

Santa Cruz Valley  
Unified School District No. 35

# Interest Based Bargaining Summary Packet

2015-2016

Valid Until June 30, 2016  
Accepted on May 26, 2015

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## **Preamble**

The Governing Board's goal of providing a quality education can be enhanced through mutual cooperation with employee groups. This can best be accomplished by agreement of all parties working together, in good faith, toward common goals.

### **I. NEGOTIATIONS POLICY (See Board Policy H)**

#### **A. Definitions**

The term salary denotes a fixed amount of compensation paid over a specific period of time. The term fringe benefits shall mean insurance (health, dental, and life), leave days (personal, vacation, bereavement, military, jury and holidays) and personal use of school property. The term paid compensation shall mean monetary payment for work performed. The term employee groups shall mean organized groups that function to represent any employee classification.

#### **B. General Provisions**

The Board team and the employee groups recognize that the Governing Board shall have certain powers, discretion, and duties that, under the constitution and laws of the state of Arizona, may not be delegated, limited, or abrogated. Accordingly, if any provision of this agreement or any application to any employee covered hereby shall be found contrary to law, such provision or application shall be void.

#### **C. Employee Groups**

Employee groups that have been recognized by the Board, as viable groups, shall be permitted to represent employees during Interest Based Bargaining. The Governing Board recognizes the Santa Cruz Valley Education Association (SCVEA) as a viable employee group. These groups and their representatives shall be permitted to transact group business on school property and have the right to use school property at the discretion of the Board. Such activities must be performed outside of instructional and duty hours to not interrupt scheduled classes or other school functions. They shall have the right to address employees at their regularly scheduled meetings. They shall have the right to post notices of activities and matters of group concern on the teacher and school bulletin boards (one must be provided in each school building). They shall have the right to use school facilities and equipment including copy equipment, audiovisual equipment and computers at reasonable times, when such equipment is not otherwise in use. SCVEA shall pay for the actual cost of all materials and supplies incident to such use. They shall also have the right to use teacher or employee mailboxes and to attach stickers to the boxes for ease in identification of members. However, employee groups may not use District facilities or property in contravention to A.R.S. §15-511.

#### **D. Scope of Interest Based Bargaining**

Interest Based Bargaining procedures may be utilized to permit SCVEA to present matters of concern to the representatives of the Board about salaries, fringe benefits, paid compensation, working conditions, and all enumerated topics referenced throughout this Summary packet, including Board Policy and Procedures, to discuss those concerns, and reach solutions within the meetings. As part of the Interest Based Bargaining process SCVEA can address the Board about salaries, fringe benefits, paid compensation, working conditions and all enumerated topics referenced throughout this summary packet. The addressing of the Board should be consistent with Policies BHC, BHD and GBEA. The Board reserves all rights and responsibilities under Arizona law in order to properly consider the effect of its decisions upon the general public, parents, students, and all employee groups.

Each party included in Interest Based Bargaining will dialogue in good faith. Good faith includes an honest intention to conduct dialogue on the issues with the purpose of exploring solutions

to the issues. The obligation of good faith dialogue does not compel either party to agree or to make concession on a specific issue.

The Admin representatives will receive instructions from the Board before actual discussions on the issues begin. The Admin representatives will inform the Board frequently as to issues and the progress towards agreement and shall seek frequent direction. At the end of the process or after the last day permitted for discussion, the Board will convene to consider the agreements and adopt the considerations.

The Interest Based Bargaining process shall begin no later than October of the fiscal year in which the process takes place. The process shall terminate no later than April of the fiscal year. At a Board meeting, issues on which the administration and employee groups cannot reach agreement, the Board is free to take any action or no action at all.

If insurance costs change, contingency language is included in contracts of represented employees, or if State funding changes occur after the Interest Based Bargaining Summary Packet has been adopted by the Board, then the Interest Based Bargaining team will reconvene in the first quarter of the new year to review disposition of funds according to contingency language.

**E. Issues**

SCVEA may regularly schedule meetings with the Superintendent, his/her designee, or a site administrator to discuss issues or concerns.

