

**BOARD OF EDUCATION
OF
RICHMOND-BURTON COMMUNITY HIGH
SCHOOL DISTRICT #157**

MOST RECENT OFFER

THE LAST AND FINAL OFFER PRESENTED BY THE BOARD OF EDUCATION
OF
RICHMOND-BURTON COMMUNITY HIGH SCHOOL DISTRICT #157

1. All tentative agreements reached and reduced to writing. They are attached and made part of this document. These agreements include:
 - An agreement by the Board to increase the amount of available tuition reimbursement from \$215 per credit hour to \$300 per credit hour.
 - An agreement to provide Board paid dental insurance at a total annual cost of \$25,112 per year.
 - An agreement to increase in-school substitution rate from \$25 per class period to \$28 per class period.
 - An agreement to increase the curriculum development and school improvement planning rate from \$25 per hour to \$28 per hour.
 - An agreement to increase term life insurance from \$25,000 to \$50,000.
 - Increase Lead Teachers' Pay from \$3,350 plus \$125 per teacher per school year under their jurisdiction to \$3,517.50 plus \$131.25 per teacher per school year under their jurisdiction.

2. An elimination of end of the career salary enhancement of 6% a year for the last 4 years of employment for teachers employed after September 1, 2014.

3. Pay increases to the Extra-Curricular Salary Schedule of 2.5%, 3.0%, 2.5%, 3.0% and 2.5% respectively over a five year period. **See attached proposed extra-curricular salary schedules.**

4. Pay increases of 2.5% for "step" for all teachers who are eligible. **See attached proposed salary schedules.**

5. An increase in the base salary of the BA lanes by 1%, 1%, 1%, 1% and .5% respectively over a five year period. An increase in the base salary of the MA lanes by 2%, 2%, 2%, 2% and 1.5% respectively over a five year period. **See attached proposed salary schedules.**

Financial rationale: The Board of Education's primary source of revenue is property tax increases and that source is limited by the Consumer Price Index. The pay increases offered by the Board are more than double the historical increase in CPI.

The Board is asking to eliminate the end of career pay increases for any employees hired after September 1, 2014. It is an accepted fact that the TRS pension system is woefully underfunded and that

there is a serious question about whether the pension system can be sustained. The Board is not asking any **current** teacher to give up a current contractual benefit. However, to continue to offer this benefit is an unfunded liability that would be irresponsible.

5/7/14 - Agreed upon Changes

RC 2.3 NEGOTIATION PROCEDURE

Negotiations shall begin no later than April 15. The Association and Board committees shall mutually exchange all ~~submit the initial~~ contract items **proposal of all items** at the first meeting. Subsequent meetings shall be scheduled at dates and times mutually agreed upon.

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RC 2.4 IMPASSE PROCEDURE

~~If agreement is not reached, Section #12 of the ILERA will be implemented. When impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator. The mediator shall meet as soon as possible with the parties or their representatives or both, either jointly or separately, and shall take such steps, as he/she may deem appropriate, in accordance with the rules and regulations of the Federal Mediation and Conciliation Service to persuade the parties to resolve their differences and effect a mutually acceptable agreement.~~

Impasse procedures shall be followed according to Public Act 98-0513 or as amended by legislative action.

2.4 IMPASSE PROCEDURE

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RC 6.2 EMPLOYEE WORK DAY

Parent/Teacher Conferences will run two (2) days. On the first day of Parent/Teacher Conferences, teachers will be dismissed at 1:50 p.m. Conferences on that day will run from 3:30 p.m. to 8:30 p.m. with a one-half (1/2) hour dinner break provided. On the second day of conferences (students not in attendance), a 7:30 a.m. to ~~4:30 a.m.~~ **12:30 p.m.** conference schedule will be followed with teacher dismissal at ~~4:30 a.m.~~ **12:30 p.m.** These Parent/Teacher Conference days will be scheduled on the last two days of the work week.

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RC ②
7.8 TEACHER ASSESSMENT

For all evaluation tools and procedures, refer to the Evaluation Manual for District #157. The evaluation instrument shall be designed in accordance with legislative requirements. The administration and the Association shall form a committee to jointly develop the evaluation instrument.

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ARTICLE VII

REDUCTION IN FORCE

RC ②
8.2 When such reduction is required among tenured teachers, the Administration shall attempt same by attrition. Attrition as used herein is defined as a reduction in teaching force caused by: (1) retirement of a teacher; (2) voluntary resignation of a teacher. If this is not possible, then reductions shall be in accordance with the Illinois School Code. If two (2) or more teachers are of equal standing, the teacher or teachers to be terminated will be determined by lot.

ARTICLE VIII

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See additional language concerns in items to be discussed.

