

District 1/15/15
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**San Diego Unified School District
Proposal to the
San Diego Education Association
Proposal**

Appendix C

**SDEA Initial Proposal Passed December 16, 2014
District Counterproposal Passed January 15, 2015**

**SAN DIEGO UNIFIED SCHOOL DISTRICT
MILITARY SCIENCE INSTRUCTORS' SALARY SCHEDULE**

Effective July 1, 2013

ANNUAL RATES FOR BASIC 183-DAY CONTRACT YEAR

Step	Salary Grade 010
1	\$37,541.81
2	39,412.45
3	41,391.40
4	43,455.99
5	45,633.61
6	48,401.91
7	51,378.08
8	53,965.80

SAN DIEGO UNIFIED SCHOOL DISTRICT
MILITARY SCIENCE INSTRUCTORS' SALARY SCHEDULE

Effective July 1, 2014

ANNUAL RATES FOR BASIC 184-DAY CONTRACT YEAR

Step	Salary Grade 010
1	\$39,632.92
2	41,607.75
3	43,696.94
4	45,876.53
5	48,175.44
6	51,097.94
7	54,239.88
8	56,971.74

1.00 POSITION CLASSES COMPENSATED ON THE MILITARY SCIENCE INSTRUCTORS' SALARY SCHEDULE

Military Science Instructors' Salary Schedule rates apply to contract teachers teaching in the Junior Reserve Officer Training Corps Programs.

2.00 INITIAL PLACEMENT ON THE MILITARY SCIENCE INSTRUCTORS' SALARY SCHEDULE

Initial placement on the schedule will be based on the military service pay grade held by the employee at the time of hire, the classification of the assignment as shown below, and any prior creditable experience.

2.01 MILITARY SERVICE PAY GRADE PLACEMENT

<u>Military Service Pay Grade</u>	<u>Military Science Instructors' Step Placement</u>	<u>Military Service Pay Grade</u>	<u>Senior Military Science Instructors' Step Placement</u>
E-6	010-1	W-1 thru W-4	010-7
E-7	010-2	and	
E-8	010-3	O-1 thru O-6	
E-9	010-4		
W-1 thru W-4 and O-1 thru O-6	010-5		

2.02 Non-District Teaching Experience -- JROTC teaching experience outside the district is creditable provided it was continuous and in a public school system or recognized private school. Types of experience not creditable for salary placement are: hourly, summer school, and intersession teaching outside the district; teaching experience other than JROTC; management experience outside the district. JROTC teaching experience which was less than one-half time or less than one month in duration is not creditable. The basis for determining full-time or one-half time status is the full-time or one-half time standards for similar job classifications in this district. Substitute JROTC teaching outside the district is creditable only if it was full-time, continuous, and at least one month in duration in a single assignment.

- 2.03 District Teaching Experience -- District JROTC teaching experience prior to employment by contract is creditable except summer school and intersession teaching. Twenty full days of substitute teaching is equivalent to one month of service; ninety hours is equivalent to one month of service. Unit members who have creditable service with the district and are reemployed will receive full credit for creditable experience outside the district up to the maximum allowable. This will be in addition to credit received for creditable prior service with the district.
- 2.04 Total Experience Credit -- Experience credit is allowed only in original placement on the salary schedule. All creditable experience must be verified by official documents or statements from employers or other disinterested persons before advanced step placement will be made. A maximum of ten months of experience will be credited within any twelve month period. In evaluating experience credit, partial years will be added together and the total will determine the step placement. Creditable experience will be used to advance new hires and returning former employees beyond the step determined by the military service pay grade placement to a maximum of Step 6 for Military Science Instructors and Step 8 for Senior Military Science Instructors.

Break points for determining step placement are:

<u>Additional Step Beyond Service Pay Grade Placement</u>	<u>Months of Experience</u>
1	0 - 7.4
2	7.5 - 17.4
3	17.5 - 27.4
4	27.5 - 37.4
5	37.5 or more

3.00 UNDERPAYMENTS OR OVERPAYMENTS

Each unit member is encouraged to review the annual salary placement and to examine all pay warrants carefully. If an incorrect salary placement has been made or an individual pay warrant is in error, this information must be brought to the attention of the District immediately. Overpayments and underpayments are not subject to the accumulation of earned interest.

If an incorrect salary placement or warrant results in an underpayment, the district will issue a supplementary warrant for the total amount due as soon as possible. If the incorrect placement or warrant results in an overpayment, the district is required to recover the total amount overpaid. The recovery schedule will include consideration to both the District and the unit member.

