\$8,585.37	\$94,868.00
E	\$8,082.06	\$89,307.00	\$8,315.94	\$91,891.00	\$8,549.81	\$94,475.00	\$8,783.66	\$97,059.00
F	\$8,280.38	\$91,498.00	\$8,514.22	\$94,082.00	\$8,748.14	\$96,667.00	\$8,981.97	\$99,251.00
G	\$8,478.67	\$93,689.00	\$8,712.53	\$96,273.00	\$8,946.40	\$98,858.00	\$9,180.26	\$101,442.00
H			\$8,910.82	\$98,465.00	\$9,144.69	\$101,049.00	\$9,378.59	\$103,633.00
I							\$9,576.86	\$105,824.00
Career Increment								
After 19 Years	\$8,704.88	\$96,189.00	\$9,137.10	\$100,965.00	\$9,370.95	\$103,549.00	\$9,803.07	\$108,324.00
After 24 Years	\$8,885.88	\$98,189.00	\$9,318.09	\$102,965.00	\$9,551.94	\$105,549.00	\$9,984.07	\$110,324.00
After 29 Years	\$9,112.12	\$100,689.00	\$9,544.34	\$105,465.00	\$9,778.19	\$108,049.00	\$10,210.31	\$112,824.00

SCHEDULE G12

High School Vice Principal, Associate Director YEAR ROUND Calendar (13.00 QW) 193 Days 2007/2008

Effective: July 1, 2007

Step	541		542		543		544	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,195.57	\$80,542.00	\$6,394.33	\$83,126.00	\$6,593.13	\$85,711.00	\$6,791.91	\$88,295.00
B	\$6,364.13	\$82,734.00	\$6,562.87	\$85,317.00	\$6,761.66	\$87,902.00	\$6,960.44	\$90,486.00
C	\$6,532.64	\$84,924.00	\$6,731.41	\$87,508.00	\$6,930.24	\$90,093.00	\$7,129.01	\$92,677.00
D	\$6,701.18	\$87,115.00	\$6,899.98	\$89,700.00	\$7,098.76	\$92,284.00	\$7,297.57	\$94,868.00
E	\$6,869.74	\$89,307.00	\$7,068.55	\$91,891.00	\$7,267.32	\$94,475.00	\$7,466.12	\$97,060.00
F	\$7,038.30	\$91,498.00	\$7,237.07	\$94,082.00	\$7,435.91	\$96,667.00	\$7,634.65	\$99,250.00
G	\$7,206.88	\$93,689.00	\$7,405.64	\$96,273.00	\$7,604.44	\$98,858.00	\$7,803.23	\$101,442.00
H			\$7,574.17	\$98,464.00	\$7,772.98	\$101,049.00	\$7,971.77	\$103,633.00
I							\$8,140.31	\$105,824.00
Career Increment								
After 19 Years	\$7,399.15	\$96,189.00	\$7,766.46	\$100,964.00	\$7,965.30	\$103,549.00	\$8,332.61	\$108,324.00
After 24 Years	\$7,553.00	\$98,189.00	\$7,920.30	\$102,964.00	\$8,119.15	\$105,549.00	\$8,486.46	\$110,324.00
After 29 Years	\$7,745.30	\$100,689.00	\$8,112.61	\$105,464.00	\$8,311.46	\$108,049.00	\$8,678.76	\$112,824.00

SCHEDULE G13

Elementary, Middle School, and Continuation High School Principal

(Less than 16 certificated staff members),

Program Administrators

TRADITIONAL Calendar (11.05 QW) 193 Days

2007/2008

Effective: July 1, 2007

Step	151		152		153		154	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,487.19	\$82,733.00	\$7,721.02	\$85,317.00	\$7,954.90	\$87,902.00	\$8,188.77	\$90,486.00
B	\$7,685.51	\$84,925.00	\$7,919.35	\$87,509.00	\$8,153.20	\$90,093.00	\$8,387.09	\$92,677.00
C	\$7,883.76	\$87,116.00	\$8,117.65	\$89,700.00	\$8,351.49	\$92,284.00	\$8,585.37	\$94,868.00
D	\$8,082.06	\$89,307.00	\$8,315.94	\$91,891.00	\$8,549.81	\$94,475.00	\$8,783.66	\$97,059.00
E	\$8,280.38	\$91,498.00	\$8,514.22	\$94,082.00	\$8,748.14	\$96,667.00	\$8,981.97	\$99,251.00
F	\$8,478.67	\$93,689.00	\$8,712.53	\$96,273.00	\$8,946.40	\$98,858.00	\$9,180.26	\$101,442.00
G	\$8,676.95	\$95,880.00	\$8,910.82	\$98,465.00	\$9,144.69	\$101,049.00	\$9,378.59	\$103,633.00
H			\$9,109.14	\$100,656.00	\$9,342.99	\$103,240.00	\$9,576.86	\$105,824.00
I							\$9,775.18	\$108,016.00
Career Increment								
After 19 Years	\$8,903.16	\$98,380.00	\$9,335.38	\$103,156.00	\$9,569.23	\$105,740.00	\$10,001.44	\$110,516.00
After 24 Years	\$9,084.16	\$100,380.00	\$9,516.38	\$105,156.00	\$9,750.22	\$107,740.00	\$10,182.44	\$112,516.00
After 29 Years	\$9,310.40	\$102,880.00	\$9,742.62	\$107,656.00	\$9,976.47	\$110,240.00	\$10,408.68	\$115,016.00

