

**TENTATIVE AGREEMENT
BETWEEN**

**SALINAS CITY ELEMENTARY SCHOOL DISTRICT (SCESD)
AND
SALINAS ELEMENTARY TEACHERS' COUNCIL (SETC)
MARCH 2, 2023**

FOR REOPENER NEGOTIATIONS FOR 2022-2023

This Tentative Agreement is entered into between the Salinas City Elementary School District ("District" or "SCESD") and Salinas Elementary Teachers' Council ("SETC") in settlement of negotiations for the 2022-2023 contract reopeners. The subjects mentioned below include all matters the District and SETC have agreed to during their negotiations affecting the 2022-2023 reopeners.

Final contract language will be exchanged and approved by the bargaining teams, to complete the publication of the full Collective Bargaining Agreement.

This concludes negotiations between the parties for the 2022-2023 contract year. Both parties agree that subjects that were proposed and/or discussed during bargaining but which are not included herein are considered withdrawn and given no force or effect. The provisions of the Agreement will remain in effect until June 30, 2023. At that time, SETC and SCESD agree to open a Successor Agreement.

The Parties agree as follows:

Total Salary Compensation for the 2022-2023 school year:

- A. 11% salary increase effective July 1, 2022, to the 2021-2022 salary schedule.
 1. Across all points and stipends except: Administrator's Designee and Hard to Fill Positions
 2. Administrator Designee Stipend of \$2,500, effective July 1, 2022
 3. Hard to Fill Stipend of \$5,000, effective July 1, 2022
- B. With SETC's agreement to proposed and agreed upon changes to the Article V. Hours, the District will increase the 2021-2022 salary schedule by 2%.
- C. Following ratification and approval of this tentative agreement, there will be an increase to the additional assignment rate of pay to as follows:
 - Additional Assignment Rate of Pay: \$55.00 per hour
 - Teacher-in-Charge Rate of Pay: \$60.00 per hour
 - Psych/SLP Additional Assignment Rate of Pay: \$80.00 per hour
- D. Newly hired unit members who attend the 3 days of Employee Orientation will be paid for the hours worked at the Additional Assignment Rate of Pay, effective July 1, 2022.

- E. The District will process retroactive increase payments for the 2022-23 school year within two payroll cycles after SETC ratification and Board approval of this Tentative Agreement.

ARTICLE V. – Hours of Employment

Article V will be amended as specifically set forth in Attachment A.

ARTICLE XII.-Employee Benefits

Article XII will be amended as specifically set forth in Attachment B.

ARTICLE XV. - SALARY

Article XV will be amended as specifically set forth in Attachment C.

This Tentative Agreement shall not be final and binding until ratified by the SETC Members and approved by the Governing Board of the Salinas City Elementary School District.

The signatures below acknowledge that this Tentative Agreement was prepared, reviewed and reached by the Parties' representatives on March 2, 2023, and that their respective representatives agree to submit this to their respective members and Board in support of its ratification and approval.

SETC



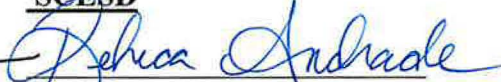
Pamela Conner
SETC President



Merissa Dacpano
SETC Negotiations Chair

Date: 3.2.23

SCESD



Dr. Rebeca Andrade
Superintendent



Susana Mancera-Juárez
Interim Assistant Superintendent H.R.

Date: 3/2/23

TA M. DePano
3.2.23
X. Conner
3/23
3/23
2/3
TA

ARTICLE V HOURS OF EMPLOYMENT

1. Work Year
Beginning with the 2023-2024 school year:

	Work Year 180 Instructional Days	Hours
Counselors	Plus 10 workdays 190 total days	6.0 hours and 20 mins.
Psychologists	Plus 15 workdays 195 total days	6.0 hours
Speech and Language Pathologist	Plus 5 workdays 185 total days	6.0 hours and 20 mins.
Other bargaining unit members: Classroom Teachers, TOSAs, SPED Preschool, etc. See Preschool Side Letter	Plus 5 workdays 185 total days	6.0 hours
Extended Day Care Teachers	Plus 5 workdays 185 total days	6.5 hours
All New Employees	Plus additional 3 days of orientation prior to the first workday of the adopted district calendar. 188 total days	6.0 hours
Early Release Thursdays	N/A	7.0 hours
Extended Conference Days	N/A	9.0 hours

- A. Four (4) workdays will be scheduled prior to May 15th and one will be the workday following October 31st.

