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AGREEMENT BETWEEN

SISKIYOU COUNTY SUPERINTENDENT OF SCHOOLS

AND

SISKIYOU COUNTY OFFICE OF EDUCATION

CERTIFICATED EMPLOYEES' ASSOCIATION

CHAPTER #1466

JULY 1, 2025 – JUNE 30, 2028

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ARTICLE 1: AGREEMENT

1.1 Parties

This Collective Bargaining Agreement ("Agreement") is made and entered into by and between the Siskiyou County Superintendent of Schools ("Office") and the Siskiyou County Office of Education Certificated Employees Association, Chapter #1466 ("Association"), under Government Code Chapter 10.7, commencing with Section 3540.

1.2 Term

This Agreement shall be in effect from July 1, 2025, through June 30, 2028, and shall continue in full force and effect until a successor contract is negotiated.

1.3 Re-openers

The Parties agree that all negotiations under this Agreement are closed for the 2025-2026 and 2026-2027 bargaining cycles. The Parties agree to reopen compensation annually when a multi-year compensation agreement has not been reached. Additionally, each Party may open one (1) additional article annually during the duration of this Agreement. The Parties agree to exchange Sunshine Letters, which include the articles to reopen by December 1.

1.4 Entire Agreement

This Agreement constitutes the entire agreement between the parties and concludes meeting and negotiation on the Agreement or any subject within the scope of representation, whether included in this Agreement or not, for the term of this Agreement. This does not preclude the possibility of further meetings and negotiating sessions when both parties mutually agree that such sessions are necessary and/or useful.

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ARTICLE 2: RECOGNITION

2.1 The Office confirms its recognition of the Association as the exclusive representative of that unit of certificated employees previously filed with the Public Employment Relations Board (PERB), per action taken on February 10, 1976. All newly created certificated positions, except those lawfully designated as management, confidential, or supervisory, shall be added to the representation unit.

2.2 This Agreement applies only to certificated employees included in said representation unit.

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ARTICLE 3: EMPLOYER RIGHTS

3.1 It is understood and agreed that the Employer retains all of its powers and authority to direct, manage and control to the full extent of the law.

3.2 The Employer's exercise of its powers, rights, authority, duties and responsibilities; the adoption of policies, rules, regulations and practices in furtherance thereof; and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

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ARTICLE 4: EMPLOYEE RIGHTS

4.1 The Office and the Association recognize the right of employees to form, join and participate in lawful activities of employee organizations, and the equal alternative right of employees to refuse to form, join and participate in employee organizations' activities.

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ARTICLE 5: CONCERTED ACTIVITIES

5.1 It is agreed and understood that there will be no strike, work stoppage, slowdown, or refusal or failure to fully and faithfully perform job functions and responsibilities, or other interference with the operations of the Office by the Association or by its officers, agents, or members during the term of this Agreement, including compliance with the request of other labor organizations to engage in such activity.

5.2 The Association recognizes the duty and obligation of its representatives to comply with the provisions of this Agreement and to make every effort toward inducing all employees to do so. In the event of an unauthorized strike, work stoppage, slowdown, or other interference with the operations of the Office by employees who are represented by the Association, the Association agrees in good faith to take all necessary steps to encourage those employees to cease such action.

5.3 It is agreed and understood that any unit member who violates this Article may be subject to discipline.

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ARTICLE 6: NON-DISCRIMINATION

6.1 The Office and the Association will abide by state and federal law relating to non-discrimination in the workplace.

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ARTICLE 7: ASSOCIATION RIGHTS

7.1 The Association shall have the right of access to areas in which unit members work, subject to the following procedures and conditions. All Association business, discussion and activities shall be conducted by unit members and Association officials outside of unit members' assigned duty times, except with the prior approval of the Superintendent or designee.

7.2 The Association may use Office facilities when not otherwise in use for the purpose of meetings concerned with the exercise of rights guaranteed by the Educational Employment Relations Act, consistent with Office regulations for use of facilities by outside organizations.

7.3 The Association may use the Siskiyou County Office of Education interdistrict mail service and one (1) employee bulletin board space which shall be designated by the Superintendent in consultation with the Association President at each County Office of Education facility.

7.4 Within thirty (30) days after final execution of a Successor Agreement, the Office shall print and provide copies of the Agreement to the Association for distribution. The Agreement will be posted on the Siskiyou County Office of Education website.

7.5 Up to four (4) Association members shall receive reasonable release time for joint contract negotiation meetings. It is agreed that such bargaining sessions shall be scheduled by mutual agreement.

7.6 In addition to the release time otherwise identified in this Article, unit members may have up to three (3) days of release time for union business including service center activities, state or national conference, workshops, or for conducting business pertinent to Association affairs. The total amount of release time for these purposes shall not exceed five (5) days per year for all unit members in the Association. The Association shall reimburse the County Superintendent for the cost needed for a substitute associated with the release time. The Association shall give the District at least one (1) week advance notice when such leave is requested.

7.7 Notices required by this Agreement or by law shall be delivered in writing, either by hand or First Class or Certified U.S. mail, to the last known address of the Association President.

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7.8 The Office shall notify the President of the Association at least ten (10) days in advance of any new employee orientation or on-boarding, and the Association will be allowed at least ninety (90) minutes to address new bargaining unit members.

7.9 The Office shall provide the Association with the name, job title, department, work location, phone numbers (work, home, and cell) personal email addresses on file with the Office, and the home address of any new bargaining unit member within thirty (30) days of hire. The Office shall also provide the union with this information for all bargaining unit members at least every 120 days.

7.10 The Association may assist in planning and/or coordinating staff development days.

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ARTICLE 8: GRIEVANCE PROCEDURE

8.1 Definitions

8.1.1 A "grievance" is an allegation by a grievant or Association that there has been a misinterpretation, misapplication, or violation of the specific provisions of this Agreement.

8.1.2 A "grievant" is an employee or Association, covered by the terms of this Agreement.

8.1.3 A "day" is any day in which the central administrative office is open for business.

8.2 Informal Level

8.2.1 Within thirty (30) days after the occurrence of the action or omission giving rise to a grievance, the grievant shall attempt to resolve it by an informal conference with the grievant's immediate supervisor.

8.3 Formal Level

8.3.1 Level 1:

Within ten (10) days after the informal conference, if the grievant is not satisfied with the disposition of the informal conference, they must present the grievance in writing to the immediate supervisor.

8.3.1.1 This statement shall indicate the contract provisions alleged to have been violated, the circumstances involved, the decision rendered at the informal conference, and the specific remedy sought.

8.3.1.2 The immediate supervisor shall communicate her/his decision to the grievant in writing within ten (10) days after receiving the grievance. If the immediate supervisor does not respond within the time limits, the grievant may appeal to the next level.

8.3.1.3 Within the above time limits, either party may request a personal conference.

8.3.2 Level 2:

Within ten (10) days after the conclusion of Level 1, the grievant may file a written appeal with the Superintendent or designee. The appeal shall include a copy of the decision at Level 1. The Superintendent shall hold a hearig on the grievance.

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8.3.2.1 Within ten (10) days after the hearing, the Superintendent or designee shall communicate their decision in writing to the grievant.

8.3.3 Level 3 - Mediation:

If not satisfied with the decision at Level II, the grievant, within ten (10) days of the Level 2 decision, may request the Association to submit the grievance to mediation.

8.3.3.1 The Association, by written request to the Superintendent or designee, within ten (10) days of the above request of the grievant, may submit the grievance to mediation.

8.3.3.2 The Office and the Association shall thereupon secure the services of a mediator from the California State Mediation and Conciliation Service.

8.3.3.3 During the pendency of mediation, the time lines for further processing of the grievance shall be stayed.

8.3.4 Level 4:

In the event the grievance is not satisfactorily adjusted at Level 3f, only the Association may submit a request, in writing, to the Superintendent or designee that the grievance be submitted to arbitration. The request shall be made within ten (10) days of the receipt of the response at Level 3 or the failure of the Superintendent or designee to timely respond. The Superintendent or designee and the Association shall attempt to select a mutually acceptable arbitrator. If the Superintendent or designee and the Association are unable to agree upon an arbitrator, the parties shall request a list of arbitrators from the State Mediation and Conciliation Service. The selection of the arbitrator from the list shall be made by the alternate striking method.

` 8.3.4.1 In each dispute, the arbitrator shall, as soon as possible, hear evidence and render a recommended decision on the issue(s) submitted. If the parties cannot agree upon a submission agreement, the arbitrator shall determine the issue(s) by discussions with the parties and by referring to the written grievance and the answers thereto at each step.

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8.3.4.1 In each dispute, the arbitrator shall, as soon as possible, hear evidence and render a recommended decision on the issue(s) submitted. If the parties cannot agree upon a submission agreement, the arbitrator shall determine the issue(s) by discussions with the parties and by referring to the written grievance and the answers thereto at each step.

8.3.4.2 If any question arises regarding the arbitrability of a grievance, the arbitrator shall make a determination on this issue prior to hearing the merits of the grievance, unless the arbitrator determines otherwise.

