



2013-2014
BARGAINING
&
RATIFICATION
Q & A

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Teacher General Salary, Increase or Bonus Questions

Link to old salary schedule (reference as Attachment C in the salary agreement document):

Go to www.sdhc.k12.fl.us/HumanResources/PDFs/SALARY/HCPS_SalarySchedule_Entire.PDF

New salary scale (referenced as Attachment D in the salary agreement document):

See Appendix A for the new scale for Pay Class: A01 and Appendix B for Pay Class: R01 and R02.

Who Automatically Moves to the New Scale and Who Doesn't?

Here is the breakdown of who will move upon ratification and who may opt in at a later date:

- Teachers who were hired from 2010 forward and have 4 years or less of experience will move to the new scale upon ratification.
- Teachers who were hired after 2010, but have 5 or more years of verified experience will not automatically be moved to the new scale. If the teacher has at least one evaluation score in Hillsborough County and is effective, said teacher may opt to move to the new scale in January 2014. If the teacher does not have any evaluation scores in Hillsborough County, said teacher will be able to opt to move to the new scale in November 2014, after they have received their final evaluation score.
- Any teachers hired prior to 2010 will be able to opt to move to the new scale in January 2014.

The EET MOU from 2010 contained language that would require that a teacher have 3 evaluation scores in Hillsborough County prior to being able to opt to move to the new schedule. We believe that this new language, requiring only one evaluation, is more beneficial to the majority of new teachers.

Increase and Budget Questions

Q: Where is the district getting all the money to pay for the new career ladder?

A: The district has known that a new schedule would be negotiated for approximately three years. As such, they have planned accordingly and have also increased the grants they applied for to offset other budget spending. Additionally, while the recession was hard on Florida education funding, it does *appear* that the legislature will look to solidify and/or increase funding levels in the coming years. Of course, we do not know for sure what will happen, but believe we have created a sustainable structure.

Additionally, it must be remembered that the teaching force, as a whole, will change dramatically as baby boomers retire. This change, which will happen here and across the nation, will change the salary / experience distribution in the next decade.

Q: What happens if the new schedule is not financially viable?

A: As stated above, we believe we created a sustainable model. However, if at some point in the future financial issues arise, we will address them as we would under the old schedule, through collective bargaining.

Q: Is the 2-step movement (4%) considered the bonus that Governor Scott was bragging he would provide for teachers who were effective? Or will other money be distributed for that?

A: The money Governor Scott allocated for education was used, in addition to other funds, to provide the 2 step movement. Additionally, this money partially funded the new scale that will provide not only a more

enticing starting salary for new teachers, but the opportunity for all of our teachers to significantly increase their earning potential for the rest of their career(s).

Q: If I am a year round employee, what is the percent difference in the base salary?

A: The base salary for twelve month employees is approximately 15.6% higher than the 10 month salary.

Q: If I stay on the old salary scale, will I move up on the ladder two steps each school year, one step or how is that going to be calculated for future years?

A: Movement on the old scale is bargained each year. A likely scenario is one step per year, but it depends on financial circumstances.

Q: I am in an assistant teacher job slot, but I am a certified teacher. Do we get anything?

A: Assistant teachers get the 2 step increase (based on hire date or “eligible”). There is no additional payment at this time for being a certified teacher working as an assistant teacher.

Q: How many days is a 10 month teacher paid for in a year?

A: If you are a regular 10 month teacher (A01) you get paid for 198 days.

Q: Teachers at Renaissance schools gets 5% salary differential (thank you keeping that for us). Do new teachers get a smaller percent?

A: Section 21.4.7 of the teacher contract states that highly qualified teachers will be paid a salary differential of 5% of their base salary with one or more years of verified teaching experience; or 2% of their base salary with no prior teaching experience.

New Salary Scale Questions

Q: What are the Level 4 and Level 5 supplements that are listed on the new scale?

A: Level 4 and 5 Supplements are performance payments. They will be available on both the old and new scales and will be awarded when final scores are available (on or about October 1st of each year).

Q: When will new hires be switched over to the new salary schedule?

A: Once all contractual items are ratified by the bargaining unit and the school board, those individuals who are automatically going to the new scale will move. This move should take place by November 1st, 2013.

Q: New teachers that start on the new salary schedule in November, do they get retro pay back to July 1st?

