

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

2007-2008 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.

This salary schedule includes an increase in ROP teacher hourly rates, retroactive to August 1, 2007.
Board Approved 11/5/07