# ARTICLE XVI

# SALARY SCHEDULES

## 

## Section 1. Schedules and Increases

1. The District and the Association agree that in future negotiations, the parties again will attempt to achieve a Certificated Salary Schedule within the context of total compensation which should be comparable to the total compensation of certificated employees in the other unified school districts in Ventura County. It is the intent of the parties that if class sizes are increased, the savings are used to increase compensation.
2. ~~The Association agrees that the District may utilize within its discretion any funds  
    in the reserve of the Coastal Schools Employee Benefits Organization (CSEBO).~~
3. ~~Effective December 1, 2005, the District shall increase the current Certificated Salary Schedule by two percent (2%) for all bargaining unit members employed on February 14, 2006, the date of final ratification by the Board.~~

## Section 2. Salary Schedule Placement Rules

1. Experience Credit

The maximum amount of previous teaching experience considered for initial placement on the salary schedule shall be six (6) complete school years of verified full-time experience in a teaching position requiring certification. A complete school year for the purposes of initial placement on the salary schedule shall be one school year in which the unit member served 75% of a complete school year in a paid status by the employing district.

Experience credit for Health Services Specialists with a preliminary credential shall include up to three years of full-time verifiable clinical nursing experience as a Registered Nurse for placement on the salary schedule. Upon completion of the clear Health Services Specialist credential, the bargaining unit member is eligible for up to three additional years of full-time verifiable clinical nursing experience as a Registered Nurse for placement on the salary schedule. The unit member shall notify the District of eligibility to advance on the annual Intent to Return document.

1. Salary Placement

Semester units in Classifications 1B through VI must be subsequent to the Bachelor’s Degree and must be in upper division or graduate level courses to be credited for salary purposes and effective on or after July 1, 2000, must hold a valid California teaching credential to be placed in Class II-VI.

1. Step Advancement

Step advancement on the salary schedule for full-time unit members after initial placement on the schedule shall require the completion of one complete school year in which the State Teachers Retirement System has credited to the unit member’s retirement at least 75% service credit for service rendered during that school year.

Step advancement on the salary schedule for part-time unit members after initial placement on the salary schedule shall require that, during a maximum of two school years, the State Teachers Retirement System has credited to the unit member’s retirement account the equivalent of 100% service credit for one complete school year of service. The two school years of part-time employment are not required to be consecutive but must both be based on part-time service with the District.

Service credit shall include all time during which a unit member is on a paid leave of absence from the District during the school year, or two school years for a part-time unit member. No time during which the unit member is on unpaid leave of absence from the District during the school year, or two school years for a part-time unit member, shall be counted for service credit.

The District may require a unit member to submit STRS service credit records for verification of eligibility for step advancement on the salary schedule.

1. Classification Advancement

Classification advancement on the salary schedule shall be based on the receipt of official transcripts. In no case shall official transcripts be submitted later than October 1 of the school year in which the salary schedule advancement is to take place.

1. District Notification Concerning Advancement

A unit member must notify the District of the unit member’s eligibility to advance on the salary schedule, either in step or class. A unit member must notify the District if the employee is eligible to combine two years of part-time service for advancement on the salary schedule. Such notice shall be submitted to the District on the annual Intent to Return statement.

1. Anniversary Increments

Effective December 1, 2005, all members of the bargaining unit who have progressed through the salary schedule to the final step of their column, received the following anniversary increments shall, upon reaching their fifteenth (15th) year of service to this District, to include the number of years for which they were given credit on their initial placement on the salary schedule at the time of their employment, receive the anniversary increment set forth below each school year, and under the same above conditions, upon reaching their twentieth (20th), twenty-fifth (25th), and thirtieth (30th) years of service respectively, receive the additional anniversary increments set forth below each school year:

15th year: $1426

20th year: $1476

25th year: $1526

30th year: $1576

The anniversary increments were incorporated into the regular salary schedule and are reflected as annual compensation for each step and column. Therefore, the anniversary increments shall also be increased with subsequent raises to the salary schedule.

~~Only those unit members who reach their thirty-third year of service to the District by the beginning of the 2005-06 school year, to include the number of years for which they were given credit on their initial placement on the salary schedule, shall receive the following anniversary increment:~~

~~35~~~~th~~ ~~year: $ 1626 [Applicable only to those unit members who reach their thirty-third year of service by the~~

~~beginning of the 2005-2006 school year.]~~

~~Years of service counted toward longevity increments will include each school year during which the unit member has worked for at least seventy-five percent (75%) of the school year, and includes all time during which the member was on a paid leave, but no time in which the member was on an unpaid leave.~~

1. BCLAD Augmentation: $500 annually will be paid to bargaining unit members who have a BCLAD credential ~~or certificate in recognition of services provided in translating for parent conferences and support with other communications between the school and non-English speaking homes.~~

*Health Services Specialists who are ineligible to add bilingual certification to their credentials and who pass the District’s bilingual assessment and who are assigned to a position in which bilingual skills are utilized regularly shall be paid the bilingual augmentation as defined above.*

1. ~~Alternative Program Augmentation: Bargaining unit members with a BCLAD certification, or in progress, who were hired before the 2004-05 school year, who provide primary language instruction and English Language Development to 10 or more English Learners on Waiver in the District’s Alternative Program, will be paid an annual augmentation of $1000 for a full day or $500 for less than a full day assignment. Augmentations are prorated for less than full time assignments.~~
2. Doctoral Stipend

A stipend of $500 annually will be paid to bargaining unit members who have an earned doctorate in the field of education or in a field directly related to the subject that the bargaining unit member is assigned to teach.

