

## APPENDIX A

### TEACHER'S DIFFERENTIATED COMPENSATION SALARY

#### SALARY SCHEDULE 2013-2016

<u>Level</u>	<u>Salary</u> <u>2013-2014</u>	<u>Salary</u> <u>2015-2016</u>	
1	42,215	42,637	RE1
2	45,782	46,240	RE2
3	50,750	51,258	PE1
4	54,390	54,934	PE2
5	58,480	59,065	PE3
6	63,178	63,810	PE4
7	66,043	66,703	PE5
8	68,372	69,056	PE6
9	70,783	71,490	PE7
10	72,921	73,650	S1
11	74,940	75,689	S2
12	76,826	77,594	S3
13	78,566	79,352	S4
14	80,148	80,949	S5
15	81,760	82,578	S6

### PRIOR TEACHING EXPERIENCE AND/OR PRIOR MILITARY SERVICE

#### PER DIEM RATE FOR SUBSTITUTE TEACHERS

Effective July 1, 2013

<b>Inexperienced Substitutes:</b>	<u>7/1/13</u>	<u>7/1/15</u>
A. Per Day	128.80	130.09
B. Per day on the 6th day and each succeeding day in the same assignment	143.6	145.05
C. Per day on the 61st day and each succeeding day in the same assignment	150.79	152.30

#### **Experienced Substitutes:**

Those who have had two or more years of regular teaching experience, have had 120 or more days of substitute teaching service during each of the two school years immediately prior to reappointment or appointment.

A. Per Day	143.61	145.05
B. Per day on the 6th day and each succeeding day in the same assignment	166.90	168.57

### **Section 3. Advancement on Differentiated Salary Schedule.**

For purposes of transition to the CDCS Schedule, all teachers will be placed at a level, or between two levels within the CDCS Schedule contained in Appendix T. The salary includes the 4% wage increase in Section 2(A). No employees' pay will be reduced as a result of being placed on the CDCS Schedule. Teachers will begin accumulating Achievement Credits ("ACs") during the 2013-2014 school year and will first be eligible to move to a new level on the pay scale within the career pathway, tiers and levels per the CDCS Memorandum of Understanding, Appendix T, during the 2014-2015 school year.

Teachers will receive a one-time \$1,500.00 bonus at the beginning of the 2014-2015 school year. All other bargaining unit members will receive a one-time \$1,500.00 bonus at the beginning of the school year in which they move to a differentiated compensation salary schedule.

### **Section 4. New Teacher Pre-Service Training.**

Teachers new to the District are required to report for pre-service training which is included in their base compensation.

### **Section 5. Procedure for Payment of Wages.**

A. Annual salaries will be disbursed in twenty-six (26) bi-weekly installments. Reductions for services not rendered shall be at the rate of 1/185th for each day out of pay status.

#### **B. Compensation Distribution.**

1. CMSD will transition from a paper check and electronic compensation payment system to a mandatory electronic compensation payment system. During 2013-2014 school year, employees who currently receive a paper check will either transition to an electronic funds transfer (EFT), be issued a Pay Card, or a combination of both. Employees who utilized EFT may also have all or part of their pay deposited on a Pay Card, at their discretion. Once activated, all compensation for all employees will either be automatically deposited to the employee's banking account through EFT or posted to a Pay Card, or a combination of both. Until the new system is activated, checks and check vouchers are to be mailed to the employee's home address or made available electronically. All employees must provide Human Resources with a current home address and phone number.
2. Any paid assignment performed during the regular report period will be paid within three (3) weeks of the end of the period or on the next scheduled pay run.
3. Employees who have lost their checks through any error must complete the form set forth in Appendix F so that the process of replacing the check will be accelerated.
4. When the paycheck of an employee is lost, stolen, or not received from the District, upon timely notification by the employee, a duplicate check shall be issued within one (1) working day. Any employee who has lost their pay card must notify payroll immediately. Lost Pay Cards will be replaced following the banking procedures outlined in the payroll process guide. The employee must sign a certificate of loss or non-receipt.
5. The District shall not intentionally withhold, deduct, or otherwise delay or refuse to pay the wages of an employee unless the bargaining unit member