

CVE PROPOSAL
BETWEEN
CHULA VISTA ELEMENTARY SCHOOL DISTRICT
AND
CHULA VISTA EDUCATORS

November 16, 2023

ARTICLE 52: WAGES

52.2.2 Effective July 1, 2023, all bargaining unit salary schedules shall be increased by ~~8%~~ 8.5%.

~~Effective January 1, 2024, all bargaining unit salary schedules shall be increased by 3%.~~

~~Effective April 1, 2024, all bargaining unit salary schedules shall be increased by 3%.~~

~~Effective July 1, 2024, a salary increase of the funded COLA, currently estimated at 3.94%. If the 2024-2025 California state adopted budget makes ongoing adjustments to the school funding formula (currently "LCFF formula") that are in excess of funded COLA, or increase ongoing base revenues to the District then the parties shall reopen negotiations for salary and health benefit increases. Parties understand that categorical monies or monies restricted to uses other than salary and benefits will not be part of the new negotiations.~~

Effective July 1, 2024, all bargaining unit salary schedules shall be increased by 3%. The 3% is based on the projected COLA being 3.9%. If the COLA is 5% - 5.9% then one additional percent will be added to salaries (4% total). If the COLA is 6% - 6.9% then one additional percent will be

added to salaries (5% total). If over 7% then 5% to salaries remains but the teams will agree to meet on Articles 51 Health and Article 52 Wages.

52.2.4 Employees shall be granted credit for experience by the District for placement on the appropriate salary schedule conditioned upon the following:

- a. Teaching experience outside the District, as well as former teaching in the District, will be credited ~~up to a maximum of five (5)~~ up to all service years. However, any new employee being placed initially on the schedule shall be placed on a step that is at a figure equal to or next in amount above the figure the employee actually earned, or the highest rate of pay, in the twelve (12) months immediately preceding employment by the District. Based on employment verification and salary range and step placement from prior teaching employment. One (1) step on the salary schedule is allowed for each year of teaching. Teaching experience must have been within the ten (10) years prior to employment with the District and must be verified from previous employers giving dates of service by school year.
- b. Language, Speech, and Hearing (LSH) Specialists will be placed on a separate salary schedule that begins with the equivalent of step eight (8) class three (III) on the current General Education Teachers' Salary Schedule. Each LSH will receive the ~~-\$1,000~~ \$1,500 stipend for special education teachers to be noted on the LSH Specialists Salary Schedule contained in Appendix F-10.

~~The LSH Specialist Salary Schedule allows a maximum of twelve (12) prior years' service credit for salary placement.~~ Teaching experience whether general or special education outside the District, as well as former teaching in the District, will be credited ~~up to a maximum of twelve (12)~~ up to all service years. However, any new employee being placed initially on the schedule shall be placed on a step that is

at a figure equal to or next in amount above the figure the employee actually earned, or the highest rate of pay, in the twelve (12) months immediately preceding employment by the District. Based on employment verification and salary range and step placement from prior teaching employment. One (1) step on the salary schedule is allowed for each year of teaching including paid internships. Some portion of teaching experience must have been within the ten (10) years prior to employment with the District and must be verified from previous employers giving dates of service by school year.

- c. Active United States military service, if performed after December 7, 1941, and prior to being employed by the District, may be allowed conditioned upon the following:
 - i. Eighteen (18) to thirty-six (36) months of service credit for one (1) year of experience.
 - ii. Thirty-six (36) months or more of service credit for two (2) years of experience.
 - iii. A limit of two (2) years credit may be allowed within the maximum of five (5) years' experience credit listed in paragraph 52.2.4.a of this provision.
- d. The employee shall be required to file official college transcripts with the Human Resources Office in order to verify salary placement.
- e. Special Education Teachers include the following: Special Day Class, Resource Specialist Program, VI, OM ~~Occupational Therapist~~, and Adaptive Physical Education teachers. Special Education Teachers employed in a position which requires a Special Education Teacher's Credential will be placed on the Special Education Teachers' Salary Schedule contained in Appendix F. Qualified Special Education Teachers will receive the annual ~~\$1,000~~ \$3,000 stipend in addition to their salary to be noted on the Special Education Teachers' Salary Schedule contained in Appendix F-8.

A teacher holding a Special Education Credential who voluntarily transfers to a position not requiring that credential, will be placed on the General Education Teachers' Salary Schedule. ~~In the event that the teacher received additional credit beyond the five years of service credit allowed on the General Education Teachers' Salary Schedule, the teacher will forfeit the years awarded beyond the five-year service credit initially awarded and the Special Education annual stipend if applicable.~~ Any teacher who is currently assigned to teach general education, but transfers to a special education position and holds a valid credential will be placed on the Special Education Teachers' Salary Schedule appropriate to the guidelines listed below.

Teaching experience whether general or special education outside the District, as well as former teaching in the District, will be credited ~~up to a maximum of twenty (20)~~ up to all service years. However, any new employee being placed initially on the schedule shall be placed on a step that is at a figure equal to or next in amount above the figure the employee actually earned, or the highest rate of pay, in the twelve (12) months immediately preceding employment by the District. Based on employment verification and salary range and step placement from prior teaching employment. One (1) step on the salary schedule is allowed for each year of teaching including paid internships. Some portion of teaching experience must have been within the ten (10) years prior to employment with the District and must be verified from previous employers giving dates of service by school year.

- f. Effective April 1, 2016, nurses who provided nursing services outside the District in a clinic or hospital setting while the nurse held both a Bachelor of Science in Nursing degree and was a fully licensed Registered Nurse, as well as former nursing services provided in the District, will be credited ~~up to a maximum of five (5) years for all full~~

~~years of service~~ all service years. Nursing experience must have been within the ten (10) years prior to employment with the District and must be verified from previous employers giving dates of service by school year and licensing agencies providing proof of licensure. The employee shall be required to file official college transcripts, proof of licensure, and proof of employment to the Human Resources office in order to verify salary placement.

- g. Each Dual Immersion teacher will receive a ~~\$2,500~~~~\$2,000~~ **\$1500 stipend to be noted on the Teacher Salary Schedule contained in Appendix F-2.****
- h. Each Combo teacher will receive a \$1,500 stipend to be noted on the Teacher Salary Schedule contained in Appendix F-2.