

Panama-Buena Vista Union School District

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BOARD OF TRUSTEES

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TO: CERTIFICATED BARGAINING UNIT EMPLOYEES

FROM: DARRYL JOHNSON
ASSISTANT SUPERINTENDENT, HUMAN RESOURCES

MELISSA BROWN
DIRECTOR, HUMAN RESOURCES

RE: SALARY SCHEDULE ADVANCEMENT

DATE: May 29, 2025

As you may be aware, the Board of Trustees approved the ratified collective bargaining agreement (CBA) for 2024-2027 between the Panama-Buena Vista Union School District (P-BVUSD) and the Panama-Buena Vista Teachers Association/CTA/NEA (P-BVTA). Soon you will be able to review the finalized CBA in its entirety on the Human Resources page of the District website under the Labor Relations tab. The purpose of this communication is to make you aware of changes in the CBA to Article XII, Compensation, specifically as it relates to Salary Schedule Advancement (Paragraph F).

Provisions related to Salary Schedule Advancement in Article XII, Compensation, Paragraph F. are summarized below:

- **District's List of Approved Authorizations and Programs:**
 - Refer to Article XII, F.1
 - District's updated *List of Approved Universities, Colleges, and Courses* is available on the Human Resources page of the District website.
 - *The List* is comprised of four sections:
 - Approved Colleges/Universities
 - Approved Regional Accrediting Bodies
 - Approved Professional Development Courses
 - Non-Approved Colleges/University Courses

- **Accepted College/University Units:**
 - Article XII F.1.a.: “Units accepted for salary advancement must meet one of the following criteria:
 - i. **Upper-division** courses or Graduate Level college or university courses which are part of an advanced degree program related to education, curriculum, instruction, visual and performing arts, or content-specific courses directly related to the teacher’s current or prospective assignment.
 - ii. **Lower division** college or university courses that are applicable toward a bachelors degree and are directly related to:
 - 1. Obtaining a supplemental authorization that expands the teacher’s credentialed areas of instruction
 - 2. Enhancing instructional practices to the teacher’s current or prospective assignment.
 - 3. Meeting California state requirements for teaching in Transitional Kindergarten (TK) or enhancing instructional practices specific to TK.
 - iii. **University units purchased after completion of professional development courses** through Kern County Superintendent of Schools, or District authorized alternative.”
- **Change of Dates for Advancement to October 1 and March 1:**
 - Refer to Article XII F.1.b
- **New Hires:**
 - Article XII F.2: “Effective with the start of the 2025-2026 school year, new hires are not eligible for placement on Column VII. To qualify for Column VII, General Education Teachers, Special Education Teachers, and Academic Coaches must complete at least 15 units after their hire date and be currently employed with the District.”
- **Advancement from Column VI to Column VII:**
 - Article XII F.4.: “General Education Teachers, Special Education Teachers, and Academic Coaches:
 - **who have earned approved units and submitted the Article XII D.4.A. - Unit Review Form to the District by June 30, 2019**, and who have 75 combined Semester and DPPD units are eligible upon submission of the Human Resources Salary Advancement Request Form for salary advancement to Column VII using all unused units on file effective March 1, 2025.
 - **who have earned units between August 2019 and March 1, 2025, and who have 75 combined semester and DPPD units** are eligible upon submission of the Human Resources Salary Advancement Request Form for salary advancement to Column VII using all unused units on file, effective March 1, 2025.
 - **with units not previously credited towards salary advancement and not referenced in the previous two paragraphs** (including any units earned prior to July 1, 2010) are not eligible for salary advancement to Column VII unless they qualify under the provisions in effect July 1, 2025.”
- As of July 1, 2025, PBVUSD will not have any new offerings.

For questions regarding the above information, please contact Human Resources at units@pbvUSD.k12.ca.us or your P-BVTA representatives.