

SCFA-SCUSD

12.2.2.2. Substitutes shall be responsible for lesson plans, grading, and other duties of the teacher they are substituting for. Substitutes shall be responsible for lesson plans, grading, and other duties of the teacher they are substituting for. Substitutes shall be responsible for lesson plans, grading, and other duties of the teacher they are substituting for.

providing lesson plans at any time the school shall be at their appropriate contract daily rate,

provided they are responsible for lesson plans, grading, and other duties of the teacher they are substituting for. Substitutes shall be responsible for lesson plans, grading, and other duties of the teacher they are substituting for. Substitutes shall be responsible for lesson plans, grading, and other duties of the teacher they are substituting for.

teacher duties, and in the position for at least thirty (30) calendar days.

After thirty (30) days, the substitute shall receive the appropriate rate retroactively and shall continue to receive the rate until replaced or placed in the position.

12.3 **Experience Credit**

12.3.1 Vertical (step) placement on the Teachers' Salary Schedule shall correspond to the number of years of District teaching service, with the following exceptions:

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[OK]

12.3.3 Upon application to the Human Resources Office, 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.

12.3.4 Upon reemployment, prior experience credit is not reevaluated for a teacher returning to the service of the District within ten (10) years after termination, but verified experience gained during the interim will be evaluated. Such personnel are returned to their place on the schedule in effect when they terminated, and then all schedule changes which occurred during their absence and any interim

Employees new to the District have a maximum of ninety (90) days from their date of required notification in which to file and complete a comparable or allied

Prior to hiring, employees will be notified of their projected salary schedule placement based on employees reported experience, subject to completion of the verifications of comparable or allied experience.

A year of teaching service in the District is earned for salary schedule step placement if an employee is paid for seventy-five percent (75%) or more of the school year, including time spent on sabbatical leave or absence, or if the employee is participating in the early retirement incentive plan as set forth in District Board Policy 4117.11. [OK]

Initial placement on the salary schedule for newly hired employees shall

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12.3.8 Personnel employed on a per session basis in 12-month adult education programs

12.4

12.4.1 Training classification is based upon earned collegiate degree regular credits earned in excess of degree requirements in fully accredited colleges and universities, or in the District's Professional Improvement Program as outlined in

Credits will be accepted only if they are earned in a college or university and by a regional Accrediting Association, if they are accepted by the State Board for Teacher Preparation and Licensing for credentialing

[ok]

12.4.1.1 Excess units are defined as those units earned in excess of the minimum requirement for the degree in the institution where the degree was granted, and may have been earned before or after the awarding of the degree.

12.4.2

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12.5

12.5.1 The annual amounts shown on the Teachers' Salary Schedule are full annual

12.6 Computations

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12.6.2 When an employee is transferred from a position on the Teachers' Salary Schedule, program specialist, or school worker, to a position on the Teachers' Salary Schedule, placement shall be in the class on the teachers' schedule to which he/she is entitled by virtue of training, provided that his/her step placement in the class on the teachers' schedule shall be that which is closest to but not less than the daily rate presently received; except that such rate cannot exceed the maximum rate of the assigned class.

12.6.3 When an employee is reassigned to a position compensated on the salary schedule for certificated employees at Child Development Centers...



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12.7

12.7.1 Per session or hourly rate shall be 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.

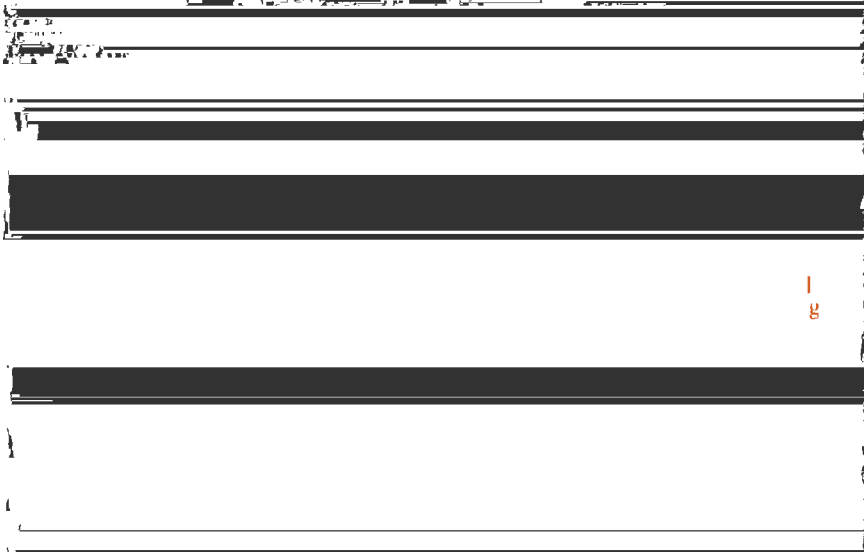
12.7.2 Members of the unit employed in summer school or part-time adult shall be paid at the appropriate per session rate of pay.

