



## Agua Fria Union High School District 2020-2021 Certified School-Based Support Staff Initial Placement Compensation Guide

Starting Base				
Counselor	Instructional Coach	Librarian	Social Worker	TOSA
\$45,000	\$52,500	\$42,000	\$48,000	\$45,000
198 Days	198 Days	198 Days	198 Days	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>*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</b>		
<b>+ Education:</b>	\$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 to current teaching position		
<b>Total Base Salary:</b>	Starting Base + Experience + Education		

<b>Additional opportunities for earnings:</b>	
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
TOSA:	TOSA Stipend in lieu of Instructional Improvement, Pay for Performance and Prop 301 stipends.
<b>Additional Benefits:</b>	
Earned Leave:	Discretionary and Sick Leave in accordance with work calendar, policy and contract
Employee Medical :	District contribution of \$505/month towards employee's medical plan (must work 30 hrs/week)
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)

One day Human Resources training required prior to start date paid at hourly PD rate

