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ARTICLE XIII
COMPENSATION

Unit members shall be paid in accordance with the following and the salary schedule shown in Appendix C to this agreement.

A. DEFINITION OF CLASSES (SEE APPROPRIATE SALARY SCHEDULE)

- Class A Bachelor's Degree Intern or Emergency Status
- Class B Bachelor's Degree and Preliminary Credential
- Class C Bachelor's Degree plus 30 approved semester units
- Class D Bachelor's Degree plus 45 approved semester units or Master's Degree
- Class E Bachelor's Degree plus 60 approved semester units or Master's Degree plus 15 approved units

B. STEP STATUS

1. Full-time positions: Unit members employed for a minimum of one hundred thirty-six (136) days in a contract year shall advance one step on the salary schedule for each year so employed following original placement.
2. Unit members shall be maintained on their proper salary schedule step placement in accordance with this article.

C. APPLICATION OF THE SALARY SCHEDULE

1. Unit members shall be paid in accordance with the officially ratified salary schedule.
2. Unit members with full-time assignments who are employed an entire service day and year shall be paid the annual salary which corresponds to their placement on the salary schedule.
3. Unit members with full-time assignments who are employed less than the contract stipulated service year shall be paid a pro rata amount of their annual salary based on a percent of the employed service year.

1 4. Unit members salary schedule placement shall be determined from
2documents and records submitted to the Superintendent for employment and salary
3classification purposes. Correction of errors in classification is possible after such errors
4are discovered.

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7 D. CONTRACTS: Contracts for unit members shall be written on the basis
8of the contract stipulated service day and year or a portion thereof for part-time
9assignments.

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12 E. CREDIT FOR PRIOR SERVICE: Unit members new to the District
13shall be allowed up to five (5) years full credit for contract experience out of the District
14on a year for year basis with maximum placement for salary purposes on the sixth step of
15the appropriate class on the schedule. Credit for prior service shall not be used to
16calculate longevity increments.

17

18 1. If a unit member has taught seventy-five percent (75%) of the
19service year, credit shall be given for one year of experience. If the unit member has
20taught less than 75% of the service year, no credit shall be given. Prior service credit
21may include three years of military service providing the individual was employed and a
22bargaining unit member in the District before entering the service.

23

24 2. No prior service credit shall be allowed for experience secured ten
25(10) years or more prior to date of employment. No prior service credit shall be allowed
26for experience secured in a private or parochial school. (This provision shall not be
27retroactive.)

28

29 3. All new unit members entering the District shall submit evidence
30of training by transcript, diploma, or other satisfactory documents and also submit letters
31verifying experience elsewhere for assignment and salary schedule placement purposes.

32

33 a. The burden of proof of training, experience, possession of
34credential and other required documents shall lie with the unit member.

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36 b. When sufficient evidence is not available for proper
37assignment or salary schedule placement, the unit member shall supply the necessary
38evidence upon request of the District.

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1 F. TRANSFERRING FROM ONE CLASSIFICATION TO A HIGHER
2 CLASSIFICATION:

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4 1. Salary Schedule Placement

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6 a. Approved courses for column movement shall be upper
7 division or graduate level from an accredited college or university; identified
8 student/district needs or any course required to complete an advanced degree or
9 credential. (Spanish may be taken at an undergraduate level.)

10
11 1. The base program is comprised of reading, writing,
12 and math.

13
14 2. The presently identified District's needs are
15 classroom management, home-school relationships, interpersonal relationships, character
16 development, Spanish, and science.

17
18 3. An advanced degree or credential programs shall
19 relate to education.

20
21 4. Units that are appropriate to a specialized position
22 (i.e. counselor, speech, technology, reading specialist, APE, music) held by a unit
23 member may be applied to column movement.

24
25 2. Procedure

26
27 a. Anyone who has a question of whether a course will
28 qualify may request review by Assistant Superintendent, Personnel Services.

29
30 b. If the course is not approved, the unit member may submit
31 an appeal to the Coursework Review Committee.

32
33 1. The committee shall consist of one person
34 appointed by the District, one person appointed by the Association, and a third mutually
35 agreed upon by both participants.

36
37 2. The majority decision of the Coursework Review
38 Committee shall be final.

39
40 c. Unit members qualifying for a higher salary classification
41 shall be transferred to the higher classification at the beginning of the following school
42 year. No transfer shall be made to a higher classification after September 1st except to
43 correct errors. Unit members qualifying for a higher classification shall submit evidence
44 before September 1, to make such transfer effective for the current year, retroactive to
45 July 1, for year-round.

46

1 d. Since classification is based on semester units, the
2conversion from quarter units is done by multiplying the quarter units by .667 to obtain
3the semester unit equivalent. No re-classification is possible with less than the full
4number of required semester units.

5

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7 G. ADDITIONAL COMPENSATION

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9 1. Summer School, Intervention and Home Schooling: Unit members
10teaching Summer School, Intervention classes and/or Home Schooling outside of the
11service day/year shall be paid an hourly rate of forty-five (\$45) for instructional time.

12

13 2. Off Calendar Substituting: Unit members who substitute in the
14District while off calendar shall be paid at the daily substitute rate plus ten dollars (\$10).
15It shall be the unit member's responsibility to inform the personnel office of his/her
16current availability.

17

18 3. Split Classes: Unit members who are assigned students from
19another classroom in lieu of the District hiring a substitute shall be paid a proportionate
20share of the daily substitute rate to which ten dollars (\$10) has been added.

21

22 4. Extra Duties: Through site based decision making, Article IV B.2
23or Article IV B.3, sites shall have the right to pay for projects and/or planning done
24outside of the service day/year from site funds at \$35 (thirty-five) dollars per hour. Sites
25will annually determine which additional duties outside of the school day will be paid and
26the parameters of those duties as defined under site based decision making.

27

28 5. Off Calendar Staff Development: Unit members who attend off-
29calendar District or site planned staff development days shall be paid a proportionate
30share of the daily substitute rate, excluding District/Site Buy Back Days. Unit members
31shall not be asked but may choose to refuse payment with the intent to preserve site
32funds.

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