



*Pasadena Unified School District  
Human Resources  
Education-Employees-Excellence*

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**TO:** Brian McDonald, Ed.D., Superintendent  
Board of Education

**FROM:** Steven Miller, Ed.D., Chief Human Resources Officer

**DATE:** March 27, 2020

**RE:** UTP Bargaining March

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District and UTP negotiated on Friday, March 27, 2020 from 9:00-2:00pm on Health and Welfare and Salary.

**Article XV: Health and Welfare Benefits**

For Health and Welfare, PUSD offered Health and Welfare at current rates with UTP paying for any increases above 5% in 2020-2021. UTP declined to agree to a cap.

**Article XIV: Salary and Salary Schedule Rules and Regulations**

The District offered the following:

14.2.7 The current salary schedules are contained in Appendix A. Appendix A shall be updated accordingly as follows:

14.2.7.1 Effective January 1, ~~2019~~ **2020**, the District shall provide a **1.25% salary schedule increase to unit members. The actual implementation of this salary increase will be contingent on the following:**

**1. 2019-2020 funding by the State continuing to be available to the District without limitation and or modifications under Executive Order N-26-20, and**

**2. The COLA included in the Governor's May Revise not declining below 2.29% and two out year COLA projections not**

*declining below 2.71% and 2.82% respectively as reflected in the SSC Dartboard included in the Governor's May Revise, and*

*3. The Measure J sales tax revenue not declining below the \$7million projection for the District's 2019-2020 fiscal year.*

For Salary, UTP asked for a 2.75% increase to the salary schedule and then revised to a 2% increase to the salary schedule **without** any contingencies beginning July 2020.

It was pointed out that both parties may wish to attend the Governor's May Revise that will take place on May 20<sup>th</sup>.

*declining below 2.71% and 2.82% respectively as reflected in the SSC Dartboard included in the Governor's May Revise, and*

*3. The Measure J sales tax revenue not declining below the \$7million projection for the District's 2019-2020 fiscal year.*

For Salary, UTP asked for a 2.75% increase to the salary schedule and then revised to a 2% increase to the salary schedule **without** any contingencies beginning July 2020.

It was pointed out that it would be irresponsible for the CBO to submit a budget to LACOE and the subsequent AB1200 that is financially unsustainable. The District shared that with the current economic uncertainty, it is prudent that contingency language be in effect to buffer the District from experiencing a fiscal crisis. UTP shared that LACOE should be the entity to decide if we can or cannot afford the salary increases in a proposed AB1200. It was pointed out that we as a District have a responsibility to maintain our fiscal solvency.

It was pointed out that both parties may wish to attend the Governor's May Revise that will take place on May 20<sup>th</sup>.

PUSD Counter Proposal #1

March 27, 2020

Time: \_\_\_\_\_

## ARTICLE XV

### HEALTH AND WELFARE BENEFITS

#### 15.1 District Contribution to Health Insurance

##### 15.1.1 Plan Year 2014 and each Plan Year thereafter:

15.1.1.1 As of April 1, 2014, the following Health plans are in effect: SISC HMO Blue Shield of California with Navitus Health Solutions Prescription Coverage Group 000HSC2470001, SISC PPO Blue Shield of California with Navitus Health Solutions Prescription Coverage Group 000SC13550001, SISC Kaiser Group 225543-1001, and Delta Dental DPO.

15.1.1.2 As of January 1, 2014, Delta Dental DPO insurance coverage, and life insurance coverage in the amount of \$10,000 for each covered employee, shall also be provided.

15.1.1.2.1 Effective July 1, 2019, the District shall provide the following provisions to the Delta Dental DPO insurance coverage:

1. Diagnostic and Preventative
2. Prosthodontic Services
3. Orthodontics

15.1.1.3 Effective Plan Year 2014, the amount of out-of-pocket expenses per unit members for the SISC Kaiser health benefit plan (based on a tenthsly contribution) shall be:

Single \$13.00

2-Party \$28.00

Family \$68.00

15.1.1.4 Effective Plan Year 2014, the amount of out-of-pocket expenses per unit members for the SISC Blue Shield health benefit plans with Navitus Health Solutions Prescription Coverage (based on a tenthsly contribution) shall be:

Blue Shield HMO

Single \$13.00  
2-Party \$28.00  
Family \$68.00

Blue Shield PPO

Single \$117.00  
2-Party \$160.00  
Family \$305.00

15.1.1.5 The District shall pay the cost of any increases to Health and Welfare Benefits premiums for the period October 1, ~~2018-2019~~, through September 30, ~~2019-2020~~. ***For the following insurance year, October 1, 2020 through September 30, 2021, the District shall pay up to a 5% premium increase in the total District Health and Welfare Benefit cost for unit members. Any cost in excess of 5% shall be incurred by unit members.*** Negotiations for health and welfare benefits for ~~2019-2020~~ 2021-2022 shall commence prior to March 31, ~~2019-2021~~.

15.1.1.5.1 United Teachers of Pasadena retains the right to apply some or all of the increased cost of the Health Benefits premiums as a percentage equivalent increase on all UTP bargaining unit Salary Schedules instead. If UTP invokes this right, the proportionate increased cost of the premium would be passed on to bargaining unit members, and the District shall increase all bargaining unit Salary Schedules by that proportionate amount.

15.1.1.5.2 This increase to the salary schedules is separate and apart from a salary schedule increase under Article XIV, Salary and Salary Schedule Rules and Regulations.

#### 15.1.2 Holiday Premium Reduction

Effective Plan Year 2014, and thereafter, the District shall share "Holiday Premium Reductions" with UTP members on a pro-rata basis to offset increased out-of-pocket expenses per unit member.

#### 15.1.3 Health Plan Rebates

Effective Plan Year 2013, and thereafter, the District shall share rebate monies from health plan providers with UTP members on a pro-rata basis. This proration shall be based on the percentage of contribution by bargaining unit and District.

The monetary equivalent of the health plan rebate(s) prorated on the percentage of contribution of UTP members shall be applied to UTP members enrolled in the respective plan(s) at the time of the rebate(s). UTP shall determine the dollar distribution.

(EXAMPLE: Based on the Blue Shield December 2011 "Rebates," the proration is based on the percentage of contribution by bargaining unit. The District paid 89.4% of Blue Shield costs, and the employees paid 10.6%. Based on UTP representing 62.2% of the employee share of expenses, the total UTP amount of the rebate is \$26,911.90. On an annual Premium Credit per Employee, this represents \$47.30.)

15.1.4 Health Plan Wellness Program Funds

The District and the Association agree to determine the distribution of Health Plan Wellness Program funds no later than March 31 of each year. The language of the agreement shall be contained in a Memorandum of Understanding between the two parties no later than March 31 of each year.