8.3.4.3 After the hearing and after both parties have been given an opportunity to make written arguments, the arbitrator shall submit their written recommended findings.

8.3.4.4 The arbitrator shall have no power to add to, subtract from, or modify the terms of this Agreement, nor shall the arbitrator be empowered to render a decision on issue(s) not before the arbitrator, or on facts not supported by the evidence.

8.3.4.5 The fees and expenses of the arbitrator shall be borne equally by the Employer and the Association.

8.3.4.6 The County Superintendent shall accept or reject the arbitrator's recommendations within ten (10) days of the arbitrator's submission of their findings of fact and conclusions to the Superintendent or designee and the Association. The decision of the Superintendent shall be final and binding, subject to established right of judicial review.

8.4 Miscellaneous

8.4.1 A grievant shall be entitled to representation at Level 1 of the grievance procedure by a person designated by the Association.

8.4.2 All documents, communications, and records dealing with a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file by any participants.

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8.4.3 Failure by the Office to meet a deadline set in this policy shall give the grievant the right to proceed to the next grievance processing level.

8.4.4 The Association is entitled to reasonable release time for representation of employees during any level of the grievance procedure. Employees shall notify immediate supervisor in advance of such release time.

8.4.5 Time limits in this policy may be extended by mutual written agreement between the grievant and the Office.

8.4.6 Any employee may present grievances in accordance with this Article without the intervention of the Association, so long as the adjustment is reached prior to mediation and/or arbitration and is not inconsistent with the terms and conditions of this Agreement and further provided that the Office shall not agree to a resolution of the grievance until the Association has received a copy of the grievance and the proposed resolution and has been given the opportunity to file a response.

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ARTICLE 9: COMPENSATION

9.1 Salary

Unit members covered by this Agreement shall be paid according to the salary schedule provided in Appendix A.

9.1.1 Units

All college/university units and continuing education units listed on the schedule are calculated to semester units.

9.1.1.1 Fifteen (15) continuing education units (CEUs) are equivalent to one (1) semester unit.

9.1.2 Initial Salary Placement

Actual years of experience will be counted for initial step placement on the salary schedule. Column placement shall be graduate or credential credits earned from an accredited college or university or a nationally recognized professional organization.

9.1.3 Step Movement

Unit members who have rendered paid service for 75% or more of the contract year will advance one (1) vertical step in the subsequent year.

9.1.4 Column Movement

Units considered for column movement shall be graduate or credential credits earned from an accredited college or university or a nationally recognized professional organization. Courses are subject to approval by the Superintendent or designee for relevance in meeting the goals of students served by the County Office of Education.

9.1.4.1 Courses required to maintain the unit member's license(s) and/or credential(s) shall be eligible for column movement.

9.1.4.2 Unit members anticipating the advancement across the salary schedule for the subsequent school year shall notify the Human Resources Department in writing of their intention no later than February 1 of the current year.

9.1.4.3 For unit members to advance on the salary schedule, they must file with the Human Resources Department an official transcript, grade card, or certification of completion prior to August 10 to receive a

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re-written contract for the current year, and must file official transcripts by December 1 of the contract year.

9.1.4.4 Approval shall not be granted for:

A. Units earned during the regular paid work day;

B. Units, cost of which have been paid by Employer.

9.1.5 Degree Stipends

9.1.5.1 Degree stipends shall be stated on the salary schedules in Appendix A, and shall be paid to unit members commencing on July 1 of the school year after which the unit member actually receives the degree. Unit members must provide official transcripts in order to receive the degree stipend.

9.1.5.2 Any employee eligible for a master's degree, doctorate or additional credential stipend shall only receive one (1) stipend, which shall be the stipend with the highest monetary value as written in Appendix A (salary schedule).

9.1.5.3 Unit members anticipating completion of degrees and expecting to receive a stipend for the subsequent school year shall notify the Human Resources Department in writing of their intention no later than February 1 of the current year.

9.2 Work Hours/Work Days

9.2.1 Lunch Period

All unit members shall be provided a minimum of a thirty (30) minute duty-free lunch period.

9.2.2 All unit members shall work eighty (80) hours in each contracted ten (10) day work period inclusive of the lunch period set forth in Section 9.2.1.

9.2.2.1 Unit members assigned to a particular site shall be present at their assigned site at the time required for other certificated employees at that site.

9.2.2.2 Unit members who provide itinerant services shall schedule on-site services and office hours in a manner necessary to accomplish their job duties.

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9.2.2.3 The eighty (80) hours in each contracted ten (10) day work period shall include all mandatory meetings, including but not limited to, IEP meetings parent meetings, and any administrative meetings necessary for completion of the unit member's duties.

9.2.2.4 Mandated Training Day. For Teachers, one (1) day shall be scheduled prior to the beginning of instruction for the purpose of completing mandated training videos, and classroom preparation.

9.3 Insurance Benefits

The Office shall pay premiums for medical, dental, vision, air ambulance and term life insurance coverage for full-time employees (contracted days of 185 or more) up to a maximum of:

- Combined Medical, Dental, and Vision
  - Amount shall be identified on the salary schedule in Appendix A.
- Air Ambulance: Full cost of annual premium
- Life: Full cost of premium for $10,000 term life policy

Medical, Dental, and Vision premiums are prorated for employees employed for less than full-time.

The Office shall make available the IRS Section 125 Plan for unit members.

9.3.1 In order to participate in the insurance programs, the unit member must satisfy all conditions required by the insurance carrier or provider. Currently, the insurance carrier requires that all unit members employed full-time must be covered by such insurance, and therefore premiums in excess of the maximum monthly premium contribution set forth above will be paid by the unit member by automatic monthly payroll deduction. Additionally, the insurance carrier may require the unit members to be employed for a specified minimum of days in order to be able to receive pro-rated insurance contributions.

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9.4 Travel Expense Reimbursement

9.4.1 Automobile Mileage Expense Reimbursement

A unit member who is authorized in advance to use their personal automobile in the performance of duties shall be reimbursed at the established IRS rate per mile. Unit members shall be reimbursed for preapproved reasonable and necessary expenses in accordance with the Superintendent Regulation 3350 and County Board Policy 3350 which can be accessed on the Siskiyou County Office of Education website.

9.4.2 Employee Expense Reimbursement

Unit members shall be reimbursed for reasonable and necessary expenses for out-of-town activity authorized in advance by the immediate supervisor.

9.5 Home and Hospital Teacher

9.5.1 A bargaining unit member may be assigned to serve a student in a Home and Hospital setting during regular work hours. Unit members who elect to serve as Home and Hospital Teachers beyond the contracted time identified in 9.2.2 (eighty (80) hours per ten (10) work days) shall be compensated at the rate of eighty dollars ($80) per hour.

9.5.2 A bargaining unit member who is required by the Superintendent to travel for Home and Hospital duties and a County Office vehicle is not available, the Superintendent shall reimburse the unit member at the rate established by the Internal Revenue Service. Mileage shall not be paid for travel to and from home to regular work assignments.

9.5.3 When a student is in need of a Home and Hospital Teacher, the teacher of record shall be asked to provide these services first. If the teacher of record is unable to provide these services, then the Program Manager will assign the unit member who is most qualified and in closest proximity to the home of the student.

9.6 RSP Caseloads

When an RSP teacher elects to sign a waiver to maintain a caseload in excess of twenty-eight (28) students, the Superintendent shall pay the RSP teacher 1/28 of the unit member's daily rate for each student for each day the caseload exceeds twenty-eight (28) students

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9.6.1 The RSP teacher will fill out a monthly timecard that indicates the additional work, in accordance with SCOE payroll procedures.

9.7 Mentor Teachers

Unit members who are asked and elect to mentor shall be compensated with a stipend of $250 per month.

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ARTICLE 10: LEAVES

General Provisions

Unit members shall notify their immediate supervisor or designee as far in advance as possible prior to taking any Leave and follow County Office procedures for absence requests and reporting.

With the exception of the definition of "immediate family" identified in Catastrophic Leave, for the purposes of the remainder of this Article, member of the "immediate family" is defined as the parent, grandparent, grandchild, aunt, or uncle of the unit member or of the spouse/domestic partner of the unit member, and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the unit member, or any person permanently living in the immediate household of the unit member.

10.1 Sick Leave

10.1.1 Full-time unit members shall be entitled to eleven (11) days of leave of absence for illness or injury each year. Unit members employed less than full-time shall have their leave pro-rated as their year relates to full-time.

10.1.2 Pay for any day of such absence shall be the same as the pay which would have been received had the unit member worked during the day of absence.

10.1.3 At the beginning of each fiscal year, the full amount of Sick Leave granted under this section shall be credited to each unit member. Credit for Sick Leave need not be accrued prior to taking such leave. If a unit member does not take the full amount of leave allowed in any year under this section, the amount not taken shall be accumulated from year to year.

