

1 **APPENDIX I (Continued)**

2 **Provisions and Requirements Related to Salary Schedule**

3 **A. Credit for Teaching or Other Certificated Service**

4 1. Credit may be allowed for acceptable certificated service in public schools,  
5 accredited private schools, or recognized colleges outside the District up to a  
6 maximum of eight (8) years effective July 1, 2000. In order for the service to  
7 be counted as one (1) year, the certificated employee must have served at  
8 least 75% of the unit member's work year. Service credit will not be applied  
9 until a basic credential has been earned and within the time lines set forth in  
10 Appendix I, Section B.

11 2. First year teachers in the District employed to teach vocational education  
12 classes, will be given up to five (5) years credit on the salary schedule for  
13 acceptable experience in industry.

14 3. Vocational Education teachers new to the District are placed on the  
15 appropriate step of Column II of the certificated salary schedule at the  
16 appropriate step based upon acceptable service credit. Horizontal movement  
17 is permitted upon the completion of upper division or graduate units according  
18 to the adopted schedule.

19 **B. Classification Placement**

20 1. Each employee shall place on file in the District Personnel Office, a transcript  
21 of college work within 60 calendar days of the date of hire for placement on  
22 the salary schedule for the first year of employment. Degrees earned shall be  
23 posted on a transcript. Salary adjustment for college units or degrees earned  
24 shall be made two times a year. For transcripts or grade cards submitted by  
25 November 1, placement on the salary schedule shall be adjusted retroactively  
26 to the beginning of the duty year. For transcripts or grade cards submitted by  
27 March 1, placement on the salary schedule shall be adjusted as of mid year.  
28 Transcripts or grade cards submitted after March 1 will be applied at the

1 beginning of the next school year. Changes in salary placement shall be  
2 made only two times a year as described herein, provided the employee  
3 strictly complies with all time deadlines set forth herein.

4 2. When an employee has qualified for placement on a higher column due to  
5 education, the employee shall be allowed all years of service and transferred  
6 to the proper step of the new column.

7 3. College work taken for advancement must be upper division or graduate work  
8 from a college or university recognized by the American Council of Education.  
9 Prior approval from the Personnel Office must be secured before enrollment  
10 in lower division courses that are intended to apply toward advancement on  
11 the salary schedule.

12 4. Unit members who hold an Emergency teaching permit or an Intern Teaching  
13 authorization shall be placed on Column I, and shall remain on Column I until  
14 such time that they complete the requirements for a Basic California  
15 Credential. Unit members new to the District, who have a Basic California  
16 Credential or a clear/regular teaching credential from another state, shall be  
17 placed on at least Column II or above, depending on their units, degrees, and  
18 years of service.

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1 **APPENDIX II**

2 **A. Ratio Schedule for Non-Teaching Assignments**

3 1. Non-teaching personnel listed below shall have salaries determined by  
4 applying a ratio to the certificated salary schedule under regulations as  
5 adopted by the Board of Education. Such ratios shall reflect additional time  
6 and responsibility required to perform the duties of the position.

7 2. Placement of applicants presently employed by the Colton Joint Unified  
8 School District will be on actual step multiplied by the ratio. For individuals  
9 newly employed by the District, credit may be allowed for acceptable  
10 certificated service in public schools, accredited private schools, or  
11 recognized colleges outside the District up to a maximum of eight (8) years.  
12 In order for the service to be counted as one (1) year, the certificated  
13 employee must have served at least 75% of the unit member's work year.

