

ARTICLE XVII - SALARY AND FRINGE BENEFITS

A. Salary

For the 2008-09 and 2009-10 school years, the Federation shall Sunshine up to three (3) article proposals submitted no later than the second board meeting in November of each school year covered by this agreement. The District shall Sunshine up to three (3) article proposals no later than the first board meeting of each school year covered by this proposal.

1. For the 2008-09 and 2009-10 school years, the parties agree to salary and benefit adjustments based upon the following salary formula:

- a. Computing the actual ADA-weighted average dollar increase in unrestricted funding per ADA between the Elementary and High School Districts, multiplied by .625 (62.5%), less the actual computed increase in certificated compensation in 2008-09 (2009-10) for step and column salary schedule movement, 70% of the health benefit insurance premium increase including retirees, and any increases to statutory benefits. The contractual stipend amounts will also be adjusted accordingly and will become effective July 1, 2008 (2009). Example formula parameters follow:

<u>Teacher Salary Formula Example</u>					
Salary Increase = ((Ax.625)-C)/E					
A. Actual ADA – Weighted Avg. Revenue Increase					
			<u>2006-07</u>		
	<u>2007-08</u>				
<u>Revenue Limit</u>		<u>Elem.</u>	<u>Second.</u>	<u>Total</u>	<u>Elem.</u>
	<u>Second.</u>	<u>Total</u>			
Revenue Limit ADA					
Base Revenue Limit/ADA					
Base Revenue Limit					
Weighted Avg. Base RL/ADA					
Change in Weighted Avg. Base RL/ADA					
Change in Base RL (x ADA)					
<u>Other Unrestricted</u>					
P2 ADA					
CSR K-3					
CSR Grade 9 math/English					
Lottery					

Lease Income
Interest Income (Fund 01)

Total Other Unrestricted Rev./ADA
Change in Other Unrestricted Rev./ADA
Change in Other Unrestricted Rev. (x ADA)
Total Increase in Unrestricted Revenue

- B. Teachers share .625
 - C. Other Compensation Costs
 - Step/Column Movement *
 - 70% of Health and Welfare Increases, including retirees
 - Any Statutory Benefit Rate Increase
- Total Other Compensation Costs**
- D. Balance available for salary
 - E. Salary Increase
 - Cost of 1%
 - Formula % Salary Increase

Contracted Salary Increase

* See Contract Language

- b. The salary formula will continue in years after 2009-10, if both parties agree that it will continue. If either party elects to discontinue the salary formula in any future year, they must notify the other party by November 1st of the prior year. If the formula is discontinued, the parties may negotiate a change in the formula or renegotiate salary absent a formula.
- c. The salary formula will be calculated after the books are closed, the year-end un-audited financial reports are prepared and the prior year revenues and expenses are known. If a salary increase is determined, it will be retroactive to the beginning of the teacher work year.
- d. The change in step and column will be determined by calculating the difference in average certificated bargaining unit salary from the prior year to the current year and multiplying the difference by total certificated bargaining unit FTE in the current year. If the result is a negative number, the formula deduction for step and column will be zero.
- e. The increased cost of the retiree benefits in the salary formula is based on the retiree benefit programs currently available. If any new retiree benefits incentives are added, either party may request to negotiate the retiree cost deduction element of the salary

formula.

2. New teachers to the District will be placed on the current certificated salary schedule based upon complete years of prior service. (Year for year.)
3. Vocational educators new to the District - initial placement on the certificated salary schedule for newly hired faculty holding a Designated Subject Credential will be determined by selecting the greater of the following:
 - a. Placement on the current certificated salary schedule based on the usual criteria, or
 - b. Selection of the initial salary cell on the current certificated salary schedule closest to the compensation amount reflected by the SCCOE ROP Teacher Salary Schedule including stipends and/or longevity increments in effect on the date of hire. Initial placement on the SCCS salary schedule shall be in Column A (Designated Subject Credential – preliminary or clear), Column B (BA + 45), Column C (BA + 60), or Column D (BA + 75) based upon evaluation of the individual's transcripts and professional growth credits

After initial placement, subsequent step and column movement will be attached to the SCCS salary schedule.

