

ATWATER ELEMENTARY SCHOOL DISTRICT  
2008-2009 CERTIFICATED SALARY SCHEDULE

(Each cell is increased by 3.53% over the revised 2007-2008 schedule)

RANGE	I	II	III	IV	V	VI	VII
STEP	BAA	BAB	BA+30	BA+45	BA+60	BA+75	BA+90
1	\$ 47,412	\$ 53,648	\$ 53,648	\$ 53,648	\$ 55,724	\$ 57,806	\$ 59,883
2	\$ 49,495	\$ 53,648	\$ 53,648	\$ 55,724	\$ 57,806	\$ 59,883	\$ 61,961
3	\$ 51,568	\$ 53,648	\$ 55,724	\$ 57,806	\$ 59,883	\$ 61,961	\$ 64,043
4	\$ 53,648	\$ 55,724	\$ 57,806	\$ 59,883	\$ 61,961	\$ 64,043	\$ 66,120
5	\$ 55,724	\$ 57,806	\$ 59,883	\$ 61,961	\$ 64,043	\$ 66,120	\$ 68,199
6	\$ -	\$ -	\$ 61,961	\$ 64,043	\$ 66,120	\$ 68,199	\$ 70,280
7	\$ -	\$ -	\$ 64,043	\$ 66,120	\$ 68,199	\$ 70,280	\$ 72,356
8	\$ -	\$ -	\$ 66,120	\$ 68,199	\$ 70,280	\$ 72,356	\$ 74,432
9	\$ -	\$ -	\$ 68,199	\$ 70,280	\$ 72,356	\$ 74,432	\$ 76,513
10	\$ -	\$ -	\$ 70,280	\$ 72,356	\$ 74,432	\$ 76,513	\$ 78,590
11	\$ -	\$ -	\$ 70,571	\$ 72,649	\$ 74,729	\$ 76,774	\$ 78,884
12	\$ -	\$ -	\$ 70,870	\$ 72,944	\$ 75,024	\$ 77,102	\$ 79,179
13	\$ -	\$ -	\$ 71,162	\$ 73,240	\$ 75,317	\$ 77,397	\$ 79,476
14	\$ -	\$ -	\$ 71,455	\$ 73,535	\$ 75,612	\$ 77,689	\$ 79,768
15	\$ -	\$ -	\$ 73,535	\$ 75,612	\$ 77,689	\$ 79,768	\$ 81,849
16	\$ -	\$ -	\$ 73,827	\$ 75,911	\$ 77,983	\$ 80,066	\$ 82,142
17	\$ -	\$ -	\$ 74,123	\$ 76,203	\$ 78,280	\$ 80,359	\$ 82,439
18	\$ -	\$ -	\$ 74,418	\$ 76,499	\$ 78,575	\$ 80,657	\$ 82,733
19	\$ -	\$ -	\$ 74,710	\$ 76,790	\$ 82,132	\$ 84,204	\$ 86,282
20	\$ -	\$ -	\$ 76,790	\$ 78,872	\$ 84,204	\$ 86,283	\$ 88,364

A. Employees will be placed in Column I if they have a BA or more but no regular teaching credential (i.e., intern).

B. Employees will be placed in Column II if they have a BA, a valid teaching credential, and less than 30 units.

C. Placement in Column VII requires either a Special Education or BCLAD credential in use, a Master's Degree or National Board Certification, plus 90 units; or participation in a District-designated professional growth program that is the equivalent of 15 units. The District will designate what courses will be eligible for salary advancement credit.

D. A \$725 annual stipend will be paid for an MA, Doctorate, or National Board Certification.

89,089

E. A \$500 annual stipend will be paid to teachers fully credentialed for RSP, SDC, or Speech, and whose credential is in use.

ARTICLE 18: Salary Compensation Plan

Adopted: 6/5/2007

F. Unit members are required to purchase health insurance at employee expense as per Article 19 of the contract.

Health Benefits Costs for 2008-2009

Option 1 w/Delta Incentive:	\$16,095.60	Option 1 w/Delta Preferred:	\$15,579.60
Option 2 w/Delta Incentive:	\$14,235.60	Option 2 w/Delta Preferred:	\$13,719.60
Option 3 w/Delta Incentive:	\$13,383.60	Option 3 w/Delta Preferred:	\$12,867.60
Option 4 w/Delta Incentive:	\$8,667.60	Option 4 w/Delta Preferred:	\$8,151.60

**ATWATER ELEMENTARY SCHOOL DISTRICT  
2007-2008 CERTIFICATED SALARY SCHEDULE**

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4	\$ 53,648	\$ 55,724	\$ 57,806	\$ 59,883	\$ 61,961	\$ 64,043	\$ 66,120
5	\$ 55,724	\$ 57,806	\$ 59,883	\$ 61,961	\$ 64,043	\$ 66,120	\$ 68,199
6	\$ -	\$ -	\$ 61,961	\$ 64,043	\$ 66,120	\$ 68,199	\$ 70,280
7	\$ -	\$ -	\$ 64,043	\$ 66,120	\$ 68,199	\$ 70,280	\$ 72,356
8	\$ -	\$ -	\$ 66,120	\$ 68,199	\$ 70,280	\$ 72,356	\$ 74,432
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- D. A \$725 annual stipend will be paid for an MA, Doctorate, or National Board Certification.
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ARTICLE 18: Salary Compensation Plan

Adopted: 06/05/2007

- F. Unit members are required to purchase health insurance at employee expense as per Article 19 of the contract.

