

## North Boone Education Association Final Offer

After seven months of negotiations, including 2 months of mediation, the professional educators of the North Boone Education Association (NBEA) and the Board of Education have reached tentative agreements on several items and developed the following proposals in a good-faith effort to meet the needs of the school district, students, parents, community members and professional teachers. The NBEA recognizes its role within the larger educational community which is dedicated to providing exceptional experiences for learners and committed to maintaining a high quality educational environment which attracts and retains the best, brightest and most highly credentialed teachers. Further recognizing the economic challenges facing both the community and the state, the NBEA presents the following tentative agreements and proposals:

### **Tentative Agreements**

Article II	p.2
Article III	p. 3-4
Article IV	p. 5
Article VI	p. 5
Article VII	p. 5
Article VIII	p. 6
Article IX	p. 6
Article X	p. 7
Article XIII	p. 7
Article XIV	p. 7
Exhibit B	p. 8

### **Proposals Regarding Unresolved Issues**

Article II & VII combination	p. 9	
Article VIII	p. 9-10	
Article X	p. 11	
Article XI	p. 12	
Article XII	p. 12	
Exhibit B	p. 13	
Appendix A	p. 14	Proposed Salary Schedule 2011-2012
Appendix B	p. 15	Proposed Salary Schedule 2012-2013
Appendix C	p. 16	Proposed Salary Schedule 2013-2014
Appendix D	p. 17	Proposed Extra Curricular Schedule

**Tentative Agreements****Article II****PAY PERIOD**

- All personnel will be required to have Direct Deposit for 26 pay periods yearly.

**Replaces**

- ~~All personnel shall have direct deposit by August 1, 2009. Personnel hired after June 30, 2005 will be required to participate in the Direct Deposit Program. No checks will be distributed in the district office prior to the Friday pay period during summer months. Summer pay period checks will be mailed prior to the pay period Friday.~~

**Cost:** Neutral

**Rationale:** Portions of the clause had already expired and alteration would expedite payroll processes.

**403(b) COMMITTEE:** A Board directed 403(b) committee, including a member of the Association, will be convened prior to any changes in the North Boone Community Unit School District #200 403(b) Plan. No changes shall cause the District to incur a cost for the administration of the plan.

**Cost:** Neutral

**Rationale:** Added side letter previously agreed to into the official contract.

**Article III****PLANNING AND PREPARATION (Part C, section 1)**

High school and middle school teachers will have one scheduled period per day free of assigned responsibilities, including class instruction or study hall supervision, for planning and preparation time.

**Teachers may request specific supervisory assignments and the administration will give those requests due consideration. However, the administration does have the right to fill positions as needed.** In addition, **core academic** middle school teachers will have one scheduled period per day within the student day for team responsibilities ~~unless assigned a 6<sup>th</sup> class.~~ **Any High School teacher assigned 40 or more students daily in writing intensive courses, as determined for graduation requirement purposes, will be exempted from supervision due to additional grading responsibilities. This exception will only be honored if the district can fill all supervisory assignments without additional costs.**

High school and middle school teachers will be paid a stipend based on the following situations:

- ~~6 classes and 135 students or more~~ .143
- ~~6 classes and 134 students or less~~ .07
- ~~5 classes and 140 students or more~~ .07

Situation	9-12	7-8
6 classes and 135 students or more	.143	<u>.07</u>
6 classes and 134 students or less	.07	<u>.035</u>
5 classes and 140 students or more	.07	<u>.035</u>

Classes in band, ~~and~~ chorus, **and physical education** are exempt from the stipends. High school teachers may not be **involuntarily** assigned a 6<sup>th</sup> class **for** more than two (2) consecutive years. **Six periods will be considered a normal load for PE and Driver Education teachers at the middle and high school level.**

**Cost:** Potential savings based on assignment of 6<sup>th</sup> classes in years 2012-2013 and 2013-2014. Between \$0 and \$63,690 possible.

**Rationale:** This concession was made by the Association, in recognition of economic pressures, to allow potential district savings to be applied to salary for entire group. In an effort to maintain as many educational offerings for our students as possible and maintain the type of positive morale related to retaining quality teachers, multiple compromises were made regarding this section of the contract.

**PLANNING AND PREPARATION (Part C, section 2)**

The District will provide all full time elementary teachers (including special instruction teachers of art, music, physical education etc.) a minimum weekly amount of minutes for planning and preparation time, which shall be determined on a weekly basis by the product of forty (40) times the amount of full student attendance school days per week. At least half of the planning time shall be scheduled in blocks of 20 or more consecutive minutes. Said time shall be scheduled free of assigned class instruction or study hall supervision, for purposes of planning and preparation, conferences related to the instructional responsibilities, and other activities appropriate to the promotion of effective teaching. For example, if there are four teaching days in the week, the amount of weekly planning and preparation time shall be 160 minutes. No provision herein shall be construed to guarantee a minimum amount of planning and preparation time on a daily basis. ~~The District will provide special instruction teachers of art, music and physical education time scheduled free of assigned class instruction or study hall supervision for purposes of planning and preparation, conferences related to instructional responsibilities and other activities appropriate to the promotion of effective teaching.~~

**Cost:** Neutral

**Rationale:** Planning and preparation time of elementary special instruction teachers needed to be protected from excessive division to ensure maintenance of the highest possible quality of instruction for students.

