



**Santa Clara Adult Education**  
**AFT Certificated 2019-20**  
**Board Approved (1-16-20) increase effective July 1, 2019**

<b>Hourly Certificated Teacher Salary Schedule</b>							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hours	0-1920	1921-2880	2881-3840	3841-4800	4801-5760	5761-6720	6721 +
Hourly Rate of Pay	\$40.41	\$41.96	\$43.48	\$45.01	\$46.54	\$48.06	\$49.59

<b>Hourly Independence Network Salary Schedule</b>							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hours	0-1920	1921-2880	2881-3840	3841-4800	4801-5760	5761-6720	6721 +
Hourly Rate of Pay	\$42.03	\$43.65	\$45.23	\$46.81	\$48.40	\$49.99	\$51.58

<b>Hourly Transition Specialist Salary Schedule</b>							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hours	0-1920	1921-2880	2881-3840	3841-4800	4801-5760	5761-6720	6721 +
Hourly Rate of Pay	\$41.23	\$42.80	\$44.36	\$45.91	\$47.47	\$49.03	\$50.59

When hiring new unit members in block grant funded positions, the District may in its discretion grant salary schedule credit for relevant previous adult education experience on an hour-for-hour basis up to 3850 hours of such prior experience. This would mean that for qualified candidates with previous experience, the District could grant initial salary placement up to Step 4.