

**Sacramento City Unified School District  
Proposal to Sacramento City Teachers Association  
Article 12, Compensation**

October 13, 2021

one-time, off schedule bonus payment of \$1,000

~~12.1.8 **Non-Contract Certificated Non-management Employees:** Certificated Non-management employees employed on a per session or hourly basis for not more than eighteen (18) hours per week, and in adult education, for not more than four (4) months.~~

**12.2 Salary Schedule Structure**

12.2.1 The salary schedules for SCTA unit members consist of the following:

K-12 and Preschool Teachers' Salary Schedule (Fully Credentialed/Permitted) (Appendix \_\_\_)

K-12 and Preschool Teachers' Salary Schedule (Credentials in Progress) (Appendix \_\_\_)

Extra Pay for Extra Duty Schedule (Appendix \_\_\_)

Non-Management Specialists' Salary Schedule (Appendix \_\_\_)

Adult Education Teachers' Salary Schedule (Appendix \_\_\_)

Children's Center Nurse Salary Schedule (Appendix \_\_\_)

Lead School Nurse Salary Schedule (Fully Credentialed) (Appendix \_\_\_)

Lead School Nurse Salary Schedule (Credentials in Progress) (Appendix \_\_\_)

New Technology Teachers' Salary Schedule (Fully Credentialed) (Appendix \_\_\_)

New Technology Teachers' Salary Schedule (Credentials in Progress) (Appendix \_\_\_)

Kit Carson International Baccalaureate School (Fully Credentialed) (Appendix \_\_\_)

Kit Carson International Baccalaureate School (Credentials in Progress) (Appendix \_\_\_)

Success Academy Elementary Salary Schedule (Fully Credentialed) (Appendix \_\_\_)

Success Academy Elementary Salary Schedule (Credentials in Progress) (Appendix \_\_\_)

Success Academy Middle Salary Schedule (Fully Credentialed) (Appendix \_\_\_)

Success Academy Middle Salary Schedule (Credentials in Progress) (Appendix \_\_\_)

[The above salary schedules will be revised consistent with this proposal]

12.2.1.1 All personnel employed in classifications such as child welfare and attendance counselors, department chairpersons, counselors, vocational specialists, and student activity advisors, shall be placed on the regular Teachers' Salary Schedule in the same manner as regular teachers, and shall advance in the same manner.

[Moved from 12.8.1]



~~12.2.1.5.1 — The K-12 and Preschool Teachers and Non-Management Specialists Personnel salary schedules shall have a reclassification column applied.~~

~~12.2.1.5.2 — **Class E**~~

~~Minimum requirements:~~

~~a.~~

~~12.2.1.6~~ — Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class B if they hold a bachelor's degree and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold bachelor's degrees, they shall be placed no lower than Class A: Vocational Class A, B, or D; Design. Subjs. Cred. with Spec. in Vocational Trade and Technical teaching; and Design. Subjs. Cred. in Industrial Arts and Vocational Subjects and ROTC Instructors. Advancement to Class C requires the fulfillment of all requirements for that class.

~~12.2.1.7~~ — Step 17 is available only to persons who meet requirements for Class C, and who have sixteen (16) years of credited service. Step 20 is available only to persons who have nineteen (19) years of credited service, and who have met the requirements for Class C. Step 23 is available only to those persons who have 22 years of credited service, and who have met the requirements for Class C.

~~12.2.1.8~~ — An additional stipend equal to .02527 times Class A, Step 8 (rounded to the nearest dollar) is added for the earned doctorate and is prorated if for less than a full year.

