

BIRMINGHAM EDUCATION ASSOCIATION  
TENTATIVE AGREEMENT  
FOR THE  
COLLECTIVE BARGAINING AGREEMENT  
COVERING THE 2015/16, 2016/17 AND 2017/18 SCHOOL YEARS

RATIFICATION MEETING TO BE  
HELD ON NOVEMBER 20, 2015  
THE FIRST MEETING WILL BEGIN AT 3:30  
THE SECOND WILL BEGIN AT 4:45  
AT THE LITTLE THEATER AT GROVES HIGH SCHOOL

VOTING TO TAKE PLACE IN YOUR  
BUILDING ON NOVEMBER 23, 2015

*YOU MUST BE A MEMBER IN GOOD STANDING TO ATTEND THE  
MEETING AND BE ELIGIBLE TO VOTE ON THE TENTATIVE AGREEMENT*

Recommended by the BEA Bargaining Team:

Scott Warrow, President  
Maureen Martin  
Joyce Laszazak  
Ann Gracy  
Scott Craig  
Jon Chappell  
Michelle Snyder  
Ed Caughell  
Robyn Tarnow  
Jay Smith  
Dominick Perrone  
Amy Denys  
Steve Amberg, Executive Director/Chief Spokesperson

Approved by the BEA Executive Board on 11/13/15

**ARTICLE III (M)**

- M. The Association President shall be released from his/her teaching duties for one-half day each day at Board expense. Full fringe benefits and all other rights granted by the Master Agreement shall be maintained during the duration of the office.

For purpose of assignment at the conclusion of holding said office, the President will be considered to be holding a full-time position during the term of office.

This provision shall continue through June 30,~~2016~~ **2018**.

**LETTER OF AGREEMENT**

**WHEREAS**, the Office of Retirement Services has clarified its definition of the Administrative Rule related to Professional Services Leave and Professional Services Release Time; and

**WHEREAS**, the parties wish to continue the release time of the President of Birmingham Education Association as provided for in Article III(M) of the Collective Bargaining Agreement;

**NOW, THEREFORE**, the Birmingham Public Schools (“BPS”) and the Birmingham Education Association (“BEA”) agree as follows:

1. **This Agreement is effective for the 2015/16 school year.**
2. Each month the teacher serving as President of the BEA is provided one-half day release time the BEA agrees to reimburse the BPS for one-half the retirement contribution costs paid by the District on behalf of the teacher serving as President.
3. The School District shall provide the BEA a yearly statement of the total and monthly cost calculated by BPS for the cost of the retirement contribution by August 15 of each school year this Letter of Agreement is operative.
4. Each month the BPS will provide by the fifth (5<sup>th</sup>) day of the month a statement of the cost to be paid. Payment is to be made by BEA by the fifteenth (15<sup>th</sup>) of each month.
5. This Agreement will expire on June 30, 2018 unless extended by the parties.

Birmingham Public Schools

Birmingham Education Association

By: \_\_\_\_\_

By: \_\_\_\_\_

It's: \_\_\_\_\_

It's: \_\_\_\_\_

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

ARTICLE VI (A) (1) (Revised)

TEACHING HOURS AND CLASS LOAD

1. Faculty meetings shall normally be held on a regularly scheduled day. There shall not be more than a total of twenty (20) hours of faculty meetings per year. If scheduled at the end of the day, faculty meetings must begin within ten (10) minutes of the end of the student day. Exceptions may be made to this provision for each teacher, who is assigned to a district wide department, to attend up to five (5) additional meetings during the school year that may be scheduled by such district wide department, and in the event of unusual circumstances requiring additional meeting.

**The District intends to provide State mandated health and safety training as part of the “Welcome Back” and Professional Development activities provided at the beginning of the school year. If this does not occur, one faculty meeting each year shall be used to permit staff to complete State mandated training. Should additional State mandated training become required, additional time at faculty meetings will be provided. If the District provides such training and a teacher is absent and misses the same, the teacher shall be required to make up the training on his/her own without additional compensation unless the teacher is assigned to attend District Professional Development in which case District time will be provided to the teacher.**

Provided, however, the building FAC and administration may agree to use faculty meetings for the purposes of establishing professional development opportunities for the building staff. If such a determination is made, the building FAC and administration will develop a building professional development calendar coordinated with the district wide professional development calendar.

The building professional development opportunities will consist of up to ninety (90) minute blocks of professional development scheduled before or after the school day as determined by the building FAC and administration. Ninety (90) minute blocks for the purposes of building professional development opportunities is defined as a full ninety (90) minute period of time.

For the 2011/2012 school year, beginning with October, 2011, up to three (3) ninety (90) minute blocks may be scheduled. Beginning with the 2012/2013 school year up to five (5) ninety (90) minute blocks may be scheduled. Because of the school calendar and the scheduling of various recesses and other teacher obligations, scheduling of these building professional development opportunities will be no more than one per month for the

following months: September, October, January, February, March, April and May.

Professional Development at the building level is defined to include PLC's, team time; assessments and other appropriate activities as defined by the building FAC and administration.

ARTICLE VI (M)

~~K. M. This provision went into effect for the 2011/2012 school year.~~ Both the Board and the Association recognize the value of professional development opportunities for teachers. However, professional development opportunities that occur during the school day should not have an excessive impact on teacher planning time. Accordingly, if a teacher loses more than four (4) planning periods during the school year to professional development opportunities, ~~that last a half (1/2) day or more in duration,~~ **and such professional development is required, approved or optional, to be taken during the teacher's planning period,** the teacher will be entitled to compensation **at \$28/hour** pursuant to ~~Article XVIII (C)(2).~~ **Optional professional development requires the written prior approval of the Teaching and Learning Department, teacher's supervisor or principal.** ~~Note that Missed~~ preparation periods for field trips, personal absences or other non-professional development reasons will not entitle the teacher to this additional compensation.

ARTICLE VII

TEACHING CONDITIONS AND CLASS SIZE

(A)(5) (I) **Teachers Assigned Students with 504 Plan.**

**A teacher assigned student(s) with a 504 Plan shall meet with the Building Administration prior to or during the implementation of the plan to assure the implementation of the provisions of the plan.**

ARTICLE VIII (L)

- K. A teacher who returns from a leave of absence during a subsequent school year shall receive the salary of the immediate next step of the salary schedule, provided s/he is otherwise qualified in accordance with the policy pertaining to advancement on the salary schedule **unless the teacher worked less than half of the previous school year. This requirement will not apply to teachers who are absent due to an illness or medical condition.**

ARTICLE XV (B)

DONATION OF DAYS PROGRAM

1 – 5 Current Contract

6. The program will expire on June 30, ~~2015~~ **2018** unless extended by the parties.

**LETTER OF AGREEMENT**

This Letter of Agreement is entered into this 22nd day of October, 2015 by and between the Birmingham Public Schools (“BPS”) and the Birmingham Education Association (“BEA”). The parties agree as follows:

1. The BPS and BEA shall continue in its current form (Article XV(B)(1) – (5) the Donation of Days Program set forth in the 7/1/13 through 6/30/15 Collective Bargaining Agreement.
2. This Letter of Understanding shall continue until the parties have ratified a successor Agreement to the 7/1/13 – 6/30/15 Collective Bargaining Agreement, or until January 31, 2016, whichever date is earlier.

