



## **NEGOTIATIONS UPDATE**

### **May 15, 2018**

The District and DATA met on May 15, 2018 for negotiations. During these sessions, the district transmitted four counter proposals.

Following are bulleted summaries of the district counter proposals from May 15, 2018:

#### **Article III: Salary**

- District proposed, effective July 1, 2018:
- Across-the-board raise of 5% (see attached draft copy)
- Adding three (3) work days to the calendar, which would increase annual employee salary earnings by an additional 2%
  - o Current pay range for credentialed teachers: \$45,500 to \$90,799
  - o Proposed pay range for credentialed teachers: \$47,495 to \$97,568
- Increase Differential Pay Scale by 5%
- Step increases placed on CTE/Vocational Education salary schedule (see attached draft copy).
- Masters stipend increases from \$1,500/year to \$1,800/year.
- Doctoral stipend increases from \$2,500/year to \$2,800/year.
- Longevity stipend (30 years, or more of service) increases from \$2,100/year to \$3,000/year.
- Implement new salary schedule for Speech Language Pathologists (SLP) and Registered Nurses (RN). (See attached draft copy)
- Middle School Department Chair stipend increases from \$1,000/year to \$1,500/year.
- Middle School Sports Coaches stipend increases from \$1,000/year to \$1,500/year.
- TOTAL COMPENSATION VALUE in district proposal, effective July 1, 2018 is approximately 8%

### **Article V: Health and Welfare**

- District proposed language that would implement a cap, or “District Maximum Contribution” of \$21,000 per eligible active employee. Currently the District pays approximately \$16,500 per eligible active employee.
- Current and future retirees would continue to receive health and welfare benefits as described by the contract, with no cap.

### **Article VI: Work Hours**

- District proposed language that states: “Holidays shall officially commence fifteen (15) minutes after the regular instructional day on the day preceding the holiday.”

### **Article VII: Class Size**

- District proposed language that would reduce math class sizes (grades 6-12) from a maximum of 35 students to a maximum of 30 students, commencing in the 2019-2020 school year.
- Increase overage payments for teachers with students who exceed the contractual class size max from \$2/student/day to \$2.50/student/day (secondary teachers), and from \$10/day/student to \$12.50/student/day (elementary teachers).

CERTIFICATED SALARY SCHEDULE  
FOR 2018-19 SCHOOL YEAR  
5% w/185 days DRAFT

Years	I Emer Cred	II BA + 15	III BA + 30	IV BA + 45	V BA + 60	VI BA + 75	VII BA + 90
1	41,946	47,495	49,759	52,022	54,285	56,549	58,812
2		47,495	49,759	52,022	54,285	56,549	58,812
3		47,495	49,759	52,022	54,285	56,549	58,812
4		49,510	51,774	54,036	56,301	58,565	60,827
5		51,526	53,789	56,052	58,316	60,579	62,842
6			55,804	58,067	60,330	62,594	64,857
7			57,820	60,082	62,346	64,610	66,872
8			59,834	62,929	64,361	66,624	68,887
9			92,343	64,112	66,376	68,640	70,903
10			63,865	66,127	68,391	70,655	72,917
12				68,142	70,426	72,669	74,932
14				70,158	72,421	74,685	76,948
16				72,172	74,436	76,700	78,962
18				74,187	76,452	78,715	80,978
20					78,466	80,727	82,993
22					80,481	82,745	85,008
24					82,497	84,760	87,023
26					84,511	86,775	89,038
28					86,527	88,791	91,054
30					88,542	90,806	93,068

