

APPENDIX A

2020-2021

COMPENSATION FOR EXTRA WORK LOAD

Unit members accepting assignments as coaches shall receive payment for their coaching in a lump sum upon completion of the sport or activity.

Those assignments accepted that are year long activities will be paid in ten (10) equal installments commencing with the September 30 Warrant.

Qualified unit member applicants shall be given first consideration for the positions listed on this schedule before applicants from outside the bargaining unit. Under this right of "first consideration," outside applicants may not be hired if there are qualified applicants from within who have applied by the application deadline. Qualified is defined as a person with the appropriate training, experience, knowledge, licenses, certificates and skills to teach the level and or subject area and who received a satisfactory rating on the last formal evaluation.

The following compensations will be established:

HIGH SCHOOL SPORTS

Director of Intramural Programs	1 Section per year
Intermural Coaching	\$1,956 per season per sport

Any positions added to the coaches' schedule will be bargained before adding.

Coaches Stipend

Based on Teachers Salary Schedule – 186 day

Based on Col. C Step 3: (this adjusts to whatever Col. C step 3 becomes with salary increase along with the stated stipends for coaches below) 2019-2020 base for Col. C Step 3 is \$70,863.

Four levels of stipends:

Level 1: Head Varsity Football, Basketball, & Track

Level 2: Head Varsity Soccer, Baseball, Softball, Cross Country, Volleyball, Swimming/Diving, Water Polo, Badminton & Wrestling

Level 3: Head Varsity Golf, Tennis, Lacrosse, JV/FS/Frosh Head & ALL Varsity Assistant Coaches

Level 4: Varsity Cheer Coach (payable after each season. The sideline cheer coach season fall/winter payable after winter and competitive cheer coach season/spring paid at the end of spring), & JV/FS/Frosh Assistant Coaches

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2020-2021

COMPENSATION FOR EXTRA WORK LOAD

Level 1	7% of Col. C Step 3	\$4,960
Level 2	6% of Col. C Step 3	\$4,251
Level 3	5% of Col. C Step 3	\$3,543
Level 4	4% of Col. C Step 3	\$2,835

High School Athletic Director: 5% of Col. C Step 3 \$3,543 and 2 release periods (per article 18)

The remaining portion of appendix A will increase at the same percent as Salary increases.

OTHER HIGH SCHOOL EXTRA DUTY

Positions

Director of Student Activities	\$1,956
Drama	\$1,304 per major production (two max)
Instrumental Music	\$1,434-\$2,346*
Newspaper	\$1,629
Stage Craft Manager	\$912 per major production (two max)
Vocal Music	\$1,434-\$2,346*
Site Tech Coordinator	\$1,956
Television Coordinator	\$1,956
Scholarship and Awards	\$1,043
Yearbook Advisor	\$1,629
Dance Performance**	\$1,304 per performance (two max)

* The stipend will be agreed upon between the principal and the unit member. In an effort to ensure equity the president of HEA and the superintendent must approve the stipend.

** These positions are eligible for funding, when an appropriate funding source has been identified and approved by the District.

MIDDLE SCHOOL EXTRA DUTY

Positions

Intramural Athletic Director	\$1,956
Intermural Coach	\$652 per sport
Instrumental Music	\$1,115
Vocal Music	\$1,115
Site Tech Coordinator	\$1,137
Newspaper Advisor	\$1,115
Yearbook Advisor	\$1,115
Pep Squad Advisor	\$1,304
Director of Students Activities	\$1,956

APPENDIX A

2020-2021

COMPENSATION FOR EXTRA WORK LOAD

Longevity Stipend

An incremental longevity stipend shall be paid to all elementary and middle school coaches beginning at year two per sport, as follows:

Years 2 and 3:	\$246
Years 4 and 5:	\$494
Years 6 and 7:	\$738
Years 8 and 9:	\$984
Years 10 and 11:	\$1,231
Years 12 or more:	\$1,847

ELEMENTARY SCHOOL EXTRA DUTY

Intermural Athletic Director	\$1,956
Intermural Coach	\$652 per sport
Yearbook Advisor	\$652
Director of Student Activities	\$1,956
Pep Squad Director	\$1,304

Longevity Stipend

An incremental longevity stipend shall be paid to all elementary and middle school coaches beginning at year two per sport, as follows:

Years 2 and 3:	\$246
Years 4 and 5:	\$494
Years 6 and 7:	\$738
Years 8 and 9:	\$984
Years 10 and 11:	\$1,231
Years 12 or more:	\$1,847

Other Stipends

Reading Specialist	\$671
SAPID Coordinator	\$1,956
Peer Mediation Conflict Resolution Coordinator	\$1,304
Program Resource Teacher	\$1,956
Special Education	\$1,434

APPENDIX A

2020-2021

COMPENSATION FOR EXTRA WORK LOAD

Second Language Development

- ◆ Teachers currently holding and using an appropriate credential who teach in a designated classroom shall receive a stipend of \$717 (i.e. CLAD, LDS, ESL certificate)

- ◆ After July 1, 1998, new teachers hired into the District who have the CLAD certificate at the time of hire shall not receive the stipend.

- ◆ Teachers employed before July 1, 1998, who during the life of the contract received their CLAD shall be paid the stipend of \$717 while teaching in designated classrooms.

- ◆ Teachers who are authorized by their administration to use a primary language other than English in their duties and who do not have a certificate (i.e. BCLAD, CLAD, LDS, ESL) shall receive a stipend of \$288 per year. This stipend is limited to three years.

- ◆ None of these stipends shall be paid to teachers who are not fully credentialed.

- ◆ Bilingual Teacher holding and using an appropriate bilingual credential - \$2,973.

- ◆ Bilingual Speech Therapists, using their bilingual skills and who satisfy District proficiency requirements developed by the District and agreed to by the Association - \$4,407 (total of Special Education Stipend (\$1,434) and Bilingual Teacher Stipend (\$2,973)).

APPENDIX A

2020-2021

COMPENSATION FOR EXTRA WORK LOAD

Area Chairperson*

- High School
- Middle School
- Special Education
- ELC
- Continuation High School

Sections**	Compensation
0-5	\$781
6-15	\$1,109
16-25	\$1,434
26-35	\$1,760
36-45	\$2,086
46-55	\$2,412
56-65	\$2,737
66-	\$3,064
• Nurses	\$1,903 (minimum of 5 FTEs)
• Childrens Center	\$1,903
• Adult Education	\$1,1903
• Latchkey	\$1,903

**Number of Sections within an area determined fifteen (15) school days after the beginning of the school year.

Remuneration for Expenses Related to Special Assignments.

Unit members shall be reimbursed for expenses related to their special assignments as follows:

Personal Auto: Current IRS Guidelines for travel expenses related to their activities, plus toll and parking.

Meals: Up to current district allowance per teacher for meal expenses related to their special assignment activities provided prior approval for such activity is obtained from the teacher's immediate supervisor.

Note: HEA and HUSD will meet to negotiate the effects of the Every Student Succeeds Act (ESSA) upon the State Board of Education adoption of the ESSA regulations.

APPENDIX A

2019-2020

COMPENSATION FOR EXTRA WORK LOAD

Unit members accepting assignments as coaches shall receive payment for their coaching in a lump sum upon completion of the sport or activity.

Those assignments accepted that are year long activities will be paid in ten (10) equal installments commencing with the September 30 Warrant.

Qualified unit member applicants shall be given first consideration for the positions listed on this schedule before applicants from outside the bargaining unit. Under this right of "first consideration," outside applicants may not be hired if there are qualified applicants from within who have applied by the application deadline. Qualified is defined as a person with the appropriate training, experience, knowledge, licenses, certificates and skills to teach the level and or subject area and who received a satisfactory rating on the last formal evaluation.

The following compensations will be established:

HIGH SCHOOL SPORTS

Director of Intramural Programs	1 Section per year
Intermural Coaching	\$1,918 per season per sport

Any positions added to the coaches' schedule will be bargained before adding.

Coaches Stipend

Based on Teachers Salary Schedule – 186 day

Based on Col. C Step 3: (this adjusts to whatever Col. C step 3 becomes with salary increase along with the stated stipends for coaches below) 2019-2020 base for Col. C Step 3 is \$69,474.