Birmingham Public Schools

Birmingham Education Association

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

ARTICLE XVI

(INSURANCE PROVISIONS, EDITORIAL REVISIONS)

G. Insurance Programs for the 2013/14 and 2014/15 **2015/16, 2016/17 and 2017/18** School Year

The Board will provide each eligible teacher who makes timely application for hospital-medical-surgical benefits (hereinafter, "health benefits") and his or her eligible dependents (inclusive of other qualified adults as defined in Appendix G) pursuant to the following provisions..

1. Pursuant to the Publically Funded Health Contribution Act, (MCL 15.561 et seq) the District shall pay the "Hard Cap Amount" determined by the State Treasurer each October 1 for the following plan year. Teachers shall be responsible for paying the difference between the premium costs and Hard Cap amount, if any, by pre-tax payroll deduction over 20 pay periods. If the annual premium costs are less than the Hard Cap maximum, the BPS will contribute to the teacher's Health Savings Account ("HSA") or Flexible Savings Accounts ("FSA") the difference between the Hard Cap maximum amount and the premium costs. Further, teachers may make contributions to their HSA or FSA by pretax payroll deduction as permitted by law. **The District's contribution to the FSA or HSA shall be made in the first pay period following July 1 and January 1 each school year.**
- ~~2. For the 2013/14 school year (July 1, 2013 – June 30, 2014) the parties entered into and ratified a Letter of Agreement implementing the insurance program for that school year. The Letter of Agreement is attached as Appendix \_\_\_\_\_. The letter provides the following coverage.~~
  - a. For the 2013/14 **2015/16** school year, beginning July 1, 2013 **2015** and ending December 31, 2013 **2015**, the health benefit option shall be MESSA Choices with the \$500/\$1,000 deductible, the \$20/\$25/\$50 office visit rider and the Saver Rx prescription rider **or the MESSA ABC Plan which includes a deductible of \$1300/\$2600. The plan is a federally recognized high deductible plan and provides for the Establishment of a H.S.A..** One-half of the 2013 **2015** Hard Cap amount will be applied to these premiums costs. Teachers selecting ~~this option~~ **The CHOICES program** may participate in a Flexible Spending Account plan. **Teachers selecting the ABC Plan may participate in a Health Savings Account.**
- ~~3.~~ **2.** For the period January 1, 2014 **2016** through June 30, 2014 **2016**, the employee may choose from the following options: MESSA CHOICES with the \$500/\$1,000 deductible, the \$20/\$25/\$50 office visit rider and the Saver Rx prescription rider, or the MESSA CHOICES ABC Plan I, which includes a

deductible of ~~\$1,250/\$2,500~~ **\$1300/\$2600**. The ABC plan is a federally recognized, high deductible plan and provides for the establishment of a Health Savings Account. One-half of the ~~2014~~ **2016** Hard Cap amount will be applied to these premium costs. The District shall hold its regularly scheduled Open Enrollment period on insurances available to employees in October, ~~2013~~ **2015**.

3. **For the 2016/17 and 2017/18 school years the health benefit options shall remain the MESSA CHOICES Program and MESSA ABC 1 Program as described above. The formula applied for the 2015/16 school year for determining the amount of the employee's contribution, if any, shall be continued for the 2016/17 and 2017/18 school years.**
  4. Teachers electing to forgo health benefits from the District will receive \$2,400 cash in lieu of the health benefit. ~~pursuant to Article XVIII(G)~~ A member electing this option may receive the benefit in cash or use part or all of that amount to purchase other available cafeteria plan benefits as provided for by the IRS Code. The parties acknowledge this benefit is available to an employee whose spouse is employed by the District when the spouse is receiving health benefits covering the employee and his/her dependents through the District.
  5. For the ~~2013/14 and 2014/15~~ **2015/16, 2016/17 and 2017/18** school years teacher selecting vision and/or dental coverage will pay 10% of the premium. All teachers shall pay 10% of the premium for Long Term Disability Coverage.
- G. H.** The parties acknowledge that each teacher has a responsibility to notify the district when any person covered on his or her health plan is no longer his or her legal dependent and is no longer eligible for coverage under the plan. The teacher must notify the employee benefits office in writing within thirty (30) calendar days of the covered persons ineligibility and must request the person's immediate removal from coverage. Failure to do so will cause the teacher to reimburse the district for any premium over payments that are made due to the teacher's failure to give the board timely notice of the person who is no longer eligible. This provision will be effective only in school years that written notification of the existence of this provision is provided to all teachers during October open enrollment period.

H I. For the ~~2013/14~~ **2015/16, 2016/17 and 2017/18** school years the following will apply.

1. Hospital-Surgical-Medical Benefits

It is expressly understood that the determination of the carrier or the decision to self-insure is the right of the Board. For the duration of this agreement, a teacher may choose health benefits from the following:

- a. MESSA Choices with the \$500/\$1,000 deductible, the \$20/\$25/\$50 office visit rider and the Saver Rx prescription rider or
- b. MESSA ABC Plan 1 with the ~~\$1,250/\$2,500~~ **\$1300/\$2600** deductible.

The Board will provide each eligible teacher with a copy of the Board's summary of plan descriptions which gives details of the benefits available under each plan.

The parties agree that the Board has no obligation to provide hospital-surgical-medical insurance coverage to either the spouse or dependents of a teacher who are otherwise eligible to be covered by any such comparable insurance benefits elsewhere; for example, by virtue of the employment of the spouse.

This coverage shall remain in effect during the duration of this Agreement.

~~For the 2014/15 school year.~~

~~One half of the 2014 Hard Cap amount and one half of the 2015 Hard Cap amounts will be paid by the board towards the premium costs. Any balance left over from the Hard Cap will be contributed to the teacher's HSA or FSA. Any balance owing for premiums after the payment of the Hard Cap will be paid by the teacher in 20 pre-tax payments.~~

2. Life Insurance for the ~~2013/14 and 2014/15~~ **2015/16, 2016/17 and 2017/18** school years.

A full-time teacher under contract shall be provided \$45,000 group term life insurance coverage, including accidental death and dismemberment. This group term life insurance coverage will remain in effect during the duration of this Agreement.

3. Disability Insurance

- a. Short Term Disability  
The Employer shall provide each teacher the option of purchasing, at his/her own expense, short term disability insurance through MESSA. The premiums shall be paid with after tax dollars.
- b. Long Term Disability  
The Board shall provide, without cost to teachers, MESSA Long Term Disability insurance. Benefits shall begin 180 calendar days after the teacher becomes disabled. Benefits shall be paid at a rate of 66-2/3% of the teacher's annual salary with a maximum of \$5,000 per month.

The Board agrees MESSA will remain the carrier for the term of this Agreement.

The amount received from the insurance company will be reduced by any primary remuneration received, or for which the employee is eligible, during the benefit period from the Board, the Michigan Public School Employees' Retirement Fund, the Federal Social Security Act (both primary and dependent), the Railroad Retirement Act, Veteran's benefits or other such pensions.

