

Tentative Agreement  
July 17, 2018

**Tentative Agreement between  
Bay City Education Association  
and  
Bay City Public Schools**

**July 17, 2018**

**25.330 After School Meetings/Professional Development**

**25.340**

Teachers will be required to remain after the school day (when students are in session) once a month according to the designated Mondays in the calendars pursuant to Appendix "I" for no longer than one and one-half (1.5) hours to attend Professional Development, building-operational, curricular, and policies meetings called by the Building Principal. Professional development will occur during the school year and such days are identified in the school calendar (Appendix I).

Attendance is required for teachers within the respective building(s) for monthly building-meetings and meetings for Professional Development purposes. A teacher may use a personal leave day on scheduled Professional Development days in lieu of attendance, if one is available.

In the event a building or Professional Development meeting is canceled, the canceled meeting can be postponed or rescheduled, attendance becomes optional. However, cancellations because of school district closings caused by conditions (act of God) not within the control of school authorities may be rescheduled.

A teacher assigned to more than one building shall attend the Professional Development meeting held in the building that the teacher has his/her last daily assignment. If the building principal of another building to which the teacher is assigned wishes to have the teacher attend the Professional Development meeting in his/her building instead, the building principal shall make the request directly to the other principal. If the request is granted, the teacher shall be notified by the principal of the building that the teacher has his/her last assignment of the granting of the request and shall be paid mileage to attend the Professional Development meeting in the other building.

TA 7/17/18  
Jennifer Briggs

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R. Mat

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**25.400 High Schools**  
**25.410**

The parties agree that the normal teaching load inclusive of a lunch and conference period shall fall within ~~four (4)~~ five (5) consecutive periods, except as provided in 25.415 concerning "overload assignment."

**HIGH SCHOOL**  
**ILLUSTRATIVE MODEL**

**MONDAY – FRIDAY**

<u>7:35 AM – 7:45 AM</u>	<u>Teacher on Duty</u>
<u>7:45 AM – 8:40 AM</u>	<u>Teacher Instruction Minutes (1<sup>st</sup> Hr.)</u>
<u>8:45 AM – 9:40 AM</u>	<u>Teacher Instruction Minutes (2<sup>nd</sup> Hr.)</u>
<u>9:45 AM – 10:40 AM</u>	<u>Conference Period (3<sup>rd</sup> Hr.)</u>
<u>10:40-AM – 11:05 AM</u>	<u>Lunch A (Duty Free)</u>
<u>10:45 AM – 11:40 AM</u>	<u>Teacher Instruction Minutes (4<sup>th</sup> Hr. B)</u>
<u>11:05 AM – 12:00</u>	<u>Teacher Instruction Minutes (4<sup>th</sup> Hr. A)</u>
<u>11:40 AM – 12:05 PM</u>	<u>Lunch B (Duty Free)</u>
<u>12:05 PM – 1:00 PM</u>	<u>Teacher Instruction Minutes (5<sup>th</sup> Hr.)</u>
<u>1:05 PM – 2:00 PM</u>	<u>Teacher Instruction Minutes (6<sup>th</sup> Hr.)</u>
<u>2:00 PM – 2:10 PM</u>	<u>Teacher on Duty</u>

<del>7:30 AM – 7:40 AM</del>	<del>Teacher On Duty</del>
<del>7:40 AM – 8:52 AM</del>	<del>First Hour</del>
<del>8:58 AM – 10:11 AM</del>	<del>Second Hour</del>
<del>10:11 AM – 10:41 AM</del>	<del>Lunch 1</del>
<del>10:17 AM – 11:29 AM</del>	<del>Third Hour A</del>
<del>10:46 AM – 12:01 PM</del>	<del>Third Hour B</del>
<del>11:29 AM – 11:59 AM</del>	<del>Lunch 2</del>
<del>12:04 PM – 1:16 PM</del>	<del>Fourth Hour (Conference Period)</del>
<del>1:22 PM – 2:35 PM</del>	<del>Fifth Hour</del>
<del>2:35 PM – 2:45 PM</del>	<del>Teacher on Duty</del>

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**25.611**

Teachers shall be required to be on duty ten (10) minutes before school begins and ten (10) minutes after school dismisses. This is in addition to assigned conference periods called for by Article 25.614. If otherwise unavoidable, on-duty time for elementary special area teachers may be assigned on-duty time as conference time if it provides a block of at least 20 minutes of conference time for the teacher.

**25.616**

Special areas including but not exclusive to teachers of music, physical education, art, world language, library/media, speech therapists, reading consultants, visiting teachers, counselors, and all special education teachers shall be provided with conference and planning time to the same extent as other teachers in the District not to be less than two hundred twenty-five (225) minutes per week in blocks of time no less than 20 minutes in length within the instructional day, except in the case of an overload.

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## 26.000 PROFESSIONAL COMPENSATION

### 26.100

The salaries of teachers covered by this Agreement are set forth in Appendix "A" which is attached to and incorporated in this Agreement. Pay for "special assignments" is set forth in Appendix "B," also attached hereto and made a part hereof.

For the 2018/2019 school year, all members shall advance one full step on the Appendix "A" salary schedule. For 2018/2019, newly hired members will not be placed below Step 1.5. All contractual calculations will continue to utilize Step 1. In addition, a new step level will be added to the top of the scale in Appendix A. This step shall be \$1,000 above the 2017/2018 Step 13. Degree advancements and current improvements will be paid as scheduled. Maintain current language regarding current improvements in Article 15.

For the 2019/2020 school year, all members shall advance one full step on the Appendix "A" salary schedule. Increase Appendix "A" by 1%. For 2019/2020, newly hired members will not be placed below Step 2. All contractual calculations will continue to utilize Step 1. In addition, a new step level will be added to the top of the scale in Appendix A. This step shall be \$1,000 above the 2018/2019 Step 14. Degree advancements and current improvements will be paid as scheduled. Maintain current language regarding current improvements in Article 15.

