

**MAY, 2018 TENTATIVE AGREEMENT**  
**ARTICLE 14 – SALARIES**

14.01 a. One-Time Non-Precedent Setting Stipend

Within forty-five (45) days of the ratification of this Agreement by all parties, the District shall pay a one-time stipend to all unit members in service at the time of the ratification. The stipend shall equal 1.0% of the unit member's 2017-18 salary, prorated by FTE.

b. Increase to Salary Schedules

Effective July 1, 2017, the District shall increase the current salary schedules for all unit members by adding \$359.24 to each cell (a total value equal to a 0.5% salary increase).

Career Technical Education Teachers

Effective July 1, 2012, the Main Salary Schedule shall no longer reflect a distinction between ROP unit members and all other K-12 teachers. Career Technical Education Unit Members are teachers who are credentialed to teach in one or more designated subjects for Career Technical Education (CTE).

- a. CTE unit members who are hired after this agreement is ratified will be placed on the main salary schedule and are not required to possess a bachelor's degree.
- b. CTE unit members who were hired before this agreement is ratified will be placed on the main salary schedule unless this placement will result in a loss of payment. If placement on the main salary schedule will result in a loss of pay, current CTE unit members may remain on the current 2008-2009 ROP salary schedule (attached as Appendix A-5 and adjusted for the 2.5% increase) for the duration of their employment or until such time as the unit member obtains sufficient educational units in accordance with section 14.07.06 to advance on the main salary schedule. The decision of current CTE unit member to transfer to the main salary schedule shall be permanent.

The Salary Schedules shall be as follows:

Appendix A-1 Main Salary Schedule

Appendix A-2 Adult Education Salary Schedule

Appendix A-3 Child Development Center Salary Schedule

Appendix A-4 Counselor Salary Schedule

Appendix A-5 CTE Salary Schedule

- 14.02 An additional increase shall be added to the salary schedule for additional workdays, the "buy back" staff development days. This increase plus the additional workdays shall not apply to the Child Development Center.

- a. In 1998-99 there shall be one additional workday, a “buy back” staff development day, which shall be implemented to meet the state requirements applying to that program. The 1998-99 salary schedule shall be increased by .55% in compensation for that additional day.
- b. In 1999-2000 there shall be two additional workdays beyond the one committed in 1998-99 for a total of three buy back staff development days. These additional days shall also be implemented to meet the state requirements applying to that program. The 1999-2000 salary schedule shall be increased by 1.1% in compensation for those two additional days. This increase is reflected on the 1999-2000 schedule.
- c. Buy back compensation may be eliminated from the salary schedule at the District’s option in the event of inadequate state funding of the staff development program or low district revenues connected with staff development days. If the compensation is eliminated, unit members shall not be required to work the additional days. In the event the District exercises this option in some subsequent year, the buy back compensation of 1.65%, plus additional salary schedule increases compounded on that amount shall be deducted from the schedule, unless the parties agree to a different deduction. Prior to exercising this option, the District shall notify the Association and attempt to discuss the matter.
- d. If, in any year unit member absenteeism is higher on buy back staff development days than on regular instructional days, the Association and the District shall meet to brainstorm strategies for motivating all teachers to attend buy back staff development days.

#### 14.03 Extra Compensation – Rate of Pay

- 14.03.01 Unit members who are assigned to work full days beyond the 185-day work year shall be compensated at their per diem rate.
- 14.03.02 Unit members who work on assigned District business beyond the seven (7) hour workday or on an hourly project shall be compensated at the District hourly rate if the work is beyond their regular work duties. Effective July 1, 2015, the District hourly rate shall be set at \$35 per hour.
- 14.03.03 Unit members who are contracted to work part-time on a daily basis shall be compensated based on the ratio their teaching time bears to the teaching time of full-time employees.
- 14.03.04 Any employee, except a daily substitute who serves other than the required number of days as set forth in Article 8, Section 8.08, for his/her job classification, shall receive salary which is not less than that which bears the same ratio to the established annual salary for his/her position

as the number of days he/she serves bears to the number of working days required for his/her job classification.

