

| Proposed Job | Current Job | Proposed Pay Grade |
|--------------|-------------|--------------------|
|--------------|-------------|--------------------|

ADULT SCHOOL - 300 SERIES PAY GRADE

| | | |
|--------------------------------|--------------------------------|------------|
| ALT ED INDEPENDENT STUDY TCHR | ALT ED INDEPENDENT STUDY TCHR | 300 Series |
| DIR, NURSE EDUCATION | DIRECTOR OF NURSE, EDUCATION | 300 Series |
| NURSING ADLT ED TCHR APPRENTIC | NURSING ADLT ED TCHR APPRENTIC | 300 Series |
| NURSING ADLT ED TCHR CNA | NURSING ADLT ED TCHR CNA | 300 Series |
| NURSING ADLT ED TCHR FEE BASED | NURSING ADLT ED TCHR FEE BASED | 300 Series |
| NURSING ADLT ED TCHR LVN | NURSING ADLT ED TCHR LVN | 300 Series |
| PROGRAM SPEC COMMUNITY ED | PROGRAM SPEC COMMUNITY ED | 300 Series |
| SECONDARY TEACHER | SECONDARY TEACHER | 300 Series |
| TEACHER ADULT EDUCATION | TEACHER ADULT EDUCATION | 300 Series |
| TEACHER HOURLY ROP | TEACHER HOURLY ROP | 300 Series |

**PROPOSED CERTIFICATED ADULT
SCHOOL SALARY SCHEDULE**

| Grade | 1 | 2 | 3 | 4 |
|--------------|----------|----------|----------|----------|
| 301 | 25.98 | 28.25 | 30.54 | 32.83 |
| 302 | 27.13 | 29.42 | 31.66 | 33.98 |
| 303 | 28.25 | 30.54 | 32.83 | |
| 304 | 29.42 | 31.66 | 33.98 | |
| 305 | 30.54 | 32.83 | | |

CLOVIS UNIFIED SCHOOL DISTRICT

CERTIFICATED ADULT SCHOOL STAFF SALARIES
ACADEMIC & VOCATIONAL SALARY SCHEDULE
MANDATED CLASSES & PROGRAMS*
(RYAN DESIGNATED SUBJECT VOCATIONAL EDUCATION/ROP PROGRAMS)**
2009-10

| RANGE | STEP 1 | STEP 2 | STEP 3 | STEP 4 |
|-------|--------|--------|--------|--------|
| 1 | 25.22 | 27.43 | 29.65 | 31.87 |
| 2 | 26.34 | 28.56 | 30.74 | 32.99 |
| 3 | 27.43 | 29.65 | 31.87 | |
| 4 | 28.56 | 30.74 | 32.99 | |
| 5 | 29.65 | 31.87 | | |

**Classes for which State ADA money is the primary support.
(**A teacher of Ryan Designated Subject Vocational Ed./ROP Programs qualifies for payment on the Certificated Adult School Staff Salary Schedule when teaching the same class for both Clovis Adult and Vocational Ed./ROP during the same quarter or semester.)*

| | |
|--------|--|
| STEP 1 | Has a valid credential (no B.A., A.A., or R.N.) Start at Range 1, may move to Range 5 |
| STEP 2 | Has a valid credential (has an Associate Degree or R.N.) Start at Range 1, may move to Range 5 |
| STEP 3 | Has a valid credential (has a Bachelor's Degree) Start at Range 1, may move to Range 5 as new ranges are adopted. |
| STEP 4 | Has a valid credential (has a Master's Degree) Start at Range 1, may move to Range 5 as new ranges are adopted |

Ratio Factors applicable to above salary range/step and conditions of "Certificated Adult School Salaries"

| | | | | | |
|---|-------|-------|-------|-------|-----|
| Director of Nurse Education | 1.14 | 1.16 | 1.18 | 1.20 | 215 |
| Program Specialist, Community Education | 1.08 | 1.08 | 1.08 | 1.08 | 215 |
| Resource Teacher, Adult Education | 1.035 | 1.035 | 1.035 | 1.035 | 215 |

To move from Range to Range would require verification of successful teaching experience of one year. One year is considered to be 760 hours or more or three years of consecutive part-time teaching. Teachers are allowed to accumulate hours from year to year but may move down only one Range per year. Hours for movement on the salary schedule shall be counted from July 1 through June 30 of the preceding year.

Teachers are allowed to accumulate hours from year to year until the 760 hour minimum or the three years of consecutive part-time teaching is attained and then will be placed on the new salary Range at the appropriate time.

Any teacher accumulating 760 hours per year or less (19 hours per week for 40 weeks) is required to hold a minimum of a "Part-time" teaching credential. When a teacher's schedule is expanded to accumulate more than 760 hours per year, a "Full-time" teaching credential is required. (Hours will be combined for credit if working for more than one department.)

PLACEMENT ON THE SALARY SCHEDULE RANGE BY HOURS OR YEARS WILL BE EFFECTIVE JULY 1 OF EACH YEAR.

Substitutes

Substitutes are paid \$16.00 per hour. Long term substitutes are paid \$18.00 per hour. (A long term substitute is a teacher that has been substituting in the same class more than 10 days.) Regular Clovis Adult Education certificated teachers who work twenty or more hours a week will be paid \$18.00 per hour. Substitute teaching time does not apply toward advancement on the salary schedule.

Benefits

Adult and Vocational Education mandated teachers who teach 30 hours or more per week will be offered the District's health package, including health, dental, vision, and life insurance, at an annual cost of \$600 to the employee. The Adult Education division will pay the balance.

CREDENTIALS, TRANSCRIPTS, AND DEGREES MUST BE SUBMITTED PRIOR TO EMPLOYMENT. THIS IS THE TEACHER'S RESPONSIBILITY FOR PROPER PLACEMENT ON THE SALARY SCHEDULE.