



# WILLIAMS UNIFIED SCHOOL DISTRICT

## 2020-2021 Certified Staff Wage New Hire Placement Schedule



*Board Approved March 11, 2020*

Base Salary Schedule							
Points	Salary	Points	Salary	Points	Salary	Points	Salary
1	\$38,000*	6	\$40,500*	11	\$43,000*	16	\$45,500*
2	\$38,500*	7	\$41,000*	12	\$43,500*	17	\$46,000*
3	\$39,000*	8	\$41,500*	13	\$44,000*	18	\$46,500*
4	\$39,500*	9	\$42,000*	14	\$44,500*	19	\$47,000*
5	\$40,000*	10	\$42,500*	15	\$45,000*	20	\$47,500*

\* The above amounts do **NOT** include state-granted Proposition 301 monies. 301 is **in addition to** the base salaries above. The disbursement of Proposition 301 monies and performance pay provisions are determined annually in a non-competitive plan adopted by the Governing Board. Every teacher is eligible to receive Prop. 301 monies, and most receive the full amount.  
(School Year 2018 the eligible 301 amount was **\$7,325.00**)

### Experience Value

No experience: 0 points  
1–8 years' experience: 1 point per year

### Education Value

BA	1 point	MA +12	9 points
BA + 12	3 points	MA + 24	11 points
BA + 24	5 points	MA + 36	13 points
BA + 36 or MA	7 points	MA + 48	15 points

Continuing staff who earn approved graduate credit hours from an accredited institution will be moved up 2 points on the salary chart per 12 hours completed.

### Qualifications Value

An additional point may be given to for each unique qualification, certification, and/or endorsement that will be used in the assignment. These include but are not limited to: fluency in a language that is used by parents or students (if the staff member agrees to translate or interpret); Special Education or Gifted endorsement; etc.

### Retention Bonus

The Governing Board has historically authorized a retention bonus that is paid when staff re-signs for following year within the approved timeframe. These monies are also **in addition to** base salaries. (The amount varies, averaging ~**\$200** in recent years.)

### Longevity Increment

Upon signing the 20th consecutive contract with the school district, non-retired, certified employees receive a longevity increment of **\$700** (which is also paid on contracts 21–24). Upon signing the 25th consecutive contract with the school district, non-retired, certified employees' longevity increment increases to **\$1,200** (which is paid on contracts 26–29.) Upon signing the 30<sup>th</sup> consecutive contract with the school district, non-retired, certified employees' longevity increment increases to **\$1,700** annually. These increments are in addition to any other salary increases to which the employee is entitled.

### Extra-Duty/Coaching

Various opportunities exist for extra-duty and coaching stipends. Speak with your building principal for information about available opportunities.

Experience Points: \_\_\_\_\_

Education Points: \_\_\_\_\_

Qualification Points: \_\_\_\_\_

TOTAL POINTS: \_\_\_\_\_

New Employee: \_\_\_\_\_

Administrator: \_\_\_\_\_

Date Proposed: \_\_\_\_\_