For the 2020/2021 school year, all members shall advance one full step on the Appendix "A" salary schedule. Increase Appendix "A" by 1%. For 2020/2021, newly hired members will not be placed below Step 3. All contractual calculations will continue to utilize Step 1. In addition, a new step level will be added to the top of the scale in Appendix A. This step shall be \$1,000 above the 2019/2020 Step 15. Degree advancements and current improvements will be paid as scheduled. Maintain current language regarding current improvements in Article 15.

~~For the 2016-2017 and 2017-2018 school years, there shall be 0% added to the Appendix "A" Salary Schedule. Degree advancements will be paid.~~

~~For the 2016-2017 school year, BCEA members who were hired prior to the 2016-2017 school year, will advance one full step on the Appendix "A" Salary Schedule which shall be payable beginning June 13, 2017. BCEA members, who were hired prior to the 2016-2017 school year, shall receive a \$500 off schedule, lump-sum payment the first non-payroll Friday in June. All teachers hired during the 2016-2017 school year are not eligible for the items listed above.~~

~~For the 2017-2018 school year, BCEA members shall advance one full step on the Appendix "A" Salary Schedule. Degree advancements will be paid as scheduled. Current Improvements shall be paid as scheduled.~~

### 26.110

Newly-hired employees in 2018/2019 shall receive a \$1,000 signing bonus, payable with their first payroll check. Newly-hired special education teachers shall receive a \$2,500 signing bonus, payable with their first payroll check. Should the employee resign from the BCPS during their first three (3) years of employment, the signing bonus must be repaid to the District.

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**26.120**

Merit pay: The Board will annually determine a pool of at least \$20,000/year that shall be split among all members receiving a "highly effective" rating.

**26.300**

The parties agree that all aspects of the school calendar are negotiable, including length of the school year, and further agree that the school calendar shall be set forth in Appendix "I." Any deviation shall be by mutual written consent.

The school calendar shall be negotiated as follows:

On or before January 15th of the preceding year the parties shall convene the calendar negotiations. In arriving at a calendar, due consideration shall be given operations of the Career Center and its constituent Districts.

Should the parties fail to reach agreement by the end of the school year they may mutually establish the means of settlement. However, five (5) days after the close of the school year, at the request of either party, the impasse shall be resolved pursuant to the rules of the American Arbitration Association, which rules shall likewise govern the arbitration hearing. The arbitration hearing will be held at which both parties shall be privileged to attend. Each party may present the testimony of witnesses and written evidence. The cost of the arbitrator shall be borne equally by the School Board and the Association. Said arbitration will be final and binding.

The school calendar as it relates to teacher duty shall be 194 ~~190~~ days for the 2018-2019 ~~2014-2015~~ school year; 193 ~~187~~ days for the 2019-2020 ~~2015-2016~~ school year; and 193 ~~192~~ days for the 2020-2021 ~~2016-2017~~ school year. Said school calendar days shall include the following legal holidays: Labor Day, Thanksgiving, Christmas, New Year's Day, and Memorial Day.

**26.600**

A teacher shall be paid on the following pay plan:

Twenty-six equal bi-weekly pay periods.

~~For the 2016-17 school year only, there will be twenty-seven equal bi-weekly pay periods; however, health insurance deductions shall be applied over twenty-six (26) pays.~~

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**26.900 LONGEVITY/SEVERANCE PAY**

A teacher who has at least fifteen (15) years of Bay City Public Schools' service or has reached age fifty-five (55) and who retires or leaves District employment shall receive a longevity/severance benefit.

Retirement notification shall be in writing to the District by April 1 of each year to receive the longevity/severance payout. Any teacher retiring mid-year (before April 1) agrees to provide the District sixty (60) days' notice to receive the longevity/severance payout. Exceptions shall be allowed for life-changing events.

- For each accumulated unused absence day up to a maximum of 110 days, the teacher shall receive \$175 per day ~~an amount equal to the daily rate of pay at Step 1 of the Base AB Salary Schedule.~~
- For each accumulated unused absence day above 110 days, the teacher shall receive \$87.50 per day ~~an amount equal to one-half (1/2) the daily rate of pay at Step 1 of the Base AB Salary Schedule.~~
- The total longevity/severance amount will be paid into a paradigm Equity 403(b) account over a period of five (5) years on a bi-weekly basis beginning with the first scheduled pay of the next school year (or the first scheduled pay of the next full month following the effective date of retirement if it is a mid-year retirement).
- The total longevity/severance amount may be used to purchase service credit under the guidelines and conditions as established by the Michigan Public Schools Employees Retirement System (MPSERS).

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### 34.000 INSURANCE PROTECTION

The District shall contribute 80% of the combined costs for all health insurance programs (Medical PAKs A, and non-Medical PAK B, listed in Articles 34.000, 34.200, 34.400, 34.500, 34.600, 34.700, 34.800 and 34.900), including but not limited to H.S.A. deductible, all costs to administer a FSA, and all “medical benefit plan” costs within the meaning of PA 152. The District’s contribution shall not exceed 90% of the State statutory cap levels in place pursuant to PA 152 of 2011.

The annual District paid amounts shall adjust annually at the beginning of each medical benefit plan coverage year according to Section 3 of the Publicly Funded Health Insurance Contribution Act (PA 152).

*Employees who enroll in a MESSA Choices medical plan shall have all of the District contribution paid towards the MESSA plans premium costs. Employees shall be responsible for premium costs beyond the District’s contribution.*

*Employees who enroll in a MESSA ABC plan shall have the District’s contribution paid towards the premium costs. Should the premium costs of the MESSA ABC plan fall under 90% of the State hard cap rates, the District will contribute ~~pay the difference in premium cost and the hard cap in a contribution~~ to the employee through an H.S.A. contribution made in equal monthly deposits. Employees hired mid-plan-year shall have any H.S.A. contributions made on a pro-rata basis. Employees shall be responsible for all costs beyond the District’s contribution.*

*Employees may contribute, through payroll deduction and electronic transfer, additional money towards their HEQ H.S.A. up to the maximum amounts allowed by Federal law.*

*The employee’s premium contribution will be payroll deducted, in equal bi-weekly amounts from the employee’s paycheck through a qualified Section 125 Plan and, as such, will not be subject to withholding. The employer’s “qualified Section 125 Plan” shall include any and all of the provisions necessary for pre-tax contributions to employee’s H.S.A. accounts administered through HEQ.*

~~Bi-weekly payments for the employee’s portion of insurance benefits costs shall be made through a Section 125 payroll deduction (pre-tax benefit) as established by the District and as allowable based on available compensation level. The full amount due shall be made by June 30th.~~

Employees may elect to establish a Health Equity Flexible Spending Account (FSA) for “Choices” medical expenses during the annual open enrollment. Contributions for the FSA shall be made through a Section 125 payroll deduction (pre-tax benefit). There shall be a \$500 rollover to the employee’s FSA at the end of each calendar year (according to IRS regulations). Any monies in the employee’s FSA at the end of the IRS expenditure period beyond the \$500 eligible rollover shall revert to the District (per IRS regulations).

