

ARTICLE 9 - PAY AND ALLOWANCES

9.1 Regular Rate of Pay: The regular rate of pay for each position in the bargaining unit shall be in accordance with the rate established by the Board for each class on the Board adopted salary schedule. The regular rate of pay shall reflect authorized longevity increments.

9.2 Paychecks: All regular paychecks of unit members shall include all authorized deductions and holiday pay. The District will provide each unit member with an annual report, listing earned sick leave and vacation accrued as of July 1.

9.3 Frequency: Once Monthly: All unit members shall be paid once per month payable as soon as received by the supervisor, but no later than the end of the last working day of the month. If the normal pay date falls on a holiday, the paycheck shall be issued on the preceding workday.

9.4 Payroll Errors: Whenever it is determined that an error has been made in the calculation or reporting in any unit member's payroll or in the payment of any unit member's salary, the appointing authority shall, within five (5) work days following such determination, provide the unit member with a statement of the correction and a supplemental payment drawn against any available funds.

9.5 Special Payments: Any payroll adjustment due a unit member as a result of working out of class, re-computation of hours, or other reasons other than procedural errors shall be made and included in their regular payroll check issued the following month.

9.6 Lost Check: Should a paycheck for a unit member be lost after receipt or not received within five (5) days after mailing, the unit member shall notify the payroll department in person. He/she shall sign an affidavit of loss. A replacement check shall be processed according to normal County procedures.

9.7 Pay Increases:

9.7.1 Pay increases will be reflected on the salary schedule hereto. The classified salary schedule, Appendix A shall be adjusted to reflect a four percent (4%) increase for the 2014-2015 school year, retro to July 1, 2014. An additional two percent (2%) increase to be effective July 1, 2015.

9.7.1.1 In the event that any other represented Silver Valley Unified School District employee group receives a higher percentage on or off schedule increase in compensation than that received by the classified bargaining unit, an equal percentage shall be placed on the classified salary schedule at the same time.

9.7.2 Newly hired unit members may be placed on appropriate steps based on years of experience. Initial placement may not be higher than Step 3. New unit members shall be eligible for step advances on the next July 1 only if employed prior to March 1. Unit members employed after March 1 will be eligible for advancement the following July 1.

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50 9.7.3 Unit members will be advanced one (1) step on the salary schedule each July 1,  
51 for steps 1 through 6 and the member's salary will be paid accordingly to the step  
52 they have attained. Beginning with steps 6 through 26, unit members will remain  
53 on each step for three years for purposes of longevity.  
54

55 9.8 Anniversary Increment: All unit members who have provided long term continuous  
56 service to the District will receive the following anniversary increments in addition to the  
57 compensation established as per Appendix B:  
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59 15-17 years - \$500.00 total payment each year.

60 18-20 years - \$1,000.00 total payment each year.

61 21-23 years - \$1,500.00 total payment each year.

62 24 years and beyond - \$2,000.00 total payment each year.  
63

64 9.8.1 For account and record keeping purposes, eligible bargaining unit members will  
65 move through the increments in Article 9.8 based the criteria in Article 9.7.2.  
66

67 9.8.2 Unit Members who reach their anniversary date, regardless if they finish the  
68 school year or not, will receive the full anniversary increment. Unit members who  
69 separate from the district prior to reaching their anniversary date, shall receive a  
70 prorated anniversary increment.  
71

72 9.9 Promotion: Any unit member receiving a promotion shall be moved to the appropriate  
73 range and step of the new classification, and be granted not less than a four (4) percent  
74 increase in salary.  
75

76 9.9.1 Unit members who have been promoted shall be eligible for step advances on  
77 the next July 1 only if promoted prior to March 1. Unit members promoted after  
78 March 1 will be eligible for advancement the following July 1.  
79

80 9.10 Mileage:

81  
82 9.10.1 Any unit member regularly assigned to two (2) or more different work sites on a  
83 daily basis shall be entitled to mileage compensation for the distance between  
84 the two (2) sites at the current IRS rate per mile if the unit member is required to  
85 use his/her vehicle.  
86

87 9.10.2 Mileage reimbursement checks shall be processed through normal County time  
88 lines.  
89

90 9.11 Fort Irwin Stipend: Any unit member who is assigned to Fort Irwin as a regular work  
91 site, who is not provided a district vehicle, and who cannot live on Post, shall receive a  
92 mileage stipend of \$125.00 per month, payable each month. (10 month employee =  
93 \$1,250.00; 11 month employee = \$1,375.00; 12 month employee = \$1,500.00).  
94

95 9.12 Include in Appendix A – Bargaining unit members who possess the following degree  
96 shall be awarded a monthly stipend of:  
97 AS/AA - \$100.00  
98  
99