FOWLER SCHOOL DISTRICT #45
FY 2019-2020 Certificated Salary Schedule

Approved & Adopted June 11, 2019

To Determine Base Salary

	Column I	Column II	Column III	Column IV	Column V
	BA	BA+21	MA	MA+21	Ed.D.
Entry	$37,925	$40,734	$43,619	$46,504	$49,388
Max	$49,497	$58,204	$71,656	$74,974	$78,290

PLACEMENT WILL BE COMMENSURATE WITH CURRENT TEACHERS WITH SIMILAR EDUCATION AND EXPERIENCE.
A MAXIMUM OF FIVE (5) YEARS EXPERIENCE MAY BE GRANTED.

The Governing Board may grant Cost of Living Allowance (COLA) or pay raises annually which are added to your base salary.
The maximum salary may be increased by COLA but not raises.

Educational Advancement may be granted with prior approval of all course work for MA or EdD. in the amount of $5,000 for each.

Compensation in addition to Base Salary

Grade Level Lead Teachers	$800
Special Education or Gifted (Certified and Teaching Assignment)	$1,000
Middle School Math or Science (Highly Qualified and Teaching Assignment)	$2,000
English Language Development Teachers (Designated ELD Class)	$2,000
Reading Interventionist (Endorsement and Teaching Assignment)	$2,000
NBPTS Certification	$2,500

ESL/Bilingual Endorsement

Employees (hired) prior to June 30, 2010 are eligible to receive endorsement pay.

Provisional	$500
Full	$1,500

Other Leadership Roles (Prop 301)

Site Decisions	$200-$500
Teacher of the Year	$500
Middle School Coaches	$500-$1,000

Additional compensation of up to $4,000 may be possible through such programs as Pay for Performance or Indian gaming revenue.

Teachers providing approved after school tutoring will be compensated at the rate of $35/hr. Other work beyond contract for projects approved by the superintendent (i.e., teaching intersession classes, approved committee work during intersessions, etc.) shall be paid at the hourly rate of $25/hr.

Teachers providing approved tutoring during intersession for Title I Corrective Action Improvement Plan will be compensated at the rate of $35/hr.

Teachers new to the district must report three days before returning staff. They will participate in orientation and training, for which they will be compensated at the rate of $25/hour.