SCVEA may also address the Governing Board on any issue of concern to them. The Association will be able to address the Board on topics related to Interest Based Bargaining during the process through "Call to The Public". Furthermore, the Association will be able to address the Board on specific subjects upon receipt of a memorandum to be included in the Board packet that elaborates on the subject. On the date that the Interest Based Bargaining Summary Packet is to be adopted, a regular agenda item will be placed on the agenda that allows the Association to address the Board on the summary packet as a whole. This summary packet also does not preclude any individual from also addressing the Board about concerns they might have in respect to the school district. The addressing of the Board should be consistent with Policies BHC, BHD and GBEA. Groups or individuals may recommend changes to District policy and/or procedure. The Board recommends that issues be taken to the administration first for their consideration or resolution.

**F. Interest Based Bargaining Procedures**

The Interest Based Bargaining process is based on the following principles:

- Focus on issues, not personalities or the past.
- Focus on interests, not positions.
- Focus on mutual interest.
- Focus on honest and open sharing of information.
- Focus on mutual gain, not self-interest.

The Interest Based Bargaining process will follow these steps:

1. Defining the issue
2. Identify interests
3. Identify options
4. Identify standards
5. Judge options

The Interest Based Bargaining representatives shall be delegated by the Superintendent of the District and President of the SCVEA. The team will consist of no more than ten members. It is encouraged that the Association be representative of all District sites and employee groups. The teams may not change membership without both parties agreeing to the substitution. At least 75% of the members must be present for the meeting to be a valid one.

Meetings will be scheduled, extended or added within the agreed time frame upon consent of all parties.

The first Interest Based Bargaining meeting will consist of adopting the ground rules for the process. As part of the ground rules, a timeframe for consideration of issues will be determined.

Should both parties not be able to conclude on any items, the Superintendent and Association will be responsible for taking a recommendation to the Board by the first Board meeting in April. Highlights of each session will be shared with all constituents via e-mail. The Board will be informed about the progress of the negotiations. The cost of any meals will be shared by the District and Association.

Current and past Budget Management Plans and current year's Interest Based Bargaining Summary Packet will be reviewed during the process so items may be addressed before contracts are offered.

Both teams agreed to transition to an Interest Based Bargaining model beginning in fiscal year 2014-2015.

**G. Disposition of Summary Agreements**

All agreements accepted by the Board will be included in the document called "Interest Based Bargaining Summary Packet". The Interest Based Bargaining Summary Packet will be provided to all email users and will also be posted on the District web-site.

**II. SALARY**

**A. Salary Schedules**

The Board will establish salary schedules annually in order to remunerate employees for the work they do (See School Board Policy GCBA). See Appendix A, B, C

The District will distribute any funds that become available from the state that are employee group specific. Subsequent steps are not guaranteed and may be negotiated annually.

**B. Proposition 101 Monies**

Starting in fiscal year 2014-2015 Proposition 101 monies will be incorporated into base pay of each applicable salary schedules. The District will communicate this change to employees at the time of issuance of contracts.

**C. Proposition 301 Monies – See Certified Teacher Contract, Exhibit A**

**D. Certified Professional Growth Credit Program** – The Board may authorize funding, up to \$25,000 to compensate certified teachers \$75 for every unit of education credits earned as per GCBA. All course work must be pre-approved by the Principal and Superintendent. Criteria for coursework to include:

- Coursework must be graduate level and apply toward an advanced degree with an approved program of study on file with the District; or
- Coursework must be graduate level and applicable to content area, unless specifically approved by the Superintendent; or
- Coursework must fulfill training requirements recommended and approved by the Superintendent.

**E. Pay Options**

Teachers will be offered 3 pay options 22 pays, 27 pays or 22 pays with a lump sum. All other employees will also have 3 options. Employees cannot change pay options after the first work day of the employment contract (pursuant to IRS Sec. 409 A). For the types of pay options see the Employment Contract, Section S of the Certified Contract or Section C of the Classified Contract. Certified employees will receive their first paycheck on the first eligible pay period after returning from summer break.

**F. Substitute Teacher Pay** – elementary teachers who split a class when no substitute is available will be compensated as follows: substitute rate x student hours / number of teachers who split the class. Teachers for grades 6-12 who cover a class during their planning period will be compensated at the certified teacher rate. See Additional Duty Salary Schedule (Appendix F)

**G. Salary Increase** – eligible employees will receive a permanent salary increase within budgetary constraints. The salary increase will be administered as follows: Employees hired on and before August 6, 2012 will receive 2.5% salary increase. Employees hired after August 6, 2012 will receive 1.5% salary increase.

