

EXHIBIT G

ARTICLE XIV

SALARY SCHEDULES AND RULES

A. General

1. Salary Schedules:

~~a.~~—The ~~2016-17, 2017-18, 2018-19~~ current salary schedules are attached as Appendix A1-A3. Bargaining unit members, except those positions with designated separate salary schedules and defined work years listed in Article IV and sections F, G and H, below shall be paid in accordance with Appendix A1-A3, which is based on a work year of 186 duty days.

2. ~~Regular~~ Full-time unit members who have a mandatory work year in excess of 186 annual duty days of service in their regular assignment (excluding summer school) shall receive salary in the ratio that the number of days actually served bears to the required annual number of days. Unit members with a mandatory work year in excess of 186 duty days shall be placed on the Base Salary Schedule as required by this Agreement and then receive the appropriate per diem pay. The per diem pay calculations for each cell are set forth on the Base Salary Schedule. Unit members who serve full-time one full semester shall receive not less than one-half of the annual salary.

3. Part-time ~~regular contract employees~~ unit members in secondary schools (excluding shared contract ~~employees~~ unit members and full-time teachers teaching an extra period as overtime) shall receive pay based on the number of periods taught, in relation to the number of periods taught by full-time 280 minutes annualized unit members ~~employees~~ on the same site.

4. Part-time ~~regular contract personnel~~ unit members in elementary schools are normally assigned on a half-time basis for either morning or afternoon sessions. Such ~~personnel~~ unit members shall be paid at the rate of one-half of the full-time contract rate. Deviations from this pattern shall be compensated on a basis proportionate to the full-time ~~personnel~~ unit members.

5. Full-time and part-time ~~contract salaried~~ unit members working less than 200 duty days will be paid monthly over an 11 (eleven) month period from August – June. Full-time and part-time ~~contract salaried~~ unit members working every month of the year **and** 200 duty days or more will be paid monthly over a 12 (twelve) month period. Hourly paid unit members shall receive their paychecks on the 10th day of each month following the month worked.

6. Full-time ~~regular contract employees~~ unit members in secondary schools who teach an additional class period shall be paid at their regular rate as compensation for the additional service. Pay for such classes shall be pro-rated, based on the unit member's ~~employee's~~ regular rate and the number of periods taught each grading period by that unit member ~~employee~~, as compared to full-time (280 minutes annualized) unit members ~~employees~~ on the same site. (This provision is intended to cover e.g., the high school teacher who voluntarily agrees to teach an additional regular class; it does not cover the

teacher who occasionally teaches an extra period to cover for an absent teacher under Article VI-C.)

7. ~~Teachers on Special Assignment work 206 duty days. Days worked in excess of their mandatory 206 duty days shall be paid on a per diem basis. (second sentence moved to Hours of Work, A.5.)~~
8. Elementary and Secondary Counselors will receive a responsibility factor of 5% for possession of a Pupil Personnel Services credential.

B. Contract Teachers Base Salary Schedule Step Credits and Annual Increments Initial Salary Placement

1. Initial Column Placement. Unit members ~~on the Contract Teachers Salary Schedule~~ who have satisfied statutory credentialing requirements shall be placed on the appropriate column track of the salary schedule in accordance with the following degree and unit requirements:

Track Column I	-	<u>Education Units Less than Track II Bachelor's Degree</u>
Track Column II	-	Bachelor's Degree plus 45 semester units
Track Column III	-	Bachelor's Degree plus 60 semester units

(from C1 below)

~~12.~~ Initial Step Placement:

A. Teachers: Commencing July 1, 2019, ~~credit for non-District teaching experience shall be granted at the rate of one step increment for each year of full-time comparable teaching experience in a similar setting, within the previous ten years, up to a maximum of ten (10) years of service. increments, provided that at the time of the previous service (1) the position required a State Teacher's Credential, or (2) the position was in an accredited private school and the teacher had a Bachelor's Degree plus either a teaching credential recognized by the State in which service was rendered or a Master's Degree.~~ Prior experience shall be verified by official statements from previous employers in order to receive credit. Military service does not count toward initial salary placement.

