

ARTICLE 14 - WAGES

Compensation, 2004-05

- a. 2.75% general increase to salary schedules, effective July 1, 2004, covering Appendices A, B, D, E, G, H, I, J, K, and M.
- b. .75% off schedule salary increase (computed only on the employee's contracted base salary rate) to salary schedules, effective July 1, 2004, for the 2004-05 fiscal year only covering Appendices A, B, D, E, G, H, I, J, K, and M.

Section 1.

Appendix A Annual Salary Schedule - Teachers - Emergency Permit, Waivers, Intern Credentials

Regular school year employees, excluding employees assigned to the Early Education and Extended Learning Programs and those on the Permit Schedule assigned to College View School, shall be paid according to Appendix "A" - Annual Salary Schedule , Emergency Permits, Waivers, Intern Credentials, attached hereto and made a part of this Agreement.

Appendix B Annual Salary Schedule - Teachers - Teachers with Preliminary or Clear Credentials, Beginning Teacher Salary Incentive Program (BTSI)

Regular school year employees, excluding employees assigned to the Early Education and Extended Learning Programs and those on the Permit Schedule assigned to College View School, shall be paid according to Appendix "B" - Annual Salary Schedule , Teachers with Preliminary or Clear Credentials, Beginning Teacher Salary Incentive Program (BTSI), attached hereto and made a part of this Agreement.

Appendix C Salary Schedule Regulations - Teachers

Regular school employees assigned to Appendix "A" or Appendix "B" of this Article shall be placed on their appropriate schedule (Appendix "A" or Appendix "B") as provided in Appendix "C" - Salary Schedule Regulations - Teachers, attached hereto and made a part of this Agreement.

Section 2.

Appendix D Summer School Salary Schedule - Teachers

Summer School employees, excluding employees assigned to the Early Education and Extended Learning Programs and College View School, shall be paid according to Appendix "D" - Summer School Salary Schedule - Teachers, attached hereto and made a part of this Agreement.

Appendix D Summer School Regulations - Teachers

Summer School employees shall be placed on their appropriate schedule (Appendix "D") as provided in Appendix E - Salary Schedule Regulations - Teachers, attached hereto and made a part of this Agreement).

Section 3.

Appendix E Schedule of Rates and Salary Regulations for Extra-Curricular Assignments - Teachers

Regular school year employees specified in Appendix "A" or "B" of this Article with extra-curricular assignments, shall be paid according to Appendix "E" - Schedule of Rates and Salary Regulations for Extra-Curricular Assignments - Teachers, attached hereto and made a part of this Agreement.

Section 4.

Appendix F Special Salary Schedule - Teachers

Regular employees assigned to specific tasks indicated in Appendix "F" - Special Salary Schedule - Teachers, shall be paid according to the schedule which is attached hereto and made a part of this Agreement.

Effective May 1, 2005, the hourly rates for the following will increase:

- Curriculum Development and Writing from \$21.87 to \$23.00
- District Initialed Special Projects from \$21.87 to \$23.00
- Home - Hospital Instruction from \$22.98 to \$25.00
- Categorical Project Instruction from \$22.98 to \$25.00
- Work Shop Instructor from \$25.96 to \$27.00

Section 5.

Appendix G Annual Permit Salary Schedule – Early Education and Extended Learning Programs - 225 Days

Regular employees assigned to the Early Education and Extended Learning Programs working 225 days shall be paid according to Appendix "G" - Annual Permit Salary Schedule – Early Education and Extended Learning Programs - 225 Days, attached hereto and made a part of this Agreement.

Appendix H Annual Permit Salary Schedule – Early Education and Extended Learning Programs - 184 Days

Regular employees assigned to the Early Education and Extended Learning Programs working 184 days shall be paid according to Appendix "H" - Annual Permit Salary Schedule – Early Education and Extended Learning Programs- 184 days, attached hereto and made a part of this Agreement.

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Section 6.

Appendix I Annual Permit Salary Schedule - College View

Regular permit employees assigned to College View School shall be paid according to Appendix "I" - Annual Permit Salary Schedule - College View, attached hereto and made a part of this Agreement.

Section 7.

Appendix J Annual Salary Schedule - Support Services - Speech/Language/Hearing Specialist, Orientation and Mobility, Nurses

Employees shall be paid according to Appendix "J" - Annual Salary Schedule - Support Services, Speech/Language/Hearing Specialist, Orientation and Mobility, Nurses, attached hereto and made a part of this Agreement.

Appendix K Annual Salary Schedule - Support Services - Counselors

Counselors shall be placed on Appendix "K" - Annual Salary Schedule - Support Services, Counselors, based upon experience and unit requirements. The amount for the Class and Step has been multiplied by 1.13 to determine the salary to be earned. The factor of 1.13 reflects the additional time and days worked by counselors, attached hereto and made a part of this Agreement.

