

**2008-2009 CERTIFICATED TEACHER SALARY SCHEDULE  
HESPERIA UNIFIED SCHOOL DISTRICT**

184 Teacher Work Days

| STEPS | *EMER<br>*PRE-INTERN<br>*INTERN | *INTERN | COL I<br>BA | COL II<br>BA + 45 | COL III<br>MA<br>BA + 66 | COL IV<br>MA + 15 OR<br>EARNED DOCTORATE |
|-------|---------------------------------|---------|-------------|-------------------|--------------------------|--|
| 1     | 42,706                          | 42,706  | 43,275      | 43,911            | 45,019                   | 45,910                                   |
| 2     |                                 | 43,845  | 44,547      | 45,121            | 46,625                   | 48,216                                   |
| 3     |                                 |         | 45,821      | 47,560            | 49,858                   | 51,446                                   |
| 4     |                                 |         | 47,901      | 49,826            | 52,772                   | 54,681                                   |
| 5     |                                 |         | 50,628      | 52,177            | 56,004                   | 57,915                                   |
| 6     |                                 |         | 53,353      | 55,460            | 59,241                   | 61,147                                   |
| 7     |                                 |         | 56,077      | 58,154            | 62,470                   | 64,376                                   |
| 8     |                                 |         | 58,798      | 61,527            | 65,704                   | 67,610                                   |
| 9     |                                 |         | 61,527      | 65,188            | 68,931                   | 70,841                                   |
| 10/11 |                                 |         | 64,425      | 67,677            | 71,178                   | 74,119                                   |
| 12/13 |                                 |         |             | 69,816            | 74,237                   | 76,139                                   |
| 14/15 |                                 |         |             |                   | 76,259                   | 78,167                                   |
| 16/17 |                                 |         |             |                   | 78,085                   | 80,184                                   |
| 18/19 |                                 |         |             |                   | 80,103                   | 82,208                                   |
| 20+   |                                 |         |             |                   |                          | 85,413                                   |

**Period Subbing/Class Splitting:**

Secondary Teachers/Period Subbing

Rate per period: \$ 51.89

Elementary Teachers/Class Splitting (Full Day)

Rate per day: \$ 317.09

Elementary Teachers/Class Splitting (Partial Day)

| Hrs/Min      | Hrs. Paid | # of Teachers | # of Teachers | # of Teachers | # of Teachers |
|--------------|-----------|---------------|---------------|---------------|---------------|
|              |           | 1             | 2             | 3             | 4             |
| :15-1:30     | 1         | 52.85         | 26.42         | 17.62         | 13.21         |
| 1:31-2:30    | 2         | 105.70        | 52.85         | 35.23         | 26.42         |
| 2:31-3:30    | 3         | 158.54        | 79.27         | 52.85         | 39.64         |
| 3:31-4:30    | 4         | 211.39        | 105.70        | 70.46         | 52.85         |
| 4:31-5:30    | 5         | 264.24        | 132.12        | 88.08         | 66.06         |
| 5:31 or more | 6         | 317.09        | 158.54        | 105.70        | 79.27         |

Earned Doctorate \$1,200 stipend

Earned Education Specialist \$500 stipend

NOTE: All units for salary advancement are semester units (quarter units x .667)

**Changes to this schedule:**

.95% COLA per negotiated agreement -- Board approved 7/14/08