

A. PROVISIONS FOR PLACEMENT ON SALARY SCHEDULE

1. All units are the equivalent of semester units. For example, quarter units will be converted to semester units by multiplying by two-thirds (2/3). Fifteen (15) hours of qualifying professional development will equal one (1) semester unit.
 - a. Units in excess of a Bachelor's or Master's degree must be taken subsequent to the awarding of these degrees.
 - b. Unit members shall have their salaries adjusted retroactively for the school year upon submission of additional units by September 15 of the current school year.
 - c. Units shall not be earned or credited for salary schedule advancement if the District has either provided paid release time or compensated the unit member for time spent in attendance at the training unless the units are awarded for extra work performed by the unit member outside the training. If no extra work is performed outside the training and the unit member wants the units to apply to advancement on the salary schedule, he/she may decline the compensation for time spent in attendance at the training to earn the units instead. The unit member shall notify the District of this option using the Units Approval Form.
 - d. Units shall be qualified for salary schedule advancement provided the course/training benefits the unit member's current assignment or the District's educational program. Unit members are strongly encouraged to complete the Units Approval Form in advance for a training/course that is not District-sponsored. Failure to submit a Form in advance does not preclude subsequent approval of the course/training.
 - e. Unit members shall pay the fees required for the awarding of college units in order for the units to be applied to the salary schedule.

B. ADVANCED DEGREES AND CERTIFICATIONS

1. One Thousand Eight Hundred Dollars (\$1,800) above the amount shown on the salary schedule will be paid for an earned Master's degree; and
2. Five Thousand Dollars (\$5,000) above the amount shown on the salary schedule will be paid for a Doctorate with a full teaching credential.
3. A unit member with both a Masters and a Doctorate shall receive a combined stipend of Six Thousand Eight Hundred Dollars (\$6,800).
4. One Thousand Five Hundred Dollars (\$1,500) above the amount shown on the salary schedule will be paid to teachers who have obtained National Board for Professional Teaching Standards Certification; and
5. One Thousand Five Hundred Dollars (\$1,500) above the amount shown on the salary schedule will be paid for Certificate of Clinical Competence-speech Language Pathology (CCC-SLP).
6. The above sums are cumulative.

C. INITIAL PLACEMENT

1. Experience credit at the time of initial hire is granted on the basis of one (1) step for each year of properly verified certificated teaching experience with a limitation of twelve (12) years of such credit.
2. Up to five (5) years of experience for vocational or commercial experience may be granted for that vocational or commercial experience that exceeds the experience requirements necessary to obtain the credential. Such additional vocational or commercial experience, in order to be deemed acceptable, must conform to the type of work experience appropriately related to the teaching subjects, as determined and held acceptable by the credential commission. Vocational or commercial experience for salary placement will be granted only to holders of credentials with a specialization in vocational trade and technical teaching and only if the unit member is teaching in those subject areas, as required by the District, and that are authorized by the credential.