B. Specialists and Career Technical Education Teachers: Commencing July 1, 2019, Specialists such as School Nurses, Librarians, Counselors, Psychologists, and Speech Language Pathologists and Career Technical Education Teachers shall be subject to the same prior experience credit rules as described in the paragraph above so long as the full-time comparable experience is within the relevant field of study.

~~School Nurses shall be subject to the same prior experience credit rules as described in the paragraph above; however, nurses may count up to five (5) years of prior full-time verified experience as a licensed registered nurse in a professional medical setting or health agency, so long as such agencies are licensed and accredited. Self-employment experience shall not be counted. Full-time experience is defined as at least 7.0 hours/day for at least 180 days per year.~~

C. Column Advancement

1. (Moved C7 here) The intent of this section is to encourage unit members to continue their formal education and at the same time provide reasonable parameters so that the courses taken will

enhance unit members' job performance, and this section is to be administered accordingly. Courses taken for purposes of meeting requirements for column advancement must be taken outside of the unit member's work day, must not be duplicative of courses previously taken, and must meet one of the following criteria:

- (a) Be in a subject directly related to the unit member's assignment; or
- (b) Be in the unit member's major or minor field of study, if that field is directly related to a potential or pending assignment in the District; or
- (c) Be part of a credential or degree program directly related to a potential assignment in the District; or
- (d) Other courses as approved by the District.

In order to avoid later disputes, unit members are encouraged to obtain prior approval by the District of any courses which might be considered questionable under the above criteria.

2. In order to receive salary credit from a college or university, such semester units must be taken after the date of the Bachelor's Degree, and unit members must have received a grade of "C" or better. For employees-unit members hired after July 1998, units completed prior to the issuance of the Bachelor's Degree shall be counted as post-bachelor units if certified by the registrar of the institution that the units are applicable to the teaching credential, or Master's Degree, or are graduate level courses. Cumulative credit for post-graduate completion of lower division undergraduate courses shall be limited to 15 units for Track-Column II, and 20 for Track-Column III.
3. The term "semester unit" or "unit" refers to a unit of work equivalent to the University of California's semester unit (one hour lecture or three hours laboratory per week for one semester). Quarter units are converted to semester units by multiplying by two-thirds. For the purposes of salary advancement, ten (10) hours of Continuing Education Units (CEUs) are equivalent to one quarter unit and fifteen (15) hours of CEU's are equivalent to one semester unit.
4. College credit will be allowed only for units received from a college or university having accreditation from the Western Association of Schools and Colleges or another equivalent regional accrediting authority.
5. Credit for travel will be allowed only when such travel is recognized for credit as part of a regular college course and is recorded on a college transcript.
6. Generally, the District will not give credit toward track-change column advancement for courses which are paid for by the District with the exception that the District may from time to time sponsor specific training which would count towards track-changes column advancement. District-sponsored training would follow all other contract requirements for track-movement column advancement.
7. (Moved this section to C1 above The intent of this section is to encourage unit members to continue their formal education and at the same time provide reasonable parameters so that the courses taken will enhance employees' job performance, and this section is to be administered accordingly. Courses taken for purposes of meeting requirements for salary

~~track advancement must be taken outside of the unit member's work day, must not be duplicative of courses previously taken, and must meet one of the following criteria:~~

- ~~_____ (a) Be in a subject directly related to the unit member's assignment; or~~
- ~~_____ (b) Be in the unit member's major or minor field of study, if that field is directly related to a potential or pending assignment in the District; or~~
- ~~_____ (c) Be part of a credential or degree program directly related to a potential assignment in the District; or~~
- ~~_____ (d) Other courses as approved by the District.~~

~~In order to avoid later disputes, unit members are encouraged to obtain prior approval by the District of any courses which might be considered questionable under the above criteria.~~

87. ~~Track changes Column advancement are will to~~ be accomplished only on an annual basis, with salary adjustments effective with the first day of paid service for the school year. Normally transcripts shall be submitted no later than October 1 to become effective during the current school year. If by October 1 the unit member is unable to submit supporting records or transcripts verifying completion of post graduate units of study, official notices in the form of a grade card or letter from the College or University shall be submitted. Such temporary verifications which indicate satisfactory completion of the course(s) shall be sufficient evidence to meet the above requirements. The unit member shall provide the official transcript or affidavit document to the District as soon as it is available, but no later than November 1. Failure to comply with these provisions shall result in denial of column track advancement for that year, and appropriate adjustments to recover the earlier overpayments.

