



## Agua Fria Union High School District 2018-2019 Certified Teacher Compensation Guide

<b>Base Salary:</b>	Teacher \$40,000 <b>\$49,300</b> (w/Prop 301) Contract Days: 188 new hire/185 returning teacher			
<b>+ Experience:</b>	+\$350 for 1 year of experience	+\$900-\$2,000 for 2-4 years of experience (\$550/year)	+\$2,750-\$5,000 for 5-8 years of experience (\$750/year)	+\$6,050-\$7,100 for 9-10* years of experience (\$1,050/year)
<b>+ Education:</b>	\$70 per credit beyond the BA (up to 36 total credits) \$70 per credit beyond the MA (up to 60 additional credits) <b>*Additional credits are only for college/university credits obtained after certification*</b> <b>*Additional credits and degrees must be from relevant area*</b>			
<b>= Total Salary:</b>	*in accordance with Governing Board Policy GCBA, teachers with prior certified teaching experience who are new to AFUHSD will be given a maximum of 8 years of experience credit with substantiated qualifications and certifications			

Example 1:	New Hire with BA in Secondary Education - English, three (3) years of experience and 15 EDU credits beyond the BA: $\$40,000 + \$1,450 \text{ (experience: } \$350/1 \text{ yr} + \$1,100/2-3 \text{ yrs)} + \$1050 \text{ (education: } 15 \text{ credits} \times \$70) = \$42,500 \text{ (x } 3.5\% + \$2,250 + \$350) = \$46,588 + \$2,750 = \$49,337 \text{ w/Prop 301}$
Example 2:	New hire with BA in Education, ten (10) years of experience as a High School BioChemistry teacher, a MA degree in Curriculum (36 credits) and 16 credits beyond the MA: $\$40,000 + \$7,100 \text{ (experience: } 10 \text{ yrs)} + \$3,640 \text{ (education: } 52 \text{ credits} \times \$70) = \$50,740 \text{ (x } 3.5\% + \$2,250 + \$350) = \$55,116 + \$2,750 = \$57,869 \text{ w/Prop 301}$  <b>*position is considered "hard-to-fill," so additional years of experience are granted</b>
Example 3:	New Hire with 5 years of experience and an MA in Secondary Education (BA in non-education field so MA was required for certification): $\$40,000 + \$2,750 \text{ (experience: } \$2,750/5 \text{ yrs)} + \$0 \text{ (education)} = \$42,750 \text{ (x } 3.5\% + \$2,250 + \$350) = \$46,846 + \$2,750 = \$49,596 \text{ w/Prop 301}$  <b>*no compensation for MA credits because MA required for certification</b>

### **Additional opportunities for increased earnings:**

Proposition 301 Allocations:	3.5% of Base Pay allocated beginning in August \$2,250 allocated in two lump sums (August and December - \$1,125 each)
Instructional Improvement:	\$350 paid on first paycheck in August
Honorarium:	10 years (\$350) 15 years (\$700) 20 years (\$1,050) paid in December
Professional Growth:	Up to \$2,100 per year for up to 30 credits
Pay for Performance:	\$5,300 (\$4,000 paid in June and \$1,300 paid in August) - subject to eligibility
Extra Duties:	See Extra Duty Compensation Guide

### **Additional Benefits:**

Paid Employee Benefits:	- On the first day of the month following the month of hire with AFUHSD, all employees working at least 30 hrs. per week are eligible for medical health insurance.
Paid Employee Life Insurance:	- Amount equivalent to base salary is provided to all full-time employees (30 hours/week)
Voluntary Health Benefits:	- All full-time employees (30 hours/week) are eligible for voluntary benefits, e.g. dental, vision short-term disability
State Retirement:	- District matches employee contribution of 11.74%
Discretionary Leave:	- Employees earn 4 days/year
Sick Leave:	- Employees earn 8 days/year