

January 24, 2013

**Memorandum of Agreement
Between
The Taylor Public School Board of Education
And**

The Taylor Federation of Teachers, AFT Local 1085, AFT Michigan, AFL-CIO

This memorandum reflects the agreement of the parties with respect to a collective bargaining agreement to succeed the agreement which expired on August 16, 2011.

A. Wages

1. The parties have computed and approved salary scheduled to be used for each of the school years identified in the attached documents.
2. The schedules that are attached shall apply to the school years identified on the document.

B. Transition and Effective Date

1. ~~Attachment 1 computes the balance of compensation due for the remainder of the 2012-2013 school year following approved adjustments.~~ Attachment 1 calculations are inaccurate. ① 1-31-2013
D.A. 1-31-2013
2. These adjustments in wage and scale compensation described in attachment 2 shall become effective at the commencement of the first full pay period in February, 2013 and remain in effect through June 30, 2015.
3. Every member of the bargaining unit shall be moved one step above their current step for the 2013-2014 school year.
4. For school year 2015-2016, TFT members will return to the current 30 year pay scale and will remain on the step they were at at the beginning of the 2013-2014 school year. See attachment 3
5. For the 2016-2017 school year, the TFT pay scale will be collapsed to 15 years. If the TSD remains in a DEP for the 2016-2017 school year, the pay scale will stay at the 2015-2016 school year and teachers will receive a 1 step increase and the collapse will occur immediately after the conclusion of the DEP. See attachment 4

The employer may request to negotiate wages in the event that it completes the 2015-2016 year in a deficit condition. For the purposes of this section, the Employer has a deficit if total revenues to the General Fund are less than the total of good faith expenditures from the General Fund plus the total of any available surplus. To be timely, a request must be made not later than August 1, 2016.

EXHIBIT

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January 24, 2013

The Union may assert that all or any part of the Employer's expenditures were not in good faith and that the deficit was unnecessary. In that event, the Union, only, may submit the dispute to final and binding arbitration. The Arbitrator shall be Mark Glazer or some other person who is mutually agreed upon. The arbitration hearing shall be conducted within 21 day of the Union's request for hearing. The Labor Arbitration Rules of the American Arbitration Association shall govern the process other than the selection and appointment of the arbitrator. The arbitrator shall determine the course of the proceedings and decide on the admissibility of evidence.

The decision of the arbitrator shall be issued as soon as practicable following the hearing. The arbitrator shall decide (a) a good faith deficit exists or (b) a good faith deficit does not exist.

If a good faith deficit is found to exist, the parties shall begin negotiations with regard to employee compensation to be paid during the 2016-2017 school year. If a good faith deficit is not found to exist then the terms of the collective bargaining agreement shall apply as written.

If required, bargaining shall commence as soon as practicable following the arbitrator's decision. Either party reserves the right to employ resolution devices provided by the Public Employment Relations Act, MCL 423.201 et seq.

6. Lane changes will remain in effect for the duration of the Agreement under conditions provided in the current agreement.

- a. All credit hours on file with the Board of Education by February 15, 2013 will be added to the member's pay scale.
- b. Credit hours turned in to the Board of Education after February 15, 2013 will be paid beginning with the 2015-2016 school year.

7. Any TFT member who notifies the TSD of their intent to retire effective no later than September 30, 2013 will not be subject to any reductions in wages for the 2012-2013 & 2013-2014 school year. Those severing employment after July 1, 2013 but before September, 2013 will not receive a step increase for the 2013-2014 school year. Notification must be given to the TSD by March 1, 2013. A teacher who notifies the district in writing by March 1, 2013 of their intent to retire effective no later than September 30, 2013 and who actually severs employment with TSD on or before September 30, 2013 for the purposes of retirement will not be subject to any reductions in wages for the 2012-2013 and 2013-2014 school years.

1. This agreement shall become effective according to its terms upon ratification by the last party.

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January 24, 2013

D. Pending Litigation

The Union shall dismiss,, with prejudice, its charge filed with the Michigan Employment Relations Commission pending as case C 11 H-157 when:

1. This agreement is ratified by each of the parties

E. Terms and conditions in the collective bargaining agreement which expired on August 16, 2011 which are not changed by this memorandum remain in effect as written to the extent permitted by law.