~~8.3 In the event necessary reduction of teachers cannot be accomplished by attrition, the selection of teachers to be terminated will be based, in the order listed, upon the following factors:~~

- ~~1: Seniority, as defined in ARTICLE VI.~~
- ~~2: Type of certifications as listed by Illinois Revised Statutes.~~

- 3: Evaluations as contained in personnel file:
- 4: Training experience:
- 5: Ability in providing non-academic programs:

~~If, after the above factors have been applied, and there are two (2) or more teachers of equal standing, the teacher or teachers to be terminated will be determined by lot.~~

@ **10.4.1 Tax Sheltered Annuity Deduction**

RC ...compensation earned by the employee while the agreement is in effect, and be irrevocable with respect to compensation earned while the agreement is in effect. ~~Changes in carriers and/or amounts are allowed at the starting day of school and for ten (10) days thereafter, the month of October, the month of April, and upon Administrative approval for retirement and/or disability. The TSA changes will take place according to the "Payroll Cutoff and Pay Day Schedule" supplied yearly by the school finance director.~~

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@ **10.5 ADVANCEMENT ON THE SALARY SCHEDULE**

RC Courses taken for credit must be taken from an accredited community college, college, or university and must be preapproved by the ~~Superintendent~~ **Principal**. Courses will ...

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@ **11.1 REIMBURSEMENT FOR UNUSED SICK DAYS**

- RC
- A. Accumulated unused sick days for non-TRS credible service at the maximum allowable days of fifty (50) will be reimbursed to retirees at the current substitute teacher daily pay rate.
 - B. Compensation will be paid to the retiree by the last pay in the month of September following retirement.
 - C. Such salary is not considered TRS earnings but is subject to IRS guidelines.
 - D. Request for such payment must occur by April 1st in the year of retirement.
 - E. Due to circumstances out of anyone's control, during the remainder for the school year, calculations can be adjusted.
 - F. **Teachers new to TRS after the effective date of SB 1 shall be eligible for reimbursement for unused sick days as outlined above, given they have accumulated a minimum of 135 sick days.**

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- E. Due to circumstances out of anyone's control, during the remainder for the school year, calculations can be adjusted.
- F. Teachers new to TRS after the effective date of SB 1 shall be eligible for reimbursement for unused sick days as outlined above, given they have accumulated a minimum of 135 sick days.

Dr. Ost? **2** This Agreement shall become effective on August 1, 2014, ~~4~~ and shall continue in effect until July 31st, 2014-~~9~~. When either party executes a written notification to the other party prior to April 1st of the year the contract terminates that it wishes to renegotiate the Agreement, the Board shall meet with the Association no later than April 15 to receive the Association proposal, and negotiations will continue in an effort to reach an agreement. The Agreement may be continued by mutual consent.

12.1 This Agreement shall become effective on August 1, ____, and shall continue in effect until July 31st, ____.

Proposed New Language:

m 6.2.2 IEP RELEASE TIME

RC All special education teachers will have ½ of a day (4 periods) per quarter of uninterrupted time to allow the teacher to write, modify, and updates students' individual education plans (IEPs). This time may also be used to meet with students as the instructor develops the students' goals and transition plans. The special education teacher must use all four periods in one day, schedule the time using at least one period of his/her regular preparation time, and must notify the principal 2 weeks in advance of taking this work time to ensure that substitutes will be available.

6.2.2 IEP RELEASE TIME

Upon administration pre-approval, administration shall annually grant two (2) days of release time to all special education teachers to conduct IEP related activities. Release time shall be taken in half-day or full-day increments.

Proposed:

a 6.9 IN-SCHOOL SUBSTITUTIONS

RC The District will attempt to provide substitute teachers. In the event that this is impossible, staff members will be paid for voluntary substitution at the rate of \$28 (twenty-eight) per period.

6.9 IN-SCHOOL SUBSTITUTIONS

The District will attempt to provide substitute teachers. In the event that this is impossible, staff members will be paid for voluntary substitution at the rate of \$26.50 per period.

Proposed:

7.1 No formal evaluation shall take place until the building Principal or evaluator acquaints each teacher under his/her supervision with the evaluation procedures and instruments. The building Principal or evaluator shall advise each teacher who shall observe and evaluate the teacher's performance in a course whose content is fully devoted to the certification of the teacher on file with the district.

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Proposed:

7.2 A formal classroom evaluation shall be defined as one involving a classroom visitation of not less than forty-five (45) minutes and a written evaluation of the visitation followed by a conference between the evaluator and the teacher. Such conference shall be scheduled within seven (7) school days of the visitation.

7.2 A formal classroom evaluation shall be defined as: one involving a classroom observation of the teacher in his or her classroom for a minimum of 45 minutes at a time, or an observation of a complete lesson, or an observation of an entire class period, and a written evaluation of the visitation followed by a conference between the evaluator and the teacher. Such conference shall be scheduled within seven (7) school days of the visitation.