(moved this section below to section B2 above)

C. Contract Teachers Base Salary Schedule Step Credits and Annual Increments

~~1. Initial Placement: Credit for non-District teaching experience shall be granted at the rate of one increment for each year of comparable teaching experience, within the previous ten years, up to a maximum of ten increments, provided that at the time of the previous service (1) the position required a State Teacher's Credential, or (2) the position was in an accredited private school and the teacher had a Bachelor's Degree plus either a teaching credential recognized by the State in which service was rendered or a Master's Degree. Prior experience shall be verified by official statements from previous employers in order to receive credit. Military service does not count toward initial salary placement.~~

~~School Nurses shall be subject to the same prior experience credit rules as described in the paragraph above however, nurses may count up to five (5) years of prior full-time verified experience as a licensed registered nurse in a professional medical setting or health agency, so long as such agencies are licensed and accredited. Self-employment experience shall not be counted. Full-time experience is defined as at least 7.0 hours/day for at least 180 days per year.~~

D. 2. Service Requirement Step Advancement:

A unit member who, in any one school year, has served ~~(i.e., has been in paid status)~~ at least .75 FTE of the number of days of the mandatory work year for the position will advance one step on the salary schedule. ~~regular school year shall be deemed to have served a complete school year and shall therefore be eligible to continue advancement on the Salary Schedule. Unit members in a shared, part-time, or other less than full-time teaching assignment will not be eligible to advance on the salary schedule the following year until they have served 75% of the number of days in a combination of assignments which constitute the equivalent of a full-time, full-year assignment. However, once such a combination of partial assignments has resulted in the grant of a step increase at the 75% mark, future accumulation of partial assignments shall not begin to be credited for the next step advance until the employee has accumulated the equivalent of 100% of a full year's credit. Commencing July 1, 2019, unit members who work less than full time will advance as follows: .49 FTE or less of the mandatory work year of the position will advance one step every third year; .5 FTE to .74 FTE of the mandatory work year of the position will advance one step every other year. Employees who previously received credit in excess of the above shall not be required to repay the excess, but shall remain at their current step until they qualify for advancement as per the above re-calculation rule.~~

D. Credentials Committee

~~The Credentials Committee of four unit members selected by the Association and one principal selected by the Superintendent shall review and make recommendations to the District as to the proper placement of employees upon the salary schedule.~~

E. Other Schedules

The Extra Duty Schedule is as set forth in Appendix C. Summer school shall be paid at the rate in effect when summer school commences.

F. Salary Schedule for Program Specialists

The ~~work year and~~ salary schedule for Program Specialists is set forth in Appendix D.

G. Salary Schedule for School Psychologists

The ~~work year and~~ salary schedule for School Psychologists is set forth in Appendix E.

H. Salary Schedule for Speech Language Pathologists

The ~~work year and~~ salary schedule for Speech Language Pathologists is set forth in Appendix F.

I. Bonuses for Hard to Fill Positions

~~For unit members initially employed for the 2019-20 school year and thereafter, the District may offer a one-time signing bonus of \$5,000 to unit members who currently have a regular credential qualifying them to serve as special education, math, or science teachers, speech and language pathologists, or other hard to fill positions as determined by the District. The availability of such bonuses at any time may be communicated in the job announcement for these positions or may be added following initial interviews if there is a small applicant pool. Unit members who qualify for signing bonuses shall receive \$1,250 (25% of the bonus on the first payroll following reporting to work as a first year probationary employee), \$1,250 (25% of the bonus) on the first payroll following reporting to work as a second year probationary employee, and \$2,500 (50% of the~~

bonus) on the first payroll following reporting to work in his/her third consecutive year of employment. This section shall end on June 30, 2022 unless extended by the parties in writing.