

**VISALIA UNIFIED SCHOOL DISTRICT  
TEACHER SALARY SCHEDULE  
2019-20 - Effective July 1, 2019 with 3.26% COLA and 0.75% Salary Study Adjustment (4.01%)  
185-Day Work Year**

SALARY STEPS	CLASS A	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	53,904	55,227	55,227	55,495	57,658	59,907
2	---	55,227	55,227	57,380	59,619	61,943
3	---	55,227	57,106	59,334	61,647	64,049
4	---	55,227	59,046	61,349	63,741	66,228
5	---	57,106	61,055	63,435	65,908	68,481
6	---	59,046	63,130	65,592	68,148	70,808
7	---	61,055	65,277	67,821	70,468	73,214
8	---	---	67,495	70,130	72,863	75,704
9	---	---	69,789	72,512	75,342	78,279
10	---	---	72,164	74,977	77,900	80,941
11	---	---	---	77,529	80,551	83,692
12	---	---	---	77,529	83,289	86,539
13	---	---	---	77,529	86,119	89,480
14	---	---	---	80,164	89,046	92,523
15	---	---	---	80,164	89,046	92,523
16	---	---	---	82,890	92,074	95,668
17	---	---	---	82,890	92,074	95,668
18	---	---	---	85,708	95,206	98,921
*Longevity 24				87,708	97,206	100,921
*Longevity 28				89,708	99,206	102,921
*Longevity 32				91,708	101,206	104,921

All figures rounded to the nearest \$1.00.

- Class A:** BA/BS Degree, Short Term Permit, Provisional Intern Permit, or Credential Waiver.
- Class I** BA/BS Degree, Intern Credential or designated subject credential without BA/BS Degree.
- Class II:** BA/BS Degree, any regular credential, with or without 30 upper division or graduate semester units taken after the BA/BS; or BA/BS Degree and designated subject credential with or without 30 units.
- Class III:** BA/BS Degree, regular credential or designated subjects credential, and either 45 upper division or graduate semester units taken after the BA/BS. You may also qualify with a MA Degree.
- Class IV:** BA/BS Degree, regular credential or designated subjects credential, and either 60 upper division or graduate semester units (15 of the 60 must be graduate level) taken after the BA/BS. You may also qualify with a MA Degree with 12 upper division or graduate semester units taken after the MA Degree (6 of the 12 must be graduate level).
- Class V:** BA/BS Degree, regular credential or designated subject credential, and either 75 upper division or graduate semester units including the MA Degree (but taken after the BA/BS degree). You may also qualify with a MA Degree with 24 upper division or graduate semester units taken after the MA Degree (12 of the 24 must be graduate level).

\*Longevity steps (24, 28 and 32) are fixed at \$2,000 for the 24th year of service, \$4,000 for the 28th year of service and \$6,000 for the 32nd year of total full time credited service. Only unit members in Class III, IV or V are eligible for longevity step pay. Longevity step pay is not cumulative; unit members receive either Step 24 pay, Step 28 pay or Step 32 pay but not all three. Longevity step pay is added to the unit member's step 18 salary. Longevity step pay amounts are not automatically subject to negotiated changes to the salary schedule. All units must be earned at an accredited educational institution.

Professional Development Units: The following Visalia Unified School District policy will be effective on January 1, 2018. College units for professional development (up to a maximum of 15 semester units per teacher/counselor career) accrued after January 1, 2018, will be counted towards Class increases on the salary schedule for certificated employees. Appeals for additional college level professional development units beyond the 15 unit maximum may be sent to the Assistant Superintendent of Human Resources Development. Appeals will be considered on a case by case basis. Individuals enrolled in a concurrent BA/BS and MA/MS program will need to appeal to the Assistant Superintendent of Human Resources Development.

Lower Division Units: The following Visalia Unified School District policy will be effective on June 1, 2018. Lower division units related to professional growth may be substituted for upper division units upon approval by the Assistant Superintendent of Human Resources Development. These units must be related to Board Goals, Site/Department Goals, or Professional Development Goals. A maximum of 15 lower division units may be counted towards Class increases on the salary schedule.