

**ANTIOCH UNIFIED SCHOOL DISTRICT PROPOSAL**  
**January 28, 2021**  
**ARTICLE 12**  
**SALARY SCHEDULE AND PAYMENT FOR PAID EXTRA DUTIES**

12.2 Compensation

**12.2.1 Effective July 1, 2020, all salary schedules and advanced degree stipends in the Collective Bargaining Agreement shall be increased by 2.00%.**

**12.2.2 The extra duty schedule, stipends, and hourly rate of pay shall be increased by 2.00% effective July 1, 2020.**

12.3 Supplemental Pay

12.3.1 Certificated Hourly Rate of Pay: Effective July 1, 2020, the certificated hourly rate of pay shall be ~~\$36.51~~ **\$37.24**. This certificated hourly rate of pay shall be added to the Extra Duty Schedule in Appendix G.

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.

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 ~~\$46.76~~ **\$47.70**, 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 ~~\$58.29~~ **\$59.46**, 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 ~~\$68.30~~ **\$69.67**, prorated on the quarter hour, rounded up.

**Note: The remainder of Article 12 shall remain status quo.**