**PLANNING AND PREPARATION (Part C, section 5)**

The District, in its discretion, may establish a zero (0) period. For certified staff teaching these classes, the end of their school day will also be no more than seven (7) hours, ~~eight (8)~~ fifteen (15) minutes. ~~Any request by the District to teach such a class will be on a voluntary basis.~~

**Cost:** Neutral

**Rationale:** Zero period classes have become very limited. Number of staff affected would be minimal.

**PLANNING AND PREPERATION (Part D)**

**Duty-free lunch:** Every teacher shall be allowed a duty-free lunch in accordance with Section 24-9 of the Illinois School Code (105 ILCS 5/24-9). Lunch periods will be comparable within across grade levels district-wide.

**Cost:** Neutral

**Rationale:** Issues concerning equity of duty-free lunch time periods between buildings needed to be addressed as it also affected the amount of supervision provided for young students.

#### Article IV

##### **SCHOOL CALENDAR**

The Association shall have the right to present to the superintendent suggestions in regard to the school calendar prior to superintendent making a recommendation to the District. The District shall decide the official calendar. At least two weeks before the administration submits the proposed calendar to the Board for its approval, it shall be given to the Association for its comments and suggestions. The **first and last student attendance days will be the minimum time required** unless prohibited by School Code.

**Cost:** Neutral

**Rationale:** Maintaining past calendar practices regarding first and last student attendance days would have positive impact on morale, provide vital collaborative time for professional preparation and reduce pressure on students during days of critical transitions. Past practices included early dismissals of students on the first and last day of attendance while still meeting the guidelines for an attendance day.

#### Article VI

##### **VACANCIES**

The District shall post notice or otherwise cause to be in a reasonable manner and in a timely manner disseminated to existing teachers, a list of vacancies of regular and part-time certified personnel including extra-curricular positions, together with information as to the manner and time constraints for teacher response. ~~Certified personnel shall be given an interview.~~

During the summer months, teachers will be notified by vacancies in the following manner:

1. ~~District will utilize paycheck mailing of such openings.~~
2. "All Staff" email.
3. "School Messenger" System.

**Cost:** Neutral

**Rationale:** Guaranteed interviews did not hold any weight if internal applicants were not given preference over external applicants. Adding vacancies to mailings was an unnecessary duplication of efforts. This concession by the Association reduced some administrative pressures.

#### Article VII

##### **LABOR MANAGEMENT COMMUNICATION COMMITTEE**

Each month the ~~administration~~ **Superintendent or designee** will meet with the NBEA President, Vice-President, and a **tenured** representative of each of the six buildings for the purpose of offering teachers the opportunity to document and raise issues concerning building level issues measuring the effectiveness of each building in meeting its mission and goals. The Superintendent will review the results with individual building principals following the monthly meeting.

**Cost:** Neutral

**Rationale:** Maintaining and improving the functioning of this committee would allow greater collaboration between administration and teachers for the benefit of students.

## Article VIII

### **STAFF DEVELOPMENT (New language)**

**Certified personnel who prepare and deliver staff development presentations within the district will be paid \$75 per day. This payment will not be due if the teacher is using the activity for CPDUs, graduate work, or part of a practicum, etc.**

**Cost:** Will vary depending on number of teachers asked to deliver staff development. Based on past performance, costs could vary from \$0-\$600 per year. If these presentations would otherwise require hiring outside of the district, there could also be potential savings to the district.

**Rationale:** This provides recognition and compensation for teachers who put time and effort into providing professional development for their peers with the goal of improving instructional practices related to student achievement.

## Article IX

### **SUMMER SCHOOL EMPLOYMENT**

If the District, in its discretion, offers a summer school program, teacher employment opportunities for summer school will be posted at least thirty (30) days prior to the beginning of the program. Teachers desiring employment in the summer school program shall submit their applications on forms provided by the District. Teachers who have applied for summer school positions will be notified of the action taken regarding their applications as early as practicable. The salary will be \$28.00 per hour for the duration of the contract, if a grant is not received, for each hour of actual classroom instruction plus 30 minutes per day for preparation time. ~~If a grant is obtained the salary portion of the grant money will be disbursed equally among the school summer teachers in accordance with the regulations of the grant but not less than \$30.00 per hour.~~ The Association shall have the right to present to the superintendent, suggestions in regard to the organization of the summer school program prior to distribution of applications.

**Cost:** Neutral

**Rationale:** Deleted portion has not been applicable in recent years in relation to the programs provided by the district.

### **EXTENDED CONTRACTS**

Certified **high** school counselors shall have their salaries adjusted on a pro rate basis for any teacher work days beyond the regular school year.

**Cost:** Neutral

**Rationale:** Board wished to make a distinction between high school counselors and other counseling positions that may evolve within the district. In the past, the high school counselor was the only individual affected by this clause so the concession was minimal and not negative impact on provision of student services was foreseen.