~~12.2.2~~ — The structure of the Salary Schedule for Certificated Non-management Children's Center Personnel shall be as follows:

~~12.2.2.1~~ — **Class A**

~~Minimum Requirements: 0-59 semester hours~~

~~Number of Steps: 5~~

~~Maximum Step Placement on Entrance: 5~~

~~12.2.2.2~~ — **Class B**

~~Minimum Requirements: 60-89 semester hours including 8 in child care~~

~~Number of Steps: 5~~

~~Maximum Step Placement on Entrance: 5~~

~~12.2.2.3~~ — **Class C**

~~Minimum Requirements: Bachelor's degree, or 90 semester hours including 12 in child care~~

~~Number of Steps: 5~~

~~Maximum Step Placement on Entrance: 5~~

~~12.2.2.4~~ — ~~Class D~~

~~Minimum Requirements: Bachelor's + 15 semester hours~~

~~Number of Steps: 6~~

~~Maximum Step Placement on Entrance: 6~~

~~12.2.2.5~~ — ~~Class E~~

~~Minimum Requirements: Bachelor's + 30 semester hours or Bachelor's + Fulfilled  
Elementary or Early Childhood Credential~~

~~12.2.3.3 — An additional stipend equal to .02527 times Class A, Step 8 (rounded to the~~



substitute's day is equal to the day of the employee for whom he/she is substituting. Partial day assignments will be counted as a day of service for advancement to the next pay rate~~step~~.

~~12.2.4.8 Substitutes who teach or start a class for which there is no regular teacher providing lesson plans at any time during the school year shall be paid at their appropriate contract daily rate provided they are responsible for lesson planning, all other teacher duties, and in the position for at least thirty (30) calendar days.~~

~~After thirty (30) days, the substitute shall receive the appropriate rate retroactively and shall continue to receive the rate until replaced or placed in the position.~~

~~12.2.5 The structure of the Adult Education Teachers' Salary Schedule shall be as follows:~~

~~12.2.5.1 **Class I**~~

~~Minimum Requirements: Bachelor's or less~~

~~Number of Steps: 5~~

~~Maximum Step Placement on Entrance: 5~~

~~12.2.5.2 **Class II** Maximum Step Placement on Entrance: 5~~

~~12.2.5.5~~ ~~Class V~~

~~Minimum Requirements: Bachelor's + 75 semester hours; or Master's + 24 semester hours; or Alternate to Master's~~

~~Number of Steps: 14 plus longevity increments for 17th, 20th, and 23rd years of credited service~~

~~Maximum Step Placement on Entrance: 9~~

~~12.2.5.6~~ ~~Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class IV if they hold a bachelor's degree and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if the individual does not hold a bachelor's degree, he shall be placed no lower than Class III: Vocational Class A, B, or D; Design. Subjs. Cred. with Spec. in Vocational Trade and Technical teaching; and Design. Subjs. Cred. in Industrial Arts and Vocational Subjects and ROTC Instructors. Advancement to Class V requires the fulfillment of all requirements for that class.~~

~~12.2.5.7~~ ~~Step 17 is available only to persons who meet requirements for Class V, who have sixteen (16) years of credited service. Step 20 is available only to persons who have nineteen (19) years of credited service, and who have met the requirements for Class V. Step 23 is available only to those persons who have 22 years of credited service, and who have met the requirements for Class V. Such increment shall be increased by the general percentage increase for Adult Education.~~

~~12.2.5.8~~ ~~An additional stipend equal to .02527 times Class III, Step 8 (rounded to the nearest dollar) is added for the earned doctorate and is prorated if for less than a full year.~~

~~12.2.5.9~~ ~~A "U" contract teacher's annual salary shall be 230 times his/her contract daily rate as determined by his/her appropriate class and step placement on the Adult Education Teacher's Salary Schedule.~~

**12.3** **Experience Credit**

12.3.1 Vertical (step) placement on the Teachers' Salary Schedule shall correspond to the number of years of District teaching service, with the following exceptions:

12.3.1.1 Step placement may be higher if experience credit has been granted at the time of initial employment in keeping with Sections 12.3.2 through 12.3.5 of this Article.