**III. FRINGE BENEFITS**

**A. Health Insurance**

Insurance coverage is obtained by the District through the required competitive bid process and therefore is subject to change year by year. The District will pay for the employees' coverage with the exception of \$15.00 per month for medical and \$5.00 per month for dental. An open enrollment period is established annually (See Personnel Reference Guide Page 10). The eligibility to participate in the District's insurance program has been established by School Board Policy. Deductions for dependent coverage may be deducted over 20 or 26 pay periods. (See School Board Policy GCBD and GDBD).

**B. Leaves**

Staff may be eligible for leave in accordance with the following board policies: GCCA, GCCC, GCCD, GCCE, GCCF, GCCG, and GCCH.

Board Policy GCCA, as it relates to the opportunity for continuing staff to be paid for any unused leave over 60 days, has been suspended by the Governing Board.

Buyback Leave – The Interest Based Bargaining Committee will work together to devise a plan to reinstate the buyback of accrued personal leave.

**C. Holidays**

When the Board accepts the District calendar each year they approve the holidays that are included. The School Board approves holidays for non-calendar times separately (See School Board Policy GCD and School Board Regulation GCBD-R and GDBD-R). 12 month employees will receive paid time off during the winter break. This time off will not be deducted from these employee's leave balances.

**IV. PAID COMPENSATION**

**A. Professional Staff Supplementary Pay Plans (Academic and Athletic Extra Duties)**

The District may employ teachers to perform extra duties for academic and athletic activities. The Governing Board, upon recommendation from the Administration, will establish the number of academic and athletic extra duty positions. Extra duty salary schedules shall be established by the Administration and approved by the Board (See School Board Policy GCBC). See Appendix D, E for academic and athletic salary schedules. The District will develop a system for applying for these positions.

**B. Professional Staff Supplementary Pay Plans (Additional Duty)**

The District may employ teachers to perform extra duties such as tutor, summer school teacher, curriculum development, presenter and others as deemed necessary by the Administration. Extra duty salary schedules shall be established by the Administration and approved by the Board (See School Board Policy GCBC). See Appendix F

**C. Hiring of Extra Duty Personnel**

There will be a uniform policy for the selection and hiring of extra duty and additional personnel (See School Board Regulation GCBC-R).

**V. SCHEDULING/CALENDAR**

**A. Professional Staff Schedules and Calendars**

The times of the work day will be determined by the District administration and may vary during the year and between schools, within a single school, between grade levels and different programs. The teacher understands and agrees that there may be occasions requiring the teacher's presence outside of the regular duty hours and the teacher will be present and perform any assigned duties, such duties being part of the teacher's obligations under the teacher's employment contract. Site handbooks will contain suggested hours for their respective site.

Input is needed in order to come up with a yearly calendar that meets the needs of the District. The preparation of the yearly District calendar is an important process. The administration will look for ways to increase the amount of input for the next year's calendar. Teachers and administrators, along with the site councils, will have input in the calendaring process. The Governing Board will have final approval of the District calendar. (See School Board Policy GCL)

**B. Parent Teacher Conferences**

The schools may conduct Parent/Teacher conferences. The Superintendent will establish procedures for such conferences. The daily schedule will include at least a seven and one-half (7 ½) hour workday. On each full day of parent teacher conferences, teachers will be given a forty-five (45) minute lunch or dinner break. In addition to scheduled opportunities, parents shall have opportunities to arrange conferences with teachers at other times during the year. In order to help parents communicate with teachers there will be at least two bilingual classified staff members on duty, at each site, during parent teacher conferences based on the availability of funding.

**C. In-services**

The Board recognizes its particular responsibility to provide opportunity for the continual professional growth of its staff. On in-service days, teachers will report at 8:00 A.M. and are dismissed at 3:00 P.M. with a half (½) hour lunch break.

**D. Duty Free Lunch**

Each building principal shall work out individual school duty schedules with faculty input to develop a schedule, which will provide each staff member with a 30 minute uninterrupted lunch period. Arrangements should be made ahead of time with the administrator's assistance to insure a 30 minutes lunch period even when the daily routine is interrupted. On days when faculty do not receive their 30 minutes duty free lunch, they will be allowed to leave their respective campuses 30 minutes early within five (5) working days of losing their lunchtime, or by mutual arrangement with their administrator, with the exception of prescheduled meetings, or parent conferences.