SCHEDULE G14

Elementary, Middle School, and Continuation High School Principal

(Less than 16 certificated staff members),

Program Administrators

YEAR ROUND Calendar (13.00 QW) 193 Days

2007/2008

Effective: July 1, 2007

Step	551		552		553		554	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,364.13	\$82,734.00	\$6,562.87	\$85,317.00	\$6,761.66	\$87,902.00	\$6,960.44	\$90,486.00
B	\$6,532.64	\$84,924.00	\$6,731.41	\$87,508.00	\$6,930.24	\$90,093.00	\$7,129.01	\$92,677.00
C	\$6,701.18	\$87,115.00	\$6,899.98	\$89,700.00	\$7,098.76	\$92,284.00	\$7,297.57	\$94,868.00
D	\$6,869.74	\$89,307.00	\$7,068.55	\$91,891.00	\$7,267.32	\$94,475.00	\$7,466.12	\$97,060.00
E	\$7,038.30	\$91,498.00	\$7,237.07	\$94,082.00	\$7,435.91	\$96,667.00	\$7,634.65	\$99,250.00
F	\$7,206.88	\$93,689.00	\$7,405.64	\$96,273.00	\$7,604.44	\$98,858.00	\$7,803.23	\$101,442.00
G	\$7,375.42	\$95,880.00	\$7,574.17	\$98,464.00	\$7,772.98	\$101,049.00	\$7,971.77	\$103,633.00
H			\$7,742.78	\$100,656.00	\$7,941.56	\$103,240.00	\$8,140.31	\$105,824.00
I							\$8,308.88	\$108,015.00
Career Increment								
After 19 Years	\$7,567.69	\$98,380.00	\$7,935.07	\$103,156.00	\$8,133.84	\$105,740.00	\$8,501.15	\$110,515.00
After 24 Years	\$7,721.53	\$100,380.00	\$8,088.92	\$105,156.00	\$8,287.69	\$107,740.00	\$8,655.00	\$112,515.00
After 29 Years	\$7,913.84	\$102,880.00	\$8,281.23	\$107,656.00	\$8,480.00	\$110,240.00	\$8,847.30	\$115,015.00

SCHEDULE I1
Elementary School Principal
(Less than 16 certificated staff members),
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

Step	601		602		603		604	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,518.99	\$97,747.00	\$7,754.67	\$100,811.00	\$7,990.37	\$103,875.00	\$8,226.06	\$106,939.00
B	\$7,718.05	\$100,335.00	\$7,953.71	\$103,398.00	\$8,189.40	\$106,462.00	\$8,425.12	\$109,527.00
C	\$7,917.07	\$102,922.00	\$8,152.79	\$105,986.00	\$8,388.48	\$109,050.00	\$8,624.21	\$112,115.00
D	\$8,116.12	\$105,510.00	\$8,351.82	\$108,574.00	\$8,587.54	\$111,638.00	\$8,823.27	\$114,703.00
E	\$8,315.18	\$108,097.00	\$8,550.88	\$111,161.00	\$8,786.60	\$114,226.00	\$9,022.29	\$117,290.00
F	\$8,514.21	\$110,685.00	\$8,749.91	\$113,749.00	\$8,985.65	\$116,813.00	\$9,221.34	\$119,877.00
G	\$8,713.28	\$113,273.00	\$8,948.97	\$116,337.00	\$9,184.67	\$119,401.00	\$9,420.40	\$122,465.00
H			\$9,148.03	\$118,924.00	\$9,383.73	\$121,988.00	\$9,619.44	\$125,053.00
I							\$9,818.50	\$127,641.00
Career Increment								
After 19 Years	\$8,905.61	\$115,773.00	\$9,340.30	\$121,424.00	\$9,576.00	\$124,488.00	\$10,010.84	\$130,141.00
After 24 Years	\$9,059.46	\$117,773.00	\$9,494.15	\$123,424.00	\$9,729.84	\$126,488.00	\$10,164.69	\$132,141.00
After 29 Years	\$9,251.76	\$120,273.00	\$9,686.46	\$125,924.00	\$9,922.15	\$128,988.00	\$10,357.00	\$134,641.00

SCHEDULE G15

Elementary, Middle School, and Continuation High School Principal

(16-35 certificated staff members),

TRADITIONAL Calendar (11.05 QW) 193 Days

2007/2008

Effective: July 1, 2007

Step	161		162		163		164	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,883.76	\$87,116.00	\$8,117.65	\$89,700.00	\$8,351.49	\$92,284.00	\$8,585.37	\$94,868.00
B	\$8,082.06	\$89,307.00	\$8,315.94	\$91,891.00	\$8,549.81	\$94,475.00	\$8,783.66	\$97,059.00
C	\$8,280.38	\$91,498.00	\$8,514.22	\$94,082.00	\$8,748.14	\$96,667.00	\$8,981.97	\$99,251.00
D	\$8,478.67	\$93,689.00	\$8,712.53	\$96,273.00	\$8,946.40	\$98,858.00	\$9,180.26	\$101,442.00
E	\$8,676.95	\$95,880.00	\$8,910.82	\$98,465.00	\$9,144.69	\$101,049.00	\$9,378.59	\$103,633.00
F	\$8,875.28	\$98,072.00	\$9,109.14	\$100,656.00	\$9,342.99	\$103,240.00	\$9,576.86	\$105,824.00
G	\$9,073.56	\$100,263.00	\$9,307.46	\$102,847.00	\$9,541.30	\$105,431.00	\$9,775.18	\$108,016.00
H			\$9,505.72	\$105,038.00	\$9,739.59	\$107,622.00	\$9,973.44	\$110,207.00
I							\$10,171.75	\$112,398.00
Career Increment								
After 19 Years	\$9,299.81	\$102,763.00	\$9,731.94	\$107,538.00	\$9,965.79	\$110,122.00	\$10,398.00	\$114,898.00
After 24 Years	\$9,480.81	\$104,763.00	\$9,912.94	\$109,538.00	\$10,146.78	\$112,122.00	\$10,579.00	\$116,898.00
After 29 Years	\$9,707.05	\$107,263.00	\$10,139.18	\$112,038.00	\$10,373.03	\$114,622.00	\$10,805.24	\$119,398.00