4. Master's Degree: A stipend shall be paid for each Master's Degree held by teachers and all support personnel, except psychologists. (See Certificated Salary Schedule.)
5. Doctorate Degree: A stipend shall be paid to those teachers and all support personnel who hold a Doctorate Degree. (See Certificated Salary Schedule.)
6. BCC/BCLAD: A stipend shall be paid to those teachers who hold a Bilingual Certificate of Competence (BCC) or a Bilingual, Cross Cultural, Language and Academic Development (BCLAD) credential, and are in assignments requiring a BCC or BCLAD. (See Certificated Salary Schedule.)

7. Career increments begin upon completion of the sixteenth (16th) step and increase each three (3) steps thereafter until step thirty two (32). (See Certificated Salary Schedule.)
8. Percentage salary increases will be reflected within each cell of the salary schedule and in the Master's, Doctorate and BCC/BCLAD stipends as well as career increments.
9. The Extra Pay for Extra Responsibility Positions Stipend Schedule shall apply to bargaining unit members who are granted employment in these positions. The Extra Pay Stipend Schedule will be adjusted whenever the certificated salary schedule is adjusted by the same percentage amount.

Extra responsibility stipends for non-bargaining unit members shall be at the discretion of the District but not to exceed the rates published in the Extra Pay for Extra Responsibility Positions Stipend Schedule. The District shall provide bargaining unit members preferential consideration for extra responsibility positions for which they hold qualifications, before and over external applicants. Bargaining unit members who are denied these positions shall be provided, upon request, a written explanation of the reason(s) for which they were denied.

10. The hourly rate of pay assignments not covered by a salary schedule or individual contract shall be \$33.00.
11. Mileage Expense Reimbursement
 - a. All employees who are required to use their personal automobiles on official assigned District business shall be reimbursed for this expense. No reimbursement shall be allowed for travel between an employee's residence and the normally assigned place of work. The amount of this reimbursement shall be the IRS approved rate per mile as established in Board Policy.
 - b. If an employee is required to use his private car as a condition of employment, the District will provide the employee with written verification of that requirement.
 - c. Home teachers shall be reimbursed for the actual miles traveled within the School District in order to carry out their home teaching

assignments.

12. The Board shall honor the provisions of Title IX in all areas of employee relations, including co-curricular pay.

B. Fringe Benefits

The District agrees to negotiate the impact of changes instituted by the Health JPA on matters within the scope of negotiations.

1. Effective July 1, 2005:

The District agrees to pay seventy percent (70%) of the medical benefit insurance premium increase, including retirees. Employee contribution will be increased by thirty percent (30%) of the medical benefit insurance premium increase, including retirees. The increase in the employee contribution for medical benefit premiums shall not exceed thirty percent (30%) of a fifteen percent (15%) increase from the prior year rate for each medical plan. If the rate increase is less than fifteen percent (15%), the employee share of the increase will be thirty percent (30%) of the full increase amount. If the rate increase is greater than fifteen percent (15%) the employee share of the increase will be calculated as thirty percent (30%) of a fifteen percent (15%) increase on the prior year rate. Dental, Vision and Life Insurance shall be paid fully by the District.

2009-10 Benefit plans and rates effective October 1, 2009.

- a. Medical – Blue Shield PPO 90% Plan, Blue Shield PPO Low Plan, Blue Shield HMO High Plan or Blue Shield HMO Low Plan for employee, spouse, domestic partner, and eligible dependents subject to the requirements of the carrier.
- b. Dental – Employees may choose between the Delta Dental Premiere Plan or Delta Dental PPO Plan for employee, spouse, domestic partner, and eligible dependents subject to the requirements of the carrier.