12.7.2.1 ~~Members of the unit employed in K-12 summer school shall be paid at the appropriate per session rate of pay.~~
[ok]

~~12.7.2.2 Members of the unit employed in K-12 summer school shall be paid at the appropriate per session rate of pay.~~
~~[Redacted text]~~

~~[Redacted text]~~

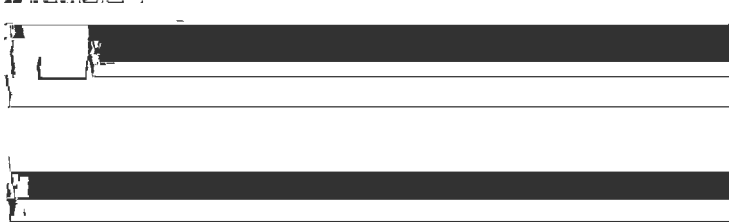
~~All personnel employed in classifications such as child welfare and attendance shall be paid at the appropriate per session rate of pay.~~
~~[Redacted text]~~



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12.8.4 When teachers agree voluntarily to serve on curriculum development committees or project teams, they shall be given the alternative of released time with the ~~shall be based on a~~ contract daily rate. ~~8 of Class A, Step 8.~~ [OK]

12.8.5 In order to reimburse employees who temporarily assume the duties of a ~~principal, the District shall provide~~



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- 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.



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12.8.8.2 Parent participation pre-school teachers who teach in a Head Start/State-funded
[Redacted]

12.8.8.6 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).

12.8.8.7 Home visits will be required for teachers identified in sections 12.8.8.1 through 12.8.8.4 for the Head Start-funded

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: 88.125% of Category A
[Redacted]

Category B: 86.75% of the amount for Category A
Category C: 73.5% of the amount for Category A

(A)

you

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(V) Varsity _____

(E)

Category A

Agriculture

Baseball (J)

Baseball (H,V)

Basketball (J)

Football (H,V,M)

Wrestling

Wrestling

Category (B)

(B)

Category B

Band Director

Baseball

Basketball (H,V)

Cross-Country

Cross-Country

Fall Music

Spring

Football (H,V,M)

Newspaper Advisor

Orchestra

Student Body

(HS)

Music

Volleyball

Yearbook

Tennis (H,B)

Volleyball (H,IM)

Basketball (E,G)

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Football

Football (JV, A)
Jazz Band (HS, MS)

Brandy

(HS)

Choir (MS)

(A, B)

Swimming* (HA,)

Football (F, A)

(J)***

Middle School Advisers

Volleyball

(D)

Wrestling (A, B)
Wrestling (A, G)

Softball

(C)

Stude

AVS

Volleyball (F, B)
Volleyball (E, G)

Je Cat C

Je Cat C

Category E

All-City Orchestra
All-City Choir

Way Musical Director

Category F

Intramurals (B, G)-JH/MS

Center Preschool****

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John

MD

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Upon receipt of such notification, the principal should take the following courses of action as appropriate:

- a. Survey the faculty by memorandum, bulletin, or meeting, to determine if there is another individual who is qualified and interested in the extra duty assignment.
- b. In the event that there is a teaching vacancy to be filled, determine if it is feasible to add the extra duty to the teaching position. If not, then

[Redacted]

12.9.3.3 If the principal is unable to fill the extra duty assignment by either course of action, he/she should then discuss with the teachers requesting withdrawal the kind of action which the teacher is willing to undertake in order to be relieved of the extra duty assignment. Such actions could include:

- a. "trading" extra duty assignments with other teachers who may also be interested in a change;
- b. requesting reassignment to a vacant teaching area in the school not associated with the extra duty assignment; or
- c. filing a voluntary request with the Personnel Services Office for transfer to another school.

12.9.3.4 Such requests for transfer will be considered in keeping with the sections governing transfers in Article 8 of this contract.

12.9.3.5 If none of these options are available to the teacher, or if the teacher is unwilling to pursue them, the principal may continue to hold the teacher responsible for the

[Redacted]

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- 12.9.5 The secondary principals acting in committee, as a whole, will establish District-wide minimum requirements for activities not covered by league rules.
- 12.9.6 The parties agree that transportation for athletics and other school activities covered by present District policy shall be considered a budget priority.
- 12.9.7 Regular contract teachers who also are assigned extra duty coaching assignments will receive equal treatment and the same protection granted to all members of the

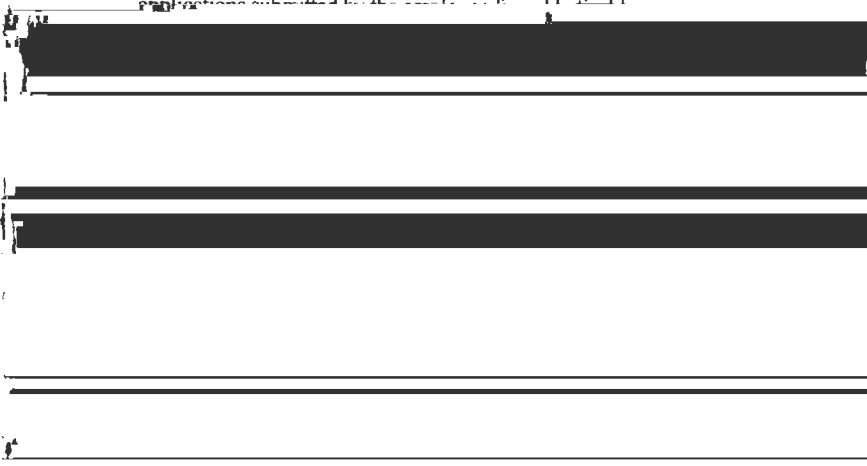
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12.10

- 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 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



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Notwithstanding the above, the District may continue to assign secondary teachers to unpaid emergency substitutions as set forth in Article 5.4.6.