VERNON UNIFIED SCHOOL DISTRICT
Certified Salary Plan
2022-23

Flat rate = Total Salary divided by total number of certified employees times two percent

A. Up to and including the first 2% raise given is a flat rate applied to all certificated staff members last year's average salary.

B. For raises of 2.1% and above, the first 2% is applied to the flat rate and the remainder of the raise percentage is applied to the individual's last year's salary.

C. The hiring base salary will be increased at least ½ of flat rate. New teachers on Level A, with no experience and no additional credits above a BA, will not have a higher salary than the the second-year teachers.

EXAMPLE:

Employees last year's average salaries: $32,000 + $35,000 + $38,000 = $105,000/3 = $35,000

Six percent pay raise

First two percent is flat rate: $35,000 x 2% = $700

Remaining four percent is the percent applied to employee's last year's salary amount for the new year.

Last Year Salary	First 2%	Remaining 4%	Total Salary
$32,000	$700	$1,280	$33,980
$35,000	$700	$1,400	$37,100
$38,000	$700	$1,520	$40,220

Certificated Hiring Rates:

2022-2023 Years Experience	**BA**	**MA**	**EDSP**	**Doc/PhD**
Level A 0-3	**$41,328**	**$43,328**	**$46,328**	**$50,328**
Level B 4-5	**$42,828**	**$44,328**	**$47,328**	**$51,328**
Level C 6+	**$44,328**	**$47,328**	**$50,328**	**$55,328**

Teacher Professional Growth Increments:

BA+30	**BA45/MA**	**BA60/MA15**	**BA75/MA30**	**MA45/PhD**
$1,000	**$1,000**	**$1,000**	**$1,500**	**$1,500**

Governing Board Approved 3/15/2022