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12.2 Salary Schedule Structure

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

a. ~~Bachelor's Degree plus 90 semester hours with a Master's Degree (effective May 1, 1998); or Bachelor's Degree plus 103 semester hours (effective July 1, 1998);~~

~~and~~

b.1.

~~Design. Subjs. Cred. in Industrial Arts and Vocational Subjects and ROTC Instructors. Advancement to Class C requires the fulfillment of all requirements for that class.~~

~~12.2.1.7 — Step 17 is available only to persons who meet requirements for Class C, and who have sixteen (16) years of credited service. Step 20 is available only to persons who have nineteen (19) years of credited service, and who have met the requirements for Class C. Step 23 is available only to those persons who have 22 years of credited service, and who have met the requirements for Class C.~~

~~12.2.1.8 — An additional stipend equal to .02527 times Class A, Step 8 (rounded to the nearest dollar) is added for the earned doctorate and is prorated if for less than a full year.~~

~~12.2.2 — The structure of the Salary Schedule for Certificated Non-management Children's Center Personnel shall be as follows:~~

~~12.2.2.1 — **Class A**~~

~~Minimum Requirements: 0-59 semester hours~~

~~Number of Steps: 5~~

~~Maximum Step Placement on Entrance: 5~~

~~12.2.2.2 — **Class B**~~

~~Minimum Requirements: 60-89 semester hours including 8 in child care~~

~~Number of Steps: 5~~

~~Maximum Step Placement on Entrance: 5~~

~~12.2.2.3 — **Class C**~~

~~Minimum Requirements: Bachelor's degree, or 90 semester hours including 12 in child care~~

~~Number of Steps: 5~~

~~Maximum Step Placement on Entrance: 5~~

~~12.2.2.4 — **Class D**~~

~~Minimum Requirements: Bachelor's + 15 semester hours~~

Number of Steps: 6

Maximum Step Placement on Entrance: 6

~~12.2.2.5~~ **Class E**

~~Minimum Requirements: Bachelor's + 30 semester hours or Bachelor's + Fulfilled Elementary or Early Childhood Credential~~

Number of Steps: 8

Maximum Step Placement on Entrance: 8

~~12.2.3~~ The yearly salaries for Certificated Non-management Specialist Personnel (program specialists, psychologists, and school social workers) shall be equal to the indices shown below times the yearly K-12 teachers salary schedule for Class A, Step 8.

~~12.2.3.1~~ **Psychologists:**

Step 1: 1.3329

Step 2: 1.3994

Step 3: 1.4695

Step 4: 1.5429

Step 5: 1.6200

Step 17: 1.6726

Step 20: 1.7122

Step 23: 1.7519

~~12.2.3.2~~ **Program Specialists and Social Workers:**

Step 1: 1.2725

Step 2: 1.3362

Step 3: 1.4029

Step 4: 1.4732

Step 5: 1.5468

Step 17: 1.5922

Step 20: 1.6319

Step 23: 1.6715

~~12.2.3.3~~ An additional stipend equal to .02527 times Class A, Step 8 (rounded to the nearest dollar) is added for the earned doctorate and is prorated if for less than a full year.

~~12.2.3.4 Longevity increments shall be granted to employees with sixteen (16) years of credited service, to employees with nineteen (19) years of credited service, and to employees with twenty two (22) years of credited service.~~

12.2.2 **Substitute Pay.** Rates for day-to-day substitutes shall be as follows:

12.2.2.1 ~~.0024747 times the value of Class A, Step 8 teachers' salary~~ \$150 for each full day of consecutive substitute service up to and including the fifth (5th) day of assignment. This shall be referred to

~~Minimum Requirements: Bachelor's + 75 semester hours; or Master's + 24 semester hours; or Alternate to Master's~~

~~Number of Steps: 14 plus longevity increments for 17th, 20th, and 23rd years of credited service~~

~~Maximum Step Placement on Entrance: 9~~

~~12.2.5.6 — Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class IV if they hold a bachelor's degree and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if the individual does not hold a bachelor's degree, he shall be placed no lower than Class III: Vocational Class A, B, or D; Design. Subjs. Cred. with Spec. in Vocational Trade and Technical teaching; and Design. Subjs. Cred. in Industrial Arts and Vocational Subjects and ROTC Instructors. Advancement to Class V requires the fulfillment of all requirements for that class.~~

~~12.2.5.7 — Step 17 is available only to persons who meet requirements for Class V, who have sixteen (16) years of credited service. Step 20 is available only to persons who have nineteen (19) years of credited service, and who have met the requirements for Class V. Step 23 is available only to those persons who have 22 years of credited service, and who have met the requirements for Class V. Such increment shall be increased by the general percentage increase for Adult Education.~~