**E. Grading Times**

Quarter and semester grades will be due on the last day of the quarter or semester.

**VI. OTHER**

**A. Staff Awards and Recognition**

There are many certificated and support staff employed by the Santa Cruz Valley Unified School District No. 35 who provides superior services. Recognition acknowledges these individuals for their work on behalf of the District and the children they serve (See School Board Policy GBL).

**B. Professional Staff Assignments and Transfers**

The Superintendent will determine all professional staff assignments. Such assignments shall be based on the needs of the District. In addition, no right to school, grade, or subject assignment shall be inferred from the standard teacher's contract (See School Board Policy GCK).

**C. Classified Evaluations – See School Board Regulation GDO-R**

**D. Enrollment of Children of District Employees**

Children of faculty and staff will be allowed to attend District schools tuition free.

**E. Class Size**

The Board believes that maintaining small class size is an important strategy for optimizing opportunities for student learning. The Superintendent shall establish a Governing Board Regulation that addresses class size. (See School Board Regulation IIB-R)

**F. Policy Information**

If a change is to be recommended by the administration to the Board on any G Section Policy, the changes will be submitted to the Association in a timely manner before it is presented to the Board.



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Appendix A

CERTIFIED SALARY PLACEMENT GUIDE 2015-2016						
Step*	BA	BA+15	MA BA+30	MA+15 BA+45	MA+30	MA+45
1	30,586	31,606	32,626	33,646	34,666	35,686
2	31,086	32,156	33,226	34,296	35,366	36,461
3	31,586	32,706	33,826	34,946	36,066	37,236
4	32,086	33,256	34,426	35,596	36,766	38,011
5	32,586	33,806	35,026	36,246	37,466	38,786
6	33,086	34,356	35,626	36,896	38,166	39,561
7	33,586	34,906	36,226	37,546	38,866	40,336
8	34,086	35,456	36,826	38,196	39,566	41,111
9		36,006	37,426	38,846	40,266	41,886
10		36,556	38,026	39,496	40,966	42,661
11			38,626	40,146	41,666	43,436
12			39,226	40,796	42,366	44,211
13				41,446	43,066	44,986
14				42,096	43,766	45,761
15				42,746	44,466	46,536
16				43,396	45,166	47,311
17				44,046	45,866	48,086
18				44,696	46,566	48,861
19				45,346	47,266	49,636
20				45,996	47,966	50,411
21					48,666	51,186
22					49,366	51,961
23						52,736
24						53,511

*\*Experience steps are not guaranteed and are subject to negotiation each year.*

**All teachers with valid Arizona Certification on file may earn or qualified to earn the following additional compensation:**

<b>301 Monies (Base Pay)**</b>	<b>\$1,046</b>
<b>301 Monies (Performance Pay)**</b>	<b>\$2,093</b>
<b>301 Monies (Site Based Pay)**</b>	<b>\$1,682</b>
	<b><u>\$4,821</u></b>

\*\*This represents the gross amount anticipated to be available for distribution during the 2015-2016 school year. Actual amounts for 2015-2016 may increase or decrease)

## Appendix B

Santa Cruz Valley Unified School District No. 35		
PROFESSIONAL STAFF SALARY PLACEMENT GUIDE 2015-2016		
STEP	SALARY	POSITION
1	29,514	Beginning of Nurse/Counselor (classified)/Transition Specialist
2	30,582	
3	31,650	
4	32,718	
5	33,786	
6	34,854	Beginning of District Nurse
7	35,922	
8	36,990	Beginning of Speech Language Assistant/End of Transition Specialist
9	38,058	
10	39,126	
11	40,194	Beginning of Athletic Trainer/Technology Coord/Title I Coordinator
12	41,262	
13	42,330	End of Speech Language Assistant
14	43,398	
15	44,466	
16	45,534	End of Nurse/Counselor (classified)
17	46,602	
18	47,670	
19	48,738	
20	49,806	Beginning of Psychologist/Therapist (Speech, O/T, P/T)
21	50,874	
22	51,942	
23	53,010	
24	54,078	
25	55,146	End of Athletic Trainer/Technology Coord/Title I Coordinator
26	56,214	
27	57,282	
28	58,350	
29	59,418	
30	60,486	End of Psychologist/Therapist (Speech, O/T, P/T)
31	61,554	
32	62,622	
33	63,690	
34	64,758	
35	65,826	
36	66,894	
37	67,962	
38	69,030	
39	70,098	

Salary for certified and licensed practitioners based upon 184 duty days.

