

AGREEMENT BETWEEN

SISKIYOU COUNTY SUPERINTENDENT OF SCHOOLS

AND

SISKIYOU COUNTY OFFICE OF EDUCATION CERTIFICATED EMPLOYEES' ASSOCIATION

CHAPTER #1466

July 1, 2022 - June 30, 2025

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ARTICLE 1: AGREEMENT

1.1 Parties. This Collective Bargaining Agreement ("Agreement") is made and entered into by and between the Siskiyou County Superintendent of School ("Office") and the Siskiyou County Office of Education Certificated Employees Association, Chapter #1466 ("Association"), pursuant to Government Code Chapter 10.7, commencing with Section 3540.

1.2 Term. This Agreement shall be in effect from July 1, 2022 through June 30, 2025, and shall continue in full force and effect until a successor contract is negotiated.

1.3 Re-openers. The parties agree all negotiations under the contract are closed. The Parties may mutually agree to open articles during the duration of the CBA. With mutual agreement to open articles, the parties agree to sunshine articles to reopen by December of the prior year.

1.4 Entire Agreement. This Agreement constitutes the entire agreement between the parties and concludes meeting and negotiating on the Agreement, or any subject within the scope of representation, whether included in this Agreement or not, for the term of this Agreement. This does not preclude the possibility of further meetings and negotiating sessions when both parties mutually agree that such sessions are necessary and/or useful.

ARTICLE 2: RECOGNITION

- 2.1 The Office confirms its recognition of the Association as exclusive representative of that unit of certificated employees previously filed with the Public Employment Relations Board (PERB), per action taken on February 10, 1976. All newly created certificated positions, except those lawfully designated as management, confidential, or supervisory, shall be added to the representation unit.
- 2.2 This Agreement applies only to certificated employees included in said representation unit.

ARTICLE 3: EMPLOYER RIGHTS

- 3.1 It is understood and agreed that the Employer retains all of its powers and authority to direct, manage and control to the full extent of the law.
- 3.2 The Employer's exercise of its powers, rights, authority, duties and responsibilities; the adoption of policies, rules, regulations and practices in furtherance thereof; and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

ARTICLE 4: EMPLOYEE RIGHTS

- 4.1 The Office and the Association recognize the right of employees to form, join and participate in lawful activities of employee organizations, and the equal alternative right of employees to refuse to form, join and participate in employee organizations' activities.

ARTICLE 5: CONCERTED ACTIVITIES

- 5.1 It is agreed and understood that there will be no strike, work stoppage, slowdown, illegal picketing or refusal or failure to fully and faithfully perform job functions and responsibilities, or other interference with the operations of the Office by the Association or by its officers, agents, or members during the term of this Agreement, including compliance with the request of other labor organizations to engage in such activity.
- 5.2 The Association recognizes the duty and obligation of its representatives to comply with the provisions of this Agreement and to make every effort toward inducing all employees to do so. In the event of a strike, work stoppage, slowdown, or other interference with the operations of the Office by employees who are represented by the Association, the Association agrees in good faith to take all necessary steps to cause those employees to cease such action.
- 5.3 It is agreed and understood that any employee violating this Article may be subject to discipline up to and including termination by the Office.

ARTICLE 6: NON-DISCRIMINATION

- 6.1 The Office and the Association will abide by state and federal law relating to non-discrimination in the workplace.

ARTICLE 7: ASSOCIATION RIGHTS

- 7.1 The Association shall have the right of access to areas in which unit members work, subject to the following procedures and conditions. All Association business, discussion and activities shall be conducted by unit members and Association officials outside of unit members' assigned duty times, except with the prior approval of the Superintendent or designee.
- 7.2 The Association may use Office facilities when not otherwise in use for the purpose of meetings concerned with the exercise of rights guaranteed by the Educational Employment Relations Act, consistent with Office regulations for use of facilities by outside organizations.
- 7.3 The Association may use employee mailboxes and one employee bulletin board space which shall be designated by the Superintendent in consultation with the Association President at each County Office of Education facility.
- 7.4 Within thirty (30) days after final execution of the Agreement, the Office shall print and provide copies of the Agreement to the Association for distribution.
- 7.5 Up to four (4) Association members shall receive reasonable release time for joint contract negotiation meetings. It is agreed that such bargaining sessions shall be scheduled by mutual agreement.
- 7.6 In addition to the release time otherwise identified in this Article, unit members may have up to three (3) days of release time for union business including service center activities, state or national conference, workshops, or for conducting business pertinent to Association affairs. The total amount of release time for these purposes shall not exceed five (5) days per year for all unit members in the Association. The Association shall reimburse the County Superintendent for the cost needed for a substitute associated with the release time. The Association shall give the District at least one (1) week advance notice when such leave is requested.
- 7.7 Notices required by this Agreement or by law shall be delivered in writing, either by hand or First Class or Certified U.S. mail, to the last known address of the Association President.

- 7.8 The Office shall notify the President of the Association at least ten (10) days in advance of any new employee orientation or on-boarding, and the Association will be allowed at least ninety (90) minutes to address new bargaining unit members.
- 7.9 The Office shall provide the Association with the name, job title, department, work location, work, home and personal cell phone numbers, personal email addresses on file with the Office, and the home address of any new bargaining unit member within thirty (30) days of hire. The Office shall also provide the union with this information for all bargaining unit members at least every 120 days.
- 7.10 The Association may assist in planning and/or coordinating staff development days.

ARTICLE 8: GRIEVANCE PROCEDURE

8.1 Definitions

- 8.1.1 A "grievance" is an allegation by a grievant or Association that there has been a misinterpretation, misapplication, or violation of the specific provisions of this Agreement.
- 8.1.2 A "grievant" is an employee or Association, covered by the terms of this Agreement.
- 8.1.3 A "day" is any day in which the central administrative office is open for business.

8.2 Informal Level

- 8.2.1 Within thirty (30) days after the occurrence of the action or omission giving rise to a grievance, the grievant shall attempt to resolve it by an informal conference with the grievant's immediate supervisor.

8.3 Formal Level

- 8.3.1 Level I: Within ten (10) days after the informal conference, if the grievant is not satisfied with the disposition of the informal conference, she/he must present the grievance in writing to the immediate supervisor.
 - 8.3.1.1 This statement shall indicate the contract provisions alleged to have been violated, the circumstances involved, the decision rendered at the informal conference, and the specific remedy sought.
 - 8.3.1.2 The immediate supervisor shall communicate her/his decision to the grievant in writing within ten (10) days after receiving the grievance. If the immediate supervisor does not respond within the time limits, the grievant may appeal to the next level.
 - 8.3.1.3 Within the above time limits, either party may request a personal conference.

8.3.2 Level II: Within ten (10) days after the conclusion of Level I, the grievant may file a written appeal with the Superintendent or designee. The appeal shall include a copy of the decision at Level I. The Superintendent shall hold a hearing on the grievance.

8.3.2.1 Within ten (10) days after the hearing, the Superintendent or designee shall communicate his/her decision in writing to the grievant.

8.3.3 Level III — Mediation: If not satisfied with the decision at Level II, the grievant, within ten (10) days of the Level II decision, may request the Association to submit the grievance to mediation.

8.3.3.1 The Association, by written request to the Superintendent or designee, within ten (10) days of the above request of the grievant, may submit the grievance to mediation.

8.3.3.2 The Office and the Association shall thereupon secure the services of a mediator from the California State Mediation and Conciliation Service.

8.3.3.3 During the pendency of mediation, the time lines for further processing of the grievance shall be stayed.

8.3.4 Level IV: In the event the grievance is not satisfactorily adjusted at Level III, only the Association may submit a request, in writing, to the Superintendent or designee that the grievance be submitted to arbitration. The request shall be made within ten (10) days of the receipt of the response at Level III or the failure of the Superintendent or designee to timely respond. The Superintendent or designee and the Association shall attempt to select a mutually acceptable arbitrator. If the Superintendent or designee and the Association are unable to agree upon an arbitrator, the parties shall request a list of arbitrators from the State Mediation and Conciliation Service. The

selection of the arbitrator from the list shall be made by the alternate striking method.

8.3.4.1 In each dispute, the arbitrator shall, as soon as possible, hear evidence and render a recommended decision on the issue(s) submitted. If the parties cannot agree upon a submission agreement, the arbitrator shall determine the issue(s) by discussions with the parties and by referring to the written grievance and the answers thereto at each step.

8.3.4.2 If any question arises regarding the arbitrability of a grievance, the arbitrator shall make a determination on this issue prior to hearing the merits of the grievance, unless the arbitrator determines otherwise.

8.3.4.3 After the hearing and after both parties have been given an opportunity to make written arguments, the arbitrator shall submit his/her written recommended findings.

8.3.4.4 The arbitrator shall have no power to add to, subtract from, or modify the terms of this Agreement, nor shall the arbitrator be empowered to render a decision on issue(s) not before the arbitrator, or on facts not supported by the evidence.

8.3.4.5 The fees and expenses of the arbitrator shall be borne equally by the Employer and the Association.

8.3.4.6 The County Superintendent shall accept or reject the arbitrator's recommendations within ten (10) days of the arbitrator's submission of his/her findings of fact and conclusions to the Superintendent or designee and the Association. The decision of the Superintendent shall be final and binding, subject to established right of judicial review.

