

**APPENDIX B**

**Salaries**

**Salary:**

4% increase to bargaining unit salary schedules, stipends, and rates of pay for 2023-2024 retroactive to July 1, 2023. An additional one-time off schedule payment of 4% for 2023–2024 based on the unit member’ earnings for the 2023-2024 fiscal year.

**Compensation for Bilingual and Special Education Additional Assignments.**

Each year for the duration of this Agreement, the District will commit \$300,000 for the purpose of compensating bilingual and special education teachers for additional assignments directly related to their area of specialization. To be eligible for this compensation teachers will:

- Hold either a Bilingual Cross-cultural Language and Academic Development (BCLAD) or Special Education credential; and
- Have a current teaching assignment which requires such credential; and receive prior site and OCIPD/Special Education Office authorization for additional assignment to accomplish specified tasks beyond their regular workday/work year.

Additional assignment as described above will be compensated per Schedule P and will be limited to \$1,000 per eligible employee per year.

**Department Head – Additional Amount**

All department heads will be compensated based upon the teacher periods of instruction within the department.

**Pathway Leads – Additional Amount**

Pathway Leads will be paid in their regular paycheck and the additional amount will be included in the Notice of Assignment. All Pathway Leads will be compensated based upon the number of the students in the Pathway.

**PROVISIONS FOR ADMINISTRATION OF SALARY SCHEDULES**

**A. REQUIREMENTS RELATIVE TO INITIAL PLACEMENT ON SALARY SCHEDULES:**

**1. Teaching Experience:**

- a. As authorized by Education Code, Section 45028, teachers are allowed credit for previous satisfactory K-12 credentialed teaching experience up to

1 the maximum step on the appropriate column on the salary schedule,  
 2 excluding career increments. For purposes of this Section, a total school  
 3 year is defined as a period from the first day of the professional assignment  
 4 through the final day of the regular professional assignment. If a teacher  
 5 has served under contract for fifty (50) percent or more of the total school  
 6 year or a full semester; has worked as a substitute teacher for one hundred  
 7 thirty-five (135) days in one (1) school year; or has a combined service of  
 8 one hundred thirty-five (135) days in one (1) school year under contract as  
 9 a substitute or hourly teacher, credit will be given for one (1) year of  
 10 experience.

- 11  
 12 b. **Adjustment for Previous Experience.** Official Verification of satisfactory  
 13 K-12 credentialed teaching experience must be provided within the first  
 14 three years of employment with the District. If an employee is hired by  
 15 September 1 of the first year of employment, verification must be received  
 16 in Human Resource Services by November 1 and salary schedule placement  
 17 adjustment is retroactive to the beginning of that duty year. If verification  
 18 is received after November 1, salary schedule placement adjustment will be  
 19 effective the following pay period.

20  
 21 If an employee is hired after September 1 of the first year of employment,  
 22 verification must be received in Human Resource Services within sixty (60)  
 23 calendar days of initial date of employment and salary placement  
 24 adjustment is retroactive to the initial date of employment.

- 25  
 26 c. **Career Increments.** An employee who has not previously been employed  
 27 by the District in a certificated assignment who has five or more years of  
 28 previous teaching experience as defined in this Appendix will be granted  
 29 exactly five years of credit toward attainment of the twenty, twenty-five,  
 30 and thirty-year career increments. The maximum of five years of credit will  
 31 be granted regardless of which step the new employee has attained on the  
 32 salary schedule. In addition to the maximum credit, an employee who has  
 33 been previously employed by the District and who returns to a certificated  
 34 assignment in the District shall be granted credit toward attainment of career  
 35 increments only for those years of service served previously in the employ  
 36 of the District.

37  
 38 2. **Experience Other Than Teaching:**

- 39  
 40 a. In evaluating an applicant's experience other than teaching, the District may  
 41 allow a maximum of four (4) steps on the salary schedule when this  
 42 experience will contribute directly to the effectiveness of the employees  
 43 major assignment for which the applicant is being considered. Two (2) years  
 44 of experience under this provision are evaluated as equal to one (1) step on  
 45 the salary schedule. This experience cannot be concurrent with credit for  
 46 teaching experience, but part-time work experience might be combined with

1 part-time teaching. Verification of not less than eleven (11) months of  
 2 consecutive work of not less than twenty (20) hours per week may be  
 3 computed as the equivalent of one (1) year toward the two-for-one  
 4 requirement for work experience credit. In computing work experience on  
 5 more than one (1) job, any interruption of service beyond one (1) month  
 6 shall break the consecutive requirement, unless the prospective employee  
 7 returns to the same position, with the same employer, within six (6) months  
 8 without having been gainfully employed by another employer during that  
 9 time. Partial years of credit are not additive.

