

1 **ARTICLE 6 - COMPENSATION**

2 **6.1** The regular rate of compensation for each position in the bargaining unit shall be
3 as set forth in Appendix III, Salary Schedule. The regular rate of pay shall include any shift
4 differential, longevity increments, etc. required to be paid under this Agreement.

5 **6.1.1** – All classified salary schedules shall reflect an increase of 2.3% effective
6 July 1, 2025.

7 **6.1.2** – All unit members in paid status as of the date that the Board approves a
8 tentative agreement shall receive a one-time 0% off schedule bonus for the 2025-
9 2026 school year on the salary schedule.

10 **6.2** The District will provide information concerning deductions from the unit member's
11 pay warrants for those items which are set forth on the standardized San Bernardino
12 County Earnings, Deductions and Leave Statement that is attached to each pay warrant.
13 No optional salary deductions will be made from the unit member's earnings without written
14 authorization from the unit member.

15 **6.3** Whenever an error is made in a calculation or reporting of any unit member's payroll
16 or in the payment of any unit member's salary, the District shall, subject to the limitations
17 imposed by the County Payroll Service, within five (5) days following mutual determination
18 of such error, provide the unit member with a supplemental payment and a statement of
19 the correction.

20 **6.3.1** - When a unit member receives an overpayment in any pay period, such unit
21 member and a CSEA representative shall meet with the District's Director of
22 Accounting or District designee in order to discuss and mutually agree upon a
23 repayment schedule. Furthermore, a repayment contract will be entered into
24 between the unit member and the District so that all parties are aware of the
25 repayment schedule. If so designated by the unit member, they may meet with the
26 District without a CSEA representative.

27 **6.3.2** - The District shall notify the unit member of any overuse of the leave
28 provisions. When an overuse of the leave provisions has been determined by the
29 District, a meeting as outlined in 6.3.1 above shall be held and a repayment
30 schedule shall be developed at this meeting. The parties shall determine the
31 outcome of any subsequent overuses for the remainder of the school year. This
32 outcome shall be agreed to by the unit member, the District and CSEA.

33 **6.3.3** - The repayment must be completed by the end of the current calendar year
34 or fiscal year.

1 **6.4** Unit members shall be granted longevity service increments of two and a half
2 percent (2.5%) starting with the 10th, 15th, and 20th year. Beginning with the 25th year,
3 longevity increments will be 3% and each five-year period of service thereafter. Unit
4 members will receive an additional \$909, or the same rate as management, whichever is
5 higher, during the final year of service with a minimum of three-month notice of intent to
6 retire. Increments to be effective July 1st and will be computed on a compounded basis.

7 **6.5** All bargaining unit members, with the exception of the Child Development Teachers
8 (Salary Schedule "E"), shall be eligible for the School Board approved professional growth
9 program which is set forth in Appendix VII, Classified Professional Growth Program.
10 Professional growth shall not be compounded.

11 Example of calculation of 6.4 and 6.5:

12 LI = Longevity Increment

13 BS = Base Salary (which could include Split Shift and Late Shift Differentials)

14 PGI = Professional Growth Increment

15 Unit member with three Longevity Increments plus two Professional Growth Increments:

16 Pre 12/1/97 Grandfather Clause:

17 Base Salary x 1st LI x 2nd LI x 3rd LI x 10% PGI =Total Salary

18 Post 12/1/97 Appendix VII:

19 Base Salary x 1st LI x 2nd LI x 3rd LI + \$3,000 PGI =Total Salary

20 **6.5.1** Pre 12/1/97 Grandfather Clause: 5% of Base Salary plus longevity per
21 increment, total of 3 increments: 20 semester units each. Units must have been
22 approved in advance on the District form.

23 **6.6 Bilingual Skills Differential:** A full-time unit member whose job classification does
24 not require bilingual skills as a condition of employment and who is responsible for
25 communicating with people in a language other than English (including sign language) and
26 performs this duty on a regular basis, and whose use of this language is a significant benefit
27 to the operation of the District, shall be granted a monthly differential.

28 **a.** Qualified unit members approved by the District shall be granted \$125 per month
29 for verbal bilingual communication skills when required;

30 **b.** Qualified unit members required to perform written translations on a regular
31 basis shall be granted \$175 per month;

32 **c.** This differential shall not be used in situations when only occasional use of
33 bilingual skills is required;

- 1 d. Qualified unit members shall be unit members who have passed the District's
2 bilingual skills tests for verbal communication and/or written translation. The District
3 reserves the right to require periodic testing of qualified unit members to evaluate
4 the rating of the Bilingual Differential. The Bilingual Differential shall be granted by
5 the Superintendent or his designee;
- 6 e. Unit members receiving a Bilingual Skills Differential shall not be required to
7 perform those duties normally assigned to a classification requiring bilingual skills
8 except under circumstances mutually agreed to by the unit member and the District;
- 9 f. Bilingual Skills Differential shall not be paid to unit members whose job
10 classification requires bilingual skills as a condition of employment;
- 11 g. The Bilingual Skills Differential for any unit member may be terminated at any
12 time by the District or the unit member at which time the differential shall no longer
13 be paid;
- 14 h. The Bilingual Skills Differential shall be prorated for regular part-time unit
15 members;
- 16 i. The District retains the sole right to determine the number and the placement
17 of positions to be paid the Bilingual Skills Differential.
- 18 j. Performance of bilingual support shall not negatively affect regularly assigned
19 duties.
- 20 k. An employee may not be disciplined under Article 17 for declining a Bilingual
21 request.

22 **6.7 Alternative Retirement Plan for Unit Members Working Less Than Four (4)**
23 **Hours Per Day**

24 **6.7.1** - IRS CODE 3121 (B) (7) (F) requires, effective July 1, 1991, that all unit
25 members working less than four (4) hours contribute to PERS, Social Security, or
26 a qualified alternative plan at a rate of 7.50% of total wages earned.

27 **6.7.2** - The District agrees to pay 30% of the 7.50% or combined Social Security
28 and Medicare rate, of the total wages earned.

29 **6.7.3** - The District and Bargaining Unit agree to hold each party harmless as set
30 forth in hold harmless agreements adopted by County Counsel and Bargaining Unit
31 Counsel.

32 **6.7.4** - The Bargaining Unit shall select the alternative plan. All unit members
33 affected shall pay any and all additional costs connected therewith any alternative
34 plan selected. No individual unit member shall have an option to withdraw from the

1 selected alternative plan unless it is the desire of the Bargaining Unit to withdraw in
2 total.

3 **6.7.5** - Withdrawal shall be in accordance with the alternative plan agreement and
4 any and all additional costs connected with the withdrawal shall be an expense of
5 the unit member.

6 **6.8** **Mileage Reimbursement** –

7 **6.8.1**-Any unit member required to work at a work site on a temporary assignment which
8 from their normal work site shall be compensated for the total mileage difference
9 between their normal work site and their temporary work site, at the amount established
10 by the Internal Revenue Services (IRS) for reimbursement for mileage.

11 **6.8.2**- Any use of a unit member's personal vehicle for travel for pre-authorized work
12 purposes during the course of their regular work day, shall be reimbursed for the total
13 mileage at the amount established by the Internal Revenue Services for mileage.

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