

GROSSMONT ADULT SCHOOL

SALARY SCHEDULE—ADULT HOURLY (Effective July 1, 2016)

Every Adult Hourly Teacher must possess a valid credential to teach adults. In no case will a teacher's initial placement exceed step 7.

INITIAL PLACEMENT

Step	Hourly Rate	Placement Criteria
1	31.08	Preliminary credential
2	32.39	Preliminary credential with 1 to 2 years teaching experience
3	33.72	Clear credential with 2 to 3 years teaching experience
4	35.03	Clear credential with 3 to 4 years teaching experience
5	36.39	Clear credential with 4 to 5 years teaching experience
6	37.88	Clear credential with 5 to 6 years teaching experience
7	39.42	Clear credential with 6 or more years teaching experience

ADVANCEMENT

Once a preliminary credential has been cleared, the teacher will automatically move to step 2. Adult Hourly Teachers who possess a clear credential and who had a regular assignment during the fiscal year (excluding substitute, curriculum writing, and professional activity hours) will receive a step increase annually beginning July 1 of the following year. Step increases are limited to one per fiscal year and shall not exceed Step 7.

SUBSTITUTE/OTHER SALARIES

Substitute Rate (Regular)	23.00*
Substitute Rate (Long-Term)	25.00
Curriculum Writing	30.00**
Professional Activity	30.00**
Community Service Lecturer	28.00

*Teachers who have an established teaching rate based upon a teaching assignment will receive their regular rate of pay for substituting.

**Rates will be effective January 1, 2016.

LEADERSHIP SALARY SCHEDULE

Step	Hourly Rate
8	40.93
9	42.61
10	44.29
11	46.07
12	47.91
13	49.82
14	51.77

In order to be placed on the "supplemental" salary schedule, the employee must be assigned to a position with leadership status and responsibility; for example, administrative coverage or oversight of a specific program or long-term project. The Administrator in charge must present, in writing, a detailed justification to the Director for approval.