A: Yes.

Q: Will it still take 3 years to go down a level as was originally presented? If you receive a level 5 the first year and a 3 the next, will you go back to the base salary?

A: The current agreement has no rule regarding 2 years to go up or 3 to go down. Each year, the additional performance dollars are based on final evaluation scores (available on or about October 1st of each year).

Q: Can the base salary of the new scales be reduced if a teacher is ineffective for two years in a row?

A: The base salary will not be reduced. However, if a person’s evaluation is “unsatisfactory” (1 year) or “needs improvement” (2 years in a row) the person would be frozen (would not move up the next “years of experience on the salary scale”) until they receive a satisfactory evaluation.

Q: Is there a different pay schedule for teachers who are a level 1 or 2 in the district?

A: No. In the same way we've done in the past everyone is on the same schedule, but movement up the schedule depends on the final score of each annual evaluation.

Q: It looks like if we move to the new pay scale it will start in February with no retro pay. This doesn't seem right. If we can't get retro for the new scale, shouldn't we at least get retro for the 4% increase that we would have received if we stayed on the old scale?

A: Veteran teachers will get 2 steps upon ratification retroactive to July 1, 2013. If the new scale is an increase, you will get additional money starting in February.

Q: If I chose to move to the new salary scale, will I automatically move into the next pay band when that three year period has ended?

A: The new pay scale is based on years of experience and automatic movement upon completion of each year.

Q: Does the new scale apply to school psychologists as well?

A: No. Psychologists already have a separate scale. An additional step, as described in the salary and benefits agreement, has been added at the top of that scale.

Performance Pay

Q: If I am not being evaluated on the Danielson rubric, will I be able to receive performance pay next year?

A: The Level 4 and 5 bonuses represent performance pay on both the old and new scale. While the performance pay rules are slightly different depending on whether you have an EET or paper evaluation, performance pay is still available on either scale. See the performance pay handbook for additional detail.

Q: Why does it take 3 years for someone to begin earning performance pay if a new teacher earns a 4 or 5 on their evaluation?

A: Historically, the pay for performance programs in this District awarded payment once a teacher reached tenure or non-probationary status. Additionally, new teachers now receive mentors and have value added measures based on a 3 year average.

Q: What about the performance pay bonus on the new scale for staff, such as Coaches/Resource Teachers that are still being evaluated on the old system (paper system by Principal) and not the EET system?

A: The Level 4 and 5 bonuses represent performance pay on both the old and new scale. While the performance pay rules are slightly different depending on whether you have an EET or paper evaluation, performance pay is still available on either scale. See the performance pay handbook for additional detail.

NBCT Bonus

Q: How much is the NBCT Bonus" and how is it paid out?

A: The bonus is \$1,000.00 and it will be paid either December 1 or May 1, upon submission and verification of ten hours of mentoring or teacher training activity.

Q: According to the contract language, National Board Certified Teachers shall receive a bonus for mentoring/tutoring. The word "tutoring" implies working with students and the word "training" implies working with teachers. If the intent of this bonus is to reward teachers who work with other teachers, then the contract language should reflect that by mirroring the language of the district requirement. Another option would be for the district to reward "tutoring" (unpaid) as the contract reads. Please clarify whether we are to train teachers or tutor students, or both, in order to receive the bonus.

A: The requirement is to train other teachers. The suggestion for clarifying the language is a great one and we have already shared this suggestion with the District.

Q: Do NBCTs at Renaissance schools get a higher bonus?

A: NBCT's at Renaissance schools will receive a \$4,500 bonus.

Q: National board teachers need 10 hours for the \$1000 bonus. Do we need hours for the \$4500 renaissance bonus?

A: No. This bonus is paid as an incentive to encourage National Board Certified Teachers to work in high needs schools.

Q: If I receive the NBCT Renaissance bonus, can I also receive the \$1,000 bonus for training other teachers?

A: Yes, as long as you meet the requirements (mentoring or training teachers for 10 hours).

T Payroll

Q: How will T-Payroll be addressed in the new salary schedule?

A: T-Payroll assignment and payment will not be changed. T Payroll is based on hourly rate, so the 2 level increase will be reflected retroactive to July 1, 2013. Any additional salary increase by moving to the new scale should be reflected at that time.

Rehired Retirees

Q: Will rehired retirees who were hired last year get the 2 steps?

