

PROPOSAL From CVEU to CAVA

September 27, 2016

ARTICLE 11 – SALARY AND BENEFITS

11.1 Salary Schedule (See Appendix A)

11.2 Initial Placement on Salary Schedule

11.2.1 Unit Members shall be placed on the step of the salary schedule reflected of the number of years of service in positions requiring certification.

11.2.2 Unit Members shall be advanced in steps on the salary schedule on an annual basis.

11.2.3 Unit Members in the bargaining unit shall be placed in a column of the salary schedule reflective of semester units earned in addition to a Bachelor's degree.

11.2.4 Placement in columns is not conditional upon whether academic or in-service credits were earned after the degree was conferred.

11.2.5 Unit Members in the bargaining unit shall be moved to the appropriate column on either the first day of the first semester or the first day of the second semester depending upon receipt of evidence that the work requirements for the academic or in-service credits, the certification program, or the degree program have been completed.

11.3 Advanced Degrees and specialized positions

11.3.1 Master's Degree stipend shall be 6% of Step one (1) Column one (1) paid on an annual basis, divided equally into monthly pay.

11.3.2 PhD stipend shall be an additional 6% paid on an annual basis, divided equally into monthly pay.

11.3.3 Speech and Language Therapists and Psychologists will be placed on the Speech and Language Therapists and Psychologists salary schedule based on their years of service and credits earned.

11.3.4 Counselors will receive a stipend of 10% of Step one (1) Column one (1) of the salary schedule.

11.3.5 Special Education teachers will receive a 10% stipend of Step one (1) Column one (1) of the salary schedule.

11.3.6 High School teachers will receive a 5% stipend of Step one (1) Column one (1) of the salary schedule.

11.4 Unit Members shall be provided with \$200.00 bi-monthly to compensate for home office expenses.

11.5 Tuition Reimbursement

11.5.1 Unit Members shall be reimbursed for costs incurred in the pursuit of staff development and other career training up to a maximum of \$5,000 per calendar year (January-December).

11.5.1.1 Tuition reimbursement shall include textbooks, tuition and other fees included in the enrollment of approved courses.

11.5.1.2 Unit Members pursuing reimbursement to clear the Unit Member's credential will be reimbursed 100% of cost including textbooks and tuition.

11.6 Travel Reimbursement

11.6.1 Community Day Teachers, School Psychologists and any other positions that regularly travel in the course of their work will be reimbursed for their mileage.

11.7 Compensation for voluntary additional work

11.7.1 Unit Members who agree to instruct an extra course/class/prep shall be compensated at the rate of \$5,000. If the instruction is for less than one full school year, then the amount shall be at the pro-rated daily rate of pay on \$5,000 per annum.

11.7.2 Unit Members who are asked to perform work beyond that prescribed in Article 13 – CASELOAD AND WORKLOAD, may at their discretion accept the work for extra compensation at their regular pro-rated daily rate of pay (annual salary divided by the required work days).

11.7.3 Community Day teachers will receive a stipend of 5% of Column 1 Step 1 on the salary schedule annually divided equally in monthly pay.

11.7.4 CELDT testing will be administered by a trained proctor who applies or volunteers for this position. CELDT proctors will receive \$500.00 for completing training and \$150.00 for each test administered.

11.7.5 Test Site Coordinators shall receive a stipend of \$300 per day of testing.

11.8 Health and Welfare Benefits

11.8.1 Effective September 1, 2016:

11.8.1.1 For any CAVA offered insurance plan in which a unit member is enrolled, CAVA agrees to pay one-hundred percent (100%) of the annual premiums for medical, dental, and vision insurance.

11.8.1.2 Unit members who resign after working a full school year, shall be covered up to September 1 of the that year.

11.8.1.3 Unit members resigning prior to the end of the school year, shall remain covered for a period of time in proportion to the percent of the year they worked. For example: if a unit member works 50% work year, they shall be covered for 6 months.

11.8.1.4 The health insurance plans shall be at least at the level of Anthem Blue Cross Gold 80 D EPO, which pas \$0 deductible, and costs members \$30 per visit to approved primary care providers.

11.8.1.5 CAVA also agrees to pay for a life insurance policy for each unit member that pays out the equivalent of three (3) years of salary in the event of death.

Appendix A
Step Placement and Salary Schedules

2016-2017

STEP	BA+30	BA+45	BA+60	BA+75
1	52,000	55,405	58,810	62,215
2	53,560	57,067	60,574	64,081
3	55,167	58,779	62,392	66,004
4	56,822	60,543	64,263	67,984
5	58,526	62,359	66,191	70,024
6	60,282	64,230	68,177	72,124
7	62,091	66,156	70,222	74,288
8	63,953	68,141	82,329	76,517
9	65,872	70,185	74,499	78,812
10	67,848	72,291	76,734	81,176
11	67,848	74,460	79,036	83,612
12	67,848	76,693	81,407	86,120
13	67,848	76,693	83,849	88,704
14	67,848	76,693	86,364	91,365
15	67,848	76,693	88,955	94,106
16	67,848	76,693	91,624	96,929
17	67,848	76,693	94,373	99,837
18	67,848	76,693	97,204	102,832
19	67,848	76,693	100,120	105,917
20	67,848	76,693	103,124	109,094

Speech Therapist and Psychologist Salary Schedule

Step	BA + 60	BA + 75
1	75,400	78,805
2	77,662	81,169
3	79,992	83,604
4	82,392	86,112
5	84,863	88,696
6	87,409	91,357
7	90,032	94,097
8	92,732	96,920
9	95,514	99,828
10	98,380	102,823
11	101,331	105,907
12	104,371	109,085
13	107,502	112,357
14	110,727	115,728
15	114,049	119,200
16	117,471	122,776
17	120,995	126,459
18	124,625	130,253
19	128,363	134,160
20	132,214	138,185