

ARTICLE 26

SALARIES

26.1 Salary Schedule

26.1.1 Operation of the Salary Schedule.

26.1.1.1 Preparation and Experience. When new regular day employees are hired, they will be placed on the schedule according to their preparation and experience. Credit for teaching elsewhere shall be granted on the basis of one (1) step per year for full time teaching, before employment, with the maximum number of steps granted not to exceed nine (9) steps, effective for all new hires for the 2001-2002 school year.

26.1.1.2 Work in Progress. A certificated employee of a school District who qualifies for a salary increase shall be paid the increased salary not later than three regular pay periods or three months, whichever is longer, after the employee files proper documentation. The District shall additionally pay the employee daily interest on the amount owed to the employee calculated from the date that the employee was entitled to the salary increase (Education Code 45048).

26.1.1.3 In-Service Credit. Recommendation for approval of in-service courses or workshops for salary credit shall be submitted to the superintendent or designee.

26.1.1.4 Class Advancement. A regular day employee may advance in more than one class per year, if qualified, and the provisions of Section 26.1.1.2 above are met.

26.1.2 Class Placement on the Salary Schedule-

26.1.2.1 Class placement is determined according to the following:

Class A Bachelor's Degree or possession of a valid California Teaching Credential.

Class B Bachelor's Degree plus fifteen (15) semester units.

Class C Bachelor's Degree plus thirty (30) semester units. Unit members must possess a preliminary or clear California Credential.

Class D Bachelor's Degree plus forty-five (45) semester units or a Master's Degree.

Class E Bachelor's Degree plus sixty (60) semester units or Bachelor's Degree plus forty-five (45) semester units including a Master's Degree.

Class F Bachelor's Degree plus seventy-five (75) semester units or Bachelor's Degree plus sixty (60) semester units including a Master's Degree or a Master's Degree plus thirty (30) semester units.

26.1.2.2 Transcript Files. Complete transcripts of records from an accredited college must be filed with the Personnel Office in order to justify class placement. These transcripts will remain the property of the District.

26.1.2.3 Excess Graduate Units. Any graduate units taken in excess of the minimum requirements for the Bachelor's Degree and earned prior to its awarding date may be counted in excess of the Bachelor's Degree. It will be the responsibility of the employee to provide documentary evidence that any such units were in excess of the minimum requirements for the Bachelor's Degree.

26.1.2.4 Vocational/Work Experience Credit. For the purpose of initial class placement, a unit member may be granted vocational/work experience credit up to a maximum of nine (9) years in Class A. This credit may be granted to attract highly qualified individuals who have vocational/work experience that would be beneficial to the District.

26.1.2.5 Vocational/Work Experience Credits Verification. Work experience units may be used only for the original placement on the salary schedule. Vocational experience may be verified by either an original letter or a photocopy of the original as follows:

- a) Name of the employer or company on letterhead stationery.
- b) Inclusive dates of full-time employment.
- c) Type of work performed.
- d) Position of the person who signs the verification (owner, president of the company, personnel director, etc.).

26.1.2.6 Driver Education and Designated Subject Credentialed teachers who lack the Bachelor's Degree will be placed in Class A and may advance to the top step of that class.

26.1.2.7 ROTC Placement. Teachers assigned to teach ROTC coming off active duty are required to receive compensation in an amount equal to their base pay in the military, plus allowances, minus monthly retirement pay. This amount will vary based on rank and years of service in the military. This

amount is computed by the service branch of the individual and is known as Minimum Instructor Pay (MIP). Placement on the salary schedule will be the highest class and lowest step above the MIP for each individual teacher.

- 26.1.2.8 Any employee restricted to step advancement on the salary schedule based on the Collective Bargaining Agreement in excess of one year will only be granted one step when the requirement is met regardless of experience.

26.1.3 Class Advancement on the Salary Schedule

- 26.1.3.1 Post-Bachelor's Degree Credit. All units submitted for credit on the Certificated Salary Schedule beyond the Bachelor's Degree must be earned in an accredited college or university or by local school district in-service units.

- 26.1.3.2 Advancement with Lower Division Units. Lower division units may be accepted for advancement on the salary schedule with prior approval of the superintendent, based upon the relevancy of the course content to the teacher's instructional field.

