

**Associated Pomona Teachers  
Contract Reopener  
2021-2022  
Tentative Agreement**



**March 3, 2022**

**Associated Pomona Teachers**  
**Highlights from the Tentative Agreement**

**March 3, 2022**

**Article 8: Health and Welfare Benefits**

- Pass-through rate - The district will pay any rate increases for each unit member for the **2022-23** school year not to exceed \$750,000 in total costs
- The rates shall be determined on the increases in May of 2022
- The insurance committee will work with the district to find cost effective measures to decrease the medical benefits costs to its members
- The insurance committee's recommendations will be provided to both bargaining teams for the successor negotiations for **2022-25** agreement
- The district will increase health and welfare benefit allotment minimum of \$500 for full time unit members for the **2023-24** school year

**Article 9: Compensation**

- Increase all salary schedules by 4% effective July 1, 2021 (see attached salary schedules)
- A 1% one-time off schedule payment based on the member's **2021-22** base salary earnings
- A rate increase to \$30.00 per hour for unit members when a substitute teacher is not available

**Article 11: Transfers**

- Minor changes - refer to the TA

## **Article 12: Class Size**

- Special Education: Adaptive PE Specialists caseload shall not exceed an average of 50 students
- Elementary school principals may meet with Special Education teams to discuss mitigation of the impact on class size as relates to potential mainstreaming of students

## **Article 23: Safety Conditions of Employment (New language)**

- Building Site Safety
- District Safety Committee
- Site Safety Committee
- Pre-Williams Inspection Report
- Access to Working Telephone
- Administrator Designee
- Unit Member Safety Reports
- Mandated Trainings

## **MOU's**

### **Payment for Declaration of Retirement**

- Article 9.5 of the Collective Bargaining Agreement
- COVID-19 Return to Work for the 2021-22 school year
- Short term Student Suspensions for 2021-22 school year

TENTATIVE AGREEMENT BETWEEN THE POMONA UNIFIED SCHOOL DISTRICT (PUSD)  
AND ASSOCIATED POMONA TEACHERS (APT)

March 3, 2022

Article 8: HEALTH AND WELFARE BENEFITS

8.1 The District will provide each full-time member of the bargaining unit with a basic health and welfare benefit allocation to apply to medical insurance. Based on the employee's chosen medical coverage, the allocation amounts are as follows:

|                   |          |          |
|-------------------|----------|----------|
| Employee only     | \$7,305  | annually |
| Employee/Spouse   | \$10,646 | annually |
| Employee/Children | \$9,255  | annually |
| Family            | \$12,715 | annually |

2022-2023 - Pass Through Rate - For the 2022-2023 school year, the District agrees to pay for the increase in the cost of medical benefits up to, and not to exceed, \$750,000 for all bargaining unit members. If the pass through rate is less than \$750,000, the District shall not be obligated to contribute more than the actual cost of the total pass through rate. The total cost of the pass through rate shall be determined upon issuance of medical benefit rates in May 2022.

Upon the signing of the Tentative Agreement, the Insurance Committee will convene and make recommendations to the bargaining teams for reasonable and cost effective measures to increase the medical benefits for bargaining unit members. The Insurance Committee's recommendations shall be provided to the bargaining teams during the 2022-2025 successor negotiations.

2023-2024 - Health and Welfare Benefit Allotment - For the 2023-2024 school year the District will increase the health and welfare benefit allotment a minimum of \$500.00 dollars for full time bargaining unit members.

Article 9: COMPENSATION

9.1.1 The District shall:

9.1.1.1 Increase all salary schedules by 4.0% effective July 1, 2021. The retroactive on-schedule increase shall be paid to currently active employees within three (3) months after Board approval of the Agreement.

9.1.1.2 Provide each full time member of the bargaining unit, including retirees who worked a complete

2021-2022 school year as defined under Article 9.9, with a one time off-schedule payment of 1.0% based on the member's 2021-2022 base salary earnings. This shall be paid within three (3) months after Board approval of the Agreement.

9.16 Payment to Unit Members When a Substitute Teacher is not Available

The payments to unit members when a substitute teacher is not available, provided below in Sections 9.16.3, 9.16.4, 9.16.5, 9.16.7.1.4 shall be effective upon Board approval of the Tentative Agreement and shall sunset with the current substitute daily rate on June 30, 2022. Upon sunset of these sections, and absent written agreement between the parties, the payments to unit members identified herein when a substitute teacher is not available shall revert to twenty-five dollars (\$25.00).

9.16.3 The rate of pay shall be **thirty dollars (\$30.00)** per hour for high school and middle school.

9.16.4 The pay shall be **thirty dollars (\$30.00)** per group of pupils assigned to elementary teachers (1-6) who assume a group of pupils when a substitute teacher is unavailable. If assignments are for one-half (1/2) school day or less, payments shall be prorated in accordance with the amount of time spent.

9.16.5 Elementary teachers, who take a group of students in order to assist in providing coverage for a class when a substitute is not available, will receive **thirty dollars (\$30.00)** a day for that group. The group should consist of six (6) students per teacher, or the class of the teacher providing coverage should not exceed thirty-eight (38). A minimum of five (5) teachers should be used to cover a class. A distribution of students shall be as equitable as possible. Coverage should be rotated so no one teacher covers more than once a week, unless absolutely necessary.

9.16.7.1.4. When a substitute teacher is not available for moderate to severe classes at the elementary level, the appropriate site administrator shall contact **Human Resources** to request the appropriate substitute coverage. While waiting for the coverage, the partner teacher shall cover the class with all assigned aides until the appropriate substitute teacher is assigned. When a substitute is not assigned and the partner teacher covers the class then the

partner teacher shall receive one hundred dollars (\$100) for the day. If assignments are for less than one half (1/2) of the school day the partner teacher shall receive **thirty dollars (\$30.00)**.

#### **9.16.8 Secondary Level**

9.16.8.1 Teachers will be compensated for providing coverage for a classroom when a substitute has been requested and none is available. The rate of pay shall be **thirty dollars (\$30.00)** per period/hour. Adult school teachers providing coverage for a classroom when a substitute has been requested and none is available shall receive ten dollars (\$10.00) per period/hour for ten (10) to fourteen (14) students and twenty-five dollars (\$25.00) per period/hour for fifteen (15) or more students.

#### **9.16.9 Child Development Level**

**9.16.7.1 When a substitute teacher is not available the appropriate child development administrator shall first refer to the child development coverage list for volunteers. If no volunteers are available the child development administrator shall assign coverage based on a rotating list of all child development teachers. Child development substitute coverage pay shall be twenty-five dollars (\$25.00).**

### **Article 11: TRANSFERS**

#### **11.1 Change in Assignment**

11.1.3 An elementary unit member whose grade level assignment is modified by more than two grades, e.g., reassignment from kindergarten to third grade, may request review of the assignment by the Assistant Superintendent, **Human Resources** of his/her designee within 10 school days of the change in assignment. The decision of the Assistant Superintendent's designee shall be final.

#### **11.2 Voluntary Transfer**

11.2.1 If the transfer occurs after the first week of school, a **K-8** member being transferred from an elementary school shall be given two (2) school days for preparation and/or orientation to the new assignment, and a 7-12 member being transferred from a secondary school shall be given one (1)

school day for same. Existing District policy for filling of vacancies shall be applied for the staffing of any new school.

### **11.3 Posting and Filling of Vacancies**

- 11.3.1 A declared vacancy is a position to be posted and flown by **Human Resources**. All qualified members of the bargaining unit may apply, together with any qualified individuals not currently employed by the District.
- 11.3.7 A member shall be able to amend or withdraw an application at any time. Notification of amendment or withdrawal of the request must be presented in writing to **Human Resources**.
- 11.3.11 The Learning Connection ("TLC")/**Intervention and Child Development teachers** may apply for vacancies in K-12 teaching positions in accordance with the foregoing provisions. Qualified **TLC/Intervention and Child Development** teachers shall be given preference to interview for vacant positions over outside candidates. To qualify to fill a K-12 vacancy a **TLC/Intervention or Child Development** teacher must satisfy the eligibility requirements provided in section 11.3.5. The change in assignment must not interfere with efficient and effective operations of District schools. Salary placement shall be in accordance with section 9.14.3.

## **Article 12: CLASS SIZE**

### **12.4. Special Education**

- 12.4.5 ~~Caseload for Adapted Physical Education teachers shall be an average 55 students.~~ **Adapted Physical Education Specialists shall not exceed a caseload average of 50 students.**
- 12.4.8 To mitigate the impact on class size, elementary school principals may meet with their Special Education Team prior to May 30th to receive input and discuss student assignment as it relates to potential mainstreaming of students from the Special Day Class setting into general education classes.

## **Article 23: SAFETY CONDITIONS OF EMPLOYMENT**

### **23.1 Building Site Safety**

Unit members shall be responsible to report, in writing, to his/her immediate supervisor, any unsafe, hazardous, unhealthy, unsanitary, or potentially dangerous working conditions.

The District shall review reports of unsafe, hazardous, unhealthy, unsanitary, or potentially dangerous conditions to determine the appropriate course of action and the District shall institute safety precautions as it deems necessary.

Repairs of facilities and related equipment that pose a safety hazard shall be made as soon as possible by Maintenance & Operations repair personnel.

23.1.2 Reasonable effort will be made to eliminate unsafe or hazardous conditions that endanger the health, safety, or well-being of members.

23.1.3 If the temperature reaches 93 degrees by 11:00 am on two (2) consecutive days in areas where students are receiving instruction, or fails to reach, or falls below 60 degrees by 11:00 am, students and teachers shall be removed to a cooler/warmer area for instruction. If the thermostat is not working the unit member may request a work order and/or contact the Site's Office Manager.

## **23.2 District Safety Committee**

23.2.1 The school site safety plan and employee handbook shall be made available to each unit member on the first work day of each school year.

Unit members shall be removed from worksite areas when an imminent hazard exists that cannot be immediately abated without endangering employees and/or property.

The District shall provide unit members with annual training regarding disaster preparedness (e.g. evacuation routes, earthquake preparedness, active shooter, etc.).