Any teacher who has resigned due to a disability, who has received benefits under this Article, who subsequently is no longer disabled, who is not eligible for normal retirement benefits, and who submits written application for reemployment will be governed by the following:

- i. A determination of the teacher's ability to fully perform teaching duties and responsibilities shall be determined by the Board after review of competent medical opinion secured through a Board appointed physician.
- ii. If it is determined that the teacher is fully able to perform teaching responsibilities, and if a permanent vacancy is available in a position for which the teacher is certified and qualified as determined by the Board, the teacher will be offered reemployment.
- iii. If the teacher is reemployed, his/her employment relationship with the Board will be the same as it would have been had the teacher been on a leave of absence during the period of the teacher's disability, except that no such teacher shall be eligible for a second payment under Article XIV of this Agreement.

#### 4. Dental Insurance

The Board will provide dental insurance coverage to each full-time and eligible teacher (inclusive of domestic partners as defined in Appendix F) as specified and limited according to the following description:

- a. Benefit Level: Class I 100% of customary and reasonable fees.

Oral Exam, prophylaxes, Topical Fluoride, Emergency, palliative, two cleanings in 12 months.

- b. Benefit Level: Class II 80% of customary and reasonable fees. Radiographs, restorative, gold crowns, jackets, oral surgery, endodontic, periodontic.
- c. Benefit Level: Class III 80% of customary and reasonable fees:  
Construction and Replacement of Dentures and Bridges:  
Gold: Inlay or onlay, gold fill, gold crowns.
- d. Benefit Level: Class IV 80% of customary and reasonable fees.

#### Orthodontics

\$1,000 lifetime maximum per eligible dependent.

- e. Other than for d., above, the maximum benefit per family member for the benefits described above shall be \$1,000 per policy year.
- f. Any differences or problem that may arise on the plan's benefits and/or coverage between a teacher and the carrier shall be exclusively resolved by them and Article V of the Agreement shall not be operative with reference to the resolution of any such differences or problem.
- g. The Board shall exclusively select the carrier. Said carrier shall provide to the district a list of dentists in the area whose fees are guaranteed not to exceed the provider's customary and reasonable fee schedule.

A teacher who applies for this coverage shall confirm, in writing, his/her own eligibility and his/her spouse's and/or dependents' eligibility according to the foregoing.

This plan also provides for internal and external coordination of benefits.

The Association also agrees a teacher's coverage will terminate at the end of the calendar month during which the teacher's retirement, resignation, termination or layoff becomes effective.

A teacher who is on a leave of absence shall receive this coverage until the end of the third calendar month of such leave.

- 5. Vision Care Program. The Board shall provide each eligible teacher and dependents (inclusive of domestic partners as defined in Appendix F) with Blue Cross Blue Shield of Michigan Vision Care Benefit Series A-80.

This coverage will have an annual eye exam and an annual replacement of eye glasses/frames or contact lenses as specified under the Blue Cross and Blue Shield of Michigan Vision Care Benefit Series A-80.

6. Option to Hospital-Surgical-Medical Insurance Benefit

For the duration of this agreement and as an option to the Health Benefits plan, specified in subsection 1 of Article ~~XVIII~~ **XVI**, Section (G), above, an otherwise eligible teacher, who is not covered by the application of subsection 1, shall be granted the option of receiving a yearly cash stipend in accordance with Section (G). 1 above. The teacher may elect to take this stipend in accordance with the Cafeteria Plan as established.

In the case of spouses, both employed as teachers in the district, one shall choose the health coverage necessary to cover his/her family as outlined in ~~XVIII~~, (G) 4 above, the other shall choose this option.

This section (Article ~~XVIII~~ **XVI**, (G) ~~(6)~~) shall be subject to the procedures, policies and/or rules of any insurance carrier or organization providing coverage and benefits on the basis of the terms of Article ~~XVIII~~ **XVI**, (G) ~~(4)~~.

~~I.~~**J.** During the term of this Agreement, a teacher on a leave of absence due to an illness or injury may continue receiving the hospitalization and life insurance coverages set forth in ~~Article XVIII, E.1. and 2~~ **Article XVI(G) and H(2)**., above, and remain under group coverage on a twelve (12) months cash payment agreement. During such time the teacher shall be responsible for submitting the monthly premium payments directly to the Board.

However, a teacher who is on an approved leave of absence attributable to an occupational illness or injury, certified by the Board, shall be provided the hospitalization and life insurance coverages **provided in Article XVI set forth in** ~~Article XVIII, E.1. and 2~~, above, for the first twenty-four (24) months of such a leave. This provision is inoperative and does not apply to such a teacher who is eligible for disability retirement under the terms of the Michigan Public Schools' Employees Retirement Act.

During the term of this Agreement, a teacher on another type leave of absence may continue receiving the hospitalization and life insurance coverages set forth in **this** Article ~~XVIII, (G)(1) and 2~~, above, and remain under group coverage on a three (3) months (or twelve (12) month with approval of the carrier) cash payment agreement. During such time the teacher shall be responsible for submitting the monthly premium payments directly to the Board.

J.K. During the term of this Agreement, a teacher laid off pursuant to Article VIII of this Agreement shall be entitled to the insurance coverages set forth in **this Article XVIII,** ~~(G)~~, above, through the month of August of the year in which the layoff occurred

Beginning with the following September, a laid off teacher may continue receiving the hospitalization and life insurance coverages set forth in **this Article XVIII,** ~~(G)~~.1. ~~and 2.~~, above, on a twelve (12) months cash payment agreement. During such time the teacher shall be responsible for submitting the monthly premium payments directly to the Board.

- K. L. 1. For the purpose of Section E. of this Article, all references to full time teachers shall mean those that are contracted to work one-half of the normal duty load or more.
2. Beginning July 1, 1992, all teachers hired after that date that are contracted to work less than full time will be required to pay the pro-rata share of his/her health insurance premium commensurate with the percentage of time for which the teacher does not work (e.g., 70% contract requires 30% payment of health insurance premium) or, at the teacher's option, receive the pro-rata share of the option to health insurance tax deferred annuity amount commensurate with the percentage of time the teacher works (e.g., 70% contract results in receipt of 70% of the option amount).
3. Beginning with the 2013/14 school year, the Hard Cap amount provided to part time teachers as defined in (2) shall be on a pro-rata basis. For example a teacher in a part time assignment of 70% shall receive 70% of the Hard Cap amount available. For the 2013/14 school year only, the District shall provide an additional \$1,000 to each less than full time teacher as an additional stipend toward health insurance costs. The stipend must be expended by December 31, 2013. Provided, the addition of the stipend may not exceed the total Hard Cap available to the teacher.

