

6/12/2024  
TM  
6/14/24

**Delano Joint Union High School District Certificated Salary Schedule**  
**.75% Increase Effective July 01, 2024**

**Appendix A**

Years		1 BA+30		2 BA+45		3 BA+60		4 BA+75		5 BA+90
1	\$	62,451	\$	63,161	\$	67,025	\$	70,890	\$	74,750
2	\$	62,451	\$	65,672	\$	69,540	\$	73,399	\$	77,262
3	\$	64,324	\$	68,187	\$	72,046	\$	75,911	\$	79,777
4	\$	66,835	\$	70,697	\$	74,561	\$	78,423	\$	82,286
5	\$	69,343	\$	73,207	\$	77,072	\$	80,933	\$	84,793
6	\$	71,858	\$	75,720	\$	79,582	\$	83,448	\$	87,310
7	\$	74,365	\$	78,232	\$	82,093	\$	85,956	\$	89,822
8	\$	76,878	\$	80,740	\$	84,606	\$	88,467	\$	92,331
9	\$	79,387	\$	83,251	\$	87,114	\$	90,980	\$	94,841
10	\$	81,900	\$	85,768	\$	89,629	\$	93,489	\$	97,356
11	\$	84,413	\$	88,277	\$	92,139	\$	96,002	\$	99,932
12	\$	86,924	\$	90,785	\$	94,649	\$	98,515	\$	102,376
13	\$	89,436	\$	93,298	\$	97,159	\$	101,023	\$	104,887
14	-		\$	95,809	\$	99,671	\$	103,534	\$	107,398
15	-		-		\$	102,182	\$	106,044	\$	109,910

**Longevity:**

**Total Long.**

20/5%	\$	3,122		
25/10%	\$	6,245	\$	9,368
30/20%	\$	12,490	\$	21,858

Master's	\$	2,810		
Doctorate	\$	5,621	\$	8,431

**Counselors, Child Development Director**

Compensation for additional time beyond the contractual work year:

9 days @ daily rate

**Students Activities Director-Comprehensive Sites**

Compensation for additional time beyond the contractual work year:

9 days @ daily rate

**Day-Time Adult Education Teachers w/BA only**

\$ 53.04 an hour

Board approved: June 25, 2025



9/10  
6/12/24

APPENDIX B

**SALARY PAYMENT FOR ADDITIONAL PAID STIPENDS**

Effective 2023-2024 School Year

Based on \$39,402.00 - increased by 6.5% (\$41,963)

Adult Education Evening Based on \$41,374-increased by 6.5% (\$44,063.7)

Required Service Beyond the Regular School Day	0.00125	\$52.45	/hour
FCCLA Advisor	0.07	\$2,937.41	
FBLA Advisor			
MESA Advisor			
HOSA Advisor (Must have a CTE Health and Medical Technology Credential)			
Counselors: (in lieu of lunch period for availability to Students during student lunch periods)	0.0006875	\$26.86	/session
Home Instruction	0.001	\$41.96	/hour
Adult Education Evening*	0.001	\$44.06	/hour
Curriculum Development,	0.00125	\$52.45	/hour
Tutorial, Athletic Team Supervisor			
Staff Substitution		\$50.00	/hour
Noon Intramural (39 minutes)	0.00081241	\$34.09	/session
Noon Detention (30 minutes)	0.00062488	\$26.22	
Noon Detention (43 minutes)	0.0008058	\$27.59	
After School Detention (30 minutes)	0.00062488	\$26.22	/session
After School Detention (55 minutes)	0.0011462	\$48.10	/session
Saturday School	0.00125	\$52.45	
Program Directors (per contractual work year Child Development, State Pre-School)	0.10	\$4,196.30	
<u>Co-Curricular Activities (per fiscal year):</u>			
Newspaper	0.07	\$2,937.41	
Yearbook/Newspaper (VHS)	0.04	\$1,678.52	
Drama without Musical(s) or With Musicals	0.007 0.09	\$2,937.41 \$3,776.67	
Band Director	0.07	\$2,937.41	
Choral w/o Musical(s) w/ Musical(s)	0.07 0.09	\$2,937.41 \$3,776.67	
Student Activities Director (comprehensive site)	0.15	\$6,294.45	
Academic Decathlon			
Chief	0.07	\$2,937.41	
Assistant	0.03	\$1,258.89	
Cheerleading	0.12	\$5,035.56	
Forensics	0.07	\$2,937.41	
Yearbook	0.07	\$2,937.41	
Recreation Supervisor (VHS)	0.05	\$2,098.15	
History Day Coach	0.04	\$1,678.52	
Color Guard Director	0.07	\$2,937.41	
Mock Trial Teacher Coach	0.07	\$2,937.41	
<u>DEPARTMENT CHAIR (COMPREHENSIVE SCHOOL</u>			
	.10	\$4,196.30	/fiscal year
Agriculture		Mathematics	
Art		Music	
Business Education		P.E. - Boys	
Counseling		P.E. - Girls	
English		Science	
ELD		State Requirements	
Homemaking		Special Education	
Industrial Arts		Social Studies	
Foreign Language			

DELANO JOINT UNION HIGH SCHOOL DISTRICT TEACHERS' ASSOCIATION AGREEMENT 2023-2026

6/12/24

COACHING

	0.135	\$5,665.01			
Head Varsity Football			JV Head Frosh Assistant Varsity	0.09	\$3,776.67
Head Varsity Basketball					
Head Varsity Baseball				0.12	\$5,035.56
Head Varsity Track					
Head Varsity Volleyball					
Head Varsity Softball					
Head Varsity Wrestling					
<u>Head Varsity Coach:</u>	0.10	\$4,196.30			
Golf					
Soccer					
Swimming					
Tennis					
Cross Country					
Water Polo					
Assistant JV Coach	0.08	\$3,357.04			
Assistant Frosh Coach					

WASC

WASC Focus on Learning Chair (Comprehensive and Alternative):

Accreditation On Year Stipend:	0.11203795 x base = \$4,701.45
Period Assignment: 1 period WASC assignment	
Accreditation Off Year Stipend:	0.10 x base = \$4,196.30
Period Assignment: None	
Accreditation "Mid-Year" Stipend:	0.10 x base = \$4,196.30
Period Assignment: one period WASC assignment for one semester immediately prior to a review. [Fall/Spring, semester before a review to be determined by the <u>WASC Focus Chair and Site Principal</u> . In case of a tie, the superintendent will make the determination.]	

WASC Focus Group Chairs (Comprehensive and Alternative):

On Year Stipend:	0.10 x base = \$4,196.30
Off Year Stipend:	0.05 x base = \$2,098.15
Mid-Term Review Year Stipend:	0.075 x base = \$3,147.23

Dual Enrollment Teacher Stipend

\$500 for the first section taught and \$300 for each additional section per semester

Teacher Induction Program Stipends

Mentor: \$1,600 per assigned probationary teacher.  
The maximum caseload of a Teacher Induction Support Provider shall be two (2) probationary teachers unless no other qualified support providers are available to serve.

Lead Mentor: \$2,300

Limited Emergency Permits Mentor Stipend: \$1,600 per assigned intern teacher.  
The maximum caseload of a limited emergency permits shall be two (2) probationary teachers unless no other qualified support providers are available to serve.