Four levels of stipends:

Level 1: Head Varsity Football, Basketball, & Track

Level 2: Head Varsity Soccer, Baseball, Softball, Cross Country, Volleyball, Swimming/Diving, Water Polo, Badminton & Wrestling

Level 3: Head Varsity Golf, Tennis, Lacrosse, JV/FS/Frosh Head & ALL Varsity Assistant Coaches

Level 4: Varsity Cheer Coach (payable after each season. The sideline cheer coach season fall/winter payable after winter and competitive cheer coach season/spring paid at the end of spring), & JV/FS/Frosh Assistant Coaches

APPENDIX A

2019-2020

COMPENSATION FOR EXTRA WORK LOAD

Level 1	7% of Col. C Step 3	\$4,863
Level 2	6% of Col. C Step 3	\$4,168
Level 3	5% of Col. C Step 3	\$3,474
Level 4	4% of Col. C Step 3	\$2,779

High School Athletic Director: 5% of Col. C Step 3 \$3,474 and 2 release periods (per article 18)

The remaining portion of appendix A will increase at the same percent as Salary increases.

OTHER HIGH SCHOOL EXTRA DUTY

Positions

Director of Student Activities	\$1,918
Drama	\$1,278 per major production (two max)
Instrumental Music	\$1,406-\$2,300*
Newspaper	\$1,597
Stage Craft Manager	\$894 per major production (two max)
Vocal Music	\$1,406-\$2,300*
Site Tech Coordinator	\$1,918
Television Coordinator	\$1,918
Scholarship and Awards	\$1,023
Yearbook Advisor	\$1,597
Dance Performance**	\$1,278 per performance (two max)

* The stipend will be agreed upon between the principal and the unit member. In an effort to ensure equity the president of HEA and the superintendent must approve the stipend.

** These positions are eligible for funding, when an appropriate funding source has been identified and approved by the District.

MIDDLE SCHOOL EXTRA DUTY

Positions

Intramural Athletic Director	\$1,918
Intermural Coach	\$639 per sport
Instrumental Music	\$1,093
Vocal Music	\$1,093
Site Tech Coordinator	\$1,115
Newspaper Advisor	\$1,093
Yearbook Advisor	\$1,093
Pep Squad Advisor	\$1,278
Director of Students Activities	\$1,918

APPENDIX A

2019-2020

COMPENSATION FOR EXTRA WORK LOAD

Longevity Stipend

An incremental longevity stipend shall be paid to all elementary and middle school coaches beginning at year two per sport, as follows:

Years 2 and 3:	\$241
Years 4 and 5:	\$484
Years 6 and 7:	\$724
Years 8 and 9:	\$965
Years 10 and 11:	\$1,207
Years 12 or more:	\$1,811

ELEMENTARY SCHOOL EXTRA DUTY

Intermural Athletic Director	\$1,918
Intermural Coach	\$639 per sport
Yearbook Advisor	\$639
Director of Student Activities	\$1,918
Pep Squad Director	\$1,278

Longevity Stipend

An incremental longevity stipend shall be paid to all elementary and middle school coaches beginning at year two per sport, as follows:

Years 2 and 3:	\$241
Years 4 and 5:	\$484
Years 6 and 7:	\$724
Years 8 and 9:	\$965
Years 10 and 11:	\$1,207
Years 12 or more:	\$1,811

Other Stipends

Reading Specialist	\$658
SAPID Coordinator	\$1,918
Peer Mediation Conflict Resolution Coordinator	\$1,278
Program Resource Teacher	\$1,918
Special Education	\$1,406

APPENDIX A

2019-2020

COMPENSATION FOR EXTRA WORK LOAD

Second Language Development

- ◆ Teachers currently holding and using an appropriate credential who teach in a designated classroom shall receive a stipend of \$703 (i.e. CLAD, LDS, ESL certificate)

- ◆ After July 1, 1998, new teachers hired into the District who have the CLAD certificate at the time of hire shall not receive the stipend.

- ◆ Teachers employed before July 1, 1998, who during the life of the contract received their CLAD shall be paid the stipend of \$703 while teaching in designated classrooms.

- ◆ Teachers who are authorized by their administration to use a primary language other than English in their duties and who do not have a certificate (i.e. BCLAD, CLAD, LDS, ESL) shall receive a stipend of \$282 per year. This stipend is limited to three years.

- ◆ None of these stipends shall be paid to teachers who are not fully credentialed.

- ◆ Bilingual Teacher holding and using an appropriate bilingual credential - \$2,915.

- ◆ Bilingual Speech Therapists, using their bilingual skills and who satisfy District proficiency requirements developed by the District and agreed to by the Association - \$4,321 (total of Special Education Stipend (\$1,406) and Bilingual Teacher Stipend (\$2,915)).

APPENDIX A

2019-2020

COMPENSATION FOR EXTRA WORK LOAD

Area Chairperson*

- High School
- Middle School
- Special Education
- ELC
- Continuation High School

Sections**	Compensation
0-5	\$766
6-15	\$1,087
16-25	\$1,406
26-35	\$1,725
36-45	\$2,045
46-55	\$2,365
56-65	\$2,683
66-	\$3,004

- Nurses \$1,866 (minimum of 5 FTEs)
- Childrens Center \$1,866
- Adult Education \$1,866
- Latchkey \$1,866

**Number of Sections within an area determined fifteen (15) school days after the beginning of the school year.

Remuneration for Expenses Related to Special Assignments.

Unit members shall be reimbursed for expenses related to their special assignments as follows:

Personal Auto: Current IRS Guidelines for travel expenses related to their activities, plus toll and parking.

Meals: Up to current district allowance per teacher for meal expenses related to their special assignment activities provided prior approval for such activity is obtained from the teacher's immediate supervisor.

Note: HEA and HUSD will meet to negotiate the effects of the Every Student Succeeds Act (ESSA) upon the State Board of Education adoption of the ESSA regulations.

APPENDIX B

SALARY SCHEDULES 2020-2021

B1

Hayward Unified School District
Salary Schedule for 2020-21

Teachers 200 Days

2% Increase Effective 7/1/2020

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	74,884	75,215	75,543	75,871	76,196	76,530
2	75,215	75,541	75,871	76,196	76,530	80,333
3	75,541	75,871	76,196	76,530	78,165	84,133
4	75,871	76,196	76,530	78,164	80,719	87,934
5	76,196	76,530	79,803	81,770	85,770	91,741
6	76,570	76,852	83,083	85,383	89,644	95,544
7	79,147	80,132	86,361	88,983	93,247	99,347
8	81,770	83,413	89,644	92,596	97,052	103,149
9	84,396	86,697	92,926	96,200	100,794	106,956
10	87,017	89,972	96,200	99,809	104,599	110,759
11	89,644	93,247	99,479	103,408	108,337	114,563
12	92,265	96,528	102,760	107,025	112,138	118,365
13	94,892	99,740	106,043	110,627	115,876	122,174
18	-	-	-	-	118,446	124,741

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2020-2021

B2

Hayward Unified School District
Salary Schedule for 2020-21

Teachers 186 Days

2% Increase Effective 7/1/2020

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	69,642	69,950	70,253	70,561	70,863	71,169
2	69,950	70,253	70,561	70,863	71,169	74,710
3	70,253	70,562	70,863	71,169	72,693	78,245
4	70,561	70,861	71,169	72,693	76,227	81,782
5	70,863	71,169	74,218	76,048	79,766	85,319
6	71,169	71,472	77,268	79,404	83,369	88,858
7	73,605	74,523	80,318	82,758	86,719	92,390
8	76,048	77,573	83,369	86,111	90,259	95,928
9	78,488	80,624	86,421	89,468	93,736	99,471
10	80,928	83,672	89,468	92,819	97,275	103,005
11	83,369	86,719	92,516	96,172	100,754	106,541
12	85,804	89,770	95,569	99,532	104,288	110,080
13	88,249	92,760	98,618	102,885	107,763	113,623
18	-	-	-	-	110,155	116,010

