



MINNEAPOLIS  
PUBLIC SCHOOLS

Urban Education. Global Citizens.

1-24-16

## Tentative Agreement 2015-17 Teachers Contract



### I. Interview & Select (I&S) (new)

- A. New MOA to modify the I&S process: **(See Exh. #1 - Streamlined I&S MOA/Salmon)**
1. Two (2) rounds, 1-2 days each
  2. Interviews to be held at one central location
  3. Round 1 for internal candidates with current teaching assignment
  4. Round 2 open to all teachers with a contract, with license or documentation indicating that a license will be valid July 1<sup>st</sup>
  5. Teacher can only accept one assignment (one move) over the two rounds of I&S.
    - a. Note: Rules for excessed staff still needing assignment(s) to fulfill the contractual FTE owed to them still apply. Part time assignments can still be combined.
- B. Continue MOA on High Priority Schools: **(See Exh. #2- HPS MOA/Ivory)**
1. Addition of any days (beyond 196) to the school's schedule will be shared with staff by March 15<sup>th</sup> or prior to I&S, whichever occurs earlier.
  2. Labor-Management Committee Placement of teachers are based upon mutual consent between the teacher and HPS site administration after an interview.
- C. Continue MOA Hard-to-Fill License Area & High Priority Schools Vacancies: **(See Exh. #3 - HTF & HPS MOA/Bright Yellow)**
- D. Fill vacancies after Interview & Select by opening positions to external qualified candidates before matching if no qualified excessed teacher available. *[No contract language needed. Acknowledging this practice as part of the TA.]*
- E. Resurrect the Interview & Select Labor/Management Committee.
- F. Clarify the process to mediate reassignments within a building (Article XV in contract, p175):
1. Upon written request of the teacher, the site administrator shall provide written notification of educational reasons for the teacher's internal reassignment within three (3) five calendar-duty days of receiving the request from the teacher
  2. If the teacher feels that the site administrator's decision does not support the best interests of students, the teacher shall have the right to appeal the reassignment through an in-district mediation process conducted or arranged by the Minneapolis Federation of Teachers and the Principals' Forum. Teachers wishing to request mediation will notify the administrator and MFT within three (3) duty days of receiving the educational reasons in writing from the administrator.
  3. ~~Barring~~ If an understanding and/or agreement being is not reached through the internal mediation process as described above, the teacher shall have three (3) duty days to appeal the issue the issue in writing ~~will be referred to the appropriate Area Superintendent.~~
  4. The Area Superintendent will render a decision in writing within three (3) duty days of receiving the teacher's appeal. The teacher's current assignment will be held (i.e., not filled) until the teacher receives the determination in writing from the Area Superintendent.

**II. Intensive Professional Support Process MOA** (name changed from Expedited PSP)

- A. Continue MOA with modifications, including the following: **(See Exh. #4 IPSP MOA/Goldenrod)**
1. Forty-five (45) duty day cycle will start upon after PAR Mentor assessment occurs, an IPSP plan is written, and the IPSP team has been convened. The teacher will have 5 days to consider opting in or out of the IPSP.
  2. If the teacher chooses to opt out of the IPSP, the matter will be referred to Employee Relations and MFT to ensure due process is followed and to review options that may be available based on opting out.

**III. Early Childhood** (new) **(See Exh. #5 - ECFE MOA/Lavender)**

- A. New MOA for ECFE staff relating to weekend scheduling:
1. Teachers in semester assignments that include weekends will serve that assignment for the semester.
  2. Teachers will be rotated into semester assignments that include weekends to ensure no teacher is required to serve consecutive semester assignments that include weekends.
  3. If a teacher does not wish to serve in a semester assignment that includes weekends, they may request that the Executive Director allow them to opt out of the assignment. The Executive Director shall determine if any other teacher wishes to serve the semester assignment instead, and shall have final authority to determine whether a teacher can opt out of a semester assignment that includes weekends.
- B. Modify contract language relating to ECFE Teacher scheduling/staffing, (Article II, p16):
1. ~~Staffing issues will be brought to and addressed at contract administration. A Labor/Management ECFE Committee shall be established and will meet regularly to monitor and/or advise the staffing procedures for ECFE teachers and scheduling program offerings. Scheduling and staffing issues will be first brought to the ECFE department to determine if a resolution to the issue can be made. If no resolution is made, the issue will be brought to contract administration meeting between HR and MFT.~~

