

ARTICLE 6: SALARY

6.1 Salary Classification Requirements

6.1.1 Credit for college and university training: The following criteria shall govern the credit training of salary schedule column provisions and step advancement:

6.1.1.1 Except as provided herein, in order to receive salary schedule credit, a unit member must present official transcript evidence of completed courses within six (6) months after course completion.

6.1.1.2 The unit requirement for each salary column is stated in semester hours of credit. Quarter hour credits shall be computed into semester hours by multiplying quarter units by $\frac{2}{3}$.

6.1.1.3 For salary schedule purposes, only semester units, as described herein, earned after the confirmation of the Bachelor's Degree, shall be credited.

6.1.1.4 Unit members shall notify the Human Resources Office by April 1, on a form provided by the District, of intent to change columns on the salary schedule during the succeeding school year.

6.1.1.5 Units to be applied for current year salary schedule credit shall:

6.1.1.5.1 Be completed prior to the first day of paid service for movement on schedule to be effective for full school year; be completed prior to January 15 for movement on schedule to be effective February 1; and,

6.1.1.5.2 Be verified in the Human Resources Office, with grade cards or other available evidence prior to September 15 or January 15; and, with official transcripts prior to January 1 or June 1.

6.1.1.6 Credit shall not be granted for any course in which less than a "C" grade is earned. In a pass/fail grading system a grade of "pass" must be earned.

6.1.1.7 All units and degrees shall be earned from institutions accredited by the American Association of Schools and Colleges, or regional affiliate.

6.1.1.8 Upper division or graduate courses may be credited if they meet any of the following criteria:

- 1) A subject directly related to the unit member's assignment.
- 2) A subject directly related to the unit member's major or minor field of preparation.
- 3) A subject directly related to an advanced degree or credential in, or required for, an advanced degree or credential in professional education; or the unit member's assignment; or major or minor fields of preparation.
- 4) A subject required for a California credential evaluation or renewal.
- 5) For teachers in self-contained classroom programs:
A subject commonly taught in the elementary schools.
- 6) For teachers in departmentalized classroom programs:
Courses required as a foundation for the acquiring of an additional major or minor field of preparation related to the unit member's assignment.

6.1.1.9 Lower division courses may be credited if they meet any of the following criteria:

- 1) Courses required for a California credential evaluation or renewal.
- 2) A course directly related to a unit member's assignment, not previously taken (such as a foreign language).
- 3) Courses to be credited only when the requirements of a full minor field of preparation have been met.

6.1.2 Credit for Professional Work Experience

6.1.2.1 Unit members new to the District shall be allowed credit for experience outside of the District on a year-for-year basis up to a maximum of twelve (12) years, provided that

such previous service shall meet, in addition to any pertinent college and university credit criteria enumerated above, all of the following criteria:

1) The previous service was rendered for at least seventy-five (75) percent of the school year, on the basis of a full-time contract.

2) The previous service was rendered in a public or private school system within the United States of America, or in dependent schools maintained for American overseas dependents.

6.1.2.2 By July 1, each unit member shall be appropriately placed within the District compensation plan in accordance with District-approved professional work experience. In order to qualify for any salary schedule step advancement provisions, a unit member's service shall meet the following criteria: The prior year service was rendered under a full-time contract for at least seventy-five (75) percent of the school year.

6.1.3 When a teacher is asked to take additional students as a result of substitute unavailability, the teacher shall receive a prorated share of the substitute's per diem.

6.1.4 Unit members new to the District shall be allowed salary schedule placement credit for each year of military service on a year-for-year basis up to a maximum of six (6) years.

6.2 Summer School

6.2.1 Summer school shall be compensated at the hourly rate of pay.

6.2.2 The District shall use the following criteria to determine summer school teaching assignments:

- 1) Appropriate credential or state authorization
- 2) Instructional requirements
- 3) Qualifications of the applicant
 - a) Recency of experience
 - b) Appropriateness of training

4) Summer school assignments to be rotated so that unit members teach summer school no more than three (3) out of five (5) years, to the extent that such rotation is practicable.

5) Overall teaching skills and compatibility with program needs.

6.2.3 If more than one (1) unit member meets the criteria for summer school placement, the District shall assign said position based on seniority in the District.

6.2.4 Priority for summer school assignments shall be given to unit members, with the assignment of administrators to classroom positions only when insufficient applications are received from unit members.

6.3 Salary Schedules A, I, U, V, and Y: (See Appendix B, B1 and B2)

6.3.1 In 2002-2003, the GEA shall receive a 1% increase in salary effective July 1, 2002. In 2002-2003, an additional amount equal to a 1% salary was applied to cover full medical benefits under PERS. On July 1, 2003, the additional 1%, which covered full medical benefits under PERS, will be converted to a 1% increase on the salary schedule. The GEA accepts a benefit cap for the 2003-2004 year.

