

ARTICLE III – SALARY AND FRINGE BENEFITS

1. Daily Rate for full day guest teachers shall be \$100
2. Daily Rate for half-day guest teachers shall be \$60
3. Guest teachers who have completed more than twenty one (21) consecutive days at a given assignment shall be paid (retroactive) \$120
4. Guest teachers who have completed more than thirty (30) consecutive days at a given assignment shall be paid (retroactive) \$140
5. The daily rate shall be defined as one hundred eighty (180) or more instructional minutes.
6. A half-day is defined to be less than one hundred eighty (180) instructional minutes.
7. The paycheck will be mailed to the current address on file with the District.
8. Federation dues/fees and payroll deductions:
 - A. Each member of the Guest Teacher Unit shall, as a condition of employment, join the Federation, or pay to the Federation a service fee in an amount not to exceed the period dues, and general assessments of the Federation. Guest teachers who have worked at least ten (10) days in the current or preceding school year will have either Federation dues or agency fees deducted from their salary warrant.
 - B. The Federation shall submit and notify the District of the appropriate amounts and changes thereto in writing. In no event shall the amount of any service fee exceed the amount of dues, or regular assessments of the Federation members.
 - C. The Federation shall submit all necessary forms and information to the Payroll department.
 - D. The District shall remit the appropriate amount deducted to the Federation each month accompanied by a list of names of members of the unit for whom such deductions have been made.
 - E. By mutual agreement with the Federation, any guest teacher who because of religious beliefs and affiliation and/or on the grounds of conscience

cannot pay fees to a union, may select one of the following tax exempt charities and the Federation shall contribute the amount received to that charity, provided such designation takes place in writing by September 1st of each year, or within thirty (30) days of hire. The approved charities are the Albert E. Wright Memorial Scholarship Fund, Santa Cruz Education Foundation, and SPECTRA.

- F. If the Federation and a guest teacher are not in agreement concerning the stated prohibition against paying money to a union, the teacher may appeal the matter in writing to the Superintendent or his/her designee. In such case, an appeal panel shall be convened. The panel shall be composed of the Superintendent or his/her designee, the President of the Federation or his/her designee, and a third party chosen by the other two panel members. The decision of this panel shall be binding on all parties.
- G. The Federation shall indemnify fully and otherwise hold harmless the District in the enforcement of this Article.