8.4 Miscellaneous

- 8.4.1 A grievant shall be entitled to representation at Level 1 of the grievance procedure by a person designated by the Association.
- 8.4.2 All documents, communications, and records dealing with a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file by any participants.
- 8.4.3 Failure by the Office to meet a deadline set in this policy shall give the grievant the right to proceed to the next grievance processing level.
- 8.4.4 The Association is entitled to reasonable release time for representation of employees during any level of the grievance procedure. Employees shall notify immediate supervisor in advance of such release time.
- 8.4.5 Time limits in this policy may be extended by mutual written agreement between the grievant and the Office.
- 8.4.6 Any employee may present grievances in accordance with this Article without the intervention of the Association, so long as the adjustment is reached prior to mediation and/or arbitration and is not inconsistent with the terms and conditions of this Agreement and further provided that the Office shall not agree to a resolution of the grievance until the Association has received a copy of the grievance and the proposed resolution and has been given the opportunity to file a response.

ARTICLE 9: COMPENSATION

- 9.1 Wages. Unit members covered by this Agreement shall be paid wages as provided in the attached Appendix A.
- 9.1.1 Lunch Period. All unit members shall be provided a minimum of a thirty (30) minute duty-free lunch period.
- 9.1.2 All unit members shall work eighty (80) hours in each contracted ten day work period inclusive of the lunch period set forth in Section 9.1.1. Unit members assigned to a particular site shall be present at their assigned site at the time required for other certificated employees at that site. Unit members who provide itinerant services shall schedule on-site services and office hours in a manner necessary to accomplish their job duties. The eighty (80) hours in each contracted ten day work period shall include all mandatory meetings (including but not limited to IEP meetings), parent meetings and any administrative meetings necessary for completion of the unit member's duties.
- 9.1.3 All college/university units and continuing education units listed on the schedule are calculated to semester units.
- 9.1.4 Actual years of experience will be counted for initial placement on the salary schedule from an accredited college or university or nationally recognized professional organization. Units shall be approved by the Superintendent or designee after September 1 of the academic year for which credit is sought. Approval shall not be granted for:
- A. Units earned during the regular paid work day;
 - B. Units, cost of which have been paid by Employer.
- 9.1.5 Degree stipends shall not be pro-rated and shall be paid as follows:
- Master's Degree - \$2,400
- Doctorate - \$3,600

Any employee eligible for a master's degree, doctorate or additional credential stipend shall only receive one stipend, which shall be the stipend with the highest monetary value.

- 9.1.6 Unit members anticipating the advancement across the salary schedule for the coming school year shall notify the Human Resources Manager in writing of their intention no later than February 1 of the current year.
- 9.1.7 For unit members to advance on the salary schedule, they must file with the Human Resources Manager an official transcript, grade card, or certification of completion prior to September 1 to receive a re-written contract for the current year, and must file official transcripts by December 1 of contract year.

- 9.2 Insurance Benefits. The Office shall pay premiums for medical, dental, vision, air ambulance and term life insurance coverage for full-time employees (contracted days of 185 or more) up to a maximum of:

Combined Medical, Dental & Vision: \$ 1300 per annually (\$15,600)

Air Ambulance: Full cost of annual premium

Life: Full cost of premium for \$10,000 term life policy

Medical/Dental/Vision Premiums are pro-rated for employees employed for less than full-time. The Office shall make available the IRS Section 125 Plan for unit members.

- 9.2.1 In order to participate in the insurance programs, the unit member must satisfy all conditions required by the insurance carrier or provider. Currently, the insurance carrier requires that all unit members employed full-time must be covered by such insurance and therefore premiums in excess of the maximum monthly premium contribution set forth above will be paid by the unit member by automatic monthly payroll deduction. Additionally, the

insurance carrier may require the unit members to be employed for a specified minimum of days in order to be able to receive pro-rated insurance contributions.

9.2.2 Insurance Coverage for Retirees

The provisions of this Article are only applicable to unit members employed on the June 30, 1988 payroll.

A unit member, having served fifteen (15) years with the Office, shall continue to have her/his health and dental benefits paid by the Office at the same rate, fully paid or pro-rated as the unit member received before retiring if the unit member retired on or before June 30, 1993. There shall be no gap between separation from service and retirement. The unit member must separate from service (i.e. resign or otherwise conclude their employment and concurrently therewith retire and enter the State Teachers Retirement System). Such benefits will continue until the demise of the insured retiree, at which time the surviving spouse may continue with any medical insurance program at no cost to the Office by paying all premiums to the County Office of Education. If the Office's policy is changed or discontinued, personnel on retirement status shall continue to receive the benefits granted at the time of retirement.

Effective July 1, 1993, retirees who qualify under this Article are eligible to continued medical and dental coverage as hereinafter provided: The Office shall continue to pay premiums for medical and dental insurance coverages to the established cap at the time of retirement for medical and dental.

Employees who qualify for such coverage and who desire such coverage, shall pay in advance all sums in excess of the Office's contribution for the premiums, in the manner required by the Office.

9.3 Automobile Mileage Expense Reimbursement. A unit member who is authorized in advance to use her/his personal automobile in the performance of duties shall be reimbursed at the established IRS rate per mile.

- 9.4 Employee Expense Reimbursement. Unit members shall be reimbursed for reasonable and necessary expenses for out-of-town activity authorized in advance by the immediate supervisor. Any employee eligible for a master's degree, doctorate or additional credential stipend shall only receive one stipend, which shall be the stipend with the highest monetary value.
- 9.5 Home and Hospital Teacher. A bargaining unit member who elects to serve as a Home and Hospital Teacher shall be compensated at the rate of sixty dollars (\$60) per hour for work outside their normal assignment. A bargaining unit member who is required by the Superintendent to travel for Home and Hospital duties and a County Office vehicle is not available, the Superintendent shall reimburse the unit member for at the rate established by the Internal Revenue Service. Mileage shall not be paid for travel to and from home to regular work assignments. When a student is in need of a Home and Hospital Teacher, the teacher of record shall be asked to provide these services first.
- 9.6. RSP Caseloads. When an RSP teacher maintains a caseload in excess of twenty-eight (28) students, the Superintendent shall pay the RSP teacher 1/28 of the unit member's daily rate for each student for each day the caseload exceeds twenty-eight (28) students. This payment shall be made on the June payroll for the total numbers of days and students for the school year.

ARTICLE 10: LEAVES

10.1 Sick Leave

- 10.1.1 Full-time unit members shall be entitled to eleven (11) days of leave of absence for illness or injury each year. Unit members employed less than full-time shall have their leave pro-rated as their year relates to full-time.
- 10.1.2 Pay for any day of such absence shall be the same as the pay which would have been received had the unit member worked during the day of absence.
- 10.1.3 At the beginning of each fiscal year, the full amount of Sick Leave granted under this section shall be credited to each unit member. Credit for Sick Leave need not be accrued prior to taking such leave. If a unit member does not take the full amount of leave allowed in any year under this section, the amount not taken shall be accumulated from year to year.
- 10.1.4 Unit members shall notify their immediate supervisor or designee as far in advance as possible of taking any Sick Leave.
- 10.1.5 Unit members returning to work from Sick Leave after surgery or serious illness or injury, upon the request of the Office, must provide a medical doctor's release, certifying medical permission to return to work. The Office may require a doctor's statement verifying use of Sick Leave in the case of absence of greater than three (3) consecutive work days or more than three (3) absences in any school year coinciding with a holiday, vacation and/or a weekend.
- 10.1.6 When a unit member terminates and more Sick Leave has been used than earned, the amount used but not earned shall be deducted from the final pay warrant.
- 10.1.7 When a unit member is absent from duties on account of illness or accident for a period of five (5) months or less, the amount deducted from the salary due to the unit member for any month in which the absence occurs shall not exceed

the sum actually paid any employee employed to fill the position during the absence, or if no substitute employee was employed, the amount which would have been paid to the substitute had he/she been employed.

10.2 Bereavement Leave

10.2.1 A unit member shall be entitled to a maximum of three (3) days leave of absence without loss of salary, for the death of any member of her/his immediate family. If travel out of state or more than 300 miles one way is required, a unit member shall be entitled to a maximum of two (2) additional days paid bereavement leave.

10.2.2 Member of the "immediate family" is defined as the parent, grandparent, grandchild, aunt, or uncle of the unit member or of the spouse of the unit member, and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the unit member, or any person permanently living in the immediate household of the unit member.

10.3 Jury Duty

10.3.1 A unit member is entitled to leave to appear for jury duty as directed by a jury summons. A unit member shall receive her/his regular pay, less any amount received for jury fees, exclusive of mileage, parking, or meal expense reimbursement.

10.3.2 Prior notification as far in advance as possible, shall be given to the Superintendent or designee and the Office absence reporting form shall be completed by the unit member upon return to duty.

10.3.3 In the event a unit member is excused from jury duty and can return to work prior to the last half of the work day, the unit member shall return to work and provide service as assigned.

