



Antioch Education Association

United for Students

Antioch Education Association Proposal #4
February 18, 2021

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)
 - 12.1.8 Preschool Salary Schedule (Appendix H)
 - 12.1.9 Counselor Salary Schedule (Appendix T)

*In the 2021-2022 school year, new salary schedules (Appendixes A, B, C, H, and T) shall be implemented. The intent of the new salary schedule is to remove the “years in AUSD” column, compact the longevity steps, and include National Board Certifications to “Advanced Degrees and Certifications”.

- 12.2 Compensation
- 12.2.1 Effective July 1, ~~2019~~ **2020**, all salary schedules and advanced degree stipends in the Collective Bargaining Agreement shall be increased by **3.5%**.
 - 12.2.2 The extra duty schedule, stipends, and hourly rate of pay shall be increased by **3.5%** effective July 1, ~~2019~~ **2020**.

12.2.3 Payroll Warrants: Effective July 1, 2008, and every year thereafter, all new-to-the-District unit members shall receive eleven (11) equal paychecks on the last working day of each calendar month, with their first paycheck of the work year to be received on the last working day in August and their last paycheck to be received the last working day in June. These unit members shall have the option of enrolling in the District's Summer Fund Program.

12.3 Supplemental Pay

12.3.1 Certificated Hourly Rate of Pay: Effective July 1, ~~2019~~, **2020** the certificated hourly rate of pay shall be ~~\$36.54~~ **(\$37.79)**. 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, including, but not limited to Credit Recovery, Academic Subjects, Math and Reading Interventions, preapproved Tutoring and Homework Clubs in academic subjects, Technology Classes, Summer School, Special Education Extended School Year, etc. Site Administration shall email all site unit members all opportunities to apply to teach a Before or After School Academic Support Program as listed in this article. 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

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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~~ **(\$48.40)**, 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~~ **(\$60.33)**, 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~~ **\$70.69**, prorated on the quarter hour, rounded up.

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The remainder of this article (including language omitted in this proposal) shall remain as status quo.