- a. These days will be for staff development as determined by the district and a committee of bargaining unit members.

- i. The staff development committee will have the following SETC representatives for the grades and specializations listed. Each grade level span listed will have a Dual Immersion and Structured English Immersion representative up to the listed number of representatives permitted.

Universal Preschool, TK, and Kinder (2)	Grades 1-3 (2)
Grades 4-6 (2)	Special Education (2)

In addition, SETC may designate up to two (2) additional SETC members of their choice. The district may assign up to six (6) representatives.

- ii. Two (2) of the four (4) days will provide at least two (2) hours daily to be used for planning and collaboration at the bargaining unit members' sites.
 - B. The fifth (5th) workday will be a teacher workday held on the last workday before the first instructional day. The purpose of this day is to provide time for teachers to work in their classrooms/workspaces in preparation of the first instructional day. There will be no meetings or school/district planned collaboration on this day.
 - C. Any remaining workdays will be designated by the superintendent or designee.
 - D. All new unit members will be required to work three (3) additional workdays prior to the first workday of the adopted district calendar.
2. Instructional Minutes: Instructional minutes lie within the district's rights, power, and authority to direct, manage and control its operations and as specifically required to comply with the minimum instructional minutes prescribed by the Education Code.

A.

Current Instructional Minutes Per Day: Regular Days	
TK/Kindergarten	200 minutes (see side letter)
Grades 1 st -3 rd	295 minutes
Grades 4 th -6 th	315 minutes
SDC Preschool	Up to 315 minutes (To meet IEP or program needs)

Current Instructional Minutes Per Day: Early Release Days (Includes Thursdays, Conference Days, Open House and the Last Day of Student Instruction)	
TK/Kindergarten	200 minutes (see side letter)
Grades 1 st -3 rd	255 minutes
Grades 4 th -6 th	275 minutes
SDC Preschool	Up to 275 minutes (To meet IEP or program needs)

- B. These are minimums and may be adjusted by the district at all school sites so as to not reduce the total instructional minutes for the year.

TK/Kindergarten	Not to exceed 36,000 minutes per year
Grades 1 st - 3 rd	Not to exceed 51,300 minutes per year
Grades 4 th - 6 th	Not to exceed 54,900 minutes per year

3. Workday Hours

- A. Work hours will begin twenty-five (25) minutes before instruction begins at each school site. The first fifteen (15) minutes will be under the self-direction of the teacher. In the remaining ten (10) minutes immediately preceding instruction, teachers will open their classrooms and be responsible for student supervision.
- B. Unit members not assigned to a classroom will also be responsible for student supervision either ten (10) minutes before instruction begins or at the end of the instructional day.
- C. Workday hours include instructional minutes, relief periods, required meetings, preparation time, and other professional responsibilities. Workday hours do not include a duty-free lunch period.
 - a. All unit members will have at least one (1) ten (10) minute relief period each morning.
 - b. All bargaining unit members will have a duty-free lunch period, which will be a minimum of thirty (30) minutes and will not exceed sixty (60) minutes.

4. Back to School Night

- A. Salaried unit members will be required to attend Back to School Night, except for Special Education Preschool Teachers who will hold Parent Orientation for up to ninety (90) minutes prior to the first day of school in lieu of Back to School Night.
- B. Staff assigned to more than one (1) site will attend at least forty-five (45) minutes of Back to School Night at each of the two (2) sites they are assigned to, unless Back to School Nights are scheduled on the same night.
- C. The day of Back to School Night will be mutually decided by bargaining unit members and site administration.
- D. Back to School Night activities will be scheduled for no more than ninety (90) minutes.
- E. Unit members may leave after the dismissal of the last group of students in grades TK-6 on the day of Back to School Night.