A: Individuals hired last year will get one step. An individual has to have been with the district for 2 years (rehired retiree or not) to get 2 steps.

Q: If I took a distribution early (at 9 years), will I still be considered a rehired retiree on the new scale? Or will exceptions be made?

A: The district was adamant that rehired retirees be considered as such on the new scale as well. The union is aware of a small number of people who are considered to be "rehired retirees" because they took a distribution from FRS or another teacher retirement system. We will look for ways in the future to address those situations, but at this time, the district would not agree to change the rehired retiree restrictions.

Q: Will rehired retirees move to the new scale based on their true years of experience or will it be less like it is on the current schedule?

A: See the answers above. Rehired retirees hired at Level 5 or who have subsequently moved to Level 6 will get 5 or 6 years of experience credit.

Teacher General Contract Language Questions

ESE Teachers

Q: Please elaborate on the statement about ESE teachers and limited duty. Is that decided by each school? When is it effective?

A: Effective upon ratification, the language for all schools will be (Section 3.4.1 of the Teacher Contract): “The principal or principal’s designee may assign duties necessary for the safety of students, within the workday. These duties shall be distributed equitably and posted. Elementary ESE teachers in self-contained classrooms shall not be assigned duties of the type referenced in this section for students other than those in their own classroom. Speech/Language pathologists, psychologists and other ESE staff who handle a high volume of paperwork and reporting (IEPs, billing for Medicaid/insurance, etc.) shall not be assigned duties of the type referenced in this section. The supervision of students allowed to remain on campus prior to the start of the teacher workday and after the end of the student day shall be the responsibility of the administration.”

Q: Was the number of preps for an ESE teacher addressed in the new agreement?

A: We raised various issues regarding ESE teachers, including preps, additional compliance periods, etc. However, the new agreement has no new language on preps. Please check to make sure your school is following the current language.

Q: Can you please send explain specifically how the new contract benefits ESE teachers?

A: We kept the retention bonus and payment for certification. Additionally, duty was restricted (see the document pertaining to contract language changes).

Q: Is there anything new regarding EET and the observation process - specifically relating to ESE teachers?

A: No, there is nothing new on the EET observation process.

Teacher Salary Questions (Veteran Teachers; >4 years in Hillsborough County)

New Step 28 for Teachers

Q: What is the pay scale for the new Step 28?

A: For 10 month teachers:

	BD	MD	SED	DD
Level 28	40.2582	42.0882	43.0082	43.9182

Rates listed above are hourly.

For 12 month teachers:

	BD	MD	SED	DD
Level 18	36.43	38.09	38.92	39.76

New Step 18 for Psychologists

Q: What is the pay scale for the new Step 18?

A:

	BD	MD	SED	DD
Level 18		39.25	40.21	41.16

Process for Moving to the New Scale

Q: How will we be able to compare the schedules and know where we would actually move to if we moved to the new schedule?

A: We'll be setting up a process with the district so that you can review the years of experience the district says you have (along with a method to request an adjustment if you believe the data is incorrect), so that you can accurately determine where you would land on the new scale. We will need at least 30 days from completion of ratification to get everything set up and ensure that the process works effectively. Veteran teachers would have until January to review the data and make a decision prior to the opt-in window opening in January.

Impact of Opting to Move to the New Scale

Q: Is the district going to have something for everyone who switches to the new salary schedule to sign stating that they understand they are switching and can't opt to go back to the old schedule?

A: Yes. As part of the transition plan, we will be working on a document that makes all rules and parameters clear, so that people can make an informed decision.

Q: Is there any difference in the EET process if you are on the new scale?

A: The evaluation process is the same under either scale.

Q: Does moving to the new scale impact tenure?

A: No. Teachers who achieved tenure will not give it up by moving to the new scale.

Q: How will moving to the new scale impact my retirement years or benefits?

A: Retirement guidelines are determined by the Florida Retirement System (FRS). Moving to the new scale will not change FRS rules. However, for most teachers, moving to the new scale yields higher pay, which will positively impact retirement.

Q: If I choose not to opt-in this year, will I get another chance in the future?

A: Yes. We have bargained that, at least for the foreseeable future, there will be a yearly opt-in period. We expect that in future years it will be closer to the beginning of the school year.

Q: If I opt-in can I change my mind later and go back to the old scale?

A: No. Once a teacher elects to go to the new scale there is no option to return to the old scale. In this regard, a teacher should carefully assess the financial impact of giving up his/her degree differential.

Q: Is 24 years the highest the new scale goes? Are there any higher bands for teachers with several years more than that?

A: At this time, 24 years is the highest band and it is as high a band as the District felt it could commit to at this time. There is no prohibition on moving to year 24 on the new scale if it would be advantageous for you.

Q: Will there be payments for advanced degrees on the new scale? If not, will payment for advanced degrees continue on the old schedule?

A: The new scale does not include degree differentials; however, degree differentials for advanced degrees will continue on the old scale.

Examples of Comparison of Old Scale to New Scale

Q: If I'm currently on level 18, I will move to level 20 with the regular salary increase. If this is my 25th year it looks like I would make \$66,000 if I move to the new scale, which is significantly higher than what I make now. Is that correct?

A: Assuming the individual is correct as to their experience, the conclusion above is correct. Please keep in mind that we will continue to bargain for equitable increases on both scales in the coming years.

Q: If veteran teachers increase two levels now, then choose to move to the new scale in January and it's effective in February, would we receive retroactive payment for our salary on the new scale back to the beginning of the school year or would it just begin in February with no retro payment made?

A: The two step movement is retroactive to July 1, 2013. Part of our negotiated settlement is that if a veteran teacher moves to the new scale, the new rate (from the scale move) will be effective on the first check in February with no retroactive payment.

How Does the New Scale Affect Seniority and/or Job Security

Q: If a veteran teacher opts into the new teacher pay scale does this mean they are on an annual contract like all teachers hired as of 2010?

A: No. Veteran teachers who opt in to the new scale retain tenure. And new teachers who are moved to the new scale can still earn non-probationary status as defined by the negotiated contract.

Q: What happens if the veteran teacher who opts into the new teacher pay scale drops from a level 4 or 5 to level 2?

A: An effective teacher who opts into the new scale has a base salary, plus a performance supplement for Level 4 and 5. If a person drops to level 3, the base salary is aligned with one's experience and the individual would not get performance pay. If an individual drops to Level 2 (NI), the consequences are the same as they are under the old scale: one NI would not change your base salary payment, but two NI's or a U would have the same impact it has on the old scale.

Teachers in DROP

Q: I am currently in DROP and on level 21. Am I eligible for the new scale and would there be any advantage to me staying on the old scale?

A: Individuals in DROP are not prohibited from choosing to move to the new scale. As with all teachers, the individual has to assess their personal situation to determine which scale is the most advantageous financially.

Teacher Salary Questions (1-4 years in Hillsborough County)

Increase for Teachers with 1-4 Years

Q: Do teachers with 1-4 years of experience get an increase?

A: First year teachers will move to the new scale, which will be an increase from their current salary. Second and third year teachers will move to the new scale and receive a \$500 bonus. If the salary of a second or third year teacher is higher than the scale, they will be held harmless and will retain the salary they are currently at. Fourth year teachers will move to the new scale, which will be an increase from the current scale.

Less Than 4 Years with SDHC, but with Prior Experience Elsewhere

Q: If I was hired after 2010, but I have more than 4 years of previous experience (verified by SDHC), will I automatically be placed on the new salary schedule or will I be able to opt in?

A: Here is the breakdown of who will move upon ratification and who may opt in at a later date:

- Teachers who were hired from 2010 forward and have 4 years or less of experience will move to the new scale upon ratification.
- Teachers who were hired after 2010, but have 5 or more years of verified experience will not automatically be moved to the new scale. If the teacher has at least one evaluation score in Hillsborough County and is effective, said teacher may opt to move to the new scale in January 2014. If the teacher does not have any evaluation scores in Hillsborough County, said teacher will be able to opt to move to the new scale in November 2014, after they have received their final evaluation score.
- Any teachers hired prior to 2010 will be able to opt to move to the new scale in January 2014.

Q: On the new salary schedule, does teaching experience gained outside of HCPS count toward the total? If I'm in my second year here and I taught two years prior to coming here, would I be on year 3 or 4 on the new scale?

A: Assuming the District certified your prior experience and credited you with two years of experience, and you have completed one year in Hillsborough County, you would be "in" your 4th year teaching and would be on Year 4 on the new scale.

My Current Salary is Higher than the New Scale

Q: I've completed two years teaching in Hillsborough, so I'm in my third year. Will I be placed in the \$38,000 band on the new salary schedule? My current salary is more than this. Does this mean that I will be getting a cut in my wages?

A: No. If your current salary is higher than the new scale, you will be held harmless and keep your current salary. At Level 3, you get a \$500 bonus, as well. With 3 completed years (i.e. when you start your 4th year) you would go to \$42,000, which should be higher than your current salary.

Masters Stipend

Q: What is the masters stipend? How much is it and how does one qualify?

A: The masters stipend is a reimbursement paid to qualified teachers who have received their masters degree. The reimbursement is based on the average degree cost in Florida and is paid over a maximum of 4 years, even on the new scale. The current rate is \$3,386.84 per year.

Q: I am currently being compensated on the old scale for my masters degree. Will I be compensated for my masters degree on the new scale?

A: No. The new scale has no continuing degree salary differential; however, if you were receiving a stipend (4 year payment), you will get any remaining payments.

Q: I received the first installment of my Masters stipend this past May. Will I continue to receive the rest of those payments through 2016 if I'm on the new scale?

A: Individuals on the new scale get a masters stipend (if applicable), which is paid over 4 years. If you received the first installment, you will still receive the remaining 3 installments.

Q: What if I'm new to SDHC, but with more than 10 years of prior experience? Do I still have the option to stay on the old scale and receive the masters stipend?

A: If you are new, but have more than 10 years of experience, you can choose which scale you want to be on – the old scale with the degree differential or the new scale without degree differential.

Q: In May 2013, I graduated with my Master's degree. Will I receive a Master's reimbursement under the old scale, and if so, approximately what is the amount of this payment? If I choose to move to the new scale, will I still receive a Master's reimbursement?

A: Whether you get reimbursement or differential depends on your hire date and experience. However, if you are already receiving reimbursement it will be paid over 4 years, even on the new scale. The reimbursement is based on the approximate cost of a masters degree in Florida at the time you receive it and apply for payments. The current rate is currently \$3,386.84 per year.

ESP Specific Questions

General Salary and Bargaining Questions

Q: If an ESP is on 31, will they move to 32 (top of the scale) and receive a 2% increase (since those already at 32 will get a 4% bonus)?

A: Yes, they will move up one step (to 32) and receive a 2% bonus.

Q: Will new ESPs (< than 1 year) receive a bonus just like 1st year teachers do since they can't move up two steps?

A: There are no bonus payments for 1st year teachers or 1st year ESPs.

Q: How will the raise apply to all ESP employees that are non-represented?

A: We can't answer this for sure, but the District often gives them a similar increase to what we bargain for our ESPs.

Q: Above you state that you don't know what increase the District will give to non-represented ESPs. Does that mean that NON-CTA ESP employees are not guaranteed the salary CTA bargained for the ESP?

A: All employees in the ESP bargaining unit, regardless of membership, receive the bargained salary improvements. “Non-represented” ESP are those, such as Principal’s secretaries, who are not part of our bargaining unit. Therefore, we cannot state what increase those employees will receive.

Q: Paras have a low salary and a lot of them leave after a year or two (specifically a lot of Bilingual Paras because they can make more other places). The district gives retention bonuses to some teachers – why isn’t the same thing done to help retain Bilingual Paras?

A: In an effort to help retain Bilingual Paras, the union sought reclassification. While we sought more than two grades, we were able to achieve a two grade increase. If retention continues to be a problem, we will raise further financial incentives next year.

Q: What can you do to make increases more equitable? Four percent of \$12,000 and 4% of \$38,000 is not actually equitable and over time the gap increases. There are dues paying members whose 4% increase amounts to 33 cents an hour when 14,000 teacher non-members will be receiving 4% of their 38K+ salaries. There has to be another way to negotiate increases that makes it equitable for everyone.

A: There are certainly a variety of ways to increase salary. As you are probably aware, this year the Governor intended that the bulk of the additional money would go to teachers. We tried to make sure that all employees in the county were recognized for their contribution. With that said we plan to look more critically at the ESP scale next year and will keep your comments in mind.

Q: ESE recommendations were to give all ESE Para's who work with medically fragile children a \$300 bonus. I don't see that anywhere in the information that you've shared.

