

Tentative Agreements

KEA and KPS for Successor Agreement for 2019-2020

The following Tentative Agreements are presented by the KEA Bargaining Team to the General Membership with recommendation for ratification.

Jen Aniano, Loy Norrix/ co-spokesperson

Heather Reid, KEA Employer Relations Dir./ co-spokesperson

Heather Ballines, Lincoln Elementary

Danielle Buehrle, Edison

Michelle Wilson-Banks, Phoenix

Randy Pomeroy, KC

Jessica Roe, Milwood Elementary

Jamie Hatfield, Greenwood Elem.

Rebecca Winegar, Speech & Language Pathologist

Peter Aranda, Maple St.

Amanda Miller, KEA President

Tim Russ, MEA UniServ

10/3/2019 12:11:13 PM

TENTATIVE AGREEMENT

Article 2 Association and Teacher Rights

Section D: Prior Consultation/Access to Information

New Paragraph at end of Section

It is understood by the parties that budget and expenditure transparency are vital parts of the internal financial controls that meet the District's fiduciary responsibilities.

TENTATIVE AGREEMENT

Article 8 Working Conditions

KEA agrees to the boards counter.

Section G: Telephones, Email Address and Text Messaging

Telephone facilities shall be made available to employees for their use. Telephones provided by the District are designed for school use and such calls shall take precedence over personal calls. At no time may telephones be used by teachers making long distance calls without the express permission of the building principal. Use of any phone during instructional time shall be limited to emergencies and appropriate school-related matters.

The District shall provide each bargaining unit employee an email address for conducting school related business communications. A bargaining unit employee's immediate supervisor shall be responsible for ensuring all District level communications related to job responsibilities are forwarded to each employee.

Bargaining unit employees may opt into the use of their personal mobile device for business related text messaging or instant messaging. Bargaining unit employees shall not be required to act upon or respond to a text message or instant message. Bargaining unit employees may opt out at any time.

Article 16- Protection of Teachers

TENTATIVE AGREEMENT

KEA will agree to withdraw this proposal in exchange for the District agreeing to memorialize the Danis Settlement in a Letter of Agreement attached to the CBA.

**LETTER OF AGREEMENT
between
KALAMAZOO PUBLIC SCHOOLS
and the
KALAMAZOO EDUCATION ASSOCIATION**

Re: Criminal Justice System Liaison and Student Placement Mid-Year

Under this Letter of Agreement between Kalamazoo Public School District (KPS) and the Kalamazoo Education Association, MEA/NEA (Association), the parties agree as follows:

1. A clinical social worker will be assigned to act as a liaison to the criminal justice system by holding transition meetings with the juvenile home when a student will be commencing school at KPS after leaving the juvenile home (provided the juvenile home/juvenile criminal justice system cooperates). After the transition meeting with the juvenile home, the clinical social worker will be responsible to inform the special education department head or counselor and will inform the school administrator by email information pertinent to the student's education, success and safety. If KPS no longer employs clinical social workers, then KPS will reassign the liaison duty to a current KEA bargaining unit member.
2. The notice provided to bargaining unit employees pursuant to Article 7, Section N of the Collective Bargaining Agreement (Student Placement Mid-year) will include pertinent information about the student's behavioral plans, accommodations and goals and objectives, that are available for the student, to those staff members who have a legitimate education interest in the student's education. The school's special education department head or counselor will be responsible for distributing relevant information (that may include a student's IEP), behavioral and safety plans to the staff members who have a legitimate education interest in the student's education. Distributions of this information will occur ideally prior to the student starting school but no longer than one week after the student begins attending the school, and the special education department head and/or the counselor will have the responsibility to ensure that these are shared with staff members who have a legitimate interest in the student's education within 24 hours of the review.
3. KPS will provide instructions for teachers to create a visual seating chart using photos taken of students at the time of enrollment and annually thereafter. There will be no additional pay for teachers who create visual seating charts. The building office will

provide photo attendance sheets to substitute teachers if completed and left by the teacher at the building office.

4. KPS will instruct security personnel to periodically check on substitute teachers. The list of classrooms with substitute teachers will be provided by the office to the Campus Safety Staff daily.
5. Upon request of either party, the parties agree to meet to revisit the issues presented by this grievance and the resolution in this Letter of Agreement in order to ensure that the resolutions have been effective and to give the parties an opportunity to present other ideas to continue to improve the safety of our schools.

For Kalamazoo Education Association

For Kalamazoo Public Schools

By: _____

By: _____

Its: _____

Its: _____

Dated: _____

Dated: _____

TENTATIVE AGREEMENT

Article 22 Compensation

Section H: Past Experience

A newly-hired teacher shall be given credit for prior certificated teaching experience. Individuals employed as school counselors, school social workers, physical therapists, **speech pathologist**, occupational therapists, school psychologists or school nurses shall receive credit for prior licensed experience in such fields. One (1) year of such experience or service shall be equal to one (1) ~~step~~ **year of experience toward advancement** on the salary schedule. Military service credit shall not exceed three (3) years.