5. Early Release Days

- A. Parent Conference Days
 - a. All teachers of grades TK-6 will hold first and second trimester parent conferences for all students. The purpose of conference days is to provide structured time for teacher and parent/guardian communication about student progress and how student needs can best be supported at home and school. Unit members will meet with guardians who are unable to meet in person by conferencing virtually or by phone.
 - b. Eight (8) early release days will be scheduled for each conference period.
 - i. One (1) day during each conference period will be a nine (9) hour workday. This day will be decided by a majority vote of those bargaining unit members holding conferences. The chosen day

will be reported to the site administrator at least two (2) weeks prior to the first day of the conference period.

- ii. All bargaining unit members holding conferences will have an additional ten (10) minute relief period in the afternoon.
 - c. Unit members have the right to leave after dismissal of the last group of students in grades TK-6 on the early release day following an extended conference day.
 - d. Unit members have the right to leave after dismissal of the last group of students in grades TK-6 on the last day of parent conferences, provided all conferences have been completed or attempted and documented.
 - e. TK-6 teachers will document scheduled conferences.
- B. Thursday Collaboration Days
- a. Purpose: The purpose of the collaboration day is to provide structured time for groups within the staff to meet to conduct activities that benefit the instructional or school programs.
 - b. Collaboration will begin fifteen (15) minutes after the dismissal of the last group of students in grade TK-6 and will not extend beyond the workday. Collaboration may occur within a staff meeting.
 - c. If the principal has not scheduled formal group meetings or activities for whole staff or groups within the staff, the bargaining unit members will use this time for self-directed class planning and preparation.
- C. Staff Meeting Days
- a. Purpose: The purpose of the staff meeting day is to provide structured time for the whole staff to meet to conduct activities that benefit instructional or school programs.
 - b. Except in case of emergency, staff meetings will not be held on days other than early release days.
 - c. Staff meetings will begin fifteen (15) minutes after the dismissal of the last group of students in grades TK-6 and will not exceed the seven (7) hour workday.
 - d. If the principal has not scheduled formal activities for the whole staff, or ends the meeting early, the bargaining unit members will use the remainder of the workday for self-directed class planning and preparation.
 - e. At the first official staff meeting, each site administrator will provide time for each faculty to select SETC representatives.
- D. SETC Days
- a. After the completion of the workday, the third Wednesday of every month during the regular school year will be reserved for the meeting of the Representative Assembly or General Assembly of the SETC.
 - b. The following Thursday will also be reserved for site level SETC meetings. The workday will end fifteen (15) minutes after the last group of students is released.
 - c. These scheduled dates may be modified by mutual agreement between the Superintendent and the SETC President.
- E. Open House

- a. Open House will be designated as a Thursday early release day and unit members may leave after the dismissal of the last group of students in grades TK-6. Unit members are required to return for Open House.
 - i. Staff assigned to more than one (1) site will attend at least forty-five (45) minutes of Open House at each of the two (2) sites they are assigned to unless the Open Houses are scheduled on the same night.
 - ii. The day of Open House will be mutually decided by unit members and site administration. The chosen date will be decided and reported to the district no later than the second Thursday of February.
 - iii. Open House activities will be scheduled for no more than ninety (90) minutes.
 - F. The Last Day of Student Instruction
 - G. Other
 - a. Unit members have the right to leave after dismissal of the last group of students in grades TK-6 on the following days:
 - i. The workday prior to Veteran's Day (except when it falls on a Monday).
 - ii. Days of mandatory evening attendance.
- 6. Time Constraints on Starting and Ending Hours: Time constraints, especially transportation requirements and bus schedules, which may impact the starting and ending times at a school site, will be shared with SETC and school sites as soon as available.
 - A. Starting and ending times within the instructional day and workday requirements, including the length of the lunch period, will be mutually determined by the school site unit members and the site principal by May 1st, provided that all of the following standards are met:
 - a. Daily schedules must comply with transportation requirements and/or bus schedules.
 - b. All full-time bargaining unit members at all sites will work their contracted number of hours.
 - c. All workday schedules at all sites will begin twenty-five (25) minutes prior to the instructional day.
 - d. All schedules at all sites will include the number of instructional minutes defined in b. above and comply with the Education Code's requirements.
 - B. It will take a majority vote of the total bargaining unit members assigned to a school site to adopt or change the schedule at a staff meeting.
- 7. Unit Members Assigned to Multiple Sites: All unit members assigned to more than one school/site will have their workday or instructional day be consistent with the sites being served. Deviation from this schedule is permissible by mutual agreement between the department head, principal, and unit members. When there is a need to deviate from the schedule due to unusual circumstances, the unit member will notify the department head and principal in advance when possible. However, in all cases the workday/instructional day will meet at least the minimum requirements.

