

Gompers Preparatory Academy

Proposal To

San Diego Education Association

ARTICLE 10: WAGES

**SDEA Proposal Passed July 9, 2019
GPA Proposal Passed September 12, 2019**

10.1 **Salary Schedule**

- 10.1.1 Unit members who are speech pathologists will, upon hire, be placed, at a minimum, on Step 1 of the Salary Schedule attached as Appendix B.
- 10.1.2 Unit members who are school psychologists will, upon hire, be placed, at a minimum, on Step 1 of the Salary Schedule attached as Appendix C.
- 10.1.3 Unit members who are hired as interns will be paid the intern rate specified on Appendix A. Upon earning their Preliminary Credential and if hired by GPA as a teacher, unit members will be placed, at a minimum, on Step 1 of Appendix A.
- 10.1.4 Unit members hired as substitutes will be paid at the hourly rate set forth on Appendix A.
- 10.1.5 Unit members on special assignment may be paid at a rate other than as set forth on Exhibit A.
- 10.1.6 All remaining unit members will be placed, at a minimum, on Step 1 of the Salary Schedule attached as Appendix A. Unit members who work more than 205 days in a fiscal year will have their salary increased proportionally.
- 10.1.7 All unit members who have been employed by GPA for a minimum of eighty percent (80%) of the fiscal year will move to the next step on the salary scale at the beginning of the next fiscal year.
- 10.1.8 Unit members who receive an overall composite score of "Exceptional" on their annual formal evaluation may, at GPA's discretion and depending on operational needs, be moved two or more steps higher on the salary scale at the beginning of the next fiscal year.
- 10.1.9 If the state or federal government institute budget cuts to education or deferments of funding, unit members shall not move to the next step on the Salary Schedule until the fiscal year after funding is stabilized or deferred payments are received by GPA.

GPA reserves the right to modify, amend, delete, or add to its proposals throughout the course of the negotiations.

10.2 **Stipends**

- 10.2.1 GPA will pay coaching stipends to eligible unit members for coaching high school sports as set forth in the Coaching Stipend Schedule attached as Appendix D.
- 10.2.2 At its discretion and depending on operational needs, GPA may give a bonus or stipend of up to twenty percent (20%) per year of the unit member's annual compensation for the following:
- 10.2.1.1 To unit members who serve in hard-to-fill positions or who possess multiple credentials or other qualifications which are deemed valuable by GPA.
 - 10.2.1.2 For longevity for unit members who have been employed by GPA continuously for a minimum of ten (10) fiscal years.
- 10.2.3 Payment to eligible unit members for voluntary work by unit members related to programs funded by grants from a third party shall be determined by GPA according to the terms of the grant and the needs of GPA.

10.3 **Mileage**

If a unit member is assigned to travel for work, mileage reimbursement for certificated unit members shall be the current applicable Internal Revenue Service Rate.