HARMONY UNION SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
FISCAL YEAR 2024-25

A Salary Restructure and a 3.0 % increase was applied to the 2023-24 Salary Schedule effective July 1, 2024
Contract: 186 contract days for 2024-25

COLUMN	1	2	3	4
	BA<45	BA+45	BA+60	BA+75
STEP				
1	66,046	68,688	71,435	74,293
2	68,192	70,920	73,757	76,707
3	70,409	73,225	76,154	79,200
4	72,697	75,605	78,629	81,774
5	75,060	78,062	81,185	84,432
6	77,499	80,599	83,823	87,176
7	80,018	83,219	86,547	90,009
8	82,618	85,923	89,360	92,934
9	85,304	88,716	92,264	95,955
10	88,076	91,599	95,263	99,073
11	89,837	93,431	97,168	101,055
12	91,634	95,300	99,112	103,076
13	93,467	97,206	101,094	105,137
14	95,336	99,150	103,116	107,240
15	97,243	101,133	105,178	109,385
16	99,188	103,155	107,281	111,573
17	101,172	105,218	109,427	113,804
18	103,195	107,323	111,616	116,080
19	105,259	109,469	113,848	118,402
20	107,364	111,659	116,125	120,770
21	109,243	113,613	118,157	122,883
22	111,155	115,601	120,225	125,034
23	113,100	117,624	122,329	127,222
24	115,079	119,682	124,470	129,448
25	117,093	121,777	126,648	131,714

Hourly rate:	$74.99
Highest step:	$131,714
Masters Stipend:	2% of Column 1, Step 1
Doctorate/PhD Stipend:	2% of Column 1, Step 1
1/2 Day Rate for Substitute:	$125
Daily Rate for Substitute:	$225
Long Term Daily Rate for Sub:	$225

Salary Schedule Algorithm & Calculations
Column 1 Step 1 is the Foundation Salary cell used to calculate Initial column value
Column 2 Step 1 is 4% greater than Column 1 Step 1
Column 3 Step 1 is 4% greater than Column 2 Step 1
Column 4 Step 1 is 4% greater than Column 3 Step 1
Steps 2 through 10 increase by 3.25% of the step above
Steps 11 through 20 increase by 2% of the step above
Steps 21 through 25 increase by 1.75% of the step above
Hourly Rate is Column 3, Step 10 / Annual Contract hours (2024-25 = 1270.38hrs/yr)

1.0 FTE increase 1 step/year
New hires may receive up to 7 years of credit for prior experience.
With board approval, the District may give more than 7 years credit.

Board Approved: _____