**Only professional staff with valid Arizona Teacher Certification on file may earn or qualify to earn the following additional compensation:**

<b>301 Monies (Base Pay)*</b>	<b>\$1,046</b>
<b>301 Monies (Performance Pay)*</b>	<b>\$2,093</b>
<b>301 Monies (Site Based Pay)*</b>	<b>\$1,682</b>
	<b>\$4,821</b>

\*This represents the gross amount anticipated to be available for distribution during the 2015-2016 school year. Actual amounts for 2015-2016 may increase or decrease. Experience steps are not guaranteed and are subject to negotiation each year.

**Appendix C**

CLASSIFIED SALARY PLACEMENT GUIDE 2015-2016				
LEVEL	PTS	Step 1	Steps 2-16	Step 17
C	9	7.80	Steps 2 through 16 include a 25 cent incremental increase per step. Maximum amount for each level is listed in step 17.	11.80
D	10	8.00		12.00
E	11	8.20		12.20
F	12	8.40		12.40
G	13	8.60		12.60
H	14	8.80		12.80
I	15	9.00		13.00
J	16	9.20		13.20
K	17	9.40		13.40
L	18	9.60		13.60
M	19	9.80		13.80
N	20	10.00		14.00
O	21	10.20		14.20
P	22	10.40		14.40
Q	23	10.60		14.60
R	24	10.80		14.80
S	25	11.00	15.00	
T	26	11.20	15.20	
U	27	11.40	15.40	
V	28	11.60	15.60	
W	29	11.80	15.80	
X	30	12.00	16.00	

This guide is intended to assist Superintendent and Governing Board in recommended initial placement of new support staff. Up to ten (10) years credit for previous experience may be awarded by the Superintendent for initial placement. Recommendations which exceed the ten (10) years credit for previous experience shall be disclosed and specifically identified for Governing Board approval. Subsequent salary increases, if deemed applicable, may be recommended by the Superintendent and approved by the Governing Board annually.

**Level I**  
Health Aide  
Instructional Aide V-Special Education  
Personal Care Assistant

**Level J**  
Accounts Payable Technician  
Purchasing Technician  
Maintenance  
Human Resources Technician  
Student Activities Technician  
Data Technician  
Compliance Technician

**Level K**  
Bus Driver  
Parent Liaison

**Level L**  
Secretary II-Department  
Dispatcher  
Lead Parent Liaison

**Level M**  
Lead Preschool Paraprofessional  
Lead Compliance Technician

**Level O**  
Administrative Specialist  
Secretary III-School  
Registrar - District, School

**Level T**  
District Enrollment Specialist

**Level C**  
Playground Monitor  
Clerk I  
Security Guard  
Crossing Guard

**Level G**  
Clerk III-Food Services  
Clerk Typist II  
Library Technician  
Instructional Aide III-Computers  
School Receptionist

**Level E**

Bus Monitor

Instructional Aide II-In School Suspension

**Level F**

Clerk II-All Categories

Assistant Preschool Paraprofessionals

School Receptionist

**Level H**

Clerk III - Attendance, Fixed Assets, Data

Instructional Aide IV-All Categories

**Level U**

Computer/Network Technician II

**Level X**

Mechanic

Board Approved 3/19/13

**Appendix D**

ACADEMIC STIPENDS							
	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII
	75+HRS/YR	60 HRS/YR	50 HRS/YR	40 HRS/YR	30 HRS/YR	20 HRS/YR	10 HRS/YR
Base	1,525	1,225	1025	825	625	425	225
Increase per Year	25	25	25	25	25	25	25

Department/Team Leaders will be standard positions for all school sites, as well as STUCO /STUGO Advisor (including class advisors at the high school level) and the District Newsletter Site Rep. Necessary coordinator positions will be determined by each site principal (i.e. yearbook, AP program). All other funds may be allocated for advisor positions selected by site principal. Certified staff will be required to submit annual proposals for any clubs/programs/activities which they would like to implement/maintain. Proposal requests will be evaluated and retained by site principals.

