

**ARTICLE XVIII**  
**SALARIES**

A. **Salary Schedule**

For the ~~2015-2016~~2016-2017 school year, unit members will be compensated an additional ~~three point seven five one point five~~ percent (~~3.75~~1.5%) of the salary schedule represented in Attachment A. Attachment B reflects a ~~three point seven five one point five~~ percent (~~3.75~~1.5%) increase over Attachment A. This increase shall be effective July 1, ~~2015-2016~~ per the salary schedule represented in attachment B. The published salary schedule for the ~~2015-2016~~2016-2017 school year shall be Attachment B.

For the 2016-2017 school year, unit members will be compensated a two percent (2.0%) one time salary disbursement based on Attachment B.

Longevity increments for Steps 16 - 35 in Column IV will be \$400.

Longevity increments for Steps 16 - 35 in Column V will be \$450.

B. **Initial Salary Schedule Placement**

1. Full-time unit members who possess a valid credential registered with the County Office which required full completion of a student teaching program shall be given credit for up to five years of successful public school teaching experience at grades K-12 upon provision of verification of such experience satisfactory to the District. The initial placement shall not exceed Step 6. In order to be counted as successful experience, the unit member must have actually rendered full-time equivalent service of 75% of the days of a school year. Years submitted for experience credit must have been taught in the 10 years immediately preceding employment with the Etiwanda School District. For initial placement, lower division units acquired after the B.A. or B.S. degree are not acceptable for salary credit. Upper division or graduate units from an accredited college or university taken after the date of the B.A. or B.S. degree shall be credited for salary placement. Failure to submit official transcripts or other verification by September 15 of the first year of employment as requested will result in the units not being accepted for salary credit until the next submission date (refer to C. Advancement on the Salary Schedule). Teachers hired after September 15 must submit official transcripts within 60 calendar days of their contract start date.

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2. Interns, teachers on emergency or other credentials, not requiring full completion of student teaching or its equivalent prior to issuance, shall be placed on Step 1, Column 1 regardless of the number or type of units completed or the member's previous experience.

### C. **Advancement on the Salary Schedule**

All step advancement on the salary schedule shall be effective to the first day of the contractual teacher return to work date for the beginning of the school year.

Column advancement may be modified by submission of all necessary documentation required by the District to support the entitlement to such increase to the Assistant Superintendent of Personnel by September 15, January 15, or May 15. Payment for such column increase shall be paid no later than three regular pay periods or three months, whichever is longer, after September 15, January 15, or May 15 provided that the unit member has filed all documentation required by the District for the column increase by the applicable date. The September 15 submission shall be retroactive to the first day of the contractual teacher return to work date for the beginning of the new school year. The January 15 submission shall be retroactive to January 1 of that year, and the May 15<sup>th</sup> submission shall be retroactive to May 1 of that year.

1. Upper division or graduate units from an accredited college or university taken after the date of the B.A. or B.S. degree shall be credited for salary advancement under the criteria in paragraph C.2. Official transcripts or official Grade Card or the Instructor/Professor Signature Form of Completion must be submitted as verification of coursework completed.
2. All units accepted for salary credit shall meet each of the following criteria:
  - (a) The units must be from a college or university accredited and listed in the publication, "Accredited Institutions and Postsecondary Education," published by the American Council on Education. Unit members who were to receive salary schedule advancement credit for units from an out-of-state accredited university or college must obtain the advance written approval for such credit from the Superintendent or designee.
  - (b) When a unit member believes that a lower division class would be beneficial to the District and to the unit

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member in their current or future assignment, approval must be obtained in advance from the Superintendent/designee.

