

AGREEMENT

BETWEEN

**SANTA MONICA COMMUNITY
COLLEGE DISTRICT**

AND

**SANTA MONICA COLLEGE POLICE
OFFICERS ASSOCIATION**



July 1, 2012 — June 30, 2014

Each permanent employee shall receive a 1.5% differential above his/her regular rate of pay on the salary schedule upon receipt of an Associate of Arts/Science degree.

11.10.3.2 Bachelor of Arts/Science Degree

Each permanent employee shall receive a 1.5% differential above his/her regular rate of pay on the salary schedule upon receipt of a Bachelor of Arts/Science degree.

11.10.3.3 Master of Arts/Science Degree

Each permanent employee shall receive a 1.5% differential above his/her regular rate of pay on the salary schedule upon receipt of a Master of Arts/ Science degree.

11.10.3.4 Post Certificates

Each permanent employee shall receive a 1.0% differential above his/her regular rate of pay on the salary schedule upon receipt of a Intermediate POST Certificate.

Each permanent employee shall receive a 2.0% differential above his/her regular rate of pay on the salary schedule upon receipt of a Advanced POST Certificate. Any differential for an Intermediate POST Certificate shall terminate upon receipt of this differential.

11.10.3.5 An employee may receive an educational pay differential for no more than one Associate of Arts or Science degree, no more than one Bachelor of Arts/Science degree, or no more than one Master of Arts/Science degree.

11.10.3.6 An employee may receive educational pay differentials for no more than a combination of any two of the following: educational certificates, professional licenses, or degrees.

11.11 Santa Monica College Courses.

The District will waive tuition for unit members taking classes at SMC and will provide unit members with required instructional materials for such classes in an amount not to exceed \$2,500 during the term of the Agreement.

11.12 Employee Orientation.

The District shall continue its new employee orientation program.

11.13 Error in Salary