**Article X**

HOSPITALIZATION AND MAJOR MEDICAL INSURANCE (new language added to end of section)

Teachers who are nonrenewed or honorably dismissed shall be able to continue benefits until the day prior to the first day of school the following school year at no additional cost to the employee. Similarly, teachers who tender a timely letter of resignation indicating an intent to resign as of the end of the school year, rather than a specified date, shall be able to continue benefits until the day prior to the first day of school the following school year at no additional cost to the employee.

**Cost:** Neutral

**Rationale:** This solidifies in writing something that has been determined on a case by case basis in the past.

**Article XIII**

**JOB SHARING LEAVE (clause 4)**

Length of Job-Sharing Assignment: The length of the job-sharing assignment shall be for one school year and may be renewed by the employer **annually**, provided that a request is made by March first **1st** by the participants to extend the assignment for an additional year.

**Cost:** Neutral

**Rationale:** Altered language to reflect current practices. The job-sharing program was new in the previous contract and this was in reaction to a review of the way the process had been working.

**Article XIV**

**RETIREMENT (Part C)**

**Salary Benefit:** An eligible teacher who submits a timely letter of resignation (prior to the 1<sup>st</sup> day of March) will be paid a salary increase in each of his/her last year(s) of service not to exceed ~~six percent (6%)~~ **five percent (5%)** of the amount of the previous year's TRS creditable earnings.

**Cost:** Savings vary with number and salary levels of retirees. Estimation of \$11,000 per year potential savings based on average savings that would have been incurred over the next three years if this clause had been in effect when previous retirement letters had been submitted.

**Rationale:** This concession was made by the Association in order to retain the salary benefit but alleviate the Board's concern regarding past situations that had led to additional contributions by the district for exceeding the 6% salary increase in years used for TRS retirement calculations. This addresses the economic concerns of the district while still recognizing the contributions of employees who have dedicated themselves to district students for 16 years or more prior to retirement.

**RETIREMENT (Part G)**

~~**Memorandum of Understanding:** The parties agree to allow members a one time opportunity to amend their retirement benefit under the July 1, 2005 to June 30, 2008 Basic Agreement to receive a severance in the amount of \$480.00 per year of service, not to exceed a total of \$9,000. Severance will be paid in two payments. 50% will be paid July 1<sup>st</sup> of the retirement year and the remaining 50% will be paid July 1<sup>st</sup> of the following year.~~

**Cost:** Neutral

**Rationale:** This section was no longer relevant.

**Exhibit B**

**EXTRACURRICULAR CATEGORIES EXHIBIT "B"**

**Flat Amount**

~~Administrative Committee Member (8 positions) — \$30 per meeting, not to exceed \$300~~

**Cost:** Savings up to \$2,160 per year

**Rationale:** Attendance at meetings is voluntary and of potential benefit to Association members. The concession was made in order to free up funds for potential use for other extra-curricular payments with more direct impact on students.

## Proposals Regarding Unresolved Items

### Article II

#### **PROGRESSIVE DISCIPLINE (New language)**

**The Board agrees that its rules and regulations governing teacher conduct shall be reasonable and that enforcement of teacher discipline shall be fair and for just cause.**

### **IN EXCHANGE**

### Article VII

#### **TENURED TEACHER (Part A, paragraph 2)**

The evaluation period for a tenured teacher **shall commence from the day after his/her last evaluation.**

.....

Clause 6 of same section:

**“...administrators may use all pertinent information previously shared in writing and verbally discussed with the teacher.”**

**Cost:** Neutral

**Rationale:** Association feels that the legal protection of ‘just cause’ is necessary in the current legal climate and is willing to concede a portion of the legal right to fully waive evaluations during the year following a satisfactory or higher rating in order to achieve this protection. Encouraging a more positive approach to instructional improvement, rather than negative disciplinary measures, not only reflects current practices encouraged for improvement of students but would also show a greater dedication to the improvement of educational offerings.

### Article VIII

#### **MAIN SCHEDULE**

Salary schedule applicable for the ~~2008-2009~~ **2011-2012** school year is attached hereto as *Appendix “A”*, salary schedule applicable for the ~~2009-2010~~ **2012-2013** school year is attached hereto as *Appendix “B”*, salary schedule applicable for the ~~2010-2011~~ **2013-2014** school year is attached hereto as *Appendix “C”*, and all three are incorporated herein by reference.

**Cost:** Proposed schedules reflect a 1% increase in the salary base in 2011-2012, a 1.5% increase in the salary base during 2012-2013 and a 2% increase in the salary base during the 2013-2014 school year. During each year, teachers would maintain the right to move along the salary schedule to reflect their continuing years of experience and continuing education. The projected salary costs in 2011-2012 would be \$2,077.39 higher than the salary costs during 2010-2011. The 2012-2013 year would have a projected salary cost of \$169,936.11 more than the previous year. The 2013-2014 year would have a projected increase cost of \$213,965.62 over the previous year.