Section I: Advanced Degrees

Bargaining unit employees who have completed advanced degrees prior to the beginning of the fall term shall be placed on the appropriate salary ~~scale and step~~ **Level** upon submission, prior to September 1, of evidence thereto from the granting institution. Such salary increase shall be prospectively effective as of the date of ratification of this agreement by both parties. Employees receiving an advanced degree will be placed on the appropriate salary ~~scale and step~~ **Level** for the balance of the contract year upon submission of evidence from the granting institution. Evidence of degree attainment shall be submitted to the Human Resources Department. Coursework toward such a degree must be from an accredited* institution. (*As referenced in the most current edition of the NASDTEC Manual on the Preparation and Certification of Educational Personnel or the National Council for Accreditation of Teacher Education, NCATE.)

TENTATIVE AGREEMENT

Article 31 to MENTOR TEACHERS/CLINICAL FELLOWSHIP MENTORS

(New) Section C: Speech Language Pathology Clinical Fellowship Mentors

Mentors of clinical fellows (CF) in speech language pathology will complete the supervision requirements outlined by the American Speech Language and Hearing Association (ASHA):

- *During each (12 week) segment of the CF experience, the CF mentor must provide a minimum of 6 hours of direct observation and 6 hours of indirect observation, which typically include reviewing diagnostic reports/treatment records/plans of treatment, monitoring the Clinical Fellow's participation in case conferences or professional meetings, and/or evaluating the Clinical Fellow's work by consulting with colleagues or students and their families. The CF mentor and the Clinical Fellow must coordinate the observation schedule to ensure that all skills are observed and evaluated during each segment of the CF experience. It is expected that the observations are spread over the duration of the CF experience, with no more than 6 total observation hours completed in 1 day.*
- *The CF mentor must provide performance feedback to the Clinical Fellow at least once during each segment of the CF*

Mentors shall be limited to one clinical fellow at a time. Compensation will be allocated in the amount of \$361.85

TENTATIVE AGREEMENT
Attachment D Arraignment Form
Arraignment Disclosure Form

A copy of this form must be provided to the employing school district, intermediate school district, public school academy, or non-public school and the Michigan Department of Education, Office of Educator Excellence within three (3) business days of arraignment.

Name (please print) _____ Date of Birth _____

Address _____ City _____

State _____ Zip Code _____

School Name _____

School District _____

Position _____

Date of Arraignment _____

Pursuant to Public Act 131 of 2005, I, hereby disclose that I was arraigned on the
aforementioned date for the criminal offense of _____ in
the District/Circuit Court (identify which court) _____,
located in the State of _____, County of _____

In signing this form, I acknowledge that I understand that should I be convicted of or pled guilty or nolo contendere (no contest) or is the subject of finding of guilt by a judge or jury, it is my responsibility to disclose to the court that I am employed by a school, public or non-public. I also understand that if I am subsequently not convicted of any crime after the completion of judicial proceedings resulting from that charge, I must request, in writing, that the Michigan Department of Education and the employing school/district delete the report from my records.

Signature _____ Date _____

Mail or Fax form to: Director
Michigan Department of Education
Office of Educator Excellence
P.O. Box 30008
Lansing, MI 48909
517-241-1670 Fax Number

TENTATIVE AGREEMENT

Replacement for KILP LOA #11

Upon ratification of a successor agreement, the Board agrees that KEA-KPS Master Agreement will Govern Kalamazoo Innovative Learning Program bargaining unit employees terms and conditions of employment for all purposed expect in regard to:

- 1. Hours of Work. The District's need for flexibility to establish hours of work, the provisions of Article 6, with the exception of Article 6 Section C- Duty Free Lunch Periods, shall not apply to the terms and conditions of employment of KILP teachers, and the District shall determine their hours of work and work schedules.**
- 2. Staffing and Class Size. Since the District needs the flexibility to establish staffing and class size for KILP, the provisions of Article 7 of the parties' Master Agreement shall not apply to the terms and conditions of employment of KILP teachers, and the District shall determine class loads.**
- 3. It is understood that KILP teachers will no longer be paid hourly for their 46.5 PD hours, but instead these hours are covered by their Schedule A salary.**
- 4. KEA Withdraws grievance 19-20-04 in exchange the KILP teachers transition to salary shall occur upon ratification of the Master Agreement and shall be prospective only to comply with PA 54 of 2011 (MCL 423.15b).**

TENTATIVE AGREEMENT

Appendix 3

Schedule B: All Levels Other Assignments- Hourly and Various Rates of Pay

Position	Limit	Rates of Pay
Substituting during planning time		\$21.73 \$22.49
Curriculum Rate		\$22.48

TENTATIVE AGREEMENT

Appendix 4

25. The District and the Association agree to the following regarding future school calendars:

- a. After March 1st of each school year, the School District will ~~announce~~ **notify** bargaining unit ~~members~~ **employees** and community the following dates for the next school year:
 - i. First day of school for students
 - ii. Dates for winter break
 - iii. Dates for spring break

- b. For the educational value for the students and the convenience of parents' planning, compensation days for conferences shall be aligned with the day before Thanksgiving and Spring Breaks. With a forty-five (45) day notice prior to the completion date of the District Calendar in Calendar Rule 1, KEA can notify the District that the Compensation Day attached to Spring Break shall be moved.**

Following Language will not appear in the contract:

KPS will provide a letter clarifying how Bargaining Unit Employees will be paid twice for 11/27/2019 if they select that as day for extra mandatory Professional Development not agreed to by KEA but, imposed per Article 22 Section D.

