

Appendix A

**TULARE COUNTY OFFICE OF EDUCATION
SCHOOL YEAR 2018-2019**

Certificated Salary Schedule

EXPER STEPS	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	58243	61513	64808	68130	71477	74857
2	60915	64201	67507	70838	74200	77594
3	63591	66893	70207	73549	76926	80328
4	66270	69568	72905	76272	79661	83070
5	68943	72257	75608	78979	82380	85810
6	71625	74948	78310	81697	85102	88551
7	74289	77637	81008	84406	87831	91284
8	76972	80324	83708	87118	90557	94019
9	76972	83010	86408	89835	93283	96764
10	76972	85696	89100	92542	96012	99499
11	76972	85696	91809	95255	98730	102239
12	76972	85696	94506	97972	101459	104979

Vocational Education Teachers (CTE Credential)						
1	2	3	4	5	6	7
45563	47461	49440	51500	53645	55881	58243

- Class I Bachelors Degree
- Class II Bachelors Degree plus 15 upper division semester units
- Class III Bachelors Degree plus 30 upper division semester units
- Class IV Bachelors Degree plus 45 upper division semester units or Masters Degree
- Class V Bachelors Degree plus 60 upper division or graduate semester units or Masters Degree plus 15 upper division or graduate units
- Class VI Bachelors Degree plus 75 upper division or graduate semester units or Masters Degree plus 30 upper division or graduate units after receiving degree

1. A maximum of ten years outside credit may be granted.
2. The normal assignment for certificated employees subject to this schedule will be 185 days (or 1,387.5 duty hours in a year-round program) for salary computation.
3. Fifteen (15) continuing education units (CEU's) will be equal to one (1) upper division semester unit.
4. Teachers who have been on Step 12, Class V or VI for four years shall receive the following longevity increase at the beginning of their 17th year and at the beginning of each 5th year of consecutive service thereafter.

Year	Annual Amount
17th	\$1,200
22nd	\$2,200
27th	\$3,200
32th	\$4,200
37th	\$5,200

5. Only one step down for service allowed per year.
6. Degree plus means units after degree.
7. Transcripts for newly acquired units which may affect salary classification should be received in Human Resources no later than August 10th. If transcripts are not available, Human Resources will need a statement from the college or university indicating the course, grade and number of units by August 10th. Supporting transcripts are then to be forwarded to Human Resources and received no later than October 10th.
8. Effective July 1, 2003, newly hired certificated employees who do not possess a preliminary or clear credential shall remain in Class I on the salary schedule until they obtain a credential. A certificated employee who is issued a preliminary credential will be placed on the step and class on the salary schedule pursuant to his/her experience and degree/units earned on the first day of the following month after the credential is issued. Effective July 1, 2008, a Special Education teacher who is in a CTC-approved Intern Program, whose Intern Program Director certifies in writing that the Intern has met all the requirements for a preliminary credential, may be placed in the step and class on the salary schedule pursuant to his/her experience and degree/units earned. The Intern will be placed on the salary schedule on the first day of the following month after notification by the Intern Program Director that the Intern has met all the requirements for a preliminary credential.
9. An employee's daily rate of pay for the Super Class Teachers is defined as the annual salary earned by a 185-day employee at the teacher's placement on the certificated salary schedule, plus the teacher's earned annual longevity divided by 185 days, divided by 7.5 hours per day. This is the hourly rate of pay that will be paid for any time sheet work and for any extended school year work for Super Class Teachers.