

**Dysart Unified School District  
Certified**

(School Counselor, Academic Intervention Spec, EL Inst Spec, Behavior Coach, Federal Project Spec, Family Outreach Spec, School Data Spec, Teacher Out-of-District Students, Orientation & Mobility, Interns)

| GRADE | DEGREE  | MIN      |
|-------|---|----------|
| A     | BA <u>or</u> Meets State-Approved Teaching Certificate Requirements <u>or</u> Interns | \$43,667 |
| B     | BA + 15   | \$45,411 |
| C     | BA + 30 / MA  | \$47,227 |
| D     | MA + 15   | \$49,113 |
| E     | MA + 30   | \$51,080 |
| F     | MA + 45   | \$53,125 |
| G     | MA + 60 / Ph.D.   | \$55,248 |

**NEW EMPLOYEES**

Experience may be granted at \$800 per year

Hard to Fill areas: (O&M, Behavior Coach, Teacher Out-of-District Students only) Year-for-year experience credit may be granted at \$800 per year

**Additional Compensation and Opportunities for Increased Earnings**

- Hard-to-fill (O&M, Behavior Coach, Teacher Out-of-District Students only)..... \$3,000 yearly stipend
- Instructional Improvement Fund (Counselor, Teacher Out-of-District Students only)..... \$250 (301 Equivalent paid from M&O in the Spring)
- <sup>1</sup>Prop 301 Equivalent (Counselor, Teacher Out-of-District Students only).....\$6,600 (Equivalent 301 paid from M&O distributed equally with each pay check)
- <sup>2</sup>Prop 301 Pay for Performance (Counselor, Teacher Out-of-District Students only).....\$4,900 (not to exceed) (301 Equivalent paid from M&O)
- Professional Growth..... 4% increase (Upon completion of increments above BA15, BA30, etc.)
- National Board Certified.....5% of base salary as an addendum or yearly stipend

| Longevity Pay*   |         |
|------------------|---------|
| 11 to 15 years   | \$500   |
| 16 to 19 years   | \$1,500 |
| 20 to 23 years   | \$2,000 |
| 24 or more years | \$2,500 |

\*Eligible employees shall receive a longevity payment as specified above after ten (10) years, fifteen (15) years, nineteen (19) years and twenty-three (23) years of continuous total service in the District. This longevity payment shall be considered as an additional amount above the base salary and payments will be made in equal installments, consistent with the number of pay periods chosen by the employee. These payments shall continue every year after 23 years of continuous employment in the District until retirement or separation of employment.

<sup>1</sup>Proposition 301 funding is based on receipt of sufficient funds. If the legislature fails to fund fully or partially funds the amounts appropriated for the salaries and benefits portion of the District’s budget, the Governing Board may reduce pro rata the total amount of compensation due to each employee. Please note this is the reason the amounts are designated as “estimated.” The District’s Pay for Performance Program shall be the one adopted by the Governing Board.

<sup>2</sup>Eligible employees to receive in the first semester of the following school year. The District’s Pay for Performance Program shall be the one adopted by the Governing Board.