10.1.4 Unit members returning to work from Sick Leave after surgery or serious illness or injury, upon the request of the Office, must provide a medical provider's release, certifying medical permission to return to work. The Office may require a medical provider's statement verifying use of Sick Leave in the case of absences of greater than three (3) consecutive work days or more than three (3) absences in any school year coinciding with a holiday, vacation and/or a weekend.

10.1.5 When a unit member terminates and more Sick Leave has been used than earned, the amount used but not earned shall be deducted from the final pay warrant.

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10.1.6 Substitute Differential Pay

Substitute Differential Pay shall be applied when a unit member has exhausted all available Sick Leave.

10.1.7 Extended Illness or Injury (Education Code 44977)

When a unit member is absent from duties on account of illness or accident for a period of five (5) months or less, the amount deducted from the salary due to the unit member for any month in which the absence occurs shall not exceed the sum actually paid any employee employed to fill the position during the absence, or if no substitute employee was employed, the amount which would have been paid to the substitute had they been employed.

10.2 Personal Necessity Leave

10.2.1 Up to eight (8) days of Sick Leave may be used by unit members at the unit member's election for personal necessity for the following purpose:

A. Death of a member of the employee's immediate family when additional leave is beyond that provided in the Bereavement Leave.
B. An accident involving the employee's person or property, or the person or property of a member of their immediate family.
C. Appearance in court as a litigant or witness under subpoena.
D. Serious illness of a member of the immediate family of the employee which requires the personal presence of the employee during work time.
E. Imminent danger to the unit member's home occasioned by an event such as earthquake, flood, fire, or other disaster.
F. Other serious circumstances when the unit member cannot reasonably be expected to disregard until other than work hours.
G. Five (5) personal necessity days may be used at the employee's discretion, and for participation in professional or personal development programs such as conferences, meetings, classes, or workshops with the Superintendent's or designee's permission.
H. Ten (10) release days a year will be allowed for CTA business. Substitutes will be paid by the Superintendent. The ten (10) days are provided to the unit as a whole, with the unit designating which employees may use any of the days provided. These days are not cumulative.

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10.3 Family Care Leave (FMLA and CFRA)

This article shall be deemed to be automatically modified to conform to any amendment or modification of the FMLA or CFRA or any other applicable law. If any such amendment gives the Superintendent discretion to require any act by the employee, the act shall be deemed to be required.

10.3.1 Unit members with at least one (1) year of continuous service who have worked at least 1250 hours in the last twelve (12) months are eligible for unpaid Family Care Leave in accordance with the Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA). During this period of time, unit members may use up to twelve (12) weeks of accrued sick leave in any twelve-month period.

10.3.2 Prior to taking such unpaid leave, the employee shall utilize all available Personal Necessity Leave.

10.3.3 The employee shall request such leave as far in advance as possible, but, except in the event of unforeseeable circumstances, no less than thirty (30) calendar days.

10.3.4 The Office shall require the employee to furnish certification by the health care provider to support the request for such leave to care for a child, spouse or a parent.

10.3.5 The employee shall make a reasonable effort to schedule any treatment or supervision with the health care provider to minimize disruptions to the operations of the Office.

10.3.6 Such leave shall not constitute a break in service.

10.3.7 During such leave, an employee may continue coverage under group insurance plans, subject to carrier approval. The employee shall pay the full cost of such premiums, pursuant to Office procedures.

10.3.8 Such leave may be denied in order to prevent undue hardship to the employer's operations.

10.3.9 Upon exhaustion of such leave, the employee shall be returned to the same or comparable position within their classification.

10.4 Bereavement Leave

10.4.1 A unit member shall be entitled to a maximum of three (3) days leave of absence without loss of salary or paid time off, for the death of any member of their immediate family. If travel out of state or more than 300 miles one way is required, a unit member

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shall be entitled to a maximum of two (2) additional days of paid bereavement leave. This leave shall not be deducted from Sick Leave.

10. 5 Pregnancy Disability Leave

Unit members are entitled to up to four (4) months of Pregnancy Disability Leave (PDL) in accordance with the Fair Employment and Housing Act. FMLA shall run concurrently with PDL. The length of such disability leave, including the date on which the duties are to be resumed, shall be determined by the unit member and the unit member's provider, provided that such statement verifies that such leave is for disability and not for the purpose of child care or other non-disability purposes.

Unit members are entitled to use Sick Leave for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom, on the same terms and conditions governing leaves of absence for other illness or medical disability. Such leave shall not be used for child care, child rearing, or preparation for child bearing, but shall be limited to those disabilities set forth above.

10.6 Reproductive Loss Leave

Unit members who have been employed at SCOE for at least thirty (30) days shall be entitled to five (5) days of unpaid, job-protected leave for Reproductive Loss in accordance with Government Code section 12945.6. Unit members may use any paid time off during Reproductive Loss Leave.

10.7 Child Bonding Leave

10.7.1 Unit members of any gender, who have been employed by the Office for more than one (1) year and have at least 1250 hours of service in the past year, are entitled to twelve (12) work weeks of leave within the first year of the birth or placement of a foster or adopted child.

10.7.2 Once sick leave is exhausted, the unit member shall be compensated by differential pay (see 10.1.6) or 50% of their salary, whichever is greater.

10.7.3 Leave may be taken in increments defined by the California Family Rights Act. Leave must be taken in two-week increments. On two (2) occasions, the unit member may take leave in smaller increments.

10.8 Child Care Leave (Unpaid)

10.8.1 Unit members may be granted parental child care leave of up to one (1) school year for the purpose of preparing for and caring for a newly born or newly adopted child.

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10.8.2 Such leave is without pay and benefits of any kind.

10.8.3 Except in the event of unforeseen or emergency circumstances, requests for such leaves must be made at least forty-five (45) days prior to the requested beginning date.

10.8.4 During such leave, an employee may continue group insurance coverages at their expense, pursuant to Article 10.12.4

10.9 Catastrophic Sick Leave Bank

10.9.1 Certificated employees who suffer a catastrophic injury/illness that results in the bargaining unit member using all available paid leaves shall become eligible to use this catastrophic sick leave plan, subject to the restrictions and conditions in these rules.

- Catastrophic Illness or injury is that which is expected to incapacitate the employee or a family member for an extended period of time, and taking time off work creates a financial hardship for the employee because they have exhausted all sick leave and other paid time off. For purposes of Catastrophic Illness/Injury, a member of the employee's family will be limited to spouse, children, mother, father, or an individual over which the employee has legal guardianship.
- The employee who is, or whose family member is, suffering from a catastrophic illness or injury must submit a request in writing on forms provided for donated Catastrophic Leave. The Committee must determine that the unit member is unable to work because of the unit member's personal or family catastrophic illness after adequate proof of illness has been provided in accordance with Education Code 44043.5, to include, but not be limited to, a doctor's verification of illness and declaration of compliance with the requirements of this leave. Falsification of leave verification will be grounds for discipline.
- As soon as practical, the Catastrophic Leave Committee composed of two Association members and the County Superintendent or designee and the Human Resources Manager will meet and determine whether or not the unit member’s request shall be approved.

If the request is denied, the Association President shall notify the unit member. If the request is approved, the Catastrophic Leave Bank will be reduced by one full day, as needed, for each day awarded to the requesting unit member. In no event shall the committee approve more than 45 consecutive work days at a time. At the

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end of 45 days, a request for additional time shall be submitted as needed by the employee. The maximum time allowable for Catastrophic Leave shall be 12 consecutive months or the maximum number of days donated under this section, whichever is less.

- Donations to the Catastrophic Leave Bank may be made under the following provisions:
    1. Any unit member may donate to the bank. The maximum allowable to be donated is 50% of the employee's annual allotment.
    2. Donations to the Catastrophic Leave Bank are irrevocable.
    3. In the event donations are not used, they will be retained in the bank.
    4. The donation window period will be August 1 through April 30.

10.9.2 The Association agrees that it will not file, on its behalf or on behalf of any unit member, any grievance, claim, or lawsuit of any kind related to any attempt by a unit member to retrieve donated sick leave used by another unit member under this provision. The Association also agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim, or lawsuit of any kind that attempts to challenge in any way the legality or enforcement of this provision.

The Association agrees to indemnify and hold harmless the County Office from any loss or damages arising from the implementation of these provisions.

In the event of any grievance, claim, or lawsuit challenging the legality or enforcement of this provision, the County Office will provide the Association with a thirty (30) day written notice of termination of this provision.

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CATASTROPHIC LEAVE BANK

DONATION FORM

Employee Name: _____

I wish to make a VOLUNTARY and IRREVOCABLE donation of leave credits to the Catastrophic Leave Bank maintained by the Siskiyou County Office of Education for the benefit of eligible members of the Certificated Bargaining Unit.

I am donating to _____ the _____ of days of Sick Leave credit to the
Employee Name *Insert Number*
Catastrophic Leave Bank. These days amount to no more than 50% of my current year allotment.