	<u>Days of Duty</u>	<u>Ratio</u>
15 Counselor, Sr. High	197-7.25 hr days inclusive of 30 min. lunch	1.11
16 Counselor, Middle Schl	190-7.25 hr days inclusive of 30 min. lunch	1.06
17 Counselor, Elementary	185-7.25 hr days inclusive of 30 min lunch	1.03
18 Head Counselor, Sr. High	197-7.25 hr days inclusive of 30 min lunch	1.15
19 Psychologist	197-8 hr days inclusive of 30 min lunch	1.15
20 Curriculum Program Specialist	197-8 hr days inclusive of 30 min lunch	1.15
21 Curriculum Program Specialist	185-8 hr days inclusive of 30 min lunch	1.08
22 *Activities Teacher	194-8 hr days inclusive of 30 min lunch	1.14
23 *Athletic Teacher	194-8 hr days inclusive of 30 min lunch	1.14
24 #Activities Director	194-8 hr days inclusive of 30 min lunch	1.14
25 #❖Athletic Director	194-8 hr days inclusive of 30 min lunch	1.14
26 Nurse	197-7.25 hr days inclusive of 30 min lunch	1.065
27 YRE Speech Therapist	197-7.25 hr days inclusive of 30 min lunch	1.065
28 YRE Psychologist	208 - 8 hr days inclusive of 30 min lunch	1.214

1 YRE RSP 208 - 7.25 hr days inclusive of 30 min lunch 1.125

2 \* Unit members working in the position of Activities Director/Teacher or Athletic  
3 Director/Teacher shall teach three (3) periods, and have three (3) periods for directing.

4 # Should the District decide to combine the positions of Athletic Director and Activities  
5 Director, the days of duty shall be 194 (8 hour days) and shall have ratio of 1.14. A unit  
6 member working such a position shall teach one (1) period of "Leadership", have two  
7 periods for directing athletic, and have three (3) periods for directing student activities.

8 ❖ Unit members working in the position of Athletic Director shall not have a teaching  
9 assignment.

10 The site must have the following components for this full time position to continue  
11 the next year. If the criteria are not met during the school year, the position will return to a  
12 three-period teaching – three-period conference schedule in the following school year.

- 13 1. Grades 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup>.
- 14 2. A site enrollment minimum of 1850.
- 15 3. The school supports league play in:
  - 16 a. Baseball – Varsity, JV
  - 17 b. Basketball, Boys – Varsity, JV
  - 18 c. Basketball, Girls – Varsity, JV
  - 19 d. Football – Varsity, JV Frosh
  - 20 e. Soccer
  - 21 f. Softball – Varsity, JV
  - 22 g. Swimming
  - 23 h. Track & Field
  - 24 i. Tennis
  - 25 j. Volleyball
  - 26 k. Wrestling

27 *Only teachers assigned a full teaching schedule on a daily basis shall have a duty-*  
28 *free preparation period. (per Article 8, Section 8.6)*

1 **APPENDIX III**

2 **A. Extra Duty and Miscellaneous** (Effective 7/1/07)

3 **Per Year**

4 Special Education Teachers \$ 855

5 Earned Doctorate 1,098

6 **Hourly** **Per Hour**

7 1. Adult Education \$36.85

8 2. Home Teachers 36.85

9 3. Intensive Instruction Teacher 36.85

10 4. Summer School Teachers 36.85

11 **Hourly** **Per Hour**

12 5. Hourly Teaching and Tutoring Assignment 36.85

13 6. Extra Duty Assignments 13.00

14 7. Classroom Supervision (1/5 of Substitute Teacher Daily Rate as listed in  
15 Section 8.13)

16 8. Elementary Sub Rate: (Daily substitute rate as listed in Section 8.13, divided  
17 by number of teachers assigned extra students.)

18 **\*Department Chairpersons** **Per Year**

19 6 to 10 periods in department \$ 850

20 11 to 19 periods in department \$1,302

21 20 to 45 periods in department \$1,891

22 46 plus periods in department \$2,315

23 \*Increase Department Chairpersons' responsibilities by attending Freshman Orientation  
24 and the Award Recognition Ceremony. Chairpersons shall submit all paperwork as per site  
25 administrator's request in a timely manner, including coordination of testing, integrated  
26 department curriculum, department budget and orders, and increase staffing  
27 recommendations.

