

SECTION XI – WAGES
POWAY UNIFIED SCHOOL DISTRICT

INITIAL SALARY PLACEMENT FOR UNIT MEMBERS

Unit members will be placed on the appropriate column for which their training (units/degrees) qualifies them. Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column. A bachelor's and/or master's degree must be from an accredited college or university. See Appendix A for salary schedules.

For the purposes of initial step placement, a "year" of experience is defined as:

- Each year of successful full-time teaching experience (75% of total contract year minimum under contract) in a public school verified by the previous employer(s).
- Each year of successful full-time teaching experience (75% of total contract year minimum under contract, with a state issued teaching credential), in an accredited private school verified by the previous employer(s).

Additionally:

- Effective July 1, 2018, PUSD teachers holding a Designated Subjects Career Technical or a Vocational Education credential who teach A-G approved courses, and then acquire a single subject credential in a related subject area, shall be placed on the certificated salary schedule as prescribed above, with credit given for years of CTE experience within PUSD.
- Effective July 1, 2019, PUSD Preschool teachers hired into the TK-12 setting, shall be placed on the certificated salary schedule as prescribed above, with credit given for years of preschool experience within PUSD.
- Effective July 1, 2022, District Resource Nurses shall be placed on the certificated salary schedule as prescribed above, with credit given for years of successful full-time medical and/or clinical experience (work that required licensure as a Registered Nurse) as verified by previous employer(s).

1 **INITIAL PLACEMENT FOR CERTIFICATED TEACHERS, LIBRARIANS, & DISTRICT**
 2 **RESOURCE NURSES**

Less than one (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
One (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
Two (2) years of experience	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience	Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.
Five (5) years of experience	Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience	Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.
Seven (7) years of experience	Teachers will be placed on Step 8 in the appropriate column for which their training (units/degrees) qualifies them.
Eight (8) years of experience	Teachers will be placed on Step 9 in the appropriate column for which their training (units/degrees) qualifies them.
Nine (9) years of experience	Teachers will be placed on Step 10 in the appropriate column for which their training (units/degrees) qualifies them.
Ten (10) years or more experience	Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column for which their training (units/degrees) qualifies them.

3 **INITIAL PLACEMENT FOR CAREER TECHNICAL EDUCATION (CTE) TEACHERS,**
 4 **ADULT EDUCATION TEACHERS, SPEECH & LANGUAGE PATHOLOGISTS, and**
 5 **PRESCHOOL TEACHERS**

Less than one (1) year of experience	Teachers will be placed on Step 1 in the appropriate column for which their training (units/degrees) qualifies them.
One (1) year of experience	Teachers will be placed on Step 2 in the appropriate column for which their training (units/degrees) qualifies them.
Two (2) years of experience	Teachers will be placed on Step 3 in the appropriate column for which their training (units/degrees) qualifies them.
Three (3) years of experience	Teachers will be placed on Step 4 in the appropriate column for which their training (units/degrees) qualifies them.
Four (4) years of experience	Teachers will be placed on Step 5 in the appropriate column for which their training (units/degrees) qualifies them.
Five (5) years of experience	Teachers will be placed on Step 6 in the appropriate column for which their training (units/degrees) qualifies them.
Six (6) years of experience	Teachers will be placed on Step 7 in the appropriate column for which their training (units/degrees) qualifies them.
Seven (7) years of experience	Teachers will be placed on Step 8 in the appropriate column for which their training (units/degrees) qualifies them.
Eight (8) years of experience	Teachers will be placed on Step 9 in the appropriate column for which their training (units/degrees) qualifies them.
Nine (9) years of experience	Teachers will be placed on Step 10 in the appropriate column for which their training (units/degrees) qualifies them.
Ten (10) years or more experience	Maximum initial salary step placement (experience) will be no higher than Step 11 of the appropriate column for which their training (units/degrees) qualifies them.

ADVANCEMENT ON SCHEDULE

Column Advancement

Column advancement is based on semester units. Quarter units are converted and applied to the salary schedule as semester units. Official transcripts verifying completion of units/degrees must be received by Personnel Support Services no later than October 1st to be credited for salary schedule advancement in the current year. Those received after October 1st will be applied in the following school year.

Teaching and Learning Cooperative (TLC) salary schedule prime columns B', C', D', E' are attained after completion of 40 TLC points. Once attained, the unit member has 4 years to complete an additional 40 TLC points to remain on the prime column.

Verification of completed TLC points must be received by Personnel Support Services no later than October 1st to be credited for salary schedule advancement in the current year.

Step Advancement

Teachers will advance on the salary schedule according to the following criteria, until maximums are reached:

Teaching Assignment of .75 - 1.0 Full Time Equivalent (FTE): Teachers at .75 - 1.0 FTE will advance one step every year if they are in full paid status for at least 75% of their contracted work year. (For service rendered after July 1, 1997).

Teaching Assignment of .50 - .74 FTE: Teachers will advance one step every other year for two consecutive years of service at .50 - .74 FTE, so long as the teacher is in full paid status for at least 75% of their contracted work year in both of these years.

Less than .50 FTE: A year of service at less than .50 FTE shall not be credited toward step advancement.

STEP ADVANCEMENT CHART

Teacher must be in full paid status for at least 75% of their contracted work year for this chart to apply

>75% FTE - Step every year

50% - 74% FTE - Step every other year

<50% - No step advancement

Effective July 1, 1985, teachers having served in temporary and/or long term substitute status in the same assignment, for a period of time equal to or greater than 75% of total contract year, in full paid status, shall be granted step advancement.

