

**VENTURA UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION
SPECIAL MEETING AGENDA
Thursday, June 18, 2020
Ventura Unified School District
Education Service Center
255 W. Stanley Ave., Suite 100
Ventura, CA 93001**

TELECONFERENCE

PUBLIC ACCESS/PUBLIC COMMENT

In Accordance with Governor Newsom's Executive Orders N-29-20 in regards to the COVID-19 Virus, members of the public will continue to have the right to observe the public meeting via electronic teleconference (Zoom) at Sabrena Rodriguez is inviting you to a scheduled Zoom meeting.

<https://zoom.us/j/95772456170?pwd=ZlkvRXlmcGJGWGJadm5CVzlvakFWZz09>
Meeting ID: 957 7245 6170
Password: 0i7ZiS

The public can submit comments in writing prior to the start of the meeting at public.comment@venturausd.org. Public comment and Public Comment on Closed Session items will be accepted starting at 8:30 a.m. on June 18 and end at 9:00 a.m. All public comment received via the designated email address, referenced above, will be provided to the Board of Education at the time of public comment or at the time of consideration of an agenda item as requested by the speaker. The public comment will also be made part of the minutes of the board meeting.

Any writings or documents that are public records and not exempt from disclosure that are provided to the majority of Board Members before the meeting regarding an open session item on the agenda are available via the district website at <https://www.venturausd.org/BoardofEducation/2019-20AgendasInformation.aspx>

A. OPENING PROCEDURE – Teleconference 9:00 a.m.

1. Call to Order
2. Pledge of Allegiance
3. Roll Call

Board Members:

Dr. Jerry Dannenberg: _____	Ms. Jackie Moran: _____
Mr. Matt Almaraz: _____	Ms. Sabrena Rodriguez: _____
Ms. Velma Lomax: _____	

Superintendent
Dr. Roger Rice _____

4. Adoption of Agenda

Moved by _____ Seconded by _____

Dr. Jerry Dannenberg: _____	Ms. Jackie Moran: _____
Mr. Matt Almaraz: _____	Ms. Sabrena Rodriguez: _____
Ms. Velma Lomax: _____	

5. Public Comment and Public Comment on Closed Session Item

6. Motion to go to Closed Session

Moved by _____ Seconded by _____

Dr. Jerry Dannenberg: _____	Ms. Jackie Moran: _____
Mr. Matt Almaraz: _____	Ms. Sabrena Rodriguez: _____
Ms. Velma Lomax: _____	

Agenda, June 18, 2020

B. CLOSED SESSION – Teleconference

1. Conference with Labor Negotiators, Pursuant to Government Code Section § 54957.6
 - a. District Negotiators: Dr. Jeff Davis
 - Employee Organizations: Ventura Unified Education Association (VUEA)
Ventura Education Support Professionals Association (VESPA)
2. Public Employee Performance Evaluation – Government Code Section 54957(b)
Title: Superintendent

C. CONFERENCE AGENDA – Teleconference

1. Report of Actions Taken in Closed Session
2. Consideration of Approval of Ventura Education Support Professionals Association (VESPA) and Ventura Unified School District (VUSD) Contract Changes (Action Requested)
Contract changes effective 07/01/2019 as follows:
Salary schedule calibration for the 2019-20, 2020-21, and 2021-22 school years with increases according to the table below:

	Effective Jul 1 2019	Effective Jul 1 2020	Effective Jul 1 2021	*Number of FTEs
Apply Increase to All	0.50%	0.50%	0.50%	647.3
In addition to the 0.5% above the ranges below will have additional increases				
Calibration at Ranges	2019/20	2020/21	2021/22	
150 to 165	4.40%	4.40%	4.40%	51.4
170 to 185	3.50%	3.50%	3.50%	173.5
190 to 205	2.70%	2.70%	2.70%	132.2
210 to 225	1.00%	1.00%	1.00%	166.7

- Move Noon Duty from Range 140 to 150 (20.7 FTEs)**
- Move CNA I from Range 155 to 160 (30.8 FTEs)**
- Move CNA II from Range 170 to 175 (6.9 FTEs)**
- Move Campus Supervisors from Range 165 to 185 (15.5 FTEs)**

- Upon finalization of the tiers of the Paraeducators, all affected Paraeducators will receive the increase based on their new placement on the salary schedule retro to July 1, 2019.
- Create a 16.46% longevity increment for achievement of 29 years of service effective retroactively to July 1, 2019.
- Increase the district contribution to the cost of employee health and welfare insurance by \$288 for eligible employees. The total district contribution will increase from \$16,032 to \$16,320, prorated for part-time employees working at least 50% but less than full time.
- Fully-funded step advancement for the 2019-2020 school year.
- One time \$500 off salary schedule bonus for 2019-2020 school year to all members not benefiting from the salary calibrations (ranges 230 through 360). Ranges 140 through 225 will be receiving retro salary adjustment payments estimated to be between \$300 and \$700.

Attached is the VESPA/VUSD article revision summary and the draft 2019-2020 school year Classified Represented and Confidential Salary Schedule.

Resource Person(s):
Dr. Jeff Davis, Assistant Superintendent, Human Resources

Moved by _____ Seconded by _____
 Jerry Dannenberg: _____ Jackie Moran: _____
 Matt Almaraz: _____ Sabrena Rodriguez: _____
 Velma Lomax: _____

Summary of 2019-2020 Revisions
Contract of Agreement between VUSD and VESPA
(Changes will be implemented upon Board of Education approval)

