

2016-2017

WE GIVE YEAR FOR YEAR SERVICE CREDIT. TEACHERS CAN COME TO CASTRO VALLEY AND GET CREDIT FOR ALL YEARS OF PRIOR EXPERIENCE (most district only give up to 5-10 years credit)

| | Emergency/ Intern Credential | Number of Teachers | A Credential BA + 30 | Number of Teachers | B Credential BA + 45 | Number of Teachers | C Credential BA + 60 | Number of Teachers | D Credential BA + 75 | Number of Teachers |
|-------|------------------------------------|--------------------------|----------------------------|--------------------------|----------------------------|--------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| 1 | 49,409.41 | 7 | 53,531.01 | 11 | 53,815.44 | 5 | 54,269.67 | 1 | 54,845.03 | 2 |
| 2 | 50,360.05 | | 53,815.44 | 7 | 54,269.67 | 9 | 55,333.87 | 4 | 57,293.54 | 5 |
| 3 | 51,309.60 | | 54,269.67 | 5 | 54,845.03 | 7 | 57,784.55 | 3 | 59,742.06 | 4 |
| 4 | 53,209.80 | 1 | 54,845.03 | 2 | 57,293.54 | 2 | 60,231.98 | 2 | 62,191.66 | 8 |
| 5 | 53,209.80 | | 56,804.71 | 0 | 59,742.06 | 10 | 62,679.41 | 4 | 64,639.09 | 5 |
| 6 | 53,209.80 | | 58,762.22 | 2 | 62,191.66 | 5 | 65,129.01 | 3 | 67,577.53 | 9 |
| 7 | 53,209.80 | | 60,721.90 | 2 | 64,639.09 | 2 | 67,577.53 | 3 | 70,514.88 | 5 |
| 8 | | | 62,679.41 | 2 | 67,087.61 | 3 | 70,514.88 | 3 | 73,452.24 | 9 |
| 9 | | | 64,639.09 | 3 | 69,536.12 | 5 | 73,452.24 | 5 | 76,391.75 | 12 |
| 10 | | | 66,598.77 | 2 | 71,985.72 | 3 | 76,391.75 | 6 | 79,330.19 | 8 |
| 11 | | | 68,556.29 | 1 | 74,433.16 | 3 | 79,330.19 | 9 | 82,268.62 | 13 |
| 12 | | | 68,556.29 | 1 | 74,433.16 | 2 | 82,268.62 | 5 | 85,205.98 | 22 |
| 13 | | | 68,556.29 | 1 | 74,433.16 | 1 | 82,268.62 | 3 | 85,205.98 | 19 |
| 14 | | | 68,556.29 | 0 | 74,433.16 | 1 | 82,268.62 | 2 | 85,205.98 | 12 |
| 15 | | | 68,556.29 | 2 | 74,433.16 | 1 | 82,268.62 | 3 | 85,205.98 | 17 |
| 16 | | | 68,556.29 | 0 | 74,433.16 | 1 | 82,268.62 | 0 | 85,205.98 | 15 |
| 17 | | | 70,514.88 | 0 | 76,391.75 | 0 | 84,226.14 | 2 | 87,654.49 | 14 |
| 18 | | | 70,514.88 | 0 | 76,391.75 | 2 | 84,226.14 | 3 | 87,654.49 | 7 |
| 19 | | | 70,514.88 | 1 | 76,391.75 | 1 | 84,226.14 | 1 | 87,654.49 | 17 |
| 20 | | | 70,514.88 | 1 | 76,391.75 | 0 | 84,226.14 | 1 | 87,654.49 | 12 |
| 21 | | | 70,514.88 | 0 | 76,391.75 | 2 | 84,226.14 | 4 | 87,654.49 | 8 |
| 22 | | | 72,474.56 | 0 | 78,350.35 | 1 | 86,184.74 | 1 | 90,104.09 | 10 |
| 23 | | | 72,474.56 | 0 | 78,350.35 | 0 | 86,184.74 | 4 | 90,104.09 | 5 |
| 24 | | | 72,474.56 | 0 | 78,350.35 | 0 | 86,184.74 | 1 | 90,104.09 | 5 |
| 25 | | | 72,474.56 | 0 | 78,350.35 | 0 | 86,184.74 | 0 | 90,104.09 | 5 |
| 26 | | | 72,474.56 | 0 | 78,350.35 | 0 | 86,184.74 | 1 | 90,104.09 | 4 |
| 27 | | | | | 78,350.35 | 1 | 86,184.74 | | 97,937.40 | 7 |
| 28-37 | | | | 1 | 78,350.35 | 1 | 86,184.74 | 3 | 97,937.40 | 42 |
| | | 8 | | 44 | | 68 | | 77 | | 301 |

Eligible for Maximum Advancement Units
\$255-\$5,112 (for more detailed info, see page 2)

The average base salary for a Castro Valley Teacher is: \$77,516 without benefits and additional salary incentives.

Additional Compensation to add to salaries listed above:

* Health Benefits + \$6,000

* Additional units beyond 75 + \$255-\$5,112

* Master's Degree + \$2,015 or Doctorate + \$3,013

* Additional stipend for completing induction + \$2,500

Work Year 185 Days

Advanced Degree (Limited to one Increment): Masters: \$2015 or Doctorate: \$3013

(All unit references are converted to semester units: 1 quarter unit= 2/3 semester unit)

Maximum Advancement Units - Additional Salary

Maximum Advancement Units to be acceptable are as follows:

| | | | | | | | |
|-----------|------------|--|------------|------------|------------|------------|------------|
| | 1) | Prior Written District approval is required for all of these units | | | | | |
| | 2) | Units meet the District Unit Advancement Criteria | | | | | |
| | 3) | Maximum Advancement Units: .3% of D-12: \$255.62 (Effective | | | | | |
| + 1 unit | \$255.62 | + 6 uni ts | \$1,533.71 | +11 uni ts | \$2,811.80 | +16 uni ts | \$4,089.89 |
| + 2 units | \$511.24 | +7 uni ts | \$1,789.33 | +12 uni ts | \$3,067.42 | +17 uni ts | \$4,345.50 |
| + 3 units | \$766.85 | +8 uni ts | \$2,044.94 | +13 uni ts | \$3,323.03 | +18 uni ts | \$4,601.12 |
| + 4 units | \$1,022.47 | +9 uni ts | \$2,300.56 | +14 uni ts | \$3,578.65 | +19 uni ts | \$4,856.74 |
| + 5 units | \$1,278.09 | +10 uni ts | \$2,556.18 | +15 uni ts | \$3,834.27 | +20 uni ts | \$5,112.36 |

*(1) Employees with BA only will be Y-rated on Col. A (Step 1-6)

*(2) Employees with BA+15 will be Y-rated on Col. A (Step 1-9 only)

** Hurdle Requirement: Six units of salary schedule credit must be presented before going over the hurdle between

Steps 5 and 6, and between Steps 10 and 11. Units earned for column moves are also applicable to hurdle requirements. When a teacher fails to satisfy a hurdle requirement, he/she shall remain stationary on the salary schedule. When the hurdle requirement is eventually satisfied, that teacher will move to the appropriate step with due regard to the number of years of intervening service. In addition to the salary increase, the District's maximum dollar contribution per teacher for Health & Welfare benefits is \$6,000.00 effective date July 1, 2013 .