_____
Employee Printed Name

_____ _____
Employee Signature **Date**

Verified by:

_____ _____
Printed Name **Date**
Human Resources Department

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10.10 Industrial Accident and Illness Leave (Workers' Compensation Insurance Leave)

10.10.1 An employee, upon the first day of service, shall be entitled to Industrial Accident or Industrial Illness Leave (Workers' Compensation Insurance Leave) of absence for up to sixty (60) working days in a fiscal year from the same accident and shall commence the first (1st) day of absence. Use of Industrial Accident and Illness (Workers' Compensation Insurance) may only be used if the SCOE Workers' Compensation Insurance carrier accepts the claim as valid. In the event of an assault, while in the performance of one's assigned duties, an employee shall be entitled to Industrial Accident or Industrial Illness Leave (Workers' Compensation Insurance Leave) for up to one hundred twenty (120) working days.

10.10.2 Leave of absence under this provision shall not be accumulated from year to year. When the Industrial Accident or Illness Leave (Workers' Compensation Insurance Leave) overlaps into the next fiscal year, the unit member shall be entitled to only the amount of unused leave due them for the same illness or injury.

10.10.3 Unit members shall be paid such portion of the salary due them for any month in which absence occurs as, when added to the temporary disability indemnity under the California Labor Code, will result in payment to them of not more than their full salary.

10.10.4 Leave of absence applied for under this provision shall be reduced by one (1) day for each day of authorized absence, regardless of a temporary disability indemnity award to the unit member.

10.10.5 Industrial Illness and Accident Leave (Workers' Compensation Insurance Leave) is to be used in lieu of Sick Leave. When entitlement to Industrial Illness and Accident Leave (Workers' Compensation Insurance Leave) has been exhausted, entitlement to Sick Leave shall then be used. If a unit member is receiving a temporary disability indemnity, the unit member shall be entitled to utilize only so much of their accumulated Sick Leave and vacation leave which, when added to the unit member’s temporary disability indemnity, will result in a payment to the unit member of no more than their full salary. During any paid leave of absence, the unit member shall endorse to the Office the temporary disability indemnity checks received on account of their industrial accident or illness. The Office in turn shall issue the appropriate

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salary warrants for payment of salary and shall deduct normal retirement and other authorized deductions.

10.10.6 Unless travel outside of California is authorized by the County Superintendent, unit members receiving benefits under this provision during a period of illness or injury shall remain in the State of California or within 300 miles of the Siskiyou County Office of Education. This provision does not apply in the case of approved medical treatment.

10.10.7 The Office may require a written statement from a medical provider verifying a unit member's absence under this leave and their ability to return to work. Upon such verification to return to work from an absence under this leave, a unit member shall be entitled to return to a position within the same classification except as otherwise provided by law or in the event of a layoff or restructuring of the workplace.

10.11 Jury Duty

10.11.1 A unit member is entitled to leave to appear for jury duty as directed by a jury summons. A unit member shall receive their regular pay, less any amount received for jury fees, exclusive of mileage, parking, or meal expense reimbursement.

10.11.2 Prior notification as far in advance as possible, shall be given to the Superintendent or designee and the Office absence reporting form shall be completed by the unit member upon return to duty.

10.11.3 In the event a unit member is excused from jury duty and can return to work prior to the last half of the work day, the unit member shall return to work and provide service as assigned.

10.12 Personal Leave (Unpaid)

10.12.1 Unpaid leave may be approved at the discretion of the County Superintendent for reasons not specified under other leave provisions of these policies. Leaves of up to one year may be approved by the County Superintendent

10.12.2 Advance approval is required. Requests are to be made on the appropriate office form in writing, detailing the reason for the request.

10.12.3 One full day's pay shall be deducted from the unit member's salary and insurance benefits for each day of unauthorized leave taken.

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10.12.4 Unit members granted such leave may continue Office insurance coverage at their own expense with the approval of the carriers and in compliance with Office procedures for payment.

10.13 Sabbatical Leave/Leave of Absence

10.13.1 Certificated employees may be eligible for a Sabbatical Leave/Leave of Absence upon completion of seven (7) consecutive years of employment with the County Office. Sabbatical Leave/Leave of Absence will be provided in accordance with Education Code 44966, 44967 and 44968.5 specific to the following criteria.

A. Leave will be allowed for a maximum of one year only, beginning August 1 and ending July 30.

B. Leave shall be for professional study purposes, with the area of study approved as a condition of leave allowance.

C. Only one certificated employee may be granted a Sabbatical Leave/Leave of Absence in each school year. In the event more than one request is submitted, seniority in the office will be the criteria to determine who will go on leave.

D. Leave shall be granted with assurance of re-employment in the current credentialed area, though the locale of assignment will be determined by class/program availability, as directed by student need.

E. Employees requesting and accepting Sabbatical Leave/Leave of Absence must agree to all of the following:

1. No salary or benefits will be paid during leave.
2. Notify the County Office of intention to accept or decline employment offer by January 15 of the leave year.

10.13.2 When allowing Sabbatical Leave/Leave of Absence, Siskiyou County Superintendent of Schools must assure all of the following:

A. Timely process for accepting, considering and approving requests.

B. Employee's right to return to current employment within the assigned area if contract offer accepted no later than January 15 of the leave year.

10.13.3 Procedure for requesting the Sabbatical Leave/Leave of Absence will require a written request to the Superintendent or designee by October 15 prior to the leave year, with final approval granted by the County Superintendent by January 15 prior to the leave year.

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ARTICLE 11: EMPLOYEE EVALUATION PROCEDURES

11.1 Written Performance Evaluations

11.1.1 Each unit member shall be evaluated in writing on the approved County Superintendent of Schools form by the Principal/Program Manager or designee. Unit members who have been employed by the County Superintendent for fewer than three (3) years shall be evaluated at least once each year. Unit members who have been employed by the County Superintendent for more than three (3) years and who meet standards in all areas of the evaluation document will be evaluated every two (2) years.

Certificated evaluations will be completed by March 1 of each school year.

11.1.2 Principals/Program Manager or designees (hereinafter "Evaluator") will conduct and complete observations of unit members using the applicable instrument attached hereto as Appendix B. Evaluators will be assigned by September 15. If a unit member wishes to request another evaluator, she/he shall make a formal request in writing to the Associate Superintendent of Special Schools and Services by October 1. The decision to make a reassignment shall rest with the Superintendent.

11.1.3 There are three levels of Evaluation:

Level I: Unit member who has been employed by the County Superintendent for less than three (3) years

Level II: Professional Development Track - Unit Member who has been employed by the County Superintendent for more than three (3) years and who meets standards in all areas of evaluation.

Level III: Referred Teacher Track- Unit member who receives an "Unsatisfactory Evaluation" (defined as having three areas of Progress Not Evident in any one standard area or five areas of Progress Not Evident overall)

11.1.4 LEVEL I: The evaluation for Level I unit member will include two pre-scheduled formal observations. The evaluator shall establish two formal observation dates, schedule a pre-conference with the unit member prior to each formal observation, and schedule a post-conference meeting within ten (10) working

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days after each observation. During the post-conference, the evaluator will review the observation with the unit member. The two formal observations shall occur between October 15 and February 15 of each school year.

11.1.4.1 In addition to the two formal scheduled observations, the evaluator may conduct informal observations at any time. Each observation shall be followed by a post-conference at which time the evaluator shall review the observation with the unit member.

11.1.4.2 The evaluator shall complete the evaluation by March 1. The primary basis for the evaluation shall be the observations and a review of any additional responsibilities assigned to the unit member.

11.1.5 LEVEL II: The evaluation for Level II unit member will be completed every two years if the current evaluation is considered "Proficient". A "Proficient Evaluation" will have all ratings of "Progress Evident" or "Meets Standards (Teacher)/Meets Competency (Specialist)". The evaluation for Level II unit member will include one pre-scheduled formal observation. The evaluator shall establish the formal observation date, schedule a preconference with the unit member prior to the formal observation, and schedule a post-conference meeting within ten (10) working days after the observation. During the post-conference the evaluator will review the observation with the unit member. The one formal observation shall be scheduled between October 15 and February 15 of each school year. At the unit member's request, an additional observation will be conducted.

11.1.5.1 In addition to the one formal scheduled observation, the evaluator may conduct informal observations at any time. Each observation shall be followed by a post-conference at which time the evaluator shall review the observation with the unit member.

11.1.5.2 The evaluator shall complete the evaluation by March 1. The primary basis for the evaluation shall be the observations and review of any additional responsibilities assigned to the unit member.

11.1.5.3 After a positive evaluation at Level II and a minimum of seven (7) years of employment with the Office the unit member and the superintendent (or designee) may mutually consent to waive the next evaluation procedure by placing the appropriate date on the

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evaluation form in Appendix B or C. Such consent may be revoked by either the unit member or the Superintendent (or designee) prior to the next evaluation.

11.1.6 LEVEL III: When a unit member receives an "Unsatisfactory Evaluation", (defined for a Teacher as having three areas of Progress Not Evident in any one standard area or five areas of Progress Not Evident overall; defined for a Specialist as having three areas of Progress Not Evident overall), then the Level III process will be followed. A unit member with an "Unsatisfactory Evaluation" will be categorized as a Referred unit member in the evaluation process in this agreement.

