

<u>DISTRICT</u>	<u>CONTRACT YEAR</u>	<u>SALARY ADVANCEMENT RULE</u>
Adelanto School District		75% rule (District practice)
Apple Valley School District	2015-2018	(District practice)
Baker Valley USD		(contract unavailable)
Barstow USD	2013-2016	March 1 cutoff - approximately 33%
Bear Valley USD	2016-2019	Six months - 50%.
Central School District	2013-2016	January 1 cutoff - 50%
Chaffey JUHSD	2016-2019	Advancement after completion of probation (12 months), then shifts to July 1 step increases. 75% rule for former employees who return.
Chino Valley USD	2015-2018	Advancement after completion of probation (7 months), then shifts to July 1 step increases with a May 1 threshold - approximately 83%.
Colton Joint USD	2013-2016	March 1 cutoff - approximately 33%
Cucamonga School District	2013-2016	July 1 increment date. (District practice)
Etiwanda School District		(contract unavailable)
Fontana USD	2013-2016	Anniversary date - 100%.
Helendale School District	2014-2017	(District practice)
Hesperia USD	2016-2018	Anniversary date - 100%.
Morongo USD	2016-2019	Anniversary date - 100%.
Mountain View School Dist.	2014-2017	Anniversary date - 100%.
Mt. Baldy Joint School Dist.		(contract unavailable)
Needles USD		(contract unavailable)
Ontario-Montclair School District	2014-2017	(District practice)
Oro Grande School District		(contract unavailable)
Redlands USD	2016-2018	(District practice)
Rialto USD	2013-2016	Anniversary date (implied) - 100%.
Rim of the World USD	2015-2018	January 1 cutoff - 50%
San Bernardino City USD	2013-2016	Advancement after completion of probation, then shifts to January 1 if permanent before April 1, or July 1 if permanent on or after April 1
San Bernardino County Supt		(contract unavailable)
Silver Valley USD	2014-2017	March 1 cutoff - approximately 33%
Snowline Joint USD	2015-2018	Anniversary date - 100%.
Trona Joint USD	2014-2017	District practice for salary step advancement. 75% rule for longevity.
Upland USD	2014-2016	Advancement after completion of probation, this becomes anniversary date for step advancement.
Victor Elementary School Dist.		(contract unavailable)
Victor Valley UHSD	2015-2018	April 1 cutoff - approximately 25%
Yucaipa-Calimesa Joint USD	2015-2018	Advancement on July 1 after completion of probation.

32 San Bernardino County school districts were surveyed by review of their collective bargaining agreements. 7 were not available online. 6 have a District practice and was silent as to step advancement methodology in their CBA. Of the remaining 19, 7 use anniversary date and 12 use July first with some sort of threshold similar to AESD's 75% rule.