

Article 4 : Wages

2 | 4.1 During the 2007-08 and 2008-09 contract years, the current salary schedules (2/1/07) shall be increased by
3 3.5% applied as follows: Effective July 1, 2007, the 2006 salary schedule shall be increased by 3.5%. The
4 hourly rates shall be increased by the same percentage at the time of ratification by the Board of Trustees.

5 4.1.1 Contingent Raise: Effective July 1, 2008, the 2007-08 salary schedule shall be increased by 1.0%
6 contingent on the following:

7 a. The 1.0% referred to in 4.1.1 shall be collectively increased/decreased proportionately to
8 any variations to the following assumptions. The percentages shall be in relation to total
9 General Fund Unrestricted Revenue Limits. The application of 4.1.1 shall be reviewed
10 within 30 days after the State budget is adopted and within 15 days after P2-ADA is
11 finalized. Final determination of the salary increase under 4.1.1 shall be made within 15
12 days after the P2-ADA is finalized.

- 13 1. 2008-09 Statutory COLA (4.3%) received by the District during 2008-09.
- 14 2. 2008-09 percentage suspension of Prop. 98 funds (0.0%).
- 15 3. 2008-09 percentage deficits (0.0%) to Statutory COLA.
- 16 4. State Equalization Aid (0.0%) received by the District during 2008-09.
- 17 5. Additional new ongoing unrestricted revenues (0.0%) received by the District
18 during 2008-09.
- 19 6. 2008-09 new under-funded/unfunded mandated programs.
- 20 7. 2008-09 increase/decrease to Special Education, including Special Education
21 transportation, General Fund Unrestricted Encroachment (6.06%).

22 b. For Example, if upon adoption of the State budget, the 2008-09 budget contained the
23 following:

- 24 1. Statutory COLA equals 4.7% add +0.4%.

2. Deficit to statutory COLA equals 0.8% subtract -0.8%.
3. State Equalization Aid equals 0.2% add +0.2%.
4. Decrease to Special Education General Fund Unrestricted Encroachment resulting in an equivalent of 0.5% of General Fund Unrestricted Revenue Limits add +0.5%.
5. New unrestricted ongoing General Fund funding equaling 0.7% add +0.7%.
6. New Under-funded/ μ nfunded mandated program resulting in an equivalent of 0.3% of General Fund Unrestricted Revenue Limits subtract -0.3%.

Collectively, the percentages in 1-6 above add up to 0.7%. This amount shall be added to the 1.0% provided to give a total of 1.7%, effective July 1, 2008. If the collective percentages in 1-6 above results in a negative percentage, then that amount would be subtracted from the 1.0% and the corresponding amount would be provided effective July 1, 2008. If the amount results in a net negative percentage raise, then there shall be a 0.0% raise effective for the 2008/09 fiscal year.

4.2 **Placement on the Salary Schedule- Professional Preparation**

4.2.1 An appropriate California Teaching Credential authorizing service in the assigned position shall be required of all unit members.

4.2.1 .Requirements for column placement shall be as follows:

- Column I Bachelors Degree plus Intern Credential/Emergency Permit
- Column II Bachelors Degree plus Credential
- Column III Bachelors Degree plus Credential and 30 semester units

Column IV Bachelors Degree plus Credential and 45 semester units, or Masters Degree

2 | Column V Bachelors Degree plus Credential and 60 semester units including

3 | Masters Degree, or Masters Degree plus 30 semester units

4 | 4.3 **Placement on the Salary Schedule- Professional Experience:** Unit members entering the District shall
5 | receive up to and including eleven (11) years for prior accredited private school or institution service for unit
6 | members employed by the District as certificated probationary employees beginning July 1, 1992, or prior
7 | public school service. The unit member must have been employed in a fully credentialed position in the
8 | State of California for at least 75% of the school/work year in order to receive service credit. This
9 | experience must be similar in type to that which the person may be assigned in Centralia. The District shall
10 | determine credit given for professional experience.

