



## Agua Fria Union High School District 2019-2020 Certified Teacher Initial Placement Guide

<b>Base Salary:</b>	Teacher/TOSA \$40,800 <b>\$48,828</b> (w/Prop 301) Contract Days: 188 new hire/185 returning teacher      TOSA: 190 days		
<b>+ Experience:</b>	+\$350 for 1 year of experience	+\$900-\$2,000 for 2-4 years of experience (\$550/year)	+\$2,750-\$5,000 for 5-8 years of experience (\$750/year)
<b>+ Education:</b>	\$70 per credit beyond the BA (up to 36 total credits) \$70 per credit beyond the MA (up to 60 additional credits) *Additional credits are only for college/university credits obtained after certification *Additional credits and degrees must be from relevant area		
<b>Total Salary:</b>	*in accordance with Governing Board Policy GCBA, teachers with prior certified teaching experience who are new to AFUHSD will be given a maximum of 8 years of experience with substantiated qualifications and certifications		

<b>Example 1:</b>	New hire with BA in Secondary Education - English, 3 years of experience and 15 EDU credits beyond the BA: \$40,800 + \$1,450 (experience: \$350/1 yr + \$1,100/2-3 years) + \$1,050 (education: 15 credits x \$70) = \$43,300 (x3.5% + \$2,250 + \$350) = \$47,416 + \$4,000 = \$52,416 w/Prop 301
<b>Example 2:</b>	New hire with BA in Education, ten (10) years of experience as a HS BioChemistry teacher, an MA in Curriculum (36 credits) and 16 credits beyond the MA: \$40,800 + \$7,100 (experience: 10 years) + \$3,640 (education: 52 credits x \$70) = \$51,540 (x3.5% + \$2,250 + \$350) = \$55,944 + \$4,000 = \$59,944 w/Prop 301 *position is considered "hard-to-fill" so additional years of experience are granted
<b>Example 2:</b>	New hire with 5 years of experience and an MA in Secondary Education (BA in non-education field so MA was required for certification): \$40,800 + \$2,750 (experience: 5 years) + \$0 (education) = \$43,550 (x3.5% + \$2,250 + \$350) = \$47,674 + \$4,000 = \$51,674 w/Prop 301 *no compensation for MA credits because MA required for certification

<b><u>Additional opportunities for earnings:</u></b>	
Extra Duties:	See Extra Duty Compensation Guide
Honorarium:	\$350 (10 years)    \$700 (15 years)    \$1,050 (20+ years)    *in accordance with Honorarium plan
Instructional Improvement:	\$350 - paid on first check in August
Pay for Performance:	\$4,000 - paid in June
Professional Growth:	Up to \$2,520 per year for up to 36 credit hours
Prop 301:	\$2,250 paid 1/2 in December and 1/2 in March
Prop 301:	3.5% of Base Salary
<b><u>Additional Benefits:</u></b>	
Earned Leave:	Discretionary and Sick Leave in accordance with work calendar, policy and contract
Employee Medical Premium:	District contribution of \$475/month towards medical plan of employee's choice (30 hrs/week required)
Life Insurance:	District -paid life insurance in amount equivalent to base salary (30 hrs/week required)
State Retirement:	District matches employee contribution of 12.11% per pay
Voluntary Benefits:	Dental, Vision, Short-Term Disability, other insurance products (30 hrs/week required)

Work Calendar = 188 days

one day Human Resources Training required prior to start date