8. Unit members will be provided with one (1) additional hour paid time for lesson planning and preparation prior to an instructional day absence necessitated by participation in district/site professional development or committees and which requires a substitute teacher.
 - A. Unit members who are receiving a stipend through a grant or district position are not eligible for the additional hour of paid time if their absence is due to the duties or responsibilities related to the position.
9. Certificated Support Staff (Academic Coaches, Teachers on Special Assignment and MTSS Teachers): These unit members may be asked to adjust their workday schedule to provide instruction to students, professional development, and/or to participate in parent meetings outside of the regular instructional day, not to exceed three (3) hours per week. Any adjustment will be mutually agreed to by the supervising administrator, the site administrator, and the bargaining unit member.
 - A. Certificated support staff may be required to substitute/cover classroom teacher positions. When certificated support staff are required to substitute/cover classroom teachers more than three (3) times per month, they will be compensated a daily stipend equivalent to one (1) hour of pay at the certificated hourly rate, for any full or partial day of substitute service thereafter.
10. Music Teachers: Music teachers may be asked to adjust their workday schedule to provide instruction to students outside of the regular instructional day. Any adjustment will be mutually agreed to by the Educational Services administrator, the site administrator, and the music teacher.
11. Extended Day Care Teachers
 - A. Additional Workdays: The use of the four (4) additional days will be determined by the program administrator based on program requirements and needs.
 - B. Workday: Extended Day Care Teachers will be notified of any changes in their daily schedule during a conference with the Superintendent (or a designee) and an SETC representative present at least fifteen (15) working days before the commencement of the new annual Extended Day Care contract.

TA M. Dapiano
3/2/23
3/23/23
J. Corner
J. Dapiano
BA

ARTICLE XII EMPLOYEE BENEFITS
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1. **Medical Insurance:**

- A. Medical benefits will be made available to all bargaining unit members through Municipalities, Colleges, Schools Insurance Group (MCSIG). Members may choose any of MCSIG's available plans according to MCSIG's enrollment procedures. The District's monthly contribution toward the chosen plan shall not exceed the amounts on the schedule below. Any premium cost above the district's obligation will be paid by the bargaining unit member.

	10-Monthly District Contribution	11-Monthly District Contribution	Annual District Contribution
Employee	Up to \$1104.00	\$1003.64	Up to \$11,040.00
Employee + 1	Up to \$1626.00	\$1478.18	Up to \$16,260.00
Employee + Family	Up to \$2112.00	\$1920.00	Up to \$21,120.00

- B. Effective June 30 of each year, all certificated bargaining unit members who currently receive benefits, retire with at least fifteen (15) years credited service with the District, and who are fifty-five (55) years of age or older by July 1 of that year, will receive medical insurance benefits until the age of sixty-five (65) (or until they are Medicare eligible whichever comes first) in the same manner as full-time bargaining unit members.
- 1) At age sixty-five (65), retirees, spouses, or dependents receiving benefits through a retiree's coverage will not be eligible for the District contribution for medical benefits.
 - 2) When the retiree reaches age sixty-five (65), none of his/her dependents are eligible for the District contribution for medical benefits.
 - 3) Retirees, their spouses, or their dependents who become Medicare eligible will no longer receive District medical benefits.
- C. Bargaining unit members not covered under Paragraph 1B above who retire from regular employment with the District and are covered by medical insurance at the time of retirement have the option of purchasing medical insurance coverage per MCSIG eligibility rules with the full premium cost to be borne by the retiree.

2. **Vision Insurance:**

- A. The District agrees to pay the premium of the Vision Service Plan (Plan C) rate, \$10 deductible, for each employee plus eligible dependents beginning July 1, 2020 at the following rates.

	Monthly District Contribution	11-Monthly District Contribution	Annual District Contribution
Employee	\$14.40	\$13.09	\$144.00
Employee + 1	\$24.00	\$21.82	\$240.00
Employee + Family	\$42.00	\$38.18	\$420.00

- B. Bargaining unit members who retire from regular employment with the District and are covered by vision insurance at the time of retirement have the option of purchasing the district's group insurance coverage following the carrier's policies with the full premium cost to be borne by the retiree.

