

SAN CARLOS UNIFIED SCHOOL DISTRICT NO. 20

2024-2025 Certified Salary Placement Schedule

Year	Annual Base Salary	Classroom Site Fund	20% legislative Increase to Base	Starting Salary
0	\$56,000.00	\$3,000.00	\$11,200.00	\$70,200.00
1	\$56,500.00	\$3,000.00	\$11,300.00	\$70,800.00
2	\$57,000.00	\$3,000.00	\$11,400.00	\$71,400.00
3	\$57,500.00	\$3,000.00	\$11,500.00	\$72,000.00
4	\$58,000.00	\$3,000.00	\$11,600.00	\$72,600.00
5	\$58,500.00	\$3,000.00	\$11,700.00	\$73,200.00
6	\$59,000.00	\$3,000.00	\$11,800.00	\$73,800.00
7	\$59,500.00	\$3,000.00	\$11,900.00	\$74,400.00
8	\$60,000.00	\$3,000.00	\$12,000.00	\$75,000.00
9	\$60,500.00	\$3,000.00	\$12,100.00	\$75,600.00
10	\$61,000.00	\$3,000.00	\$12,200.00	\$76,200.00

9 Month Certified - 190 Day	Entry Base *
Teacher (K-12)	\$56,000.00
Apache Language Teacher	\$56,000.00



Longevity/Retention Stipend	
Addition to Base Pay	
Years	Pay
1 - 4	\$200.00
5 - 9	\$500.00
10 - 14	\$1,000.00
15 - 19	\$1,500.00
20+	\$2,000.00

Performance Pay Program - Prop 301
Fund 011 - \$1,500.00 included in the base (adjusted FY20)
Fund 013 - \$1,500.00 included in the base (adjusted FY20)
Fund 012 - Additional performance pay based on attainment of school goals.
Additional Compensation Opportunities
One time recruiting stipend - \$1,500.00
Graduate Credits - \$70.00 per semester hr. in education related area - cap 96 hours
Critical Area Stipend - \$2,000.00 yearly stipend (Critical area determined by district needs - Superintendent approval) Subject to annual available funding.
Legislative Increase - FY19 5% increase on base, FY20 5% increase on base, FY21 3.3% increase on base. FY22 0.7% Total = 14% increase on the base salary.

Additional Benefits:

Paid Employee Health Insurance	Effective 30 days after initial employment, all employees working at least 30 hours per week are eligible for health insurance.
Paid Employee Life Insurance	\$50,000/\$100,000 in life insurance is provided as part of the health insurance package.
Voluntary Health Benefits	All employees working at least 30 hours per week are eligible for voluntary benefits, e.g. dental, short term disability, TeleDoc, AFLAC, etc. See HR for details.
State Retirement	Employee contributions - 12.22%, District to Match contributions.
Employee Contributions	Social Security - 6.2%/Medicare - 1.45%
Sick Leave	Employees earn one day a month.
Liability Insurance	All employees are automatically covered at no cost.
Disability Insurance	Long term disability insurance is provided by the State after 180 days. Short term disability insurance is available at the employee's expense.

FY 25 Miscellaneous Certified Positions		
Title	Range	
Librarian - 190 Day	\$53,000.00	\$63,000.00
Social Worker - 201 Day	\$60,000.00	\$70,000.00
Counselor - 201 Day	\$60,000.00	\$70,000.00
District Registered Nurse - 260 Day	\$70,000.00	\$85,000.00
School Improvement Specialist (Title I Funded) - 201 Day	\$75,000.00	\$85,000.00
Speech Pathologist - 201 day	\$85,000.00	\$95,000.00
School-Based Mental Health Professional - 260 Day	\$85,000.00	\$95,000.00

Not eligible for Fund 11, 12, or 13

* FY24 Governing Board approved a 3% increase for staff on Miscellaneous Certified Salary Schedule.

*FY25 Governing Board approved \$10,000 increase on range