

BOARD OF EDUCATION SETTLEMENT PACKAGE PROPOSAL

December 4, 2018 – 12:15 a.m.

1. CONTRACT DURATION

The Board proposes a new 4-year collective bargaining agreement. The new contract would cover the 2018-19 (current), 2019-2020, 2020-2021, and 2021-2022 school years.

2. HEALTH, DENTAL AND LIFE INSURANCE

a. Health Insurance

No change in current cost sharing arrangement. Board to pay 95% of the premium for the single coverage chosen. Board to pay 60% of the premium for the family/dependent coverage chosen.

b. Dental Insurance

No change in the current cost sharing arrangement. Board to pay 100% of the premium for single dental coverage. Board to pay 50% of the premium for the family/dependent dental coverage.

c. Life Insurance

No change in current benefit.

3. TEACHER RETIREMENT

To be developed, in compliance with TRS allowances and restrictions.

4. SALARY

a. Base Salary Increase

The Board proposes that every teacher on the salary schedule will receive a salary increase over their 2017-2018 salary as listed below.

Year	Additional Percentage Raise	Additional Flat Dollar Raise
2018-2019	1.60%	\$1,900
2019-2020	1.60%	\$1,800
2020-2021	1.60%	\$1,700
2021-2022	1.15%	\$1,600

b. Longevity

No change in longevity. Teachers on longevity (i.e., off the salary schedule) will receive an annual increase of the 10-year rolling average of CPI for the duration of the contract.

c. Recognition of Educational Attainment

Maintain previous lane structure (i.e., no change in the number of lanes, the value of percentage increases for lanes, or the hour/degree classifications of lanes).

The “governor” will no longer remain in effect. Teachers will be moved to the appropriate lane as if there had been no governor, effective to the beginning of the 2018-2019 school year (i.e., retroactive to the beginning of the 2018-2019 school year).

d. Board will pay \$35 per hour for summer school/summer curriculum work.

e. Retroactive Pay

Salary increases will be paid retroactively to the beginning of the 2018-2019 school year.

5. EXTRA DUTY STIPENDS

The Board supports the subcommittee recommendations and supports using \$43,000 as the indexing salary for the length of the contract.

6. MISCELLANEOUS MATTERS

Several subcommittees met before the formal start of contract negotiations to review necessary contract language clarifications and minor changes to areas of the contract. This committee process led to recommendations for changes. The Board supports the subcommittee recommendations.

2018-2019 SALARY CHART

	BA+0	BA+8	BA+16	BA+24	MA+0	MA+15	MA+30	MA+45	DMA
1	\$42,489	\$43,565	\$44,669	\$45,803	\$49,388	\$51,939	\$54,627	\$57,460	\$60,444
2	\$43,138	\$44,232	\$45,353	\$46,505	\$50,148	\$52,740	\$55,471	\$58,349	\$61,381
3	\$44,232	\$45,353	\$46,505	\$47,688	\$51,427	\$54,087	\$56,891	\$59,845	\$62,958
4	\$45,353	\$46,505	\$47,688	\$48,902	\$52,740	\$55,471	\$58,349	\$61,381	\$64,576
5	\$46,505	\$47,688	\$48,902	\$50,148	\$54,087	\$56,891	\$59,845	\$62,958	\$66,238
6	\$47,688	\$48,902	\$50,148	\$51,427	\$55,471	\$58,349	\$61,381	\$64,576	\$67,943
7	\$48,902	\$50,148	\$51,427	\$52,740	\$56,891	\$59,845	\$62,958	\$66,238	\$69,694
8	\$50,148	\$51,427	\$52,740	\$54,087	\$58,349	\$61,381	\$64,576	\$67,943	\$71,491
9	\$51,427	\$52,740	\$54,087	\$55,471	\$59,845	\$62,958	\$66,238	\$69,694	\$73,336
10	\$52,740	\$54,087	\$55,471	\$56,891	\$61,381	\$64,576	\$67,943	\$71,491	\$75,230
11	\$54,087	\$55,471	\$56,891	\$58,349	\$62,958	\$66,238	\$69,694	\$73,336	\$77,173
12	\$55,471	\$56,891	\$58,349	\$59,845	\$64,576	\$67,943	\$71,491	\$75,230	\$79,169
13	\$56,891	\$58,349	\$59,845	\$61,381	\$66,238	\$69,694	\$73,336	\$77,173	\$81,217
14	\$58,349	\$59,845	\$61,381	\$62,958	\$67,943	\$71,491	\$75,230	\$79,169	\$83,319
15	\$59,845	\$61,381	\$62,958	\$64,576	\$69,694	\$73,336	\$77,173	\$81,217	\$85,478
16	\$61,381	\$62,958	\$64,576	\$66,238	\$71,491	\$75,230	\$79,169	\$83,319	\$87,693
17	\$62,958	\$64,576	\$66,238	\$67,943	\$73,336	\$77,173	\$81,217	\$85,478	\$89,968
18		\$66,238	\$67,943	\$69,694	\$75,230	\$79,169	\$83,319	\$87,693	\$92,303
19		\$67,943	\$69,694	\$71,491	\$77,173	\$81,217	\$85,478	\$89,968	\$94,698
20		\$69,694	\$71,491	\$73,336	\$79,169	\$83,319	\$87,693	\$92,303	\$97,158
21				\$75,230	\$81,217	\$85,478	\$89,968	\$94,698	\$99,684
22					\$83,319	\$87,693	\$92,303	\$97,158	\$102,276