6.3.2 Therefore, for the 2002-2003 contract year, the certificated salary schedules A, I, U, V, and Y shall be increased by 1% effective July 1, 2002 and an additional 1% effective July 1, 2003.

6.3.3 In the event the District increases the compensation to any other employee group in the 2003-2004 contract year, the GEA shall receive the increased compensation.

6.4 Hourly Rate of Pay

6.4.1 Effective September 1, 2000, the hourly rate for unit members performing active services or developing a product for the District shall be \$25.00. Examples of this rate of pay include, but are not limited to, teaching summer school or intersession, teaching an after school program, teaching Saturday School, presenting an inservice (including preparation time for the inservice), summer curriculum work where materials are developed, grading proficiency tests, and disseminating information.

6.4.2 Effective September 1, 2000, the hourly rate for unit members not

performing an active service cited as examples in the above paragraph, will be considered a passive role and will be paid at the rate of \$21.00 per hour. An example of this rate of pay includes, but is not limited to, attending an inservice where the role is primarily to receive information.

6.4.3 The hourly rates do not apply to payment for the voluntary Staff Development Program.

6.5 Anniversary Increments

An annual stipend shall be given unit members starting their sixteenth (16) year with the Garvey School District. The following guidelines shall be followed:

- 1) Unit member has satisfactory service, which shall be defined as re-employment.
- 2) Unit member must be in Column V.
Increments must be based on Column I, Step 1 of the base salary, as follows:
 - 7% for years 16 - 20
 - 14% for years 21 - 25
 - 21% for years 26 and beyond

6.6 Master's Stipend

6.6.1 An annual stipend equal to seven (7%) percent of Column I, Step 1 of the base salary shall be added for those unit members possessing a Master's Degree. The criteria listed in 6.1.1.8 will be utilized for unit members who begin advanced degree programs after July 1, 2000.

6.7 Doctoral Stipend

6.7.1 An annual stipend equal to seven (7%) percent of Column I, Step 1 of the base salary shall be added to those unit members possessing a doctoral degree. The criteria listed in 6.1.1.8 will be utilized for unit members who begin advanced degree programs after July 1, 2000.

6.7.2 A doctoral program with a verifiable embedded master's degree qualifies for both a master's and a doctoral stipend. Verifiable documentation may include, but is not limited to, a university catalogue, a diploma, a letter from the department chair or dean of the college.

6.8 Special Education Stipend

An annual stipend of \$1,000 shall be added for those unit members who possess a special education credential and are assigned to teach a special education class or serve as a special education resource teacher.

6.9 Bilingual Stipends

6.9.1 The stipend for unit members who possess a Bilingual Cross-Cultural Language credential, or certificate of competency (BCC), and are assigned to teach in a bilingual classroom/program, shall be \$1,400.

6.9.2 The stipend for unit members who possess a BCLAD, BCC, or a bilingual credential, and are assigned to teach in a bilingual classroom program in a departmentalized setting, shall be prorated according to the number of sections taught but shall not exceed \$1400.

6.9.3 The stipend for unit members who possess a Crosscultural Language Academic Development certificate (CLAD) or a Language Development Specialist certificate (LDS), and who are assigned to teach in a bilingual, English Language Development (ELD), or an English Language Learner (ELL) classroom shall be \$700.

6.9.3.1 Unit members in a California credential program whose credential includes the Crosscultural Language Academic Development certificate (CLAD) shall not qualify for the CLAD stipend if hired after July 1, 2000.

6.9.4 The stipend for unit members who possess a CLAD or LDS and who are assigned to teach in a bilingual or ELD/ELL classroom in a departmentalized setting, shall be prorated according to the number of sections taught but shall not exceed \$700.

6.9.5 The District agrees to pay for all District sponsored classes and/or training related to obtaining a BCLAD, CLAD, or Hughes SB1969 certificate.

6.9.6 The parties agree to continue discussions that will produce an agreement on future compensation of all stipends.

6.9.7 Both parties agree to comply with State/Federal mandates regarding Bilingual Education.

6.10 Staff Development Days:

6.10.1 Please refer to Article 4, Work Year, Section 4.2 to determine the amount of pay for Staff Development Days.

6.11 Recruitment Bonus

There shall be a one-time recruitment bonus of \$1,000 for newly-hired unit members granted probationary or permanent status upon initial date of employment.

6.12 Pay Period

6.12.1 Unit members shall be paid their monthly salary on the last day of the month that the District Office is open.