ARTICLE X: COMPENSATION

10.1 Salary Schedule

The Salary Schedules for members of the bargaining unit shall be the marked as follows:

- Classroom Teacher – APPENDIX D
- Speech Language Pathologists – APPENDIX D
- Guidance Counselors – APPENDIX E
- School Nurses – APPENDIX F
- Psychologist – APPENDIX G
- Child Development Program Lead Teacher, Child Development Program Site Coordinator and Preschool Teacher – APPENDIX H
- Education Specialist – APPENDIX J

10.2 New Programs

In the event that the Legislature enacts new programs during the term of this agreement with funding specifically designated for members of the bargaining unit, compensation and implementation as it relates to such programs shall be negotiated.

10.3 Service Credit

Advancement through the steps of the Salary Schedule shall be in accordance with the following:

10.3.1 Definitions

One year of service credit is defined as: Regular full time service with the Claremont Unified School District for not less than 75% of the days of the regular school year, and in no event less than 135 school days, or Regular part time service with the Claremont Unified School District such that the product of the fraction of the full school year worked (number of days in a paid status divided by number of days in a unit members work year) and the fraction of a full assignment worked (i.e., 0.8 FTE, 0.6 FTE, etc.) during the year equals 75% or more.
Regular part time experience credit may be accumulated for a maximum of four consecutive years for Claremont Unified School District service only. No service credit shall be granted for service in positions other than those specified in paragraph 10.1.

10.3.2 Advancement
Classroom Teachers shall advance on the Salary Schedule for Classroom Teachers one step for each year of service, occupying each step in succession until the maximum step of the column assigned is reached or until the member qualifies and is approved for a higher column, except that members with a baccalaureate degree and less than 15 graduate units shall only advance to step 6 of column 1 of the Salary Schedule for Classroom teachers and members with 15 or more graduate units but less than 30 graduate units shall only advance to step 8 of column 1 of the Schedule.

When approved for a higher column, a classroom teacher shall advance to the step in the higher column that is next higher in number to the step occupied before being approved for the new column.

Counselors, School Psychologist and School Nurses shall advance on the Salary Schedule for Guidance Counselors and School Nurses at the rate of one (1) step per year of service on the salary schedule.

Child Development Program Lead Teacher, Child Development Program Site Coordinator and Preschool Teacher shall advance on the Child Development Program Salary Schedule at the rate of one (1) step per year of service.

10.3.3 Initial Placement on Schedules
Effective with classroom teachers hired for the 2009-10 school year, and beyond, credit for approved experience outside the District will be allowed on the Salary Schedule for Classroom teachers at the rate of one increment (step) for one year of comparable experience during the immediately preceding nine (9) years prior to being hired up to Column IV, Step 10 on the regular Salary Schedule for Classroom teachers.
Classroom Teachers hired for the 2005-06 school year through the 2008-09 school year, will receive credit for approved experience outside the District shall be allowed on the Salary Schedule for Classroom teachers at the rate of one increment (step) for one year of comparable experience during the immediately preceding seven (7) years prior to being hired up to Column IV, Step 8 on the Salary Schedule for Classroom teachers. Employees hired prior to 2005-06 will be granted credit for additional years of comparable experience not granted at the time of hire up to the maximum salary on the Salary Schedule for Classroom teachers (Column IV, Step 14). Private school experience for step increment will be accepted, providing the private school is state accredited, the education program is equal to that which is carried out in public schools, and the unit member in question held a valid K-12 credential during the time of employment. Experience credit for District preschool or development center service shall be granted only if the member held a regular K-12 credential at the time of service employment. Members employed to teach industrial education subjects may be granted up to four (4) years of credit for appropriate work experience, including work as a journeyman, in lieu of teaching experience. All previous experience shall be verified by official statements by prior employers before experience credit shall be allowed. Employment as a substitute shall not be used in computing years of service for salary placement or advancement. All course work approved by initial placement must be verified by official transcripts. Obtaining official transcripts is the responsibility of the member. All transcript verifications must be received within ten (10) working days of the signing of the member's initial contract. Failure to do so will result in the District's withholding salary warrants until such documents are placed on file. Earned degrees received and units of study in an accredited institution of higher learning shall be allowed for initial placement and subsequent horizontal movement on the Salary Schedule for Classroom teachers, provided they are directly related to the educational services provided to the District by the member.
10.3.4 Reemployment Placement

Members of the bargaining unit who resign from the District, and are subsequently reemployed, will be granted credit for comparable previous experience on the Salary Schedule. Permanent members who resign and are subsequently reemployed within thirty-nine (39) months from the time of resignation shall be restored to their previous schedule status. However, employees who are on a longevity step at the time they resign from the District and return after 1 year (12 months) will be placed no higher than Column IV, Step 14 of the regular salary schedule having interrupted their longevity within the District.

