

HUENEME ELEMENTARY SCHOOL DISTRICT
2020-21 PROGRAM SPECIALIST SALARY SCHEDULE (198 DAYS)

The following classifications are used in determining teachers' salaries:

- Class I** Bachelor's Degree
- Class II** Bachelor's Degree plus **15** semester hours*, earned subsequent to the Bachelor's Degree.
- Class III** Bachelor's Degree plus **30** semester hours*, earned subsequent to the Bachelor's Degree.
- Class IV** Bachelor's Degree plus **45** semester hours*, earned subsequent to the Bachelor's Degree **or** a Master's Degree.
- Class V** Bachelor's Degree plus **60** semester hours*, earned subsequent to the Bachelor's Degree including a Master's Degree, **or** a Master's Degree plus **20** semester hours*, earned subsequent to the Master's Degree.

*Must be upper division or graduate courses. Lower division credit will be granted only upon prior approval of the Superintendent.

Credit will be given for a maximum of seven (7) years previous experience performed under an appropriate teaching credential.

Certificated employees who have earned a CCC, NBCT or the Ph.D./Ed.D. degree shall receive an annual stipend equal to 5.00% of Class III, Step 1 on the Teachers Salary Schedule (\$3023).

Anniversary Increments: 16 through 20 years of continuous service - salary + 4% of Class V, Step 12 (\$4,076)
 21 through 25 years of continuous service - salary + 6% of Class V, Step 12 (\$6,113)
 26 through 30 years of continuous service - salary + 7% of Class V, Step 12 (\$7,132)
 31 through 34 years of continuous service - salary + 9% of Class V, Step 12 (\$9,170)
 35 years to retirement - salary +11% of Class V, Step 12 (\$11,207)

Year	Class I	Class II	Class III	Class IV	Class V
1	\$56,409	\$56,409	\$65,053	\$65,058	\$67,896
2	\$56,409	\$57,449	\$65,054	\$66,787	\$71,690
3	\$56,409	\$60,032	\$65,055	\$70,025	\$75,493
4	\$58,261	\$62,622	\$67,691	\$73,278	\$79,268
5	\$60,851	\$65,203	\$70,524	\$76,526	\$83,062
6	\$63,449	\$67,800	\$73,355	\$79,760	\$86,867
7	\$66,026	\$70,376	\$76,174	\$83,003	\$90,664
8	\$68,621	\$72,970	\$78,999	\$86,245	\$94,448
9		\$75,557	\$81,831	\$89,481	\$98,247
10			\$84,656	\$92,729	\$102,039
11				\$95,979	\$105,840
12				\$99,218	\$109,631
+1 \$4,076	\$72,697	\$79,633	\$88,732	\$103,294	\$113,707
+2 \$6,113	\$ 74,734	\$81,670	\$90,769	\$105,331	\$115,744
+3 \$7,132	\$ 75,753	\$82,689	\$91,788	\$106,350	\$116,763
+4 \$9,170	\$ 77,791	\$84,727	\$93,826	\$108,388	\$118,801
+5 \$11,207	\$ 79,828	\$86,764	\$95,863	\$110,425	\$120,838

The 2020-21 Program Specialist Salary Schedule was increased in March 2021 by 1.00% retroactive to July 1, 2020