TENTATIVE AGREEMENT

LETTER OF AGREEMENT

between

KALAMAZOO PUBLIC SCHOOLS

and the

KALAMAZOO EDUCATION ASSOCIATION

The Parties agree to form a committee to work on evaluation and improvements to the “Freshman Academy” with the following conditions:

1. KEA will appoint a co-chair of the committee to serve with the Director of Secondary Education.
2. The committee must include at least one retention course teacher, one teacher from Phoenix, one eighth grade teacher, one freshmen academy teacher, one teacher from each core content area of high school. The KEA will select one representative from each of the aforementioned areas. The District may appoint up to 8 members of their choosing. Failure of KEA to appoint members of the committee shall not constitute a contract violation on the part of the District.
3. The committee meetings must include a sign in and sign out sheet and the work hours must count as KALPA credit
4. The District will provide the necessary data to analyze the Freshmen Academy with fidelity.
5. The committee shall be empowered to reach a tentative agreement for referral to the main bargaining table that includes all subjects of bargaining including but not limited to: class size, stipends, and curriculum.
6. The tentative agreement created by the committee shall be brought to contract review and to the main bargaining table.
7. Dates for the meetings of the committee will be agreed upon no later than the first Contract Review meeting of 2019-2020. There shall be no fewer than 4 meetings

For Kalamazoo Education Association

For Kalamazoo Public Schools

By: _____

By: _____

Its: _____

Its: _____

Dated: _____

Dated: _____

TENTATIVE AGREEMENT

Article 22 Compensation

Section A: Salary Schedule

~~If~~ The District decides, **By this agreement, communicates an intent to hire non-certified employees in the KEA Bargaining Unit to perform bargaining unit work as a classroom teacher. s This agreement shall be governed “qualified” by Michigan State Law and the following conditions** ~~or Federal law that do not hold teacher certification and/or at least a Bachelor’s degree, the District shall provide notice and the parties shall meet to bargain terms and conditions of employment for these bargaining unit employees.~~ **If a bargaining unit employee qualifies for a Full-Year Substitute Permit, they shall be directly hired and entitled to all provisions of the Master Agreement with the exception of:**

- 1. Article 22 Section A and Schedule A. Salary shall be on Level A for up to three (3) years. Article 22 Section B.**
- 2. Article 22 Section H- No Advancement shall be accrued on the salary scale while working toward certification.**
- 3. Upon completion of full certification, the teacher shall be placed on the Salary Schedule based on experience as a Non-Certified teacher as if it were certified service.**

TENTATIVE AGREEMENT

Article 6 SCHEDULED HOURS

Section H – Inclement Weather and Make-Up Days

When road conditions, weather, or other acts of God make transportation impossible, the employee shall (1) contact their designated supervisor; and (2) report for work as soon as conditions clear. When a teacher is delayed by the above conditions, the absence – in half-day increments – may be deducted from personal business leave. If no such leave is available, there will be a pro-rata pay deduction.

When due to the above conditions schools are closed by the Superintendent, teachers need not report for work and they need not contact the person to whom they are responsible. **Grades will be regularly entered into current teacher grading system.** When regular school buses do not run, the Superintendent should consider this a factor in determining whether or not school should be closed. **The District will communicate to parents that student progress may not be up to date due to inclement weather.**

The parties agree that the decision to hold school during Mid-Winter Break for stated make-up days shall be made and communicated to staff no later than the close of school the Tuesday prior to the Mid-Winter Break. A similar pattern shall be followed to establish the calendar and snow days' notification date for each year of this contract.

TENTATIVE AGREEMENT

Article 7 STAFFING/CLASS SIZE

Section N – Student Placement Mid-year

After the September 30, when pupils enroll in the District after the first school day, bargaining unit employees will be given **at least 12 clock hours** notice prior to the pupil starting classroom instruction to allow for materials to be delivered to the classrooms. This notice shall be in writing. **This notice will include but not limited to 504 plans, IEP or accommodations, Dismissal Plan, Health Care Plans, Behavior Plans.** Notwithstanding, **the** pupil shall start attending the pupil's assigned classroom **the start of the next school day** after the pupil is enrolled. **Students with an IEP or section 504 plan shall attend class immediately as required by the student's IEP or section 504 plan.** The District may acclimate the student to the building prior to their first (1st) attendance day.

TENTATIVE AGREEMENT

Article 7 STAFFING/CLASS SIZE

Section L- Guidance Counselors and 504 Plans

As a result of the District budgeting process, High School Guidance Counselors will not facilitate 504 Plans for the ~~2018-2019~~ **2019-2020** School Year Nor will ~~they~~ **Guidance Counselors** facilitate Virtual Courses for the first **five (5)** students the Guidance Counselors assigns to a Michigan Virtual courses, not offered by District the Guidance Counselor will facilitate the virtual courses, for a student he/she assigns over the limit of **five (5)**, not to exceed **two (2)**.