10.4. Industrial Accident and Illness Leave (Workers' Compensation Insurance Leave)

- 10.4.1 An employee, upon the first day of service, shall be entitled to Industrial Accident or Industrial Illness Leave (Workers' Compensation Insurance Leave) of absence for up to sixty (60) working days in a fiscal year from the same accident and shall commence the first (1st) day of absence. Use of Industrial Accident and Illness (Workers' Compensation Insurance) may only be used if the SCOE Workers' Compensation Insurance carrier accepts the claim as valid. In the event of an assault, while in the performance of one's assigned duties, an employee shall be entitled to Industrial Accident or Industrial Illness Leave (Workers' Compensation Insurance Leave) for up to one hundred twenty (120) working days.
- 10.4.2 Leave of absence under this provision shall not be accumulated from year to year. When the Industrial Accident or Illness Leave (Workers' Compensation Insurance Leave) overlaps into the next fiscal year, the unit member shall be entitled to only the amount of unused leave due her/him for the same illness or injury.
- 10.4.3 Unit members shall be paid such portion of the salary due them for any month in which absence occurs as, when added to the temporary disability indemnity under the California Labor Code, will result in payment to them of not more than their full salary.
- 10.4.4 Leave of absence applied for under this provision shall be reduced by one (1) day for each day of authorized absence, regardless of a temporary disability indemnity award to the unit member.
- 10.4.5 Industrial Illness and Accident Leave (Workers' Compensation Insurance Leave) is to be used in lieu of Sick Leave. When entitlement to Industrial Illness and Accident Leave (Workers' Compensation Insurance Leave) has been exhausted, entitlement to Sick Leave shall then be used. If a unit member is receiving a temporary disability indemnity, the unit member shall be entitled to utilize only so much of her/his accumulated Sick Leave and vacation leave which,

when added to her/his temporary disability indemnity, will result in a payment to her/him of no more than her/his full salary. During any paid leave of absence, the unit member shall endorse to the Office the temporary disability indemnity checks received on account of her/his industrial accident or illness. The Office in turn shall issue the appropriate salary warrants for payment of salary and shall deduct normal retirement and other authorized deductions.

10.4.6 Unless travel outside of California is authorized by the County Superintendent, unit members receiving benefits under this provision during a period of illness or injury shall remain in the State of California. This provision does not apply in case of approved medical treatment.

10.4.7 The Office may require a written statement from a medical doctor verifying a unit member's absence under this leave and her/his ability to return to work. Upon such verification to return to work from an absence under this leave, a unit member shall be entitled to return to a position within the same classification except as otherwise provided by law or in the event of a layoff or restructuring of the workplace.

10.5 Personal Necessity Leave

10.5.1 Up to eight (8) days of Sick Leave may be used by unit members at the unit member's election for personal necessity for the following purpose:

- A. Death of a member of the employee's immediate family when additional leave is required beyond that provided in the Bereavement Leave.
- B. An accident involving the employee's person or property, or the person or property of a member of his/her immediate family.
- C. Appearance in court as a litigant or witness under subpoena.
- D. Serious illness of a member of immediate family of the employee which requires the personal presence of the employee during work time.

- E. Imminent danger to the unit member's home occasioned by an event such as earthquake, flood, fire or other disaster.
- F. Other serious circumstances when the unit member cannot reasonably be expected to disregard until other than work hours.
- G. Five (5) personal necessity days may be used at the employee's discretion, and for participation in professional or personal development programs such as conferences, meetings, classes or workshops with the Superintendent's or designee's permission.
- H. Ten (10) release days a year will be allowed for CTA business. Substitutes will be paid by the Superintendent. The ten (10) days are provided to the unit as a whole, with the unit designating which employees may use any of the days provided. These days are not cumulative.

10.5.2 The unit member must follow Office procedures for absence request and reporting.

10.5.3 For the purpose of this section, "member of the immediate family" shall be as defined in Section 10.2.2.

10.6 Pregnancy Disability Leave

Unit members are entitled to use Sick Leave for disabilities caused or contributed by pregnancy, miscarriage, childbirth, and recovery there- from, on the same terms and conditions governing leaves of absence for other illness or medical disability. Such leave shall not be used for child care, child rearing, or preparation for child bearing, but shall be limited to those disabilities set forth above. The length of such disability leave, including the date on which the duties are to be resumed, shall be determined by the unit member and the unit member's physician; provided that such statement verifies that such leave is for disability and not for the purpose of child care or other non-disability purposes.

10.7 Child-Care Leave

10.7.1 Unit members may be granted parental child care leave of up to one (1) school year for the purpose of preparing for and caring of a newly born or newly adopted child.

10.7.2 Such leave is without pay and benefits of any kind.

10.7.3 Except in the event of unforeseen or emergency circumstances, request for such leaves must be made at least forty-five (45) days prior to the requested beginning date.

10.7.4 During such leave, an employee may continue group insurance coverages at his/her expense, pursuant to Article 10.9.4

10.8 Family Care Leave (Unpaid)

10.8.1 Unit members with at least one year of continuous service are eligible for unpaid Family Care Leave not to exceed four (4) months in a twenty-four (24) month period. During this period of time, unit members may use up to twelve weeks of accrued sick leave in any twelve month period.

10.8.2 Such leave is limited to the following circumstances:

- A. A serious health condition of a child of the employee. "Child" is defined as a biological, adopted or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is either under 18 years of age or an adult dependent. A "serious health condition" is defined in B below.
- B. Care of a parent, spouse or sibling who has a serious health condition. "Parent" is defined as a biological, foster or adoptive parent, a stepparent, or a legal guardian. "Sibling" is defined as a biological, foster, or adoptive sibling or step-sibling. "Serious health condition" means an illness, injury, impairment or physical or mental condition which warrants the participation of the employee to provide care during a period of treatment or supervision which involves either inpatient care in a

hospital, hospice, or residential health care facility or continuing treatment or supervision by a licensed physician, surgeon or osteopath.

- 10.8.4 Prior to taking such unpaid leave, the employee shall utilize all available Personal Necessity Leave.
- 10.8.5 The employee shall request such leave as far in advance as possible, but, except in the event of unforeseeable circumstances, no less than thirty (30) calendar days.
- 10.8.6 The Office may require the employee to furnish certification by the health care provider to support the request for such leave to care for a child, spouse or a parent.
- 10.8.7 The employee shall make a reasonable effort to schedule any treatment or supervision with the health care provider to minimize disruptions to the operations of the Office.
- 10.8.8 Such leave shall not constitute a break in service.
- 10.8.9 During such leave, an employee may continue coverage under group insurance plans, subject to carrier approval. The employee shall pay the full cost of such premiums, pursuant to Office procedures.
- 10.8.10 Such leave for care of a child shall not be granted during any period which the other parent is also taking family care leave from employment or is unemployed. Any such leave for care of a child granted to both parents shall not exceed four (4) months in a twenty-four (24) month period.
- 10.8.11 Such leave may be denied in order to prevent undue hardship to the employer's operations.
- 10.8.12 Upon exhaustion of such leave the employee shall be returned to the same or comparable position within his/her classification.
- 10.8.13 Notwithstanding Section 10.8.1 for the purposes of Family Care Leave, unit members may use up to twelve weeks of accrued sick leave.

10.9 Personal Leave (Unpaid)

10.9.1 Unpaid leave may be approved at the discretion of the County Superintendent for reasons not specified under other leave provisions of these policies. Leaves of up to one year may be approved by the County Superintendent.

10.9.2 Advance approval is required. Requests are to be made on the appropriate office form in writing detailing reason for request.

10.9.3 One full day's pay shall be deducted from the unit member's salary and insurance benefits for each day of unauthorized leave taken.

10.9.4 Unit members granted such leave may continue Office insurance coverage at their own expense with the approval of the carriers and in compliance with Office procedures for payment.

10.10 Sabbatical Leave/Leave of Absence

10.10.1 Certificated employees may be eligible for a Sabbatical Leave/Leave of Absence upon completion of seven (7) consecutive years of employment with the County Office. Sabbatical Leave/Leave of Absence will be provided in accordance with Education Code 44966, 44967 and 44968.5 specific to the following criteria.

- A. Leave will be allowed for a maximum of one year only, beginning August 1 and ending July 30.
- B. Leave shall be for professional study purposes, with area of study approved as a condition of leave allowance.
- C. Only one certificated employee may be granted a Sabbatical Leave/Leave of Absence in each school year. In the event more than one request is submitted, seniority in the office will be the criteria to determine who will go on leave.

- D. Leave shall be granted with assurance of re-employment in current credentialed area, though locale of assignment will be determined by class/program availability directed by student need.
- E. Employees requesting and accepting Sabbatical Leave/Leave of Absence must agree to all of the following:
 - 1. No salary or benefits will be paid during leave.
 - 2. Notify County Office of intention to accept or decline employment offer by January 15 of leave year.

10.10.2 When allowing Sabbatical Leave/Leave of Absence, Siskiyou County Superintendent of Schools must assure all of the following:

- A. Timely process for accepting, considering and approving requests.
- B. Employee's right to return to current employment within assigned area if contract offer accepted no later than January 15 of leave year.

10.10.3 Procedure for requesting the Sabbatical Leave/Leave of Absence will require written request to the Superintendent or designee by the October 15 prior to the leave year, with final approval granted by the County Superintendent by January 15 prior to the leave year.

10.11 Catastrophic Sick Leave Bank

10.11.1 Certificated employees who suffer a catastrophic injury/illness which results in the bargaining unit member using all available paid leaves, shall become eligible to use this catastrophic sick leave plan, subject to the restrictions and conditions in these rules.

- A. Catastrophic Illness or injury is that which is expected to incapacitate the employee or a family member for an extended period of time, and taking time off work creates a financial hardship for the employee because he/she has exhausted all sick leave and other paid time off. For purposes of Catastrophic Illness/Injury, a member of the employee's family will be

limited to spouse, children, mother, father, or an individual over which the employee has legal guardianship.