**IV. Prep Time** **(See Exh. #6 - Article II Teacher Schedules/Lime)**

- A. New contract language relating to prep time (Article II, p11-12):
1. New Elementary/secondary prep time contract language: "Option 3: A schedule that provides daily preparation time equivalent to a minimum of 275 up to a maximum of 550 minutes per week."
  2. The Chief of Schools and MFT will facilitate discussions with staff to explore opportunities for additional time for collaboration and preparation for elementary, specialists and special education teachers consistent with the site's budget allocation, starting in the 2016-2017 school year. (e.g., creating an additional preparation period for the day.)
  3.
    - a. For sites with two (2) prep times per day, two (2) of the ten (10) prep times will be for collaboration. The other times can be used at the discretion of the teacher and related services professionals. If collaboration time is used for professional development (PD), that should count as one of the two required collaboration times per week.
    - b. For additional clarification, some secondary teachers have assignments where they teach more than three (3) different courses in the day. For these assignments, the expectation for two (2) prep times for collaboration should be relaxed to allow these teachers a better opportunity to prepare for teaching. They should be expected to schedule their collaboration times when it fits their particular need and schedule.

**V. Time to Prepare at the Start of the Year** (new) (Exh. #7- Opening Week Days/Kelly Green)

A. New Contract language for Opening Week Preparation Time, (Article II, p11):

1. Two and one half (2½) duty days will be designated as uninterrupted time to prepare for the start of the school year for all teachers/RSPs.

2. Ability to flex the Education Minnesota Fall Conference day in October into an additional day (making a total of 3½ uninterrupted duty days) at the start of the year to prepare for the school year.

3. Open House: Schools may choose via a discussion with the staff which week at the beginning of the school year to hold their fall Open House in collaboration MFT and Chief of Schools, with the option to keep it in the first week.

**VI. High Priority Schools**

(See Exh. #2 - HPS MOA/Ivory)

A. Continue into this next contract with the following modifications:

1. K-3 class size priority is 18.

2. Contract language to state that site staff are to be notified of additional duty days prior to the Interview & Select process or March 15<sup>th</sup>, whichever occurs earlier.

3. Clean up of language (dates, etc.)

**VII. Community Partnership Schools**

(See Exh. #8 - CPS MOA/Beige)

A. Community Partnership Schools MOA - Continue MOA into the next contract period with the following additions:

1. The staff vote to become a CPS site should reflect at least two-thirds (66.67%) buy-in from licensed staff. The CPS Advisory Committee will review the process and results.

2. If a new District initiative or program conflicts with a Community Partnership School's plan, that school shall notify the CPS Advisory Committee of such conflict. The Advisory Committee shall work with the site and District departments to maximize the school's opportunity to opt out of the new initiative in favor of pursuing the school's plan as approved by the CPS Advisory Committee and Board of Education.

3. A Full Service Community School may be an option under Community Partnership School model.

**VIII. Academic Collaboration Group** (new)

(See Exh. #9 - ACG MOA/Mint Green)

A. MOA to create a new Academic Collaboration Group to review any new academic initiatives being proposed. This committee will do a feasibility study to see review whether the initiative is needed, its possible effectiveness, its impact on professional workloads, the expected return on investment, whether or not there are the appropriate resources to do the new initiative, and determine what will come off the plate as the new initiative is implemented and if there are already programs carrying out the same types of goals and strategies (i.e. what is being replaced.)

1. ACG will:

a. Be composed of 4 teachers chosen by MFT, 4 principals, 2 District leaders, and non-voting ex-officio members to provide content area expertise as needed.

b. Make recommendations to the Superintendent.

c. Work will include a complete review of Focused Instruction.

