

ARTICLE XXI

The Certificated Salary Schedules are set forth in Appendix B.

SALARIES

Beginning with the ~~2020-2021~~ 2022-2023 school year, the base contract year for Unit Members will be one hundred eighty-five (185) days ~~with no loss in compensation from the 2019-2020 salary schedule.~~ Salaries for the 2022-2023 school year will increase by ~~7.0%~~ 5.0% as ongoing on the salary schedule effective ~~state-adopted COLA~~ on July 1st, 2022. Additionally, a ~~\$2,000~~ \$2,500, one-time off-salary schedule payment will be paid to Unit Members active on September 1, 2022.

As agreed upon by the Association and District effective July 1, 2019, the Local Control Funding Formula (LCFF) Supplemental and Concentration funding will continue to provide increased and improved services by recruiting and retaining certificated staff. The Local Control Accountability Plan (LCAP) will include an action item to reflect salary increases stipulated in the 2019-20 Certified Salary Schedule (Exhibit D) and adjusted annually based on negotiated salary schedule increase. Additionally, effective July 1, 2022 teacher salary schedule's column four (4) was recalibrated to include an increase of 4.25% as compared to column three (3) including an accelerated increase was and compressions implemented to steps fifteen (15) through twenty-one (21).

~~Restructuring of column four as discussed on May 24, 2022 and BTA's proposed compression of the salary schedule as discussed on 5/27/22.~~

HOURLY RATE

District agrees that the hourly rate will be \$46.65 effective 7/1/2021. The hourly rate will increase thereafter by the same ongoing percentage increase that is applied to the Certificated Salary Schedule. All extra-duty shall be paid in thirty (30) minute increments, rounded up.

DEPARTMENT CHAIR POSITIONS

Department Chair and Instructional coordinator stipends are set forth in Appendix B C.

CLASS COVERAGE

~~29 On the first occurrence where a teacher is required to substitute during their preparation period,~~ —

30 they shall be compensated at the agreed upon hourly rate of pay. Elementary teachers will be
31 ~~paid \$5.00 per student per day when they absorb part of a class due to lack of a substitute for an~~
32 ~~absent teacher.~~ SEE ARTICLE XIII HOURS OF EMPLOYMENT AND ADJUNCT DUTIES.

33

36 **COMPENSATION FOR TEACHERS TEACHING ON A**
37 **PREPARATION PERIOD**

38

39 Bargaining Unit Members who have agreed to teach on their preparation periods on a daily basis
40 will be paid on a pro-rated per diem basis for the additional assignment. The pro-ration will be
41 according to the current number of class periods offered at the site and/or grade level. Those
42 Bargaining Unit Members who teach on their preparation period on a daily basis will have their
43 agreed upon additional pay included with each payroll check.

44

45 **COUNSELORS COMPENSATION**

46

47 Secondary counselors shall receive pay based upon their placement on the proper step and
48 column of the teachers' salary schedule multiplied by six percent (6%) responsibility factor plus
49 per diem for ten (10) additional days for a total of one hundred ninety-nine (195) work days.

51

52 Elementary counselors shall be paid based upon their placement on the proper step and column of the
53 salary schedule multiplied by six percent (6%) responsibility
54 factor.

58 **THERAPIST COMPENSATION**

59

60 Compensation for Therapists will be placement on the teachers' salary schedule, plus 13%
61 responsibility factor. A Therapist working year will be one hundred ninety-six (196) eight hour
62 days. The annual salary will be based on per diem multiplied by one hundred ninety-six (196). In
63 determining initial salary placement, one step will be allowed for each previous year's
64 experience. A full year of "Therapist experience" is defined as having been in a "paid status" for
65 no less than 75% of the days a regular Bargaining Unit Member is required to be present on an
66 annual basis.

67

PSYCHOLOGIST COMPENSATION

Compensation for psychologists will be placement on the teachers' salary schedule, plus a 13% responsibility factor. A Psychologist working year will be 200 eight hour days. The annual salary will be based on per diem multiplied by 200.

SALARY SCHEDULE PROVISIONS

No Bargaining Unit Member shall be reduced in salary as a result of application of schedule.

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 three (3) years on the schedule. Records of all previous experience must be filed with the Superintendent's 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. 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

Article XXI Salaries Tentative Agreement

99 year.

100

101 The Board of Education will make revisions in this schedule to conform with the provisions of
102 the State Education Code, court rulings, and legal opinions issued by the State Department of
103 Education.

104

105 The salary schedule applies to Bargaining Unit Members employed on a full-time basis. The
106 salary of all other Bargaining Unit Members shall be determined by the Board of Education in
107 appropriate relationship to the salary schedule.

108

109 Each Bargaining Unit Member is required to file in the Superintendent's Office a copy of official
110 transcripts of his college or university training. A Photostat copy of bachelor's or master's
111 degrees will serve for work taken prior to receiving either of these degrees. A record of advanced
112 work taken since receiving a degree should be shown by transcript from the college or work
113 taken since receiving a degree should be shown by an official transcript from the college or
114 university. Advancement on the salary schedule will be based upon the record filed.

115


116 A full year of "teaching experience" is defined as having been in a "paid status" for no less than
117 75% of the days a regular Bargaining Unit Member is required to be present on an annual basis.

118

119 Advancement on this salary schedule is contingent on securing a full year "teaching experience"
120 for each step advancement.


Article XXI Salaries Tentative Agreement

Date: 5/27/2022



Mr. Randy Robinson
Lead Negotiator
Banning Teachers' Association (BTA)

Date: 5/27/22



Mr. Terrence Davis
Superintendent
Banning Unified School District



Certificated - Teacher Annual Salary Schedule

Effective July 1, 2022

Includes: 5.0% Salary Increase
Column 4 Calibration (4.25%)
Column 4 Step 15-21 Acceleration

Schedule ID: 185
 Contract Days: 185
 Payroll Cycle: 11 Months

Column:	1	2	3	4
Row	BA DEGREE	BA WITH 30 UNITS	MA OR BA WITH 45 UNITS	MA WITH 15 OR BA WITH 60 INC MA
1	59,527.00	62,051.00	64,699.00	67,449.00
2	61,596.00	64,210.00	66,960.00	69,810.00
3	63,741.00	66,452.00	69,301.00	72,254.00
4	65,965.00	68,780.00	71,734.00	74,792.00
5	68,269.00	71,186.00	74,247.00	77,415.00
6	68,269.00	73,681.00	76,855.00	80,141.00
7	68,269.00	76,269.00	79,560.00	82,962.00
8	70,660.00	78,947.00	82,358.00	85,887.00
9	70,660.00	81,727.00	85,266.00	88,919.00
10	70,660.00	81,727.00	88,268.00	92,059.00
11	73,135.00	81,727.00	91,389.00	95,316.00
12		84,602.00	94,626.00	98,688.00
13		84,602.00	94,626.00	102,189.00
14		84,602.00	94,626.00	105,818.00
15		87,581.00	97,965.00	105,818.00
16			97,965.00	109,574.00
17			97,965.00	109,574.00
18			101,425.00	113,469.00
19				113,469.00
20				117,513.00
21				125,882.00