

TENTATIVE AGREEMENT 2019-2020

SALARY AND BENEFITS:

- Salary level increase of \$875
- Educational advancements
- COLA increase of \$5,200, subject to JSD School Board approval of increased board levy
 - If the Board does not approve the increase to the board levy, the COLA increase will not be less than \$2,200
- No insurance increase
- Elementary outside duty compensation extended to include licensed employees at Kauri Sue Hamilton School and River's Edge School
- Additional two contract days for planning time
 - One day will be on August 12 for traditional schedule, YRE is still to be determined
 - One day can be taken at the employee's discretion throughout the year, starting August 1
 - This day can be taken on any day that the building is open that is not a contract day
 - The time can be worked in an 8-hour block or two 4-hour blocks
 - This day is for one year only and a survey will be done to determine if it will continue
- Continue to work to improve DP327 NEG Reduction in Licensed Staff policy in 2019-20
- Study national board certifications for itinerant employees 2019-20

POLICY REVISIONS:

AA422 NEG School Advisory Council

A6 NEG Negotiations - Licensed

DP327 NEG Reduction in License Staff

DP330 NEG Bereavement Leave - Licensed

DP304 NEG Teacher Transfers

TOTAL PACKAGE VALUE:

Level Increases	\$2,929,134
Educational Advancements	\$1,033,625
\$5,200 Increase	\$17,472,415
Outside Duty at KSH & RE	\$25,200
Insurance Costs Covered by the District	\$458,258
TOTAL	\$21,918,632



Salary Level	18-19	19-20
1	\$42,800	\$48,000
2	\$43,675	\$48,875
3	\$44,550	\$49,750
4	\$45,425	\$50,625
5	\$46,300	\$51,500
6	\$47,175	\$52,375
7	\$48,050	\$53,250
8	\$48,925	\$54,125
9	\$49,800	\$55,000
10	\$50,675	\$55,875
11	\$51,550	\$56,750
12	\$52,425	\$57,625
13	\$53,300	\$58,500
14	\$54,175	\$59,375
15	\$55,050	\$60,250
16	\$55,925	\$61,125
17	\$56,800	\$62,000
18	\$57,675	\$62,875
19	\$58,550	\$63,750
20	\$59,425	\$64,625
21	\$60,300	\$65,500
22	\$61,175	\$66,375
23	\$62,050	\$67,250
24	\$62,925	\$68,125
25	\$63,800	\$69,000
26	\$64,675	\$69,875
27	\$65,550	\$70,750
28	\$66,425	\$71,625
29	\$67,300	\$72,500
30	\$68,175	\$73,375
31	\$69,050	\$74,250
32	\$69,925	\$75,125
33	\$70,800	\$76,000
34	\$71,675	\$76,875
35	\$72,550	\$77,750
36	\$73,425	\$78,625
37	\$74,300	\$79,500
38	\$75,175	\$80,375
39	\$76,050	\$81,250
40	\$76,925	\$82,125