SCHEDULE G16

Elementary, Middle School, and Continuation High School Principal

(16-35 certificated staff members),

YEAR ROUND Calendar (13.00 QW) 193 Days

2007/2008

Effective: July 1, 2007

Step	561		562		563		564	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,701.18	\$87,115.00	\$6,899.98	\$89,700.00	\$7,098.76	\$92,284.00	\$7,297.57	\$94,868.00
B	\$6,869.74	\$89,307.00	\$7,068.55	\$91,891.00	\$7,267.32	\$94,475.00	\$7,466.12	\$97,060.00
C	\$7,038.30	\$91,498.00	\$7,237.07	\$94,082.00	\$7,435.91	\$96,667.00	\$7,634.65	\$99,250.00
D	\$7,206.88	\$93,689.00	\$7,405.64	\$96,273.00	\$7,604.44	\$98,858.00	\$7,803.23	\$101,442.00
E	\$7,375.42	\$95,880.00	\$7,574.17	\$98,464.00	\$7,772.98	\$101,049.00	\$7,971.77	\$103,633.00
F	\$7,543.95	\$98,071.00	\$7,742.78	\$100,656.00	\$7,941.56	\$103,240.00	\$8,140.31	\$105,824.00
G	\$7,712.52	\$100,263.00	\$7,911.30	\$102,847.00	\$8,110.10	\$105,431.00	\$8,308.88	\$108,015.00
H			\$8,079.84	\$105,038.00	\$8,278.67	\$107,623.00	\$8,477.44	\$110,207.00
I							\$8,646.00	\$112,398.00
Career Increment								
After 19 Years	\$7,904.84	\$102,763.00	\$8,272.15	\$107,538.00	\$8,471.00	\$110,123.00	\$8,838.30	\$114,898.00
After 24 Years	\$8,058.69	\$104,763.00	\$8,426.00	\$109,538.00	\$8,624.84	\$112,123.00	\$8,992.15	\$116,898.00
After 29 Years	\$8,251.00	\$107,263.00	\$8,618.30	\$112,038.00	\$8,817.15	\$114,623.00	\$9,184.46	\$119,398.00

SCHEDULE I2
Elementary School Principal
(16-35 certificated staff members),
California Academy of Mathematics and Science Principal
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

Step	611		612		613		614	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,917.07	\$102,922.00	\$8,152.79	\$105,986.00	\$8,388.48	\$109,050.00	\$8,624.21	\$112,115.00
B	\$8,116.12	\$105,510.00	\$8,351.82	\$108,574.00	\$8,587.54	\$111,638.00	\$8,823.27	\$114,703.00
C	\$8,315.18	\$108,097.00	\$8,550.88	\$111,161.00	\$8,786.60	\$114,226.00	\$9,022.29	\$117,290.00
D	\$8,514.21	\$110,685.00	\$8,749.91	\$113,749.00	\$8,985.65	\$116,813.00	\$9,221.34	\$119,877.00
E	\$8,713.28	\$113,273.00	\$8,948.97	\$116,337.00	\$9,184.67	\$119,401.00	\$9,420.40	\$122,465.00
F	\$8,912.34	\$115,860.00	\$9,148.03	\$118,924.00	\$9,383.73	\$121,988.00	\$9,619.44	\$125,053.00
G	\$9,111.43	\$118,449.00	\$9,347.11	\$121,512.00	\$9,582.82	\$124,577.00	\$9,818.50	\$127,641.00
H			\$9,546.14	\$124,100.00	\$9,781.87	\$127,164.00	\$10,017.57	\$130,228.00
I							\$10,216.62	\$132,816.00
Career Increment								
After 19 Years	\$9,303.76	\$120,949.00	\$9,738.46	\$126,600.00	\$9,974.15	\$129,664.00	\$10,408.92	\$135,316.00
After 24 Years	\$9,457.61	\$122,949.00	\$9,892.30	\$128,600.00	\$10,128.00	\$131,664.00	\$10,562.76	\$137,316.00
After 29 Years	\$9,649.92	\$125,449.00	\$10,084.61	\$131,100.00	\$10,320.30	\$134,164.00	\$10,755.07	\$139,816.00

SCHEDULE G17

Elementary and Middle School Principal

(36 or more certificated staff members),

Continuation High School Principal, School For Adults Principal, Avalon Principal

TRADITIONAL Calendar (11.05 QW) 193 Days

2007/2008

Effective: July 1, 2007

Step	171		172		173		174	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$8,280.38	\$91,498.00	\$8,514.22	\$94,082.00	\$8,748.14	\$96,667.00	\$8,981.97	\$99,251.00
B	\$8,478.67	\$93,689.00	\$8,712.53	\$96,273.00	\$8,946.40	\$98,858.00	\$9,180.26	\$101,442.00
C	\$8,676.95	\$95,880.00	\$8,910.82	\$98,465.00	\$9,144.69	\$101,049.00	\$9,378.59	\$103,633.00
D	\$8,875.28	\$98,072.00	\$9,109.14	\$100,656.00	\$9,342.99	\$103,240.00	\$9,576.86	\$105,824.00
E	\$9,073.56	\$100,263.00	\$9,307.46	\$102,847.00	\$9,541.30	\$105,431.00	\$9,775.18	\$108,016.00
F	\$9,271.82	\$102,454.00	\$9,505.72	\$105,038.00	\$9,739.59	\$107,622.00	\$9,973.44	\$110,207.00
G	\$9,470.16	\$104,645.00	\$9,704.02	\$107,229.00	\$9,937.88	\$109,814.00	\$10,171.75	\$112,398.00
H			\$9,902.30	\$109,420.00	\$10,136.19	\$112,005.00	\$10,370.08	\$114,589.00
I							\$10,568.35	\$116,780.00
Career Increment								
After 19 Years	\$9,696.38	\$107,145.00	\$10,128.50	\$111,920.00	\$10,362.44	\$114,505.00	\$10,794.57	\$119,280.00
After 24 Years	\$9,877.37	\$109,145.00	\$10,309.50	\$113,920.00	\$10,543.43	\$116,505.00	\$10,975.56	\$121,280.00
After 29 Years	\$10,103.61	\$111,645.00	\$10,535.74	\$116,420.00	\$10,769.68	\$119,005.00	\$11,201.80	\$123,780.00

SCHEDULE G18

Elementary and Middle School Principal

(36 or more certificated staff members),

Continuation High School Principal, School For Adults Principal, Avalon Principal

