



St. HOPE Public Schools

TK-12 Certificated Staff Salary Scale Schedule

Updated 3-15-19



 Probationary / Probationary-in-Progress / Emergency Permit Holders	Level	Annual
	Intern	Intern

 CA Credential Holders	Level	Annual
	Developing	D1
D2		\$ 48,720.00
D3		\$ 49,451.00
D4		\$ 50,193.00
D5		\$ 50,945.00
Effective	E1	\$ 52,530.00
	E2	\$ 53,843.00
	E3	\$ 55,189.00
	E4	\$ 56,569.00
	E5	\$ 57,983.00
	E6	\$ 59,433.00
Highly Effective	HE1	\$ 62,724.00
	HE2	\$ 64,919.00
	HE3	\$ 67,191.00
	HE4	\$ 69,543.00
	HE5	\$ 71,977.00
	HE6	\$ 74,496.00
	HE7	\$ 77,103.00
	HE8*	\$ 79,802.00

Additional Teacher Stipend Pay Rates		
Duty Type	Amount	Rate
New Teacher Training Stipend	\$ 100.00	Daily
Longevity Bonus (3rd year)	\$ 2,000.00	One-Time
Longevity Bonus (6th year)	\$ 500.00	One-Time
Longevity Bonus (12th year)	\$ 500.00	One-Time
Longevity Bonus (Each additional 3 years)	\$ 500.00	One-Time

Longevity bonuses shall be awarded upon the onset of every three years of service performed at St. HOPE Public Schools. The stipend is divided into four equal payments and paid on a quarterly basis.

Day-to-Day Substitute Rates		
Daily Sub	\$ 155.00	For each full day of service up to and including the 10th consecutive day
Long-Term	\$ 180.00	For each full day of service after the 10th consecutive day within the same class

Persons employed as substitute teachers at St HOPE Public Schools are required to hold (at minimum) a valid 30-Day Substitute Permit approved by the CTC.

*Any employee who reaches Level H8 and receives a highly effective rating on their final evaluation would continue to receive a 3.5% increase each year as outlined in the SHPS Performance Evaluation Training (Pg. 15)

Credit for prior experience- Teachers entering St. HOPE Public Schools with prior teaching experience shall be granted credit for their experience. No credit shall be given for substitute teaching, student and/or practice teaching, military service, summer school, college-level experience, or adult school experience.

Credential Holders- Persons employed to teach in positions requiring a valid California teaching credential approved by the CTC shall be placed no lower than Developing D1 should they hold a Bachelor's degree and have satisfied all requirements to obtain said credential.

Emergency permits- Emergency permits include, but are not limited to, short-term staff permits, and provisional internship permits.

Contact Information
Human Resources Department
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