A: We proposed that ESE Paraprofessional receive a retention bonus of \$300. However, after discussion and based on various reductions in federal funding, the District rejected our proposal.

Q: For two years in a row we've requested that the job responsibilities for Data Processors be reviewed because their responsibilities and workload have increased without any adjustment in salary. Why can't we have a committee to review this like was done with the Bilingual Paras?

A: We can propose that a committee be formed for this purpose.

Q: Why wasn't the title for Bilingual Aides changed from Aides to Paraprofessionals? This seems greatly unfair to Bilingual "Paras"!

A: We can certainly request this change in the future. The committee was focused on reclassification and this issue wasn't raised. We do not believe the District would reject such a request and we will add it to the list of bargaining items for next summer.

Pay Grade Movements

Q: Bilingual Paras will be reclassified and move from Level 14 to Level 16. Has the title been changed from "Aide" to "Paraprofessional"?

A: No, the title remains the same. Although the official title is “Bilingual Aide” they are more commonly referred to as “Bilingual Paras”.

Q: If a Bilingual Para is on Level 14 Step 6 will they move to Level 16 Step 6 and that's it? Or will they move to Level 16 Step 6 and then receive the 2 step increase (which would put them at Level 16 Step 8 in this example)?

A: They would move to Level 16 Step 6 for the reclassification and then also receive the two step increase, so they end up on Level 16 Step 8.

Q: Will IEP Assistants who are at Level/Grade 16 be reclassified to a higher level?

A: The current agreement doesn't include a reclassification of IEP Assistants.

Q: Which positions would be able to move to the new "Grade 18" (that will require an AA degree)? Is it only ESE Paras or would Bilingual Paras also be eligible for that or will there be a higher Level for highly qualified Bilingual Paras?

A: The Grade 18 position which will be created is specific to ESE Paras at this time.

Q: Please explain a bit more about the new option for "Highly Qualified" ESE Paras to move from Level 14 to Level 16.

A: All ESE Aides will move to Grade 16. Aides must be "highly qualified" under NCLB, meaning they have passed the Parapro test or meet relevant educational requirements.

Q: An LPN begins at \$12.40 / hour in school health. The salary agreement refers to an advance from Level 22 to Level 24. Please explain.

A: The reclassification of LPNs from Level 22 to Level 24 means that the starting salary increases from \$12.40/hour to \$13.65/hour. In addition, eligible employees also advance two steps.

Q: What is the rationale for only ESE Paras being able to move to Grade 18 that requires an AA Degree. This seems greatly unfair to Bilingual "Paras"! Bilingual Aides MUST BE Highly Qualified; Bilingual Aides must be BILINGUAL CERTIFIED. I have hired Bilingual Paras with a Bachelor or a Master Degree. One acquired a higher paying employment within the SDHC, one became a Spanish teacher in high school, and another had a Master's Degree and is now teaching at a Preparatory School.

A: At this time, the Grade 18 ESE Para doesn't exist. However, the creation of the position will only enhance our argument as to Bilingual Aides. By way of information, we proposed that Bilingual Aides be reclassified to Grade 19 and further requested the creation of a Grade 24 for Bilingual Aides with a BA or higher. Unfortunately, we were not successful in achieving all we proposed, but we will raise it again next year.

Appendices

Appendix A – New Scale (Pay Class: A01)