YEAR ROUND Calendar (13.00 QW) 193 Days

2007/2008

Effective: July 1, 2007

Step	571		572		573		574	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,038.30	\$91,498.00	\$7,237.07	\$94,082.00	\$7,435.91	\$96,667.00	\$7,634.65	\$99,250.00
B	\$7,206.88	\$93,689.00	\$7,405.64	\$96,273.00	\$7,604.44	\$98,858.00	\$7,803.23	\$101,442.00
C	\$7,375.42	\$95,880.00	\$7,574.17	\$98,464.00	\$7,772.98	\$101,049.00	\$7,971.77	\$103,633.00
D	\$7,543.95	\$98,071.00	\$7,742.78	\$100,656.00	\$7,941.56	\$103,240.00	\$8,140.31	\$105,824.00
E	\$7,712.52	\$100,263.00	\$7,911.30	\$102,847.00	\$8,110.10	\$105,431.00	\$8,308.88	\$108,015.00
F	\$7,881.09	\$102,454.00	\$8,079.84	\$105,038.00	\$8,278.67	\$107,623.00	\$8,477.44	\$110,207.00
G	\$8,049.60	\$104,645.00	\$8,248.43	\$107,230.00	\$8,447.18	\$109,813.00	\$8,646.00	\$112,398.00
H			\$8,416.98	\$109,421.00	\$8,615.76	\$112,005.00	\$8,814.53	\$114,589.00
I							\$8,983.06	\$116,780.00
Career Increment								
After 19 Years	\$8,241.92	\$107,145.00	\$8,609.30	\$111,921.00	\$8,808.07	\$114,505.00	\$9,175.38	\$119,280.00
After 24 Years	\$8,395.76	\$109,145.00	\$8,763.15	\$113,921.00	\$8,961.92	\$116,505.00	\$9,329.23	\$121,280.00
After 29 Years	\$8,588.07	\$111,645.00	\$8,955.46	\$116,421.00	\$9,154.23	\$119,005.00	\$9,521.53	\$123,780.00

SCHEDULE G24

Elementary and Middle School Principal (Transitional Schedule)

(36 or more certificated staff members),

Continuation High School Principal, School For Adults, Principal, Avalon Principal

YEAR ROUND Calendar (13.00 QW) 193 Days

2007/2008

Effective: July 1, 2007

Step	671		672		673		674	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,038.30	\$91,498.00	\$7,237.07	\$94,082.00	\$7,435.91	\$96,667.00	\$7,634.65	\$99,250.00
B	\$7,206.88	\$93,689.00	\$7,405.64	\$96,273.00	\$7,604.44	\$98,858.00	\$7,803.23	\$101,442.00
C	\$7,375.42	\$95,880.00	\$7,574.17	\$98,464.00	\$7,772.98	\$101,049.00	\$7,971.77	\$103,633.00
D	\$7,543.95	\$98,071.00	\$7,742.78	\$100,656.00	\$7,941.56	\$103,240.00	\$8,140.31	\$105,824.00
E	\$7,712.52	\$100,263.00	\$7,911.30	\$102,847.00	\$8,110.10	\$105,431.00	\$8,308.88	\$108,015.00
F	\$7,881.09	\$102,454.00	\$8,079.84	\$105,038.00	\$8,278.67	\$107,623.00	\$8,477.44	\$110,207.00
G	\$8,049.60	\$104,645.00	\$8,248.43	\$107,230.00	\$8,447.18	\$109,813.00	\$8,646.00	\$112,398.00
H			\$8,416.98	\$109,421.00	\$8,615.76	\$112,005.00	\$8,814.53	\$114,589.00
I							\$8,983.06	\$116,780.00
Career Increment								
After 19 Years	\$8,241.92	\$107,145.00	\$8,609.30	\$111,921.00	\$8,808.07	\$114,505.00	\$9,175.38	\$119,280.00
After 24 Years	\$8,395.76	\$109,145.00	\$8,763.15	\$113,921.00	\$8,961.92	\$116,505.00	\$9,329.23	\$121,280.00
After 29 Years	\$8,588.07	\$111,645.00	\$8,955.46	\$116,421.00	\$9,154.23	\$119,005.00	\$9,521.53	\$123,780.00

SCHEDULE I3
Elementary and Middle School Principal
(36 or more certificated staff members),
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

Step	621		622		623		624	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$8,315.18	\$108,097.00	\$8,550.88	\$111,161.00	\$8,786.60	\$114,226.00	\$9,022.29	\$117,290.00
B	\$8,514.21	\$110,685.00	\$8,749.91	\$113,749.00	\$8,985.65	\$116,813.00	\$9,221.34	\$119,877.00
C	\$8,713.28	\$113,273.00	\$8,948.97	\$116,337.00	\$9,184.67	\$119,401.00	\$9,420.40	\$122,465.00
D	\$8,912.34	\$115,860.00	\$9,148.03	\$118,924.00	\$9,383.73	\$121,988.00	\$9,619.44	\$125,053.00
E	\$9,111.43	\$118,449.00	\$9,347.11	\$121,512.00	\$9,582.82	\$124,577.00	\$9,818.50	\$127,641.00
F	\$9,310.43	\$121,036.00	\$9,546.14	\$124,100.00	\$9,781.87	\$127,164.00	\$10,017.57	\$130,228.00
G	\$9,509.49	\$123,623.00	\$9,745.22	\$126,688.00	\$9,980.90	\$129,752.00	\$10,216.62	\$132,816.00
H			\$9,944.24	\$129,275.00	\$10,179.96	\$132,339.00	\$10,415.66	\$135,404.00
I							\$10,614.73	\$137,991.00
Career Increment								
After 19 Years	\$9,701.76	\$126,123.00	\$10,136.53	\$131,775.00	\$10,372.23	\$134,839.00	\$10,807.00	\$140,491.00
After 24 Years	\$9,855.61	\$128,123.00	\$10,290.38	\$133,775.00	\$10,526.07	\$136,839.00	\$10,960.84	\$142,491.00
After 29 Years	\$10,047.92	\$130,623.00	\$10,482.69	\$136,275.00	\$10,718.38	\$139,339.00	\$11,153.15	\$144,991.00

