### REDLANDS UNIFIED SCHOOL DISTRICT
CERTIFICATED BARGAINING UNIT BASIC SALARY SCHEDULE
FISCAL YEAR 2019-2020

**BOARD APPROVED DATE:** November 12, 2019
**EFFECTIVE DATE:** July 1, 2019

#### 3.00%

<table>
<thead>
<tr>
<th>STEP</th>
<th>CLASS A</th>
<th>CLASS B</th>
<th>CLASS C</th>
<th>CLASS D</th>
<th>CLASS E</th>
<th>CLASS F</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BA or BA + 15</td>
<td>BA + 30 or MA</td>
<td>BA + 45 or MA + 15</td>
<td>BA+ 60 INCL. MA or Dr. or MA + 30</td>
<td>BA+ 80 INCL. MA or Dr. or MA + 50</td>
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<td>57,999</td>
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<td>83,990</td>
<td>88,087</td>
<td>92,187</td>
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</table>

(maximum initial placement = step 11)

#### ADDITIONAL STIPENDS

- **Doctorate** - Add 3.5% of Step Placement for earned doctorate.
- **Special Education** - Add $1,000 for full time or proportion of $1,000 as assignment bears to full time.
- **Special Education - Teachers assigned to Moderate/Severe Classes, Severe/Profound Classes, and Behavior Intervention Classes** - Add an additional $1,000 for full time or proportion of $1,000 as assignment bears to full time.
- **Elementary Combination Class Teacher** - Add $1,000 for full time or proportion of $1,000 as assignment bears to full time.

#### JOB RATIO AND WORK YEAR ADJUSTMENTS:

<table>
<thead>
<tr>
<th>Position (185 days)</th>
<th>Ratio</th>
<th>Description (185 days or less)</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classroom Teachers</td>
<td>1.00</td>
<td>Counselors and Academic Case Carriers (195 days)</td>
<td>1.12</td>
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<tr>
<td>School Psychologist</td>
<td>1.20</td>
<td>Salary will be prorated for less than full time counselors</td>
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<tr>
<td>School Nurse (197 days)</td>
<td>1.20</td>
<td>Middle School Counselors**</td>
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<tr>
<td>(Minimum Entry Level E-3)</td>
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<td>Program Specialist (195 days)</td>
<td>1.10</td>
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<tr>
<td>(hired after 1/1/16) (197 days)</td>
<td>1.12</td>
<td>Licensed Clinical Social Worker (LCSW) (197 days)</td>
<td>1.20</td>
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<tr>
<td>Lead Nurse (205 days)</td>
<td>1.20</td>
<td>Library Media Teacher (185 days)</td>
<td>1.00</td>
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<tr>
<td>Speech and Language Specialist (185 days* All sites)</td>
<td>1.15</td>
<td>High School **</td>
<td></td>
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<tr>
<td>Special Education Teacher (185 days + 15 days YRE sites)</td>
<td></td>
<td>Middle School **</td>
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<td>Special Education Teacher (185 days + 10 days YRE sites)</td>
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</table>

May be allowed to work additional days at a per diem rate if, in the judgement of the administration, the work load warrants

- **5 days**
- **10 days**

Appendix A-1