**IX. PDPLC:**

**(See Exh. #10 - Blending PDPLC MOA/Neon Orange)**

- A. Modify the MOA on PDPLC as follows:
1. Teachers/Related Service Professionals in all schools are free to choose their own PDPLC plans and teams. This includes specialists, related services professionals, and special education teachers.
  2. Elimination of required meeting logs, recognizing that Title I schools and High Priority schools still need to document their meetings as a legal requirement. However, PDPLC teams are free to use whatever documentation method they see fit to meet this purpose (e.g. PDPLC progress reports may count for documentation.) As long as the requirements are met, the team can determine how the meetings are documented.
  3. Commitment to four (4) meetings per year - one (1) planning meeting and three (3) progress report meetings.) The PDPLC goals and strategies are to be carried out in between the reporting meetings and integrated with other work, teaming, and PD. If a site chooses to do a whole school share out, that meeting should count as a progress report meeting. For those in SIG or High Priority sites, federal policy requires 90 minutes per week. However, there is flexibility in meeting this requirement. The required 90 minutes per week may be for PD, data review, team or staff discussions, etc. as long as they are aligned with the PDPLC work. As an example, the 90 minutes per week may be split into two (2) 45 minute meetings.
  4. Streamlining PDPLC forms for the 2015-2016 reporting periods and the planning form for the 2016-2017 school year will be completed by the Labor-Management committee.

**X. Class Size:**

- A. Updated MOA on class size: **(See Exh. #11 - Class Size MOA/Pastel Pink)**
1. The District shall set class size priorities as follows:
    - a. **Priority Schools.** Class size priorities shall be consistent with the MOA on Priority Schools:  
K-3: 18 students  
4-5: 24 students  
6-12 Determined by site
    - b. **All Other Schools.** The District will set and publish class size priorities. MFT will be included in this process to provide input and advice as class size priorities are established during budget discussions.
  2. If specific class sizes exceed the priorities established through paragraph 1a. or b. above, one of the following options will be implemented, with the goal being a cost-neutral option:
    - a. Co-teaching based on models created by sites in collaboration with MFT
    - b. Additional Educational Support Professionals (ESPs) or Special Education Assistants (SEAs.)
    - c. Balancing class sizes among grade levels or subject areas
    - d. Adding licensed staff through the staff adjustment process or reassigning non-classroom licensed staff to classroom positions
    - e. Reducing non-instructional duties
    - f. Additional weekly prep time
    - g. Other methods will be created collaboratively by the site, District and MFT
  3. Decisions on addressing class size will be reviewed by effected teachers, related service professionals, Associate Superintendent and Chief of Schools prior to implementation.
  4. Class size priorities will be published each year. MFT and the District will create an accurate class size and caseload reporting process to be used by teachers at sites, that will assist in guiding District decision-making and appropriate solutions.
  5. The staff adjustment committee will meet several times in the fall to make decisions on class sizes and caseloads by October 1<sup>st</sup>. Thereafter, additional meetings will be scheduled quarterly or more often as needed.

## 1-24-16

6. Teachers will be able to contact the MPS Enrollment Center to communicate when class sizes exceed the priorities, outside the regular monitoring process by the staff adjustment committee. The Enrollment Center will follow up with the Chief of Schools.
7. Specialists will be held to the same class size priorities.

### **XI. Special Education**

- A. New and updated MOA **(See Exh. #12 - SPED Caseload & Workload MOA/Lilac)**
1. Provide better ongoing communication, professional development, and resources on inclusive practices.
  2. Create a feedback process for sites that are struggling with inclusive practices with intervention support from the Special Education Department, as needed.
  3. Request that the Special Education Labor Management (SELM) Committee review and recommend options to pool due process days, starting in the 2016-2017 school year.
  4. Continue creating a complete systems review of SPED functions to address issues, student services, and workload.
  5. Continue collaborating with MFT and the Special Ed Labor Management Committee to support sites/programs. MPS will provide additional supports such as:
    - a. Creating a Special Education Teacher Emeritus cadre to rotate between schools to assist in completion of Special Education paperwork.
    - b. Increasing capacity to fill Special Education Assistants absences with SEA reserves when absent.
    - c. Increasing reserve capacity, when needed, so teachers can meet due process requirements.
  6. Review weighting of student caseloads by student needs as in the State's weighting formula and the State's new workload limits law. Forward the Special Education Labor Management Committee minutes each month, recommendations, and actions directly to the Superintendent, CEO and CAO for review and needed action.
  7. The Superintendent and Executive Director of Special Education Department will continue to address the workload and systems issues so that appropriate workload adjustments can be made.
- B. Special Education choose their PDPLC plan and team (See PDPLC MOA).