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*Employees electing the MESSA PAK that doesn't include a medical plan must provide the Employer, each year and during open enrollment, annual proof of minimum essential coverage and affordability through another employer/provider.*

The parties may elect other insurance options during the life of this agreement.

**34.400**

The Board shall provide complete health care protection for a full twelve-month period ~~through MESSA Choices II Plan with a \$500/\$1,000 deductible, \$20 office visit, \$10/\$40 prescription drug card (Saver Rx) or equivalent Blue Cross Blue Shield protection.~~

For the 2018 medical benefit plan coverage year, employees shall have the following MESSA medical plans available in MESSA PAKS:

1. MESSA Choices, \$500/1000, \$20 OV, Saver Rx

Beginning with the January 1, 2019, medical benefit plan coverage year, employees shall have the following MESSA medical plans available in MESSA PAKS:

1. MESSA Choices, \$500/1000, \$20 OV, Saver Rx
2. MESSA Choices, \$500/1000, \$20 OV, 10% Co-insurance, Saver Rx
3. MESSA ABC Plan 1, ABC Rx

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**34.500**

Subject to the provisions hereinafter contained in this Article, dental insurance for a full twelve-month period through MESSA Dental Insurance Program, Plan E (80/80) and Rider 007 (80/\$1,300). ~~The Board may self-insure, guaranteeing no less than the benefits and specifications provided by MESSA Dental Program Plan E (80/80) and Rider 007 (80/\$1,300) and, without increased premium cost to the teacher. There shall be no interruptions in benefit coverages, etc. because of a change to self insurance.~~ Effective January 1, 2019, the MESSA Dental Insurance Program coverage shall be:

<i>Diag &amp; Prev. = 100% (2 cleanings per year)</i> <i>Basic Services (X-Rays) = 80%</i> <i>Major Services = 80%</i> <i>Annual Max = \$1,500</i>	<i>Orthodontics = 80%</i> <i>Lifetime Max = \$1,500</i>
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**34.800**

The Board shall provide long term disability insurance. Benefits shall be paid at 60% of salary up to a monthly maximum of ~~\$5,000~~\$3,000 and shall begin after the expiration of the greater of 1) the teacher's accumulated sick leave plus one hundred eighty (180) Sick Leave Bank benefits or 2) one hundred eighty (180) school calendar days. Pre-existing conditions will be waived if possible according to underwriting requirements. Benefits are payable up to age 70. Educational supplement, Social Security freeze, alcoholism/drug abuse waiver shall be included. Mental/nervous disorders have a maximum of two (2) years benefits pay out and cost of living adjustment benefits are not included. There shall be no interruption in benefit coverage for any employee. Employees may purchase benefit coverage up to a maximum of ~~\$7,000~~\$5,000 per month at the current rate per one hundred dollars (\$100.00) of coverage per month.

**34.900**

The Board shall provide full family vision care for a full twelve-month period through MESSA VSP 2-Silver. The Board may self-insure, guaranteeing no less than the benefits and specifications provided by MESSA VSP 3, without increased cost to the teacher. Effective January 1, 2019, the Vision Plan will be VSP-3-G.

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R. Meeth

**1.000 PREAMBLE**

**1.100**

This Agreement is entered into the \_\_\_\_ day of \_\_\_\_ ~~1813~~ by and between the Bay City Education Association, Inc., a voluntary Michigan corporation, hereinafter called the "Association" and the School District of the City of Bay City, Counties of Bay and Saginaw, Michigan, hereinafter called the "Board". The signatories shall be the sole parties to this Agreement.

**38.000 DURATION OF AGREEMENT**

**38.100**

This Agreement constitutes the entire collective bargaining negotiations on all subjects for the term of this Agreement, except herein otherwise provided, and shall become effective July 1, 201~~8~~<sup>3</sup>. The full Agreement shall then continue in full force and effect and be legally binding on the parties hereto until 12:01 A.M. June 30, ~~2021~~<sup>2014</sup>, and from year-to-year thereafter unless either party serves notice in writing upon the other party by March 1 prior to the expiration date of this Agreement.

This Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the authorized representatives of the parties in written and signed amendment.

**38.200**

In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party, and each party may elect its representatives from within or outside the School District, provided, however, that neither negotiating team shall exceed seven (7) in number at the table. It is recognized that no final agreement between the parties may be executed without ratification by the Association and the Board of Education, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions subject only to ultimate ratification.

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R. [Signature]

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**38.300**

If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission or take any other lawful measure it may deem appropriate.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this \_\_\_\_ day of \_\_\_\_, 201~~8~~<sup>3</sup>.

