



## PRESENTATION HIGH SCHOOL

### **FEATURES OF THE PRESENTATION HIGH SCHOOL SALARY SCHEDULE 2018-2019**

1. To be placed on the salary schedule, a faculty member must have a valid California Secondary Credential, or he in a program working towards one. In some cases, an M.A. may substitute for the credential.
2. Teachers new to the staff are placed on the scale according to years of experience, usually no higher than the fifth step. Teachers with prior experience in Catholic schools are given additional years of credit according to current policy. See Faculty Handbook.
3. Assignment of five teaching periods, or their equivalent, and a homeroom or mentoring group, constitutes the full-time equivalent. Teachers are usually not assigned more than three preps a semester.
4. A prep period is provided for ail teachers assigned five classes and for full-time teachers with four classes when the administration assigns related duties.
5. Medical, Dental, life insurance, and retirement benefits are provided to ail full-time staff members. Our Health Policy is Kaiser HMO and our Dental Policy is Delta Dental.

Benefits are given according to insurance regulations. Vision exams are covered by health insurance. Eyewear, which is not covered by our insurance, will be reimbursed through Presentation High School up to \$200. Once, each twenty-four month period. For those who elect not to take our health policy, eyewear will he covered with proof that eyewear is not covered by your health plan. Teachers working at least 20 hours per week, 2.5 FTE, will he given full medical and dental benefits. Non-Teaching Staff working half time or more will have full medical and dental benefits. For qualifying faculty members who have other medical coverage. Presentation will compensate those faculty members \$1,200. (\$48. per check for 25 checks) if they elect not to take our health coverage. Proof of alternate coverage must he left with the Business Manager each year. Our Group Life insurance policy is for \$40,000 for up to age 65. It is \$26,000 for ages 65-69. It is \$20,000 for ages 70 and older.

6. The percent of the retirement program in the name of each full time faculty member is as follows:

- 1-9 years' service 6% of salary
- 10-14 years' service 7% of salary
- 15 & Over years of service 8% of salary

Part Time Employees who work at least 20 hours per week will he given the above retirement benefits, in addition to this school contribution, ail faculty members may voluntarily contribute



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a percentage of their salary (limitations to be assessed by our brokers and the law) to be deducted from their salaries. All eligible employees must enroll in one of our programs.

7. Flexible Benefits (Pretax dollars) is available for non-reimbursable items such as licensed child care, dependent medical coverage, medical payments excluded from medical plan and credential education cost. Enrollment is at the beginning of each school year through our broker, Benefit Resource, Inc. and the Business Manager and is subject to the limits of the law.

8. Salaries are paid over 26 periods, every other week Aug 16, 2018 - July 30, 2019.

9. Teachers are strongly encouraged to pursue advanced degrees in their subject areas. A supplement is given to teachers with a M.S., and a Ph.D. Supplements are not usually given for the M.A.T.

10. By contract signing, faculty must request approval for courses qualifying them for advancement on the salary schedule. With prior approval from the Principal, courses may be taken in the summer to qualify for credit; transcripts must be filed by August 1.

11. Units for advancement on the salary schedule are converted to semester graduate units. Other units (e.g., CEU'S) are considered as quarter units for advancement on the salary schedule. See policy in Faculty Handbook.

12. In-House Subbing: Faculty will be paid \$20 each time they sub for each other. This will be paid twice a year in December and May.

13. Classified Staff Vacations are:

1-5 years	10 days
6-10 years	15 days
11 and up	20 days

Part time staff working at least 20 hours per week 2.5 (PTE) receive half the above vacation days.

14. Additions to the salary schedule:

Doctoral Degree	1500
Master's Degree	1200
Class Moderators	1000
Homeroom/Mentoring (Part-time teachers)	300
Theater House Manager 5000 ISTS (Science)	2000
Bookstore	3000
Department Chair without Release Period	1000
Panther Pride	1000
Math/Science Academy	3500
Colloquium	1500
Jr/Sr Prom	500
Alum Reunion Assistant	600