2019-2020 SALARY CHART

	BA+0	BA+8	BA+16	BA+24	MA+0	MA+15	MA+30	MA+45	DMA
	BA1	BA2	BA3	BA4	MA5	MA6	MA7	MA8	MAD9
1	\$44,289	\$45,365	\$46,469	\$47,603	\$51,188	\$53,739	\$56,427	\$59,260	\$62,244
2	\$44,969	\$46,062	\$47,184	\$48,336	\$51,978	\$54,570	\$57,301	\$60,179	\$63,211
3	\$45,628	\$46,740	\$47,879	\$49,049	\$52,750	\$55,384	\$58,159	\$61,083	\$64,163
4	\$46,740	\$47,879	\$49,049	\$50,251	\$54,050	\$56,752	\$59,601	\$62,603	\$65,765
5	\$47,879	\$49,049	\$50,251	\$51,484	\$55,384	\$58,159	\$61,083	\$64,163	\$67,409
6	\$49,049	\$50,251	\$51,484	\$52,750	\$56,752	\$59,601	\$62,603	\$65,765	\$69,098
7	\$50,251	\$51,484	\$52,750	\$54,050	\$58,159	\$61,083	\$64,163	\$67,409	\$70,830
8	\$51,484	\$52,750	\$54,050	\$55,384	\$59,601	\$62,603	\$65,765	\$69,098	\$72,609
9	\$52,750	\$54,050	\$55,384	\$56,752	\$61,083	\$64,163	\$67,409	\$70,830	\$74,435
10	\$54,050	\$55,384	\$56,752	\$58,159	\$62,603	\$65,765	\$69,098	\$72,609	\$76,309
11	\$55,384	\$56,752	\$58,159	\$59,601	\$64,163	\$67,409	\$70,830	\$74,435	\$78,234
12	\$56,752	\$58,159	\$59,601	\$61,083	\$65,765	\$69,098	\$72,609	\$76,309	\$80,208
13	\$58,159	\$59,601	\$61,083	\$62,603	\$67,409	\$70,830	\$74,435	\$78,234	\$82,236
14	\$59,601	\$61,083	\$62,603	\$64,163	\$69,098	\$72,609	\$76,309	\$80,208	\$84,316
15	\$61,083	\$62,603	\$64,163	\$65,765	\$70,830	\$74,435	\$78,234	\$82,236	\$86,452
16	\$62,603	\$64,163	\$65,765	\$67,409	\$72,609	\$76,309	\$80,208	\$84,316	\$88,646
17	\$64,163	\$65,765	\$67,409	\$69,098	\$74,435	\$78,234	\$82,236	\$86,452	\$90,896
18		\$67,409	\$69,098	\$70,830	\$76,309	\$80,208	\$84,316	\$88,646	\$93,207
19		\$69,098	\$70,830	\$72,609	\$78,234	\$82,236	\$86,452	\$90,896	\$95,580
20		\$70,830	\$72,609	\$74,435	\$80,208	\$84,316	\$88,646	\$93,207	\$98,013
21				\$76,309	\$82,236	\$86,452	\$90,896	\$95,580	\$100,513
22					\$84,316	\$88,646	\$93,207	\$98,013	\$103,079

