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District changes to SCTA's proposal or new language proposed by the District are shown throughout in highlight.

[The District continues to review this Article to ensure that it incorporates all changes agreed upon in the Tentative Agreements between the District and SCTA reached since the contract was last updated in 2011. The District also has an interest in working with SCTA to ensure that position titles are correct and consistent with current position titles.]

#### **ARTICLE 12 - COMPENSATION**

- **12.1 Definitions** of terms used in this Article.
- 12.1.1 **Base Salary**m0 G. (1)u79rr7.26 q0.i 0.00000912 0 612 792 reW\* nBT/F2 12 Tf1 0 0 1 102.38 486.9

**management Employees**: Certificated Nonmanagement employees employed on a per session or hourly basis for not more than eighteen (18) hours per week, and in adult education, for not more than four (4) months.

#### 12.2 Salary Schedule Structure

12.2.1 The salary schedules for SCTA unit members consist of the following:

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- 12.2.2.3 Qualified substitutes for psychologists shall be paid at Step 1, Class X of the psychologists' pay schedule for each full day of substitute work. Substitute work for less than a full day shall be paid on a prorated hourly basis as per Step 1, Class X.
- 12.2.2.4 Substitutes who begin service in September annually shall be entitled to ten (10) refusals of assignment annually. Substitutes beginning service after September shall be entitled to a pro rata share of ten (10) refusals based on the remaining months in the school year. First day of service must be on or before the 15th day of the month to be eligible for credit for a refusal for the month. No reason for refusals shall be required. Inability to reach substitutes by telephone, including late calls up to 10:00 a.m., unanswered calls, busy signals, and answering devices, after two (2) attempts shall be considered a refusal of assignment.
- 12.2.2.5 Substitutes receiving a rate of pay above the first rate who exceed their allotment of refusals shall be returned to the first rate of pay and must serve the required number of days before advancing. Notwithstanding the foregoing, the rate of pay will not be reduced after the allotted number of refusals during a pilot program effective from December 17, 1996 through June 30, 1998.
- 12.2.2.6 Substitutes shall retain their compensation status and carry it forward to the following school year. Any accumulated refusals shall not be carried forward to the following school year.
- 12.2.2.7 Compensation for part-day assignments shall be based upon one-half (1/2) or two-thirds (2/3) the rate of pay for which the substitute qualifies, depending upon which fraction is nearest, but not less than the actual time served. The length of a substitute's day is equal to the day of the employee for whom he/she is

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- 12.3.1.1 Step placement may be higher if experience credit has been granted at the time of initial employment in keeping with Sections 12.3.2 through 12.3.5 of this Article.
- 12.3.1.2 Persons who have reached the maximums of their salary classes, when obtaining the requirements for a higher class, shall be moved over to the new class and be placed on the step which corresponds to their years of credited service.
- Upon employment, experience credit is granted on the basis of one (1) step for each year of properly verified comparable experience with limitations set forth in Sections 12.3.2 through 12.3.3.3 of this Article. A year of experience must represent no less than seventy-five per cent (75%) of the days of required full-time service, although full semesters will be added together, even if in separate school years and/or at one or more school districts (but not more than three (3) school districts), in computing years of service. Credit for part-time experience will be computed by converting to full-time experience; e.g., two (2) years of halftime experience equal one (1) step of experience credit. Comparable experience includes previous teaching experience, Peace Corps service, VISTA service, preschool experience, or other exceptional professional assignments. [District agrees with minor edits noted above]
- 12.3.3 Upon application to the

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When an employee is reassigned from a position compensated on the salary schedule for certificated Non-management Children's Center personnel to a position compensated on the Teachers' Salary Schedule, he/she shall be moved to the training classification for which he/she qualifies at the same step, except that he/she shall be allowed one (1) step increment if the requirements of an annual

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In accordance with Education Code Section 44032, District personnel required to travel out-of-District and/or attend mandated workshops, seminars, or conferences, will be reimbursed for actual lodging expenses and/or a maximum equivalent to the single rate charged for lodging designated as conference headquarters, plus \$5.00 for breakfast, \$9.00 for lunch and \$16.00 for dinner, for a maximum of \$30.00 per day food allowance [need to update]:the per diem rate for meal expenses at the rate established United States General Services

Administration; and mileage claims, if any, whether in-District or out-of-District, will be paid at a mileage allowance rate based on the current IRS rate. effective September 1, 2005.