### **XII. Reserve (Sub) Teacher Compensation Rates (new)/ Wellness Incentive**

**(See Exh. #13, Rose)**

- A. Reserve Teacher compensation rates and Wellness Incentive moved into contract (MOA was due to expire 6/30/17).
- B. Reserve compensation rates placed into the contract:
1. Daily rate of \$160 per day for short-call, \$170 per day for long-call, and \$180 per day for reserve cadre.
  2. Additional incentive pay for High Priority Schools of \$160 for serving three (3) consecutive days in a High Priority School.
  3. Teachers who use the two (2) additional personal days in the contract will only have their daily rate of pay reduced by \$120 (not \$160). (Article XI, p149)

## 1-24-16

- a. "Personal Leave: Three (3) non-cumulative personal leave days, deducted from sick leave, may be taken and shall be granted each year for incidents involving special obligations or emergencies that cannot be scheduled on non-duty days and are not available under other leave provisions. Two (2) additional non-cumulative personal leave days, deducted from sick leave, may be taken and shall be granted each year. If teachers use these additional personal leave days, their pay will be reduced by \$120 per day ~~the equivalent amount of the short call daily rate.~~"

### A. Wellness Incentive placed in the contract, Article IX: Group Benefits, p138):

1. Reimburse one (1) sick leave day for the purchase of wellness-related expenses incurred July 1<sup>st</sup> through June 30<sup>th</sup> each year. Email notification will go out each Fall to announce window for submission.
2. Days that are reimbursed cannot be used for sick leave.
3. Documentation for the reimbursable expense must be dated, show the teacher as the purchaser, and clearly show what was purchased.
4. The expense must be made by the teacher for the teacher's personal use. A paid receipt, charge slip, cancelled check, or health club statement showing the credit are all allowable. Copies of such documentation are acceptable.
5. Reimbursements will be for a full day only.

### **XIII. Standardized Student Assessments (See Exh. #14 Stand. Student Assmt. MOA/Aqua)**

- A. New and updated MOA to reconvene the Task Force to finish studying assessments and make recommendations to the Chief Academic Officer, Chief of Schools, and Superintendent in the following areas:
- B. The Research, Evaluation and Assessment Department has worked diligently to reduce the number of formal assessments being required during the school year. The District will only require interim assessments for Math and Reading. In the meantime, we will work together to re-assess our interim assessments to modify for quality, length, and usefulness to your instruction.

### **XIV. Student Behavior: (See Exh. #15 - Student Behavior MOA & Contract Lang./White)**

- A. Update contract language to reflect current District policies and practices. Create specific options for strategies and recommendations, including staff training, staffing allocations, etc.
  1. Strategies and interventions are being developed to avoid taking students out of school, including deploying assistance immediately to calm schools that are facing difficult behavior issues before they become even more disruptive.
  2. Davis Center staff will assist schools in need and each site will be assessed for resources.
  3. Labor Management Behavior Committee will work on system-wide clarity on behavior expectations, managing student stress and trauma, and seeking effective classroom/school strategies. The Behavior Committee is developing expectations and protocols to address these situations and will communicate these as they are developed.
  4. For Immediate emergencies, contact your school administration who should follow the [Incident Reporting Guide](#). Administration should contact [Operational and Security Services](#) at 612-668-0178 from 8:00am-4:00pm or Jason Matlock at 612-290-0056 (cell) from 4:00pm-8:00pm and the District Communication Center at 612-668-0322 from 8:00pm - 8:00am.
  5. Hotline email address ([behaviorstandards@mpls.k12.mn.us](mailto:behaviorstandards@mpls.k12.mn.us)) to seek assistance with student behavior (not for emergency concerns) to better address immediate issues, co-develop plans for staff, and assess whether additional resources are needed beyond temporary help.