2020-2021 SALARY CHART

	BA+0	BA+8	BA+16	BA+24	MA+0	MA+15	MA+30	MA+45	DMA
1	\$45,989	\$47,065	\$48,169	\$49,303	\$52,888	\$55,439	\$58,127	\$60,960	\$63,944
2	\$46,698	\$47,791	\$48,913	\$50,065	\$53,707	\$56,299	\$59,030	\$61,908	\$64,940
3	\$47,389	\$48,499	\$49,639	\$50,809	\$54,510	\$57,143	\$59,918	\$62,842	\$65,922
4	\$48,058	\$49,188	\$50,345	\$51,534	\$55,294	\$57,970	\$60,790	\$63,760	\$66,890
5	\$49,188	\$50,345	\$51,534	\$52,755	\$56,615	\$59,360	\$62,255	\$65,305	\$68,517
6	\$50,345	\$51,534	\$52,755	\$54,008	\$57,970	\$60,790	\$63,760	\$66,890	\$70,188
7	\$51,534	\$52,755	\$54,008	\$55,294	\$59,360	\$62,255	\$65,305	\$68,517	\$71,904
8	\$52,755	\$54,008	\$55,294	\$56,615	\$60,790	\$63,760	\$66,890	\$70,188	\$73,663
9	\$54,008	\$55,294	\$56,615	\$57,970	\$62,255	\$65,305	\$68,517	\$71,904	\$75,471
10	\$55,294	\$56,615	\$57,970	\$59,360	\$63,760	\$66,890	\$70,188	\$73,663	\$77,326
11	\$56,615	\$57,970	\$59,360	\$60,790	\$65,305	\$68,517	\$71,904	\$75,471	\$79,230
12	\$57,970	\$59,360	\$60,790	\$62,255	\$66,890	\$70,188	\$73,663	\$77,326	\$81,186
13	\$59,360	\$60,790	\$62,255	\$63,760	\$68,517	\$71,904	\$75,471	\$79,230	\$83,191
14	\$60,790	\$62,255	\$63,760	\$65,305	\$70,188	\$73,663	\$77,326	\$81,186	\$85,252
15	\$62,255	\$63,760	\$65,305	\$66,890	\$71,904	\$75,471	\$79,230	\$83,191	\$87,365
16	\$63,760	\$65,305	\$66,890	\$68,517	\$73,663	\$77,326	\$81,186	\$85,252	\$89,535
17	\$65,305	\$66,890	\$68,517	\$70,188	\$75,471	\$79,230	\$83,191	\$87,365	\$91,764
18		\$68,517	\$70,188	\$71,904	\$77,326	\$81,186	\$85,252	\$89,535	\$94,050
19		\$70,188	\$71,904	\$73,663	\$79,230	\$83,191	\$87,365	\$91,764	\$96,398
20		\$71,904	\$73,663	\$75,471	\$81,186	\$85,252	\$89,535	\$94,050	\$98,809
21				\$77,326	\$83,191	\$87,365	\$91,764	\$96,398	\$101,281
22					\$85,252	\$89,535	\$94,050	\$98,809	\$103,821

2021-2022 SALARY CHART

	BA+0	BA+8	BA+16	BA+24	MA+0	MA+15	MA+30	MA+45	DMA
1	\$47,589	\$48,665	\$49,769	\$50,903	\$54,488	\$57,039	\$59,727	\$62,560	\$65,544
2	\$48,118	\$49,206	\$50,323	\$51,470	\$55,096	\$57,677	\$60,395	\$63,261	\$66,279
3	\$48,835	\$49,941	\$51,075	\$52,241	\$55,925	\$58,546	\$61,309	\$64,220	\$67,287
4	\$49,534	\$50,657	\$51,810	\$52,993	\$56,737	\$59,400	\$62,207	\$65,165	\$68,280
5	\$50,211	\$51,354	\$52,524	\$53,727	\$57,530	\$60,237	\$63,089	\$66,093	\$69,259
6	\$51,354	\$52,524	\$53,727	\$54,962	\$58,866	\$61,643	\$64,571	\$67,656	\$70,905
7	\$52,524	\$53,727	\$54,962	\$56,229	\$60,237	\$63,089	\$66,093	\$69,259	\$72,595
8	\$53,727	\$54,962	\$56,229	\$57,530	\$61,643	\$64,571	\$67,656	\$70,905	\$74,331
9	\$54,962	\$56,229	\$57,530	\$58,866	\$63,089	\$66,093	\$69,259	\$72,595	\$76,110
10	\$56,229	\$57,530	\$58,866	\$60,237	\$64,571	\$67,656	\$70,905	\$74,331	\$77,939
11	\$57,530	\$58,866	\$60,237	\$61,643	\$66,093	\$69,259	\$72,595	\$76,110	\$79,815
12	\$58,866	\$60,237	\$61,643	\$63,089	\$67,656	\$70,905	\$74,331	\$77,939	\$81,741
13	\$60,237	\$61,643	\$63,089	\$64,571	\$69,259	\$72,595	\$76,110	\$79,815	\$83,720
14	\$61,643	\$63,089	\$64,571	\$66,093	\$70,905	\$74,331	\$77,939	\$81,741	\$85,748
15	\$63,089	\$64,571	\$66,093	\$67,656	\$72,595	\$76,110	\$79,815	\$83,720	\$87,832
16	\$64,571	\$66,093	\$67,656	\$69,259	\$74,331	\$77,939	\$81,741	\$85,748	\$89,970
17	\$66,093	\$67,656	\$69,259	\$70,905	\$76,110	\$79,815	\$83,720	\$87,832	\$92,165
18		\$69,259	\$70,905	\$72,595	\$77,939	\$81,741	\$85,748	\$89,970	\$94,419
19		\$70,905	\$72,595	\$74,331	\$79,815	\$83,720	\$87,832	\$92,165	\$96,732
20		\$72,595	\$74,331	\$76,110	\$81,741	\$85,748	\$89,970	\$94,419	\$99,107
21				\$77,939	\$83,720	\$87,832	\$92,165	\$96,732	\$101,545
22					\$85,748	\$89,970	\$94,419	\$99,107	\$104,046