

CERTIFICATED COMPENSATION 2021-2022

Board April 12, 2021

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 10.

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.

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.

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.

Future Range Placement

Advancement to a higher range on the hourly schedule will be made effective on future dates of either July 1 or January 1 following proof of eligibility submission. Step placement in the higher range is based on Initial Placement criteria and will provide a minimum of a 5% increase when implemented for advancement. It is the responsibility of each teacher to report all educational/industry training certifications and/or credential clearances to Human Resources within six (6) weeks of completion.

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.

Semester Unit Conversion Criteria

- Quarter units are converted to semester units by multiplying the quarter units by two-thirds (2/3).
- Clock hours are converted to semester units by calculating one-half (1/2) unit for every sixteen (16) hours of verified attendance.
- Semester conversion will only apply to related education/training validated by a letter grade of "C" or better or a "pass" grade indicated on the official documentation.

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 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 (4 periods per day) are eligible for step increases every other year.

Reinstatement

Any CRY-ROP employee who voluntarily resigns from his/her position, may be reinstated or reemployed by the Governing Board. Such reinstatement or reemployment occurring within 39 months of his/her last day of paid prior service, shall restore all of the benefits and burdens of a CRY-ROP employee in the class to which he/she reinstated or reemployed and deduct the break in service from the *Original Date of Hire* for the purpose of longevity and years of service calculations. (BP 4117.2, 42172.2 and 4317.2)

*Effective 7/1/19 this provision shall only affect employees with reinstatement dates of 7/1/19 or thereafter.

Doctoral Stipend

Doctoral stipend will be applied as an additional 2% of Range/Step placement on the first day of the month following receipt of the proof of eligibility. Doctorate award date must be posted on official, sealed transcript.

Non-Teaching Preparation Time

For non-teaching preparation time, teachers will be compensated (per their current hourly wage) an amount (equivalent) up to 24% of the total semester teaching hours/units.

Stipend for Four (4) Preps

Additional \$200 per month prep stipend for teachers that teach four or more different courses to be paid at the end of each semester.

Certificated Miscellaneous Hourly Rate of Pay

For site meetings, curriculum meetings, professional development meetings, and other meetings/duties as assigned by the Superintendent's Designee, teachers will be compensated at the rate of \$35 per hour.

Single Period Substitute Coverage

A current CRY-ROP full-time teacher will be compensated at their hourly rate of pay for single period substitute coverage.

Monthly Compensation

Monthly compensation is based on the units per day times the number of calendar school days. Other miscellaneous activities not included under the definition of unit, will be paid on a time card.

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 not eligible for the Overnight Field Trip Chaperone Stipend and the stipend is paid to CRY-ROP employees only.

Weekend Duty

A certificated employee shall earn the Miscellaneous Rate of Pay, not to exceed \$200 per day, for non-instructional work on the weekend.

Sick Leave

Sick leave is calculated on daily hours/units, with one day per month earned. A maximum of 7 of these days may be used for Personal Necessity each year.

New School Year Preparation Hours

Site based new teacher orientation meetings – Up to 8 hours

- Use miscellaneous hourly rate of \$35 per hour for classroom teachers. Compensation is for new teacher orientations, SIS training, campus policy meetings, etc.

Extenuating circumstances - Up to 10 Hours

- Annual setup for shop teachers - Use miscellaneous hourly rate of \$35 per hour for classroom teachers. Compensation is for automotive, welding, manufacturing, construction, and STEAM programs.
- Classroom relocation - Use miscellaneous hourly rate of \$35 per hour for classroom teachers. Compensation is to cover unpacking, setup, and organization of a new classroom after a classroom move.
- New lab (new technology) - Use miscellaneous hourly rate of \$35 per hour for classroom teachers. Compensation is for updated labs with new software or equipment that requires additional setup and training.

New course preparation – 10 hours per semester

- Use miscellaneous hourly rate of \$35 per hour for classroom teachers. Compensation is for new courses to allow for planning and implementation of new curriculum.

Student store operation – Up to 25 Hours

- Use miscellaneous hourly rate of \$35 per hour for classroom teachers. Compensation is to cover setup, operation, and sales of back to school apparel and merchandise.

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

Effective 7/1/2021