11 | 4.3.1 Psychologists and Audiologists entering the District may receive up to and including eleven (11)
12 | years credit for prior public school service, if during that year, the applicant served at least 75% of
13 | the regular school year. This experience must be similar in type to that which the person may be
14 | assigned in Centralia. The District shall determine credit given for professional experience.

15 | 4.3.2 District employees who are being placed on Schedule B will be placed on Schedule B at their
16 | current step placement or to the placement which would be applicable to said employee if said
17 | employee were entering the District as set forth in 4.3.1, whichever placement is greater.

18 | 4.3.3 Fully credentialed Speech and Language Pathologists employed by the District after July 1, 2007,
19 | may receive up to and including year-for-year credit for prior public school service, or clinical
20 | service, if during that year the applicant served at least 75% of a regular work year. The
21 | referenced experience must be similar in type or consistent with work to which the person may be
22 | assigned in Centralia. The District shall determine credit given for professional experience.

23 | 4.4 **Advancement on Salary Schedule- Professional Preparation:** The District shall determine members'
24 | advancement on the salary schedule.

25 | 4.4.1 Advancement on the schedule shall be made on the basis of evidence of professional growth

furnished by the member to the Human Resources Department. There are two (2) qualifying periods for advancement on the salary schedule each school year. The qualifying periods are September and January. A notice of anticipated change affecting column placement shall be submitted to the Human Resources Office at least *forty-five* (45) days prior to completion of the advanced preparation. Reassignment shall become effective at the beginning of the next payroll period after the new classification requirements have been met and verified by grade card, transcript, or official letter from the university.

4.4.2 Employees new to the District shall furnish evidence of units of professional growth for proper salary classification before their contract is submitted to the Board for final approval.

4.4.3 Upper division and graduate level college credit courses with a grade of "B" or better shall be accepted for reclassification on the schedule. "Pass" grades from pass/fail courses shall be accepted. Approval of post-graduate courses not directly related to District curriculum are to be left to the discretion of the Superintendent or his/her designee.

4.4.4 Lower division courses which are a requirement by the college to fulfill the academic or diversified major to satisfy the requirements of the standard elementary teaching credential shall be allowed. A copy of the college program indicating the sequence of required courses shall be furnished the District for verification. A "C" or better grade shall be required for credit.

4.4.5 Work taken for audit shall not be accepted.

4.4.6 Professional growth credit shall be based on semester hours. Quarter hours shall be counted on a two-thirds (%) basis.

4.4.7 Limitation of Units

4.4.7.1 Members attending courses for professional growth shall be limited to two classes with a maximum of six semester units in each semester, i.e. Fall and Spring.

4.4.7.2 Members attending courses for professional growth shall be limited to two classes with a maximum of six quarter hours in any of the three quarters other than the Summer quarter.

4.4.7.3 Units taken in excess of this amount shall not be credited unless prior approval has been given in writing by the immediate supervisor and the Superintendent.

4.4.8 Credit shall be given on the salary schedule for completion of NDEA Institutes (NDEA, NSF, ESEA) and other District-approved Institutes conducted by an accredited college or university on the basis of the professional credit granted. Institutes or series of meetings sponsored by corporations or groups of people without college or university sanction shall not qualify for credit. Discretion for credit shall be vested by the Superintendent or his/her designee.

4.4.9 Guideline for Courses

4.4.9.1 No credit shall be accepted from an unaccredited college or any junior college.

4.4.9.2 Courses taken for salary increments shall be directly related to:

(1) California Multiple Subject or Special Education credential requirements;

(2) Improvement of elementary classroom management practices; and/or

(3) Improvement of student achievement in the Centralia School District.

4.4.9.3 Credit shall be given for education courses accepted by the State for a credential if they also meet all other requirements of Section 4.3.

4.4.9.4 Credit shall be given for upper division or graduate courses accepted by colleges for degrees if they also meet the other requirements of Section 4.3.

