



2018-19 Proposal #5 / February 8, 2019

Article #25 - Health and Welfare Benefits

Family Plan Health Coverage- Annual District Contribution of:

- Employee Only = \$8,796.50
- Employee + One = \$13,723.30
- Employee + Family = \$17,888.10

The District increase to the Family Plan Health Coverage will result in the following monthly (ten month) out of pocket expense for bargaining unit members for SISC Plan 80 J:

- Employee Only = \$0.00
- Employee + One = \$324.40
- Employee + Family = \$578.00

- District Contribution to Begin Retroactive Effective July 1, 2018

Article #26 - Compensation

- 1) Increase the Certificated Salary Schedule by 5.0% retroactive to July 1, 2018
- 2) Increase base 1-3 of the Extra Duty Schedule by 10%
Rationale: Central District increased extra duty schedule by 25% in 2017/18
- 3) Replace the position of Imperial High School F.N.L. with Pop Culture advisor with the Responsibility Factor of 0.0188
 - Base #1 - \$999
 - Base #2 - \$1,014
 - Base #3 - \$1,028
- 4) Change the current stipend for the position of Frank Wright Coaches for Teams A and B for Boys Soccer, Boys basketball, ~~Boys Softball~~, Boys Flag Football, Girls Volleyball, Girls Basketball, Girls Softball, Co-Ed Track, FNL and Cheerleader Advisor to a responsibility factor of 0.0253
 - * Eliminate middle school coaches for Teams A and B for Boys softball and replace with Teams A and B for flag football
 - Base #1 - \$1,344
 - Base #2 - \$1,364
 - Base #3 - \$1,384
- 5) Revision of #12 on "Information Concerning Teacher Salaries" shall read: Special education teaching assignments shall receive \$1,000 in addition to the regular pay for teachers holding at least a preliminary special education credential

Add the following when the District opens Cross Elementary School:

Cross Safety Patrol, Cross Yearbook Advisor, Cross Student Council Advisor, Student Study Team Assignments (each team limited to a total of 3 members made up of 2 regular members and 1 coordinator – Cross K-2 Team, Cross 3-5 Team). All positions responsibility factors for Ben Hulse and Waggoner positions. Anticipated opening date is August 2019.

INFORMATION CONCERNING TEACHER SALARIES

(ATTACHMENT TO CERTIFICATED SALARY SCHEDULE)

5. Initial Placement on the Salary Schedule: All teachers will be required to submit official transcripts of all training toward a credential and all letters verifying their experience which they desire to have counted toward placement on the salary schedule.

6. Reclassification on the Salary Schedule:
 - a. All teachers shall be placed in the appropriate classification (BA, BA + 30, BA + 45 or MA, BA + 60 and MA or MA +15, BA + 75 and MA or MA +30 or Doctorate) at the time of initial employment. Upper Division or Graduate level units earned after the MA shall be counted toward BA+60 or BA+75 for columns G or H if it benefits the employee.

 - b. Work must be completed by September 1 of the year they intend the credit to take place in order to be credited toward advancement on the salary schedule. Teachers who intend to submit college credits on the salary schedule must notify the Superintendent by June 1 of the year they intend the credit to take place. Courses/Units paid for or reimbursed by the District shall not be used for advancing on the salary schedule.

 - c. Units obtained from upper division or graduate courses posted after the BA shall be counted for purposes of placement on the salary schedule.

 - d. Any subsequent reclassification(s) are based upon verified degree(s) and earned hours of formal education at an accredited institution of higher learning. Teachers are required to provide original and certified transcripts for proof of any degree(s) earned and any additional unit(s) earned.

 - e. Units referred to on the Salary Schedule refer to semester units and not quarter hours. Quarter units shall be converted to semester units by multiplying the quarter units by 2/3. No credit shall be given for course work which is approximate duplication of work previously done, as determined by the Superintendent, unless required by the exigencies of California credentials, or for some justifiable reason, and approved by the Superintendent.

 - f. Extension Credit:
 1. No teacher shall receive more than a total of 15 semester units of credit for courses taken under the extension program of an accredited college or university. Extension program courses offered by an accredited college or university shall be limited to courses in the applicant's teaching/service areas.

2. No more than 9 semester units from an accredited university or college for completion of the California Teacher Induction program will be accepted as part of the total 15 semester units of credit under this provision.
 3. All extension and in-service credits for advancement on the salary schedule shall be approved and limited to a total of 15 semester units of credit.
- g. No language in this addendum shall be used to reclassify any teacher from his or her current salary placement to a lower column.

"Do the Math; Best Teachers = Best Schools"