*The following positions have pre-determined levels:*

**Department Chairs/Team Leaders**

- Level III (6+ team members, including self)
- Level IV (1-5 team members, including self)

**Student Council/Student Government Advisor**

- Elementary Level V
- Middle School Level III

**District Newsletter Site Representative**

Level V

*For all other position, level of salary will be determined by a minimum number of hours required outside of regular contract time. Consideration may be given for factors listed below.*

**Coordinator and Advisor**

Base salary determined by hours plus extra weight may be given for the following considerations:

One point assigned for each "Yes"

Each point moves position one column to the left

1. Does position require a significant travel?  
If "yes", are co-ed students involved?
2. Does position require a high degree of public contact / scrutiny?
3. Does position require supervisor of adults?
4. Does position require maintenance/responsibility of equipment?
5. Is student participation 25 students or more?

## Appendix E

COACHING STIPENDS - Levels				
Level I	Level II	Level III	Level IV	Other
Head HS Baseball Head HS Basketball Head HS Cross Country Head HS Football Head HS Marching Band Head HS Soccer Head HS Softball Head HS Spirit line Head Swimming Head HS Track Head HS Volleyball Head HS Wrestling	Asst HS Baseball Asst HS Basketball Asst HS Cross Country Asst HS Football Asst HS Marching Band Asst HS Soccer Asst HS Softball Asst HS Spirit line Asst Swimming Asst HS Track Asst HS Volleyball Asst HS Wrestling	Head MS Baseball Head MS Basketball Head MS Cross Country Head MS Football Head MS Soccer Head MS Softball Head MS Track Head MS Volleyball Head MS Wrestling HS Chess	Asst MS Baseball Asst MS Basketball Asst MS Cross Country Asst MS Football Asst MS Soccer Asst MS Softball Asst MS Track Asst MS Volleyball Asst MS Wrestling	Weight Room Super. Gym Supervisor MS "C" Coach Scoreboard Operator Scorekeeper Ticket Seller

\*\* HS Asst Coaches include junior varsity and frosh coaches

**Appendix E (con't)**

COACHING STIPENDS										
Step	Level I		Level II		Level III		Level IV		Non-Leveled	
1	\$2,400	0.0800	\$1,500	0.0500	\$1,500	0.0500	\$ 810	0.0270	\$12.00/hr: Weight Room, Gym Supervisor	
2	\$2,550	0.0850	\$1,560	0.0520	\$1,575	0.0525	\$ 870	0.0290		
3	\$2,700	0.0900	\$1,620	0.0540	\$1,650	0.0550	\$ 930	0.0310		
4	\$2,850	0.0950	\$1,680	0.0560	\$1,725	0.0575	\$ 990	0.0330		
5	\$3,000	0.1000	\$1,740	0.0580	\$1,800	0.0600	\$1,050	0.0350	\$30 per event: Scoreboard, Scorekeeper, Ticket Seller	
6	\$3,150	0.1050	\$1,800	0.0600	\$1,875	0.0625	\$1,110	0.0370		
7	\$3,300	0.1100	\$1,860	0.0620	\$1,950	0.0650	\$1,170	0.0390		
8	\$3,450	0.1150	\$1,920	0.0640	\$2,025	0.0675	\$1,230	0.0410		
9	\$3,600	0.1200	\$1,980	0.0660	\$2,100	0.0700	\$1,290	0.0430		
10	\$3,750	0.1250	\$2,040	0.0680	\$2,175	0.0725	\$1,350	0.0450	\$800: "C" Coach	

A coach may receive credit for previous experience in the same sport and coaching position for initial placement on the schedule.

An assistant coach can receive one (1) year of credit for every two (2) years of assistant coaching when moving to a head coach position at the same school level and in the same sport. A middle school head coach moving to a high school assistant or a high school assistant moving to a head middle school coach position may receive credit for their previous experience at a 1 to 1 ratio.

A head coach who completes 5 consecutive years will be eligible for a \$500 annual bonus starting during the 6th year and payable each consecutive year thereafter.



