

REOPENER AGREEMENT

Between

**CONTRA COSTA COUNTY
SUPERINTENDENT OF SCHOOLS**

and

**CONTRA COSTA COUNTY
SCHOOLS EDUCATION ASSOCIATION/CTA/NEA**

**July 1, 2008 through June 30, 2009
(Ratified December 18, 2008)**

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ARTICLE 1

AGREEMENT¹

1. The Articles and provisions contained herein constitute a bilateral and binding agreement (Agreement) by and between the Contra Costa County Superintendent of Schools (Employer) and the Contra Costa County Schools Education Association/California Teachers Association/National Education Association (Association), a Unit Member organization.
2. This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549 of the Government Code.
3. This Agreement shall remain in full force and effect from **July 1, 2009, to June 30, 2012. For each year of the Agreement, the following items shall be bargained by the Parties:**
4. ~~For the second and third years of this Agreement, no later than May 1, 2007, and May 1, 2008, at the request of either party, the parties may negotiate the following:~~
 - **Article 16: Benefits**
 - **Article 17: Salaries**
 - **Up to two (2) Articles per Party**
 - **Impact Legislation**
 - **Other mutually agreeable issues**
4. **No later than the first bargaining session of each fiscal year covered under this Agreement, each Party shall present to the other Party the issues to be bargained.** These issues shall be presented to the County Superintendent of Schools (Employer) and sunshined at a public meeting of the Board of Education.
[SPECIAL NOTE: The second sentence in this Section was brought forward from Article 4 Section 1 of the Agreement between the Parties.]
5. ~~The option for a 200-day work calendar for Unit Members in the Early Start Program shall be revisited during the 2008-2009 Reopener Agreement.~~

¹ Article 1, Sections 3 and 4 Amended 11/06; Section 3 and 4 revised 12/08

ARTICLE 4

NEGOTIATIONS PROCEDURES²

1. **No later than the first bargaining session of each fiscal year covered in this Agreement, each Party shall present to the other Party the issues to be bargained.** ~~No later than May 1 of the calendar year in which this Agreement expires, the parties shall present issues to be bargained.~~ These issues shall be presented to the County Superintendent of Schools (Employer) and sunshined at a public meeting of the Board of Education.
2. The Association shall designate no more than seven (7) representatives for the purposes of developing an Agreement. No official meetings between the parties shall be held unless at least two (2) representatives of each group are present.
3. Unit Members designated in Section 2 of Article 4 shall follow normal county procedures for prior notification of absence in order that necessary substitutes may be secured.

² Article 4, Section 2 Revised 9/03, Section 1 Revised 12/08

ARTICLE 15

SAFETY³

1. The Employer shall be responsible for the collection and distribution of safety rules, and for maintaining safe conditions in and around the facilities operated by the CCCOE.
2. Unit Members shall not be required to work under conditions, which are unsafe or unsanitary, or to perform tasks, which endanger their health, safety of well-being, or that of their students. If the Unit Member believes that an unsafe working condition exists, he/she shall immediately report the condition to his/her immediate supervisor. The immediate supervisor shall respond to the Unit Member and indicate the action to be taken. If the situation has not been resolved within a reasonable period of time, the Unit Member may submit such alleged unsafe condition in writing to the Human Resources Office. The Human Resources Office shall respond in writing within a reasonable period of time as to the action to be taken.
3. Unit Members shall report immediately to their supervisors any assault or threat upon their person or property which arises out of their employment. The supervisor and Unit Member shall immediately report the matter to the appropriate law enforcement agency. (Ed. Code 44014 & Penal Code 241.6)
4. The Employer acknowledges that a Unit Member may need to exercise physical restraint upon a student when the action concerns the protection of persons and property.
5. A Unit Member shall not be required to dispense, administer, or supervise the taking of any medication by a student or perform any medical procedure other than an emergency procedure without a parent's or guardian's written permission, accompanied by the doctor's written authorization and instructions. Appropriate in-service training will be provided to Unit Members prior to or upon student enrollment.
- ~~6. A Safety Committee shall operate under the direction of a Safety Coordinator. This committee will include three voting representatives appointed by the Association. The Safety Committee shall be suspended for the 2006-2007 2007-2008 school year and shall be revisited during the 2007-2008 2008-2009 Reopener Agreement.~~
7. Unit Members will not be required to enter or to provide service within a classroom, which is determined to be unsafe and is closed to the host district personnel.