10.4.1 Tax Sheltered Annuity Deduction

Payroll deductions for TSA's shall be allowed. The Board agrees to recognize those presently being utilized. In accordance with IRS regulations, a valid salary reduction agreement under a Section 403(b) annuity program must be legally binding, apply only to compensation earned by the employee while the agreement is in effect, and be irrevocable with respect to compensation earned while the agreement is in effect. Changes in carriers and/or amounts are allowed at the starting day of school and for ten (10) days thereafter, the month of October, the month of April, and upon Administrative approval for retirement and/or disability. The changes will take place according to the "Payroll Cutoff and Pay Day Schedule" supplied yearly by the school finance director. If the Board chooses to use a Third Party Administrator (TPA) to administer the TSA, the Board will cover all administrative costs associated with the TPA.

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Proposed:

10.8 CURRICULUM DEVELOPMENT

Teachers who write curriculum should receive compensation at the rate of twenty-eight dollars (\$28) per hour. Curriculum writing shall remain a voluntary activity. Curriculum writing compensations shall accrue for any time spent writing new curricula, assessments for the collection of data to satisfy the state standards or updating established curricula, provided such time has been approved by the Superintendent or designee in writing. Teachers who volunteer to work on School Improvement Planning as approved by the Administration shall be paid at the same rate as those teachers who write curriculum.

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APPENDIX C: BENEFITS SCHEDULE

Proposed:

1. Term life insurance is provided for each employee in the amount of \$50,000.00 pursuant to Section 10.2.1 of this contract.

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APPENDIX D: LEAD TEACHER PAY

Lead Teachers shall receive \$3350.00 plus \$200.00 per teacher per school year under their jurisdiction for the duration of the current contract.

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Lead Teachers shall receive \$3517.50 plus \$131.25 per teacher per school year under their jurisdiction for the duration of the current contract.



D157 Board of Education



Richmond Education Association

5/19/14 Approved Changes

REA Proposed Language Change

42

6.4 ASSIGNMENT OF DUTIES OR RESPONSIBILITIES

RC

When it is necessary for a building Administrator to make any paid duty assignments outside the basic classroom function of instruction as an extra assignment, it shall be first offered, but not limited to all certified teachers on a voluntary basis. If the Administration is unable to fill said assignments on a volunteer basis, they retain the right to assign such duties. These involuntary assignments will be rotated on a fair and equitable basis within the attendance center staff.

RC

6.11 SENIORITY

Seniority shall be defined as the accumulated, full-time service as a teacher in District #157 and shall begin to be calculated upon the first day of actual service performed in and for District #157. Seniority is only accrued on full-time service.

Service is defined to be interrupted upon the release of a teacher from his/her position as a full-time employee in District #157. The administration shall furnish the Association with a seniority list as prescribed by the present law.

~~Such seniority list shall be posted in the teacher's lounge for a period of thirty (30) days following the receipt of the list. Any protest as to the seniority list must be made within thirty (30) days from the date of posting or the list shall stand as correct.~~

REA Supposal/Counter:

RC

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Service is defined to be interrupted upon the release of a teacher from his/her position as a full-time employee in District #157. The administration shall furnish the Association with a seniority list as prescribed by the present law and by the following:

- A. An overall seniority list shall be furnished by length of continuing service at Richmond Burton High School
- B. A second seniority list shall be furnished that ranks teachers by seniority within a department accompanied by each teacher's subject area certifications and/or endorsements.

ARTICLE VIII REDUCTION IN FORCE

8.3 The district shall provide an annual list of all courses being offered the following school year which

includes the certifications necessary to teach them on or before December 1.

9.1 SICK LEAVE

Each full-time employee, with the exception of teachers new to TRS after the effective date of SB 1, shall be entitled to fourteen (14) days sick leave per school year. Part-time employees shall receive the number of sick days equal to their percentage of employment (i.e., 70% employee would receive 7.7 sick days—"day" shall be defined as the individual teacher's contractual day). Sick leave shall be allowed to accumulate up to a maximum of three hundred forty (340) days. **Teachers new to TRS after the effective date of SB 1 shall be entitled to ten (10) days of sick leave per school term and shall be allowed to accumulate to one hundred eighty (180) days.**

REA Counter:

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Each full-time employee shall be entitled to fourteen (14) days sick leave per school year. Part-time employees shall receive the number of sick days equal to their percentage of employment (i.e., 70% employee would receive 7.7 sick days—"day" shall be defined as the individual teacher's contractual day). Sick leave shall be allowed to accumulate up to a maximum of three hundred forty (340) days. **Teachers new to TRS after the effective date of SB 1 shall be allowed to accumulate to one hundred eighty (180) days. In the event SB 1 is repealed, teachers new to TRS after the effective date shall be allowed to accumulate up to a maximum of three hundred forty (340) days.**

