

**TENTATIVE AGREEMENT BETWEEN THE
SIERRA SANDS UNIFIED SCHOOL DISTRICT AND THE
DESERT AREA TEACHERS ASSOCIATION**

May 23, 2018

Except as agreed herein, all language currently contained in the collective bargaining agreement between the Sierra Sands Unified School District ("District") and the Desert Area Teachers Association ("DATA") is intended to remain in full force and effect.

ARTICLE III

SALARY

A. Units after July 1, 1984, shall be credited as they are earned, subject to the conditions specified below:

1. The certificated salary schedule and Career Technical Education (CTE)/Vocational salary schedule are increased 7.5% for 2018-2019, retroactively to July 1, 2015, by an additional 2.58% for 2015-2016 and 2.55% for 2016-2017. The step and column schedule shall have steps 28 and 30 added for 2016-2017. The CTE/Vocational schedule shall have a step 12 added for 2016-2017. The 2016-2017 certificated salary schedule and CTE/Vocational salary schedule are attached as Appendix A and B. Effective in the 2018-2019 school year, Speech/Language Pathologists and Registered Nurses will be appropriately placed on the SLP/RN Salary Schedule (see attached as Appendix X).

2. Returning teachers' work year shall be ~~182~~ 185 days; teachers new to the District will work ~~183~~ 186 days with the extra day being paid at the teacher's regular rate of pay.

3. An official transcript/grade report of courses completed from the college or university that the course has been satisfactorily completed will be required no later than

the last working day before August 31 to be applicable for salary purposes for that school year. Failure to observe this will cause the crediting of the units to be held to the next school year. Official transcript for completion of coursework shall be submitted by June 30th of each calendar year. In the event no official transcript is received, salary placement will be rescinded and any salary increase received as a result of that placement will be rescinded by the District.

4. Units are defined for the purposes of this Article and Appendix A as semester units.

5. Advanced training units beyond the B.A. shall be credited on initial placement.

6. When employees are employed initially in the District, their transcripts will be evaluated to determine which graduate courses completed, in addition to those required for a bachelor's degree, will be accepted for salary schedule placement purposes.

7. CTE/Vocational education teachers whose credentials are based upon a bachelor's degree and supervised practice teaching will be placed on the salary schedule in the same manner as certificated teachers.

a. CTE/Vocational education teachers whose credentials are based upon work experience at the journeyman level, with or without a bachelor's degree and without supervised practice teaching, will be placed on the first step of the salary schedule.

b. Work experience beyond that required by vocational education teachers for their credential will be credited on the basis of one (1) year's salary schedule advancement for every two (2) years of work experience

completed up to a maximum of eleven (11) years credit on the initial salary schedule placement which would be step 5 on the CTE/Vocational salary schedule on line AA.

c. In order to clarify the intent of "4 years" included in ~~Classes A through G~~ Columns II through VIII of the ROP Salary Schedule, both parties agree that "4 years" refers to four (4) years of teaching experience at grades K-12 as now noted on the ROP CTE/Vocational salary schedule.

d. In order to more closely align the CTE/Vocational Salary Schedule with the DATA Certificated Salary Schedule, salary growth in ~~Classes A through G~~ Columns II through VIII will now be based on a Bachelor's degree and, beginning with ~~Class B~~ Column III, increments of fifteen (15) college units up to ninety (90) units beyond the Bachelor's degree.

8. Units and degrees will be accepted only from accredited colleges and universities.

9. Accredited colleges and universities are defined for purposes of this Article and Appendix A as those from which units will be accepted by the California Commission for Teacher Preparation and Licensing.

10. Only credentialed teaching experience gained in TK-12 and college level public or private schools accredited by recognized accrediting agencies will be granted to teachers.

11. A maximum of eleven (11) years of previous teaching experience shall be granted for teachers entering the District for the first time. Teachers hired within the last

five years of 2016-2017 who had previous teaching experience which had not been granted beyond the seven (7) years will be placed up to step twelve (12) beginning 2016-2017.

- a. A Licensed Speech Language Pathologist new to SSUSD, with previous experience in their field (in another school or appropriate professional location), shall be given credit of one step for each year of verified experience, with a maximum of 11 years. A current Speech Language Pathologist in SSUSD will transition to the SLP/RN salary scale on the step that reflects the current step (years of experience) they are on in the SLP/RN DATA teacher salary schedule.
- b. A Registered Nurse new to SSUSD, with previous experience in their field (in another school or appropriate professional location), shall be given credit of one step for each year of verified experience, with a maximum of 11 years experience. Current Registered Nurses in SSUSD will be adjusted on the SLP/RN salary scale to the step that reflects verifiable previous employment, up to 11 years of experience on the SLP/RN salary schedule.

