

CERTIFICATED COMPENSATION 2021-2022

Board November 10, 2021

Certificated Hourly Salary Schedule 2021-2022

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 11	\$38.74	\$40.69	\$42.72	\$44.86	\$47.09	\$49.46	\$51.93
Range 12	\$40.69	\$42.72	\$44.86	\$47.09	\$49.46	\$51.93	\$54.52
Range 13	\$42.72	\$44.86	\$47.09	\$49.46	\$51.93	\$54.52	\$57.25
Range 14	\$44.86	\$47.09	\$49.46	\$51.93	\$54.52	\$57.25	\$60.11
Range 15	\$47.09	\$49.46	\$51.93	\$54.52	\$57.25	\$60.11	\$63.12

*Teachers will be compensated (per their current hourly rate) for preparation of classroom instruction an amount (equivalent) up to **24%** of the total semester teaching hours/units.

*A current CRY-ROP teacher will be compensated at their hourly rate of pay for single period substitute coverage and after school tutoring (no prep paid).

*Monthly compensation is based on the units per day times the number of calendar school days.

Range Criteria

Range 11: Preliminary Credential – any new teacher without a clear teaching credential who satisfies the California Commission on Teacher Credentialing (CCTC) preliminary credential requirements. Must hold a clear credential to advance beyond Range 11.

Range 12: Clear Credential/Authorization – any teacher with a clear credential and fewer than 60 semester units of related education and/or industry certified training.

Range 13: Clear Credential/Authorization – any teacher with a clear credential plus the equivalent of 60-119 semester units of related education and/or industry certified training.

Range 14: Clear Credential/Authorization – any teacher with a clear credential plus the equivalent of 120-179 semester units of related education and/or industry certified training including a Bachelor's Degree.

Range 15: Clear Credential/Authorization – any teacher with a clear credential plus the equivalent of 180 + semester units of related education and/or industry certified training including a Master's Degree.

Longevity

Longevity pay begins July 1 *after the completion* of 10 years, 15 years, 20 years and 25 years of service. The pay is applied as an additional percentage of Range and Step placement:

- 2% per year, starting July 1 of the 11th year of employment
- 4% per year, starting July 1 of the 16th year of employment
- 6% per year, starting July 1 of the 21st year of employment
- 8% per year, starting July 1 of the 26th year of employment

Longevity calculations start with the original date of hire, and include all years not impacted by breaks in service.

Placement on Salary Schedule

- Maximum initial placement
Maximum initial placement will be Step 3 with 2 years of verified teaching experience or 5 years of industry experience in the industry sector for which the teacher is applying to teach. The Superintendent may place an employee on any step, at their discretion, to meet the employment needs of CRY-ROP.
- One-Time Signing and Retention Bonus
Eff. 11/1/2021, newly hired teachers in industry sectors that are difficult to fill, may be offered, at the discretion of the Superintendent, a one-time signing and retention bonus of \$2,000, one-half at 3 months from hire date payable on the 1st of the following month and one-half payable at the completion of the school year.
- Initial Placement
Final placement will be made only when official verification has been filed with the CRY-ROP Human Resources department, and must be provided within six (6) weeks of initial hire date. Upon verification, adjustment to initial salary placement will be made retroactive to the date of hire. Verification of units requires an official, sealed transcript and/or official industry certification from an accredited college, university or trade school that indicates quarter, semester or clock hour attendance.

Workshops, seminars and other professional development must be approved by the Superintendent or designee for unit conversion; however, all such documentation must provide specific hours and competencies earned as well as validation of industry relevance. An employee will not receive credit for professional development earned while being paid for regular duties by CRY- ROP or if CRY-ROP is paying the costs and expenses of the training/workshop.

Education and Credential Changes for Range Placement

- First Semester -- Adjustments in salary schedule positions will be made if the employee meets the following criteria: (1) academic work is completed and HR is notified in writing **prior to June 30**; (2) verification of work completed is received in the Human Resources Office on or before September 30. **If not received** salary will be adjusted and no further adjustments will be made until the following semester. If criteria are met, the adjustment in salary schedule position will be made effective the first day of the school year after the approval of the Governing Board.

- Second Semester - Adjustments in salary schedule positions will be made effective the first day of paid service for second semester if the employee meets the following criteria: (1) academic work is completed and HR is notified in writing **prior to December 31**; (2) verification of work completed is received in the Human Resources Office on or before March 31. **If not received** salary will be adjusted and no further adjustments will be made until the following school year. If criteria are met, the adjustment in salary schedule position will be made effective the first day of the second semester after the approval of the Governing Board.
- Doctoral Pay
Doctoral stipend will be applied as an additional 2% of Range/Step placement on the first day of the second month following receipt of the proof of eligibility. Doctorate award date must be posted on official, sealed transcript.

Step Increases

Each eligible certificated employee will receive a step increase on July 1 of each year, with a positive evaluation, as approved by the Governing Board, unless there are no more steps available on that range.

- Employees who serve seventy-five percent (75%) of the teaching days in paid status shall have that year count as a year of experience for hourly rate purposes and will be eligible for a step increase on July 1 of the next calendar year.
- Teaching assignments that are less than full-time are eligible for step increases every other year.
- When a current CRY-ROP employee is recommended for advancement, the step placement in the higher range is based on initial placement criteria and the experience of the employee. If the placement takes place prior to March 1, the employee is eligible for the annual step increase on July 1st based on time served. If the employee is moving into the new position with experience in that field, a minimum of a 5% increase will be implemented for the advancement.

Stipends

- Stipend for Four (4) Preps
Additional \$250 per month prep stipend for teachers that teach four or more different courses to be paid at the end of each semester.
- Overnight Field Trip Chaperone Stipend: \$75
For program related overnight field trips that require additional adult supervision/chaperones, \$75 per overnight stay is provided as compensation through a timesheet. A Program Manager or designee assigns overnight field trip chaperones. An employee responsible for the related program receiving a Board approved CTSO stipend is also eligible for the Overnight Field Trip Chaperone Stipend and the CTSO stipend are paid to CRY-ROP employees only.
- Career Express Online Stipend
\$2,500 stipend for the teacher of the qualified course, with an additional \$50 stipend per student completer over 20 students. Teacher must have the appropriate CTE credential to be eligible to teach the course. Stipend will be paid at the end of the course.

Additional Non-Teaching Hours

The non-teaching hourly rate is \$35.00 an hour for certificated staff. Additional paid time must be pre-approved. Documentation is required and timesheet turned in by the 24th of each month. Examples of non-teaching hours are the following:

- Site meetings (in addition to the 2 hours required by the Teacher Expectations)
- Classroom relocation
- Computer lab classroom updates
- Field trips outside of regular class hours
- New course preparation (Recommended NTE 20 hours annually)
- New teacher preparation (Recommended NTE 20 hours annually)
- New Course Development
- Classroom/Shop set up (NTE 10 hours) at the beginning of school year for Automotive, Welding, Manufacturing, Construction, and STEAM programs
- SIS/Technology Training
- Student Store set up (NTE 25 hours annually)
- Teacher Induction Program (TIP)
- Weekend Duty (separate from *Teacher Extra Hours and NTE \$200 per day*)
For assigned non-instructional work on the weekend, i.e. non-teaching rate of pay when no student present and teacher's rate of pay when students are present.

Possible Additional Assignments

- Mentor Teacher – CTE Teach
\$50 per hour to support and coach teachers participating in the Teacher Induction Program.
- Registered Nurse
Teacher's hourly rate of pay to perform required duties as the approved Registered Nurse for the Nursing Assistant-Certified Program as designated by California Department of Public Health.

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