1 **APPENDIX IV**

2 **A. Coaching/Activity Pay – Senior Comprehensive High School Unless Otherwise Noted**

3 (effective 7/1/07)

4	<b><u>ATHLETIC TRAINER</u></b>	\$ 3,384	<b><u>GYMNASTICS</u></b>	
5			Head Varsity	\$ 3,009
6				
7				
8	<b><u>BADMINTON</u></b>		<b><u>SOCCER</u></b>	
9	Head Varsity	\$ 3,009	Head Varsity	\$ 3,384
10	Head J.V.	2,256	Head J.V.	2,633
11	Ass't J.V.	2,256		
12				
13	<b><u>BASEBALL</u></b>		<b><u>SOFTBALL</u></b>	
14	Head Varsity	\$ 3,384	Head Varsity	\$ 3,384
15	Head J.V.	2,633	Head J.V.	2,633
16	Head Frosh/Soph	2,633	Head Frosh/Soph	2,633
17				
18	<b><u>BASKETBALL</u></b>		<b><u>SWIMMING</u></b>	
19	Head Varsity	\$ 3,384	Head Varsity	\$ 3,009
20	Head J.V.	2,633	Head J.V.	2,256
21	Head Frosh/Soph	2,633		
22				
23	<b><u>CROSS COUNTRY</u></b>		<b><u>TENNIS</u></b>	
24	Head Varsity	\$ 3,009	Head Varsity	\$ 3,009
25	Head J.V.	2,256	Head J.V.	2,256
26	Ass't	2,256	Ass't	2,256
27				
28	<b><u>FIELD HOCKEY</u></b>		<b><u>TRACK</u></b>	
29	Head Varsity	\$ 3,384	Head Varsity	\$ 3,384
30	Head J.V.	2,633	Head J.V.	2,633
31				
32	<b><u>FOOTBALL</u></b>		<b><u>VOLLEYBALL</u></b>	
33	Head Varsity	\$ 4,135	Head Varsity	\$ 3,009
34	Ass't Varsity	2,633	Head J.V.	2,256
35	Head J.V.	2,633	Ass't	2,256
36	Ass't J.V.	2,256		
37	Head Frosh/Soph	2,633	<b><u>WATER POLO</u></b>	
38	Ass't Frost/Soph	2,256	Head Varsity	\$ 3,009
39	Head Spring	843		
40	Ass't Spring	564		
41				
42	<b><u>GOLF</u></b>		<b><u>WRESTLING</u></b>	
43	Head Varsity	\$ 2,256	Head Varsity	\$ 3,384
44			Head J.V.	2,256
45			Ass't	2,256

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1 For each extended week of the season (Playoffs), each coach of the team involved  
2 shall receive the equivalent of ten percent (10%) of his/her coaching salary for the  
3 regular season.

4 For each extended week of CIF Playoffs where the Band, Drill Team, or Pep Squad  
5 participates, the director of each shall receive five percent (5%) of his/her activity  
6 assignment salary for the regular season.

7 In the event that a team is eliminated, but an individual or individuals qualify for  
8 continued competition, the individual's coach shall receive the equivalent of five  
9 percent (5%) of his/her coaching salary for the regular season for each extended  
10 week of the season.  
11

<u>EXTRA ACTIVITIES</u>	<u>(effective 7/1/07)</u>
Band Director	\$4,135
Choral Director	2,256
Band Assistant	3,009
Pep Squad Director	3,009
Ass't Pep Squad Director	2,256
Newspaper Advisor	2,256
Annual Advisor (Sr High)	2,256
Annual Advisor (Middle Sch)	1,125
Play Director/ Technical Director:	
2 Major Productions	1,317 each
2 Minor Productions	564 each
Stage Director	564 each for all Productions
Academic Decathlon	1,317
College Bowl	1,125
Mock Trial	1,125
Speech and Debate	1,317
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1 **APPENDIX V**

2 All District forms to be utilized by unit members shall be provided to the Association upon  
3 written request. New forms created by the District shall be provided to the Association in a  
4 timely manner.

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6 **// APPENDIX VI**

7 The Association and the District agree that this Agreement is in effect from July 1, 2009  
8 through June 30, 2012.

9 The Association and the District shall have the right to two re-openers for the 2010-2011  
10 and 2011-12 school years. The District and the Association agree that Article 7: Wages  
11 and Health and Welfare Benefits automatically opens in the 2010-2011 and 2011-2012  
12 school years.

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