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Counter Proposal #1

Article 23 SALARIES

~~23.1 All Certificated Salary Schedule(s) (Appendix A) will be adjusted to reflect a one and a half percent (1.5%) retroactive to July 1, 2017.~~

~~Retroactive to July 1, 2017, schedule (106), Permit Teachers, shall be increased by an additional ten percent (10%).~~

~~See attachments- Salary Package Proposal (package does not include H&W)~~

All Certificated Salary Schedule (s) in Appendix A will be adjusted to reflect a one and a half (1.5%) increase retroactive to July 1, 2018.

Steps for years of service 16 through 26 years shall be added to Salary Schedule 100, 111 and 118 Column VII. Steps 17 through 19 shall be added July 2018 and reflect an increase of ~~\$1500~~ \$900, Steps 20 through 22 will be added July 2019 and reflect a ~~\$2000~~ \$900 increase, Steps 23 through 25 will be added July 2019 and reflect a ~~\$2500~~ \$1,500 increase and Step 26 will be added January 2020 and reflect a \$3000 increase.

~~Health and Welfare CAP shall be increased by \$105.60 increasing the CAP to \$10,105.60 beginning July 1, 2019.~~

~~Retiree Health and Welfare benefits.~~

23.2 Classification Requirements

- Class A Emergency Permit, Pre-Intern Permit, Intern Credential
- Class I Bachelor's Degree and Teaching Credential
- Class II Bachelor's Degree and thirty (30) post baccalaureate semester units taken subsequent to the Bachelor's Degree
- Class III Bachelor's Degree and forty five (45) post baccalaureate semester units including an additional Certificate/Credential approved by the District or fifteen (15) semester units of a Master's Degree, or a Master's Degree
- Class IV Bachelor's Degree and sixty (60) post baccalaureate semester units with a Master's Degree or Master's Degree and fifteen (15) semester units
- Class V Bachelor's Degree and seventy five (75) post baccalaureate semester units with a Master's Degree or Master's Degree and thirty (30) semester units
- Class VI Bachelor's Degree and ninety (90) post baccalaureate semester units with a Master's Degree or Master's Degree and forty five (45) post baccalaureate semester units

23.3 Credit for Teaching and Step Placement

23.3.1 Unit Members are allowed year-for-year credit for comparable public school teaching

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experience and one-half year credit for comparable private school teaching experience.

23.3.2 Units are to be verified by official transcript or official credit certificate only. A written request by the unit member for salary advancement to another column shall be submitted to the District and coursework must be completed on or before June 30, October 31, February 28/29 to qualify for advancement July 1, November 1, March 1. In the event official transcripts are not available at the time of application, a grade card or official statement from the appropriate accredited college/university will be accepted. Official transcripts must be into the District by April 15, August 15, and/or December 15. Failure to meet the forty-five (45) day deadline

shall result in the unit member being placed back on the original column at the previous rate of pay. ~~and the unit members next salary warrant shall be adjusted in the amount equal to the repayment of the over payment. Such salary adjustment may be made without the unit member's consent.~~ The Unit member shall be notified by Business Services of placement at the previous rate of pay. Within ten (10) working days of receipt of notification, the Assistant Superintendent of Business or designee shall reach out to the Unit Member to collaboratively develop a plan to re-pay any salary overpayment. ~~The unit member shall no later than ten (10) days after the forty-five (45) day deadline, collaborate with Assistant Superintendent of Business or designee to develop a plan to return any salary overpayment.~~

23.4 **Unit Conversion**

23.4.1 Quarter units are converted to semester units by multiplying the quarter units by two-thirds. The District shall provide each unit member a statement of the number of units that the District has on file for him/her, upon request.

23.5 **Daily Substitute**

23.5.1 A unit member may be employed by the District as a substitute teacher for an extended school year. If the unit member agrees to substitute while on an extended school year, he/she shall be compensated at a Column 3 of Salary Schedule 104.