- 26.1.3.3 Advancement with Upper Division or Extension Units. All units other than lower division earned in an accredited college or university or in an extension program of an accredited college or university are acceptable for class advancement. Units earned outside of the unit member's credential authorization area must be pre-approved by the Assistant Superintendent.

- 26.1.3.4 Advancement with Military Service Units. Any military service courses that earn academic credit for an academic degree may be applied for class advancement on the schedule.

- 26.1.4 Step Advancement on the Salary Schedule. Unit members who have worked seventy-five percent (75%) of the school year shall be granted one and only one step on the salary schedule for each year of service in the District until the maximum in the unit member's class is reached. Unit members who receive an unsatisfactory evaluation and, after completing the Improvement Plan and PAR, receive a second unsatisfactory evaluation, shall not be eligible for step advancement. The unit member whose first day of District service is on or after July 1, 1999 must possess a clear California credential to move beyond step seven (7).

- 26.1.5 Unit Conversion. Quarter units are converted to semester units by multiplying quarter units by two-thirds ($2/3$). If this multiplication results in a fraction that, when added to the other semester units, is within one-half ($1/2$) unit from the required units for qualifying for the next column, then the fraction shall be rounded out to the next whole number and the unit member shall be placed on the next column.

- 26.1.6 Unit Account. Once per school year, the District shall provide regular day employees, upon request, a statement of the number of units the District has on file for them.

26.1.7 Certificated Salary Index

	Class A BA	Class B BA + 15	Class C** BA + 30	Class D BA + 45 or MA	Class E BA + 60 or BA + 45/MA	Class F BA + 75 Or BA + 60/MA or MA + 30
Horizontal Change	.07	.07	.07	.07	.07	.07
Vertical Change	.06	.06	.06	.06	.06	.06
Step						
1	1.00	1.07	1.14	1.21	1.28	1.35
2	1.06	1.13	1.20	1.27	1.34	1.41
3	1.12	1.19	1.26	1.33	1.40	1.47
4	1.18	1.25	1.32	1.39	1.46	1.53
5	1.24	1.31	1.38	1.45	1.52	1.59
6	1.30	1.37	1.44	1.51	1.58	1.65
7	<u>1.36</u>	<u>1.43</u>	<u>***1.50</u>	<u>***1.57</u>	<u>***1.64</u>	<u>***1.71</u>
8	*1.42		1.56	1.63	1.70	1.77
9	*1.48		1.62	1.69	1.76	1.83
10	*1.54		1.68	1.75	1.82	1.89
11	*1.60		1.74	1.81	1.88	1.95
12			1.80	1.87	1.94	2.01
13			1.86	1.93	2.00	2.07
16-18			1.92	1.99	2.06	2.13
19-21			1.98	2.05	2.12	2.19
22-24			2.04	2.11	2.18	2.25
25-27			2.10	2.17	2.24	2.31
28+			2.16	2.23	2.30	2.37

*Applies only to Driver Education and Designated Subject Credentialed Teachers who lack a BA Degree

**Unit members must possess a preliminary or clear credential to move to Class C. This applies to unit members whose first day of service is on or after July 1, 2002.

***In columns C, D, E, and F the unit member must possess a clear California credential in their assigned subject area in order to move beyond Step 7. This applies to unit members whose first day of service is on or after July 1, 1999.

