

ARTICLE 37

WAGES

37.1 The Parties are in agreement that there will be no change in the salary schedules for SEA unit members for 2008-2009, 2009-2010 and 2010-2011.

37.2 ROP Salary Increase:

Effective July 1, each year of this Agreement, the ROP salary schedule (Appendix C-8) will be increased by a percentage equal to the percentage increase in the state funded cost of living adjustment (COLA) to the ROP Program.

All ROP teachers shall be compensated at their hourly rate for conducting the mandatory annual meeting with community business entities.

37.3 ROTC Program:

- A. All ROTC Instructors shall be twelve (12) month employees.
- B. All ROTC Instructors shall be paid at the rate designated at the “minimum instructor pay” by their respective branch of the military. Per the Agreement between the military and the District, the District shall pay fifty percent (50%) of the salary and fifty percent (50%) shall be paid by the respective branch of the military.
- C. The District shall adjust its portion of the “minimum instructor pay” upon receipt of the most current documentation from the military.
- D. The “minimum instructor pay” of ROTC instructors, and all adjustments thereto, shall occur independent of the 7-12 salary schedule contained in the collective bargaining agreement.

37.4 Other Schedules:

- A. 2008-2009: All 2007-2008 schedules in Appendix C shall be increased by 0.00% effective July 1, 2008.
- B. 2009-2010: All 2008-2009 schedules in Appendix C shall be increased by 0.00% effective July 1, 2009.
- C. 2010-2011: All 2009-2010 schedules in Appendix C shall be increased by 0.00% effective July 1, 2010.

37.5 Retroactive Payments:

All salary and stipend increases for the 2008-2009 school year shall be retroactive to July 1, 2008. The increases on the salary schedule shall be implemented no later than sixty (60) days after ratification of this Agreement by the Board of Trustees and the Association. All retroactive pay shall be paid as soon as possible after ratification of this Agreement by the Board of Trustees and the Association.

37.6 Certificated Staff Performance Act:

Any revenue awarded by the State to a school site as a result of the Certificated Staff Performance Act shall be equally divided among all certificated staff employed for at least one (1) semester at the site receiving such funds.

37.7 Staff Development:

Each classroom teacher who attends a complete staff development session on a day other than a duty day, shall be entitled to compensation at a per diem rate of \$274 (which represents the funds received by the District from the State in 1999-2000), or such adjusted amount as shall be received by the District from the State in subsequent years. This compensation (\$274 for 1999-2000 and any adjusted amount in subsequent years) shall be split between monetary wages and the associated statutory benefits. A teacher shall not be entitled to receive more than two (2) days of compensation under this section. A classroom teacher shall be entitled to payment under this section only if the teacher attends the complete staff development session scheduled by the District and the District actually qualifies for funds to pay the teacher under AB IX and Education Code sections 44579 et seq.

38.7 Placement on the appropriate salary schedule and conditions for reclassification are as set forth in Appendix B-1, which is attached to and incorporated into this Agreement.

37.8 Extended Day:

- A. Unit members assigned to teaching classes which extend outside the regular student school day shall be paid pro rata per diem. Summer School/Intersession, Adult School, ROP, and other hourly paid unit members are specifically excluded from this provision.
- B. Available positions will be announced through normal means of communications such as bulletin notices, faculty meetings, etc.
- C. Unit members who qualify may volunteer to teach an extended day class and the names of those selected shall be included in the FAC meeting minutes. First consideration for selection will be given to unit members who were not assigned an extended day class the previous semester.

- D. If enrollment falls below twenty (20), the District may elect to close the class. Enrollment shall not exceed thirty-five (35) students per class after ten (10) hours of class.
 - E. The assignment will be considered extra service. Sick leave shall not be accumulated nor deducted for these assignments.
 - F. This shall be a two (2) year pilot with yearly reviews of the program and budget.
- 37.9 Interns will be paid sixty percent (60%) of the step and column at which they would have been placed if they had been a full-time teacher on the 7-12 salary schedule.