

District/CTA Salary Two-Year Agreement

On January 15, 2015 the Classroom Teachers Association and the district reached a two-year salary package.

The following salary increases for 2014-15 will be applied based on the 2013-14 final summative evaluation rating:

Highly Effective (HE)	\$3,100	74% of teachers
Effective (E)	\$2,000	14% of teachers
Those not E or HE	\$500	12% of teachers

The new salary will continue through the 2015-16 school year (second year).

Highly Effective and Effective teachers will receive between a 3 percent and an 8.1 percent increase.

In 2014-15, the new beginning teacher minimum is \$38,500. The minimum will increase to \$39,000 for the 2015-16 school year. (All teachers below the minimum will receive \$500 or be brought up to the new minimum, whichever amount is greater.)

There will be a \$1,000 "Broad Prize" bonus for all teachers who worked during the 2013-14 school year.

The 2014-15 Advanced Degree will be:

- \$70/year increase for a Master's degree (\$2,710)
- \$108/year increase for a Specialist degree (\$4,155)
- \$142/year increase for a Doctorate degree (\$5,480)

2015-16 Advanced Degree increase will be:

- \$35/year increase for a Master's degree (\$2,745)
- \$54/year increase for a Specialist degree (\$4,209)
- \$71/year increase for a Doctorate degree (\$5,551)

Supplement payments will increase an average of 3 percent for 2015-16.

Professional Development will increase from \$17 per hour to \$20 per hour upon ratification.

Title I bonuses will continue for the 2014-15 school year.

There will be no retroactive pay for any teacher who leaves the district prior to final ratification.

The total value of the two-year offer from the School Board is \$56 million over the two-year period.