1. National Board Certification Stipend

A stipend of $500 annually will be paid to bargaining unit members who earn National Board Certification. The stipend will be in effect for the ten year period during which the bargaining unit member remains Nationally Certified.

1. Salary Verification

A unit member must notify the District on or before December 13th of any school year in which the unit member believes that the District has improperly paid the employee, and the specific reason(s) for this claim. In addition, each unit member must notify the District of the accuracy or inaccuracy of all of the information contained in the Verification of Salary and Payroll records by no later than December 13th of the school year to which the Verification applies.

L. Enhanced Initial Placement

The parties recognize that due to shortages in the labor market and competition from the private sector, it has become increasingly difficult to recruit and retain qualified Speech and Language Pathologists. The parties also recognize the current contract language addressing years of previous, qualified experience may not be sufficient, in the current labor market, to attract and retain qualified Speech and Language Pathologists. Therefore, the parties agree to grant the enhanced initial placement of Step 9 for qualified Speech and Language Pathologists.

## Section 3. Extra Duty Stipends

A. Effective for the summer school session of June/July 2019, the hourly rate for summer school shall be $~~31.00~~. $35.00

B. Effective upon ratification of this Agreement, the hourly instructional rate for Adult Education, home teaching and other instruction shall be $~~25.56~~. $35.00

1. Effective upon ratification of this Agreement, the hourly non-instructional rate for inservice, curriculum development and Saturday School supervision shall be $23.24 as funding is available.
2. A Site Stipend Committee made up of the principal or designee, 1 MEA representative, and one or more teachers mutually agreed upon by the principal and the MEA representative may determine how to expend any stipend discretionary funds so long as a written outline of the job responsibilities is prepared. Funds from any funded stipend position that is vacant may also be reallocated by mutual agreement by the District and the Site Stipend Committee.
3. ~~Any stipend amounts provided by the county (i.e. BTSA) or state (i.e. Curriculum Projects) to participating bargaining unit members will be recognized as stipends under the Master Agreement. Stipends for locally written grants will be processed and approved through the Site Stipend Committee.~~
4. Effective July 1, ~~2017~~ 2019, the Extra Duty Stipend Schedule is as follows. Appearance of a program on the list does not obligate the District to establish, maintain or continue the program listed.

**MOORPARK HIGH SCHOOL STIPENDS**

**Baseball**

Varsity $3,640

Junior Varsity $2,442

Frosh/Soph $2,442

**Basketball**

Varsity $3,996

Junior Varsity $2,618

Frosh/Soph $2,442

**Conditioning** $1,775

**Cross Country**

Head $3,286

Assistant $2,442

**Football**

Head Varsity $4,173

Asst. Varsity (3) $2,888

Head Jr. Varsity $2,975

Asst. Jr. Varsity (3) $2,618

Head Freshmen $2,975

Asst. Freshmen $2,618

**Golf**

Girls (Fall) $2,930

Boys (Spring) $2,930

**Soccer**

Varsity $3,286

Junior Varsity $2,618

**Swimming**

Varsity $3,194

Jr. Varsity $2,442

**Stunt**

Varsity $2,930

**Track**

Head $3,817

Assistant (2) $2,442

**Volleyball**

Head $3,640

Junior Varsity $2,442

Frosh/Soph $2,442

**Wrestling**

Varsity $3,640

Junior Varsity $2,442

**Water Polo**

Head $3,194

**Tennis**

Boys (Fall) $2,930

Girls (Spring) $2,930

**Athletic Director** $4,634

**Athletic Trainer**

Fall $2,307

Winter $2,307

Spring $2,307

**Band**

Director $4,260

Assistant – Fall $2,307

Assistant – Spring $2,307

Tall Flags $2,307

**Chorus** $3,180

**Dance Team** $2,307

**Pep Squad**

Varsity $3,017

Junior Varsity $3,017

**Student Activities Director** $4,285

**Advisors**

Junior $1,064

Senior $2,398

Academic Competition $2,240

Academic Comp. Asst. $1,723

FBLA $2,307

FBLA Assistant $1,775

**AVID Coordinator** $2,307

**Drama Fall** $1,687

**Performing Arts** (2) $3,373

**Set Design** $3,373

**Spring Musical**

**Pit Conductor** $1,637.50

**Yearbook** $ 2,912

**Renaissance**  $1,775

**Multi Media Coordinator** $2,307

**Speech/Debate** $2,307

**Student Study Team** $ 711

**Department Chairs**

Up to 5 FTE $1,011

6-10 FTE $1,772

11 or more FTE $2,432

**MIDDLE SCHOOLS**

**Band** $2,307

**Chorus (CMS)** $2,307

**Drama (MVMS)** $2,307

**Curriculum Leaders** $ 1,011

**Student Activities** $3,549

**Director**

**ELEMENTARY AND ALTERNATIVE SCHOOLS**

**Curriculum Leaders** $1,011

**Grade Level Leaders**

**(1 each Grade 1-5)** $1,011

**Performing Arts** $2,307

**Advisor (HSMC)**

**Leadership Class** $2,307

**Advisor (HSMC)**

Section 4. Eleven Month and Twelve Month Pay Cycle

~~Beginning in the 2012-2013 school year,~~ Bargaining unit members shall be given the option once each year of an eleven-pay or twelve-pay payroll plan.

If no written request of change is received by August 1 of succeeding years, whatever option (11-pay or 12-pay) was in effect for each employee for the preceding year will be continued for the next school year.