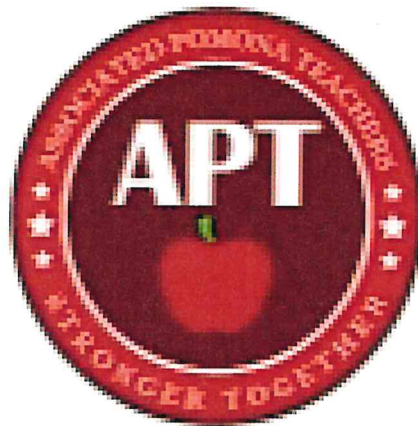


ASSOCIATED POMONA TEACHERS

2022-23

Tentative Agreement



Pomona Unified School District
&
Associated Pomona Teachers

Pomona, California
November 4, 2022

PUSD / APT Salary and Benefit Agreement:

2022-23 Compensation Package

8% Salary Increase

0.5% Benefits Increase

2% Off-schedule

Total compensation: 10.5%

All compensations are retroactive to
July 1, 2022

**TENTATIVE AGREEMENT
BETWEEN
THE POMONA UNIFIED SCHOOL DISTRICT
AND
THE ASSOCIATED POMONA TEACHERS**

The Pomona Unified School District (“District”) and the Associated Pomona Teachers (“APT”) (collectively referred to hereinafter as the “Parties”) have reached the following Tentative Agreement (“TA”) resolving certificated negotiations for the 2022-2023 school year.

On or about June 15, 2022, the Parties sunshined their initial proposals to negotiate the 2022-2025 successor agreement. Notwithstanding, the Parties have agreed to defer negotiation of the 2022-2025 successor agreement until Spring 2023. In the interim, the Parties agree as follows:

- Until the parties complete negotiations of the 2022-2025 successor agreement, the existing CBA and Memoranda of Understanding identified below shall be extended through September 30, 2023.
- In or around Spring 2023, the Parties shall commence negotiations of the 2022-2025 successor agreement with the exception of compensation and health and welfare benefits for the 2022-2023 school year which shall be resolved herein as part of this TA.
- For the 2022-2023 school year, the District shall provide an on-schedule salary increase of eight percent (8%) retroactive to July 1, 2022 to all certificated salary schedules, except for members covered under the School Nurse Salary Schedule. The on-schedule salary increase shall be reflected in Article 9 of the CBA. Retroactive compensation shall only be provided to current active members. The salary increase shall be subject to ratification by the Association and approval by the Board and shall be paid within 3 months after Board approval of the agreement.
- For the 2022-2023 school year, the District shall increase the health and welfare benefit annual allotment by \$ 500 for full time bargaining unit members. The increase in health and welfare benefit allotment shall be reflected in Article 8 of the CBA. Increase to health and welfare benefit annual allotment shall be subject to ratification by the Association and approval by the Board. Upon board approval, the increase shall only be provided to current active members.
- For the 2022-2023 school year the District shall provide a one-time off schedule increase of two percent (2%) based on the 2022-2023 salary schedule retroactive to July 1, 2022. Upon ratification by the Association and approval by the board, retroactive compensation shall only be provided to current active members and shall be paid within 3 months after Board approval of the agreement.

The following Memoranda of Understanding (“MOU”) and/or agreements between the Parties shall continue in full force and effect up to and including September 30, 2023.

- MOU K-3 Class Size Reduction
- MOU Consulting Teacher
- MOU PE Prep Release
- MOU Special Ed Release
- MOU Mt. SAC
- MOU SPLG
- Side Letter UDL and SST
- MOU Dual Language Immersion Program Pilot
- MOU PAR Induction
- MOU Short-term Student Suspensions

The Parties agree that this TA concludes negotiation of compensation and health and welfare benefits for the 2022-2023 school year, and all other terms and conditions of the existing CBA shall remain unchanged. The Parties reserve all rights for negotiation of the 2022-2025 successor agreement as provided above.

