

**Central Sierra Regional Occupational Program
 El Dorado Union High School Section
 Certificated Salary Schedule
 Hourly Rate
 Effective July 1, 2013**

Step	2007-08 - 2012-13 Rate	2013-14 Rate	Three Hour Equiv. 3 x 180=	Six Hour Equiv. 6 x 180=	2015-16 Rate
COLA =		3.75%	540	1,080	4.50%
1	\$ 30.06	\$ 31.19	\$ 16,843	\$ 33,685	32.59
2	31.95	33.15	17,901	35,802	34.64
3	33.86	35.13	18,970	37,940	36.71
4	35.90	37.25	20,115	40,230	38.93
5	37.63	39.04	21,082	42,163	40.80
6	38.55	40.00	21,600	43,200	41.80
7	39.46	40.94	22,108	44,215	42.78
8	40.40	41.92	22,637	45,274	43.81
9	41.32	42.87	23,150	46,300	44.80
10	42.30	43.89	23,701	47,401	45.87
11	43.26	44.88	24,235	48,470	46.90
12	45.12	46.81	25,277	50,555	48.92

Certificated Special and Substitute Pay - El Dorado Section*

Description of Work	Pay Rate
Curriculum Writing	\$24-\$30/per hour (see chart below)
In-House Substituting for Colleague	\$24-\$30 per hour (see chart below)
Saturday School Supervision	\$20.00 per hour
Staff Development Planning	\$24-\$30 per hour (see chart below)
Summer School Teacher	\$32.00 per hour

Certificated Salary Schedule*	Hourly Rate
Steps 1-3	\$24/per hour
Steps 4-6	\$26/per hour
Steps 7-9	\$28/per hour
Steps 10-12	\$30/per hour

*All district employees shall be paid at a rate of \$30 per hour, retroactive to July 1, 2007, as per negotiated agreement.

Non district certificated employees who perform duties on an hourly basis will be paid in accordance with established scale and **shall not** be paid at higher rate as per negotiated for district employees.

ROP Counselor (202 Duty Days)	Salary	Hourly Rate
Step 1	69,220	42.83
Step 2	71,645	44.33
Step 3	74,070	45.84
Step 4	76,670	47.44
Step 5	79,442	49.16

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
Revised:	December 11, 1996	3.21% COLA
Revised:	12/10/97	2.65% COLA
Revised:	12/09/98	2.18% COLA
Revised:	12/08/99	1.41% COLA
Revised:	12/13/00	3.17% COLA
Revised:	12/13/01	3.87% COLA
Revised:	December 12, 2003	No COLA, elements/other
Revised:	March 10, 2004	No COLA, elements/other
Revised:	January 13, 2005	2.41% COLA to base schedule, Elements
Revised:	December 14, 2005	4.23% COLA

Revised: December 13, 2006
Revised: December 12, 2007

5.92% COLA
4.53% COLA, added language

Revised:	March 6, 2014	3.75% COLA
Revised:	June 2, 2016	4.5% COLA

Central Sierra Salary Schedule
El Dorado Union Section
2013-14 ELEMENTS

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

2. Benefit Program (Certificated):

The annual employer contribution for medical, dental and vision coverage is \$9,072.40 per FTE, pro-rated for employees working 15 to 19 hours. Employees working less than 15 hours are not eligible for benefits.

Medical Insurance (Certificated):

Central Valley Trust	Single or Family – Funded with employer contribution. Balance paid by employee.
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Dental Insurance:

Delta Dental	Single, 2 party or Family – Funded with Employer contribution
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Vision:

Vision Service Plan	Single, 2 party or Family – Funded with Employer contribution
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Other Benefits:

Section 125 Plan	Optional
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Employees are subject to the employer portion of all insurances prorated on the basis of FTE converted to hours per week. Pro-ration is as follows: 20 or more hours is deemed 100% FTE, 15 to 19 hours prorated based on their percentage of 30 hours. Employees with less than 15 hours per week do not qualify for benefit coverage.

3. Certificated Salary Schedule Placement:

Initial placement on the salary schedule shall be based upon the point system listed below. The total points from the three sections will determine the placement on the salary schedule.

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 :	March 6, 2014 (increase H&W cap by 2,572.40)
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Board Approval	December 12, 2003
Revision/Board Approval	March 10, 2004
Board Approval:	January 13, 2005
Board Approval:	December 14, 2005 (No Changes)
Board Approval:	December 13, 2006 (No changes)