

**Central Sierra Regional Occupational Program
Lake Tahoe Unified Section**

**Rules and Regulations
Certificated Salary Schedule**

**Hourly Rate
Effective July 1, 2017**

Step	2007-08 Rate	Step change %	2013-14 Rate		2015-16 Rate		2016-17 Rate		Three Hour Equiv. 3 x 180=	Six Hour Equiv. 6 x 180=
COLA =		2.00%	3.75%	Increase	4.50%	Increase	2.00%	Increase	540	1,080
1	\$ 30.06		\$ 31.19	3.76%	\$ 32.59	4.49%	\$ 33.24	1.99%	\$ 17,950	\$ 35,899
2	31.95	6.29%	33.15	3.76%	34.64	4.49%	35.33	1.99%	19,078	38,156
3	33.86	5.98%	35.13	3.75%	36.71	4.50%	37.44	1.99%	20,218	40,435
4	35.90	6.02%	37.25	3.76%	38.93	4.51%	39.71	2.00%	21,443	42,887
5	37.63	4.82%	39.04	3.75%	40.80	4.51%	41.62	2.01%	22,475	44,950
6	38.55	2.44%	40.00	3.76%	41.80	4.50%	42.64	2.01%	23,026	46,051
7	39.46	2.36%	40.94	3.75%	42.78	4.49%	43.64	2.01%	23,566	47,131
8	40.40	2.38%	41.92	3.76%	43.81	4.51%	44.69	2.01%	24,133	48,265
9	41.32	2.28%	42.87	3.75%	44.80	4.50%	45.70	2.01%	24,678	49,356
10	42.30	2.37%	43.89	3.76%	45.87	4.51%	46.79	2.01%	25,267	50,533
11	43.26	2.27%	44.88	3.74%	46.90	4.50%	47.84	2.00%	25,834	51,667
12	45.12	4.30%	46.81	3.75%	48.92	4.51%	49.90	2.00%	26,946	53,892

Adopted:	June 19, 1986	
Revised:	November 5, 1987	COLA
Revised:	January 5, 1987	COLA
Revised:	November 16, 1989	COLA
Revised:	November 1, 1990	COLA
Revised:	December 14, 1995	2.73% COLA Stipend
Revised:	December 11, 1996	3.21% COLA
Revised:	December 10, 1997	2.65% COLA
Revised:	December 9, 1998	2.18% COLA
Revised:	December 8, 1999	1.41% COLA
Revised:	December 13, 2000	3.17% COLA
Revised:	December 13, 2001	3.87% COLA
Revised:	December 12, 2003	No COLA, elements/other
Revised:	January 13, 2005	2.41% COLA, Elements
Revised:	January 19, 2006	4.23% COLA, elements
Revised:	December 13, 2006	5.92% COLA
Revised:	December 12, 2007	4.53% COLA
Revised:	March 6, 2014	3.75% COLA Salary: 4.50% COLA, effective 7/1/15 Elements: +\$1,000 to annual HW cap,
Revised:	April 28, 2016	effective 7/1/16 Salary: 2.00 COLA, effective 1/1/17 Elements: +\$768 to annual HW cap,
Revised:	September 7, 2017	effective 7/1/17

Central Sierra Salary Schedule
Lake Tahoe Unified Section
2017-18 ELEMENTS

1. **Sick Leave** is accumulated on the basis of one day per month.

2. **Benefit Program:**

For the 2017/18 Fiscal Year Health & Welfare benefits are budgeted up to \$11,000 per full time employee. This includes medical, dental, & vision for employee and family and life insurance for the employee only.

The ROP JPA Lake Tahoe Unified Section pays the full \$11,000 for employees at .75+ FTE and a prorated amount for employees between .5 and .74 FTE. The ROP JPA Lake Tahoe Unified Section does not cover employees who work less than .5 FTE.

Employees have a choice of four medical plans that include two plans that are fully covered by the ROP JPA Lake Tahoe Unified Section contribution as well as two other plans that currently require an employee contribution for the expense of coverage above the \$11,000.

Income Protection Insurance is available at the employee's cost.

A Section 125 plan is also available for use by the ROP JPA Lake Tahoe Unified Section ^{total} employees.

I. Education Factor

<u>Applicable Academic Preparation</u>	<u>Related</u>	<u>*Points</u>	<u>Non-Related</u>
High school diploma or equivalent	1		1
One year college	2		1
Two years or Associate of Arts Degree	4		2
Three years college	6		3
Bachelor's Degree of 120 units	8		4
Master's Degree or 30 units beyond Bachelor's	10		5

* Points shall be assigned when transcripts have been examined and approved by the Director.

II. Related Trade Experience Factor

<u>Related Trade Experience</u>	<u>Points</u>
Minimum 2 years	1
3 to 5 years	3
6 to 8 years	6
9 to 11 years	8
12 years or more	10

III. Teaching Experience Factor

<u>Related Teaching Experience</u>	<u>Points</u>
None	0
1 year	2
2 years	4
3 years	6
4 years	8
5 years or more	10

Sum of points from Factor I, II, and III determine the starting step on the certificated salary schedule.

Step 1	0-9
Step 2	10-15
Step 3	16-20
Step 4	21-25
Step 5	26-30

4. Certificated Salary Schedule Movement:

a. Upon receiving a satisfactory or better evaluation, annual step increases will be granted to teachers who taught at least seventy-five percent (75%) of the previous school year, exclusive of the summer term.

b. Fifteen units of college or university training from an accredited school may be applied toward a step increase. Units earned for salary advancement are approved by the Director.

i. Fifteen units of college or university training or the equivalent in “continuing education hours.” Must be completed before an employee will be allowed to advance beyond step seven.

ii. “Continuing Education Hours” will be counted at 10% of the actual hours of attendance based upon written verification. Prior approval is required by the Director.

iii. Teachers must notify the Director’s Office by June 1st if they anticipate completing college work prior to September 1st that would involve a step change on the salary schedule. A transcript or official grade card or other official verification of course completion must be given to the Director by September 1st to verify all such work.

c. After three years experience with the Central Sierra ROP a minimum of forty (40) hours of related on-the-job experience may be applied to a step advancement. This training must be verified by letter from the employer. This process may be repeated every three years. Prior approval is required by the Director.

i. Forty or more hours of related on-the-job experience must be completed before an employee will be allowed to advance beyond step seven.

Board Approval: *September 7, 2017 (2% rate increase-effective 7/1/17)*