

## APPENDIX B-4

### PROFESSIONAL GROWTH

#### PREAMBLE

- a. Appendix A of the Master Contract, as amended by the MOU dated 2/10/99, regarding class advancement for CSP Teachers, shall apply.
- b. Advancement to Class V (Professional Growth) of the Certificated Salary Schedule (Appendix B-1) of the Master Contract, shall be governed by the following terms and conditions:

#### ELIGIBILITY

- a. Bargaining Unit Members shall have a minimum of eighteen (18), twenty-two (22) or twenty-six (26) years of service in the Fontana Unified School District, respectively.
- b. Eligibility for placement on Step 18, effective the first day of the second (2nd) semester 1999/2000, shall be based on verification of completion of qualifying units per the deadlines established in Appendix A and the MOU regarding class advancement for CSP Teachers dated 2/10/99.

#### STEP MOVEMENT

- a. Bargaining Unit Members who as of July 1, 2000, had sixty-four (64) units including an MA, may advance to Class V, Step 18 using units previously acquired.
- b. Except for those qualifying under III-a above, placement on Step 18 and movement to Steps 22 and 26 shall require four (4) units (or the equivalent) of district approved training based on a ratio of fifteen (15) hours per unit for each cell prior to placement on the appropriate step. Units shall be in education-related, major field of credential or local authorization or other district-approved areas of training.
- c. Salary credit may not be granted for credit units or district-approved training 2 completed while the bargaining unit member is in paid status.

#### UNITS "BANKED" PRIOR TO THIS AGREEMENT

- a. Language regarding Banking Units applies only to bargaining unit members who were in Class IV for the 1999/2000 school year and who have twenty-two (22) or twenty-six (26) years of service in Fontana as of July 1, 2000.
- b. Effective July 1, 2001, bargaining unit members eligible for Professional Growth (Class V) who have accrued units in excess of sixty-four (64) units including MA, shall be allowed to advance up to one-step per year beginning with movement to Step 18. Movements to Step 22 and/or 26 may utilize units acquired provided that such units were completed within the last four (4) years prior to each step movement in education-related areas.