- 12.3.1.2 Persons who have reached the maximums of their salary classes, when obtaining the requirements for a higher class, shall be moved over to the new class and be placed on the step which corresponds to their years of credited service.
- 12.3.2 Upon employment, experience credit is granted on the basis of one (1) step for each year of properly verified comparable experience with limitations set forth in Sections 12.2.1 through 12.2.3.3 of this Article. A year of experience must represent no less than seventy-five per cent (75%) of the days of required full-time service, although full semesters within a two year period will be added together, even if in separate school years, in computing years of service. Credit for part-time experience will be computed by converting to full-time experience; e.g., two (2) years of half-time experience equal one (1) step of experience credit.

- 12.3.65.1 Initial placement on the salary schedule for newly hired employees shall include cumulative semesters, ~~where service has been for at least 75% of each semester, rounded to the nearest full year.~~
- 12.3.6.2 Following initial employment, ~~personnel~~ employees shall be given earned step increments effective July 1. ~~Personnel~~ Employees may accumulate non-consecutive semesters of employment and shall be advanced on the next succeeding July 1 for each two semesters.
- 12.3.7 ~~Personnel~~ Employees employed in summer school programs shall be given their earned step increments effective with their first day of summer school service.
- 12.3.8 ~~Personnel~~ Employees employed on a per session basis in 12-month adult education programs are to be given their earned step increments, effective July 1.

12.4.1.3

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the employee. Employees new to the District will have a maximum of sixty (60) days from their first day of required service in which to file units. Handwritten or typed grade cards cannot be accepted unless properly stamped with the school seal.

## **12.5 Method of Payment**

- 12.5.1 The annual amounts shown on the Teachers' Salary Schedule are full annual contract salaries and are based upon required days of service as provided for in this contract. Employees on regular and temporary contracts may elect either to have payment made in either twelve (12) equal installments beginning on September 30 and continuing through August 31, or ten (10) equal installments beginning on September 30 and continuing through June 30, except for those incumbents on the advanced pay plan, who may have payment made in twelve (12) equal installments beginning on July 31 and continuing through June 30. Requests for changes in preferred pay plan must be submitted in writing to the Personnel Services Office no later than May 15 preceding the school year in which the change is to take place.

~~earned increment have been met, and placement is not already at maximum for the class.~~

**12.7 Per Session and Additional Compensation**

12.7.1 ~~Per session or hourly rate shall be \$50.00 for all non-management certificated personnel based upon the adopted salary schedule. The rate shall be calculated at 1/1080 of the Teachers' Salary Schedule for K-12 and preschool up to a maximum amount calculated from Class C, Step 2.~~

12.7.2 Members of the unit employed in summer school or part-time adult education shall be paid at the ~~appropriate~~ per session rate of pay.

12.7.3 Adult Education Teachers who teach beyond regular contract hours of service shall be paid per session rates.

~~12.7.2.1 The per session rates for K-12 summer school shall be 1/1080 of Class B, Step 4. Such index s~~



12.7.5 An additional stipend ~~equal to .02527 times Class A, Step 8 (rounded to the nearest dollar)~~ of \$3,000 is added for the earned doctorate and is prorated if for less than a full year. [Moved from 12.2.1.8]

12.7.6 The stipend for testing coordinators at the elementary level shall be as follows:

Small Elementary: \$615.00

Mid-Size Elementary: \$1,400.00

Middle School: \$2,350.00

## **12.8 Compensation for Required Extra Service**

~~12.8.1 All personnel employed in classifications such as child welfare and attendance counselors, department chairpersons, counselors, vocational specialists, and student activity advisors, shall be placed on the regular Teachers' Salary Schedule in the same manner as regular teachers, and shall advance in the same manner. [Moved to 12.2.1] To their salaries, however, shall be added the product of the number of days of service beyond those required of regular teachers times the contract daily rate.~~

12.8.21 Any member of the bargaining unit who is required by appropriate administrative authority or District regulation to serve additional days or hours beyond his/her service year or service day, as defined in Article 5 of this Agreement, shall be compensated for such day or fraction thereof at the contract hourly rate ~~or the per session rate, whichever is greater~~, except for extra duty pay for those selected work assignments enumerated in Sections 12.8.4 through 12.9.85 of this Article ~~and also excepting Sections 5.3.7 and 5.9 through 5.10.7 of Article 5. The contract hourly rate shall be \$65.00.~~

