

SCHEDULE A - CERTIFICATED 186 DAYS

|    | 1.02     | 1.02    | 1.02     | 1.02      | 1.02     | 1.02    |
|----|----------|---------|----------|-----------|----------|---------|
|    | Column A | CLASS I | CLASS II | CLASS III | CLASS IV | CLASS V |
| 1  | 36,273   | 39,514  | 39,516   | 39,516    | 39,516   | 45,332  |
| 2  |          | 39,516  | 39,516   | 39,516    | 45,054   | 47,324  |
| 3  |          | 39,516  | 39,516   | 44,775    | 47,034   | 49,308  |
| 4  |          | 39,516  | 44,501   | 46,767    | 49,026   | 51,296  |
| 5  |          | 44,219  | 46,485   | 48,749    | 51,015   | 53,279  |
| 6  |          |         | 48,474   | 50,737    | 53,001   | 55,265  |
| 7  |          |         | 50,458   | 52,722    | 54,986   | 57,252  |
| 8  |          |         | 52,446   | 54,710    | 56,971   | 59,240  |
| 9  |          |         | 54,430   | 56,696    | 58,961   | 61,220  |
| 10 |          |         | 56,417   | 58,683    | 60,938   | 63,210  |
| 11 |          |         | 58,402   | 60,668    | 62,929   | 65,196  |
| 12 |          |         |          |           |          | 67,187  |
| 16 |          |         |          |           |          | 69,168  |
| 20 |          |         |          |           |          | 71,158  |
| 24 |          |         |          |           |          | 73,146  |
| 28 |          |         |          |           |          | 75,131  |
| 32 |          |         |          |           |          | 77,169  |
| 34 |          |         |          |           |          | 79,206  |

|                           |         |  |
|---------------------------|---------|--|
| ADD MASTERS               | \$820   | CLASS II BA + 30                       |
| ADD DOCTORATE             | \$1,083 | CLASS III BA + 45 OR MA                |
| ADD NATIONAL BOARD CERTIF | \$1,083 | CLASS IV BA + 60 OR MA15               |
| ADD RETIREMENT STEP       | \$4,351 | CLASS V BA + 75 OR MA 30               |
| ADMINISTRATIVE INTERNS    | \$5,230 | Maximum credit for experience- 6 years |

~COLA 2.00% (RETRO 7/1/07)

~EFFECTIVE FEB 2008 (RETRO 7/1/07)

~BOARD APPROVED 2/12/08

SHASTA UNION HIGH SCHOOL DISTRICT

7/1/07

SALARY SCHEDULE B COUNSELORS 201 ASSIGNMENT

|    | 1.02   | 1.02      | 1.02     | 1.02    |
|----|--------|-----------|----------|---------|
|    | COLA A | CLASS III | CLASS IV | CLASS V |
| 1  | 39,738 | 44,153    | 46,609   | 49,048  |
| 2  |        | 46,303    | 48,757   | 51,201  |
| 3  |        | 48,450    | 50,904   | 53,349  |
| 4  |        | 50,609    | 53,058   | 55,503  |
| 5  |        | 52,758    | 55,207   | 57,653  |
| 6  |        | 54,906    | 57,359   | 59,803  |
| 7  |        | 57,058    | 59,509   | 61,956  |
| 8  |        | 59,209    | 61,659   | 64,106  |
| 9  |        | 61,360    | 63,806   | 66,259  |
| 10 |        | 63,511    | 65,958   | 68,409  |
| 11 |        | 65,661    | 68,112   | 70,554  |
| 12 |        |           |          | 72,707  |
| 16 |        |           |          | 74,859  |
| 20 |        |           |          | 77,009  |
| 24 |        |           |          | 79,159  |
| 28 |        |           |          | 81,312  |
| 32 |        |           |          | 83,522  |
| 34 |        |           |          | 85,735  |

ADD MASTERS \$820  
 ADD DOCTORATE \$1,083  
 ADD NATIONAL BOARD CERTIF \$1,083  
 ADD RETIREMENT STEP \$4,351

~COLA 2.00% (RETRO 7/1/07)