SCHEDULE G19
Physician Inspector
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

	168	
Step	Physician Inspector	
	QW Rate	Yearly
A	\$9,339.32	\$121,411.00
B	\$9,555.12	\$124,217.00
C	\$9,770.75	\$127,020.00
D	\$9,986.56	\$129,825.00
E	\$10,202.22	\$132,629.00
F	\$10,417.89	\$135,433.00
G	\$10,633.68	\$138,238.00
H	\$10,849.35	\$141,042.00
I	\$11,065.01	\$143,845.00
Career Increment		
After 19 Years	\$11,257.30	\$146,345.00
After 24 Years	\$11,411.15	\$148,345.00
After 29 Years	\$11,603.46	\$150,845.00

SCHEDULE K1
Assistant Director, Administrative Assistant
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

Step	221		222		223		224	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,029.50	\$91,384.00	\$7,268.25	\$94,487.00	\$7,507.06	\$97,592.00	\$7,745.83	\$100,696.00
B	\$7,231.89	\$94,015.00	\$7,470.68	\$97,119.00	\$7,709.43	\$100,223.00	\$7,948.20	\$103,327.00
C	\$7,434.26	\$96,645.00	\$7,673.07	\$99,750.00	\$7,911.85	\$102,854.00	\$8,150.61	\$105,958.00
D	\$7,636.67	\$99,277.00	\$7,875.45	\$102,381.00	\$8,114.21	\$105,485.00	\$8,353.02	\$108,589.00
E	\$7,839.06	\$101,908.00	\$8,077.87	\$105,012.00	\$8,316.68	\$108,117.00	\$8,555.41	\$111,220.00
F	\$8,041.46	\$104,539.00	\$8,280.24	\$107,643.00	\$8,519.06	\$110,748.00	\$8,757.84	\$113,852.00
G	\$8,243.86	\$107,170.00	\$8,482.66	\$110,275.00	\$8,721.44	\$113,379.00	\$8,960.22	\$116,483.00
H			\$8,685.02	\$112,905.00	\$8,923.83	\$116,010.00	\$9,162.62	\$119,114.00
I							\$9,365.01	\$121,745.00
Career Increment								
After 19 Years	\$8,436.15	\$109,670.00	\$8,877.30	\$115,405.00	\$9,116.15	\$118,510.00	\$9,557.30	\$124,245.00
After 24 Years	\$8,590.00	\$111,670.00	\$9,031.15	\$117,405.00	\$9,270.00	\$120,510.00	\$9,711.15	\$126,245.00
After 29 Years	\$8,782.30	\$114,170.00	\$9,223.46	\$119,905.00	\$9,462.30	\$123,010.00	\$9,903.46	\$128,745.00

SCHEDULE K2
Assistant to the Superintendent, Associate Director
Program Administrator
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

Step	251		252		253		254	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$7,636.67	\$99,277.00	\$7,875.45	\$102,381.00	\$8,114.21	\$105,485.00	\$8,353.02	\$108,589.00
B	\$7,839.06	\$101,908.00	\$8,077.87	\$105,012.00	\$8,316.68	\$108,117.00	\$8,555.41	\$111,220.00
C	\$8,041.46	\$104,539.00	\$8,280.24	\$107,643.00	\$8,519.06	\$110,748.00	\$8,757.84	\$113,852.00
D	\$8,243.86	\$107,170.00	\$8,482.66	\$110,275.00	\$8,721.44	\$113,379.00	\$8,960.22	\$116,483.00
E	\$8,446.25	\$109,801.00	\$8,685.02	\$112,905.00	\$8,923.83	\$116,010.00	\$9,162.62	\$119,114.00
F	\$8,648.66	\$112,433.00	\$8,887.46	\$115,537.00	\$9,126.24	\$118,641.00	\$9,365.01	\$121,745.00
G	\$8,851.07	\$115,064.00	\$9,089.86	\$118,168.00	\$9,328.62	\$121,272.00	\$9,567.41	\$124,376.00
H			\$9,292.24	\$120,799.00	\$9,531.02	\$123,903.00	\$9,769.78	\$127,007.00
I							\$9,972.21	\$129,639.00
Career Increment								
After 19 Years	\$9,043.38	\$117,564.00	\$9,484.53	\$123,299.00	\$9,723.30	\$126,403.00	\$10,164.53	\$132,139.00
After 24 Years	\$9,197.23	\$119,564.00	\$9,638.38	\$125,299.00	\$9,877.15	\$128,403.00	\$10,318.38	\$134,139.00
After 29 Years	\$9,389.53	\$122,064.00	\$9,830.69	\$127,799.00	\$10,069.46	\$130,903.00	\$10,510.69	\$136,639.00

SCHEDULE K3
Deputy Director
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

Step	261		262		263		264	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$8,041.46	\$104,539.00	\$8,280.24	\$107,643.00	\$8,519.06	\$110,748.00	\$8,757.84	\$113,852.00
B	\$8,243.86	\$107,170.00	\$8,482.66	\$110,275.00	\$8,721.44	\$113,379.00	\$8,960.22	\$116,483.00
C	\$8,446.25	\$109,801.00	\$8,685.02	\$112,905.00	\$8,923.83	\$116,010.00	\$9,162.62	\$119,114.00
D	\$8,648.66	\$112,433.00	\$8,887.46	\$115,537.00	\$9,126.24	\$118,641.00	\$9,365.01	\$121,745.00
E	\$8,851.07	\$115,064.00	\$9,089.86	\$118,168.00	\$9,328.62	\$121,272.00	\$9,567.41	\$124,376.00
F	\$9,053.44	\$117,695.00	\$9,292.24	\$120,799.00	\$9,531.02	\$123,903.00	\$9,769.78	\$127,007.00
G	\$9,255.85	\$120,326.00	\$9,494.64	\$123,430.00	\$9,733.43	\$126,535.00	\$9,972.21	\$129,639.00
H			\$9,697.04	\$126,062.00	\$9,935.81	\$129,166.00	\$10,174.62	\$132,270.00
I							\$10,377.02	\$134,901.00
Career Increment								
After 19 Years	\$9,448.15	\$122,826.00	\$9,889.38	\$128,562.00	\$10,128.15	\$131,666.00	\$10,569.30	\$137,401.00
After 24 Years	\$9,602.00	\$124,826.00	\$10,043.23	\$130,562.00	\$10,282.00	\$133,666.00	\$10,723.15	\$139,401.00
After 29 Years	\$9,794.30	\$127,326.00	\$10,235.53	\$133,062.00	\$10,474.30	\$136,166.00	\$10,915.46	\$141,901.00