The District shall establish a District Safety Committee composed of three (3) District members (two members and one alternate) and the Association shall annually appoint three (3) members of the bargaining unit (two members and one alternate). The District may provide unit members with release time for Committee work. The District Safety Committee may make recommendations regarding District and site safety, related professional development, appropriate safety supplies and disaster preparedness.



**23.3 ~~2-2~~ Site Safety Committee**

*Each work site shall have a Site Safety Committee composed of at least three (3) unit members. Members at each school site shall select three (3) site members of the bargaining unit on or before September 1 of each school year. The Site Safety Committee shall annually review and provide recommended updates to the site's Disaster Preparedness Plan. Disaster Preparedness plans generally address a wide variety of safety risks, including, but not limited to, suspicious or unwanted persons on the work site, fire, earthquake, flood, evacuations, emergency closings, shelter in place (lockdown).*

*The Site Safety Committee shall meet with a site administrator regarding the site's Disaster Preparedness Plan.*

*The District Disaster Preparedness Plan shall be made available annually for review.*

**23.4 ~~2-3~~ Pre-Williams Inspection Report**

*Upon request, unit members may review a copy of the completed pre-Williams inspection report.*

**23.5 ~~2-8~~ Access to Working Telephone**

*Each classroom shall have a working telephone.*

**23.6 ~~2-11~~ Administrator Designee**

*The District shall make a reasonable effort, in the interest of safety, to assure that an administrator is present at each school site during the hours when students are present. When the site administrator is not present at the school site, there will be a designated certificated unit member in charge.*

**23.7 ~~2-12~~ Unit Member Safety Reports**

*Unit members shall promptly report instances of attack, assault, or threats against them by students or other individuals to their principal or other immediate supervisor. The principal (or immediate supervisor) and unit member shall also report the incident to the appropriate local law enforcement agency. The report shall be forwarded immediately to the Superintendent or designee (Education Code section 44014). The Superintendent or designee shall act as liaison between the unit member and law enforcement.*

**23.8 ~~2-13~~ Asbestos**

**The District agrees to comply with applicable local, state and federal requirements regarding asbestos.**

**23.93      Reimbursement for Theft and Vandalism**

- 23.93.1. The District will reimburse unit members for loss of personal property or equipment used for instructional purposes when the following conditions are met:
- 23.93.1.1 The loss must be due to theft or vandalism at the school site and not due to the negligence of the unit member.
  - 23.93.1.2 The site administrator must provide prior approval in writing regarding:
    - 23.93.1.2.1 The use of the equipment and/or property for instructional purposes;
    - 23.93.1.2.2 The estimated value and description of the equipment and/or property; and
    - 23.93.1.2.3 The period of time the equipment and/or property is expected to be on site.
  - 23.93.1.3 The maximum amount of reimbursement shall be \$200.00 per article, or an aggregate of \$600.00 per individual in any incident.
  - 23.93.1.4 The unit member must file or assist in filing the appropriate police report.
  - 23.93.1.5 Specifically excluded from this provision is damage to automobiles and personal effects, which are included in Board Policy 4156.3.

**23.410      Mandated Trainings**

**Mandated Reporter and Sexual Harassment in the Workplace training shall be provided to all unit members during two (2) late Start Friday meetings. Unit members who fail to attend and/or complete mandated trainings during the two (2) late Start Friday meetings shall complete the training during their professional day.**

- 23.511 Child Development teachers are not responsible for providing maintenance or custodial services to address health or safety concerns. Unit members shall immediately notify their supervisors of any health or safety concern in the school setting, and shall take immediate steps to assure student safety in light of such concern.

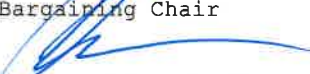


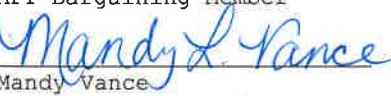

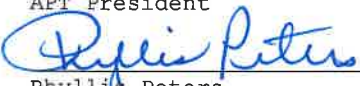
23.126 Only Health care professionals or trained volunteers of the bargaining unit shall provide specialized health care services.

The District shall provide Universal Precautions training, rubber gloves and access to hand-washing facilities for bargaining unit members providing specialized health care services.

FOR THE ASSOCIATION



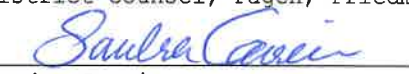

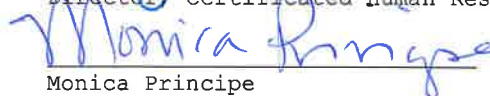
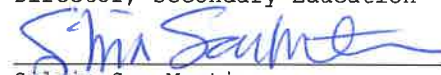

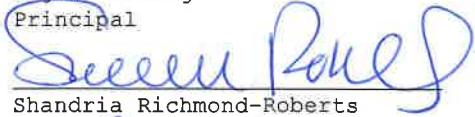

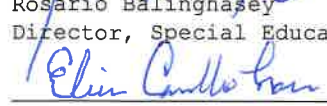
Lisa Garnett  
Bargaining Chair

  
Michael Dyer  
APT Bargaining Member  
Yolanda Gardner-Horn  
APT Bargaining Member  
Steven Lee  
APT Bargaining Member  
Mandy Vance  
APT Bargaining Member  
Wei-Tsu Lon  
APT President  
Phyllis Peters  
CTA Consultant

FOR THE DISTRICT



Darren Knowles  
Deputy Superintendent, Human Resources

  
Carlos Villegas  
District Counsel, Fagen, Friedman & Fulfrost  
Sandra Garcia  
Assistant Superintendent, Chief Business Officer  
Olga McCullough  
Director, Certificated Human Resources  
Monica Principe  
Director, Secondary Education  
Silvia San Martin  
Director, Elementary Education  
Roger Fasting  
Principal  
Shandria Richmond-Roberts  
Principal  
Luis Rodriguez  
Principal  
Rosario Balinghasey  
Director, Special Education  
Eileen Carillo-Lau  
Director, Child Development

**MEMORANDUM OF UNDERSTANDING BETWEEN POMONA UNIFIED SCHOOL DISTRICT  
AND THE ASSOCIATED POMONA TEACHERS**

**REGARDING PAYMENT FOR DECLARATION OF RETIREMENT**

With the shared interest of further harmonious labor relations between Pomona Unified School District ("District") and the Associated Pomona Teachers

("APT") (referred to collectively as "the Parties"), this Memorandum of Understanding ("MOU") confirms the understanding of the Parties regarding payment for declaration of retirement provided under Article 9.5 of the collective bargaining agreement ("CBA") between the Parties.

The Parties agree as follows:

1. Article 9.5 provides in relevant part:

"Members will be eligible for a five percent (5%) off-schedule payment during the last year of service with the District, provided the member has completed twenty-five (25) years of credited service **and has tendered an irrevocable letter of resignation at least ten (10) months in advance of the June 30<sup>th</sup> in which the member plans to retire.**" (Emphasis added.)

2. To facilitate the payment for declaration of retirement under Article 9.5, the Parties agree that:

a. Upon the ratification of the Tentative Agreement by APT as part of the 2021-2022 reopener negotiations between the Parties, and continuing for the following fourteen (14) calendar days (referred to herein as the "extended eligibility window"), the contractual requirement under Article 9.5 that members provide an irrevocable letter of resignation at least (10) months in advance shall be temporarily suspended.

b. During the extended eligibility window, members with the requisite work experience under Article 9.5, and who otherwise meet all eligibility requirements, may submit irrevocable letters of resignation to be eligible for a five percent (5%) off-schedule payment. Members who previously submitted their irrevocable letters of resignation following September 30, 2021 but before the commencement of the extended eligibility window, and who are otherwise eligible under Article 9.5, shall also be eligible to receive the one-time payment under Article 9.5.


c. Members who qualify for the off-schedule payment provided under Article 9.5 shall receive the five percent (5%) off-


schedule payment upon completion of the 2021-2022 school year. The five percent (5%) off-schedule payment provided under Article 9.5 shall be in the form of a separate pay warrant.


d. This MOU shall sunset upon the closing of the extended eligibility window.

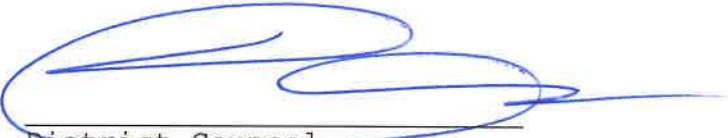
MOUs, side letters and Agreement language between the Parties, not identified herein, are unaffected by the terms of this MOU. This MOU is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, or administrative or legal proceeding, as evidence of past practice or intent of the Parties or meaning or application of the Agreement.

The following signatures represent a MOU between the Pomona Unified School District and the Associated Pomona Teachers.

  
\_\_\_\_\_  
APT Bargaining Chair  
3-3-22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
District Representative  
3-3-22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
APT President  
3-3-22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
District Counsel  
5/3/22  
\_\_\_\_\_  
Date

**MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN  
THE ASSOCIATED POMONA TEACHERS**

**AND**

**THE POMONA UNIFIED SCHOOL DISTRICT**

**February 25, 2022**

**A. INTRODUCTION**

The Pomona Unified School District ("District") and the Associated Pomona Teachers ("Association" or APT) enter into this Memorandum of Understanding ("MOU") regarding returning to work for the 2021-2022 school year during the Coronavirus (COVID-19) pandemic.

The District and APT recognize that schools are critical to daily life and that collaboration between local public health and education officials is the best means of determining and balancing competing concerns surrounding the return of students to in-person instruction for the 2021-2022 school year.

The Parties have a shared commitment in providing an educational program that supports the needs of all students while ensuring a safe learning environment for students and staff by following the guidelines established by both state and county health departments. Continued education of our students during the 2021-2022 year will require flexibility given the impact of COVID-19. To support this, school operations shall be based on direction and guidance from the State of California, Los Angeles County Department of Public Health, Los Angeles County Office of Education and under federal law.

The Parties agree to adhere to Cal/OSHA's COVID-19 Prevention Program (CPP) and the plan shall be posted on the District's website. The Parties agree to adhere to federal and state law and/or guidelines from LACDPH and/or Cal/OSHA. Should the provisions of this MOU be in conflict with any new laws and/or guidance, the parties agree to meet, discuss, and negotiate the effects of the change.

