

ANTIOCH UNIFIED SCHOOL DISTRICT PROPOSAL
November 30, 2017
ARTICLE 12
SALARY SCHEDULE AND PAYMENT FOR PAID EXTRA DUTIES

12.3 Supplemental Pay

12.3.1 **Certificated Hourly Rate of Pay:** Effective July 1, 2015, the certificated hourly rate of pay shall be \$33.90. 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 Credit Recovery, ~~Math and Reading~~ Core Academic Subject Interventions, Technology Classes, Summer School, Special Education Extended School Year, etc.

12.3.2 Period Substitution

A. Short Term Period Substitution

1. **Definition:** "Short term period substitution" is when a bargaining unit member volunteers or is required to provide period substitution for another unit member absent due to illness or injury for more than one (1) instructional day but less than sixteen (16) instructional days.
2. **Compensation:** Compensation shall be at the appropriate period substitution tiered rate of pay.
3. **Teaching a short term period substitution assignment shall be voluntary, based on schedule availability and based on certification and qualifications.**
4. **A short term period substitution may convert to a long term period substitution if the absent unit member will be out of his/her class for a longer period of time than anticipated. A priority shall be given to the unit member who volunteered for, or was assigned, the short term period substitution to support the consistency and continuity of program and instruction.**

B. Long Term Period Substitution

1. **Definition:** "Long term period substitution" is when a unit member volunteers or is required to provide period substitution for another unit member absent due to illness or injury for sixteen (16) or more consecutive instructional days.

2. Compensation: The unit member shall receive an additional twenty (20%) percent of his/her salary per day for the length of the assignment retroactive to the first day of assignment. ~~Bank days earned during the short term portion of the assignment shall not be eligible for the retroactive pay.~~

C. Elementary Grades

1. Elementary bargaining unit members who lose their preparation period or provide period substitution shall be paid the appropriate tiered rate outlined in Section 12.3.3.F.1, ~~or shall accumulate hours for bank days, or sick leave days or a combination thereof as outlined in Section 12.3.3.F.2.b.~~
2. If an absent elementary teacher's class is divided among multiple teachers, then each unit member who takes or receives additional students for at least one-half (1/2) of the student instructional day shall be compensated for one (1) hour of period substitution at the appropriate tiered rate of pay outlined in Section 12.3.3.F.1 ~~or shall accumulate hours for bank days or sick leave days or a combination thereof as outlined in Section 12.3.3.F.2.b.~~ Compensation described immediately above shall not be paid if the teacher's absence is authorized under Section 18.17 - Miscellaneous Leave of this Agreement.

D. Period Substitution for Preparation Teachers: Only as a last resort shall preparation teachers be pulled from their specialty classes to perform period substitution. Period substitution for preparation teachers shall be assigned fairly and equitably.

E. Bargaining unit members shall be required to period substitute on a fair and equitable basis. Each site administrator shall compile a list of unit members who wish to volunteer for class coverage. The volunteer list shall be posted at a central location chosen by the site administrator. A second roster shall be compiled listing the remaining unit members at the site. If no volunteers are available for substituting, substitutes are to be selected from the second list on a fair and equitable basis. The second list shall be made available to any unit member at the site to review upon request.

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, 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, 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, prorated on the quarter hour, rounded up.

2. ~~Bank Days~~

- a) ~~Unit members may, at their discretion, accumulate periods or hours of period substitution to be used as bank days.~~

- b) ~~For the purpose of this Section, a "bank day" is a day of compensatory time earned through the accumulation of periods (secondary) or hours (elementary) for providing period substitution. Five (5) class periods, or two and one half (2.5) block periods, equal one (1) bank day for secondary unit members. Five (5) hours of period substitution equal one (1) bank day for elementary unit members.~~

- e) ~~Unit members may utilize bank days in half or full day increments.~~

d) ~~Dispensation of Accumulated Periods or Hours~~

- 1) ~~Unit members may, at their discretion, receive a combination of their tiered rate of pay, bank days or reinstatement of sick leave days earned and taken during the current work year. No more than ten (10) bank days may be carried over to the following work year. Unit members, however, may not receive compensation, bank days or reinstatement of sick leave days earned and taken during the current work year in excess of the number of periods or hours they earned serving period substitution.~~

- 2) ~~No later than May 1 of each work year the District shall provide to each unit member the number of periods or hours they have accumulated for period substitution. This notification shall also include a survey providing unit members the opportunity to choose between receiving compensation, bank days, or reinstatement of sick leave earned and taken during the current work year or a combination thereof.~~

- 3) ~~If the May 1 survey is not received by the District by June 1, the unit member's accumulated periods or hours shall be paid to the unit member according to their tiered rate of pay in Section 12.3.2.F.1.~~

12.3.4 Sixth Period: The Association and the District agree to permit secondary bargaining unit members to teach ~~six (6) periods~~ an additional period.

- A. A bargaining unit member who has been assigned and has agreed to teach a section in addition to his/her full-time (i.e., 5 periods) assignment shall be paid an additional twenty percent (20%) of his/her daily rate of pay for each instructional

day for the duration of the assignment. Such assignment may extend for less than a full school year at the discretion of the District.

B. General Assurances

1. Teaching a ~~sixth period~~ **an additional period** assignment shall be voluntary, based on schedule availability and based on certification and qualifications.
2. All factors being equal, the most senior unit member shall be given first option to teach a ~~sixth period~~ **an additional period** assignment.
3. ~~In no circumstance shall a secondary bargaining unit member teach more than six (6) periods.~~