

**TENTATIVE AGREEMENT
BETWEEN
PACIFIC GROVE UNIFIED SCHOOL DISTRICT AND
PACIFIC GROVE TEACHERS' ASSOCIATION**

The Pacific Grove Unified School District (District) and the Pacific Grove Teachers' Association (PGTA) hereby resolve all issues in negotiations for the 2021-2022, 2022-2023, 2023-2024 school years on the following terms and conditions:

1. Except as expressly stated herein or in one of the attachments to this document, all provisions of the current collective bargaining agreement will continue without modification for the period of this agreement.
2. The term of the Contract shall be from July 1, 2021 through June 30, 2024 with reopeners on Wages, Benefits, and 2 articles each for the 2022-2023 and 2023-2024 school years.
3. All salary schedules (except the stipend schedules) for bargaining unit members shall each be increased effective July 1, 2021 by 5.0%. The retroactive pay shall be made within sixty (60) days of ratification of this Agreement by both Parties.
4. ARTICLE II - WAGES - regarding Prior Years Service credit shall be amended as attached.
5. ARTICLE II - WAGES - paragraph 13 regarding Special Assignments shall be replaced with the attached Extra-Duty Assignments/Stipend Positions provision.
6. ARTICLE III-EMPLOYEE BENEFITS -shall be amended as attached.
7. ARTICLE V -JURY DUTY LEAVE- shall be amended as attached.
8. The attached MOU regarding the high school bell schedules will be effective for the 2022-2023 school year only.
9. Beginning in the 2022-2023 school year, the attached Attendance Incentive/Reward Plan shall supersede and replace the current Sick Leave Incentive Plan found in Article III paragraph D of the collective bargaining agreement. Participating unit members shall receive their portion of the funds remaining in the reserve account established under the current collective bargaining agreement Article III paragraph D no later than July 31, 2022.

10. EXHIBIT 18 - 2019/2020 STIPENDS shall be amended as attached for the 2021/2022 school year.

Dated: 3/22/2022

DISTRICT

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Buck Roggeman
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Ani Silva
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Billie Mankey
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Song Chin Bendib
DocuSigned by:
Lou Lozano

PGTA

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Sally Richmond
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Susan Gaul
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PACIFIC GROVE UNIFIED SCHOOL DISTRICT
PACIFIC GROVE TEACHERS ASSOCIATION March 8, 2022
TENTATIVE AGREEMENT

ARTICLE II. WAGES

The Parties agree that Article II, Section A, paragraph number 7 shall be amended as follows:

7. Placement and Type of Salary Schedule

- a. The salary schedule recognizes two (2) bases for placement:
 - (1) Years of experience in education at an accredited institution.
 - (2) Training or preparation.
- b. The District and PGTA agree effective July 1, 2022, unit members who were initially hired prior to July 1, 2021, but were given fewer than 12 years credit for prior full time teaching experience in an accredited school and who are not yet on the highest step of their salary schedule column placement on the salary schedule, shall be prospectively advanced on the salary schedule to the step on their appropriate column that reflects their prior full time teaching experience in an accredited school up to a maximum of 12 years credit for the prior experience outside of the District.
- c. The District and PGTA agree certificated employees who are initially hired on or after July 1, 2022, shall be given year-for-year credit for full time teaching experience in an accredited school up to a maximum of 12 years for initial placement on the salary schedule.
- d. The District and PGTA agree that certificated employees initially hired for the 20212022 school year were placed on the certificated salary schedule based on their prior years of teaching.
- e. By August 31 of each year, the District will provide each certificated employee a written statement indicating the employee's current step and column placement on the salary schedule for the upcoming school year.

3/22/2022

Dated: _____

PGTA

<u>SR</u>	<u>KL</u>	<u>MR</u>
<u>CR</u>	<u>SG</u>	<u>YG</u>
<u>KS</u>		

DISTRICT

<u>BR</u>	<u>RP</u>	<u>RS</u>
<u>BM</u>	<u>SLB</u>	<u>SL</u>

PACIFIC GROVE UNIFIED SCHOOL DISTRICT
PACIFIC GROVE TEACHERS ASSOCIATION

March 8, 2022

TENTATIVE AGREEMENT

ARTICLE II. WAGES

The Parties agree that Article II, Section A, paragraph 13 shall be amended as follows:

13. Extra-Duty Assignments/Stipend Positions

- a. Unless otherwise provided in the article on Hours of Employment, stipend positions are beyond the normal school day and/or have additional responsibility requirements.
- b. Factors. Effective the 2013-14 school year, increases in stipends must be negotiated separately from the general, total compensation agreement and are no longer factored according to any cell on the PGTA salary schedule.
 - 1) An increase of 7.5% of the base rate was added for the third and following years' participation in that same position on Exhibit 18.
 - 2) Before any athletic/activity stipend is paid, the following criteria shall be submitted to and approved by the Board of Education:
 - (a) The length of the season of sport/activity.
 - (b) A regular schedule of practice/meetings.
 - (c) The schedule of games or activities.
 - (d) The number of students participating in that sport/activity.
- c. Stipend Positions/Extra Duty Assignments
 - 1) All paid vacant extra-duty/stipend positions (either due to a new position or because the incumbent will not be continuing) will be advertised for five (5) working days.
 - 2) An interview process shall occur for all qualified applicants for open stipend positions if there are multiple qualified applicants.
 - 3) The District will consult with the PGTA President or their representative at the site to inform them of any new positions and proposed stipend amount.

- 4) Unfilled stipend positions may be reallocated to other sports/activities in response to increased student participation. Reallocation requests shall be submitted in writing by the principal and approved by the Superintendent or designee. If the District reallocates funds and eliminates a position, the District will notify the PGTA President or their representative at the site.
- d. No later than August 31 of each new school year, the District shall provide the PGTA President with the projected list of the stipend assignment/extra duty assignments and stipend amount for each position.

PGTA

SR

KL

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PACIFIC GROVE UNIFIED SCHOOL DISTRICT
PACIFIC GROVE TEACHERS ASSOCIATION

March 8, 2022

TENTATIVE AGREEMENT

ARTICLE III. EMPLOYEE BENEFITS

The Parties agree that Article III shall be amended as follows:

A. Health Benefits

1. Mandatory Participation

Solely for the purpose of this Article and for no other purpose, "full time" shall be defined to mean an employee who regularly works thirty-seven and one-half (37.5) or more hours per week, exclusive of a duty-free lunch. All PGTA members working eight-tenths (.8) or more of a fulltime assignment (thirty (30) or more hours per week) must be enrolled in one of the medical plans offered by the District or meet MCSIG eligibility rules for opting out. Part time certificated employees working fewer than four-tenths (.4) of a full-time assignment shall not be eligible for any health benefits. The employee shall select a plan upon eligibility and may thereafter change to a different plan during any period of open enrollment or as otherwise allowed by the terms and conditions of the applicable plans. While enrollment in District offered dental and vision plans is optional and not mandatory for all eligible employees, employees must be enrolled in a District offered medical plan to be eligible for a District contribution towards dental and vision plans. Employees not enrolled in a District offered medical plan may enroll in a District offered dental and/or vision plan at their own expense.

2. Allowance (This paragraph 2 shall expire on June 30, 2022.)

a. In lieu of making any direct employee-only insurance contribution to the benefits provider selected by the employee, the District shall pay to each active certificated (PGTA) employee who works eight-tenths (.8) or more of a Full Time assignment, and is enrolled in District medical, dental and vision plans, an allowance of \$5,900 in addition to their other compensation.

b. In lieu of making any direct employee-only insurance contribution to the benefits provider selected by the employee, the District shall pay to each active, part-time certificated (PGTA) employee, working at least four-tenths (.4) but fewer than eight-tenths (.8) of a full time

assignment, and is enrolled in District medical, dental, and vision plans, an allowance of \$2,950 in addition to their other compensation. Part time certificated employees working fewer than four-tenths (.4) of a Full Time assignment shall not be entitled to any allowance for the purchase of health benefits.

If an employee enrolls eligible dependents in one of the medical, dental, and vision plans offered by the District, the District contribution toward dependent medical coverage beginning 2008-09 shall be a total of \$4,624 per year. This amount shall be paid by the District directly to the benefits provider selected by the employee.

