

1 APPENDIX B-4
2 PROFESSIONAL GROWTH

3 PREAMBLE

4 a. Appendix A of the Master Contract, as amended by the MOU dated 2/10/99,
5 regarding class advancement for CSP Teachers, shall apply.

6 b. Advancement to Class V (Professional Growth) of the Certificated Salary
7 Schedule (Appendix B-1) of the Master Contract, shall be governed by the following terms and
8 conditions:

9 ELIGIBILITY

10 a. Bargaining Unit Members shall have a minimum of eighteen (18), twenty-two
11 (22) or twenty-six (26) years of service in the Fontana Unified School District, respectively.

12 b. Eligibility for placement on Step 18, effective the first day of the second (2nd)
13 semester 1999/2000, shall be based on verification of completion of qualifying units per the
14 deadlines established in Appendix A and the MOU regarding class advancement for CSP
15 Teachers dated 2/10/99.

16 STEP MOVEMENT

17 a. Bargaining Unit Members who as of July 1, 2000, had sixty-four (64) units
18 including an MA, may advance to Class V, Step 18 using units previously acquired.

19 b. Except for those qualifying under III-a above, placement on Step 18 and
20 movement to Steps 22 and 26 shall require four (4) units (or the equivalent) of district-
21 approved training based on a ratio of fifteen (15) hours per unit for each cell prior to placement
22 on the appropriate step. Units shall be in education-related, major field of credential or local
23 authorization or other district-approved areas of training.

1 c. Salary credit may not be granted for credit units or district-approved training
2 completed while the bargaining unit member is in paid status.

3 UNITS "BANKED" PRIOR TO THIS AGREEMENT

4 a. Language regarding Banking Units applies only to bargaining unit members
5 who were in Class IV for the 1999/2000 school year and who have twenty-two (22) or twenty-
6 six (26) years of service in Fontana as of July 1, 2000.

7 b. Effective July 1, 2001, bargaining unit members eligible for Professional
8 Growth (Class V) who have accrued units in excess of sixty-four (64) units including MA, shall
9 be allowed to advance up to one-step per year beginning with movement to Step 18.
10 Movements to Step 22 and/or 26 may utilize units acquired provided that such units were
11 completed within the last four (4) years prior to each step movement in education-related areas.