Antioch Education Association Proposal #4
January 26, 2023

ARTICLE 12
SALARY SCHEDULE AND PAYMENT FOR PAID EXTRA DUTIES

12.1 The Certificated Salary Schedule and Extra Duty Schedule are set forth in attached Appendices:

12.1.1 Certificated Salary Schedule (Appendix A)

12.1.2 School Psychologist, Social Worker, ~~and~~ Program Specialist, and Teacher on Special Assignment (TOSA) Salary Schedule (Appendix B)

12.1.3 Speech and Language Pathologist Salary Schedule (Appendix C)

12.1.4 Alternative Programs and/or Schools Salary Schedule (Appendix D

12.1.5 Designated Subject Credential Salary Schedule (Appendix E)

12.1.6 Push-In Reading Teacher Salary Schedule (Appendix F)

12.1.7 Extra Duty Schedule (Appendix G)

12.1.8 Preschool Salary Schedule (Appendix H)

12.1.9 Counselor Salary Schedule (Appendix T)

*In the 2021-2022 school year, new salary schedules (Appendixes A, B, C, H, and T) shall be implemented. The intent of the new salary schedule is to remove the "years in AUSD" column, compact the longevity steps, and include National Board Certifications to "Advanced Degrees and Certifications".

12.2 Compensation

12.2.1. Effective July 1, ~~2021~~ 2022, all salary schedules and advanced degree stipends in the Collective Bargaining Agreement shall be increased by ~~5%~~ 11%.

12.2.2 The extra duty schedule, stipends, and hourly rate of pay shall be increased by ~~3.0%~~ ~~5%~~ 11% effective July 1, ~~2021~~ 2022.

12.2.3 Payroll Warrants: Effective July 1, 2008, and every year thereafter, all new-to-the-District unit members shall receive eleven (11) equal paychecks on the last working day of each calendar month, with their first paycheck of the work year to be received on the last working day in August and their last paycheck to be received the last working day in June. These unit members shall have the option of enrolling in the District's Summer Fund Program.

12.3 Supplemental Pay

12.3.1 Certificated Hourly Rate of Pay: Effective July 1, ~~2020~~ 2022, the certificated hourly rate of pay shall be ~~39.49~~ $43.83 This certificated hourly rate of pay shall be added to the Extra Duty Schedule in Appendix G.

12.3.2 Before or After School Academic Support Programs Per Diem Rate of Pay: Effective on the first day of the 2017-2018 school year, the academic support rate of pay shall be the unit member's hourly per diem rate of pay. The per diem rate of pay shall be based on the 7 hour, 5 minute work day set forth in the collective bargaining agreement. (see Article 11.1.1) This rate of pay shall apply to all certificated teaching positions, including, but not limited to Credit Recovery, Academic Subjects, Math and Reading Interventions, preapproved Tutoring and Homework Clubs in academic subjects, Technology Classes, Summer School, Special Education Extended School Year, etc. Site Administration shall email all site unit members all opportunities to apply to teach a Before or After School Academic Support Program as listed in this article. The District and the Association agree to meet to resolve any dispute regarding the application of the rate of pay for any Before or After School course.

12.3.3 Period Substitution

A. Short Term Period Substitution

1. Definition: "Short term period substitution" is when a bargaining unit member volunteers or is required to provide period substitution for another unit member absent due to illness or injury for more than one (1) instructional day but less than sixteen (16) instructional days.

2. Compensation: Compensation shall be at the appropriate period substitution tiered rate of pay.

3. Teaching a short term period substitution assignment shall be voluntary, based on schedule availability and based on certification and qualifications.

4. A short term period substitution may convert to a long term period substitution if the absent unit member will be out of his/her class for a longer period of time than anticipated. A priority shall be given to the unit member who volunteered for, or was assigned, the short term period substitution to support the consistency and continuity of program and instruction.

B. Long Term Period Substitution

1. Definition: "Long term period substitution" is when a unit member volunteers or is required to provide period substitution for another unit member absent due to illness or injury for sixteen (16) or more consecutive instructional days.

2. Compensation: The unit member shall receive an additional twenty (20%) percent of his/her salary per day for the length of the assignment retroactive to the first day of assignment. Bank days earned during the short term portion of the assignment shall not be eligible for the retroactive pay.

C. Elementary Grades

1. Elementary bargaining unit members who lose their preparation period or provide period substitution shall be paid the appropriate tiered rate outlined in Section 12.3.3.F.1, or shall accumulate hours for bank days, or sick leave days or a combination thereof as outlined in Section 12.3.3.F.2.b.

