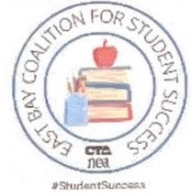




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ARTICLE 13 – SALARY

PEA PROPOSAL NO. 1

SEPTEMBER 21, 2023

13.1 Compensation

13.1.1 All revised salary schedules are attached hereto as Appendix B and C.

FY 2023-2024: Ten and a half percent (10.5%) percent ongoing salary increase, effective July 1, 2023. Increases shall apply to all rates and schedules.

Bargaining unit members who provide students with Home and Hospital support shall be paid at their per-diem rate of pay or the Hourly Intervention Rate, whichever is higher.

Home Hospital teachers shall submit a weekly time sheet showing the time and dates of meetings with students(s). total time per student per week shall not exceed five hours.

In order to prepare and plan lessons for students across multiple subject areas, the Home Hospital teacher will be paid for one hour of preparation time per week at the bargaining unit member's per-diem rate of pay or the Intervention Rate, whichever is higher.

Home Hospital teachers shall be reimbursed for mileage pursuant to the existing District mileage reimbursement rate and procedures. Reimbursement mileage includes mileage incurred between the Home Hospital teachers' s assigned school site and a home hospital student's home, and between homes of home/hospital student.

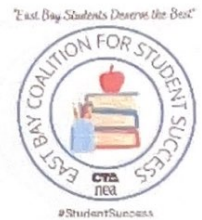
FY 2022-2023: Eight and one-half percent (8.5%) ongoing salary increase, effective July 1, 2022. Increases shall apply to all rates and schedules.

FY 2021-2022: Five (5.0%) percent ongoing salary increase, effective July 1,



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2021. Increases shall apply to all rates and schedules.

FY 2020-2021: Three (3.0%) percent ongoing salary increase, effective July 1, 2020. Increases shall apply to all rates and schedules.

Beginning in the 2022-2023 school year, Secondary Department Chair bargaining unit members shall receive an increase in the stipends of \$476, as follows:

- 1-4 Persons from the current \$680.00 to \$1,156.00
- 5-9 Persons from the current \$1,291.00 to \$1,767.00
- 10-14 Person from the current \$1,920.00 to \$2,396.00
- 15+ Person from the current \$2,524.00 to \$3,000.00

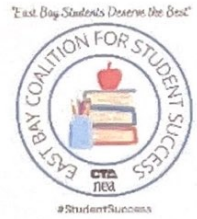
13.1.2 Signing and Transfer Bonuses:

- A. **Signing Bonus:** Effective upon ratification there shall be a signing bonus for the hard to fill teaching assignments as follows: (i) \$5,000 for math, science, reading specialist, special education, and dual immersion program; and (ii) \$5,000 for speech language pathologists; and (iii) a signing bonus of \$5,000 Giving Back and Celebrating Success bonus for new full-time hires employed after January 2016 that are high school graduates of the Pittsburg Unified School District; if there is a commitment on the part of the employees (listed above) to remain with the District for a minimum of two (2) years. If an individual leaves prior to two (2) years of District service, then the bonus needs to be repaid, unless there is mutual agreement not to repay based upon extenuating circumstances.
- B. **Transfer Bonus:** There shall be a transfer bonus of three thousand (\$3,000) for qualified bargaining unit members who transfer to math, science, reading specialist, special education, dual immersion program, and speech language pathologists if there is a commitment to remain in the position for a minimum of two (2) years. If a unit member leaves prior to two (2) years of District service, then the bonus needs to be repaid, unless there is mutual agreement not to repay based upon extenuating circumstances.
- C. **Dual Immersion:** Effective July 1, 20223, bargaining unit members who



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teach dual immersion shall receive a yearly stipend of \$1,750.00
\$1933.75.

- D. Special Day Class, including SDC/CEC and Resource Specialist (RSP) classes: effective in the school year beginning June 30, 2023, bargaining unit members who teach a special day class and/or Resource Specialist shall receive a yearly stipend of ~~\$2,400.00~~ **\$2320.50.**

13.1.3 Salary Schedules for Bargaining Unit Members:

- A. Teachers (Appendix B and C)
- B. Speech and Language Therapists, Behaviorist, and Psychologist (Appendix B and C)
 - a. Beginning July 1, 2018, the parties agree to add Class V (90 Semester Units).
 - b. Beginning July 1, 2018, the parties agree to eliminate Steps 21-25 for Class IV and Class V.
 - c. Beginning July 1, 2018, the parties agree to replace Steps 16-20 in Class IV and Class V with former Steps 21-25 for Class IV and V.
 - d. Beginning July 1, 2018, members who currently have 90 units above their B.A. shall submit units to the District for column movement.
- C. Children Center Teachers (Appendix B)
- D. Preschool Program (Appendix B and C)
 - a. Beginning July 1, 2018, 5% on-schedule increase for 2018-2019, with 30 minutes added to workday. Additional salary increase agreed to for the rest of the unit.
- E. Adult Education Program (Appendix B and C)



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- F. Elementary Counselors and Secondary Counselors
 - a. Beginning July 1, 2022, the parties agree to add two percent (2%) to a separate salary schedule for Elementary (190 Days) and Secondary Counselors (195 Days).

13.1.4 Extra Duty Assignments

- A. Extra Duty Assignment Stipend Schedule (Appendix B and C) is attached.
- B. Stipends: All stipend positions shall be negotiated by the Association and the District. The Association and the District shall adjust the list of stipend positions and both parties shall keep a current list of said positions.