Added Positions

- Mentor Program (Group B)
- Chess Club (Group C) **REA Counter: Group B**
- Psych Club (Group A) **BOE Accept**
- Tri-M Sponser (Group F) **REA Counter: Group C**

Re-aligned Stipends

- Choreographer From (Group A to Group E) **REA Counter: Group D**
- AV Coordinator (rename and split into 2 separate stipends, corresponding to Group F)
 - Streaming Coordinator (Group D)
 - Auditoria Stage Manager (Group D) **BOE/REA Accept**
- Guitar Club (Group A to Group B)
- Pride Club (3) (Group C to Group D)
- Fall Room Supervisor (Group H to Group G)
- Winter Weight Room Supervisor (Group H to Group G)
- Newsletter (Group G to Group D)
- Change the title of Computer Club Advisor to 1:1 Digital Device Advisor **BOE/REA Accept**
- Remove Fall Sports Coordinator from the extra-curricular schedule **BOE/REA Accept**

BOARD PROPOSED SALARY SCHEDULE FY15

	BA	BA+16	BA+32	MA	MA+16	MA+32	Ph.D
1	\$41,659.70	\$42,701.19	\$43,768.72	\$45,307.14	\$46,439.81	\$47,600.81	\$48,790.83
2	\$42,701.19	\$43,768.72	\$44,862.94	\$46,439.81	\$47,600.81	\$48,790.83	\$50,010.60
3	\$43,768.72	\$44,862.94	\$45,984.52	\$47,600.81	\$48,790.83	\$50,010.60	\$51,260.86
4	\$44,862.94	\$45,984.52	\$47,134.13	\$48,790.83	\$50,010.60	\$51,260.86	\$52,542.39
5	\$45,984.52	\$47,134.13	\$48,312.48	\$50,010.60	\$51,260.86	\$52,542.39	\$53,855.95
6	\$47,134.13	\$48,312.48	\$49,520.29	\$51,260.86	\$52,542.39	\$53,855.95	\$55,202.34
7	\$48,312.48	\$49,520.29	\$50,758.30	\$52,542.39	\$53,855.95	\$55,202.34	\$56,582.40
8	\$49,520.29	\$50,758.30	\$52,027.26	\$53,855.95	\$55,202.34	\$56,582.40	\$57,996.96
9	\$50,758.30	\$52,027.26	\$53,327.94	\$55,202.34	\$56,582.40	\$57,996.96	\$59,446.89
10	\$52,027.26	\$53,327.94	\$54,661.14	\$56,582.40	\$57,996.96	\$59,446.89	\$60,933.06
11		\$54,661.14	\$56,027.67	\$57,996.96	\$59,446.89	\$60,933.06	\$62,456.39
12		\$56,027.67	\$57,428.36	\$59,446.89	\$60,933.06	\$62,456.39	\$64,017.80
13		\$57,428.36	\$58,864.07	\$60,933.06	\$62,456.39	\$64,017.80	\$65,618.24
14		\$58,864.07	\$60,335.67	\$62,456.39	\$64,017.80	\$65,618.24	\$67,258.70
15		\$60,335.67	\$61,844.06	\$64,017.80	\$65,618.24	\$67,258.70	\$68,940.16
16			\$63,390.16	\$65,618.24	\$67,258.70	\$68,940.16	\$70,663.67
17			\$64,974.92	\$67,258.70	\$68,940.16	\$70,663.67	\$72,430.26
18			\$66,599.29	\$68,940.16	\$70,663.67	\$72,430.26	\$74,241.02
19			\$68,264.27	\$70,663.67	\$72,430.26	\$74,241.02	\$76,097.04
20			\$69,970.88	\$72,430.26	\$74,241.02	\$76,097.04	\$77,999.47
21				\$74,241.02	\$76,097.04	\$77,999.47	\$79,949.45
22				\$76,097.04	\$77,999.46	\$79,949.45	\$81,948.18
23				\$76,097.04	\$77,999.46	\$79,949.45	\$81,948.18
24				\$76,097.04	\$77,999.46	\$79,949.45	\$81,948.18
25						\$81,148.69	\$83,177.41
26						\$81,148.69	\$83,177.41
27						\$81,148.69	\$83,177.41
28						\$82,365.92	\$84,425.07
29						\$82,365.92	\$84,425.07
30						\$82,365.92	\$84,425.07