F. No member of the bargaining unit shall be disadvantaged or deprived of any right as a consequence of the absence of a collective bargaining agreement from August 16, 2011 to the effective date of this agreement as permitted by law.

G. Final Document

1. This agreement shall become effective according to its terms. The parties shall as soon as practicable agree on the text of a printed version of a final document which shall be presented for signature and distribution. The Taylor School District and the Taylor Federation of Teachers shall equally share the cost of the reproduction of the collective bargaining agreement.

2. The parties recognize the value of a revision and editing of the collective bargaining agreement for the purpose of making it concise and eliminating obsolete provisions. The Union shall be responsible for creating a revised document which shall be presented to the Board of Education as soon as practicable. Neither party shall be obligated to approve this document.

H. Duration

This agreement shall become effective immediately upon ratification by the last party ratifying and shall remain in effect until October 1, 2017.

I. Union Security

1. The Taylor Board of Education and the Taylor Federation of Teachers agree to the union security clause and annual payroll withholding authorization. The union security clause will be ratified separately from the collective bargaining agreement by the Board of Education and the Taylor Federation of Teachers.

J. Professional Learning Communities

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January 24, 2013

1. After school Professional Learning Communities will begin immediately after station time.

(Insert contract clauses)

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Janet A. Moore
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January 24, 2013

ARTICLE II UNION RECOGNITION

Article II, Section G -- Addition to Language

The Board shall make available to the Union upon its request any and all information, statistics and records relevant to negotiations, or necessary for the proper enforcement of the terms of this Agreement, to the extent to which material is readily available or is reasonable attainable. The board shall, by June 1st of each year, forward copies of all member evaluations and related notes pertaining to the completion of minimally effective and ineffective evaluations to the TFT.

Article II, Section V -- Union Recognition

For the duration of the Agreement, and to the extent allowed by law, the following will be referred to the Board Committee. The union President and Executive Secretary, upon vacating their positions, shall be placed in the exact job assignment and status with which they vacated to perform their duties as union President and Executive Secretary. If the position no longer exists (closed building, elimination of program, etc.) the District agrees to place these persons in a position of their choice for which they are qualified, unless prohibited by law.

If the foregoing language is determined by a tribunal of competent jurisdiction to be contrary to law, the parties agree to meet and confer with respect to additional Board procedures. This shall not establish a precedent at expiration of this agreement.

ARTICLE IX, SECTION E EMPLOYEE MEETINGS

1. In each school, a monthly faculty meeting may be held upon 48 hour notice from the principal. The meeting will be held on a predetermined (regular) day. The monthly faculty meeting shall not exceed one hour and fifteen minutes. The principal shall establish the agenda for the meeting. This meeting may be held before or after school as indicated by the teachers at the beginning of the school year. It is further agreed that if the meeting is held after school the meeting will start 10 minutes after the scheduled dismissal time. If the meeting is held before school the 10 minute station time may be used as part of the meeting time. Staff meeting times are to be used only for communicating building/district information. Staff meetings shall not be used for professional development, PLCs, etc.
2. During a teacher work day, (not including teacher record days) when students are not scheduled, a faculty meeting not to exceed two hours in length may be scheduled. During a ½ day teacher work day, a faculty meeting not to exceed one hour may be scheduled. The principal shall establish the agenda for the meeting.

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January 24, 2013

3. As compensation for open house, TFT members will receive two hours of release time. The day and time will be by mutual agreement between the TSD and the TFT annually when the calendar is developed.

ARTICLE X DAILY WORK SCHEDULE

Article X, Section C -- Record Days, Parent Conferences, Release Days

TFT members will have the option of working off site ~~to do the mid-year record day~~ on all record days. On the final record day of the year, teachers must complete the check out process in person.