Article	Article Title	Proposed Revisions (signed Tentative Agreements)																																								
Article 18	Working Out of Classification	<ul style="list-style-type: none"> A unit member must work their full shift versus the absent employee's full shift in order to qualify and have their salary adjusted. An interest form will be generated annually by the department/site administrator/director in order for members to express interest in working out of class opportunities by September 1st of every year and provided throughout the year for department/site new hires. 																																								
Article 20	Total Compensation	<p>Contract changes effective 07/01/2019 as follows:</p> <ul style="list-style-type: none"> Salary schedule calibration for the 2019-20, 2020-21, and 2021-22 school years with increases according to the table below. <table border="1" style="margin-left: 40px;"> <thead> <tr> <th></th> <th>Effective Jul 1 2019</th> <th>Effective Jul 1 2020</th> <th>Effective Jul 1 2021</th> <th>*Number of FTEs</th> </tr> </thead> <tbody> <tr> <td>Apply Increase to All</td> <td>0.50%</td> <td>0.50%</td> <td>0.50%</td> <td>647.3</td> </tr> <tr> <td colspan="5">In addition to the 0.5% above the ranges below will have additional increases</td> </tr> <tr> <td>Calibration at Ranges</td> <td>2019/20</td> <td>2020/21</td> <td>2021/22</td> <td></td> </tr> <tr> <td>150 to 165</td> <td>4.40%</td> <td>4.40%</td> <td>4.40%</td> <td>51.4</td> </tr> <tr> <td>170 to 185</td> <td>3.50%</td> <td>3.50%</td> <td>3.50%</td> <td>173.5</td> </tr> <tr> <td>190 to 205</td> <td>2.70%</td> <td>2.70%</td> <td>2.70%</td> <td>132.2</td> </tr> <tr> <td>210 to 225</td> <td>1.00%</td> <td>1.00%</td> <td>1.00%</td> <td>166.7</td> </tr> </tbody> </table> <p style="margin-left: 40px;"> Move Noon Duty from Range 140 to 150 (20.7 FTEs) Move CNA I from Range 155 to 160 (30.8 FTEs) Move CNA II from Range 170 to 175 (6.9 FTEs) Move Campus Supervisors from Range 165 to 185 (15.5 FTEs) </p> <ul style="list-style-type: none"> Upon finalization of the tiers of the Paraeducators, all affected Paraeducators will receive the increase based on their new placement on the salary schedule retro to July 1, 2019. Create a 16.46% longevity increment for achievement of 29 years of service effective retroactively to July 1, 2019. Increase the district contribution to the cost of employee health and welfare insurance by \$288 for eligible employees. The total district contribution will increase from \$16,032 to \$16,320, prorated for part-time employees working at least 50% but less than full time. Fully-funded step advancement for the 2019-2020 school year. One time \$500 off salary schedule bonus for 2019-2020 school year to all members not benefiting from the salary calibrations (ranges 230 through 360). Ranges 140 through 225 will be receiving retro salary adjustment payments estimated to be between \$300 and \$700. 		Effective Jul 1 2019	Effective Jul 1 2020	Effective Jul 1 2021	*Number of FTEs	Apply Increase to All	0.50%	0.50%	0.50%	647.3	In addition to the 0.5% above the ranges below will have additional increases					Calibration at Ranges	2019/20	2020/21	2021/22		150 to 165	4.40%	4.40%	4.40%	51.4	170 to 185	3.50%	3.50%	3.50%	173.5	190 to 205	2.70%	2.70%	2.70%	132.2	210 to 225	1.00%	1.00%	1.00%	166.7
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Article 27	Sick Leave	<p>Catastrophic Sick Leave</p> <ul style="list-style-type: none"> "Catastrophic Sick Leave" applies to an illness or injury that is expected to incapacitate an employee or an employee's child, parent or spouse, for an extended period of time, which must be for a minimum period of 30 consecutive calendar days. May be used on an intermittent basis, as deemed appropriate by Committee. The Catastrophic Sick Leave Bank Committee shall consist of two representatives appointed by the president of the Association and two representatives appointed by the District. Added clarifying language that it also includes participation of confidential employees in the catastrophic sick leave bank. 																																								

Article 27	Sick Leave (continued)	<ul style="list-style-type: none"> • Once a unit member has been granted a draw from the Catastrophic Sick Leave Bank for a qualifying event, they will not be eligible for another draw for a new qualifying event until one (1) year has elapsed since the end of the previous draw. • Members must sign up by September 30 of the year they are going to enroll in the Bank. • Deleted language that previously stated that the committee could request that a member apply for disability or retirement.
Article 42	Site-Based Decision-Making	<ul style="list-style-type: none"> • Purpose: added language that decisions should be made in the best interest of student outcomes, and that management/employee concerns with implementation (the impacts) will be negotiated as required by law. • Scope of Decisions: deleted bullet point “use of total facility, including staff workroom within the district policies and standards. • Changed the District Steering Council approval date from no later than February 15th to January 15th. <p>Revisions to “Final School Site Approval Voting” were made as follows...</p> <p><u>Final School Site Approval Voting</u></p> <ul style="list-style-type: none"> • If the DSC approves the proposal, a final site election shall be held by February 15. • To approve a proposal, two-thirds or more of the school site's VESPA, and two-thirds or more of the school site's VUEA bargaining units members voting by secret ballot, must vote as follows: <ol style="list-style-type: none"> 1. All aspects of the elections shall be conducted and overseen by VESPA and VUEA, respectively. 2. All current full-time, part-time and/or itinerant site bargaining unit members are eligible to vote. 3. Election will be held over a minimum of five (5) working days. 4. Absentee ballots shall be allowed 5. Two-thirds (2/3) of eligible staff members must vote to make it a legitimate election. <ol style="list-style-type: none"> a. The final affirmative vote count must be at least 60% of all eligible bargaining unit members at the site. 6. Voters will be provided the opportunity to abstain. Abstentions will not be factored into the results.

3. Consideration of Approval of Ventura Unified Education Association (VUEA) and Ventura Unified School District (VUSD) Contract Changes for Contract effective July 1, 2018 thru June 30, 2021 (Action Requested)

Compensation and District Contribution to Health and Welfare:

- Certificated Salary Schedule increase of .5% effective retroactively to July 1, 2019
- Compaction of Certificated Salary Schedule retroactive to July 1, 2019
- Increase District contribution to cost of employee health and welfare insurance by \$288 for eligible employees, total district contribution will increase from \$16,032 to \$16,320
- Fully-fund Step and Column for the 2019-20 school year
- One time off-schedule payment based on difference between \$500 and the on-schedule .5% increase prorated for each member, excluding members receiving the salary compaction on Step 25 and 26
- Please see attached for summary of other contract article changes

Resource Person(s):

Dr. Jeff Davis, Assistant Superintendent, Human Resources

Moved by _____ Seconded by _____
 Jerry Dannenberg: _____ Jackie Moran: _____
 Matt Almaraz: _____ Sabrena Rodriguez: _____
 Velma Lomax: _____

4. Consideration of Approval of Classified Management Salary Schedule and Total Compensation for 2019-20 School Year (Action Requested)

Changes as follow:

- Implementation of .50% salary schedule increase for the 2019-20, 2020-21, and 2021-22 school years effective retroactively to July 1, 2019.
- Create a 15.51% longevity increment for achievement of 29 years of service effective retroactively to July 1, 2019.
- Increase the district contribution to the cost of employee health and welfare insurance by \$288 for eligible employees. The total district contribution will increase from \$16,032 to \$16,320, prorated for part-time employees working at least 50% but less than full time.
- Fully-funded step advancement for the 2019-2020 school year.
- One time \$500 off salary schedule bonus for 2019-2020 school year.

Attached is the draft 2019-20 School Year Classified Management Salary Schedule.