- (c) A grade of "C" or above (or pass) must be received in order to be acceptable for salary credit.
  - (d) When rounding, two-thirds of a semester unit shall count as a full unit. One-third of a unit shall count as nothing.
  - (e) Movement shall be to a step and column reflecting the eligible experience and unit credit of the unit member.
3. Effective July 1, 2015, unit members who are approved by the Board for a partial leave of absence for the purposes of working a prorated number of contracted days, as described in Article XXI – A., will receive credit toward step advancement on the salary schedule for their partial work year in the amount proportionate to the full work year of the applicable job assignment. Once the combined percentages of prorated contracted work years reach 100% of a full-time work year, as described in Article XXI – A., the unit member will be able to advance to the next step on the salary schedule effective the following July 1. For example, unit members who work .2 FTE per school year may earn a step advancement on the salary schedule after 5 consecutive school years. If combined years exceed 100% FTE the remainder partial year will be carried over and applied to the following year. For example, unit members who work two consecutive years at .6 FTE may earn step advancement and carry over .2 FTE. The minimum increment that can be accumulated is .2 FTE. Step advancement for partial work years must be completed within a five-year time frame. Accumulated partial year credit is for consecutive years of part-time service only. This section shall apply to longevity increments. This section has no effect on seniority, attainment of permanent status, or other rights described in this Agreement.
4. Upon completion and registration of a valid credential fulfilling the requirements of student teaching, unit members previously teaching on intern, emergency, or other credentials not requiring student teaching, shall have their salary schedule placement adjusted in accordance with their education and experience as defined in this Agreement, effective at the beginning of the next school year. Verification must be submitted no later than September 15.

### D. Hourly Instructional Rate

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The hourly rate for instructional duties, including but not limited to summer school, intersession, G.A.T.E., tutorial sessions, and other duties requiring instruction initiated and approved by site administration shall be \$~~37.50~~40.00 per hour effective July 1, ~~2014~~2017.

### E. **Pay for Substitute Shortage**

Effective July 1, 2015, in the event any unit member is required to cover a class for one period of the school day or longer when a substitute teacher is not available, or asked to supervise and instruct students from another classroom when students are divided between classes, the unit member shall receive additional compensation as described below.

1. Unit Members who provide substitute coverage for another teacher's entire classroom of students will receive the substitute rate, prorated to reflect the time spent in the classroom with students as a proportion of a full school day.
2. Unit Members who accept students into their classroom, from a divided classroom, for the entire day shall be compensated at the substitute daily rate, divided by the number of unit members who provide coverage for the divided classroom. If the coverage is for less than a full school day, the amount shall be prorated to reflect the portion of a school day the coverage is provided.

The opportunity for compensation by providing coverage for students or classrooms will be done in an equitable manner (based on instructional need as determined by the site administrator), by selecting from among all available unit members with the appropriate credential for the class to be covered. The time spent providing substitute coverage, as described above, will not count towards preparation time described in Article IX – Section H, I, and J. Nothing contained herein shall be seen as a limitation of a voluntary substitution arrangement between unit members, subject to administrative preapproval.

### F. **Pay for Intermediate Extracurricular Duties**

1. The District will pay a flat fee for each of the several intermediate extracurricular activities identified herein which occur before or after the end of the regular work day. Effective July 1, 2015 duties listed in section F-1 will only be available at the intermediate level. Each intermediate school will receive \$6,000 annually to use towards implementation of site selected

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stipends from the list below. These activities are divided into three (3) levels, and shall be compensated as per the following schedule for the duration of the contract:

Level 1 – flat rate pay shall be \$1400:

Includes:

"A" Football (coed) Head Coach	"A" Basketball (boys) Head coach
"B" Football (coed) Head Coach	"B" Basketball (boys) Head Coach
"A" Volleyball Head Coach	School Chorus
"B" Volleyball Head Coach	Yearbook
"A" Basketball (girls) Head Coach	Cheer/Drill Team
"B" Basketball (girls) Head coach	Tall Flag
Student Recognition Coordinator	

Level 2 – flat rate pay shall be \$1100:

Includes:

Soccer (boys) Head Coach	Student Leadership Advisor
Soccer (girls) Head Coach	Drama
Track (coed) Head Coach	

