



ARTICLE 14

SALARY

- 14.0 Please refer to current salary schedule for relevant salary increases.
- 14.1 The District's practice is to pay employees 11 monthly installments. Employees may elect to be paid in 12 monthly installments provided that the employee applies pursuant to the timelines established by the District.
- 14.2 For initial placement on the salary schedules, credit for teaching experience shall be granted year for year up to a total of ten (10) years effective July 1, 2001.
- 14.3 Placement on column E will be based upon 90 units after the Bachelor's Degree or 45 units after a Master's Degree. Professional Growth Units are earned only by courses taken outside of unit members' regular work hours. Units for placement on the salary schedule may be earned through upper division and lower division semester units or San Carlos School District Professional Growth Units ("PGU") as approved in advance by employee's immediate supervisor or Superintendent, or attending a District initiated in-service training or workshop, or attending a County Office of Education sponsored in-service training or workshop. One PGU is earned for each 15 hours of District approved work. One PGU is equivalent to one semester unit for advancement on the salary schedule.
- 14.4 Teachers who attend student overnight activities with students will receive a monetary stipend (refer to Certificated stipend schedule) to compensate them for added expenses and time on duty.
- 14.5 National Board Certification: The District will refund the initial application fee (current \$2,000) for National Board Certification upon the teacher's (i) submission of his/her portfolio, and (ii) verification of assessment center participation. Any renewals or reapplication fees will be paid by the unit member.

~~14.6—The Professional Development Plan shall be approved by the Superintendent. The PDP will consist of 75 hours of professional~~

~~development from an approved list of selected topics. The selected topics will be designated by the Superintendent after consultation with the Professional Growth Committee.~~

14.67 The District may pay a one-time hiring incentive (refer to Certificated stipend schedule) to fully credentialed California teachers who are hired to teach, or transfer within the District to teach an area designated by the district as “high need”, provided that the teacher possesses the appropriate teaching credential.

14.78 Stipends/Substitute Coverage:

14.78.1 The District will pay unit members a stipend for performing activities outside the normal work day (as defined in article 7.2) according to the Certificated Stipend Schedule and as preapproved by an administrator.