

**Salary and Benefit Augmentations and Revisions for the 2015/16 Fiscal Year**

**Architecture Construction & Engineering Charter School  
Oxnard Federation of Teachers and School Employees, ACE Charter Certificated Unit  
Agreement**

**2015-2016 School Year**

**Salary and Benefit Augmentations**

1. Full funding of annual step and column increases.
2. The Federation and ACE Charter agree to a 4% increase applied to the salary schedule effective July 1, 2015.
3. The Federation and ACE Charter agree to raise the Health and Welfare medical cap from \$11,697 to \$12,165.

**2016-2017 School Year**

1. Full funding of annual step and column increases.
2. The Federation and Ace Charter agree to 2% off schedule bonus retroactive to January 1, 2016.
3. The Federation and Ace Charter agree to insert a salary schedule in the contract that accurately reflects column movement that supports the mutual interest for hiring and maintaining quality certificated employees. Step and Column permanent adjustments that will result in approximately \$35,349 in wage and benefit increases above and beyond the scheduled 16/17 budgeted salary expenses.
4. Salary negotiations will remain open for the 2016-2017 year. Negotiations for the 2016-2017 year will be scheduled no later than November 1, 2016.
5. The Federation and ACE Charter agree to raise the Health and Welfare Medical cap from \$12,165 to \$12,652.

**Term and Renegotiations**

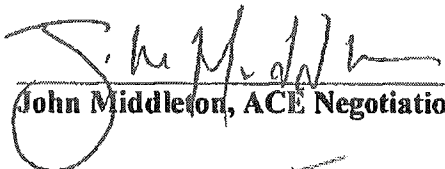
- 18.1 This agreement shall remain in full force and effect up to and including June 30, 2019; and thereafter shall continue in effect from year to year, unless and until one of the parties notifies the other in writing of its request to modify, amend or terminate the Agreement.
- 18.2 ACE and OFTSE agree to annual renegotiations in years 2 and 3 of the agreement to include Salary and Benefits with no more than two articles per party.

18.3 The two parties agree to meet the third week in April to begin renegotiation for the subsequent school year.

**For the Federation:**

  
\_\_\_\_\_  
Wes Davis, President OFTSE

June 13, 2016  
Date

  
\_\_\_\_\_  
John Middleton, ACE Negotiation Member

June 13, 2016  
Date

  
\_\_\_\_\_  
Mike Terman, CFT Field Representative

June 13, 2016  
Date

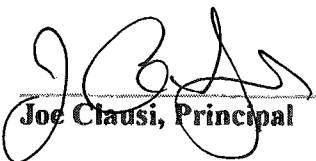
**For ACE Charter:**

  
\_\_\_\_\_  
Richard Urias, ACE Board Member

8/11/16  
Date

  
\_\_\_\_\_  
Tony Skinner, ACE Board Member

8/11/16  
Date

  
\_\_\_\_\_  
Joe Clausi, Principal

8/11/16  
Date

**ARCHITECTURE, CONSTRUCTION & ENGINEERING  
CERTIFICATED SALARY SCHEDULE  
2016-2017**

| STEP | 01/CL1<br>CLASS I | 01/CL2<br>CLASS II | 01/CL3<br>CLASS III | 01/CL4<br>CLASS IV |
|------|-------------------|--------------------|---------------------|--------------------|
| 1    | 45,741.46         | 46,287.23          | 50,412.20           | 54,529.11          |
| 2    | 45,741.46         | 49,353.81          | 53,474.75           | 57,594.70          |
| 3    | 48,298.45         | 52,418.39          | 56,534.31           | 60,657.26          |
| 4    | 51,353.98         | 55,480.95          | 59,604.92           | 63,723.85          |
| 5    | 54,426.60         | 58,546.53          | 62,661.44           | 66,789.42          |
| 6    | 57,485.14         | 61,609.09**        | 65,728.03           | 69,843.95          |
| 7    | 60,439.15         | 64,669.65          | 68,797.62           | 72,908.52          |
| 8    | 63,621.55         | 67,735.22          | 71,858.19           | 75,981.13          |
| 9    | 63,621.55         | 70,798.79          | 74,922.76           | 79,032.64          |
| 10   | 63,621.55         | 73,870.41          | 77,980.29           | 82,109.28          |
| 11   | 63,621.55         | 76,928.96          | 81,046.88           | 85,167.82          |
|      |                   |                    |                     |                    |

\*\*\*\*\*Salary increases will be based on evaluation/merit not automatic annual increases

\*\*Highest placement for newly hired employees

Teacher- 183-day work year comprised 180 school days and 3 professional developments

Counselor- 190-day work year

**Column I.**

Requirement- BA plus Preliminary credential

**Column II.**

Requirement- BA plus clear credential

**Column III.**

Requirement- BA plus 45 upper division semester units or BA plus MA. CTE teachers with 10 plus years within their industry, plus cleared credentials, must include BA. All staff in this column must be track III teachers.

**Column IV.**

Requirement- BA plus 60 upper division semester units, which includes a Master's Degree. CTE teachers with 15 plus years experience within their industry plus cleared credential must include BA. All staff in this column must be track III teachers.

\*\*Staff with successful entrance into track III will have their step and column adjusted based on prior years of experience/industry work experience\*\*

Health and Welfare Annual Cap \$12,652