Appendix L Salary Schedule Regulations - Support Services - Speech/-Language/-Hearing Specialist, Orientation and Mobility, Nurses, Counselors

Employees specified in Appendix "J" and Appendix "K" of this Article shall be placed on their appropriate schedule (Appendix "J" or Appendix "K") as provided in Appendix "L" Salary Schedule Regulations - Support Services, Speech/Language/Hearing Specialist, Orientation and Mobility, Nurses, Counselors, attached hereto and made a part of this Agreement.

Section 8.

Appendix M Summer School Salary Schedule - Support Services - Speech/Language/-Hearing Specialist, Orientation and Mobility, Nurses

Summer school employees, excluding counselors, shall be paid according to the Summer School Salary Schedule - Appendix "M," attached hereto and made a part of this Agreement.

Appendix M Summer School Regulations - Support Services - Speech/Language/-Hearing Specialist, Orientation and Mobility, Nurses

Summer school employees shall be placed on their appropriate salary schedule according to the Summer School Regulations - Support Services, Speech/Language/Hearing Specialist, Orientation and Mobility, Nurses, Appendix "M," attached hereto and made a part of this Agreement.

Section 9.

Appendix N Special Salary Schedule - Support Services

Support Services employees assigned to specific tasks shall be paid according to Appendix "N" - Special Salary Schedule - Support Services, attached hereto and made a part of this Agreement.

Effective May 1, 2005, the hourly rate for Workshop Instructors shall be increased from \$25.96 to \$27.00 per hour.

Section 10. Extended Year Service

For extended year service, work days not covered in Appendix "R" of this Agreement, counselors will be assigned by mutual agreement between the counselor and the site administrator and shall be paid at the individual counselor's hourly rate of pay according to the appropriate placement on Appendix "K."

Section 11. Pay Procedures

Regular pay warrants for employees specified in Appendix "A" and "B" of this Article shall be issued on the first working day of the calendar month beginning in October and concluding in July. The July warrant only may be personally picked up by the employee at the District Administration Center on the first working day of July between the hours of 10:00 a.m. and 2:00 p.m. If the July warrant is not picked up during this time, it will be mailed by U.S. Mail to the address shown on the warrant. Such employee's annual salary shall be divided equally among the ten (10) monthly pay periods. See Article 23 Section 3 for YRE pay procedures.

Supplemental pay warrants will identify the service rendered and the purpose of each deduction.

Any employee who wishes his/her pay warrant to be delivered in an envelope shall provide the school secretary with an envelope bearing the employee's name for that purpose.

Section 12. Retraining Compensation

Teachers currently teaching with a single credential designation in a field determined by the District to be a potentially excess area for teachers, and who wish to secure an additional credential authorization in a field designated by the District as an area of potential need, may upon advance approval of the Superintendent or designee, be partially compensated by the District for such retraining at the per unit cost currently in effect at California State University or the University of California. The maximum units per year eligible for compensation shall be eight (8) semester units during the school year and/or eight (8) semester units during the summer recess period.

Section 13. Mileage Reimbursement

Employees assigned to more than one worksite per day shall be reimbursed for travel between worksites at the current IRS allowable rate. Such reimbursement shall be adjusted, during the term of the contract only, to conform with changes in the IRS rate. Such adjustment shall be implemented effective July 1 following the IRS rate change.

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Section 14. Staff Development Buy-Back

Effective July 1, 2000, and on-going, Schedules A, B, I, J, and K shall be increased by 1%, and the work year for the employees on those schedules shall be increased by two (2) days, but only if both of the following conditions are present:

- a. the State continues to fully fund SB 1193 and its successors, as to the year in question; and,
- b. the District is not disqualified for this funding for any reason.

In addition, if due to employee absenteeism, the costs of the above 1% increase and statutory benefits related to that increase exceed the funding the District receives under SB 1193 and its successors, then, for the following year, the schedules listed above shall be reduced by 1%, and the work year shall be reduced by two workdays. The parties shall meet to negotiate the impact.

The Association shall, no less than three times a year, publish an article in the Association newsletter describing how these staff development days are funded by the State, and the consequences if that funding does not meet the costs related to the 1% salary increase established above because of employee absenteeism.

Section 15. National Board Certification

Employees who achieve, and maintain, National Board Certification shall be eligible for an annual stipend of \$2,500, over and above their regular teacher salary. Those who accept such stipend shall provide 50 hours of additional service annually in training and assistance to other teachers as directed by the District's Professional Development Program office. However, such additional services shall not require additional workdays beyond the employee's regular work calendar except by mutual agreement between the employee and the District's Professional Development Program Management. (The previous \$7,000 bonus is to be replaced by the State bonus and this stipend).