New Scale for Pay Class: A01 (8 hours / 198 days)					
Years of Experience	Base Salary	Level 4 Performance Pay	Level 4 Total	Level 5 Performance Pay	Level 5 Total
1	\$38,000.00				
2	\$38,000.00				
3	\$38,000.00				
*Levels 2/3 applies going forward, teachers earning more are held harmless					
4	\$42,000.00	2,000.00	\$44,000.00	3,000.00	\$45,000.00
5	\$42,000.00	2,000.00	\$44,000.00	3,000.00	\$45,000.00
6	\$42,000.00	2,000.00	\$44,000.00	3,000.00	\$45,000.00
7	\$46,000.00	2,000.00	\$48,000.00	3,000.00	\$49,000.00
8	\$46,000.00	2,000.00	\$48,000.00	3,000.00	\$49,000.00
9	\$46,000.00	2,000.00	\$48,000.00	3,000.00	\$49,000.00
10	\$50,000.00	2,000.00	\$52,000.00	3,000.00	\$53,000.00
11	\$50,000.00	2,000.00	\$52,000.00	3,000.00	\$53,000.00
12	\$50,000.00	2,000.00	\$52,000.00	3,000.00	\$53,000.00
13	\$54,000.00	2,000.00	\$56,000.00	3,000.00	\$57,000.00
14	\$54,000.00	2,000.00	\$56,000.00	3,000.00	\$57,000.00
15	\$54,000.00	2,000.00	\$56,000.00	3,000.00	\$57,000.00
16	\$58,000.00	2,000.00	\$60,000.00	3,000.00	\$61,000.00
17	\$58,000.00	2,000.00	\$60,000.00	3,000.00	\$61,000.00
18	\$58,000.00	2,000.00	\$60,000.00	3,000.00	\$61,000.00
19	\$62,000.00	2,000.00	\$64,000.00	3,000.00	\$65,000.00
20	\$62,000.00	2,000.00	\$64,000.00	3,000.00	\$65,000.00
21	\$62,000.00	2,000.00	\$64,000.00	3,000.00	\$65,000.00
22	\$66,000.00	2,000.00	\$68,000.00	3,000.00	\$69,000.00
23	\$66,000.00	2,000.00	\$68,000.00	3,000.00	\$69,000.00
24	\$66,000.00	2,000.00	\$68,000.00	3,000.00	\$69,000.00
Basic Assumptions:					
Years of experience are automatic and applied July 1 of each year.					
Level 4 & 5 supplements will be applied retroactively when scores are final (September or October).					

Appendix B – New Scale (Pay Class: R01)

New Scale for Pay Class: R01, R02 (8 hours / 253 days)					
Years of Experience	Base Salary	Level 4 Performance Pay	Level 4 Total	Level 5 Performance Pay	Level 5 Total
1	\$44,000.00				
2	\$44,000.00				
3	\$44,000.00				
*Levels 2/3 applies going forward, teachers earning more are held harmless					
4	\$48,500.00	2,000.00	\$50,500.00	\$3,000.00	\$51,500.00
5	\$48,500.00	2,000.00	\$50,500.00	\$3,000.00	\$51,500.00
6	\$48,500.00	2,000.00	\$50,500.00	\$3,000.00	\$51,500.00
7	\$53,000.00	2,000.00	\$55,000.00	\$3,000.00	\$56,000.00
8	\$53,000.00	2,000.00	\$55,000.00	\$3,000.00	\$56,000.00
9	\$53,000.00	2,000.00	\$55,000.00	\$3,000.00	\$56,000.00
10	\$57,800.00	2,000.00	\$59,800.00	\$3,000.00	\$60,800.00
11	\$57,800.00	2,000.00	\$59,800.00	\$3,000.00	\$60,800.00
12	\$57,800.00	2,000.00	\$59,800.00	\$3,000.00	\$60,800.00
13	\$62,400.00	2,000.00	\$64,400.00	\$3,000.00	\$65,400.00
14	\$62,400.00	2,000.00	\$64,400.00	\$3,000.00	\$65,400.00
15	\$62,400.00	2,000.00	\$64,400.00	\$3,000.00	\$65,400.00
16	\$67,000.00	2,000.00	\$69,000.00	\$3,000.00	\$70,000.00
17	\$67,000.00	2,000.00	\$69,000.00	\$3,000.00	\$70,000.00
18	\$67,000.00	2,000.00	\$69,000.00	\$3,000.00	\$70,000.00
19	\$71,500.00	2,000.00	\$73,500.00	\$3,000.00	\$74,500.00
20	\$71,500.00	2,000.00	\$73,500.00	\$3,000.00	\$74,500.00
21	\$71,500.00	2,000.00	\$73,500.00	\$3,000.00	\$74,500.00
22	\$76,000.00	2,000.00	\$78,000.00	\$3,000.00	\$79,000.00
23	\$76,000.00	2,000.00	\$78,000.00	\$3,000.00	\$79,000.00
24	\$76,000.00	2,000.00	\$78,000.00	\$3,000.00	\$79,000.00
Basic Assumptions:					
Years of experience are automatic and applied July 1 of each year.					
Level 4 & 5 supplements will be applied retroactively when scores are final (September or October).					