

**HESPERIA UNIFIED SCHOOL DISTRICT
ADULT SCHOOL and WORKABILITY
TEACHER SALARY SCHEDULE**

2022-23 SCHOOL YEAR

STEP	HOURLY RATE
1	\$40.00 hour
2	\$41.25 hour
3	\$42.50 hour
4	\$43.75 hour
5	\$46.25 hour

- A. A new instructor with no prior teaching experience shall start on Step 1; a new instructor with experience will receive one year of experience on the salary schedule for each year of teaching, not to exceed Step 3.
- B. An instructor may advance a maximum of one step per school year until the top of the salary schedule is reached. The instructor who in any one school year has served for at least 75% of the number of work days shall be deemed to have met the requirement for advancement purposes.
- C. Advancement to the third and higher steps will also be dependent upon the completion of a course in Principles and Methods of Teaching at a state college or university.
- D. For all teachers contracted for 30 or more hours per week, the District will contribute \$14,866 annually for health and welfare benefits. All teachers contracted for less than 30 hours per week, the District contribution will be prorated in relation to a 30-hour work week.
- E. Any teacher who is unable to meet a class at the scheduled time must notify the office prior to the absence and tell office personnel whether a substitute is needed or when the class will be rescheduled. Teachers are encouraged to arrange for their own substitute and notify the office. Only Board approved substitutes may be used.
- F. The program does not pay hourly employees for jury duty. If a teacher is summoned for jury duty, he/she shall arrange for personal leave without pay.
- G. Teachers will be compensated for the hours they are assigned to teach. Additional hours will not be paid without prior approval from the administrator.
- H. Adult Education Teachers ONLY: Those teachers who work three (3) days or more per week will be entitled to ten (10) days pro-rated sick leave. Half of these days may be used for personal necessity at the approval of administration. These days will not accrue. Three (3) Bereavement days will be available for immediate family members.

Changes reflected on this schedule:

Hourly rate increase effective July 1, 2022

Board Approved: November 7, 2022