

**HANFORD ELEMENTARY SCHOOL DISTRICT
2023-2024 CREDENTIALLED TEACHER SALARY SCHEDULE "A"**

187 Work Days

STEP	COLUMN			
	I	II	III	IV
	BA	BA + 45	BA + 60	BA + 75
	semester hours	semester hours	semester hours	semester hours
	+ Credential ¹	+ Credential ¹	Credential ¹	Credential ¹
1	65,393	68,009	70,729	73,558
2	68,009	70,729	73,558	76,500
3	70,729	73,558	76,500	79,560
4	73,558	76,500	79,560	82,743
5	76,500	79,560	82,743	86,052
6	79,560	82,743	86,052	89,495
7	82,743	86,052	89,495	93,074
8	86,052	89,495	93,074	96,797
9	89,495	93,074	96,797	100,669
10		96,797	100,669	104,696
11		100,669	104,696	108,884
12			108,884	113,239
L - 15	Requires 15 years of service ²		113,239	117,769
L - 20	Requires 20 years of service ²		117,769	122,479
L - 25	Requires 25 years of service ²		122,479	127,379
L - 30	Requires 30 years of service ²		127,379	132,474
L - 35	Requires 35 years of service ²		132,474	137,773

¹ Preliminary or Clear/Professional Clear teaching or service credential authorizing service at the elementary (K-8) level.

² "Years of service" for purpose of longevity steps means certificated service in the Hanford Elementary School District for at least 75% of the student days of each year, including paid leave days.

INITIAL STEP PLACEMENT

New teachers will be given step placement credit on a year-for-year basis for previous full-time teaching experience up to Step 12.

STEP ADVANCEMENT

A one-step advancement on the Teacher Salary Schedule shall be granted for each school year in the District if the teacher is in paid status for the equivalent of 75% of full-time service of an established work year.

One (1) year of teaching credit shall be given for every two (2) years of teaching service rendered on a half-time contract in this District (i.e., two (2) certificated employees sharing one (1) job) or teacher working 1/2 contract.

STIPENDS

Jefferson Academy Spanish Bilingual Teacher with BCLAD certification in Spanish	\$2,000 per year	Instructional / Induction Coach	\$4,000 per year
Jefferson Academy Spanish Bilingual Teacher with CTC BCLAD waiver or emergency permit	\$1,200 per year	Masters	\$1,200 per year
Special Day Class Teacher	\$2,500 per year	Doctorate	\$1,014 per year
Resource Specialist Program Teacher	\$2,000 per year	Combination Class	\$1,500 per year
Community Day School Teacher	\$3,500 per year	Split Assignt. 2 schools	\$ 825 per year

AVERAGE HOURLY RATE OF PAY (Article 20) = \$63.24

Adopted: 10/11/23

Effective: 07/01/23