

For 2017-2018, 2018-2019 and 2019-2020 school years.

1. 3% shall be applied to the certificated salary schedules (teacher, nurse, speech and language, psychologist and preschool) effective 7/1/17.
2. For 2018-2019, the Association shall have the right to reopen Article 16 (Salary). ~~if the LCFF base grant funds for Lemon Grove as a result of the June 2018 State adopted budget is at least 1.2 million dollars.~~
3. For 2019-2020, Article 16 (Salary) and Article 17 (Benefits) shall be reopened plus either party may reopen up to two articles each.
4. 0.5% shall be applied to the teacher certificated salary schedule effective 7-1-18 and the teacher work year shall be increased to 185 days (the additional workday will be reserved for staff development).
5. In addition to the foregoing, 1 additional mandatory staff development day for teachers will be scheduled for the 18-19 school year only and will be compensated at the per diem rate of pay.
6. Based on calendar for 2018-2019 which identifies the placement of pilot minimum days and professional development days on Aug. 20, 2018, Jan. 7, 2018, and April 8, 2018.
7. The District contribution for health benefits shall remain as set forth in Article 17 for the 2017-2018 and 2018-2019 school years.
8. The hourly rates and stipends shall remain as set forth in Article 17 unless modifies pursuant to paragraphs 2 or 3 above.
9. Increase years of service accepted for SPED teachers to 18 years.
10. LGTA will agree to sign TK-3 Grade Span Adjustment waiver for class size reduction for the 2017-2018.
11. Remove D.5 & D.6 from Article 16 Salary.

ARTICLE 16: SALARY

A. SALARY

1. See attached salary schedules. (~~amended 10/5/2010~~)

B. PLACEMENT ON THE SCHEDULE

1. All “plus” units indicated for Classes II through VI are after the award of the relevant degree.
2. Maximum placement for new teachers is Step 12 of any Class.
3. Previous teaching experience is granted to a maximum of eleven (11) years, year for year, for service as a credentialed teacher within the last thirteen (13) years at the time pay begins.
4. Military service = one (1) year of service for (1) or more years of service in the Vietnam War, Persian Gulf Conflict and Operation Enduring Freedom, Iraqi Conflict.

C. ADDITIONAL COMPENSATION

1. Master’s degree holders receive ~~\$1,311~~ ~~\$2100~~ \$1,311 per year. Applies to all non-management certificated salary schedules.
2. Doctorate degree holders receive ~~\$550~~ ~~\$950~~ \$550 per year. Applies to all non-management certificated salary schedules.
3. Special teachers receive an added \$550 per year.
4. National Board Teacher Certification holders receive an added ~~\$550~~ ~~\$1500~~ \$550 per year.
5. The program support teacher’s rate of pay is ~~\$30~~ \$35 per hour.
6. A unit member teaching during her/his conference/preparation period on a regular basis (does not include substituting) will be reimbursed for this extra assignment at one-sixth (1/6) of the salary according to her/his placement on the salary schedule. Selection for such assignments will be made according to Article 7: Transfer and Assignment .

In Service- outside of contract daily hours	\$30 \$45 \$40 \$35 \$30 per hour	Effective 7/1/15 2016-2017
Substituting during preparation period	\$30 per hour Per diem \$30 per hour	Effective 3/1/06
Staff Developer Preparation stipend	\$100	Effective 2/1/98
Curriculum Writing/Planning	\$30 \$35 \$30 per hour	Effective 2/1/98