### 12.8.8 **Parent Participation Teachers**

12.8.8.1

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Category B: 86.75% of the amount for Category A Category C: 73.5% of the amount for Category A Category D: 60.25% of the amount for Category A Category E: 47% of the amount for Category A Category F: 20.8% of the amount for Category A

12.9.2 The following table designates the specific positions allocated to Categories A through F.

### **Abbreviation Key**

(A)	Assistant	(B)	Boys
(F)	Freshmen	(G)	Girls
(H)	Head	(HS)	High School
(JH)	Junior High	(M)	Men
(MS)	Middle School	<b>(S)</b>	Sophomore
(V)	Varsity	(W)	Women

Agriculture
Athletic Director\*
Baseball Varsity Head Coach
Basketball Varsity Head Coach
Department Lead/Chair (

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Newspaper Advisor Orchestra Soccer Varsity Head Coach Softball JV Head Coach Speech/Debate High School Spring Musical Play Director Vocal Music Volleyball Varsity Head Coach Yearbook

Baseball Frosh Head Coach
Basketball Frosh Head Coach
Cross Country Varsity Assistant Coach
Department Lead/Chair (45 Sections but fewer than 64)
Flag Football, JV Coach High School
Football Frosh Head Coach
Golf Varsity Head Coach
Induction Support Provider
Soccer JV Head Coach
Softball Frosh Head Coach

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Soccer, Frosh Head Coach Speech/Debate Middle School Swimming, Varsity Assistant Coach Water Polo JV Head Coach Volleyball Frosh Head Coach

12.9.3.6	A teacher losing his/her classes related to his/her extra duty assignment shall have the option of withdrawing from that assignment.
12.9.3.7	It is understood by the parties that teachers not already involved in non-athletic coaching assignments shall not be required to assume any such assignments.
12.9.3.8	A teacher assuming classes that have a related activity is obligated to assume responsibility for that related activity.
12.9.4	The CIF required coaching days prior to the first day of school shall be

as all other departments. However, the co-chairs shall be compensated at one-half the stipend rate as specified on the extra-duty schedule which a teacher would have earned as chair of the split department. In addition, each co-chair would serve and be paid for two days beyond the teachers' days of service.

### 12.10 Partial Funding for Sabbatical Leaves

- 12.10.1 Members of the bargaining unit who are granted sabbatical leaves will receive the difference between their contract salaries and the amount specified for Class C, Step 2.
- District contributions for all fringe benefits shall continue for the duration of such leave at the same level as for all members on paid-leave status.
- 12.10.3 After the initial approval of an application for sabbatical leave, the Human Resources Office shall provide full information regarding the compensation which will be paid to the applicant while on leave.
- 12.10.4 The applicant shall have five (5) working days upon receipt of such financial information to inform the Human Resources Office of intent to accept or refuse the leave before final approval of the Board is obtained.
- 12.10.5 Refusal to accept such leave shall not be the basis of denial of subsequent applications submitted by the employee for sabbatical leaves.
- 12.11 The certificated Non-management salary schedules are incorporated into this contract as Appendix B.
- 12.11.1 These salary schedules contain no overt or covert provisions for salary discrimination based upon sex, race, creed, marital status, handicap, or age.
- 12.11.2 No differentials shall exist in rates of compensation except as provided for in this Agreement.

### 12.12 Subbing on Prep Time

12.12.1 Secondary teachers who give up prep periods to work as substitutes will be paid at the prorated (one-fifth) higher substitute rate. Secondary teachers who work block schedules will be paid at the appropriate prorated higher substitute rate. Notwithstanding the above, the District may continue to assign secondary teachers to unpaid emergency substitutions as set forth in Article 5.4.6.

#### 12.13 Timely Payment