

SUBSTITUTE PAY DAILY RATES:  
 \$110 days 1-20\*  
 \$125 days 21-40\*  
 \$152 days 41-end of year\*  
 \$200 Premium Days\*\*

**GUSTINE UNIFIED SCHOOL DISTRICT**  
**2018-2019**  
**TEACHERS' SALARY SCHEDULE @ 224 Days**

3.5%	CLASS AA NVC	CLASS A BA	CLASS B BA + 15	CLASS C BA + 30	CLASS D BA + 45 OR MA	CLASS E BA + 60 OR MA + 15	CLASS F BA + 75 OR MA + 30	
1	\$58,652	\$63,899	\$63,899	\$65,065	\$68,264	\$71,463	\$74,672	1
2	\$60,839	\$63,943	\$64,043	\$67,241	\$71,142	\$74,380	\$77,613	2
3	\$63,023	\$63,943	\$66,223	\$70,112	\$73,344	\$76,585	\$79,816	3
4		\$65,845	\$69,081	\$72,318	\$75,555	\$78,786	\$82,026	4
5		\$68,050	\$71,286	\$74,518	\$77,753	\$80,987	\$84,229	5
6		\$70,253	\$73,488	\$76,725	\$79,959	\$84,416	\$86,063	6
7			\$76,796	\$80,080	\$83,364	\$86,641	\$89,932	7
8			\$79,036	\$82,323	\$85,599	\$88,885	\$92,164	8
9				\$84,553	\$87,836	\$91,119	\$94,399	9
10				\$88,046	\$91,376	\$94,706	\$98,036	10
11					\$93,646	\$96,973	\$100,309	11
12					\$95,912	\$99,244	\$102,575	12
13						\$101,505	\$104,841	13
14-15							\$107,108	14-15

CLASS AA = No Valid Credential (Employee to stay in this column until fully credentialed)

CLASS A = Baccalaureate Degree

CLASS B = Baccalaureate Degree plus 15

CLASS C = Baccalaureate Degree plus 30

CLASS D = Baccalaureate Degree plus 45 or Masters\*\*\*

CLASS E = Baccalaureate Degree plus 60 or Masters\*\*\* plus 15

CLASS F = Baccalaureate Degree plus 75 or Masters\*\*\* plus 30

**Unit Stipend:** The District shall provide a stipend of \$30 per unit for each unit earned by a teacher after placement in CLASS F. Units must meet guidelines stated in Collective Bargaining Agreement.

**CAREER INCREMENTS (REFERS TO CLASS F-15 OF THE SALARY SCHEDULE)**

Years of service for purposes of career increments shall start with initial vertical placement on the salary schedule and shall accumulate at the rate of one year for each year of service in the District. Career increments of \$900 begin with the 16th year and an additional increment of \$900 is earned for each additional three years of service.

\*\*\*Masters Stipend: A \$500 annual stipend will be paid to Teachers with a valid Masters degree.

*Adopted 12/12/18, Effective 7/1/18; Updated 1/29/19*

\*Days need not be consecutive and re-set at the beginning of each school year.

\*\*Days of high sub need to be specified by District