Resource Person(s):

Dr. Jeff Davis, Assistant Superintendent, Human Resources

Moved by _____ Seconded by _____
 Jerry Dannenberg: _____ Jackie Moran: _____
 Matt Almaraz: _____ Sabrena Rodriguez: _____
 Velma Lomax: _____

5. Consideration of Approval of Certificated Management Salary Schedule for the 2019-20 School Year (Action Requested)

- A .5% on the salary schedule increase effective retroactive to July 1, 2019.
- District contribution to the cost of employee health and welfare insurance by \$288 for eligible employees. The total district contribution will increase from \$16,032 to \$16,320.
- Fully fund step and column for the 2019-2020 school year.
- One time off-schedule payment of \$75.00

Resource Person(s):

Dr. Jeff Davis, Assistant Superintendent, Human Resources

Moved by _____ Seconded by _____
 Jerry Dannenberg: _____ Jackie Moran: _____
 Matt Almaraz: _____ Sabrena Rodriguez: _____
 Velma Lomax: _____

VUEAVUSD Article Revision Summary

Article	Article Title	Article Subjects/Proposals
Article 8	Bargaining Unit Member Duties, Adjunct Duties, Work Year, Hours, and Conditions	<ul style="list-style-type: none"> • Added in clarification that bargaining unit members, including non-teaching assignment members (i.e. Counselors, TOSAs, Teacher Librarians, School Nurses) shall devote 40 hours each week to teaching and related activities. • Changed name of Librarians to Teacher Librarians. • Added 5 days to Middle School Counselor Work Year.
Article 9	Class Size	<ul style="list-style-type: none"> • Defined “whenever administrative practicable.” • Defined Grade Level Class Size Averages and Per Class Not to Exceed class sizes. • Added a compensation schedule if class sizes exceed the NTE numbers and when calculations begin. • Added in Maximum Student Contacts per day for Middle and High School Teachers. • Increased discretionary money for 4th and 5th Grade teachers from \$250 to \$425 per teacher. • Adjusted counselor staffing ratios at HS 370-420 (previously 430) and MS to 520-550 (previously 580). • Added in annual stipend of \$750 for teachers assigned combination classes.
Article 11	Assignment and Transfer	<ul style="list-style-type: none"> • Added in new Section, <i>Pre School Year and School Year Openings.</i> • Openings occurring within 21 calendar days of the first “student day” of the school year and the remainder of the school year will be filled as follows in order listed: <ul style="list-style-type: none"> ○ By appropriate credentialed employee on current lay-off list ○ By appropriately credentialed employee hired for upcoming school year but displaced due to enrollment changes ○ By appropriately credentialed Temporary employee; if position)(s continues to following school year, assignment will be advertised as part of the Voluntary Transfer Process
Article 17	Certificated Salary Schedule	<p>Added/Modified Extra Pay Assignments:</p> <ul style="list-style-type: none"> • Teacher In Charge Stipend raised to \$1,000/Site. • MS and HS Department Head Department Rates raised to: <ul style="list-style-type: none"> ○ Small \$500 ○ Middle \$1,000 ○ Large to \$1,500 • Added MS Band Director Assignment. • Added Girls Sand Volleyball at BHS, FHS, VHS. • Added Choir Stipend for All District Choir Director. • Revised Certificated Salary Schedule.
Article 27	Site Based Decision Making	<ul style="list-style-type: none"> • Added to purpose that “<i>decisions should be made in best interest of student outcomes</i>”.

		<ul style="list-style-type: none"> • Under Scope of Decision and possible use of Site Based Decision Making – removed use of Total facility and staff workroom. • Revised dates of process <ul style="list-style-type: none"> ○ School site Council (SSC) approves by December 15 ○ District Steering Council (DSC) by January 15 ○ Final School Site Approval by February 15 • Redefined Final School Site Approval Voting including: <ul style="list-style-type: none"> ○ Who counts as a Bargaining Unit Member (includes part-time and Itinerant staff) ○ Election to be held over a minimum of 5 work days ○ Participation of 2/3 unit members needed to vote to make it a legitimate election ○ Affirmative vote must be by 60% of unit members ○ Members can abstain from voting and abstentions will not be factored into the vote
Article 31	Special Education	<ul style="list-style-type: none"> • Renamed Article from Full Inclusion to Special Education which includes Full Inclusion. • Added in Class size Chart for Special Education Assignments. • Added in Release Time for caseload management by Special Education Teachers. • Added in caseload chart for Speech Language Pathologist.
Appendix H	Job Share MOU	<ul style="list-style-type: none"> • Job Share assignments necessitating a leave of absence for one or both job share partners shall fall outside the requirements of Article 12. • Job Share assignments must be approved on a year-by-year basis and may be stopped at the conclusion of the current school year.
MOU	Districtwide Summer Session Structure	<ul style="list-style-type: none"> • Revised the Summer School MOU to define assignments, rates, etc. and use of L4L for Program.
MOU	Distance Learning	VUEA and VUSD Teams worked collaboratively to design a Distance Learning MOU, including defining use of specific software platforms, training, expectations of personnel/district; MOU expires June 12, 2020.
MOU	Retirement Program for Benefit Assist Incentive	Retirement Program for Benefit Assist Incentive which detailed employees to receive: <ul style="list-style-type: none"> • \$400/month for 2 years for those 65 and older. • \$750/month for those under 65 or prorated between the two age structures. • Maximum amount will be paid over 24 months or in one lump sum. • Originally designed for 63 and older, but revised to Age 61 by January 30, 2021

VENTURA UNIFIED SCHOOL DISTRICT
2019-2020 SY CERTIFICATED SALARY SCHEDULE

185 DAY WORK YEAR – EFFECTIVE 7-1-19 BOARD APPROVED XX, 2020

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Step
	Bachelor Degree or Designated Subjects Credential	Bachelor Degree plus 30 Sem Units	Bachelor Degree plus 45 Sem Units or Master's Degree	Bachelor Degree plus 75 Sem Units or Bachelors Plus 60 Sem Units and Master's Degree	Bachelor Degree plus 75 Sem Units and Master's Degree	
1	\$48,017	\$54,067	\$54,067	\$54,067	\$55,284	1
2	\$48,017	\$54,067	\$54,067	\$54,666	\$57,441	2
3	\$48,601	\$54,067	\$54,067	\$56,822	\$59,594	3
4	\$50,751	\$54,067	\$56,222	\$58,970	\$61,755	4
5	\$52,909	\$55,632	\$58,372	\$61,127	\$63,910	5
6	\$55,062	\$57,788	\$60,529	\$63,281	\$66,059	6
7	\$57,214	\$59,936	\$62,683	\$65,433	\$68,215	7
8	\$59,371	\$62,091	\$64,841	\$67,587	\$70,370	8
9	\$61,523	\$64,249	\$66,992	\$69,742	\$72,520	9
10	\$63,680	\$66,402	\$69,145	\$71,893	\$74,674	10
11	\$63,680	\$68,552	\$71,301	\$74,053	\$76,833	11
12	\$63,680	\$68,552	\$73,454	\$76,205	\$78,982	12
13	\$63,680	\$68,552	\$73,454	\$78,357	\$81,136	13
14	\$63,680	\$68,552	\$73,454	\$78,357	\$83,289	14
15	\$67,041	\$72,001	\$76,989	\$81,989	\$87,012	15
19	\$69,231	\$74,198	\$79,186	\$84,179	\$89,201	19
23	\$71,422	\$76,392	\$81,375	\$86,370	\$91,403	23
25	\$75,805	\$80,771	\$85,749	\$90,770	\$95,772	25