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. **Semester Units:**

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2020-2021

B3

Hayward Unified School District
Salary Schedule for 2020-21

Counselors/Speech Therapists 188 Days

2% Increase Effective 7/1/2020

Years of Experience	Col. CO Base + MA	Col. CF BA Degree + 90 or MA Degree + 30
1	85,680	93,167
2	89,421	96,868
3	93,167	100,653
4	96,868	104,667
5	100,653	108,141
6	104,667	111,920
7	108,141	115,623
8	111,920	119,308
9	115,623	123,111
18	119,329	126,893

1. **Professional Increments:**

Master's Degree	\$ 550.00
Doctor's Degree	\$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each counselor/speech therapist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2020-2021

B4

Hayward Unified School District
Salary Schedule for 2020-21

School Psychologist 192 Days

2% Increase Effective 7/1/2020

Years of Experience	Col. PF BA Degree + 90 or MA Degree + 30
1	108,975
2	113,001
3	117,187
4	121,540
5	126,066
6	130,854
7	130,854
8	130,854
9	130,854
10	132,436
14	134,806
18	137,968

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each psychologist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2020-2021

B5

Hayward Unified School District
Salary Schedule for 2020-21

Adult Education/School Nurse 183 Days

2% Increase Effective 7/1/2020

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	68,522	68,819	69,121	69,422	69,720	70,022
2	68,819	69,121	69,422	69,720	70,022	73,503
3	69,121	69,422	69,720	70,022	71,520	76,981
4	69,422	69,720	70,022	71,495	74,999	80,464
5	69,720	70,022	73,019	74,821	78,479	83,940
6	70,022	70,319	76,024	78,124	82,022	87,424
7	72,420	73,323	79,021	81,420	85,320	90,901
8	74,821	76,320	82,022	84,724	88,804	94,382
9	77,222	79,326	85,027	88,023	92,227	97,865
10	79,617	82,324	88,023	91,325	95,708	101,343
11	82,022	85,320	91,023	94,617	99,129	104,825
12	84,423	88,323	94,024	97,924	102,607	108,309
13	86,824	91,325	97,029	101,226	106,027	111,788
18	-	-	-	-	108,375	114,140

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher/nurse will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2020-2021

B6

Hayward Unified School District
Salary Schedule for 2020-21

Adult Ed Hourly

2% Increase Effective 7/1/2020

Cumulative Hours	Hourly Pay Rate
0 – 550	54.99
551 – 1100	56.16
1101 – 3300	57.33
3301 +	58.55
5 yrs, 30 hrs/wk	59.64

1. Experience Increment:

Any Adult Education teacher who has taught thirty (30) hours per week and has a minimum of five (5) years in the District's Adult Education program shall receive one (1) additional dollar per hour over the rate established for that school year even if the teacher then teaches less than thirty (30) hours per week. All experience must be from the Hayward Unified School District Adult Education Program.

Substitute Hourly Rate: \$25

APPENDIX B

SALARY SCHEDULES 2020-2021

B7

Hayward Unified School District
Salary Schedule for 2020-21

Child Development Programs (225 Days)

2% Increase Effective 7/1/2020

Years of Experience	Col. AA Permit	Col. CA BA Degree	Col. CB BA Degree +15 units	Col. CC BA Degree +30 units (+)
1	61,124	68,609	69,944	73,426
2	64,348	71,614	72,946	77,025
3	67,576	74,628	75,939	80,625
4	70,804	77,631	78,956	84,244
5	74,035	80,625	81,952	87,856
6	77,250	83,639	84,968	91,450
7	80,470	86,642	87,968	95,068
8	-	89,655	90,970	98,665
9	-	92,663	93,980	102,275
10	-	95,658	96,991	105,873

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for up to ten years of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2020-2021

B8

Hayward Unified School District
Salary Schedule for 2020-21

Child Development Programs (186 Days)

2% Increase Effective 7/1/2020

Years of Experience	Col. AA Permit	Col. CA BA Degree	Col. CB BA Degree +15 units	Col. CC BA Degree +30 units (+)
1	52,149	58,332	59,421	62,310
2	54,810	60,820	61,910	65,285
3	57,477	63,301	64,394	68,273
4	60,148	65,791	66,883	71,252
5	62,816	68,275	69,358	74,235
6	65,473	70,750	71,849	77,217
7	68,140	73,245	74,324	80,200
8	-	75,726	76,813	83,172
9	-	78,207	79,295	86,151
10	-	80,688	81,781	89,131

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2019-2020

B9

Hayward Unified School District
Salary Schedule for 2019-20

Teachers 200 Days

4% Increase Effective 7/1/2019

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	73,416	73,740	74,062	74,383	74,702	75,029
2	73,740	74,060	74,383	74,702	75,029	78,758
3	74,060	74,383	74,702	75,029	76,632	82,483
4	74,383	74,702	75,029	76,631	79,136	86,210
5	74,702	75,029	78,238	80,167	84,088	89,942
6	75,069	75,345	81,454	83,709	87,886	93,671
7	77,595	78,561	84,668	87,238	91,419	97,399
8	80,167	81,777	87,886	90,780	95,149	101,126
9	82,741	84,997	91,104	94,314	98,818	104,859
10	85,311	88,208	94,314	97,852	102,548	108,587
11	87,886	91,419	97,528	101,380	106,213	112,317
12	90,456	94,635	100,745	104,926	109,939	116,044
13	93,031	97,784	103,964	108,458	113,604	119,778
18	-	-	-	-	116,124	122,295

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2019-2020

B10

Hayward Unified School District
Salary Schedule for 2019-20

Teachers 186 Days

4% Increase Effective 7/1/2019

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	68,276	68,578	68,875	69,177	69,474	69,774
2	68,578	68,875	69,177	69,474	69,774	73,245
3	68,875	69,178	69,474	69,774	71,268	76,711
4	69,177	69,472	69,774	71,268	74,732	80,178
5	69,474	69,774	72,763	74,557	78,202	83,646
6	69,774	70,071	75,753	77,847	81,734	87,116
7	72,162	73,062	78,743	81,135	85,019	90,578
8	74,557	76,052	81,734	84,423	88,489	94,047
9	76,949	79,043	84,726	87,714	91,898	97,521
10	79,341	82,031	87,714	90,999	95,368	100,985
11	81,734	85,019	90,702	94,286	98,778	104,452
12	84,122	88,010	93,695	97,580	102,243	107,922
13	86,519	90,941	96,684	100,868	105,650	111,395
18	-	-	-	-	107,995	113,735

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2019-2020

B11

Hayward Unified School District
Salary Schedule for 2019-20

Counselors/Speech Therapists 188 Days

4% Increase Effective 7/1/2019

Years of Experience	Col. CO Base + MA	Col. CF BA Degree + 90 or MA Degree + 30
1	84,000	91,340
2	87,668	94,969
3	91,340	98,679
4	94,969	102,615
5	98,679	106,021
6	102,615	109,725
7	106,021	113,356
8	109,725	116,969
9	113,356	120,697
18	116,989	124,405

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each counselor/speech therapist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2019-2020

B12

Hayward Unified School District
Salary Schedule for 2019-20

School Psychologist 192 Days

4% Increase Effective 7/1/2019

Years of Experience	Col. PF BA Degree + 90 or MA Degree + 30
1	106,838
2	110,785
3	114,889
4	119,157
5	123,594
6	128,288
7	128,288
8	128,288
9	128,288
10	129,839
14	132,163
18	135,263

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each psychologist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2019-2020

B13

Hayward Unified School District
Salary Schedule for 2019-20

Adult Education/School Nurse 183 Days

4% Increase Effective 7/1/2019

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	67,178	67,470	67,766	68,061	68,353	68,649
2	67,470	67,766	68,061	68,353	68,649	72,062
3	67,766	68,061	68,353	68,649	70,118	75,472
4	68,061	68,353	68,649	70,093	73,528	78,886
5	68,353	68,649	71,587	73,354	76,940	82,294
6	68,649	68,940	74,533	76,592	80,414	85,710
7	71,000	71,885	77,472	79,824	83,647	89,119
8	73,354	74,824	80,414	83,063	87,063	92,531
9	75,708	77,771	83,360	86,297	90,419	95,946
10	78,056	80,710	86,297	89,534	93,831	99,356
11	80,414	83,647	89,238	92,762	97,185	102,770
12	82,768	86,591	92,180	96,004	100,595	106,185
13	85,122	89,534	95,126	99,241	103,948	109,596
18	-	-	-	-	106,250	111,902

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher/nurse will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2019-2020

B14

Hayward Unified School District
Salary Schedule for 2019-20

Adult Ed Hourly

4% Increase Effective 7/1/2019

Cumulative Hours	Hourly Pay Rate
0 – 550	53.91
551 – 1100	55.06
1101 – 3300	56.21
3301 +	57.4
5 yrs, 30 hrs/wk	58.47

1. Experience Increment:

Any Adult Education teacher who has taught thirty (30) hours per week and has a minimum of five (5) years in the District's Adult Education program shall receive one (1) additional dollar per hour over the rate established for that school year even if the teacher then teaches less than thirty (30) hours per week. All experience must be from the Hayward Unified School District Adult Education Program.