Article X, Section H, Subsection 2 -- Class Size Limitations

Add:

2. Class overloads shall be determined on a daily basis. When a class size, after the tenth student day for the first trimester and the fifth student day for the second and third trimester, exceeds the limit, the teacher shall be paid: (Insert current language)

Article X, Section J, Subsection 3 -- Teacher Programs

3. All elementary school students will be provided instruction in physical education and music/art. Grades K through 6 (if 6th is self-contained) will receive an average of one hundred fifty ~~(150)~~ **seventy (170)** minutes per week calculated over the school year of physical education/music/art instruction or any combination thereof. ~~Beginning in the 2009/2010 school year this district will offer a foreign language program in the elementary schools staffed by TFT members. This program will be jointly planned with the TFT. During the instruction time the classroom teachers would be allowed to prep for their classroom duties.~~

Add:

13. The TSD agrees that all secondary media centers will receive a minimum of a half week (.5) of library service provided by a certified media specialist. One certified media specialist will split the work week equally between both high schools and one between both middle schools for the sole purpose of operating the media center.

Article X, Section K -- Special Education Programs

6. Ancillary Special Education staff in each building will have an appropriate space made available to provide the privacy necessary for evaluations and interviews and have access to a working computer.

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January 24, 2013

10. The TSD agrees to set Special Education caseloads following the State Regulations, State Waiver or RESA Waivers whichever is larger. Overloads or waiver from RESA will be paid as follows:

1. Full Evaluations will receive 1% of Bachelor's base.
2. Re-Evaluations will receive ¾ of 1% of Bachelor's base.
3. \$1.00 per day per student

11. Special Education teachers will be issued a swipe card to access the building in which the Special Education Office is housed.

Article X, Section S, Subsection 1 – Absence from Duty

Add:

S.1. An Automated Educational Substitute Operator (Aesop) phone/Internet service or comparable service will be used to record absences and assign substitutes.

Article XX, Section T, Subsection 18 – General Information

18. Cost for certification, registration, or license required for continued employment shall be paid by the District. No certification, registration or license reimbursement will be given for the 2012-2013, 2013-2014 and 2014-2015 school years.

Article X, Section A, Section 11 – Teacher Planning Programs

Delete:

Network Supervisor

Teach _____ 2 blocks

Network duties _____ 2 blocks

Planning _____ 1 block

ARTICLE XI- VACANCIES, POSTING, PREFERENCING

ARTICLE XI, SECTION B, SUBSECTION 7-PRESCHOOL TEACHER STAFF ASSIGNMENTS, SALARY AND PROGRAMS

7. For Preschool Teacher Staff Assignments, Salary and Program: Starting with the 2002-2003 school year all preschool teachers new to the program will work 154 days and will be paid 75% of the TTT salary schedule. Beginning with the 2012-2013 school year all 154-day preschool teachers will be paid using the following formula based on the number of days they work not to exceed the number of K-12 teacher work days. (Salary Schedule pay divided by the number of K-12 teacher work days times the number of days the preschool teacher is

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January 24, 2013

~~scheduled to work. All current preschool teachers will work the same amount of days as the K-12 teachers (currently 183 days) and will remain on the current salary schedule. All preschool teachers will have a minimum of 127 student days. The week of home visits scheduled in the fall will count toward the 127 student days. The two weeks of required home visits scheduled for the first and second semester will count toward the 127 student days. As the current preschool teachers (those employed for the 2001-2002 school year) vacate preschool positions, these positions will be replaced by 154-day positions. All preschool teachers will have the same contractual rights and benefits as the K-12 teachers unless otherwise stated in the contract. Under current grant funding amounts there shall be no fewer than five (5) 183-day preschool teachers. If the grant funds are cut, the preschool program shall maintain a minimum of three full-time teachers or 1/2 the certified staff, whichever is a greater number.~~

The Preschool Program will achieve a balance of three 183-day teachers and the remaining staff will be 154-day teachers by the 2006-2007 school year. If there are more than three 183-day positions still in the program by the 2006-2007 school year, the administration may choose to replace these extra 183-day positions with 154-day positions. If the Administration decides to make this change, the excess teachers in the 183-day positions will have the right to take a 154-day position or may bid on a posting or may bump (bump 1st in preschool or K-3, 2nd in grades 4-6, and 3rd in another division, if certified and qualified). If this change is to occur, the decision must be made by March 15, 2006.

Full contractual teachers: In addition to teaching and home visits, the teachers that work the full contractual year will help the facilitator with grant work, program upkeep, interviews, recruiting and all other duties necessary to maintain the grant for the program and will attend appropriate in services as determined by the Assistant Superintendent of Elementary Curriculum.