4.00 RULES AND REGULATIONS FOR THE ADMINISTRATION OF THE MILITARY SCIENCE INSTRUCTORS' SALARY SCHEDULE

- 4.01 Pay Determination for a Partial Year of Service -- When a unit member works less than a full school year the annual salary must be reduced in accordance with existing law. The annual salary for a partial work year will bear the same ratio to the regular annual salary as the actual days worked bear to the total number of days in the board-adopted calendar for the unit member's assignment (e.g., traditional, year-round, multitrack, etc.)
- 4.02 Step Advancement -- Step advancements are effective on the beginning date of contract service in the school year immediately following the school year in which the qualifying service was rendered. A unit member who is in contract paid status for 75% or more of the number of days in the base certificated work year, regardless of the percentage assignment, will advance one step for each year of creditable district service until the maximum step of the job class has been reached:

<u>Job Class</u>	<u>Maximum Step</u>
Military Science Instructor	6
Senior Military Science Instructor	8

Summer school and intersession service and any other service rendered outside the regular board-adopted calendar will not count for step advancement. Days absent due to the unit member's job-related illness or injury for which workers' compensation insurance benefits are awarded are considered days in paid status.

- 4.03 Promotion -- A Military Science Instructor promoted to a Senior Military Science Instructor assignment will be placed on salary class and step 010-7. If the promotion takes place during the regular school year total service in the combined assignments will be allowed toward progressive advancement on the Military Science Instructors' Salary Schedule provided the combined service qualifies as a year of service as defined in Section 4.02.
- 4.04 Change in Salary During a School Year -- A teacher's salary cannot be changed during the term of an existing contract between the governing board of the district and the teacher unless there is a change in the teacher's assignment, duties, and responsibilities.
- 4.05 Method of Payment -- The amounts shown on this salary schedule are annual salaries and will be paid at the rate of 1/10 monthly for ten months. Paydays normally will be the last day of the month when the central administrative offices of the district are open for business, September through June.

5.00 COMPENSATION FOR NONCONTRACT SERVICE

5.01 Hourly Service

5.011 Nonclassroom Assignment

~~\$30.5732.74~~ * per hour (~~\$29.74 during furlough years absent furlough restoration~~)

This rate applies to a regular contract unit member who is offered and who agrees to serve in an hourly nonclassroom assignment in addition to the regular contract assignment except workshop participation. Only unit members specifically approved for compensation will be paid.

5.012 Workshop Participants

~~\$20.3821.83~~ * per hour (~~\$19.83 during furlough years absent furlough restoration~~)

This rate applies to a regular contract unit member who participates voluntarily in a district-sponsored workshop for which compensation is authorized. This rate will be paid only for workshop participation on other than teaching days and/or outside of hours considered part of the regular contract service (the basic 8-hour day and/or 40-hour week). Only workshop participants specifically approved for compensation will be paid.

- 5.02 Extended-Day Service -- Extended-day payments are payments made to unit members who are assigned to supervise or direct pupil activities involving hours of service and responsibility beyond the normal range of regular contract assignments. Extended-day payment units are units of value for each extended day assignment approved by the Board of Education. The value of each unit is established as 1.4% of the annual salary amount designated for salary class 012-13 of the SDEA Bargaining Unit Salary Plan Schedule (Appendix A). The annual value of one extended day unit is:

~~\$930.46996.52~~ (~~\$905.34 during furlough years absent furlough restoration~~)

The types of pupil activities for which extended-day payments are authorized and the number of units assigned to each activity are contained in Procedures No. 7232 and 7233, respectively.

6.00 SPECIAL COMPENSATION

- 6.01 A special annual stipend of six hundred sixty-seven dollars and thirty-eight cents (~~\$667.38680.73~~ * [~~\$649.36 during furlough years absent furlough restoration~~]) shall be paid to unit members on or above Step 6 of the Military Science Instructors' Salary Plan who have completed eighteen (18) or more years of creditable experience and/or military service. This stipend shall be paid on a monthly prorated basis in addition to the regular salary.

6.02 A special annual stipend of one thousand seven hundred ninety-six dollars and thirty-five cents (~~\$1,796.35~~~~1,832.28~~* [~~\$1,747.85 during furlough years absent furlough restoration~~]) shall be paid to unit members on or above Step 6 of the Military Science Instructors' Salary Schedule who have completed twenty-two (22) or more years of creditable experience and/or military service. This stipend shall be paid on a monthly prorated basis in addition to the regular salary.

*Amounts designated by an asterisk shall be subject to the same percentage change as negotiated for all other rates on the SDEA Bargaining Unit Salary Schedule.