- B. The employee who is, or whose family member is, suffering from a catastrophic illness or injury must submit a request in writing on forms provided for donated Catastrophic Leave. The Committee must determine that the unit member is unable to work because of the unit member's personal or family catastrophic illness after adequate proof of illness has been provided in accordance with E.C. 44043.5, to include but not be limited to a doctor's verification of illness and declaration of compliance with the requirements of this leave. Falsification of leave verification will be grounds for discipline.

- C As soon as practical, the Catastrophic Leave Committee composed of two Association members and the County Superintendent, or designee, and the Human Resources Manager, will meet and determine whether or not the unit member's request shall be approved.

If the request is denied, the Association President shall notify the unit member. If the request is approved, the Catastrophic Leave Bank will be reduced by one full day, as needed, for each day awarded to the requesting unit member. In no event, shall the committee approve more than 45 consecutive work days at a time. At the end of a 45 day period, a request for additional time shall be submitted, as needed, by the employee. The maximum time allowable for Catastrophic Leave shall be 12 consecutive months or the maximum number of days donated pursuant to this section, whichever is less.

- D. Donations to the Catastrophic Leave Bank may be made under the following provisions:

1. Any unit member may donate to the bank. The maximum allowable to be donated is 50% of the employee's annual allotment.
2. Donations to the Catastrophic Leave Bank are irrevocable.
3. In the event donations are not used, they will be retained in the bank.
4. The donation window period will be August 1 — April 30.

10.11.2 The Association agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim or lawsuit of any kind related to any attempt by a unit member to retrieve donated sick leave used by another unit member pursuant to this provision. The Association also agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim or lawsuit of any kind which attempts to the challenge in any way the legality or enforcement of this provision.

The Association agrees to indemnify and hold harmless the County Office from any loss or damages arising from the implementation of this provisions.

In the event of any grievance, claim or lawsuit challenging the legality or enforcement of this provision, the County Office will provide the Association with 30 days written notice of termination of this provision.

CATASTROPHIC LEAVE BANK
DONATION FORM

Employee Name_____

I wish to make a VOLUNTARY and IRREVOCABLE donation of leave credits to the Catastrophic Leave Bank maintained by the Siskiyou County Office of Education for the benefit of eligible members of the Certificated Bargaining Unit.

_____ Number of days of Sick Leave credit I am donating to the
Catastrophic Leave Bank. These days amount to no more than 50% of my current
year allotment.

Employee Signature

Date

Verified by:

Personnel Department

ARTICLE 11: EMPLOYEE EVALUATION PROCEDURES

11.1 Written Performance Evaluations

Each unit member shall be evaluated in writing on the approved County Superintendent of Schools form by the Principal/Program Manager or designee. Teachers/Specialists who have been employed by the County Superintendent for fewer than three (3) years shall be evaluated at least once each year. Teachers/Specialists who have been employed by the County Superintendent for more than three (3) years and who meet standards in all areas of the evaluation document will be evaluated every two years.

Certificated evaluations will be completed by February 1 of each school year.

11.1.2 Principals/Program Manager or designees (hereinafter evaluator) will conduct and complete observations of Teacher/Specialist using the applicable instrument attached hereto as Appendix B. Evaluators will be assigned by September 15. If a Teacher/Specialist wishes to request another evaluator, she/he shall make a formal request in writing to the Associate Superintendent of Special Schools and Services by October 1. The decision to make a reassignment shall rest with the Superintendent.

11.1.3 There are three levels of Evaluation:

Level I - Teacher/Specialist who has been employed by the County Superintendent for less than three (3) years

Level II - Professional Development Track - Teacher/Specialist who has been employed by the County Superintendent for more than three (3) years and who meets standards in all areas of evaluation.

Level III - Referred Teacher Track- Teacher/Specialist who receives an "Unsatisfactory Evaluation" (defined as having three areas of

Progress Not Evident in any one standard area or five areas of
Progress Not Evident overall)

11.1.4 LEVEL I: The evaluation for Level I Teacher/Specialist will include two pre-scheduled formal observations. The evaluator shall establish two formal observation dates, schedule a pre-conference with the Teacher/Specialist prior to each formal observation, and schedule a post-conference meeting within ten (10) working days after each observation. During the post-conference, the evaluator will review the observation with the Teacher/Specialist. The two formal observations shall occur between October 15 and January 15 of each school year.

11.1.4.1 In addition to the two formal scheduled observations, the evaluator may conduct informal observations at any time. Each observation shall be followed by a post-conference at which time the evaluator shall review the observation with the Teacher/Specialist.

11.1.4.2 The evaluator shall complete the evaluation by February 1. The primary basis for the evaluation shall be the observations and a review of any additional responsibilities assigned to the Teacher/Specialist.

11.1.5 LEVEL II: The evaluation for Level II Teacher/Specialist will be completed every two years if the current evaluation is considered "Proficient". A "Proficient Evaluation" will have all ratings of "Progress Evident" or "Meets Standards (Teacher)/Meets Competency (Specialist)". The evaluation for Level II —Teacher/Specialist will include one pre-scheduled formal observation. The evaluator shall establish the formal observation date, schedule a pre-conference with the Teacher/Specialist prior to the formal observation, and schedule a post-conference meeting within ten (10) working days after the observation. During the post-conference the evaluator will review the

observation with the Teacher/Specialist. The one formal observation shall be scheduled between October 15 and January 15 of each school year. At the Teacher/Specialist's request, an additional observation will be conducted.

11.1.5.1 In addition to the one formal scheduled observation, the evaluator may conduct informal observations at any time. Each observation shall be followed by a post-conference at which time the evaluator shall review the observation with the teacher/specialist.

11.1.5.2 The evaluator shall complete the evaluation by February 1. The primary basis for the evaluation shall be the observations and review of any additional responsibilities assigned to the teacher/specialist.

11.1.5.3 After a positive evaluation at Level II and a minimum of seven (7) years employment with the Office the unit member and the superintendent (or designee) may mutually consent to waive the next evaluation procedure by placing the appropriate date on the evaluation form in Appendix B or C. Such consent may be revoked by either the unit member or the Superintendent (or designee) prior to the next evaluation.

11.1.6 LEVEL III: When a Teacher/Specialist receives an "Unsatisfactory Evaluation", (defined for a Teacher as having three areas of Progress Not Evident in any one standard area or five areas of Progress Not Evident overall; defined for a Specialist as having three areas of Progress Not Evident overall), then the Level III process will be followed. A Teacher/Specialist with an "Unsatisfactory Evaluation" will be categorized as a Referred Teacher/Specialist in the evaluation process in this agreement.

11.1.6.1 The evaluator shall develop an Improvement Plan with the referred Teacher/Specialist based on areas of "Progress Not Evident", within one month of completing the evaluation. The Improvement Plan will include specific professional development and if needed peer teacher support to help move

the referred Teacher/Specialist from "Progress Not Evident" to "Progress Evident" and "Meets Standards". This plan will be reviewed on a monthly basis, with the expectation that areas of "Progress Not Evident" will be raised to "Progress Evident" by the next evaluation cycle.

The choice of a peer support teacher will be based upon the decision of the evaluator and Associate Superintendent of Special Schools and Services.

If peer teacher support is needed it shall include the following based upon the Improvement Plan:

A. Meeting between referred Teacher/Specialist, evaluator and peer support teacher to identify:

- a. Specific actions required to meet goals
- b. Procedures or methods for remediation and improvement.
- c. Schedule of interactions between referred Teacher/Specialist and peer teacher support person
- d. Monthly meetings between evaluator and Teacher/Specialist to update progress
- e. Timeline for review and completion of support

11.1.6.2 When a Teacher/Specialist receives an "Unsatisfactory Evaluation", the teacher/specialist shall be evaluated each year until the

Teacher/Specialist achieves an evaluation without "Progress Not Evident" boxes checked or until the Teacher/Specialist is no longer employed by the Superintendent.

11.1.7 Content of unit member evaluations is not subject to grievance. Unit members may only grieve procedural violations of this article. Only material violations which result in significant detriment to the teacher/specialist may be subject to grievance. Nothing herein shall restrict or limit the right of the Superintendent to issue a notice of non-reelection under the provisions of Education Code 44929.21 and 44929.23, or to take disciplinary action, or to dismiss a unit member.

11.1.8 Evaluation of School Nurses

School Nurses shall be evaluated by the Health Services Director. The form of evaluation shall be based on the nurse's job description. All applicable provisions of 11.1 apply to the evaluation of nurses.

11.2 Complaints

The Office shall not utilize a complaint by any person in any manner which might affect the evaluation of a unit member without first providing the following rights:

- A. The complaint must be reduced to writing, and shall be signed and dated by the contributor. Except for criminal matters, complaints shall be submitted no later than forty-five (45) business days from knowledge of the incident;
- B. The unit member has the right to meet with the complainant;
- C. The unit member has the right of Association representation in such meeting with the complainant; and
- D. The unit member has the right to respond both orally and in writing to the complainant.

