

K. AUTHORIZATION OF PROFESSIONAL ACTIVITIES

Employees may be authorized to attend meetings in the interest of the District at local, state, or national professional meetings without pay deduction and with expenses paid by the District according to established allowance. Requests for travel must be directly related to the teacher's field of certification. Travel requests must be pre-approved by the teacher's principal/supervisor and instructional director. The total cost of such leaves is subject to budget limitations for employing substitutes and reimbursement for travel, meals and lodging.

L. ATTENDANCE INCENTIVE

Members of the Teacher Unit will earn .5 additional PTO day for each semester in which they have missed one day or less. Members of the Teacher Unit who miss one day or less during the entire school year will earn a second PTO day.

ARTICLE XII. BENEFITS – COMPENSATION AND INSURANCE

A. FINANCIAL PACKAGE 2011 - 2014

- 1) The Union and Administration will meet regularly (at least twice annually) to evaluate and review the financial condition of district and discuss increased compensation.
- 2) Teachers/Counselors/Librarians who successfully obtain National Board Certification will receive a payment of \$3,500.00 Payment will be made within 45 days of when receipt of certification is submitted to the Division of Human Resources.

In addition, there will be a \$3,500.00 adjustment to the salary schedule for any teacher or counselor who achieves National Board certification. The salary increase will be effective within fifteen (15) working days of submission by the employee of the official National Board certificate to the Division of Human Resources verifying successful completion.

Participants shall be required to work in the district 3 years following their national board certification. Participants who do not fulfill the three year obligation will pay back the adjustment based on a pro-rated basis.

B. SALARY SCHEDULES 2010-11

- 1) **Contract Teachers, Counselors* and Librarians****
Document A***
205 Days per School Year

Step	BA T01	BA + 12 T02	MA/BA + 36 T03	MA + 15 T04	MA + 32 T05	PHD/MA + 60 T06
1	\$32,928	\$33,587	\$34,426	\$35,287	\$36,345	\$37,436
2	33,587	34,258	35,373	36,257	37,345	38,465

3	34,258	34,943	36,346	37,254	38,372	39,523
4	34,943	35,642	37,345	38,279	39,427	40,610
5	35,642	36,355	38,372	39,332	40,511	41,727
6	36,355	37,082	39,427	40,413	41,626	42,874
7	37,082	37,824	40,512	41,524	42,770	44,268
8		38,580	41,626	42,666	44,160	45,706
9		39,352	42,770	43,840	45,595	47,192
10		40,237	43,947	45,155	47,077	48,726
11		41,445	45,265	46,510	48,607	50,309
12			46,623	47,905	50,187	51,944
13			48,022	49,342	51,818	53,632
14			49,462	50,822	53,502	55,375
15			50,946	52,347	55,241	57,175
16a			52,475	53,917	56,898	59,033
16b			-	-	-	-
17			54,049	55,804	58,605	60,804
18			55,941	57,758	60,363	62,628
19			57,899	59,779	62,174	64,507
20a			60,565	62,533	64,724	67,153
20b			61,776	63,784	66,018	68,496

* Secondary school counselors work an additional 15 days (220 days).

** Librarians work an additional 5 days (210 days).

*** This table is applicable to members of the Teachers' Unit who began employment with the District after January 19, 2001.

2) Contract Teachers, Counselors* and Librarians
Document B***
205 Days per School Year**

Step	BA T01	BA + 12 T02	MA/BA + 36 T03	MA + 15 T04	MA + 32 T05	PHD/MA + 60 T06
1	\$32,928	\$33,587	\$34,426	\$35,287	\$36,345	\$37,436
2	33,587	34,258	35,373	36,257	37,345	38,465