~~12.8.3 Adult Education Teachers who teach beyond regular contract hours of service shall be paid per session rates.~~

~~12.8.3.1 Adult Education Teachers who are placed on the hourly Adult Education Teachers' Salary Schedule (Appendix B-5) shall be paid at the appropriate rate for all hours assigned except that hours beyond 40 hours per week in the Adult Program shall be paid at 1 1/2 times the appropriate rate.~~

~~12.8.4 When teachers agree voluntarily to serve on curriculum development committees or project teams, they shall be given the alternative of released time with the provision of a substitute, or the negotiation of a "contract" for such work which shall be based on a contract daily rate of .002458 of Class A, Step 8.~~

12.8.54 In order to reimburse employees who temporarily assume the duties of a principal, the District shall provide a stipend to a designated person in each school where there is no co-administrator. This stipend will require that the designated

member of the bargaining unit shall assume the duties in the absence of the principal for any and all occasions when the principal is not available at the school site. Designated teachers in charge shall be paid a monthly stipend of \$50.00 for each of nine calendar months. Such persons serving in year-round programs (e.g., 230-day programs) shall be paid a monthly stipend of \$50.00 for each calendar month of the year. ~~Such teachers shall work under the following conditions:~~

- ~~a. — No teacher shall be required to serve in this position.~~
- ~~b. — All teachers shall be given an opportunity to volunteer for this position each year.~~
- ~~c. — A designated teacher in charge shall have the right to withdraw at any time with 10 working days' notice and be paid on a pro rata basis.~~
- ~~d. — The designated teacher in charge shall be informed each time the site administrator is to be absent from the school.~~
- ~~e. — A designated teacher shall not have discipline or evaluation responsibilities for members of the bargaining unit.~~

12.8.54.1 When both the principal and designated teacher are absent and another member of the unit is assigned responsibility for carrying out the duties of the principal, he/she shall be compensated at the rate of \$8.00 per day.

~~12.8.65 — When an employee temporarily assumes the duties of a vice principal, he/she shall receive a stipend which equals the difference between his/her regular daily rate and the daily rate earnable as a vice principal, provided that he/she shall not receive less than \$5.00 nor more than \$8.00 additional compensation per day.~~

12.8.6.1 Children's Center teachers designated as teacher-in-charge must meet state requirements.

~~12.8.65.1.1~~ At Children's Centers ~~where only one teacher is assigned,~~ the designated teacher-in-charge shall be granted a ~~fifty dollar (\$50.00)~~ one hundred fifteen dollar (\$115.00) stipend for each month of service.

~~12.8.6.1.2~~ At each Children's Center site ~~where two (2) or more teachers are assigned, the stipend for designated teacher in charge shall be shared between two teachers and shall be twenty five dollars (\$25.00) per month of service for each teacher.~~

12.8.76 In accordance with Education Code Section 44032, District personnel required to

~~headquarters, plus \$5.00 for breakfast, \$9.00 for lunch and \$16.00 for dinner, in accordance with the Employee Travel Guidelines Bulletin published by the District Accounting Services Department. for a maximum of \$30.00 per day food allowance; and mileage claims, if any, whether in District or out of District, will be paid at a mileage allowance rate based on the current IRS rate effective September 1, 2005.~~

## 12.8.87 **Parent Participation Teachers**

12.8.87.1 ~~Parent participation pre-school teachers responsible for two separate groups of students each day, one of which is a Head-Start program, who teach in a State-funded program for 30 hours a week shall receive a stipend of five-hundred and fifty dollars (\$550.00) per month 6.3% of the annual base salary.~~

~~12.8.8.2 Parent participation pre-school teachers who teach in a Head Start/State funded program for 29 hours a week shall receive a stipend of 12.9% of the Head Start portion of the annual base salary.~~