14.03.05 Notwithstanding 14.04.04, any employee who serves for one (1) full school semester shall receive not less than one-half (1/2) the annual salary for his/her position.

14.03.06 An employee who is required to use his/her own automobile on approved District business or is assigned to more than one school per day shall be reimbursed for all such travel at the IRS-approved rate per mile for all driving done between arrival at the first location at the beginning of his/her workday and the last location at the end of the workday.

14.03.07 Speech-Language Pathology Services Credential Stipend

Unit members who possess a Speech-Language Pathology Services Credential shall receive an annual stipend according to their years of experience as follows:

1-5 years of experience: 14% of Step 1, BA +30

6 or more years of experience: 14% of Step 6, BA +30

This stipend shall be prorated for part-time employees.

14.04 Payroll Period

The payroll period shall be defined as monthly, beginning with July 1. Salary payments shall be made not later than the last working day of each month except in December, as defined by the County of Alameda. For December, unit members shall receive their salary payment on the first business day in January. Salary payments for services in addition to the employee's regular assignment shall be made not later than the tenth (10<sup>th</sup>) day after the payroll period in which the service was performed.

14.05 Experience Credit for Salary Schedule Placement

The following provisions apply to the granting of credit for experience:

14.05.01 Effective July 1, 1996, new employees in the District will receive credit year-for-year for appropriate prior experience.

14.05.02 Seven (7) months is the minimum continuous service required for one (1) year of experience credit in a given school year.

14.05.03 Credit for a year of appropriate experience may be accumulated in two (2) semesters in the same school year or in different school years when the

employment is a regular full-time assignment. (Day-by-day substitute teaching is not included.) The employment in any semester shall be a full-time assignment for a minimum of four (4) school months.

14.05.04 Credit for private or parochial school experience will be granted only when evidence is submitted that the employee was eligible for or held a valid credential issued by any of the several states or recognized agencies of the Government of the United States prior to the time of the experience claimed.

14.05.05 Credit for military experience will be granted when an employee has held or was eligible for a valid credential prior to entry into military service.

14.05.06 The combined total credit for military experience and other appropriate experience shall not exceed eight (8) years.

14.05.07 A year of military experience shall be construed as ten (10) months of service.

14.05.08 Five (5) consecutive months of military experience shall constitute one-half (1/2) of a year of experience. One-half (1/2) year of military experience and one-half (1/2) year of other appropriate experience in accordance with Section 14.09.03 shall comprise a year of experience.

#### 14.06 Educational Units

14.06.01 Quarter units are converted to semester units by multiplying the quarter units by 2/3. If this multiplication results in a fraction that when added to the other semester units is within ½ unit from the required units for qualifying for the next column, then the fraction shall be rounded up to the next whole number and the employee shall be placed on the next column.

14.06.02 The District shall provide each employee by December 1 of each school year a statement of salary classification and the number of units that the District has on file for him/her.

14.06.03 For reclassification in any given year, credits earned must be submitted by September 30. If a transcript is not available, the employee may submit a written statement of courses taken and credit earned. In this case, salary adjustments shall be contingent upon receipt of an official transcript on or before November 30 reflecting that the units were earned on or before September 30. For courses taken from an accredited college or university, each semester unit shall equal 15 clock hours, and each quarter unit shall equal 10 clock hours.

14.06.04 Credits submitted after September 30 shall be applicable for column movement in the following school year.

14.07 Teachers Without Full Credentials

Notwithstanding section 14.01, all non-credentialed teachers already employed by the District shall be frozen at their current step on the salary schedule until they obtain their credential. Newly hired non-credentialed teachers will be placed on Step 1 of the column that corresponds to their level of education but will be frozen at that step until they obtain their credential. As non-credentialed teachers complete educational units, they may move into the corresponding column of the schedule but at the same step. As soon as the teacher becomes fully credentialed, the teacher will receive from that time full credit for all applicable training and experience and will be placed at that time on the same step and column as if the teacher had been fully credentialed from the beginning of the teacher's employment with the District.