- 10  
 11 b. Nurses and school librarians are given one (1) year of credit for one (1) year  
 12 of full-time work experience in a non-school setting as a nurse or as a  
 13 librarian.  
 14  
 15 c. In addition to the current rules for salary schedule placement purposes, for  
 16 purposes of initial placement on the salary schedule, qualified  
 17 speech/language/pathologists/specialists hired on or after July 1, 2006 to  
 18 work in speech and language positions shall be allowed one step on the  
 19 salary schedule for each year of verified work experience as a  
 20 speech/language/pathologist/specialist in a non-school setting.  
 21  
 22 d. **Military Service.** Military Service is credited as prior teaching experience  
 23 only if the applicant actually taught while in the service in the field for  
 24 which he/she is to be employed.  
 25  
 26 e. Adjustment for previous experience official verification of service  
 27 described in A.2.b. and A.2.c. of the Appendix must be provided within the  
 28 first three years of employment with the District. If an employee is hired  
 29 by September 1 of the first year of employment, verification must be  
 30 received in Human Resource Services by November 1 and salary schedule  
 31 placement adjustment is retroactive to the beginning of that fiscal year. If  
 32 verification is received after November 1, salary schedule placement  
 33 adjustment will be effective the following pay period.

34  
 35 If an employee is hired after September 1 of the first year of employment,  
 36 verification must be received in Human Resource Services within sixty (60)  
 37 calendar days of initial date of employment and salary placement  
 38 adjustment is retroactive to the initial date of employment.  
 39

- 40 3. **Tentative Salary Placement.** Applicants who are considered favorably are asked  
 41 to sign a statement relative to initial/tentative salary placement that is mutually  
 42 agreeable at the time of employment. Signing the “Tentative Salary Placement”  
 43 form indicates that the initial/tentative salary stated thereon is mutually agreeable.  
 44  
 45  
 46

1           4.     **Salary Schedule Placement:**  
2

- 3           a.     Certificated employees who are given a contract are placed initially on the  
4 salary schedule in accordance with training completed at an accredited  
5 college or university before the first day of their contract year.  
6

7                     Additional official, verified salary information presented by November 1 or  
8 sixty (60) calendar days after the initial date of employment which might  
9 indicate a need for change will be considered. If a salary change is  
10 warranted, the adjustment will be retroactive to the first day of paid service  
11 in the school year in which the official, verified information is received.  
12

- 13           b.     A teacher employed by the Long Beach Unified School District is placed  
14 on a step of the salary schedule in accordance with his/her experience. A  
15 teacher is advanced year by year, until reaching the maximum step on the  
16 schedule, provided he/she is under contract a sufficient number of days each  
17 year and qualifies for advancement.  
18

- 19           c.     **Beginning Teacher Salary Incentive Program.**  
20

21                     Since 1999 the District has participated in the Beginning Teacher Salary  
22 Incentive Program. District participation is contingent on the continuation  
23 of special State funding to support this program. As a result of continuing  
24 District participation, K-12 teachers holding a valid California credential  
25 and assigned to specific schedules, columns, and steps listed below shall be  
26 compensated at an annual rate of pay greater than that provided to new  
27 employees who do not hold a valid California credential.  
28