ARTICLE 12: EMPLOYEE PERSONNEL FILES

- 12.1 The official personnel file of each unit member shall be maintained at the County Office of Education's central administrative office.
- 12.2 A unit member may inspect such materials in her/his personnel file, under the supervision of the Superintendent or designee, during normal business hours of the County Office at times other than when the unit member is required to render service, or at a mutually agreed upon time when the unit member is required to render service.
- 12.3 No materials of a derogatory nature may be placed in a unit member's personnel file without allowing the unit member an opportunity to review and comment thereon. A unit member shall have the right to enter, and have attached to any derogatory statement her/his own comments thereon. The review and comment upon materials of a derogatory nature shall take place during the normal business hours of the County Office and at a time when the unit member can be spared from duty as determined by the supervisor.
- 12.4 All material placed in a unit member's personnel file shall be dated and signed by the contributor.
- 12.5 Positive written statements by a County Office Management employee concerning a unit member's performance shall be placed in the employee's personnel file. In that event, the employee shall be provided a copy with a notation that the item is being placed in his/her personnel file.

ARTICLE 13: SAFETY

- 13.1 Office owned facilities and equipment utilized by Unit members shall be maintained in a safe condition.
- 13.2 Any condition in a facility utilized by the Office deemed to be unsafe by a unit member shall be reported in writing to the supervisor and action shall be taken immediately.
- 13.3 A written record of the concern and action taken shall be provided within five
(5) working days by the Superintendent or designee, to the party filing the report of unsafe conditions, and other personnel as appropriate.

ARTICLE 14: TRANSFER PROCEDURES

14.1 General Provisions

The Superintendent may transfer employees, limited only by the specific and express procedures contained in this Article. An alleged procedural violation of this Article may be processed through the grievance procedures of this Agreement.

14.2 Definitions

A "transfer" is the relocation of a unit member from one work location to another.

A "vacancy" is a position within this representation unit occurring when the current certificated staff have been assigned to fill all available positions and the Office determines that an additional or replacement employee is required.

14.3 Posting of Vacancies

14.3.1 The Office shall post in each major work location, vacancies. Unit members may submit to the Superintendent or designee a written request for consideration for such vacancy.

14.3.2 Each vacancy announcement shall remain posted for a period of at least five (5) working days, during which unit members may apply. Such posting shall include pertinent information about the vacancy and deadline for submitting requests for consideration. No regular assignment to fill such a vacancy may be made until after this closing date.

14.3.3 In order to prevent a "round-robin" series of job vacancy postings, in an initial vacancy announcement, the Office may require unit members wishing to transfer to another school site to indicate their desire. The Office will consider all such transfer requests for any actual vacancies which may occur.

14.3.4 The Office shall mail to an unit member's home address a copy of each vacancy posting for which the person possesses the appropriate credential as registered with the County Superintendent.

14.3.5 The Superintendent or designee shall inform all unit members of the disposition of their request and shall provide unit members an opportunity to discuss the reason why the request was not granted.

14.4 Involuntary Transfers

14.4.1 The employee shall be given an opportunity to be considered for other vacancies which are available at the time of impending transfer for which the employee is qualified.

14.4.2 In the event of an involuntary transfer, the County Superintendent shall provide assistance in moving the employee's classroom materials.

14.4.3 The County Office shall provide appropriate training for the transferee in order to bring that individual to an appropriate level of competence. The nature and length of the training shall be determined by the County Office.

14.5 Transfer Procedures

Any unit member who is required to move classrooms or sites, whether before or during the school year, shall be compensated for two (2) additional days at the unit member's daily rate.

ARTICLE 15: LAYOFF AND RE-EMPLOYMENT

- 15.1 The parties acknowledge the Employer's right to lay off certificated employees. The following provisions constitute complete agreement on all items within the scope of negotiations relative to layoff of certificated employees. It is agreed and understood that no further negotiation relative to layoff shall be required.
- 15.2 Whenever it becomes necessary to lay off certificated employees, the Employer shall follow the applicable provisions of the Education Code of the State of California as supplemented by the provisions of this Article.
- 15.3 Unit members who have been notified of layoff shall be entitled to use up to three (3) days of accrued Personal Necessity Leave to participate in job interviews and update placement files. Such leave shall require at least twenty-four (24) hours advance notice to the immediate supervisor.
- 15.4 Re-employment of employees who are laid off shall be governed by applicable provisions of the California Education Code.
- 15.5 Offers of re-employment (other than on a substitute basis) shall be either personally served or made via U.S. First Class Mail addressed to the last known address and shall include details of the vacancy offered, and a mechanism for acceptance or refusal of the offer of re-employment within the prescribed time limit, and a place for the employee's signature. Failure to so reply within ten (10) calendar days from service of the offer of re-employment shall be deemed a refusal of that offer of re-employment. It is the responsibility of each employee with re-employment rights to file with the County Superintendent a current mailing address.
- 15.6 An employee who is laid off and subsequently rehired during the period of re-employment rights, shall have the accrued Sick Leave balance reinstated as of the day of layoff.

ARTICLE 16: EXTENDED SCHOOL YEAR (ESY)

- 16.1 Extended School Year positions will be assigned to the most senior unit member holding the appropriate credential and/or license.

ARTICLE 17: SAVINGS PROVISION

It is understood and agreed that the specific provisions contained in this Agreement shall prevail over employer practices and procedures, to the extent of conflict, and over state laws, to the extent permitted by state law, and that in the absence of specific provisions in this Agreement, such practices and procedures by mutual agreement.

If any provision of this Agreement should be held invalid or unenforceable by operation of law or by any court or tribunal of competent jurisdiction, then the remainder of the Agreement shall not be affected and shall remain in full force and effect.

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

2023/2024 CERTIFICATED TEACHERS (85-00)						
185 Days						
	BA/BS Waiver or Permit (PIPS, STSP)	BA/BS + 30 or Intern	BA/BS + 45 sem units or Preliminary Credential	BA/BS + 60 sem units or Preliminary Cred. + 15	BA/BS + 75 sem units or Preliminary Cred. + 30	BA/BS + 90 sem units or MA/MS or Preliminary Cred. +
Step 1	\$ 50,939	\$ 53,141	\$ 55,415	\$ 57,689	\$ 59,961	\$ 62,359
Step 2	\$ 52,287	\$ 54,880	\$ 57,120	\$ 59,392	\$ 61,664	\$ 64,132
Step 3	\$ 53,992	\$ 56,267	\$ 58,826	\$ 61,097	\$ 63,655	\$ 66,200
Step 4		\$ 57,972	\$ 60,528	\$ 63,086	\$ 65,644	\$ 68,269
Step 5		\$ 59,676	\$ 62,234	\$ 64,791	\$ 67,350	\$ 70,044
Step 6			\$ 64,222	\$ 66,780	\$ 69,622	\$ 72,407
Step 7			\$ 66,213	\$ 68,772	\$ 71,612	\$ 74,479
Step 8			\$ 68,199	\$ 71,045	\$ 73,885	\$ 76,842
Step 9			\$ 70,191	\$ 73,030	\$ 75,874	\$ 78,909
Step 10			\$ 72,180	\$ 75,307	\$ 78,149	\$ 81,274
Step 11				\$ 76,196	\$ 79,037	\$ 82,164
Step 12				\$ 77,086	\$ 79,930	\$ 83,057
Step 13				\$ 77,978	\$ 80,819	\$ 83,945
Step 14				\$ 78,874	\$ 81,710	\$ 84,835
Step 15				\$ 79,758	\$ 82,599	\$ 85,727
Step 16				\$ 80,649	\$ 83,490	\$ 86,617
Step 17				\$ 81,537	\$ 84,382	\$ 87,507
Step 18				\$ 82,430	\$ 85,271	\$ 88,399
Step 19				\$ 83,319	\$ 86,162	\$ 89,288
Step 20				\$ 84,209	\$ 87,052	\$ 90,178
Step 21					\$ 87,943	\$ 91,069
Step 22					\$ 88,833	\$ 91,960
Step 23					\$ 89,724	\$ 92,849
Step 24					\$ 90,613	\$ 93,740
Step 25					\$ 91,503	\$ 95,167

Note: Staff working alternative schedule will be compensated at daily rate.

H&W Benefit CAP: \$15,600

STIPENDS: Maximum of one allowed, whichever is greater

Doctorate	\$3,600
Master's Degree	\$2,400
Additional Credentials	\$1,200

22/23: 6% and \$3,600 H&W CAP increase

23/24: 6%

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

2023/2024 SPEECH LANGUAGE PATHOLOGIST (85-01)						
185 Days						
	BA/BS Waiver or Permit (PIPS, STSP)	BA/BS + 30 or Intern	BA/BS + 45 sem units or Preliminary Credential	BA/BS + 60 sem units or Preliminary Cred. + 15	BA/BS + 75 sem units or Preliminary Cred. + 30	BA/BS + 90 sem units or MA/MS or Preliminary Cred. + 45
Step 1	\$ 56,033	\$ 58,455	\$ 60,956	\$ 63,458	\$ 65,957	\$ 68,595
Step 2	\$ 57,515	\$ 60,368	\$ 62,832	\$ 65,332	\$ 67,831	\$ 70,545
Step 3	\$ 59,391	\$ 61,893	\$ 64,709	\$ 67,207	\$ 70,021	\$ 72,820
Step 4		\$ 63,769	\$ 66,581	\$ 69,394	\$ 72,208	\$ 75,096
Step 5		\$ 65,643	\$ 68,457	\$ 71,270	\$ 74,085	\$ 77,049
Step 6			\$ 70,644	\$ 73,458	\$ 76,584	\$ 79,648
Step 7			\$ 72,834	\$ 75,649	\$ 78,773	\$ 81,927
Step 8			\$ 75,019	\$ 78,150	\$ 81,273	\$ 84,526
Step 9			\$ 77,210	\$ 80,332	\$ 83,462	\$ 86,800
Step 10			\$ 79,398	\$ 82,838	\$ 85,963	\$ 89,402
Step 11				\$ 83,815	\$ 86,941	\$ 90,381
Step 12				\$ 84,794	\$ 87,922	\$ 91,362
Step 13				\$ 85,776	\$ 88,901	\$ 92,340
Step 14				\$ 86,762	\$ 89,881	\$ 93,319
Step 15				\$ 87,733	\$ 90,859	\$ 94,300
Step 16				\$ 88,714	\$ 91,839	\$ 95,279
Step 17				\$ 89,691	\$ 92,821	\$ 96,258
Step 18				\$ 90,672	\$ 93,798	\$ 97,239
Step 19				\$ 91,651	\$ 94,778	\$ 98,217
Step 20				\$ 92,630	\$ 95,757	\$ 99,196
Step 21					\$ 96,737	\$ 100,176
Step 22					\$ 97,716	\$ 101,156
Step 23					\$ 98,696	\$ 102,134
Step 24					\$ 99,674	\$ 103,114
Step 25					\$ 100,653	\$ 104,683

Note: Staff working alternative schedule will be compensated at daily rate.