Substitute Hourly Rate: \$25

APPENDIX B

SALARY SCHEDULES 2019-2020

B15

Hayward Unified School District
Salary Schedule for 2019-20

Child Development Programs (225 Days)

4% Increase Effective 7/1/2019

Years of Experience	Col. AA Permit	Col. CA BA Degree	Col. CB BA Degree +15 units	Col. CC BA Degree +30 units (+)
1	59,925	67,264	68,573	71,986
2	63,086	70,210	71,516	75,515
3	66,251	73,165	74,450	79,044
4	69,416	76,109	77,408	82,592
5	72,583	79,044	80,345	86,133
6	75,735	81,999	83,302	89,657
7	78,892	84,943	86,243	93,204
8	-	87,897	89,186	96,730
9	-	90,846	92,137	100,270
10	-	93,782	95,089	103,797

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for up to ten years of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2019-2020

B16

Hayward Unified School District
Salary Schedule for 2019-20

Child Development Programs (186 Days)

4% Increase Effective 7/1/2019

Years of Experience	Col. AA Permit	Col. CA BA Degree	Col. CB BA Degree +15 units	Col. CC BA Degree +30 units (+)
1	51,126	57,188	58,256	61,088
2	53,735	59,627	60,696	64,005
3	56,350	62,060	63,131	66,934
4	58,969	64,501	65,572	69,855
5	61,584	66,936	67,998	72,779
6	64,189	69,363	70,440	75,703
7	66,804	71,809	72,867	78,627
8	-	74,241	75,307	81,541
9	-	76,674	77,740	84,462
10	-	79,106	80,177	87,383

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2018-2019

B17

Hayward Unified School District
Salary Schedule for 2018-19

Teachers 200 Days

3.25% Increase Effective 7/1/18

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	70,592	70,904	71,213	71,522	71,829	72,143
2	70,904	71,212	71,522	71,829	72,143	75,729
3	71,212	71,522	71,829	72,143	73,685	79,311
4	71,522	71,829	72,143	73,684	76,092	82,894
5	71,829	72,143	75,229	77,084	80,854	86,483
6	72,182	72,447	78,321	80,489	84,506	90,068
7	74,611	75,539	81,412	83,883	87,903	93,653
8	77,084	78,632	84,506	87,288	91,489	97,237
9	79,559	81,728	87,600	90,687	95,017	100,826
10	82,030	84,815	90,687	94,088	98,604	104,411
11	84,506	87,903	93,777	97,481	102,128	107,997
12	86,977	90,995	96,870	100,890	105,711	111,581
13	89,453	94,023	99,965	104,287	109,235	115,171
18	-	-	-	-	111,658	117,591

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2018-2019

B18

Hayward Unified School District
Salary Schedule for 2018-19

Teachers 186 Days

3.25% Increase Effective 7/1/18

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	65,650	65,940	66,226	66,516	66,802	67,090
2	65,940	66,226	66,516	66,802	67,090	70,428
3	66,226	66,517	66,802	67,090	68,527	73,761
4	66,516	66,800	67,090	68,527	71,858	77,094
5	66,802	67,090	69,964	71,689	75,194	80,429
6	67,090	67,376	72,839	74,853	78,590	83,765
7	69,387	70,252	75,714	78,014	81,749	87,094
8	71,689	73,127	78,590	81,176	85,086	90,430
9	73,989	76,003	81,467	84,340	88,363	93,770
10	76,289	78,876	84,340	87,499	91,700	97,101
11	78,590	81,749	87,213	90,660	94,979	100,435
12	80,887	84,625	90,091	93,827	98,311	103,771
13	83,191	87,443	92,965	96,988	101,587	107,111
18	-	-	-	-	103,841	109,361

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2018-2019

B19

Hayward Unified School District
Salary Schedule for 2018-19

Counselors/Speech Therapists 188 Days

3.25% Increase Effective 7/1/18

Years of Experience	Col. CO Base + MA	Col. CF BA Degree + 90 or MA Degree + 30
1	80,769	87,827
2	84,296	91,316
3	87,827	94,884
4	91,316	98,668
5	94,884	101,943
6	98,668	105,505
7	101,943	108,996
8	105,505	112,470
9	108,996	116,055
18	112,489	119,620

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each counselor/speech therapist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2018-2019

B20

Hayward Unified School District
Salary Schedule for 2018-19

School Psychologist 192 Days

3.25% Increase Effective 7/1/18

Years of Experience	Col. PF BA Degree + 90 or MA Degree + 30
1	102,729
2	106,524
3	110,470
4	114,574
5	118,840
6	123,354
7	123,354
8	123,354
9	123,354
10	124,845
14	127,080
18	130,061

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each psychologist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2018-2019

B21

Hayward Unified School District
Salary Schedule for 2018-19

Adult Education/School Nurse 183 Days

3.25% Increase Effective 7/1/18

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	64,594	64,875	65,160	65,443	65,724	66,009
2	64,875	65,160	65,443	65,724	66,009	69,290
3	65,160	65,443	65,724	66,009	67,421	72,569
4	65,443	65,724	66,009	67,397	70,700	75,852
5	65,724	66,009	68,834	70,533	73,981	79,129
6	66,009	66,288	71,666	73,646	77,321	82,413
7	68,269	69,120	74,492	76,754	80,430	85,691
8	70,533	71,946	77,321	79,868	83,714	88,972
9	72,796	74,780	80,154	82,978	86,941	92,256
10	75,054	77,606	82,978	86,090	90,222	95,535
11	77,321	80,430	85,806	89,194	93,447	98,817
12	79,585	83,261	88,635	92,312	96,726	102,101
13	81,848	86,090	91,467	95,424	99,950	105,381
18	-	-	-	-	102,163	107,598

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher/nurse will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2018-2019

B22

Hayward Unified School District
Salary Schedule for 2018-19

Adult Ed Hourly

3.25% Increase Effective 7/1/18

Cumulative Hours	Hourly Pay Rate
0 – 550	51.84
551 – 1100	52.94
1101 – 3300	54.05
3301 +	55.19
5 yrs, 30 hrs/wk	56.22

1. Experience Increment:

Any Adult Education teacher who has taught thirty (30) hours per week and has a minimum of five (5) years in the District's Adult Education program shall receive one (1) additional dollar per hour over the rate established for that school year even if the teacher then teaches less than thirty (30) hours per week. All experience must be from the Hayward Unified School District Adult Education Program.