SCHEDULE K4
Director
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 2007

Step	271		272		273		274	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$8,446.25	\$109,801.00	\$8,685.02	\$112,905.00	\$8,923.83	\$116,010.00	\$9,162.62	\$119,114.00
B	\$8,648.66	\$112,433.00	\$8,887.46	\$115,537.00	\$9,126.24	\$118,641.00	\$9,365.01	\$121,745.00
C	\$8,851.07	\$115,064.00	\$9,089.86	\$118,168.00	\$9,328.62	\$121,272.00	\$9,567.41	\$124,376.00
D	\$9,053.44	\$117,695.00	\$9,292.24	\$120,799.00	\$9,531.02	\$123,903.00	\$9,769.78	\$127,007.00
E	\$9,255.85	\$120,326.00	\$9,494.64	\$123,430.00	\$9,733.43	\$126,535.00	\$9,972.21	\$129,639.00
F	\$9,458.24	\$122,957.00	\$9,697.04	\$126,062.00	\$9,935.81	\$129,166.00	\$10,174.62	\$132,270.00
G	\$9,660.63	\$125,588.00	\$9,899.44	\$128,693.00	\$10,138.23	\$131,797.00	\$10,377.02	\$134,901.00
H			\$10,101.85	\$131,324.00	\$10,340.59	\$134,428.00	\$10,579.39	\$137,532.00
I							\$10,781.80	\$140,163.00
Career Increment								
After 19 Years	\$9,852.92	\$128,088.00	\$10,294.15	\$133,824.00	\$10,532.92	\$136,928.00	\$10,974.07	\$142,663.00
After 24 Years	\$10,006.76	\$130,088.00	\$10,448.00	\$135,824.00	\$10,686.76	\$138,928.00	\$11,127.92	\$144,663.00
After 29 Years	\$10,199.07	\$132,588.00	\$10,640.30	\$138,324.00	\$10,879.07	\$141,428.00	\$11,320.23	\$147,163.00

SCHEDULE K5
High School Principal / Co-Principal
Director of Alternative Education
TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008

Effective: July 1, 20073

Step	281		282		283		284	
	Master's Degree or Less		Master's Degree plus One Year (BA+56+MA or MA+28)		Master's Degree plus Two Years (BA+75+MA or MA+45)		Ph.D or Ed.D	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$8,648.66	\$112,433.00	\$8,887.46	\$115,537.00	\$9,126.24	\$118,641.00	\$9,365.01	\$121,745.00
B	\$8,851.07	\$115,064.00	\$9,089.86	\$118,168.00	\$9,328.62	\$121,272.00	\$9,567.41	\$124,376.00
C	\$9,053.44	\$117,695.00	\$9,292.24	\$120,799.00	\$9,531.02	\$123,903.00	\$9,769.78	\$127,007.00
D	\$9,255.85	\$120,326.00	\$9,494.64	\$123,430.00	\$9,733.43	\$126,535.00	\$9,972.21	\$129,639.00
E	\$9,458.24	\$122,957.00	\$9,697.04	\$126,062.00	\$9,935.81	\$129,166.00	\$10,174.62	\$132,270.00
F	\$9,660.63	\$125,588.00	\$9,899.44	\$128,693.00	\$10,138.23	\$131,797.00	\$10,377.02	\$134,901.00
G	\$9,863.03	\$128,219.00	\$10,101.85	\$131,324.00	\$10,340.59	\$134,428.00	\$10,579.39	\$137,532.00
H			\$10,304.23	\$133,955.00	\$10,542.98	\$137,059.00	\$10,781.80	\$140,163.00
I							\$10,984.19	\$142,794.00
Career Increment								
After 19 Years	\$10,055.30	\$130,719.00	\$10,496.53	\$136,455.00	\$10,735.30	\$139,559.00	\$11,176.46	\$145,294.00
After 24 Years	\$10,209.15	\$132,719.00	\$10,650.38	\$138,455.00	\$10,889.15	\$141,559.00	\$11,330.30	\$147,294.00
After 29 Years	\$10,401.46	\$135,219.00	\$10,842.69	\$140,955.00	\$11,081.46	\$144,059.00	\$11,522.61	\$149,794.00

SCHEDULE L1

Assistant Superintendent

**TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008**

Effective: July 1, 2007

374		
Step	Master's Degree or Less	
	QW Rate	Yearly
A	\$10,176.09	\$132,289.00
B	\$10,378.62	\$134,922.00
C	\$10,581.13	\$137,555.00
D	\$10,783.67	\$140,188.00
E	\$10,986.20	\$142,821.00
F	\$11,188.76	\$145,454.00
G	\$11,391.24	\$148,086.00
H	\$11,593.79	\$150,719.00
I	\$11,796.37	\$153,353.00
J	\$11,998.23	\$155,977.00
K	\$12,200.68	\$158,609.00
Career Increment		
After 19 Years	\$12,393.00	\$161,109.00
After 24 Years	\$12,546.84	\$163,109.00
After 29 Years	\$12,739.15	\$165,609.00

