

Antioch Education Association Proposal #1
12/14/2017

ARTICLE 12

SALARY SCHEDULE AND PAYMENT FOR PAID EXTRA DUTIES

12.1.7 Extra Duty Schedule (Appendix G)

Add a stipend for PBIS Site Team Leader in the amount of one-thousand four hundred ~~ninety-three~~ dollars (\$1,475).

seventy-five

Increase Stipend for Speech Language Pathologist w/ Assistant to two-thousand five hundred dollars (\$2,500).

12.2 Compensation

12.2.1 For the **2017-2018** School Year, all salary schedules and advanced degree stipends in the Collective Bargaining Agreement shall be increased by 4%, effective July 1, 2017.

12.2.2 The extra duty schedule, stipends, hourly rate, period substitution, and all other rates of pay shall be increased by 4% effective July 1, 2017.

12.3 Supplemental Pay

12.3.1 Certificated Hourly Rate of Pay: Effective July 1, 2017, the certificated hourly rate of pay shall be ~~\$33.90~~ \$35.26. This certificated hourly rate of pay shall be added to the Extra Duty Schedule in Appendix G.

12.3.2 Before or After School Academic Support Programs Per Diem Rate of Pay: Effective on the first day of the 2017-2018 school year, the academic support rate of pay shall be the unit member's hourly per diem rate of pay. The per diem rate of pay shall be based on the 7 hour, 5 minute work day set forth in the collective bargaining agreement. (see Article 11.1.1) This rate of pay shall apply to all certificated teaching positions, such as including, but not limited to, Credit Recovery, Academic Subjects, Math and Reading Interventions, Tutoring, Homework Club, Technology Classes, Summer School, Special Education Extended School Year, etc. The District and the Association agree to meet to resolve any dispute regarding the application of the rate of pay for any Before or After School course.

12.3.3 Period Substitution

F. Compensation for Period Substitution

1. Effective mid-year 2009, bargaining unit members shall be paid for period substitution at a tiered rate of pay, or shall accumulate periods (secondary) or hours (elementary) for bank days, or shall be compensated in a combination thereof. The tiered rates of pay for period substitution are as follows:



- a) Bargaining unit members on Steps 1-5 of the Certificated Salary Schedule shall be paid an hourly rate of ~~\$43.42~~ **\$45.16**, prorated on the quarter hour, rounded up.
- b) Bargaining unit members on Steps 6-10 of the Certificated Salary Schedule shall be paid an hourly rate of ~~\$54.13~~ **\$56.30**, prorated on the quarter hour, rounded up.
- c) Bargaining unit members on Steps 11 through Longevity Step 34+ on the Certificated Salary Schedule shall be paid an hourly rate of ~~\$63.42~~ **\$65.96**, prorated on the quarter hour, rounded up.

Article 12 will be renumbered accordingly, as needed.

The remainder of Article 12 shall remain status quo.

Dollar amounts in this proposal reflect the proposed 4% salary increase.

Jeri Creese, AEA Bargaining Chair
For the Association

Jessica Romeo, Chief Human Resources Officer
For the District

Date:

Date: