

In addition to the salary schedule below, all teachers will receive an additional one-time payment of \$3,000 (based on FTE) in the 2019/20 and 2020/21 school years. Please contact school leadership for more information.

WCS INSTRUCTIONAL/CERTIFICATED SALARY SCHEDULE

WCS is committed to providing a competitive, innovative, total compensation package to our employees. Total compensation is comprised of salary, health and welfare contributions, stipends, retirement plan options and more.

Class placement is based on units earned according to the policies outlined in this Handbook and the following schedule:

- Class 0 Intern/Pre-Credential
- Class 1 BA plus 30 recognized semester units*
- Class 2 BA plus 45 recognized semester units or MA**
- Class 3 BA plus 60 recognized semester units or MA plus 15 semester units**
- Class 4 BA plus 75 recognized semester units or MA plus 30 semester units**
- Class 5 BA plus 90 recognized semester units or MA plus 45 semester units**

*Units earned after BA ** Units earned after MA

Once Class placement is confirmed, WCS determines the appropriate Step. Instructional staff can carry-over a maximum of 7-years prior-work experience for Step placement.

Step	Class 0	Class 1	Class 2	Class 3	Class 4	Class 5
1	\$35,036	\$47,361	\$49,002	\$51,163	\$53,219	\$55,998
2	\$35,365	\$48,391	\$50,134	\$52,351	\$54,544	\$57,467
3	\$35,734	\$49,444	\$51,239	\$53,572	\$55,908	\$58,982
4	\$36,745	\$50,518	\$52,371	\$54,826	\$57,311	\$60,547
5		\$51,615	\$53,688	\$56,112	\$58,757	\$62,161
6		\$52,736	\$54,717	\$57,434	\$60,246	\$63,827
7		\$53,881	\$55,936	\$58,790	\$61,780	\$65,547
8		\$54,928	\$57,182	\$60,183	\$63,359	\$67,322
9		\$55,514	\$58,325	\$61,387	\$64,628	\$68,674
10		\$56,116	\$59,011	\$62,617	\$65,923	\$70,054

11		\$56,220	\$59,962	\$63,358	\$67,246	\$71,465
12		\$56,325	\$60,119	\$64,186	\$68,858	\$72,899
13		\$56,430	\$60,276	\$64,396	\$70,238	\$74,375
14		\$56,534	\$60,433	\$64,605	\$71,646	\$75,876
15		\$56,639	\$60,590	\$64,814	\$73,347	\$77,410
20		\$56,639	\$60,590	\$64,814	\$75,250	\$79,791
25		\$56,639	\$60,590	\$64,814	\$77,572	\$82,735
30		\$56,639	\$60,590	\$64,814	\$84,499	\$90,063

Additional compensation available to Instructional staff: Masters' Degree: \$2,000

Westlake currently offers a benefit package that contributes up to \$675/mo. (\$8,100 annually) towards health (Medical, Vision and Dental) coverage. Employees who qualify for Medical benefits and show proof of outside Medical coverage, can elect to receive up to the \$675/mo. benefit as Cash In-Lieu. For additional details, please contact the Business Office.

WCS reserves the right to make changes to the salary schedule, as needed. Quarter units are converted to Semester units by multiplying the Quarter units by .667. The resulting figure and all units will be rounded one decimal place.