Tentative Agreement

Article 14, Section E – Professional Development Records

Section E: Professional Development Records

The District shall verify all completed PD sessions within ten (10) days. **For 2019-2020 school year a grace period of 5 additional days shall be granted to allow improvements of the system.** Each session in the Summary of PD Chart shall have a pre-printed sign-in sheet that includes the KALPA verification code and all KEA Bargaining Unit Employees' names in attendance for that session/building. Employees must sign in and sign out to receive credit for attended PD sessions. Once the session has been listed in KALPA, a Bargaining Unit employee's attendance is considered to be verified. Automatic notice acknowledging this verification will be sent to the employee from the KALPA system.

The KALPA PD Verification System shall remain open and available to all KEA Bargaining Unit employees after June 30, of each year to enable employees to -receive/track/update credit for all PD.

Flex PD sessions that are to be offered by the Association will be submitted for approval thirty (30) calendar days prior to the session; the District shall notify the Association of the session approval status within ten (10) working days of submission to the District by the Association.

In rare exceptions, when PD sessions cannot count for DPPD, Bargaining Unit employees who will be attending will be notified in writing within ten (10) days prior to the session, when the request was submitted at least thirty (30) days prior.

Beginning prospectively with the 2018-2019 school year, MOECs verification forms (a.k.a. District-provided Professional Development Form) shall be submitted to the principal or designee for verification, and the originals must be filed with the director of curriculum and instruction. Work Experience forms shall be returned with appropriate verification. It shall be the responsibility of the teacher to obtain the list of provided PD forms and initialed PD logs created from the teachers' MOECs account to give to the director or curriculum and instruction. All MOECs and Work Experience forms shall be returned with appropriate verification and signature to the bargaining unit employee within twenty (20) work days.

The District will continue to explore ways to expedite the recording of professional development.

TENTATIVE AGREEMENT

ARTICLE 17 – GRIEVANCE PROCEDURE AND BINDING ARBITRATION

Step III Superintendent

Grievances unresolved at Step II may be advanced to Step III by filing with the Superintendent. **Whether the grievance is a class action grievance, involving a group of grievants, or an individual grievant, the Association will identify by name all individuals who are claiming monetary relieve under the grievance by Step III, unless good cause can be shown at any arbitration procedure that justifies a failure to disclose. The District's failure to comply with Article D requests will constitute good cause.**

Article 22, Section A – Salary Schedules

KEA Counter Proposal to the Board proposes to modify Section A – Salary Schedules as follows:

The basic salaries of bargaining unit employees covered by this Agreement are set forth in Appendix A. Appendix B sets forth extra duty salaries. ~~For the salary schedule for 2018-2019~~ **2019-2020**, the parties agree ~~to begin moving to~~ **complete movement to** a nontraditional salary with the levels A through E \$40,000, \$50,000, \$60,000, \$70,000 and \$80,000 and C2 at \$65,000 and D2 at \$75,000 ~~and under the criteria identified in the KEA July 1, 2018 proposal, subject to the following:~~

- ~~1. The cap will be \$2757.00.~~
- ~~2. No Increases to Schedule B. Amounts will be reflected in Schedule B as dollar amount based on 2017-2018 contract percentages contained in the of the 2017-2018 BA Base of \$36185.00.~~
- ~~3. The parties understand that there will be a period of transition which may take several years to achieve the new non-traditional salary schedule. The parties further understand and mutual agree that any advancement toward the non-traditional salary schedule and on the schedule will be dependent on the district's financial condition, Board authority, and collective bargaining negotiations. Any future placement on the salary schedule during transition years will be subject to collective bargaining negotiations.~~

An additional salary schedule increase will occur in the event that the audited fall 2019 enrollment is:

This enrollment incentive payment, if any, will be applied to each bargaining unit members' salary retro-actively to the start of the school year, **based on distribution plan agreed to by the union.**

	If Fall 2018 2019 K-12 Enrollment is	Then aggregate Salary Increase is	Individual Increase
1	12,928 to 12,993 12,949 to 13,014	0.20%	\$125.94
2	12,994 to 13,059 13,015 to 13,080	0.40%	\$251.88
3	13,060 to 13,125 13,081 to 13,146	0.55%	\$346.33
4	13,126 to 13,191 13,147 to 13,212	0.70%	\$440.78
5	13,192 to 13,257 13,213 to 13,278	0.85%	\$535.24
6	13,258 to 13,323 13,279 to 13,344	1.00%	\$629.69

Also, the parties shall again consider an enrollment component to be applicable to the 2018-2019 school year, as part of negotiations for a successor agreement.

For all elementary assignments in place at the start of the school year, half of elementary planning time compensation shall be paid in thirty (30) calendar days following the fall state count day and half of such payment shall be paid in thirty (30) calendar days following the winter state count day. Any teacher hired for an elementary assignment or who has an increase in elementary time after the start of the school year will be paid a prorated payment within eight weeks of hire or increased assignment.