23.6 **School Site Funded Extra Duty Positions**

23.6.1 The School Site Council (SSC) members shall approve the extra duty positions based on the needs of the site and the school site plan.

23.6.2 The SSC members shall determine qualifications for all extra duty site_funded positions based on the needs of the site and the school site plan.

23.6.3 All stipend positions shall be flown for five (5) days to all unit members at the site at which the position is located. If a qualified certificated applicant is not found, the position may be offered

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to other qualified person(s).

23.6.4 The minimum stipend for certificated staff shall be 4% of Column 2 Row 1 of the Certificated Salary Schedule 100, as reflected on Certificated Salary Schedule 108, paid monthly. Two or more unit members may be hired for any one position at the discretion of the SSC. If two or more unit members are selected for one position and agree to share the position each unit member shall be compensated at a prorated amount.

23.6.5 The hourly compensation for site funded extra duty positions held by certificated employees shall be the rate reflected on Certificated Salary Schedule 107, referenced in Appendix A.

23.7 **After School Clubs**

Site Administrators and School Site Leadership Teams will develop club application forms and guidelines for their site.

After school club teachers shall be compensated at the District hourly rate on certificated Salary Schedule 107, referenced in Appendix A.

23.8 **Other Compensations**

23.8.1 Middle School Substitute Service Compensation

Middle School teachers who are requested by the Site Administrator to use their prep period to perform in lieu substitute service for teachers who are absent due to scheduled school business, illness, or emergencies shall be covered by the following provisions:

Such service shall be solicited on a voluntary basis. In the event that no volunteer can be obtained, employees may be assigned on a rotating basis to perform in-lieu-service;

"In lieu" is defined as the performance of substitute service by an employee during his/her assigned prep period. Compensation of such service shall be at the district hourly rate reflected on Certificated Salary Schedule 107, referenced in Appendix A.

23.8.2 Middle School Compensation

If a unit member volunteers and teaches an additional period during his/her preparation period he/she shall be compensated at the rate of one sixth (1/6) of his/her annual salary.

Intersession/Curriculum Writing/Saturday School/Zero Period teachers shall be compensated at the District hourly rate on Certificated Salary Schedule 107. Acceptance of other duty compensations shall not release the teacher from his/her daily preparation period. Said preparation shall be completed on campus at a designated time as agreed upon by the

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teacher and the Site Administrator.

The annual compensation for Middle School Associated Student Body (ASB) Advisor shall be eleven percent (11%) of Column 2, Row 1 of Certificated Salary Schedule 100, as reflected on Certificated Salary Schedule 108. Two (2) or more teachers may be hired at the discretion of the Site Administrator to serve as ASB Advisors. If more than one (1) teacher serves as ASB Advisor, each shall be compensated at a

prorated share of eleven percent (11%) of Column 2, Row 1 of Certificated Salary Schedule 100, as reflected on Certificated Salary Schedule 108. Compensation shall be paid monthly as duties are performed.

23.8.3 National Board Certification

Upon successful completion of a pre-approved National Board Certification Program the teacher shall receive reimbursement not to exceed \$2500.00

The aggregate total of said reimbursements shall not exceed fifteen (15%) of Title II (a) revenue in any given year.

Reimbursement shall be offered on a first come, first serve basis, based on a letter of intent to participate submitted to the Assistant Superintendent of Personnel on or before October 1.

Applicants will receive a response from the Assistant Superintendent of Personnel by November 1.

In lieu of reimbursement, a teacher may use documented successful completion of National Board Certification to meet the Certificate criteria (Class III) for movement on the salary schedule.

23.8.4 Additional Compensation

The annual compensation for Reflective Coach, shall be paid monthly beginning in the

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October warrant as reflected on Certificated Salary Schedule 108.

Date: May 30, 2019

 5/30/19

Chad McGough,
Assist. Superintendent of Personnel Services

1:20 pm

 5/30/19

Heather Tortoreti,
MTA Negotiations Chair

1:20 pm