

**LUCIA MAR UNIFIED SCHOOL DISTRICT
HUMAN RESOURCES**

**CERTIFICATED SALARY SCHEDULE
2019-2020**

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6
1	48,551	48,870	49,191	49,832	50,473	51,114
2	48,870	49,191	49,832	50,473	51,114	51,757
3	49,191	49,832	51,114	51,757	52,398	53,039
4	49,832	50,473	52,398	53,039	53,681	54,322
5	50,473	51,114	53,681	54,322	55,628	57,482
6	51,114	52,842	54,962	56,558	58,410	60,264
7	53,774	55,628	57,482	59,338	61,191	63,048
8	56,558	58,410	60,264	62,118	63,974	65,828
9	59,338	61,191	63,045	64,899	66,753	68,611
10		63,974	65,828	67,682	69,538	71,390
11			68,569	70,465	72,315	74,175
12				73,243	75,097	76,951
13					77,881	79,733
15					78,957	80,811
17					80,032	81,884
19					81,106	82,958
21					82,181	84,031
23					87,300	89,162
25					92,423	94,292

Class 1	BA degree
Class 2	BA + 15 approved semester units
Class 3	BA + 30 approved semester units
Class 4	BA + 45 approved semester units
Class 5	BA + 60 approved semester units
Class 6	BA + 75 approved semester units

Step 17	Must have completed 16 years of credited service
Step 21	Must have completed 20 years of credited service
Step 25	Must have completed 24 years of credited service

In addition to salary, the District pays the following for each employee:		
Health Benefits	up to - \$	10,000.00
Retirement		17.10%
Workers Compensation Insurance		2.39%
Unemployment Insurance		0.05%
Medicare (for those hired after 04/01/86)		1.45%
		Rev: 7/1/2019

Eff. 07/01/07

3.546 % increase (3% + 1 day)

Eff. 6/25/13

2% increase retroactive to 7/1/12

Eff. 3/24/13

4.3% increase retroactive to 7/1/13

Eff. 4/1/15

3% increase 4/1/15

Eff 7/1/2015

4% increase

Eff 10/1/2015

District Insurance Contributuion Increase to \$10,000

Eff 7/1/2016

3.75% Increase

Eff 7/1/2017,

Add Step 15, 19 & 23

Eff 7/1/2017 - TOTAL 2.3% inc. (Salary and Steps)

Eff 7/1/2018 - 1% On Schedule (No Stipends) & 1% Off-Schedule

Eff 7/1/2019 - 1.7% On Schedule (No Stipends) & .3% Off-Schedule

**CERTIFICATED SALARY SCHEDULE
DAILY RATE
2019-2020**

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6
1	263.86	265.60	267.34	270.83	274.31	277.80
2	265.60	267.34	270.83	274.31	277.80	281.29
3	267.34	270.83	277.80	281.29	284.77	288.25
4	270.83	274.31	284.77	288.25	291.75	295.23
5	274.31	277.80	291.75	295.23	302.33	312.40
6	277.80	287.19	298.70	307.38	317.45	327.52
7	292.25	302.33	312.40	322.49	332.56	342.65
8	307.38	317.45	327.52	337.60	347.68	357.76
9	322.49	332.56	342.64	352.71	362.79	372.88
10		347.68	357.76	367.84	377.93	388.00
11			372.66	382.96	393.02	403.12
12				398.06	408.14	418.21
13					423.26	433.33
15					429.11	439.19
17					434.96	445.02
19					440.79	450.86
21					446.63	456.69
23					474.46	484.58
25					502.30	512.46

184 days/year

**HOURLY RATE
2019-2020**

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6
1	35.18	35.41	35.65	36.11	36.57	37.04
2	35.41	35.65	36.11	36.57	37.04	37.51
3	35.65	36.11	37.04	37.51	37.97	38.43
4	36.12	36.57	37.97	38.43	38.90	39.36
5	36.57	37.04	38.90	39.36	40.31	41.65
6	37.04	38.29	39.83	40.99	42.33	43.67
7	38.97	40.31	41.65	43.00	44.34	45.69
8	40.98	42.33	43.67	45.01	46.36	47.70
9	43.00	44.34	45.68	47.03	48.37	49.72
10		46.36	47.70	49.04	50.39	51.73
11			49.69	51.06	52.40	53.75
12				53.07	54.42	55.76
13					56.43	57.78
15					57.22	58.56
17					57.99	59.34
19					58.77	60.11
21					59.55	60.89
23					63.26	64.61
25					66.97	68.33

