

**LUCIA MAR UNIFIED SCHOOL DISTRICT  
HUMAN RESOURCES**

**CERTIFICATED SALARY SCHEDULE  
2017-2018**

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6
1	47,266	47,577	47,890	48,514	49,137	49,763
2	47,577	47,890	48,514	49,137	49,763	50,389
3	47,890	48,514	49,763	50,389	51,012	51,636
4	48,514	49,137	51,012	51,636	52,261	52,885
5	49,137	49,763	52,261	52,885	54,157	55,961
6	49,763	51,445	53,508	55,062	56,865	58,670
7	52,351	54,157	55,961	57,769	59,572	61,380
8	55,062	56,865	58,670	60,475	62,282	64,087
9	57,769	59,572	61,376	63,182	64,987	66,796
10		62,282	64,087	65,892	67,698	69,503
11			66,756	68,600	70,402	72,213
12				71,306	73,110	74,916
13					75,821	77,624
15					76,867	78,672
17					77,914	79,718
19					78,959	80,764
21					80,006	81,809
23					84,992	86,804
25					89,978	91,798

Class 1	BA degree
Class 2	BA + 15 approved semester units
Class 3	BA + 30 approved semester units
Class 4	BA + 45 approved semester units
Class 5	BA + 60 approved semester units
Class 6	BA + 75 approved semester units

Step 17	Must have completed 16 years of credited service
Step 21	Must have completed 20 years of credited service
Step 25	Must have completed 24 years of credited service

In addition to salary, the District pays the following for each employee:		
Health Benefits	up to - \$	10,000.00
Retirement		14.43%
Workers Compensation Insurance		2.45%
Unemployment Insurance		0.05%
Medicare (for those hired after 04/01/86)		1.45%
		Rev: 7/1/2017

**Eff. 07/01/07**

3.546 % increase (3% + 1 day)

**Eff. 6/25/13**

2% increase retroactive to 7/1/12

**Eff. 3/24/13**

4.3% increase retroactive to 7/1/13

**Eff. 4/1/15**

3% increase 4/1/15

**Eff 7/1/2015**

4% increase

**Eff 10/1/2015**

District Insurance Contribution Increase to \$10,000

**Eff 7/1/2016**

3.75% Increase

Eff 7/1/2017

Add Step 15, 19 & 23

Eff 7/1/2017 - 2%

**CERTIFICATED SALARY SCHEDULE  
DAILY RATE  
2017-2018**

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6
1	256.88	258.57	260.27	263.66	267.05	270.45
2	258.57	260.27	263.66	267.05	270.45	273.85
3	260.27	263.66	270.45	273.85	277.24	280.63
4	263.66	267.05	277.24	280.63	284.03	287.42
5	267.05	270.45	284.03	287.42	294.33	304.14
6	270.45	279.59	290.80	299.25	309.05	318.86
7	284.52	294.33	304.14	313.96	323.76	333.59
8	299.25	309.05	318.86	328.67	338.49	348.30
9	313.96	323.76	333.57	343.38	353.19	363.02
10		338.49	348.30	358.11	367.93	377.73
11			362.80	372.83	382.62	392.46
12				387.53	397.34	407.15
13					412.07	421.87
15					417.76	427.57
17					423.45	433.25
19					429.13	438.93
21					434.82	444.61
23					461.91	471.76
25					489.01	498.90

184 days/year

**HOURLY RATE  
2017-2018**

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6
1	34.25	34.48	34.70	35.16	35.61	36.06
2	34.48	34.71	35.16	35.61	36.06	36.51
3	34.71	35.16	36.06	36.51	36.97	37.42
4	35.16	35.61	36.97	37.42	37.87	38.32
5	35.61	36.06	37.87	38.32	39.24	40.55
6	36.06	37.28	38.77	39.90	41.21	42.52
7	37.94	39.24	40.55	41.86	43.17	44.48
8	39.90	41.21	42.52	43.82	45.13	46.44
9	41.86	43.17	44.48	45.78	47.09	48.40
10		45.13	46.44	47.75	49.06	50.36
11			48.37	49.71	51.02	52.33
12				51.67	52.98	54.29
13					54.94	56.25
15					55.70	57.01
17					56.46	57.77
19					57.22	58.53
21					57.98	59.28
23					61.59	62.90
25					65.20	66.52