~~12.2.5.8 — An additional stipend equal to .02527 times Class III, Step 8 (rounded to the nearest dollar) is added for the earned doctorate and is prorated if for less than a full year.~~

~~12.2.5.9 — A "U" contract teacher's annual salary shall be 230 times his/her contract daily rate as determined by his/her appropriate class and step placement on the Adult Education Teacher's Salary Schedule.~~

12.3 Experience Credit

12.3.1 Vertical (step) placement on the Teachers' Salary Schedule shall correspond to the

12.3.2 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 12.2.1 through 12.2.3.3 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 within a two year period will be added together, even if in separate school years, 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 half-time 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.~~

12.3.3 Upon application to the ~~assistant superintendent, Personnel Services Office,~~ Human Resources Department, at the time of initial employment, prior non-certificated paid experience closely allied to the local certificated assignment, when fully verified, will be evaluated on the basis of one (1) step for each two (2) years of such acceptable experience within the past ten (10) years with a maximum placement on Step 4. ~~Such credit, when added to any prior certificated experience credit, cannot result in placement higher than that indicated in Sections 12.2 through 12.2.3.3 of this Article.~~

~~12.3.4 Upon reemployment, prior experience credit is not evaluated for a teacher returning to the service of the District~~

12.4.32

Participation in the professional development activities listed below may be credited toward salary advancement upon pre-

12.5.1 The annual amounts shown on the Teachers' Salary Schedule are full annual contract salaries and are based upon required days of service as provided for in

- 12.7.1 Per session ~~or~~ hourly rate shall be \$50.00 for all non-management certificated personnel based upon the adopted salary schedule. The rate shall be calculated at 1/1080 of the Teachers' Salary Schedule for K-12 and preschool up to a maximum amount calculated from Class C, Step 2.
- 12.7.2 Members of the unit employed in summer school or part-time adult education shall be paid at the ~~appropriate~~ per session rate of pay.
- 12.7.3 Adult Education Teachers who teach beyond regular contract hours of service shall be paid per session rates.
- ~~12.7.2.1 The per session rates for K-12 summer school shall be 1/1080 of Class B, Step 4. Such index shall be incorporated into the Sacramento Agreement and shall pertain only to K-12 summer school, effective the summer of 1986-87.~~
- ~~12.7.2.2 Adult Education Teachers paid on hourly Adult Education Teachers' Salary Schedule (Appendix B-5) shall be paid the hourly amount per Class H-2, Step 7 for summer school work.~~
- ~~12.7.3 In any fiscal year a non-contract employee who has completed 810 hours of per session service with the Sacramento City Unified School District shall be entitled to an earned increment for the following year. However, if less than 810 hours are worked during a fiscal year, all of such hours shall be accumulated and carried forward to the next fiscal year.~~
- ~~12.7.3.1 When accumulated hours equal 1,050 during the year earned increment is granted, the hours worked beyond 1,050 shall be credited toward the next step increment; provided that no employee shall be eligible for more than one (1) earned step increment during any fiscal year.~~
- ~~12.7.3.2 Earned increments shall be granted only on July 1 of each fiscal year. No distinction shall be made as to the manner in which per session hours are accumulated, i.e., from adult education, summer session, home teaching, etc.; provided, that per session hours shall have no effect upon step increments granted to contract employees.~~
- 12.7.4 All certificated personnel who voluntarily perform duties authorized by the ~~Personnel Services Office~~ Human Resources Office which are beyond their normal service day shall be paid at their ~~per~~ per session rates of pay, except for assignments and meetings as set forth in Article 5, Sections 5.9 through 5.10.7, and Sections 12.8.4 through 12.9.85 of this Article.
- 12.7.5 An additional stipend equal to ~~.02527~~ times Class A, Step 8 (rounded to the nearest dollar) of \$3,000 is added for the earned doctorate and is prorated if for less than a full year. [Moved from 12.2.1.8]

12.7.6 The stipend for testing coordinators at the elementary level shall be as follows:

Small Elementary: \$615.00

Mid-Size Elementary: \$1,400.00

Middle School: \$2,350.00

12.8 Compensation for Required Extra Service

~~12.8.1 All personnel employed in classifications such as child welfare and attendance counselors, department chairpersons, counselors, vocational specialists, and student activity advisors, shall be placed on the regular Teachers' Salary Schedule in the same manner as regular teachers, and shall advance in the same manner. [Moved to 12.2.1] To their salaries, however, shall be added the product of the number of days of service beyond those required of regular teachers times the contract daily rate.~~

12.8.21 Any member of the bargaining unit who is required by appropriate administrative authority or District regulation to serve additional days or hours beyond his/her service year or service day, as defined in Article 5 of this Agreement, shall be compensated for such day or fraction thereof at the contract hourly rate ~~or the per session rate, whichever is greater~~, except for extra duty pay for those selected work assignments enumerated in Sections 12.8.4 through 12.9.85 of this Article and also excepting Sections 5.3.7 and 5.9 through 5.10.7 of Article 5. The contract hourly rate shall be \$65.00.