~EFFECTIVE FEB 2008 (RETRO 7/1/07)

~BOARD APPROVED 2/12/08

SALARY SCHEDULE C-COUNSELOR - 206 DAY ASSIGNMENT

|    | 1.02             | 1.02            | 1.02           |
|----|------------------|-----------------|----------------|
|    | <b>CLASS III</b> | <b>CLASS IV</b> | <b>CLASS V</b> |
| 1  | 45,267           | 47,777          | 50,288         |
| 2  | 47,471           | 49,980          | 52,494         |
| 3  | 49,673           | 52,184          | 54,696         |
| 4  | 51,879           | 54,388          | 56,901         |
| 5  | 54,080           | 56,592          | 59,106         |
| 6  | 56,290           | 58,798          | 61,306         |
| 7  | 58,492           | 61,004          | 63,512         |
| 8  | 60,697           | 63,206          | 65,710         |
| 9  | 62,900           | 65,408          | 67,918         |
| 10 | 65,105           | 67,610          | 70,122         |
| 11 | 67,309           | 69,817          | 72,327         |
| 12 |                  |                 | 74,529         |
| 16 |                  |                 | 76,731         |
| 20 |                  |                 | 78,937         |
| 24 |                  |                 | 81,144         |
| 28 |                  |                 | 83,348         |
| 32 |                  |                 | 85,610         |
| 34 |                  |                 | 87,874         |

ADD MASTERS \$820  
 ADD DOCTORATE \$1,083  
 ADD NATIONAL BOARD CERTIF \$1,083  
 ADD RETIREMENT STEP \$4,351

~COLA 2.00% (RETRO 7/1/07)

~EFFECTIVE FEB 2007 (RETRO 7/1/07)

~BOARD APPROVED 2/12/08

SALARY SCHEDULE D - PSYCHOLOGIST - 206 DAY ASSIGNMENT

|    | 1.02<br>Column A | 1.02<br>CLASS III | 1.02<br>CLASS IV | 1.02<br>CLASS V |
|----|------------------|-------------------|------------------|-----------------|
| 1  | 44,818           | 49,797            | 52,562           | 55,319          |
| 2  |                  | 52,220            | 54,985           | 57,744          |
| 3  |                  | 54,640            | 57,413           | 60,167          |
| 4  |                  | 57,035            | 59,834           | 62,595          |
| 5  |                  | 59,495            | 62,261           | 65,020          |
| 6  |                  | 61,916            | 64,683           | 67,443          |
| 7  |                  | 64,345            | 67,111           | 69,869          |
| 8  |                  | 66,768            | 69,538           | 72,292          |
| 9  |                  | 69,193            | 71,960           | 74,717          |
| 10 |                  | 71,620            | 74,383           | 77,144          |
| 11 |                  | 74,045            | 76,808           | 79,568          |
| 12 |                  |                   |                  | 81,994          |
| 16 |                  |                   |                  | 84,421          |
| 20 |                  |                   |                  | 86,837          |
| 24 |                  |                   |                  | 89,267          |
| 28 |                  |                   |                  | 91,693          |
| 32 |                  |                   |                  | 94,182          |
| 34 |                  |                   |                  | 96,668          |

ADD MASTERS \$820  
 ADD DOCTORATE \$1,083  
 ADD NATIONAL BOARD CERTIF \$1,083  
 ADD RETIREMENT STEP \$4,351

~COLA 2.00% (RETRO 7/1/07)

~EFFECTIVE FEB 2008 (RETRO 7/1/07)