H&W Benefit CAP: \$15,600

STIPENDS: Maximum of one allowed, whichever is greater

Doctorate	\$3,600
Master's Degree	\$2,400
Additional Credentials	\$1,200

22/23: 6% and \$3,600 H&W CAP increase

23/24: 6%

Siskiyou County Office of Education

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2023/2024 SCHOOL NURSES (90-00)				
190 Days				
	BSN & Preliminary Credential	BSN + 60 sem units or Preliminary Cred. + 15	BSN + 75 sem units or Preliminary Cred. + 30	BSN + 90 sem units or MA/MS or Preliminary Cred. + 45
Step 1	\$ 56,913	\$ 59,248	\$ 61,581	\$ 64,044
Step 2	\$ 58,664	\$ 60,998	\$ 63,331	\$ 65,865
Step 3	\$ 60,416	\$ 62,748	\$ 65,376	\$ 67,989
Step 4	\$ 62,164	\$ 64,791	\$ 67,418	\$ 70,114
Step 5	\$ 63,916	\$ 66,542	\$ 69,170	\$ 71,937
Step 6	\$ 65,957	\$ 68,585	\$ 71,503	\$ 74,364
Step 7	\$ 68,002	\$ 70,631	\$ 73,547	\$ 76,492
Step 8	\$ 70,042	\$ 72,965	\$ 75,881	\$ 78,919
Step 9	\$ 72,088	\$ 75,003	\$ 77,925	\$ 81,042
Step 10	\$ 72,180	\$ 77,342	\$ 80,261	\$ 83,471
Step 11		\$ 78,255	\$ 81,174	\$ 84,385
Step 12		\$ 79,169	\$ 82,090	\$ 85,301
Step 13		\$ 80,085	\$ 83,004	\$ 86,214
Step 14		\$ 81,006	\$ 83,919	\$ 87,128
Step 15		\$ 81,913	\$ 84,832	88,044
Step 16		\$ 82,828	\$ 85,747	\$ 88,958
Step 17		\$ 83,741	\$ 86,663	\$ 89,872
Step 18		\$ 84,657	\$ 87,576	\$ 90,788
Step 19		\$ 85,571	\$ 88,491	\$ 91,701
Step 20		\$ 86,485	\$ 89,405	\$ 92,615
Step 21			\$ 90,320	\$ 93,530
Step 22			\$ 91,234	\$ 94,445
Step 23			\$ 92,149	\$ 95,358
Step 24			\$ 93,062	\$ 96,273
Step 25			\$ 93,976	\$ 97,739

H&W Benefit CAP: \$15,600

22/23: 6% and \$3,600 H&W CAP increase
23/24: 6%

STIPENDS: Maximum of one allowed, whichever is greater

Doctorate	\$3,600
Master's Degree	\$2,400
Additional Credentials	\$1,200

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to

Districts and Schools to Ensure Learning for All Students

CERTIFICATED SALARY SCHEDULE					
2023/2024 DESIGNATED SUBJECTS CREDENTIAL - VOCATIONAL (07-00)					
185 Days					
	Preliminary	Clear	Clear + 15	Clear + 30	Clear + BA
Step 1	\$ 50,866	\$ 53,141	\$ 55,416	\$ 57,690	\$ 59,961
Step 2	\$ 52,287	\$ 54,845	\$ 57,120	\$ 59,393	\$ 61,665
Step 3	\$ 53,992	\$ 56,268	\$ 58,826	\$ 61,098	\$ 63,655
Step 4	\$ 55,700	\$ 57,972	\$ 60,528	\$ 63,086	\$ 65,644
Step 5	\$ 57,120	\$ 59,676	\$ 62,234	\$ 64,791	\$ 67,351
Step 6	\$ 59,109	\$ 61,665	\$ 64,224	\$ 66,780	\$ 69,622
Step 7	\$ 60,810	\$ 63,370	\$ 66,213	\$ 68,772	\$ 71,612
Step 8	\$ 62,519	\$ 65,360	\$ 68,200	\$ 71,045	\$ 73,885
Step 9		\$ 67,351	\$ 70,191	\$ 73,030	\$ 75,874
Step 10		\$ 69,337	\$ 72,180	\$ 75,307	\$ 78,149
Step 11		\$ 70,228	\$ 73,070	\$ 76,196	\$ 79,037
Step 12		\$ 71,117	\$ 73,961	\$ 77,086	\$ 79,930
Step 13		\$ 72,009	\$ 74,850	\$ 77,978	\$ 80,819
Step 14		\$ 72,898	\$ 75,742	\$ 78,867	\$ 81,710
Step 15		\$ 73,789	\$ 76,632	\$ 79,758	\$ 82,599
Step 16		\$ 74,680	\$ 77,522	\$ 80,649	\$ 83,490
Step 17		\$ 75,570	\$ 78,412	\$ 81,537	\$ 84,382
Step 18		\$ 76,459	\$ 79,303	\$ 82,430	\$ 85,271
Step 19		\$ 77,351	\$ 80,192	\$ 83,319	\$ 86,162
Step 20		\$ 78,241	\$ 81,083	\$ 84,209	\$ 87,052
Step 21		\$ 79,131	\$ 81,973	\$ 85,100	\$ 87,943
Step 22		\$ 80,022	\$ 82,863	\$ 85,990	\$ 88,833
Step 23		\$ 80,912	\$ 83,755	\$ 86,880	\$ 89,724
Step 24		\$ 81,803	\$ 84,644	\$ 87,772	\$ 90,613
Step 25		\$ 82,412	\$ 85,536	\$ 88,378	\$ 91,503

STIPENDS: Maximum of one allowed, whichever is greater

Doctorate \$3,600

Master's Degree \$2,400

Additional Credentials \$1,200

H&W Benefit CAP: \$15,600

22/23: 6% and \$3,600 H&W CAP increase

23/24: 6%

24/25: 2%

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to

Districts and Schools to Ensure Learning for All Students

2024/2025 CERTIFICATED TEACHERS (85-00)						
185 Days						
	BA/BS Waiver or Permit (PIPS, STSP)	BA/BS + 30 or Intern	BA/BS + 45 sem units or Preliminary Credential	BA/BS + 60 sem units or Preliminary Cred. + 15	BA/BS + 75 sem units or Preliminary Cred. + 30	BA/BS + 90 sem units or MA/MS or Preliminary Cred. + 45
Step 1	\$ 51,958	\$ 54,204	\$ 56,523	\$ 58,843	\$ 61,160	\$ 63,606
Step 2	\$ 53,333	\$ 55,978	\$ 58,263	\$ 60,580	\$ 62,898	\$ 65,414
Step 3	\$ 55,072	\$ 57,392	\$ 60,003	\$ 62,319	\$ 64,928	\$ 67,524
Step 4		\$ 59,132	\$ 61,739	\$ 64,347	\$ 66,957	\$ 69,634
Step 5		\$ 60,869	\$ 63,479	\$ 66,087	\$ 68,697	\$ 71,445
Step 6			\$ 65,506	\$ 68,116	\$ 71,014	\$ 73,855
Step 7			\$ 67,537	\$ 70,148	\$ 73,044	\$ 75,969
Step 8			\$ 69,563	\$ 72,466	\$ 75,362	\$ 78,379
Step 9			\$ 71,595	\$ 74,490	\$ 77,392	\$ 80,487
Step 10			\$ 73,624	\$ 76,813	\$ 79,712	\$ 82,900
Step 11				\$ 77,720	\$ 80,618	\$ 83,808
Step 12				\$ 78,627	\$ 81,528	\$ 84,718
Step 13				\$ 79,537	\$ 82,436	\$ 85,624
Step 14				\$ 80,452	\$ 83,345	\$ 86,532
Step 15				\$ 81,353	\$ 84,251	\$ 87,442
Step 16				\$ 82,262	\$ 85,160	\$ 88,350
Step 17				\$ 83,168	\$ 86,070	\$ 89,257
Step 18				\$ 84,078	\$ 86,977	\$ 90,167
Step 19				\$ 84,986	\$ 87,885	\$ 91,074
Step 20				\$ 85,894	\$ 88,793	\$ 91,981
Step 21					\$ 89,702	\$ 92,890
Step 22					\$ 90,610	\$ 93,799
Step 23					\$ 91,518	\$ 94,706
Step 24					\$ 92,425	\$ 95,614
Step 25					\$ 93,333	\$ 97,070

Note: Staff working alternative schedule will be compensated at daily rate.