15.2 Each unit member is required to enroll in one of the following Health plans:

15.2.1 SISC Kaiser Group 225543-1001

15.2.2 SISC Blue Shield of California HMO Group 000HSC2470001, with Navitus Health Solutions Prescription Coverage

15.2.3 SISC Blue Shield of California PPO Group 000SC13550001, with Navitus Health Solutions Prescription Coverage

15.2.4 UTP unit members, whose spouse or domestic partner is also a UTP unit member, shall not be required to enroll in one of the Health plans above in Sections 15.2.1, 15.2.2, and 15.2.3, provided that he/she is covered in the Health plan of his/her spouse or domestic partner. Once Open Enrollment is concluded, the District shall apply the cost savings to the amount of out-of-pocket per unit members.

15.3 Each member is required to enroll in the Delta Dental Plan (0710-1010).

15.3.1 UTP unit members, whose spouse or domestic partner is also a UTP unit member, shall not be required to enroll in the Delta Dental Plan above in Section 15.3, provided that he/she is covered in the Delta Dental Plan of his/her spouse or domestic partner. Once Open Enrollment is concluded, the District shall apply the cost savings to the amount of out-of-pocket per unit members.

15.4 Each member may by payroll deduction, enroll in one or more of the following programs as offered by the District:

15.4.1 Vision Care

15.4.2 Additional Life Insurance Coverage

15.4.3 Income Protection Plan

15.4.4 Tax-Shelter Annuity program per various plans approved by the District.

15.4.5 An IRC 125 premium contribution plan is available for all unit members. Those who do not choose to participate in said plan, permitting employee pre-tax contributions for medical/dental benefits, as described herein, shall submit the annual notice form to the district declining participation.

15.5 Pasadena Unified School District and United Teachers of Pasadena agree that both parties must, not later than August 1 (unless this is not possible due to the action or inaction of an outside third party), approve of the complete text of the Evidence of Coverage (E.O.C.) and the Summary of Health Benefits Plans for each of the mutually agreed to health care providers (e.g. Blue Shield and Kaiser) prior to their implementation. Approval shall require the signatures of both the UTP President and Bargaining Chairperson and that of the District Superintendent and/or designee.

Once the two parties have committed to the signatures of approval as referenced above, then, the provisions of the health benefits plan coverage are established as approved. It is the express intent of the District and the Association that the referenced Agreement be executed prior to Open Enrollment (See Appendix F). Open Enrollment Period shall occur not later than August 31 for a period of not fewer than ten (10) days.

In the absence of the complete text of the Evidence of Coverage, Kaiser, Blue Shield, and/or the current insurance broker (e.g. Alliant Insurance Services) must provide the District and the Association with a letter of assurance that attests to the continuity of the provisions from the prior year and notify UTP and District of any carrier imposed changes; unless such provisions are changed by legislative mandate or through contract negotiations. It is the expressed intent of the District and the Association to hold Blue Shield and Kaiser accountable for providing the exact coverage that the parties have negotiated.

15.6 Unit members who work seventy-five percent (75%) or more of a daily or weekly full-time assignment shall be entitled to full health and welfare coverage as described in Section 15.1-15.4, above. Unit members who work less than seventy-five (75%) of a daily or weekly full-time assignment shall be excluded from receiving any health or welfare benefits.

- 15.7 Unit members who work a complete school year shall receive health and welfare benefits effective through the last day of August. Unit members who are employed subsequent to the first day of the school year shall have health and welfare benefits.
- 15.8 Unit members who terminate their employment prior to the close of the school year shall be covered by their health and welfare benefits through the last day of the month for which the health and welfare benefits have been paid.
- 15.9 Unit members shall have health and welfare benefits effective through the last day of August during the year in which this Agreement expires.

15.10 Early Retirement Incentive

15.10.1 The following Early Retirement Incentive Program (ERI) shall be in effect for qualifying employees retiring on or after October 31, 1985, and only for qualifying employees who submit a non-revocable letter of retirement to the District prior to June 6, of any year.

15.10.1.1 Eligibility/Qualification Requirements

To be eligible for the ERI described herein, an employee shall meet all of the following conditions:

- 15.10.1.1.1 have attained age 55, or older, as of September 1, of the year of retirement;
- 15.10.1.1.2 have rendered fifteen (15) years of service in the District; and
- 15.10.1.1.3 be at the maximum step of his/her salary column placement at retirement.

15.10.1.2 Benefits

15.10.1.2.1 for a qualifying employee who has attained age fifty-eight (58) or older, the District shall pay eighty percent (80%) of the District contribution for employee medical benefit coverage, for the current school year as provided for in Section 15.1. The contribution amount shall be increased annually during the period ERI to whatever the District contribution in existence for the 1986-87 school year.

15.10.1.2.2 for qualifying employee who has attained age fifty-seven (57), the District shall pay seventy percent (70%) of the District contribution for employee medical benefit coverage for the current school year as provided for in Section 15.1. The



contribution amount shall be increased annually during the period of the ERI to whatever the District contribution level becomes for the medical program in existence for the 1986-87 school year.

15.10.1.2.3 for a qualifying employee who has attained age fifty-six (56), the District shall pay sixty percent (60%) of the District contribution for employee medical benefit coverage for the current school year, as provided for in Section 15.1. The contribution amount shall be increased annually during the period of the ERI to whatever the District contribution level becomes for the medical program in existence for the 1986-87 school year.

15.10.1.2.4 for a qualifying employee who has attained age fifty-five (55), the District shall pay fifty percent (50%) of the District contribution for employee medical benefit coverage for the current school year, as provided for in Section 15.1. The contribution amount shall be increased annually during the period of the ERI to whatever the District contribution level becomes for the medical program in existence for the 1986-87 school year.

#### 15.10.1.3 Duration of Benefits

The ERI benefits for qualifying employees, as described herein, shall continue for the retiring employee until whatever of the following conditions occurs first: attains age sixty-five (65); or becomes eligible for Medicare; or becomes eligible for a national health insurance program that may be enacted. Pursuant to the Omnibus Budget Reconciliation Act of 1993 (OBRA 1993), upon entitlement to Medicare due to disability, Medicare coverage becomes primary and District coverage becomes secondary. In the event, the combination of Government and District provided coverage will not be less than current District coverage provided to retirees. This provision may be subject to change based upon the changes to inapplicable federal law.

15.10.1.4 The District contribution levels provided for early retirees in Section 15.10.1.2, above, shall also be extended to one dependent of the retiree who leaves the District service on or after June 30, 1985, provided the dependent was covered by the District health coverage at the time the retiree left service with the District. The dependent contribution shall

continue until the retiree coverage expires pursuant to Section 15.10.1.3 and 15.10.1.5 herein.

15.10.1.5 The retiree dependent coverage shall be in effect for the period provided for in Section 15.10.1.3, above; however, should the retiree become deceased prior to age sixty-five (65), or the eligibilities provided for in Section 15.10.1.3, the dependent coverage shall cease at the end of the first full month following the death of the retiree. No dependent coverage of a retiree shall extend beyond the period of child coverage for an active employee.

15.10.1.6 The medical benefits described in Section 15.10.1.2, above, shall include the retiring unit member's dependent, if any, who was covered by a District medical plan at the time of the unit member's retirement.