District Hourly Rate: \$39.51

Minimum Salary (^oMinimum Teacher's Salary raised to \$30,000 on 1997/98 Salary Schedule to attract new teachers) -- \$48,017 -- Cell rates prior to implementation of minimum teacher's salary rate are: Class 1, Step 1 (\$44,293) and Class 1, Step 2 (\$47,015). Original amount for Class 1, Step 1 (\$44,293) is used for calculating district hourly rate

BEGINNING Teacher's Salary rate of \$54,067 -- Rate is only for those candidates with preliminary or clear credentials -- All candidates under Emergency, Provisional, Intern, Pre-Intern Permits or Waivers are initially placed at Column 1, Step 1 and will only move beyond Column 1 the school year after receiving their preliminary or clear credential. Cell rates prior to implementation of Beginning Teachers Salary rate are: Class 2, Step 1 (\$47,015), Class 2, Step 2 (\$49,164), Class 2, Step 3 (\$51,321), Class 2, Step 4 (\$53,473), Class 3, Step 1 (\$49,761), Class 3, Step 2 (\$51,907), Class 3, Step 3 (\$54,065) and Class 4, Step 1 (\$52,507).

- BEGINNING Teacher's Salary rate of \$54,067 -- Rate is only for candidates with preliminary or clear credentials - All candidates hired to work under Emergency, Provisional, Intern, Pre-Intern Permits or Waivers are initially placed at Column 1, Step 1 and will only move beyond Column 1 the school year after receiving their credential and if they have appropriate degrees and units for class 2, 3, 4 or 5.
- Seven years of experience earned under the rules and regulations of District Policy will be recognized for the purposes of placement on the salary schedule.
- Semester units earned subsequent to the Bachelor's Degree must be upper division or graduate courses. Refer to VUEA bargaining unit agreement for specifics on Designated Subject credential holder classification and advancement.
- Speech/Language Pathologist with a credential or a license - initial Placement will be step 7 of the Certificated Salary scale.
- Doctorate from an accredited institution - \$500 stipend.

The Governing Board is committed to providing equal opportunity for all individuals in district programs and activities. District programs, activities, and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. (BP 0410)

Board Approved XX, 2020



Ventura Unified School District
Classified MANAGEMENT Salary Schedule
2019/2020

Effective July 1, 2019 *

Range	Classification	Job Code	Monthly					Work Year
			Step 1	Step 2	Step 3	Step 4	Step 5	
5	Graphics Supervisor	H11	\$3,968	\$4,198	\$4,439	\$4,697	\$4,971	12-months
16	Warehouse Supervisor	J06	\$4,189	\$4,432	\$4,690	\$4,964	\$5,250	12-months
22	Assistant Director, Food & Nutrition Services	D02	\$4,319	\$4,571	\$4,836	\$5,112	\$5,410	12-months
39	Custodial Supervisor	F08	\$4,701	\$4,975	\$5,264	\$5,569	\$5,890	12-months
	Mechanic Shop Supervisor	K11						12-months
48	Operations Manager	F06	\$4,916	\$5,203	\$5,503	\$5,822	\$6,160	12-months
	Human Resources Supervisor	G02						12-months
73	Accounting Supervisor	A06	\$5,569	\$5,895	\$6,238	\$6,600	\$6,982	12-months
	Maintenance Manager	F07						12-months
85	Facilities Planner	F04	\$5,914	\$6,259	\$6,619	\$7,004	\$7,412	12-months
91	Assistant Director, Classified Human Resources	G06	\$6,089	\$6,446	\$6,819	\$7,212	\$7,632	12-months
	Human Resources Manager, Certificated	G07						12-months
	Network and Systems Manager	C06						12-months
100	Communications Coordinator	P01	\$6,372	\$6,741	\$7,134	\$7,547	\$7,982	12-months
	Director, Food & Nutrition Services	D01						12-months
125	Director, Purchasing	J01	\$7,217	\$7,637	\$8,077	\$8,547	\$9,044	12-months
	Director, Transportation	K02						12-months
126	Director, Risk Management	F05	\$7,254	\$7,675	\$8,119	\$8,592	\$9,088	12-months
141			\$7,817	\$8,270	\$8,751	\$9,256	\$9,797	
153	Director, Budget & Finance	A01	\$8,301	\$8,783	\$9,289	\$9,830	\$10,400	12-months
	Director, Maintenance & Operations	F01						12-months
156	Chief Technology Officer	C01	\$8,426	\$8,914	\$9,433	\$9,979	\$10,556	12-months
170	Director, Classified Human Resources	G01	\$9,032	\$9,455	\$10,110	\$10,693	\$11,317	12-months

* 06/18/2020, Pending Board of Education approval - .50% on-schedule salary increase and create a 29 YOS - 15.51% longevity increment, retroactive to July 1, 2019.
 (Last Update: 06/15/2020)

Longevity is calculated as a percentage of current range and step as follows:

After completion of

- 9 years of service: 3.15%
- 14 years of service: 6.13%
- 19 years of service: 9.20%
- 24 years of service: 12.36%
- 29 years of service: 15.51%