FOR THE DISTRICT

 11/3/2022

Silvia San Martin
Interim Assistant Superintendent, Human Resources
Pomona Unified School District

442-22/6385992.1

FOR APT

 11-3-22

Wei-Tsu Loh
President
Association of Pomona Teachers

BASE SALARY SCHEDULE
 POMONA UNIFIED SCHOOL DISTRICT
 TEACHERS' SALARIES BY COLUMN AND STEP (Regular Positions - 188 Working Days)
 7-1-22 thru 6-30-23

STEP	COLUMN A	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	53,289	53,289	55,679	62,678	66,129	69,583
2	55,408	55,408	57,888	62,678	66,129	69,583
3	57,526	57,526	60,101	62,678	66,129	69,583
4	59,640	59,640	62,312	64,979	68,666	72,343
5	61,759	61,759	64,511	67,282	71,195	75,109
6		63,873	66,728	69,583	73,732	77,879
7		65,997	68,942	71,887	76,259	80,633
8		68,115	71,150	74,187	78,787	83,399
9		70,233	73,356	76,486	81,324	86,166
10		72,343	75,570	78,787	83,857	88,922
11		74,465	77,779	81,093	86,391	91,686
12				83,395	88,922	94,443
13				83,395	91,453	97,206
14				83,395	91,453	99,968
15				83,395	91,453	102,729
16				87,564	96,026	107,865
17				87,564	96,026	107,865
18				87,564	96,026	107,865
19				87,564	96,026	107,865
20				87,564	96,026	107,865
21				90,193	98,906	111,103
22				90,193	98,906	111,103
23				90,193	98,906	111,103
24				90,193	98,906	111,103
25				90,193	98,906	111,103
26				92,897	101,873	114,435
27				92,897	101,873	114,435
28				92,897	101,873	114,435
29				92,897	101,873	114,435
30				92,897	101,873	114,435
31+				95,686	104,931	117,869
Factor Step	46,034	46,034	48,344	50,640	53,405	56,169

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.

BASE SALARY SCHEDULE
 POMONA UNIFIED SCHOOL DISTRICT
 RESOURCE TEACHERS' SALARIES BY COLUMN AND STEP (Regular Positions - 188 Working Days)
 7/1/22 - 6/30/23

STEP	COLUMN A	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	55,421	55,421	57,906	65,184	68,774	72,366
Daily	294.79	294.79	308.01	346.73	365.82	384.93
Yearly	57,624	57,624	60,204	65,184	68,774	72,366
Daily	306.51	306.51	320.23	346.73	365.82	384.93
Yearly	59,828	59,828	62,505	65,184	68,774	72,366
Daily	318.23	318.23	332.47	346.73	365.82	384.93
Yearly	62,025	62,025	64,804	67,579	71,413	75,236
Daily	329.92	329.92	344.70	359.46	379.86	400.19
Yearly	64,229	64,229	67,091	69,973	74,043	78,113
Daily	341.64	341.64	356.87	372.20	393.84	415.50
Yearly	66,429	66,429	69,396	72,366	76,681	80,994
Daily	353.34	353.34	369.13	384.93	407.88	430.82
Yearly	68,636	68,636	71,699	74,762	79,309	83,858
Daily	365.09	365.09	381.38	397.67	421.85	446.05
Yearly	70,839	70,839	73,996	77,155	81,939	86,735
Daily	376.81	376.81	393.60	410.40	435.84	461.36
Yearly	73,043	73,043	76,290	79,545	84,577	89,612
Daily	388.52	388.52	405.80	423.11	449.88	476.66
Yearly	75,236	75,236	78,593	81,939	87,211	92,478
Daily	400.19	400.19	418.05	435.84	463.89	491.91
Yearly	77,444	77,444	80,891	84,336	89,847	95,353
Daily	411.93	411.93	430.27	448.60	477.91	507.20
Yearly				86,732	92,478	98,221
Daily				461.34	491.91	522.45
Yearly				86,732	95,111	101,094
Daily				461.34	505.91	537.74
Yearly				86,732	95,111	103,967
Daily				461.34	505.91	553.02
Yearly				86,732	95,111	106,838
Daily				461.34	505.91	568.29

BASE SALARY SCHEDULE
 POMONA UNIFIED SCHOOL DISTRICT
 RESOURCE TEACHERS' SALARIES BY COLUMN AND STEP (Regular Positions - 188 Working Days)
 7/1/22 - 6/30/23

