

ARTICLE 29  
COMPENSATION

A. Salary Schedules

The current salary schedules are listed in Addendum I (Teachers and Counselors), Addendum II (ROP Teachers), Addendum III (Psychologists), Addendum IV (Nurses), and Addendum V (Speech and Language Pathologists).

B. Prior Experience

Unit members new to County Office service will have prior years of directly related experience in a public school setting recognized on a one-to-one (1 to 1) basis. Other prior experience will be evaluated and may be credited to a maximum of eight (8) years of service on a discretionary basis. (ROP Teachers – see Article 15)

C. Purchase of Materials

Unit members shall be entitled to reimbursement for the purchase of approvable materials not to exceed fifty dollars (\$50) in any one (1) school year. Effort shall be made to obtain prior approval.

D. Pay Periods

Unit members working 11 months shall receive 11 equal paychecks in August-June unless the unit member elects to receive 12 equal paychecks in August-July by deferring 8.333% of the net of each 11 month periods into July. Unit members working 12 months shall receive 12 equal paychecks in July-June.

E. Daily Rate of Pay

Means the unit member's annual salary divided by the number of workdays required by the Agreement.

F. Hourly Rate of Pay

For teachers, speech and language pathologists, ROP teachers, and counselors means the daily rate of pay divided by seven (7.0) hours and for nurses and psychologists means the daily rate of pay divided by eight (8.0) hours.

G. Extra Duty Pay:

1. Shady Creek

A unit member who is assigned the extra duty of the Shady Creek program shall receive regular salary plus a special stipend of two hundred fifty dollars (\$250) a week. A week's assignment is defined as five (5) consecutive working days. Unit members assigned for a lesser amount of time shall receive that portion of two hundred fifty dollars (\$250) that the time of their duty assignment bears to a week's assignment as defined above.

2. Teacher of Record

Effective May 2, 2016, when SCSOS is unable to secure a substitute teacher, a unit member may be designated to cover another unit member's assigned classroom. SCSOS will not designate a unit member to cover a classroom that is not located on the same site/complex. A SCSOS administrator, or his/her designee, shall notify the designated unit member of their Teacher of Record status at the start of their assignment. Should a unit member be designated to cover another classroom, the unit member will be compensated with a \$115 per day stipend for a full day and \$57.50 stipend for half-day or less in addition to their regular salary. Designated coverage of another unit member's assigned classroom shall not exceed one (1) day, except by mutual consent.

3. Extra Duty

Retroactive to July 1<sup>st</sup>, 2015, unit members who agree to perform work that is in addition to their current job assignment to cover for vacancies or for unit

members who are out on leaves or to perform mandated oversight duties for another unit member (Example: maternity/paternity, disability, long-term substitute or an intern enrolled in a University program) shall be paid at his/her hourly rate of pay for agreed upon hours.

Hours will be mutually determined by the program administrator and the unit member performing the additional duties. In determining the hours, the level and degree of coverage shall be considered. If it is determined an increase or decrease in time may be needed to provide the service, the unit member and the administrator will meet to address the hours needed prior to implementing any change in agreed upon service hours.

#### H. Payroll Errors

1. Any payroll error which harms a unit member shall be corrected not later than ten (10) workdays after the payroll error is discovered.
2. Any payroll error resulting in an overpayment to a unit member will, after meeting with the unit member and verifying the overpayment, be corrected by payroll deduction of the overpayment without interest. The parties will attempt to agree on an installment payment plan which is completed within the current fiscal year. If no agreement is reached, the Payroll Department will divide the amount owing by the remaining months in the fiscal year and deduct an equal amount each month without interest. If the unit member resigns, retires or is separated, the full amount of the overpayment shall be deducted from pay owing.

#### I. Salary Deductions for Unpaid Leaves

A unit member who receives a deduction (dock) from wages due to an unpaid status of any kind that exceeds the net pay, will have all voluntary deductions, with the

*exception* of group health and life insurance premiums, garnishments, and union dues, discontinued until the net pay exceeds the dock.

Should the unit member's dock exceed the net pay, the excess dock may be deferred to the next pay date. A unit member may submit a written request (payroll dock form) that docks be split over two (2) or more pay periods with the Superintendent or designee's prior approval, providing the following conditions are met:

- The employee must be back to work from leave.
- The dock will not cross fiscal years.

In the event that the unit member separates from Sutter County Superintendent of Schools employ, the unit member agrees to pay any remaining dock in full at the time of separation.

Voluntary deduction(s) will resume as the unit member's net pay is available to meet the obligation. Voluntary 403(b) or 457 deductions will need to be re-initiated by the unit member through the county's third party administrator.

## J. Experience Steps

### 1. Teachers/Speech and Language Pathologists/Counselors

In Columns IV and V respectively, at the beginning of each of the 20<sup>th</sup>, 22<sup>nd</sup>, 24<sup>th</sup>, 26<sup>th</sup>, 28<sup>th</sup> and 30<sup>th</sup> year of experience (as defined in Section 29-B), the unit member's salary will be increased by two percent (2%).

### 2. Psychologists

At the beginning of each of the 10<sup>th</sup>, 14<sup>th</sup>, 18<sup>th</sup>, 22<sup>nd</sup>, 26<sup>th</sup>, and 30<sup>th</sup> year of experience (as defined in Section 29-B) with the County Office as a

psychologist, the unit member's salary will be increased by two and one-half percent (2.5%).

3. Nurses

At the beginning of the tenth (10<sup>th</sup>) year (through the fourteenth (14<sup>th</sup>) year) of experience (as defined by Section 29-B), three percent (3%) of Step 6, will be added to the unit member's salary. At the beginning of the fifteenth (15<sup>th</sup>) year (through the nineteenth (19<sup>th</sup>) year) of experience, six percent (6%) of Step 6, will be added to the unit member's salary. At the beginning of the twentieth (20<sup>th</sup>) year and thereafter, nine percent (9%) of Step 6 will be added to the unit member's salary.

4. ROP Instructors

At the beginning of the nineteenth (19<sup>th</sup>) year of experience, as defined in Article 15-D, the unit member will move to experience Step 19.

K. Advance Degree Stipends

Qualifying unit members shall be paid an annual stipend of one thousand dollars (\$1,000) for having a Master's degree or one thousand five hundred dollars (\$1,500) for having a Doctorate degree. A unit member is eligible for only one (1) of these stipends at a time.

L. High School Prep Time

Positions at high school sites without a scheduled prep time increase their workday by thirty (30) minutes for student attendance days and shall be paid their regular rate of pay for the additional time (ninety (90) hours/school year) in twelve (12) equal installments with regular end-of-month salary. Due to the constant changing of school schedules and transportation, each position will be re-evaluated annually

to determine if it is possible to work in a prep time without increasing the day by 30 minutes. When this is possible, the unit member will not receive the extra pay.

M. Multiple Session Prep Time

Beginning with the 2012-2013 school year, unit members who teach a separate am and pm session with less than one (1) hour between sessions shall be entitled to a prep time of thirty (30) minutes for each of the one hundred eighty (180) student attendance days and shall be paid their regular rate of pay for the additional time (ninety (90) hours/school year).