~BOARD APPROVED 2/12/08

SALARY SCHEDULE E-CERTIFICATED 222 DAYS

|    | 1.02    | 1.02     | 1.02      | 1.02     | 1.02    |
|----|---------|----------|-----------|----------|---------|
|    | CLASS I | CLASS II | CLASS III | CLASS IV | CLASS V |
| 1  | 43,417  | 46,135   | 48,842    | 51,552   | 54,264  |
| 2  | 45,795  | 48,509   | 51,215    | 53,927   | 56,641  |
| 3  | 48,171  | 50,889   | 53,592    | 56,306   | 59,019  |
| 4  | 50,551  | 53,264   | 55,968    | 58,684   | 61,399  |
| 5  | 52,925  | 55,644   | 58,350    | 61,058   | 63,772  |
| 6  |         | 58,021   | 60,727    | 63,439   | 66,154  |
| 7  |         | 60,399   | 63,106    | 65,836   | 68,531  |
| 8  |         | 62,779   | 65,485    | 68,200   | 70,910  |
| 9  |         | 65,157   | 67,863    | 70,578   | 73,288  |
| 10 |         | 67,531   | 70,240    | 72,954   | 75,665  |
| 11 |         | 69,912   | 72,618    | 75,332   | 78,044  |
| 12 |         |          |           |          | 80,423  |
| 16 |         |          |           |          | 82,800  |
| 20 |         |          |           |          | 85,182  |
| 24 |         |          |           |          | 87,557  |
| 28 |         |          |           |          | 89,937  |
| 32 |         |          |           |          | 92,381  |
| 34 |         |          |           |          | 94,820  |

ADD MASTERS \$820  
 ADD DOCTORATE \$1,083  
 ADD NATIONAL BOARD CERTIF \$1,083  
 ADD RETIREMENT STEP \$4,351

~COLA 2.00% (RETRO 7/1/07)

~EFFECTIVE FEB 2008 (RETRO 7/1/07)

~BOARD APPROVED 2/12/08

SALARY SCHEDULE F - PROJECT TEACHER  
TEACHERS 209 DAY ASSIGNMENT

|    | 1.02     | 1.02    | 1.02     | 1.02      | 1.02     | 1.02    |
|----|----------|---------|----------|-----------|----------|---------|
|    | Column A | CLASS I | CLASS II | CLASS III | CLASS IV | CLASS V |
| 1  | 43,923   | 47,165  | 47,166   | 47,166    | 47,166   | 52,982  |
| 2  |          | 47,166  | 47,166   | 47,166    | 52,704   | 54,974  |
| 3  |          | 47,166  | 47,166   | 52,425    | 54,685   | 56,958  |
| 4  |          | 47,166  | 52,151   | 54,417    | 56,676   | 58,946  |
| 5  |          | 51,869  | 54,135   | 56,400    | 58,666   | 60,929  |
| 6  |          |         | 56,124   | 58,388    | 60,651   | 62,916  |
| 7  |          |         | 58,108   | 60,372    | 62,636   | 64,903  |
| 8  |          |         | 60,096   | 62,360    | 64,622   | 66,890  |
| 9  |          |         | 62,080   | 64,346    | 66,611   | 68,871  |
| 10 |          |         | 64,067   | 66,333    | 68,589   | 70,860  |
| 11 |          |         | 66,052   | 68,319    | 70,579   | 72,847  |
| 12 |          |         |          |           |          | 74,837  |
| 16 |          |         |          |           |          | 76,819  |
| 20 |          |         |          |           |          | 78,808  |
| 24 |          |         |          |           |          | 80,796  |
| 28 |          |         |          |           |          | 82,781  |
| 32 |          |         |          |           |          | 84,820  |
| 34 |          |         |          |           |          | 86,856  |

ADD MASTERS \$820  
 ADD DOCTORATE \$1,083  
 ADD NATIONAL BOARD CERTIF \$1,083  
 ADD RETIREMENT STEP\* \$4,351

\*Does not apply to retirees who receives Golden Handshake

~COLA 2.00% (RETRO 7/1/07)

~EFFECTIVE FEB 2008 (RETRO 7/1/07)