154-Day Teachers: Teachers employed in the 154-day positions will be responsible for their classrooms, home visits and teaching duties such as parent conferences, in-service, etc. It is further agreed that these teachers will receive six (6) sick days and four (4) personal business days each year.

Preschool Calendar: The preschool calendar, starting and ending times and length of the teaching day will be determined each year by the TFT and TSD. Alterations to the calendar may only be made by mutual agreement between the administration and TFT. It is agreed that the preschool calendar will follow the K-6 calendar in regard to conferences, vacations days, etc. For the purpose of parent conferences, the preschool will be in the afternoon and evening for the fall conferences. Winter conferences will have one day in addition to the elementary conference schedule which will be held in the morning and afternoon. The preschool teacher day will be the same length as the typical K-6 teaching day. If it is necessary to schedule home visits outside of the scheduled workday they must be pre-approved by the Assistant Superintendent for Elementary Instruction. Teachers may receive comp time as determined by the Assistant Superintendent for Elementary Instruction.

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This program must be self-supporting and may not impact the K-12 budget and its existence is dependent upon grant funds. The program will designate at least 10% of the yearly budget by capital outlay, nutritional snacks, transportation, program supplies and any unforeseen expense. Carryover money is to be applied toward this 10%.

ARTICLE XI, SECTION B- SUBSECTION 9b

REPLACE ARTICLE XI- SECTION B - SUBSECTION 9b:

"If there is a reduction in the number of academic assistants, the least senior person in the affected building will be laid off. No new academic assistant shall be hired in a position in the building until all laid-off academic assistants from that building have been given an opportunity for recall."

**ARTICLE XIII-AGREEMENT ON PROFESSIONAL LEAVES AND
OTHER INTERRUPTIONS OF PROFESSIONAL SERVICE**

ARTICLE XVII, SECTION G – MEDICAL INSURANCE

Proposed

Language:

Any layoff pursuant to this Article shall suspend the duration of the layoff the individual employment contract of the teacher. The Board's obligation to pay salary for any laid-off teacher's individual or supplemental employment contract as well as all benefits under this collective bargaining agreement (except where noted) shall terminate at the end of the calendar month during which layoff commences, provided that a teacher terminated during a school calendar year may continue under the group insurance provisions of the contract for the period prescribed by law, by payment of the monthly insurance costs (COBRA). Payment must be timely. The district shall continue health insurance coverage throughout the months of July and August for those members who are laid off at the end of any school year. The member's portion of health care cost sharing will be deducted from the member's final pay of any school year unless the member notifies the TSD of their decision to forgo health care coverage for the months of July and August within two weeks of lay off notification.

ARTICLE XVI SALARIES

~~If any other Taylor School District bargaining unit receives any improvement in wages (including bonus, stipends, etc.) or health benefits the TFT contract will be modified to incorporate the improvements. If during the period of deficit elimination any other unit receives a lesser percentage reduction in salaries, the TFT salary schedule will be adjusted to reflect the lesser percentage.~~

Article XVI – Salaries

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January 24, 2013

Replace Title of Art. XVI "Salaries" with the following:
"Compensation"

Article XVI, Section A, Subsection 7 – Attendance Incentive

Add after last sentence:

7.e. All unused sick days will accumulate in the teacher's sick bank.

7.f. No attendance incentives will be offered for the 2012-2013, 2013-2014, and 2014-2015 school years.

Article XVI, Section A, Subsection 8a – Salaries

Full time academic assistants (6 hours per day or more) shall receive five (5) sick days per year. Half time academic assistants shall receive 2 ½ sick days per year. At the end of each school year all banked days will remain in the member's bank for use in future years. No payment of banked days will be offered at separation of employment.

Academic Teaching Assistant salaries shall not decrease for the duration of the collective bargaining agreement.

