

## EXTENSION OF PARTIES' PREVIOUS COLLECTIVE BARGAINING AGREEMENT

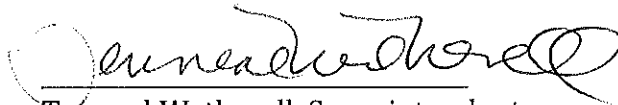
The parties agree that the terms of the Collective Bargaining Agreement between the South Coast Education Service District and the South Coast ESD Education Association that immediately preceded this Agreement, the expiration date of which formerly was June 30, 2020, shall be deemed continuously effective in all aspects from July 1, 2020 until June 30, 2021.

Pursuant to the terms of this Agreement, the Licensed Salary Schedule at Appendix A-4 BA Step 1 shall be increased by 2.5%. All other cells will be based upon Appendix A-3 Index. Appendix 5 shall be the new A-4 salary schedule including the specialist factor adjustment at 1.05 percent as per Article 25(f). Eligible employees will receive a step increase. The District will fully fund at the tiered rate Moda Medical Plan 5, Premier Plan 5 – Delta Dental Premiere Network and Moda Quartz vision plan for the 2020-2021 plan year.

IN WITNESS WHEREOF, the parties have executed this Agreement on this 12 day of May 2020

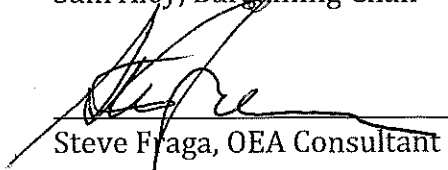
FOR THE DISTRICT:

  
Billie Reeves, Board Chair

  
Tenneal Wetherell, Superintendent

FOR THE ASSOCIATION:

  
Sam Aley, Bargaining Chair

  
Steve Fraga, OEA Consultant

### Appendix A-3 -- Licensed Salary Index Schedule 2020-2021

| Step | BA     | BA +30 | BA +45 | BA +60<br>MA | BA +75<br>MA +15 |
|------|--------|--------|--------|--------------|------------------|
| 1    | 1.0000 | 1.0500 | 1.1000 | 1.1600       | 1.2100           |
| 2    | 1.0250 | 1.0750 | 1.1250 | 1.1850       | 1.2350           |
| 3    | 1.0750 | 1.1250 | 1.1750 | 1.2350       | 1.2850           |
| 4    | 1.1250 | 1.1750 | 1.2250 | 1.2850       | 1.3350           |
| 5    | 1.1700 | 1.2200 | 1.2700 | 1.3300       | 1.3800           |
| 6    | 1.2100 | 1.2600 | 1.3100 | 1.3700       | 1.4200           |
| 7    | 1.2500 | 1.3000 | 1.3500 | 1.4100       | 1.4600           |
| 8    | 1.2900 | 1.3400 | 1.3900 | 1.4500       | 1.5000           |
| 9    | 1.3300 | 1.3800 | 1.4300 | 1.4900       | 1.5400           |
| 10   | 1.3700 | 1.4200 | 1.4700 | 1.5300       | 1.5800           |
| 11   | 1.4100 | 1.4600 | 1.5100 | 1.5700       | 1.6200           |
| 12   | 1.4500 | 1.5000 | 1.5500 | 1.6100       | 1.6600           |
| 13   | 1.4900 | 1.5400 | 1.5900 | 1.6500       | 1.7000           |
| 14   | 1.5300 | 1.5800 | 1.6300 | 1.6900       | 1.7400           |
| 15   | 1.5625 | 1.6125 | 1.6625 | 1.7225       | 1.7725           |
| 16   | 1.5875 | 1.6375 | 1.6875 | 1.7475       | 1.7975           |
| 17   | 1.6375 | 1.6875 | 1.7375 | 1.7975       | 1.8475           |