H&W Benefit CAP: \$15,600

22/23: 6% and \$3,600 H&W CAP increase

23/24: 6%

24/25: 2%

STIPENDS: Maximum of one allowed, whichever is greater

Doctorate \$3,600

Master's Degree \$2,400

Additional Credentials \$1,200

Siskiyou County Office of Education
*Providing Educational Leadership, Resources and Services to
 Districts and Schools to Ensure Learning for All Students*

2024/2025 SPEECH LANGUAGE PATHOLOGIST (85-01)						
185 Days						
	BA/BS Waiver or Permit (PIPS, STSP)	BA/BS + 30 or Intern	BA/BS + 45 sem units or Preliminary Credential	BA/BS + 60 sem units or Preliminary Cred. + 15	BA/BS + 75 sem units or Preliminary Cred. + 30	BA/BS + 90 sem units or MA/MS or Preliminary Cred. + 45
Step 1	\$ 57,154	\$ 59,624	\$ 62,175	\$ 62,175	\$ 67,276	\$ 69,966
Step 2	\$ 58,666	\$ 61,575	\$ 64,089	\$ 64,089	\$ 69,187	\$ 71,956
Step 3	\$ 60,579	\$ 63,131	\$ 66,003	\$ 66,003	\$ 71,421	\$ 74,277
Step 4		\$ 65,045	\$ 67,913	\$ 67,913	\$ 73,653	\$ 76,598
Step 5		\$ 66,956	\$ 69,826	\$ 69,826	\$ 75,566	\$ 78,589
Step 6			\$ 72,057	\$ 72,057	\$ 78,115	\$ 81,241
Step 7			\$ 74,291	\$ 74,291	\$ 80,348	\$ 83,565
Step 8			\$ 76,519	\$ 76,519	\$ 82,898	\$ 86,217
Step 9			\$ 78,755	\$ 78,755	\$ 85,131	\$ 88,536
Step 10			\$ 80,986	\$ 80,986	\$ 87,683	\$ 91,190
Step 11				\$ 62,175	\$ 88,680	\$ 92,188
Step 12				\$ 64,089	\$ 89,681	\$ 93,189
Step 13				\$ 66,003	\$ 90,679	\$ 94,187
Step 14				\$ 67,913	\$ 91,679	\$ 95,185
Step 15				\$ 69,826	\$ 92,676	\$ 96,186
Step 16				\$ 72,057	\$ 93,676	\$ 97,184
Step 17				\$ 74,291	\$ 94,677	\$ 98,183
Step 18				\$ 76,519	\$ 95,674	\$ 99,184
Step 19				\$ 78,755	\$ 96,674	\$ 100,181
Step 20				\$ 80,986	\$ 97,672	\$ 101,180
Step 21					\$ 98,672	\$ 102,179
Step 22					\$ 99,671	\$ 103,179
Step 23					\$ 100,670	\$ 104,176
Step 24					\$ 101,667	\$ 105,176
Step 25					\$ 102,666	\$ 106,777

Note: Staff working alternative schedule will be compensated at daily rate.

H&W Benefit CAP: \$15,600

STIPENDS: Maximum of one allowed, whichever is greater	
Doctorate	\$3,600
Master's Degree	\$2,400
Additional Credentials	\$1,200

22/23: 6% and \$3,600 H&W CAP increase

23/24: 6%

24/25: 2%

Siskiyou County Office of Education

Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students

2024/2025 SCHOOL NURSES (90-00)				
190 Days				
	BSN & Preliminary Credential	BSN + 60 sem units or Preliminary Cred. + 15	BSN + 75 sem units or Preliminary Cred. + 30	BSN + 90 sem units or MA/MS or Preliminary Cred. + 45
Step 1	\$ 58,051	\$ 60,433	\$ 62,813	\$ 65,325
Step 2	\$ 59,837	\$ 62,218	\$ 64,598	\$ 67,182
Step 3	\$ 61,624	\$ 64,003	\$ 66,684	\$ 69,349
Step 4	\$ 63,407	\$ 66,087	\$ 68,766	\$ 71,516
Step 5	\$ 65,194	\$ 67,873	\$ 70,553	\$ 73,376
Step 6	\$ 67,276	\$ 69,957	\$ 72,933	\$ 75,851
Step 7	\$ 69,362	\$ 72,044	\$ 75,018	\$ 78,022
Step 8	\$ 71,443	\$ 74,424	\$ 77,399	\$ 80,497
Step 9	\$ 73,530	\$ 76,503	\$ 79,484	\$ 82,663
Step 10	\$ 73,624	\$ 78,889	\$ 81,866	\$ 85,140
Step 11		\$ 79,820	\$ 82,797	\$ 86,073
Step 12		\$ 80,752	\$ 83,732	\$ 87,007
Step 13		\$ 81,687	\$ 84,664	\$ 87,938
Step 14		\$ 82,626	\$ 85,597	\$ 88,871
Step 15		\$ 83,551	\$ 86,529	\$ 89,805
Step 16		\$ 84,485	\$ 87,462	\$ 90,737
Step 17		\$ 85,416	\$ 88,396	\$ 91,669
Step 18		\$ 86,350	\$ 89,328	\$ 92,604
Step 19		\$ 87,282	\$ 90,261	\$ 93,535
Step 20		\$ 88,215	\$ 91,193	\$ 94,467
Step 21			\$ 92,126	\$ 95,401
Step 22			\$ 93,059	\$ 96,334
Step 23			\$ 93,992	\$ 97,265
Step 24			\$ 94,923	\$ 98,198
Step 25			\$ 95,856	\$ 99,694

H&W Benefit CAP: \$15,600

STIPENDS: Maximum of one allowed, whichever is greater

Doctorate	\$3,600
Master's Degree	\$2,400
Additional Credentials	\$1,200

22/23: 6% and \$3,600 H&W CAP increase

23/24: 6%

24/25: 2%

Siskiyou County Office of Education

*Providing Educational Leadership, Resources and Services to
Districts and Schools to Ensure Learning for All Students*

CERTIFICATED SALARY SCHEDULE					
2024/2025 DESIGNATED SUBJECTS CREDENTIAL - VOCATIONAL (07-00)					
185 Days					
	Preliminary	Clear	Clear + 15	Clear + 30	Clear + BA
Step 1	\$ 53,918	\$ 56,329	\$ 58,741	\$ 61,151	\$ 63,559
Step 2	\$ 55,424	\$ 58,136	\$ 60,547	\$ 62,957	\$ 65,365
Step 3	\$ 57,232	\$ 59,644	\$ 62,356	\$ 64,764	\$ 67,474
Step 4	\$ 59,042	\$ 61,450	\$ 64,160	\$ 66,871	\$ 69,583
Step 5	\$ 60,548	\$ 63,256	\$ 65,968	\$ 68,678	\$ 71,392
Step 6	\$ 62,656	\$ 65,365	\$ 68,077	\$ 70,787	\$ 73,799
Step 7	\$ 64,459	\$ 67,172	\$ 70,186	\$ 72,898	\$ 75,909
Step 8	\$ 66,271	\$ 69,281	\$ 72,292	\$ 75,308	\$ 78,318
Step 9		\$ 71,392	\$ 74,402	\$ 77,412	8,028
Step 10		\$ 73,498	\$ 76,511	\$ 79,825	\$ 82,838
Step 11		\$ 74,442	\$ 77,454	\$ 80,768	\$ 83,779
Step 12		\$ 75,384	\$ 78,399	\$ 81,711	\$ 84,726
Step 13		\$ 76,330	\$ 79,341	\$ 82,657	\$ 85,668
Step 14		\$ 77,272	\$ 80,287	\$ 83,599	\$ 86,613
Step 15		\$ 78,216	\$ 81,230	\$ 84,543	\$ 87,555
Step 16		\$ 79,161	\$ 82,173	\$ 85,488	\$ 88,499
Step 17		\$ 80,104	\$ 83,117	\$ 86,429	\$ 89,445
Step 18		\$ 81,046	\$ 84,061	\$ 87,376	\$ 90,387
Step 19		\$ 81,992	\$ 85,004	\$ 88,318	\$ 91,332
Step 20		\$ 82,935	\$ 85,948	\$ 89,262	\$ 92,275
Step 21		\$ 83,878	\$ 86,891	\$ 90,206	\$ 93,220
Step 22		\$ 84,823	\$ 87,835	\$ 91,149	\$ 94,163
Step 23		\$ 85,766	\$ 88,780	\$ 92,093	\$ 95,107
Step 24		\$ 86,711	\$ 89,723	\$ 93,038	\$ 96,050
Step 25		\$ 87,356	\$ 90,668	\$ 93,681	\$ 96,993

STIPENDS: Maximum of one allowed, whichever is greater

Doctorate \$3,600

Master's \$2,400

Additional Credentials \$1,200

H&W Benefit CAP: \$15,600

22/23: 6% and \$3,600 H&W CAP increase

23/24: 6%

24/25: 2%

SISKIYOU COUNTY OFFICE OF EDUCATION**Certificated Teacher Form: School Year** _____

Teacher Name: _____

Grade(s): _____

Check one: Check one:

____ Level I

____ Level II

____ Level III, Referred

____ Other

(intern, STSP, PIP, waiver)