Article XVI, Section B, Subsection 4a – Salary Pay Options

Delete:

4.a. In contract amount – base salary/longevity

ARTICLE XVI, SECTION E

Amend Article XVI, Section E to read as follows:

The following high school learning disciplines will have the services of a department chairperson with the noted stipend paid at MA step 11 and any future "on Scale" pay increases will be used to calculate the stipends:

Special Education	3%
Business & Living Skills (Home Economics, Industrial Arts)	5%
Fine Arts (Music, Art, Drama, Foreign Language, Theatre Arts, Speech)	5%
Physical Education	5%
Mathematics	8%
Science.....	8%
Language Arts	8%
Social Studies	8%

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Frank Moore
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Article XVI, Section E, Subsection 4 -Salaries

DELETE

~~1. An additional three days to be scheduled as mutually agreed upon between chairperson and principal will be worked by each chairperson before the school year begins or after the school year ends. The three additional days the Department Chair works will be paid at their daily rate of pay.~~

Article XVI, Section H, Subsection 2a, Severance Pay

ADD: (After last sentence)

2.a. Teachers who notify the District, in writing, by March 15th of each school year that he/she plans to retire at the end of that school year will receive a \$1,000 retirement incentive. Any exception to this deadline may be reviewed case-by-case. This retirement incentive and the severance payment due to the teacher will be paid in three (3) equal payments spread over three (3) years immediately following retirement and be deposited into a 403B Plan by July 15th of each of the three years. No early notification of retirement incentive will be paid for the 2012-2013, 2013-2014 and 2014-2015 school years.

Article XVI, 8

ADD:

f. Preschool ATAs, funded through the GSRP will work a minimum of 160 days per school year.

Article XVI, Section K, Subsection 3 - - Academic Stipend Compensation

With the following:

Academic Stipend Compensation:

Forensics Coach	4%
Debate Coach	13%
*DECCA Advisor (HS)	6%
Band Director (HS)	13%
Band Director (M/JHS)	13%
Assistant band Director (HS)	6%
Chorus (HS - 1 School)	8%
Chorus (HS - 2 Schools)	12%
Chorus (M/JHS)	8%
Drama (HS - Min. of two plays)	10%
Drama (M/JHS)	5%

(Remainder of schedule per predecessor agreement)

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Article XVI, Section K, Subsection 3 – Academic Stipend Compensation

*HOSA II Assistant Advisor (2 positions) 3%

Article XVI, Section Q – Mileage Compensation

Add: (After last sentence)

Q. Approved school mileage compensation shall be adjusted each January per I.R.S. allowable rate.

No mileage reimbursement will be given for the 2012-2013, 2013-2014, 2014-2015 school years except for the Homebound Teacher, Occupational Therapists, Physical Therapists, Social Workers, School Psychologists, Preschool Teacher and School Nurses.

ARTICLE XVII – MEDICAL INSURANCE

Article XVII, Section D – Long Term Disability

It is hereby agreed that the Taylor School District will continue to pay the district portion of health care coverage for members of the Taylor Federation of Teachers, AFT Local 1085 for a period of two (2) years while on Long Term Disability. The following conditions will apply:

1. If denied Long Term Disability, members would not be eligible for health insurance.
2. Members would be eligible for health insurance not cash in lieu of health insurance benefits.
3. The Taylor School District may require that the member apply for Social Security Disability.
4. If the member became eligible for Social Security Disability benefits and became eligible for medical insurance, the Taylor School District Insurance would cease as of the effective date of the new coverage.
5. The TFT member will be billed for any amounts due and owing as contributions toward the cost of health insurance. If the member fails to make payments three (3) months in a row, the Taylor School District will terminate their coverage and no grievance could be filed.
6. The member will sign a document at the time of application for Long Term Disability benefits, stating that any contributions toward the cost of health insurance that the member fails to pay would be withheld from future paychecks, severance payouts, etc. should the insurance coverage be terminated for nonpayment of such amounts
7. If insurance is terminated, Taylor Federation of Teachers members would receive a COBRA notification and would be allowed to elect our health insurance under COBRA laws.

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BOARD POLICY WITH REGARD TO TEACHER EVALUATIONS

Timing, Length, and Peer Inclusion

For the duration of this Agreement and to the extent allowed by law, the following will be referred to the Board Committee. The TSD agrees that teacher involvement in the evaluation process is important to the development of the educator. The TSD further agrees that evaluations shall be used as a tool to help teachers improve and be effective. Taylor School District Plan for Teacher Evaluation Timeline and Procedures 2012-2013 Formal Observation for Teacher:

1. Unscheduled half day (maximum of 2 hours at the elementary level).
2. Attendance Rubric:
Excluding FMLA, chronic and excused absences, absences in excess of 15 may affect a teacher's evaluation.
3. The building principal shall meet to schedule the day and time of one formal observation. An additional formal observation may be unscheduled.
4. The length of each formal evaluation shall not exceed seventy (70) minutes at the secondary level.
5. The teacher shall be notified in writing of their rating within one (1) week of each formal observation, or at any time they become rated as ineffective or minimally effective.
6. If a teacher is rated as ineffective or minimally effective another observation shall be scheduled prior to the end of the school year. The higher rating shall be used to determine effectiveness.
7. The TFT shall be notified of any teacher who has been rated as ineffective or minimally effective within two (2) weeks of the first formal observations. The TFT may request that the teacher rated as ineffective or minimally effective be evaluated by an alternate administrator of the TFT's choosing and/or a peer evaluator of the TFT's choosing.
8. Each teacher shall receive the rubric and evaluation tool that will be used no later than the first day of school each school year.
9. The TFT will receive a listing of the person responsible for conducting the evaluation of each member no later than September 30th of each school year.

If the foregoing language is determined by a tribunal of competent jurisdiction to be contrary to law, the parties agree to meet and confer with respect to additional Board procedures. This shall not establish a precedent at expiration of this agreement.

Other:

All parties will review contract to ensure compliance with law.

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Remaining 2012-2013 School Year

Step	BA/BS	MA/MS	M30/DM/SW/ES	ABD	DR
P-1	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P-2	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P-3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P-4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
6	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
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9	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
10	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
11	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
12	The pay schedule will reflect a 10% cut for the remainder of the				
13	2012-2013 school year. The amounts to be calculated will be				
14	reflected on the February 22, 2013 pay.				
15	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
16	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
17	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
18	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
19	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
20	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
21	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
22	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
23	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
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25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
26	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
27	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
28	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
29	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
30	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

*D.A.
1-31-2013*

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• Pay schedule above reflects a 10% cut for remainder of 2012-2013 school year and shows amount remaining to be paid

ATTACHMENT 1

*TA Deane Allen
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1-24-13*

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2013-2014, 2014-2015 Pay Scale

Step	BA/BS	MA/MS	M30/DM/SW/ES	ABD	DR
P-1	\$ 31,983.30	\$ 34,359.30	\$ 35,840.70	\$ 37,766.70	\$ 63,401.40
P-2	\$ 33,912.00	\$ 36,840.70	\$ 37,768.50	\$ 39,699.00	\$ 63,401.40
P-3	\$ 35,840.70	\$ 37,768.50	\$ 39,699.00	\$ 41,632.20	\$ 63,401.40
P-4	\$ 37,768.50	\$ 39,699.00	\$ 41,625.90	\$ 43,605.90	\$ 63,401.40
5	\$ 39,699.00	\$ 41,625.90	\$ 43,605.90	\$ 45,479.70	\$ 63,401.40
6	\$ 41,627.70	\$ 43,605.90	\$ 45,479.70	\$ 47,409.30	\$ 63,401.40
7	\$ 43,605.90	\$ 45,482.40	\$ 47,409.30	\$ 49,340.70	\$ 63,401.40
8	\$ 45,675.00	\$ 47,409.30	\$ 49,340.70	\$ 51,267.60	\$ 63,401.40
9	\$ 50,259.60	\$ 51,267.60	\$ 53,197.20	\$ 55,124.10	\$ 63,401.40
10	\$ 51,823.80	\$ 56,526.30	\$ 58,494.60	\$ 60,458.40	\$ 63,401.40
11	\$ 54,848.70	\$ 62,575.20	\$ 64,542.60	\$ 66,508.20	\$ 69,452.10
12	\$ 55,123.20	\$ 62,888.40	\$ 64,865.70	\$ 66,840.30	\$ 69,799.50
13	\$ 55,397.70	\$ 63,200.70	\$ 65,187.90	\$ 67,172.40	\$ 70,146.00
14	\$ 55,672.20	\$ 63,513.90	\$ 65,511.00	\$ 67,505.40	\$ 70,493.40
15	\$ 55,945.80	\$ 63,827.10	\$ 65,834.10	\$ 67,837.50	\$ 70,840.80
16	\$ 56,226.60	\$ 64,146.60	\$ 66,163.50	\$ 68,177.70	\$ 71,195.40
17	\$ 56,505.60	\$ 64,465.20	\$ 66,492.00	\$ 68,517.00	\$ 71,549.10
18	\$ 56,785.50	\$ 64,785.60	\$ 66,821.40	\$ 68,856.30	\$ 71,903.70
19	\$ 57,064.50	\$ 65,103.30	\$ 67,150.80	\$ 69,194.70	\$ 72,257.40
20	\$ 57,344.40	\$ 65,421.90	\$ 67,479.30	\$ 69,534.90	\$ 72,611.10
21	\$ 57,625.20	\$ 65,744.10	\$ 67,809.60	\$ 69,875.10	\$ 72,965.70
22	\$ 57,903.30	\$ 66,061.80	\$ 68,137.20	\$ 70,214.40	\$ 73,321.20
23	\$ 58,184.10	\$ 66,380.40	\$ 68,467.50	\$ 70,551.90	\$ 73,674.90
24	\$ 58,464.00	\$ 66,699.90	\$ 68,795.10	\$ 70,891.20	\$ 74,029.50
25	\$ 59,283.00	\$ 67,559.40	\$ 69,665.40	\$ 71,771.40	\$ 74,383.20
26	\$ 59,562.90	\$ 67,877.10	\$ 69,994.80	\$ 72,110.70	\$ 74,736.90
27	\$ 59,843.70	\$ 68,196.60	\$ 70,325.10	\$ 72,448.20	\$ 75,092.40
28	\$ 60,122.70	\$ 68,517.00	\$ 70,653.60	\$ 72,787.50	\$ 75,446.10
29	\$ 60,223.50	\$ 68,654.70	\$ 70,802.10	\$ 72,946.80	\$ 75,799.80
30	\$ 60,322.50	\$ 68,794.20	\$ 70,952.40	\$ 73,107.00	\$ 76,154.40

