

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Board of Education of the Pandora-Gilboa School District ("Board") and the Pandora-Gilboa Education Association ("Association").

WHEREAS, the Board and the Association are parties to a Master Agreement effective from August 1, 2012 through July 31, 2015; and

WHEREAS, the parties desire and intend through this Memorandum of Understanding to amend the Master Agreement.

NOW, THEREFORE, THE PARTIES AGREE:

To modify Article VII. Salaries & Fringe benefits, Letter B. Daily or Per Diem Rate Defined, Salaries and Supplemental Salaries with the following changes:

The base raise for employees will be one half (1/2) percent for 2014-2015.

IN WITNESS WHEREOF, the parties have entered into this agreement on the date first set forth below.

Matthew R. O'Brien 2/27/14
For the Association, Date

Joe R. [Signature] 3-17-2014
For the Board, Date

Les Ruch 2/27/14
For the Association, Date

Marcia J. Horst 3-17-2014
For the Board, Date

Date : 2-21-14

B.O.E. TA

AK 2-21-14

P.G.E.A. TA

MRD 2-26-14

BOARD PROPOSAL 1- Article VII, Section B, Salary

1. Base raise of .5 % for the 2014-2015 school year.

TEACHERS SALARY SCHEDULE 2014-15 SCHOOL YEAR

BASE SALARY \$ 31,112 0.50%

YEARS OF EXPERIENCE	BA	BA+15	BA+25	MA	MA15
	0.0425	0.0450	0.0450	0.0500	0.0500
0	\$ 31,112	\$ 33,601	\$ 34,142	\$ 36,090	\$ -
	1.0000	1.0800	1.0974	1.1600	
1	\$ 32,434	\$ 35,001	\$ 35,542	\$ 37,645	\$ -
	1.0425	1.1250	1.1424	1.2100	
2	\$ 33,756	\$ 36,401	\$ 36,942	\$ 39,201	\$ -
	1.0850	1.1700	1.1874	1.2600	
3	\$ 35,079	\$ 37,801	\$ 38,342	\$ 40,756	\$ -
	1.1275	1.2150	1.2324	1.3100	
4	\$ 36,401	\$ 39,201	\$ 39,742	\$ 42,312	\$ -
	1.1700	1.2600	1.2774	1.3600	
5	\$ 37,723	\$ 40,601	\$ 41,142	\$ 43,868	\$ -
	1.2125	1.3050	1.3224	1.4100	
6	\$ 39,045	\$ 42,001	\$ 42,542	\$ 45,423	\$ -
	1.2550	1.3500	1.3674	1.4600	
7	\$ 40,368	\$ 43,401	\$ 43,942	\$ 46,979	\$ -
	1.2975	1.3950	1.4124	1.5100	
8	\$ 41,690	\$ 44,801	\$ 45,342	\$ 48,534	\$ -
	1.3400	1.4400	1.4574	1.5600	
9	\$ 43,012	\$ 46,201	\$ 46,742	\$ 50,090	\$ -
	1.3825	1.4850	1.5024	1.6100	
10	\$ 44,334	\$ 47,601	\$ 48,142	\$ 51,646	\$ -
	1.4250	1.5300	1.5474	1.6600	
11	\$ 45,657	\$ 49,001	\$ 49,542	\$ 53,201	\$ -
	1.4675	1.5750	1.5924	1.7100	
12				\$ 54,757	\$ -
				1.7600	
15	\$ 46,979	\$ 50,401	\$ 50,942	\$ 56,312	\$ 56,997
	1.5100	1.6200	1.6374	1.8100	1.8320
20	\$ 48,301	\$ 51,801	\$ 52,342	\$ 57,868	\$ 58,552
	1.5525	1.6650	1.6824	1.8600	1.8820
25	\$ 49,623	\$ 53,201	\$ 53,742	\$ 59,424	\$ 60,108
	1.5950	1.7100	1.7274	1.9100	1.9320
27	\$ 50,946	\$ 54,601	\$ 55,143	\$ 60,979	\$ 61,664
	1.6375	1.7550	1.7724	1.9600	1.9820

FY15 Supplementals

14-15 Supplemental Salary Schedules

(based on the percentage of the base salary)