~~12.8.3 Adult Education Teachers who teach beyond regular contract hours of service shall be paid per session rates.~~

~~12.8.3.1 Adult Education Teachers who are placed on the hourly Adult Education Teachers' Salary Schedule (Appendix B-5) shall be paid at the appropriate rate for all hours assigned except that hours beyond~~

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each calendar month of the year. ~~Such teachers shall work under the following conditions:~~

- a. ~~No teacher shall be required to serve in this position.~~
- b. ~~All teachers shall be given an opportunity to volunteer for this position each year.~~
- c.

be paid at a mileage allowance rate based on the current IRS rate effective September 1, 2005.

12.8.87 Parent Participation Teachers

12.8.87.1 Parent participation pre-school teachers responsible for two separate groups of students each day, one of which is a Head-Start program, who teach in a State-funded program for 30 hours a week shall receive a stipend of five-hundred and fifty dollars (\$550.00) per month ~~6.3% of the annual base salary.~~

~~12.8.8.2 Parent participation pre-school teachers who teach in a Head Start/State funded program for 29 hours a week shall receive a stipend of 12.9% of the Head Start portion of the annual base salary.~~

~~12.8.8.3 Parent participation pre-school teachers who teach in an Adult Ed/Head Start-funded program for 30 hours a week shall receive a stipend of 12.9% of the Head Start portion of the annual base salary.~~

~~12.8.8.4 Parent participation pre-school teachers who teach in an Adult Ed/State-funded program for 30 hours a week shall receive a stipend of 6.3% of the State-funded portion of the annual base salary.~~

12.8.87.52 All teachers identified in section 12.8.8.1 ~~through 12.8.8.4~~ will be excused from the District bimonthly inservice training. However, each teacher will, in consultation with his/her supervisor, develop an individualized staff development plan.

12.8.87.63 No home visits will be required for teachers identified in sections 12.8.8.1 ~~through 12.8.8.4~~ for the State-funded portion(s).

12.8.87.74 Home visits will be required for teachers identified in sections 12.8.8.1 ~~through 12.8.8.4~~ for the Head Start-funded portion(s).

12.9 Extra Pay for Extra Duty

12.9.1 The following six (6) pay categories shall be established as the basis for compensating employees on the extra duty schedule described in Section 12.9.2 of this Article.

- Category A: ~~.083125 of Class A, Step 8.~~ \$4,950.00
- Category B: ~~86.75% of the amount for Category A~~ \$4,300.00
- Category C: ~~73.5% of the amount for Category A~~ \$3,650.00
- Category D: ~~60.25% of the amount for Category A~~ \$3,000.00
- Category E: ~~47% of the amount for Category A~~ \$2,350.00
- Category F: ~~20.8% of the amount for Category A~~ \$1,050.00

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	(S) Sophomore
(V) Varsity	(W) Women

<u>Category A</u>	<u>Category B</u>
Agriculture	Athletic Director (HS)
Baseball/ Softball (H, V, M)	Band Director
Basketball (H, V, M)	Baseball/ Softball (S, M)
Basketball (H, W)	Basketball (S, M)
Football (H, V, M)	Cross-Country **
Track * (H, V, M , W)	Drama
Wrestling (H, V, M)	Football (V, A, M)
	Football (S, M)
	Newspaper Advisor
	Softball (H, W)
	Speech/Debate
	Student Body Activity Advisor (HS)
	Track (H, V, M) (H, V, W)
	Volleyball (H, W)
	Yearbook
<u>Category C</u>	<u>Category D</u>
Baseball/ Softball (F, M)	Baseball/ Softball (B)-JH/MS
Basketball (F, M)	Basketball (B)-JH/MS
Basketball (F, M)	Basketball (G)-JH/MS
Cross-Country(M , W)	Basketball (F, W) d [(,M)-1 (,8 Tm [(C)2 (at)3 (e >>
Football (F, M)	
Golf (M , W)	
Gymnastics (M , W)	
Soccer (M , W)	
Softball (S, W)	
Swimming *** (H, M , W)	
Track * (A)	
Volleyball (S, W)	
Wrestling (A)	

Spirit Advisors(HS)
Student Body Activity Advisors (MS)
Swimming***^(A)

Category D—*continued*

Tennis (~~M~~)

Tennis (~~W~~)

Track (F,M,W)

no later than December 1 of any school year for spring sports for that school year, and no later than June 1 of any school year to be effective at the beginning of the subsequent school year.

a.

b. ~~requesting reassignment to a vacant teaching area in the school not~~

12.9.95 Department Chairs: Forty-five positions District-wide with one department chair assigned to each of nine departments at each ~~regular~~ high school in the following departments:

Physical Education	Math
Social Science	Business, FACE
Science	Fine Arts, Industrial Arts
Foreign Language	Special Education
English	

Any new high school shall have the same department chair staffing.