29                     Schedule A3

30                             Column 211, Steps A, B, C, D

31                             Column 212, Steps A, B, C

32                             Column 213, Steps A, B

33                             Column 214, Step A  
34

35                     Schedule A4

36                             Column 711, Steps A, B, C, D

37                             Column 712, Steps A, B, C

38                             Column 713, Steps A, B

39                             Column 714, Step A  
40

41                     Schedule B3

42                             Column 221, Steps A, B, C, D

43                             Column 222, Steps A, B, C

44                             Column 223, Steps A, B

45                             Column 224, Step A  
46

## Schedule B4

Column 721, Steps A, B, C, D

Column 722, Steps A, B, C

Column 723, Steps A, B

Column 724, Step A

**B. CREDIT ON THE SALARY SCHEDULE FOR ADVANCED WORK:**

1. All college or university credit shall be from an accredited institution.
2. Placement on Column 012 or 022 is dependent on verification of twenty-eight (28) semester hours of upper division or graduate work beyond the Bachelor's Degree. Extra units earned prior to receiving the Bachelor's Degree shall not be accepted for placement on the scale of one (1) year above the Bachelor's Degree unless the extra units are of graduate standing, were not counted for the Bachelor's Degree, and are so indicated on the transcript.
3. Placement on Column 013 or 023 is dependent on (a) verification of fifty-six (56) semester hours of upper division or graduate work beyond the Bachelor's Degree or (b) verification of a Master's Degree.
4. Placement on Column 014 or 024 is dependent on (a) verification of fifty-six (56) semester hours of upper division or graduate work beyond the Bachelor's Degree plus the Master's Degree or (b) verification of a Master's Degree plus twenty-eight (28) semester hours of upper division or graduate work taken after the completion of the Master's Degree.
5. Placement on Column 016 or 026 is dependent on (a) verification of seventy-five (75) semester hours of upper division or graduate work beyond the Bachelor's Degree plus the Master's Degree or (b) verification of a Master's Degree plus forty-five (45) semester hours of upper division or graduate work taken after completion of the Master's Degree; or, (c) an earned Ph.D./Ed.D. degree. Other earned doctoral degrees may be considered when directly applicable to the initial/current assignment of the employee. No credit will be given for an Honorary Degree.
6. Beginning with the 2006/07 school year, full credentialed DIS speech/language/pathologists/specialists and/or holders of the Specialist Instruction Communication Handicapped Credential with a valid California Speech Pathology license issued by the Speech Pathology and Audiology Board for speech/language/pathologist/specialists shall be paid an additional five percent (5%) annually (pro-rated over pay periods) so long as they remain assigned as a speech/language/pathologist/specialist. Holders of the Specialist Instruction Communication Handicapped Credential with a valid California Speech Pathology license must submit proof of licensure to Human Resource Services within sixty (60) days of renewal. The stipend does not apply to non-credentialed speech/language/pathologist/specialists.

1  
2 7. The following equivalents will be granted for salary purposes:  
3

4 a. Equivalent to a Bachelor's Degree:  
5

- 6 (1) P.H.N. held by nurses;  
7 (2) R.N. plus a Bachelor's Degree held by nurses;  
8 (3) Designated Subjects Credential with specialization in  
9 Vocational Trade and Technical Teaching, full-time;  
10 (4) Designated Subjects – Vocational, preliminary; or Career Technical  
11 Education Teaching Credential, preliminary  
12 (5) Assignment in a qualified Vocational Education Program for not  
13 less than forty (40) percent time is required for those qualifying  
14 under (3) and (4).  
15

16 b. Equivalent to one (1) year above a Bachelor's Degree:  
17

- 18 (1) Bachelor's Degree plus P.H.N. held by nurses;  
19 (2) Bachelor's Degree plus a Bachelor's Degree in Library Science  
20 (regardless of the number of units) held by librarians;  
21 (3) Designated Subjects Credential with specialization in Vocational  
22 Trade and Technical Teaching, full-time, plus  
23 twenty-two (22) units cleared, or Associate Degree or sixty (60)  
24 units equivalent, not cleared;  
25 (4) Designated Subjects – Vocational, preliminary, plus twenty-two  
26 (22) units cleared;  
27 (5) Assignment in a qualified Vocational Educational Program for not  
28 less than forty (40) percent time is required for those qualifying  
29 under (3) and (4).  
30

31 c. Equivalent to a Master's Degree:  
32

- 33 (1) Bachelor's Degree plus an approved Teacher Librarian Services  
34 Credential which entails not less than twenty-seven (27) units of  
35 graduate work for librarians;  
36 (2) Bachelor's Degree plus twenty-eight (28) units including a P.H.N.  
37 held by nurses;  
38 (3) Five (5) year (twenty-eight [28] units required) or Vocational Class  
39 A Credential;  
40 (4) Standard Designated Subjects Credential with specialization in  
41 Vocational Trade and Technical Teaching, full time clear;  
42 (5) Ryan Designated Subject – Vocational Trade and Technical, clear;  
43 (6) Assignment in a qualified Career Technical Education Program for  
44 not less than forty (40) percent time is required for (3), (4), and (5).  
45  
46