~BOARD APPROVED 2/12/08

SALARY SCHEDULE G - PROJECT COUNSELOR  
 COUNSELORS 229 DAY ASSIGNMENT

|    | 1.02      | 1.02     | 1.02    |
|----|-----------|----------|---------|
|    | CLASS III | CLASS IV | CLASS V |
| 1  | 52,917    | 55,427   | 57,939  |
| 2  | 55,122    | 57,631   | 60,145  |
| 3  | 57,324    | 59,834   | 62,347  |
| 4  | 59,530    | 62,039   | 64,551  |
| 5  | 61,731    | 64,242   | 66,756  |
| 6  | 63,941    | 66,448   | 68,957  |
| 7  | 66,143    | 68,654   | 71,163  |
| 8  | 68,347    | 70,856   | 73,361  |
| 9  | 70,551    | 73,058   | 75,568  |
| 10 | 72,755    | 75,260   | 77,773  |
| 11 | 74,960    | 77,467   | 79,978  |
| 12 |           |          | 82,180  |
| 16 |           |          | 84,382  |
| 20 |           |          | 86,588  |
| 24 |           |          | 88,795  |
| 28 |           |          | 90,998  |
| 32 |           |          | 93,261  |
| 34 |           |          | 95,525  |

ADD MASTERS \$820  
 ADD DOCTORATE \$1,083  
 ADD NATIONAL BOARD CERTIF \$1,083  
 ADD RETIREMENT STEP \$4,351

\*Does not apply to retirees who receives Golden Handshake

~COLA 2.00% (RETRO 7/1/07)

~EFFECTIVE FEB 2008 (RETRO 7/1/07)

~BOARD APPROVED 2/12/08

SHASTA UNION HIGH SCHOOL DISTRICT  
7/1/2007

**Schedule of Hourly Pay**

|        |    |       |
|--------|----|-------|
| Step 1 | \$ | 26.63 |
| Step 2 | \$ | 28.57 |
| Step 3 | \$ | 30.66 |
| Step 4 | \$ | 32.84 |
| Step 5 | \$ | 37.74 |

- 1) Step 1 of the salary schedule shall be the hourly rate for the following extra-duty assignments:
  - a. Driver Training Teacher
  - b. Participation in Mentor Teacher Training Program
  - c. Approved participation in training programs designated for pay
  - d. Summer curricular labs
  - e. Approved individual curricular projects
- 2) Step 5 shall be the hourly rate for those unit members who serve as trainers of other unit members.
- 3) Counselors who have worked in the tenth grade counseling programs prior to July 1, 1987, will be Y-rated at the top of the salary schedule.
- 4) Teaching during prep periods will be paid at \$18.00. (Per contract 11.13)
- 5) *\*This schedule includes Independent Study, Summer School, Home & Hospital, Adult Education and Remedial Academic Program Teachers*

~COLA 2.00% (RETRO 7/1/07)

**~BOARD APPROVED 2/12/08**

SHASTA UNION HIGH SCHOOL DISTRICT  
EXTRA DUTY ASSIGNMENTS

7/1/07

|          |          |
|----------|----------|
| COLUMN A | \$36,273 |
|----------|----------|

|   |                            |       |                  |
|---|----------------------------|-------|------------------|
| The following do not receive longevity bonus:   |                            |       |                  |
| <b>HARLAN CARTER</b>  | \$500 plus 5% net proceeds |       | MARCH            |
| <b>CHOREOGRAPHER</b>  | FLAT RATE                  | 2,000 | 1/2 DEC 1/2 JUNE |
| <b>DEPT CHAIR</b>   |                            |       |                  |
| 1- 15 PERIODS   | 2.75%                      | 998   | JUNE             |
| 16- 35 PERIODS  | 4.82%                      | 1,748 | JUNE             |
| 36- 49 PERIODS  | 6.88%                      | 2,496 | JUNE             |
| 50+ PERIODS   | 7.30%                      | 2,648 | JUNE             |
| <b>DISTRICT CHAIR*</b>  | 6.00%                      | 2,176 | JUNE             |
| *Four major areas: English, Social Studies, Math and Science, receive one period of release time in lieu of District Chair Stipend. |                            |       |                  |
| <b>SUBSTANCE ABUSE COORDINATOR</b>  | 6.00%                      | 2,176 | JUNE             |