Teachers will receive a 1 step increase in the 2013-2014 school year

ATTACHMENT 2

TA Danni Allen 1-24-13 8:37
 Danni A. Moore 1-24-13 8:37
 [Signature] 1-24-13

2015-2016 Pay Scale

Step	BA/BS	MA/MS	M30/DM/SW/ES	ABD	DR
P-1	\$ 35,537.00	\$ 38,177.00	\$ 39,823.00	\$ 41,963.00	\$ 70,446.00
P-2	\$ 37,680.00	\$ 39,823.00	\$ 41,965.00	\$ 44,110.00	\$ 70,446.00
P-3	\$ 39,823.00	\$ 41,965.00	\$ 44,110.00	\$ 46,258.00	\$ 70,446.00
P-4	\$ 41,965.00	\$ 44,110.00	\$ 46,251.00	\$ 48,451.00	\$ 70,446.00
5	\$ 44,110.00	\$ 46,251.00	\$ 48,451.00	\$ 50,533.00	\$ 70,446.00
6	\$ 46,253.00	\$ 48,451.00	\$ 50,533.00	\$ 52,677.00	\$ 70,446.00
7	\$ 48,451.00	\$ 50,536.00	\$ 52,677.00	\$ 54,823.00	\$ 70,446.00
8	\$ 50,750.00	\$ 52,677.00	\$ 54,823.00	\$ 56,964.00	\$ 70,446.00
9	\$ 55,844.00	\$ 56,964.00	\$ 59,108.00	\$ 61,249.00	\$ 70,446.00
10	\$ 57,582.00	\$ 62,807.00	\$ 64,994.00	\$ 67,176.00	\$ 70,446.00
11	\$ 60,943.00	\$ 69,528.00	\$ 71,714.00	\$ 73,898.00	\$ 77,169.00
12	\$ 61,248.00	\$ 69,876.00	\$ 72,073.00	\$ 74,267.00	\$ 77,555.00
13	\$ 61,553.00	\$ 70,223.00	\$ 72,431.00	\$ 74,636.00	\$ 77,940.00
14	\$ 61,858.00	\$ 70,571.00	\$ 72,790.00	\$ 75,006.00	\$ 78,326.00
15	\$ 62,162.00	\$ 70,919.00	\$ 73,149.00	\$ 75,375.00	\$ 78,712.00
16	\$ 62,474.00	\$ 71,274.00	\$ 73,515.00	\$ 75,753.00	\$ 79,106.00
17	\$ 62,784.00	\$ 71,628.00	\$ 73,880.00	\$ 76,130.00	\$ 79,499.00
18	\$ 63,095.00	\$ 71,984.00	\$ 74,246.00	\$ 76,507.00	\$ 79,893.00
19	\$ 63,405.00	\$ 72,337.00	\$ 74,612.00	\$ 76,883.00	\$ 80,286.00
20	\$ 63,716.00	\$ 72,691.00	\$ 74,977.00	\$ 77,261.00	\$ 80,679.00
21	\$ 64,028.00	\$ 73,049.00	\$ 75,344.00	\$ 77,639.00	\$ 81,073.00
22	\$ 64,337.00	\$ 73,402.00	\$ 75,708.00	\$ 78,016.00	\$ 81,468.00
23	\$ 64,649.00	\$ 73,756.00	\$ 76,075.00	\$ 78,391.00	\$ 81,861.00
24	\$ 64,960.00	\$ 74,111.00	\$ 76,439.00	\$ 78,768.00	\$ 82,255.00
25	\$ 65,870.00	\$ 75,066.00	\$ 77,406.00	\$ 79,746.00	\$ 82,648.00
26	\$ 66,181.00	\$ 75,419.00	\$ 77,772.00	\$ 80,123.00	\$ 83,041.00
27	\$ 66,493.00	\$ 75,774.00	\$ 78,139.00	\$ 80,498.00	\$ 83,436.00
28	\$ 66,803.00	\$ 76,130.00	\$ 78,504.00	\$ 80,875.00	\$ 83,829.00
29	\$ 66,915.00	\$ 76,283.00	\$ 78,669.00	\$ 81,052.00	\$ 84,222.00
30	\$ 67,025.00	\$ 76,438.00	\$ 78,836.00	\$ 81,230.00	\$ 84,616.00