~~12.8.8.3 Parent participation pre-school teachers who teach in an Adult Ed/Head Start funded program for 30 hours a week shall receive a stipend of 12.9% of the Head Start portion of the annual base salary.~~

~~12.8.8.4 Parent participation pre-school teachers who teach in an Adult Ed/State funded program for 30 hours a week shall receive a stipend of 6.3% of the State funded portion of the annual base salary.~~

12.8.87.52 All teachers identified in section 12.8.8.1 through 12.8.8.4 will be excused from the District bimonthly inservice training. However, each teacher will, in consultation with his/her supervisor, develop an individualized staff development plan.

12.8.87.63 No home visits will be required for teachers identified in sections 12.8.8.1 through 12.8.8.4 for the State-funded portion(s).

12.8.87.74 Home visits will be required for teachers identified in sections 12.8.8.1 through 12.8.8.4 for the Head Start-funded portion(s).

## 12.9 **Extra Pay for Extra Duty**

12.9.1 The following six (6) pay categories shall be established as the basis for compensating employees on the extra duty schedule described in Section 12.9.2 of this Article.

Category A: ~~.083125 of Class A, Step 8. \$4,950.00~~

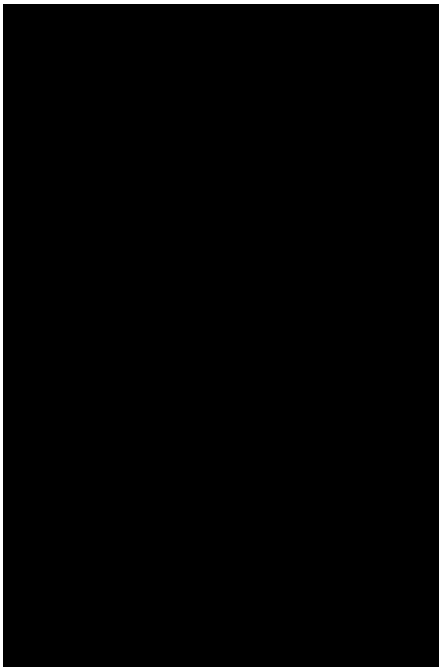
Category B: 86.75% of the amount for Category A \$4,300.00

Category D: ~~60.25% of the amount for Category A~~ \$3,000.00  
Category E: ~~47% of the amount for Category A~~ \$2,350.00  
Category F: ~~20.8% of the amount for Category A~~ \$1,050.00

12.9.2 The following table designates the specific positions allocated to Categories A through F.

**Abbreviation Key**

- |                    |                  |
|--------------------|------------------|
| (A) Assistant      | (B) Boys         |
| (F) Freshmen       | (G) Girls        |
| (H) Head           | (HS) High School |
| (JH) Junior High   | (M) Men          |
| (MS) Middle School | (S) Sophomore    |
| (V) Varsity        | (W) Women        |



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<p>Track<sup>±</sup> (A)  Volleyball (S,W)  Wrestling (A)</p>	<p>Soccer (F,M)  <del>Soccer (F,W)</del>  <del>Softball (F,W)</del>  <del>Softball (G)-JH/MS</del>  Spirit Advisors(HS)  Student Body Activity Advisors (MS)  Swimming<sup>***</sup>(A)  <b><u>Category D</u></b> <i>ó continued</i>  <del>Tennis (M)</del>  <del>Tennis (W)</del>  Track (F,M,W)  <del>Track (B)-JH/MS</del>  <del>Track (G)-JH/MS</del>  <del>Volleyball (G)-JH/MS</del>  Vocal Music  Water Polo  Wrestling (F,M)</p>
<p><b><u>Category E</u></b></p> <p>All-City Orchestra  All-City Choir  Assistant Broadway  Musical Director  All-City Band  Gymnastics (A,B,G)-JH/MS  Orchestra</p>	<p><b><u>Category F</u></b></p> <p>Intramurals (B,G)-JH/MS  <del>Head Teacher ó Elementary</del>  <del>Children's Center, Preschool****</del>  <u>Elementary Athletics</u></p>

