

APPENDIX B-2

BARGAINING UNIT MEMBER SALARY PLACEMENT

The workday for Permit Teachers shall be the same as the workday for any other bargaining unit member as per Article 14, Workday, of the Master Contract between the Board of Education and the Fontana Teachers Association.

Bargaining unit members shall receive one (1) year equivalent service credit for each year of experience as a Child Development Teacher (Permit Teacher) in the Fontana Unified School District, up to a maximum of nine (9) years. This service credit will be granted for all service rather than only Post-B.A. service.

When there is a 35% attrition of the workforce hired prior to this agreement, Step 6 & 7 will be added to the final column.

Current salary schedules for employees hired prior to May 17, 2000, are found in Appendix B-3. Current salary schedules for employees hired after May 17, 2000, are found in Appendix B-3.

The salary schedule is based on a work year of one hundred eighty-two (184) days with one hundred eighty (180) days of pupil instruction. Each salary schedule derived on this agreement shall identify a specific number of workdays and shall provide two (2) days annually of fully paid teacher preparation or staff development time. Any additional work calendars for longer/shorter work year and/or longer/shorter workday will be pro-rated using salary schedules in Appendix B-3.

Summer school employment shall be voluntary and shall be compensated at the certificated hourly rate.

Class and Step Placement on Teachers Salary Schedule for Child Development Bargaining Unit Members Selected to Become Certificated Teachers

FUSD Child Development, Pre-school and Day Care teachers selected for employment as a K-12 teacher will have the opportunity to move into K-12 vacancies. Bargaining unit members selected for employment under this provision must meet minimum qualifications to be fully credentialed. When there is a planned reduction in force in the Child Development Department, bargaining unit members will need to meet only the minimum requirements of an emergency credential to be eligible for consideration.

Placement on the salary schedule will not result in a cut in pay. Salary Placement will ensure that annual compensation will not be less than the amount bargaining unit members would have earned had they remained in their current positions within the Child Development Department. When initial placement results in a bargaining unit member being placed at a rate of pay higher than what he/she would have earned in their current position, movement will not be allowed to a higher class until units have been earned consistent with placement on the salary schedule as a fully credentialed teacher. However, step movement will be allowed consistent with the current salary schedule.