

**Winship-Robbins Elementary School District
 Certificated Salary Schedule 2016 - 2017**

5% increase

Step	STP & PIP	Class I BA	Class II BA + 30	Class III BA + 45	Class IV BA + 60
1	38,703	40,638	40,638	40,638	40,638
2	38,703	40,638	41,215	41,790	42,366
3	38,703	40,638	42,078	42,626	43,957
4			42,941	43,478	45,548
5			43,805	44,347	47,140
6			44,669	45,233	48,731
7			45,532	46,137	50,321
8			46,395	47,060	51,912
9			47,259	48,001	53,504
10				48,961	55,095
11				49,940	56,686
12					58,278
13					59,867
14					61,460
15					63,059
16					64,698
17					66,379
18					68,106
19					69,875
20					71,693
21					73,844
22					76,059
23					78,341



Winship-Robbins Elementary School District
Certificated Salary Schedule 2016/2017

1. The salary period is from July 1, 2016 to June 30, 2017.
2. Employee with a PhD. Will be negotiated by the Superintendent.
3. Substitute teacher pay shall be:
 - a) \$130/day for a full day substitute
 - b) \$140/day for a substitute retired from W-RESD
 - c) \$65/day for a ½ day substitute
 - d) \$130/day for a long-term substitute and \$140/day after the 5th consecutive day
4. Professionals and consultants will be paid hourly, at a wage to be negotiated by the superintendent.
5. Medical, dental and vision benefits are provided for full-time employees only. The District pay 80% of medical not to exceed \$884.80 per month, 100% of vision not to exceed \$40 per month, and 100% of dental not to exceed \$142 per month. Full-time equivalent (FTE) equals 7.5 hours per day and 184 days per year.
6. For the purposes of the salary schedule, units are semester units. Quarter units will be converted to semester units with a formula of quarter units x .667 = semester units.
7. All units for the salary schedule must be earned prior to the start of the school year and transcripts must be submitted prior to November 1 to effect contract amendment for the school year.
8. A \$750 stipend will be awarded for Master's Degrees on a pro-rated basis according to the first of the month in which transcripts and/or a diploma are submitted to the district office.
9. A \$2,000 stipend will be paid for the Lead Teacher position and Athletic Director position.
10. A \$350 stipend will be paid for the teacher who attends the Shady Creek Outdoor camp.
11. A \$2,000 stipend will be paid to the teacher who does all ordering and administration of the CCSS/CELDT.
12. The employee is responsible for verifying that all information (including the units) as shown on the Employee Agreement is correct at the time of signature.
13. Regarding verification of completed coursework for units:
 - a) Employees must submit an official sealed transcript to the superintendent.
 - b) Coursework submitted for units must be either related to district/teacher CSTPs (California Standard for the Teaching Profession) or curricular goals, or coursework toward an addition degree or credential.
 - c) A grade of "C" or better must be earned, or a grade of Pass in Pass/Fail courses
 - d) All units or hours must be either college courses or professional development courses offered through an organization approved by the WRESD superintendent (such as SCOE, etc.) Evidence of successful completion of workshops must be provided to obtain unit credit.
 - e) Fifteen (15) hours of professional growth shall count as one (1) semester unit with prior written approval from the Superintendent.
14. Credit for Outside Experiences. One step will be granted for each year of outside teaching up to a maximum 7 year credit. Such experience must have been rendered in grades Kindergarten through Twelve in a public school system or in a nonpublic or private school if, at the time of such employment, a valid teaching or services credential was held in the particular grade level taught or area of service rendered in the state or United States territory where employed. Credit for experience outside of the United State may be recognized only if a valid credential is held at the time of such service in one of the United States or its territories.
 - a) Creditable Years of Service. A creditable year of service is defined as having worked at least 85% of the days that school was in session during any given school year. A year of experience may be accumulated by combining two or more periods of employment in different school years, if these shorter periods, when combined, total at least 85% of a school year.
 - b) Credit for Previous Services in the District. Employees who served the District, resigned, and then are re-employed in a certificated position shall have their placement on the salary schedule reflect all service for which they had previously been credited.
15. Non-duty days and workshop attendance days must be pre-approved by the Superintendent. Compensation will be a \$125.00/day stipend.