#### 15.11 Domestic Partners

The rights and responsibilities under this Article include Domestic Partners as defined by California law.

15.12 The Prescription Plan of active members will be made available to current and ongoing retirees over sixty-five (65), including one dependent, at the unit member prescription rate.

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UTP Proposal #2

March 27, 2020

Time: \_\_\_\_\_

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1. Diagnostic and Preventative
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15.1.1.3 Effective Plan Year 2014, the amount of out-of-pocket expenses per unit members for the SISC Kaiser health benefit plan (based on a tenths contribution) shall be:

Single \$13.00  
2-Party \$28.00  
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15.1.1.5 The District shall pay the cost of any increases to Health and Welfare Benefits premiums for the period October 1, ~~2018~~ **2019**, through September 30, ~~2019~~ **2021**. Negotiations for health and welfare benefits for ~~2019-2020~~ **2021-2022** shall commence prior to March 31, ~~2019~~ **2021**.

15.1.1.5.1 United Teachers of Pasadena retains the right to apply some or all of the increased cost of the Health Benefits premiums as a percentage equivalent increase on all UTP bargaining unit Salary Schedules instead. If UTP invokes this right, the proportionate increased cost of the premium would be passed on to bargaining unit members, and the District shall increase all bargaining unit Salary Schedules by that proportionate amount.

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- 15.7 Unit members who work a complete school year shall receive health and welfare benefits effective through the last day of August. Unit members who are employed subsequent to the first day of the school year shall have health and welfare benefits.
- 15.8 Unit members who terminate their employment prior to the close of the school year shall be covered by their health and welfare benefits through the last day of the month for which the health and welfare benefits have been paid.
- 15.9 Unit members shall have health and welfare benefits effective through the last day of August during the year in which this Agreement expires.

15.10 Early Retirement Incentive

15.10.1 The following Early Retirement Incentive Program (ERI) shall be in effect for qualifying employees retiring on or after October 31, 1985, and only for qualifying employees who submit a non-revocable letter of retirement to the District prior to June 6, of any year.

15.10.1.1 Eligibility/Qualification Requirements

To be eligible for the ERI described herein, an employee shall meet all of the following conditions:

15.10.1.1.1 have attained age 55, or older, as of September 1, of the year of retirement;

15.10.1.1.2 have rendered fifteen (15) years of service in the District; and

15.10.1.1.3 be at the maximum step of his/her salary column placement at retirement.

15.10.1.2 Benefits

15.10.1.2.1 for a qualifying employee who has attained age fifty-eight (58) or older, the District shall pay eighty percent (80%) of the District contribution for employee medical benefit coverage, for the current school year as provided for in Section 15.1. The contribution amount shall be increased annually during the period ERI to whatever the District contribution in existence for the 1986-87 school year.

15.10.1.2.2 for qualifying employee who has attained age fifty-seven (57), the District shall pay seventy percent (70%) of the District contribution for employee medical benefit coverage for the current school year as provided for in Section 15.1. The contribution

amount shall be increased annually during the period of the ERI to whatever the District contribution level becomes for the medical program in existence for the 1986-87 school year.

15.10.1.2.3 for a qualifying employee who has attained age fifty-six (56), the District shall pay sixty percent (60%) of the District contribution for employee medical benefit coverage for the current school year, as provided for in Section 15.1. The contribution amount shall be increased annually during the period of the ERI to whatever the District contribution level becomes for the medical program in existence for the 1986-87 school year.

15.10.1.2.4 for a qualifying employee who has attained age fifty-five (55), the District shall pay fifty percent (50%) of the District contribution for employee medical benefit coverage for the current school year, as provided for in Section 15.1. The contribution amount shall be increased annually during the period of the ERI to whatever the District contribution level becomes for the medical program in existence for the 1986-87 school year.

#### 15.10.1.3 Duration of Benefits

The ERI benefits for qualifying employees, as described herein, shall continue for the retiring employee until whatever of the following conditions occurs first: attains age sixty-five (65); or becomes eligible for Medicare; or becomes eligible for a national health insurance program that may be enacted. Pursuant to the Omnibus Budget Reconciliation Act of 1993 (OBRA 1993), upon entitlement to Medicare due to disability, Medicare coverage becomes primary and District coverage becomes secondary. In the event, the combination of Government and District provided coverage will not be less than current District coverage provided to retirees. This provision may be subject to change based upon the changes to inapplicable federal law.

15.10.1.4 The District contribution levels provided for early retirees in Section 15.10.1.2, above, shall also be extended to one dependent of the retiree who leaves the District service on or after June 30, 1985, provided the dependent was covered by the District health coverage at the time the retiree left service with the District. The dependent contribution shall continue until the retiree coverage expires pursuant to Section 15.10.1.3 and 15.10.1.5 herein.



15.10.1.5 The retiree dependent coverage shall be in effect for the period provided for in Section 15.10.1.3, above; however, should the retiree become deceased prior to age sixty-five (65), or the eligibilities provided for in Section 15.10.1.3, the dependent coverage shall cease at the end of the first full month following the death of the retiree. No dependent coverage of a retiree shall extend beyond the period of child coverage for an active employee.

15.10.1.6 The medical benefits described in Section 15.10.1.2, above, shall include the retiring unit member's dependent, if any, who was covered by a District medical plan at the time of the unit member's retirement.

15.11 Domestic Partners

The rights and responsibilities under this Article include Domestic Partners as defined by California law.

15.12 The Prescription Plan of active members will be made available to current and ongoing retirees over sixty-five (65), including one dependent, at the unit member prescription rate.

PUSD Counter Proposal #2

March 27, 2020

Time: \_\_\_\_\_

## ARTICLE XIV

### SALARY AND SALARY SCHEDULE RULES AND REGULATIONS

#### 14.1 General

14.1.1 Unit members who serve less than the required annual number of working days for regular full-time unit members in their classification, shall receive salary in the ratio that the number of days actually served bears to the total number of annual working days for that classification. Notwithstanding the above, unit members who serve for one full school semester, shall receive not less than one-half the annual salary applicable to their class and step. A complete year of service will have been earned whenever a unit member works seventy-five (75%) of the number of days of required service for his/her particular assignment in the District.

14.1.2 Salary warrants for unit members shall be issued as stated in Section 14.3 below, with appropriate deductions.

14.1.3 Mandatory deductions from gross earnings are those required by law and include Federal and State Income Tax, and State Teachers Retirement System.

14.1.4 Optional deductions are those deductions the unit member may elect to have taken from his/her gross earnings. Optional deductions must be initiated in writing by the unit member. This authorization shall remain in effect continuously until the District receives from the unit member written notice withdrawing the authorization for a particular deduction.

#### 14.2 Salary Schedules

##### Definitions

14.2.1 Unit members assigned on a ten (10) month basis shall work one hundred eighty-six (186) days, as determined by the calendars found in Appendix D. These unit members are paid in accordance with the salary schedule attached as Appendix A. (See Appendix A-2 regarding Staff Development Buy-Back Days.)

