

District Proposal ARTICLE XVI

November 17, 2021

ARTICLE XVI: SALARIES

- A. Introductory Statement: The District and the Association have expressed a mutual interest in maintaining the Whittier City Teachers' Salary Schedule at a competitive level. There is also a mutual interest to attract qualified, fully credentialed teachers. In addition, both parties have expressed an interest to continue working together in a collaborative manner in salary negotiations. It is believed that this can be achieved through the use of mutually agreed upon objective criteria.
- B. STIPENDS
1. Employees identified below will receive a \$2,000 stipend if the employee's current assignment requires a credential or certificate.
 2. A stipend in the amount of \$500 will be provided annually to unit members for successful completion of the National Board Certification. In addition, the District agrees to pay \$500 to a unit member who provides documentation that they have registered for the initial assessment of the National Board Certification.
 3. Any multiple subject credentialed teacher placed at the middle school level, who is assigned to teach four or more subject matter courses with three or more different groups of students during a trimester, may be eligible for an additional preparation period. If the principal is unable to adjust the teacher's schedule to include an additional preparation period, the teacher will receive a stipend in the amount of \$1400 per trimester. Bargaining unit members placed in a self-contained classroom are not eligible for this additional compensation.
 4. Any 7th or 8th grade single subject credentialed teacher who teaches four or more content matter courses during a trimester, may be eligible for an additional preparation period. Seventh and eighth grade same subject area

teachers shall be considered two separate courses. If the principal is unable to adjust the teacher's schedule to include an additional preparation period, the teacher will receive a stipend in the amount of \$1400 per trimester. Bargaining unit members placed in a self-contained classroom are not eligible for this additional compensation.

C. Salary Schedule Placement Regulations

1. Unit members shall be assigned to a salary classification according to training and experience and shall be paid accordingly. Any "A" Column on the Teacher's Salary Schedule requires a full credential. The columns of the Teachers Schedule shall be as follows:

Column I Bachelor's Degree and Credential

Column II Bachelor's Degree and Credential including fifteen approved semester units beyond the Bachelor's Degree.

Column III Bachelor's Degree and Credential including thirty approved semester units beyond the Bachelor's Degree.

Column IV Bachelor's Degree and Credential including forty-five approved semester units beyond the Bachelor's Degree.

Column V Bachelor's Degree and Credential including sixty approved semester units beyond the Bachelor's Degree or Master's Degree plus 24 approved semester units beyond the Master's Degree.

Definition of semester hours: Approved semester hours are any courses applicable to any California credential and applicable to salary placement under the terms of these regulations.

2. The position on the salary schedule for each unit member shall be determined and maintained according to training and experience. At

employment date, each unit member is required to submit to Human Resources a complete transcript of all college credits.

3. A unit member who serves less than a full school year shall receive as salary only an amount that bears the same ratio to the established annual salary for the position as the number of workdays he/she serves bears to the total number of work days the unit member is required by the governing board to be present at school. A unit member who serves a complete semester shall receive not less than one-half of the established annual salary for the position he/she holds.
4. A unit member who serves less than a full school year and whose pay must be adjusted due to a non-compensable leave of absence or resignation shall on the pay day following his/her separation receive a final settlement computed in accordance with the following: The amount of settlement equals the daily rate, times the number of days worked, minus any overpayment of salary, sick leave or stipend.
5. For new unit members: Credit allowed for previous experience will be the actual experience. Permanent unit members returning within thirty-nine (39) months following their resignation shall advance to the salary step determined by their training and experience. For permanent unit members returning after this time the salary shall be determined as it is for new unit members.
6. Unit members with a Bachelors Degree and an emergency permit with no regular credential shall be placed on Salary Classification I and shall not advance beyond the fifth step on the schedule. Unit members with fifteen semester units after a Bachelor's Degree and an emergency permit with no regular credential shall be placed on Salary Classification II and shall not advance beyond the seventh step on the schedule. Credit allowed for previous experience will be one (1) year's credit for each two (2) years of actual teaching experience. No unit member with an emergency credential shall be granted credit for more than two (2) years of experience.

7. Credit for military service will be reserved for an annual decision by the Board of Education.
8. Before advancing to the next step on the schedule, a unit member must have worked a minimum of three-fourths of the school year. Time in paid status while on industrial accident and illness leave (Article X, Section C) will be considered time worked.
9. To qualify for advancement to a higher salary classification on the basis of work to be completed during the summer prior to the school year for which contract is written, a statement of intent to complete requirements for higher classification must be filed in Human Resources by June 1. Verification of the completion of work must be on file prior to October 1. To qualify for advancement to a higher salary classification mid-year on the basis of work to be completed during the fall semester, a statement of intent to complete requirements for higher classification may also be filed in Human Resources by October 1. Transcripts or report cards verifying the completion of work must be filed prior to February 1.
10. Teachers who have completed all requirements for a credential, preliminary or clear, and have submitted an appropriate form (C-19 letter) and grade records indicating they have met the requirements prior to February 1, are eligible for the incentive money (AB 1117: Credentialed Beginning Teacher Salary Incentive Program) for that school year. Credentialed teachers employed after October 30 or teachers who have obtained their preliminary credential or clear credential before February 1, will receive one-half the amount of the incentive. The calculation of the incentive money will be done after February 1 and teachers will receive the incentive money by April or as soon thereafter as possible.
11. The annual salary for a unit member who teaches less than a regular school day, except hourly unit members, shall be determined by multiplying the fractional part of the school day during which he/she is assigned to teach times his/her classification and step status on the Teacher Salary Schedule, Appendix P. The fractional part of the school day shall be determined by

dividing the number of minutes assigned to teach by the number of minutes taught by full-time unit members at the specific grade level.

