

VERNON UNIFIED SCHOOL DISTRICT
 Certified Salary Plan
 2021-22

Flat rate = Total Salary divided by total number of certified employees times two percent

- A. Up to and including the first 2% raise given is a flat rate applied to all certificated staff members last year's average salary.
- B. For raises of 2.1% and above, the first 2% is applied to the flat rate and the remainder of the raise percentage is applied to the individual's last year's salary.
- C. The hiring base salary will be increased at least ½ of flat rate. New teachers on Level A, with no experience and no additional credits above a BA, will not have a higher salary than the second-year teachers.

EXAMPLE:

Employees last year's average salaries: $\$32,000 + \$35,000 + \$38,000 = \$105,000/3 = \$35,000$

Six percent pay raise

First two percent is flat rate: $\$35,000 \times 2\% = \700

Remaining four percent is the percent applied to employee's last year's salary.

Last Year Salary	First 2%	Remaining 4%	Total Salary
\$32,000	\$700	\$1,280	\$33,980
\$35,000	\$700	\$1,400	\$37,100
\$38,000	\$700	\$1,520	\$40,220

Certificated Hiring Rates:

2021-2022		BA	MA	EDSP	Doc/PhD
Years Experience					
Level A	0-3	\$40,445	\$42,445	\$45,445	\$49,445
Level B	4-5	\$41,945	\$43,445	\$46,445	\$50,445
Level C	6+	\$43,445	\$46,445	\$49,445	\$54,445

Teacher Professional Growth Increments:

BA+30	BA45/MA	BA60/MA15	BA75/MA30	MA45/PhD
\$1,000	\$1,000	\$1,000	\$1,500	\$1,500