

Regarding the proposed (6/6/2017) 2 year agreement for Steps w/1% increases in 17-18 and 18-19 with lane changes as necessitated by advanced degree attainment:

- Counter proposals:
  1. Steps and Lanes for 17-18.
  2. 1% increase if an amended budget is adopted with a fund balance above 7.5%. If below 7.5% and above 6.9%, then a 0.5% increase.
  3. If amended budget is adopted with a fund balance above 9%, then steps will be adjusted by 1.5%.
  4. 18-19 - wages/steps/lane opener only.
  5. Added language to Appendix A: *"Step and Lane advancement is tied to Effective and Highly Effective evaluations. Employees covered under this agreement will not advance if a rating of ineffective is recorded in the end of year evaluation."*
- 2017-18 Calendar
  1. August - no change
  2. September - maintain the 5th as a full day; accept the 22nd as ½ day; Students in Grade K will operate on reduced schedule on 1st day of school with associated transportation, if coordinated with building principal.
  3. October and November - no changes
  4. December - accept 22nd as ½ day
  5. January - Last day of semester (26th) is ½ day records and following Monday (29th) is ½ records and ½ PD
  6. February - maintain proposal of 19th as mid winter break
  7. March - no changes
  8. April - proposal to add the 2nd as an additional day to spring break
  9. May - no change
  10. June - last day extended to Thursday, June 14
- 2018-19 Calendar - If mandatory Labor Day post start is removed, then 18-19 will be negotiated.
  1. August - accept 28, 29, 30 as PD (with option to evaluate an online exchange)
  2. September 4 is full day; Students in Grade K may follow same reduction as 17-18.
  3. October - add Homecoming ½ day
  4. November and December - no changes
  5. January - Last day of semester (25th) is ½ day records and following Monday (28th) is ½ records and ½ PD.
  6. February - no change
  7. March - no change
  8. April - eliminate 22nd
  9. May - no change
  10. June - last day proposal is Thursday, June 13

**Teacher Salary Schedule  
2017-18**

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	<b>BA</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
<b>Step 1</b>	36,305	40,873	41,889	42,932
<b>Step 2</b>	37,576	42,303	43,564	44,649
<b>Step 3</b>	38,892	43,785	45,308	46,435
<b>Step 4</b>	40,254	45,316	47,120	48,292
<b>Step 5</b>	41,661	46,902	49,004	50,224
<b>Step 6</b>	43,329	48,777	50,965	52,233
<b>Step 7</b>	45,062	50,729	53,004	54,322
<b>Step 8</b>	46,863	52,758	55,388	56,766
<b>Step 9</b>	48,739	55,133	57,880	59,322
<b>Step 10</b>	50,932	58,992	61,932	63,473
<b>Step 11</b>	53,224	62,531	65,648	67,283
<b>Step 12</b>	55,619	67,534	69,587	71,318
<b>Step 16</b>	57,287	67,872	69,935	71,677
<b>Step 21</b>	57,573	68,211	70,285	72,034
<b>Step 26</b>	57,862	68,552	70,636	72,395
<b>Step 31</b>	58,151	68,895	70,989	72,755

*Step and Lane advancement is tied to Effective and Highly Effective evaluations. Employees covered under this agreement will not advance if a rating of ineffective is recorded in the end of year evaluation.*