Substitute Hourly Rate: \$25

APPENDIX B

SALARY SCHEDULES 2018-2019

B23

Hayward Unified School District
Salary Schedule for 2018-19

Child Development Programs (225 Days)

3.25% Increase Effective 7/1/18

Years of Experience	Col. AA Permit	Col. CA BA Degree	Col. CB BA Degree +15 units	Col. CC BA Degree +30 units (+)
1	57,620	64,677	65,937	69,216
2	60,660	67,510	68,764	72,610
3	63,703	70,351	71,587	76,005
4	66,746	73,182	74,430	79,414
5	69,791	76,005	77,255	82,820
6	72,822	78,845	80,098	86,208
7	75,858	81,675	82,926	89,619
8	-	84,517	85,757	93,009
9	-	87,351	88,593	96,412
10	-	90,175	91,432	99,805

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for up to ten years of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2018-2019

B24

Hayward Unified School District
Salary Schedule for 2018-19

Child Development Programs (186 Days)

3.25% Increase Effective 7/1/18

Years of Experience	Col. AA Permit	Col. CA BA Degree	Col. CB BA Degree +15 units	Col. CC BA Degree +30 units (+)
1	49,160	54,988	56,016	58,737
2	51,668	57,333	58,362	61,543
3	54,183	59,673	60,702	64,360
4	56,701	62,020	63,049	67,168
5	59,215	64,362	65,383	69,980
6	61,720	66,696	67,731	72,791
7	64,235	69,047	70,065	75,602
8	-	71,386	72,411	78,405
9	-	73,724	74,750	81,214
10	-	76,064	77,093	84,022

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2017-2018

B25

Hayward Unified School District
Salary Schedule for 2017-18

Teachers 200 Days

3.1% Increase Effective 7/1/17

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	68,370	68,672	68,971	69,271	69,568	69,872
2	68,672	68,970	69,271	69,568	69,872	73,345
3	68,970	69,271	69,568	69,872	71,366	76,815
4	69,271	69,568	69,872	71,365	73,697	80,285
5	69,568	69,872	72,861	74,658	78,309	83,761
6	69,910	70,167	75,856	77,955	81,846	87,233
7	72,262	73,161	78,849	81,243	85,136	90,705
8	74,658	76,157	81,846	84,540	88,609	94,176
9	77,055	79,155	84,843	87,832	92,026	97,652
10	79,448	82,145	87,832	91,126	95,500	101,124
11	81,846	85,136	90,825	94,413	98,913	104,598
12	84,239	88,131	93,821	97,714	102,384	108,069
13	86,637	91,063	96,818	101,004	105,797	111,546
18	-	-	-	-	108,143	113,890

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. **Semester Units:**

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2017-2018

B26

Hayward Unified School District
Salary Schedule for 2017-18

Teachers 186 Days

3.1% Increase Effective 7/1/17

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	63,584	63,864	64,141	64,422	64,699	64,978
2	63,864	64,141	64,422	64,699	64,978	68,211
3	64,141	64,423	64,699	64,978	66,370	71,439
4	64,422	64,697	64,978	66,370	69,596	74,667
5	64,699	64,978	67,762	69,432	72,827	77,897
6	64,978	65,255	70,546	72,497	76,116	81,128
7	67,203	68,041	73,331	75,558	79,176	84,353
8	69,432	70,825	76,116	78,621	82,408	87,584
9	71,660	73,611	78,903	81,685	85,582	90,818
10	73,888	76,393	81,685	84,745	88,814	94,045
11	76,116	79,176	84,468	87,806	91,989	97,274
12	78,341	81,961	87,255	90,874	95,216	100,505
13	80,572	84,691	90,039	93,935	98,389	103,739
18	-	-	-	-	100,572	105,919

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. **Semester Units:**

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2017-2018

B27

Hayward Unified School District
Salary Schedule for 2017-18

Counselors/Speech Therapists 188 Days

3.1% Increase Effective 7/1/17

Years of Experience	Col. CO Base + MA	Col. CF BA Degree + 90 or MA Degree + 30
1	78,227	85,062
2	81,643	88,442
3	85,062	91,897
4	88,442	95,562
5	91,897	98,734
6	95,562	102,184
7	98,734	105,565
8	102,184	108,930
9	105,565	112,402
18	108,948	115,855

1. Professional Increments:

Master's Degree	\$ 550.00
Doctor's Degree	\$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for up to ten years of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each counselor/speech therapist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2017-2018

B28

Hayward Unified School District
Salary Schedule for 2017-18

School Psychologist 192 Days

3.1% Increase Effective 7/1/17

Years of Experience	Col. PF BA Degree + 90 or MA Degree + 30
1	99,495
2	103,171
3	106,993
4	110,968
5	115,099
6	119,471
7	119,471
8	119,471
9	119,471
10	120,915
14	123,080
18	125,967

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each psychologist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2017-2018

B29

Hayward Unified School District
Salary Schedule for 2017-18

Adult Education/School Nurse 183 Days

3.1% Increase Effective 7/1/17

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	62,561	62,833	63,109	63,383	63,655	63,931
2	62,833	63,109	63,383	63,655	63,931	67,109
3	63,109	63,383	63,655	63,931	65,299	70,285
4	63,383	63,655	63,931	65,276	68,475	73,464
5	63,655	63,931	66,667	68,313	71,652	76,638
6	63,931	64,201	69,410	71,328	74,887	79,819
7	66,120	66,944	72,147	74,338	77,898	82,994
8	68,313	69,681	74,887	77,354	81,079	86,171
9	70,505	72,426	77,631	80,366	84,204	89,352
10	72,692	75,163	80,366	83,380	87,382	92,528
11	74,887	77,898	83,105	86,386	90,506	95,707
12	77,080	80,640	85,845	89,406	93,681	98,887
13	79,272	83,380	88,588	92,420	96,804	102,064
18	-	-	-	-	98,947	104,211

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher/nurse will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2017-2018

B30

Hayward Unified School District
Salary Schedule for 2017-18

Adult Ed Hourly

3.1% Increase Effective 7/1/17

Cumulative Hours	Hourly Pay Rate
0 – 550	50.21
551 – 1100	51.27
1101 – 3300	52.35
3301 +	53.45
5 yrs, 30 hrs/wk	54.45

1. Experience Increment:

Any Adult Education teacher who has taught thirty (30) hours per week and has a minimum of five (5) years in the District's Adult Education program shall receive one (1) additional dollar per hour over the rate established for that school year even if the teacher then teaches less than thirty (30) hours per week. All experience must be from the Hayward Unified School District Adult Education Program.

Substitute Hourly Rate: \$25

APPENDIX B

SALARY SCHEDULES 2017-2018

B31

Hayward Unified School District
Salary Schedule for 2017-18

Child Development Programs (225 Days)

3.1% Increase Effective 7/1/17

Years of Experience	Col. AA Permit	Col. CA BA Degree	Col. CB BA Degree +15 units	Col. CC BA Degree +30 units (+)
1	55,806	62,641	63,861	67,038
2	58,751	65,385	66,600	70,325
3	61,698	68,137	69,334	73,612
4	64,645	70,878	72,088	76,915
5	67,594	73,612	74,823	80,213
6	70,530	76,363	77,577	83,495
7	73,470	79,105	80,316	86,798
8	-	81,856	83,057	90,082
9	-	84,602	85,804	93,378
10	-	87,337	88,554	96,663

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for up to ten years of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2017-2018

B32

Hayward Unified School District
Salary Schedule for 2017-18

Child Development Programs (186 Days)

3.1% Increase Effective 7/1/17

Years of Experience	Col. AA Permit	Col. CA BA Degree	Col. CB BA Degree +15 units	Col. CC BA Degree +30 units (+)
1	47,613	53,257	54,252	56,889
2	50,042	55,529	56,525	59,606
3	52,477	57,795	58,792	62,334
4	54,916	60,068	61,065	65,054
5	57,351	62,336	63,325	67,777
6	59,777	64,596	65,599	70,500
7	62,213	66,874	67,859	73,223
8	-	69,139	70,132	75,937
9	-	71,404	72,397	78,657
10	-	73,669	74,666	81,377

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2016-2017

B33

Hayward Unified School District
Salary Schedule for 2016-17

Teachers 200 Days

3.25% Increase Effective 7/1/16

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	66,314	66,607	66,897	67,188	67,476	67,771
2	66,607	66,896	67,188	67,476	67,771	71,140
3	66,896	67,188	67,476	67,771	69,220	74,505
4	67,188	67,476	67,771	69,219	71,481	77,871
5	67,476	67,771	70,670	72,413	75,954	81,242
6	67,808	68,057	73,575	75,611	79,385	84,610
7	70,089	70,961	76,478	78,800	82,576	87,978
8	72,413	73,867	79,385	81,998	85,945	91,344
9	74,738	76,775	82,292	85,191	89,259	94,716
10	77,059	79,675	85,191	88,386	92,629	98,083
11	79,385	82,576	88,094	91,574	95,939	101,453
12	81,706	85,481	91,000	94,776	99,306	104,820
13	84,032	88,325	93,907	97,967	102,616	108,192
18	-	-	-	-	104,891	110,466