³ Article 15, Section 6, new language added 11/06 to reflect the suspension of the Safety Committee for one (1) school year; new language added to Section 6 on 02/08, suspension of the Safety Committee, Section 6 deleted 12/08

8. Every effort shall be made to work collaboratively to establish classes that take into consideration class sizes/case loads (including handicapping conditions) that will maximize student achievement, enhance program quality and keep all Unit Members and students safe.

ARTICLE 16

BENEFITS⁴

1. General Health Benefit Provisions

- a. Effective July 1, 2002, medical benefits shall be offered through CalPERS Health.
- b. The Employer shall pay up to eight percent (8%) of future premium increases for medical and dental plans.
- c. Each unit member shall pay through payroll deduction any premium cost in excess of the Employer's contribution, as outlined in Sections 2 and 3 below. Each Unit Member may select from among the plans made available by the Employer and the Association.
- d. Unit Members who are employed for a full work year shall be entitled to twelve (12) months of health benefits. Unit Members who work greater than fifty percent (50%) of the work year shall be entitled to a proportional number of months of health benefits, rounded up.

2. Medical Insurance

- a. **Effective January 1, 2009, the Employer shall pay the following increase towards the medical premiums of unit members: Kaiser (single, two-party, family) 7.99%; Blue Shield (single, 2-party, family) 5.19%; and PERS Choice (single, two party, family) 0%. The 2009 out-of-pocket costs will remain the same as in 2008. (See Table Below.)**

<u>Kaiser (Single Party)</u> <u>-0-</u>	<u>Blue Shield (Single Party)</u> <u>\$36.02</u>	<u>PERS Choice (Single Party)</u> <u>\$9.35</u>
<u>Kaiser (Two-Party)</u> <u>\$32.68</u>	<u>Blue Shield (Two Party)</u> <u>\$110.21</u>	<u>PERS Choice (Two Party)</u> <u>\$56.88</u>
<u>Kaiser (Family)</u> <u>\$54.06</u>	<u>Blue Shield (Family)</u> <u>\$154.74</u>	<u>PERS Choice (Family)</u> <u>\$85.40</u>

⁴ Article 16, Section 2 Medical Insurance Language Amended 11/05. Section 3 New Language Regarding Retirement Benefits Added in Amended 2/04; Article 16, Section 1, 2, 3, 4 Added/Amended 1/05; and Section 7.d. Amended 1/05; Sections 2, 3 and 4 Added/Amended 11/06; Section 7.e. added 11/06; new language added to Section 7; Section 2 and 3 revised 12/08

The Employer shall pay up to **\$1,302.74** per month toward the actual premium cost of each bargaining unit member enrolled in a medical program.

3. **Dental Insurance: Effective January 1, 2009, the Employer shall pay up to \$59.73 for single party; \$110.92 for two-party; and \$168.63 for family coverage for each bargaining unit member enrolled in the Delta Dental plan.**
4. **Vision Insurance:** Effective January 1, 2007, the Employer shall pay the full cost of premium of each bargaining unit member enrolled in the VSP plan.
5. **Salary Protection Plan:** On behalf of all Unit Members, the Employer shall pay premiums for a salary protection plan.
6. **In Lieu of Benefits**

If the Unit Member is not required to have medical and dental coverage costing \$160.00, then the difference between that amount and the cost of the required coverage may be used to purchase other approved insurance programs through the IRS Section 125 Plan, or be paid to the Unit Member in cash. Such cash shall be treated as earned income and, therefore, taxed. However, each Unit Member is required to first use that portion of these funds necessary to provide such medical and dental coverage for himself/herself, and his/her dependents, or provide written documentation to assure that the Unit Member and all eligible dependents have such equivalent coverage provided from outside sources. Such coverages, when required, will be purchased through the IRS Section 125 Plan. Whenever the outside equivalent coverage is terminated for whatever reason, immediate notification is to be provided by the Unit Member to the County Office of Education, and enrollment in the Employer-sponsored health and dental program is to occur.