13.1.5 Advanced Degrees: Effective July 1, 2000, bargaining unit members shall be compensated for possessing a Master's Degree, and for possessing a Doctorate Degree. The established rates are listed on the current Salary Schedules.

13.1.6 Hourly Rate of Pay is established on the current salary schedules:

- A. The hourly rate of pay shall be increased by the same percentage increase bargained and applied to unit members' Salary Schedules in Sections 13.1.1 and 13.1.3 above.

13.1.7 Business Expenses: The District shall pay prior authorized reasonable and necessary expenses, including, but not limited to, fees, travel, lodging, meals and incidentals, incurred when the employee is involved in any activity at the discretion of, or authorized by, a District administrator when such activity is away from the employee's primary work location.

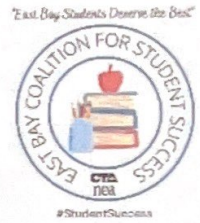
13.2 Salary Schedule Implementation

13.2.1 An employee may elect to have his/her annual salary received in 11 payments or participate in the Summer Fund Program to receive 12 payments. The Summer Fund Program will generate one (1) additional check with their June payment, after the first year of work has been completed. The Summer Fund Program is offered as long as the payroll system can accommodate this option. Monthly earnings



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are to be received on the last day of the month.

- A. Mandatory Deductions are required by law.
- B. Optional deductions are those voluntary deductions selected by the employee.
- C. Salary payments will be disbursed as designated by law and payroll deadlines.

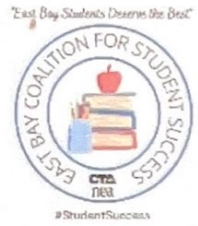
13.2.2 Credit for Service and Earned Degrees

- A. Credit for service outside the District shall be allowed on the salary schedule at the rate of one (1) increment for one year of service beginning with 2023-2024 school year. There shall be no cap on qualifying prior years of credit for service and placement on the salary scheduled.
 - 1. Unit members initially employed before July 1, 2023, who did not receive full credit for their years of service when hired, shall be placed on the schedule effective July 1, 2023 at the step which includes their total qualifying years of service inside and outside the district. For example, a unit member with fifteen (15) years of qualifying prior to service who was initially placed on step twelve (12) due to the previously existing twelve-year cap, and who has subsequently worked for the District for seven (7) qualifying years as of the completion of the 2022-2023 school year, shall be placed on step twenty-three (23), effective July 1, 2023.
 - 2. To receive the foregoing salary adjustment, effective July 1, 2022, unit members must submit written evidence on the district provided verification form of the qualifying years of prior experience to the Human Resources Department by May 15, 2023. Unit members who have qualifying years of prior experience and submit the information May 2023 date shall receive the retro pay for the 2022-2023 school year only, effective July 1, 2022. Unit members who submit such information after May 15, 2023 (but not later than May 15, 2024) shall receive the salary adjustment effective July 1, 2024, and shall not receive retroactive payment.



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- B. Student teaching and day to day substitute experience will not be accepted as prior service
- C. Private school experience for step increment on the salary schedule shall be accepted, providing the private school was State accredited.
- D. 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.

Units of study for professional growth shall also be counted for horizontal movement on the salary schedule.

- E. Permanent employees who resign from the District and are subsequently re-employed within 39 months shall be granted full experience credit and will be placed on the same step where he/she would have been the year following his/her resignation.
- F. Employees whose initial employment with the District was in programs conducted under contract with public or private agencies or other categorically funded projects, and then were subsequently employed as probationary employees with no break in service, shall be credited with the time served in the specifically funded program for salary schedule placement and advancement purposes.

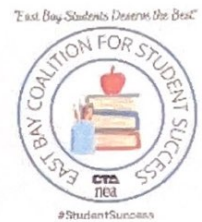
13.2.3 All Employees shall advance one (1) vertical step on the salary schedule for each year of service, except those whose placement is at the maximum step for their class. Employees frozen at the maximum step for their class shall continue to accrue years of service credit, which shall then be applied when an employee advances horizontally on the salary schedule.

- A. A year of service is defined as seventy-five percent (75%) or more of the regularly scheduled work year.
- B. Employees who have been employed in the regular educational program of the District as probationary or permanent employees before being subsequently assigned to programs conducted under contract with public or private agencies or other categorically funded projects shall be entitled to continue vertical advancement on the



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salary schedule for each year of service while assigned to such restricted programs.

- 13.2.4** Course credit for salary placement and movement on the salary schedule shall be given for post-graduate, lower division; upper division or graduate course work taken at two-year or four-year colleges, universities, or graduate schools which are accredited by regional accrediting commission or other programs approved by the District. In addition, other program credit may be credited for movement on this salary schedule with prior District approval. Units of study for professional growth and district in-service (professional development) shall also be counted for salary placement and movement on the salary placement and movement on the salary schedule including Continuing Education Units (CEU's) granted for attending professional development programs completion including course work relating to completion of a credential or teaching authorization. All course semester units as defined by the particular accredited college or university shall be acceptable for placement on the salary schedule. Quarter units shall be converted to semester units by multiplying the total of such units by two-thirds (2/3).
- 13.2.5** Reclassification
- A. Employees planning on reclassifying from one class to another must file such requests with the Human Resources Office.
 - B. Supporting official records or transcripts verifying post-graduate units of study that are to apply toward reclassification must be filed with the Human Resources Office. Salary adjustment based upon verification shall occur within three (3) months of filing verification retroactive to the date of verification.