ARTICLE XVI (E)

1. – 4. Current Contract

~~5. When the Board compensates a teacher for any voluntary attendance at professional development/curriculum activities it shall be at the regular teacher rate of \$28/hour. This rate will be paid for any professional development and curriculum activities attended outside the regular school day or school year.~~

**5. EACH SCHOOL YEAR, THE DISTRICT SHALL PUBLISH OFFERINGS OF AT LEAST THIRTY (30) HOURS OF REQUIRED DISTRICT PROVIDED PROFESSIONAL DEVELOPMENT (DPPD) WHICH SHALL BE OFFERED DURING THE REGULARLY SCHEDULED WORKDAY AND MAY BE USED BY TEACHERS IN THE RENEWAL OF HIS/HER TEACHING CERTIFICATE. THE DISTRICT WILL MAINTAIN A LIST OF SUCH OFFERINGS AND IDENTIFY THE MICHIGAN DEPARTMENT OF EDUCATION (“MDE”) CATEGORY FOR EACH PROFESSIONAL DEVELOPMENT SESSION OFFERED BY THE DISTRICT.**

**OFFERINGS FOR PROFESSIONAL LEARNING AND CURRICULUM ACTIVITIES OCCURRING OUTSIDE THE REGULARLY SCHEDULED WORKDAY SHALL BE DESIGNATED AS APPROVED OR OPTIONAL. WHEN DESIGNATED AS APPROVED BY THE TEACHING AND LEARNING DEPARTMENT, TEACHERS SHALL BE COMPENSATED. WHEN DESIGNATED AS OPTIONAL BY THE TEACHING AND LEARNING DEPARTMENT, OR WHEN PROFESSIONAL LEARNING AND CURRICULUM ACTIVITIES ARE PROPOSED BY BUILDING PRINCIPAL, IMMEDIATE SUPERVISOR OR SELF-SELECTED BY A TEACHER, TEACHERS SHALL BE COMPENSATED ONLY WITH WRITTEN PRIOR APPROVAL.**

**COMPENSATION SHALL BE AT THE REGULAR TEACHER RATE OF \$28/HOUR.**

ARTICLE XIX – (H)

GENERAL PROVISIONS

- H. Salary Schedule Change of Status Effective Dates. The effective date of advancement to a higher level on the salary schedule will correspond to the first, sixth, eleventh, and sixteenth pay-dates of the school year.

In order to qualify for a higher level on the salary schedule, a teacher must present official documentation verifying completion of the appropriate number of credit hours (as defined in Article XVI, Section A **AND** Appendix A) to the Personnel Department.

Application must be made at least two (2) weeks prior to the effective date.

A teacher who applies for advancement for a higher level on the salary schedule shall provide a transcript or an advance degree from an accredited college or university or other appropriate documentation in order to qualify for such advancement.

**Use of Graduate Hours and Professional Development for Lane Changes**

- 1. The college credit or Professional Development credit earned must be:**
  - **From an accredited college or university**
  - **Earned following the attainment of the Bachelor/Master’s Degree**
  
- 2. Except for the circumstance set forth in (4), the college or Professional Development courses must be at the graduate level.**
  
- 3. The college or Professional Development credit earned must be related to at least one of the following:**
  - **Professional Development**
  - **The education profession**
  - **The District’s strategic plan**
  - **The subject area or grade level being taught**
  - **To permit the teacher to expand the areas s/he may teach;**
  - **The understanding of students or the learning process**
  - **The expanding of a teacher’s skill**
  - **To obtain a special endorsement**
  - **Recognized and accepted by the Michigan Department of Education as credit towards the renewal of the Teacher’s teaching certification.**

**Meeting any of these criteria will permit the college or Professional Development credit submitted by the teacher to be used in applying for a Lane Change.**

- 4. A teacher requesting the use of an undergraduate or Professional Development courses shall obtain prior written approval from the Deputy Superintendent. The Deputy Superintendent shall respond within ten (10) school days of the date of the request. If not responded to within ten (10) days the request shall be considered granted.**

ARTICLE XIX – (O)

**Teachers required to report to their regular work assignment prior to the start of the regular teacher work year or are required to work after the end of the regular school year shall be paid per diem salary as calculated by paragraph (K) excluding work covered by Schedule B.**

## ARTICLE XIX (R)

On a pilot basis for the 2016/17 and 2017/18 school years there shall be no designated teacher preparation day before the start of the school year. Rather, the parties acknowledge the professional obligation of each teacher to prepare their classroom prior to the start of the student school year.

ARTICLE XIX – (Q)

**Q. Payment for Conference Comp Days when the teacher is unavailable to attend a parent/teacher conference.**

- 1. Teachers on a paid leave of absence, including teachers being paid pursuant to the donation of days program contained in Article XV(B) who miss a parent/teacher conference as a result will be paid for the conference compensation days set forth in the school calendar. Teachers on paid leave status will be required to use an additional sick day to cover the cost of the conference compensation day. They shall not be required to provide make up services.**
- 2. Teachers absent and as a result not able to attend parent/teacher conferences because of the use of a sick day (but not a teacher on a Leave of Absence, see Paragraph #1); Personal Business Day; Religious Observance Day; Day by Arrangement or other permitted day shall receive pay for conference compensation days if they make themselves available to parents for the same purpose after appropriate notice.**
- 3. Teachers unable to attend parent teacher conferences because of coaching responsibilities or related to responsibilities for other extracurricular activities shall receive pay for the conference compensation day, if they make themselves available to parents for the same purpose after appropriate notice.**
- 4. Teachers on unpaid Leave of Absence are not entitled to compensation for the conference compensation day.**

## APPENDIX C

### SCHOOL CALENDAR (DAYS BY ARRANGEMENT)

Introductory language – Current contract

1. Current contract
2. Current contract
3. Current contract
4. Current contract
5. Current contract
6. **A teacher seeking to schedule a Day by Arrangement during the month of June shall provide notice to the Office of Human Resources by June 1.**

APPENDIX G

OTHER QUALIFIED ADULTS

(A) – (K) Current Contract

**(L) The parties have been informed that coverage for other qualified adults will not be provided by MESSA after June 30, 2016. Consistent with the action taken, this Appendix will expire June 30, 2016. Coverage for other qualified adults will not be available after that date.**

**LETTER OF UNDERSTANDING**

**REGARDING THE CREATION OF A JOINT STUDY COMMITTEE  
ON PROFESSIONAL LEARNING AND DEVELOPMENT**

**WHEREAS, the parties have agreed to establish a Joint Study Committee on Professional Learning and Development;**

**NOW, THEREFORE, the Birmingham Public Schools and the Birmingham Education Association agree as follows:**

**1. The parties agree to the establishment of a joint study committee on Professional Learning and Development. Association representatives will include at least one (1) teacher from each level (elementary, middle, high school); unified arts and other special areas as determined by the Association. An equal number of administrators will be members of the committee.**

**2. The Committee will consider the following:**

**a. Professional Learning and Development Opportunities and Calendar.**

**The charge of the Committee is to recommend a professional learning and development calendar and appropriate professional learning and development opportunities to address new and continuing education programs and the District Strategic Plan.**

**Prior to the start of each school year, the District shall issue its Professional Learning and Development Calendar for that year.**

**In selecting professional learning and development opportunities, the Committee may survey the teaching staff on the opportunities provided each year and consider those results in determining future opportunities.**

**In scheduling professional learning and development opportunities, the Committee shall comply with the provisions of this Master Agreement.**

**b. Lane Changes**

**A sub-committee of the professional learning and development committees is charged with consideration of the following financial incentive program:**

**How participation in professional development will merit permanent advancement between degree lanes on the salary schedule;**

**What criteria will be applied to merit pay advancement on salary lanes.**

The Committee will begin its work in November, 2016. It will submit its recommendations to the parties by June 1, 2016. To be implemented, the recommendations submitted must be ratified by the parties.

