

**VISALIA UNIFIED SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2018-19 (Effective July 1, 2018 with 3.0% COLA & STEP 32 Longevity AND 0.7% COLA)
185-Day Work Year**

SALARY STEPS	CLASS A	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	51,826	53,098	53,098	53,355	55,435	57,597
2	---	53,098	53,098	55,168	57,320	59,555
3	---	53,098	54,904	57,046	59,270	61,580
4	---	53,098	56,770	58,984	61,284	63,675
5	---	54,904	58,701	60,989	63,367	65,841
6	---	56,770	60,696	63,063	65,521	68,078
7	---	58,701	62,760	65,206	67,751	70,391
8	---	---	64,893	67,426	70,054	72,785
9	---	---	67,098	69,716	72,437	75,261
10	---	---	69,382	72,086	74,897	77,820
11	---	---	---	74,540	77,445	80,465
12	---	---	---	74,540	80,078	83,203
13	---	---	---	74,540	82,799	86,030
14	---	---	---	77,073	85,613	88,956
15	---	---	---	77,073	85,613	88,956
16	---	---	---	79,694	88,524	91,980
17	---	---	---	79,694	88,524	91,980
18	---	---	---	82,404	91,535	95,107
*Longevity 24				84,404	93,535	97,107
*Longevity 28				86,404	95,535	99,107
*Longevity 32				88,404	97,535	101,107

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.