2. Allowance (This paragraph 2 becomes effective on July 1, 2022.)

Beginning on July 1, 2022, the District will provide a health benefit program for full-time bargaining unit members (.8 FTE shall be considered full-time for health benefits purposes only) who are enrolled in a MCSIG medical plan, which shall consist of a medical plan with optional dental and vision. The District's maximum contribution for health benefits for part-time bargaining unit members working fewer than eight tenths (.8) of 37.5 hours per week but .4 or more of a full-time equivalent shall be shall be one-half of the amounts below. The District's maximum contribution to MCSIG for health benefits for full-time employees shall not exceed the following monthly amounts on a 10-month basis:

For Employee Only Coverage	\$ 590.00
For Employee and Dependents Coverage	\$ 1,052.40

The District will pay the above amounts on behalf of enrolled bargaining unit members, unless the actual cost of the benefits is less than the above stated amounts, in which case the District shall pay the full cost of the actual benefits.

Complete Care Program. Beginning on July 1, 2022, bargaining unit members who have opted out of all of the MCSIG medical plans may enroll in MCSIG's Complete Care Program. The District's contribution for premiums for the Complete Care Program for full time employees shall not exceed a monthly contribution of two hundred fifty-six dollars (\$256.00) on a 10-month basis. Bargaining unit members who were enrolled in the Complete Care Program in the 2021-2022 school year shall continue to receive the same level of District's contribution of four hundred twenty-eight (\$428) per month through December 31, 2022. The District will pay the above amounts on behalf of enrolled bargaining unit members, unless the actual cost of the benefits is less than the above stated amounts, in which case the District shall pay the full cost of the actual benefits.

Dated: 3/22/2022

PGTA
SK bl MR
CH SG KG
ES

DISTRICT
BR RP AS
EM SCB LD

PACIFIC GROVE UNIFIED SCHOOL DISTRICT PACIFIC GROVE TEACHERS ASSOCIATION
March 8, 2022

TENTATIVE AGREEMENT

ARTICLE V. LEAVES

The Parties agree that Article V - Leaves, paragraph F shall be amended as follows:

F. Jury Duty Leave:

1. Leave of absence for bargaining unit members called for required jury duty shall be granted according to the provisions of the Education Code. Upon return to work, proof of attendance for each day of absence shall be provided to the site administrator's assistant.
2. The District shall grant such leave with pay. Bargaining unit members shall claim jury duty fees and remit the fee to the District, excluding the fee for mileage.
3. Bargaining unit members shall return to work if excused by the court before 11:00 a.m.

Dated: 3/22/2022

PGTA

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bs

DISTRICT

BR RP RS

EM SLB SL

**Memorandum of Understanding
Between Pacific Grove Teachers' Association (PGTA)
And Pacific Grove Unified School District (PGUSD)**

March 8, 2022

Memorandum of Understanding

In order to accommodate the state mandated 8:30 start time for high schools, the attached bell schedule will replace the current high school bell schedule for the 2022-2023 school year only, during which time staff and administration will evaluate its effectiveness and recommend changes for the following year.

Full-time teachers of grades 9 through 12 shall be assigned five classroom teaching periods with the block schedule shown below, for a total of 243 - 245 minutes per class per week.

Full-time teachers of grades 9 through 12 shall have 243-245 minutes preparation per week, depending on the block period assigned to preparation.

This schedule is effective for the 2022 - 2023 school year only. PGTA members do not waive the requirements under the current bargaining agreement to a 7-hour work day or to a 45-minute duty free lunch for future years.

DISTRICT

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PGTA

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DocuSigned by:
Karen Levy
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Margaret Rice
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Christal Hall-kelly
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Susan Gaul
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Kari Serpa
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Monday	Tuesday	Wednesday	Thursday	Friday
Period 1	Period 1	Period 2	Period 1	Period 2
Period 2	Period 3	Period 4	Period 3	Period 4
Period 3				
Lunch	Lunch	Lunch	Lunch	Lunch
Period 4	Period 5	Period 6	Period 5	Period 6
Period 5	Period 7	Period 7	Period 7	Period 7
Period 6				

A-day (Monday, Periods 1 - 6)

Period/Event	Time	Minutes
Period 1	8:00:00 AM - 9:00:00 AM	56
Period 2	9:00:00 AM - 10:00:00 AM	5
Period 3	10:00:00 AM - 11:00:00 AM	52
Period 4	11:00:00 AM - 12:00:00 PM	5
Period 5	12:00:00 PM - 12:30:00 PM	40
Period 6	12:30:00 PM - 1:00:00 PM	5
Period 7	1:00:00 PM - 1:30:00 PM	59

Total minutes 1828
Average 364.80

- period 1 242
- period 2 242
- period 3 242
- period 4 242
- period 5 242
- period 6 242
- period 7 249

Instructional minutes 375

B/C day (Tuesday, Wednesday, Friday)

Period/Event	Time	Minutes
Period 1/2	8:00:00 AM - 10:00:00 AM	92
Period 3	10:00:00 AM - 11:00:00 AM	5
Period 4	11:00:00 AM - 12:00:00 PM	5
Period 5	12:00:00 PM - 12:30:00 PM	32
Period 6	12:30:00 PM - 1:00:00 PM	40
Period 7	1:00:00 PM - 1:30:00 PM	30

Instructional minutes 370

3 (Wed) Thursday

Period/Event	Time	Minutes
Period 1	8:00:00 AM - 10:00:00 AM	92
Period 2	10:00:00 AM - 11:00:00 AM	5
Period 3	11:00:00 AM - 12:00:00 PM	5
Period 4	12:00:00 PM - 12:30:00 PM	44
Period 5	12:30:00 PM - 1:00:00 PM	52
Period 6	1:00:00 PM - 1:30:00 PM	40

Instructional minutes 335

PACIFIC GROVE UNIFIED SCHOOL DISTRICT
PACIFIC GROVE TEACHERS ASSOCIATION

March 8, 2022

TENTATIVE AGREEMENT

The Parties agree that Article III paragraph D Teacher Attendance Incentive Plan shall be amended to delete the current paragraph D and replace it with the following:

D. Attendance Incentive/Reward Plan (AIRP)

1. Eligibility

a. All employees who are members of the State Teachers' Retirement System (STRS) are eligible for additional sick leave credit.

b. All full and part-time Children's Center and Preschool teachers who are members of the Public Employees' Retirement System (PERS) are to be eligible for additional sick leave.

2. Incentive

a. Employees who, by the end of the school year, have not used more than a total of five (5) days of personal necessity leave and sick leave combined, shall be credited with one (1) additional day of sick leave at their FTE rate. In no event shall a member receive more than one (1) additional day of sick leave per year as part of the AIRP.

3. Credit

a. Eligible employees will be awarded the appropriate additional sick leave by the tenth (10th) day of October of the following school year. Employees will be notified of the additional leave hours in October in writing.

Dated: 3/22/2022

PGTA
SR _____ bL _____ MK _____
CMB _____ SG _____ PG _____
bS _____

DISTRICT
BR _____ RP _____ AS _____
BM _____ SLB _____ dL _____

PACIFIC GROVE UNIFIED SCHOOL DISTRICT					
2021-22 STIPENDS					
HIGH SCHOOL ATHLETICS TIER 1					
POSITION	TIME	Stipend	1ST/2ND YEAR	3RD/4TH YEAR	5+ YEARS
Athletic Director/Assistant	Teacher Year	1.0	\$6,194	\$6,659	\$7,158
Football (8/16-11/20)					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
Assistants	Season	3.0	\$2,684	\$2,886	\$3,102
JV	Season	1.0	\$2,684	\$2,886	\$3,102
Volleyball (9/1-11/15)					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
JV	Season	1.0	\$2,684	\$2,886	\$3,102
Boys Basketball (11/1-3/1)					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
Assistant	Season	Ø	\$2,684	\$2,886	\$3,102
JV	Season	1.0	\$2,684	\$2,886	\$3,102
Frosh	Season	1.0	\$2,684	\$2,886	\$3,102
Girls Basketball (11/1-3/1)					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
Assistant	Season	Ø	\$2,684	\$2,886	\$3,102
JV	Season	1.0	\$2,684	\$2,886	\$3,102
Wrestling (11/1-3/1)					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
Assistant	Season	1.0	\$2,684	\$2,886	\$3,102
Baseball (2/1-6/1)					

Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
Assistant	Season	Ø	\$2,684	\$2,886	\$3,102
JV	Season	1.0	\$2,684	\$2,886	\$3,102
Softball (2/1-6/1)					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
JV	Season	1.0	\$2,684	\$2,886	\$3,102
Track (2/1-6/1)					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
Assistants	Season	2.0	\$2,684	\$2,886	\$3,102
Boys Soccer (11/1-3/1)					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
JV	Season	1.0	\$2,684	\$2,886	\$3,102
Girls Soccer (11/1-3/1)					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
JV	Season	1.0	\$2,684	\$2,886	\$3,102
Lacrosse					
Varsity	Season	1.0	\$3,717	\$3,995	\$4,295
JV	Season	1.0	\$2,684	\$2,886	\$3,102

HIGH SCHOOL ATHLETICS-TIER II					
POSITION	TIME	Stipend Funded	1ST/2ND YEAR	3RD/4TH YEAR	5+ YEARS
Cross Country (9/1-12/1)	Season	1.0	\$2,891	\$3,108	\$3,341
Assistant	Season	Ø	\$2,684	\$2,886	\$3,102
Golf					
Boys (1/30-5/1)	Season	1.0	\$2,891	\$3,108	\$3,341
Girls (8/5-11/4)	Season	1.0	\$2,891	\$3,108	\$3,341
Swimming/Diving (2/1-4/29)					
Girls and Boys	Season	1.0	\$2,891	\$3,108	\$3,341
Assistant	Season	1.0	\$2,684	\$2,886	\$3,102
Water Polo (9/1-12/1)					
Varsity Girls	Season	1.0	\$2,891	\$3,108	\$3,341
Varsity Boys	Season	1.0	\$2,891	\$3,108	\$3,341
JV Boys/Girls Water Polo	Season	1.0	\$2,891	\$3,108	\$3,341
Tennis					
Boys (2/1-6/1)	Season	1.0	\$2,891	\$3,108	\$3,341
Girls (9/1-11/1)	Season	1.0	\$2,891	\$3,108	\$3,341
MIDDLE SCHOOL ATHLETICS					
POSITION	TIME	Stipend Funded	1ST/2ND YEAR	3RD/4TH YEAR	5+ YEARS
Athletic Director	Teacher-Year	1.0	\$2,643	\$2,841	\$3,054
Volleyball Girls					
6th grade	Season	1.0	\$1,156	\$1,243	\$1,336
7th grade	Season	1.0	\$1,156	\$1,243	\$1,336
8th grade	Season	1.0	\$1,156	\$1,243	\$1,336
Volleyball Boys					
6th grade	Season	1.0	\$1,156	\$1,243	\$1,336

7th grade	Season	1.0	\$1,156	\$1,243	\$1,336
8th grade	Season	1.0	\$1,156	\$1,243	\$1,336
Basketball Boys					
6th grade	Season	1.0	\$1,156	\$1,243	\$1,336
7th grade	Season	1.0	\$1,156	\$1,243	\$1,336
8th grade	Season	1.0	\$1,156	\$1,243	\$1,336
Basketball Girls					
6th grade	Season	1.0	\$1,156	\$1,243	\$1,336
7th grade	Season	1.0	\$1,156	\$1,243	\$1,336
8th grade	Season	1.0	\$1,156	\$1,243	\$1,336
Wrestling					
	Season	1.0	\$1,156	\$1,243	\$1,336
Soccer					
Boys	Season	1.0	\$1,156	\$1,243	\$1,336
Girls	Season	1.0	\$1,156	\$1,243	\$1,336

MIDDLE SCHOOL ATHLETICS					
POSITION	TIME	Stipend	1ST/2ND	3RD/4TH	5+
Track	Season	1.0	\$1,156	\$1,243	\$1,336
Cross Country	Season	1.0	\$1,156	\$1,243	\$1,336
Golf	Season	Ø	\$1,156	\$1,243	\$1,336
Tennis	Season	1.0	\$1,156	\$1,243	\$1,336

OTHER NON-ATHLETIC STIPEND POSITIONS					
POSITION	TIME	Stipend Funded	1ST/2ND YEAR	3RD/4TH YEAR	5+ YEARS
Lead Teacher Community High	Annual	1.0	\$8,177		
HS Musical					

