

ARTICLE 15

SALARIES

A. In FY 2018, all eligible Unit I and Unit II employees will receive their normal pay level increase.

B. If funding becomes available, both parties agree to reopen negotiations to discuss additional compensation.

~~A. In FY 2017, all eligible Unit I employees will receive their normal pay level increase and employees at Step 20 will get a 1% COLA. In addition, the value of Level 2 on the Unit I Salary Scale will increase by 1.5%.~~

~~B.C.~~ An approved MA +30 will earn the holder \$1000 more than an MA. An approved doctorate would earn the holder \$2,500 more per year than a Masters +30.

~~E.D.~~ Employees who successfully complete the voluntary National Board for Professional Teaching Standards certification process will be paid \$2,500 in addition to their regular annual salary.

Speech and Language Pathologists and Audiologists who successfully complete ~~earn~~ their National Certificate of Clinical Competency (CCC) will be paid ~~have~~ \$2,500 in addition ~~added~~ to their regular annual salary.

Occupational Therapists who successfully complete their Occupational Therapist Registered (OTR) Certification will be paid \$2,500 in addition to their regular annual salary.

Physical Therapists who successfully complete their Specialist Certification will be paid \$2,500 in addition to their regular annual salary.

School Psychologists who successfully complete ~~earn~~ the National Certification issued by the National Association of School Psychologists (NCSP) will receive an extra \$2,500 in addition to their regular annual salary.

School Counselors who successfully complete ~~earn~~ the national certification issued by the National Board of Certified Counselors (NBCC) will receive an extra \$2,500 in addition to their regular annual salary.

Teachers of J-ROTC who have a Master's Degree will receive \$4,000 in addition to their regular salaries.

An employee's involuntary transfer will not result in loss of the stipend for any national certification as described above.

D.E. In addition to the \$2,500 above, employees with a NBPTS certification will receive an additional \$2,000 to compensate for the loss of state funding for that bonus.

E.F. For his or her placement on the scales, no current Unit II employee will be placed at a pay step that is less than his or her current salary.

F.G. Employees of the Board who are or become Unit II employees will be placed on the A&S scale so as to make at least their per diem pay rate at the appropriate step and lane as compared to a twelve (12) month teachers' pay scale prorated for the new work year.

A.H. Each Unit II employee will be advanced to the next level for his or her position at least every (2) two years. Employees may be advanced more frequently based on position analysis, longevity in the position, performance, and school system needs.

B.I. Retired Rehired employees in Unit I will be paid the salary negotiated in the Agreement for the appropriate step and lane (BA, MA, APC, MA +30, PhD) prorated for eleven (11) or twelve (12) months if position requires it. Unit II Retired Rehired employees are not eligible to advance one Level every two years.

J. Vice Principals Any Unit I or Unit II employees who are substituting for an absent principal will be paid retroactively at the principal level after fifteen (15) ~~twenty (20)~~ days of consecutive substituting. Any Unit I or Unit II employees who are substituting for an absent vice principal will be paid retroactively at the vice principal level after fifteen (15) days of consecutive substituting.

C.K. CCPS will reimburse Speech and Language Pathologists, Occupational Therapists, and Physical Therapists for their licensure and renewal fees.