3. **Dental Insurance:**

- A. The District agrees to pay the premium of the Delta Dental, Low Option rate for each employee plus eligible dependents beginning July 1, 2020 at the following rates.

	Monthly District Contribution	11-Monthly District Contribution	Annual District Contribution
Employee	\$62.40	\$56.73	\$624.00
Employee + 1	\$114.00	\$103.64	\$1140.00
Employee + Family	\$183.60	\$166.91	\$1836.00

- B. Bargaining unit members may pay the difference between the District-provided plan and a higher level plan. MCSIG procedures and timelines may restrict bargaining unit members' movement from one plan to another.
- C. Bargaining unit members who retire from regular employment with the District and are covered by dental insurance at the time of retirement have the option of purchasing the district's group insurance coverage following the carrier's policies with the full premium cost to be borne by the retiree.

4. **Duration of Benefits:**

- A. All bargaining unit members whose contract was effective before September 1st and who provide a full year of service but are no longer employed by the District at the end of the school year will continue to receive all benefits through August 31 of that year.
- B. Retired bargaining unit members will no longer receive nor be charged for, life insurance benefits through the District.

5. **Payments by Resigned/Retired Bargaining Unit Members**

Quarterly premium payments will be due on September 1, December 1, March 1 and June 1 of each year of coverage, or retirees may elect an annual payment due on September 1 or semi-annual payments due on September 1 and March 1.

6. **Part-Time Bargaining Unit Members**

Bargaining unit members on a part-time basis whose total salary is at least half the regular rate required of full-time bargaining unit members will receive all benefits that accrue to full-time bargaining unit members on a pro-rata share except medical, vision, and dental benefits which will be paid in full.

A. Exceptions

- 1) Bargaining unit members participating in Job Share Leave, Article VIII, Paragraph 10 are not considered part time bargaining unit members. Bargaining unit members who are participating in Job Share Leave who work at least 50% of a regular full-time contracted position will receive the same benefits as full time bargaining unit members on a pro-rated basis.
- 2) Preschool bargaining unit members who are hired specifically for a 50% position will receive the same benefits as full-time bargaining unit members on a pro-rated basis. If a preschool teacher is given a full-time assignment and is subsequently reduced to part-time, they will continue with full benefits for the duration of the school year.
- 3) Categorically funded bargaining unit members, hired after July 1, 2006 working more than 50% and less than 75% of the work year will receive benefits on a pro-rata share. Those bargaining unit members working 75% or more of the work year will receive full benefits.

B. Special Education bargaining unit members are not subject to 5.A.3 above.

7. **Interdistrict Transfers**

Any member of the Bargaining Unit may submit an Interdistrict Transfer request for his/her children at the same time as Intradistrict requests are accepted by the District. Those Interdistrict Transfer requests will be processed in the same manner and timeline as Intradistrict requests.

**ARTICLE XV
SALARY**

TA
M. DePano
3-2-23
R. Conner

1. Effective July 1, 2022, the 2022-2023 salary schedules will be increased across all points and stipends except: Administrator's Designee and Hard to Fill Positions, by 11% and an additional 2% for the negotiated changes to Article V - Hours, and are memorialized in the the 2022-2023 Salary Schedules for SETC Unit Members found at the following Appendices:

Salary Schedule	Appendix
Certificated	A-1
Psychologist, Speech Language Pathologist, and Counselor & Increments	A-2
Preschool/EDC Salary Schedule	A-3
Stipends for Units Earned Beyond Column VI & Principal Designee	A-4

3/2/23
JG
RA

- A. Newly hired unit members who attend the 3 days of Employee Orientation will be paid for the hours worked at the additional Assignment Rate of Pay.

2. INITIAL PLACEMENT OF CERTIFICATED BARGAINING UNIT MEMBERS

- A. Incoming bargaining unit members will be placed on the salary schedule based upon (1) step for each year of public or accredited private elementary school teaching experience up to a maximum total of fifteen (15) years prior service credit.
1. "Steps" refer to years of paid teaching experience.
 2. A year of experience will be defined as having served a full workday for 75% of the adopted workdays for the school year for which credit will be applied.
 3. Experience will have been in a public or accredited private elementary school in the United States of America or a United States Dependents' School.
 4. The Board of Education reserves the right to evaluate experience outside the elementary teaching profession for placement on the schedule.

