6 **Salaries**

6.1 Salary schedules ~~and appropriate stipends~~ will be 2.0%, ~~**12.0%**~~ effective ~~May 1, 2006~~ _____ _____. ~~The increase compensation will be provided to currently active employees who are present members of the~~ bargaining unit.

2023 school year and the signing bonus will be paid on June 30, 2023. _____.

$2,000 Recruitment and Signing Bonus: Bus Driver Referral

Any current employee who refers a new Bus Driver who provides service to the District for the 2022-2023

6.2.3 ~~All employees in Job Class Code 956800 Occupational Therapist shall receive a salary increase of 10% in addition to any other salary increases bargained pursuant to the findings of the SCUSD 2016 External Competitiveness Review.~~

~~All employees in Job Class Code 051600 Buyer II shall receive a salary increase of 6% in addition to any other salary increases bargained pursuant to the findings of the SCUSD 2016 External Competitiveness Review.~~

~~All employees in Job Class Code 956000 Network Specialist I shall receive a salary increase of 2% in addition to any other salary increases bargained pursuant to the findings of the SCUSD 2016 External Competitiveness Review. The District shall maintain the current percentage increase between Network Specialist I and Network Specialist II.~~

6.7

6.7.1 When an employee believes that ~~he/she~~ ____ ~~is~~ ___ being assigned or assumes duties on a regular, rather than temporary basis which are not fixed nor reasonably related to the duties of ~~his/her~~ _____ classification, ~~he/she~~ ____ shall notify ~~his/her~~ _____ supervisor, in writing, that ~~he/she~~ ____ ___ ~~is~~ being required to perform such duties. ~~Upon~~ _____

6.7.2.1 Classification Review Board

Properly completed and timely filed "Request for Classification Review" forms will be screened by the Classification Review Board. The Classification Review Board must consider individual "Request for Classification Review" forms on their own merits; however, nothing shall preclude the District from directing the Classification Review Board to review an entire classification(s) or from grouping similar requests into one review process. The Classification Review Board shall meet and review the employee's request no later than thirty (30) working days after receipt of the Request for Classification Review form by the Classified Personnel Services Office. The Classification Review Board hearing(s) shall be held during normal working hours.

a. Classification Review Board Composition

The classification Review Board shall be comprised of five (5) members as follows:

(1) The Associate Superintendent, Human Resources, or designee, who shall serve as chairperson, and who shall vote if there is a tie.

(2) Two _____ classified non-management employees appointed by the Union. Whenever possible, these should be from the

or office, or possession by the employee of special skills or abilities).

(3) When the position was last studied.

(4) A comparison of the employee's actual duties with the duties

completed study. The Board's decision shall be by a majority vote and shall be either to

(1) Recommend the reclassification to an existing position; or

(2) Deny the reclassification.

(3)

6.9.3

All nine, ten, and eleven-month permanent employees who work temporarily or, on a per diem payroll during the summer or intercession in another job class than the one that they are permanently assigned to, after six (6) years in a classification shall be placed on the second step in salary. The following three (3) years to be placed on the third step in salary, with no further step movement.

6.10

An employee who works authorized overtime shall be compensated at a rate equal to one and one-half (1-1/2) times the regular rate of pay. Shift and longevity differentials and in-service growth salary regularly received by the employee shall be included in determining his/her regular rate of pay.

6.10.1

Employees offered overtime work will be compensated overtime pay or compensatory time. The option of compensating an employee with time off in lieu of overtime payment shall be mutually discussed between the employee and supervisor. If no agreement is reached, the District shall compensate the employee at the appropriate rate of pay. Employees receiving compensatory time off shall receive such compensatory time at the rate of one and one-half (1-1/2) hours of compensatory time for each hour worked.

6.10.2 Employees receiving compensatory time off shall receive such compensatory time at the rate of one-half (1-1/2) hours of compensatory time for each hour worked. If compensatory time off is taken in lieu of cash compensation, the accumulated compensatory time off shall be used within twelve (12) calendar months. If there is a balance of compensatory time after twelve (12) months have passed, the remaining compensatory time will be paid to the employee.

6.10.3 Upon transfer of an employee, any compensatory time will be transferred with the employee.

6.10.4 It is understood that compensatory time off provisions of this Agreement shall incorporate all provisions of law and appropriate regulations.

6.10.5 In the event that a unit member is terminated for any reason including voluntary or involuntary termination, retirement, or death, the unit member shall be paid for accumulated compensatory time at either the average regular rate received by the unit member during the last three (3) years of employment, or the final rate of pay whichever is higher.

6.11

6.11.1 Eligible Employees

All regular classified employees serving in a classification listed below are eligible to move on the career lattice. Employees serving in substitute and/or temporary positions are not eligible to move on the career lattice and shall only be hired at the instructional aide level.

6.11.2 Classification and Training Requirements for Classes Included on the Career Lattice

The career lattice for aides includes the following classifications:

Instructional Aide	NCLB Requirement	One Year
Instructional Assistant I	+ 30 College Units NCLB Requirement	One Year
Instructional Assistant II	60 College Units NCLB Requirement	Served 75% of the school year as Instr Asst I
Teacher Associate	90 College Units NCLB Requirement	Served 75% of the school year as Instr Asst II

The parties agree to add Teacher Assistant Bilingual I and II to the Teacher Candidate Program.

For an employee to be eligible for the "teacher candidate" classification, the employee must meet the following conditions:

a. The employee must have served as teacher associate or teacher assistant bilingual II for the preceding two (2) years at least 75% of the days schools were in session, grades K-12.

three (3) years if not assigned to another classified or certificated position before that time limitation expires.

e. If an employee does not serve the District, after completion of their term as "teacher candidate," for half (1/2) the actual time served as

6.11.4.1 Twice annually, on September 1 and April

three-