VENTURA UNIFIED SCHOOL DISTRICT
19/20 SY CERTIFICATED MANAGEMENT SALARY SCHEDULE – Effective 7/1/2019

AA	Schedule AA				
Steps	0-14 YOS	3.48% 15-19 YOS	5.98% 20-24 YOS	8.48% 25-29 YOS	13.48% 30+ YOS
1	569.49	589.31	603.55	617.78	646.27
2	582.30	602.57	617.12	631.67	660.79
3	595.40	616.12	631.00	645.88	675.65
4	608.80	629.98	645.20	660.43	690.87
Executive Director, Special Education – 225 Days Chief Innovations Officer – 225 Days					
AB	Schedule AB				
Steps	0-14 YOS	3.48% 15-19 YOS	5.98% 20-24 YOS	8.48% 25-29 YOS	13.48% 30+ YOS
1	518.18	536.21	549.15	562.10	588.02
2	530.78	549.24	562.50	575.78	602.33
3	543.32	562.25	575.82	589.40	616.58
4	555.95	575.28	589.18	603.11	630.90
Assistant Director, Special Education – 225 Days Assistant Director, Student Support Services – 225 Days Principal, Magnet High School – 225 Days					
C	Schedule C				
Steps	0-14 YOS	3.48% 15-19 YOS	5.98% 20-24 YOS	8.48% 25-29 YOS	13.48% 30+ YOS
1	481.40	498.15	510.16	522.21	546.27
2	493.58	510.73	523.09	535.42	560.09
3	505.84	523.40	536.06	548.71	573.99
4	518.06	536.10	549.05	562.00	587.91
Assistant Principal, Adult Education – 215 Days Assistant Principal, BHS, VHS – 210 Days Assistant Principal, HS-Instructional Services – 220 Days Coordinator, Early Childhood Ed – 200 Days Coordinator, Health Services – 210 Days					
D	Schedule D				
Steps	0-14 YOS	3.48% 15-19 YOS	5.98% 20-24 YOS	8.48% 25-29 YOS	13.48% 30+ YOS
1	464.90	481.09	492.69	504.33	527.57
2	476.59	493.16	505.07	517.00	540.84
3	488.22	505.21	517.39	529.62	554.01
4	499.78	517.18	529.68	542.17	567.18

A	Schedule A				
Steps	0-14 YOS	3.48% 15-19 YOS	5.98% 20-24 YOS	8.48% 25-29 YOS	13.48% 30+ YOS
1	531.54	550.04	563.35	576.63	603.21
2	544.30	563.20	576.80	590.44	617.64
3	556.95	576.31	590.25	604.17	632.01
4	569.68	589.50	603.74	617.99	646.49
Director, Curriculum & Instruction – 225 Days Director, Ed Options/Principal El Camino HS – 225 Days Director, Multilingual/Multicultural Education – 225 Days Director, Student Perf and Program Evaluation – 225 Days Director, Student Support Services – 225 Days Principal, High School (BHS, VHS) – 225 Days Director/Principal, Adult Education – 225 Days					
B	Schedule B				
Steps	0-14 YOS	3.48% 15-19 YOS	5.98% 20-24 YOS	8.48% 25-29 YOS	13.48% 30+ YOS
1	504.79	522.36	534.97	547.58	572.85
2	517.26	535.28	548.21	561.14	587.01
3	529.71	548.16	561.40	574.63	601.13
4	542.20	561.10	574.63	588.21	615.33
Principal, Continuation High School – 225 Days Principal, Elementary School – 205 Days Principal, Middle School – 219 Days					
CD	Schedule CD				
Steps	0-14 YOS	3.48% 15-19 YOS	5.98% 20-24 YOS	8.48% 25-29 YOS	13.48% 30+ YOS
1	473.24	489.72	501.55	513.38	537.04
2	485.13	502.01	514.15	526.28	550.54
3	496.98	514.28	526.68	539.13	563.97
4	508.77	526.47	539.19	551.91	577.34
Assistant Principal, Magnet HS – 210 Days					
E	Schedule E				
Steps	0-14 YOS	3.48% 15-19 YOS	5.98% 20-24 YOS	8.48% 25-29 YOS	13.48% 30+ YOS
1	451.02	466.72	477.99	489.26	511.81
2	462.28	478.38	489.94	501.48	524.60
3	473.57	490.05	501.89	513.74	537.41
4	484.85	501.73	513.85	525.97	550.19

Board Approved XX, 2020

The Governing Board is committed to providing equal opportunity for all individuals in district programs and activities. District programs, activities, and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. (BP 0410)



Assistant Principal, Continuation HS – 210 Days
 Assistant Principal, Middle Schools – 210 Days
 Program Specialist, After School Programs – 190 Days
 Program Specialist, SPED Early Interv Center – 200 Days
 Program Specialist, Special Education – 200 Days

School Psychologist – 190 Days
 Psychologist on Special Assignment – 185-190 Days

VENTURA UNIFIED SCHOOL DISTRICT
19/20 SY CERTIFICATED MANAGEMENT SALARY SCHEDULE
Assignment, Schedule & Days/Year List

Certificated Administrative Assignment	Schedule	Days/ Year
Assistant Director, Student Support Services	AB	225
Assistant Director, Special Education	AB	225
Assistant Principal, Adult Education	C	215
Assistant Principal, Continuation High School - PHS	D	210
Assistant Principal, High School - BHS, VHS	C	210
Assistant Principal, High School – Instructional Services	C	220
Assistant Principal, Magnet High School – FHS	CD	210
Assistant Principal, Middle School	D	210
Chief Innovations Officer	AA	225
Coordinator, Early Childhood Education Programs	C	200
Coordinator, Health Services	C	210
Director, Curriculum & Instruction	A	225
Director, Ed Options/Principal EICHS	A	225
Director, Multilingual & Multicultural Education	A	225
Director, Student Support Services (CWA)	A	225
Director, Student Perform. and-Program Evaluation	A	225
Executive Director, Special Education	AA	225
Principal, Continuation High School	B	225
Principal, Elementary School	B	205
Principal, High School – BHS, VHS	A	225
Principal, Magnet High School – FHS	AB	225
Principal, Middle School	B	219
Principal/Director, Adult Education	A	225
Program Specialist, After School Programs	D	190
Program Specialist, Special Ed Early Intervention Centers	D	200
Program Specialist, Special Ed-Autism, Mild/Moderate, Moderate/Severe, Emotionally Disturbed	D	200
School Psychologist	E	190
Psychologist on Special Assignment	E	185-195

Board Approved XX, 2020

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Agenda, June 18, 2020

6. Consideration of Approval of Confidential Employee Salary Schedule and Total Compensation for 2019-20 School Year (Action Requested)

Changes are as Follow:

- Implementation of .50% salary schedule increase for the 2019-20, 2020-21, and 2021-22 school years effective retroactively to July 1, 2019.
- Create a 16.46% longevity increment for achievement of 29 years of service effective retroactively to July 1, 2019.
- Increase the district contribution to the cost of employee health and welfare insurance by \$288 for eligible employees. The total district contribution will increase from \$16,032 to \$16,320, prorated for part-time employees working at least 50% but less than full time.
- Fully-funded step advancement for the 2019-2020 school year.
- One time \$500 off salary schedule bonus for 2019-2020 school year.

Attached is the draft 2019-20 School Year Classified Represented and Confidential Salary Schedule.

Resource Person(s):

Dr. Jeff Davis, Assistant Superintendent, Human Resources

Moved by _____ Seconded by _____

Jerry Dannenberg: _____ Jackie Moran: _____
 Matt Almaraz: _____ Sabrena Rodriguez: _____
 Velma Lomax: _____

7. Consideration of Approval of Adult Education Benefit Contribution and Salary Schedule Increase for the 2019 - 20 School Year (Action Requested)

- Implementation of a .5% Salary Increase retroactively effective July 1, 2019.
- Increase the District contribution to the cost of employee health and welfare insurance by \$288 for eligible employees. The total district contribution will increase from \$16,032 to \$16,320.