Level 3 – flat rate pay shall be \$850:

Includes:

Modern Dance	Intramural Football coach
School Journalism	Intramural Basketball coach
Camp Coordinator	Intramural Volleyball coach
Athletic Director	"A" Football (coed) Asst. Coach
Volleyball Asst. Coach	"B" Football (coed) Asst. Coach
Basketball (boys) Asst. Coach	Track (coed) Asst. Coach
Basketball (girls) Asst. Coach	Soccer (boys) Asst. Coach
Soccer (girls) Asst. Coach	

2. Band Teacher

The annual stipend shall be \$1,400.

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3. Camp Teacher  
The annual stipend shall be \$250.

G. **Pay for Additional Assignments**

1. **Curriculum or staff development outside the regular work year** Unit members who render mutually agreed upon service outside of the regular work year for curriculum and/or staff development designated by the district shall be compensated at \$140 per day or \$70 per half day. This rate will remain in effect during the term of this agreement.
2. **Head Teacher, Teacher on Assignment – Academic Advisor, Professional Development Support Provider.** Commencing with the 2016-17 school year, the annual stipend shall be \$6,000.
3. **Professional Development Support Provider.**  
If the work year for this position does not exceed the number of days of the work year for a full time unit member assigned to a classroom, no additional stipend shall be provided.
4. **Grade Level Chair Stipend** Effective July 1, 2015 the annual Grade Level Chair stipend shall be \$500. This stipend will be provided at the elementary level and the intermediate level. Up to six (6) stipends will be offered per elementary site. Up to six (6) stipends will be offered per intermediate site. Teachers receiving this annual stipend will still be responsible for non-instructional professional responsibilities described in Article IX – Unit Member Work Hours and Responsibilities, Section C.
5. **Child Study Team/Student Study Team Stipend.** Effective July 1, 2015 the annual Child Study Team/Student Study Team stipend shall be \$500. This stipend will be provided at the elementary level and the intermediate level. Up to five (5) stipends will be offered per site. Teachers receiving this stipend will still be responsible for non-instructional professional responsibilities described in Article IX – Unit Member Work Hours and Responsibilities, Section C.
6. **Site Stipend Allocation** Effective July 1, ~~2015-2017~~ **\$2,500** \$3,000 will be available to each elementary and intermediate school for the purpose of providing release time or compensation for teachers who supervise student extracurricular activities. Compensation at the elementary level for stipends will be developed in a fair, consistent, and

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equitable method, at each school site, while maintaining autonomy to reflect the individual culture and priorities at each school. Pay for stipends at the elementary level will not be subject to the four, three pay levels described in Section F-1 of this article.

- H. **Conditions of Assignments** The principal, in conjunction with the Superintendent's designee, shall have the discretion to determine which extracurricular duties shall be offered at the site.

It is expressly understood that the extra-curricular assignments are from year to year and are subject to annual written approval prior to the commencement of the assignment by the Superintendent or designee. Such assignments may be terminated during the school year if, in the opinion of the Superintendent or designee, the unit member fails to perform his/her regular or extracurricular assignments in a satisfactory or better manner. If the assignment is terminated during the course of the assignment, the unit member will be paid for services rendered prior to termination. Payment will be calculated based on the total number of days of required service. The stipend will be divided by the total number of days and this amount will be multiplied by the number of required days served. Preseason or other such optional preparation is at the discretion of the assigned unit member and is not compensated as part of the stipend.

- I. **Individualized Education Program** Effective July 1, 2015, in the event an Individualized Education Program (IEP) meeting extends one hour (1.0) past a unit member's work day, the Unit Member may timecard any additional time beyond the one hour (1.0) at the Hourly Instructional Rate. A unit member's work day is defined in Article IX – Section A.

The Etiwanda School District is committed to providing an outstanding educational program for all students. Towards that goal, the district will, at a minimum, comply with any minimum number of instructional days or minutes required by law.