



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
2012-2013 reopeners for the 2012-2015 Contractual Agreement
July 2013

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, 2012, the Salary Schedule will include the following:
 - An additional increment of 3% at a new step 13
 - An additional increment of 6% at a new step 18

- 9.6 A \$1,400 annual stipend will be provided to the teacher performing the duties of Technology Teacher advisor.

RECOMMENDED FOR RATIFICATION

For the Employer:

Christin L. Newlon 7/23/13
 CHRISTIN L. NEWLON Date
 Chief HR Officer, SLOCOE

[Signature] 7/23/13
 PAUL PIETTE, Principal Date
 Grizzly Challenge Charter School

[Signature] 7/23/13
 D.J. PITTENGER Date
 Assistant Superintendent, Student Services
 San Luis Obispo County Office of Education

For the Association:

Rosemary Fugle 7/23/13
 ROSEMARY FUGLE Date
 President, Grizzly Education Association

[Signature] 7/23/13
 BRENT TULLER Date
 Bargaining Team Member

[Signature] 7/23/13
 AMANDA HARRISON Date
 Bargaining Team Member

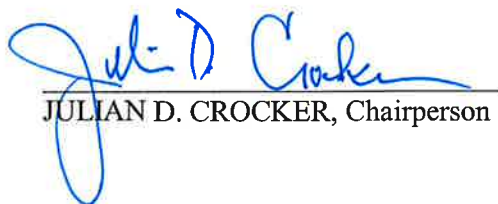


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ACCEPTED AND RATIFIED

**GRIZZLY CHALLENGE CHARTER
SCHOOL BOARD**



JULIAN D. CROCKER, Chairperson

Date

**GRIZZLY EDUCATION ASSOCIATION
CTA/NEA**



ROSEMARY FUGLE, President

7/24/13

Date

GRIZZLY CHALLENGE CHARTER SCHOOL
Salary Schedule for Teachers and Counselors
DRAFT FOR APPROVAL BY THE BOARD

EFFECTIVE: July 1, 2012

Annual Salary

Step 1	\$55,028
Step 2	\$58,330
Step 3	\$61,830
Step 4	\$65,540
Step 5	\$69,472
Step 6	\$73,641
Step 7	\$78,059
Step 8	\$82,742
Step 9	\$82,742
Step 10	\$82,742
Step 11	\$82,742
Step 12	\$82,742
Step 13	\$85,224
Step 14	\$85,224
Step 15	\$85,224
Step 16	\$85,224
Step 17	\$85,224
Step 18	\$90,337

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