4.4.9.5 Extension courses offered specifically for teachers may be acceptable.

4.4.9.6 Saturday courses, conference courses, and television courses generally shall not reach over a total of six (6) semester hours for every set of fifteen (15) semester hours in the salary schedule, unless prior approval is obtained.

4.4.9.7 There shall be a professional growth committee appointed by the Superintendent which shall consist of five (5) members not less than three (3) of whom shall be comprised of two (2) teachers and an Association representative. In the event the District refuses credit for a submitted course, the employee may submit the question of whether the course is

appropriate to the professional growth committee. The committee shall advise the Superintendent as to the appropriateness of the course credit for advancement for professional growth.

4.5 **Advancement on the Salary Schedule- Professional Experience**

4.5.1 A unit member shall teach 75% of the actual teaching days in a school year, and under regular contract to receive credit and be raised to the next step in the next school year.

4.5.2 Unit members moving to a different column shall go down only one step per year, regardless of the number of years they have spent at the maximum step in their previous column.

4.6 **Career Increment**

1998-99

4.6.1 After the adjustment of the 1997-98 salary schedules under Section 4.1.1 above (7% adjustment) beginning with the sixteenth year of service in the Centralia School District, there shall be added to the basic salary of each unit member on Column III, the sum of \$540; on Column IV, the sum of \$224 providing the member's professional preparation qualifies the member for placement on Columns III or IV. Unit members on Column V received the 7% adjustment under Section 4.1.1 and no additional dollars.

4.6.2 After the adjustment of the 1997-98 salary schedules under Section 4.1.1 (7% adjustment) beginning with the twenty-first year of service in the Centralia School District, there shall be added to the basic salary of each unit member on Column IV, the sum of \$747; on Column V, the sum of \$1,043 providing the member's professional preparation qualifies the member for placement on Columns IV or V.

4.6.3 After the adjustment of the 1997-98 salary schedules under Section 4.1.1 above (7%) adjustment beginning with the twenty-fourth year of service in the Centralia School District, there shall be added to the basic salary of each unit member the sum of \$2,302 providing the member's professional preparation qualifies the member for placement on Column V.

4.7 **Summer School:** Effective July 1, 2008, unit members approved for employment as classroom teachers in Summer Academy and/or Extended School Year (ESY) shall be paid at the established hourly rate as listed on the current salary schedule. Other unit members approved for employment beyond the regular work year as defined in 3.1.1 and 3.1.2 shall be paid a rate determined by the District which shall not be less than the rate as listed above, and with the added condition that persons doing like work shall receive like pay.

4.8 **Outdoor Education:** Unit members approved for attendance in the Outdoor Education Program shall be paid \$21.94 for each day worked. In addition, effective January 1, 1991, such unit members shall receive one-half (~) day release time for preparation prior to attendance in the Outdoor Education Program. The release time shall be mutually scheduled between the unit member and site administrator.

4.9 **Salary Reduction for Time Lost**

4.9.1 The daily rate for salary reduction purposes shall be computed at the member's annual salary including all increments divided by the number of days of required service as defined in Article 3.

4.9.2 The hourly rate for the regular program year shall be the daily rate divided by eight (8).

4.9.3 The hourly rate for summer school service shall be the daily rate divided by five (5).

4.10 Unit members who are required to include additional students from another classroom due to insufficient substitute coverage shall receive a prorated amount that a substitute teacher would have received for the time period based on the percentage of students allocated to their classroom when compared with the total number of students needed to be allocated from that classroom.

4.11 An annual stipend of \$2,500 shall be added to the base salary of all credentialed Speech and Language Pathologists who elect to work an eight (8) hour day and who are assigned a Speech and Language caseload.

4.12 An annual stipend of \$1,000 shall be added to the base salary of all credentialed Speech and Language Pathologists who elect to work a regular teacher workday and who are assigned a Speech and Language caseload.