26.1.8 Salary Base and Salary Schedule. The salary schedule minimum shall be \$49,375 effective July 1, 2017.

26.1.8.1 Chaffey Joint Union High School District Certificated Salary Schedule.

	<i>Class A</i>	<i>Class B</i>	<i>Class C</i> **	<i>Class D</i>	<i>Class E</i>	<i>Class F</i>
Step	BA	BA + 15	BA + 30	BA + 45 or MA	BA + 60 BA + 45/MA or MA + 15	BA + 75 or BA + 60/MA or MA + 30
1	\$49,375	\$52,831	\$56,288 *	\$59,744	\$63,200	\$66,656
2	\$52,338	\$55,794	\$59,250	\$62,706	\$66,163	\$69,619
3	\$55,300	\$58,756	\$62,212	\$65,669	\$69,125	\$72,581
4	\$58,263	\$61,719	\$65,175	\$68,631	\$72,088	\$75,544
5	\$61,225	\$64,681	\$68,138	\$71,594	\$75,050	\$78,506
6	\$64,188	\$67,644	\$71,100	\$74,556	\$78,013	\$81,469
7	\$67,150	\$70,606	\$74,062 ***	\$77,519 ***	\$80,975 ***	\$84,431 ***
8 *	\$70,113		\$77,025	\$80,481	\$83,938	\$87,394
9 *	\$73,075		\$79,988	\$83,444	\$86,900	\$90,356
10 *	\$76,037		\$82,950	\$86,406	\$89,863	\$93,319
11 *	\$79,000		\$85,913	\$89,369	\$92,825	\$96,281
12			\$88,875	\$92,331	\$95,788	\$99,244
13-15			\$91,838	\$95,294	\$98,750	\$102,206
16-18			\$94,800	\$98,256	\$101,712	\$105,169
19-21			\$97,763	\$101,219	\$104,675	\$108,131
22-24			\$100,725	\$104,181	\$107,638	\$111,094
25-27			\$103,688	\$107,144	\$110,600	\$114,056
28-			\$106,650	\$110,106	\$113,562	\$117,019

* Applies only to Driver Education and Vocational Education teachers who lack a B.A. degree

** Unit members must possess a preliminary or clear California credential to move to Column C. This applies to unit members whose first day of service is on or after 7/1/02

*** In columns C, D, E, and F, the unit member must possess a clear California credential in their assigned subject area in order to move beyond Step 7. This applies to unit members whose first day of service is on or after 7/1/99

26.1.9 Additional Compensation and Benefit

26.1.9.1 Fringe Benefit Cash Differential. Additional money due a unit member from the fringe benefit package shall be paid monthly.

26.1.9.2 Social Security on Non STRS. All unit member pay that does not qualify for STRS withholding shall be subject to withholding of the legally required amounts for Social Security effective July 1, 1986. Effective February 1, 1987, adult education teachers shall be included. Those teachers hired after March 31, 1986 shall be exempt from this provision.

26.1.9.3 Compensation for Staff Development. Certificated staff shall be compensated for participation in voluntary staff development activities determined by the following formula:

Placement on the Certificated Salary Schedule:

$$\text{Pay per day} = \frac{\text{-----}}{182} \times .85$$

182

(Number of days in the current work year as defined in 10.6.1.1 of this Agreement)

The maximum compensation a unit member receives shall not exceed the State funded rate.

Staff development completed and reported between June 11th and August 10th shall be paid by September 1st. All other staff development shall be paid quarterly.

A day of staff development compensation must be at least as long as the contracted workday. A day of staff development can be conducted over several calendar days.

26.1.9.4 Sixth (6th) Teaching Period. Regular day employees, voluntarily assigned to an sixth (6th) teaching period on a regular and continuing basis shall be compensated for such teaching at one-fifth (1/5) of the teacher's daily rate. Daily rate shall be determined by the following formula:

Current Contract Salary

$$\frac{\text{-----}}{182} = \text{Per Diem Rate}$$

182

(Number of days in the current work year as defined in 10.6.1.1 of this Agreement)

26.1.9.5 Part-time Regular Day Employees Pay Formula. Part-time regular day employees assigned to teach on a part-time basis shall be compensated for such teaching at one-fifth (1/5) of the teacher daily rate times the number of periods assigned. Daily rate shall be determined by the following formula:

Contract Placement x Periods Assigned x 1/5

$$\frac{\text{-----}}{\text{-----}} = \text{Daily Rate}$$

(Number of days in the current work year as defined in 10.6.1.1 of this Agreement)

26.1.9.6 Allowable Weeks. Varsity football shall be allowed the same number of weeks in a season as the highest allowable number of regular weeks in any sport as authorized by C.I.F.