Resource Person(s):

Dr. Jeff Davis, Assistant Superintendent, Human Resources

Moved by _____ Seconded by _____

Jerry Dannenberg: _____ Jackie Moran: _____
 Matt Almaraz: _____ Sabrena Rodriguez: _____
 Velma Lomax: _____

8. Consideration of Approval Benefit Contribution and Salary Increase for the 2019-2020 School Year for Employees with Individual Contracts (Action Requested)

As agreed to in previously approved Individual Employee contracts (Executive Management members), the Board is requested to implement the following Benefit Contribution and Salary Increase for the 2019-20 school year in the exact manner that the increase is implemented for the represented groups. The increase is comprised of:

- .5% on salary schedule retroactive increase effective July 1, 2019.
- Increase the District contribution to the cost of employee health and welfare insurance by \$288 for eligible employees. The total district contribution will increase from \$16,032 to \$16,320.

Resource Person(s):

Dr. Jeff Davis, Assistant Superintendent, Human Resources

Moved by _____ Seconded by _____

Jerry Dannenberg: _____ Jackie Moran: _____
 Matt Almaraz: _____ Sabrena Rodriguez: _____
 Velma Lomax: _____



Ventura Unified School District
 Classified Represented & Confidential Salary Schedule
 2019/2020

2019-20 Salary Schedule Changes			Range	1	2	3	4	5
Base Increase	Recalibrate	Total Increase						
			435					
0.50%	4.40%	4.90%	440	12.85	13.64	14.39	15.21	16.12
0.50%	4.40%	4.90%	445	13.23	14.01	14.83	15.66	16.58
0.50%	4.40%	4.90%	150	13.63	14.39	15.21	16.12	17.07
0.50%	4.40%	4.90%	155	14.01	14.83	15.66	16.58	17.57
0.50%	4.40%	4.90%	160	14.39	15.21	16.12	17.07	18.04
0.50%	4.40%	4.90%	165	14.83	15.66	16.58	17.57	18.57
0.50%	3.50%	4.00%	170	15.08	15.98	16.92	17.89	18.92
0.50%	3.50%	4.00%	175	15.53	16.44	17.42	18.41	19.48
0.50%	3.50%	4.00%	180	15.98	16.92	17.89	18.92	20.02
0.50%	3.50%	4.00%	185	16.44	17.42	18.41	19.48	20.60
0.50%	2.70%	3.20%	190	16.79	17.75	18.77	19.87	20.97
0.50%	2.70%	3.20%	195	17.29	18.27	19.33	20.44	21.60
0.50%	2.70%	3.20%	200	17.75	18.77	19.87	20.97	22.24
0.50%	2.70%	3.20%	205	18.27	19.33	20.44	21.60	22.85
0.50%	1.00%	1.50%	210	18.46	19.54	20.62	21.87	23.12
0.50%	1.00%	1.50%	215	19.01	20.11	21.24	22.47	23.77
0.50%	1.00%	1.50%	220	19.54	20.62	21.87	23.12	24.49
0.50%	1.00%	1.50%	225	20.11	21.24	22.47	23.77	25.15
0.50%		0.50%	230	20.42	21.66	22.89	24.25	25.65
0.50%		0.50%	235	21.03	22.25	23.54	24.90	26.38
0.50%		0.50%	240	21.66	22.89	24.25	25.65	27.12
0.50%		0.50%	245	22.25	23.54	24.90	26.38	27.92
0.50%		0.50%	250	22.89	24.25	25.65	27.12	28.71
0.50%		0.50%	255	23.54	24.90	26.38	27.92	29.52
0.50%		0.50%	260	24.25	25.65	27.12	28.71	30.40
0.50%		0.50%	265	24.90	26.38	27.92	29.52	31.27
0.50%		0.50%	270	25.65	27.12	28.71	30.40	32.15
0.50%		0.50%	275	26.38	27.92	29.52	31.27	33.03
0.50%		0.50%	280	27.12	28.71	30.40	32.15	33.99
0.50%		0.50%	285	27.92	29.52	31.27	33.03	34.97
0.50%		0.50%	290	28.71	30.40	32.15	33.99	35.97
0.50%		0.50%	295	29.52	31.27	33.03	34.97	37.02
0.50%		0.50%	300	30.40	32.15	33.99	35.97	38.08
0.50%		0.50%	305	31.27	33.03	34.97	37.02	39.16
0.50%		0.50%	310	32.15	33.99	35.97	38.08	40.30
0.50%		0.50%	315	33.03	34.97	37.02	39.16	41.46
0.50%		0.50%	320	33.99	35.97	38.08	40.30	42.64
0.50%		0.50%	325	34.97	37.02	39.16	41.46	43.85
0.50%		0.50%	330	35.97	38.08	40.30	42.64	45.12
0.50%		0.50%	335	37.02	39.16	41.46	43.85	46.43
0.50%		0.50%	340	38.08	40.30	42.64	45.12	47.78
0.50%		0.50%	345	39.16	41.46	43.85	46.43	49.16
0.50%		0.50%	350	40.30	42.64	45.12	47.78	50.59
0.50%		0.50%	355	41.46	43.85	46.43	49.16	52.06
0.50%		0.50%	360	42.64	45.12	47.78	50.59	53.57
0.50%		0.50%	365	43.85	46.43	49.16	52.06	55.11
0.50%		0.50%	370	45.12	47.78	50.59	53.57	56.71
0.50%		0.50%	375	46.43	49.16	52.06	55.11	58.36



Ventura Unified School District
 Classified Represented & Confidential Salary Schedule
 2020/2021

