



WILLIAMS UNIFIED SCHOOL DISTRICT

2024-2025 Certified Staff Wage New Hire Placement Schedule



Board Approved 03/06/2024

Base Salary Schedule							
Points	Salary	Points	Salary	Points	Salary	Points	Salary
1	\$42,000	6	\$44,500*	11	\$47,000*	16	\$49,500*
2	\$42,500*	7	\$45,000*	12	\$47,500*	17	\$50,000*
3	\$43,000*	8	\$45,500*	13	\$48,000*	18	\$50,500*
4	\$43,500*	9	\$46,000*	14	\$48,500*	19	\$51,000*
5	\$44,000*	10	\$46,500*	15	\$49,000*	20	\$51,500*

* The above amounts do **NOT** include state-granted Proposition 301 monies. 301 is **in addition to** the base salaries above. The disbursement of Proposition 301 monies and performance pay provisions are determined annually in a non-competitive plan adopted by the Governing Board. Every teacher is eligible to receive Prop. 301 monies, and most receive the full amount.
(School Year 2024 the eligible 301 amount was **\$12,200.00**)

<p style="text-align: center;"><u>Experience Value</u></p> <p style="text-align: center;">No experience: 0 points 1–8 years’ experience: 1 point per year</p>	<p style="text-align: center;"><u>Retention Bonus</u></p> <p>The Governing Board has historically authorized a retention bonus that is paid when staff re-signs for following year within the approved timeframe. These monies are also <u>in addition to</u> base salaries. (The amount varies, averaging ~<u>\$200</u> in recent years.)</p>																			
<p style="text-align: center;"><u>Education Value</u></p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <td>BA</td> <td>1 point</td> <td>MA +12</td> <td>9 points</td> </tr> <tr> <td>BA + 12</td> <td>3 points</td> <td>MA + 24</td> <td>11 points</td> </tr> <tr> <td>BA + 24</td> <td>5 points</td> <td>MA + 36</td> <td>13 points</td> </tr> <tr> <td>BA + 36</td> <td rowspan="2">7 points</td> <td>MA + 48</td> <td>15 points</td> </tr> <tr> <td><i>or</i> MA</td> <td></td> <td></td> </tr> </table> <p>Continuing staff who earn approved graduate credit hours from an accredited institution will be moved up 2 points on the salary chart per 12 hours completed.</p>	BA	1 point	MA +12	9 points	BA + 12	3 points	MA + 24	11 points	BA + 24	5 points	MA + 36	13 points	BA + 36	7 points	MA + 48	15 points	<i>or</i> MA			<p style="text-align: center;"><u>Longevity Increment</u></p> <p>Upon signing the 20th consecutive contract with the school district, non-retired, certified employees receive a longevity increment of <u>\$700</u> (which is also paid on contracts 21–24). Upon signing the 25th consecutive contract with the school district, non-retired, certified employees’ longevity increment increases to <u>\$1,200</u> (which is paid on contracts 26-29.) Upon signing the 30th consecutive contract with the school district, non-retired, certified employees’ longevity increment increases to <u>\$1,700</u> annually. These increments are in addition to any other salary increases to which the employee is entitled.</p>
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BA + 36	7 points	MA + 48	15 points																	
<i>or</i> MA																				
<p style="text-align: center;"><u>Qualifications Value</u></p> <p>An additional point may be given to for each unique qualification, certification, and/or endorsement that will be used in the assignment. These include but are not limited to: fluency in a language that is used by parents or students (if the staff member agrees to translate or interpret); Special Education or Gifted endorsement; etc.</p>	<p style="text-align: center;"><u>Extra-Duty/Coaching</u></p> <p>Various opportunities exist for extra-duty and coaching stipends. Speak with your building principal for information about available opportunities.</p>																			

Experience Points: _____	New Employee: _____
Education Points: _____	Administrator: _____
Qualification Points: _____	Date Proposed: _____
TOTAL POINTS: _____	