B. Excess units earned prior to the granting of any college degree will not apply as credits earned following the granting of any college degree nor will credit be allowed for lower division courses taken after the granting of said degree.

1. Creditable units will have been taken at an institution approved by Superintendent of Public Instruction or regionally accredited in the current edition of Education Directory of Higher Education, "Part 3", U.S. Department of Health, Education and Welfare--Office of Education. Not more than twelve (12) semester units of credit for coursework taken, or to be taken, in areas unrelated to the elementary curriculum (i.e., theology, architecture) will be accepted for initial placement or advancement on the salary schedule.
2. No salary payments will be made until official transcripts of record and verification of teaching experience are placed on file in the Human Resources Office.

3. INITIAL PLACEMENT OF PRESCHOOL TEACHERS

A. Incoming bargaining unit members will be credited with a maximum of three (3) years of experience.

1. "Steps" refer to years of paid teaching experience.
2. A year of experience will be defined as having served a full workday for 75% of the adopted workdays for the school year for which credit will be applied.
3. Experience will have been in a public or accredited private elementary school in the United States of America or a United States Dependents' School.
4. The Board of Education reserves the right to evaluate experience outside the elementary teaching profession for placement on the schedule.

B. Excess units earned prior to the granting of any college degree will not apply as credits earned following the granting of any college degree nor will credit be allowed for lower division courses taken after the granting of said degree.

1. Creditable units will have been taken at an institution approved by Superintendent of Public Instruction or regionally accredited in the current edition of Education Directory of Higher Education, "Part 3", U.S. Department of Health, Education and Welfare--Office of Education. Not more than twelve (12) semester units of credit for coursework taken, or to be taken, in areas unrelated to the elementary curriculum (i.e. theology, architecture) will be accepted for initial placement or advancement on the salary schedule. No salary payments will be made until official transcripts of record and verification of teaching experience are placed on file with the Human Resources Office.
2. No salary payments will be made until official transcripts of record and verification of teaching experience are placed on file in the Superintendent's Office.

4. CERTIFICATED STIPENDS

A. Administrator's Designee (annual stipend):

1. Base Stipend \$2,500.00
2. Two Years Experience or More 1 point
3. Administrative Credential 1 point
4. Each point would add \$169.52 to the base stipend.

B. Hard to Fill Positions

1. To qualify, the unit member must hold the credential type listed below (preliminary or clear credential)
 - a. Bilingual Authorization: for staff using their credential in a class requiring a bilingual authorization \$5,000, effective July 1, 2022.
 - b. Special Education: for staff using their credential in a class requiring a special education credential \$5,000, effective July 1, 2022.
2. The \$5,000 stipend will be paid half in January and half in July.

5. PART-TIME BARGAINING UNIT MEMBERS

- A. Bargaining unit members who work under a part-time contract will receive pro-rata, per-diem rate of where they would normally be placed on the appropriate salary schedule. Any exceptions are specifically enumerated within this Master Agreement.
- B. Part-time bargaining unit members will be eligible for a salary step increase at the rate of one step credit for each year they serve 75% or more of the work year.
- C. Bargaining unit members working less than 75% of a work year will receive a percentage of credit towards movement on the salary schedule equal to the percentage of their contract. Movement to the next step will take place at the beginning of the following year after they have earned the equivalent of 75% of a work year.

6. PROFESSIONAL GROWTH

- A. A stipend of \$408.39, for units earned beyond Column VI, will be paid for every twelve (12) approved units. One such stipend may be earned every three (3) years up to a maximum of three (3).
- B. The course work will be taken at an accredited college, community college, approved inservice programs, or any combination thereof.
- C. When total costs of courses, workshops, or institutes are paid for by the District, bargaining unit members are not eligible for professional growth increments.
- D. It will be the responsibility of the bargaining unit member to apply for approved professional growth units and verify completion of the course.