~COLA 2.00% (RETRO 7/1/07)

~BOARD APPROVED 2/12/08

**SHASTA UNION HIGH SCHOOL DISTRICT  
COMPENSATED EXTRA DUTY  
7/1/07**

**COLUMN A** **\$36,273**

| SPORT                       | % OF COLA | PAY RATE | MONTH PAID | SPORT                                 | % OF COLA | PAY RATE | MONTH PAID |
|-----------------------------|-----------|----------|------------|---------------------------------------|-----------|----------|------------|
| <b>FOOTBALL (7)</b>         |           |          |            | <b>SOCCER (2/2 B/G)</b>               |           |          |            |
| HEAD VARSITY (1)            | 10.50%    | 3,809    | DEC        | BOYS VARSITY                          | 7.00%     | 2,539    | DEC        |
| ASST VARSITY (2)            | 8.50%     | 3,083    | DEC        | * BOYS JV                             | 5.16%     | 1,872    | DEC        |
| HEAD J.V.(1)                | 8.50%     | 3,083    | DEC        | GIRLS VARSITY                         | 7.00%     | 2,539    | JUNE       |
| ASST J.V. (1)               | 7.50%     | 2,720    | DEC        | *GIRLS JV                             | 5.16%     | 1,872    | JUNE       |
| HEAD FROSH (1)              | 7.50%     | 2,720    | DEC        |                                       |           |          |            |
| ASST FROSH (1)              | 6.00%     | 2,176    | DEC        | <b>BASEBALL (2)</b>                   |           |          |            |
|                             |           |          |            | Varsity                               | 8.50%     | 3,083    | JUNE       |
| <b>WRESTLING (2)</b>        |           |          |            | JV                                    | 7.00%     | 2,539    | JUNE       |
| HEAD                        | 8.50%     | 3,083    | MARCH      |                                       |           |          |            |
| ASST                        | 7.00%     | 2,539    | MARCH      | <b>SOFTBALL (2)</b>                   |           |          |            |
|                             |           |          |            | Varsity                               | 8.50%     | 3,083    | JUNE       |
| <b>TENNIS (1)</b>           |           |          |            | JV                                    | 7.00%     | 2,539    | JUNE       |
| FALL                        | 6.15%     | 2,231    | DEC        |                                       |           |          |            |
|                             |           |          |            | <b>TRACK (4)</b>                      |           |          |            |
| <b>SWIMMING (2)</b>         |           |          |            | HEAD                                  | 10.00%    | 3,627    | JUNE       |
| HEAD                        | 9.50%     | 3,446    | DEC        | ASST                                  | 7.00%     | 2,539    | JUNE       |
| ASST                        | 8.00%     | 2,902    | DEC        |                                       |           |          |            |
|                             |           |          |            | <b>GOLF (1/1 B/G)</b>                 |           |          |            |
| <b>VOLLEYBALL (3)</b>       |           |          |            | BOYS                                  | 5.16%     | 1,872    | JUNE       |
| Varsity                     | 8.00%     | 2,902    | DEC        | GIRLS                                 | 5.16%     | 1,872    | DEC        |
| JV                          | 6.50%     | 2,358    | DEC        |                                       |           |          |            |
| FROSH                       | 6.00%     | 2,176    | DEC        | <b>TENNIS (1)</b>                     |           |          |            |
|                             |           |          |            | SPRING                                | 6.15%     | 2,231    | JUNE       |
| <b>CROSS COUNTRY (2)</b>    |           |          |            |                                       |           |          |            |
| HEAD                        | 7.00%     | 2,539    | DEC        | <b>CHEERLEADING ADVISOR (1/1 F/W)</b> | 5.50%     | 1,995    |            |
| ASST                        | 6.50%     | 2,358    | DEC        |                                       |           |          |            |
|                             |           |          |            | <b>DIR. OF ATH. SCHOOL (1)</b>        | 7.30%     | 2,648    | JUNE       |
| <b>BASKETBALL (3/3 B/G)</b> |           |          |            |                                       |           |          |            |
| Varsity                     | 10.32%    | 3,743    | MARCH      | <b>SKI/SNOWBOARD (1)</b>              | 7.00%     | 2,539    | MARCH      |
| JV                          | 8.50%     | 3,083    | MARCH      |                                       |           |          |            |
| FROSH                       | 7.50%     | 2,720    | MARCH      |                                       |           |          |            |