**Health Benefits Costs for 2007-2008**

Option 1 w/Delta Incentive:	\$ 14,987.40	Option 1 w/Delta Preferred:	\$ 14,435.40
Option 2 w/Delta Incentive:	\$ 13,547.40	Option 2 w/Delta Preferred:	\$ 12,995.40
Option 3 w/Delta Incentive:	\$ 12,683.40	Option 3 w/Delta Preferred:	\$ 12,131.40
Option 4 w/Delta Incentive:	\$ 8,207.40	Option 4 w/Delta Preferred:	\$ 7,655.40

**ATWATER ELEMENTARY SCHOOL DISTRICT  
2006-2007 CERTIFICATED SALARY SCHEDULE**

**Increase over 2005-06 is 5% and is effective July 1, 2006**

RANGE	I	II	III	IV	V	VI	VII
STEP	BAA	BAB	BA+30	BA+45	BA+60	BA+75	BA+90
1	45795	51819	51819	51819	53824	55835	57841
2	47807	51819	51819	53824	55835	57841	59848
3	49810	51819	53824	55835	57841	59848	61859
4	51819	53824	55835	57841	59848	61859	63866
5	53824	55835	57841	59848	61859	63866	65874
6	0	0	59848	61859	63866	65874	67884
7	0	0	61859	63866	65874	67884	69889
8	0	0	63866	65874	67884	69889	71894
9	0	0	65874	67884	69889	71894	73904
10	0	0	67884	69889	71894	73904	75910
11	0	0	68165	70172	72181	74156	76194
12	0	0	68454	70457	72466	74473	76479
13	0	0	68736	70743	72749	74758	76766
14	0	0	69019	71028	73034	75040	77048
15	0	0	71028	73034	75040	77048	79058
16	0	0	71310	73323	75324	77336	79341
17	0	0	71596	73605	75611	77619	79628
18	0	0	71881	73891	75896	77907	79912
19	0	0	72163	74172	79332	81333	83340
20	0	0	74172	76183	81333	83341	85351

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C. Placement in Column VII requires either a Special Education or BCLAD credential in use, a Masters Degree or National Board Certification, plus 90 units; or participation in a District designated professional growth program that is the equivalent of 15 units. The District will designate what courses will be eligible for salary advancement credit.

D. A \$725 annual stipend will be paid for an MA, Doctorate or National Board Certification.

E. A \$500 annual stipend will be paid to teachers fully credentialed for RSP, SDC, or Speech, and whose credential is in use.

**F. Unit members are required to purchase Health Insurance at employee expense as per Article 19 of the contract.**

**Health Benefit Costs for school year 2006-07  
Certificated Staff must pick one of the plans listed below.**

Option 1 with DI	\$13,475.40	Option 2 with DI	\$12,491.40
Option 1 with DPO	\$12,959.40	Option 2 with DPO	\$11,975.40
Option 3 with DI	\$11,699.40	Option 4 with DI	\$7,559.43
Option 3 with DPO	\$11,183.40	Option 4 with DPO	\$7,043.43

18.8 The hourly rate for additional instructional assignments outside a teacher's regular classroom responsibility, (e.g, summer school, State remedial instructional program), will be based upon a rate determined by dividing salary in Column I- Step I by 183 days divided by 7 hours. Should the number of contract days change, the formula will be adjusted.

ATWATER ELEMENTARY SCHOOL DISTRICT  
2005-2006 CERTIFICATED SALARY SCHEDULE

Increase over 2004-05 is 4% and is effective January 1, 2006

Column	I Intern	II BA	III BA+30	IV BA+45	V BA+60	VI BA+75	VII BA+90
Step	43614	49351	49351	49351	51261	53176	55087
2	45530	49351	49351	51261	53176	55087	56998
3	47438	49351	51261	53176	55087	56998	58913
4	49351	51261	53176	55087	56998	58913	60825
5	51261	53176	55087	56998	58913	60825	62737
6			56998	58913	60825	62737	64651
7			58913	60825	62737	64651	66561
8			60825	62737	64651	66561	68470
9			62737	64651	66561	68470	70385
10			64651	66561	68470	70385	72295
11			64919	66830	68744	70625	72566
12			65194	67102	69015	70927	72837
13			65463	67374	69285	71198	73110
14			65732	67648	69556	71467	73379
15			67646	69556	71467	73379	75293
16			67914	69831	71737	73653	75563
17			68187	70100	72010	73923	75836
18			68458	70372	72282	74197	76107
19			68727	70640	72554	74460	76371
20			70640	72555	74460	76372	78287

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