- Teachers will remain at the step they were at to beginning of the 2013-2014 school year

ATTACHMENT 3

TA

Deane All

1-24-13

8:39

Travis A. Moore
1-24-13
8:39

m j
1-24-13

2016-2017 Pay Scale

Step	BA/BS	MA/MS	M30/DM/SW/ES	ABD	DR
P-1	\$ 35,537	\$ 38,177	\$ 39,823	\$ 41,963	\$ 70,446
P-2	\$ 36,980	\$ 39,823	\$ 41,965	\$ 44,110	\$ 70,446
P-3	\$ 39,323	\$ 41,765	\$ 44,110	\$ 46,258	\$ 70,446
P-4	\$ 41,465	\$ 44,110	\$ 46,251	\$ 48,451	\$ 70,446
5	\$ 43,710	\$ 45,851	\$ 48,051	\$ 50,533	\$ 70,446
6	\$ 45,953	\$ 48,051	\$ 50,333	\$ 52,677	\$ 70,446
7	\$ 48,151	\$ 50,336	\$ 52,277	\$ 54,823	\$ 70,446
8	\$ 50,450	\$ 52,477	\$ 54,723	\$ 56,964	\$ 70,446
9	\$ 53,210	\$ 54,794	\$ 57,009	\$ 59,250	\$ 70,446
10	\$ 58,282	\$ 59,707	\$ 61,893	\$ 65,176	\$ 70,446
11	\$ 60,043	\$ 65,828	\$ 67,814	\$ 70,897	\$ 77,169
12	\$ 63,448	\$ 72,776	\$ 74,673	\$ 75,267	\$ 78,555
13	\$ 63,753	\$ 73,023	\$ 74,978	\$ 77,636	\$ 79,555
14	\$ 64,058	\$ 73,328	\$ 75,336	\$ 79,230	\$ 82,616
15	\$ 67,025	\$ 76,438	\$ 78,836	\$ 81,230	\$ 84,616

2016-2017 Pay Scale Clause

- If the TSD remains in a DEP for the 2016-2017 school year, the Pay Scale will stay at the 2015-2016 school year & teachers will receive a 1 step increase

ATTACHMENT 4

TA
 Dawn Allen
 1-24-13 8:39

Shirley S. Moore
 1-24-13
 8:39

M
 1-24-13