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assignment. The site administrator and teacher will come to a mutual agreement about such exchange of duties. Such actions could include:

- a. ~~"trading" extra duty assignments with other teachers who may also be interested in a change;~~
- b. ~~requesting reassignment to a vacant teaching area in the school not associated with the extra duty assignment; or~~
- c. ~~filing a voluntary request with the Personnel Services Office for transfer to another school.~~

~~12.9.3.4 Such requests for transfer will be considered in keeping with the sections governing transfers in Article 8 of this contract.~~

~~12.9.3.5 If none of these options are available to the teacher, or if the teacher is unwilling to pursue them, the principal may continue to hold the teacher responsible for the extra duty assignment during the ensuing school year, in which case the request for withdrawal will remain in effect unless withdrawn by the teacher.~~

~~12.9.3.6 A teacher losing his/her classes related to his/her extra duty assignment shall have the option of withdrawing from that assignment.~~

~~12.9.3.7 It is understood by the parties that teachers not already involved in non-athletic coaching assignments shall not be required to assume any such assignments.~~

12.9.3.8<sub>3</sub> A teacher assuming classes that have a related activity is obligated to assume responsibility for that related activity.

12.9.4 The ~~CIF~~ required ~~e~~Coaching days prior to the first day of school shall be compensated for and included in the extra duty stipend.

~~12.9.5 The secondary principals acting in committee, as a whole, will establish District-wide minimum requirements for activities not covered by league rules.~~

~~12.9.6 The parties agree that transportation for athletics and other school activities covered by present District policy shall be considered a budget priority.~~

~~12.9.7 Regular contract teachers who also are assigned extra duty coaching assignments will receive equal treatment and the same protection granted to all members of the bargaining unit which derive from the current Agreement between the parties.~~

~~12.9.8 It is further understood by the parties that a joint Board/Association committee~~







vote shall be given an opportunity to do so. Limited term teachers, substitutes, and temporaries may not vote.

iii. If voting results in a tie between candidates, the site administrator shall have final decision-making authority for which of the candidates will become department chair.

c. Terms of the chair shall be two (2) years.

d. If a department chair is unable or unwilling to complete his/her two year term, he/she may resign from the role of department chair by notifying the department members, and the site administrator of their intention to do so. If the resignation occurs prior to March 1 of the second year of the term, a special election will be held within three weeks to fill the seat. The election will be to fulfill the remainder of the term for which the seat was vacated. If the resignation occurs on or after March 1 of the second year of the term, a special election will be held within three weeks. The election in such cases will be for the remainder of the term vacated, plus the normal two-year term of an elected department chair.

i. The site administrator may release the department chair, if necessary.

### 12.9.-95.3 Department Chair Duties and Tasks

a. Facilitates department efforts towards standards based curriculum development, common assessments for like courses, procuring appropriate resource materials, performance based assessment, and effective instruction, including the infusion of technology.

b. Leads the department in the development of measurable and meaningful annual goals supportive of designated school wide goals as part of the school plan and individual department goals.

- g. Collaborates on behalf of the department with administration and counseling regarding master schedule, articulation, and student placement in the various department courses.
- h. Coordinates the representation of the department to the community via parent newsletters, parent meeting, and award nights.