14.2.2 Unit members assigned on a ten and one-half (10.5) month basis shall work one hundred ninety-six (196) days as determined by the calendar found in Appendix D. These unit members are paid in accordance with the salary schedule attached

as Appendix A. (See Appendix A-2 regarding Staff Development Buy-Back Days.)

14.2.3 Unit members assigned on an eleven (11) month basis shall work two hundred three (203) days as determined by the calendar found in Appendix D. These unit members are paid in accordance with the salary schedule attached as Appendix A. (See Appendix A-2 regarding Staff Development Buy-Back Days.)

14.2.4 Unit members assigned to extra duty paid positions shall be paid in accordance with the extra pay schedule attached as Appendix A.

~~14.2.5 Effective July 1, 2017, the District shall provide a 0% salary schedule increase for the 2017-2018 school year.~~

~~14.2.6 Effective July 1, 2018, the District shall provide a 2.0% off-schedule payment for the 2018-2019 school year, tied to base salary to be paid by December 31, 2019, for unit members employed as of May 31, 2019.~~

14.2.7 The current salary schedules are contained in Appendix A. Appendix A shall be updated accordingly as follows:

14.2.7.1 Effective January 1, ~~2019~~ 2020, the District shall provide a *1.25% salary schedule increase to unit members. The actual implementation of this salary increase will be contingent on the following:*

*1. 2019-2020 funding by the State continuing to be available to the District without limitation and or modifications under Executive Order N-26-20, and*

*2. The COLA included in the Governor's May Revise not declining below 2.29% and two out year COLA projections not declining below 2.71% and 2.82% respectively as reflected in the SSC Dartboard included in the Governor's May Revise, and*

*3. The Measure J sales tax revenue not declining below the \$7million projection for the District's 2019-2020 fiscal year.*

~~14.2.7.1.1 For the 2019-2020 school year, Children's Center and Permit Teachers with a bachelor's degree or higher who are employed by the District as of May 31, 2019, shall receive an off-schedule one-time payment of \$1,000.00.~~

~~14.2.7.1.2 For the 2019-2020 school year, special education teachers holding a full and clear Education Specialist Credential or the equivalent, and assigned to a classroom or carry a~~

~~caseload at a school site and are employed by the District as of May 31, 2019, shall receive an off-schedule one-time payment of \$1,000.00.~~

14.2.7.2 Beginning in school year 2019-2020 and thereafter, the District and the Association shall complete the public notice process for negotiations pursuant to Government Code section 3547 on or before February 1<sup>st</sup> of the prior school year, unless otherwise limited by the terms of this Agreement.

14.2.8 A classification of BCC/BCLAD Teacher shall be created as described below:

14.2.8.1 All unit members holding the full Bilingual Competence Certificate/Bilingual Cross Cultural Language and Academic Development Certificate whose job assignment normally requires contact with LEP students shall be given the opportunity to serve in the BCC/BCLAD teacher classification.

14.2.8.2 The BCC/BCLAD teacher shall be paid pursuant to Appendix A, above his/her salary placement and any other supplemental District earnings. The payment to a BCC/BCLAD teacher shall be prorated, in a proportionate ratio, for partial year service in the BCC/BCLAD teacher class.

14.2.8.3 The BCC/BCLAD teacher shall perform additional duties as prescribed by the District, after input from teachers assigned to bilingual classes and by the Association. The establishment of the duties shall be coordinated by the Director, Human Resources. The duties shall primarily involve assistance to teachers of bilingual classes who do not hold the full BCC/BCLAD certificate, with particular emphases on new teachers in the program.

14.2.8.4 Prior to the start of a BCC/BCLAD assignment year, a teacher holding the full BCC/BCLAD certificate shall be given notification of placement in said BCC/BCLAD class by the Director, Human Resources. The notification shall also describe the thirty (30) calendar day period during which the teacher can decline BCC/BCLAD placement, and the form for withdrawing from the classification.

14.2.9 The following provisions shall govern bilingual compensation:

14.2.9.1 The annual compensation for a BCC teacher working with a non-bilingual teacher shall be \$1,000. The work shall be similar to the way in which a support teacher currently works.

14.2.9.2 The \$1,000 compensation shall not be paid to a BCC teacher who is already receiving extra support teacher compensation.

### 14.3 Pay Days

Effective August 1, 2011, Monthly salary payments for unit members are made on the first (1st) working day after the close of the calendar month for which payment is due except as otherwise indicated below:

14.3.1 Ten (10) month unit members working their entire year receive their first salary warrants for work performed in the fiscal year on the first (1st) working day in September and their last salary warrants on the first (1st) working day in July. The monthly salary is one-eleventh (1/11) of the annual salary.

14.3.2 Eleven (11) month unit members working the entire year receive their first salary warrants on the first (1st) working day in August and their last on the first (1st) working day in July. The monthly salary is one-twelfth (1/12) of the annual salary.

14.3.3 Twelve (12) month unit members working the entire fiscal year receive their first salary warrants on the first (1st) working day in August and their last on the first (1st) working day in July. The monthly salary is one-twelfth (1/12) of the annual salary.

14.3.4 Extra duty pay assignments will be paid within sixty (60) days of the completing of the assignment.

14.4 Daily Rate of Pay is the unit members' annual salary divided by their required days of service.

### 14.5 Initial Placement on Schedules

14.5.1 Credit for service outside the District for teachers hired prior to July 1, 1994 shall be allowed on the salary schedule at the rate of one increment (step) for one (1) year of comparable service up to a maximum of seven (7) years of service, but in no event shall the maximum entry step placement be higher than step nine (9).

14.5.2 Effective July 1, 1994, a credit for service outside the District shall be granted pursuant to Appendix A. Also effective date, and only upon initial employment in the District a new hire assigned to a position for which he/she is eligible for probationary status in the District shall be placed on the salary schedule at one (1) step higher than the regular entry placement provisions. However in no event shall initial placement on the salary schedule exceed the maximum entry credit for prior experience.

- 14.5.3 Service is earned by any combination of the following: suitable teaching experience, active military service, Peace Corps or Vista service performed in the teaching of children, preschool experience if at least four (4) hours per day, and vocational experience exceeding that required for vocational credentials defined on the salary schedule. Private school experience for step increment on the salary schedule will be accepted, providing the private school was state accredited, and the unit member in question held a valid credential at the time of teaching. All previous experience shall be verified by official statements by prior employers before experience credit shall be allowed.
- 14.5.4 Employment as a day-to-day substitute shall not be used in computing years of service for salary placement or advancement.
- 14.5.5 All course work approved for initial placement must be verified by official transcripts. Obtaining official transcripts is the responsibility of the unit member. All transcript verifications must be received within thirty (30) days of the signing of the unit member's initial contract. Failure to do so will result in the District withholding salary warrants until such documents are placed on file. Earned degrees received and units of study in an accredited institution of higher learning shall be allowed for initial placement and subsequent horizontal movement on the salary schedule.
- 14.5.6 Only those units earned subsequent to obtaining a Bachelor's Degree shall be applicable for placement on the salary schedule.
- 14.5.7 The accreditation status of a college, university, or private school at the time of the unit member's enrollment shall prevail. Previous or subsequent accreditation shall not be considered. Unit members who resign from the District, and are subsequently re-employed, will be placed on the salary schedule as provided in Section 14.5.2 above for teachers initially hired on/or after July 1, 1994, or as provided for in Section 14.5.1 for teachers initially hired prior to July 1, 1994, their previous experience notwithstanding. However, permanent unit members who resign and are subsequently re-employed within thirty-nine (39) calendar months from the time of resignation, shall be restored to their previous schedule status.
- 14.5.8 Unit members whose initial District employment was in programs conducted under contract with public or private agencies or other categorically funded projects, and then were subsequently employed as probationary unit members with no break in service, shall be credited with the time served in the specially funded program for salary schedule placement and advancement purposes.