**B. HEALTH AND SAFETY**

**1. Face Masks**

- a. Unless medically prohibited, all staff shall wear a face mask consistent with guidance from the LACDPH. Members may not wear masks with one-way valves, gaiter

- masks, or only cloth masks.
- b. The District shall provide to all employees the daily use of all required masks.
  - c. Students or visitors shall comply with the LACDPH guidelines. Any exceptions require administrative evaluation. If a face covering or face shield is refused by a student or visitor the individual will not be allowed to access the site without administrative evaluation.
  - d. Lunch and Break(Eating) - If meals take place in a cafeteria, space between all tables/ chairs may be increased to maintain distance between students while eating. Barriers between tables and/ or chairs may be used as an alternative when enhanced distancing is not possible. Meal times may be staggered to reduce the number of groups in the cafeteria at any one time. The District may provide opportunities for students and members to eat outside when appropriate.

## **2. Hand Washing and Respiratory Etiquette**

- a. All members shall sanitize and/or wash hands upon entering the workplace and periodically sanitize and/or wash hands throughout the day.
- b. All members shall continue to promote hand washing and respiratory etiquette. All members and administrators shall continue to promote appropriate hygiene with students including frequent and thorough hand washing, avoiding contact of the mouth, nose, and eyes with unwashed hands and using hand sanitizer when hand washing is not practical or available, and refrain from discouraging such.
- c. Every classroom and non-classroom workspaces shall be provided hand sanitizer.
- d. All hand washing/hand sanitizing supplies noted above or otherwise provided shall be checked daily and restocked as needed.
- e. Handwashing stations are available at worksites.
- f. Every room with a working sink shall have at least one (1) soap and paper towel dispenser stocked.

## **3. Physical Distancing**

- a. Occupancy signage and floor markers for social distancing will remain in place and may be modified to match the recommendations and/or requirements from the Los Angeles County Department of Public Health

(LACDPH).

- b. Social distancing will be adhered to under LACDPH guidelines, including, in one-way stairways and hallways, in classrooms, designated entrances and exits to buildings, and appropriate locations for lunch periods.
- c. Existing physical barriers will be used to promote physical distancing in the classroom.
- d. As a result of the COVID-19 pandemic, the Parties have made efforts to conduct professional development in a virtual setting.

#### **4. Personal Protective Equipment (PPE)**

- a. Additional PPE, such as KN95 respirators, disposable gloves, and aprons/ smocks shall be provided for members under LACDPH guidance and/or recommendations, based on the exposure risk under the Cal-OSHA Guidance on Preparing Workplaces for COVID-19 guidelines, [https://www.osha.gov/sites/default/files/publication\\_s/OSHA3990.pdf?hss\\_channel=tw-92064349](https://www.osha.gov/sites/default/files/publication_s/OSHA3990.pdf?hss_channel=tw-92064349).
- b. PPE supplies shall be provided to District sites on a monthly basis.
- c. Used PPE should not be shared between members.

#### **5. Pre-Screening**

- a. All members shall self-screen prior to entering the work location. The pre-screening includes self-reflecting to determine if you are experiencing coughing, shortness of breath, difficulty breathing and fever or chills and if the employee/student is currently under isolation or quarantine orders. Temperature checks may be implemented with the recommendation from the LACDPH.
- b. Members at work who have COVID-19 symptoms shall immediately notify their principal/supervisor/designee prior to leaving the work site.
- c. Members who have COVID-19 symptoms shall report their absence in accordance with Article 14.2.9 of the Agreement.
- d. Members who have COVID-19 symptoms shall remain at home and not enter District sites.
- e. Employees can report symptoms and hazards without fear of reprisal.



- f. Visitors with COVID-19 symptoms shall be denied entry to District sites. Students with COVID-19 symptoms or who have had close contact with a person confirmed with COVID-19 should be sent to a predesignated isolation room on site pending evaluation.

## **6. Testing**

- a. Members exposed to a confirmed COVID-19 case at the workplace shall be provided the opportunity for free COVID-19 testing during their working hours. The site Administrator will immediately provide classroom coverage within working hours.
- b. Members who have tested positive for COVID-19, and who have served the quarantine period, will be provided the opportunity for free COVID-19 testing.
- c. Members shall be required to notify their immediate supervisor and Human Resources of a positive COVID-19 test result.
- d. The District shall maintain all positive COVID-19 test results confidential.

## **7. Contact Tracing**

- a. Upon notification that an individual has been infected with COVID-19, The School Compliance Officer shall initiate contact tracing in accordance with LACDPH guidelines. The District shall inform all members who are on the premises at the same work site as the individual during the infectious period of their potential exposure, in writing within one (1) workday of notification to the District. This notice shall include the description of the COVID-19 related benefits available to members and the District disinfection plan that will be implemented. A copy of such notice shall be provided to the Association at the same time it is provided to the affected members.
- b. Upon notice of a confirmed positive case of COVID-19, the District shall conduct contact tracing and exposure management to identify potentially affected individuals to ensure self-quarantine based on LACDPH guidelines.

## **8. Cleaning and Disinfecting**

- a. District cleaning and disinfection measures will be implemented so as to clean and disinfect high touched

surfaces on a frequency not less than once per day during the periods of operation but may be done more frequently.

- b. High touch areas and or fixtures in use including but not limited to doorknobs, light switches, faucets, are cleaned and disinfected daily.
- c. Members will not be required to use Super 60 spray without appropriate training. Members will be provided disinfecting wipes. The District may replace trashcan liners each day in classrooms and workspaces. The trashcan(s) will be placed near the exit door area.
- d. The parties agree that the LACDPH recommends measures to promote appropriate cleaning of space, surface, and objects throughout the school.

#### **9. Safe Schools Team**

- a. The Parties agree that work sites shall form Compliance/Safe Schools Teams at each school site under Cal-OSHA requirements. The Safe School Team shall monitor and refine the implementation of the site's Cal-OSHA plan/K-12 protocols. Safe School Teams shall be composed of an equal representation between administration and COVID liaisons, APT and CSEA.

#### **10. HVAC**

- a. The District shall ensure all HVAC systems operate on the mode that delivers the most fresh air changes per hour, and open outdoor air dampers to allow for maximum fresh air for the designated filtration system. Air filters shall be the highest level compatible with the existing ventilation system. Classrooms functioning for in-person learning shall be equipped with low noise HEPA air filters with a large enough capacity and flow rate for the square footage of the room. In buildings or structures with mechanical ventilation, the District will filter recirculated air with Minimum Efficiency Reporting Value (MERV) 13 or higher efficiency filters if compatible with the ventilation system. If MERV 13 or higher filters are not compatible with the ventilation system, the District will use filters with the highest compatible filtering efficiency. Portables and/or office space without adequate central HVAC may be

equipped with low noise HEPA air purifiers with large enough capacity and flow rate for the square footage of the room.

- b. HVAC filters will be replaced three (3) times per year. The District shall provide, upon request, to the APT President an updated report of the HVAC filter replacement dates.
- c. Air purifier filters shall be replaced within 48 hours upon notice that the filter needs replacement.
- d. If opening windows poses a safety risk, alternate strategies to improve airflow, such as maximizing central air filtration for HVAC systems to the maximum capability if compatible with the ventilation system, shall be used (targeted filter rating of at least MERV 13).

**11. Leaves**

- a. The District will provide applicable leave entitlements in accordance with the Agreement and state and federal laws including, but not limited to, SB 114, Family and Medical Leave Act ("FMLA"), and California Family Rights Act ("CFRA").
- b. If leave entitlements are amended or modified under state and/or federal law, the new entitlements will automatically be adopted into this MOU.
- c. The District shall meet with members with qualifying disabilities under the American Disabilities Act, to determine whether the member requires a reasonable accommodation to perform the essential functions of their assignment.

**12. Workers' Compensation**

- a. Members may file a COVID-19 related Workers' Compensation claim where the COVID-19 virus is caused by work exposure for members who are diagnosed with COVID-19 in accordance with state law.

**13. COVID-19 Vaccinations**


- a. The District may coordinate with local health agencies to arrange for COVID-19 vaccinations. Leave provided for COVID-19 vaccinations and/or effects from, shall be provided in accordance with federal and state law.
- b. If COVID-19 vaccination entitlements are amended or modified under state and/or federal law, the new

entitlements will automatically be adopted into this MOU.

**14. Child Development**

- a. The District shall provide adequate supplies onsite to support healthy hygiene behaviors.
- b. These items will include soap, tissues and hand sanitizers with at least sixty (60) percent ethyl alcohol for staff and those children who can safely use hand sanitizer.
- c. Air filters and filtration systems at child development sites shall be checked every three (3) months and replaced as needed to ensure optimal air quality.
- d. The District will identify a pre-designated isolation room or area to permit immediate separation of anyone who exhibits COVID-19 symptoms.
- e. Each child's personal belongings are separated and kept in individually labeled cubbies.
- f. The District will notify Child Care Licensing and the LACDPH of all children with confirmed COVID-19 who have been at the site within one (1) business day.

This MOU shall expire on July 30, 2022 as set forth above unless extended by mutual written agreement.

  
\_\_\_\_\_  
APT Bargaining Chair

3-3-22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
District Representative

3-3-22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
APT President

3-3-22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
District Counsel

3/3/22  
\_\_\_\_\_  
Date

**Memorandum of Understanding between the Pomona Unified School District and the Associated Pomona Teachers for 2021-2022 School Year.**

The Pomona Unified School District (District") and the Associated Pomona Teachers (Association" or "APT") enter this Memorandum of Understanding ("MOU") regarding Site Discipline and Short Term Suspension for the 2021-2022 School Year. This MOU addresses: Short-Term Student Suspensions and Student Discipline for the 2021-2022 School Year.