Units Earned/Experience Credited

Hours credited and courses taken for salary advancement must have prior approval of the District. Upper division or graduate level courses taken from an accredited college or university in the State of California in the field or discipline of the teacher's assignment have blanket approval.

Earned Doctorate

Earned Ed.D., Ph.D., or J.D. degree from an institution accredited by the appropriate required accrediting association will be paid an annual stipend of \$1,000.

National Board Certification

Beginning July 1, 1999, teachers certified by the National Board for Professional Teaching Standards will be compensated at \$1,000 per year from the second year of certification until expiration.

Speech Pathologist

Full-time Speech Pathologists will receive an annual stipend of \$1,000 and may be reimbursed for submitted certification and license fees paid beyond basic credential, not to exceed \$500 annually.

Extra Service Assignment Pay

Teacher Service Assignment and Extracurricular Service Assignments are those defined in PUSD Board Policy Article 4.2, Section 4.212 and 4.213. As of July 1, 2016, the Stipend Base will be 75% of a teacher on Salary Schedule I, B2. Any change to Salary Schedule I initiates the same change to the Stipend Base amount. See Appendix B.

Teachers New to the District

Teachers new to the District shall be scheduled for two additional days of service (see SECTION VIII - HOURS OF EMPLOYMENT). Day 1 is set aside to participate in District sponsored programs, such as New Teacher Day Orientation, and to report to their site for teacher preparation time. Day 2 shall be set aside for teacher preparation time. The first day shall be paid at the Salary Schedule I, B2 daily rate, and the second shall be paid at their per diem rate.

Returning temporary teachers shall report to their school site for two days of additional service. If a returning temporary teacher did not attend New Teacher Day Orientation the prior year, but was contracted during the prior school year, the site principal may approve teacher attendance at New Teacher Day Orientation in year two. These temporary teachers shall be compensated for these two days at their per diem rate.

RATES OF PAY

Hourly Rate Assignments

Teacher Hourly Rate will be based on the hourly rate of a teacher on Salary Schedule I, B2. Any change to Salary Schedule I initiates the same change to the Teacher Hourly Rate.

Teacher-initiated trainings (not mandatory or approved by the district or site) will not be paid at the teacher hourly rate.

Teachers who elect to receive TLC credit for district/site initiated and approved professional development shall not receive the teacher hourly rate.

The following qualify for additional compensation at the teacher hourly rate:

District-wide Staff Development Presenters/Trainers (persons who have primary responsibility for planning and coordinating staff development sessions) shall be paid for two hours of preparation for every one hour of presentation. Additionally, for presentation hours outside the contracted workday, Presenters/Trainers shall be paid the teacher hourly rate. For presentations delivered on a non-contracted day, see Daily Per Diem Rate.

Participation in District/site initiated and approved in-service/training opportunities (registration fees and required materials will be provided) during non-contracted time

Curriculum Development during non-contracted time

Four and one-half or five and one-half period class at the high school

Compensated program-related tasks which are not covered under Extra Assignment Schedule (i.e. SPSA, Title I)

Sixth-grade camp (additional compensation equivalent to twice the Salary Schedule I, B2 hourly rate per overnight stay)

High school supervision defined as "paid" per SECTION VIII - HOURS OF EMPLOYMENT, HIGH SCHOOL SUPERVISION (Teachers performing those duties defined as "paid" per this section shall be paid at the rate equivalent to one hour at the Salary Schedule I, B2 rate).

Home/hospital tutors

- Unit members shall be given preference as home/hospital tutors. After the District has advertised for unit members to serve as home tutors and an insufficient number of teachers have responded, the District may employ qualified non-unit members.

The following qualify for the teacher hourly rate for hours during the contracted workday:

Secondary teachers assigned by an administrator to teach on preparation period as a substitute (one hour minimum, in half hour increments)

In the absence of an available substitute, elementary school and D39C teachers who cover a class or are assigned a group of five or more students for more than 30 minutes

Impact teachers

- Shall be paid the teacher hourly rate to address core academic needs through supplemental instruction. This paid time shall include time for planning, preparation and collaboration at a ratio of 10 minutes for each 1 hour of instruction.
- Shall attend professional development activities and trainings directly related to their duties with attendance paid at the teacher hourly rate.
- May earn Teaching and Learning Cooperative (TLC) points, which shall be applied for salary schedule placement if the Impact Teacher is subsequently hired into a contracted assignment.

Daily Per Diem Rate

Summer School Teaching (full assignment – 2/3 daily rate of the preceding year)

District-wide Staff Development Presenters/Trainers (persons who have primary responsibility for planning and coordinating staff development sessions) who present on a non-contracted day (paid at per diem 1/2 day or full day). Additionally, District-wide Staff Development Presenters/Trainers (persons who have primary responsibility for planning and coordinating staff development sessions) shall also be paid the teacher hourly rate for preparation. This preparation time shall be paid at two hours of preparation for every one hour of presentation.

Teachers who teach regularly assigned classes in addition to a full-time teaching assignment will be compensated on a per diem basis. This does not apply to four and one-half and five and one-half period classes at the high school.

Undefined Rates

Rates of pay not specifically defined in Board Policy or in this agreement shall be negotiated by the District and the Federation.

When outside agencies have an established rate of pay (e.g. Writing Project, County Office of Education), the District shall pay at that rate, but not less than the negotiated hourly rate.

SECTION XII – RIGHTS OF THE EXCLUSIVE REPRESENTATIVE