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. **Semester Units:**

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2016-2017

B34

Hayward Unified School District
Salary Schedule for 2016-17

Teachers 186 Days

3.25% Increase Effective 7/1/16

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	61,672	61,944	62,212	62,485	62,754	63,024
2	61,944	62,212	62,485	62,754	63,024	66,160
3	62,212	62,486	62,754	63,024	64,374	69,291
4	62,485	62,752	63,024	64,374	67,503	72,422
5	62,754	63,024	65,725	67,344	70,637	75,555
6	63,024	63,293	68,425	70,317	73,827	78,689
7	65,182	65,995	71,126	73,286	76,795	81,817
8	67,344	68,695	73,827	76,257	79,930	84,951
9	69,505	71,398	76,531	79,229	83,009	88,087
10	71,666	74,096	79,229	82,197	86,144	91,217
11	73,827	76,795	81,928	85,166	89,223	94,349
12	75,985	79,497	84,631	88,142	92,353	97,483
13	78,149	82,145	87,332	91,111	95,431	100,620
18	-	-	-	-	97,548	102,734

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. **Semester Units:**

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2016-2017

B35

Hayward Unified School District
Salary Schedule for 2016-17

Counselors/Speech Therapists 188 Days

3.25% Increase Effective 7/1/16

Years of Experience	Col. A Base + MA	Col. B BA Degree + 90 or MA Degree + 30
1	75,875	82,504
2	79,188	85,783
3	82,504	89,134
4	85,783	92,689
5	89,134	95,765
6	92,689	99,112
7	95,765	102,391
8	99,112	105,655
9	102,391	109,022
18	105,672	112,371

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each counselor/speech therapist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2016-2017

B36

Hayward Unified School District
Salary Schedule for 2016-17

School Psychologist 192 Days

3.25% Increase Effective 7/1/16

Years of Experience	Col. A BA Degree + 90 or MA Degree + 30
1	96,503
2	100,069
3	103,776
4	107,631
5	111,638
6	115,879
7	115,879
8	115,879
9	115,879
10	117,279
14	119,379
18	122,179

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each psychologist will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2016-2017

B37

Hayward Unified School District
Salary Schedule for 2016-17

School Nurse 183 Days

3.25% Increase Effective 7/1/16

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	60,680	60,944	61,211	61,477	61,741	62,009
2	60,944	61,211	61,477	61,741	62,009	65,091
3	61,211	61,477	61,741	62,009	63,336	68,172
4	61,477	61,741	62,009	63,313	66,416	71,255
5	61,741	62,009	64,662	66,259	69,498	74,334
6	62,009	62,271	67,323	69,183	72,635	77,419
7	64,132	64,931	69,978	72,103	75,556	80,499
8	66,259	67,586	72,635	75,028	78,641	83,580
9	68,385	70,248	75,297	77,950	81,672	86,665
10	70,506	72,903	77,950	80,873	84,755	89,746
11	72,635	75,556	80,606	83,789	87,785	92,829
12	74,762	78,215	83,264	86,718	90,864	95,914
13	76,888	80,873	85,924	89,641	93,893	98,995
18	-	-	-	-	95,972	101,078

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for up to ten years of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher/nurse will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2016-2017

B38

Hayward Unified School District
Salary Schedule for 2016-17

Adult Education 183 Days

3.25% Increase Effective 7/1/16

Years of Experience	Col. A BA Degree	Col. B BA Degree +15 units	Col. C BA Degree +30 units	Col. D BA Degree +45 units	Col. E BA Degree +60 units	Col. F BA Degree +90 MA+30
1	60,680	60,944	61,211	61,477	61,741	62,009
2	60,944	61,211	61,477	61,741	62,009	65,091
3	61,211	61,477	61,741	62,009	63,336	68,172
4	61,477	61,741	62,009	63,313	66,416	71,255
5	61,741	62,009	64,662	66,259	69,498	74,334
6	62,009	62,271	67,323	69,183	72,635	77,419
7	64,132	64,931	69,978	72,103	75,556	80,499
8	66,259	67,586	72,635	75,028	78,641	83,580
9	68,385	70,248	75,297	77,950	81,672	86,665
10	70,506	72,903	77,950	80,873	84,755	89,746
11	72,635	75,556	80,606	83,789	87,785	92,829
12	74,762	78,215	83,264	86,718	90,864	95,914
13	76,888	80,873	85,924	89,641	93,893	98,995
18	-	-	-	-	95,972	101,078

1. Professional Increments:

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. Year for Year Credit:

Newly hired employees shall receive credit for up to ten years of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. Annual Advancement:

After placement on the salary schedule, each teacher/nurse will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

4. Semester Units:

One quarter equals 2/3's semester unit.

APPENDIX B

SALARY SCHEDULES 2016-2017

B39

Hayward Unified School District
Salary Schedule for 2016-17

Adult Ed Hourly

3.25% Increase Effective 7/1/16

Cumulative Hours	Hourly Pay Rate
0 – 550	48.70
551 – 1100	49.73
1101 – 3300	50.78
3301 +	51.84
5 yrs, 30 hrs/wk	52.84

1. Experience Increment:

Any Adult Education teacher who has taught thirty (30) hours per week and has a minimum of five (5) years in the District's Adult Education program shall receive one (1) additional dollar per hour over the rate established for that school year even if the teacher then teaches less than thirty (30) hours per week. All experience must be from the Hayward Unified School District Adult Education Program.

Substitute Hourly Rate: \$ 25

APPENDIX B

SALARY SCHEDULES 2016-2017

B40

Hayward Unified School District
Salary Schedule for 2016-17

Child Development Programs (225 Days)

3.25% Increase Effective 7/1/16

Years of Experience	Col. A Permit	Col. B BA Degree	Col. C BA Degree +15 units	Col. D BA Degree +30 units (+)
1	54,128	60,758	61,941	65,022
2	56,984	63,419	64,597	68,210
3	59,843	66,088	67,249	71,399
4	62,701	68,747	69,920	74,602
5	65,562	71,399	72,573	77,801
6	68,409	74,067	75,244	80,984
7	71,261	76,726	77,901	84,188
8	-	79,395	80,560	87,373
9	-	82,058	83,224	90,570
10	-	84,711	85,891	93,757

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX B

SALARY SCHEDULES 2016-2017

B41

Hayward Unified School District
Salary Schedule for 2016-17

Child Development Programs (186 Days)

3.25% Increase Effective 7/1/16

Years of Experience	Col. A Permit	Col. B BA Degree	Col. C BA Degree +15 units	Col. D BA Degree +30 units
1	46,181	51,656	52,621	55,178
2	48,537	53,859	54,825	57,814
3	50,899	56,057	57,024	60,460
4	53,265	58,262	59,229	63,098
5	55,627	60,462	61,421	65,739
6	57,980	62,654	63,627	68,380
7	60,342	64,863	65,819	71,021
8	-	67,060	68,023	73,654
9	-	69,257	70,220	76,292
10	-	71,454	72,421	78,930

1. **Professional Increments:**

Master's Degree \$ 550.00
Doctor's Degree \$ 725.00

2. **Year for Year Credit:**

Newly hired employees shall receive credit for **up to ten years** of teaching experience as defined in the contract between H.E.A. and H.U.S.D.

3. **Annual Advancement:**

After placement on the salary schedule, each teacher will advance one step for each school year of service in the Hayward Unified School District. A school year constitutes 75% of the number of days in the schools of the District are in session (from September to June). A unit employee who works less than 75% in a school year shall receive a step advancement after finishing a second year.