SCHEDULE L2

Deputy Superintendent

**TWELVE MONTH Calendar (13.00 QW) 247 Days
2007/2008**

Effective: July 1, 2007

394		
Step	Master's Degree or Less	
	QW Rate	Yearly
A	\$10,783.67	\$140,188.00
B	\$10,986.20	\$142,821.00
C	\$11,188.76	\$145,454.00
D	\$11,391.24	\$148,086.00
E	\$11,593.79	\$150,719.00
F	\$11,796.37	\$153,353.00
G	\$11,998.85	\$155,985.00
H	\$12,201.38	\$158,618.00
I	\$12,403.93	\$161,251.00
Career Increment		
After 19 Years	\$12,596.23	\$163,751.00
After 24 Years	\$12,750.07	\$165,751.00
After 29 Years	\$12,942.38	\$168,251.00

SUBSTITUTE AND SPECIAL MANAGEMENT SCHEDULES

SCHEDULE Q
Hourly Rate for Substitute Counselor, Guidance Counselor,
School for Adults Counselor
(Non-Retired Personnel Only)
Traditional and Year Round Calendars
2007/2008

Effective: July 1, 2007

		U 081	U 082
Step	Steps on Schedule A *	Master's Degree	Master's Degree or More **
A	1-5	\$35.82	\$39.63
B	6-10	\$41.55	\$44.73
C	11 or more	\$46.80	\$50.28

* 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 serve in the position at least fifty (50) percent of the time during the year.

**See the equivalents to a Masters Degree or more as defined on page 20 of Certificated Non-Management Salary Schedule.

SCHEDULE R
Daily Rate for Substitute Counselor, Guidance Counselor
(Retired Personnel Only)
Traditional and Year Round Calendars
2007/2008

Effective: July 1, 2007

Description	Schedule	Class/Range	Daily Rate
Substitutes for Counselors and Guidance Counselors (Retired Personnel Only)	C1	N 076A	\$312.03

SCHEDULE S

**Hourly Rate for Substitute Psychologist, Occupational Therapist, Audiologist,
Physical Therapist, Social Worker, Psychological Intern
(Non-Retired Personnel Only)
Traditional and Year Round Calendars
2006/2007**

Effective: July 1, 2006

		C 950	C 951	C 952	C 953
Step	Steps on Schedule C4	One Year Intern	Less than Master's Degree	Master's Degree or More	Ph.D or Ed.D.
A	1-5	\$20.71	\$44.39	\$47.06	\$49.98
B	6-10		\$51.18	\$54.61	\$57.49
C	11 or more		\$58.99	\$63.32	\$66.16

Placement based on official verification of education and experience.
Placement does not change with years of substitute experience.

SCHEDULE T

**Daily Rate for Substitute Psychologist, Occupational Therapist, Audiologist,
Physical Therapist, Social Worker, Psychological Intern
(Retired Personnel Only)
Traditional and Year Round Calendars
2007/2008**

Effective: July 1, 2007

Description	Schedule	Class/Range	Daily Rate
Substitutes for Psychologists and Social Workers (Retired Personnel Only)	C4	N 077A	\$323.79

SCHEDULE X
School Principal and Administrator
Summer School
2007/2008

Effective: July 1, 2007

Step	Description	401 Hourly Rate
A	Summer School enrollment less than 600	\$49.20
B	Summer School enrollment 600 or more	\$55.30

SCHEDULE Y
School Principal / Administrator
2007/2008

Effective: July 1, 2007

Step	Description	401
A	Paid to some Principals for planning summer school	\$345.70
B	Paid to senior high school co-administrators (per semester)	\$576.17

SCHEDULE Z
Substitute (Daily) Manager
(Retired Personnel Only)
2007/2008

Effective: July 1, 2007

Step	Source Schedule	Description	Daily Rate
Z 501A	G1	Program Specialists, Activity Specialists, Program Leaders	\$360.54
Z 501B	G2	Head Counselors	\$383.23
Z 501C	G3	Assistant Directors, Consultants, Administrative Assistants, Senior Psychologists	\$394.63
Z 501D	G4	Administrative Assistant to the Superintendent, Elementary School Vice Principal, Middle School and Continuation High School Guidance/Assistant Principals and High School Assistant Principals	\$405.95
Z 501E	G5	High School Principals, Associate Directors	\$417.32
Z 501F	G6	Elementary, Middle and Continuation High School Principals (less than 16 certificated staff), Program Administrators	\$428.67
Z 501G	G7	Elementary, Middle and Continuation High School Principals (16-35 certificated staff), Head Physician	\$451.37
Z 501H	G8	Elementary, Middle and Continuation High School Principals (36 or more certificated staff), School for Adults, Avalon Principal	\$474.07
Z 502A	K1	Assistant Directors, Administrative Assistant	\$400.81
Z 502B	K2	Assistant to the Superintendent, Associate Director, Program Administrator	\$435.43
Z 502C	K3	Deputy Director	\$458.50
Z 502D	K4	Directors	\$481.57
Z 502E	K5	High School Principals	\$493.12

**PROVISIONS FOR ADMINISTRATION OF
SALARY SCHEDULES**

PROVISIONS FOR ADMINISTRATION OF SALARY SCHEDULES

- A. The Provisions for Administration of Salary Schedules as outlined in the Salary Schedule for Certificated Non-Management Employees also apply to the Salary Schedule for Certificated Management Employees whenever applicable.
- B. **PLACEMENT ON ELEMENTARY AND MIDDLE SCHOOL PRINCIPALS SCHEDULES:**
1. Elementary and middle school principals and the principal of the Guidance Opportunity Program and continuation school are placed initially on the salary schedule according to the number of full-time certificated employees assigned to the school as follows:
 - a. Schedules G13, G14, and I1 with less than 16 certificated staff members
 - b. Schedules G15, G16, and I2 with 16-35 certificated staff members
 - c. Schedules G17, G18, and I3 with 36 or more certificated staff members
 2. The number of certificated employees shall be determined by the following regulations:
 - a. On Monday of the third week of the first school month, each principal shall submit to the appropriate assistant/deputy superintendent, a signed statement giving the number of students actively enrolled in the school as of the previous Friday. In submitting this report, the principal shall certify that the enrollment figures are correct "to the best of (the principal's) knowledge and belief."
 - (1) Elementary school principals shall report the number of regular students in Kindergarten, Grades 1-3, and in Grades 4-6 separately. This report shall not include students in special day classes for mentally, physically, or educationally handicapped students.
 - (2) Middle school principals shall report the number of regular students in Grades 6-8 inclusive. This report shall not include students in special day classes for mentally, physically, or educationally handicapped students.
 - b. On the basis of the enrollment reports submitted by the principals, the appropriate assistant/deputy superintendents shall compute the number of certificated staff to be counted at each school in their area as follows:
 - (1) The number of regular teachers on duty and funded by each school's general budget.
 - (2) The number of vice principals, librarians, counselors, nurses, program facilitators, teacher specialists, and other teachers assigned to the various federal and state projects (ROTC, ROC/P, Vocational Education, Magnet, Guidance Opportunity, District Compensatory Education), and special education teachers actually assigned to the building as of the second Friday of the first school month.
 - (a) Part-time assignments of these personnel shall be reduced to full-time equivalents. For example, a counselor assigned to a given school four days a week is counted as .8; a librarian assigned three days a week is counted as .6; these two part-time employees shall be counted as 1.4 full-time equivalents.