E. Official transcripts will be required and must be on file with the Human Resources Office. Bargaining Unit Members who qualify for a salary increase will be paid from the date that transcripts are verified and date stamped and no later than three regular pay periods after their receipt. (Ed Code 45048)

F. Application

1. Continuing credit beyond Column VI, lower division college courses, and other activities for district salary credit will be granted only for course work or other activities which began on or following the bargaining unit member's date of hire.
2. The District application form will be submitted to the Assistant Superintendent, Human Resources for approval prior to taking the courses or participating in the activities.
3. This form and all of its copies will be date stamped upon receipt.
4. Within five (5) work days, the Assistant Superintendent, Human Resources will respond to the individual making the request with either approval or a written rationale for the refusal.

G. Professional Growth Committee

1. This committee will be comprised of three (3) members chosen by the SETC and two (2) members chosen by the District. A chairperson will be elected by the Committee for a one (1) year period beginning January 1. The name of the chairperson will be reported in writing to the Human Resources Office immediately following his/her election.
2. The committee will hear appeals filed by bargaining unit members according to the procedure outlined in Section H below.

H. Appeal

1. If approval is denied, the bargaining unit member may appeal the decision to the Professional Growth Committee.
2. Appeals must be filed within ten (10) work-days of the date of notification of the decision on the acceptability of the application.
3. Upon appeal, the Assistant Superintendent, Human Resources will call a meeting of the Committee at the earliest possible date.
4. The decision rendered will be retroactive to the date stamped on the original application form.
5. If the appeal is rejected by the committee, the bargaining unit member may submit the appeal to the Superintendent or their designee within ten (10) work days from the receipt of the rejection.
6. The Superintendent or their designee will render a written decision with accompanying rationale within ten (10) work days.

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APPENDIX A1

TA
M. Oropano
3.2.23
D. Corner

Salinas City Elementary School District

840 South Main St. Salinas, CA 93901

Phone: (831) 753-5600

CERTIFICATED SALARY SCHEDULES

2022-23

13.00%

****PROPOSED****

CLASSIFICATION

(Divisor - 187 Days of Service)

(2023-24: Divisor-185 Days of Service)

	I	II	III	IV	V	VI
				M.A. or B.A.+45*	M.A.+15 or B.A.+60*	M.A.+30 or B.A.+75*
Steps	B.A. Annual	B.A.+15 Annual	B.A.+30* Annual	B.A.+45* Annual	B.A.+60* Annual	B.A.+75* Annual
1	56,367	56,767	57,187	58,463	61,875	65,289
2	56,630	57,166	58,018	61,435	64,859	68,264
3	56,889	57,572	60,997	64,411	67,828	71,248
4	57,276	60,567	63,974	67,397	70,819	74,230
5	60,119	63,540	66,949	70,375	73,795	77,205
6	63,105	66,520	69,927	73,351	76,765	80,183
7	66,072	69,488	72,912	76,328	79,746	83,153
8	69,054	72,478	75,883	79,309	82,719	86,127
9	69,054	75,459	78,864	82,276	85,695	89,110
10	69,054	75,459	81,830	85,257	88,679	92,084
11	69,054	75,459	81,830	88,233	91,657	95,062
12	69,054	75,459	81,830	88,233	94,630	98,046
13	69,054	75,459	81,830	88,233	94,630	98,046
14	69,054	75,459	81,830	88,233	94,630	101,967
15	69,054	75,459	81,830	88,233	94,630	101,967
16	69,054	75,459	81,830	88,233	94,630	101,967
17	69,054	75,459	81,830	88,233	94,630	101,967
18	69,054	75,459	81,830	88,233	94,630	105,889
19	69,054	75,459	81,830	88,233	94,630	105,889
20	69,054	75,459	81,830	88,233	94,630	105,889
21	69,054	75,459	81,830	88,233	94,630	105,889
22	69,054	75,459	81,830	88,233	94,630	109,811
23	69,054	75,459	81,830	88,233	94,630	109,811
24	69,054	75,459	81,830	88,233	94,630	109,811
25	69,054	75,459	81,830	88,233	94,630	112,513

*Semester Hours

Additional Assignment Rate of Pay -- \$55.00 per hour.

Teacher-in-Charge Rate of Pay -- \$60.00 per hour.