12. After initial credit is given, year for year credit shall be given for additional experience in the District. A minimum of seventy-five percent (75%) of the teaching days of the year must be completed for one (1) year credit.

13. Satisfactory completion of each unit of approved college credit is required to advance from one salary class to another.

- a. Courses to be credited for placement on the salary schedule must be approved by the Superintendent or designee prior to completion of the

course and must be at least one of the following:

- 1) A course required for a planned program of professional improvement in the field of Education.
 - 2) Within the employee's major or minor degree which must be directly related to courses provided by the District.
 - 3) Courses related to the employee's current assignment.
 - 4) Courses related to a credential for services provided by the District.
- b. Units for credit on the salary schedule must be upper division or graduate level courses.
- 1) Lower division courses will be approved at District discretion only when they make a significant contribution to the unit member's assignment and do not duplicate courses already taken.
 - 2) Approval shall be on a case-by-case basis and no approval shall set a precedent.
- c. The Superintendent's approval shall not be unreasonably withheld.

14. A part-time certificated employee's salary shall be the amount which bears the same ratio to the amount provided a full-time employee in the same assignment as the time actually served by that part-time employee in the classroom bears to the time actually served by that full-time employee in the classroom. The computation procedure for determining part-time salaries is as follows: $(PT \text{ Work Hours} \div FT \text{ Work Hours}) \times (PT \text{ Work Days} \div FT \text{ Work Days}) \times \text{regular salary} = PT \text{ Salary}$.

15. Subject to the approval of the Superintendent, any employee in grades 6-12

who accepts an assignment to teach an extra hour per day beyond the normal teaching load at the school shall be paid at the employee's regular hourly rate.

16. The mileage rate for the use of a personal car for official District business shall be at the rate set by the Internal Revenue Service.

~~17. Unit members shall be paid at the mileage rate specified in paragraph A. 16 if assigned to Rand School or a school site more than 20 miles from the District Office contingent upon transporting lunches for students to the school site each day.~~

~~18~~ 17. Employees shall submit transcripts/grade reports on or before the last work day before August 31 of the school year from accredited colleges or universities for Master's Degrees or Doctorates which are in educational fields directly related to courses provided by the District and shall be provided non-cumulative stipends of one thousand ~~five~~ eight hundred dollars (\$1,~~5~~800) and two thousand ~~five~~ eight hundred dollars (\$2,~~5~~800), respectively.

- a. Unit members who are assigned to year-round schedules shall have their salary adjusted retroactively to the beginning of their initial track upon submission of additional units.

~~19~~ 18. Unit members may use their own vehicles if they obtain advanced permission from the District and an acceptably safe District vehicle is unavailable.

B. Unit members may apply for summer school, home teaching, and adult school openings listed by the District. Qualified unit member applicants shall have the right of first refusal for these positions. For home teaching, the student's current teacher(s) have first

right of refusal. Site members shall have priority thereafter. If two or more unit members are deemed to have equal qualifications for the same position, the most senior shall first be offered the position. Summer School staffing can occur outside a credential only after teachers have been offered employment within and according to their credentials. Unit members shall receive first consideration for these positions. The Superintendent or designee shall review summer school personnel selections prior to formal announcements of assignments. A unit member not selected for summer school employment may request in writing the reasons for not being selected. The Superintendent shall respond to this request, in writing, within ten (10) days. Summer school selection shall not be subject to the grievance procedure.

1. Unit members hired for summer school positions will be paid a rate computed by multiplying Salary Schedule Step 1, Column 1 for teachers with no District experience, and Salary Schedule Step 2, You can Column 2 for teachers with District experience by $1/1092$ (based on 182 work days x 6 hours per day) rounded to the nearest dollar.

2. The method for computing adult school pay shall be the same as that for summer school.

3. Unit members employed for home teaching positions will be paid upon their placement on the regular full-time teacher's salary schedule multiplied by $1/1092$ 1110 (based on ~~182~~ 185 work days x 6 hours per day).

4. Unit members selected from qualified applicants to teach in Title I summer academies, before/after school intervention/remediation program (retention/promotion), and/or required remediation for high school exit examinations shall be paid the summer

school hourly rate for each hour or portion thereof.

FOR THE DISTRICT

Dave Ostash

Dave Ostash
Assistant Superintendent, Human
Resources
Sierra Sands Unified School District

Date: 6/16/18

FOR THE ASSOCIATION

Vanessa Vaughn-Springs

Vanessa Vaughn-Springs
President, Desert Area Teachers
Association (DATA)

Date: 6-8-18

Carolyn M. Hiatt

Carolyn Hiatt
Negotiations Chairperson, Desert Area
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Date: 6/16/18