**Rationale:** Previous concessions agreed to by the Association could compensate for the additional costs projected for salary during the 2011-2012 school year. Potentially removing the tuition reimbursement would allow an additional \$34,000 to be available for salary compensation. The District increased the capital outlay portion of their technology budget by approximately \$100,000 from 2010-2011 to 2011-2012. By reducing this portion of the budget back to 2010-2011 levels, \$100,000 could be shifted to become available for salary compensation. This would recognize the fact that during times of economic scarcity, funds should be used in the areas which have the greatest direct impact on student

achievement. While access to technology remains important, its direct impact on student achievement levels is not as strongly supported by research as the connection between student achievement and consistent, quality instruction. The Association believes that this proposal is fundable given the District's current financial position and provides the greatest potential for positive impact on student achievement levels.

**LONGEVITY**

For lane BA24, teachers who do not receive a vertical incremental movement on the salary schedule will receive a ~~2%~~ 1% increase for the 2008-2009 school year, not to exceed 6% of TRS reportable earnings of the prior year. ~~This article will expire at the end of the 2008-2009 school year.~~

**Cost:** Total of \$5749 over the course of three years based on current employees.

**Rationale:** This would provide a minimal salary increase in recognition of continued service of long-term employees for whom the costs of obtaining a Master's Degree would not be feasibly recovered during their remaining tenure. Without this type of compensation, some teachers who have shown commitment to both the district and students for 15 years or more would be subjected to salary freezes that would not affect other teachers.

Article X**HOSPITALIZATION AND MAJOR MEDICAL INSURANCE (paragraph 2)**

Through the term of this contract, the District will pay the individual members group major medical, vision and dental insurance policy premium for all full time faculty. ~~Any individual members group medical, vision and dental insurance policy premium increase below (5.0) five percent per year will be District savings available to the individual member in additional Extended Formal Education tuition money and / or toward an annual insurance out of pocket expense reimbursement.~~ Through the term of this contract, all full time Association members will pay a monthly contribution toward their major medical insurance. Part time members will pay a proportional share of the contribution. The monthly contribution amount per district insured individual will be dependent upon the annual rate increase and the number of insured lives. For example, any District savings realized by a decrease in the number of District insured lives will be applied to the annual increase, thus lowering the contribution amount. The monthly contribution will not exceed \$38 during the 2011-2012 school year. During the 2012-2013 and 2013-2014 school years, dependent on actual major medical insurance premium increases, Association members agree to contribute up to \$60 per month. If premium increases exceed this level, the Board of Education will contribute up to \$60 per month, per member. If premium increases exceed this level, the Association members and the Board of Education will split the costs of said increases equally.

**HOSPITALIZATION AND MAJOR MEDICAL INSURANCE (paragraph 5)**

~~A member may not waive the benefits in totality.~~ A member who waives the major medical benefit may opt for District paid dental and vision coverage for the member and family.

**Cost:** If insurance premiums experience exponential increases that cannot be alleviated through changes in coverage or carrier *and* the Association members have already contributed \$80,136 toward the increase, costs to the district could be between \$0-\$80,136 dollars in the second and third years of the contract.

**Rationale:** In recognition of the economic impact of rising insurance premiums, the Association worked with membership to make a concession to contribute to individual medical coverage for the first time. In the first year of the contract, they have agreed to absorb the increase in insurance premiums. This calculation was agreed upon by all parties to be equivalent to \$38.00 per month for each member. The Association expects to work collaboratively with the district through annual meetings of the insurance committee, to manage changes to coverage that would keep premium increases down. This would benefit both employee and employer. Due to uncertainty regarding premiums in the second and third years of the contract, the Association has committed to continuing to absorb premium increases up to the cost of \$60 per member each month. At that point, the Association believes it would be fair for the District to begin absorbing a portion of the premium increase.

**Article XI****BOARD-PAID RETIREMENT CONTRIBUTION**

The District agrees to pay **the equivalent of** the total retirement contribution **at the 2010-2011 rate** on all credible earnings to the Teacher Retirement System (TRS) of the State of Illinois ~~based on the current TRS rate~~, including TRS health insurance, including income from extra duties as set forth in Exhibit "B", which will be non-taxable according to the provisions of Internal Revenue Service Code Section 414 (h) (2). **If the contribution rate is increased by the State of Illinois during the term of this contract by 1% or less, the District agrees to continue funding the total retirement contribution. If the contribution rate is increased by more than 1% during the term of this contract, the Association agrees to reopen negotiations on Article XI only while retaining the right to strike.**

**Cost:** Potential cost of approximately \$61,015 per year if TRS increased by 1%.

**Rationale:** This benefit is critical in maintaining our ability as a district to offer competitive wage and benefit packages that attract quality teachers to an area where salaries are not necessarily competitive with neighboring counties. Remaining competitive despite economic difficulties will maintain the quality of instruction for students within the district for the long term. Realizing that there is a potential for significant increases in TRS contribution requirements, the Association is willing to negotiate how such an increase would be split between the District and the Association members. However, they do not feel it is prudent to negotiate such a split until an actual increase occurs. Not wanting to be forced to reopen the contract unless the increase was significant, the Association maintains that they would be willing to reopen this portion of the contract if TRS contribution requirements were increased by more than 1%. The Association maintains the right to strike over such a reopener to protect itself from being forced into concessions that would damage our district's ability to attract quality teachers.