BOARD PROPOSED SALARY SCHEDULE FY16

	BA	BA+16	BA+32	MA	MA+16	MA+32	Ph.D
1	\$42,076.30	\$43,128.20	\$44,206.41	\$46,213.28	\$47,368.61	\$48,552.83	\$49,766.65
2	\$43,128.20	\$44,206.41	\$45,311.57	\$47,368.61	\$48,552.83	\$49,766.65	\$51,010.82
3	\$44,206.41	\$45,311.57	\$46,444.36	\$48,552.83	\$49,766.65	\$51,010.82	\$52,286.09
4	\$45,311.57	\$46,444.36	\$47,605.47	\$49,766.65	\$51,010.82	\$52,286.09	\$53,593.24
5	\$46,444.36	\$47,605.47	\$48,795.60	\$51,010.82	\$52,286.09	\$53,593.24	\$54,933.07
6	\$47,605.47	\$48,795.60	\$50,015.49	\$52,286.09	\$53,593.24	\$54,933.07	\$56,306.40
7	\$48,795.60	\$50,015.49	\$51,265.88	\$53,593.24	\$54,933.07	\$56,306.40	\$57,714.06
8	\$50,015.49	\$51,265.88	\$52,547.53	\$54,933.07	\$56,306.40	\$57,714.06	\$59,156.91
9	\$51,265.88	\$52,547.53	\$53,861.22	\$56,306.40	\$57,714.06	\$59,156.91	\$60,635.83
10	\$52,547.53	\$53,861.22	\$55,207.75	\$57,714.06	\$59,156.91	\$60,635.83	\$62,151.73
11		\$55,207.75	\$56,587.94	\$59,156.91	\$60,635.83	\$62,151.73	\$63,705.52
12		\$56,587.94	\$58,002.64	\$60,635.83	\$62,151.73	\$63,705.52	\$65,298.16
13		\$58,002.64	\$59,452.71	\$62,151.73	\$63,705.52	\$65,298.16	\$66,930.61
14		\$59,452.71	\$60,939.02	\$63,705.52	\$65,298.16	\$66,930.61	\$68,603.88
15		\$60,939.02	\$62,462.50	\$65,298.16	\$66,930.61	\$68,603.88	\$70,318.98
16			\$64,024.06	\$66,930.61	\$68,603.88	\$70,318.98	\$72,076.95
17			\$65,624.66	\$68,603.88	\$70,318.98	\$72,076.95	\$73,878.87
18			\$67,265.28	\$70,318.98	\$72,076.95	\$73,878.87	\$75,725.84
19			\$68,946.91	\$72,076.95	\$73,878.87	\$75,725.84	\$77,618.99
20			\$70,670.58	\$73,878.87	\$75,725.84	\$77,618.99	\$79,559.47
21				\$75,725.84	\$77,618.99	\$79,559.47	\$81,548.45
22				\$77,618.99	\$79,559.47	\$81,548.45	\$83,587.16
23				\$77,618.99	\$79,559.47	\$81,548.45	\$83,587.16
24				\$77,618.99	\$79,559.47	\$81,548.45	\$83,587.16
25						\$82,771.66	\$84,840.96
26						\$82,771.66	\$84,840.96
27						\$82,771.66	\$84,840.96
28						\$84,013.24	\$86,113.57
29						\$84,013.24	\$86,113.57
30						\$84,013.24	\$86,113.57

BOARD PROPOSED SALARY SCHEDULE FY17

	BA	BA+16	BA+32	MA	MA+16	MA+32	Ph.D
1	\$42,497.06	\$43,559.49	\$44,648.48	\$47,137.55	\$48,315.98	\$49,523.88	\$50,761.98
2	\$43,559.49	\$44,648.48	\$45,764.69	\$48,315.98	\$49,523.88	\$50,761.98	\$52,031.03
3	\$44,648.48	\$45,764.69	\$46,908.81	\$49,523.88	\$50,761.98	\$52,031.03	\$53,331.81
4	\$45,764.69	\$46,908.81	\$48,081.53	\$50,761.98	\$52,031.03	\$53,331.81	\$54,665.10
5	\$46,908.81	\$48,081.53	\$49,283.56	\$52,031.03	\$53,331.81	\$54,665.10	\$56,031.73
6	\$48,081.53	\$49,283.56	\$50,515.65	\$53,331.81	\$54,665.10	\$56,031.73	\$57,432.52
7	\$49,283.56	\$50,515.65	\$51,778.54	\$54,665.10	\$56,031.73	\$57,432.52	\$58,868.34
8	\$50,515.65	\$51,778.54	\$53,073.01	\$56,031.73	\$57,432.52	\$58,868.34	\$60,340.04
9	\$51,778.54	\$53,073.01	\$54,399.83	\$57,432.52	\$58,868.34	\$60,340.04	\$61,848.54
10	\$53,073.01	\$54,399.83	\$55,759.83	\$58,868.34	\$60,340.04	\$61,848.54	\$63,394.76
11		\$55,759.83	\$57,153.83	\$60,340.04	\$61,848.54	\$63,394.76	\$64,979.63
12		\$57,153.83	\$58,582.67	\$61,848.54	\$63,394.76	\$64,979.63	\$66,604.12
13		\$58,582.67	\$60,047.24	\$63,394.76	\$64,979.63	\$66,604.12	\$68,269.22
14		\$60,047.24	\$61,548.42	\$64,979.63	\$66,604.12	\$68,269.22	\$69,975.95
15		\$61,548.42	\$63,087.13	\$66,604.12	\$68,269.22	\$69,975.95	\$71,725.35
16			\$64,664.31	\$68,269.22	\$69,975.95	\$71,725.35	\$73,518.48
17			\$66,280.91	\$69,975.95	\$71,725.35	\$73,518.48	\$75,356.45
18			\$67,937.94	\$71,725.35	\$73,518.48	\$75,356.45	\$77,240.36
19			\$69,636.39	\$73,518.48	\$75,356.45	\$77,240.36	\$79,171.37
20			\$71,377.30	\$75,356.45	\$77,240.36	\$79,171.37	\$81,150.65
21				\$77,240.36	\$79,171.37	\$81,150.65	\$83,179.42
22				\$79,171.37	\$81,150.65	\$83,179.42	\$85,258.90
23				\$79,171.37	\$81,150.65	\$83,179.42	\$85,258.90
24				\$79,171.37	\$81,150.65	\$83,179.42	\$85,258.90
25						\$84,427.09	\$86,537.77
26						\$84,427.09	\$86,537.77
27						\$84,427.09	\$86,537.77
28						\$85,693.50	\$87,835.84
29						\$85,693.50	\$87,835.84
30						\$85,693.50	\$87,835.84