11.1.6.1 The evaluator shall develop an Improvement Plan with the referred unit member based on areas of "Progress Not Evident", within one (1) month of completing the evaluation. The Improvement Plan will include specific professional development and if needed peer support to help move the referred unit member from "Progress Not Evident" to "Progress Evident" and "Meets Standards". This plan will be reviewed on a monthly basis, with the expectation that areas of "Progress Not Evident" will be raised to "Progress Evident" by the next evaluation cycle.

The choice of a peer support will be based upon the decision of the evaluator and the Associate Superintendent of Special Schools and Services.

If peer support is needed, it shall include the following, based upon the Improvement Plan:

A. Meeting between the referred unit member, the evaluator, and the peer support to identify:
   a. Specific actions required to meet goals
   b. Procedures or methods for remediation and improvement.
   c. Schedule of interactions between the referred unit member and the peer teacher support person
   d. Monthly meetings between evaluator and unit member to update progress
   e. Timeline for review and completion of support

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11.1.6.2 When a unit member receives an "Unsatisfactory Evaluation", the unit member shall be evaluated each year until the unit member achieves an evaluation without "Progress Not Evident" boxes checked or until the unit member is no longer employed by the Superintendent.

11.1.7 Content of unit member evaluations is not subject to grievance. Unit members may only grieve procedural violations of this article. Only material violations which result in significant detriment to the unit member may be subject to grievance. Nothing herein shall restrict or limit the right of the Superintendent to issue a notice of non- reelection under the provisions of Education Code 44929.21 and 44929.23, or to take disciplinary action, or to dismiss a unit member.

11.1.8 Evaluation of School Nurses

School Nurses shall be evaluated by the Health Services Director or credentialed designee. The form of evaluation shall be based on the School Nurse job description. All applicable provisions of 11.1 apply to the evaluation of nurses.

11.2 Complaints

The Office shall not utilize a complaint by any person in any manner which might affect the evaluation of a unit member without first providing the following rights:

A. The complaint must be reduced to writing, and shall be signed and dated by the contributor. Except for criminal matters, complaints shall be submitted no later than forty-five (45) business days from knowledge of the incident;
B. The unit member has the right to meet with the complainant;
C. The unit member has the right of Association representation in such meeting with the complainant; and
D. The unit member has the right to respond both orally and in writing to the complainant.

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ARTICLE 12: EMPLOYEE PERSONNEL FILES

12.1 The official personnel file of each unit member shall be maintained at the County Office of Education's central administrative office.

12.2 A unit member may inspect such materials in her/his personnel file, under the supervision of the Superintendent or designee, during normal business hours of the County Office at times other than when the unit member is required to render service, or at a mutually agreed upon time when the unit member is required to render service.

12.2.1 A unit member may copy or request a copy of any and all items in their personnel file.

12.3 No materials of a derogatory nature may be placed in a unit member's personnel file without allowing the unit member an opportunity to review and comment thereon. A unit member shall have the right to enter, and have attached to any derogatory statement their own comments thereon. The review and comment upon materials of a derogatory nature shall take place during the normal business hours of the County Office and at a time when the unit member can be spared from duty as determined by the supervisor.

12.4 All material placed in a unit member's personnel file shall be dated and signed by the contributor.

12.5 Positive written statements by a County Office Management employee concerning a unit member's performance shall be placed in the employee's personnel file. In that event, the employee shall be provided a copy with a notation that the item is being placed in their personnel file.

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ARTICLE 13: SAFETY

13.1 Office owned facilities and equipment utilized by Unit members shall be maintained in a safe condition.

13.2 Any condition in a facility utilized by the Office deemed to be unsafe by a unit member shall be reported in writing to the supervisor and action shall be taken immediately.

13.3 A written record of the concern and action taken shall be provided within five (5) working days by the Superintendent or designee, to the party filing the report of unsafe conditions, and other personnel as appropriate.

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ARTICLE 14: TRANSFER PROCEDURES

14.1 General Provisions

The Superintendent may transfer employees, limited only by the specific and express procedures contained in this Article. An alleged procedural violation of this Article may be processed through the grievance procedures of this Agreement

14.2 Definitions

A "transfer" is the relocation of a unit member from one work location to another.
A "vacancy" is a position within this representation unit occurring when the current certificated staff have been assigned to fill all available positions and the Office determines that an additional or replacement employee is required.

14.3 Posting of Vacancies

14.3.1 The Office shall post in each major work location, vacancies. Unit members may submit to the Superintendent or designee a written request for consideration for such vacancy.

14.3.2 Each vacancy announcement shall remain posted for a period of at least five (5) working days, during which unit members may apply. Such posting shall include pertinent information about the vacancy and deadline for submitting requests for consideration. No regular assignment to fill such a vacancy may be made until after this closing date.

14.3.3 In order to prevent a "round-robin" series of job vacancy postings, in an initial vacancy announcement, the Office may require unit members wishing to transfer to another school site to indicate their desire. The Office will consider all such transfer requests for any actual vacancies which may occur.

14.3.4 Job vacancies and new positions shall be posted on EDJOIN (edjoin.org). The Superintendent shall notify unit members of such vacancies and new positions by using the Siskiyou County Office of Education email account.

14.3.5 The Superintendent or designee shall inform all unit members of the disposition of their request and shall provide unit members an opportunity to discuss the reason why the request was not granted.

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14.4 Involuntary Transfers

14.4.1 The employee shall be given an opportunity to be considered for other vacancies which are available at the time of impending transfer for which the employee is qualified.

14.4.2 In the event of an involuntary transfer, the County Superintendent shall provide assistance in moving the employee's classroom materials.

14.4.3 The County Office shall provide appropriate training for the transferee in orderto bring that individual to an appropriate level of competence. The nature and length of the training shall be determined by the County Office.

14.5 Transfer Procedures

Any unit member who is required to move classrooms or sites, whether before or during the school year, shall be compensated for two (2) additional days at the unit member’s daily rate.

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ARTICLE 15: LAYOFF AND RE-EMPLOYMENT

15.1 The parties acknowledge the Employer's right to lay off certificated employees. The following provisions constitute complete agreement on all items within the scope of negotiations relative to layoff of certificated employees. It is agreed and understood that no further negotiation relative to layoff shall be required.

15.2 Whenever it becomes necessary to lay off certificated employees, the Employer shall follow the applicable provisions of the Education Code of the State of California as supplemented by the provisions of this Article.

15.3 Unit members who have been notified of layoff shall be entitled to use up to three (3) days of accrued Personal Necessity Leave to participate in job interviews and update placement files. Such leave shall require at least twenty-four (24) hours advance notice to the immediate supervisor.

15.4 Re-employment of employees who are laid off shall be governed by applicable provisions of the California Education Code.

15.5 Offers of re-employment (other than on a substitute basis) shall be either personally served or made via U.S. First Class Mail addressed to the last known address and shall include details of the vacancy offered, and a mechanism for acceptance or refusal of the offer of re-employment within the prescribed time limit, and a place for the employee's signature. Failure to so reply within ten (10) calendar days from service of the offer of re-employment shall be deemed a refusal of that offer of re-employment. It is the responsibility of each employee with re-employment rights to file with the County Superintendent a current mailing address.

15.6 An employee who is laid off and subsequently rehired during the period of re-employment rights, shall have the accrued Sick Leave balance reinstated as of the day of layoff.

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ARTICLE 16: EXTENDED SCHOOL YEAR (ESY)

16.1 Extended School Year positions will be assigned to the most senior (as determined by the earliest original hire date into the current position) unit member holding the appropriate credential and/or license.

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APPENDIX A

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

2025/2026 CERTIFICATED TEACHERS (40-00)						
186 Days						
	I	II	III	IV	V	VI
	BA/BS Waiver or Permit (PIP, STSP)	BA/BS + 30 or Intern	BA/BS + 45 sem units or Preliminary Credential	BA/BS + 60 sem units or Preliminary Cred. + 15	BA/BS + 75 sem units or Preliminary Cred. + 30	BA/BS + 90 sem units or MA/MS or Preliminary Cred. + 45
Step 1	$ 52,239	$ 54,497	$ 56,829	$ 59,161	$ 61,491	$ 63,950
Step 2	$ 53,806	$ 56,132	$ 58,534	$ 60,936	$ 63,335	$ 65,868
Step 3	$ 55,420	$ 57,816	$ 60,290	$ 62,764	$ 65,236	$ 67,844
Step 4		$ 59,550	$ 62,098	$ 64,647	$ 67,193	$ 69,880
Step 5		$ 61,337	$ 63,961	$ 66,586	$ 69,208	$ 71,976
Step 6			$ 65,880	$ 68,584	$ 71,285	$ 74,135
Step 7			$ 67,856	$ 70,641	$ 73,423	$ 76,359
Step 8			$ 69,892	$ 72,760	$ 75,626	$ 78,650
Step 9			$ 71,989	$ 74,943	$ 77,895	$ 81,010
Step 10			$ 74,149	$ 77,191	$ 80,231	$ 83,440
Step 11				$ 78,735	$ 81,836	$ 85,109
Step 12				$ 80,310	$ 83,473	$ 86,811
Step 13				$ 81,916	$ 85,142	$ 88,547
Step 14				$ 83,555	$ 86,845	$ 90,318
Step 15				$ 85,226	$ 88,582	$ 92,124
Step 16				$ 86,078	$ 89,468	$ 93,046
Step 17				$ 86,939	$ 90,363	$ 93,976
Step 18				$ 87,808	$ 91,266	$ 94,916
Step 19				$ 88,686	$ 92,179	$ 95,865
Step 20				$ 89,573	$ 93,101	$ 96,824
Step 21					$ 94,032	$ 97,792
Step 22					$ 94,972	$ 98,770
Step 23					$ 95,922	$ 99,757
Step 24					$ 96,881	$ 100,755
Step 25					$ 97,850	$ 101,763

Note: Staff working alternative schedule will be compensated at daily rate.