**Article XII****EXTENDED FORMAL EDUCATION**

~~Tuition reimbursement shall only be made for graduate coursework that has been approved by the superintendent and has direct educational merit for purposes of placement or horizontal advancement on the salary schedule of the District.~~

~~The District shall reimburse a teacher who makes proper application toward graduate college credit up to \$150 per hour, not to exceed the actual cost of tuition. A calendar year is defined as the beginning of the school year to the beginning of the following school year. Application for reimbursement will be linked to the current approval system. At the end of the calendar year, reimbursement shall be at the littlest of \$150 per credit hour or the actual cost of tuition. The maximum tuition money available will be \$30,000 for 2008-2009, \$32,000 for 2009-2010, and \$34,000 for 2010-2011 for each year. Transcripts must be received by October 1<sup>st</sup> and payout will be by November 20<sup>th</sup>.~~

**Cost:** Savings of \$34,000 per year.

**Rationale:** While encouraging the continuing education of teachers has been a long-standing practice within the district, the Association is willing to make this concession in order to have funds available for salaries. In this way, funds can be made available for salary increases for teachers that improve their education and training for the benefit of students with less economic pressure on the district.

**Exhibit B Extra Curricular Categories and Salary Schedule**

Salary Schedule applicable for all years of contract, see Appendix D.

**Cost:** Proposed schedule reflects a 1% increase on the salary base which will cost \$1,743. The Association's proposal is that all individuals will remain on the same step they occupied during 2010-2011 for the 2011-2012 school year. The Association further proposes that individuals be allowed to move to new steps, based on experience during 2012-2013 and 2013-2014. The costs, assuming no attrition, would be \$3521 in 2012-2013 and \$3591 in 2013-2014.

**Rationale:** This proposal gives individuals a 1% increase during the first year despite being frozen on their step and allows for a 2% increase each following year based on movement to a new step. The costs of these increases are minimal but recognize the extended time and energy that people in these positions give to students, above and beyond their basic teaching contract. These costs would be divided between over 90 different positions, depending on which ones are filled. The average increase each year for any individual position would be \$38.

**Appendix A****2011-2012 Proposed Salary Schedule – Including TRS payments**

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	\$ 37,139.36	\$ 38,253.54	\$ 39,401.14	\$ 40,583.18	\$ 41,800.67	\$ 43,054.69	\$ 44,346.34	\$ 45,676.73	\$ 47,047.03
1	\$ 38,253.54	\$ 39,401.14	\$ 40,583.18	\$ 41,800.67	\$ 43,054.69	\$ 44,346.34	\$ 45,676.73	\$ 47,047.03	\$ 48,458.44
2	\$ 39,401.14	\$ 40,583.18	\$ 41,800.67	\$ 43,054.69	\$ 44,346.34	\$ 45,676.73	\$ 47,047.03	\$ 48,458.44	\$ 49,912.19
3	\$ 40,583.18	\$ 41,800.67	\$ 43,054.69	\$ 44,346.34	\$ 45,676.73	\$ 47,047.03	\$ 48,458.44	\$ 49,912.19	\$ 51,409.56
4	\$ 41,800.67	\$ 43,054.69	\$ 44,346.34	\$ 45,676.73	\$ 47,047.03	\$ 48,458.44	\$ 49,912.19	\$ 51,409.56	\$ 52,951.84
5	\$ 43,054.69	\$ 44,346.34	\$ 45,676.73	\$ 47,047.03	\$ 48,458.44	\$ 49,912.19	\$ 51,409.56	\$ 52,951.84	\$ 54,540.40
6	\$ 44,346.34	\$ 45,676.73	\$ 47,047.03	\$ 48,458.44	\$ 49,912.19	\$ 51,409.56	\$ 52,951.84	\$ 54,540.40	\$ 56,176.61
7	\$ 45,676.73	\$ 47,047.03	\$ 48,458.44	\$ 49,912.19	\$ 51,409.56	\$ 52,951.84	\$ 54,540.40	\$ 56,176.61	\$ 57,861.91
8	\$ 47,047.03	\$ 48,458.44	\$ 49,912.19	\$ 51,409.56	\$ 52,951.84	\$ 54,540.40	\$ 56,176.61	\$ 57,861.91	\$ 59,597.77
9	\$ 48,458.44	\$ 49,912.19	\$ 51,409.56	\$ 52,951.84	\$ 54,540.40	\$ 56,176.61	\$ 57,861.91	\$ 59,597.77	\$ 61,385.70
10	\$ 49,912.19	\$ 51,409.56	\$ 52,951.84	\$ 54,540.40	\$ 56,176.61	\$ 57,861.91	\$ 59,597.77	\$ 61,385.70	\$ 63,227.27
11	\$ 51,409.56	\$ 52,951.84	\$ 54,540.40	\$ 56,176.61	\$ 57,861.91	\$ 59,597.77	\$ 61,385.70	\$ 63,227.27	\$ 65,124.09
12	\$ 52,951.84	\$ 54,540.40	\$ 56,176.61	\$ 57,861.91	\$ 59,597.77	\$ 61,385.70	\$ 63,227.27	\$ 65,124.09	\$ 67,077.81
13	\$ 54,540.40	\$ 56,176.61	\$ 57,861.91	\$ 59,597.77	\$ 61,385.70	\$ 63,227.27	\$ 65,124.09	\$ 67,077.81	\$ 69,090.15
14	\$ 56,176.61	\$ 57,861.91	\$ 59,597.77	\$ 61,385.70	\$ 63,227.27	\$ 65,124.09	\$ 67,077.81	\$ 69,090.15	\$ 71,162.85
15		\$ 59,597.77	\$ 61,385.70	\$ 63,227.27	\$ 65,124.09	\$ 67,077.81	\$ 69,090.15	\$ 71,162.85	\$ 73,297.74
16			\$ 63,227.27	\$ 65,124.09	\$ 67,077.81	\$ 69,090.15	\$ 71,162.85	\$ 73,297.74	\$ 75,496.67
17				\$ 67,077.81	\$ 69,090.15	\$ 71,162.85	\$ 73,297.74	\$ 75,496.67	\$ 77,761.57
18				\$ 69,090.15	\$ 71,162.85	\$ 73,297.74	\$ 75,496.67	\$ 77,761.57	\$ 80,094.42
19					\$ 73,297.74	\$ 75,496.67	\$ 77,761.57	\$ 80,094.42	\$ 82,497.25
20						\$ 77,761.57	\$ 80,094.42	\$ 82,497.25	\$ 84,972.16