Secondary class size compensation will be paid as stated in Article 7 Section F.

If the District decides to hire teachers “qualified” by Michigan State Law or Federal law that do not hold teacher certification and/or at least a Bachelor’s degree, the District shall provide notice and the parties shall meet to bargain terms and conditions of employment for these bargaining unit employees.

APPENDIX 3: COMPENSATION SCHEDULES

2019-2020 Salary Schedules

Schedule A- Salary for Bargaining Unit Members (Effective December 2, 2019)

Grade	Salary Level	Criteria [∞]
A	\$40,000.00 (\$206.19 Daily)	<ul style="list-style-type: none"> • BA 1st -4th year of employment • MA 1st - 2nd year of employment
B	\$50,000.00 (\$257.73 Daily)	<ul style="list-style-type: none"> • BA 5th -8th year of employment • MA 3rd -7th year of employment • MA plus 30 1st – 6th Year of employment • Doc 1st – 4th year of employment
C	\$60,00.00 (\$309.28 Daily)	<ul style="list-style-type: none"> • BA 9th -13th year of employment • MA 8th -12th year of employment • MA plus 30 7th – 10th year of employment • Doc 5th - 8th year of employment
C₂	\$65,000.00 (\$335.05 Daily)	<ul style="list-style-type: none"> • BA 14th -19th years of employment
D	\$70,000.00 (\$360.82 Daily)	<ul style="list-style-type: none"> • BA 20th to 29th year of employment • MA 13th -17th year of employment • MA plus 11th – 14th year of employment • Doc 9th -13th years of employment
D₂	\$75,000.00 (386.60 Daily)	<ul style="list-style-type: none"> • MA 18th – 19th year of employment
E	\$80,000.00 (\$412.37 Daily)	<ul style="list-style-type: none"> • BA 30th year of employment and beyond. • MA 20th -25th + year of employment • MA+ 15th - 25th and beyond years of employment • Doc 14th -24th and beyond years of employment

See KEA Proposal that advances all bargaining unit employees levels based on experience as of 2017-2018 contract year. Those at or above current level for 2018-2019 salary will be held harmless.

SEE ECONOMIC TA dated 10/2/2019.

Tentative Agreement

Schedule B- All existing Salaries frozen for 2019-2020, except curriculum and substituting during planning rates noted elsewhere.

3.43% or \$22,661.44 board authority will be spent on adding the following paid position:

Phoenix Basketball on par with LNHS and KCHS \$2,894.80 to \$6,694.23 (\$3,799.43 increase)

Phoenix Assistant Basketball	\$4,667.87
BFA Advisor (2 Positions)	\$1,628.33
DECA Advisor (2 Positions)	\$1,628.33
FCCLA Advisor (2 Positions)	\$1,628.33
Middle School Musical Director (4 Positions)	\$1,085.55
Total Increase	\$22,579.45

Appendix 3, Section F – Coaching Assignment Limit

TENTATIVE AGREEMENT

KEA Counter proposes to modify Appendix 3, Section F – Coaching Assignment Limit as follows:

No coach shall be assigned to more than ~~two (2)~~ **one (1)** coaching positions **per season** ~~except in emergency situations~~.

10/3/2019 12:11:13 PM

TENTATIVE AGREEMENT

ALP Letters

Remove ALP Committee Letter LOA #16

Continue LOA #17 for 2019-2020 with rollover dates.

Tentative Agreement

ARTICLE 34 – DURATION OF AGREEMENT

THIS AGREEMENT supersedes all previous Articles of Agreement between the parties and shall become effective as of ~~23rd of August 2018~~ [insert date of Board of Education Ratification] **2019**, and shall remain effective until the 16th of August, ~~2019~~ **2020**

Tentative Agreement

Adult Education hourly wage for 2019-2020 shall be \$24.47, a 3.92% increase over 2018-2019, effective upon ratification of the agreement.

Tentative Agreement

Section O: Retirement Stipend

In recognition of long years of service to the District, the District agrees to pay a retirement stipend to employees who retire **or resign** after having completed fifteen (15) full years of service, **will be paid** Upon retirement from service the employee shall receive a sum **\$190.87** equal to ~~one half (1/2) of one (1) percent of the then current BA base salary~~ multiplied by the employee's number of pro-rata years of service in the Kalamazoo system.

TENTATIVE AGREEMENT

Duration

The contract expires August 16, 2020.