Education Code section 48910 provides:

*(a) A teacher may suspend any pupil from class, for any of the acts enumerated in Section 48900, for the day of the suspension and the day following. The teacher shall immediately report the suspension to the principal of the school and send the pupil to the principal or the principal's designee for appropriate action. If that action requires the continued presence of the pupil at the school site, the pupil shall be under appropriate supervision, as defined in ed code 48910. As soon as possible, the teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. If practicable, a school counselor or a school psychologist may attend the conference. A school administrator shall attend the conference if the teacher or the parent or guardian so requests. The pupil shall not be returned to the class from which he or she was suspended, during the period of the suspension, without the concurrence of the teacher of the class and the principal.*

*(b) A pupil suspended from a class shall not be placed in another regular class during the period of suspension. However, if the pupil is assigned to more than one class per day this subdivision shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended.*

*(c) A teacher may also refer a pupil, for any of the acts enumerated in Section 48900, to the principal or the designee of the principal for consideration of a suspension from the school.*

The District shall, via Q/Zangle, pilot and notify unit members in accordance with Education Code Section 49079 of a student

record of conduct demonstrating that the student has caused, or attempted to cause, serious bodily injury. All information received by the unit member shall be received in confidence for the limited purpose for which it was provided and shall not be further disseminated by the unit member.

The principal or designee will maintain information on each student who has engaged in, or is reasonably suspected of, any act during the previous three school years, which could constitute grounds for suspension or expulsion.

This MOU shall expire on June 30, 2022 unless extended by mutual written agreement.

  
\_\_\_\_\_

APT Bargaining Chair

3-3-22  
\_\_\_\_\_


Date

  
\_\_\_\_\_

APT President

3-3-22  
\_\_\_\_\_

Date

  
\_\_\_\_\_

District Representative

3-3-22  
\_\_\_\_\_

Date

  
\_\_\_\_\_

District Counsel

3/3/22  
\_\_\_\_\_

Date

**Schedule A**

**BASE SALARY SCHEDULE**  
**POMONA UNIFIED SCHOOL DISTRICT**  
**TEACHERS' SALARIES BY COLUMN AND STEP (Regular Positions - 188 Working Days)**  
**7-1-21 thru 6-30-22**

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

| STEP               | COLUMN A      | COLUMN I      | COLUMN II     | COLUMN III    | COLUMN IV     | COLUMN V      |
|--------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1                  | 49,342        | 49,342        | 51,555        | 58,035        | 61,231        | 64,429        |
| 2                  | 51,304        | 51,304        | 53,600        | 58,035        | 61,231        | 64,429        |
| 3                  | 53,265        | 53,265        | 55,649        | 58,035        | 61,231        | 64,429        |
| 4                  | 55,222        | 55,222        | 57,696        | 60,166        | 63,580        | 66,984        |
| 5                  | 57,184        | 57,184        | 59,732        | 62,298        | 65,921        | 69,545        |
| 6                  |               | 59,142        | 61,785        | 64,429        | 68,270        | 72,110        |
| 7                  |               | 61,108        | 63,835        | 66,562        | 70,610        | 74,660        |
| 8                  |               | 63,069        | 65,880        | 68,692        | 72,951        | 77,221        |
| 9                  |               | 65,031        | 67,922        | 70,820        | 75,300        | 79,783        |
| 10                 |               | 66,984        | 69,972        | 72,951        | 77,645        | 82,335        |
| 11                 |               | 68,949        | 72,018        | 75,086        | 79,992        | 84,894        |
| 12                 |               |               |               | 77,218        | 82,335        | 87,447        |
| 13                 |               |               |               | 77,218        | 84,679        | 90,006        |
| 14                 |               |               |               | 77,218        | 84,679        | 92,563        |
| 15                 |               |               |               | 77,218        | 84,679        | 95,119        |
| 16                 |               |               |               | 81,078        | 88,913        | 99,875        |
| 17                 |               |               |               | 81,078        | 88,913        | 99,875        |
| 18                 |               |               |               | 81,078        | 88,913        | 99,875        |
| 19                 |               |               |               | 81,078        | 88,913        | 99,875        |
| 20                 |               |               |               | 81,078        | 88,913        | 99,875        |
| 21                 |               |               |               | 83,512        | 91,580        | 102,873       |
| 22                 |               |               |               | 83,512        | 91,580        | 102,873       |
| 23                 |               |               |               | 83,512        | 91,580        | 102,873       |
| 24                 |               |               |               | 83,512        | 91,580        | 102,873       |
| 25                 |               |               |               | 83,512        | 91,580        | 102,873       |
| 26                 |               |               |               | 86,016        | 94,327        | 105,958       |
| 27                 |               |               |               | 86,016        | 94,327        | 105,958       |
| 28                 |               |               |               | 86,016        | 94,327        | 105,958       |
| 29                 |               |               |               | 86,016        | 94,327        | 105,958       |
| 30                 |               |               |               | 86,016        | 94,327        | 105,958       |
| 31+                |               |               |               | 88,598        | 97,158        | 109,138       |
| <b>Factor Step</b> | <b>42,624</b> | <b>42,624</b> | <b>44,763</b> | <b>46,889</b> | <b>49,449</b> | <b>52,008</b> |

BASE SALARY SCHEDULE  
 POMONA UNIFIED SCHOOL DISTRICT  
 TEACHERS' SALARIES BY COLUMN AND STEP (Regular Positions - 188 Working Days)  
 7-1-21 thru 6-30-22

| STEP        | COLUMN A | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V |
|-------------|----------|----------|-----------|------------|-----------|----------|
| 1           | 47,444   | 47,444   | 49,572    | 55,803     | 58,876    | 61,951   |
| 2           | 49,331   | 49,331   | 51,538    | 55,803     | 58,876    | 61,951   |
| 3           | 51,216   | 51,216   | 53,509    | 55,803     | 58,876    | 61,951   |
| 4           | 53,098   | 53,098   | 55,477    | 57,852     | 61,135    | 64,408   |
| 5           | 54,985   | 54,985   | 57,435    | 59,902     | 63,386    | 66,870   |
| 6           |          | 56,867   | 59,409    | 61,951     | 65,644    | 69,337   |
| 7           |          | 58,758   | 61,380    | 64,002     | 67,894    | 71,788   |
| 8           |          | 60,643   | 63,346    | 66,050     | 70,145    | 74,251   |
| 9           |          | 62,530   | 65,310    | 68,096     | 72,404    | 76,714   |
| 10          |          | 64,408   | 67,281    | 70,145     | 74,659    | 79,168   |
| 11          |          | 66,297   | 69,248    | 72,198     | 76,915    | 81,629   |
| 12          |          |          |           | 74,248     | 79,168    | 84,084   |
| 13          |          |          |           | 74,248     | 81,422    | 86,544   |
| 14          |          |          |           | 74,248     | 81,422    | 89,003   |
| 15          |          |          |           | 74,248     | 85,493    | 91,461   |
| 16          |          |          |           | 77,960     | 85,493    | 96,034   |
| 17          |          |          |           | 77,960     | 85,493    | 96,034   |
| 18          |          |          |           | 77,960     | 85,493    | 96,034   |
| 19          |          |          |           | 77,960     | 85,493    | 96,034   |
| 20          |          |          |           | 77,960     | 85,493    | 96,034   |
| 21          |          |          |           | 80,300     | 88,058    | 98,916   |
| 22          |          |          |           | 80,300     | 88,058    | 98,916   |
| 23          |          |          |           | 80,300     | 88,058    | 98,916   |
| 24          |          |          |           | 80,300     | 88,058    | 98,916   |
| 25          |          |          |           | 80,300     | 88,058    | 98,916   |
| 26          |          |          |           | 82,708     | 90,699    | 101,883  |
| 27          |          |          |           | 82,708     | 90,699    | 101,883  |
| 28          |          |          |           | 82,708     | 90,699    | 101,883  |
| 29          |          |          |           | 82,708     | 90,699    | 101,883  |
| 30          |          |          |           | 82,708     | 90,699    | 101,883  |
| 31+         |          |          |           | 85,190     | 93,421    | 104,940  |
| Factor Step | 40,985   | 40,985   | 43,041    | 45,086     | 47,547    | 50,008   |

The annual salary for teachers on this salary schedule who possess a valid teaching credential and a Baccalaureate or higher degree and who receive a salary paid from the District's General Fund, shall receive not less than \$34,000 provided the District receives reimbursement for same under Education Code Section 45023.1. Appropriate reductions shall be made should the District not receive full funding under the law. Members with 25 or more years of service will be eligible for a longevity stipend after the conclusion of their final year of employment with PUSD provided they have tendered an irrevocable letter of resignation at least ten (10) months (on or before Sept. 30) of the year in which the member plans to retire.

**CLASSIFICATION QUALIFICATIONS**

- Column A\* - Emergency Credential.
- Column I - Bachelor's Degree - Designated Subjects
- Column II - Preliminary credential including Bachelor's Degree or Intern credential\*\* including Bachelor's Degree or OYNR (Bachelor's Degree plus Out of State Credential)
- Column III - Bachelor's Degree plus 30 semester units including a Preliminary Credential, or General Secondary Credential, or Standard Teaching Credential (clear), or Single Subject Credential (clear), or Multiple Subject Credential (clear), or Professional clear Credential.
- Column IV - Same as Column III plus 45 semester units.
- Column V - Same as Column III plus 60 semester units. Master's Degree Required.