BOARD PROPOSED SALARY SCHEDULE FY18

	BA	BA+16	BA+32	MA	MA+16	MA+32	Ph.D
1	\$42,922.03	\$43,995.08	\$45,094.96	\$48,080.30	\$49,282.31	\$50,514.37	\$51,777.23
2	\$43,995.08	\$45,094.96	\$46,222.33	\$49,282.31	\$50,514.37	\$51,777.23	\$53,071.66
3	\$45,094.96	\$46,222.33	\$47,377.89	\$50,514.37	\$51,777.23	\$53,071.66	\$54,398.45
4	\$46,222.33	\$47,377.89	\$48,562.34	\$51,777.23	\$53,071.66	\$54,398.45	\$55,758.41
5	\$47,377.89	\$48,562.34	\$49,776.40	\$53,071.66	\$54,398.45	\$55,758.41	\$57,152.37
6	\$48,562.34	\$49,776.40	\$51,020.81	\$54,398.45	\$55,758.41	\$57,152.37	\$58,581.18
7	\$49,776.40	\$51,020.81	\$52,296.33	\$55,758.41	\$57,152.37	\$58,581.18	\$60,045.71
8	\$51,020.81	\$52,296.33	\$53,603.73	\$57,152.37	\$58,581.18	\$60,045.71	\$61,546.85
9	\$52,296.33	\$53,603.73	\$54,943.83	\$58,581.18	\$60,045.71	\$61,546.85	\$63,085.52
10	\$53,603.73	\$54,943.83	\$56,317.42	\$60,045.71	\$61,546.85	\$63,085.52	\$64,662.66
11		\$56,317.42	\$57,725.36	\$61,546.85	\$63,085.52	\$64,662.66	\$66,279.23
12		\$57,725.36	\$59,168.49	\$63,085.52	\$64,662.66	\$66,279.23	\$67,936.21
13		\$59,168.49	\$60,647.71	\$64,662.66	\$66,279.23	\$67,936.21	\$69,634.61
14		\$60,647.71	\$62,163.90	\$66,279.23	\$67,936.21	\$69,634.61	\$71,375.48
15		\$62,163.90	\$63,718.00	\$67,936.21	\$69,634.61	\$71,375.48	\$73,159.86
16			\$65,310.95	\$69,634.61	\$71,375.48	\$73,159.86	\$74,988.86
17			\$66,943.72	\$71,375.48	\$73,159.86	\$74,988.86	\$76,863.58
18			\$68,617.31	\$73,159.86	\$74,988.86	\$76,863.58	\$78,785.17
19			\$70,332.74	\$74,988.86	\$76,863.58	\$78,785.17	\$80,754.80
20			\$72,091.06	\$76,863.58	\$78,785.17	\$80,754.80	\$82,773.67
21				\$78,785.17	\$80,754.80	\$82,773.67	\$84,843.01
22				\$80,754.80	\$82,773.67	\$84,843.01	\$86,964.09
23				\$80,754.80	\$82,773.67	\$84,843.01	\$86,964.09
24				\$80,754.80	\$82,773.67	\$84,843.01	\$86,964.09
25						\$86,115.63	\$88,268.52
26						\$86,115.63	\$88,268.52
27						\$86,115.63	\$88,268.52
28						\$87,407.37	\$89,592.55
29						\$87,407.37	\$89,592.55
30						\$87,407.37	\$89,592.55