Members of the bargaining unit whose initial District employment was in programs conducted under contract with public or private agencies or other categorically funded projects, and then were subsequently employed as probationary members with no break in service, shall be credited with the time served in the specially funded program for a salary schedule placement and advancement purposes.

10.3.5 Longevity

A full time Classroom Teacher shall receive an annual longevity increment on the Salary Schedule for Classroom teachers upon completion of the following conditions: (1) Sixteen (16) years of service with the Claremont Unified School District; (2) twenty (20) years of service with the Claremont Unified School District; (3) twenty five (25) years of service with the Claremont Unified School District; (4) thirty (30) years of service in the teaching profession; (5) thirty (30) years of service with the Claremont Unified School District. (As listed in Appendix D).

10.3.5.1 Career Longevity: After completion of twenty-five (25) years of service (as defined in Section 10.3.3) in the teaching profession, classroom teachers will be placed on the Career Longevity step of the Classroom Teachers’ Salary Schedule. Classroom teachers must apply through Human
Resources by March 31st to be placed on the Career Longevity Step for the next school year.

10.3.5.2 Career Longevity: After completion of thirty (30) years of service (as defined in Section 10.3.3) in the teaching profession, classroom teachers will be placed on the Career Longevity step of the Classroom Teachers’ Salary Schedule. Classroom teachers must apply through Human Resources by March 31st to be placed on the Career Longevity Step for the next school year.

10.3.6 Service Appreciation Bonus

In the final year of service prior to retirement a member of the bargaining unit with twenty-five (25) years or more of service with the Claremont Unified School District shall receive a one thousand dollar ($1,000) service appreciation bonus. To receive this bonus, retiring members of the bargaining unit must notify the District by March 15, in the year of retirement.

10.4 Training Credit

Advancement through the columns of the Salary Schedule for Classroom Teachers and the Child Development Program Salary Schedule shall only be in accordance with the following procedure:

10.4.1 Training credit shall be given for semester units of study successfully completed as a graduate student for Classroom Teacher, Guidance Counselors and School Nurses from an accredited university provided that the approval of the principal/supervisor was obtained in advance of enrollment in the course of study. Qualifying training credit shall be given for semester units taken by Child Development Program Lead Teacher, Child Development Program Site Coordinator and Preschool Teacher provided that the approval of the Child Development Program Director was obtained in advance of enrollment in the course of study.

10.4.2 For purposes of computation one quarter unit equals two-thirds of a semester unit.
10.4.3 Responsibility for providing the Human Resources Department with up-to-date records of teaching experience, credits for completed college work, credentials and/or degrees rests entirely with the bargaining unit member.

10.4.4 Official transcripts of graduate study or Child Development Program units completed must be received by the Human Resources Department in order to approve Training Credit.

10.4.5 A member who has been awarded an earned Doctorate shall receive $1,000 additional salary annually.

10.5 Salary for Summer School, Individual Instruction Teachers and Child Development Program 10 Month Bargaining Unit Members

Classroom Teacher, Guidance Counselors and School Nurses assigned as summer school, extended year session, or individual instruction teachers shall be remunerated at the rate of $50.00 per hour. Teachers on Special Assignment, approved by the Assistant Superintendent, Educational Services, to work during the summer outside of their 194 days, shall be paid $50 per hour for Professional Development planning and delivery. Child Development Program Lead Teacher and Child Development Program Site Coordinator who have 182 calendar days will be paid at the hourly rate for each position during the summer session.

10.6 Salary for Extra Duty Assignments

Members of the bargaining unit assigned to an extra duty assignment shall be remunerated in accordance with the Schedule marked APPENDIX I. A unit member, if removed from an extra duty assignment, shall receive advance notice and a reason for the removal. Said removal shall not be arbitrary.

10.6.1 Bargaining unit members shall have first option to any vacant extra duty assignment.

10.6.2 The District will make every attempt to employ members of the bargaining unit who qualify for one or more extra duty assignment.

10.6.3 All athletic coaching stipends will be paid at the completion of the season.
10.6.4 All other Appendix I stipends will be paid evenly in up to ten (10) pay checks (October through July) for each bargaining unit member. Payments will commence with the next pay period following Board approval of the stipend.

10.6.5 Appendix I positions may be split with the mutual agreement of bargaining unit members and their supervisor. A split assignment will be compensated with an equal amount paid to each bargaining unit member splitting an Appendix I position.

**10.7 Payment for Staff Inservice and Curriculum Development**

The District may hold staff inservice and curriculum development sessions after school, during the summer or on weekends. Members of the bargaining unit who elect to attend will be paid at the rate of $50 per hour.