\* An employee may not advance beyond Column A without a proper clear or Intern Credential or Preliminary Credential.  
 \*\* Effective 09-01-01



POMONA UNIFIED SCHOOL DISTRICT  
SPECIAL PROJECTS SALARY SCHEDULE  
for SPECIFIED BARGAINING UNIT MEMBERS  
Effective 7-1-21 thru 6-30-22

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

(A)

---

|     |                               |    |         |
|-----|-------------------------------|----|---------|
| II. | LANGUAGE SPEECH SPECIALIST    | 1  | 83,200  |
|     |                               | 2  | 87,360  |
|     |                               | 3  | 91,520  |
|     |                               | 4  | 95,680  |
|     |                               | 5  | 99,840  |
|     |                               | 6  | 104,000 |
|     |                               | 7  | 108,160 |
|     |                               | 8  | 112,320 |
|     |                               | 9  | 116,480 |
|     |                               | 10 | 120,640 |
|     | 10 Months -- 188 Working Days |    |         |
|     | Factor Step                   |    | 67,205  |

---

POMONA UNIFIED SCHOOL DISTRICT  
 SPECIAL PROJECTS SALARY SCHEDULE  
 for SPECIFIED BARGAINING UNIT MEMBERS  
 Effective 7-1-21 thru 6-30-22

(A)

---

|                                |    |         |
|--------------------------------|----|---------|
| II. LANGUAGE SPEECH SPECIALIST | 1  | 80,000  |
|                                | 2  | 84,000  |
|                                | 3  | 88,000  |
|                                | 4  | 92,000  |
|                                | 5  | 96,000  |
|                                | 6  | 100,000 |
|                                | 7  | 104,000 |
|                                | 8  | 108,000 |
|                                | 9  | 112,000 |
|                                | 10 | 116,000 |

10 Months -- 188 Working Days

---

|             |        |
|-------------|--------|
| Factor Step | 64,620 |
|-------------|--------|

---

POMONA UNIFIED SCHOOL DISTRICT  
SPECIAL PROJECTS SALARY SCHEDULE  
for SPECIFIED BARGAINING UNIT MEMBERS  
Effective 7-1-21 thru 6-30-22

Draft Copy of the proposed 4% increase

(A)

---

|    |                     |    |         |
|----|---------------------|----|---------|
| I. | SCHOOL PSYCHOLOGIST | 1  | 79,297  |
|    |                     | 2  | 81,351  |
|    |                     | 3  | 83,520  |
|    |                     | 4  | 85,747  |
|    |                     | 5  | 89,177  |
|    |                     | 6  | 92,744  |
|    |                     | 7  | 96,454  |
|    |                     | 8  | 100,312 |
|    |                     | 9  | 104,324 |
|    |                     | 10 | 108,498 |
|    |                     | 11 | 112,838 |
|    |                     | 12 | 117,350 |
|    |                     | 13 | 122,045 |
|    |                     | 14 | 126,927 |

10 Months -- 193 Working Days

---

|             |        |
|-------------|--------|
| Factor Step | 64,052 |
|-------------|--------|

---

POMONA UNIFIED SCHOOL DISTRICT  
SPECIAL PROJECTS SALARY SCHEDULE  
for SPECIFIED BARGAINING UNIT MEMBERS  
Effective 7-1-21 thru 6-30-22

(A)

---

|                        |    |         |
|------------------------|----|---------|
| I. SCHOOL PSYCHOLOGIST | 1  | 76,247  |
|                        | 2  | 78,222  |
|                        | 3  | 80,308  |
|                        | 4  | 82,449  |
|                        | 5  | 85,747  |
|                        | 6  | 89,177  |
|                        | 7  | 92,744  |
|                        | 8  | 96,454  |
|                        | 9  | 100,312 |
|                        | 10 | 104,325 |
|                        | 11 | 108,498 |
|                        | 12 | 112,837 |
|                        | 13 | 117,351 |
|                        | 14 | 122,045 |

10 Months -- 193 Working Days

---

|             |        |
|-------------|--------|
| Factor Step | 61,589 |
|-------------|--------|

---

POMONA UNIFIED SCHOOL DISTRICT  
 CHILD DEVELOPMENT CERTIFICATED SALARY SCHEDULE  
 Effective 7-1-21 thru 6-30-22

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

The following positions and respective salaries are contingent upon the availability of project funding. The District, therefore, reserves the right to revise them in accordance with funding limitations.

|                   | (A)<br>Provisional<br>Emergency<br>Children's<br>Center Permit | (B)<br>Regular<br>Children's<br>Center Permit<br>with less than a<br>B.A. | (C)<br>Regular<br>Children's<br>Center Permit<br>with B.A. or<br>Clear Elementary<br>Teaching<br>Credential | (D)<br>B.A. plus<br>15 semester<br>units | (E)<br>B.A. plus<br>30 semester<br>units |
|-------------------|--|---|---|--|--|
| <hr/>             |  |   |   |  |  |
| I.                | \$38,832   | \$41,670  | \$43,145  | \$44,702                                 | \$46,317                                 |
| 188 Working Days  | 40,179   | 43,145  | 44,702  | 46,317                                   | 47,964                                   |
| (8 hours per day) | 41,670   | 44,702  | 46,317  | 47,964                                   | 49,695                                   |
|                   | 43,145   | 46,317  | 47,964  | 49,695                                   | 51,401                                   |
|                   | 44,702   | 47,964  | 49,695  | 51,401                                   | 53,092                                   |
|                   |  | 49,695  | 51,401  | 53,092                                   | 54,953                                   |
|                   |  | 51,401  | 53,092  | 54,953                                   | 56,876                                   |
| <hr/>             |  |   |   |  |  |
| II.               | \$45,444   | \$48,762  | \$50,489  | \$52,316                                 | \$54,202                                 |
| 220 Working Days  | 47,019   | 50,489  | 52,316  | 54,202                                   | 56,127                                   |
| (8 hours per day) | 48,762   | 52,316  | 54,202  | 56,127                                   | 58,156                                   |
|                   | 50,489   | 54,202  | 56,127  | 58,156                                   | 60,152                                   |
|                   | 52,316   | 56,127  | 58,156  | 60,152                                   | 62,130                                   |
|                   |  | 58,156  | 60,152  | 62,130                                   | 64,306                                   |
|                   |  | 60,152  | 62,130  | 64,306                                   | 66,557                                   |

Effective: 7-1-86 -- 10 yrs of credited service with the District = 2% longevity.  
 Effective: 7-1-91 -- 15 yrs of credited service with the District = 3% longevity.

POMONA UNIFIED SCHOOL DISTRICT  
 CHILD DEVELOPMENT CERTIFICATED SALARY SCHEDULE  
 Effective 7-1-21 thru 6-30-22

The following positions and respective salaries are contingent upon the availability of project funding.  
 The District, therefore, reserves the right to revise them in accordance with funding limitations.

|                   | (A)<br>Provisional<br>Emergency<br>Children's<br>Center Permit | (B)<br>Regular<br>Children's<br>Center Permit<br>with less than a<br>B.A. | (C)<br>Regular<br>Children's<br>Center Permit<br>with B.A. or<br>Clear Elementary<br>Teaching Credential | (D)<br>B.A. plus<br>15 semester<br>units | (E)<br>B.A. plus<br>30 semester<br>units |
|-------------------|--|---|--|--|--|
| <hr/>             |  |   |  |  |  |
| I.                | \$37,338   | \$40,067  | \$41,486   | \$42,983                                 | \$44,536                                 |
| 188 Working Days  | 38,634   | 41,486  | 42,983   | 44,536                                   | 46,119                                   |
| (8 hours per day) | 40,067   | 42,983  | 44,536   | 46,119                                   | 47,784                                   |
|                   | 41,486   | 44,536  | 46,119   | 47,784                                   | 49,424                                   |
|                   | 42,983   | 46,119  | 47,784   | 49,424                                   | 51,050                                   |
|                   |  | 47,784  | 49,424   | 51,050                                   | 52,839                                   |
|                   |  | 49,424  | 51,050   | 52,839                                   | 54,688                                   |
| <hr/>             |  |   |  |  |  |
| II.               | \$43,696   | \$46,887  | \$48,547   | \$50,304                                 | \$52,117                                 |
| 220 Working Days  | 45,211   | 48,547  | 50,304   | 52,117                                   | 53,968                                   |
| (8 hours per day) | 46,887   | 50,304  | 52,117   | 53,968                                   | 55,919                                   |
|                   | 48,547   | 52,117  | 53,968   | 55,919                                   | 57,838                                   |
|                   | 50,304   | 53,968  | 55,919   | 57,838                                   | 59,740                                   |
|                   |  | 55,919  | 57,838   | 59,740                                   | 61,833                                   |
|                   |  | 57,838  | 59,740   | 61,833                                   | 63,997                                   |

Effective: 7-1-86 -- 10 yrs of credited service with the District = 2% longevity.  
 Effective: 7-1-91 -- 15 yrs of credited service with the District = 3% longevity.

Schedule E

BASE SALARY SCHEDULE  
 POMONA UNIFIED SCHOOL DISTRICT  
 ADULT & CAREER EDUCATION/ROP SALARY SCHEDULE  
 7-1-21 thru 6-30-22

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

| STEP | COLUMN I<br>Preliminary | COLUMN II<br>Preliminary | COLUMN III<br>Clear | COLUMN IV<br>Clear | COLUMN V<br>Clear |
|------|-------------------------|--------------------------|---------------------|--------------------|-------------------|
| 1st  | \$36,616                | \$38,061                 | \$40,015            | \$41,972           | \$43,911          |
| 2nd  | 38,940                  | 40,405                   | 42,360              | 44,300             | 46,256            |
| 3rd  | 40,683                  | 41,848                   | 44,791              | 46,747             | 49,177            |
| 4th  |                         | 46,256                   | 46,913              | 49,088             | 50,415            |
| 5th  |                         |                          | 49,177              | 50,415             | 51,645            |

CLASSIFICATION QUALIFICATIONS

|              |   |             |  |
|--------------|---|-------------|--|
| Column I -   | Appropriate Preliminary credential.   | Column IV - | Same as Column III plus 45 graduate semester units including Master's Degree |
| Column II -  | Appropriate Preliminary credential plus 45 semester units (undergraduate), or Appropriate Preliminary credential plus Bachelor's Degree           | Column V -  | Same as Column III plus 60 graduate semester units including Master's Degree |
| Column III - | Appropriate Clear credential required plus Bachelor's Degree and 30 graduate semester units, or Appropriate Clear credential plus Master's Degree |             |  |

Substitute Rate: Step 1 Column I  
 In-Service Rate: \$25.00  
 Curriculum Dev: Step 1 of employees Column

BASE SALARY SCHEDULE  
 POMONA UNIFIED SCHOOL DISTRICT  
 ADULT & CAREER EDUCATION/ROP SALARY SCHEDULE  
 7-1-21 thru 6-30-22

| STEP | COLUMN I<br>Preliminary | COLUMN II<br>Preliminary | COLUMN III<br>Clear | COLUMN IV<br>Clear | COLUMN V<br>Clear |
|------|-------------------------|--------------------------|---------------------|--------------------|-------------------|
| 1st  | \$35,208                | \$36,597                 | \$38,476            | \$40,358           | \$42,222          |
| 2nd  | 37,442                  | 38,851                   | 40,731              | 42,596             | 44,477            |
| 3rd  | 39,118                  | 40,238                   | 43,068              | 44,949             | 47,286            |
| 4th  |                         | 44,477                   | 45,109              | 47,200             | 48,476            |
| 5th  |                         |                          | 47,286              | 48,476             | 49,659            |

