

**CLOVIS UNIFIED
SCHOOL DISTRICT**

PERSONNEL

Certificated

CERTIFICATED EMPLOYEE SALARIES

PURPOSE: To establish rules governing payment of salaries for certificated employees other than full-time administrators.

NOTE: As of July 1, 1997, teaching experience credit is step and qualifying units are range.

The certificated salary schedule is based upon the following: (1) academic, professional, and practical preparation; (2) teaching experience; and (3) professional growth while in service with the District. Any adjustments to salaries for District employees shall be by action of the Board and the Superintendent shall issue or amend, in accordance with Board Policy and Administrative Regulation No. 9310 – Board Policies and Bylaws, the applicable salary schedules to reflect such adjustments.

A. General Provisions

All probationary and permanent teachers shall be paid in 12 equal payments. Payments shall normally be made on the last banking day of each calendar month.

All requests for reevaluation of issues relating to salary contractual agreements shall be submitted in writing to the Associate Superintendent of Human Resources who shall convene the subcommittee of the Faculty Senate when questions requiring interpretation are involved. Any further appeal from the recommendation of the evaluation shall then be submitted to the Superintendent or designee.

A permanent certificated employee called into the military service, either by selective service or through a call-up of reservists during periods of national emergency, shall receive credit for one step on the salary schedule for each year of military service, in accordance with law. The employee must return to a position requiring certification in the District no later than the start of the next regular term after release from the military establishment.

Errors in salary schedule placement for certificated employees will be reported immediately to the Associate Superintendent of Human Resources or designee.

B. Longevity

A longevity step of 20 or 25 years shall be awarded for combined credentialed experience inside and outside of the District.

**CLOVIS UNIFIED
SCHOOL DISTRICT**

Adopted: 07/23/1975

Reviewed: 06/01/2010

Amended: 06/30/1976, 12/12/1979, 05/25/1983, 12/1986, 07/1989, 07/08/1992, 07/10/1996,
06/18/1997, 10/08/1997, 08/12/1998, 06/14/2000, 01/10/2001, 03/22/2006,
05/10/2006, 10/11/2006, 10/08/2008, 07/08/2009, 09/11/2013, 07/18/2018,
10/21/2020 (BP 6401 renumbered as BP 4151.20), 11/09/2022

EDUCATION CODE

45022-45061.5 Salaries, especially:
45023 Availability of salary schedule
45025 Part time and substitute employees
45028 Salary schedule for certificated employees
45030 Salary schedule for certificated substitutes
45032 Board's power to increase salaries
45041 Computation of salary

LABOR CODE

226 Employee access to payroll records
232 Disclosure of wages
432.3 Salary information
510 Overtime compensation; length of work day and week; alternative schedules
515 Overtime exemption for administrative, executive, and professional employees

CODE OF REGULATIONS, TITLE 8

11040 Wages and hours; definitions of administrative, executive, and professional employees

UNITED STATES CODE, TITLE 29

201-219 Fair Labor Standards Act, especially:
203 Definitions
207 Overtime
213 Exemptions from minimum wage and overtime requirements

CODE OF FEDERAL REGULATIONS, TITLE 29

516.4 Notice of minimum wage and overtime provisions
516.5-516.6 Records
541.0-541.710 Exemptions for executive, administrative, and professional employees
553.1-553.51 Fair Labor Standards Act; applicability to public agencies

Doc# 42319-10 (10/2022, None)