Staff Development Planning	\$30 \$35 \$30 per hour	Effective 3/22/02
Support Teachers	\$35 per hour	Effective 2/1/07 2016-2017
Home Hospital Instruction ● .25 hr. of prep time per hr. of instruction paid at same rate	\$40 per hour	Effective 2/1/07 Effective 2/1/11 Effective 2/1/11
Extended Day Site Facilitator	\$40 per hour	Effective 8/20/07
Extended Day Core Intervention Instruction ● .25 hr. of prep time per hr. of instruction paid at same rate	\$40 per hour	Effective 8/20/07
Extended Day Enrichment Instruction	\$30 \$35 \$30 per hour	Effective 8/20/07
Sixth Grade Camp	2 days per diem; if holiday, 1 additional day per diem	Effective 7/1/98
Certificated services outside contract year	Per diem based on 7-7.5 7 hour day, min. 1 hour	Effective 2/1/98
Instrumental Music Teacher ● Prorated per FTE %	3% salary schedule at Class 1, Step 6	Effective 2/1/98 Effective 8/1/10
ASB Advisor/Performing Art Teacher	3% salary schedule at Class 1, Step 6	Effective 7/28/02
Certificated employees responsible for Medi-Cal documents	\$30 per hour up to 18 hours per school year	Effective
Non-contract Professional Development days outside of 184 contracted days	Per diem	

D. RECLASSIFICATION

Transfer from a lower to higher class is accomplished as follows:

1. A unit member expecting to qualify for reclassification on the salary schedule shall file the required District form stating his/her intent. The district form must be filed by April 1 of the year prior to the salary reclassification in order to permit such reclassification for the next school year.
2. Unit members must obtain written pre-approval for coursework undertaken to count toward salary reclassification by the Director of Human Resources. All coursework requests denied by Human Resources will be automatically referred to the Peer Assistance Review committee.
 - a. This coursework must be completed within one (1) year from the date of approval.
 - b. If the coursework is not completed in this timeframe, the pre-approval of the coursework must be resubmitted to initiate the process again.

3. Courses must be related to the delivery of professional education services.
4. All unit credits must be from a regionally accredited Association of Schools and Colleges.
- ~~5. A maximum of nine (9) units of online coursework will be accepted toward reclassification on the salary schedule.~~
- ~~6. More than nine (9) units of on-line coursework will be accepted towards reclassification only if the courses lead to a certificate, a credential or a degree.~~
7. Reclassification will be effective upon the district receiving and date-stamping official transcripts. An instructor(s) letter(s) certifying successful completion of coursework as described, will be acceptable pending receipt of official transcripts.
8. For reclassification, unit members must submit transcripts by September 15th each year for movement in that year.
9. ~~Step and Class advancement will be subject to maintenance of a satisfactory evaluation in the opinion of the evaluator. Employees will have five (5) teaching months to correct deficiencies in the unsatisfactory evaluation. Advancement on the schedule may be withheld on the recommendation of the Superintendent if performance is still rated by the administrator as less than satisfactory after the five (5) school month working period.~~

E. DEFINITIONS

1. Hours

Classes II through VI are semester hours of college or university work and must be acquired after the award of the degree. In the event a college or university will certify by official letter from the registrar that a candidate had met ALL requirements for a B.A. degree during the school year and had been accepted into a graduate study program and the college or university had no provision for awarding B.A. degrees prior to June, then units earned subsequent to having met all B.A. requirements may be counted as having been acquired after the B.A. degree.

a. Units must be as follows:

- (1) B.A. Degree plus thirty (30): at least twenty-two (22) of the thirty (30) hours of Class III must be upper division or graduate level.
- (2) B.A. Degree plus forty-five (45) or M.A.: at least thirty-four (34) of the forty-five (45) hours of Class IV must be upper division or graduate level.

- (3) B.A. Degree plus sixty (60) including M.A./M.A. Degree plus fifteen (15) or B.A. plus seventy-five (75): at least forty (40) of the B.A. plus sixty (60) hours of Class V must be upper division or graduate level; at least ten (10) of the M.A. plus fifteen (15) hours of Class V must be upper division or graduate level; and at least sixty (60) of the B.A. plus seventy-five (75) hours of Class V must be upper division or graduate level.
- (4) B.A. Degree plus ninety (90)/ or M.A. plus thirty (30): at least seventy-five (75) of the B.A. plus ninety (90) hours of Class VI and at least twenty (20) of the M.A. plus thirty (30) hours of Class VI must be upper division or graduate level.

1. Service Increments

A teacher shall be granted one (1) increment for each year of teaching service in the District until the maximum salary of the training class is reached. Days absent for any reason shall not count as days of service except for the following reasons:

- a. Absences on official District business and approved by the governing board.
- b. Absences which are legally creditable to paid leaves.
- c. Absences which are due to illness incurred or injuries suffered in connection with employment with the District and for which Worker's Compensation Insurance benefits are received.