2020-21 Salary Schedule Changes			Range	1	2	3	4	5
Base Increase	Recalibrate	Total Increase						
			135					
0.50%	4.40%	4.90%	140	13.48	14.34	15.10	15.96	16.91
0.50%	4.40%	4.90%	145	13.88	14.70	15.56	16.43	17.40
0.50%	4.40%	4.90%	150	14.29	15.10	15.96	16.91	17.90
0.50%	4.40%	4.90%	155	14.70	15.56	16.43	17.40	18.43
0.50%	4.40%	4.90%	160	15.10	15.96	16.91	17.90	18.93
0.50%	4.40%	4.90%	165	15.56	16.43	17.40	18.43	19.48
0.50%	3.50%	4.00%	170	15.68	16.62	17.60	18.60	19.67
0.50%	3.50%	4.00%	175	16.15	17.10	18.12	19.14	20.26
0.50%	3.50%	4.00%	180	16.62	17.60	18.60	19.67	20.82
0.50%	3.50%	4.00%	185	17.10	18.12	19.14	20.26	21.43
0.50%	2.70%	3.20%	190	17.33	18.32	19.37	20.50	21.64
0.50%	2.70%	3.20%	195	17.84	18.85	19.95	21.10	22.29
0.50%	2.70%	3.20%	200	18.32	19.37	20.50	21.64	22.95
0.50%	2.70%	3.20%	205	18.85	19.95	21.10	22.29	23.58
0.50%	1.00%	1.50%	210	18.74	19.83	20.93	22.20	23.47
0.50%	1.00%	1.50%	215	19.30	20.41	21.56	22.81	24.13
0.50%	1.00%	1.50%	220	19.83	20.93	22.20	23.47	24.86
0.50%	1.00%	1.50%	225	20.41	21.56	22.81	24.13	25.53
0.50%		0.50%	230	20.52	21.77	23.01	24.37	25.78
0.50%		0.50%	235	21.14	22.36	23.65	25.03	26.51
0.50%		0.50%	240	21.77	23.01	24.37	25.78	27.26
0.50%		0.50%	245	22.36	23.65	25.03	26.51	28.06
0.50%		0.50%	250	23.01	24.37	25.78	27.26	28.86
0.50%		0.50%	255	23.65	25.03	26.51	28.06	29.66
0.50%		0.50%	260	24.37	25.78	27.26	28.86	30.55
0.50%		0.50%	265	25.03	26.51	28.06	29.66	31.42
0.50%		0.50%	270	25.78	27.26	28.86	30.55	32.31
0.50%		0.50%	275	26.51	28.06	29.66	31.42	33.20
0.50%		0.50%	280	27.26	28.86	30.55	32.31	34.16
0.50%		0.50%	285	28.06	29.66	31.42	33.20	35.15
0.50%		0.50%	290	28.86	30.55	32.31	34.16	36.15
0.50%		0.50%	295	29.66	31.42	33.20	35.15	37.21
0.50%		0.50%	300	30.55	32.31	34.16	36.15	38.27
0.50%		0.50%	305	31.42	33.20	35.15	37.21	39.36
0.50%		0.50%	310	32.31	34.16	36.15	38.27	40.50
0.50%		0.50%	315	33.20	35.15	37.21	39.36	41.66
0.50%		0.50%	320	34.16	36.15	38.27	40.50	42.86
0.50%		0.50%	325	35.15	37.21	39.36	41.66	44.07
0.50%		0.50%	330	36.15	38.27	40.50	42.86	45.35
0.50%		0.50%	335	37.21	39.36	41.66	44.07	46.66
0.50%		0.50%	340	38.27	40.50	42.86	45.35	48.02
0.50%		0.50%	345	39.36	41.66	44.07	46.66	49.41
0.50%		0.50%	350	40.50	42.86	45.35	48.02	50.84
0.50%		0.50%	355	41.66	44.07	46.66	49.41	52.32
0.50%		0.50%	360	42.86	45.35	48.02	50.84	53.83
0.50%		0.50%	365	44.07	46.66	49.41	52.32	55.39
0.50%		0.50%	370	45.35	48.02	50.84	53.83	57.00
0.50%		0.50%	375	46.66	49.41	52.32	55.39	58.65



Ventura Unified School District
 Classified Represented & Confidential Salary Schedule
 2021/2022

2021-22 Salary Schedule Changes			Range	1	2	3	4	5
Base Increase	Recalibrate	Total Increase	435					
0.50%	4.40%	4.90%	440	14.14	15.01	15.84	16.74	17.74
0.50%	4.40%	4.90%	445	14.56	15.42	16.32	17.23	18.25
0.50%	4.40%	4.90%	150	15.00	15.84	16.74	17.74	18.78
0.50%	4.40%	4.90%	155	15.42	16.32	17.23	18.25	19.33
0.50%	4.40%	4.90%	160	15.84	16.74	17.74	18.78	19.85
0.50%	4.40%	4.90%	165	16.32	17.23	18.25	19.33	20.43
0.50%	3.50%	4.00%	170	16.31	17.29	18.30	19.35	20.46
0.50%	3.50%	4.00%	175	16.79	17.78	18.84	19.91	21.07
0.50%	3.50%	4.00%	180	17.29	18.30	19.35	20.46	21.65
0.50%	3.50%	4.00%	185	17.78	18.84	19.91	21.07	22.28
0.50%	2.70%	3.20%	190	17.88	18.90	19.99	21.16	22.33
0.50%	2.70%	3.20%	195	18.41	19.45	20.59	21.77	23.00
0.50%	2.70%	3.20%	200	18.90	19.99	21.16	22.33	23.69
0.50%	2.70%	3.20%	205	19.45	20.59	21.77	23.00	24.33
0.50%	1.00%	1.50%	210	19.02	20.13	21.25	22.53	23.82
0.50%	1.00%	1.50%	215	19.59	20.71	21.89	23.15	24.49
0.50%	1.00%	1.50%	220	20.13	21.25	22.53	23.82	25.23
0.50%	1.00%	1.50%	225	20.71	21.89	23.15	24.49	25.91
0.50%		0.50%	230	20.63	21.87	23.12	24.49	25.90
0.50%		0.50%	235	21.25	22.47	23.77	25.15	26.65
0.50%		0.50%	240	21.87	23.12	24.49	25.90	27.40
0.50%		0.50%	245	22.47	23.77	25.15	26.65	28.20
0.50%		0.50%	250	23.12	24.49	25.90	27.40	29.00
0.50%		0.50%	255	23.77	25.15	26.65	28.20	29.81
0.50%		0.50%	260	24.49	25.90	27.40	29.00	30.71
0.50%		0.50%	265	25.15	26.65	28.20	29.81	31.58
0.50%		0.50%	270	25.90	27.40	29.00	30.71	32.47
0.50%		0.50%	275	26.65	28.20	29.81	31.58	33.37
0.50%		0.50%	280	27.40	29.00	30.71	32.47	34.33
0.50%		0.50%	285	28.20	29.81	31.58	33.37	35.32
0.50%		0.50%	290	29.00	30.71	32.47	34.33	36.33
0.50%		0.50%	295	29.81	31.58	33.37	35.32	37.40
0.50%		0.50%	300	30.71	32.47	34.33	36.33	38.46
0.50%		0.50%	305	31.58	33.37	35.32	37.40	39.56
0.50%		0.50%	310	32.47	34.33	36.33	38.46	40.70
0.50%		0.50%	315	33.37	35.32	37.40	39.56	41.87
0.50%		0.50%	320	34.33	36.33	38.46	40.70	43.07
0.50%		0.50%	325	35.32	37.40	39.56	41.87	44.29
0.50%		0.50%	330	36.33	38.46	40.70	43.07	45.58
0.50%		0.50%	335	37.40	39.56	41.87	44.29	46.90
0.50%		0.50%	340	38.46	40.70	43.07	45.58	48.26
0.50%		0.50%	345	39.56	41.87	44.29	46.90	49.66
0.50%		0.50%	350	40.70	43.07	45.58	48.26	51.10
0.50%		0.50%	355	41.87	44.29	46.90	49.66	52.58
0.50%		0.50%	360	43.07	45.58	48.26	51.10	54.10
0.50%		0.50%	365	44.29	46.90	49.66	52.58	55.67
0.50%		0.50%	370	45.58	48.26	51.10	54.10	57.28
0.50%		0.50%	375	46.90	49.66	52.58	55.67	58.95