7. **Retirement Benefits**

The Employer will provide a health, dental, and vision insurance plans for the eligible retiree only. To qualify for this benefit, the following criteria apply:

a. **Employees hired prior to July 1, 2008:**

- (1) Unit Member is age fifty-five (55) or more at the time of retirement;
- a. Unit Member has been in paid status in the employment of the Contra Costa County Office of Education for the five (5) years immediately preceding retirement date; and (See sections d., e. and f. below)

b. Employees hired July 1, 2008, or later:

- (1) Unit Member is age fifty-five (55) or more at the time of retirement;
- (2) Unit Member has been in paid status in the employment of the Contra Costa County Office of Education for the ten (10) years immediately preceding retirement date; and (See sections d., e. and f. below)

c. Employees hired July 1, 2008, or later:

- (1) Unit Member is age sixty (60) or more at the time of retirement;
- (2) Unit Member has been in paid status in the employment of the Contra Costa County Office of Education for the five (5) years immediately preceding retirement date; and (See sections d., e. and f. below)

d. Unit Member must be enrolled in health, dental, and vision plans prior to the date of retirement. Retirement is not a qualifying event, therefore, enrollment must take place during the Open Enrollment period the year prior to retirement.

e. The payment of such premiums shall continue until age sixty-five (65), with the Employer paying up to the maximum single-party Kaiser HMO or single party Blue Shield HMO as established under CalPERS.

i. The health benefits premium payments received by retirees, including those residing outside the area, shall not exceed the Contra Costa County CalPERS Regional rate.

8. IRC 125 Plan

The Employer and designated Representatives of the Certificated Unit agree to work together to put in place an IRC 125 Plan. The parties will work in conjunction with an outside consultant as appropriate and in keeping with legal requirements. Any change in the existing carrier shall be by mutual agreement of the Employer and the Association.

9. Benefits for Part-Time Temporary Hourly Jail Education Unit Members as described in Section 8 of Article 27.

ARTICLE 17

SALARIES⁵

1. Adjustment to Salary Schedule

- a. **No adjustment shall be made to the 2008-2009 Certificated Salary Schedules.** ~~Effective January 1, 2008, all Certificated Unit Salary Schedules shall be increased by 3.25%.~~
- b. Salary compensation will be at a Unit Member's per diem rate where employment in a certificated assignment continues beyond the basic work year of 180 days. The per diem rate will apply up to a maximum of thirty-eight (38) days beyond the basic work year of 180 days. It is recognized that Special Education assignments beyond the basic work year should reflect the regular school year schedule but, except for the DCH program, may be reduced proportionately. Where such assignment is less than a regular full workday, the Employer will meet and consult with the Association prior to effecting assignments less than a regular full workday. Salary compensation will be a prorated amount of the per diem rate for proportionately reduced assignments. Preference will be given Unit Members for assignments beyond the basic work year.

2. Movement on Salary Schedule

- a. Step movement on the salary schedule is effective on July 1 of each year.
- b. For each 15 units of approved credit obtained after initial placement, Unit Members will move across the schedule in the standard manner.
- c. Approval of Professional Credit Form and transcripts of records shall be submitted to the Associate Superintendent/Human Resources no later than September 30 each year to be made retroactive to July 1 for evaluation of the Unit Member and his/her placement on the schedule.
- d. In order that there shall not be a conflict in approval of college work, approval from the Assistant Superintendent/Human Resources shall be secured prior to the enrollment in said classes.
- e. Quarter units are converted to semester units by multiplying the quarter units by two-thirds (2/3).
- f. One Continuing Education Unit (CEU) is equivalent to 10 hours.

⁵ Article 17 Amended 11/05, 1/05, and 4/04; Section 1, 6 and 7 Added/Amended 11/06; Section 4 added Adult Jail Ed. Teachers to Columns III and IV 11/06; new language added to Sections 3.c, 7 and 8

- g. Fifteen (15) hours of approved active in-service committee meetings or workshop attendance outside of school hours shall be required for one (1) unit of professional growth credit, which is equivalent to one (1) semester unit. Meetings or workshops, which are approved for this purpose, shall be specified as such in the offering for the course.

3. **Salary Payment**

- a. Salary warrants shall be available on the issue date pursuant to I.R.S. rules.
- b. Salary payment for services in addition to the Unit Member's regular assignment performed prior to the 16th of the month shall be made not later than the 10th of the following month.
- c. Unit Member, upon selection of a method of payment, may be paid in 10, 11 or 12 month increments. A Unit Member's method of payment may not be changed except upon receipt by the Human Resources Department of a signed Method of Payment Form. Method of payment options may be discussed with a representative of the Human Resources Department.