**BAY CITY EDUCATION ASSOCIATION**

**BAY CITY BOARD OF EDUCATION**

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# Appendix I 2018/19 School Calendar

Aug-18						
Su	Mo	Tu	We	Th	Fr	Sa
			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	

Sep-18						
Su	Mo	Tu	We	Th	Fr	Sa
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23	24	25	26	27	28	29
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Oct-18						
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Nov-18						
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Dec-18						
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30	31					

Jan-19						
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Feb-19						
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Mar-19						
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Apr-19						
Su	Mo	Tu	We	Th	Fr	Sa
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May-19						
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Jun-19						
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Jul-19						
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Aug. 20	New Teacher Day	Jan. 7	1.5 hrs. PD after school
Aug. 21	AM Staff Mtgs. PM Classroom Prep. 3 hrs	Jan. 18	1/2 Student Day
Aug. 22	Professional Development 6 hrs	Jan. 19	Record Day
Aug. 23	Classroom Prep. 6 hrs.	Feb. 4	1.5 hrs. PD after school
Aug. 28	First Student Day	Feb. 15	No School
Sept. 3	Labor Day	Mar. 4	1.5 hrs. PD after school
Oct. 1	1.5 hrs. PD after school	Apr. 1-5	Spring Break
Oct. 10	Professional Development 6 hrs	Apr. 8	1.5 hrs. PD after school
Nov. 5	1.5 hrs. PD after school	Apr. 19	No School
Nov. 6	Professional Development 6 hrs	May 6	1.5 hrs. PD after school
Nov. 21-23	Thanksgiving	May 24-27	Memorial Day
Dec. 3	1.5 hrs. PD after school	June 7	1/2 Student Day
Dec 24-Jan. 2	Christmas	June 8	Record Day

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SCHOOL CALENDAR  
2018-19

**NOTE #1 PARENT-TEACHER CONFERENCES**

It is understood that Parent-Teacher Conference dates may be determined at the individual buildings. On Wednesday, November 21, 2018, and Friday, February 15, 2019, students will not be in session to help facilitate the time required to accomplish Parent-Teacher Conferences.

**NOTE #2 PROFESSIONAL DEVELOPMENT DAYS**

Professional Development for staff will be offered as follows: August 22, 2018 (6.0 hours), October 8, 2018 (1.5 hours) October 10, 2018 (6.0 hours), November 5, 2017 (1.5 hours), November 6, 2018 (6.0 hours), December 3, 2018 (1.5 hours), January 7, 2019 (1.5 hours), February 4, 2019 (1.5 hours), March 4, 2019 (1.5 hours), April 8, 2019 (1.5 hours), May 6, 2019 (1.5 hours). Attendance is required, but a teacher not attending may elect to use a Personal Business Day, if one is available.

**NOTE #3 RECORD DAYS**

It is recognized that certain clerical tasks (i.e., test scoring, grade averaging, and recording activities such as report card marking) must be completed at the conclusion of each semester. It is agreed that such responsibilities require no less than one (1) day's work and that reporting to assigned buildings is not mandatory. In the 2018-19 school calendar such days will occur on Saturday January 19, 2019, and Saturday June 8, 2019. It is agreed that these days are to be included as record days in the ~~one-hundred ninety-two (192)~~ day school calendar.

one-hundred ninety-four (194)

**NOTE #4 MARKING PERIODS**

October 26 <sup>th</sup>	End of marking period (High School and Middle School)
January 14 <sup>th</sup>	End of 1st semester (All)
March 15 <sup>th</sup>	End of marking period (High School and Middle School)
June 8 <sup>th</sup>	End of 2 <sup>nd</sup> semester (All)

**NOTE #5 Half Days**

On half-days, teachers will not be assigned a duty-free lunch period during the instructional day. Teachers will remain with their students to facilitate the serving and eating of lunch in an adjusted schedule. Outdoor recess or break time is optional and is left to the discretion of the classroom teacher. The parties recognize a duty-free lunch period in accordance with Article 25.700 commencing 10 minutes after student dismissal.

**NOTE #6 Unavailable for Personal Business Leave Days**

For the purposes of the use of Personal Business Days (Section 8.203), the following dates cannot be used in the 2018-2019 school year:

- August 28, 2018: First Day of School Year
- August 30, 2018 & September 4, 2018: Before/After Holiday Break
- November 15, 2018: First Day of Hunting Season
- November 20, 2018 & November 26, 2018: Before/After Holiday Break
- December 21, 2018 & January 3, 2019: Before/After Holiday Break
- March 29, 2019 & April 8, 2019: Before/After Holiday Break
- May 23, 2019 & May 28, 2019: Before/After Holiday Break
- June 7, 2019: Last Day of School

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# Appendix I 2019/20 School Calendar

Aug-19						
Su	Mo	Tu	We	Th	Fr	Sa
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
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Sep-19						
Su	Mo	Tu	We	Th	Fr	Sa
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Oct-19						
Su	Mo	Tu	We	Th	Fr	Sa
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Nov-19						
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

Dec-19						
Su	Mo	Tu	We	Th	Fr	Sa
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				

Jan-20						
Su	Mo	Tu	We	Th	Fr	Sa
			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	

Feb-20						
Su	Mo	Tu	We	Th	Fr	Sa
						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

Mar-20						
Su	Mo	Tu	We	Th	Fr	Sa
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				

Apr-20						
Su	Mo	Tu	We	Th	Fr	Sa
			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		

May-20						
Su	Mo	Tu	We	Th	Fr	Sa
					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						

Jun-20						
Su	Mo	Tu	We	Th	Fr	Sa
	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				

Jul-20						
Su	Mo	Tu	We	Th	Fr	Sa
			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	

Aug. 19	New Teacher Day	Jan. 6	1.5 hrs. PD after school
Aug. 20	AM Staff Mtgs. PM Classroom Prep. 3 hrs	Jan. 17	1/2 Student Day
Aug. 21	Professional Development 6 hrs	Jan. 18	Record Day
Aug. 22	Classroom Prep. 6 hrs.	Feb. 3	1.5 hrs. PD after school
Aug. 27	First Student Day	Feb. 17	No School
Sept. 2	Labor Day	Mar. 2	1.5 hrs. PD after school
Oct. 7	1.5 hrs. PD after school	Mar. 6	1/2 Day Students PD 3 hrs
Oct. 11	1/2 Day Students PD 3 hrs	Mar. 30-Apr. 3	Spring Break
Nov. 1	Professional Development 6 hrs	April 10-13	Easter Break
Nov. 4	1.5 hrs. PD after school	Apr. 6	1.5 hrs. PD after school
Nov. 27-29	Thanksgiving	Apr. 10	No School
Dec. 2	1.5 hrs. PD after school	May 4	1.5 hrs. PD after school
Dec 23-Jan. 3	Christmas	May 22-25	Memorial Day
		June 9	1/2 Student Day
		June 10	Record Day

TA 7/17/18  
JG

SRLC TA  
7-17-18

TA 7-17-18  
Rip Meeth

SCHOOL CALENDAR  
2019-20

**NOTE #1 PARENT-TEACHER CONFERENCES**

It is understood that Parent-Teacher Conference dates may be determined at the individual buildings. On Wednesday, November 27, 2019, and Monday, February 17, 2020, students will not be in session to help facilitate the time required to accomplish Parent-Teacher Conferences.