Ventura Unified School District 19-20 SY ADULT EDUCATION SALARY SCHEDULE

(EFFECTIVE 7-1-19) - DRAFT

	Hourly Rate	Annual *	Hourly Rate w/2%	Annual * w/2%	Hourly Rate w/4%	Annual * w/4%
POSITION	Step 01	Step 01	Step 02	Step 02	Step 03	Step 03
Adult Education Hourly – AD2	\$37.72	67,896	\$38.51	69,318	\$39.23	70,614
Adult Education Supervisor – AD1	\$41.51	74,715	\$42.34	76,212	\$43.18	77,724
Adult Education - Non-Student Contact Rate	\$18.87					
Adult Education Substitute	\$28.69					
Adult Education Long-Term Substitute	\$37.72					

* Adult Ed Annual Rates are calculated as 8 hours/day X 225 Days per year – Used only for full-time Adult Ed Employees

Adult Education incremental service increases are granted to certificated Adult Education hourly teachers who earn continuous full-time teaching equivalents with the Ventura Unified School District's Adult Education program. Rates are granted as follows:

- 2% added to Adult Education Hourly rate for all Adult Education certificated hourly teachers who have completed five continuous full-time teaching equivalents with the Ventura Adult Education program.
- 4% added to Adult Education Hourly rate for all Adult Education certificated hourly teachers who have completed ten continuous full-time teaching equivalents with the Ventura Adult Education program.

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Agenda, June 18, 2020

- 9. Consideration of Approval of Certificated Substitute Salary Schedule (Action Requested)
Implementation of a .5% Salary Increase effective July 1, 2020 to the Teacher/Counselor/Speech/Nurse Long-Term Substitute Rate for assignments working 91+ Days.

Resource Person(s):
Dr. Jeff Davis, Assistant Superintendent, Human Resources

Moved by _____ Seconded by _____
 Jerry Dannenberg: _____ Jackie Moran: _____
 Matt Almaraz: _____ Sabrena Rodriguez: _____
 Velma Lomax: _____

- 10. Consideration of Approval of Certificated Hourly and Provisional Salary Schedules effective July 1, 2020 (Action Requested)
Implementation of a .5% Salary Increase to the Certificated Hourly and Provisional Salary Schedules effective July 1, 2020.

Resource Person(s):
Dr. Jeff Davis, Assistant Superintendent, Human Resources

Moved by _____ Seconded by _____
 Jerry Dannenberg: _____ Jackie Moran: _____
 Matt Almaraz: _____ Sabrena Rodriguez: _____
 Velma Lomax: _____

D. CLOSED SESSION

E. ADJOURNMENT

Moved by _____ Seconded by _____

Dr. Jerry Dannenberg: _____ Ms. Jackie Moran: _____
 Mr. Matt Almaraz: _____ Ms. Sabrena Rodriguez: _____
 Ms. Velma Lomax: _____

Ventura Unified School District

CERTIFICATED SUBSTITUTE SALARY SCHEDULE

(Effective for the 20-21 SY)

ELEMENTARY Substitutes

Full Day Substitute	\$115.00
Morning Elementary	\$69.00 (60% of Daily Rate)
Afternoon Elementary	\$57.50 (50% of Daily Rate)
Kindergarten Substitute	
• Partial-Day (AM/PM Kindergarten Assignments)	\$69.00 (60% of Daily Rate)
Extended-Day/Full Day Kindergarten Assignments*	\$115.00 (<i>Only if worked to the regular work day end</i>)
• Students released <i>before</i> 12:00 Noon*	\$74.75 (65% of Daily Rate)
• Students released <i>after</i> 12:00 Noon*	\$86.25 (75% of Daily Rate)
Banking Day Elementary	
• Students released <i>before</i> 12:00 Noon	\$74.75 (65% of Daily Rate)
• Students released <i>after</i> 12:00 Noon	\$86.25 (75% of Daily Rate)

* *Extended-Day/Full Day Kindergarten substitutes are required to work the entire day performing school-related work until the regular work day end; if they do not remain for the entire day, they will only be paid the Extended-Day Rate of 65% or 75%.*

MIDDLE SCHOOL Substitutes

Full Day Substitute	\$115.00
Period Middle School*	\$27.60/period (24% of Full Day Substitute Rate)
Banking Day Middle School (<u>All</u> Fridays at MS level are banking days)	\$92.00 (80% of Daily Rate)
Banking Day Period Middle School*	\$22.08/period (80% of Middle School Period Rate)
* <i>There is a two-period minimum for a substitute assignment – No more than \$115 per day for day-to-day subbing.</i>	

HIGH SCHOOL Substitutes

Full Day Substitute	\$115.00
Period High School*	\$33.93/period (29.5% of Full Day Substitute Rate)
* <i>There is a two-period minimum for a substitute assignment – No more than \$115 per day for day-to-day subbing.</i>	

LONG-TERM Substitute Assignments

Teacher /Counselor/Speech/Nurse 1-15 Days	\$115.00/Day
Teacher/Counselor/Speech/Nurse 16-30 Days	\$125.00/Day
Teacher/Counselor/Speech/Nurse 31-90 Days	\$150.00/Day
Teacher/Counselor/Speech/Nurse 91+ Days	Daily Rate Class1, Step 1 Certif Salary Schedule
Administrator	Admin Salary Schedule Col 0-14

Summer School Substitute Rate - 72% of the established rates
District Hourly Rate - \$39.31/hour

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VENTURA UNIFIED SCHOOL DISTRICT
20-21 SY Miscellaneous
CERTIFICATED SALARY SCHEDULES
Effective 7-1-20 -- Board Approved xx, 2020 - DRAFT

DISTRICT HOURLY RATE

\$39.51 (\$44,293* x .000892)

* Class 1, Step 1 (prior to implementation of minimum teacher's salary rate is: Class 1, Step 1 (\$44,293) and used for calculating district hourly rate

PROVISIONAL SALARY SCHEDULE
(WALK-ON Coaches)

Step	Column I
1	\$39,862
2	\$41,795
3	\$43,741
4	\$45,677
5	\$47,614

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