

**LUCIA MAR UNIFIED SCHOOL DISTRICT  
HUMAN RESOURCES**

**CERTIFICATED SALARY SCHEDULE  
2018-2019**

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6
1	47,739	48,053	48,369	48,999	49,629	50,260
2	48,053	48,369	48,999	49,629	50,260	50,892
3	48,369	48,999	50,260	50,892	51,522	52,152
4	48,999	49,629	51,522	52,152	52,784	53,414
5	49,629	50,260	52,784	53,414	54,698	56,521
6	50,260	51,959	54,043	55,613	57,434	59,257
7	52,875	54,698	56,521	58,346	60,168	61,994
8	55,613	57,434	59,257	61,080	62,905	64,728
9	58,346	60,168	61,991	63,814	65,637	67,464
10		62,905	64,728	66,551	68,376	70,197
11			67,423	69,287	71,106	72,935
12				72,019	73,842	75,665
13					76,579	78,400
15					77,637	79,460
17					78,694	80,515
19					79,750	81,571
21					80,807	82,626
23					85,841	87,672
25					90,878	92,716

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		14.43%
Workers Compensation Insurance		2.45%
Unemployment Insurance		0.05%
Medicare (for those hired after 04/01/86)		1.45%
		Rev: 7/1/2017

**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 Contribution 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

**CERTIFICATED SALARY SCHEDULE  
DAILY RATE  
2018-2019**

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6
1	259.45	261.16	262.87	266.30	269.72	273.15
2	261.16	262.87	266.30	269.72	273.15	276.59
3	262.87	266.30	273.15	276.59	280.01	283.44
4	266.30	269.72	280.01	283.44	286.87	290.29
5	269.72	273.15	286.87	290.29	297.27	307.18
6	273.15	282.39	293.71	302.24	312.14	322.05
7	287.37	297.27	307.18	317.10	327.00	336.93
8	302.24	312.14	322.05	331.96	341.87	351.78
9	317.10	327.00	336.91	346.81	356.72	366.65
10		341.87	351.78	361.69	371.61	381.51
11			366.43	376.56	386.45	396.38
12				391.41	401.31	411.22
13					416.19	426.09
15					421.94	431.85
17					427.68	437.58
19					433.42	443.32
21					439.17	449.06
23					466.53	476.48
25					493.90	503.89

184 days/year

**HOURLY RATE  
2018-2019**

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6
1	34.59	34.82	35.05	35.51	35.96	36.42
2	34.82	35.05	35.51	35.96	36.42	36.88
3	35.05	35.51	36.42	36.88	37.33	37.79
4	35.51	35.96	37.33	37.79	38.25	38.71
5	35.96	36.42	38.25	38.71	39.64	40.96
6	36.42	37.65	39.16	40.30	41.62	42.94
7	38.32	39.64	40.96	42.28	43.60	44.92
8	40.30	41.62	42.94	44.26	45.58	46.90
9	42.28	43.60	44.92	46.24	47.56	48.89
10		45.58	46.90	48.23	49.55	50.87
11			48.86	50.21	51.53	52.85
12				52.19	53.51	54.83
13					55.49	56.81
15					56.26	57.58
17					57.02	58.34
19					57.79	59.11
21					58.56	59.87
23					62.20	63.53
25					65.85	67.19

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

## CERTIFICATED EXTRA DUTY SCHEDULE 2018-2019

### A. High School Academic Schedule

2018-2019

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

	<b>Hourly</b>		
1	44.42	hour	Teaching Teachers per hour of instruction
2	<b>34.59</b>	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. 7/1/2017
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