4. **Column Placement Requirements**

Column I - Bachelor's Degree or a full-time preliminary designated subjects credential

Column II - Bachelor's Degree plus 15 semester units or a full-time clear designated subjects credential

Column III - Bachelor's Degree plus 30 semester units or (ROP and Adult Jail Education Teachers only) a full-time preliminary designated subjects credential

Column IV - Bachelor's Degree plus 45 semester units or (ROP and Adult Jail Education Teachers only) a full-time clear designated subjects credential

Column V - Bachelor's Degree plus 60 semester units

Column VI - Bachelor's Degree plus 75 semester units

Column VII - Bachelor's Degree plus 90 semester units

5. **Salary Step Placement**

Upon initial hire, credit for previous experience may be granted up to the top step of the appropriate column for:

- a. Credentialed school experience under a California credential on a year-to-year basis provided that the Unit Member is in a paid status for 75% of the regular school year.
- b. Prior experience as a teacher other than under a California credential will be evaluated and, if found satisfactory, step placement may be granted on the basis of each year of successful experience.
- c. Work experience directly related to the assignment may be granted on the basis of a maximum one (1) year step placement credit for each two (2) years of experience.

6. Stipend Positions

- a. Resource Specialists will receive an additional 10%.
- c. Teachers-on-Special Assignment and Lead Teachers will receive an additional 10%.

7. Graduate Degree Recognition

Unit Members shall receive an additional \$600 per annum upon presentation of a Master's Degree. Effective July 1, 2008, the Master's Degree stipend shall be increased by 20% per annum for five (5) years. Effective July 1, 2013, and thereafter, the Master's Degree stipend shall increase by the same percentage adjustment as agreed to on the Certificated Salary Schedule (RCA). The stipend for a Doctorate Degree shall remain \$300 more than the Master's Degree stipend. For Unit Members working part-time, these stipends shall be prorated. (See table below)

School Year	Stipend Effective Date	Master's Degree Stipend	Doctorate Degree Stipend
2008-2009	July 1, 2008	\$720.00	\$1,020.00
2009-2010	July 1, 2009	\$864.00	\$1,164.00
2010-2011	July 1, 2010	\$1,036.80	\$1,336.80
2011-2012	July 1, 2011	\$1,244.16	\$1,544.16
2012-2013	July 1, 2012	\$1,492.99	\$1,792.99
2013-2014	July 1, 2013	Increased by the same percentage adjustment as agreed to on the Certificated Salary Schedule (RCA).	

8. Longevity

Unit Members shall have five (5) increments for longevity service with the Employer at the completion of fifteen (15), twenty (20), twenty-five (25), thirty (30), and thirty-five (35) years of service.

Effective July 1, 2007, the following table shall be used to determine the effective longevity eligibility date:

Hire Day (First Day of Paid Service)	Longevity Eligibility Date
Between July 1 st and September 30 th	July 1 st
Between October 1 st and December 30 th	October 1 st
Between January 1 st and March 31 st	January 1 st
Between April 1 st and June 30 th	April 1 st

Note: An approved unpaid leave of absence may affect your longevity eligibility. (Example: If a Unit Member was hired on September 1, 1992, his/her first longevity eligibility date would be July 1, 2007. After six (6) months on approved leave of absence, his/her longevity eligibility date would change from July 1, 2007 to January 1st, 2008).

9. Salary for Part-Time Temporary Hourly Jail Education Unit Members is described in Section 9 of Article 27.

NEGOTIATORS

For the Contra Costa County Board of
Education and the Contra Costa County
Superintendent of Schools:

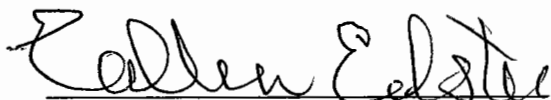
Ellen Elster
Karen Sakata
Michael Bowers
Diane Misasi

For the Contra Costa County Schools
Education Association/CTA/NEA:

Tom Scruggs
Jill Stein-Wirth
Sally Mills
Eileen Baar
Will Hyres

SIGNATURES

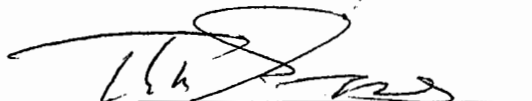
For the Contra Cost County
Superintendent of Schools:



