

**San Diego Education Association
Proposal To The
Gompers Preparatory Academy**

ARTICLE 10: WAGES

**SDEA Counter Proposal Passed November 22, 2019
GPA Counter Proposal Passed September 12, 2019
SDEA Proposal Passed July 9, 2019**

***** Proposed as a package with Article 6: DISCIPLINE AND DISMISSAL, Article 7:
EMPLOYMENT STATUS, Article 9: HOURS, and Article 14: CLASS SIZE AND CASELOADS

10.1 Salary Rates

10.1.1 The salary schedule for Teachers and Counselors for the term of this Agreement is attached as Appendix A.

10.1.2 The salary schedule for Speech-Language Pathologists and School Psychologists for the term of this Agreement is attached as Appendix B.

10.1.3 The annual salary for Interns for the term of this Agreement shall be ~~\$50,000~~\$47,500.

10.1.3.1 For the purpose of this section, Interns are defined as a unit member who is authorized by the California Commission on Teacher Credentialing to teach under a Short-Term Staff Permit.

10.1.4 The ~~annual salary~~pay rate for ~~Teachers on Staff~~Substitutes on Call for the term of this Agreement shall be ~~\$40,000~~\$25 per hour.

10.1.4.1 For the purpose of this section, Substitute on Call are defined as a unit member who is authorized by the California Commission on Teacher Credentialing to teach under a 30-day emergency permit and are working in place of a regular unit member.

10.1.5 Unit members assigned to work Summer Session shall be paid their prorata hourly rate. Prorata hourly rate is the quotient resulting from dividing the unit member's annual salary rate, by the number of days in the contract year, divided by eight (8).

10.1.~~56~~ Salary will be paid twice monthly, in equal amounts, over twenty-four (24) paychecks.

10.2 Step Advancement

Step advancements on the salary schedule are effective on the beginning date of contract service in the school year immediately following the school year in which the qualifying service was rendered. A unit member who is in contract paid status for at least seventy-five percent (75%) of the work days in the school year qualifies and

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shall advance one step for each year of creditable service until the maximum step of the column has been reached.

10.2.1 If the state or federal government institute budget cuts to education or deferments of funding that reduces the school's budget reserve below statutory requirements, unit members shall not move to the next step on the Salary Schedule until the fiscal year after funding is stabilized.

10.3 Initial Placement

Newly-employed unit members shall ~~be placed on the appropriate~~ receive up to five (5) years of step credit based on all years of experience in a private school accredited in the State of California, charter school, or public school system.

10.3.1 Unit members currently employed by the school shall receive step credit for all years previously employed in a private school accredited in the State of California, charter school, or public school system. Additional step credit shall be effective July 1, 2019.

10.3.2 For the purpose of this section, credit for a step shall be considered having worked seventy-five percent [75%] or more of the days in a work year.

10.4 Course Work and Advanced Degrees Creditable for Column Placement and Advancement

10.4.1 Initial Column Placement

For salary placement and advancement purposes, degrees and units must be earned academic degrees and creditable upper division or graduate units from regularly accredited institutions of higher education.

10.4.2 Creditable Course Work for Column Placement and Advancement

Course work is creditable if it is a course taken for credit at an accredited institution, within the major or minor or reasonably related to the unit member's assignment, or related to a potential future certificated assignment and posted as semester, quarter, or trimester units on an official transcript in the institution's regular upper division or graduate course number series.

Lower division, extension, professional development, continuing education, and travel course work may be creditable for column advancement or placement if the course is approved for credit by GPA. Application for course approval by GPA may be made by a unit member on an individual basis. The application must describe the value of the course for enhancing professional competence.

10.4.3 Accredited Institutions of Higher Education

Accredited institution of higher education means an institution of higher education in the United States, fully accredited by a United States regional accrediting Association which awards accreditation to institutions of higher education for training in specified professions.

10.4.4 Course Work Completed After Meeting Bachelor's Degree Requirements

Qualifying upper division or graduate course work completed after meeting the Bachelor's degree requirements and prior to granting of the Bachelor's degree shall be credited in the same manner as course work taken after the Bachelor's degree provided that the registrar of the college granting the Bachelor's degree certifies that the additional course work was not part of the requirements for granting the Bachelor's degree.

10.4.5 Advanced Degrees

Advanced degrees in the field of education or in a field reasonably related to the unit member's current assignment shall be credited for column advancement or placement.

10.5 Column Advancement

Column advancement on the salary schedule shall conform to the following:

- a. Eligible unit members shall advance to a higher column of the salary schedule effective on the first date of contract service in a school year provided that the minimum number of qualifying units or the advanced degree is posted on an official transcript as having been completed by September 30 of the current school year and a copy of said transcript is filed with GPA by November 15. If the transcript is filed after November 15, the unit member will advance to the higher column effective the first of the month following receipt of the transcript.
- b. Eligible unit members shall advance to a higher column of the salary schedule effective on the first date of February provided that the minimum number of qualifying units or the advanced degree is posted on an official transcript as having been completed by January 31 of the current school year and a copy of said transcript is filed with GPA by March 15. If the transcript is filed after March 15, the unit member will advance to the higher column effective the first of the month following receipt of the transcript.
- c. For purposes of column advancement, the total number of creditable units shall be converted to semester units and rounded to the next larger whole number when the fraction is $\frac{1}{2}$ or larger (i.e., $35 \frac{1}{2}$ semester units shall be counted as 36 semester units).