7.5 hours/day

Effective 7/1/07 3% increase

Revised 7/18/07

Revised 6/25/13 2% increase retroactive to 7/1/12

Effective 3/4/2014 4.3% increase retroactive to 7/1/13

Effective 4/1/2015 - 3% increase

Effective 7/1/2015 - 4% Increase

Effective 7/1/2016 - 3.75% increase

Eff 7/1/2017 - Add Step 15, 19, 23

Eff 7/1/2017 - TOTAL 2.3% inc. (Salary and Steps)

Eff 7/1/2018 - 1% On Schedule (No Stipends) & 1% Off-Schedule

Eff 7/1/2019 - 1.7% On Schedule (No Stipends) & .3% Off-Schedule

CERTIFICATED EXTRA DUTY SCHEDULE 2019-2020

A. High School Academic Schedule

2019-2020

1	5,000	year	Band, Choral, Drama & Forensics & FFA Lead Advisor
2	3,000	year	Newspaper, Yearbook (enrollment 1,000 or more) & Pep Squad Head
3	2,050	year	Newspaper, Yearbook (enrollment under 1,000)
4	2,250	year	Assistant Directors/Assistant Coaches/Pep Squad Assistant
5	2,500	year	Department Chairperson (31 - 50)
6	2,300	year	Department Chairperson (6 - 30)
7	2,050	year	Department Chairperson (over 50 sections, plus one period) & FFA Advisor
8	2,100	year	Mock Trial & Link Crew & AVID Site Coordinator
9	6,000	year	High School Activities Director
10	4,000	year	Competitive Robotics

B. High School Athletic Schedule

1	5,150	season	Varsity Football, Varsity Track - Head Coach
2	3,950	season	Varsity Football Assistant Coaches
3	4,550	season	All other Varsity Head Coaches
4	3,400	season	All other assistant Coaches
5	750	year	High school coaches who coach ten (10) or more years in the district
6	300	per year	High school coaches who coach multiple sports
7	6,000	year	High School Athletic Director
8	3,000	year	High School Assistant Athletic Director

C. Extended Season

High school academic or athletic coaches whose teams qualify for C.I.F. playoffs, or whose teams progress to state and/or national finals will be compensated at the rate of 1/15 of their seasonal pay for each week of extended season for a maximum of 7 weeks.

D. Extra Duty / Elementary & Middle School Assignments

1	3,250	year	Resource Teacher, BTSA Provider
2	2,250	year	Middle School Band Director
3	2,050	season	Middle School after school sports coach
4	2,050	year	M.S. Pep, Newspaper, Yearbook, Activ. Dir., Ath. Dir, Dept Chair, Competitive Robotics
5	1,050	year	Middle School Mock Trial
6	500	year	Middle School coaches who coach ten (10) or more years in the district
7	200	added season	Middle School coaches who coach multiple sports
8	2,050	year	Grade-Level Strands for Non-TAP

E. Event/Nightly/Year

1	33.96	event	Secondary After-School Events
2	88.36	night	Elementary Overnights
3	500.00	year	BLCAD Certified Stipend
4	1,500.00	year	Combination Class Stipend

F. Extra Duty Hourly

	<u>Hourly</u>		
1	44.42	hour	Teaching Teachers per hour of instruction
2	35.18	hour	Teaching Students (summer school, tutoring, district approved class, etc.) ** Extra Duty Hourly pay for teaching student shall be tied to Class 1, Step 1 eff. 7/1/2019
3	27.75	hour	Inservice Training (with no salary credit)
4	18.50	hour	Inservice Training (with salary credit)

Updated 10/1/2014 - JB

No change to Extra Duty Schedule 2016-2017 SY

Eff 7/1/2017 - Updated per 2/10/2017 TA

Eff 7/1/2017 - Updated per TA 12/7/2017

Eff 7/1/2018 - 1% On Schedule (No Stipends) & 1% Off-Schedule

Eff 7/1/2019 - 1.7% On Schedule (No Stipends) & .3% Off-Schedule