12. To qualify for advancement to a higher salary classification, all courses must be approved by the building principal prior to enrolling in the class in accordance with the provision of Section 14 below.
13. The Salary Schedule/Sabbatical Committee shall be a joint committee of the Board of Education and the Whittier Elementary Teachers Association and shall be composed of one classroom teacher from each school, two principals, and the Director of Instructional Services, who shall serve as an ex-officio member and co-chairman. The unit members shall be selected by the faculties of the school. They shall serve on the committee for a three-year term. At its annual organizational meeting in the fall, the committee members shall select from among the unit members a co-chairperson who will serve for the current school year. The main function of the committee shall be to hear appeals by unit members when there is a disagreement on classes to be credited for salary advancement.
14. Courses taken for placement on the salary schedule from accredited colleges or universities will be approved subject to the following regulations and other provisions set forth in this Agreement:
 - a. A course will be approved if it is completed pursuant to a course of study for qualification for a credential authorizing service for a position within the District.
 - b. Courses will be approved if completed pursuant to a course of study for a higher degree which is relevant toward rendering services in the District.
 - c. Courses will be approved if they relate to the current assignment of the unit member. Disputes between the principal and the teacher may be submitted to the Salary Schedule/Sabbatical Committee which will rule on the matter. The Committee's recommendation may be overruled by the District, but the unit member will then have the right to grieve the matter.

- d. Courses will be approved if they are related to an anticipated assignment within the District. Anticipated assignments as provided herein will be defined with the approval of the principal, and subject to final approval by the Superintendent or his/her designee.
 - e. The District will not deny credit for courses which it has approved prior to the unit member beginning the course.
15. School Psychologists shall be employed 190 days and shall be paid in accordance with the salary schedule attached as Appendix O.
 16. Middle School Counselors shall be employed for 191 days and placed on the appropriate step of the Counselor's Schedule (See Appendix O).
 17. Teaching Vice-Principals shall be employed on a ten (10) calendar month basis and shall be paid 1.04 times their classification and step status on the Teachers Salary Schedule, Appendix P, and work the same length of year as a regular teacher.
 18. Voluntary Payroll Deductions. The Board, when drawing an order for the salary payment due to unit members, shall reduce the order by the amount which has been requested in a revocable written authorization by the unit member to deduct for any or all of the following purposes:
 - a. Premiums on policy for income protection insurance approved by the Board.
 - b. Contributions to United Way, Inc.
 - c. The Credit Union of Southern California payroll withholding deductions.
 - d. Tax sheltered annuities.
 - e. IRC 125 health benefit deduction.
 19. Time of Payment of Unit Members. Each salary payment for any calendar month shall be paid to unit members not earlier than the day following the last working day of the month, and not later than the third day of succeeding calendar months.

20. Upon termination of employment or at the close of a school year, the final warrant will be withheld from a unit member subject to the unit member's completing all legally required duties.
21. Unit members shall be granted units for salary credit purposes if the Board approves such credit for attendance at inservice programs provided by the District designed to prepare unit members to understand and effectively relate to the history, culture, and current problems of students of diverse ethnic backgrounds and their environment. Information regarding inservice programs shall contain a statement on whether salary credit is provided or is not provided. Credit for attendance at such inservice meetings shall be granted as follows: A minimum of eight (8) two-hour sessions or fifteen (15) one-hour sessions = one (1) semester unit; a minimum of fifteen (15) two-hour sessions = two (2) semester units.
22. Wherever the above matters are contained in both Board Policy and this Agreement, this Agreement shall preempt Board Policy.
23. The District shall make available classes mandated by the State for teachers on waiver through available District personnel and/or county personnel. Teachers will be allowed unit credit on the salary schedule for units earned in the District and county sponsored bilingual classes. Teachers can apply for up to ten (10) units for salary credit based on the following:
 - a. Successful completion of the culture examination - one (1) unit.
 - b. Successful completion of the methodology examination - one (1) unit.
 - c. Language requirement - one (1) unit per year up to a maximum of six (6) units.
 - d. Successful completion of language examination - two (2) units.
24. Each unit member who is eligible for mileage reimbursement as part of his/her regular duties, shall be given the choice of accepting the mileage rate or a flat rate per month. The mileage rate offered shall be the current Internal Revenue Service rate and the reimbursements shall be set forth in this section of the contract. The current mileage rate is set by federal guidelines at .56 per mile. (Only if the mileage rate is adjusted will the flat

rate be adjusted. The flat rate will be adjusted by the same percentage as the mileage rate.) Unit members accepting the flat rate mileage reimbursement will not be required to do any recordkeeping for the District. The unit members affected must make their choice known to the District by September 15. They may not change their option until the following September. Once a choice has been made it shall not be necessary to notify the District of the option choice unless the member wishes to change the choice selection.

1. The monthly flat rate payment shall be as follows: Psychologists, Program Specialist and District Nurse \$88.15
2. Certificated Hourly Rate Schedule
See Appendix O for Certificated Hourly Rate Schedule.

Alex Vogel, Negotiations Chair

Date

Dr. Raquel Gasporra, Asst. Supt., Business Services

Date