**Birmingham Public Schools**

**By:** \_\_\_\_\_

**It's:** \_\_\_\_\_

**Dated:** \_\_\_\_\_

**Birmingham Education Association**

**By:** \_\_\_\_\_

**It's:** \_\_\_\_\_

**Dated:** \_\_\_\_\_

**LETTER OF AGREEMENT**

**This Agreement is entered by and between the Birmingham Public Schools and the Birmingham Education Association. The parties agree as follows:**

- 1. The issue of changes to Schedule B of the BPS/BEA contract shall be submitted to a subcommittee of the Bargaining Teams.**
- 2. The subcommittee will consider eliminating positions, adding positions (including but not limited to middle school orchestra and band; overnight field trip; 21(F) on-line class mentor; middle/high school art shows; Model UN, National Junior Honors Society and middle school athletic positions) and adjusting pay for positions. The subcommittee will formulate a proposal for submission to the Bargaining Teams for consideration. The teams may modify the proposal; adopt the proposal or reject the proposal. If rejected the issue of Schedule B shall be bargained.**
- 3. The committee shall start its work no later than January 31, 2016 and submit its proposal to the Bargaining Teams by April 30, 2016.**
- 4. Once submitted to the Teams, the parties will complete work on the proposal by June 15, 2016**
- 5. The parties shall submit the proposal for ratification in a timely manner so the changes to be implemented will be effective for the 2016/17 school year.**

For Birmingham Public Schools

For Birmingham Education Association

\_\_\_\_\_

\_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

Dated: \_\_\_\_\_

Date" \_\_\_\_\_

ARTICLE XVI

COMPENSATION AND INSURANCE PROGRAMS

A. For the ~~2013/14 and 2014/15~~ **2015/16, 2016/17 and 2017/18** school years the parties hereby adopt the Teachers' Salary Schedules that are set forth in Appendix A and Appendix B, attached hereto and made a part hereof. Each teacher with a seniority date prior to those listed below for each year designated shall receive an additional \$1,100 service credit allowance to be paid in accordance with normal payroll procedures.

~~2013-14~~ **2015-16**  
~~2014-15~~ **2016-17**  
**2017-18**

School Year - October 1, ~~1993~~ **1995**  
School Year - October 1, ~~1994~~ **1996**  
**School Year - October 1, 1997**

Teachers who have completed their 26<sup>th</sup> year of service as of the start of the school year in the bargaining unit with the district shall receive an additional \$500 in addition to the \$1,100 service credit allowance above, a total of \$1,600, also to be paid in accordance with normal payroll procedures.

Payments begin with the 27<sup>th</sup> year of a teachers employment.

~~The parties hereby adopt the supplemental pay schedule that is set forth in Appendix B, attached hereto and made a part hereof. The parties further agree that this schedule shall be effective from the date of this agreement through June 30, 2015. The current Appendix B shall continue for the 2015/16 school year. The parties have entered into a Letter of Agreement to submit Schedule B, the Supplemental Pay Schedule, to a subcommittee for review. The Letter of Agreement is attached.~~

B.

C. Compensation for the ~~2013/14~~ **2015/16, 2016/17 and 2017/18** school years.

~~1. Each teacher shall receive an on schedule increase in their salary at the appropriate step equal to the work day per diem cost of two (2) day's pay. The per diem amount will be calculated pursuant to Article XIX (K).~~

~~2. 1. a. For the balance of the 2015/16 school year each teacher at the top of his/her applicable salary schedule (i.e., Step 11 or 13) shall receive an equal distribution from a fund of \$237,500. The District will pay the employer retirement and FICA costs in addition to the funds available for distribution. The payment is off schedule. The payment shall be made in the first pay period in December. a salary increase of \$600 on schedule. On schedule means a \$600 permanent salary increase at Step 11 and 13 for each lane of the Salary Schedule.~~

**b. Payment of the \$600 salary increase for the 2015/16 school year will be effective on the ratification of the Tentative Agreement and be spread out over the remaining pay periods of the 2015/16 school year.**

**c. The Salary Schedule for the 2015/16 school year is attached as Appendix A for the 11 Step Salary Schedule and Appendix B for the 13 Step Schedule.**

~~2. For teachers on steps~~

~~a. Teachers will advance a full step on the salary schedule. However, the pay out will be 50% of the difference between the steps.~~

~~For example, if the teacher was on Step 3 BA Lane of the 13 Step schedule during the 2012/13 s/he would have made \$45,772. That salary schedule amount will increase by two work day per diems to \$46,267.~~

~~For the 2013/14 school year s/he will move to Step 4 of the BA Lane with a salary of \$48,879. The difference between steps is \$2,612 (\$48,879 \$46,267). S/he will receive an actual payout for the school year of 50% of that amount \$1,306. His/her salary payout for the 2013/14 school year totals \$47,573.~~

**d. Teachers on Steps shall advance after ratification of the agreement to a step level on the salary schedule that will result in the payment to them of an amount equivalent to advancing 2/3 Step on the appropriate Salary Schedule. Teachers first employed for the 2015/15 school year will remain at the Step on which they were hired for the 2015/16 school year.**

**e. Payment of the Step increase will be effective on the Ratification of the Tentative Agreement and be spread out over the remaining pay periods of the 2015/16 school year.**

~~D. 2. Compensation for the 2014/15 2016/17 school year~~

~~2. Each teacher at the top of his/her applicable salary schedule (i.e., Step 11 or Step 13) shall receive an equal distribution from a fund of \$237,500. The District will pay the employer retirement and FICA costs in addition to the funds available for distribution. The payment is off schedule. The payment shall be made in the first pay period in December.~~

**a. Steps 11 and 13 of the Salary Schedule shall increase by \$600 On Schedule.**

~~3. For teachers on Steps~~

~~Teachers will advance a full step on the salary schedule. The pay out will be 50% of the difference between the steps. For example, if the teacher was on Step 4 BA Lane of the 13 Step~~

~~schedule during the 2013/14 school year his/her salary was \$48,879. S/he would move to Step 5 for the 2014/15 school year (\$51,491). The difference between Steps is \$2,612. S/he will receive an actual payout of 50% of that amount (\$1,306) for an actual salary payout of \$50,185.~~

**b. Members on Steps shall advance 2/3 Steps on the appropriate Salary Schedule.**

**3. Compensation for the 2017/18 School Year:**

**a. Steps 11 and 13 will be increased by \$600 On Schedule.**

**b. Members on Steps shall advance 2/3 Step on the appropriate Salary Schedule.**

~~5. When the Board compensates a teacher for any voluntary attendance at professional development/curriculum activities it shall be at the regular teacher rate of \$28/hour. This rate will be paid for any professional development and curriculum activities attended outside the regular school day or school year.~~

E. (1) – (4) Current Contract.

**5. Each school year, the district shall publish offerings of at least thirty (30) hours of required District Provided Professional Development (DPPD) which shall be offered during the regularly scheduled workday and may be used by teachers in the renewal of his/her teaching certificate. The District will maintain a list of such offerings and identify the Michigan Department of Education (“MDE”) category for each Professional Development session offered by the District.**

**Offerings for professional learning and curriculum activities occurring outside the regularly scheduled workday shall be designated as approved or optional. When designated as approved by the Teaching and Learning Department, teachers shall be compensated. When designated as optional by the Teaching and Learning Department, or when professional learning and curriculum activities are proposed by building principal, immediate supervisor or self-selected by a teacher, teachers shall be compensated only with written prior approval.**

**Compensation shall be at the regular teacher rate of \$28/hour.**

f. Current Contract.