H&W Benefit CAP: $16,800

STIPENDS: Maximum of one allowed, whichever is greater	
Doctorate	$3,600
Master's Degree	$2,400
Additional Credentials	$1,200

22/23: 6% and $3,600 H&W CAP increase

23/24: 6%

24/25: 2%

25/26 + Additional Day and uniformed 3% Steps 1-10, 2% Steps 11-15, 1% 16-25

H&W Benefit CAP $16,800

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Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

2025/2026 SPEECH LANGUAGE PATHOLOGIST (41-00) 185 Days						
						I
Step 1						$ 69,966
Step 2						$ 72,065
Step 3						$ 74,227
Step 4						$ 76,454
Step 5						$ 78,747
Step 6						$ 81,110
Step 7						$ 83,543
Step 8						$ 86,049
Step 9						$ 88,631
Step 10						$ 91,290
Step 11						$ 93,116
Step 12						$ 94,978
Step 13						$ 96,877
Step 14						$ 98,815
Step 15						$ 100,791
Step 16						$ 101,799
Step 17						$ 102,817
Step 18						$ 103,845
Step 19						$ 104,884
Step 20						$ 105,933
Step 21						$ 106,992
Step 22						$ 108,062
Step 23						$ 109,143
Step 24						$ 110,234
Step 25						$ 111,336

H&W Benefit CAP: $16,800

STIPENDS: Maximum of one allowed, whichever is greater
Doctorate $3600
Master's Degree $2400
Additional Credentials $1200

22/23: 6% and $3,600 H&W CAP increase

23/24: 6%

24/25: 2%

25/26 Uniformed 3% Steps 1-10, 2% Steps 11-15, 1% 16-25

H&W Benefit CAP $16,800

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Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

2025/2026 SCHOOL NURSES (42-00) 190 Days				
			I	II
			Preliminary	Clear
Step 1			$ 62,813	$ 65,325
Step 2			$ 64,697	$ 67,285
Step 3			$ 66,638	$ 69,303
Step 4			$ 68,637	$ 71,382
Step 5			$ 70,696	$ 73,524
Step 6			$ 72,817	$ 75,729
Step 7			$ 75,002	$ 78,001
Step 8			$ 77,252	$ 80,341
Step 9			$ 79,569	$ 82,752
Step 10			$ 81,956	$ 85,234
Step 11				$ 86,939
Step 12				$ 88,678
Step 13				$ 90,451
Step 14				$ 92,260
Step 15				$ 94,105
Step 16				$ 95,046
Step 17				$ 95,997
Step 18				$ 96,957
Step 19				$ 97,926
Step 20				$ 98,906
Step 21				$ 99,895
Step 22				$ 100,894
Step 23				$ 101,903
Step 24				$ 102,922
Step 25				$ 103,951

H&W Benefit CAP: $16,800

STIPENDS:	Maximum of one allowed, whichever is greater	
	Doctorate	$3,600
	Master's Degree	$2,400
Credentials		$1,200

22/23: 6% and $3,600 H&W CAP increase

23/24: 6%

24/25: 2%

25/26 Uniformed 3% Steps 1-10, 2% Steps 11-15, 1% 16-25

H&W Benefit CAP $16,800

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Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

CERTIFICATED SALARY SCHEDULE
2025/2026 DESIGNATED SUBJECTS CREDENTIAL - VOCATIONAL (43-00)
185 Days

	I	II	III	IV	V
	Preliminary	Clear	Clear + 15	Clear + 30	Clear + BA
Step 1	$ 51,884	$ 54,203	$ 56,524	$ 58,844	$ 61,160
Step 2	$ 53,440	$ 55,830	$ 58,220	$ 60,609	$ 62,995
Step 3	$ 55,044	$ 57,504	$ 59,967	$ 62,428	$ 64,885
Step 4	$ 56,695	$ 59,230	$ 61,766	$ 64,300	$ 66,831
Step 5	$ 58,396	$ 61,006	$ 63,619	$ 66,229	$ 68,836
Step 6		$ 62,837	$ 65,527	$ 68,216	$ 70,901
Step 7		$ 64,722	$ 67,493	$ 70,263	$ 73,028
Step 8		$ 66,663	$ 69,518	$ 72,371	$ 75,219
Step 9		$ 68,663	$ 71,603	$ 74,542	$ 77,476
Step 10		$ 70,723	$ 73,751	$ 76,778	$ 79,800
Step 11		$ 72,138	$ 75,226	$ 78,314	$ 81,396
Step 12		$ 73,580	$ 76,731	$ 79,880	$ 83,024
Step 13		$ 75,052	$ 78,266	$ 81,477	$ 84,685
Step 14		$ 76,553	$ 79,831	$ 83,107	$ 86,378
Step 15		$ 78,084	$ 81,427	$ 84,769	$ 88,106
Step 16		$ 78,865	$ 82,242	$ 85,617	$ 88,987
Step 17		$ 79,654	$ 83,064	$ 86,473	$ 89,877
Step 18		$ 80,450	$ 83,895	$ 87,338	$ 90,775
Step 19		$ 81,255	$ 84,734	$ 88,211	$ 91,683
Step 20		$ 82,067	$ 85,581	$ 89,093	$ 92,600
Step 21		$ 82,888	$ 86,437	$ 89,984	$ 93,526
Step 22		$ 83,717	$ 87,301	$ 90,884	$ 94,461
Step 23		$ 84,554	$ 88,174	$ 91,793	$ 95,406
Step 24		$ 85,400	$ 89,056	$ 92,711	$ 96,360
Step 25		$ 86,254	$ 89,947	$ 93,638	$ 97,324

STIPENDS:	Maximum of one allowed, whichever is greater
	Doctorate $3,600
	Master's Degree $2,400
	$1,200

H&W Benefit CAP: $16,800

22/23: 6% and $3,600 H&W CAP increase

23/24: 6%

24/25: 2%

25/26 Uniformed 3% Steps 1-10, 2% Steps 11-15, 1% 16-25

H&W Benefit CAP $16,800

Docusign Envelope ID: 3AADBFDF-BDA2-4282-91F5-1775B79410B6

APPENDIX B

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

2026/2027 CERTIFICATED TEACHERS (40-00) 186 Days						
	I	II	III	IV	V	VI
	BA/BS Waiver or Permit (PIP, STSP)	BA/BS + 30 or Intern	BA/BS + 45 sem units or Preliminary Credential	BA/BS + 60 sem units or Preliminary Cred. + 15	BA/BS + 75 sem units or Preliminary Cred. + 30	BA/BS + 90 sem units or MA/MS or Preliminary Cred. + 45
Step 1	$ 53,545	$ 55,859	$ 58,249	$ 60,640	$ 63,028	$ 65,548
Step 2	$ 55,151	$ 57,535	$ 59,997	$ 62,459	$ 64,919	$ 67,515
Step 3	$ 56,805	$ 59,261	$ 61,797	$ 64,333	$ 66,866	$ 69,540
Step 4		$ 61,039	$ 63,651	$ 66,263	$ 68,872	$ 71,627
Step 5		$ 62,870	$ 65,560	$ 68,251	$ 70,939	$ 73,775
Step 6			$ 67,527	$ 70,298	$ 73,067	$ 75,989
Step 7			$ 69,553	$ 72,407	$ 75,259	$ 78,268
Step 8			$ 71,639	$ 74,579	$ 77,516	$ 80,616
Step 9			$ 73,789	$ 76,817	$ 79,842	$ 83,035
Step 10			$ 76,002	$ 79,121	$ 82,237	$ 85,526
Step 11				$ 80,704	$ 83,882	$ 87,236
Step 12				$ 82,318	$ 85,560	$ 88,981
Step 13				$ 83,964	$ 87,271	$ 90,761
Step 14				$ 85,643	$ 89,016	$ 92,576
Step 15				$ 87,356	$ 90,797	$ 94,427
Step 16				$ 88,230	$ 91,705	$ 95,372
Step 17				$ 89,112	$ 92,622	$ 96,325
Step 18				$ 90,003	$ 93,548	$ 97,289
Step 19				$ 90,903	$ 94,483	$ 98,262
Step 20				$ 91,812	$ 95,428	$ 99,244
Step 21					$ 96,382	$ 100,237
Step 22					$ 97,346	$ 101,239
Step 23					$ 98,320	$ 102,251
Step 24					$ 99,303	$ 103,274
Step 25					$ 100,296	$ 104,307

Note: Staff working alternative schedule will be compensated at daily rate.