10/3/2019

Tentative_Agreement

PA 54 Forfeit days	Deferral days	Old Rate	New Rate
32	36.00	68	126
Total \$ Forfeit	Total \$ Defered	Total Inc %	\$ under BA 3.92%
\$ 195,364.65	\$219,785.23	3.084%	\$415,149.89
% Fort	%Defered	Total below BA	Check
0.393%	0.442%	0.836%	\$415,149.89

Doctorate									
	No. Em	Salary	Total \$	19-20	Per Diem Increase	To Level	Level Up	Real 19-20	Total \$
Doc 1	3	47,626	\$142,878.00	\$50,000.00	\$12.24	\$2,374.00	\$1,541.88	\$49,167.88	\$147,503.63
Doc 2	0	49,797	\$0.00	\$60,000.00	\$52.59	\$10,203.00	\$6,626.69	\$56,423.69	\$0.00
Doc 3	1	50,000	\$50,000.00	\$60,000.00	\$51.55	\$10,000.00	\$6,494.85	\$56,494.85	\$56,494.85
Doc 4	0	53,416	\$0.00	\$60,000.00	\$33.94	\$6,584.00	\$4,276.21	\$57,692.21	\$0.00
Doc 5	1	55,948	\$55,948.00	\$60,000.00	\$20.89	\$4,052.00	\$2,631.71	\$58,579.71	\$58,579.71
Doc 6	0	58,120	\$0.00	\$60,000.00	\$9.69	\$1,880.00	\$1,221.03	\$59,341.03	\$0.00
Doc 7	0	59,929	\$0.00	\$70,000.00	\$51.91	\$10,071.00	\$6,540.96	\$66,469.96	\$0.00
Doc 8	0	61,738	\$0.00	\$70,000.00	\$42.59	\$8,262.00	\$5,366.04	\$67,104.04	\$0.00
Doc 9	0	64,271	\$0.00	\$70,000.00	\$29.53	\$5,729.00	\$3,720.90	\$67,991.90	\$0.00
Doc 10	0	66,442	\$0.00	\$70,000.00	\$18.34	\$3,558.00	\$2,310.87	\$68,752.87	\$0.00
Doc 11	1	68,251	\$68,251.00	\$70,000.00	\$9.02	\$1,749.00	\$1,135.95	\$69,386.95	\$69,386.95
Doc 12	0	70,000	\$0.00	\$70,000.00	\$0.00	\$0.00	\$0.00	\$70,000.00	\$0.00
Doc 13	0	72,955	\$0.00	\$80,000.00	\$36.31	\$7,045.00	\$4,575.62	\$77,530.62	\$0.00
Doc 14	0	75,488	\$0.00	\$80,000.00	\$23.26	\$4,512.00	\$2,930.47	\$78,418.47	\$0.00
Doc 15	0	77,659	\$0.00	\$80,000.00	\$12.07	\$2,341.00	\$1,520.44	\$79,179.44	\$0.00
Doc 16	0	79,107	\$0.00	\$80,000.00	\$4.60	\$893.00	\$579.99	\$79,686.99	\$0.00
Doc 17	0	80,000	\$0.00	\$80,000.00	\$0.00	\$0.00	\$0.00	\$80,000.00	\$0.00
Doc 18	0	80,000	\$0.00	\$80,000.00	\$0.00	\$0.00	\$0.00	\$80,000.00	\$0.00
Doc 19	0	80,000	\$0.00	\$80,000.00	\$0.00	\$0.00	\$0.00	\$80,000.00	\$0.00
Doc 20	0	80,000	\$0.00	\$80,000.00	\$0.00	\$0.00	\$0.00	\$80,000.00	\$0.00
Doc 21	0	80,829	\$0.00	\$80,829.00	\$0.00	\$0.00	\$0.00	\$80,829.00	\$0.00
Doc 22	1	80,829	\$80,829.00	\$80,829.00	\$0.00	\$0.00	\$0.00	\$80,829.00	\$80,829.00
Doc 23	0	80,829	\$0.00	\$80,829.00	\$0.00	\$0.00	\$0.00	\$80,829.00	\$0.00
Doc 24	0	80,829	\$0.00	\$80,829.00	\$0.00	\$0.00	\$0.00	\$80,829.00	\$0.00
Doc 25	0	81,950	\$0.00	\$81,950.00	\$0.00	\$0.00	\$0.00	\$81,950.00	\$0.00
								\$0.00	
	7		\$397,906.00						\$412,794.13