- 1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46
- d. Equivalent to one (1) year above a Master’s Degree:
    - (1) Bachelor’s Degree plus fifty-six (56) Teacher Librarian Services Credential semester hours including an approved Program which entails not less than twenty-seven (27) units of graduate work for librarians;
    - (2) Bachelor’s Degree plus fifty-six (56) semester units including P.H.N. for nurses;
    - (3) Five (5) year (twenty-eight [28] units required) Vocational Arts Credential plus a Bachelor’s Degree;
    - (4) Five (5) year (twenty-eight [28] units required) or Life Vocational Arts Credential;
    - (5) Ryan designated Subjects – Vocational Trade and Technical, Life;
    - (6) Assignment in a qualified Career Technical Education Program for not less than forty (40) percent time is required for those qualifying under (3), (4), (5), and (6).
  - e. No equivalent shall be granted for two (2) years above a Master’s Degree except for a J.D. (juris doctorate) earned from an institution accredited by the American Bar, that is applicable to the present assignment of the employee as determined by Human Resource Services.
  - f. Equivalent to a Ph.D. or Ed.D. Degree:  
Other earned doctoral degrees may be considered when applicable to the present assignment of the employee as determined by Human Resource Services.
- 8. It is the responsibility of the employee to submit official transcripts to Human Resource Services in order to advance on the salary schedule. Effective July 1, 2007, upon receipt of official transcripts on or before November 1, salary schedule placement adjustment will be granted for completed units and/or conferred degrees retroactive to the beginning of the first duty day of that contract year, for coursework and degrees earned prior to September 15. Upon receipt of official transcripts after November 1, or for coursework or degrees completed after September 15, salary schedule placement adjustment will be granted for completed units and/or conferred degrees effective the pay period following receipt of the official transcripts.
  - 9. An employee who is on a leave of absence may take a full academic course load of advanced work at an accredited college or university. These courses shall be acceptable for salary credit at the time the employee returns from leave.
  - 10. Travel in the United States or in foreign lands is not credited for advancement unless credit for the travel has been granted by a college or university recognized by the California State Department of Education.

- 1           11.    After the Bachelor’s Degree, courses for upgrading on the salary schedule must be  
2                   of upper division or graduate standing. After election to the District and after the  
3                   Bachelor’s Degree, exceptions may be made for prior-approved lower division  
4                   transfer credit courses and post-baccalaureate professional courses provided they  
5                   are related to the present assignment of the employee. The granting of salary credit  
6                   to any employee for such courses will be limited to a maximum of nine (9) semester  
7                   hours during the entire time of the employee’s service with the District. Request  
8                   for exceptions must be received by Human Resource Services six (6) weeks prior  
9                   to the first day of attendance in the course and be approved by the Deputy  
10                  Superintendent, Human Resource Services, following review by the Educational  
11                  Mission: Innovation Advancement Committee (EM:IAC).

12  
13                  Denials of salary credit under the provisions of this Section may be appealed by the  
14                  individual employee to Human Resource Services. Appeals shall be reviewed by  
15                  the Educational Mission: Innovation Advancement Committee (EM: IAC) who  
16                  shall recommend appropriate action to the Deputy Superintendent, Human  
17                  Resource Services.

18  
19                  Each university has a transcript key which categorizes courses by the number series.  
20                  If the university classifies a course using the term “professional,” but does not  
21                  specify it as a “professional course related to education,” then the District will not  
22                  be able to grant salary credit unless prior District approval is obtained (as noted in  
23                  B.11). Any courses taken prior to employment with the District shall not qualify  
24                  for salary schedule placement advancement unless as otherwise provided in the  
25                  negotiated agreement.

- 26  
27                  12.    Upper division, graduate level or qualifying professional units will apply towards  
28                  salary schedule placement advancement with the submission of official transcripts.  
29                  “Qualifying professional units” refers to coursework that meets one of the  
30                  following requirements: 1) Professional coursework that is required for a credential  
31                  or certificate (i.e., CLAD, BCLAD) issued by the California Commission on  
32                  Teacher Credentialing (“CCTC”); or 2) Upper division or graduate level courses  
33                  which are designated as professional courses for educators by the accredited college  
34                  or university.

