

**GARDEN GROVE UNIFIED SCHOOL DISTRICT**  
 Teachers' Annual Salary Schedule  
 2016-2017

STEPS	GROUP I B.A.	GROUP II B.A. + 15	GROUP III B.A. + 30	GROUP IV B.A. + 45	GROUP V B.A. +60
1	56948*	56948*	57211	60389	63568
2	56948*	57211	60389	63568	66746
3	57211	60389	63568	66746	69924
4	60389	63568	66746	69924	73103
5	63568	66746	69924	73103	76281
6	66746	69924	73103	76281	79459
7	69924	73103	76281	79459	82638
8		76281	79459	82638	85816
9			82638	85816	88995
10			85816	88995	92173
11				92173	95351
12				95351	98530
13					101708
16	Anniversary Increment (Groups IV and V only)			98530	104886
20	Anniversary Increment (Group V only)				108065
25	Anniversary Increment (Group V only)				111243

\*For rates referred to in Article 12 of the Agreement, Group I, Step 1, shall be \$50,854 and Group I, Step 2 shall be \$54,032.

**DEFINITION OF REQUIREMENTS**

GROUP I	B.A.; appropriate credential
GROUP II	B.A.; appropriate credential + 15 units taken subsequent to date of B.A.
GROUP III	B.A.; appropriate credential + 30 units taken subsequent to date of B.A.
GROUP IV	B.A.; appropriate credential + 45 units taken subsequent to date of B.A.
GROUP V	B.A.; appropriate credential + 60 units taken subsequent to date of B.A.

- All units earned subsequent to the B.A. degree, except district inservice credits and other special or conditional situations approved in advance by the Superintendent or his designee, must be upper division or graduate level units from an accredited institution with a grade of at least "C" and be applicable to a credential, degree, or assigned responsibilities of the employee.
- No more than nine (9) inservice credits may be applied toward the fifteen (15) units required for advancement from one group to another group on the salary schedule. All continuing education units approved by the Board of Registered Nurses may be applied by nurses toward the fifteen (15) units required for advancement from one group to another group on the salary schedule. All employees taking District-approved course work for District Certification under the plan for Limited English Proficient Students shall receive salary advancement at the rate of one credit per 15 hours. For the purpose of this section, 15 clock hours equals one (1) credit hour.
- Graduate units earned prior to receipt of a B.A. degree will be accepted for salary placement only if graduate credit was granted upon course completion and noted on the official transcripts.
- Theological degrees and/or units will be counted only if applicable to the assigned responsibilities of the employee, or if required for a credential as defined by the Commission on Teacher Credentialing.
- To receive credit for advancement on the salary schedule, all course work, including district inservice education credits, must be completed by the first workday. Official transcripts and/or records of inservice education credit must be submitted to the Office of Personnel Services prior to November. Certificated employees will not be advanced on the salary schedule as a result of courses taken during the current school year.
- It shall be the responsibility of the employee to obtain prior approval from the immediate supervisor and the Office of Personnel Services for courses, other than those offered through the district inservice education program, in which they plan to enroll prior to presentation for credit toward advancement on the salary schedule. The immediate supervisor shall give guidance and direction to employees to assure that courses taken are applicable to the assigned responsibilities of the employee, unless required for a credential or degree. Final approval must be granted by the Office of Personnel Services.
- The salary schedule "steps" shall be defined as the vertical movement of employees on the schedule. Each year of experience in the Garden Grove Unified School District, including those years acceptable from another district, shall be the criterion for vertical progression on the schedule.
- To receive credit for vertical advancement on the salary schedule, an employee must teach 75% of a school year.
- The salary schedule "groups" shall be defined as the horizontal movement of certificated employees on the schedule. Completion and verification of the required academic credits and/or inservice education units shall be the criteria for horizontal advancement on the salary schedule. An employee may advance a maximum of two groups in any school year.
- All units are semester units. Quarter units shall be defined as two-thirds (2/3) of a semester unit.
- Step 16 in Groups IV and V, and Steps 20 and 25 in Group V are designated as anniversary increments. Anniversary steps are for continuing competent service and professional growth.