Base \$ 33,648.25  
 w/o TRS  
 Step % 3.0000%  
 Lane % 3.0000%  
 TRS 1.103753

**Appendix B**  
**2012-2013 Proposed Salary Schedule – Including TRS payments**

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	\$ 37,696.45	\$ 38,827.34	\$ 39,992.16	\$ 41,191.93	\$ 42,427.68	\$ 43,700.52	\$ 45,011.53	\$ 46,361.88	\$ 47,752.73
1	\$ 38,827.34	\$ 39,992.16	\$ 41,191.93	\$ 42,427.68	\$ 43,700.52	\$ 45,011.53	\$ 46,361.88	\$ 47,752.73	\$ 49,185.31
2	\$ 39,992.16	\$ 41,191.93	\$ 42,427.68	\$ 43,700.52	\$ 45,011.53	\$ 46,361.88	\$ 47,752.73	\$ 49,185.31	\$ 50,660.87
3	\$ 41,191.93	\$ 42,427.68	\$ 43,700.52	\$ 45,011.53	\$ 46,361.88	\$ 47,752.73	\$ 49,185.31	\$ 50,660.87	\$ 52,180.70
4	\$ 42,427.68	\$ 43,700.52	\$ 45,011.53	\$ 46,361.88	\$ 47,752.73	\$ 49,185.31	\$ 50,660.87	\$ 52,180.70	\$ 53,746.12
5	\$ 43,700.52	\$ 45,011.53	\$ 46,361.88	\$ 47,752.73	\$ 49,185.31	\$ 50,660.87	\$ 52,180.70	\$ 53,746.12	\$ 55,358.51
6	\$ 45,011.53	\$ 46,361.88	\$ 47,752.73	\$ 49,185.31	\$ 50,660.87	\$ 52,180.70	\$ 53,746.12	\$ 55,358.51	\$ 57,019.26
7	\$ 46,361.88	\$ 47,752.73	\$ 49,185.31	\$ 50,660.87	\$ 52,180.70	\$ 53,746.12	\$ 55,358.51	\$ 57,019.26	\$ 58,729.84
8	\$ 47,752.73	\$ 49,185.31	\$ 50,660.87	\$ 52,180.70	\$ 53,746.12	\$ 55,358.51	\$ 57,019.26	\$ 58,729.84	\$ 60,491.73
9	\$ 49,185.31	\$ 50,660.87	\$ 52,180.70	\$ 53,746.12	\$ 55,358.51	\$ 57,019.26	\$ 58,729.84	\$ 60,491.73	\$ 62,306.49
10	\$ 50,660.87	\$ 52,180.70	\$ 53,746.12	\$ 55,358.51	\$ 57,019.26	\$ 58,729.84	\$ 60,491.73	\$ 62,306.49	\$ 64,175.68
11	\$ 52,180.70	\$ 53,746.12	\$ 55,358.51	\$ 57,019.26	\$ 58,729.84	\$ 60,491.73	\$ 62,306.49	\$ 64,175.68	\$ 66,100.95
12	\$ 53,746.12	\$ 55,358.51	\$ 57,019.26	\$ 58,729.84	\$ 60,491.73	\$ 62,306.49	\$ 64,175.68	\$ 66,100.95	\$ 68,083.98
13	\$ 55,358.51	\$ 57,019.26	\$ 58,729.84	\$ 60,491.73	\$ 62,306.49	\$ 64,175.68	\$ 66,100.95	\$ 68,083.98	\$ 70,126.50
14	\$ 57,019.26	\$ 58,729.84	\$ 60,491.73	\$ 62,306.49	\$ 64,175.68	\$ 66,100.95	\$ 68,083.98	\$ 70,126.50	\$ 72,230.29
15		\$ 60,491.73	\$ 62,306.49	\$ 64,175.68	\$ 66,100.95	\$ 68,083.98	\$ 70,126.50	\$ 72,230.29	\$ 74,397.20
16			\$ 64,175.68	\$ 66,100.95	\$ 68,083.98	\$ 70,126.50	\$ 72,230.29	\$ 74,397.20	\$ 76,629.12
17				\$ 68,083.98	\$ 70,126.50	\$ 72,230.29	\$ 74,397.20	\$ 76,629.12	\$ 78,927.99
18				\$ 70,126.50	\$ 72,230.29	\$ 74,397.20	\$ 76,629.12	\$ 78,927.99	\$ 81,295.83
19					\$ 74,397.20	\$ 76,629.12	\$ 78,927.99	\$ 81,295.83	\$ 83,734.71
20						\$ 78,927.99	\$ 81,295.83	\$ 83,734.71	\$ 86,246.75