- a. The service year for a Department Chair shall be two (2) workdays beyond the teachers' required days of service paid at the contract daily rate; and
- b. Department chairs shall receive payment from the extra-duty pay schedule (12.9.2) according to the number of class sections taught within the department as follows:

A - 80 sections or more	C - 45 sections or more
B - 65 sections or more	D - 44 sections or more

12.9.95.1 ~~Each department chairperson shall be selected annually by the high school principal from among a list of not less than two (2) teachers (unless only one teacher applied) from the department.~~

Department Chair Qualifications

- a. Has permanent status and must serve a majority of the teaching assignment within the department.
- b. Demonstrates satisfactory performance in the classroom.
- c. Has shown willingness and/or ability to facilitate open, candid, and effective lines of communication with colleagues, parents, and other stakeholder groups.
- d. Has demonstrated mutual respect and trust among colleagues.
- e. Demonstrates an ability to promote positive morale and a willingness to mediate misunderstanding.
- f. Advocates for and is committed to the success of all students and closing the achievement gap.

~~The teachers shall have been nominated by a majority of the teachers in the department.~~

a.

iii. If voting results in a tie between candidates, the site administrator shall have final decision-making authority for which of the candidates will become department chair.

c. Terms of the chair shall be two (2) years.

d. If a department chair is unable or unwilling to complete his/her two year term, he/she may resign from the role of department chair by notifying the department members, and the site administrator of their intention to do so. If the resignation occurs prior to March 1 of the second year of the chair's term, a special election will be held within three weeks to fill the seat. The election will be to fulfill the remainder of the term for which the seat was vacated. If the resignation occurs on or after March 1 of the second year of the chair's term, a special election will be held within three weeks. The election in such cases will be for the remainder of the term vacated, plus the normal two-year term of an elected department chair.

i. The site administrator may release the department chair, if necessary.

12.9.-95.3 Department Chair Duties and Tasks

a. Facilitates department efforts towards standards based curriculum development, common assessments for like courses, procuring appropriate resource materials, performance based assessment, and effective instruction, including the infusion of technology.

b. Leads the department in the development of measurable and meaningful annual goals supportive of designated school wide goals as part of the school plan and individual department goals.

c. Facilitates department discussions on student performance data for the purpose of curricular or instructional modification.

d. Assists and supports new teachers to the department, and teachers returning from leaves of absence, in matters of instruction, curriculum, assessment, and other norms of the department and school.

e. Serves as a resource to the administration to assist in creating a culture of continual improvement.

f. Coordinates logistical aspects of departmental business, including: textbook adoption, District and State testing, managing the department budget, and ensuring equity to all members.

g. Collaborates on behalf of the department with administration and counseling regarding master schedule, articulation, and student placement in the various department courses.

h. Coordinates the representation of the department to the community via parent newsletters, parent meeting, and award nights.

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.~~

~~12.10.2 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 Personnel Services 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 Personnel Services 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 Salary and Benefits for 2004-2005

~~12.14.2 Compensation: The parties agree to form a task force to consider matters related to compensation, including K-12 comparability, adult ed pay, children center pay and psychologist pay. The task force will begin meeting on or about March 1, 2005. Any recommendations are subject to mutual agreement of the parties.~~

~~12.15 Staff Development 2004 / 2005~~

~~12.15.1 The K-12 and Non-management Specialist salary schedules shall reflect three (3) additional days (18 hours for K-12, 24 hours for Non-management Specialists) for staff development. These additional days / hours bring the number of K-12 days to 184 teacher service days and the number of Non-management Specialist days to 198 and 193 service days respectively.~~

~~12.15.2 The 18 / 24 hours of staff development are mandatory. For the K-12 Salary Schedule / 18 hour requirement, the number of hours and topics are specified in Attachment(s) A & B—the District will identify sessions.~~

~~12.15.3 The days / hours are to be applied and scheduled in approximately two (2) or three (3) hour sessions from one to three times a week from Monday to Thursday.~~