**NOTE #2 PROFESSIONAL DEVELOPMENT DAYS**

Professional Development for staff will be offered as follows: August 21, 2019 (6.0 hours), October 7, 2018 (1.5 hours), October 11, 2019 (3.0 hours), November 1, 2019 (6.0 hours), November 4, 2019 (1.5 hours), December 2, 2019 (1.5 hours), January 6, 2020 (1.5 hours), February 3, 2020 (1.5 hours), March 2, 2020 (1.5 hours), March 6, 2020 (3.0 hours), April 6, 2020 (1.5 hours), May 4, 2020 (1.5 hours). Attendance is required, but a teacher not attending may elect to use a Personal Business Day, if one is available.

**NOTE #3 RECORD DAYS**

It is recognized that certain clerical tasks (i.e., test scoring, grade averaging, and recording activities such as report card marking) must be completed at the conclusion of each semester. It is agreed that such responsibilities require no less than one (1) day's work and that reporting to assigned buildings is not mandatory. In the 2019-20 school calendar such days will occur on Saturday January 18, 2020, and Monday June 8, 2020. It is agreed that these days are to be included as record days in the ~~one-hundred ninety-one (191)~~ day school calendar.

**one-hundred ninety-three(193)**

**NOTE #4 MARKING PERIODS**

October 25 <sup>th</sup>	End of marking period (High School and Middle School)
January 17 <sup>th</sup>	End of 1st semester (All)
March 20 <sup>th</sup>	End of marking period (High School and Middle School)
June 5 <sup>th</sup>	End of 2 <sup>nd</sup> semester (All)

**NOTE #5 Half Days**

On half-days, teachers will not be assigned a duty-free lunch period during the instructional day. Teachers will remain with their students to facilitate the serving and eating of lunch in an adjusted schedule. Outdoor recess or break time is optional and is left to the discretion of the classroom teacher. The parties recognize a duty-free lunch period in accordance with Article 25.700 commencing 10 minutes after student dismissal.

**NOTE #6 Unavailable for Personal Business Leave Days**

For the purposes of the use of Personal Business Days (Section 8.203), the following dates cannot be used in the 2019-2020 school year:

- August 26, 2019: First Day of School Year
- August 29, 2019 & September 3, 2019: Before/After Holiday Break
- November 15, 2019: First Day of Hunting Season
- November 26, 2019 & December 2, 2019: Before/After Holiday Break
- December 20, 2019 & January 6, 2020: Before/After Holiday Break
- March 27, 2020 & April 6, 2020: Before/After Holiday Break
- May 21, 2020 & May 26, 2020: Before/After Holiday Break
- June 5, 2020: Last Day of School

TA 7/17/18  
JB

JB  
TA  
7-17-2018

TA 7-17-18  
R. Mark

# Appendix I 2020/21 School Calendar

Aug-20						
Su	Mo	Tu	We	Th	Fr	Sa
						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					

Sep-20						
Su	Mo	Tu	We	Th	Fr	Sa
		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			

Oct-20						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	5
4	5	6	7	8	<del>9</del>	12
11	12	13	14	15	16	19
18	19	20	21	22	23	26
25	26	27	28	29	30	31

Nov-20						
Su	Mo	Tu	We	Th	Fr	Sa
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					

Dec-20						
Su	Mo	Tu	We	Th	Fr	Sa
		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		

Jan-21						
Su	Mo	Tu	We	Th	Fr	Sa
					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						

Feb-21						
Su	Mo	Tu	We	Th	Fr	Sa
	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						

Mar-21						
Su	Mo	Tu	We	Th	Fr	Sa
	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			

Apr-21						
Su	Mo	Tu	We	Th	Fr	Sa
				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	

May-21						
Su	Mo	Tu	We	Th	Fr	Sa
						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					

Jun-21						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	<del>8</del>	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Jul-21						
Su	Mo	Tu	We	Th	Fr	Sa
				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

Aug. 17	New Teacher Day	Jan. 4	1.5 hrs. PD after school
Aug. 18	AM Staff Mtgs. PM Classroom Prep. 3 hrs	Jan. 15	1/2 Student Day
Aug. 19	Professional Development 6 hrs	Jan. 16	Record Day
Aug. 20	Classroom Prep. 6 hrs.	Feb. 1	1.5 hrs. PD after school
Aug. 25	First Student Day	Feb. 19	No School
Sept. 7	Labor Day	Mar. 1	1.5 hrs. PD after school
Oct. 5	1.5 hrs. PD after school	Mar. 12	1/2 Day Students PD 3 hrs
Oct. 9	1/2 Day Students PD 3 hrs	Mar. 29-Apr. 5	Spring Break
Nov. 2	1.5 hrs. PD after school	Apr. 12	1.5 hrs. PD after school
Nov. 10	Professional Development 6 hrs	May 3	1.5 hrs. PD after school
Nov. 25-27	Thanksgiving	May 28-31	Memorial Day
Dec. 7	1.5 hrs. PD after school	June 8	1/2 Student Day
Dec 22-Jan. 1	Christmas	June 9	Record Day

TA 7/17/18  
JG

JB  
7-17-2018

TA 7-17-18  
R. A. [Signature]



SCHOOL CALENDAR  
2020-2021

**NOTE #1 PARENT-TEACHER CONFERENCES**

It is understood that Parent-Teacher Conference dates may be determined at the individual buildings. On Wednesday, November 25, 2020, and Friday, February 19, 2021, students will not be in session to help facilitate the time required to accomplish Parent-Teacher Conferences.

