

#### ARTICLE 20.9- SALARY SCHEDULE PROVISIONS

No Bargaining Unit Member shall be reduced in salary as a result of application of schedule. Effective July 1, 2020, one (1) step may be allowed for each year of teaching experience, except that no new maximum beginning salary shall be granted previous experience exceeding fifteen (15) years on the schedule. Records of all previous experience must be filed with the Human Resources office when applying for a position. A maximum of four (4) years of active service in the U.S. Armed Forces, or two (2) steps on the salary scale, shall be counted toward placement credit in the same ratio as military experience. Time served in the Peace Corps will be counted in the same ratio as military service.

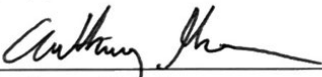
Contracts shall be offered on the basis of the status of the employee in regard to credentials, degrees held, and training taken prior to the date of offering the contract. When a Bargaining Unit Member has completed the educational requirements for advancement to the next higher class, the advancement to the new class and pay schedule will occur within 45 days of receipt of the official transcripts verifying completion requirements for the class change. All semester unit work shall be from a college or university accredited by a recognized accrediting organization used by the State of California or Department of Education in California.

**Units earned before the degree will only qualify if they are part of a certificate or credential relevant to the teaching profession. Individual units not associated with such credentials or certificates earned prior to the degree will not be eligible. Academic units earned after a Bachelor's or Master's degree will count toward salary advancement.**

All semester units must relate to the academic growth of the teachers in his or her major or minor field. Units required for Column Three (3) shall be graduate or upper division. Units required for Column Four (4) shall be graduate or upper division units. All lower level units currently utilized for placement by currently employed unit members shall be grandfathered. The Bargaining Unit Member will be moved to the new class and advance to the correct step if verification occurs on or before October 31st. If verification occurs after October 31st, the Bargaining Unit Member will advance to the new class and remain at the current step until the beginning of the next school year.

A full year of "teaching experience" is defined as having been in a "paid status" for no less than 75% of the days a regular Bargaining Unit Member is required to be present on an annual basis. Advancement on this salary schedule is contingent on securing a full year "teaching experience" for each step advancement.

For CTE teachers, years of work experience directly related to the industry sector and comparable to the District job descriptions will qualify as "teaching experience" and up to fifteen (15) years will be accepted.

  
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Anthony Garcia  
BTA President

10/17/2024  
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Date

  
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Johnny Baker  
Banning USD

10/17/24  
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Date