- c. Vision - Vision Service Plan (\$10.00 Co-pay) for employee, spouse, domestic partner, and eligible dependents subject to the requirements of the carrier.
- d. Life Insurance - Met Life, in the amount of \$25,000.00 Term Life for employee with \$5,000.00 rider for spouse and \$2,500.00 rider for eligible dependent children.
- e. Full Time Employee's Contribution (1.0 FTE) 2009-10:

<u>Blue Shield PPO 90% Plan</u>		<u>Blue Shield PPO Low Plan</u>	
Employee Only	\$76.97	Employee Only	\$-0-
Employee + One	\$168.48	Employee + One	\$103.67
Employee + Family	\$341.74	Employee + Family	\$162.86

<u>Blue Shield HMO High Plan</u>		<u>Blue Shield HMO Low Plan</u>	
Employee Only	\$-0-	Employee Only	\$-0-
Employee + One	\$140.59	Employee + One	\$121.56
Employee + Family	\$196.67	Employee + Family	\$169.04

- f. Part Time Employee's Contribution (.5 to .99 FTE) 2009-10:

<u>Blue Shield PPO 90% Plan</u>		<u>Blue Shield PPO Low Plan</u>	
Employee Only	\$76.97	Employee Only	\$-0-
Employee + One	\$368.44	Employee + One	\$143.98
Employee + Family	\$609.14	Employee + Family	\$265.52

<u>Blue Shield HMO High Plan</u>		<u>Blue Shield HMO Low Plan</u>	
Employee Only	\$-0-	Employee Only	\$-0-
Employee + One	\$196.05	Employee + One	\$166.80
Employee + Family	\$348.74	Employee + Family	\$296.40

- g. The District agrees to offer IRS Section 125 Plans for dependent care and non-reimbursed medical expenses for all unit members at member expense.
- h. Retiree Medical Benefits: The District will make the following

contributions toward the employee's purchase of the District offered medical program:

15 years of service - \$600/yr for maximum of 3 yrs*

20 years of service - \$800/yr for maximum of 4 yrs*

25 years of service - \$1000/yr for maximum of 5 yrs*

*All such contributions will stop when the retiree reaches 65 years of age.

Employees who retire may continue their medical insurance at their expense subject to the requirements of the carrier.

- i. Labor/Management Health & Welfare Committee: A Labor/Management Committee shall be established to review health and welfare costs, programs and alternatives. Participation on this committee shall in no way waive the Federation's right to negotiate changes in Health and Welfare benefits available to unit members.
- j. Tenured and probationary employees who resign or request a leave of absence before April 30th shall be eligible for district paid health benefits through August 31st at the same level in effect on the last working day prior to resigning or a leave of absence.

Tenured and probationary employees who resign or request a leave of absence after April 30th shall be considered on a case by case basis for eligibility for health benefits through August 31st at the same level in effect on the last working day prior to resigning or a leave of absence.

Current temporary employees who are given an Offer of Employment by June 30th will be eligible for district paid health benefits through August 31st at the same level in effect on the last working day of their contract.

C. Partial and Shared Contracts

- 1. Definitions:

- a. Partial Contract - Single contract for one employee for less than one hundred percent (100%) of the school day or year.
- b. Shared Contract - A single contract for a trimester, semester, or year shared by two (2) or more employees at the (K-5) elementary level.