H&W Benefit CAP: $16,800

STIPENDS: Maximum of one allowed, whichever is greater	
Doctorate	$3,600
Master's Degree	$2,400
Additional Credentials	$1,200

22/23: 6% and $3,600 H&W CAP increase

23/24: 6%

24/25: 2%

25/26 + Additional Day and uniformed 3% Steps 1-10, 2% Steps 11-15, 1% 16-25

26/27 2.5%

Docusign Envelope ID: 3AADBFDF-BDA2-4282-91F5-1775B79410B6

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

2026/2027 SPEECH LANGUAGE PATHOLOGIST (41-00) 185 Days						
						I
Step 1						$ 71,715
Step 2						$ 73,867
Step 3						$ 76,083
Step 4						$ 78,365
Step 5						$ 80,716
Step 6						$ 83,138
Step 7						$ 85,632
Step 8						$ 88,201
Step 9						$ 90,847
Step 10						$ 93,572
Step 11						$ 95,443
Step 12						$ 97,352
Step 13						$ 99,299
Step 14						$ 101,285
Step 15						$ 103,311
Step 16						$ 104,344
Step 17						$ 105,388
Step 18						$ 106,441
Step 19						$ 107,506
Step 20						$ 108,581
Step 21						$ 109,667
Step 22						$ 110,763
Step 23						$ 111,871
Step 24						$ 112,990
Step 25						$ 114,120

H&W Benefit CAP: $16,800

STIPENDS: Maximum of one allowed, whichever is greater
Doctorate $3600
Master's Degree $2400
Additional Credentials $1200

22/23: 6% and $3,600 H&W CAP increase

23/24: 6%

24/25: 2%

25/26 Uniformed 3% Steps 1-10, 2% Steps 11-15, 1% 16-25

26/27: 2.5%

Docusign Envelope ID: 3AADBFDF-BDA2-4282-91F5-1775B79410B6

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to Districts and Schools to Ensure Learning for All Students

2026/2027 SCHOOL NURSES (42-00) 190 Days				
			I	II
			Preliminary	Clear
Step 1			$ 64,383	$ 66,958
Step 2			$ 66,314	$ 68,967
Step 3			$ 68,304	$ 71,036
Step 4			$ 70,353	$ 73,167
Step 5			$ 72,464	$ 75,362
Step 6			$ 74,637	$ 77,623
Step 7			$ 76,877	$ 79,951
Step 8			$ 79,183	$ 82,350
Step 9			$ 81,558	$ 84,820
Step 10			$ 84,005	$ 87,365
Step 11				$ 89,112
Step 12				$ 90,895
Step 13				$ 92,712
Step 14				$ 94,567
Step 15				$ 96,458
Step 16				$ 97,423
Step 17				$ 98,397
Step 18				$ 99,381
Step 19				$ 100,375
Step 20				$ 101,378
Step 21				$ 102,392
Step 22				$ 103,416
Step 23				$ 104,450
Step 24				$ 105,495
Step 25				$ 106,550

H&W Benefit CAP: $16,800

STIPENDS: Maximum of one allowed, whichever is greater	
Doctorate	$3,600
Master's Degree	$2,400
Additional Credentials	$1,200

22/23: 6% and $3,600 H&W CAP increase

23/24: 6%

24/25: 2%

25/26 Uniformed 3% Steps 1-10, 2% Steps 11-15, 1% 16-25

26/27: 2.5%

Docusign Envelope ID: 3AADBFDF-BDA2-4282-91F5-1775B79410B6

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

CERTIFICATED SALARY SCHEDULE
2026/2027 DESIGNATED SUBJECTS CREDENTIAL - VOCATIONAL (43-00)
185 Days

	I	II	III	IV	V
	Preliminary	Clear	Clear + 15	Clear + 30	Clear + BA
Step 1	$ 53,181	$ 55,559	$ 57,937	$ 60,315	$ 62,689
Step 2	$ 54,776	$ 57,225	$ 59,675	$ 62,124	$ 64,570
Step 3	$ 56,420	$ 58,942	$ 61,466	$ 63,988	$ 66,507
Step 4	$ 58,112	$ 60,710	$ 63,310	$ 65,908	$ 68,502
Step 5	$ 59,856	$ 62,532	$ 65,209	$ 67,885	$ 70,557
Step 6		$ 64,408	$ 67,165	$ 69,922	$ 72,674
Step 7		$ 66,340	$ 69,180	$ 72,019	$ 74,854
Step 8		$ 68,330	$ 71,256	$ 74,180	$ 77,100
Step 9		$ 70,380	$ 73,393	$ 76,405	$ 79,413
Step 10		$ 72,491	$ 75,595	$ 78,697	$ 81,795
Step 11		$ 73,941	$ 77,107	$ 80,271	$ 83,431
Step 12		$ 75,420	$ 78,649	$ 81,877	$ 85,100
Step 13		$ 76,928	$ 80,222	$ 83,514	$ 86,802
Step 14		$ 78,467	$ 81,827	$ 85,185	$ 88,538
Step 15		$ 80,036	$ 83,463	$ 86,888	$ 90,308
Step 16		$ 80,837	$ 84,298	$ 87,757	$ 91,211
Step 17		$ 81,645	$ 85,141	$ 88,635	$ 92,124
Step 18		$ 82,461	$ 85,992	$ 89,521	$ 93,045
Step 19		$ 83,286	$ 86,852	$ 90,416	$ 93,975
Step 20		$ 84,119	$ 87,721	$ 91,320	$ 94,915
Step 21		$ 84,960	$ 88,598	$ 92,234	$ 95,864
Step 22		$ 85,810	$ 89,484	$ 93,156	$ 96,823
Step 23		$ 86,668	$ 90,379	$ 94,088	$ 97,791
Step 24		$ 87,534	$ 91,282	$ 95,028	$ 98,769
Step 25		$ 88,410	$ 92,195	$ 95,979	$ 99,757

H&W Benefit CAP: $16,800

STIPENDS:	Maximum of one allowed, whichever is greater
Doctorate	$3,600
Master's Degree	$2,400
	$1,200

22/23: 6% and $3,600 H&W CAP increase

23/24: 6%

24/25: 2%

25/26 Uniformed 3% Steps 1-10, 2% Steps 11-15, 1% 16-25

26/27 2.5%

Docusign Envelope ID: 3AADBFDF-BDA2-4282-91F5-1775B79410B6

APPENDIX C

SISKIYOU COUNTY OFFICE OF EDUCATION

Certificated Teacher Form: School Year _____

Check one: Check one:
_____ Level I
_____ Level II
_____ Level III, Referred
_____ Other
(Intern, STSP, PIP, Waiver)
❑ Level I
❑ Level II
❑ Level III, Referred
❑ Other _____

Teacher Name:_____

Grade(s) _____ _____

Level of Performance			
NE = Progress Not Evident	PE = Progress Evident	MS = Meets Standards	
Teacher does not demonstrate an understanding of the concepts underlying the standard(s) and implementation rarely occurs. Multiple checkmarks in a specific standard indicates unsatisfactory performance.	Teacher appears to demonstrate an understanding of the concepts underlying the standard(s); but implementation is sporadic, intermittent.	Teacher clearly demonstrates an understanding of the concepts underlying the standard(s) and consistently implements it.	
Practice not consistent with standards expectations	Developing practice	Maturing practice (MS 1)	Experienced practice that exemplifies the standards (MS 2)

Key
P – Portfolio/Interview/Survey
O – Observation
D – Data Collection

Evaluator's Comments and Rate of Performance

Standard One **NE** **PE** **MS**

	Engaging and Supporting All Students in Learning			
O	1.1 Connects students' prior knowledge, life experience, and interest with learning goals.			
O	1.2 Uses a variety of instructional strategies and resources to respond to students' diverse needs			
O	1.3 Facilitates learning experiences that promote independence, interactions and choice			
O	1.4 Engages students in problem solving, critical thinking, and other activities that make subject matter meaningful			
P/O	1.5 Promotes self-directed, reflective learning for all students			
O	1.6 Monitors student learning and adjusts instruction while teaching			

Comments:

Standard Two **NE** **PE** **MS**

	Creating and Maintaining Effective Environments for Student Learning			
O	2.1 Creates a physical environment that engages all students			
O	2.2 Establishes a climate that promotes fairness and respect			
O	2.3 Promotes social development and group responsibility			
O/D	2.4 Establishes and maintains a high standard for student behavior			
O	2.5 Plans and implements classroom procedures and routines that support student learning			
O	2.6 Uses instructional time effectively			
O	2.7 Directs activities of classroom paraprofessional, aides, volunteers, peer tutors			
O/D	2.8 Utilizes positive behavior support techniques			
O	2.9 Encourages interactions with typical peers across instructional settings			