Ellen Elster
Deputy Superintendent, CCCOE

Date: 1/22/09

For the Contra Costa County Schools
Education Association/CTA/NEA:



Tom Scruggs
President, CCCSEA/CTA/NEA

Date: 1/22/09

MEMORANDUM OF UNDERSTANDING
Between
CONTRA COSTA COUNTY
SUPERINTENDENT OF SCHOOLS
And the
CONTRA COSTA COUNTY
SCHOOLS EDUCATION ASSOCIATION/CTA/NEA

ARTICLE 11 – CLASS SIZE AND CASELOAD

December 4, 2008

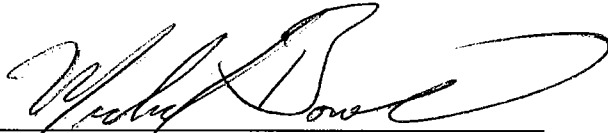
It is the intent of the County Superintendent of Schools and the Association that the following contract language shall replace, in total, the current contract language found in Article 11: Class Size and Caseload, and as such, shall be adhered to by the Parties to the Agreement. It is further the intent of the Parties that this MOU shall be included in the next scheduled ratification by the Parties.

ARTICLE 11
CLASS SIZE AND CASELOAD

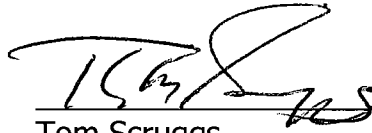
1. Class Size and Caseload
 - a. Collaboration: Every effort shall be made to work collaboratively to establish classes that take into consideration class sizes and caseloads, including handicapping conditions, that will maximize student achievement, enhance program quality and keep all Unit Members and students safe. [Brought forward from Article 15 Section 8]
 - b. Adjustments in Class Size and Caseload
 - (1) Consideration shall be given to an adjustment in caseload and class size when the range and severity of handicapping conditions, age and behavioral variables, or other conditions interfere with effective classroom/caseload management.
 - (2) Any Unit Member who has reason to believe they need class size or caseload relief, may transmit their reasons in writing to their immediate supervisor who will arrange for a review by the Unit Member, program supervisor and/or other knowledgeable staff deemed appropriate by the supervisor. If a mutually agreeable solution cannot be reached by the Unit Member and their

immediate supervisor, the Unit Member may forward the concern to the appropriate program director for resolution.

- (3) The immediate supervisor may also recommend that an appropriate IEP team consider alternate placement for one or more students.
2. DIS and DSS Assignments: No later than the end of the first full week of student instruction, Designated Instructional Service and District Specified Service Unit Members shall provide input to COE Management for the development of caseloads.
3. Protection of the Bargaining Unit: Non Unit Members shall not be used for ongoing student programs which are usually assigned to Unit Members.



Michael Bowers
Associate Superintendent, Human Resources



Tom Scruggs
President, CCCSEA/CTA/NEA

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
CERTIFICATED SALARY SCHEDULE
REGULAR CERTIFICATED ANNUAL (RCA)
2008-2009**

EFFECTIVE 7/1/08

STEP	COLUMN I BA	COLUMN II BA+15	COLUMN III BA + 30	COLUMN IV BA + 45	COLUMN V BA + 60	COLUMN VI BA + 75	COLUMN VII BA + 90
1 PER DIEM				41,889 232.71	43,940 244.11		
2 PER DIEM			41,889 232.71	43,940 244.11	45,996 255.53		
3 PER DIEM		41,889 232.71	43,940 244.11	45,996 255.53	48,046 266.92	50,099 278.33	
4 PER DIEM	41,889 232.71	43,940 244.11	45,996 255.53	48,046 266.92	50,099 278.33	52,150 289.72	54,202 301.12
5 PER DIEM	43,940 244.11	45,996 255.53	48,046 266.92	50,099 278.33	52,150 289.72	54,202 301.12	56,256 312.53
6 PER DIEM	45,996 255.53	48,046 266.92	50,099 278.33	52,150 289.72	54,202 301.12	56,256 312.53	58,306 323.92
7 PER DIEM		50,099 278.33	52,150 289.72	54,202 301.12	56,256 312.53	58,306 323.92	60,359 335.33
8 PER DIEM		52,150 289.72	54,202 301.12	56,256 312.53	58,306 323.92	60,359 335.33	62,412 346.73
9 PER DIEM			56,994 316.63	59,045 328.03	61,096 339.42	63,151 350.84	65,202 362.24
10 PER DIEM			59,045 328.03	61,096 339.42	63,151 350.84	65,202 362.24	67,256 373.64
11 PER DIEM				63,593 353.29	65,644 364.69	67,698 376.10	69,745 387.47
12 PER DIEM				65,644 364.69	67,698 376.10	69,745 387.47	71,799 398.88