Class Size Stipend: \$82.54

3/2/23
Jy
RA

APPENDIX A2

Salinas City Elementary School District

840 South Main St. Salinas, CA 93901

Phone: (831) 753-5600

CERTIFICATED SALARY SCHEDULES

2022-23

13.00%

****PROPOSED****

CLASSIFICATION: PSYCHOLOGIST

(Divisor - 197 Days of Service)

(2023-24: Divisor - 195 Days of Service)

Psychologists will be on duty during the bargaining unit members' work year, and the remaining workdays will be designated by the Superintendent.

CLASSIFICATION: SPEECH AND LANGUAGE PATHOLOGIST

(Divisor - 187 Days of Service)

(2023-24: Divisor - 185 Days of Service)

CLASSIFICATION: SCHOOL COUNSELOR

(Divisor - 190 Days of Service)

					#1 Career Increment	#2 Career Increment	#3 Career Increment	#4 Career Increment
A	B	C	D	E	F	G	H	I
91,405	95,262	99,120	102,976	106,840	111,116	115,391	119,664	122,612

Additional Assignment Rate of Pay (Psych/SLP): \$80.00

Psychologist, Speech and Language Pathologist and Counselor Career Increments

Bargaining unit members placed on Speech and Language Pathologists' schedule must possess a Masters in Speech and Language Pathology and a valid credential allowing the member to provide speech and language services to students who qualify for those services.

Career Increment: #1 -- 4% of the last step
Earned by a psychologist or a speech and language pathologist who has eight (8) years of credited service as a school psychologist or speech and language pathologist; i.e., those years served in SCESD plus additional years of service outside SCESD consistent with the initial placement of bargaining unit members, as per Article XV, Section IIA.

Career Increment: #2 -- 4% of the last step
Earned by a psychologist or a speech and language pathologist who has twelve (12) years of credited service as a school psychologist or speech and language pathologist; i.e., those years served in SCESD plus additional years of service outside SCESD consistent with the initial placement of bargaining unit members, as per Article XV, Section IIA.

Career Increment: #3 -- 4% of the last step
Earned by a psychologist or a speech and language pathologist who has sixteen (16) years of credited service as a school psychologist or speech and language pathologist; i.e., those years served in SCESD plus additional years of service outside SCESD consistent with the initial placement of bargaining unit members, as per Article XV, Section IIA.

Career Increment: #4 -- 2.75% of the last step
Earned by a psychologist or a speech and language pathologist who has twenty (20) years of credited service as a school psychologist or speech and language pathologist; i.e., those years served in SCESD plus additional years of service outside SCESD consistent with the initial placement of bargaining unit members, as per Article XV, Section IIA.

- D. Each bargaining unit member who is required to attend an in-service and/or workshop on a non-working day will be compensated with the Additional Assignment Rate of Pay. Teachers who attend required summer workshops will be given the choice of either receiving units for District credit or receiving the Additional Assignment Rate of Pay.

APPENDIX A3

TA
M. Dapano
3.2.23
R. Conner

PRESCHOOL/EDC SALARY SCHEDULE

Per Hour Wage

2022-2023

3/2/23
A
3
RA

Steps	I	II	III
1	\$30.72	\$32.56	\$34.51
2	\$31.95	\$33.87	\$35.90
3	\$33.23	\$35.22	\$37.33

Column I Teacher Permit (TP)

Column II TP + 15 units in Early Childhood Education; or AA degree with TP.

Column III TP + 30 units in Early Childhood Education; or AA degree with TP + 15 units in Early Childhood Education; or valid California regular Kindergarten primary, general elementary, or standard teaching credential with specialization in elementary teaching.

APPENDIX A4

STIPENDS FOR UNITS EARNED BEYOND COLUMN VI & PRINCIPAL DESIGNEE

TA
M. Dalpiano
3.2.23
Z. Conner

CERTIFICATED SALARY SCHEDULES

3/2/23
AG
RA

2022-23

13.00%

STIPENDS FOR UNITS EARNED BEYOND COLUMN VI

\$361 stipend will be paid for every twelve (12) approved units earned over Column VI. One such stipend may be earned every three (3) years up to a maximum of three (3).

PRINCIPAL DESIGNEE (ANNUAL STIPEND):

Base Stipend: \$2500

Each point will add \$169.52 to the base stipend.