2. Partial and Shared Contract Employee:

- a. Any employee may request a partial contract by submitting a written request to his or her administrator. If denied, upon employee request, a written explanation will be provided. Employees who have a partial contract for fifty percent (50%) or more of the school day or year shall receive full credit toward advancement on the salary schedule providing they work seventy-five percent (75%) of their assignment within the calendar year. Upon request, any employee on partial contract may be considered for the first full-time position available for which they are qualified. Employees who are contracted for less than fifty percent (50%) of the school day or year shall receive one half (1/2) credit for advancement on the salary schedule, providing they work seventy five percent (75%) of their assignment within the calendar year.
- b. A shared contract may only be initiated by employees. The District shall grant a shared contract upon mutual agreement between the teachers and the administrators involved. The administrator holds the discretion for the schedule/days worked by each part-time employee. The terms of the shared assignment may only be changed upon mutual agreement between the faculty member(s) and administration. Employees working part time will be required to participate at the percentage (%) of the contracted FTE in all professional duties and other duties as agreed upon as all other full time employees are required to participate. Employees on partial or shared contracts will be required to attend Back to School Night and Open House. For other duties, attendance is required in proportion to employee FTE. Faculty are required to attend additional meetings when required by law. Partial contract provisions shall apply in terms of advancement on the salary schedule and reinstatement to full-time positions. If the shared contract is granted, partial leaves shall be granted for up to one (1)

year. Any extension of a leave must be reapplied for annually, and approval for ongoing leaves will be made for special circumstances.

- c. Employees on partial or shared contracts of at least half-time (1/2) shall receive the same fringe benefits as full-time employees but for the employee only. These employees will have the option of purchasing the dependent coverage available to full-time employees, subject to the requirement of the carrier.
- d. Less than half-time (1/2) employees shall have the option to buy into the fringe benefit package, subject to the requirement of the carrier.

D. Professional Development

Movement between columns requires the acquisition of fifteen (15) professional development units. Graduate units used for this purpose require notification to the Human Resources Department and ten (10) of the fifteen (15) units must be earned in the employee's major or minor current field of teaching, or for an advanced degree, approved by the District.

With the approval of the District, units that meet identified District needs and receive the prior approval of the Human Resources Department or primary evaluator may also be applied. Professional development units or activities that may qualify to fulfill this requirement are outlined below:

1. Successful completion of graduate or undergraduate units in the employee's major or minor field as delineated above. Transcripts are required.
2. College or university credits or credits earned in a professional development program designated by the District in consultation with the employee to fulfill an identified need of the District.
3. Units of professional growth credit may be given for prior approved travel. To apply for such units of credit, the employee must submit his/her itinerary in reasonable detail in advance and receive prior approval from the principal/Human Resources Department. At the conclusion of the travel experience, a written report shall be submitted within twenty (20) days following his/her return, verifying the educational

value of the trip.

4. Professional growth units may also be given for prior approved practical training and work experience in the field of one's training, for writing, and other forms of constructive activities. An exhibit of the work accomplished, together with a report providing a detailed analysis of the contribution of the work to the teacher's effectiveness in his/her curricular field shall be submitted upon completion of the work.
5. Units of professional growth credit may be given for approved active participation in committee work within the District. For purposes of this section, committee work shall include only those District committees established by Board action to fall within this category. Credit of this kind may be given if all of the following standards have been met:
 - a. A school year's worth of active committee meetings shall be required for one unit of credit. All meetings will normally be held within the same school year. In those cases where the work of the committee involves more than one school year, cumulative credit may be granted. Time spent in committee work of various kinds shall not be cumulative. Partial credit for committees which do not meet the time requirement shall not be given. Committee work shall be in addition to regular teaching assignment.
 - b. Active participation, as determined and certified by the chairperson of the committee, shall be required for professional growth credit.

For practical training kinds of experiences, fifteen (15) hours of in class participation time is required for one (1) unit of credit. No salary credit shall be granted for professional growth activities that have been funded by the District. A maximum of two (2) units per column may be earned through committee work, travel, work experience, or any combination thereof.

An employee shall notify the Human Resources Department of the District, in writing, of his/her intention to qualify for movement between columns on the salary schedule prior to March 1st of the school year preceding the year for which advancement is desired. The official transcripts from the college(s) or university(ies) showing credits earned must reach the Human Resources Department by October 1st of the school year for which movement between columns has been requested.