#### 14.6 Vertical Movement

All unit members shall advance one vertical step on the salary schedule for each year of service, except those whose placement is at the maximum step for their class; provided the most recent written evaluation is satisfactory or better.

#### 14.7 Horizontal Movement

14.7.1 Course credit for salary placement and movement shall be given for post-graduate, upper division or graduate course work taken at four-year colleges, universities or graduate schools which are accredited by a recognized regional accrediting commission and which are related to the unit members' current or anticipated assignment.

14.7.1.1 Effective June 1, 1988, a unit member will be allowed salary schedule credit for participation in priority approved workshops in addition to District sponsored and designated in-service training programs. Said credit shall be granted on the basis of one (1) unit of salary schedule credit for each fifteen (15) hours of in-service program participation by the unit member. A unit member may not accumulate more than a career total of eighteen (18) of said salary schedule units.

14.7.2 Semester hours (units), as defined by the particular accredited college, university or graduate school will be acceptable for placement on the salary schedule. Quarter hours (units) shall be converted to semester hours (units) by multiplying the total of such hours (units) by two-thirds (2/3).

14.7.3 Unit members requesting reclassification from one class to another may file such requests at any time on the appropriate form with supporting documents attached with Certificated Personnel Office. The form shall not be changed by the District without prior consultation with the Association. The effective date for the retroactive pay for reclassification is the date of filing the form with supporting documents. Supporting documents verifying the completed units that are to apply towards the reclassification can be official notices in the form of a grade card or letter from the college, university or institution. Such temporary verifications which indicate satisfactory completion of the course(s) shall be sufficient evidence to meet the above requirements. Payment for reclassification shall occur within three (3) months or within three (3) pay periods, whichever is longer, after the employee files official transcripts for the increase. If the salary increase is not paid within three (3) months or three (3) pay periods, whichever is longer, the district is required to pay the unit member interest in accordance with statutory requirements. The burden of proof of units taken shall lie with the unit member. Any error in classification shall be corrected as soon as the error is verified.

- 14.7.4 Credit will not be accepted for course work taken in the armed services, except as it was taken in conjunction with an accredited college or university and can be verified through official transcripts. Course work taken through a foreign university or other institution which sponsors travel tours for credits must be assigned upper division or graduate status, assigned a course title, and be given unit value.
- 14.7.5 Such foreign university or other institution must be listed in the current edition of accredited institutions of higher learning or one of its regional accrediting commissions.
- 14.7.6 If a unit member believes that participation in a lower division course will be of direct benefit to the District, such unit member may petition the District for a waiver.
- 14.7.7 Such waiver, if granted would allow the units so approved to be counted for advancement on the salary schedule. Prior to the date of enrollment in lower division courses, the unit member must make formal application to the District and receive approval in the form of the aforementioned waiver.
- 14.7.8 In lieu of formal academic units, it is possible to earn a maximum of eighteen (18) equivalent units, provided not more than nine (9) may be used at any one time to change from one class to the next higher one.
- 14.7.9 These eighteen (18) units may be earned in three (3) major categories of six (6) units each.
- 14.7.9.1 One year of successful non-teaching paid work experience (may be cumulative) related to the current assignment upon prior approval by the Director of Personnel Services (two (2) months = one (1) unit); and
- 14.7.9.2 Travel which is specially related to improving the unit member's service and taken after initial employment in the District must have prior approval by the Director of Personnel Services. Upon completion of prior approved travel, unit members must submit verification of travel, i.e., receipts for airline tickets, hotel accommodations, etc. (two (2) weeks = one (1) unit); and
- 14.7.9.3 Professional Service: supervising a student teacher (one (1) unit for each complete assignment).
- 14.8 A Masters Degree is required for placement on Class E or Class F.
- 14.9 Service Increment



14.9.1 Step 16 - a service increment of five percent (5%) calculated on the tenth (10) step in Class A and Class B, the eleventh (11) step in Class C through E and the fourteenth (14) step in Class F (awarded to the nearest dollar) shall be paid after fifteen (15) years of full time service in the District provided the most recent written evaluation is satisfactory or better. This increment is a flat dollar amount without regard to the number of months served.

14.9.2 Step 21 - a second service increment of a second five percent (5%) calculated on the tenth (10) step of Class A and Class B, the eleventh (11) step in Class C through E and the fourteenth (14) step in Class F (awarded to the nearest dollar) shall be paid after twenty (20) years of full-time service in the District provided the most recent written evaluation is satisfactory or better. This increment is a flat amount without regard to the number of months served.

#### 14.10 Doctorate Degree

A unit member with an earned Doctorate degree from an accredited institution shall be paid a five percent (5%) increment above Class F of the salary schedule found in Appendix A.

14.10.1 Effective July 1, 1995, a unit member with a qualifying doctorate degree from an accredited institution shall be paid a five percent (5%) increment above his/her regular salary schedule placement. Effective November 3, 2014, the Doctorate Degree increment shall be awarded to the nearest dollar.

#### 14.11 National Board Stipend

An annual stipend of \$2,500.00 will be paid to teachers, counselors, librarians, nurses, school/clinical psychologists, and speech-language pathologists holding a national board certification. This stipend will be paid at the rate of \$250.00 per month for ten (10) months effective the 2015-2016 school year.

#### 14.12 Counselors Salary

Effective July 1, 2019, Counselors shall receive 1.075 times their placement on the Basic Monthly Salary Schedule in Appendix A. Effective November 3, 2014, the Counselor Salary Ratio shall be awarded to the nearest dollar.

#### 14.13 Librarians Salary

Effective July 1, 2019, Secondary School Librarians shall receive 1.075 times their placement on the monthly Salary Schedule in Appendix A. Effective November 3, 2014, the Librarian Salary Ratio shall be awarded to the nearest dollar.

#### 14.14 Psychologists Salary

14.14.1 In accordance with the Settlement Agreement dated September 25, 2014, regarding all classifications of school psychologists, there should be no change (status quo) in existing salary of unit members in the Subject Classifications until such time as an agreement is reached at the bargaining table and ratified appropriately.

14.14.2 In the meantime, any salary increases to the UTP unit members shall apply to the Subject Classifications.

14.15 Mileage Reimbursement

Unit members required and directed to use a private vehicle in the performance of District duties shall be reimbursed at the allowable IRS rate.

