

**Cupertino Union School District  
TEACHER  
2018-19 SALARY SCHEDULE**

<b>CLASS B</b> Emergency Permit or Waivers or Intern Credentials	<b>CLASS C*</b> Regular Credential, B.A.	<b>CLASS D **</b> Regular Credential B.A. +45 Semester Units or M.A.	<b>CLASS E**</b> Regular Credential B.A. +60 Semester Units or M.A. +15 Semester Units***	<b>STEPS</b>	
\$61,648	\$62,533	\$62,702	\$63,380	1	
	\$62,702	\$62,871	\$64,225	2	
	\$62,871	\$64,620	\$66,589	3	
	\$63,039	\$67,657	\$72,377	4	
	\$65,768	\$70,333	\$75,225	5	
	\$68,521	\$73,336	\$78,189	6	
	\$71,328	\$76,308	\$81,355	7	
	\$73,847	\$79,090	\$84,324	8	
	\$76,591	\$82,127	\$87,362	9	
		\$85,089	\$90,619	10	
	<p>*To be eligible for placement on this column, a unit member must hold a valid California Teaching Credential, not including an emergency permit, intern permit, or waiver. See Education Code section 45023.4(a)(1).</p> <p>** To be eligible for placement on these columns, in addition to the semester units required, a unit member must hold a valid California Teaching Credential, not including an emergency permit, intern permit, or waiver. See Education Code section 45023.4(a)(1).</p> <p>***Units to apply must have been earned after receipt of Master's Degree.</p>			\$95,626	11
				\$98,979	15
				\$102,368	19
				\$105,688	23
				\$116,900	27

The annual stipend (A.S.) for National Board Certification is \$1,781 payable in monthly installments.  
The A.S. for each Advanced Degree is \$1,781 up to a maximum of two (2) Advanced Degrees, payable in monthly installments.  
The A.S. for Instructional Coach is \$4,530, payable in monthly installments. Any future changes to this fixed amount must be negotiated.  
The adjunct duty rate is \$41.53.  
The overnight stipend is \$93.76.

**Career Increments:** The Teacher Salary Schedule provides for four (4) career increments in column E at Steps 15, 19, 23 and 27. There is a service requirement at each career increment.

**Credit for Service and Additional Units:** Vertical progression on the salary schedule is one (1) step for each year of service. Horizontal progression in the salary schedule requires additional semester units with no time limit. Counselors are placed on the Teacher Salary Schedule according to their years of experience and units. Counselors shall work twenty (20) days beyond the contract duty days.

This schedule is for a 187 day work year.

Date Effective : July 1, 2018  
Board Adopted : June 12, 2018

HR/nm