

ARTICLE IV
 SALARY SCHEDULE

4.1 An Education Stipend of five percent (5%) of each employee's 2013-2014 salary but not less than \$100.00 for those employees who are in the Board's employ and contracted for employment for the entire 2013-2014 year shall be paid in the first week in December. If an employee terminates prior to the end of the year, that bonus shall be prorated for the year.

There shall be a reopener for wages only for the third year of this agreement.

4.2 Upon actual receipt of upfront oil and gas bonus funds of at least \$45,000 (not royalties), an additional two percent (2%) of each employee's salary at the time of payment shall be paid as an educational stipend to those employees who are in the Board's employ and contracted for the entire year when payment of the bonus funds are received within 60 days of receipt of said funds. If an employee terminates prior to the end of the year, that bonus shall be prorated.

4.3 All Educational Stipends will be paid in a special pay.

4.4 When a teacher completes additional training that would qualify the teacher to move to another column of the salary schedule, the salary of the teacher shall be adjusted at the beginning of the next semester upon the presentation of a certified transcript, or proper evidence of course completion, to the Treasurer of the Board of Education.

BRIDGEPORT SCHOOL DISTRICT SALARY INDEX
EFFECTIVE 2013-2015

| YEARS | DEGREE | 150 HRS. | MASTERS | M.A.+15 | M.A.+30 |
|-------|--------|----------|---------|---------|---------|
| 0 | 1.000 | 1.128 | 1.185 | 1.233 | 1.281 |
| 1 | 1.128 | 1.171 | 1.233 | 1.281 | 1.329 |
| 2 | 1.166 | 1.214 | 1.281 | 1.329 | 1.377 |
| 3 | 1.204 | 1.257 | 1.329 | 1.377 | 1.425 |
| 4 | 1.242 | 1.300 | 1.377 | 1.425 | 1.473 |
| 5 | 1.280 | 1.343 | 1.425 | 1.473 | 1.521 |
| 6 | 1.318 | 1.386 | 1.473 | 1.521 | 1.569 |
| 7 | 1.356 | 1.429 | 1.521 | 1.569 | 1.617 |
| 8 | 1.394 | 1.472 | 1.569 | 1.617 | 1.665 |
| 9 | 1.432 | 1.515 | 1.617 | 1.665 | 1.713 |
| 10 | 1.470 | 1.558 | 1.665 | 1.713 | 1.761 |
| 11 | 1.508 | 1.601 | 1.713 | 1.761 | 1.809 |
| 12 | 1.546 | 1.644 | 1.761 | 1.809 | 1.857 |
| 13 | 1.584 | 1.687 | 1.809 | 1.857 | 1.905 |
| 14 | 1.622 | 1.730 | 1.857 | 1.905 | 1.953 |
| 15 | 1.622 | 1.730 | 1.905 | 1.953 | 2.001 |
| 16 | 1.660 | 1.773 | 1.953 | 2.001 | 2.049 |
| 18 | 1.698 | 1.816 | 2.001 | 2.049 | 2.097 |
| 23 | 1.736 | 1.859 | 2.049 | 2.097 | 2.145 |

FOR THE ASSOCIATION:

FOR THE BOARD:

Bois Brepa
 Signature Date

Ed Ch
 Signature Date