

APPENDIX A-1: K-12 Teacher Salary Schedule

SALARY SCHEDULE
Castro Valley Unified School District
K-12 Teacher Salary Schedule 2015-2016

	Emergency/ Intern Credential	A Credential BA+30	B Credential BA +45	C Credential BA+60	D Credential BA+75
1	49,409.41	53,531.01	53,815.44	54,269.67	54,845.03
2	50,360.05	53,815.44	54,269.67	55,333.87	57,293.54
3	51,309.60	54,269.67	54,845.03	57,784.55	59,742.06
4	53,209.80	54,845.03	57,293.54	60,231.98	62,191.66
5	53,209.80	56,804.71	59,742.06	62,679.41	64,639.09
6	53,209.80	58,762.22	62,191.66	65,129.01	67,577.53
7		60,721.90	64,639.09	67,577.53	70,514.88
8		62,679.41	67,087.61	70,514.88	73,452.24
9		64,639.09	69,536.12	73,452.24	76,391.75
10		66,598.77	71,985.72	76,391.75	79,330.19
11		68,556.29	74,433.16	79,330.19	82,268.62
12		68,556.29	74,433.16	82,268.62	85,205.98
17		70,514.88	76,391.75	84,226.14	87,654.49
22		72,474.56	78,350.35	86,184.74	90,104.09
27					97,937.40

Advanced Degree (Limited to one Increment): Masters: \$2015 or Doctorate: \$3013

(All unit references are converted to semester units: 1 quarter unit= 2/3 semester unit)

Maximum Advancement Units - Additional Salary

Unit members who have been on Step 12, Column D for at least one year shall be eligible for Maximum Advancement Units at a rate of not more than 5 units per year, up to a maximum of 20 units. The criteria for Maximum Advancement Units to be acceptable are as follows:

- 1) Prior Written District approval is required for all of these units
- 2) Units meet the District Unit Advancement Criteria
- 3) Maximum Advancement Units: .3% of D-12: \$255.62 (Effective 7/1/15)

+1 unit	\$255.62	+6 units	\$1,533.71	+11 units	\$2,811.80	+16 units	\$4,089.89
+2 units	\$511.24	+7 units	\$1,789.33	+12 units	\$3,067.42	+17 units	\$4,345.50
+3 units	\$766.85	+8 units	\$2,044.94	+13 units	\$3,323.03	+18 units	\$4,601.12
+4 units	\$1,022.47	+9 units	\$2,300.56	+14 units	\$3,578.65	+19 units	\$4,856.74
+5 units	\$1,278.09	+10 units	\$2,556.18	+15 units	\$3,834.27	+20 units	\$5,112.36

*(1) Employees with BA only will be Y-rated on Col. A (Step 1-6)

*(2) Employees with BA+15 will be Y-rated on Col. A (Step 1-9 only)

**Hurdle Requirement: Six units of salary schedule credit must be presented before going over the hurdle between Steps 5 and 6 and between Steps 10 and 11. Units earned for column moves are also applicable to hurdle requirements. When a teacher fails to satisfy a hurdle requirement, he/she shall remain stationary on the salary schedule. When the hurdle requirement is eventually satisfied, that teacher will move to the appropriate step with due regard to the number of years of intervening service.

In addition to the salary increase, the District's maximum dollar contribution per teacher for Health & Welfare Benefits is \$6,000.00 effective date July 1, 2013.