Comments

Standard Three	NE	PE	MS	
Understanding and Organizing Subject Matter for Student Learning				
P/O	3.1 Demonstrates knowledge of subject matter, academic content standards, and curriculum framework			
P/O	3.2 Applies knowledge of student development and proficiencies to ensure student understanding of subject matter			
P/O	3.3 Organizes curriculum to facilitate student understanding of subject matter			
O	3.4 Utilizes instructional strategies that are appropriate to the subject matter			
P/O	3.5 Uses and adapts resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students			
P/O	3.6 Addresses the needs of English learners and students with special needs to provide equitable access to the content			
P/O	3.7 Adapts/modifies subject matter to meet students' individual needs			
Comments:				

Standard Four	NE	PE	MS	
Planning Instruction and Designing Learning Experiences for All Students				
P/O	4.1 Uses knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction			
P/O	4.2 Establishes and articulates goals for student learning			
P/O	4.3 Develops and sequences long-term and short-term instructional plans to support student learning			
O	4.4 Plans instruction that incorporates appropriate strategies to meet the learning needs of all students			
P	4.5 Develops and implements Individual Education Program (IEP) goals to address students' individual needs			
Comments:				

Standard Five	NE	PE	MS	
Assessing Students for Learning				
O	5.1 Applies knowledge of the purposes, characteristics, and uses of different types of assessments			
D/O	5.2 Collects and analyzes assessment data from a variety of sources to inform instruction			
D/O	5.3 Reviews data, both individually and with colleagues, to monitor student learning			
D/O	5.4 Uses assessment data to establish learning goals and to plan, differentiate, and modify instruction			
P/O	5.5 Involves all students in self-assessment, goal setting, and monitoring progress (self-advocacy, self-determination)			
P/O	5.6 Uses available technologies to assist in assessment, analysis, and communication of student learning			
P	5.7 Uses assessment information to share timely and comprehensible feedback with student and their families			
P	5.8 Develops and administers nonbiased, nondiscriminatory assessment			
P/D	5.9 Utilizes assessment data to develop Individual Education Program (IEP)			
D/O	5.10 Evaluates instruction and monitors progress of individuals with exceptional learning needs			
Comments:				

Standard Six	NE	PE	MS	
	Developing as a Professional Educator			
P	6.1 Reflects on teaching practice in support of student learning			
P	6.2 Establishes professional goals and engages in continuous and purposeful professional growth and development			
P/O	6.3 Collaborates with colleagues and the broader professional community to support teacher and student learning			
P	6.4 Works with families to support student learning			
P	6.5 Engages local communities in support of the instructional program			
P/O	6.6 Manages professional responsibilities to maintain motivation and commitment to all students			
O	6.7 Assumes initiative and responsibility for tasks and assignments			
O	6.8 Collaborates with general education classroom teachers and other school and community personnel to integrate students across instructional environments			
O	6.9 Uses verbal, nonverbal, and written language effectively			
O	6.10 Upholds high standards of competence and integrity and exercises sound judgment in the practice of the profession			
Comments:				

Certificated Teacher Evaluation Form: School Year _____

Observation dates:_____ _____ _____

Evaluator's Summary:

Please sign on the space provided below. Your signature indicates that you have received a copy of this document and does not indicate that you agree with the content of the document. You have the right and opportunity to review and comment on this document. Submit your written comments to this document, if any, within ten (10) days. Your written comments, if any, will be attached to this document. A copy of this document and your written comments, if any, will be placed in your personnel file.

Your next evaluation cycle will begin on _____. (If eligible for a waiver, indicate the appropriate beginning of that school year).

_____ _____

Evaluator's Signature Teacher's Signature

_____ _____

Date Date

Docusign Envelope ID: 3AADBFDF-BDA2-4282-91F5-1775B79410B6

APPENDIX D

Check one:
Level
Level II
___Level III, Referred
___Other _____
(intern, STSP, PIP, waiver)
___
___

SISKIYOU COUNTY OFFICE OF EDUCATION

SPECIALIST EVALUATION FORM

Employee: _____ **School Year:** _____

Job Title: _____

Level of Performance		
1 = Progress Not Evident	2 = Progress Evident	3 = Met Competency
Specialist does not demonstrate an understanding of the concepts underlying the competency and implementation rarely occurs. Multiple checkmarks in a specific standard indicates unsatisfactory performance.	Specialist appears to demonstrate an understanding of the concepts underlying the competency areas; but implementation is sporadic, intermittent.	Specialist clearly demonstrates an understanding of the concepts underlying the competency areas and consistently implements it.
Practice not consistent with competency expectations	Developing practice	Maturing practice

COMPETENCY AREA A – ASSESSMENT SERVICES	**1**	**2**	**3**
1. Is knowledgeable about a variety of assessment instruments and techniques for use in determining special education eligibility and identifying educational strengths and weaknesses.			
2. Assess students in an effective and professional manner.			
3. Prepares thorough and understandable assessment reports.			
Recommendations:			
Commendations:			

COMPETENCY AREA B- IEP PLANNING SERVICES:

	1	**2**	**3**
1. Prepares IEPs completely and accurately.			
2. Interprets test results in a thorough and meaningful manner.			
3. Explains assessment findings in terms that are easily understood by others.			

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4. Provides information that contributes directly to the determination of eligibility and the development of educational goals, accommodations, modifications and strategies.			
5. Effectively organizes/plans IEP meetings			
6. Effectively works with parents in planning & writing the IEP.			
Recommendations:			
Commendations:			

COMPETENCY AREA C- ESTABLISHMENT AND MAINTENANCE OF A SUITABLE LEARNING ENVIRONMENT

	1	**2**	**3**
1. Students: 1.1 Interacts effectively with students.			
2. Parents: 2.1 Demonstrates ability to share information and establish rapport with parents			
3. General Education Teachers: 3.1 Provides sufficient support to general education teachers in applying IEP accommodations & modifications in the classroom.			
3.2 Effectively communicates student needs to school staff.			
4. School and Community: 4.1 Establishes satisfactory personal and professional relationships with school and community_ personnel.			
4.2 Displays initiative within the school setting and the Community.			
4.3 Utilizes ethical practices in communication to others about individual pupils.			
Recommendations:			
Commendations:			

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COMPETENCY AREA D- PERFORMANCE OF OTHER DUTIES AND RESPONSIBILITIES

	1	2	3
1. Is punctual and reliable.			
2. Works effectively with individuals and groups.			
3. Communicates effectively, both orally and in writing.			
4. Accepts and performs all assigned duties in a responsible and timely manner.			
5. Completes and submits all required reports in a thorough and timely manner.			
6. Understands and complies with federal and state laws and regulations governing education.			
7. Keeps up with new developments in the field and strives to improve knowledge and techniques through classes, workshops, visitations, professional literature, etc.			
Recommendations:			
Commendations:			

Specialist Evaluation Form: School Year _____

Observation dates: _____ _____ _____

Evaluator's Summary:

Please sign on the space provided below. Your signature indicates that you have received a copy of this document and does not indicate that you agree with the content of the document. You have the right and opportunity to review and comment on this document. Submit your written comments to this document, if any, within ten (10) days. Your written comments, if any, will be attached to this document. A copy of this document and your written comments, if any, will be placed in your personnel file.

Your next evaluation cycle will begin on_____. (If eligible for a waiver, indicate the appropriate beginning of that school year).

_____ _____

Evaluator's Signature Specialist's Signature

_____ _____

Date Date

Docusign Envelope ID: 3AADBFDF-BDA2-4282-91F5-1775B79410B6

2025-2028 AGREEMENT

BETWEEN

SISKIYOU COUNTY SUPERINTENDENT OF SCHOOLS

AND

SISKIYOU COUNTY OFFICE OF EDUCATION
CERTIFICATED EMPLOYEES' ASSOCIATION CHAPTER #1466

FOR THE ASSOCIATION:

Signed by: Karen Greenfield 41A4CBD46C314AE... 10/30/2025
Karen Greenfield, President

Signed by: Shannon Griffin 61856A7CFE8948E... 10/31/2025
Shannon Griffin, Treasurer

Signed by: Laura Wainwright-Thompson 2C95EB955088415... 11/3/2025
Laura Wainwright-Thompson, Secretary

Signed by: Bethany Sims 1078695741B44A2... 11/4/2025
Bethany Sims, CEA Member

FOR THE SISKIYOU COUNTY SUPERINTENDENT OF SCHOOLS:

Signed by: Allan S. Carver 80594A9D82614CF... 11/4/2025
Allan S. Carver, County Superintendent

DocuSigned by: Barry Barnhart 499EC0AA081841E... 11/4/2025
Barry Barnhart, Deputy Superintendent

Signed by: Sarah Applegate 40264CE06BFB434... 11/5/2025
Sarah Applegate, Associate Superintendent, CBO

Signed by: Jennifer Glueck 1A94F859A406407... 11/5/2025
Jennifer Glueck, Director-Human Resources