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**NOTES**

**BA + 0 through BA+ 14 with credential = \$47,495**

**BA + 60 through BA + 90: Longevity stipend on and after  
the 30th year of service = \$3,000**

**Master Stipend= \$1,800**

**Doctorate Stipend= \$2,800**

**School Nurse Stipend = \$2,500**

**Special Education Stipend = \$1,000**

**Speech Language Pathologist Stipend = \$2,500**

SIERRA SANDS UNIFIED SCHOOL DISTRICT  
DIFFERENTIAL SALARY SCHEDULE  
2018-2019 School Year  
5% DRAFT

ASSIGNMENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Varsity Head Coach (Football, Basketball)						
Athletic Director. The AD is paid on tri-annual basis	\$ 2,836	\$ 2,982	\$ 3,132	\$ 3,288	\$ 3,455	\$ 3,722
Varsity Head Coach (all other sports)						
Cheer Advisor. Cheer Advisor is paid on a bi-annual basis	\$ 2,606	\$ 2,732	\$ 2,869	\$ 3,012	\$ 3,166	\$ 3,325
Head JV & Frosh Coach						
All Assistant Coaches, Trainers	\$ 2,366	\$ 2,480	\$ 2,606	\$ 2,732	\$ 2,869	\$ 2,938
ASB Advisor (HS, MS), Band, Yearbook (HS, MS), Newspaper (HS)	\$ 2,366	\$ 2,480	\$ 2,606	\$ 2,732	\$ 2,869	\$ 3,012
Performing Arts: Stage Band (HS) Orchestra (HS, MS) Madrigals (HS) Vocal Music (HS, MS) Drama Adv (HS, MS) Drama Techn (HS, MS)	\$ 1,640	\$ 1,724	\$ 1,846	\$ 1,934	\$ 2,030	\$ 2,132
Academic Decathlon (HS)						
Mathletes (HS, MS)	\$ 1,420	\$ 1,489	\$ 1,565	\$ 1,642	\$ 1,724	\$ 1,810
<b>DEPARTMENT CHAIRS:</b>						
1-20 Sections	\$ 1,736	\$ 1,825	\$ 1,908	\$ 2,009	\$ 2,105	\$ 2,210
21-40 Sections	\$ 2,083	\$ 2,183	\$ 2,294	\$ 2,410	\$ 2,531	\$ 2,658
41-65 Sections	\$ 2,778	\$ 2,919	\$ 3,048	\$ 3,217	\$ 3,379	\$ 3,548
66-99 Sections	\$ 3,474	\$ 3,646	\$ 3,828	\$ 4,018	\$ 4,221	\$ 4,435
100 + Sections	\$ 4,342	\$ 4,558	\$ 4,789	\$ 5,025	\$ 5,284	\$ 5,541
<b>The following positions do not receive increases with salary schedule changes</b>						
MIDDLE SCHOOL DEPT. CHAIRS	\$ 1,500					
MIDDLE SCHOOL COACHES	\$ 1,500					
ELEM. COMBINATION CLASSES	6% of Salary					
ELEM. LIMITED ENGLISH (eight or more)	\$ 2,000					
HEAD TEACHER (No Asst. Princ. On Site)	\$ 2,000					
SAT COORDINATORS	\$ 2,000					

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SIERRA SANDS UNIFIED SCHOOL DISTRICT  
CTE/VOCATIONAL SALARY SCHEDULE FOR 2018-2019  
5% w185 DRAFT

	II	III	IV	V	VI	VII	VIII
	Journeyman	Jrny + 4 Yrs*	Jrny + 4 Yrs*	Jrny + 4 Yrs*	Jrny + 4 Yrs*	Jrny + 4 Yrs*	Jrny + 4 Yrs*
YEARS	(5 Yrs Exp.)	& BA	& BA + 15	& BA + 30	& BA + 45	& BA + 60	& BA + 90
1	\$ 35.61	\$ 37.33	\$ 39.21	\$ 41.19	\$ 43.23	\$ 46.59	\$ 50.04
	\$ 46,115.00	\$ 48,342.00	\$ 50,777.00	\$ 53,341.00	\$ 55,983.00	\$ 60,334.00	\$ 64,802.00
2	\$ 36.65	\$ 38.46	\$ 40.39	\$ 42.44	\$ 44.54	\$ 46.78	\$ 51.54
	\$ 47,462.00	\$ 49,806.00	\$ 52,305.00	\$ 54,960.00	\$ 57,679.00	\$ 60,580.00	\$ 66,744.00
3	\$ 37.76	\$ 39.63	\$ 41.57	\$ 43.67	\$ 45.89	\$ 48.20	\$ 53.12
	\$ 48,899.00	\$ 51,321.00	\$ 53,833.00	\$ 56,553.00	\$ 59,428.00	\$ 62,419.00	\$ 68,790.00
4	\$ 38.88	\$ 40.82	\$ 42.86	\$ 44.13	\$ 47.25	\$ 49.61	\$ 54.69
	\$ 50,350.00	\$ 52,862.00	\$ 55,504.00	\$ 57,148.00	\$ 61,189.00	\$ 64,245.00	\$ 70,824.00
5	\$ 40.05	\$ 42.02	\$ 44.13	\$ 46.37	\$ 48.69	\$ 51.09	\$ 56.32
	\$ 51,865.00	\$ 54,416.00	\$ 57,148.00	\$ 60,049.00	\$ 63,054.00	\$ 66,162.00	\$ 72,934.00
6		\$ 43.27	\$ 45.47	\$ 47.72	\$ 50.11	\$ 52.62	\$ 58.01
		\$ 56,035.00	\$ 58,884.00	\$ 61,797.00	\$ 64,892.00	\$ 68,143.00	\$ 75,123.00
7	\$ 42.02	\$ 44.58	\$ 46.80	\$ 49.16	\$ 51.64	\$ 54.18	\$ 59.73
	\$ 54,416.00	\$ 57,731.00	\$ 60,606.00	\$ 63,662.00	\$ 66,874.00	\$ 70,163.00	\$ 77,350.00
8		\$ 45.93	\$ 48.25	\$ 50.66	\$ 53.18	\$ 55.82	\$ 61.54
		\$ 59,479.00	\$ 62,484.00	\$ 65,605.00	\$ 68,868.00	\$ 72,287.00	\$ 79,694.00
9	\$ 43.27	\$ 47.32	\$ 49.70	\$ 52.17	\$ 54.79	\$ 57.51	\$ 63.42
	\$ 56,035.00	\$ 61,279.00	\$ 64,362.00	\$ 67,560.00	\$ 70,953.00	\$ 74,475.00	\$ 82,129.00
10		\$ 48.71	\$ 51.16	\$ 53.71	\$ 56.42	\$ 59.24	\$ 65.30
		\$ 63,079.00	\$ 66,252.00	\$ 69,554.00	\$ 73,064.00	\$ 76,716.00	\$ 84,564.00
11	\$ 44.58	\$ 50.21	\$ 52.69	\$ 55.34	\$ 58.11	\$ 61.03	\$ 67.26
	\$ 57,731.00	\$ 65,022.00	\$ 68,234.00	\$ 71,665.00	\$ 75,252.00	\$ 79,034.00	\$ 87,102.00
12		\$ 51.72	\$ 54.26	\$ 57.00	\$ 59.85	\$ 62.85	\$ 69.27
		\$ 66,977.00	\$ 70,267.00	\$ 73,815.00	\$ 77,506.00	\$ 81,391.00	\$ 89,705.00
Graduate Degree Stipend: Masters \$1,800 or Doctorate \$2,800							
<b>DRAFT</b>							
*4 Years Teaching Experience K-12							