CLASSIFICATION QUALIFICATIONS

|              |   |             |  |
|--------------|---|-------------|--|
| Column I -   | Appropriate Preliminary credential.   | Column IV - | Same as Column III plus 45 graduate semester units including Master's Degree |
| Column II -  | Appropriate Preliminary credential plus 45 semester units (undergraduate), or Appropriate Preliminary credential plus Bachelor's Degree           | Column V -  | Same as Column III plus 60 graduate semester units including Master's Degree |
| Column III - | Appropriate Clear credential required plus Bachelor's Degree and 30 graduate semester units, or Appropriate Clear credential plus Master's Degree |             |  |

Substitute Rate: Step 1 Column I  
 In-Service Rate: \$25.00  
 Curriculum Dev: Step 1 of employees Column



POMONA UNIFIED SCHOOL DISTRICT  
 SPECIAL PROJECTS SALARY SCHEDULE  
 for SPECIFIED BARGAINING UNIT MEMBERS  
 Effective 7-1-21 thru 6-30-22

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

|  | Step | (A)<br>Appropriate<br>Credential | (B)<br>Appropriate<br>Credential<br>Advanced Degree<br>or Successful<br>Application to, and<br>Appropriate<br>Progress toward,<br>Completion<br>of National Board<br>Certification | (C)<br>Appropriate<br>Credential or<br>60 Graduate Units<br>Including Advanced<br>Degree or National<br>Board Certification |
|--|------|----------------------------------|--|---|
| II. TEACHER SPECIALIST<br><br>NURSE SPECIALIST | 1    | 100,304                          | 103,013  | 104,543   |
|  | 2    | 102,311                          | 105,074  | 106,635   |
|  | 3    | 104,357                          | 107,176  | 108,768   |
|  | 4    | 106,447                          | 109,319  | 110,944   |
|  | 5    | 108,575                          | 111,507  | 113,162   |
|  | 6    | 108,575                          | 111,507  | 113,162   |
|  | 7    | 108,575                          | 111,507  | 113,162   |
|  | 8    | 108,575                          | 111,507  | 113,162   |
|  | 9    | 108,575                          | 111,507  | 113,162   |
|  | 10   | 108,575                          | 111,507  | 113,162   |
|  | 11   | 108,575                          | 111,507  | 113,162   |
|  | 12   | 108,575                          | 111,507  | 113,162   |
|  | 13   | 108,575                          | 111,507  | 113,162   |
|  | 14   | 108,575                          | 111,507  | 113,162   |
|  | 15   | 108,575                          | 111,507  | 113,162   |
|  | 16   | 114,005                          | 117,082  | 118,821   |
|  | 17   | 114,005                          | 117,082  | 118,821   |
|  | 18   | 114,005                          | 117,082  | 118,821   |
|  | 19   | 114,005                          | 117,082  | 118,821   |
|  | 20   | 114,005                          | 117,082  | 118,821   |
|  | 21   | 117,424                          | 120,594  | 122,385   |
|  | 22   | 117,424                          | 120,594  | 122,385   |
|  | 23   | 117,424                          | 120,594  | 122,385   |
|  | 24   | 117,424                          | 120,594  | 122,385   |
|  | 25   | 117,424                          | 120,594  | 122,385   |
|  | 26   | 120,947                          | 124,212  | 126,056   |
|  | 27   | 120,947                          | 124,212  | 126,056   |
|  | 28   | 120,947                          | 124,212  | 126,056   |
|  | 29   | 120,947                          | 124,212  | 126,056   |
|  | 30   | 120,947                          | 124,212  | 126,056   |
|  | 31+  | 124,576                          | 127,939  | 129,839   |

12 Months -- 220 Working  
 Days

POMONA UNIFIED SCHOOL DISTRICT  
SPECIAL PROJECTS SALARY SCHEDULE  
for SPECIFIED BARGAINING UNIT MEMBERS  
Effective 7-1-21 thru 6-30-22

|                        | Step | (A)<br>Appropriate<br>Credential | (B)<br>Appropriate<br>Credential<br>Advanced Degree<br>or Successful<br>Application to, and<br>Appropriate<br>Progress toward,<br>Completion<br>of National Board<br>Certification | (C)<br>Appropriate<br>Credential or<br>60 Graduate Units<br>Including Advanced<br>Degree or National<br>Board Certification |
|------------------------|------|----------------------------------|--|---|
| II. TEACHER SPECIALIST | 1    | 96,446                           | 99,051   | 100,522   |
|                        | 2    | 98,376                           | 101,033  | 102,534   |
| NURSE SPECIALIST       | 3    | 100,343                          | 103,054  | 104,585   |
|                        | 4    | 102,353                          | 105,114  | 106,677   |
|                        | 5    | 104,399                          | 107,218  | 108,810   |
|                        | 6    | 104,399                          | 107,218  | 108,810   |
|                        | 7    | 104,399                          | 107,218  | 108,810   |
|                        | 8    | 104,399                          | 107,218  | 108,810   |
|                        | 9    | 104,399                          | 107,218  | 108,810   |
|                        | 10   | 104,399                          | 107,218  | 108,810   |
|                        | 11   | 104,399                          | 107,218  | 108,810   |
|                        | 12   | 104,399                          | 107,218  | 108,810   |
|                        | 13   | 104,399                          | 107,218  | 108,810   |
|                        | 14   | 104,399                          | 107,218  | 108,810   |
|                        | 15   | 104,399                          | 107,218  | 108,810   |
|                        | 16   | 109,620                          | 112,579  | 114,251   |
|                        | 17   | 109,620                          | 112,579  | 114,251   |
|                        | 18   | 109,620                          | 112,579  | 114,251   |
|                        | 19   | 109,620                          | 112,579  | 114,251   |
|                        | 20   | 109,620                          | 112,579  | 114,251   |
|                        | 21   | 112,908                          | 115,956  | 117,678   |
|                        | 22   | 112,908                          | 115,956  | 117,678   |
|                        | 23   | 112,908                          | 115,956  | 117,678   |
|                        | 24   | 112,908                          | 115,956  | 117,678   |
|                        | 25   | 112,908                          | 115,956  | 117,678   |
|                        | 26   | 116,295                          | 119,435  | 121,208   |
|                        | 27   | 116,295                          | 119,435  | 121,208   |
|                        | 28   | 116,295                          | 119,435  | 121,208   |
|                        | 29   | 116,295                          | 119,435  | 121,208   |
|                        | 30   | 116,295                          | 119,435  | 121,208   |
|                        | 31+  | 119,785                          | 123,018  | 124,845   |

12 Months -- 220 Working Days

POMONA UNIFIED SCHOOL DISTRICT  
SPECIAL PROJECTS SALARY SCHEDULE  
for SPECIFIED BARGAINING UNIT MEMBERS  
Effective 7-1-21 thru 6-30-22

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

|                                |      | (A)                       | (B)   | (C)  |
|--------------------------------|------|---------------------------|---|--|
|                                | Step | Appropriate<br>Credential | Appropriate<br>Credential<br>Advanced<br>Degree | Appropriate<br>Credential plus<br><br>60 Graduate Units<br>Including<br>Advanced<br>Degree |
| I. TEACHER SPECIALIST          | 1    | 90,600                    | 93,044  | 94,430   |
|                                | 2    | 92,410                    | 94,906  | 96,319   |
| TEACHING/TEACHER<br>SPECIALIST | 3    | 94,261                    | 96,804  | 98,245   |
|                                | 4    | 96,144                    | 98,740  | 100,209  |
|                                | 5    | 98,066                    | 100,714   | 102,214  |
|                                | 6    | 98,066                    | 100,714   | 102,214  |
|                                | 7    | 98,066                    | 100,714   | 102,214  |
|                                | 8    | 98,066                    | 100,714   | 102,214  |
|                                | 9    | 98,066                    | 100,714   | 102,214  |
|                                | 10   | 98,066                    | 100,714   | 102,214  |
|                                | 11   | 98,066                    | 100,714   | 102,214  |
|                                | 12   | 98,066                    | 100,714   | 102,214  |
|                                | 13   | 98,066                    | 100,714   | 102,214  |
|                                | 14   | 98,066                    | 100,714   | 102,214  |
|                                | 15   | 98,066                    | 100,714   | 102,214  |
|                                | 16   | 102,969                   | 105,749   | 107,325  |
|                                | 17   | 102,969                   | 105,749   | 107,325  |
|                                | 18   | 102,969                   | 105,749   | 107,325  |
|                                | 19   | 102,969                   | 105,749   | 107,325  |
|                                | 20   | 102,969                   | 105,749   | 107,325  |
|                                | 21   | 106,058                   | 108,921   | 110,545  |
|                                | 22   | 106,058                   | 108,921   | 110,545  |
|                                | 23   | 106,058                   | 108,921   | 110,545  |
|                                | 24   | 106,058                   | 108,921   | 110,545  |
|                                | 25   | 106,058                   | 108,921   | 110,545  |
|                                | 26   | 109,241                   | 112,189   | 113,860  |
|                                | 27   | 109,241                   | 112,189   | 113,860  |
|                                | 28   | 109,241                   | 112,189   | 113,860  |
|                                | 29   | 109,241                   | 112,189   | 113,860  |
|                                | 30   | 109,241                   | 112,189   | 113,860  |
|                                | 31+  | 112,518                   | 115,554   | 117,276  |

