



## Agua Fria Union High School District 2019-2020 Certified Non-Instructional New Hire Compensation Guide

Base	Counselor/Social Worker \$43,800	Librarian \$38,900	Instructional Coach \$51,300
+ 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)
+ Education	\$70 per credit hour beyond the BA (up to 36 credits) \$70 per credit hour beyond the MA (up to 60 additional credits) <i>*Bachelor's Degree must be in relevant content area in order to receive credit for Master's level classes if Bachelor's Degree is not in Education.</i> <i>*Additional credits and degrees must be from relevant degree to current teaching position.</i>		
= Total Salary	*in accordance with Governing Board Policy GCBA, teachers with prior certified teaching experience who are new to AFUHSU will be given a maximum of 8 years of experience credit with substantiated qualifications and certifications		

Counselor Example	New hire with 4 years of experience: $\$43,800 + \$1,450$ (experience - $\$350/1$ yr + $\$1,100/2-3$ years) = $\$45,250$ $\$47,770 + \$350 = \$48,120 + \$4,000 = \$52,120$ w/pay for performance
Librarian Example	New hire with BA in Sec Ed, 10 yrs experience as HS Librarian, MA in Library/Information Science (36 credits) + 12 EDU credits beyond the MA: $\$38,900 + \$5,000$ ( 8 years' experience) + $\$3,360$ (education - 48 credits x $\$70$ ) = $\$47,260$ $\$47,260 + \$350 = \$47,610 + \$4,000 = \$51,610$ w/pay for performance
Teacher Mentor Example	New hire with 9 yrs classroom experience in Mathematics, MA in Secondary Ed (BA in Accounting so is considered relevant to Math) and working on MEd (has 15 EDU credits so far): $\$51,300 + \$0$ (experience) + $\$3,570$ (51 credits x $\$70$ ) = $\$54,870 + \$350 = \$55,220 + \$4,000 = \$59,220$ w/pay for performance

<b>Additional opportunities for earnings:</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 in August
Pay for Performance:	\$4,000 - paid in June
Professional Growth:	Up to \$2,520 per year for up to 36 credit hours
<b>Additional Benefits:</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 = 198 days