Base \$ 34,152.97  
w/o TRS

Step % 3.0000%

Lane % 3.0000%

TRS 1.103753

**Appendix C**  
**2013-2014 Proposed Salary Schedule – Including TRS payments**

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	\$ 38,450.38	\$ 39,603.89	\$ 40,792.01	\$ 42,015.77	\$ 43,276.24	\$ 44,574.53	\$ 45,911.76	\$ 47,289.11	\$ 48,707.79
1	\$ 39,603.89	\$ 40,792.01	\$ 42,015.77	\$ 43,276.24	\$ 44,574.53	\$ 45,911.76	\$ 47,289.11	\$ 48,707.79	\$ 50,169.02
2	\$ 40,792.01	\$ 42,015.77	\$ 43,276.24	\$ 44,574.53	\$ 45,911.76	\$ 47,289.11	\$ 48,707.79	\$ 50,169.02	\$ 51,674.09
3	\$ 42,015.77	\$ 43,276.24	\$ 44,574.53	\$ 45,911.76	\$ 47,289.11	\$ 48,707.79	\$ 50,169.02	\$ 51,674.09	\$ 53,224.31
4	\$ 43,276.24	\$ 44,574.53	\$ 45,911.76	\$ 47,289.11	\$ 48,707.79	\$ 50,169.02	\$ 51,674.09	\$ 53,224.31	\$ 54,821.04
5	\$ 44,574.53	\$ 45,911.76	\$ 47,289.11	\$ 48,707.79	\$ 50,169.02	\$ 51,674.09	\$ 53,224.31	\$ 54,821.04	\$ 56,465.68
6	\$ 45,911.76	\$ 47,289.11	\$ 48,707.79	\$ 50,169.02	\$ 51,674.09	\$ 53,224.31	\$ 54,821.04	\$ 56,465.68	\$ 58,159.65
7	\$ 47,289.11	\$ 48,707.79	\$ 50,169.02	\$ 51,674.09	\$ 53,224.31	\$ 54,821.04	\$ 56,465.68	\$ 58,159.65	\$ 59,904.44
8	\$ 48,707.79	\$ 50,169.02	\$ 51,674.09	\$ 53,224.31	\$ 54,821.04	\$ 56,465.68	\$ 58,159.65	\$ 59,904.44	\$ 61,701.57
9	\$ 50,169.02	\$ 51,674.09	\$ 53,224.31	\$ 54,821.04	\$ 56,465.68	\$ 58,159.65	\$ 59,904.44	\$ 61,701.57	\$ 63,552.62
10	\$ 51,674.09	\$ 53,224.31	\$ 54,821.04	\$ 56,465.68	\$ 58,159.65	\$ 59,904.44	\$ 61,701.57	\$ 63,552.62	\$ 65,459.19
11	\$ 53,224.31	\$ 54,821.04	\$ 56,465.68	\$ 58,159.65	\$ 59,904.44	\$ 61,701.57	\$ 63,552.62	\$ 65,459.19	\$ 67,422.97
12	\$ 54,821.04	\$ 56,465.68	\$ 58,159.65	\$ 59,904.44	\$ 61,701.57	\$ 63,552.62	\$ 65,459.19	\$ 67,422.97	\$ 69,445.66
13	\$ 56,465.68	\$ 58,159.65	\$ 59,904.44	\$ 61,701.57	\$ 63,552.62	\$ 65,459.19	\$ 67,422.97	\$ 69,445.66	\$ 71,529.03
14	\$ 58,159.65	\$ 59,904.44	\$ 61,701.57	\$ 63,552.62	\$ 65,459.19	\$ 67,422.97	\$ 69,445.66	\$ 71,529.03	\$ 73,674.90
15		\$ 61,701.57	\$ 63,552.62	\$ 65,459.19	\$ 67,422.97	\$ 69,445.66	\$ 71,529.03	\$ 73,674.90	\$ 75,885.15
16			\$ 65,459.19	\$ 67,422.97	\$ 69,445.66	\$ 71,529.03	\$ 73,674.90	\$ 75,885.15	\$ 78,161.70
17				\$ 69,445.66	\$ 71,529.03	\$ 73,674.90	\$ 75,885.15	\$ 78,161.70	\$ 80,506.55
18				\$ 71,529.03	\$ 73,674.90	\$ 75,885.15	\$ 78,161.70	\$ 80,506.55	\$ 82,921.75
19					\$ 75,885.15	\$ 78,161.70	\$ 80,506.55	\$ 82,921.75	\$ 85,409.40
20						\$ 80,506.55	\$ 82,921.75	\$ 85,409.40	\$ 87,971.68

