



Agua Fria Union High School District 2020-2021 Certified Teacher Initial Placement Compensation Guide

Base Salary:	\$42,000 \$50,070 (w/Prop 301) Contract Days: 188 new hire/185 returning teacher		
+ Experience:	+\$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)
	*in accordance with Governing Board Policy GCBA, teachers with prior certified teaching experience who are new to AFUHSD will be given 8 years of experience with substantiated qualifications and certifications		
+ Education:	\$77 per credit beyond the BA (up to 36 total credits)		
	\$77 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		
Total Salary:	Base Salary + Experience + Education + Prop Amounts + Instructional Improvement Amount + Pay for Performance		

Additional opportunities for earnings:

Extra Duties:	See Extra Duty Compensation Guide
Honorarium:	\$385 (10 years) \$770 (15 years) \$1,155 (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

Additional Benefits:

Earned Leave:	Discretionary and Sick Leave in accordance with work calendar, policy and contract
Employee Medical Premium:	District contribution of \$505/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 12.22% 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 paid at hourly PD rate