

Tri-County North Local School District
&
Tri-County North Education Association

06-30-15
14-MED-03-0477
2659-01
K31482

May 27, 2015

1. **Article 19 – Professional Growth/Tuition Reimbursement**

Board Proposal:

For the balance of the contract, modify the language to continue what has been done (even though what has been done is not consistent with the language of the contract) which has resulted in teachers having more money available under this article. This Article, and these modifications, will need to be discussed again at the end of the current contract. Modifications made as follows:

- A. The Board and Association believe that continuing education and professional growth are beneficial to the quality of classroom instruction.
- B. 1. The Board will establish an individual account of ~~\$600.00~~ **\$700.00** per year for each unit member for coursework that is part of a Master's Degree program. Such funds may be used for activities that are not part of a Master's Degree program if the teacher and administration mutually agree.
2. After the individual has obtained a Master's Degree, such individual's account shall be ~~\$400.00~~ **\$500.00** for professional growth that is based on a mutually (between the teacher and administration) agreed upon activity that must meet the definition of "highly qualified" staff development and is tied to one of the following: TCN's school improvement plan; or, TCN's North Central accreditation; or, the individual teacher's evaluation goals.

5. **Professional Development Bonus:**

For the 2015-16 and 2016-17 school years, in lieu of additional as part of the Professional Growth/Tuition Reimbursement payments **(described in paragraphs B.1 and 2 above)** ~~for the 2014-15 school year,~~ a Professional Development Bonus shall be paid to teachers, as follows. With the last regular pay in September, the Board shall include and pay to each full time teacher a Professional Development Bonus of \$300.00 (less all usual deductions/withholdings except STRS). In the same manner, part time teachers shall receive a Professional Development Bonus that is prorated according to hours worked.

2. **Article 42 – Salary and Duration**

Teachers shall receive:

2015-16 school years: 2% increase on the base, plus steps (if applicable)
2016-17 school years: 2% increase on the base, plus steps (if applicable)

Duration: A three-year term – June 29, 2014 through June 30, 2017. ~~with a re-opener in the second (2nd) and third (3rd) year for salary and insurance.~~

Tentative Agreement for the Association

Amy Kramer

Tentative Agreement for the Board

[Signature]

Tri County North 2% increase

SALARY SCHEDULE 2015-2016

Step	BA	BA+150	MA	MA+15	MA+30
0	33,366	34,701	36,703	38,371	40,039
	1.00000	1.04000	1.10000	1.15000	1.20000
1	34,701	36,202	38,371	40,039	41,708
	1.04000	1.08500	1.15000	1.20000	1.25000
2	36,035	37,704	40,039	41,708	43,376
	1.08000	1.13000	1.20000	1.25000	1.30000
3	37,370	39,205	41,708	43,376	45,044
	1.12000	1.17500	1.25000	1.30000	1.35000
4	38,705	40,707	43,376	45,044	46,712
	1.16000	1.22000	1.30000	1.35000	1.40000
5	40,039	42,208	45,044	46,712	48,381
	1.20000	1.26500	1.35000	1.40000	1.45000
6	41,374	43,709	46,712	48,381	50,049
	1.24000	1.31000	1.40000	1.45000	1.50000
7	42,708	45,211	48,381	50,049	51,717
	1.28000	1.35500	1.45000	1.50000	1.55000
8	44,043	46,712	50,049	51,717	53,386
	1.32000	1.40000	1.50000	1.55000	1.60000
9	45,378	48,214	51,717	53,386	55,054
	1.36000	1.44500	1.55000	1.60000	1.65000
10	46,712	49,715	53,386	55,054	56,722
	1.40000	1.49000	1.60000	1.65000	1.70000
11	48,047	51,217	55,054	56,722	58,391
	1.44000	1.53500	1.65000	1.70000	1.75000
12	49,382	52,718	56,722	58,391	60,059
	1.48000	1.58000	1.70000	1.75000	1.80000
13			58,391	60,059	61,727
			1.75000	1.80000	1.85000
15	50,716	54,220	60,059	61,727	63,395
	1.52000	1.62500	1.80000	1.85000	1.90000
20	52,051	55,721	61,727	63,395	65,064
	1.56000	1.67000	1.85000	1.90000	1.95000
25	53,386	57,223	63,395	65,064	66,732
	1.60000	1.71500	1.90000	1.95000	2.00000

Tri County North –2% increase

SALARY SCHEDULE 2016-2017

Step	BA	BA+150	MA	MA+15	MA+30
0	34,033	35,394	37,436	39,138	40,840
	1.00000	1.04000	1.10000	1.15000	1.20000
1	35,394	36,926	39,138	40,840	42,541
	1.04000	1.08500	1.15000	1.20000	1.25000
2	36,756	38,457	40,840	42,541	44,243
	1.08000	1.13000	1.20000	1.25000	1.30000
3	38,117	39,989	42,541	44,243	45,945
	1.12000	1.17500	1.25000	1.30000	1.35000
4	39,478	41,520	44,243	45,945	47,646
	1.16000	1.22000	1.30000	1.35000	1.40000
5	40,840	43,052	45,945	47,646	49,348
	1.20000	1.26500	1.35000	1.40000	1.45000
6	42,201	44,583	47,646	49,348	51,050
	1.24000	1.31000	1.40000	1.45000	1.50000
7	43,562	46,115	49,348	51,050	52,751
	1.28000	1.35500	1.45000	1.50000	1.55000
8	44,924	47,646	51,050	52,751	54,453
	1.32000	1.40000	1.50000	1.55000	1.60000
9	46,285	49,178	52,751	54,453	56,154
	1.36000	1.44500	1.55000	1.60000	1.65000
10	47,646	50,709	54,453	56,154	57,856
	1.40000	1.49000	1.60000	1.65000	1.70000
11	49,008	52,241	56,154	57,856	59,558
	1.44000	1.53500	1.65000	1.70000	1.75000
12	50,369	53,772	57,856	59,558	61,259
	1.48000	1.58000	1.70000	1.75000	1.80000
13			59,558	61,259	62,961
			1.75000	1.80000	1.85000
15	51,730	55,304	61,259	62,961	64,663
	1.52000	1.62500	1.80000	1.85000	1.90000
20	53,091	56,835	62,961	64,663	66,364
	1.56000	1.67000	1.85000	1.90000	1.95000
25	54,453	58,367	64,663	66,364	68,066
	1.60000	1.71500	1.90000	1.95000	2.00000