11 Months --199 Working Days

POMONA UNIFIED SCHOOL DISTRICT  
 SPECIAL PROJECTS SALARY SCHEDULE  
 for SPECIFIED BARGAINING UNIT MEMBERS  
 Effective 7-1-21 thru 6-30-22

|                             | Step | (A)<br>Appropriate<br>Credential | (B)<br>Appropriate<br>Credential<br>Advanced Degree | (C)<br>Appropriate<br>Credential plus<br>60 Graduate Units<br>Including Advanced<br>Degree |
|-----------------------------|------|----------------------------------|---|--|
| <hr/>                       |      |                                  |   |  |
| I. TEACHER SPECIALIST       | 1    | 87,115                           | 89,465  | 90,798   |
|                             | 2    | 88,856                           | 91,256  | 92,614   |
| TEACHING/TEACHER SPECIALIST | 3    | 90,636                           | 93,081  | 94,466   |
|                             | 4    | 92,446                           | 94,942  | 96,355   |
|                             | 5    | 94,294                           | 96,840  | 98,283   |
|                             | 6    | 94,294                           | 96,840  | 98,283   |
|                             | 7    | 94,294                           | 96,840  | 98,283   |
|                             | 8    | 94,294                           | 96,840  | 98,283   |
|                             | 9    | 94,294                           | 96,840  | 98,283   |
|                             | 10   | 94,294                           | 96,840  | 98,283   |
|                             | 11   | 94,294                           | 96,840  | 98,283   |
|                             | 12   | 94,294                           | 96,840  | 98,283   |
|                             | 13   | 94,294                           | 96,840  | 98,283   |
|                             | 14   | 94,294                           | 96,840  | 98,283   |
|                             | 15   | 94,294                           | 96,840  | 98,283   |
|                             | 16   | 99,009                           | 101,682   | 103,197  |
|                             | 17   | 99,009                           | 101,682   | 103,197  |
|                             | 18   | 99,009                           | 101,682   | 103,197  |
|                             | 19   | 99,009                           | 101,682   | 103,197  |
|                             | 20   | 99,009                           | 101,682   | 103,197  |
|                             | 21   | 101,979                          | 104,732   | 106,293  |
|                             | 22   | 101,979                          | 104,732   | 106,293  |
|                             | 23   | 101,979                          | 104,732   | 106,293  |
|                             | 24   | 101,979                          | 104,732   | 106,293  |
|                             | 25   | 101,979                          | 104,732   | 106,293  |
|                             | 26   | 105,039                          | 107,874   | 109,481  |
|                             | 27   | 105,039                          | 107,874   | 109,481  |
|                             | 28   | 105,039                          | 107,874   | 109,481  |
|                             | 29   | 105,039                          | 107,874   | 109,481  |
|                             | 30   | 105,039                          | 107,874   | 109,481  |
|                             | 31+  | 108,190                          | 111,110   | 112,765  |

11 Months --199 Working Days

---

Schedule V

POMONA UNIFIED SCHOOL DISTRICT  
MIDDLE SCHOOL COUNSELOR SALARY SCHEDULE (11 Months - 198 Working Days)  
7-1-21 thru 6-30-22

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

| STEP | COLUMN A | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V |
|------|----------|----------|-----------|------------|-----------|----------|
| 1    | 54,187   | 54,187   | 56,614    | 63,733     | 67,241    | 70,753   |
| 2    | 56,340   | 56,340   | 58,861    | 63,733     | 67,241    | 70,753   |
| 3    | 58,493   | 58,493   | 61,109    | 63,733     | 67,241    | 70,753   |
| 4    | 60,644   | 60,644   | 63,361    | 66,072     | 69,820    | 73,559   |
| 5    | 62,797   | 62,797   | 65,595    | 68,412     | 72,391    | 76,370   |
| 6    |          | 64,946   | 67,852    | 70,753     | 74,968    | 79,189   |
| 7    |          | 67,108   | 70,100    | 73,093     | 77,541    | 81,988   |
| 8    |          | 69,257   | 72,347    | 75,435     | 80,113    | 84,802   |
| 9    |          | 71,414   | 74,589    | 77,772     | 82,690    | 87,614   |
| 10   |          | 73,559   | 76,842    | 80,113     | 85,266    | 90,414   |
| 11   |          | 75,717   | 79,086    | 82,455     | 87,843    | 93,227   |
| 12   |          |          | 84,794    | 84,794     | 90,414    | 96,030   |
| 13   |          |          | 84,794    | 84,794     | 92,993    | 98,838   |
| 14   |          |          | 84,794    | 84,794     | 92,993    | 101,649  |
| 15   |          |          | 84,794    | 84,794     | 92,993    | 104,457  |
| 16   |          |          |           | 89,033     | 97,642    | 109,678  |
| 17   |          |          |           | 89,033     | 97,642    | 109,678  |
| 18   |          |          |           | 89,033     | 97,642    | 109,678  |
| 19   |          |          |           | 89,033     | 97,642    | 109,678  |
| 20   |          |          |           | 89,033     | 97,642    | 109,678  |
| 21   |          |          |           | 91,705     | 100,572   | 112,969  |
| 22   |          |          |           | 91,705     | 100,572   | 112,969  |
| 23   |          |          |           | 91,705     | 100,572   | 112,969  |
| 24   |          |          |           | 91,705     | 100,572   | 112,969  |
| 25   |          |          |           | 91,705     | 100,572   | 112,969  |
| 26   |          |          |           | 94,456     | 103,588   | 116,358  |
| 27   |          |          |           | 94,456     | 103,588   | 116,358  |
| 28   |          |          |           | 94,456     | 103,588   | 116,358  |
| 29   |          |          |           | 94,456     | 103,588   | 116,358  |
| 30   |          |          |           | 94,456     | 103,588   | 116,358  |
| 31+  |          |          |           | 97,290     | 106,696   | 119,850  |

|             |        |        |        |        |        |        |
|-------------|--------|--------|--------|--------|--------|--------|
| Factor Step | 46,807 | 46,807 | 49,158 | 51,492 | 54,303 | 57,114 |
|-------------|--------|--------|--------|--------|--------|--------|

POMONA UNIFIED SCHOOL DISTRICT  
MIDDLE SCHOOL COUNSELOR SALARY SCHEDULE (11 Months - 198 Working Days)  
7-1-21 thru 6-30-22

| STEP        | COLUMN A | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V |
|-------------|----------|----------|-----------|------------|-----------|----------|
| 1           | 52,103   | 52,103   | 54,437    | 61,282     | 64,655    | 68,032   |
| 2           | 54,173   | 54,173   | 56,597    | 61,282     | 64,655    | 68,032   |
| 3           | 56,243   | 56,243   | 58,759    | 61,282     | 64,655    | 68,032   |
| 4           | 58,312   | 58,312   | 60,924    | 63,531     | 67,135    | 70,730   |
| 5           | 60,382   | 60,382   | 63,072    | 65,781     | 69,607    | 73,433   |
| 6           |          | 62,448   | 65,242    | 68,032     | 72,085    | 76,143   |
| 7           |          | 64,527   | 67,404    | 70,282     | 74,559    | 78,835   |
| 8           |          | 66,593   | 69,564    | 72,534     | 77,032    | 81,540   |
| 9           |          | 68,667   | 71,720    | 74,781     | 79,510    | 84,244   |
| 10          |          | 70,730   | 73,887    | 77,032     | 81,987    | 86,937   |
| 11          |          | 72,805   | 76,044    | 79,284     | 84,464    | 89,641   |
| 12          |          |          |           | 81,533     | 86,937    | 92,337   |
| 13          |          |          |           | 81,533     | 89,416    | 95,037   |
| 14          |          |          |           | 81,533     | 89,416    | 97,739   |
| 15          |          |          |           | 81,533     | 89,416    | 100,439  |
| 16          |          |          |           | 85,609     | 93,887    | 105,460  |
| 17          |          |          |           | 85,609     | 93,887    | 105,460  |
| 18          |          |          |           | 85,609     | 93,887    | 105,460  |
| 19          |          |          |           | 85,609     | 93,887    | 105,460  |
| 20          |          |          |           | 85,609     | 93,887    | 105,460  |
| 21          |          |          |           | 88,178     | 96,704    | 108,624  |
| 22          |          |          |           | 88,178     | 96,704    | 108,624  |
| 23          |          |          |           | 88,178     | 96,704    | 108,624  |
| 24          |          |          |           | 88,178     | 96,704    | 108,624  |
| 25          |          |          |           | 88,178     | 96,704    | 108,624  |
| 26          |          |          |           | 90,823     | 99,604    | 111,883  |
| 27          |          |          |           | 90,823     | 99,604    | 111,883  |
| 28          |          |          |           | 90,823     | 99,604    | 111,883  |
| 29          |          |          |           | 90,823     | 99,604    | 111,883  |
| 30          |          |          |           | 90,823     | 99,604    | 111,883  |
| 31+         |          |          |           | 93,548     | 102,592   | 115,240  |
| Factor Step | 45,007   | 45,007   | 47,287    | 49,512     | 52,214    | 54,917   |

The annual salary for counselor on this salary schedule who possess a valid credential and a Baccalaureate or higher degree and who receive a salary paid from the District's General Fund, shall receive not less than \$34,000 provided the District receives reimbursement for same under Education Code Section 45023.1. Appropriate reductions shall be made should the District not receive full funding under the law. Members with 25 or more years of service will be eligible for a longevity stipend after the conclusion of their final year of employment with PUSD provided they have tendered an irrevocable letter of resignation at least ten (10) months (on or before Sept. 30) of the year in which the member plans to retire.

CLASSIFICATION QUALIFICATIONS

Column A\* - Emergency Credential.

Column I - Bachelor's Degree - Designated Subjects

Column II - Preliminary credential including Bachelor's Degree or Intern credential\*\* including Bachelor's Degree or OYNR (Bachelor's Degree plus Out of State Credential)

Column IV - Same as Column III plus 45 semester units.

Column V - Same as Column III plus 60 semester units. Master's Degree Required.

Column III - Bachelor's Degree plus 30 semester units including a Preliminary Credential, or General Secondary Credential, or Standard Teaching Credential (clear), or Single Subject Credential (clear), or Multiple Subject Credential (clear), or Professional clear Credential or Appropriate Services Credential.

\* An employee may not advance beyond Column A without a proper clear or Intern Credential or Preliminary Credential.