7.5 hours/day

Effective 7/1/07 3% increase

Revised 7/18/07

Revised 6/25/13 2% increase retroactive to 7/1/12

Effective 3/4/2014 4.3% increase retroactive to 7/1/13

Effective 4/1/2015 - 3% increase

Effective 7/1/2015 - 4% Increase

Effective 7/1/2016 - 3.75% increase

Eff 7/1/2017 - Add Step 15, 19, 23

Eff 7/1/2017 - 2%

## CERTIFICATED EXTRA DUTY SCHEDULE 2017-2018

### A. High School Academic Schedule

2016-2017

1	5,000	year	Band, Choral, Drama & Forensics & FFA Lead Advisor
2	3,000	year	Newspaper, Yearbook (enrollment 1,000 or more) & Pep Squad Head
3	2,050	year	Newspaper, Yearbook (enrollment under 1,000)
4	2,250	year	Assistant Directors/Assistant Coaches/Pep Squad Assistant
5	2,500	year	Department Chairperson (31 - 50)
6	2,300	year	Department Chairperson (6 - 30)
7	2,050	year	Department Chairperson (over 50 sections, plus one period) & FFA Advisor
8	2,100	year	Mock Trial & Link Crew & AVID Site Coordinator
9	6,000	year	High School Activities Director
10	4,000	year	Competitive Robotics

### B. High School Athletic Schedule

1	5,150	season	Varsity Football, Varsity Track - Head Coach
2	3,950	season	Varsity Football Assistant Coaches
3	4,550	season	All other Varsity Head Coaches
4	3,400	season	All other assistant Coaches
5	750	year	High school coaches who coach ten (10) or more years in the district
6	300	per year	High school coaches who coach multiple sports
7	6,000	year	High School Athletic Director
8	3,000	year	High School Assistant Athletic Director

### C. Extended Season

High school academic or athletic coaches whose teams qualify for C.I.F. playoffs, or whose teams progress to state and/or national finals will be compensated at the rate of 1/15 of their seasonal pay for each week of extended season for a maximum of 7 weeks.

### D. Extra Duty / Elementary & Middle School Assignments

1	3,250	year	Resource Teacher, BTSA Provider
2	2,250	year	Middle School Band Director
3	2,050	season	Middle School after school sports coach
4	2,050	year	M.S. Pep, Newspaper, Yearbook, Activ. Dir., Ath. Dir, Dept Chair, Competitive Robotics
5	1,050	year	Middle School Mock Trial
6	500	year	Middle School coaches who coach ten (10) or more years in the district
7	200	added season	Middle School coaches who coach multiple sports
8	2,050	year	Grade-Level Strands for Non-TAP

### E. Event/Nightly/Year

1	33.96	event	Secondary After-School Events
2	88.36	night	Elementary Overnights
3	500.00	year	BLCAD Certified Stipend
4	1,500.00	year	Combination Class Stipend

### F. Extra Duty Hourly

	<b>Hourly</b>		
1	44.42	hour	Teaching Teachers per hour of instruction
2	<b>34.25</b>	hour	Teaching Students (summer school, tutoring, disitric approved class, etc.)
3	27.75	Year	Inservice Training (with no salary credit)
4	18.50	Year	Inservice Training (with salary credit)

**\*\*Extra Duty hourly pay for teaching students shall be tied to Class 1, Step 1 eff. July 1, 20**

EFFECTIVE 7/1/2014

Updated 10/1/2014 - JB

No change to Extra Duty Schedule 2016-2017 SY

Eff 7/1/2017 - Updated per 2/10/2017 TA

Eff 7/1/2017 - Updated per TA 12/7/2017