

**San Diego Education Association (SDEA)  
Proposal to  
San Diego Unified School District (SDUSD)  
November 14, 2014**

**2.00 INITIAL COLUMN PLACEMENT AND COLUMN ADVANCEMENT**

For salary placement and advancement purposes, degrees and units must be earned academic degrees and creditable upper division or graduate units from regularly accredited institutions of higher education **or be earned through approved professional advancement categories as per Section \_\_\_**. Qualifying **degreed** course work posted on an official transcript as semester, quarter, or trimester units and received in the Human Resource Services Division by June 30 of the current school year is creditable for column placement or advancement in the current school year. An academic degree and units from a foreign college or university will be credited if the registrar of a regularly accredited institution of higher education certifies that the degree or unit in question is equivalent to an earned academic degree or unit granted by the accredited institution.

Accredited institution of higher education means an institution of higher education in the United States, fully accredited by a United States regional accrediting association which awards accreditation to institutions of higher education for training in specified professions.

**2.01 DEFINITION OF COLUMNS**

To be creditable, course work must be completed after the date of the bachelor's degree except as noted in Section 2.025.

Column 010	<del>Bachelor's degree.</del> <b>Emergency or Intern Credential</b>
Column 011	<del>Master's degree or 36 semester units of creditable upper division or graduate work.</del> <b>Bachelors degree plus 0-44 semester units of credible upper division or graduate work.</b>
Column 012	<del>Master's degree with a total of 54 semester units of creditable upper division or graduate work, or bachelor's degree with a total of 60 semester units of creditable upper division or graduate work.</del> <b>Bachelors degree plus 45- 59 semester units of credible upper division or graduate work.units.</b>
Column 013	<del>Master's degree with a total of 72 semester units of upper division or graduate work.</del> <b>Bachelors degree plus 60-74 semester units of credible upper division or graduate work.</b>
Column 014	<del>Master's degree with a total of 90 semester units of creditable upper division or graduate work, or possession of an earned doctoral degree (Ph.D., Ed.D., or other earned degree of equivalent academic status).</del> <b>Bachelors degree plus 75 semester units of credible upper division or graduate work with a Master.</b>

**New Section 2. \_\_ PROFESSIONAL ADVANCEMENT CATEGORIES**

**District Sponsored Inservice Training Sessions and Workshops:**

One semester unit will be allowed for each 15 hours of attendance at programs that have been approved by the Certificated Human Resources office.

All participation in District sponsored workshops and study groups must be verified by roll sheets showing hours attended, submitted by the person designated to lead or facilitate the activity.

**Individual Professional Development Activity:**

A program of independent study of a specified aspect of education, culminating in a written report or other tangible product may be undertaken for up to 4 units per year. Each unit of credit requires 15 hours of work. Examples of independent study include: preparing an article for publication in a professional journal; researching and preparing a presentation for a professional conference; independent reading and reflection on a particular education topic; an

action research project; and systematic, focused programs of observation and analysis of teaching or other educational functions.

All independent study must be verified by submitting the end product of the study, a written description of the staff member's activities that led to the product, and a one-page evaluation of the study's contribution to the staff member's professional development.

**Courses or Workshops, Conferences, or Other Programs that are Sponsored or Offered by an Organization Other than a College, University or the District:**

A maximum of 4 units per year (15 hours per unit) may be earned for attendance at programs of this type, provided that the activity:

- a. Has a direct relationship to the staff member's current role or a role that the staff member is preparing to take on; and
- b. Comprises at least 15 hours of direct participation in instructional or professional development sessions.

Attendance at this type of program must be verified by a log sheet showing time, dates, and titles of sessions attended, length of individual sessions, and a one paragraph summary of each session describing its value for the staff member.

**National Board for Professional Teaching Standards (NBPTS):**

Teachers who complete both the portfolio and the exams will receive four (4) units of credit in the year following completion. Verification will include a copy of the letter indicating that the portfolio has been received by the NBPTS and verification of completion of the exams. Upon completion of an individual activity, Verification of Completion forms and any additional verification materials described above must be submitted for evaluation by the Certificated Human Resources administrator responsible for this program. These form may be obtained in the Certificated Human Resources Office and are to be submitted to that office.

**Service on a School or identified District Committee:**

A maximum of 4 units per year (15 hours actual committee or subcommittee meeting time per unit) may be earned for service on a school site committee or as a designated school or grade level representative on a district committee mutually identified yearly by the CAC no later than June 15 for the following year. Service on such committees must be verified by signed attendance sheets submitted by the person designated to lead the committee.