
Antioch Education Association Proposal #1
2/26/2019

ARTICLE 12

SALARY SCHEDULE AND PAYMENT FOR PAID EXTRA DUTIES

12.1 The Certificated Salary Schedule and Extra Duty Schedule are set forth in attached Appendices:

12.1.1 Certificated Salary Schedule (Appendix A)

12.1.2 School Psychologist, Social Worker, and Program Specialist Salary Schedule (Appendix B)

12.1.3 Speech and Language Pathologist Salary Schedule (Appendix C)

12.1.4 Alternative Programs and/or Schools Salary Schedule (Appendix D)

12.1.5 Designated Subject Credential Salary Schedule (Appendix E)

12.1.6 Push-In Reading Teacher Salary Schedule (Appendix F)

12.1.7 Extra Duty Schedule (Appendix G)

Add a stipend for Elementary Music for \$1454 (pre-salary increase)

12.1.8 Preschool Salary Schedule (Appendix H)

12.1.9 Counselor Salary Schedule (Appendix T)

Add a Counselor Salary Schedule that places the annual stipend of \$4,743 to each cell of the Certificated Salary Schedule (pre-salary increase). See sample.

12.2 Compensation

12.2.1 For the ~~2017-2018~~ 2018-2019 School Year, all salary schedules and advanced degree stipends in the Collective Bargaining Agreement shall be increased by 5%, effective July 1, 2018.



12.2.2 The extra duty schedule, stipends, hourly rate, period substitution, and all other rates of pay shall be increased by 5% effective July 1, 2018.

12.3 Supplemental Pay

12.3.1 Certificated Hourly Rate of Pay: Effective July 1, 2018, the certificated hourly rate of pay shall be ~~\$34.66~~ \$36.39. This certificated hourly rate of pay shall be added to the Extra Duty Schedule in Appendix G.

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 ~~\$44.40~~ \$46.62, 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 ~~\$55.35~~ \$58.12, 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 ~~\$64.85~~ \$68.09 prorated on the quarter hour, rounded up.

Valorie Luke, AEA Bargaining Chair

Jessica Romeo, Chief Human Resources Officer

Date: _____

Date: _____

For the Association

For the District