15 YR CCCOE LONGEVITY PER DIEM	67,844 376.91	69,898 388.32	71,945 399.70	73,999 411.11
20 YR CCCOE LONGEVITY PER DIEM	70,044 389.13	72,098 400.54	74,145 411.92	76,199 423.33
25 YR CCCOE LONGEVITY PER DIEM	72,244 401.36	74,298 412.77	76,345 424.14	78,399 435.55
30 YR CCCOE LONGEVITY PER DIEM	74,444 413.58	76,498 424.99	78,545 436.36	80,599 447.77
35 YR CCCOE LONGEVITY PER DIEM	76,644 425.80	78,698 437.21	80,745 448.59	82,799 459.99

LONGEVITY \$ 2,200
MASTERS \$ 720
DOCTORATE \$ 1,020
WORK YEAR 180 DAYS

*Longevity steps are based on the years of service with CCCOE
(Longevity = average difference between steps 4 - 12 of Column VII)*

Resource Specialists will receive an additional 10% stipend.
Teachers-on-Special Assignment, Lead Teachers will receive an additional 10% stipend.

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
CERTIFICATED SALARY SCHEDULE
PSYCHOLOGISTS/SOCIAL WORKERS (PSW) ANNUAL
2008-2009**

EFFECTIVE 7/1/08

STEP	COLUMN I BA	COLUMN II BA+15	COLUMN III BA + 30	COLUMN IV BA + 45	COLUMN V BA + 60	COLUMN VI BA + 75	COLUMN VII BA + 90
1 PER DIEM				48,165 260.35	50,525 273.11		
2 PER DIEM			48,165 260.35	50,525 273.11	52,884 285.86		
3 PER DIEM		48,165 260.35	50,525 273.11	52,884 285.86	55,244 298.62	57,603 311.37	
4 PER DIEM	48,165 260.35	50,525 273.11	52,884 285.86	55,244 298.62	57,603 311.37	59,963 324.13	62,323 336.88
5 PER DIEM	50,525 273.11	52,884 285.86	55,244 298.62	57,603 311.37	59,963 324.13	62,323 336.88	64,683 349.64
6 PER DIEM	52,884 285.86	55,244 298.62	57,603 311.37	59,963 324.13	62,323 336.88	64,683 349.64	67,044 362.40
7 PER DIEM		57,603 311.37	59,963 324.13	62,323 336.88	64,683 349.64	67,044 362.40	69,402 375.14
8 PER DIEM		59,963 324.13	62,323 336.88	64,683 349.64	67,044 362.40	69,402 375.14	71,761 387.90
9 PER DIEM			65,422 353.63	67,781 366.38	70,138 379.12	72,497 391.88	74,861 404.66
10 PER DIEM			67,781 366.38	70,138 379.12	72,497 391.88	74,861 404.66	77,218 417.39
11 PER DIEM				72,940 394.27	75,303 407.04	77,661 419.79	80,020 432.54
12 PER DIEM				75,303 407.04	77,661 419.79	80,020 432.54	82,381 445.30

15 YR CCCOE LONGEVITY PER DIEM				77,810 420.60	80,168 433.34	82,527 446.09	84,888 458.85
20 YR CCCOE LONGEVITY PER DIEM				80,317 434.15	82,675 446.89	85,034 459.64	87,395 472.41
25 YR CCCOE LONGEVITY PER DIEM				82,824 447.70	85,182 460.44	87,541 473.19	89,902 485.96
30 YR CCCOE LONGEVITY PER DIEM				85,331 461.25	87,689 473.99	90,048 486.74	92,409 499.51
35 YR CCCOE LONGEVITY PER DIEM				87,838 474.80	90,196 487.54	92,555 500.30	94,916 513.06