Board Approved June 17, 2015
Board Approved July 8, 2015
Board Approved November 9, 2015
Board Approved May 11, 2016

Board Approved August 10, 2016

Winship-Robbins Elementary School District

Classified Salary Schedule 2016-2017

5% Increase

Step	Inst Aide and Bi-lingual		Data Entry		Rtl Support		School		Custodian		Cafeteria		Bus Driver/	
	Bookkeeper/ Secretary Hourly	Other Classified Support Hourly	Aide Including Translating and Aide Hourly	and Analysis Support and Aide Hourly	and Sp. Ed. Aide Hourly	and Hourly	Secretary Hourly	Secretary Hourly	Hourly	Hourly	Manager Hourly	Yearly	Maintenance Yearly	
1	15.34	12.09	12.28	12.47	13.49	12.94	13.13	10.52	12.45	32445.00				
2	15.81	12.46	12.65	12.83	14.17	13.33	13.52	10.83	12.82	33602.63				
3	16.28	12.83	13.02	13.21	14.87	13.73	13.91	11.16	13.20	34760.25				
4	16.78	13.22	13.41	13.59	15.61	14.15	14.33	11.49	13.59	36496.69				
5	17.30	13.62	13.80	13.99	16.39	14.56	14.75	11.84	14.00	37654.31				
6	17.83	14.02	14.21	14.40	17.21	15.01	15.19	12.19	14.43	39390.75				
7	18.37	14.44	14.63	14.82	17.21	15.46	15.64	12.56	14.86	39390.75				
8	18.93	14.87	15.06	15.25	17.21	15.92	16.11	12.93	15.30	39390.75				
9	19.50	15.32	15.51	15.70	17.21	16.39	16.58	13.32	15.77	39390.75				
10	20.10	15.79	15.98	16.16	17.21	16.89	17.08	13.73	16.24	39390.75				
11	20.72	16.26	16.45	16.64	18.07	17.40	17.58	14.13	16.72	40571.53				
12	21.34	16.75	16.93	17.12	18.07	17.92	18.10	14.53	17.22	40571.53				
13	21.99	17.24	17.43	17.62	18.07					40571.53				
14	22.67	17.76	17.95	18.14	18.07					40571.53				
15	23.36	18.30	18.49	18.68	18.07					40571.53				
16	24.07	18.84	19.03	19.22	18.97					41788.69				
17	24.81	19.42	19.60	19.79	18.97					43041.13				
18	25.57	20.00	20.19	20.37	18.97					44329.95				
19	26.34	20.59	20.78	20.97	18.97					45659.57				
20	27.14	21.21	21.40	21.59	18.97					47028.87				
21										48459.92				
22										50882.92				
23										53427.06				

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Winship-Robbins Elementary School District
Classified Salary Schedule 2016/2017

1. The salary period is from July 1, 2016 to June 30, 2017
2. The Bus Driver/Maintenance and Bus Driver positions will receive a \$600 cell phone stipend.
3. Medical, dental, and vision benefits are provided for full-time employees only. The District pay 80% of medical not to exceed \$884.80 per month, 100% of vision not to exceed \$40 per month, and 100% of dental not to exceed \$142 per month. A classified employee eligible for benefits must work 8 hours per day, 5 days per week, and 12 months a year.
4. Retirement benefits are given for employees working a minimum of 20 hours per week.
5. Sick leave benefits are given after a 60- day probationary period.
6. The placement on the salary schedule will be based on prior years of experience. Three years of experience equals one step on the Salary Schedule with a maximum of a 5-step credit.
7. The hourly rate for substitute bus drivers will be negotiated with the Superintendent.
8. The employee is responsible for verifying that the information as shown on their Employee Agreement is correct at the time of signature.
9. Tutors from U.C. Davis will be paid \$18.00 per hour with the total amount paid including benefits and statuaries not to exceed \$3,000 per U.C. Davis student under the Work Study program.
10. All classified substitute employees will receive compensation in the rate of Step 1 only.
11. Non-duty days and workshop attendance days must be pre-approved by the Superintendent. Compensation will be at the employee's hourly rate.

Board Approved 07/15/2015, Step 9 and Step 10 Board Approved 10/14/2015
Board Approved May 11, 2106, Board Approved Aug. 10, 2016

Winship-Robbins Elementary School District

Preschool Salary Schedule 2016-2017

5% Increase

Step	PreSchool Supervisor	PreSchool Asst. Teacher	PreSchool Enrollment and Aide						
1	16.10	13.90	12.62						
2	16.58	14.32	13.00						
3	17.08	14.75	13.39						
4	17.60	15.19	13.79						
5	18.13	15.65	14.21						
6	18.68	16.12	14.64						
7	19.24	16.60	15.08						
8	19.82	17.10	15.53						
9	20.42	17.62	16.00						
10	21.03	18.15	16.48						
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