Level of Performance			
NE = Progress Not Evident	PE = Progress Evident	MS = Meets Standards	
Teacher does not demonstrate an understanding of the concepts underlying the standard(s) and implementation rarely occurs. Multiple checkmarks in a specific standard indicates unsatisfactory.	Teacher appears to demonstrate an understanding of the concepts underlying the standard(s); but implementation is sporadic, intermittent.	Teacher clearly demonstrates an understanding of the concepts underlying the standard(s) and consistently implements it.	
Practice not consistent with standards expectations	Developing practice	Maturing practice (MS 1)	Experienced practice that exemplifies the standards (MS 2)

Key**P** — Portfolio/Interview/Survey**O** — Observation**D** — Data Collection**Evaluator's Comments and Rate of Performance**

Standard One		NE	PE	MS
Engaging and Supporting All Students in Learning				
O	1.1 Connects students' prior knowledge, life experience, and interest with learning goals.			
O	1.2 Uses a variety of instructional strategies and resources to respond to students' diverse			
O	1.3 Facilitates learning experiences that promote independence, interactions and choice			
O	1.4 Engages students in problem solving, critical thinking, and other activities that make subject matter meaningful			
P/O	1.5 Promotes self-directed, reflective learning for all students			
O	1.6 Monitors student learning and adjusts instruction while teaching			
Comments:				

Standard Two		NE	PE	MS
Creating and Maintaining Effective Environments for Student Learning				
O	2.1 Creates a physical environment that engages all students			
O	2.2 Establishes a climate that promotes fairness and respect			
O	2.3 Promotes social development and group responsibility			
O/D	2.4 Establishes and maintains a high standard for student behavior			
O	2.5 Plans and implements classroom procedures and routines that support student learning			
O	2.6 Uses instructional time effectively			
O	2.7 Directs activities of classroom paraprofessional, aides, volunteers, peer tutors			
O/D	2.8 Utilizes positive behavior support techniques			
O	2.9 Encourages interactions with typical peers across instructional settings			
Comments				

Standard Three**NE****PE****MS****Understanding and Organizing Subject Matter for Student Learning**

P/O	3.1 Demonstrates knowledge of subject matter, academic content standards, and curriculum framework			
P/O	3.2 Applies knowledge of student development and proficiencies to ensure student understanding of subject matter			
P/O	3.3 Organizes curriculum to facilitate student understanding of subject matter			
O	3.4 Utilizes instructional strategies that are appropriate to the subject matter			
P/O	3.5 Uses and adapts resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students			
P/O	3.6 Addresses the needs of English learners and students with special needs to provide equitable access to the content			
P/O	3.7 Adapts/modifies subject matter to meet students' individual needs			

Comments**Standard Four****NE****PE****MS****Creating and Maintaining Effective Environments for Student Learning**

P/O	4.1 Uses knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction			
P/O	4.2 Establishes and articulates goals for student learning			
P/O	4.3 Develops and sequences long-term and short-term instructional plans to support student			
O	4.4 Plans instruction that incorporates appropriate strategies to meet the learning needs of all students			
P	4.5 Develops and implements Individual Education Program (IEP) goals to address students' individual needs			

Comment:**Standard Five****NE****PE****MS****Assessing Students for Learning**

O	5.1 Applies knowledge of the purposes, characteristics, and uses of different types of assessments			
D/O	5.2 Collects and analyzes assessment data from a variety of sources to inform instruction			
D/O	5.3 Reviews data, both individually and with colleagues, to monitor student learning			
D/O	5.4 Uses assessment data to establish learning goals and to plan, differentiate, and modify			
P/O	5.5 Involves all students in self-assessment, goal setting, and monitoring progress (self-advocacy, self-determination)			
P/O	5.6 Uses available technologies to assist in assessment, analysis, and communication of student learning			
P	5.7 Uses assessment information to share timely and comprehensible feedback with student and their families			
P	5.8 Develops and administers nonbiased, nondiscriminatory assessment			
P/D	5.9 Utilizes assessment data to develop Individual Education Program (IEP)			
D/O	5.10 Evaluates instruction and monitors progress of individuals with exceptional learning			

Comment:

Standard Six		NE	PE	MS
Developing as a Professional Educator				
P	6.1 Reflects on teaching practice in support of student learning			
P	6.2 Establishes professional goals and engages in continuous and purposeful professional growth and development			
P/O	6.3 Collaborates with colleagues and the broader professional community to support teacher			
P	6.5 Engages local communities in support of the instructional program			
P/O	6.6 Manages professional responsibilities to maintain motivation and commitment to all			
O	6.7 Assumes initiative and responsibility for tasks and assignments			
O	6.8 Collaborates with general education classroom teachers and other school and community personnel to integrate students across instructional environments			
O	6.9 Uses verbal, nonverbal, and written language effectively			
O	6.10 Upholds high standards of competence and integrity and exercises sound judgment in the practice of the profession			
Comment: 				

Certificated Teacher Evaluation Form: School Year

Observation dates: _____

Evaluator's Summary:

Please sign on the space provided below. Your signature indicates that you have received a copy of this document and does not indicate that you agree with the content of the document. You have the right and opportunity to review and comment on this document. Submit your written comments to this document, if any, within ten (10) days. Your written comments, if any, will be attached to this document. A copy of this document and your written comments, if any, will be placed in your personnel file.

Your next evaluation cycle will begin on _____. (If eligible for a waiver, indicate the appropriate beginning of that school year).

Evaluator's Signature

Teacher's Signature

Date

Date

SISKIYOU COUNTY OFFICE OF EDUCATION

SPECIALIST EVALUATION FORM

Empl _____
 Job _____

School Year: _____

Check one:

☐ Level I

☐ Level II

☐ Level III, Referred

☐ Other _____

(intern, STSP, PIP, waiver)

Level of Performance		
1 = Progress Not Evident	2 = Progress Evident	3 = Met Competency
Specialist does not demonstrate an understanding of the concepts underlying the competency and implementation rarely occurs. Multiple checkmarks in a specific standard indicates unsatisfactory performance.	Specialist appears to demonstrate an understanding of the concepts underlying the competency areas; but implementation is sporadic, intermittent.	Specialist clearly demonstrates an understanding of the concepts underlying the competency areas and consistently implements it.
Practice not consistent with competency expectations	Developing practice	Maturing practice

COMPETENCY AREA A – ASSESSMENT SERVICES**1****2****3**

1. Is knowledgeable about a variety of assessment instruments and techniques for use in determining special education eligibility and identifying educational strengths and weaknesses.			
2. Assess students in an effective and professional manner.			
3. Prepares thorough and understandable assessment reports.			
Recommendations:			
Commendations:			

COMPETENCY AREA B- IEP PLANNING SERVICES:**1****2****3**

1. Prepares IEPs completely and accurately.			
2. Interprets test results in a thorough and meaningful manner.			
3. Explains assessment findings in terms that are easily understood by others.			

4. Provides information that contributes directly to the determination of eligibility and the development of educational goals, accommodations, modifications and strategies.			
5. Effectively organizes/plans IEP meetings			
6. Effectively works with parents in planning & writing the IEP.			
Recommendations:			
Commendations:			

COMPETENCY AREA C- ESTABLISHMENT AND MAINTENANCE OF A SUITABLE LEARNING ENVIRONMENT

	1	2	3
1. <u>Students:</u>			
1.1 Interacts effectively with students.			
2. <u>Parents:</u>			
2.1 Demonstrates ability to share information and establish rapport with parents			
3. <u>General Education Teachers:</u>			
3.1 Provides sufficient support to general education teachers in applying IEP accommodations & modifications in the classroom.			
3.2 Effectively communicates student needs to school staff.			
4. <u>School and Community:</u>			
4.1 Establishes satisfactory personal and professional relationships with school and community_ personnel.			
4.2 Displays initiative within the school setting and the Community.			
4.3 Utilizes ethical practices in communication to others about individual pupils.			
Recommendations:			
Commendations:			

COMPETENCY AREA D- PERFORMANCE OF OTHER DUTIES AND RESPONSIBILITIES

	1	2	3
1. Is punctual and reliable.			
2. Works effectively with individuals and groups.			
3. Communicates effectively, both orally and in writing.			
4. Accepts and performs all assigned duties in a responsible and timely manner.			
5. Completes and submits all required reports in a thorough and timely manner.			
6. Understands and complies with federal and state laws and regulations governing education.			
7. Keeps up with new developments in the field and strives to improve knowledge and techniques through classes, workshops, visitations, professional literature, etc.			
Recommendations:			
Commendations:			

Specialist Evaluation Form: School Year _____

Observation dates: _____

Evaluator's Summary:

Please sign on the space provided below. Your signature indicates that you have received a copy of this document and does not indicate that you agree with the content of the document. You have the right and opportunity to review and comment on this document. Submit your written comments to this document, if any, within ten (10) days. Your written comments, if any, will be attached to this document. A copy of this document and your written comments, if any, will be placed in your personnel file.

Your next evaluation cycle will begin on _____. (If eligible for a waiver, indicate the appropriate beginning of that school year).

Evaluator's Signature

Specialist's Signature

Date

Date

**ORIGINAL SIGNATURES FOR THE
AGREEMENT BETWEEN SISKIYOU COUNTY SUPERINTENDENT OF SCHOOLS AND
SISKIYOU COUNTY OFFICE OF EDUCATION CERTIFICATED EMPLOYEES' ASSOCIATION
CHAPTER #1466
ARE ON FILE AT THE SISKIYOU COUNTY OFFICE OF EDUCATION.**