

APPENDIX A

TULARE COUNTY OFFICE OF EDUCATION
 CERTIFICATED SALARY SCHEDULE
 School Year 2011-2012

Experience	Class I	Class II	Class III	Class IV	Class V	Class VI
1	45574	48132	50711	53310	55930	58575
2	47665	50236	52823	55429	58060	60716
3	49759	52343	54937	57551	60193	62855
4	51855	54436	57047	59681	62333	65001
5	53945	56540	59162	61799	64461	67146
6	56045	58645	61276	63927	66591	69289
7	58130	60750	63387	66046	68727	71428
8	60229	62852	65500	68168	70859	73568
9	60229	64954	67613	70295	72992	75716
10	60229	67056	69719	72413	75128	77856
11	60229	67056	71839	74535	77255	80000
12	60229	67056	73949	76661	79390	82145
17					80390	83145
22					81390	84145
27					82390	85145
32					83390	86145

- Class I Bachelors Degree
- Class II Bachelors Degree plus 15 upper div. sem. units.
- Class III Bachelors Degree plus 30 upper div. sem. units.
- Class IV Bachelors Degree plus 45 upper div. sem. units or Masters Degree
- Class V Bachelors Degree plus 60 upper div. or grad. sem. units or Masters Degree plus 15 upper div. or grad. units
- Class VI Bachelors Degree plus 75 upper div. or grad sem. units or Masters Degree plus 30 upper div. or grad. sem. 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 duty days (or 1,387.5 duty hours in a year-around program) for salary computation.
3. Fifteen (15) continuing education units (CEU's) will 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 a \$1,000 longevity increase at the beginning of their 17th year and at the beginning of each 5th year of consecutive service thereafter.
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 August 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 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.