

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

**2018-2019 SCHOOL YEAR**

STEP	HOURLY RATE
1	<b>\$32.00</b> hour
2	<b>\$33.00</b> hour
3	<b>\$34.00</b> hour
4	<b>\$35.00</b> hour
5	<b>\$37.00</b> 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. The program will fund prorated health benefits for teachers whose regular assignment is 20 hours or more per week in a paid assigned position.
- 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. These days will not accrue. This shall begin for the 2015-2016 school year and shall continue as program funds allow and as feasible to do so.

**Changes reflected on this schedule:**

None

Board Approved: 8/6/2018