- 35  
36                  13.    Exceptions to the requirement that all course work units must be taken at an  
37                  accredited college or university may be made by action of the Educational Mission:  
38                  Innovation Advancement Committee (EM: IAC) with the approval of the Deputy  
39                  Superintendent, Human Resource Services. This committee is empowered to grant  
40                  credit on the salary schedule for successful completion of in-service courses offered  
41                  by the Long Beach Unified School District which (a) involve attendance at  
42                  sessions equivalent in time to college or university courses at the same unit value,  
43                  (b) involve participation and related work equivalent to that required in college or  
44                  university courses of the same unit value, (c) provide needed in-service opportunities  
45                  not otherwise readily available, and (d) are found by the committee to be in the best  
46                  interest of the instructional program of the District.



1  
2 C. **SALARY INCREMENTS:**  
3

- 4 1. Increments are granted to certificated employees who have been compensated for  
5 fifty (50) percent or more of the one hundred eighty-two (182) day school year  
6 under contract or who have combined service of one hundred thirty-five (135) days  
7 in one (1) school year under contract and as a substitute teacher. Any exception to  
8 this policy requires specific approval of the Board of Education.  
9
- 10 2. An employee who at the time of resignation was classified as permanent and who  
11 is re-employed under contract within thirty-nine (39) months after the last day of  
12 service, shall be classified as and restored to all rights of a permanent employee,  
13 except as specifically limited by law.  
14
- 15 3. A certificated employee who has a leave of absence (a) to serve as a member of the  
16 Peace Corps outside the United States, the Domestic Peace Corps (Volunteers in  
17 Service to America), or the Job Corps; (b) to teach in a foreign country; or (c) to  
18 take advanced professional and academic training is entitled to an increment the  
19 same as though he/she had been regularly employed. To receive such increment,  
20 the service or study during the period of leave must be verified. In order to qualify  
21 for the increment following a leave of absence for advanced professional and  
22 academic training, an employee shall verify that he/she undertook a full load as  
23 defined by the institution attended. A transcript of work taken and grades earned  
24 shall be filed within sixty (60) calendar days of returning to duty. If verification is  
25 received after sixty (60) calendar days, salary schedule placement adjustment will  
26 be effective the following pay period.  
27
- 28 4. A certificated employee who is granted a military leave is entitled to such increment  
29 as would have been received had the employee remained in active service with the  
30 school district.  
31

32 D. **ADDITIONAL EMPLOYMENT BEYOND THE CONTRACT POSITION:**  
33

- 34 1. Employees in full-time contract positions shall not, during the period of time covered  
35 by the contract, engage in other gainful occupations which impair the efficiency and  
36 character of the school service rendered.  
37

38 E. **OCCASIONAL PROJECTS – CURRICULUM WRITING:**  
39

- 40 1. **During School Time.** Teachers will be released from their school assignment and  
41 scheduled for six-hour work days. Substitute teachers will be provided.  
42
- 43 2. **During Vacation Time.** Teachers serving as curriculum planners and writers will  
44 be employed for a maximum of six hours per day and paid per hour at their regular  
45 contract daily salary rates divided by eight (8).  
46

- 1           3.     **Individual Writing Projects.** When an individual is able and willing to prepare a  
 2 curriculum guide on one’s own time during off-duty hours, that person may be  
 3 elected to receive a lump sum honorarium or extra compensation for additional  
 4 duties. Such extra compensation will vary with the magnitude of the projects.  
 5

6     **F.     OCCASIONAL PROJECTS – IN-SERVICE:**  
 7

- 8           1.     When a stipend is paid for participation in an in-service activity, the hourly rate  
 9 shall be in accordance with the bargaining unit member’s teacher hourly extra  
 10 compensation rate (J assignment).  
 11

12                     The only exception to this standard rate will be a specified in-service participation  
 13 rate which is mandated by an agency other than the LBUSD as part of an approved  
 14 grant or other specially funded program.  
 15