SIERRA SANDS UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SALARY RN/SLP SCHEDULE w5% 185  
 2018-19 SCHOOL YEAR  
 DRAFT

SCHOOL NURSE/SPEECH LANGUAGE PATHOLOGIST SCHEDULE WITH UNITS								
Years	BA + 45	BA + 52	BA + 59	BA + 66	BA + 73	BA + 80	BA + 87	BA + 90
1	\$ 54,964	\$ 55,893	\$ 56,821	\$ 57,751	\$ 58,679	\$ 59,608	\$ 60,536	\$ 60,934
2	\$ 57,766	\$ 58,695	\$ 59,623	\$ 60,552	\$ 61,480	\$ 62,410	\$ 63,338	\$ 63,730
3	\$ 60,568	\$ 61,497	\$ 62,425	\$ 63,354	\$ 64,282	\$ 65,211	\$ 66,140	\$ 66,532
4	\$ 63,369	\$ 64,298	\$ 65,227	\$ 66,156	\$ 67,084	\$ 68,013	\$ 68,941	\$ 69,333
5	\$ 66,171	\$ 67,100	\$ 68,028	\$ 68,958	\$ 69,886	\$ 70,815	\$ 71,743	\$ 72,135
6	\$ 68,973	\$ 69,902	\$ 70,830	\$ 71,759	\$ 72,688	\$ 73,617	\$ 74,545	\$ 74,937
7	\$ 71,775	\$ 72,704	\$ 73,632	\$ 74,561	\$ 75,489	\$ 76,418	\$ 77,347	\$ 77,739
8	\$ 74,576	\$ 75,506	\$ 76,434	\$ 77,363	\$ 78,291	\$ 79,220	\$ 80,148	\$ 80,540
9	\$ 77,378	\$ 78,307	\$ 79,236	\$ 80,165	\$ 81,093	\$ 82,022	\$ 82,950	\$ 83,342
10	\$ 80,180	\$ 81,109	\$ 82,037	\$ 82,966	\$ 83,895	\$ 84,824	\$ 85,752	\$ 86,144
11	\$ 82,982	\$ 83,911	\$ 84,839	\$ 85,768	\$ 86,696	\$ 87,626	\$ 88,554	\$ 88,946
14	\$ 84,470	\$ 85,399	\$ 86,327	\$ 87,256	\$ 88,184	\$ 89,113	\$ 90,041	\$ 90,433
17	\$ 85,958	\$ 86,886	\$ 87,815	\$ 88,744	\$ 89,672	\$ 90,601	\$ 91,529	\$ 91,921
20	\$ 87,446	\$ 88,374	\$ 89,303	\$ 90,231	\$ 91,161	\$ 92,089	\$ 93,018	\$ 93,409
23	\$ 88,934	\$ 89,863	\$ 90,791	\$ 91,719	\$ 92,648	\$ 93,576	\$ 94,506	\$ 94,897
26	\$ 90,421	\$ 91,350	\$ 92,279	\$ 93,208	\$ 94,136	\$ 95,064	\$ 95,993	\$ 96,385
29	\$ 91,909	\$ 92,838	\$ 93,766	\$ 94,695	\$ 95,624	\$ 96,553	\$ 97,481	\$ 97,879
<b>Master's Stipend = \$1,500; Doctorate Stipend = \$2,500</b>								
<b>Longevity bonus for 30 years of service to Sierra Sands USD = \$2,100</b>								
Revised 5-14-18								

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SLP / RN schedule  
 proposed on 5/15/18