\*\* Effective 09-01-01

Schedule W

POMONA UNIFIED SCHOOL DISTRICT  
 HIGH SCHOOL COUNSELOR SALARY SCHEDULE (11 Months - 203 Working Days)  
 7-1-21 thru 6-30-22

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

| STEP | COLUMN A | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V |
|------|----------|----------|-----------|------------|-----------|----------|
| 1    | 55,576   | 55,576   | 58,064    | 65,365     | 68,966    | 72,565   |
| 2    | 57,786   | 57,786   | 60,370    | 65,365     | 68,966    | 72,565   |
| 3    | 59,992   | 59,992   | 62,678    | 65,365     | 68,966    | 72,565   |
| 4    | 62,198   | 62,198   | 64,984    | 67,767     | 71,610    | 75,446   |
| 5    | 64,409   | 64,409   | 67,278    | 70,169     | 74,248    | 78,329   |
| 6    |          | 66,613   | 69,592    | 72,565     | 76,891    | 81,220   |
| 7    |          | 68,830   | 71,898    | 74,969     | 79,529    | 84,091   |
| 8    |          | 71,034   | 74,202    | 77,369     | 82,166    | 86,975   |
| 9    |          | 73,244   | 76,502    | 79,767     | 84,811    | 89,859   |
| 10   |          | 75,446   | 78,812    | 82,166     | 87,452    | 92,734   |
| 11   |          | 77,659   | 81,113    | 84,571     | 90,095    | 95,616   |
| 12   |          |          | 86,971    | 86,971     | 92,734    | 98,494   |
| 13   |          |          | 86,971    | 86,971     | 95,376    | 101,373  |
| 14   |          |          | 86,971    | 86,971     | 95,376    | 104,255  |
| 15   |          |          | 86,971    | 86,971     | 95,376    | 107,135  |
| 16   |          |          | 91,319    | 91,319     | 100,146   | 112,491  |
| 17   |          |          | 91,319    | 91,319     | 100,146   | 112,491  |
| 18   |          |          | 91,319    | 91,319     | 100,146   | 112,491  |
| 19   |          |          | 91,319    | 91,319     | 100,146   | 112,491  |
| 20   |          |          | 91,319    | 91,319     | 100,146   | 112,491  |
| 21   |          |          | 94,059    | 94,059     | 103,149   | 115,865  |
| 22   |          |          | 94,059    | 94,059     | 103,149   | 115,865  |
| 23   |          |          | 94,059    | 94,059     | 103,149   | 115,865  |
| 24   |          |          | 94,059    | 94,059     | 103,149   | 115,865  |
| 25   |          |          | 94,059    | 94,059     | 103,149   | 115,865  |
| 26   |          |          | 96,880    | 96,880     | 106,244   | 119,342  |
| 27   |          |          | 96,880    | 96,880     | 106,244   | 119,342  |
| 28   |          |          | 96,880    | 96,880     | 106,244   | 119,342  |
| 29   |          |          | 96,880    | 96,880     | 106,244   | 119,342  |
| 30   |          |          | 96,880    | 96,880     | 106,244   | 119,342  |
| 31+  |          |          | 99,786    | 99,786     | 109,431   | 122,923  |

|             |        |        |        |        |        |        |
|-------------|--------|--------|--------|--------|--------|--------|
| Factor Step | 48,010 | 48,010 | 50,417 | 52,812 | 55,693 | 58,577 |
|-------------|--------|--------|--------|--------|--------|--------|

POMONA UNIFIED SCHOOL DISTRICT  
HIGH SCHOOL COUNSELOR SALARY SCHEDULE (11 Months - 203 Working Days)  
7-1-21 thru 6-30-22

| STEP        | COLUMN A | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V |
|-------------|----------|----------|-----------|------------|-----------|----------|
| 1           | 53,438   | 53,438   | 55,831    | 62,851     | 66,313    | 69,774   |
| 2           | 55,563   | 55,563   | 58,048    | 62,851     | 66,313    | 69,774   |
| 3           | 57,685   | 57,685   | 60,267    | 62,851     | 66,313    | 69,774   |
| 4           | 59,806   | 59,806   | 62,485    | 65,161     | 68,856    | 72,544   |
| 5           | 61,932   | 61,932   | 64,690    | 67,470     | 71,392    | 75,316   |
| 6           |          | 64,051   | 66,915    | 69,774     | 73,934    | 78,096   |
| 7           |          | 66,183   | 69,133    | 72,086     | 76,470    | 80,857   |
| 8           |          | 68,302   | 71,348    | 74,393     | 79,006    | 83,630   |
| 9           |          | 70,427   | 73,560    | 76,699     | 81,549    | 86,403   |
| 10          |          | 72,544   | 75,781    | 79,006     | 84,088    | 89,167   |
| 11          |          | 74,672   | 77,993    | 81,318     | 86,630    | 91,938   |
| 12          |          |          |           | 83,626     | 89,167    | 94,706   |
| 13          |          |          |           | 83,626     | 91,708    | 97,474   |
| 14          |          |          |           | 83,626     | 91,708    | 100,245  |
| 15          |          |          |           | 87,807     | 96,294    | 103,014  |
| 16          |          |          |           | 87,807     | 96,294    | 108,164  |
| 17          |          |          |           | 87,807     | 96,294    | 108,164  |
| 18          |          |          |           | 87,807     | 96,294    | 108,164  |
| 19          |          |          |           | 87,807     | 96,294    | 108,164  |
| 20          |          |          |           | 87,807     | 96,294    | 108,164  |
| 21          |          |          |           | 90,441     | 99,182    | 111,409  |
| 22          |          |          |           | 90,441     | 99,182    | 111,409  |
| 23          |          |          |           | 90,441     | 99,182    | 111,409  |
| 24          |          |          |           | 90,441     | 99,182    | 111,409  |
| 25          |          |          |           | 90,441     | 99,182    | 111,409  |
| 26          |          |          |           | 93,154     | 102,158   | 114,752  |
| 27          |          |          |           | 93,154     | 102,158   | 114,752  |
| 28          |          |          |           | 93,154     | 102,158   | 114,752  |
| 29          |          |          |           | 93,154     | 102,158   | 114,752  |
| 30          |          |          |           | 93,154     | 102,158   | 114,752  |
| 31+         |          |          |           | 95,948     | 105,222   | 118,195  |
| Factor Step | 46,163   | 46,163   | 48,478    | 50,781     | 53,551    | 56,324   |

The annual salary for counselor on this salary schedule who possess a valid credential and a Baccalaureate or higher degree and who receive a salary paid from the District's General Fund, shall receive not less than \$34,000 provided the District receives reimbursement for same under Education Code Section 45023.1. Appropriate reductions shall be made should the District not receive full funding under the law. Members with 25 or more years of service will be eligible for a longevity stipend after the conclusion of their final year of employment with PUSD provided they have tendered an irrevocable letter of resignation at least ten (10) months (on or before Sept. 30) of the year in which the member plans to retire.

**CLASSIFICATION QUALIFICATIONS**

Column A\* - Emergency Credential.

Column I - Bachelor's Degree - Designated Subjects

Column II - Preliminary credential including Bachelor's Degree or Intern credential\*\* including Bachelor's Degree or OYNR (Bachelor's Degree plus Out of State Credential)

Column III - Bachelor's Degree plus 30 semester units including a Preliminary Credential, or General Secondary Credential, or Standard Teaching Credential (clear), or Single Subject Credential (clear), or Multiple Subject Credential (clear), or Professional clear Credential or Appropriate Services Credential.

Column IV - Same as Column III plus 45 semester units.

Column V - Same as Column III plus 60 semester units. Master's Degree Required.

\* An employee may not advance beyond Column A without a proper clear or Intern Credential or Preliminary Credential.

\*\* Effective 09-01-01



POMONA UNIFIED SCHOOL DISTRICT  
SPECIAL PROJECTS SALARY SCHEDULE  
for SPECIFIED BARGAINING UNIT MEMBERS  
Effective 7-1-21 thru 6-30-22

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

|                               | (A)                       | (B)  | (C)   |
|-------------------------------|---------------------------|--|---|
|                               | Appropriate<br>Credential | Appropriate<br>Credential<br>Advanced Degree | Appropriate<br>Credential plus<br>60 Graduate Units<br>Including Advanced<br>Degree |
| I. INTERVENTION TEACHER       | 62,286                    | 65,921                                       | 69,545  |
| TLC TEACHER                   |                           |  |   |
| 10 Months -- 188 Working Days |                           |  |   |

POMONA UNIFIED SCHOOL DISTRICT  
 SPECIAL PROJECTS SALARY SCHEDULE  
 for SPECIFIED BARGAINING UNIT MEMBERS  
 Effective 7-1-21 thru 6-30-22

|                               | (A)<br>Appropriate<br>Credential | (B)<br>Appropriate<br>Credential<br>Advanced Degree | (C)<br>Appropriate<br>Credential plus<br>60 Graduate Units<br>Including Advanced<br>Degree |
|-------------------------------|----------------------------------|---|--|
| I. INTERVENTION TEACHER       | 59,890                           | 63,386  | 66,870   |
| TLC TEACHER                   |                                  |   |  |
| 10 Months -- 188 Working Days |                                  |   |  |

POMONA UNIFIED SCHOOL DISTRICT  
SPECIAL PROJECTS SALARY SCHEDULE  
for SPECIFIED BARGAINING UNIT MEMBERS  
Effective 7-1-21 thru 6-30-22

**DRAFT COPY OF THE PROPOSED 4% INCREASE**

|                               | (A)                       | (B)  | (C)   |
|-------------------------------|---------------------------|--|---|
|                               | Appropriate<br>Credential | Appropriate<br>Credential<br>Advanced Degree | Appropriate<br>Credential plus<br>60 Graduate Units<br>Including Advanced<br>Degree |
| II. INTERVENTION SPECIALIST   | 68,258                    | 72,327                                       | 76,398  |
| 11 Months -- 199 Working Days |                           |  |   |

POMONA UNIFIED SCHOOL DISTRICT  
SPECIAL PROJECTS SALARY SCHEDULE  
for SPECIFIED BARGAINING UNIT MEMBERS  
Effective 7-1-21 thru 6-30-22

|                               | (A)                       | (B)  | (C)   |
|-------------------------------|---------------------------|--|---|
|                               | Appropriate<br>Credential | Appropriate<br>Credential<br>Advanced Degree | Appropriate<br>Credential plus<br>60 Graduate Units<br>Including Advanced<br>Degree |
| II. INTERVENTION SPECIALIST   | 65,633                    | 69,545                                       | 73,460  |
| 11 Months -- 199 Working Days |                           |  |   |