## Appendix A-1

Base Salary Schedule 11 Step from 2013/14 and 2014/15 Contract.

| <b>Salary Step</b> | <b>Level I<br/>BA</b> | <b>Level II<br/>BA +15</b> | <b>Level III<br/>MA</b> | <b>Level IV<br/>MA +15</b> | <b>Level V<br/>MA +30</b> |
|--------------------|-----------------------|----------------------------|-------------------------|----------------------------|---------------------------|
| 1                  | \$41,043              | \$42,600                   | \$44,684                | \$46,116                   | \$47,079                  |
| 2                  | \$43,545              | \$45,146                   | \$47,893                | \$49,323                   | \$50,299                  |
| 3                  | \$46,198              | \$47,845                   | \$51,338                | \$52,752                   | \$53,746                  |
| 4                  | \$49,014              | \$50,707                   | \$55,018                | \$56,418                   | \$57,425                  |
| 5                  | \$52,004              | \$53,738                   | \$58,968                | \$60,342                   | \$61,354                  |
| 6                  | \$55,171              | \$56,954                   | \$63,204                | \$64,539                   | \$65,558                  |
| 7                  | \$58,531              | \$60,334                   | \$67,737                | \$69,025                   | \$70,844                  |
| 8                  | \$62,101              | \$63,969                   | \$72,604                | \$73,827                   | \$74,837                  |
| 9                  | \$65,883              | \$67,794                   | \$77,816                | \$78,956                   | \$79,962                  |
| 10                 | \$69,896              | \$71,836                   | \$83,403                | \$84,450                   | \$85,431                  |
| 11                 | \$72,390              | \$74,403                   | \$86,382                | \$87,463                   | \$88,482                  |

## Appendix A-2

Salary Schedule 2015-16 11 Steps showing **equivalent of 2/3 Step** advancement from 2014/15 Base 11 Step Schedule. Appendix A-1

|          | 1         | 2            | 3         | 4            | 5            |
|----------|-----------|--------------|-----------|--------------|--------------|
|          | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> |
| STEP     |           |              |           |              |              |
| *1       | 41,043    | 42,600       | 44,684    | 46,116       | 47,079       |
| 1 2/3    | 42,711    | 44,297       | 46,823    | 48,254       | 49,226       |
| 2        | 43,545    | 45,146       | 47,893    | 49,323       | 50,299       |
| 2 2/3    | 45,314    | 46,945       | 50,190    | 51,609       | 52,597       |
| 3        | 46,198    | 47,845       | 51,338    | 52,752       | 53,746       |
| 3 2/3    | 48,075    | 49,753       | 53,791    | 55,196       | 56,199       |
| 4        | 49,014    | 50,707       | 55,018    | 56,418       | 57,425       |
| 4 2/3    | 51,007    | 52,728       | 57,651    | 59,034       | 60,044       |
| 5        | 52,004    | 53,738       | 58,968    | 60,342       | 61,354       |
| 5 2/3    | 54,115    | 55,882       | 61,792    | 63,140       | 64,157       |
| 6        | 55,171    | 56,954       | 63,204    | 64,539       | 65,558       |
| 6 2/3    | 57,411    | 59,207       | 66,226    | 67,530       | 69,082       |
| 7        | 58,531    | 60,334       | 67,737    | 69,025       | 70,844       |
| 7 2/3    | 60,911    | 62,757       | 70,982    | 72,226       | 73,506       |
| 8        | 62,101    | 63,969       | 72,604    | 73,827       | 74,837       |
| 8 2/3    | 64,622    | 66,519       | 76,079    | 77,246       | 78,254       |
| 9        | 65,883    | 67,794       | 77,816    | 78,956       | 79,962       |
| 9 2/3    | 68,558    | 70,489       | 81,541    | 82,619       | 83,628       |
| 10       | 69,896    | 71,836       | 83,403    | 84,450       | 85,431       |
| **10 2/3 | 71,959    | 73,947       | 85,789    | 86,859       | 87,865       |
| ***11    | 72,990    | 75,003       | 86,982    | 88,063       | 89,082       |

\* New hires for the 2015/16 school year will remain at Step 1 or if granted salary step credit at the Step they were placed when hired.

\*\* Teachers at Step 10 would move to Step 10 2/3.

\*\*\* Step 11 increased by \$600 at each lane.

### Appendix A-3

Salary Schedule 2016-17 11 Steps showing 2/3 Step advancement from Appendix A-2.

All teachers on Steps advance 2/3 Steps. For example a teacher at Step 5 2/3 in 2015/16 will advance 2/3 Steps to Step 6 1/3

|          | 1         | 2            | 3         | 4            | 5            |
|----------|-----------|--------------|-----------|--------------|--------------|
|          | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> |
| STEP     |           |              |           |              |              |
| *1       | 41,043    | 42,600       | 44,684    | 46,116       | 47,079       |
| 1 2/3    | 42,711    | 44,297       | 46,823    | 48,254       | 49,226       |
| 2 1/3    | 44,429    | 46,046       | 49,041    | 50,466       | 51,448       |
| 2 2/3    | 45,314    | 46,945       | 50,190    | 51,609       | 52,597       |
| 3 1/3    | 47,137    | 48,799       | 52,565    | 53,974       | 54,972       |
| 3 2/3    | 48,075    | 49,753       | 53,791    | 55,196       | 56,199       |
| 4 1/3    | 50,011    | 51,717       | 56,335    | 57,726       | 58,735       |
| 4 2/3    | 51,007    | 52,728       | 57,651    | 59,034       | 60,044       |
| 5 1/3    | 53,060    | 54,810       | 60,380    | 61,741       | 62,755       |
| 5 2/3    | 54,115    | 55,882       | 61,792    | 63,140       | 64,157       |
| 6 1/3    | 56,291    | 58,081       | 64,715    | 66,034       | 67,320       |
| 6 2/3    | 57,411    | 59,207       | 66,226    | 67,530       | 69,082       |
| 7 1/3    | 59,721    | 61,546       | 69,359    | 70,626       | 72,175       |
| 7 2/3    | 60,911    | 62,757       | 70,982    | 72,226       | 73,506       |
| 8 1/3    | 63,362    | 65,244       | 74,341    | 75,537       | 76,545       |
| 8 2/3    | 64,622    | 66,519       | 76,079    | 77,246       | 78,254       |
| 9 1/3    | 67,221    | 69,141       | 79,678    | 80,787       | 81,795       |
| 9 2/3    | 68,558    | 70,489       | 81,541    | 82,619       | 83,628       |
| 10 1/3   | 71,127    | 73,092       | 84,796    | 85,854       | 86,848       |
| **10 2/3 | 72,359    | 74,347       | 86,189    | 87,259       | 88,265       |
| ***11    | 73,590    | 75,603       | 87,582    | 88,663       | 89,265       |

\* Teachers hired and placed at Step 1 in the 2015/16 school year will move to Step 1 2/3 in the 2016/17 school year.

\*\* Teachers at Step 10 2/3 in 2015/16 will advance to Step 11.

\*\*\* Step 11 increased by \$600 at each lane.