	STEP	COLUMN A	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
Yearly	16				91,067	99,868	112,180
Daily					484.40	531.21	596.70
Yearly	17				91,067	99,868	112,180
Daily					484.40	531.21	596.70
Yearly	18				91,067	99,868	112,180
Daily					484.40	531.21	596.70
Yearly	19				91,067	99,868	112,180
Daily					484.40	531.21	596.70
Yearly	20				91,067	99,868	112,180
Daily					484.40	531.21	596.70
Yearly	21				93,800	102,862	115,547
Daily					498.94	547.14	614.61
Yearly	22				93,800	102,862	115,547
Daily					498.94	547.14	614.61
Yearly	23				93,800	102,862	115,547
Daily					498.94	547.14	614.61
Yearly	24				93,800	102,862	115,547
Daily					498.94	547.14	614.61
Yearly	25				93,800	102,862	115,547
Daily					498.94	547.14	614.61
Yearly	26				96,614	105,948	119,012
Daily					513.90	563.55	633.04
Yearly	27				96,614	105,948	119,012
Daily					513.90	563.55	633.04
Yearly	28				96,614	105,948	108,212
Daily					513.90	563.55	575.59
Yearly	29				96,614	105,948	119,012
Daily					513.90	563.55	633.04
Yearly	30				96,614	105,948	119,012
Daily					513.90	563.55	633.04
Yearly	31+				99,513	109,128	122,584
Daily					529.33	580.47	652.04

Factor Step 47,875 47,875 50,278 52,666 55,541 58,415

BASE SALARY SCHEDULE
 POMONA UNIFIED SCHOOL DISTRICT
 RESOURCE TEACHERS' SALARIES BY COLUMN AND STEP (Regular Positions - 188 Working Days)
 7/1/22 - 6/30/23

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.

POMONA UNIFIED SCHOOL DISTRICT
ADULT & CAREER EDUCATION/ROP SALARY SCHEDULE
7-1-22 thru 6-30-23

STEP	COLUMN I Preliminary	COLUMN II Preliminary	COLUMN III Clear	COLUMN IV Clear	COLUMN V Clear
1st	\$39,545	\$41,106	\$43,216	\$45,330	\$47,424
2nd	42,055	43,637	45,749	47,844	49,956
3rd	43,938	45,196	48,374	50,487	53,111
4th		49,956	50,666	53,015	54,448
5th			53,111	54,448	55,777

CLASSIFICATION QUALIFICATIONS

- Column I - Appropriate Preliminary credential.
- Column II - Appropriate Preliminary credential plus 45 semester units (undergraduate), or Appropriate Preliminary credential plus Bachelor'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
- Column IV - Same as Column III plus 45 graduate semester units including Master's Degree
- Column V - Same as Column III plus 60 graduate semester units including 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
CHILD DEVELOPMENT CERTIFICATED SALARY SCHEDULE
Effective 7-1-22 thru 6-30-23

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) Provisional Emergency Children's Center Permit	(B) Regular Children's Center Permit with less than a B.A.	(C) Regular Children's Center Permit with B.A. or Clear Elementary Teaching Credential	(D) B.A. plus 15 semester units	(E) B.A. plus 30 semester units
<hr/>					
I.	41,939	45,004	46,597	48,278	46,317
188 Working Days	43,393	46,597	48,278	50,022	51,801
(8 hours per day)	45,004	48,278	50,022	51,801	53,671
	46,597	50,022	51,801	53,671	55,513
	48,278	51,801	53,671	55,513	57,339
		53,671	55,513	57,339	59,349
		55,513	57,339	59,349	61,426
<hr/>					
II.	\$49,080	\$52,663	\$54,528	\$56,501	\$46,317
220 Working Days	50,781	54,528	56,501	58,538	60,617
(8 hours per day)	52,663	56,501	58,538	60,617	62,808
	54,528	58,538	60,617	62,808	64,964
	56,501	60,617	62,808	64,964	67,100
		62,808	64,964	67,100	69,450
		64,964	67,100	69,450	71,882
<hr/>					

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
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 7-1-22 thru 6-30-23

