

**HESPERIA UNIFIED SCHOOL DISTRICT
ROP TEACHER SALARY SCHEDULE**

2010-2011 SCHOOL YEAR

STEP	HOURLY RATE
1	\$27.00 hour
2	\$28.00 hour
3	\$29.00 hour
4	\$30.00 hour
5	\$32.00 hour

- A. A new instructor with no prior teaching experience shall start on Step 1; a new instructor with experience will receive one year of experience on the salary schedule for each year of teaching, not to exceed Step 3.
- B. An instructor may advance a maximum of one step per school year until the top of the salary schedule is reached. The instructor who in any one school year has served for at least 75% of the number of work days shall be deemed to have met the requirement for advancement purposes.
- C. Advancement to the third and higher steps will also be dependent upon the completion of a course in Principles and Methods of Teaching at a state college or university.
- D. The program will fund prorated health benefits for teachers whose regular assignment is 20 hours or more per week in a paid assigned position.
- E. Any teacher who is unable to meet a class at the scheduled time must notify the office prior to the absence and tell office personnel whether a substitute is needed or when the class will be rescheduled. Teachers are encouraged to arrange for their own substitute and notify the office. Only Board approved substitutes may be used.
- F. The program does not pay hourly employees for jury duty. If a teacher is summoned for jury duty, he/she shall arrange for personal leave without pay.
- G. Teachers will be compensated for the hours they are assigned to teach. Additional hours will not be paid without prior approval from the administrator.
- H. ROP Teachers ONLY: Those teachers who work three (3) days or more per week will be entitled to ten (10) days pro-rated sick leave. These days will not accrue. This shall begin for the 2007-2008 school year and shall continue as program funds allow and as feasible to do so.

Changes reflected on this schedule:

None; Board Approved 10/4/10