26.1.9.7 Table of Other Duty Pay Codes – Coaching

Table of Other Duty Pay Codes	Total	Fixed
	Stipends In District	Stipend
Baseball – Head Varsity Coach	8	\$4,675.00
Baseball - Asst. & Non-Varsity Coach	16	\$3,415.00
Basketball - Head Varsity Coach (Boys and Girls)	16	\$4,675.00
Basketball - Asst. & Non-Varsity Coach (Boys and Girls)	32	\$3,415.00
Cross Country - Head Varsity Coach (Boys and Girls)	16	\$4,675.00
Cross Country - Asst. & Non-Varsity Coach	0	\$3,415.00
Football - Head Varsity Coach	8	\$5,040.00
Football - Asst. & Non-Varsity Coach	64	\$3,415.00
Golf - Head Varsity Coach	8	\$4,675.00
Golf - Asst. & Non-Varsity Coach	0	\$3,415.00
Soccer - Head Varsity Coach (Boys and Girls)	16	\$4,675.00
Soccer - Asst. & Non-Varsity Coach (Boys and Girls)	16	\$3,415.00
Softball - Head Varsity Coach	8	\$4,675.00
Softball - Asst. & Non-Varsity Coach	16	\$3,415.00
Swimming - Head Varsity Coach (Boys and Girls)	16	\$4,675.00
Swimming - Asst. & Non-Varsity Coach	0	\$3,415.00
Tennis - Head Varsity Coach (Boys and Girls)	16	\$4,675.00
Tennis - Asst. & Non-Varsity Coach	0	\$3,415.00
Track & Field - Head Varsity Coach (Boys and Girls)	16	\$4,675.00
Track & Field - Asst. & Non-Varsity Coach (Coed)	8	\$3,415.00
Volleyball - Head Varsity Coach	8	\$4,675.00
Volleyball - Asst. & Non-Varsity Coach	16	\$3,415.00
Water Polo - Head Varsity Coach (Boys and Girls)	16	\$4,675.00
Water Polo - Asst. & Non-Varsity Coach		\$3,415.00
Wrestling - Head Varsity Coach	8	\$4,675.00
Wrestling – Asst. & Non-Varsity Coach	8	\$3,415.00
Asst. & Non-Varsity Coach – Principal Discretion	16	\$3,415.00

26.1.9.8 C. I. F. Playoffs

- 26.1.9.8.1 Coaches will receive a stipend of ten percent (10%) of their coaching pay for each week they are active in C.I.F. playoffs.
- 26.1.9.8.2 Team Sports. If a team participates in C.I.F. playoffs, only the assigned varsity and assistant varsity coaches qualify for extra pay at the contractual weekly rate.
- 26.1.9.8.3 Individual Sports or Individual Athletes. In individual sports or where individual athletes are involved in C.I.F. playoffs, only the head varsity coach or his/her designee will qualify for extra pay at the contractual weekly rate.
- 26.1.9.8.4 The following are considered team sports: Baseball, Basketball, Field Hockey, Football, Soccer, Softball, Volleyball, and Water Polo. All others are designated as individual sports.
- 26.1.9.8.5 All unit members assigned extra duty at C.I.F. playoff games, except coaches, shall be paid a stipend of no less than thirty (\$30) per event.
- 26.1.9.8.6 State and National Academic Decathlon Competition. If students participate in state or national competition, the assigned teacher or designee shall receive ten percent (10%) of their stipend for each week they are active in the competition.

26.1.9.9 Other Duty Assignments Pay Codes*

Other Duty Assignment Stipends	Fixed Stipend
504 Advisor (up to 10 without release)	\$500.00
504 Advisor (11-50 without release)	\$1,500.00
504 Advisor (51-100 without release)	\$2,500.00
504 Advisor (101-200 without release)	\$3,500.00
504 Advisor (101-200 with release)	\$2,000.00
Academic Decathlon (no Academic Dec. class)	\$3,675.00
Academic Decathlon (with Academic Dec. class)	\$2,625.00
Academic Decathlon Assistant (as determined by principal)	\$1,050.00
Academy Advisor	\$3,150.00
Academy advisor Assistant	\$1,575.00
Assistant Band Director**	\$1,575.00
Assistant Director of Activities (as determined by principal)	\$2,100.00
Assistant Pep Squad (as determined by principal)	\$1,575.00
Assisted Technology Assessment (current SLP)	\$4,500.00
AVID Advisor 1-5 sections (one stipend per school)	\$1,050.00
AVID Advisor 6 -10 sections (one stipend per school)	\$1,575.00