LONGEVITY \$ 2,507
MASTERS \$ 720
DOCTORATE \$ 1,020
WORK YEAR 185 Days

Longevity steps are based on the years of service with CCCOE
(Longevity = average difference between steps 4 - 12 of Column VII)

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
CERTIFICATED SALARY SCHEDULE
SPEECH THERAPISTS (SPL) ANNUAL
2008-2009**

Appendix D

EFFECTIVE 7/1/08

STEP	COLUMN I BA	COLUMN II BA+15	COLUMN III BA + 30	COLUMN IV BA + 45	COLUMN V BA + 60	COLUMN VI BA + 75	COLUMN VII BA + 90
1				44,296	46,466		
PER DIEM				246.09	258.14		
2			44,296	46,466	48,641		
PER DIEM			246.09	258.14	270.23		
3		44,296	46,466	48,641	50,808	52,980	
PER DIEM		246.09	258.14	270.23	282.27	294.33	
4	44,296	46,466	48,641	50,808	52,980	55,150	57,318
PER DIEM	246.09	258.14	270.23	282.27	294.33	306.39	318.43
5	46,466	48,641	50,808	52,980	55,150	57,318	59,491
PER DIEM	258.14	270.23	282.27	294.33	306.39	318.43	330.50
6	48,641	50,808	52,980	55,150	57,318	59,491	61,659
PER DIEM	270.23	282.27	294.33	306.39	318.43	330.50	342.55
7		52,980	55,150	57,318	59,491	61,659	63,829
PER DIEM		294.33	306.39	318.43	330.50	342.55	354.61
8		55,150	57,318	59,491	61,659	63,829	65,999
PER DIEM		306.39	318.43	330.50	342.55	354.61	366.66
9			60,270	62,440	64,610	66,781	68,951
PER DIEM			334.83	346.89	358.94	371.01	383.06
10			62,440	64,610	66,781	68,951	71,123
PER DIEM			346.89	358.94	371.01	383.06	395.13
11				67,249	69,419	71,591	73,757
PER DIEM				373.60	385.66	397.73	409.76
12				69,419	71,591	73,757	75,929
PER DIEM				385.66	397.73	409.76	421.83
15 YR CCCOE LONGEVITY				71,745	73,917	76,083	78,255
PER DIEM				398.58	410.65	422.68	434.75
20 YR CCCOE LONGEVITY				74,071	76,243	78,409	80,581
PER DIEM				411.51	423.57	435.60	447.67
25 YR CCCOE LONGEVITY				76,397	78,569	80,735	82,907
PER DIEM				424.43	436.50	448.53	460.59
30 YR CCCOE LONGEVITY				78,723	80,895	83,061	85,233
PER DIEM				437.35	449.42	461.45	473.52
35 YR CCCOE LONGEVITY				81,049	83,221	85,387	87,559
PER DIEM				450.27	462.34	474.37	486.44

LONGEVITY \$ 2,326
MASTERS \$ 720
DOCTORATE \$ 1,020
WORK YEAR 180 DAYS

*Longevity steps are based on the years of service with CCCOE
(Longevity = average difference between steps 4 - 12 of Column VII)*

CONTRA COSTA COUNTY OFFICE OF EDUCATION
 CERTIFICATED SALARY SCHEDULE
 DEVELOPMENTAL CERTIFICATED ANNUAL (DCA)
 2008-2009

EFFECTIVE 7/1/08

STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	RANGE 6	RANGE 7
9			65,859	68,231	70,599	72,971	75,345
PER DIEM			316.63	328.03	339.42	350.82	362.23
10			68,231	70,599	72,971	75,345	77,718
PER DIEM			328.03	339.42	350.82	362.23	373.65
11				73,483	75,858	78,227	80,595
PER DIEM				353.28	364.70	376.09	387.48
12				75,858	78,227	80,595	82,970
PER DIEM				364.70	376.09	387.48	398.89