Masters +30									
	No. Emp	Salary	Total \$	19-20	To Level	Per Diem	Level up	Real 19-20	Total \$
MA+1	4	44,731	\$178,924.00	\$50,000.00	\$5,269.00	\$27.16	\$3,422.13	\$48,153.13	\$192,612.54
MA+2	2	46,902	\$93,804.00	\$50,000.00	\$3,098.00	\$15.97	\$2,012.10	\$48,914.10	\$97,828.21
MA+3	2	48,712	\$97,424.00	\$50,000.00	\$1,288.00	\$6.64	\$836.54	\$49,548.54	\$99,097.07
MA+4	6	50,000	\$300,000.00	\$60,000.00	\$10,000.00	\$51.55	\$6,494.85	\$56,494.85	\$338,969.07
MA+5	1	53,054	\$53,054.00	\$60,000.00	\$6,946.00	\$35.80	\$4,511.32	\$57,565.32	\$57,565.32
MA+6	1	55,224	\$55,224.00	\$60,000.00	\$4,776.00	\$24.62	\$3,101.94	\$58,325.94	\$58,325.94
MA+7	2	57,034	\$114,068.00	\$60,000.00	\$2,966.00	\$15.29	\$1,926.37	\$58,960.37	\$117,920.74
MA+8	5	58,843	\$294,215.00	\$60,000.00	\$1,157.00	\$5.96	\$751.45	\$59,594.45	\$297,972.27
MA+9	3	60,000	\$180,000.00	\$60,000.00	\$0.00	\$0.00	\$0.00	\$60,000.00	\$180,000.00
MA+10	5	63,547	\$317,735.00	\$70,000.00	\$6,453.00	\$33.26	\$4,191.12	\$67,738.12	\$338,690.62
MA+11	4	65,355	\$261,420.00	\$70,000.00	\$4,645.00	\$23.94	\$3,016.86	\$68,371.86	\$273,487.42
MA+12	5	67,889	\$339,445.00	\$70,000.00	\$2,111.00	\$10.88	\$1,371.06	\$69,260.06	\$346,300.31
MA+13	5	70,000	\$350,000.00	\$70,000.00	\$0.00	\$0.00	\$0.00	\$70,000.00	\$350,000.00
MA+14	2	72,592	\$145,184.00	\$80,000.00	\$7,408.00	\$38.19	\$4,811.38	\$77,403.38	\$154,806.76
MA+15	1	74,764	\$74,764.00	\$80,000.00	\$5,236.00	\$26.99	\$3,400.70	\$78,164.70	\$78,164.70
MA+16	6	76,212	\$457,272.00	\$80,000.00	\$3,788.00	\$19.53	\$2,460.25	\$78,672.25	\$472,033.48
MA+17	7	77,297	\$541,079.00	\$80,000.00	\$2,703.00	\$13.93	\$1,755.56	\$79,052.56	\$553,367.90
MA+18	3	77,297	\$231,891.00	\$80,000.00	\$2,703.00	\$13.93	\$1,755.56	\$79,052.56	\$237,157.67
MA+19	2	77,297	\$154,594.00	\$80,000.00	\$2,703.00	\$13.93	\$1,755.56	\$79,052.56	\$158,105.11
MA+20	4	78,020	\$312,080.00	\$80,000.00	\$1,980.00	\$10.21	\$1,285.98	\$79,305.98	\$317,223.92
MA+21	2	79,106	\$158,212.00	\$80,000.00	\$894.00	\$4.61	\$580.64	\$79,686.64	\$159,373.28
MA+22	4	79,106	\$316,424.00	\$80,000.00	\$894.00	\$4.61	\$580.64	\$79,686.64	\$318,746.56
MA+23	4	79,106	\$316,424.00	\$80,000.00	\$894.00	\$4.61	\$580.64	\$79,686.64	\$318,746.56
MA+24	3	79,106	\$237,318.00	\$80,000.00	\$894.00	\$4.61	\$580.64	\$79,686.64	\$239,059.92
MA+25	16	80,000	\$1,280,000.00	\$80,000.00	\$0.00	\$0.00	\$0.00	\$80,000.00	\$1,280,000.00
	99		\$6,860,555.00						\$7,035,555.36

Masters									
Cohort	No. Emp	Salary	Total \$	19-20 Level	Per Diem inc	To Level	Level Up	Real 19-20	Total \$
MA1	1	40,000	\$40,000.00	\$50,000.00	\$51.55	\$10,000.00	\$3,505.15	\$46,494.85	\$46,494.85
MA2	1	44,007	\$44,007.00	\$50,000.00	\$30.89	\$5,993.00	\$2,100.64	\$47,899.36	\$47,899.36
MA3	6	45,817	\$274,902.00	\$50,000.00	\$21.56	\$4,183.00	\$1,466.21	\$48,533.79	\$291,202.76
MA4	8	47,626	\$381,008.00	\$50,000.00	\$12.24	\$2,374.00	\$832.12	\$49,167.88	\$393,343.01
MA5	15	50,000	\$750,000.00	\$50,000.00	\$0.00	\$0.00	\$0.00	\$50,000.00	\$750,000.00
MA6	14	52,330	\$732,620.00	\$60,000.00	\$39.54	\$7,670.00	\$2,688.45	\$57,311.55	\$802,361.65
MA7	11	54,139	\$595,529.00	\$60,000.00	\$30.21	\$5,861.00	\$2,054.37	\$57,945.63	\$637,401.92
MA8	15	55,948	\$839,220.00	\$60,000.00	\$20.89	\$4,052.00	\$1,420.29	\$58,579.71	\$878,695.67
MA9	20	58,481	\$1,169,620.00	\$60,000.00	\$7.83	\$1,519.00	\$532.43	\$59,467.57	\$1,189,351.34
MA10	26	60,000	\$1,560,000.00	\$60,000.00	\$0.00	\$0.00	\$0.00	\$60,000.00	\$1,560,000.00
MA11	15	60,898	\$913,470.00	\$70,000.00	\$46.92	\$9,102.00	\$3,190.39	\$66,809.61	\$1,002,144.12
MA12	31	64,994	\$2,014,814.00	\$70,000.00	\$25.80	\$5,006.00	\$1,754.68	\$68,245.32	\$2,115,604.91
MA13	20	67,165	\$1,343,300.00	\$70,000.00	\$14.61	\$2,835.00	\$993.71	\$69,006.29	\$1,380,125.77
MA14	28	69,699	\$1,951,572.00	\$70,000.00	\$1.55	\$301.00	\$105.51	\$69,894.49	\$1,957,045.86
MA15	24	70,494	\$1,691,856.00	\$75,000.00	\$23.23	\$4,506.00	\$1,579.42	\$73,420.58	\$1,762,093.86
MA16	18	73,316	\$1,319,688.00	\$75,000.00	\$8.68	\$1,684.00	\$590.27	\$74,409.73	\$1,339,375.18
MA17	16	74,402	\$1,190,432.00	\$75,000.00	\$3.08	\$598.00	\$209.61	\$74,790.39	\$1,196,646.27
MA18	15	74,402	\$1,116,030.00	\$80,000.00	\$28.86	\$5,598.00	\$1,962.19	\$78,037.81	\$1,170,567.22
MA19	17	74,403	\$1,264,851.00	\$80,000.00	\$28.85	\$5,597.00	\$1,961.84	\$78,038.16	\$1,326,648.80
MA20	15	75,127	\$1,126,905.00	\$80,000.00	\$25.12	\$4,873.00	\$1,708.06	\$78,291.94	\$1,174,379.07
MA21	12	76,212	\$914,544.00	\$80,000.00	\$19.53	\$3,788.00	\$1,327.75	\$78,672.25	\$944,066.97
MA22	16	76,212	\$1,219,392.00	\$80,000.00	\$19.53	\$3,788.00	\$1,327.75	\$78,672.25	\$1,258,755.96
MA23	12	76,212	\$914,544.00	\$80,000.00	\$19.53	\$3,788.00	\$1,327.75	\$78,672.25	\$944,066.97
MA24	7	76,212	\$533,484.00	\$80,000.00	\$19.53	\$3,788.00	\$1,327.75	\$78,672.25	\$550,705.73
MA25	62	77,298	\$4,792,476.00	\$80,000.00	\$13.93	\$2,702.00	\$947.09	\$79,052.91	\$4,901,280.25
	425		\$28,694,264.00						\$29,620,257.48