- 16           2.     When a stipend is paid for serving as a presenter outside of the workday at an in-  
 17 service activity, the hourly presenter or the regular hourly rate, whichever is higher.  
 18 This rate includes documented and pre-approved preparation time outside of the  
 19 workday for the planning of new presentations. This planning time shall also be  
 20 paid at the same rate.  
 21

22                     The only exception to this standard rate will be a specified presenter rate which is  
 23 mandated by an agency other than the LBUSD as part of an approved grant or other  
 24 specially funded program.  
 25

26                     The hourly presenter rate will be adjusted by the same percentage as the average  
 27 negotiated salary increase.  
 28

- 29           3.     There is no obligation to offer a stipend for participation in or presentation of an in-  
 30 service activity.  
 31

- 32           4.     A stipend cannot be provided to participants or presenters for an in-service activity  
 33 held during the regular duty day as described in Article V, Section A. of the K-12  
 34 Teachers Contract.  
 35

- 36           5.     Except as specified in Article XIV of the K-12 Teachers Contract, participants  
 37 cannot receive both a stipend and salary credit for the same in-service activity. (See  
 38 Appendix B., Section B.12. and 13.)  
 39

40     **G.     REGULATIONS GOVERNING PAYMENT FOR ADDITIONAL**  
 41 **ASSIGNMENTS:**  
 42

- 43           1.     Compensation for extracurricular assignments is based on the level of responsibility  
 44 involved and the time commitment the employee must make to assure the  
 45 successful participation of students. Compensation is provided in the form of a  
 46 stipend paid on a quarterly basis during and occasionally subsequent to the

1 conclusion of the activity for which the employee is providing instruction,  
 2 direction, and/or coaching. Specific stipend amounts are provided in Salary  
 3 Schedule S which is distributed under separate cover.  
 4

- 5 2. In those sports where the team or individual team members advance to  
 6 championship post-season CIF competition, all employees providing instruction,  
 7 direction, and/or coaching shall be paid at a daily rate set up to and including the  
 8 last day of student participation. In certain sports, post-season competition may  
 9 require the continued participation of students under the direction/supervision of  
 10 the band director and/or the drill team and pepster advisors. Daily rates for  
 11 employees providing instruction, direction, and/or coaching during periods of CIF  
 12 post-season competition are also provided in Schedule S.  
 13
- 14 3. The newspaper sponsor shall be paid .10 of the annual stipend listed in Schedule S  
 15 per issue not to exceed the total amount of that annual stipend.  
 16
- 17 4. When a certificated employee accepts an additional compensation assignment, it is  
 18 not intended that the assignment should be a bar to accepting from the school  
 19 district additional hourly employment. Earnings from the employment in excess of  
 20 his/her contract must not be greater than he/she would have received at the  
 21 maximum hourly rate for the year at the maximum number of hours permitted (six  
 22 [6] hours per week); further, the additional employment must not interfere with  
 23 regular contract duties and must bear the approval of the principal. (School district  
 24 work on Saturdays and on vacation days is excluded.)  
 25
- 26 5. Payment of compensation is to be made on a quarterly basis during or subsequent  
 27 to the period in which the activity is in progress.  
 28
- 29 6. In cases of absences for a few days only, the work for which additional  
 30 compensation is being paid will await the return of the regular teacher, except for  
 31 the middle school playground program. In cases of lengthy absences, where it  
 32 becomes necessary for a replacement service employee to carry on those duties for  
 33 which additional compensation is allowed, the replacement service employee shall  
 34 be paid an amount which bears the same ratio to the total amount allowed for the  
 35 activity as the number of school days the replacement service employee worked  
 36 bears to the total number of days listed to do the job.

37  
 38 The following formula shall be used in computing the pay for a replacement service  
 39 employee who has performed those duties for which the regular teacher would have  
 40 received additional compensation:  
 41

$$\begin{array}{c}
 \text{Number of days worked as a replacement service employee} \\
 \textbf{divided by} \\
 \text{Number of additional assignment days for which regular employee is compensated} \\
 \textbf{multiplied by} \\
 \text{Total compensation for the specific additional assignment}
 \end{array}$$

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46

**equals**

Pay for this assignment to replacement service employee

Whenever the replacement service employee has earned this additional pay, it shall be included in the monthly payroll, rather than being allowed to accumulate. At the end of each activity, the amount paid the substitute shall be deducted from the amount set up for that activity.