## Appendix A-4 -- Licensed Salary Schedule 2020-2021

based upon BA 1 at 2.5% over 2019-20;  
then other placements based upon Appendix A-3 Index

| Step | BA       | BA +30   | BA +45   | BA +60<br>MA | BA +75<br>MA +15 |
|------|----------|----------|----------|--------------|------------------|
| 1    | \$41,089 | \$43,143 | \$45,198 | \$47,663     | \$49,718         |
| 2    | \$42,116 | \$44,171 | \$46,225 | \$48,690     | \$50,745         |
| 3    | \$44,171 | \$46,225 | \$48,280 | \$50,745     | \$52,799         |
| 4    | \$46,225 | \$48,280 | \$50,334 | \$52,799     | \$54,854         |
| 5    | \$48,074 | \$50,129 | \$52,183 | \$54,648     | \$56,703         |
| 6    | \$49,718 | \$51,772 | \$53,827 | \$56,292     | \$58,346         |
| 7    | \$51,361 | \$53,416 | \$55,470 | \$57,935     | \$59,990         |
| 8    | \$53,005 | \$55,059 | \$57,114 | \$59,579     | \$61,634         |
| 9    | \$54,648 | \$56,703 | \$58,757 | \$61,223     | \$63,277         |
| 10   | \$56,292 | \$58,346 | \$60,401 | \$62,866     | \$64,921         |
| 11   | \$57,935 | \$59,990 | \$62,044 | \$64,510     | \$66,564         |
| 12   | \$59,579 | \$61,634 | \$63,688 | \$66,153     | \$68,208         |
| 13   | \$61,223 | \$63,277 | \$65,332 | \$67,797     | \$69,851         |
| 14   | \$62,866 | \$64,921 | \$66,975 | \$69,440     | \$71,495         |
| 15   | \$64,202 | \$66,256 | \$68,310 | \$70,776     | \$72,830         |
| 16   | \$65,229 | \$67,283 | \$69,338 | \$71,803     | \$73,857         |
| 17   | \$67,283 | \$69,338 | \$71,392 | \$73,857     | \$75,912         |

This salary schedule is based on a 191-day contract.

2.5% over 2019-20 salary schedule. Where available, employees will receive a step.

## Appendix A-5 -- Licensed Salary Schedule 2020-2021 with Specialist Factors

based upon BA 1 at 2.5% over 2019-20 plus 1.05 Specialist Factor adjustment;  
then other placements based upon Appendix A-3 Index

| Step | BA       | BA +30   | BA +45   | BA +60<br>MA | BA +75<br>MA +15 |
|------|----------|----------|----------|--------------|------------------|
| 1    | \$43,143 | \$45,300 | \$47,457 | \$50,046     | \$52,203         |
| 2    | \$44,222 | \$46,379 | \$48,536 | \$51,124     | \$53,282         |
| 3    | \$46,379 | \$48,536 | \$50,693 | \$53,282     | \$55,439         |
| 4    | \$48,536 | \$50,693 | \$52,850 | \$55,439     | \$57,596         |
| 5    | \$50,477 | \$52,634 | \$54,792 | \$57,380     | \$59,537         |
| 6    | \$52,203 | \$54,360 | \$56,517 | \$59,106     | \$61,263         |
| 7    | \$53,929 | \$56,086 | \$58,243 | \$60,832     | \$62,989         |
| 8    | \$55,654 | \$57,812 | \$59,969 | \$62,557     | \$64,715         |
| 9    | \$57,380 | \$59,537 | \$61,694 | \$64,283     | \$66,440         |
| 10   | \$59,106 | \$61,263 | \$63,420 | \$66,009     | \$68,166         |
| 11   | \$60,832 | \$62,989 | \$65,146 | \$67,735     | \$69,892         |
| 12   | \$62,557 | \$64,715 | \$66,872 | \$69,460     | \$71,617         |
| 13   | \$64,283 | \$66,440 | \$68,597 | \$71,186     | \$73,343         |
| 14   | \$66,009 | \$68,166 | \$70,323 | \$72,912     | \$75,069         |
| 15   | \$67,411 | \$69,568 | \$71,725 | \$74,314     | \$76,471         |
| 16   | \$68,490 | \$70,647 | \$72,804 | \$75,392     | \$77,550         |
| 17   | \$70,647 | \$72,804 | \$74,961 | \$77,550     | \$79,707         |

This salary schedule is based on a 191-day contract.

2.5% over 2019-20 salary schedule. Where available, employees will receive a step.

Specialist Factor adjustment is 1.05 times the salary schedule.