

1 **ARTICLE 6 - COMPENSATION**

2 **6.1** The regular rate of compensation for each position in the bargaining unit shall be
3 as set forth in Appendix III, Salary Schedule. The regular rate of pay shall include any shift
4 differential, longevity increments, etc. required to be paid under this Agreement.

5 **6.1.1** – All classified salary schedules shall reflect an increase of 3% COLA applied
6 to the salary schedules effective July 1, 2018.

7 **6.2** The District will provide information concerning deductions from the unit member's
8 pay warrants for those items which are set forth on the standardized San Bernardino
9 County Earnings, Deductions and Leave Statement that is attached to each pay warrant.
10 No optional salary deductions will be made from the unit member's earnings without written
11 authorization from the unit member.

12 **6.3** Whenever an error is made in a calculation or reporting of any unit member's payroll
13 or in the payment of any unit member's salary, the District shall, subject to the limitations
14 imposed by the County Payroll Service, within five (5) days following mutual determination
15 of such error, provide the unit member with a supplemental payment and a statement of
16 the correction.

17 **6.3.1** - When a unit member receives an overpayment in any pay period, such unit
18 member and a CSEA representative shall meet with the District's Director of
19 Accounting or District designee in order to discuss and mutually agree upon a
20 repayment schedule. Furthermore, a repayment contract will be entered into
21 between the unit member and the District so that all parties are aware of the
22 repayment schedule. If so designated by the unit member, he/she may meet with
23 the District without a CSEA representative.

24 **6.3.2** - The District shall notify the unit member of any overuse of the leave
25 provisions. When an overuse of the leave provisions has been determined by the
26 District, a meeting as outlined in 6.3.1 above shall be held and a repayment
27 schedule shall be developed at this meeting. The parties shall determine the
28 outcome of any subsequent overuses for the remainder of the school year. This
29 outcome shall be agreed to by the unit member, the District and CSEA.

30 **6.3.3** - The repayment must be completed by the end of the current calendar year
31 or fiscal year.

32 **6.4** Unit members shall be granted longevity service increments of two and a half
33 percent (2.5%) starting with the 10th, 15th, 20th, 25th year, and each five-year period of
34 service thereafter. Increments to be effective July 1st and will be computed on a

1 compounded basis.

2 **6.5** All bargaining unit members, with the exception of the Child Development Program
3 classifications (Salary Schedules “D” and “E”), shall be eligible for the School Board
4 approved professional growth program which is set forth in Appendix IX, Classified
5 Professional Growth Program. Professional growth shall not be compounded.

6 Example of calculation of 6.4 and 6.5:

7 LI = Longevity Increment

8 BS = Base Salary (which could include Split Shift and Late Shift Differentials)

9 PGI = Professional Growth Increment

10 Unit member with three Longevity Increments plus two Professional Growth Increments:

11 Pre 12/1/97 Grandfather Clause:

12 Base Salary x 1st LI x 2nd LI x 3rd LI x 10% PGI =Total Salary

13 Post 12/1/97 Appendix IX:

14 Base Salary x 1st LI x 2nd LI x 3rd LI + \$3,000 PGI =Total Salary

15 **6.6 Bilingual Skills Differential:** A full-time unit member whose job classification does
16 not require bilingual skills as a condition of employment and who is responsible for
17 communicating with people in a language other than English (including sign language) and
18 performs this duty on a regular basis, and whose use of this language is a significant benefit
19 to the operation of the District, shall be granted a monthly differential.

20 a. Qualified unit members approved by the District shall be granted \$100 per month
21 for verbal bilingual communication skills when required;

22 b. Qualified unit members required to perform written translations on a regular
23 basis shall be granted \$150 per month;

24 c. This differential shall not be used in situations when only occasional use of
25 bilingual skills is required;

26 d. Qualified unit members shall be unit members who have passed the District's
27 bilingual skills tests for verbal communication and/or written translation. The District
28 reserves the right to require periodic testing of qualified unit members to evaluate
29 the rating of the Bilingual Differential. The Bilingual Differential shall be granted by
30 the Superintendent or his designee;

31 e. Unit members receiving a Bilingual Skills Differential shall not be required to
32 perform those duties normally assigned to a classification requiring bilingual skills
33 except under circumstances mutually agreed to by the unit member and the District;

- 1 f. Bilingual Skills Differential shall not be paid to unit members whose job
2 classification requires bilingual skills as a condition of employment;
- 3 g. The Bilingual Skills Differential for any unit member may be terminated at any
4 time by the District or the unit member at which time the differential shall no longer
5 be paid;
- 6 h. The Bilingual Skills Differential shall be pro-rated for regular part-time unit
7 members;
- 8 i. The District retains the sole right to determine the number and the placement of
9 positions to be paid the Bilingual Skills Differential.

10 **6.7 Alternative Retirement Plan for Unit Members Working Less Than Four (4)**
11 **Hours Per Day**

12 **6.7.1** - IRS CODE 3121 (B) (7) (F) requires, effective July 1, 1991, that all unit
13 members working less than four (4) hours contribute to PERS, Social Security, or
14 a qualified alternative plan at a rate of 7.50% of total wages earned.

15 **6.7.2** - The District agrees to pay 30% of the 7.50% or combined Social Security
16 and Medicare rate, of the total wages earned.

17 **6.7.3** - The District and Bargaining Unit agree to hold each party harmless as set
18 forth in hold harmless agreements adopted by County Counsel and Bargaining Unit
19 Counsel.

20 **6.7.4** - The Bargaining Unit shall select the alternative plan. All unit members
21 affected shall pay any and all additional costs connected therewith any alternative
22 plan selected. No individual unit member shall have an option to withdraw from the
23 selected alternative plan unless it is the desire of the Bargaining Unit to withdraw in
24 total.

25 **6.7.5** - Withdrawal shall be in accordance with the alternative plan agreement and
26 any and all additional costs connected with the withdrawal shall be an expense of
27 the unit member.

28 **6.8 Mileage Reimbursement** –

29 **6.8.1**-Any unit member required to work at a work site on a temporary assignment which
30 is more than four (4) miles from his/her normal work site shall be compensated for the
31 total mileage difference between his/her normal work site and his/her temporary work
32 site, at the amount established by the Internal Revenue Services (IRS) for
33 reimbursement for mileage.

34 **6.8.2**- Any use of a unit members personal vehicle for travel from one work site to

1 another during the course of their regular work day, shall be reimbursed for the total
2 mileage at the amount established by the Internal Revenue Services for mileage.

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