



Summary of Negotiated Items for 2017-18 Contract Year

1. New single lane salary schedule (noted on new salary schedule)
 - a. Starting salary is \$40,000
 - b. \$875 between each salary level
 - c. Additional levels for additional semester credits or degrees
 - d. National Board Certification stipend increased to \$2,400
2. Restore steps lost in 2009-10, 2011-12, and 2013-14 up to Step 15
3. Step for 2017-18 up to Step 15
4. If on Step 15 for the 2016-17 year, after placement on new salary schedule, add a level
5. If on Step 15 for the 2016-17 year, \$325 bonus on November paycheck
6. After placement on new salary schedule, those not receiving at least an \$875 increase will receive a bonus on November paycheck to reach a total increase of \$875
7. Insurance premium increases for 2017-18 to be paid by district
 - a. Future increases to be split 50/50 as done in the past
8. Email to each employee about new salary schedule placement and one-time bonus eligibility by June 1, 2017
9. Employees may appeal new salary schedule placement until July 14, 2017 with pay adjustments for lane changes after April 15, 2017 being back paid in December 2017
10. Changes to policy DP309 NEG – Salary Guidelines for how new hires are placed on new salary schedule (noted on new salary schedule)
11. Teachers earning a license through an alternative route are capped at 3-4 salary level increases until they have earned a Level 2 license
12. Licensed Employee Compensation Task Force (LECTF) to continue work on Quality Teacher Enhancement Fund including but not limited to:
 - a. addressing extra duties
 - b. improving student learning
 - c. rewarding quality teaching
 - d. considering multiple teacher career paths