|                                      |        |       |      |   |       |       |      |
|--------------------------------------|--------|-------|------|---|-------|-------|------|
| <b>DIR OF STUDENT ACTIVITIES (1)</b> | 4.50%  | 1,632 | JUNE | <b>MUSIC ACTIVITIES (1)</b>   | 8.50% | 3,083 | JUNE |
|                                      |        |       |      |   |       |       |      |
| <b>PUBLICATIONS</b>                  |        |       |      | <b>DRAMA</b>  |       |       |      |
| YEARBOOK (1)                         | 5.00%  | 1,814 | JUNE | DIR OF MAJOR PRODUCTIONS  | 5.00% | 1,814 | JUNE |
| NEWSPAPER SENIOR (1)                 | 3.00%  | 1,088 | JUNE | DIR OF MINOR PRODUCTIONS  | 2.65% | 961   | JUNE |
| NEWSPAPER PIONEER (1)                | 3.00%  | 1,088 | JUNE | MUSIC DIR OF MAJOR PRODUCTIONS  | 5.00% | 1,814 | JUNE |
|                                      |        |       |      | MUSIC DIR OF MINOR PRODUCTIONS  | 2.65% | 961   | JUNE |
| WEBMASTER (1)                        | 3.00%  | 1,088 | JUNE | **Each site may have a total of 6 production<br>!!depends-no more than 3 may be major |       |       |      |
| <b>ROTC</b>                          | 10.50% | 3,809 |      |   |       |       |      |

| DISTRICT LONGEVITY* |      |       |      |
|---------------------|------|-------|------|
| YEARS               |      | YEARS |      |
| 1-5                 | 0.0% | 16    | 3.0% |
| 6                   | 1.0% | 17    | 3.2% |
| 7                   | 1.2% | 18    | 3.4% |
| 8                   | 1.4% | 19    | 3.6% |
| 9                   | 1.6% | 20    | 3.8% |
| 10                  | 1.8% | 21    | 4.0% |
| 11                  | 2.0% | 22    | 4.5% |
| 12                  | 2.2% | 23    | 5.0% |
| 13                  | 2.4% | 24    | 5.5% |
| 14                  | 2.6% | 25    | 6.0% |
| 15                  | 2.8% |       |      |

\*District Coaching Longevity.

Coaches of sports hired into the District may be given up to six (6) years of coaching credit with verified experience.

District Longevity does not apply to Walk-On Coaches.

\*\*There will be a total of 39 paid coaching positions assigned as detailed above for CIF sports teams plus one additional paid assistant (5.16%) to used at the discretion of each site for a total of 40 paid positions.

-COLA 2.00% (RETRO 7/1/07)

**-BOARD APPROVED 2/12/08**

SHASTA UNION HIGH SCHOOL DISTRICT  
7/1/2007

**Independent Study Educational Incentive Stipend**

|                  |          |
|------------------|----------|
| BA + 30          | \$ 338   |
| BA + 45 or MA    | \$ 563   |
| BA + 60 or MA 15 | \$ 793   |
| BA + 75 or MA 30 | \$ 911   |
| DOCTORATE        | \$ 1,084 |

The amount of the stipend will be based upon the teacher's pro-rated workload as of February 15 of each year. The workload percentage is based on the current District staffing ratio of 28 students per teacher. Units will be applied according to Article A.1.6.4.

~COLA 2.00% (RETRO 7/1/07)

**~BOARD APPROVED 2/12/08**