\$ 31,112

Position	Base %	0-5 years (base-%)	6-10 years. (base+1%)	11-15 years (base+2%)
Head Football	18%	\$5,600	\$5,911	\$6,222
Asst. Football	12%	\$3,733	\$4,045	\$4,356
Jr. Hi. Head Football	8%	\$2,489	\$2,800	\$3,111
Jr. Hi. Asst. Football	4%	\$1,244	\$1,556	\$1,867
Head Volleyball	18%	\$5,600	\$5,911	\$6,222
Asst. Var Volleyball	12%	\$3,733	\$4,045	\$4,356
JV Volleyball	12%	\$3,733	\$4,045	\$4,356
Fresh. Volleyball	10%	\$3,111	\$3,422	\$3,733
Jr. Hi. Volleyball	8%	\$2,489	\$2,800	\$3,111
Cross Country	10%	\$3,111	\$3,422	\$3,733
HS Cheerleaders	12%	\$3,733	\$4,045	\$4,356
Jr. Hi. Cheerleaders	8%	\$2,489	\$2,800	\$3,111
High School Play	7%	\$2,178	\$2,489	\$2,800
High School Musical	8%	\$2,489	\$2,800	\$3,111
Set Director	2%	\$622	\$933	\$1,244
Junor High Play	5%	\$1,556	\$1,867	\$2,178
Head Boys Track	12%	\$3,733	\$4,045	\$4,356
Asst. HS Track	8%	\$2,489	\$2,800	\$3,111
Head Girls Track	12%	\$3,733	\$4,045	\$4,356
Boys Jr. Hi. Track	6%	\$1,867	\$2,178	\$2,489
Girls Jr. Hi. Track	6%	\$1,867	\$2,178	\$2,489
Head Soccer	12%	\$3,733	\$4,045	\$4,356
Head Baseball	12%	\$3,733	\$4,045	\$4,356
Asst. Baseball	8%	\$2,489	\$2,800	\$3,111
Head Softball	12%	\$3,733	\$4,045	\$4,356
Asst. Softball	8%	\$2,489	\$2,800	\$3,111
Head Boys Basketball	18%	\$5,600	\$5,911	\$6,222
Asst. Var. B Basketball	12%	\$3,733	\$4,045	\$4,356
JV B Basketball	12%	\$3,733	\$4,045	\$4,356
Fresh. BBK	10%	\$3,111	\$3,422	\$3,733
Jr. Hi. BBK	8%	\$2,489	\$2,800	\$3,111
Jr. Hi. "B" Team BBK	8%	\$2,489	\$2,800	\$3,111
Head Girls Basketball	18%	\$5,600	\$5,911	\$6,222
Asst. Var. G Basketball	12%	\$3,733	\$4,045	\$4,356
JV G Basketball	12%	\$3,733	\$4,045	\$4,356
Fresh. GBK	10%	\$3,111	\$3,422	\$3,733
Jr. Hi. GBK	8%	\$2,489	\$2,800	\$3,111
Athletic Director	20%	\$6,222	\$6,534	\$6,845
Senior Class Advisor	6%	\$1,867	\$2,178	\$2,489
Junior Class Advisor	6%	\$1,867	\$2,178	\$2,489
Soph. Class Advisor	3%	\$933	\$1,244	\$1,556
Fresh. Class Advisor	2%	\$622	\$933	\$1,244
Computer Lab	2.5%	\$778	\$1,089	\$1,400
Mentor	3%	\$933	\$1,244	\$1,556
Spanish Club Advisor	3%	\$933	\$1,244	\$1,556
Quiz Bowl HS	5%	\$1,556	\$1,867	\$2,178
Quiz Bowl MS	5%	\$1,556	\$1,867	\$2,178
NHS	3%	\$933	\$1,244	\$1,556
Student Council	5%	\$1,556	\$1,867	\$2,178
SAAD	2%	\$622	\$933	\$1,244
Hazardous Waste	1%	\$311	\$622	\$933
Band Director	12%	\$3,733	\$4,045	\$4,356
Vocal Director	10%	\$3,111	\$3,422	\$3,733
Yearbook (during S. day)	4%	\$1,244	\$1,556	\$1,867
Extended Days:				
HS Guidance-15 days				
Librarian-10 days				