

Article 2
Compensation

(The following proposal is presented as an addition to the current CBA language.)

2.1.1 Salary Schedule: The Certificated Salary Schedules are attached to this Agreement as Appendix A. ~~For the 2017-2018 school year, the Certificated Salary Schedule shall be increased by one percent (1.00%), retroactive to July 1, 2017. Upon ratification, all current bargaining unit members shall see the increase reflected in their September 2017 pay warrant. A one percent (1.00%) off-schedule payment shall be paid to active bargaining unit members employed on September 12, 2017. The one percent (1.00%) off-schedule shall be computed using the base salary on the 2017-2018 salary schedule in Appendix A and shall be included on the October 2017 pay warrant following ratification of this Agreement by the Board of Trustees~~ **For the 2018-19 school year, the Certificated Salary Schedule shall be increased by four percent (4%) effective July 1, 2018. For the 2019-20 school year, the Certificated Salary Schedule shall be increased by four percent (4%) effective July 1, 2019.**

2.1.1.1 The Parties agree to meet and negotiate during the 2018-19 school year, through the Extra Compensation Committee, to reevaluate stipends granted in this Article.

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2.4.2 Except as otherwise noted in this Agreement, the maximum initial placement on the salary schedule shall be Step 6 based on documented prior teaching experience. Once a Bargaining Unit Member is appropriately placed on the Salary Schedule, that Bargaining Unit Member shall not be reduced in Step or Column except in the case of error.

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2.5.2 Department Chairs shall be elected by the Bargaining Unit Members of the respective department through a process designed and carried out by the Association. The results of the election shall be reported to the District.

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2.5.6 Extra-pay positions listed in this paragraph shall be compensated as specified:

After School Tutor	\$21.0034.00
PAR Mentor	\$21.0034.00
All other hourly positions except summer school	\$21.0034.00

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2.5.8 Additional Payments for Bargaining Unit Work: Should the District decide to seek additional work from Bargaining Unit Members, including but not limited to adding new stipends under this Article, the District agrees to meet and negotiate with the Association prior to making any offer to Bargaining Unit Members, in compliance with the Educational Employment Relations Act.

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2.7 Employee Benefits Program

2.7.1 The District shall make contributions for medical, dental, vision, life, and long-term disability insurance programs and coverages. Each unit member's contribution obligation for the medical insurance is determined by the level of coverage (single, two-party, family) that is selected.

2.7.1.1 For the 2017-2018 school year, the tenthly District contribution on behalf of each full-time employee is as follows:

- Single (employee only) - **sixseven** hundred twenty dollars and forty-three cents (\$6720.43);
- Two-party (employee and one[1] dependent) - **one thousand twethree** hundred seventy-seven dollars and seventy-eight cents (\$1,2377.78);
- Family (employee and two[2] or more dependents) - **one thousand seveneight** hundred seventy-three dollars and seventy-two cents(\$1,7873.72).

2.7.1.2 For the 2019-2020 school year, the tenthly District contribution on behalf of each full-time employee is as follows:

- **Single (employee only) - eight hundred twenty dollars and forty-three cents (\$820.43);**
- **Two-party (employee and one[1] dependent) - one thousand four hundred seventy-seven dollars and seventy-eight cents (\$1,477.78);**
- **Family (employee and two[2] or more dependents) - one thousand nine hundred seventy-three dollars and seventy-two cents(\$1,973.72).**