



**Providing A Second Chance for At-Risk Youth**

Camp San Luis Obispo • P.O. Box 3209 San Luis Obispo CA 93403-3209 • 1-805-782-6882 • Fax 805 594-6296

TENTATIVE AGREEMENT  
 GRIZZLY CHALLENGE CHARTER SCHOOL BOARD OF DIRECTORS  
 AND GRIZZLY EDUCATION ASSOCIATION CTA/NEA  
 2013-2014 reopens for the 2012-2015 Contractual Agreement  
 February 2014




Changes are noted with strike through to delete or underlines to add to contract language.

**Article IX**  
**Salary and Health, Dental, Vision, and Life Benefits**




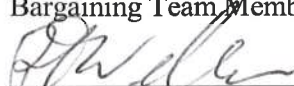
9.4 The current salary schedule shall be attached to the Agreement as Appendix A. Effective July 1, 2013, the bargaining unit salary schedule (including all steps, columns, ranges, etc.) shall be increased by 5.0%.

**RECOMMENDED FOR RATIFICATION**

**For the Employer:**

 _____ THOMAS E. ALVAREZ Chief HR Officer, SLOCOE	2/4/14 _____ Date
 _____ PAUL PIETTE, Principal Grizzly Challenge Charter School	2/4/14 _____ Date
 _____ D.J. PITTENGER Assistant Superintendent, Student Services San Luis Obispo County Office of Education	2/4/14 _____ Date

**For the Association:**

 _____ ROSEMARY FUGLE President, Grizzly Education Association	2/4/14 _____ Date
 _____ BRENT TULLER Bargaining Team Member	2-4-14 _____ Date
 _____ AMANDA HARRISON Bargaining Team Member	2/4/14 _____ Date
 _____ TERRY WELBORN Chapter Services Consultant California Teachers Association	2/4/14 _____ Date



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**ACCEPTED AND RATIFIED**

**GRIZZLY CHALLENGE CHARTER  
SCHOOL BOARD**

Julian D. Crocker      3/21/14  
JULIAN D. CROCKER, Chairperson      Date

**GRIZZLY EDUCATION ASSOCIATION  
CTA/NEA**

Rosemary Fugle      3/11/10  
ROSEMARY FUGLE, President      Date

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**Grizzly Challenge Charter School  
Salary Schedule for Teacher and Counselors**

Retroactively Effective July 1, 2013

Annual Salary	
Step 1	\$57,779
Step 2	\$61,246
Step 3	\$64,921
Step 4	\$68,817
Step 5	\$72,946
Step 6	\$77,323
Step 7	\$81,962
Step 8	\$86,879
Step 9	\$86,879
Step 10	\$86,879
Step 11	\$86,879
Step 12	\$86,879
Step 13	\$89,485
Step 14	\$89,485
Step 15	\$89,485
Step 16	\$89,485
Step 17	\$89,485
Step 18	\$94,854


Annual salary is based on 214 days, 7 hours per day.


Fully credentialed teachers with significant at-risk experience may be placed on step two or step three upon hire at the discretion of administration.

A stipend of \$1,400 is provided to the teacher performing the duties of Student Council Advisor.  
A stipend of \$1,400 is provided to the teacher performing the duties of Technology Teacher Advisor.

State Teachers Retirement System: All eligible employees of the charter school who qualify for membership in the system shall be covered by the system. (Education Code 47610)

**GRIZZLY CHALLENGE CHARTER SCHOOL BOARD OF DIRECTORS:**

  
\_\_\_\_\_  
Dr. Julian D. Crocker, Grizzly Board Chairperson

  
\_\_\_\_\_  
Date