

Proposed Draft Certified Schedule

	BA	BA+12	BA+24	BA+36/MA	MA+12	MA+24	MA+36	MA+48	MA+60	MA+72	DOC	Phantom
Minimum	52,215	54,216	55,374	56,531	57,689	58,847	60,004	61,163	62,320	63,478	64,636	grandfathered
Maximum	67,845	69,845	71,845	86,220	87,448	88,683	89,912	91,150	92,383			

*CSF money is included in the salary schedule

1. Teaching experience granted:
 - Maximum 14 years of teaching experience granted: Credit \$500 per year for a maximum of \$7,000
 - National Board Stipend \$3000

2. Continuing staff will receive a \$1,000 increase in their base for each horizontal movement to the right. They will receive an extra \$1,000 increase to the base for earning each Master’s Degree and/or Doctoral Degree.
 - Can receive an increase by receiving CGUHSD Academy Credits and/or University credits.
 - Staff can earn professional development credits by completing district-level professional learning classes. (15 hours = 1 credit)

3. Continuing Staff who reach the maximum amounts in Columns MA-MA60 will earn the determined increase not to exceed 1.5% of their current year contracted salary (base + 301). The increased contracted salary will be the staff member’s new base salary for the next budget year.
 - If the negotiated increase is greater than 1.5% of the contracted salary (base + 301), the difference will be paid out as a stipend at the end of the contracted year for continuing staff as of May 2024.
 - Continuing staff will receive the negotiated increases for fiscal years 2025 and 2026. The imposed limits will be effective in the fiscal year 2027.
 - Continuing staff in columns MA+72, DOC, and Phantom will receive the negotiated yearly increase.
 - Continuing staff completing 6 credit hours or more during the contracted year will receive the full negotiated increase to their contracted salary (base + 301).

4. Continuing Staff without a BA+36/MA or above will be frozen when they reach the maximum amount. Current Continuing Staff (as of May 2024) within \$3,000 of the maximum amount or above the maximum amount will earn the determined increase not to exceed 1.5% of their current year contracted salary (base + 301) for fiscal years 2027 and 2028. They will be frozen as of fiscal year 2029 if they do not move to at least the BA+36/MA Column.
 - Continuing staff will receive the negotiated increases for fiscal years 2025 and 2026. The imposed limits will be effective in the fiscal year 2027.
 - Current continuing staff (at step 15 as of May 2024) completing 6 credit hours or more during the contracted year will receive the full negotiated increase to their contracted salary (base + 301).
 - Current continuing staff (at step 15 as of May 2024) will earn the determined increase not to exceed 1.5% of their current year contracted salary (base + 301). The increased contracted salary will be the staff member’s new base salary for the next budget year. If the negotiated

increase is greater than 1.5% of the contracted salary (base + 301), the difference will be paid out as a stipend at the end of the contracted year.

5. Individuals employed by the district for 20 years who are retiring in one year, will earn an additional \$2500 compensation during their final year of employment before retirement. Staff must notify Human Relations two months before starting the retirement compensation. Delayed notification will result in adjustment to pro-rated benefit.