**NOTE #2 PROFESSIONAL DEVELOPMENT DAYS**

Professional Development for staff will be offered as follows: August 19, 2020 (6.0 hours), October 5, 2018 (1.5 hours), October 9, 2020 (3.0 hours), November 2, 2020 (1.5 hours), November 10, 2020 (6.0 hours), December 7, 2020 (1.5 hours), January 4, 2021 (1.5 hours), February 1, 2021 (1.5 hours), March 1, 2021 (1.5 hours), March 12, 2021 (3.0 hours), April 12, 2021 (1.5 hours), May 3, 2021 (1.5 hours). Attendance is required, but a teacher not attending may elect to use a Personal Business Day, if one is available.

**NOTE #3 RECORD DAYS**

It is recognized that certain clerical tasks (i.e., test scoring, grade averaging, and recording activities such as report card marking) must be completed at the conclusion of each semester. It is agreed that such responsibilities require no less than one (1) day's work and that reporting to assigned buildings is not mandatory. In the 2020-21 school calendar such days will occur on Saturday January 16, 2021, and Wednesday June 9, 2021. It is agreed that these days are to be included as record days in the ~~one-hundred ninety-one (191)~~ day school calendar. one-hundred ninety-three(193)

**NOTE #4 MARKING PERIODS**

October 23 <sup>rd</sup>	End of marking period (High School and Middle School)
January 15 <sup>th</sup>	End of 1st semester (All)
March 19 <sup>th</sup>	End of marking period (High School and Middle School)
June 8 <sup>th</sup>	End of 2 <sup>nd</sup> semester (All)

**NOTE #5 Half Days**

On half-days, teachers will not be assigned a duty-free lunch period during the instructional day. Teachers will remain with their students to facilitate the serving and eating of lunch in an adjusted schedule. Outdoor recess or break time is optional and is left to the discretion of the classroom teacher. The parties recognize a duty-free lunch period in accordance with Article 25.700 commencing 10 minutes after student dismissal.

**NOTE #6 Unavailable for Personal Business Leave Days**

For the purposes of the use of Personal Business Days (Section 8.203), the following dates cannot be used in the 2020-2021 school year:

- August 25, 2020: First Day of School Year
- September 3, 2020 & September 8, 2020: Before/After Holiday Break
- November 24, 2020 & November 30, 2020: Before/After Holiday Break
- December 22, 2020 & January 4, 2021: Before/After Holiday Break
- March 26, 2021 & April 6, 2021: Before/After Holiday Break
- May 27, 2021 & June 1, 2021: Before/After Holiday Break
- June 8, 2021: Last Day of School

TA 7/17/18  
JG

SB TA  
7-17-2018

TA 7-17-18  
R. [Signature]

Tentative Agreement  
July 17, 2018

Appendix A Salary Schedule  
2018-2019  
0% Increase to Base Salary

STEP	INDEX	NON-DGR	INDEX	BA	INDEX	BA+30	INDEX	MA	INDEX	MA+30
1	0.75398	\$25,987	1.00000	\$34,466	1.05000	\$36,189	1.11818	\$38,539	1.16834	\$40,268
1.5			1.02955	\$35,484	1.07955	\$37,208	1.14918	\$39,608	1.19929	\$41,335
2	0.78532	\$27,067	1.05909	\$36,503	1.10910	\$38,226	1.18017	\$40,676	1.23024	\$42,401
2.5			1.08864	\$37,521	1.13872	\$39,247	1.21116	\$41,744	1.26124	\$43,470
3	0.81666	\$28,147	1.11818	\$38,539	1.16834	\$40,268	1.24215	\$42,812	1.29223	\$44,538
3.5			1.14773	\$39,558	1.19787	\$41,286	1.27314	\$43,880	1.32323	\$45,606
4	0.8479	\$29,224	1.17727	\$40,576	1.22739	\$42,303	1.30413	\$44,948	1.35422	\$46,675
4.5			1.20682	\$41,594	1.25692	\$43,321	1.33513	\$46,017	1.38522	\$47,743
5	0.87924	\$30,304	1.23636	\$42,612	1.28645	\$44,339	1.36612	\$47,085	1.41621	\$48,811
5.5			1.26591	\$43,631	1.31598	\$45,357	1.39711	\$48,153	1.44721	\$49,880
6	0.91057	\$31,384	1.29545	\$44,649	1.34550	\$46,374	1.42810	\$49,221	1.47820	\$50,948
6.5			1.32500	\$45,667	1.37508	\$47,394	1.45906	\$50,288	1.50915	\$52,014
7	0.94181	\$32,460	1.35455	\$46,686	1.40465	\$48,413	1.49009	\$51,357	1.54010	\$53,081
7.5			1.38410	\$47,704	1.43422	\$49,432	1.52104	\$52,424	1.57114	\$54,151
8	0.97315	\$33,541	1.41364	\$48,723	1.46370	\$50,448	1.55207	\$53,494	1.60218	\$55,221
8.5			1.44319	\$49,741	1.49331	\$51,468	1.58306	\$54,562	1.63318	\$56,289
9	1.00449	\$34,621	1.47273	\$50,759	1.52284	\$52,486	1.61405	\$55,630	1.66417	\$57,357
9.5			1.50228	\$51,778	1.55242	\$53,506	1.64504	\$56,698	1.69517	\$58,426
10	1.03573	\$35,697	1.53182	\$52,796	1.58199	\$54,525	1.67603	\$57,766	1.72616	\$59,494
10.5			1.56137	\$53,814	1.61152	\$55,543	1.70703	\$58,834	1.75716	\$60,562
11	1.06706	\$36,777	1.59091	\$54,832	1.64104	\$56,560	1.73802	\$59,903	1.78815	\$61,630
11.5			1.62046	\$55,851	1.67052	\$57,576	1.76901	\$60,971	1.81915	\$62,699
12	1.09831	\$37,854	1.65000	\$56,869	1.70000	\$58,592	1.80000	\$62,039	1.85014	\$63,767
12.5			1.66976	\$57,550	1.71977	\$59,274	1.83813	\$63,353	1.88824	\$65,080
13	1.17163	\$40,381	1.75334	\$60,431	1.80525	\$62,220	1.94711	\$67,109	1.99911	\$68,901
14	+ \$1,000 above Step 13			\$61,431		\$63,220		\$68,109		\$69,901