		(A)	(B)	(C)
	Step	Appropriate Credential	Appropriate Credential Advanced Degree	Appropriate Credential plus 60 Graduate Units Including Advanced Degree
<hr/>				
I. TEACHER SPECIALIST	1	97,848	100,488	101,984
	2	99,803	102,498	104,025
TEACHING/TEACHER SPECIALIST	3	101,802	104,548	106,105
	4	103,836	106,639	108,226
	5	105,911	108,771	110,391
	6	105,911	108,771	110,391
	7	105,911	108,771	110,391
	8	105,911	108,771	110,391
	9	105,911	108,771	110,391
	10	105,911	108,771	110,391
	11	105,911	108,771	110,391
	12	105,911	108,771	110,391
	13	105,911	108,771	110,391
	14	105,911	108,771	110,391
	15	105,911	108,771	110,391
	16	111,207	114,209	115,911
	17	111,207	114,209	115,911
	18	111,207	114,209	115,911
	19	111,207	114,209	115,911
	20	111,207	114,209	115,911
	21	114,543	117,635	119,389
	22	114,543	117,635	119,389
	23	114,543	117,635	119,389
	24	114,543	117,635	119,389
	25	114,543	117,635	119,389
	26	117,980	121,164	122,969
	27	117,980	121,164	122,969
	28	117,980	121,164	122,969
	29	117,980	121,164	122,969
	30	117,980	121,164	122,969
	31+	121,519	124,798	126,658

11 Months --199 Working Days

POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 7-1-22 thru 6-30-23

	Step	(A) Appropriate Credential	(B) Appropriate Credential Advanced Degree or Successful Application to, and Appropriate Progress toward, Completion of National Board Certification	(C) Appropriate Credential or 60 Graduate Units Including Advanced Degree or National Board Certification
II. TEACHER SPECIALIST	1	108,328	111,254	112,906
	2	110,496	113,480	115,166
NURSE SPECIALIST	3	112,706	115,750	117,469
	4	114,963	118,065	119,820
	5	117,261	120,428	122,215
	6	117,261	120,428	122,215
	7	117,261	120,428	122,215
	8	117,261	120,428	122,215
	9	117,261	120,428	122,215
	10	117,261	120,428	122,215
	11	117,261	120,428	122,215
	12	117,261	120,428	122,215
	13	117,261	120,428	122,215
	14	117,261	120,428	122,215
	15	117,261	120,428	122,215
	16	123,125	126,449	128,327
	17	123,125	126,449	128,327
	18	123,125	126,449	128,327
	19	123,125	126,449	128,327
	20	123,125	126,449	128,327
	21	126,818	130,242	132,176
	22	126,818	130,242	132,176
	23	126,818	130,242	132,176
	24	126,818	130,242	132,176
	25	126,818	130,242	132,176
	26	130,623	134,149	136,140
	27	130,623	134,149	136,140
	28	130,623	134,149	136,140
	29	130,623	134,149	136,140
	30	130,623	134,149	136,140
	31+	134,542	138,174	140,226

12 Months -- 220 Working Days

POMONA UNIFIED SCHOOL DISTRICT
 SPECIAL PROJECTS SALARY SCHEDULE
 for SPECIFIED BARGAINING UNIT MEMBERS
 Effective 7-1-22 thru 6-30-23

	(A) Appropriate Credential	(B) Appropriate Credential Advanced Degree	(C) Appropriate Credential plus 60 Graduate Units Including Advanced Degree
I. INTERVENTION TEACHER	67,269	71,195	75,109
TLC TEACHER			
10 Months -- 188 Working Days			

POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 7-1-22 thru 6-30-23

	(A)	(B)	(C)
	Appropriate Credential	Appropriate Credential Advanced Degree	Appropriate Credential plus 60 Graduate Units Including Advanced Degree
II. INTERVENTION SPECIALIST	73,719	78,113	82,510
11 Months -- 199 Working Days			

POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 7-1-22 thru 6-30-23

(A)

II. LANGUAGE SPEECH SPECIALIST	1	89,856
	2	94,349
	3	98,842
	4	103,334
	5	107,827
	6	112,320
	7	116,813
	8	121,306
	9	125,798
	10	130,291

10 Months -- 188 Working Days

Factor Step	72,581
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POMONA UNIFIED SCHOOL DISTRICT
MIDDLE SCHOOL COUNSELOR SALARY SCHEDULE (11 Months - 198 Working Days)
7-1-22 thru 6-30-23

