

ARTICLE 13 - SALARY (Effective Date of all Language Modifications July 1, 2018)

13.1 Schedule/Classification:

The salary schedule and salary classification requirements of all employees are set forth in this Article.

13.2 Salary Warrants:

Salary warrants shall be issued and payroll deductions forwarded in accordance with pertinent Government Code Sections and Education Code Sections.

13.2.1 Each contracted employee shall choose one (1) of the following methods of payment:

13.2.1.1 Twelve (12) installments.

13.2.1.2 Eleven (11) installments, excluding July.

13.2.1.3 If the District makes an error on a salary warrant resulting in an underpayment, a second warrant to correct the deficiency will be issued within ten (10) working days of the report of such error.

13.3 Experience Credit:

13.3.1 Core Salary Schedule: A Member shall have a right to exchange one (1) year of contracted certificated experience in a public school district, or private school which requires possession of a teaching or service credential, for one step of advancement on the salary schedules. In addition to the foregoing, the Chief Human Resources Official, or their designee, may offer service credit at their discretion for alternative teaching experience, for service that has been established through a means acceptable to the District.

13.3.2 Additional Salary Schedules:

A Member shall have a right to exchange year-for-year service when moving between the additional salary schedules, but shall exclude salary schedules 3A, 3B, 3C (Early Childhood Education) and 4A, 4B (Adult Education).

13.4 Additional Units of Credit/Professional Growth: Only those units completed after the Bachelor's degree will be accepted as graduate credit for salary purposes. Credit may be granted for District-sponsored or District-approved courses which are completed outside the school day for which the Member is not compensated by the District. Credit for such courses will be given on the basis of fifteen (15) hours of course time being

equivalent to one (1) semester unit of college credit. All courses must be reviewed in advance by the site administrator and pre-approved by the Chief Human Resources Official or their designee. Only units completed prior to September 1, with official transcripts and Professional Growth form submitted to the District and received by October 15, may be credited for that year's salary retroactive to July 1.

13.5 Advanced Degree Stipend:

Advanced degree stipends are applicable to all bargaining unit members.

13.5.1 Each Member with a master's degree from an accredited college or university, whose accreditation is acceptable to the District, will receive an annual stipend of two thousand dollars (\$2,000) (Effective July 1, 2017). Members who attain a master's degree from such an accredited college or university shall be eligible to receive this stipend as follows: Only master's degrees completed prior to September 1, with official transcripts submitted to the District and received by October 15, may be credited for that year's stipend. Members with a master's degree hired after the start of the school year will be paid a pro-rated amount.

13.5.2 Each Member with a Doctoral Degree from an accredited college or university, whose accreditation is acceptable to the District, will receive an annual stipend of two thousand dollars (\$2,000) (Effective July 1, 2018). Members who attain a Doctoral degree from such accredited college or university shall be eligible to receive this stipend as follows: Only Doctoral degrees completed prior to September 1, with official transcripts submitted to the District and received by October 15, may be credited for that year's stipend. Members with a Doctoral degree hired after the start of the school year will be paid a pro-rated amount.

13.5.3 Each Member with a National Board Certification will receive an additional annual stipend of two thousand dollars \$2,000. These Members include: Teachers, Psychologists, Speech Therapists, and Counselors. Members who attain a National Board Certification from such an accredited college or university shall be eligible to receive this stipend as follows: Only National Board Certifications completed prior to September 1, with written verification received by October 15, may be credited for that year's stipend. Members with

a National Board Certification hired after the start of the school year will be paid a pro-rated amount.

13.6 Compensation Calculations:

For the duration of this agreement the following shall apply:

13.6.1 Members who do not meet the subject matter competence requirements will be placed in Column A on the salary schedule and cannot be moved into a higher Column on the salary schedule.

13.7 Other Hourly Rates:

13.7.1 Members will be compensated for additional direct student instructional duties outside of the normal work day at the rate of sixty dollars (\$60) per hour.

13.7.2 Members will be compensated for home and hospital instruction at the rate of sixty dollars (\$60) per hour.