

# SAN CARLOS UNIFIED SCHOOL DISTRICT NO. 20

## 2020-2021 Certified Salary Placement Schedule

9 Month Certified	Entry Base *
Teacher (K-12)	\$46,000.00

9 Month Non State Certified Entry Base
Apache Language Teacher *

Year	Annual Base Salary
0	\$46,000.00
1	\$46,500.00
2	\$47,000.00
3	\$47,500.00
4	\$48,000.00
5	\$48,500.00
6	\$49,000.00
7	\$49,500.00
8	\$50,000.00
9	\$50,500.00
10	\$51,000.00

Year	Annual Base Salary
0	\$46,000.00
1	\$46,500.00
2	\$47,000.00
3	\$47,500.00
4	\$48,000.00
5	\$48,500.00
6	\$49,000.00
7	\$49,500.00
8	\$50,000.00
9	\$50,500.00
10	\$51,000.00

\* Base increased FY20 to include an additional \$1,000.00 from fund 011 and 013.

\* Salary Scheduled adjusted FY20, current staff assigned to Year 0 Base \$46,000.00 from \$30,633.00

Longevity/Retention Stipend	
Addition to Base Pay	
Years	Pay
1 - 4	\$200.00
5 - 9	\$500.00
10 - 14	\$1,000.00
15 - 19	\$1,500.00
20+	\$2,000.00

Performance Pay Program - Prop 301
Fund 011 - \$1,500.00 included in the base (adjusted FY20)
Fund 013 - \$1,500.00 included in the base (adjusted FY20)
Fund 012 - Additional performance pay based on attainment of school goals.
Additional Compensation Opportunities
One time recruiting stipend - \$1,500.00
Graduate Credits - \$70.00 per semester hr. in education related area - cap 96 hours
Critical Area Stipend - \$2,000.00 yearly stipend (Critical area determined by district needs - Superintendent approval) Subject to annual available funding.
Legislative Increase - FY19 5% increase on base, FY20 5% increase on base, FY21 3% increase on base.

**Additional Benefits:**

Paid Employee Health Insurance	Effective 60 days after initial employment, all employees working at least 30 hours per week are eligible for health insurance.
Paid Employee Life Insurance	\$50,000/\$100,000 in life insurance is provided as part of the health insurance package.
Voluntary Health Benefits	All employees working at least 20 hours per week are eligible for voluntary benefits, e.g. dental, short term disability, TeleDoc, AFLAC, etc. See HR for details.
State Retirement	Employee contributions - 12.22%, District to Match contributions.
Employee Contributions	Social Security - 6.2%/Medicare - 1.45%
Sick Leave	Employees earn one day a month.
Liability Insurance	All employees are automatically covered at no cost.
Disability Insurance	Long term disability insurance is provided by the State after 180 days. Short term disability insurance is available at the employee's expense.