### Appendix A-4

Salary Schedule 2017-18 11 Step showing 2/3 Step advancement from Appendix A-3. All teachers on steps advance 2/3 Steps. For example a teacher at Step 6 1/3 will advance to Step 7.

Teachers hired and placed at Step 1 in the 2015/16 school year and advanced to Step 1 2/3 in 2016/17 will advance to Step 2 1/3 in 2017/18.

Teachers hired and placed at Step 1 in 2016/17 will advance to Step 1 2/3 for 2017/18.

|       | 1         | 2            | 3         | 4            | 5            |
|-------|-----------|--------------|-----------|--------------|--------------|
|       | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> |
| STEP  |           |              |           |              |              |
| 1     | 41,043    | 42,600       | 44,684    | 46,116       | 47,079       |
| 1 1/3 | 41,877    | 43,449       | 45,754    | 47,185       | 48,152       |
| 1 2/3 | 42,711    | 44,297       | 46,823    | 48,254       | 49,226       |
| 2     | 43,545    | 45,146       | 47,893    | 49,323       | 50,299       |
| 2 1/3 | 44,429    | 46,046       | 49,041    | 50,466       | 51,448       |

Teachers at Step 2 1/3 and above will advance 2/3 Step to the next full Step. For example a teacher at Step 6 1/3 will advance to Step 7.

|        |        |        |        |        |        |
|--------|--------|--------|--------|--------|--------|
| 3      | 46,198 | 47,845 | 51,338 | 52,752 | 53,746 |
| 3 1/3  | 47,137 | 48,799 | 52,565 | 53,974 | 54,972 |
| 4      | 49,014 | 50,707 | 55,018 | 56,418 | 57,425 |
| 4 1/3  | 50,011 | 51,717 | 56,335 | 57,726 | 58,735 |
| 5      | 52,004 | 53,738 | 58,968 | 60,342 | 61,354 |
| 5 1/3  | 53,060 | 54,810 | 60,380 | 61,741 | 62,755 |
| 6      | 55,171 | 56,954 | 63,204 | 64,539 | 65,558 |
| 6 1/3  | 56,291 | 58,081 | 64,715 | 66,034 | 67,320 |
| 7      | 58,531 | 60,334 | 67,737 | 69,025 | 70,844 |
| 7 1/3  | 59,721 | 61,546 | 69,359 | 70,626 | 72,175 |
| 8      | 62,101 | 63,969 | 72,604 | 73,827 | 74,837 |
| 8 1/3  | 63,362 | 65,244 | 74,341 | 75,537 | 76,545 |
| 9      | 65,883 | 67,794 | 77,816 | 78,956 | 79,962 |
| 9 1/3  | 67,221 | 69,141 | 79,678 | 80,787 | 81,795 |
| 10     | 69,896 | 71,836 | 83,403 | 84,450 | 85,431 |
| 10 1/3 | 71,327 | 73,292 | 84,996 | 86,054 | 87,048 |
| * 11   | 74,190 | 76,203 | 88,182 | 89,263 | 90,282 |

\*Step 11 increased by \$600 at each lane.

## Appendix B-1

Base Salary Schedule 13 Step from 2013/14 and 2014/15 Contract.

| <b>Salary Step</b> | <b>Level I<br/>BA</b> | <b>Level II<br/>BA +15</b> | <b>Level III<br/>MA</b> | <b>Level IV<br/>MA +15</b> | <b>Level V<br/>MA +30</b> |
|--------------------|-----------------------|----------------------------|-------------------------|----------------------------|---------------------------|
| 1                  | \$41,043              | \$42,600                   | \$44,684                | \$46,116                   | \$47,079                  |
| 2                  | \$43,655              | \$45,249                   | \$47,158                | \$49,561                   | \$50,528                  |
| 3                  | \$46,267              | \$47,898                   | \$51,632                | \$53,006                   | \$53,978                  |
| 4                  | \$48,879              | \$50,548                   | \$55,106                | \$56,451                   | \$57,428                  |
| 5                  | \$51,491              | \$53,197                   | \$58,581                | \$59,896                   | \$60,878                  |
| 6                  | \$54,103              | \$55,846                   | \$62,055                | \$63,340                   | \$64,328                  |
| 7                  | \$56,715              | \$58,496                   | \$65,529                | \$66,785                   | \$67,778                  |
| 8                  | \$59,327              | \$61,145                   | \$69,003                | \$70,230                   | \$71,228                  |
| 9                  | \$61,938              | \$63,794                   | \$72,477                | \$73,675                   | \$74,678                  |
| 10                 | \$64,550              | \$66,444                   | \$75,951                | \$77,120                   | \$78,128                  |
| 11                 | \$67,162              | \$69,093                   | \$79,425                | \$80,565                   | \$81,577                  |
| 12                 | \$69,774              | \$71,742                   | \$82,900                | \$84,009                   | \$85,027                  |
| 13                 | \$72,390              | \$74,403                   | \$86,382                | 87,463                     | \$88,482                  |

## Appendix B-2

Salary Schedule 2015-16 13 Step showing **equivalent of 2/3 Step** advancement from 2014/15 base 13 Step Schedule, Appendix B-1

|          | 1         | 2            | 3         | 4            | 5            |
|----------|-----------|--------------|-----------|--------------|--------------|
|          | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> |
| STEP     |           |              |           |              |              |
| *1       | 41,043    | 42,600       | 44,684    | 46,116       | 47,079       |
| 1 2/3    | 42,784    | 44,366       | 46,333    | 48,413       | 49,378       |
| 2        | 43,655    | 45,249       | 47,158    | 49,561       | 50,528       |
| 2 2/3    | 45,396    | 47,015       | 50,141    | 51,858       | 52,828       |
| 3        | 46,267    | 47,898       | 51,632    | 53,006       | 53,978       |
| 3 2/3    | 48,008    | 49,665       | 53,948    | 55,303       | 56,278       |
| 4        | 48,879    | 50,548       | 55,106    | 56,451       | 57,428       |
| 4 2/3    | 50,620    | 52,314       | 57,423    | 58,748       | 59,728       |
| 5        | 51,491    | 53,197       | 58,581    | 59,896       | 60,878       |
| 5 2/3    | 53,232    | 54,963       | 60,897    | 62,192       | 63,178       |
| 6        | 54,103    | 55,846       | 62,055    | 63,340       | 64,328       |
| 6 2/3    | 55,844    | 57,613       | 64,371    | 65,637       | 66,628       |
| 7        | 56,715    | 58,496       | 65,529    | 66,785       | 67,778       |
| 7 2/3    | 58,456    | 60,262       | 67,845    | 69,082       | 70,078       |
| 8        | 59,327    | 61,145       | 69,003    | 70,230       | 71,228       |
| 8 2/3    | 61,068    | 62,911       | 71,319    | 72,527       | 73,528       |
| 9        | 61,938    | 63,794       | 72,477    | 73,675       | 74,678       |
| 9 2/3    | 63,679    | 65,561       | 74,793    | 75,972       | 76,978       |
| 10       | 64,550    | 66,444       | 75,951    | 77,120       | 78,128       |
| 10 2/3   | 66,291    | 68,210       | 78,267    | 79,417       | 80,427       |
| 11       | 67,162    | 69,093       | 79,425    | 80,565       | 81,577       |
| 11 2/3   | 68,903    | 70,859       | 81,742    | 82,861       | 83,877       |
| 12       | 69,774    | 71,742       | 82,900    | 84,009       | 85,027       |
| **12 2/3 | 71,918    | 73,916       | 85,621    | 86,712       | 87,730       |
| ***13    | 72,990    | 75,003       | 86,982    | 88,063       | 89,082       |

\* New hires for the 2015/16 school year will remain at Step 1 or if granted salary step credit, at the Step they were placed when hired.