10/3/2019

Tentative_Agreement

\$49,682,403.00			
\$51,214,803.31	3.92% Board Authority	20-21 Minimum	\$ 52,041,813.00
3.0844%	\$51,629,953.20	Inc. from 18-19	\$ 2,359,410.00
Under 'Board Authority'	\$415,149.89	20-21 over 18-19	4.749%
		Difference	0.829%
	\$415,149.89	Deferal Target	\$ 411,859.80

TA Calendar

	Forfeit	Defered				
Sun	Mon	Tue	Wed	Thur	Fri	Sat
25-Aug-19	26-Aug-19	27-Aug-19	28-Aug-19	29-Aug-19	30-Aug-19	31-Aug-19
	1	2	3	4		
1-Sep-19	2-Sep-19	3-Sep-19	4-Sep-19	5-Sep-19	6-Sep-19	7-Sep-19
	5	6	7	8	9	
8-Sep-19	9-Sep-19	10-Sep-19	11-Sep-19	12-Sep-19	13-Sep-19	14-Sep-19
	10	11	12	13	14	
15-Sep-19	16-Sep-19	17-Sep-19	18-Sep-19	19-Sep-19	20-Sep-19	21-Sep-19
	15	16	17	18	19	
22-Sep-19	23-Sep-19	24-Sep-19	25-Sep-19	26-Sep-19	27-Sep-19	28-Sep-19
	20	21	22	23	24	
29-Sep-19	30-Sep-19	1-Oct-19	2-Oct-19	3-Oct-19	4-Oct-19	5-Oct-19
	25	26	27	27	29	
6-Oct-19	7-Oct-19	8-Oct-19	9-Oct-19	10-Oct-19	11-Oct-19	12-Oct-19
	30	31	32	1	2	
13-Oct-19	14-Oct-19	15-Oct-19	16-Oct-19	17-Oct-19	18-Oct-19	19-Oct-19
	3	4	5	6	7	
20-Oct-19	21-Oct-19	22-Oct-19	23-Oct-19	24-Oct-19	25-Oct-19	26-Oct-19
	8	9	10	11	12	
27-Oct-19	28-Oct-19	29-Oct-19	30-Oct-19	31-Oct-19	1-Nov-19	2-Nov-19
	13	14	15	16	17	
3-Nov-19	4-Nov-19	5-Nov-19	6-Nov-19	7-Nov-19	8-Nov-19	9-Nov-19
	18	19	20	21	22	
10-Nov-19	11-Nov-19	12-Nov-19	13-Nov-19	14-Nov-19	15-Nov-19	16-Nov-19
	23	24	25	26	27	
17-Nov-19	18-Nov-19	19-Nov-19	20-Nov-19	21-Nov-19	22-Nov-19	23-Nov-19
	28	29	30	31	32	
24-Nov-19	25-Nov-19	26-Nov-19	27-Nov-19	28-Nov-19	29-Nov-19	30-Nov-19
	33	34	35	36		
1-Dec-19	2-Dec-19	3-Dec-19	4-Dec-19	5-Dec-19	6-Dec-19	7-Dec-19
	Total	32	36	68		