**Appendix F**

<b>Additional Duty Salary Schedule</b>						
<b>\$15 / hour</b>	<b>\$18 / hour</b>	<b>\$20 / hour</b>	<b>\$23 / hour</b>	<b>\$24 / hour</b>	<b>\$25 / hour</b>	<b>\$31 / hour</b>
Substitute Rate	Curriculum Development	Mentor-first year	After School Tutor (BA/BS)	Mentor-returning	After School Tutor (MA/MS)	School Improvement Grant After School Tutor
Participant in workshop, in-service or training	Assessment Development		Summer School (BA/BS)		Summer School (MA/MS)	School Improvement Grant Summer School

Appendix F (con't)

Santa Cruz Valley USD No. 35  
Trainer/Facilitator Compensation Plan

<b>BA + Special Training</b> \$30.00/Contact Hour \$30.00/Participant				<b>MA/MS</b> \$35.00/Contact Hour \$35.00/Participant				<b>Educational Leadership Certification</b> \$40.00/Contact Hour \$40.00/Participant			
<b># of Participants</b>	<b>15-30-45 Hrs. Stipend Range</b>			<b># of Participants</b>	<b>15-30-45 Hrs. Stipend Range</b>			<b># of Participants</b>	<b>15-30-45 Hrs. Stipend Range</b>		
10	\$ 750	\$ 1,200	\$ 1,650	10	\$ 875	\$ 1,400	\$ 1,925	10	\$ 1,000	\$ 1,600	\$ 2,200
11	\$ 780	\$ 1,230	\$ 1,680	11	\$ 910	\$ 1,435	\$ 1,960	11	\$ 1,040	\$ 1,640	\$ 2,240
12	\$ 810	\$ 1,260	\$ 1,710	12	\$ 945	\$ 1,470	\$ 1,995	12	\$ 1,080	\$ 1,680	\$ 2,280
13	\$ 840	\$ 1,290	\$ 1,740	13	\$ 980	\$ 1,505	\$ 2,030	13	\$ 1,120	\$ 1,720	\$ 2,320
14	\$ 870	\$ 1,320	\$ 1,770	14	\$ 1,015	\$ 1,540	\$ 2,065	14	\$ 1,160	\$ 1,760	\$ 2,360
15	\$ 900	\$ 1,350	\$ 1,800	15	\$ 1,050	\$ 1,575	\$ 2,100	15	\$ 1,200	\$ 1,800	\$ 2,400
16	\$ 930	\$ 1,380	\$ 1,830	16	\$ 1,085	\$ 1,610	\$ 2,135	16	\$ 1,240	\$ 1,840	\$ 2,440
17	\$ 960	\$ 1,410	\$ 1,860	17	\$ 1,120	\$ 1,645	\$ 2,170	17	\$ 1,280	\$ 1,880	\$ 2,480
18	\$ 990	\$ 1,440	\$ 1,890	18	\$ 1,155	\$ 1,680	\$ 2,205	18	\$ 1,320	\$ 1,920	\$ 2,520
19	\$ 1,020	\$ 1,470	\$ 1,920	19	\$ 1,190	\$ 1,715	\$ 2,240	19	\$ 1,360	\$ 1,960	\$ 2,560
20	\$ 1,050	\$ 1,500	\$ 1,950	20	\$ 1,225	\$ 1,750	\$ 2,275	20	\$ 1,400	\$ 2,000	\$ 2,600
21	\$ 1,080	\$ 1,530	\$ 1,980	21	\$ 1,260	\$ 1,785	\$ 2,310	21	\$ 1,440	\$ 2,040	\$ 2,640
22	\$ 1,110	\$ 1,560	\$ 2,010	22	\$ 1,295	\$ 1,820	\$ 2,345	22	\$ 1,480	\$ 2,080	\$ 2,680
23	\$ 1,140	\$ 1,590	\$ 2,040	23	\$ 1,330	\$ 1,855	\$ 2,380	23	\$ 1,520	\$ 2,120	\$ 2,720
24	\$ 1,170	\$ 1,620	\$ 2,070	24	\$ 1,365	\$ 1,890	\$ 2,415	24	\$ 1,560	\$ 2,160	\$ 2,760
25	\$ 1,200	\$ 1,650	\$ 2,100	25	\$ 1,400	\$ 1,925	\$ 2,450	25	\$ 1,600	\$ 2,200	\$ 2,800