10.6 Additional Work

10.6.1 Additional work outside of regular contract service shall be compensated at the rates listed in Appendix C.

10.6.2 Unit members who agree to additional work which requires travel shall be reimbursed for expenses pre-approved by the Director in writing.

10.7 Mileage

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

Appendix A
TEACHER AND COUNSELOR SALARY SCHEDULE
SY 2019-20

ANNUAL SALARY RATES
190-DAY CONTACT YEAR

STEPS	BA	BA+36 or MA	BA+60 or BA+54 with MA	BA+72 with MA	BA+90 with MA
	\$	\$	\$	\$	\$
1	51,072.92	54,188.91	57,306.87	60,422.87	63,540.85
	\$	\$	\$	\$	\$
2	52,989.92	56,107.90	59,223.92	62,341.87	65,457.76
	\$	\$	\$	\$	\$
3	54,985.32	58,101.29	61,219.30	64,335.28	67,453.25
	\$	\$	\$	\$	\$
4	57,061.42	60,179.38	63,295.39	66,413.36	69,529.32
	\$	\$	\$	\$	\$
5	59,219.78	62,335.73	65,453.71	68,569.67	71,687.71
	\$	\$	\$	\$	\$
6	61,462.97	64,580.91	67,696.89	70,814.91	73,932.92
	\$	\$	\$	\$	\$
7	63,798.87	66,916.92	70,032.85	73,150.87	76,266.83
	\$	\$	\$	\$	\$
8	66,225.56	69,343.59	72,459.54	75,577.52	78,693.44
	\$	\$	\$	\$	\$
9	68,747.23	71,865.26	74,983.31	78,099.22	81,217.24
	\$	\$	\$	\$	\$
10	71,371.96	74,487.95	77,605.95	80,721.93	83,839.94
	\$	\$	\$	\$	\$
11	74,100.00	77,216.00	80,333.95	83,451.98	86,567.92
	\$	\$	\$	\$	\$
12	74,100.00	80,055.40	83,173.45	86,289.38	89,407.40
	\$	\$	\$	\$	\$
13	74,100.00	80,055.40	86,126.41	89,244.40	92,360.37
	\$	\$	\$	\$	\$
14	74,100.00	80,055.40	86,126.41	92,313.00	95,430.98
	\$	\$	\$	\$	\$
15	74,100.00	80,055.40	86,126.41	92,313.00	98,623.25
	\$	\$	\$	\$	\$
16	76,708.47	82,663.87	88,734.85	94,921.42	101,231.69
	\$	\$	\$	\$	\$
17	79,915.07	85,870.51	91,941.49	98,128.08	104,438.35

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

Appendix B
SPEECH-LANGUAGE PATHOLOGIST & PSYCHOLOGIST
SALARY SCHEDULE
SY 2019-20

ANNUAL SALARY RATES
190-DAY CONTACT YEAR

STEPS	
1	\$ 81,972.52
2	\$ 84,431.70
3	\$ 86,964.65
4	\$ 89,573.59
5	\$ 92,260.80
6	\$ 95,028.62
7	\$ 97,879.48
8	\$ 100,815.87
9	\$ 103,840.34
10	\$ 106,955.55
11	\$ 110,164.22
12	\$ 113,469.15
13	\$ 116,873.22
14	\$ 120,379.42

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Appendix C
Additional Work Pay Rates
SY 2019-20

Head Coaches

Girls Tennis	\$4,000.00
Girls Volleyball	\$4,000.00
Cross Country	\$2,698.41
Girls Basketball	\$2,698.41
Girls Soccer	\$3,200.00
JV Girls Soccer	\$1,798.94
Boys Basketball	\$2,698.41
Boys Soccer	\$3,200.00
JV Boys Soccer	\$1,798.94
Girls Softball	\$3,200.00
JV Softball	\$1,798.94
Boys Baseball	\$3,200.00
Boys Tennis	\$4,000.00
Boys Volleyball	\$4,000.00
Track & Field	\$2,698.41
Lacrosse	\$2,698.41
Crew	\$1,798.94
Golf	\$881.83
Cheer	\$2,698.41
Strength & Conditioning	\$30/hr

Assistant Coaches

Girls Volleyball	\$1,349.21
Girls Basketball	\$1,349.21
Boys Basketball	\$1,349.21
Girls Soccer	\$1,349.21
Boys Soccer	\$1,349.21
Girls Tennis	\$1,349.21
Boys Tennis	\$1,349.21
Boys Baseball	\$1,349.21
Girls Softball	\$1,349.21
Boys Volleyball	\$1,349.21
Crew	\$1,349.21
Track & Field	\$1,349.21
Lacrosse	\$1,349.21

Non-Athletic Assignments

ASB Advisor	\$3,455.76
Class Advisor	
12th Grade	\$3,455.76
11th Grade	\$1,151.92
10th Grade	\$1,151.92
9th Grade	\$1,151.92
Yearbook Advisor	\$3,455.76
Key Club Advisor	\$2,303.84
Adventure Club	\$1,151.92
GenEdSpEd Cohort Teacher	\$5,000.00
Choir Director	\$4,607.68
Orchestra Director	\$4,607.68
Band Director	\$4,607.68
Drama Director	\$4,031.72
Advance Placement Teacher	Approved for up to 50 hours of prorata pay

*All additional assignments not listed shall be compensated at the bargaining unit member's prorata hourly rate of pay only when pre-approved in writing by the Director. Prorata hourly rate is the quotient resulting from dividing the unit member's annual salary rate, including any special compensation, by the number of days in the contract year, divided by eight (8).