\*\* Teachers at Step 12 would move to Step 12 2/3.

\*\*\* Step 11 increased by \$600 at each lane.

### Appendix B-3

Salary Schedule for 2016/17 13 Step. Showing 2/3 step advancement from the 2015/16 step schedule Appendix B-2.

All teachers on steps advance 2/3 Steps. For example a teacher at Step 5 2/3 in 2015/16 will advance 2/3 Steps to Step 6 1/3.

|          | 1         | 2            | 3         | 4            | 5            |
|----------|-----------|--------------|-----------|--------------|--------------|
|          | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> |
| STEP     |           |              |           |              |              |
| *1       | 41,043    | 42,600       | 44,684    | 46,116       | 47,079       |
| 1 2/3    | 42,784    | 44,366       | 46,333    | 48,413       | 49,378       |
| 2 1/3    | 44,526    | 46,132       | 48,649    | 50,709       | 51,678       |
| 2 2/3    | 45,396    | 47,015       | 50,141    | 51,858       | 52,828       |
| 3 1/3    | 47,138    | 48,781       | 52,790    | 54,154       | 55,128       |
| 3 2/3    | 48,008    | 49,665       | 53,948    | 55,303       | 56,278       |
| 4 1/3    | 49,750    | 51,431       | 56,264    | 57,599       | 58,578       |
| 4 2/3    | 50,620    | 52,314       | 57,423    | 58,748       | 59,728       |
| 5 1/3    | 52,362    | 54,080       | 59,739    | 61,044       | 62,028       |
| 5 2/3    | 53,232    | 54,963       | 60,897    | 62,192       | 63,178       |
| 6 1/3    | 54,974    | 56,729       | 63,213    | 64,488       | 65,478       |
| 6 2/3    | 55,844    | 57,613       | 64,371    | 65,637       | 66,628       |
| 7 1/3    | 57,586    | 59,379       | 66,687    | 67,933       | 68,928       |
| 7 2/3    | 58,456    | 60,262       | 67,845    | 69,082       | 70,078       |
| 8 1/3    | 60,197    | 62,028       | 70,161    | 71,378       | 72,378       |
| 8 2/3    | 61,068    | 62,911       | 71,319    | 72,527       | 73,528       |
| 9 1/3    | 62,809    | 64,677       | 73,635    | 74,823       | 75,828       |
| 9 2/3    | 63,679    | 65,561       | 74,793    | 75,972       | 76,978       |
| 10 1/3   | 65,421    | 67,327       | 77,109    | 78,268       | 79,278       |
| 10 2/3   | 66,291    | 68,210       | 78,267    | 79,417       | 80,427       |
| 11 1/3   | 68,033    | 69,976       | 80,583    | 81,713       | 82,727       |
| 11 2/3   | 68,903    | 70,859       | 81,742    | 82,861       | 83,877       |
| 12 1/3   | 71,046    | 73,029       | 84,461    | 85,560       | 86,579       |
| **12 2/3 | 72,318    | 74,316       | 86,021    | 87,112       | 88,130       |
| *13      | 73,590    | 75,603       | 87,582    | 88,663       | 89,682       |

\* Teachers hired and placed at Step 1 in the 2015/16 school year will move to Step 1 2/3 in the 2016/17 school year.

\*\* Teachers at Step 10 2/3 in the 2015/16 school year will advance to Step 11.

\*\*\* Step 11 increased by \$600 at each lane.

### Appendix B-4

Salary Schedule 2017-18 13 Step showing 2/3 Step advancement from Appendix A-3. All teachers on steps advance 2/3 Steps. For example a teacher at Step 6 1/3 will advance to Step 7.

Teachers hired and placed at Step 1 in the 2015/16 school year and advanced to Step 1 2/3 in 2016/17 will advance to Step 2 1/3 in 2017/18.

Teachers hired and placed at Step 1 in 2016/17 will advance to Step 1 2/3 for 2017/18.

|       | 1         | 2            | 3         | 4            | 5            |
|-------|-----------|--------------|-----------|--------------|--------------|
|       | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> |
| STEP  |           |              |           |              |              |
| 1     | 41,043    | 42,600       | 44,684    | 46,116       | 47,079       |
| 1 1/3 | 41,914    | 43,483       | 45,509    | 47,264       | 48,229       |
| 1 2/3 | 42,784    | 44,366       | 46,333    | 48,413       | 49,378       |
| 2     | 43,655    | 45,249       | 47,158    | 49,561       | 50,528       |
| 2 1/3 | 44,526    | 46,132       | 48,649    | 50,709       | 51,678       |

Teachers at Step 2 1/3 and above will advance 2/3 Step to the next Full Step. For example a teacher at 6 1/3 will advance to Step 7.

|        |        |        |        |        |        |
|--------|--------|--------|--------|--------|--------|
| 3      | 46,267 | 47,898 | 51,632 | 53,006 | 53,978 |
| 3 1/3  | 47,138 | 48,781 | 52,790 | 54,154 | 55,128 |
| 4      | 48,879 | 50,548 | 55,106 | 56,451 | 57,428 |
| 4 1/3  | 49,750 | 51,431 | 56,264 | 57,599 | 58,578 |
| 5      | 51,491 | 53,197 | 58,581 | 59,896 | 60,878 |
| 5 1/3  | 52,362 | 54,080 | 59,739 | 61,044 | 62,028 |
| 6      | 54,103 | 55,846 | 62,055 | 63,340 | 64,328 |
| 6 1/3  | 54,974 | 56,729 | 63,213 | 64,488 | 65,478 |
| 7      | 56,715 | 58,496 | 65,529 | 66,785 | 67,778 |
| 7 1/3  | 57,586 | 59,379 | 66,687 | 67,933 | 68,928 |
| 8      | 59,327 | 61,145 | 69,003 | 70,230 | 71,228 |
| 8 1/3  | 60,197 | 62,028 | 70,161 | 71,378 | 72,378 |
| 9      | 61,938 | 63,794 | 72,477 | 73,675 | 74,678 |
| 9 1/3  | 62,809 | 64,677 | 73,635 | 74,823 | 75,828 |
| 10     | 64,550 | 66,444 | 75,951 | 77,120 | 78,128 |
| 10 1/3 | 65,421 | 67,327 | 77,109 | 78,268 | 79,278 |
| 11     | 67,162 | 69,093 | 79,425 | 80,565 | 81,577 |
| 11 1/3 | 68,033 | 69,976 | 80,583 | 81,713 | 82,727 |
| 12     | 69,774 | 71,742 | 82,900 | 84,009 | 85,027 |
| 12 1/3 | 71,246 | 73,229 | 84,661 | 85,760 | 86,779 |
| *13    | 74,190 | 76,203 | 88,182 | 89,263 | 90,282 |

\* Step 11 increased by \$600 at each lane.