BOARD PROPOSED SALARY SCHEDULE FY19

	BA	BA+16	BA+32	MA	MA+16	MA+32	Ph.D
1	\$43,136.64	\$44,215.06	\$45,320.43	\$48,801.50	\$50,021.54	\$51,272.08	\$52,553.88
2	\$44,215.06	\$45,320.43	\$46,453.44	\$50,021.54	\$51,272.08	\$52,553.88	\$53,867.73
3	\$45,320.43	\$46,453.44	\$47,614.78	\$51,272.08	\$52,553.88	\$53,867.73	\$55,214.42
4	\$46,453.44	\$47,614.78	\$48,805.15	\$52,553.88	\$53,867.73	\$55,214.42	\$56,594.78
5	\$47,614.78	\$48,805.15	\$50,025.28	\$53,867.73	\$55,214.42	\$56,594.78	\$58,009.65
6	\$48,805.15	\$50,025.28	\$51,275.91	\$55,214.42	\$56,594.78	\$58,009.65	\$59,459.89
7	\$50,025.28	\$51,275.91	\$52,557.81	\$56,594.78	\$58,009.65	\$59,459.89	\$60,946.39
8	\$51,275.91	\$52,557.81	\$53,871.75	\$58,009.65	\$59,459.89	\$60,946.39	\$62,470.05
9	\$52,557.81	\$53,871.75	\$55,218.55	\$59,459.89	\$60,946.39	\$62,470.05	\$64,031.80
10	\$53,871.75	\$55,218.55	\$56,599.01	\$60,946.39	\$62,470.05	\$64,031.80	\$65,632.60
11		\$56,599.01	\$58,013.99	\$62,470.05	\$64,031.80	\$65,632.60	\$67,273.41
12		\$58,013.99	\$59,464.33	\$64,031.80	\$65,632.60	\$67,273.41	\$68,955.25
13		\$59,464.33	\$60,950.94	\$65,632.60	\$67,273.41	\$68,955.25	\$70,679.13
14		\$60,950.94	\$62,474.72	\$67,273.41	\$68,955.25	\$70,679.13	\$72,446.11
15		\$62,474.72	\$64,036.58	\$68,955.25	\$70,679.13	\$72,446.11	\$74,257.26
16			\$65,637.50	\$70,679.13	\$72,446.11	\$74,257.26	\$76,113.69
17			\$67,278.44	\$72,446.11	\$74,257.26	\$76,113.69	\$78,016.53
18			\$68,960.40	\$74,257.26	\$76,113.69	\$78,016.53	\$79,966.95
19			\$70,684.41	\$76,113.69	\$78,016.53	\$79,966.95	\$81,966.12
20			\$72,451.52	\$78,016.53	\$79,966.95	\$81,966.12	\$84,015.27
21				\$79,966.95	\$81,966.12	\$84,015.27	\$86,115.66
22				\$81,966.12	\$84,015.27	\$86,115.66	\$88,268.55
23				\$81,966.12	\$84,015.27	\$86,115.66	\$88,268.55
24				\$81,966.12	\$84,015.27	\$86,115.66	\$88,268.55
25						\$87,407.36	\$89,592.55
26						\$87,407.36	\$89,592.55
27						\$87,407.36	\$89,592.55
28						\$88,718.47	\$90,936.44
29						\$88,718.47	\$90,936.44
30						\$88,718.47	\$90,936.44

Board Proposed Extra Curricular Salary Schedule FY15

	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$ 312.63	\$ 629.35	\$ 784.13	\$ 1,104.95	\$ 1,408.35	\$ 2,037.70	\$ 2,499.98	\$ 3,134.45	\$ 3,451.18	\$ 4,703.73	\$ 5,651.85
Step 2	\$ 390.53	\$ 787.20	\$ 940.95	\$ 1,271.00	\$ 1,690.23	\$ 2,241.68	\$ 3,000.18	\$ 3,604.93	\$ 3,968.80	\$ 5,408.93	\$ 6,216.63
Step 3	\$ 488.93	\$ 982.98	\$ 1,129.55	\$ 1,461.65	\$ 2,028.48	\$ 2,465.13	\$ 3,599.80	\$ 4,145.10	\$ 4,564.33	\$ 6,220.73	\$ 6,838.80
Step 4	\$ 610.90	\$ 1,228.98	\$ 1,355.05	\$ 1,681.00	\$ 2,433.35	\$ 2,712.15	\$ 4,320.38	\$ 4,767.28	\$ 5,249.03	\$ 7,153.48	\$ 7,522.48