Service increments are granted on the beginning date of contract service in the school year immediately following that school year in which the service increment was earned.

A year of teaching service in the District shall equal at least 75% of the teaching days in a given school year.

2. Special Teachers

- a. Special teachers shall receive an additional \$550 per year. Special teachers include: Nurses, Reading Recovery Teachers, Reading Specialists, Speech Therapists and special education teachers.
- b. Effective July 1, 2002, in order to receive the special teacher stipend, the unit member must hold the following assignments:
Nurse, District Librarian, Speech Therapist, Special Education teacher, Reading Recovery Teacher and Reading Specialist.

F. MILEAGE ALLOWANCE

Those employees specifically authorized to be paid a mileage allowance will be paid at the IRS authorized maximum allowable amount.

G. SALARY WARRANTS

Employees will receive salary warrants by choice on a ten (10) or twelve (12) month pay period basis so long as the County payroll procedures permit.

H. PROFESSIONAL DEVELOPMENT ACTIVITIES COMPENSATION

1. A District Staff Development Planning Advisory Committee consisting of district representatives and LGTA appointed members representing all school sites and programs will be implemented. The committee will review all professional development plans/activities and make recommendations to district administration. Unit members serving on this committee will be compensated at ~~\$25.00~~ ~~7~~ ~~\$35.00~~ **\$25.00** hour.
2. The District and the Association agree that attendance at professional development activities presented on Saturdays or after the regular workday shall be voluntary. The parties also agree unit members will be compensated for only those professional development activities designated by the District as priority.
 - a. Unit members attending a priority professional development activity on a Saturday shall be paid ~~\$20~~ ~~\$45 per hour~~ ~~per diem~~ ~~\$20~~ or qualify for salary hurdle credit as set forth in paragraph c. below.
 - b. Unit members attending a priority ~~professional development~~ **In-Service professional development** activity after their regular workday shall be paid ~~\$20~~ ~~\$45~~ ~~\$40~~ ~~\$35~~ ~~\$30~~ ~~\$20~~ per hour or qualify for salary hurdle credit as set forth in paragraph c. below. The hourly rate shall commence at the end of the duty day.
 - c. Unit members attending professional development activities may qualify for salary hurdle credit as follows:
 - (1) Courses specifically designed and designated as courses for salary hurdle credit shall support District goals and priorities.
 - (2) Each course will describe the eligibility for attendance, the course requirements, and the project/outside work expected for credit.
 - (3) All unit members will not be eligible for every course offered.
 - (4) Courses shall be reviewed periodically to be updated in line with District goals.

- (5) One (1) unit of salary hurdle credit shall be granted for each fifteen (15) hours of class time plus thirty (30) hours of work outside of class time.
 - (6) Salary hurdle credit shall not be granted for courses in which the unit member is receiving university credit or payment for attendance.
 - (7) The course instructor and the Assistant Superintendent, Human Resources shall determine a pass or fail grade for participants.
- d. Unit members will not be held responsible for information presented during summer professional development unless the District provides opportunities to receive such information during the regular work year.
- (1) Professional development activities as part of a grant shall follow the provisions in paragraph d. ~~above~~.
 - (2) Unit members who function as trainers of other unit members shall be compensated \$100 for each day of professional development activities, plus the attendee rate of pay per day.

I. STAFF DEVELOPMENT

1. ~~Professional Development~~ **In-Service Professional Development** that occurs outside of contract time will be paid at ~~\$30.00~~ **\$45.00** ~~\$40~~ **\$35** ~~\$30~~ per hour.
2. Curriculum writing and staff development planning that occurs outside of contract time will be paid at ~~\$30.00~~ **\$35.00** ~~\$35~~ **\$35** per hour.

~~Preschool Salary Schedule Proposal:~~

- 1) ~~Extend steps on salary schedule up to 30 years with 0.4 % salary increase & indexed effective July 1, 2017~~