Advisor	Spring	1.0	\$2,610	\$2,806	\$3,016
Assistant	Spring	1.0	\$1,123	\$1,207	\$1,298
Music Performance Coach					
Instrumental Performance	Year	1.0	\$2,552	\$2,743	\$2,949
Vocal Performance	Year	1.0	\$1,020	\$1,097	\$1,179
HS Band/Orch					
Director	Fall	1.0	\$2,610	\$2,806	\$3,016
HS Band/Orch					
Director	Winter/Spring	1.0	\$2,610	\$2,806	\$3,016
HS Drama Coach					
HS Drama Coach	Annual	1.0	\$2,598	\$2,793	\$3,002
HS Spirit Squad Advisor					
HS Spirit Squad Advisor	Annual	1.0	\$2,598	\$2,793	\$3,002
HS Dance Squad Advisor					
HS Dance Squad Advisor	Annual	1.0	\$2,598	\$2,793	\$3,002
HS Newspaper Advisor					
HS Newspaper Advisor	Annual	Ø	\$2,598	\$2,793	\$3,002
HS Yearbook Advisor					
HS Yearbook Advisor	Annual	1.0	\$4,749	\$5,105	\$5,488
HS Tech Ninja					
HS Tech Ninja	Annual	1.0	\$800		
HS Costume Design Musical					
HS Costume Design Musical	Annual	2.0	\$2,000		
HS Musical Choreography					
HS Musical Choreography	Annual	2.0	\$600-\$900		
HS Robotics Advisor					
HS Robotics Advisor	Annual	1.0	\$3,717		
HS Dance Unit Instructor					
HS Dance Unit Instructor	Annual	1.0	\$800		

HS 8th Grade Writing Assessment Evaluator	Annual	Ø	\$400		

PGHS - MPC DUAL ENROLLMENT

POSITION	TIME	1 Course (\$1,800)	2 Courses (\$2,600)	3 Courses (\$3,400)	4 Courses (\$4,200)
PGHS-MPC Computer Science	Semester	\$1,800	Ø	Ø	Ø
PGHS-MPC Culinary	Semester	\$1,800	Ø	Ø	Ø
PGHS-MPC Photography	Semester	\$1,800	Ø	Ø	Ø
MS Yearbook Advisor	Annual	1.0	\$1,652	\$1,776	\$1,909
MS Musical Advisor	Annual	Ø	\$2,552	\$2,743	\$2,949
MS Spirit Squad Advisor	Annual	Ø	\$1,334	\$1,434	\$1,542
MS Tech Ninja	Annual	1.0	\$800		

ELEMENTARY - OTHER STIPENDS

Garden Coordinator	Annual	1.0	\$3,300		
Robotics Advisor Lego	Annual	1.0	\$1,500		
STEM/ROV Advisor	Annual	1.0	\$1,500		
Drama Advisor	Annual	1.0	\$1,179		
Tech Ninja	Annual	2.0	\$800		
GATE Coordinator	Annual	1.0	\$5,000		

OTHER DAILY, HOURLY

Science Camp /Over Night Camp Trips	5 days @ Daily Rate	\$107.37			
Teacher in Charge	Daily*	\$90.85			
Afterschool Intervention Classes	Per Hour	\$51.30			
GATE Teacher	Per Hour	\$51.30			
WASC Writer	Per Hour	\$51.30 not to exceed \$2,500			

OTHER STIPENDS

<u>POSITION</u>	<u>TIME</u>	<u>Stipend Funded</u>	<u>AMOUNT</u>		
PAR Mentor	Per Semester	TBD	\$1,500		
BTSA	Per Semester	TBD	\$900		

Choral Stipend (Saturday Class) - address student needs at grades 9th-12th. Will be paid quarterly from the general fund, and only when it is not feasible for current staffing to maintain 9th-12th grade chorus due to master scheduling time constraints. Paid \$2500 per quarter not to exceed \$10,000 per year. MOU 5/16/17

Curriculum Coordinator /Department Chairs: The stipend for all secondary curriculum coordinators shall be a base of \$300 with an additional \$20 increment per section. At the elementary level, the hourly instructional rate will be paid to designated coordinators up to \$770 per assignment

*Any teacher acting as principal will be paid the daily factor if the principal is gone from the school site. A teacher - in - charge shall be paid for a half-day assignment on a prorated basis.

*A substitute will be provided for the class of a teacher-in-charge if the principal expects to be off-site for t

An employee who is assigned only a portion of the duties of the regular full assignment shall receive a prorated portion of the full salary (e.g. a coach working only one half of the full coach assignment will receive only one-half of the full salary.)

DocuSigned by:

Song Chin Bendib

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Date 3/22/2022

Song Chin-Bendib, Assistant Superintendent, CBO