15 YR CCCOE LONGEVITY	78,400	80,769	83,137	85,512
PER DIEM	376.92	388.31	399.70	411.11
20 YR CCCOE LONGEVITY	80,942	83,311	85,679	88,054
PER DIEM	389.14	400.54	411.92	423.33
25 YR CCCOE LONGEVITY	83,484	85,853	88,221	90,596
PER DIEM	401.36	412.76	424.14	435.56
30 YR CCCOE LONGEVITY	86,026	88,395	90,763	93,138
PER DIEM	413.59	424.98	436.36	447.78
35 YR CCCOE LONGEVITY	88,568	90,937	93,305	95,680
PER DIEM	425.81	437.20	448.58	460.00

LONGEVITY \$ 2,542
 MASTERS \$ 720
 DOCTORATE \$ 1,020
 WORK YEAR 208 Days

Longevity steps are based on the years of service with CCCOE
 (Longevity = average difference between steps 9 - 12 of Column VII)

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
 CERTIFICATED SALARY SCHEDULE
 CONTRA COSTA ADULT SCHOOL CERTIFICATED ANNUAL (CCASCA)
 2008-2009**

EFFECTIVE 7/1/08

STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	RANGE 6	RANGE 7
1	41,408	43,783	46,164	50,500	52,972	55,448	57,920
PER DIEM	190.82	201.77	212.74	232.72	244.11	255.52	266.91
2	43,783	46,164	50,500	52,972	55,448	57,920	60,397
PER DIEM	201.77	212.74	232.72	244.11	255.52	266.91	278.33
3	46,164	50,500	52,972	55,448	57,920	60,397	62,871
PER DIEM	212.74	232.72	244.11	255.52	266.91	278.33	289.73
4	50,500	52,972	55,448	57,920	60,397	62,871	65,345
PER DIEM	232.72	244.11	255.52	266.91	278.33	289.73	301.13
5	52,972	55,448	57,920	60,397	62,871	65,345	67,820
PER DIEM	244.11	255.52	266.91	278.33	289.73	301.13	312.53
6	55,448	57,920	60,397	62,871	65,345	67,820	70,292
PER DIEM	255.52	266.91	278.33	289.73	301.13	312.53	323.92
7		60,397	62,871	65,345	67,820	70,292	72,764
PER DIEM		278.33	289.73	301.13	312.53	323.92	335.32
8		62,871	65,345	67,820	70,292	72,764	75,242
PER DIEM		289.73	301.13	312.53	323.92	335.32	346.74
9			68,708	71,183	73,655	76,130	78,604
PER DIEM			316.63	328.03	339.43	350.83	362.23
10			71,183	73,655	76,130	78,604	81,080
PER DIEM			328.03	339.43	350.83	362.23	373.64
11				76,662	79,138	81,612	84,084
PER DIEM				353.28	364.69	376.09	387.48
12				79,138	81,612	84,084	86,560
PER DIEM				364.69	376.09	387.48	398.89

15 YR CCCOE LONGEVITY	81,742	84,216	86,688	89,164
PER DIEM	376.69	388.09	399.48	410.89
20 YR CCCOE LONGEVITY	84,346	86,820	89,292	91,768
PER DIEM	388.69	400.09	411.48	422.89
25 YR CCCOE LONGEVITY	86,950	89,424	91,896	94,372
PER DIEM	400.69	412.09	423.48	434.89
30 YR CCCOE LONGEVITY	89,554	92,028	94,500	96,976
PER DIEM	412.69	424.09	435.48	446.89
35 YR CCCOE LONGEVITY	92,158	94,632	97,104	99,580
PER DIEM	424.69	436.09	447.48	458.89

LONGEVITY \$ 2,604
 MASTERS \$ 720
 DOCTORATE \$ 1,020
 WORK YEAR 217 Days

*Longevity steps are based on the years of service with CCCOE
 (Longevity = average difference between steps 1 - 12 of Column VII)*

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
PART-TIME TEMPORARY CONTRA COSTA ADULT SCHOOL EMPLOYEES
HOURLY SALARY SCHEDULE
2008-2009**

EFFECTIVE 7/1/08

	Step 1	Step 2	Step 3	Step 4	Step 5
Substitute/Staff Development	27.03				
0-6 months	27.03				
7-12 months		28.36			
13-36 months			29.76		
37-72 months				31.27	
73+ months					32.87

Professional Growth/Longevity Bonus of 2.5% (Effective 07/01/2004)

	BA + 45	BA + 60	BA + 75	BA + 90	
97-120 months	33.69				
121-144 months		34.53			
145-168 months			35.39		
169+ months				36.28	