

Appendix B

Degree/Credential/Certificate Stipends

(Annual Stipends prorated to percent of FTE)

- \$200 California Reading Specialist Certificate
- \$1,250 National Board Certification
- \$1,750 Master's Degree (limited to one Master's stipend)
- \$3,000 Doctorate Degree
- \$1,000 Speech Language Pathologist holding a Certificate of Clinical Competence

- For Special Education Teachers and Speech Language Pathologists
 - \$500 Temporary or Probationary Status
 - \$1,000 Years 1 – 4 of permanent status
 - \$2,000 Years 5 and beyond

Salary Schedule Guidelines - Appendix C

MOVEMENT ACROSS COLUMNS

1. Official transcripts must be received on or by the quarterly deadlines, specified below, to allow the salary column increase to be effective for the next quarter. Only successfully completed college units earned in upper division or graduate college course work from a college or university accredited by the Western Association of Schools and Colleges or Regional affiliate thereof, may be used for advancement on the salary schedule. Summer school college credits shall be completed prior to the first day of employee service in the regular school year.

Quarterly deadlines are June 30, September 30, December 31, and March 30.

The following college units shall be approved and accepted for movement across columns:

- a. Courses directly related to a currently held credential being used to render District service;
 - b. Courses within college major or minor field of study;
 - c. Courses directly related to a current assignment;
 - d. Courses related to an advanced degree, directly related to a current assignment, or to college major or minor field of study and;
 - e. Courses taken at the specific and written suggestion of the Superintendent, or his/her designee, in order to qualify for a different District assignment.
2. Prior to enrolling in college units referred to in the above criteria, an employee may seek clarification from the Superintendent or his/her designee regarding the acceptability of such units. An employee may petition the Superintendent or his/her designee for movement across columns credit for college units that are beyond the criteria listed above. Normally, said petition shall be submitted in reasonable advance of enrollment in such courses.
 3. Applications for movement across columns for the ensuing year shall be in writing on a form provided by the District and submitted to Human Resources by the quarterly deadlines.

EXPERIENCE STEPS

1. One (1) year of salary schedule credit, to a maximum of four (4), shall be granted for each year of full-time, prior elementary public school teaching experience rendered on the basis of a valid regular public-school teaching credential; the maximum step placement for a teacher new to the District shall be Step Five (5). To

receive credit for a year of experience, an employee must be in paid status for 75% of the days required service for his/her classification.

- 1.1 For appropriately certificated Speech Pathologists hired after the end of the 2005-06 school year, a maximum of ten (10) years of salary schedule credit shall be granted for each year of full-time professional experience in a public or non-public school or non-public agency setting providing direct services to children; the maximum step placement for a Speech Pathologist new to the District shall be Step Eleven (11). To receive credit for a year of experience, an employee must be in paid status for 75% of the days required service for his/her classification.
2. To be eligible for a step increment, a part-time employee must work approximately .5 FTE/Year and shall receive a step increment after two (2) consecutive years of said part-time employment (that combine to 100% over those two (2) consecutive years).