<b>1st Current Improvement</b>	\$1,723	\$1,723	\$1,723	\$1,723
<i>Example: 5% of BA Step 1 added to a teacher on Step 11</i>	\$56,556	\$58,283	\$61,626	\$63,354
<b>2nd Current Improvement Illustration</b>	\$3,072	\$3,161	\$3,405	\$3,495
<i>Example: 5% of BA Step 14 added to a teacher on Step 14</i>	\$66,225	\$68,104	\$73,238	\$75,120
<b>3rd Current Improvement Illustration</b>	\$3,072	\$3,161	\$3,405	\$3,495
<i>Example: 5% of BA Step 14 added to a teacher on Step 14</i>	\$69,297	\$71,265	\$76,643	\$78,615

Notes:

The first current improvement shall be 5% (five percent) of the teacher's base salary (BA Step 1) of the salary schedule, Appendix "A". The second Current Improvement shall be 5% (five percent) of the teacher's base salary (Degree and Step) of the salary schedule, "Appendix A". The third Current Improvement shall be 5% (five percent) of the teacher's base salary (Degree and Step) of the salary schedule, Appendix "A"

Current Improvement Formula

CI-1 = (BA Step 1 x 0.05) + Teacher Step = Teacher Base Salary

CI-2 = (Teacher Step x 0.05) + CI-1 + Teacher Step = Teacher Base Salary

CI-3 = (Teacher Step x 0.05) + CI-1 + CI-2 + Teacher Step = Teacher Base Salary

TA 7/17/18  
JB

SB MA  
7-17-2018

TA 7-17-18  
P. J. Mehta

Tentative Agreement  
July 17, 2018

Appendix A Salary Schedule  
2019-2020  
1% Increase to 18/19 Base Salary

STEP	INDEX	NON-DGR	INDEX	BA	INDEX	BA+30	INDEX	MA	INDEX	MA+30
1	0.75398	\$26,247	1.00000	\$34,811	1.05000	\$36,551	1.11818	\$38,925	1.16834	\$40,671
1.5			1.02955	\$35,839	1.07955	\$37,580	1.14918	\$40,004	1.19929	\$41,748
2	0.78532	\$27,338	1.05909	\$36,868	1.10910	\$38,609	1.18017	\$41,082	1.23024	\$42,825
2.5			1.08864	\$37,896	1.13872	\$39,640	1.21116	\$42,161	1.26124	\$43,905
3	0.81666	\$28,428	1.11818	\$38,925	1.16834	\$40,671	1.24215	\$43,240	1.29223	\$44,983
3.5			1.14773	\$39,953	1.19787	\$41,699	1.27314	\$44,319	1.32323	\$46,063
4	0.8479	\$29,516	1.17727	\$40,982	1.22739	\$42,726	1.30413	\$45,398	1.35422	\$47,141
4.5			1.20682	\$42,010	1.25692	\$43,754	1.33513	\$46,477	1.38522	\$48,220
5	0.87924	\$30,607	1.23636	\$43,039	1.28645	\$44,782	1.36612	\$47,556	1.41621	\$49,299
5.5			1.26591	\$44,067	1.31598	\$45,810	1.39711	\$48,634	1.44721	\$50,378
6	0.91057	\$31,698	1.29545	\$45,095	1.34550	\$46,838	1.42810	\$49,713	1.47820	\$51,457
6.5			1.32500	\$46,124	1.37508	\$47,867	1.45906	\$50,791	1.50915	\$52,535
7	0.94181	\$32,785	1.35455	\$47,153	1.40465	\$48,897	1.49009	\$51,871	1.54010	\$53,612
7.5			1.38410	\$48,181	1.43422	\$49,926	1.52104	\$52,948	1.57114	\$54,692
8	0.97315	\$33,876	1.41364	\$49,210	1.46370	\$50,952	1.55207	\$54,029	1.60218	\$55,773
8.5			1.44319	\$50,238	1.49331	\$51,983	1.58306	\$55,107	1.63318	\$56,852
9	1.00449	\$34,967	1.47273	\$51,267	1.52284	\$53,011	1.61405	\$56,186	1.66417	\$57,931
9.5			1.50228	\$52,295	1.55242	\$54,041	1.64504	\$57,265	1.69517	\$59,010
10	1.03573	\$36,054	1.53182	\$53,324	1.58199	\$55,070	1.67603	\$58,344	1.72616	\$60,089
10.5			1.56137	\$54,352	1.61152	\$56,098	1.70703	\$59,423	1.75716	\$61,168
11	1.06706	\$37,145	1.59091	\$55,381	1.64104	\$57,126	1.73802	\$60,502	1.78815	\$62,247
11.5			1.62046	\$56,409	1.67052	\$58,152	1.76901	\$61,580	1.81915	\$63,326
12	1.09831	\$38,233	1.65000	\$57,438	1.70000	\$59,178	1.80000	\$62,659	1.85014	\$64,405
12.5			1.66976	\$58,125	1.71977	\$59,866	1.83813	\$63,987	1.88824	\$65,731
13	1.17163	\$40,785	1.75334	\$61,035	1.80525	\$62,842	1.94711	\$67,780	1.99911	\$69,590
14	+ \$1,000 above Step 13			\$62,035		\$63,842		\$68,780		\$70,590
15	+ \$1,000 above Step 14			\$63,035		\$64,842		\$69,780		\$71,590

<b>1st Current Improvement</b>	\$1,741	\$1,741	\$1,741	\$1,741
<i>Example: 5% of BA Step 1 added to a teacher on Step 12</i>	\$59,178	\$59,892	\$63,321	\$65,066
<b>2nd Current Improvement Illustration</b>	\$3,152	\$3,242	\$3,489	\$3,580
<i>Example: 5% of BA Step 15 added to a teacher on Step 15</i>	\$67,927	\$69,825	\$75,010	\$76,910
<b>3rd Current Improvement Illustration</b>	\$3,152	\$3,242	\$3,489	\$3,580
<i>Example: 5% of BA Step 15 added to a teacher on Step 15</i>	\$71,079	\$73,067	\$78,499	\$80,490

Notes:

The first current improvement shall be 5% (five percent of the teacher's base salary (BA Step 1) of the salary schedule, Appendix "A". The second Current Improvement shall be 5% (five percent) of the teacher's base salary (Degree and Step) of the salary schedule, "Appendix A". The third Current Improvement shall be 5% (five percent) of the teacher's base salary (Degree and Step) of the salary schedule, Appendix "A"

Current Improvement Formula

CI-1 = (BA Step 1 x 0.05) + Teacher Step = Teacher Base Salary  
 CI-2 = (Teacher Step x 0.05) + CI-1 + Teacher Step = Teacher Base Salary  
 CI-3 = (Teacher Step x 0.05) + CI-1 + CI-2 + Teacher Step = Teacher Base Salary

TA 7/17/18  
JG

SB TA  
7-17-2018

TA 7-17-18  
Ripmeath

Tentative Agreement  
July 17, 2018

Appendix A Salary Schedule  
2020-2021  
1% Increase to 19/20 Base Salary

STEP	INDEX	NON-DGR	INDEX	BA	INDEX	BA+30	INDEX	MA	INDEX	MA+30
1	0.75398	\$26,509	1.00000	\$35,159	1.05000	\$36,917	1.11818	\$39,314	1.16834	\$41,077
1.5			1.02955	\$36,198	1.07955	\$37,956	1.14918	\$40,404	1.19929	\$42,166
2	0.78532	\$27,611	1.05909	\$37,236	1.10910	\$38,995	1.18017	\$41,493	1.23024	\$43,254
2.5			1.08864	\$38,275	1.13872	\$40,036	1.21116	\$42,583	1.26124	\$44,344
3	0.81666	\$28,713	1.11818	\$39,314	1.16834	\$41,077	1.24215	\$43,672	1.29223	\$45,433
3.5			1.14773	\$40,353	1.19787	\$42,116	1.27314	\$44,762	1.32323	\$46,523
4	0.8479	\$29,811	1.17727	\$41,391	1.22739	\$43,154	1.30413	\$45,852	1.35422	\$47,613
4.5			1.20682	\$42,430	1.25692	\$44,192	1.33513	\$46,942	1.38522	\$48,703
5	0.87924	\$30,913	1.23636	\$43,469	1.28645	\$45,230	1.36612	\$48,031	1.41621	\$49,792
5.5			1.26591	\$44,508	1.31598	\$46,268	1.39711	\$49,121	1.44721	\$50,882
6	0.91057	\$32,015	1.29545	\$45,546	1.34550	\$47,306	1.42810	\$50,210	1.47820	\$51,972
6.5			1.32500	\$46,585	1.37508	\$48,346	1.45906	\$51,299	1.50915	\$53,060
7	0.94181	\$33,113	1.35455	\$47,624	1.40465	\$49,386	1.49009	\$52,390	1.54010	\$54,148
7.5			1.38410	\$48,663	1.43422	\$50,425	1.52104	\$53,478	1.57114	\$55,239
8	0.97315	\$34,215	1.41364	\$49,702	1.46370	\$51,462	1.55207	\$54,569	1.60218	\$56,331
8.5			1.44319	\$50,741	1.49331	\$52,503	1.58306	\$55,658	1.63318	\$57,421
9	1.00449	\$35,317	1.47273	\$51,779	1.52284	\$53,541	1.61405	\$56,748	1.66417	\$58,510
9.5			1.50228	\$52,818	1.55242	\$54,581	1.64504	\$57,838	1.69517	\$59,600
10	1.03573	\$36,415	1.53182	\$53,857	1.58199	\$55,621	1.67603	\$58,927	1.72616	\$60,690
10.5			1.56137	\$54,896	1.61152	\$56,659	1.70703	\$60,017	1.75716	\$61,780
11	1.06706	\$37,517	1.59091	\$55,934	1.64104	\$57,697	1.73802	\$61,107	1.78815	\$62,869
11.5			1.62046	\$56,973	1.67052	\$58,733	1.76901	\$62,196	1.81915	\$63,959
12	1.09831	\$38,615	1.65000	\$58,012	1.70000	\$59,770	1.80000	\$63,286	1.85014	\$65,049
12.5			1.66976	\$58,707	1.71977	\$60,465	1.83813	\$64,626	1.88824	\$66,388
13	1.17163	\$41,193	1.75334	\$61,645	1.80525	\$63,470	1.94711	\$68,458	1.99911	\$70,286
14	+ \$1,000 above Step 13			\$62,645		\$64,470		\$69,458		\$71,286
15	+ \$1,000 above Step 14			\$63,645		\$65,470		\$70,458		\$72,286
16	+ \$1,000 above Step 15			\$64,645		\$66,470		\$71,458		\$73,286

1st Current Improvement \$1,758 \$1,758 \$1,758 \$1,758  
 Example: 5% of BA Step 1 added to a teacher on Step 13 \$63,403 \$61,528 \$65,044 \$66,807

2nd Current Improvement Illustration \$3,232 \$3,324 \$3,573 \$3,664  
 Example: 5% of BA Step 16 added to a teacher on Step 16 \$69,635 \$71,552 \$76,789 \$78,708

3rd Current Improvement Illustration \$3,232 \$3,324 \$3,573 \$3,664  
 Example: 5% of BA Step 16 added to a teacher on Step 16 \$72,868 \$74,875 \$80,362 \$82,373

Notes:

The first current improvement shall be 5% (five percent of the teacher's base salary (BA Step 1) of the salary schedule, Appendix "A". The second Current Improvement shall be 5% (five percent) of the teacher's base salary (Degree and Step) of the salary schedule, "Appendix A". The third Current Improvement shall be 5% (five percent) of the teacher's base salary (Degree and Step) of the salary schedule, Appendix "A"

Current Improvement Formula

- CI-1 = (BA Step 1 x 0.05) + Teacher Step = Teacher Base Salary
- CI-2 = (Teacher Step x 0.05) + CI-1 + Teacher Step = Teacher Base Salary
- CI-3 = (Teacher Step x 0.05) + CI-1 + CI-2 + Teacher Step = Teacher Base Salary

TA 7/17/18

SAB TA 7-17-2018  
 TA 7-17-18  
 R. Mart