#### **12.10 Partial Funding for Sabbatical Leaves**

- 12.10.1 ~~Members of the bargaining unit who are granted sabbatical leaves will receive the difference between their contract salaries and the amount specified for Class C, Step 2.~~
- 12.10.2 ~~District contributions for all fringe benefits shall continue for the duration of such leave at the same level as for all members on paid leave status.~~
- 12.10.3 ~~After the initial approval of an application for sabbatical leave, the Personnel Services Office shall provide full information regarding the compensation which will be paid to the applicant while on leave.~~
- 12.10.4 ~~The applicant shall have five (5) working days upon receipt of such financial information to inform the Personnel Services Office of intent to accept or refuse the leave before final approval of the Board is obtained.~~
- 12.10.5 ~~Refusal to accept such leave shall not be the basis of denial of subsequent applications submitted by the employee for sabbatical leaves.~~
- 12.11 ~~The certificated Non-management salary schedules are incorporated into this contract as Appendix B.~~
  - 12.11.1 ~~These salary schedules contain no overt or covert provisions for salary discrimination based upon sex, race, creed, marital status, handicap, or age.~~
  - 12.11.2 ~~No differentials shall exist in rates of compensation except as provided for in this Agreement.~~

#### **12.12 Subbing on Prep Time**

- 12.12.1 **Secondary teachers who give up prep periods to work as substitutes will be paid at the prorated (one-fifth) higher substitute rate. Secondary teachers who work block schedules will be paid at the appropriate prorated higher substitute rate. Notwithstanding the above, the District may continue to assign secondary teachers to unpaid emergency substitutions as set forth in Article 5.4.6.**

#### **12.13 Salary and Benefits for 2004-2005**

12.13.1 — ~~For 2004-05, the salary schedules and related stipends will increase by 1.75 %, (1.0% due to additional on-going revenues to the District; .50% due to Health & Welfare savings; and .25% due to additional PARS savings) effective July 1, 2004. The .50% additional Health & Welfare savings as well as the additional .25% PARS savings are specific savings due only to the SCTA bargaining unit.~~

a. — ~~The increase that would apply to extra duty stipends will be held in abeyance to allow the parties to consider changes to the extra duty schedule issues related to gender, uniformity and mileage stipends.~~

b. — ~~The parties agree to continue to work through February 15, 2005, to add one-quarter percent (.25%) to the 1.75% to reach a goal of two percent (2.0%) for 2004-2005. The application of the one-quarter percent (.25%), if identified with on-going funds, will be applied in a manner agreeable to the parties.~~

12.13.2 — **Total Compensation Increase for 2005-06 and 2006-07**

12.13.2.1 — ~~The parties agree to develop a mutually agreeable formula upon which a total compensation increase might be based by February 15, 2005, unless the parties mutually agree to extend the timeline; however, if there is no agreement on such a formula, the parties agree that the contract will be reopened for negotiations per the CBA in years two (2) and three (3) as it relates to total compensation.~~

a. — ~~Upon implementation of the mutually agreeable formula, the parties agree that if there is a disagreement over the percentage or if additional funds are necessary to achieve such increase, the parties agree to meet in committee to resolve the matter.~~

b. — ~~The parties also agree if they are unable to resolve the matter that either~~

~~12.14.2 Compensation: The parties agree to form a task force to consider matters related to compensation, including K-12 comparability, adult ed pay, children-center pay and psychologist pay. The task force will begin meeting on or about March 1, 2005. Any recommendations are subject to mutual agreement of the parties.~~

~~**12.15 Staff Development 2004 / 2005**~~

~~12.15.1 The K-12 and Non-management Specialist salary schedules shall reflect three (3) additional days (18 hours for K-12, 24 hours for Non-management Specialists) for staff development. These additional days / hours bring the number of K-12 days to 184 teacher service days and the number of Non-management Specialist days to 198 and 193 service days respectively.~~

~~12.15.2 The 18 / 24 hours of staff development are mandatory. For the K-12 Salary Schedule / 18 hour requirement, the number of hours and topics are specified in Attachment(s) A & B - the District will identify sessions.~~

~~12.15.3 The days / hours are to be applied and scheduled in approximately two (2) or three (3) hour sessions from one to three times a week from Monday to Thursday.~~

~~12.15.4 With good reason, sites / programs may utilize a different configuration of time with approval of SCTA and the District. Full day (six or eight hours) staff development days are to be consistent with the District / SCTA Collective Bargaining Agreement (CBA).~~



the 18 / 24 hours by March 31, 2006, then make-