Base \$ 34,836.03  
w/o TRS

Step % 3.0000%

Lane % 3.0000%

TRS 1.103753

**Appendix D**  
**Proposed Extra-Curricular Salary Schedule**  
**(with and without TRS payments both shown)**

	Group VII	Group VI	Group V	Group IV	Group III	Group II	Group I
0	\$ 778	\$ 988	\$ 1,255	\$ 1,594	\$ 2,024	\$ 2,570	\$ 3,264
	858.72	1,090.51	1,385.21	1,759.38	2,234.00	2,836.65	3,602.65
1	794	1,008	1,280	1,626	2,064	2,621	3,329
	876.38	1,112.58	1,412.80	1,794.70	2,278.15	2,892.94	3,674.39
2	810	1,028	1,306	1,659	2,105	2,673	3,396
	894.04	1,134.66	1,441.50	1,831.13	2,323.40	2,950.33	3,748.35
3	826	1,049	1,332	1,692	2,147	2,726	3,464
	911.70	1,157.84	1,470.20	1,867.55	2,369.76	3,008.83	3,823.40
4	843	1,070	1,359	1,726	2,190	2,781	3,533
	930.46	1,181.02	1,500.00	1,905.08	2,417.22	3,069.54	3,899.56
5	860	1,091	1,386	1,761	2,234	2,837	3,604
	949.23	1,204.19	1,529.80	1,943.71	2,465.78	3,131.35	3,977.93
6	877	1,113	1,414	1,796	2,279	2,894	3,676
	967.99	1,228.48	1,560.71	1,982.34	2,515.45	3,194.26	4,057.40
7	895	1,135	1,442	1,832	2,325	2,952	3,750
	987.86	1,252.76	1,591.61	2,022.08	2,566.23	3,258.28	4,139.07
8	913	1,158	1,471	1,869	2,372	3,011	3,825
	1,007.73	1,278.15	1,623.62	2,062.91	2,618.10	3,323.40	4,221.86
9	931	1,181	1,500	1,906	2,419	3,071	3,902
	1,027.59	1,303.53	1,655.63	2,103.75	2,669.98	3,389.63	4,306.84
10	950	1,205	1,530	1,944	2,467	3,132	3,980
	969.00	1,330.02	1,688.74	2,145.70	2,722.96	3,456.95	4,392.94
11	969	1,229	1,561	1,983	2,516	3,195	4,060
	1,069.54	1,356.51	1,722.96	2,188.74	2,777.04	3,526.49	4,481.24
12	988	1,254	1,592	2,023	2,566	3,259	4,141
	1,090.51	1,384.11	1,757.17	2,232.89	2,832.23	3,597.13	4,570.64
13	1,008	1,279	1,624	2,063	2,617	3,324	4,224
	1,112.58	1,411.70	1,792.49	2,277.04	2,888.52	3,668.87	4,662.25
14	1,028	1,305	1,656	2,104	2,669	3,390	4,308
	1,134.66	1,440.40	1,827.81	2,322.30	2,945.92	3,741.72	4,754.97
15	1,049	1,331	1,689	2,146	2,722	3,458	4,394
	1,157.84	1,469.10	1,864.24	2,368.65	3,004.42	3,816.78	4,849.89
16	1,070	1,358	1,723	2,189	2,776	3,527	4,482
	1,181.02	1,498.90	1,901.77	2,416.12	3,064.02	3,892.94	4,947.02
17	1,091	1,385	1,757	2,233	2,832	3,598	4,572
	1,204.19	1,528.70	1,939.29	2,464.68	3,125.83	3,971.30	5,046.36
18	1,113	1,413	1,792	2,278	2,889	3,670	4,663
	1,228.48	1,559.60	1,977.93	2,514.35	3,188.74	4,050.77	5,146.80
19	1,135	1,441	1,828	2,324	2,947	3,743	4,756
	1,252.76	1,590.51	2,017.66	2,565.12	3,252.76	4,131.35	5,249.45
20	1,158	1,470	1,865	2,370	3,006	3,818	4,851
	1,278.15	1,622.52	2,058.50	2,615.89	3,317.88	4,214.13	5,354.31