

Irvine Unified School District

Certificated Salary Schedule 2020-2021

Step	Intern/Emerg	BA + Cred	45	60	75
1	\$ 50,071	\$ 59,331	\$ 60,224	\$ 61,655	\$ 65,115
2	\$ 52,739	\$ 60,224	\$ 61,655	\$ 64,525	\$ 67,557
3	\$ 55,406	\$ 61,655	\$ 64,525	\$ 68,110	\$ 70,066
4	\$ 58,075	\$ 63,808	\$ 68,110	\$ 70,978	\$ 72,985
5	\$ 60,791	\$ 66,642	\$ 71,693	\$ 73,274	\$ 75,905
6	\$ 60,791	\$ 68,605	\$ 73,274	\$ 74,706	\$ 78,823
7	\$ 60,791	\$ 71,525	\$ 74,706	\$ 77,430	\$ 81,743
8	\$ 60,791	\$ 75,715	\$ 77,430	\$ 80,297	\$ 86,305
9	\$ 60,791	\$ 75,715	\$ 80,656	\$ 83,202	\$ 90,683
10	\$ 60,791	\$ 75,715	\$ 80,656	\$ 89,426	\$ 92,690
11	\$ 60,791	\$ 75,715	\$ 80,656	\$ 89,426	\$ 94,149
12	\$ 60,791	\$ 75,715	\$ 80,656	\$ 89,426	\$ 95,610
13	\$ 60,791	\$ 75,715	\$ 80,656	\$ 89,426	\$ 97,070
14	\$ 60,791	\$ 75,715	\$ 80,656	\$ 89,426	\$ 97,070
15	\$ 60,791	\$ 75,715	\$ 80,656	\$ 89,426	\$ 97,070
16	\$ 60,791	\$ 79,417	\$ 84,018	\$ 93,128	\$ 99,259
17	\$ 60,791	\$ 79,417	\$ 84,018	\$ 93,128	\$ 99,259
18	\$ 60,791	\$ 79,417	\$ 84,018	\$ 93,128	\$ 99,259
19	\$ 60,791	\$ 83,120	\$ 87,727	\$ 96,831	\$ 101,447
20	\$ 60,791	\$ 83,120	\$ 87,727	\$ 96,831	\$ 101,447
21	\$ 60,791	\$ 83,120	\$ 87,727	\$ 96,831	\$ 101,447
22	\$ 60,791	\$ 86,822	\$ 91,430	\$ 101,994	\$ 105,098
23	\$ 60,791	\$ 86,822	\$ 91,430	\$ 101,994	\$ 105,098
24	\$ 60,791	\$ 86,822	\$ 91,430	\$ 101,994	\$ 105,098
25	\$ 60,791	\$ 90,527	\$ 95,129	\$ 104,236	\$ 108,792
26	\$ 60,791	\$ 90,527	\$ 95,129	\$ 104,236	\$ 108,792
27	\$ 60,791	\$ 97,332	\$ 101,938	\$ 111,043	\$ 115,594

Board Approved: April 13, 2021 - Salary schedule effective 7/1/20



*1.27% one-time, off-schedule payment for employees in active employment with the District on May 1, 2021, and for those unit members who retired under STRS and PERS during the 2020-21 work year.

Initial Salary Schedule Placement

Service Credit for Step Placement

New hires may be granted up to 12 years of verified prior TK-12 experience. Service credit for contracted years of service will be considered if 75% or more of a year was served on 75% or greater Full Time Equivalent (FTE) position. Verification of creditable experience must be received in Human Resources within the first year of hire. Absent verification, employees will be placed on Step 1.

Course Work Credit for Column Placement

New hires may be granted up to 75 *semester* units for initial column placement.

Only units for upper division or graduate level course work completed towards an advanced degree or credential, and from an accredited college or university completed after the conferral of bachelor's degree, will be considered for initial placement. Such course work must be reasonably related to the present and/or future assignments within the District.

Only official transcripts will be accepted for verification of course work and conferral of degrees; Transcripts must be submitted to the Assistant Superintendent, Human Resources/designee within the first year of employment in the District.

Advanced Degrees

Advanced degrees must be reasonably related to the employee's assignment and/or future assignment for which he/she is credentialed.

- Master's or Doctorate – \$2,590
A doctoral stipend will be awarded only for a degree in education or the specific discipline or assignment of the employee and will be awarded in lieu of a master's degree stipend.

Speech Language Pathologists

- California Speech Pathology License – \$2,591
- Clinical Rehabilitation Services Credential – \$6,308

Advanced degrees and SLP license/credential stipends shall be prorated based on percentage of a FTE position.

Super Max Salary

- Teacher – \$118,184 (75 units + 27 years + Master's/Doctorate Degree)
- Speech Language Specialist – \$127,083 (75 units + 27 years + Master's/Doctorate Degree + Credential + License)

Professional Growth: Course Work for Column Advancement on the Salary Schedule

Column advancement is granted in blocks of fifteen (15) semester units, and is limited to one column per school year.

Pre-approval of Course Work

Pre-approval of all course work by the Assistant Superintendent, Human Resources/designee, including course work for advanced degrees, is required. It is the employee's responsibility to get written confirmation of such approval before registering for and beginning course work. See Article 17.11 *Course Work and Professional Growth for Column Advancement on the Salary Schedule*.

Verification of Course Work

Only official transcripts will be accepted for verification of course work and conferral of an advanced degree from an accredited college or university. It is the responsibility of the employee to submit transcripts by contractual deadlines. Official transcripts must be submitted to the Assistant Superintendent, Human Resources/designee by November 15 to receive salary credit for the year.

Rates of Pay

Hourly – \$39.14

Share – \$35.75

Over Contract
(per student over contract limit)

Summer School

0 - 10 Years – \$39.14

11 - 15 Years – \$41.24

16+ Years – \$43.67

Elementary – \$19.91
Secondary – \$3.32

Substitute

- Daily Rate \$125 for 4 or more hours; \$80 for less than 4 hours
- IUSD Retiree Daily Rate \$135 for 4 or more hours; \$86 for less than 4 hours
- Long-term Rate \$160 for 4 or more hours; \$102 for less than 4 hours
(begins on 16th consecutive day in same assignment, not retroactive to first day of assignment)

Work Days per Year

Above salary schedule reflects 186 work days

- 186 days for Teachers
- 187 days for Middle School Library Medial Specialists and Middle School Counselors
- 192 days for Nurses, Comprehensive High School Library Media Specialists and High School Counselors

*Per Memorandum of Understanding signed March 14, 2021 bargaining unit members conducting instructional programs and who provide related services during the summer of 2021, will be compensated at the rate of \$55 per hour. MOU shall terminate on December 31, 2021.