

**2015-2016 CERTIFICATED TEACHER SALARY SCHEDULE  
HESPERIA UNIFIED SCHOOL DISTRICT**

**184 Teacher Work Days**

| STEPS | EMER   | 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     | 48,748 | 48,748 | 49,397      | 50,126            | 51,387                   | 52,404                                   |
| 2     |        | 50,047 | 50,850      | 51,504            | 53,221                   | 55,037                                   |
| 3     |        |        | 52,303      | 54,289            | 56,912                   | 58,723                                   |
| 4     |        |        | 54,680      | 56,875            | 60,237                   | 62,418                                   |
| 5     |        |        | 57,789      | 59,558            | 63,928                   | 66,107                                   |
| 6     |        |        | 60,901      | 63,307            | 67,622                   | 69,797                                   |
| 7     |        |        | 64,009      | 66,381            | 71,309                   | 73,482                                   |
| 8     |        |        | 67,116      | 70,231            | 74,999                   | 77,175                                   |
| 9     |        |        | 70,231      | 74,409            | 78,683                   | 80,862                                   |
| 10/11 |        |        | 73,541      | 77,252            | 81,246                   | 84,603                                   |
| 12/13 |        |        |             | 79,693            | 84,739                   | 86,910                                   |
| 14/15 |        |        |             |                   | 87,047                   | 89,224                                   |
| 16/17 |        |        |             |                   | 89,131                   | 91,529                                   |
| 18/19 |        |        |             |                   | 91,435                   | 93,838                                   |
| 20+   |        |        |             |                   |                          | 97,496                                   |

Earned Doctorate \$1,200 stipend

Earned Education Specialist \$500 stipend

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

**Period Subbing/Class Splitting:**

Secondary Teachers/Period Subbing Rate per period: \$ 58.67

Elementary Teachers/Class Splitting (Full Day) Rate per day: \$ 358.48

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         | 59.75         | 29.87         | 19.92         | 14.94         |
| 1:31-2:30    | 2         | 119.49        | 59.75         | 39.83         | 29.87         |
| 2:31-3:30    | 3         | 179.24        | 89.62         | 59.75         | 44.81         |
| 3:31-4:30    | 4         | 238.99        | 119.49        | 79.66         | 59.75         |
| 4:31-5:30    | 5         | 298.73        | 149.37        | 99.58         | 74.68         |
| 5:31 or more | 6         | 358.48        | 179.24        | 119.49        | 89.62         |

**Changes to this schedule:**

Effective 7/1/15: Additional 3% increase Board approved 9/14/15