14.16 Business Expenses

The District shall pay all expenses, including, but not limited to fees, travel, lodging, and incidentals, incurred when the unit member is involved in an activity at the discretion of or authorized by a District administrator when such activity is away from the unit member's primary work location.

The District shall provide or pay for meals when the unit member is involved in an activity at the discretion of or authorized by a District administrator when such activity is away from the District. The maximum amount reimbursable for unit member meals is:

Breakfast \$10.00

Lunch \$15.00

Dinner \$25.00

14.17 The District and the Association acknowledge the need to increase the District's ability to recruit and retain highly qualified employees in the areas of Speech and Language Therapy. The purpose of this Section is to set forth the parties' agreement establishing stipends to meet these goals.

14.17.1 Newly Hired Speech and Language Therapists

14.17.1.1 Speech and Language Therapists (hereafter referred to as "therapists") initially employed for or after the 2009-2010 school year shall receive reimbursement for the annual state licensing fee, reimbursement for attending seminars for license renewal, and a stipend of \$6,000.00 to be paid in equal increments of \$2,000.00 for each of the first three (3) years of satisfactory service.

14.17.1.2 Following satisfactory completion of the first three (3) years of service, such employees shall receive reimbursement for the annual state licensing fee, reimbursement for attending seminars for license renewal, and a stipend equivalent to five percent (5%) of his/her salary for every five (5) years of satisfactory service in the positions described in Section 14.17.1.1 above. For example, the first 5% stipend would accrue to an employee following eight (8) years of qualifying service.

#### 14.17.2 Currently Employed Therapists

Any Speech and Language Therapists shall receive reimbursement for the annual state licensing fee, reimbursement for attending seminars for license renewal, and a stipend of five percent (5%) of his/her salary for every five (5) years of satisfactory service in a therapist position in the District. For example, the first 5% stipend would accrue to an employee following five (5) years of qualifying service. Any Speech and Language Therapists who has performed five (5) or more years of satisfactory service as of the end of the 2009-2010 school year shall receive a five percent (5%) stipend. Any Speech and Language Therapists who has performed four (4) or less years of satisfactory service as of the end of the 2009-2010 school year shall receive a five percent (5%) stipend upon completion of his/her fifth year of satisfactory service.

#### 14.17.3 General Conditions and Definitions

14.17.3.1 As used in this Section, “years of satisfactory service” shall mean that the employee has received an “Overall Satisfactory Evaluation” rating on the most recent Evaluation prior to the year for which the stipend would be received.

14.17.3.2 All stipends set forth in this Section shall be prorated according to the employee’s FTE.

14.17.3.3 Payment of all stipends set forth in this Section will be made in the monthly pay warrants.

14.17.3.4 As used in this Section, any stipends (“5% of salary” or \$6,000) shall mean gross salary, subject to all deductions required by law.

14.17.3.5 As used in this Section, “reimbursement for attending seminars for license renewal” shall not exceed four hundred dollars (\$400) per school year.

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**ARTICLE XIV**  
**SALARY AND SALARY SCHEDULE RULES AND REGULATIONS**

14.1 General

- 14.1.1 Unit members who serve less than the required annual number of working days for regular full-time unit members in their classification, shall receive salary in the ratio that the number of days actually served bears to the total number of annual working days for that classification. Notwithstanding the above, unit members who serve for one full school semester, shall receive not less than one-half the annual salary applicable to their class and step. A complete year of service will have been earned whenever a unit member works seventy-five (75%) of the number of days of required service for his/her particular assignment in the District.
- 14.1.2 Salary warrants for unit members shall be issued as stated in Section 14.3 below, with appropriate deductions.
- 14.1.3 Mandatory deductions from gross earnings are those required by law and include Federal and State Income Tax, and State Teachers Retirement System.
- 14.1.4 Optional deductions are those deductions the unit member may elect to have taken from his/her gross earnings. Optional deductions must be initiated in writing by the unit member. This authorization shall remain in effect continuously until the District receives from the unit member written notice withdrawing the authorization for a particular deduction.

14.2 Salary Schedules

Definitions

- 14.2.1 Unit members assigned on a ten (10) month basis shall work one hundred eighty-six (186) days, as determined by the calendars found in Appendix D. These unit members are paid in accordance with the salary schedule attached as Appendix A. (See Appendix A-2 regarding Staff Development Buy-Back Days.)
- 14.2.2 Unit members assigned on a ten and one-half (10.5) month basis shall work one hundred ninety-six (196) days as determined by the calendar found in Appendix D. These unit members are paid in accordance with the salary schedule attached as Appendix A. (See Appendix A-2 regarding Staff Development Buy-Back Days.)
- 14.2.3 Unit members assigned on an eleven (11) month basis shall work two hundred three (203) days as determined by the calendar found in Appendix D. These unit

members are paid in accordance with the salary schedule attached as Appendix A. (See Appendix A-2 regarding Staff Development Buy-Back Days.)

- 14.2.4 Unit members assigned to extra duty paid positions shall be paid in accordance with the extra pay schedule attached as Appendix A.
- ~~14.2.5 Effective July 1, 2017, the District shall provide a 0% salary schedule increase for the 2017—2018 school year.~~
- ~~14.2.6 Effective July 1, 2018, the District shall provide a 2.0% off schedule payment for the 2018—2019 school year, tied to base salary to be paid by December 31, 2019 for unit members employed as of May 31, 2019.~~
- 14.2.7 The current salary schedules are contained in Appendix A. Appendix A shall be updated accordingly as follows:
  - 14.2.7.1 Effective July 1, ~~2019~~ **2020**, the District shall provide a **2.00%** increase on all salary schedules contained in Appendix A.
    - ~~14.2.7.1.1 For the 2019-2020 School Year, Children Center and Permit Teachers with a bachelor degree or higher who are employed by the District as of May 31, 2019 shall receive an off-schedule one time payment of \$1000.00.~~
    - ~~14.2.7.1.2 For the 2019-2020 School Year, special education teachers holding a full and clear Education Specialist Credential or the equivalent, and assigned to a classroom or carry a caseload at a school site and are employed by the District as of May 31, 2019 shall receive an off-schedule one-time payment of \$1000.00.~~
  - 14.2.7.2 Beginning in school year 2019-2020 and thereafter, the District and Association shall complete the public notice process for negotiations pursuant to Government Code section 3547 on or before February 1<sup>st</sup> of the prior school year, unless otherwise limited by the terms of this Agreement.
- 14.2.8 A classification of BCC/BCLAD Teacher shall be created as described below:
  - 14.2.8.1 All unit members holding the full Bilingual Competence Certificate/Bilingual Cross Cultural Language and Academic Development Certificate whose job assignment normally requires contact with LEP students shall be given the opportunity to serve in the BCC/BCLAD teacher classification.
  - 14.2.8.2 The BCC/BCLAD teacher shall be paid pursuant to Appendix A, above his/her salary placement and any other supplemental District earnings. The payment to a BCC/BCLAD teacher shall be prorated, in a proportionate ratio, for partial year service in the BCC/BCLAD teacher class.

