

**TENTATIVE AGREEMENT
ARTICLE XII
COMPENSATION**

1. BASE SALARY DETERMINATION

- a. The base salary schedule for employees is set forth in Appendix A attached hereto and made a part thereof. Subject to the provisions of this Agreement, Classified Employees shall be compensated in accordance with such schedule. Any yearly cost-of-living increase will be based on the prior year salary schedule.
- b. Because of the annual restructuring of the salary schedule, in no event shall a Classified Employee salary be less than the previous year plus the current cost-of-living increase.
- c. An employee notwithstanding the foregoing, after placement on a step, will progress to the next step the following year provided the employee has received at least a rating of effective based on an average of sub-category scores on each of the five categories in the employee's most recent evaluation.
- d. An employee shall move to the next salary level effective as of July 1 if the date of hire was on or before January 31.

1996 Grandfather Clause

- i. All employees hired prior to July 1, 1995, shall move to the next salary level as of July 1, if their month of hire is between July and March, without regard to the month of hire. Thereafter, these employees shall move to the next salary level July 1 of each successive year.
 - ii. Employees hired in the month of April shall retain their anniversary date.
 - iii. Employees hired in May or June shall move on the salary schedule on July 1 of that year.
- e. If an employee voluntarily resigns from the District, then is rehired to the same position, s/he:
- i. Shall be hired back at the salary step in place at the time of separation
 - ii. Shall have the seniority date of the re-hire date and/or hours earned towards seniority will begin at zero, according to the accrual process for the position
 - iii. Longevity is accrued
- f. Determination of placement of employees on the salary schedule is based on years of experience with each of the first six steps representing one year of recent experience in work directly related to the work to be done for the District. Steps seven through twenty-four (24) represent longevity accrued in the District.

2. PROFESSIONAL GROWTH

The District shall provide support for employees in carrying out their assigned duties by providing professional development opportunities and activities. Either the employee or the supervisor can identify the professional growth needs. Once the need has been agreed on, the District or the program will provide workshops or other development opportunities. Fees and hour attendance reimbursement will be paid at the appropriate rate for mandated inservice. For optional inservice, corresponding hours will be applied to an employee's seniority total.

3. MILEAGE REIMBURSEMENT

Employees who are required by the District to use their personal automobiles in the performance of their regular duties shall be reimbursed for such travel as is required and approved by the District at the rate determined by the District as of July 1 annually. Employees who are assigned to more than one school per day shall be reimbursed at the rate for travel required between schools. The foregoing shall not apply to travel between an employee's residence and the place of assigned duty.

4. SALARY SCHEDULE

The District will grant step increases according to the Classified Salary Schedule attached to this Agreement as Appendix A.

- a. Secretaries' placement on the Classified Salary Schedule shall be at Range 30, effective July 1, 2018.
- b. Full-time and part-time Classified Employees beyond Step 24, who have been in paid status at least 75% of the days of the school year, shall earn an annual longevity stipend of \$250, effective July 1, 2018. The stipend shall be paid at the end of each school year.
- c. Full-time and part-time Classified Specialist (Occupational Therapist and Behavior Specialist) beyond Step 11, who have been in paid status at least 75% of the days of the school year, shall earn an annual longevity stipend of \$250, effective July 1, 2020. The stipend shall be paid at the end of each school year.

2023-2024 School Year:

a. The 2022-2023 salary schedules shall be increased by 7.5% effective July 1, 2023.

2024-2025 School Year

a. The 2023-2024 salary schedule shall be increased by 7.5% effective July 1, 2024.



Ken Geisick, Superintendent
Saratoga Union School District

3/2/23

Date



Deborah Dallas
Saratoga Classified Association

3/2/23

Date