Board Proposed Extra Curricular Salary Schedule FY16

	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$ 322.00	\$ 648.23	\$ 807.65	\$ 1,138.10	\$ 1,450.60	\$ 2,098.83	\$ 2,574.97	\$ 3,228.48	\$ 3,554.71	\$ 4,844.84	\$ 5,821.41
Step 2	\$ 402.24	\$ 810.82	\$ 969.18	\$ 1,309.13	\$ 1,740.93	\$ 2,308.93	\$ 3,090.18	\$ 3,713.07	\$ 4,087.86	\$ 5,571.19	\$ 6,403.12
Step 3	\$ 503.59	\$ 1,012.46	\$ 1,163.44	\$ 1,505.50	\$ 2,089.33	\$ 2,539.08	\$ 3,707.79	\$ 4,269.45	\$ 4,701.25	\$ 6,407.35	\$ 7,043.96
Step 4	\$ 629.23	\$ 1,265.84	\$ 1,395.70	\$ 1,731.43	\$ 2,506.35	\$ 2,793.51	\$ 4,449.99	\$ 4,910.29	\$ 5,406.50	\$ 7,368.08	\$ 7,748.15

Board Proposed Extra Curricular Salary Schedule FY17

	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$ 330.05	\$ 664.44	\$ 827.84	\$ 1,166.55	\$ 1,486.87	\$ 2,151.30	\$ 2,639.35	\$ 3,309.20	\$ 3,643.58	\$ 4,965.96	\$ 5,966.94
Step 2	\$ 412.30	\$ 831.09	\$ 993.41	\$ 1,341.86	\$ 1,784.46	\$ 2,366.65	\$ 3,167.43	\$ 3,805.90	\$ 4,190.06	\$ 5,710.47	\$ 6,563.20
Step 3	\$ 516.18	\$ 1,037.78	\$ 1,192.52	\$ 1,543.14	\$ 2,141.56	\$ 2,602.56	\$ 3,800.49	\$ 4,376.19	\$ 4,818.79	\$ 6,567.53	\$ 7,220.06
Step 4	\$ 644.96	\$ 1,297.49	\$ 1,430.59	\$ 1,774.72	\$ 2,569.01	\$ 2,863.35	\$ 4,561.24	\$ 5,033.05	\$ 5,541.66	\$ 7,552.28	\$ 7,941.85

Board Proposed Extra Curricular Salary Schedule FY18

	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$ 339.96	\$ 684.37	\$ 852.68	\$ 1,201.55	\$ 1,531.47	\$ 2,215.84	\$ 2,718.53	\$ 3,408.47	\$ 3,752.89	\$ 5,114.94	\$ 6,145.95
Step 2	\$ 424.67	\$ 856.02	\$ 1,023.21	\$ 1,382.11	\$ 1,837.99	\$ 2,437.65	\$ 3,262.46	\$ 3,920.08	\$ 4,315.76	\$ 5,881.79	\$ 6,760.10
Step 3	\$ 531.67	\$ 1,068.91	\$ 1,228.30	\$ 1,589.43	\$ 2,205.81	\$ 2,680.63	\$ 3,914.50	\$ 4,507.48	\$ 4,963.35	\$ 6,764.56	\$ 7,436.66
Step 4	\$ 664.31	\$ 1,336.42	\$ 1,473.51	\$ 1,827.96	\$ 2,646.08	\$ 2,949.25	\$ 4,698.07	\$ 5,184.04	\$ 5,707.91	\$ 7,778.85	\$ 8,180.11

Board Proposed Extra Curricular Salary Schedule FY19

	Group A	Group B	Group C	Group D	Group E	Group F	Group G	Group H	Group I	Group J	Group K
Step 1	\$ 348.45	\$ 701.48	\$ 873.99	\$ 1,231.59	\$ 1,569.76	\$ 2,271.24	\$ 2,786.49	\$ 3,493.68	\$ 3,846.71	\$ 5,242.81	\$ 6,299.60
Step 2	\$ 435.28	\$ 877.42	\$ 1,048.79	\$ 1,416.67	\$ 1,883.94	\$ 2,498.59	\$ 3,344.02	\$ 4,018.08	\$ 4,423.66	\$ 6,028.83	\$ 6,929.10
Step 3	\$ 544.96	\$ 1,095.63	\$ 1,259.01	\$ 1,629.17	\$ 2,260.95	\$ 2,747.65	\$ 4,012.37	\$ 4,620.16	\$ 5,087.43	\$ 6,933.67	\$ 7,622.58
Step 4	\$ 680.91	\$ 1,369.83	\$ 1,510.35	\$ 1,873.66	\$ 2,712.23	\$ 3,022.98	\$ 4,815.52	\$ 5,313.64	\$ 5,850.61	\$ 7,973.32	\$ 8,384.61