2. If an absent elementary teacher's class is divided among multiple teachers, then each unit member who takes or receives additional students for at least one-half (1/2) of the student instructional day shall be compensated for one (1) hour of period substitution at the appropriate tiered rate of pay outlined in Section 12.3.3.F.1 or shall accumulate hours for bank days or sick leave days or a combination thereof as outlined in Section 12.3.3.F.2.b. Compensation described immediately above shall not be paid if the teacher's absence is authorized under Section 18.17 - Miscellaneous Leave of this Agreement.

D. Period Substitution for Preparation Teachers: Only as a last resort shall preparation teachers be pulled from their specialty classes to perform period substitution. Period substitution for preparation teachers shall be assigned fairly and equitably.

E. Bargaining unit members shall be required to period substitute on a fair and equitable basis. Each site administrator shall compile a list of unit members who wish to volunteer for class coverage. The volunteer list shall be posted at a central location chosen by the site administrator. A second roster shall be compiled listing the remaining unit members at the site. If no volunteers are available for substituting, substitutes are to be selected from the second list on a fair and equitable basis. The second list shall be made available to any unit member at the site to review upon request.

F. Compensation for Period Substitution

1. ~~Effective mid-year 2009,~~ Bargaining unit members shall be paid for period substitution at a tiered rate of pay, or shall accumulate periods (secondary) or hours (elementary) for bank days, or shall be compensated in a combination thereof. The tiered rates of pay for period substitution are as follows:

a) Bargaining unit members on Steps 1-5 of the Certificated Salary Schedule shall be paid an hourly rate of ~~$50.57~~ $56.13, prorated on the quarter hour, rounded up.

b) Bargaining unit members on Steps 6-10 of the Certificated Salary Schedule shall be paid an hourly rate of ~~$63.04~~ $69.97, prorated on the quarter hour, rounded up.

c) Bargaining unit members on Steps 11 through Longevity Step 34+ on the Certificated Salary Schedule shall be paid an hourly rate of ~~$73.87~~ $82.00, prorated on the quarter hour, rounded up.

2. Bank Days

a) Unit members may, at their discretion, accumulate periods or hours of period substitution to be used as bank days.

b) For the purpose of this Section, a "bank day" is a day of compensatory time earned through the accumulation of periods (secondary) or hours (elementary) for providing period substitution. Five (5) class periods, or two and one-half (2.5) block periods, equal one (1) bank day for secondary unit members. Five (5) hours of period substitution equal one (1) bank day for elementary unit members.

c) Unit members may utilize bank days in half or full day increments.

d) Unit members electing to use bank days shall enter the absence into the district substitute system at least 5 days in advance of the absence date.

e) Dispensation of Accumulated Periods or Hours

1) Unit members may, at their discretion, receive a combination of their tiered rate of pay, bank days or reinstatement of sick leave days earned and taken during the current work year. No more than five (5) bank days may be carried over to the following work year effective end of the 2018-2019 school year. Unit members, however, may not receive compensation, bank days or reinstatement of sick leave days earned and taken during the current work year in excess of the number of periods or hours they earned serving period substitution.

2) No later than May 1 of each work year the District shall provide to each unit member the number of periods or hours they have accumulated for period substitution. This notification shall also include a survey providing unit members the opportunity to choose between receiving compensation, bank days, or reinstatement of sick leave earned and taken during the current work year or a combination thereof.

3) If the May 1 survey is not received by the District by June 1, the unit member's accumulated periods or hours shall be paid to the unit member according to their tiered rate of pay in Section 12.3.2.F.1.

12.3.4

12.4.4 Step Placement – Experience Credit

A. For b~~B~~argaining unit members, including unit members having taught in private school and speech language pathologists (including those who have provided service in hospitals or other treatment settings) shall be eligible to receive year for year credit for all previous years of verifiable service with no maximum.
~~to twelve (12) years of experience (maximum placement on Step 13) for initial placement on the Certificated Salary Schedule if a valid K-12 teaching certificate was held during the period of employment.~~
Any existing unit member who did not receive full credit for their complete years of service when originally hired shall be allowed to provide evidence of their years of service to the Assistant Superintendent of Human Resources for review and validation. Individuals with verifiable years of service will be placed at the appropriate step~~,~~ for the 2022-2023 school year. Bargaining unit members who are placed on a new step shall receive retroactive pay for the 2022-2023 school year with regards to their adjusted placement for this school year.

B. Bargaining unit members, who work seventy-five (75%) percent or more of the number of student days in a school year, shall receive one (1) year of credit on the Certificated Salary Schedule. Under exceptional circumstances, credit for hourly employment may be considered.

C. Unit members who work an assignment of fifty (50%) percent to seventy- five (75%) percent shall receive one (1) year of credit on the Certificated Salary Schedule every other year.

D. Credit for previous experience must be verified by the former employer and will be applied retroactively when received.

E. A maximum of one (1) step for two (2) or more years of military service obtained during the period of eight (8) years immediately preceding employment by the District will be applied for step placement.

The rest of the article shall remain status quo.