(b) The following shall not be included: the principal and teachers assigned from the central offices such as special music teachers and speech teachers.

(3) The total number shall then determine the "size of certificated staff" for purposes of classifying schools in Schedules G13-G18 and I1-I3.

c. No elementary or middle school principal who has been placed on Schedule G12, G13, G15, G16, G17, G18 or I2 or I3 on the basis of the number of full-time certificated employees assigned to the school shall be moved to another schedule in the event that enrollment declines or transfer causes a staff reduction in the size of the school served. Additional duties will be assigned commensurate with the salary difference.

3. The salary placement of principals transferred from one schedule to another will be as follows:

a. A principal who is transferred from Schedules G13, G14, or I1 to Schedules G15, G16, or I2 or from Schedules G15, G16, or I2 to Schedules G17, G18, or I3 shall receive a salary on the new scale equal to the principal's present salary plus the increment, if any, that would have been received on that scale, plus one additional increment in the new scale.

A principal who is transferred from schedules G13, G14, or I1 to Schedules G17, G18, or I3 shall receive a salary on the new scale equal to the principal's present salary plus the increment, if any, that would have been received on that scale, plus two additional increments in the new scale.

b. A principal who is transferred from Schedules G17, G18, or I3 to Schedules G15, G16, or I2 or from Schedules G15, G16, or I2 to Schedules G13, G14, or I1 shall receive a salary on the new scale equal to the principal's present salary plus the increment, if any, that would have been received on that scale.

A principal who is transferred from Schedules G17, G18, or I3 to Schedules G13, G14, or I1 shall receive a salary on the new scale equal to the principal's present salary plus the increment, if any, that would have been received on that scale.

c. If the new salary figure exceeds the maximum or is below the minimum set for the new position, the employee shall automatically receive the maximum or minimum in the new position, whichever would apply.

d. In the application of the above rules, the previous local administrative record of a principal shall be a factor. An elementary or middle school principal who has attained a given step on Schedules G15, G16, or I2 or Schedules G17, G18, or I3 shall not be placed on a lower step of these schedules should the principal return from a period of service as the principal of an elementary or middle school of a smaller recognized site.

C. SALARY ADJUSTMENTS WITH CHANGE IN STATUS:

1. When an employee acquires the required number of approved professional credits or a degree, the employee will be entitled to move horizontally from one column to another, plus increment if earned. Official, sealed transcripts must be submitted to Human Resource Services. The appropriate pay change will be effective the pay period following the submission of official sealed transcripts which support such a salary change.

2. A certificated employee who is promoted from one ten month position to another ten month position with a higher salary schedule or from one twelve month position to another twelve month position with a higher salary schedule, shall receive a salary in the new position equal to the present salary plus the increment, if any, that would have been received in that position, plus one promotional increment in the new position.
3. A certificated employee who is transferred from a ten month basis to a twelve month basis in the same position shall receive a salary on the new schedule equal to the present salary plus the increment, if any, that would have been received on the present ten month schedule, plus two months' salary, including the one increment.
4. A certificated employee who is promoted from one ten month position to a twelve month position with a higher salary schedule shall receive a salary in the new position equal to the present salary plus the increment, if any, that would have been received in that position, plus one promotional increment, plus two months' salary, including the two increments.
5. A certificated employee who is promoted from a twelve month position to a ten month position with a higher salary schedule shall receive a salary in the new position equal to the present twelve month salary plus an increment, if any, that would have been received in that position, minus two months' salary, including the one increment, plus one promotional increment.
6. A certificated employee who is transferred from a twelve month basis to a ten month basis in the same position shall receive a salary on the new schedule equal to the present salary plus the increment, if any, that would have been received on the present twelve month basis, minus two months' salary, including the one increment.
7. A certificated employee who is transferred from one position to another with a lower salary schedule shall receive a salary in the new position equal to the salary that would have been received had the employee been in the same position with the lower salary schedule all of the time since promotion from Schedule A, B, C1, or C2.
8. Steps on Schedules G through L represent increments that may be earned in a particular position. They do not necessarily represent years of service.
9. Upon the recommendation of the Superintendent of Schools, the Board of Education may fix the salary for one who is being promoted or transferred when in its judgement the salary arrived at by the methods stated in the foregoing paragraphs 2 through 7 is not a proper one.
10. If the new salary figure exceeds the maximum or is below the minimum set for the new position, the employee shall automatically receive the maximum or minimum on the schedule for the new position, whichever would apply. Where the new salary does not coincide exactly with one of the points on the schedule for the new position, the employee shall be assigned to the salary point next above the new salary amount if the amount exists on the new salary schedule.

D. ADDITIONAL EMPLOYMENT BEYOND THE CONTRACT POSITION:

1. Employees in full time contract positions shall not be employed by the Board of Education for a total of more than six hours of additional work (home teaching excepted) during the week, Monday through Thursday.
2. Employees in full time contract positions shall not, during the period of time covered by the contract, engage in other gainful occupations which impair the efficiency and character of the school service rendered.