14.2.8.3 The BCC/BCLAD teacher shall perform additional duties as prescribed by the District, after input from teachers assigned to bilingual classes and by the Association. The establishment of the duties shall be coordinated by the Director, Human Resources. The duties shall primarily involve assistance to teachers of bilingual classes who do not hold the full BCC/BCLAD certificate, with particular emphases on new teachers in the program.

14.2.8.4 Prior to the start of a BCC/BCLAD assignment year, a teacher holding the full BCC/BCLAD certificate shall be given notification of placement in said BCC/BCLAD class by the Director, Human Resources. The notification shall also describe the thirty (30) calendar day period during which the teacher can decline BCC/BCLAD placement, and the form for withdrawing from the classification.

14.2.9 The following provisions shall govern bilingual compensation:

14.2.9.1 The annual compensation for a BCC teacher working with a non-bilingual teacher shall be \$1,000. The work shall be similar to the way in which a support teacher currently works.

14.2.9.2 The \$1,000 compensation shall not be paid to a BCC teacher who is already receiving extra support teacher compensation.

### 14.3 Pay Days

Effective August 1, 2011, Monthly salary payments for unit members are made on the first (1st) working day after the close of the calendar month for which payment is due except as otherwise indicated below:

14.3.1 Ten (10) month unit members working their entire year receive their first salary warrants for work performed in the fiscal year on the first (1st) working day in September and their last salary warrants on the first (1st) working day in July. The monthly salary is one-eleventh (1/11) of the annual salary.

14.3.2 Eleven (11) month unit members working the entire year receive their first salary warrants on the first (1st) working day in August and their last on the first (1st) working day in July. The monthly salary is one-twelfth (1/12) of the annual salary.

14.3.3 Twelve (12) month unit members working the entire fiscal year receive their first salary warrants on the first (1st) working day in August and their last on the first (1st) working day in July. The monthly salary is one-twelfth (1/12) of the annual salary.

14.3.4 Extra duty pay assignments will be paid within sixty (60) days of the completing of the assignment.

14.4 Daily Rate of Pay is the unit members' annual salary divided by their required days of service.

14.5 Initial Placement on Schedules

14.5.1 Credit for service outside the District for teachers hired prior to July 1, 1994 shall be allowed on the salary schedule at the rate of one increment (step) for one (1) year of comparable service up to a maximum of seven (7) years of service, but in no event shall the maximum entry step placement be higher than step nine (9).

14.5.2 Effective July 1, 1994, a credit for service outside the District shall be granted pursuant to Appendix A. Also effective date, and only upon initial employment in the District a new hire assigned to a position for which he/she is eligible for probationary status in the District shall be placed on the salary schedule at one (1) step higher than the regular entry placement provisions. However in no event shall initial placement on the salary schedule exceed the maximum entry credit for prior experience.

14.5.3 Service is earned by any combination of the following: suitable teaching experience, active military service, Peace Corps or Vista service performed in the teaching of children, preschool experience if at least four (4) hours per day, and vocational experience exceeding that required for vocational credentials defined on the salary schedule. Private school experience for step increment on the salary schedule will be accepted, providing the private school was state accredited, and the unit member in question held a valid credential at the time of teaching. All previous experience shall be verified by official statements by prior employers before experience credit shall be allowed.

14.5.4 Employment as a day-to-day substitute shall not be used in computing years of service for salary placement or advancement.

14.5.5 All course work approved for initial placement must be verified by official transcripts. Obtaining official transcripts is the responsibility of the unit member. All transcript verifications must be received within thirty (30) days of the signing of the unit member's initial contract. Failure to do so will result in the District withholding salary warrants until such documents are placed on file. Earned degrees received and units of study in an accredited institution of higher learning shall be allowed for initial placement and subsequent horizontal movement on the salary schedule.

14.5.6 Only those units earned subsequent to obtaining a Bachelor's Degree shall be applicable for placement on the salary schedule.

14.5.7 The accreditation status of a college, university, or private school at the time of the unit member's enrollment shall prevail. Previous or subsequent accreditation shall not be considered. Unit members who resign from the District, and are subsequently re-employed, will be placed on the salary schedule as provided in Section 14.5.2 above for teachers initially hired on/or after July 1, 1994, or as provided for in Section 14.5.1 for teachers initially hired prior to July 1, 1994,

their previous experience notwithstanding. However, permanent unit members who resign and are subsequently re-employed within thirty-nine (39) calendar months from the time of resignation, shall be restored to their previous schedule status.

14.5.8 Unit members whose initial District employment was in programs conducted under contract with public or private agencies or other categorically funded projects, and then were subsequently employed as probationary unit members with no break in service, shall be credited with the time served in the specially funded program for salary schedule placement and advancement purposes.

#### 14.6 Vertical Movement

All unit members shall advance one vertical step on the salary schedule for each year of service, except those whose placement is at the maximum step for their class; provided the most recent written evaluation is satisfactory or better.

#### 14.7 Horizontal Movement

14.7.1 Course credit for salary placement and movement shall be given for post-graduate, upper division or graduate course work taken at four-year colleges, universities or graduate schools which are accredited by a recognized regional accrediting commission and which are related to the unit members' current or anticipated assignment.

14.7.1.1 Effective June 1, 1988, a unit member will be allowed salary schedule credit for participation in priority approved workshops in addition to District sponsored and designated in-service training programs. Said credit shall be granted on the basis of one (1) unit of salary schedule credit for each fifteen (15) hours of in-service program participation by the unit member. A unit member may not accumulate more than a career total of eighteen (18) of said salary schedule units.

14.7.2 Semester hours (units), as defined by the particular accredited college, university or graduate school will be acceptable for placement on the salary schedule. Quarter hours (units) shall be converted to semester hours (units) by multiplying the total of such hours (units) by two-thirds (2/3).

14.7.3 Unit members requesting reclassification from one class to another may file such requests at any time on the appropriate form with supporting documents attached with Certificated Personnel Office. The form shall not be changed by the District without prior consultation with the Association. The effective date for the retroactive pay for reclassification is the date of filing the form with supporting documents. Supporting documents verifying the completed units that are to apply towards the reclassification can be official notices in the form of a grade card or letter from the college, university or institution. Such temporary verifications



which indicate satisfactory completion of the course(s) shall be sufficient evidence to meet the above requirements. Payment for reclassification shall occur within three (3) months or within three (3) pay periods, whichever is longer, after the employee files official transcripts for the increase. If the salary increase is not paid within three (3) months or three (3) pay periods, whichever is longer, the district is required to pay the unit member interest in accordance with statutory requirements. The burden of proof of units taken shall lie with the unit member. Any error in classification shall be corrected as soon as the error is verified.

