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Gompers Preparatory Academy

Proposal To

San Diego Education Association

ARTICLE 10: WAGES

GPA Counter Passed 2/10/2020 *[Part of a Package with Articles 6, Discipline, 7 Employment Status and 9 Hours]**

SDEA Counter Passed 11/22/2019 [Part of Package with Articles 6, 7 9, and 14]

GPA Counter Passed September 12, 2019

SDEA Proposal Passed July 9, 2019

10.1 Salary Schedules

~~10.1.1 Except as set forth in this Article, the salary schedule for unit members is attached as Exhibit A.~~

~~10.1.2 Unit members who are speech pathologists will, upon hire, be placed, at a minimum, on Step 1 of the salary schedule for school psychologists and speech pathologist is 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 on special assignment may be paid at a rate other than as set forth on the applicable salary schedule.~~

~~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.~~

~~10.1.46 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.~~

10.2 Initial Placement

10.2.1 Upon hire, unit members will be placed on the applicable salary schedule based on the needs of GPA, the needs of the students and the difficulty of filling the position.

10.3 Movement on Salary Scale

~~10.3.1.7~~ All unit members other than interns who have been employed by GPA a minimum of eighty percent (80%) of the fiscal year will move to the next step on the applicable salary scale at the beginning of the next fiscal year.

10.3.2 Intern unit members will remain on Step One of the applicable salary schedule until the first of the month after they have provided GPA with documentation establishing that they have obtained their California Preliminary Credential.

~~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.

~~10.410.1.9~~ — Budget Cuts

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.

10.5 Stipends

~~10.25.1~~ 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.

~~10.2.1.3~~ — At GPA's discretion.

10.25.32 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.

10.63 **Effective Date of Article**

This Article will take effect as of the beginning of the school year following the signing of the CBA.

10.74 **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.



GOMPERS PREPARATORY ACADEMY A UCSD Partnership

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Appendix A

205-Day Credentialed/Certificated Staff (Includes Teachers, Counselors and Substitutes)

January 1, 2020										
GPA 205-Day										
	1	2	3	4	5	6	7	8	9	10
Step Salary	\$52,000	\$53,953	\$55,986	\$57,441	\$60,349	\$63,284	\$64,964	\$65,682	\$66,400	\$67,117
Step	11	12	13	14	15	16	17	18	19	20
Step Salary	\$67,834	\$68,552	\$69,271	\$69,987	\$70,706	\$70,998	\$72,859	\$72,859	\$73,577	\$74,295
January 1, 2021										
GPA 205-Day										
	1	2	3	4	5	6	7	8	9	10
Step Salary	\$54,880	\$56,941	\$59,086	\$60,622	\$63,692	\$66,789	\$68,562	\$69,319	\$70,078	\$70,834
Step	11	12	13	14	15	16	17	18	19	20
Step Salary	\$71,591	\$72,349	\$73,107	\$73,863	\$74,622	\$74,930	\$76,894	\$76,894	\$77,652	\$78,409
January 1, 2022										
GPA 205-Day										
	1	2	3	4	5	6	7	8	9	10
Step Salary	\$58,800	\$61,009	\$63,307	\$64,952	\$68,241	\$71,560	\$73,459	\$74,271	\$75,083	\$75,893
Step	11	12	13	14	15	16	17	18	19	20
Step Salary	\$76,705	\$77,517	\$78,329	\$79,139	\$79,952	\$80,282	\$82,386	\$82,386	\$83,199	\$84,010

Substitute: \$25/hr

*Long-Term Substitute: \$27/hr

*Pay increase after the 5th consecutive day in the same assignment



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Appendix B 205-Day Speech-Language Pathologist and School Psychologist

Step	1	2	3	4	5	6	7	8	9	10
Salary	\$86,868	\$86,868	\$95,567	\$95,567	\$100,840	\$100,840	\$101,959	\$101,959	\$101,959	\$101,959

Step	11	12	13	14	15	16	17	18	19	20
Salary	\$101,959	\$104,623	\$104,623	\$104,623	\$104,623	\$104,623	\$108,966	\$108,966	\$108,966	\$108,966



Appendix D

GPA High School Sports by Tier Level

Tier 1 Sports (Stipend Amount: Head Coach: \$930.50; Asst. Coach: \$899.47)

1. Golf
2. Cheer

Tier 2 Sports (Stipend Amount: Head Coach: \$1,861.00; Asst. Coach: \$1,395.75)

1. Tennis (Boys/Girls)
2. Crew
3. JV Softball
4. JV Soccer (Boys/Girls)
5. Cross Country

Tier 3 Sports (Stipend Amount: Head Coach: \$2,791.50; Asst. Coach: \$1,395.75)

1. Volleyball (Boys/Girls)
2. Basketball (Boys/Girls)
3. Varsity Soccer (Boys/Girls)
4. Track and Field
5. Lacrosse
6. Varsity Softball
7. Varsity Baseball

