

APPENDIX A

A-1 Teacher’s Basic Salary Schedule:

Steps	2011-12	Steps	2012-13	2013-14	
				1st Day of Work 3.0% increase	Last day of school 3.0% increase
1	\$36,641	1	\$36,641	\$37,740	\$38,872
2	\$39,074	2	\$38,441	\$39,594	\$40,782
3	\$41,350	3	\$40,500	\$41,715	\$42,966
4	\$45,617	4	\$43,150	\$44,445	\$45,778
5	\$48,984	5	\$46,650	\$48,050	\$49,491
6	\$52,327	6	\$50,200	\$51,706	\$53,257
7	\$55,662	7	\$53,500	\$55,105	\$56,758
8	\$59,065	8	\$57,000	\$58,710	\$60,471
9	\$62,092	9	\$60,100	\$61,903	\$63,760
10	\$69,064	10	\$63,000	\$64,890	\$66,837
		11	\$65,500	\$67,465	\$69,489
		12	\$69,064	\$71,136	\$73,270

- a. **Step Increases** - For the 2011-12 school year, teachers will continue to be compensated at their 2010-11 salary step. Effective 2012-13 school year, teachers will move up one salary step for each of the years remaining on this contract. Except that teachers on Step 10 effective the 2011-12 school year, shall be placed on Step 12 effective the 2012-13 school year.
- b. **Furlough Days** – Effective the 2011-12 school year, all teachers compensated under Appendix A will have the equivalent of two (2) days compensation deducted from his/her annual salary at the teacher’s daily rate of pay. Said deductions shall be made in equal amounts from the teacher’s bi-weekly paycheck for 21 pay periods. For teachers hired after the beginning of the work year, said furlough days shall be deducted on a pro-rated basis equivalent to a half-day during each quarter of the 2011-12 school year. Said payments shall also be made in equal amounts from the teacher’s bi-weekly paycheck.
- c. In the event that there is a General Wage Increase afforded to City employees in Fiscal Year 2012, then all members of Local 958, including those who have retired in Fiscal Year 2012, shall be entitled to the same wage increases.

A-2 Professional Advancement Schedule

Bachelor’s Plus 30 Hours	\$2,455
Master’s	\$2,855
Master’s Plus 30 Hours	\$3,257
Doctorate	\$3,657

A-2.1 National Board Certification

In addition to benefits payable in A-2, teachers who obtain National Board Certification shall receive a further stipend of \$2,500.00 each school year until the certification ends. Effective September 1, 2005 said stipend shall increase by \$1,500.00 to \$4,000.00. Effective September 1, 2006 the stipend shall increase by \$1,500.00 to \$5,500.00.

A-3 Longevity Schedule

15 years (10 of which have been in Providence)	\$ 700
20 years (15 of which have been in Providence)	1,672
25 years (20 of which have been in Providence)	1,787

A-3.1 There shall be no longevity pay for the 2011-12 work year. Effective the 2012-13 school year, eligible teachers shall receive longevity payments in accordance with Appendix A-3. Any teacher who was eligible for longevity payment during the 2011-12 work year shall receive fifty percent (50%) of said payment during the 2012-13 work year and the remaining fifty percent (50%) payment during the 2013-14 work year. These amounts shall be in addition to the teacher’s applicable longevity payment for the 2012-13 and 2013-14 work years.

APPENDIX B

B-1 Travel Allowance

The Board agrees to pay the annually adjusted Internal Revenue Service standard mileage reimbursement rate to all teachers authorized to use their own cars. The amount of payment will be determined by odometer readings taken daily at the beginning and end of necessary school-related mileage. Payments will be made monthly on forms furnished by the Superintendent or his/her designee.

B-2 Extra-Curricula Activities

All persons holding positions identified in Appendix B-2 as of the date of ratification of this Agreement shall be afforded the one-time opportunity to either elect to continue to be compensated for participation in extra-curricular activities in accordance with the provisions of the B-2 schedule as in effect for the 2001-2002 school year or choose to be compensated in accordance with the new B-2 schedule in effect beginning with the 2003-2004 school year. Persons eligible to elect under this provision shall retain their elected compensation for as long as he/she remains in said position. However, effective with the first day of the 2003-2004 school year, all new appointees to positions identified in Appendix B-2 will be compensated for participation in extra-curricular activities in accordance with the provisions of the B-2 schedule in effect for the 2003-2004 school year.

Effective with the beginning of the 2003-2004 school year, the following Appendix B-2 provisions will be applicable.

B-2.1 Middle Schools

Activity	Compensatory Time	Annual Stipend
Literary Publications (Middle)	1 period per week per publication	\$100 per publication
Dramatics Coach (Middle)	None	*\$250 per production

* Not to exceed three (3) productions per year provided each has prior approval of Superintendent in writing.

B-3 Departmental Teacher Leaders

All departmental teacher leaders shall receive one compensatory period per day devoted to departmental duties and one unassigned period per day in accordance with Article 8-4.2.

B-3.1 If a Departmental Teacher Leader is not appointed in a department, no teacher will be required to perform the duties of the Departmental Teacher Leader. Departmental Teacher Leader positions may be eliminated only after notifying the Union. Upon receipt of such notification, the Union may request to meet with the Superintendent or the Board to discuss the proposed elimination of the Departmental Teacher Leader position prior to the final decision being made.