- 14.7.4 Credit will not be accepted for course work taken in the armed services, except as it was taken in conjunction with an accredited college or university and can be verified through official transcripts. Course work taken through a foreign university or other institution which sponsors travel tours for credits must be assigned upper division or graduate status, assigned a course title, and be given unit value.
- 14.7.5 Such foreign university or other institution must be listed in the current edition of accredited institutions of higher learning or one of its regional accrediting commissions.
- 14.7.6 If a unit member believes that participation in a lower division course will be of direct benefit to the District, such unit member may petition the District for a waiver.
- 14.7.7 Such waiver, if granted would allow the units so approved to be counted for advancement on the salary schedule. Prior to the date of enrollment in lower division courses, the unit member must make formal application to the District and receive approval in the form of the aforementioned waiver.
- 14.7.8 In lieu of formal academic units, it is possible to earn a maximum of eighteen (18) equivalent units, provided not more than nine (9) may be used at any one time to change from one class to the next higher one.
- 14.7.9 These eighteen (18) units may be earned in three (3) major categories of six (6) units each.
  - 14.7.9.1 One year of successful non-teaching paid work experience (may be cumulative) related to the current assignment upon prior approval by the Director of Personnel Services (two (2) months = one (1) unit); and
  - 14.7.9.2 Travel which is specially related to improving the unit member's service and taken after initial employment in the District must have prior approval by the Director of Personnel Services. Upon completion of prior approved travel, unit members must submit verification of travel, i.e., receipts for airline tickets, hotel accommodations, etc. (two (2) weeks = one (1) unit); and

14.7.9.3 Professional Service: supervising a student teacher (one (1) unit for each complete assignment).

14.8 A Masters Degree is required for placement on Class E or Class F.

14.9 Service Increment

14.9.1 Step 16 – service increment of five percent (5%) calculated on the tenth (10) step in Class A and Class B, the eleventh (11) step in Class C through E and the fourteenth (14) step in Class F (awarded to the nearest dollar) shall be paid after fifteen (15) years of full time service in the District provided the most recent written evaluation is satisfactory or better. This increment is a flat dollar amount without regard to the number of months served.

14.9.2 Step 21 - a second service increment of a second five percent (5%) calculated on the tenth (10) step of Class A and Class B, the eleventh (11) step in Class C through E and the fourteenth (14) step in Class F (awarded to the nearest dollar) shall be paid after twenty (20) years of full-time service in the District provided the most recent written evaluation is satisfactory or better. This increment is a flat amount without regard to the number of months served.

14.10 Doctorate Degree

A unit member with an earned Doctorate degree from an accredited institution shall be paid a five percent (5%) increment above Class F of the salary schedule found in Appendix A.

14.10.1 Effective July 1, 1995, a unit member with a qualifying doctorate degree from an accredited institution shall be paid a five percent (5%) increment above his/her regular salary schedule placement. Effective November 3, 2014, the Doctorate Degree increment shall be awarded to the nearest dollar.

14.11 National Board Stipend

An annual stipend of \$2,500.00 will be paid to teachers, counselors, librarians, nurses, school/clinical psychologists, and speech-language pathologists holding a national board certification. This stipend will be paid at the rate of \$250.00 per month for ten (10) months effective the 2015-2016 school year.

14.12 Counselors Salary

Effective July 1, 2019, Counselors shall receive 1.075 % times their placement on the Basic Monthly Salary Schedule in Appendix A. Effective November 3, 2014, the Counselor Salary Ratio shall be awarded to the nearest dollar.

14.13 Librarians Salary

Effective July 1, 2019, Secondary School Librarians shall receive 1.075% times their placement on the monthly Salary Schedule in Appendix A. Effective November 3, 2014, the Librarian Salary Ratio shall be awarded to the nearest dollar.

14.14 Psychologists Salary

14.14.1 In accordance with the Settlement Agreement dated September 25, 2014, regarding all classifications of school psychologists, there should be no change (status quo) in existing salary of unit members in the Subject Classifications until such time as an agreement is reached at the bargaining table and ratified appropriately.

14.14.2 In the meantime, any salary increases to the UTP unit members shall apply to the Subject Classifications.

14.15 Mileage Reimbursement

Unit members required and directed to use a private vehicle in the performance of District duties shall be reimbursed at the allowable IRS rate.

14.16 Business Expenses

The District shall pay all expenses, including, but not limited to fees, travel, lodging, and incidentals, incurred when the unit member is involved in an activity at the discretion of or authorized by a District administrator when such activity is away from the unit member's primary work location.

The District shall provide or pay for meals when the unit member is involved in an activity at the discretion of or authorized by a District administrator when such activity is away from the District. The maximum amount reimbursable for unit member meals is:

Breakfast \$10.00

Lunch \$15.00

Dinner \$25.00

14.17 The District and the Association acknowledge the need to increase the District's ability to recruit and retain highly qualified employees in the areas of Speech and Language Therapy. The purpose of this Section is to set forth the parties' agreement establishing stipends to meet these goals.

14.17.1 Newly Hired Speech and Language Therapists

14.17.1.1 Speech and Language Therapists (hereafter referred to as "therapists") initially employed for or after the 2009-2010 school year shall receive reimbursement for the annual state licensing fee, reimbursement for attending seminars for license renewal, and a stipend of \$6,000.00 to be paid in equal increments of \$2,000.00 for each of the first three (3) years of satisfactory service.

14.17.1.2 Following satisfactory completion of the first three (3) years of service, such employees shall receive reimbursement for the annual state licensing fee,

reimbursement for attending seminars for license renewal, and a stipend equivalent to five percent (5%) of his/her salary for every five (5) years of satisfactory service in the positions described in Section 14.17.1.1 above. For example, the first 5% stipend would accrue to an employee following eight (8) years of qualifying service.

14.17.2 Currently Employed Therapists

Any Speech and Language Therapists shall receive reimbursement for the annual state licensing fee, reimbursement for attending seminars for license renewal, and a stipend of five percent (5%) of his/her salary for every five (5) years of satisfactory service in a therapist position in the District. For example, the first 5% stipend would accrue to an employee following five (5) years of qualifying service. Any Speech and Language Therapists who has performed five (5) or more years of satisfactory service as of the end of the 2009-2010 school year shall receive a five percent (5%) stipend. Any Speech and Language Therapists who has performed four (4) or less years of satisfactory service as of the end of the 2009-2010 school year shall receive a five percent (5%) stipend upon completion of his/her fifth year of satisfactory service.

14.17.3 General Conditions and Definitions

- 14.17.3.1 As used in this Section, “years of satisfactory service” shall mean that the employee has received an “Overall Satisfactory Evaluation” rating on the most recent Evaluation prior to the year for which the stipend would be received.
- 14.17.3.2 All stipends set forth in this Section shall be prorated according to the employee’s FTE.
- 14.17.3.3 Payment of all stipends set forth in this Section will be made in the monthly pay warrants.
- 14.17.3.4 As used in this Section, any stipends (“5% of salary” or \$6,000) shall mean gross salary, subject to all deductions required by law.
- 14.17.3.5 As used in this Section, “reimbursement for attending seminars for license renewal” shall not exceed four hundred dollars (\$400) per school year.