APPENDIX C

EVALUATION FORMS

California Standards for the Teaching Profession

Engaging and Supporting All Students in Learning	Creating and Maintaining Effective Environments for Student Learning
<ul style="list-style-type: none"> 1.1 Using knowledge of students to engage them in learning 1.2 Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests 1.3 Connecting subject matter to meaningful, real-life contexts 1.4 Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs 1.5 Promoting critical thinking through inquiry, problem solving, and reflection 1.6 Monitoring student learning and adjusting instruction while teaching 	<ul style="list-style-type: none"> 2.1 Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully 2.2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students 2.3 Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe 2.4 Creating a rigorous learning environment with high expectations and appropriate support for all students 2.5 Developing, communicating, and maintaining high standards for individual and group behavior 2.6 Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn 2.7 Using instructional time to optimize learning
Understanding and Organizing Subject Matter for Student Learning	Planning Instruction and Designing Learning Experiences for All Students
<ul style="list-style-type: none"> 3.1 Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks 3.2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter 3.3 Organizing curriculum to facilitate student understanding of the subject matter 3.4 Utilizing instructional strategies that are appropriate to the subject matter 3.5 Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students 3.6 Addressing the needs of English learners and students with special needs to provide equitable access to the content 	<ul style="list-style-type: none"> 4.1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction 4.2 Establishing and articulating goals for student learning 4.3 Developing and sequencing long-term and short-term instructional plans to support student learning 4.4 Planning instruction that incorporates appropriate strategies to meet the learning needs of all students 4.5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students
Assessing Students for Learning	Developing as a Professional Educator
<ul style="list-style-type: none"> 5.1 Applying knowledge of the purposes, characteristics, and uses of different types of assessments 5.2 Collecting and analyzing assessment data from a variety of sources to inform instruction 5.3 Reviewing data, both individually and with colleagues, to monitor student learning 5.4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction 5.5 Involving all students in self-assessment, goal setting, and monitoring progress 5.6 Using available technologies to assist in assessment, analysis, and communication of student learning 5.7 Using assessment information to share timely and comprehensible feedback with students and their families 	<ul style="list-style-type: none"> 6.1 Reflecting on teaching practice in support of student learning 6.2 Establishing professional goals and engaging in continuous and purposeful professional growth and development 6.3 Collaborating with colleagues and the broader professional community to support teacher and student learning 6.4 Working with families to support student learning 6.5 Engaging local communities in support of the instructional program 6.6 Managing professional responsibilities to maintain motivation and commitment to all students 6.7 Demonstrating professional responsibility, integrity, and ethical conduct

APPENDIX C

EVALUATION FORMS

HAYWARD UNIFIED SCHOOL DISTRICT Certificated Personnel: Standards and Key Elements

EVALUATION WORKSHEET

DATE _____

Evaluatee: _____ Permanent ___ Temporary ___ Probationary ___
Name

School

Assignment

Temporary Teachers: First year temporary/probationary unit members will focus on two Standards, namely Standards one and two, looking at a minimum of two key elements under each Standard to identify specific areas. Experienced teachers new to the District will have a choice of two standards.

Permanent Teachers: Permanent unit members will identify one or two Standards. Specific areas of focus will be identified by the permanent unit member by looking at a minimum of two key elements under each standard. An additional Standard may be added by mutual consent of the unit member and the site administrator.

STANDARD: _____ Exceptional Circumstances

Key Element(s): _____ Support Requirements

STANDARD: _____

Key Element(s): _____

STANDARD: _____

Key Element(s): _____

Administrator

Date

Evaluatee

Date

APPENDIX C

EVALUATION FORMS

Hayward Unified School District
Human Resources/Certificated Personnel

EVALUATION WORKSHEET

Name _____ School _____ Year _____

The elements of evaluation are:

- Standard 1: Engaging and supporting all students in learning
- 1.1 Using knowledge of students to engage them in learning
 - 1.2 Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests
 - 1.3 Connecting subject matter to meaningful, real-life contexts
 - 1.4 Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs
 - 1.5 Promoting critical thinking through inquiry, problem solving, and reflection
 - 1.6 Monitoring student learning and adjusting instruction while teaching
- Standard 2: Creating and maintaining effective environments for student learning.
- 2.1 Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully
 - 2.2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students
 - 2.3 Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe
 - 2.4 Creating a rigorous learning environment with high expectations and appropriate support for all students
 - 2.5 Developing, communicating, and maintaining high standards for individual and group behavior
 - 2.6 Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn
 - 2.7 Using instructional time to optimize learning
- Standard 3: Understanding and organizing subject matter for student learning.
- 3.1 Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks
 - 3.2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter
 - 3.3 Organizing curriculum to facilitate student understanding of the subject matter
 - 3.4 Utilizing instructional strategies that are appropriate to the subject matter
 - 3.5 Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students

APPENDIX C

EVALUATION FORMS

- 3.6 Addressing the needs of English learners and students with special needs to provide equitable access to the content

Standard 4: Planning instruction and designing learning experiences for all students.

- 4.1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction
- 4.2 Establishing and articulating goals for student learning
- 4.3 Developing and sequencing long-term and short-term instructional plans to support student learning
- 4.4 Planning instruction that incorporates appropriate strategies to meet the learning needs of all students
- 4.5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students

Standard 5: Assessing students for learning.

- 5.1 Applying knowledge of the purposes, characteristics, and uses of different types of assessments
- 5.2 Collecting and analyzing assessment data from a variety of sources to inform instruction
- 5.3 Reviewing data, both individually and with colleagues, to monitor student learning
- 5.4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction
- 5.5 Involving all students in self-assessment, goal setting, and monitoring progress
- 5.6 Using available technologies to assist in assessment, analysis, and communication of student learning
- 5.7 Using assessment information to share timely and comprehensible feedback with students and their families

Standard 6: Developing as a professional educator.

- 6.1 Reflecting on teaching practice in support of student learning
- 6.2 Establishing professional goals and engaging in continuous and purposeful professional growth and development
- 6.3 Collaborating with colleagues and the broader professional community to support teacher and student learning
- 6.4 Working with families to support student learning
- 6.5 Engaging local communities in support of the instructional program
- 6.6 Managing professional responsibilities to maintain motivation and commitment to all students
- 6.7 Demonstrating professional responsibility, integrity, and ethical conduct

APPENDIX C
EVALUATION FORMS

HAYWARD UNIFIED SCHOOL DISTRICT
Human Resources Certificated

OBSERVATION FORM

Page _____

Employee _____ School Department _____

Class/Subject/Grade Level _____ Number of Students in Attendance _____

Time of Observation _____ to _____ Date of Observation _____

STANDARDS One through Six: Circle Standard(s) observed

STANDARD ONE: Engaging and supporting all students in learning.

STANDARD TWO: Creating and maintaining effective environments for student learning.

STANDARD THREE: Understanding and organizing subject matter for student learning.

STANDARD FOUR: Planning instruction and designing learning experiences for all students.

STANDARD FIVE: Assessing students for learning.

STANDARD SIX: Developing as a professional educator.

COMMENTS:

A check in this box indicates that additional sheets are attached.

Administrator's Signature

Title

Date

I certify that this report has been discussed with me. I understand my signature does not necessarily indicate agreement.

Employee's Signature

Title

Date

Distribution:

Original

Administrator

One Copy

Employee

APPENDIX D

EDUCATION CODE 48900 & 49079

48900. A pupil shall not be suspended from school or recommended for expulsion unless the superintendent of the school district or the principal of the school in which the pupil is enrolled determines that the pupil has committed an act as defined pursuant to one or more of subdivisions (a) to (r), inclusive:

- (a) (1) Caused, attempted to cause, or threatened to cause physical injury to another person.
(2) Willfully used force or violence upon the person of another, except in self-defense.
- (b) Possessed, sold, or otherwise furnished a firearm, knife, explosive, or other dangerous object, unless, in the case of possession of any object of this type, the pupil had obtained written permission to possess the item from a certificated school employee, which is concurred in by the principal or the designee of the principal.
- (c) Unlawfully possessed, used, sold, or otherwise furnished, or been under the influence of, any controlled substance listed in Chapter 2 (commencing with Section 11053) of Division 10 of the Health and Safety Code, an alcoholic beverage, or an intoxicant of any kind.
- (d) Unlawfully offered, arranged, or negotiated to sell any controlled substance listed in Chapter 2 (commencing with Section 11053) of Division 10 of the Health and Safety Code, an alcoholic beverage, or an intoxicant of any kind, and either sold, delivered, or otherwise furnished to a person another liquid, substance, or material and represented the liquid, substance, or material as a controlled substance, alcoholic beverage, or intoxicant.
- (e) Committed or attempted to commit robbery or extortion.
- (f) Caused or attempted to cause damage to school property or private property.
- (g) Stole or attempted to steal school property or private property.
- (h) Possessed or used tobacco, or products containing tobacco or nicotine products, including, but not limited to, cigarettes, cigars, miniature cigars, clove cigarettes, smokeless tobacco, snuff, chew packets, and betel. However, this section does not prohibit use or possession by a pupil of his or her own prescription products.
- (i) Committed an obscene act or engaged in habitual profanity or vulgarity.
- (j) Unlawfully possessed or unlawfully offered, arranged, or negotiated to sell drug paraphernalia, as defined in Section 11014.5 of the Health and Safety Code.
- (k) (1) Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, school officials, or other school personnel engaged in the performance of their duties.
(2) Except as provided in Section 48910, a pupil enrolled in kindergarten or any of grades 1 to 3, inclusive, shall not be suspended for any of the acts enumerated in this subdivision, and this subdivision shall not constitute grounds for a pupil enrolled in kindergarten or any of grades 1 to 12, inclusive, to be recommended for expulsion.
- (l) Knowingly received stolen school property or private property.

APPENDIX D

EDUCATION CODE 48900 & 49079

- (m) Possessed an imitation firearm. As used in this section, "imitation firearm" means a replica of a firearm that is so substantially similar in physical properties to an existing firearm as to lead a reasonable person to conclude that the replica is a firearm.
- (n) Committed or attempted to commit a sexual assault as defined in Section 261, 266c, 286, 288, 288a, or 289 of the Penal Code or committed a sexual battery as defined in Section 243.4 of the Penal Code.
- (o) Harassed, threatened, or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding for the purpose of either preventing that pupil from being a witness or retaliating against that pupil for being a witness, or both.
- (p) Unlawfully offered, arranged to sell, negotiated to sell, or sold the prescription drug Soma.
- (q) Engaged in, or attempted to engage in, hazing. For purposes of this subdivision, "hazing" means a method of initiation or preinitiation into a pupil organization or body, whether or not the organization or body is officially recognized by an educational institution that is likely to cause serious bodily injury or personal degradation or disgrace resulting in physical or mental harm to a former, current or prospective pupil. For purposes of this subdivision, "hazing" does not include athletic events or school sanctioned events.
- (r) Engaged in an act of bullying. For purposes of this subdivision, the following terms have the following meanings:
 - (1) "Bullying" means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a pupil or group of pupils as defined in Section 48900.2, 48900.3, or 48900.4, directed toward one or more pupils that has or can be reasonably predicted to have the effect of one or more of the following:
 - (A) Placing a reasonable pupil or pupils in fear of harm to that pupil's or those pupils' person or property.
 - (B) Causing a reasonable pupil to experience a substantially detrimental effect on his or her physical or mental health.
 - (C) Causing a reasonable pupil to experience substantial interference with his or her academic performance.
 - (D) Causing a reasonable pupil to experience substantial interference with his or her ability to participate in or benefit from the services, activities, or privileges provided by a school.
 - (2) (A) "Electronic act" means the creation or transmission originated on or off the schoolsite, by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication, including, but not limited to, any of the following:
 - (i) A message, text, sound, video, or image.
 - (ii) A post on a social network Internet Web site, including, but not limited to:

APPENDIX D

EDUCATION CODE 48900 & 49079

(I) Posting to or creating a burn page. “Burn page” means an Internet Web site created for the purpose of having one or more of the effects listed in paragraph (1).

(II) Creating a credible impersonation of another actual pupil for the purpose of having one or more of the effects listed in paragraph (1). “Credible impersonation” means to knowingly and without consent impersonate a pupil for the purpose of bullying the pupil and such that another pupil would reasonably believe, or has reasonably believed, that the pupil was or is the pupil who was impersonated.

(III) Creating a false profile for the purpose of having one or more of the effects listed in paragraph (1). “False profile” means a profile of a fictitious pupil or a profile using the likeness or attributes of an actual pupil other than the pupil who created the false profile.

(iii) (I) An act of cyber sexual bullying.

(II) For purposes of this clause, “cyber sexual bullying” means the dissemination of, or the solicitation or incitement to disseminate, a photograph or other visual recording by a pupil to another pupil or to school personnel by means of an electronic act that has or can be reasonably predicted to have one or more of the effects described in subparagraphs (A) to (D), inclusive, of paragraph (1). A photograph or other visual recording, as described above, shall include the depiction of a nude, semi-nude, or sexually explicit photograph or other visual recording of a minor where the minor is identifiable from the photograph, visual recording, or other electronic act.

(III) For purposes of this clause, “cyber sexual bullying” does not include a depiction, portrayal, or image that has any serious literary, artistic, educational, political, or scientific value or that involves athletic events or school-sanctioned activities.

(B) Notwithstanding paragraph (1) and subparagraph (A), an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet.

(3) “Reasonable pupil” means a pupil, including, but not limited to, an exceptional needs pupil, who exercises average care, skill, and judgment in conduct for a person of his or her age, or for a person of his or her age with his or her exceptional needs.

(s) A pupil may not be suspended or expelled for any of the acts enumerated in this section unless the act is related to school activity or school attendance occurring within a school under the jurisdiction of the superintendent of the school district or principal or occurring within any other school district. A pupil may be suspended or expelled for acts that are enumerated in this section and related to school activity or attendance that occur at any time, including, but not limited to, any of the following:

(1) While on school grounds.

APPENDIX D

EDUCATION CODE 48900 & 49079

- (2) While going to or coming from school.
- (3) During the lunch period whether on or off the campus.
- (4) During, or while going to or coming from, a school sponsored activity.
- (t) A pupil who aids or abets, as defined in Section 31 of the Penal Code, the infliction or attempted infliction of physical injury to another person may be subject to suspension, but not expulsion, pursuant to this section, except that a pupil who has been adjudged by a juvenile court to have committed, as an aider and abettor, a crime of physical violence in which the victim suffered great bodily injury or serious bodily injury shall be subject to discipline pursuant to subdivision (a).
- (u) As used in this section, "school property" includes, but is not limited to, electronic files and databases.
- (v) For a pupil subject to discipline under this section, a superintendent of the school district or principal may use his or her discretion to provide alternatives to suspension or expulsion that are age appropriate and designed to address and correct the pupil's specific misbehavior as specified in Section 48900.5.
- (w) It is the intent of the Legislature that alternatives to suspensions or expulsion be imposed against any pupil who is truant, tardy, or otherwise absent from school activities.

APPENDIX D

EDUCATION CODE 48900 & 49079

49079.

- (a) A school district shall inform the teacher of each pupil who has engaged in, or is reasonably suspected to have engaged in, any of the acts described in any of the subdivisions, except subdivision (h), of Section **48900** or in Section **48900.2**, **48900.3**, **48900.4**, or **48900.7** that the pupil engaged in, or is reasonably suspected to have engaged in, those acts. The district shall provide the information to the teacher based upon any records that the district maintains in its ordinary course of business, or receives from a law enforcement agency, regarding a pupil described in this section.
- (b) A school district, or school district officer or employee, is not civilly or criminally liable for providing information under this section unless it is proven that the information was false and that the district or district officer or employee knew or should have known that the information was false, or the information was provided with a reckless disregard for its truth or falsity.
- (c) An officer or employee of a school district who knowingly fails to provide information about a pupil who has engaged in, or who is reasonably suspected to have engaged in, the acts referred to in subdivision (a) is guilty of a misdemeanor, which is punishable by confinement in the county jail for a period not to exceed six months, or by a fine not to exceed one thousand dollars (\$1,000), or both.
- (d) For the 1994-95 school year, the information provided shall be from the previous two school years. For the 1996-97 school year and each school year thereafter, the information provided shall be from the previous three school years.
- (e) Any information received by a teacher pursuant to this section shall be received in confidence for the limited purpose for which it was provided and shall not be further disseminated by the teacher.