STEP	COLUMN A	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	58,522	58,522	61,143	68,832	72,620	76,413
2	60,847	60,847	63,570	68,832	72,620	76,413
3	63,172	63,172	65,998	68,832	72,620	76,413
4	65,496	65,496	68,430	71,358	75,406	79,444
5	67,821	67,821	70,843	73,885	78,182	82,480
6		70,142	73,280	76,413	80,965	85,524
7		72,477	75,708	78,940	83,744	88,547
8		74,798	78,135	81,470	86,522	91,586
9		77,127	80,556	83,994	89,305	94,623
10		79,444	82,989	86,522	92,087	97,647
11		81,774	85,413	89,051	94,870	100,685
12				91,578	97,647	103,712
13				91,578	100,432	106,745
14				91,578	100,432	109,781
15				91,578	100,432	112,814
16				96,156	105,453	118,452
17				96,156	105,453	118,452
18				96,156	105,453	118,452
19				96,156	105,453	118,452
20				96,156	105,453	118,452
21				99,041	108,618	122,007
22				99,041	108,618	122,007
23				99,041	108,618	122,007
24				99,041	108,618	122,007
25				99,041	108,618	122,007
26				102,012	111,875	125,667
27				102,012	111,875	125,667
28				102,012	111,875	125,667
29				102,012	111,875	125,667
30				102,012	111,875	125,667
31+				105,073	115,232	129,438
Factor Step	50,552	50,552	53,091	55,611	58,647	61,683

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.

POMONA UNIFIED SCHOOL DISTRICT
HIGH SCHOOL COUNSELOR SALARY SCHEDULE (11 Months - 203 Working Days)
7-1-22 thru 6-30-23

STEP	COLUMN A	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	60,022	60,022	62,709	70,594	74,483	78,370
2	62,409	62,409	65,200	70,594	74,483	78,370
3	64,791	64,791	67,692	70,594	74,483	78,370
4	67,174	67,174	70,183	73,188	77,339	81,482
5	69,562	69,562	72,660	75,783	80,188	84,595
6		71,942	75,159	78,370	83,042	87,718
7		74,336	77,650	80,967	85,891	90,818
8		76,717	80,138	83,559	88,739	93,933
9		79,104	82,622	86,148	91,596	97,048
10		81,482	85,117	88,739	94,448	100,153
11		83,872	87,602	91,337	97,303	103,265
12				93,929	100,153	106,374
13				93,929	103,006	109,483
14				93,929	103,006	112,595
15				93,929	103,006	115,706
16				98,625	108,158	121,490
17				98,625	108,158	121,490
18				98,625	108,158	121,490
19				98,625	108,158	121,490
20				98,625	108,158	121,490
21				101,584	111,401	125,134
22				101,584	111,401	125,134
23				101,584	111,401	125,134
24				101,584	111,401	125,134
25				101,584	111,401	125,134
26				104,630	114,744	128,889
27				104,630	114,744	128,889
28				104,630	114,744	128,889
29				104,630	114,744	128,889
30				104,630	114,744	128,889
31+				107,769	118,185	132,757
Factor Step:	51,851	51,851	54,450	57,037	60,148	63,263

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.

POMONA UNIFIED SCHOOL DISTRICT
SPECIAL PROJECTS SALARY SCHEDULE
for SPECIFIED BARGAINING UNIT MEMBERS
Effective 7-1-22 thru 6-30-23

(A)

I. SCHOOL PSYCHOLOGIST	1	85,641
	2	87,859
	3	90,202
	4	92,607
	5	96,311
	6	100,164
	7	104,170
	8	108,337
	9	112,670
	10	117,178
	11	121,865
	12	126,738
	13	131,809
	14	137,081

10 Months -- 193 Working Days

Factor Step	69,176
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POMONA UNIFIED SCHOOL DISTRICT
 SCHOOL NURSE SALARY SCHEDULE (10 Months - 188 Working Days)
 Effective 7-1-22 thru 6-30-23

		COLUMN I	COLUMN II

I. SCHOOL NURSE	1	77,000.00	82,830.00
	2	77,000.00	82,830.00
	3	77,000.00	82,830.00
	4	80,080.00	86,143.00
	5	83,283.00	89,589.00
	6	85,781.00	92,277.00
	7	88,354.00	95,045.00
	8	91,005.00	97,896.00
	9	93,735.00	100,833.00
	10	96,547.00	103,858.00
	11	99,443.00	106,974.00
	12	102,426.00	110,183.00
	13	105,499.00	113,488.00
	14	108,664.00	116,893.00
	15	111,924.00	120,400.00
Factor Step		61,600.00	66,264.00

CLASSIFICATION QUALIFICATIONS

Bachelor's I Column 1 - Bachelor's Degree including Preliminary Credential

Column II - Bachelor's Degree including Clear Credential