

VISTA CHARTER PUBLIC SCHOOLS

601 North Fairview Street
Santa Ana, CA 92703
T: (714) 881-7407 | F: (714) 988-2747
www.vistacharterpublicschools.org

Collin Felch, Ed.D., Superintendent
Karen Amaya, Assistant Superintendent



VCPS Salary Point Policy

At Vista, teachers can increase their annual salary by taking classes to improve their practice as educators. This policy provides an outline of the requirements in order to receive salary points at Vista Charter Public Schools.

Quarter Unit vs. Semester Unit Conversion

Placement on the Vista salary scale will be based on semester units (or the equivalent conversion from quarter units). The widely recognized quarter to semester unit conversion is:

- # of Quarter Units $\times \frac{2}{3}$ = # of Semester Units
- For example, an employee with 45 eligible quarter units would be equivalent to 30 eligible semester units.

Transferrable Salary Points

In order to qualify for salary point credit, coursework must be directly related to the subjects commonly taught at Vista Charter Public Schools or the coursework must be completed as part of a broader accredited education program. The coursework must enhance the employee's knowledge of the subject(s) taught as well as increase the methodology skills associated with teaching those subjects.

Approved Salary Point Courses:

- Post-baccalaureate courses
- Coursework directly related to the subjects commonly taught
- Coursework leading to a new preliminary or clear teaching credential or certificate in designated shortage fields accepted by the District.
- Coursework required for the acquisition of: certificates, credentials, or emergency permits issued by the Commission on Teacher Credentialing (CTC) in conjunction with the California Department of Education (CDE) to authorize the instruction of English Learners (ELs).
- Coursework required for acquisition of a Special Education certificate or credential.
- Coursework leading to an advanced degree in an appropriate subject field or leading to a preliminary or clear teaching credential.
- Extension courses in the field of education
- Salary credit for repeat courses shall not be allowed

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Vista Salary Points

Professional Development, as a life long learning process, is essential to improving the effectiveness of all educators, no matter how experienced they may be. At its best, professional development and continued learning grounded in our signature practices will best meet the needs of our students and teachers. No professional development program can accomplish all the goals for all participants, however all professional development should seek to support our mission, vision and instructional practices. As defined by the University of California, a semester unit requires a minimum of 15 contact hours with an instructor and 30 hours of outside preparation or implementation.

Teachers who participate in professional development on our signature practices are also eligible to receive salary point credit:

- Kagan Cooperative Learning (Days 1-5)
- Kagan Workshops
- Project Lead the Way/S.T.E.A.M.
- Circle Ways/Way of Council
- Global Education
- Project Based Learning
- Mastery Learning
- CTE/Dual Enrollment

All salary points must be approved by the Superintendent or Assistant Superintendent. Documentation of 15 contact hours and 30 hours of implementation must be submitted. These units do not transfer outside of Vista Charter Public Schools.