**XV. Meetings - Committees, Task Forces, Team Meetings, Instructional Leadership Team:**

- A. Meetings convened by site administrators or other instructional site leaders (including Professional Development) will be limited to one (1) per week to ensure there is time to prepare for instruction and student support.
- B. Committee/Task Forces/Teams/Instructional Leadership Team - Teachers/RSPs decide if they wish to participate while also understanding the impact of not participating. Committees, task forces, teams may also determine how often they want/need to meet.
  - 1. Stipends for Q-Comp position - participants will be paid for each full semester of participation.
  - 2. Instructional Leadership Team (ILT) - If a participant on the ILT needs to step down, an effort to find a replacement is important so representation remains intact. ILT participants will be paid for each full semester of participation.

**XVI. Library Media Specialists (new): (Exh. #16/Light Blue)**

- A. Create a Technology Joint Labor Management Committee in contract language (Article XVI, Subd 15, p192):
  - 1. Convene a new inter-departmental Labor Management Committee by June 1, 2016 that will consist of three (3) appointees each to Information Technology, Teaching & Learning, and Library Media Specialists staff to review and proactively resolve technology issues as they arise. The Labor Management Committee would also look into staffing levels and caseloads and make recommendations to the District. The District will appoint three (3) representatives each from Information Technology staff, and Teaching and Learning staff, and MFT will appoint up to three (3) representatives from Library Media Specialist staff.
- B. Add a 4<sup>th</sup> day and time to engage with other LMSs in contract language for Library Media Specialists, Article II, p13-14:
  - 1. One Library Media Specialist per school shall be allowed ~~three (3)~~ four (4) duty days in addition to the school year for teachers to be used at the discretion of the Library Media Specialist for media center maintenance and management. These additional duty days will be paid at the Library Media Specialist's regular rate of pay extended. Library Media specialists who are assigned to more than one (1) building shall not be allowed more than three (3) four (4) duty days in addition to the school year for teachers.
- C. LMSs will have the option to use 3 district staff development or PD days per year to collaborate with their peers. (Article II., p14)
  - 1. Library Media Specialists will be allowed to use up to three (3) District Staff Development/Professional Development days per year to collaborate with their peers on reading, Research, information technology, curriculum development or other critical topics.
- D. Library Media Specialists choose their PDPLC plan and team (See PDPLC MOA).

**XVII. School Nurses (new) (Exh. #17/Pastel Yellow)**

- A. Agreement on the following language in the contract:
  - 1. Reference to RSPs added to (Section I., p. 5)
  - 2. School Nurses (RSPs) included in "Use of Time for PD" (Article I., p10)
  - 3. Reimbursement for lost duty-free lunch in contract language: (Article II., p12)
  - 4. Nurses will have an additional (3) days prior to the school year and another three (3) duty days after the school year, starting with June 2016 in contract language. (Article II., p13-14)
  - 5. Nurses will have two (2) hours/month for Peer Collaboration time. (Article V., p79)
- B. School Nurses may choose their own PDPLC plan and team (per PDPLC MOA).

**XVIII. Teacher Evaluation Cycle MOA (new):  
Pink)**

**(Exh. #18/Hot**

- A. For 2015-16, the number of required short observations will be reduced from four (4) to two (2).
- B. Teacher evaluation – A Labor Management Committee (LMC) will discuss the future plan of the teacher evaluation for the 2016-2017 school year and beyond to seek one full every three years for tenured teachers and a reduction in shorts to two per year with the inclusion of peer coaching as a possibility. The committee will be convened by April 1, 2016. (Non-tenured evaluations are tied to state law.)
- C. The District and MFT agree to create a collaborative work group of teachers, principals and Human Capital professionals to review and recommend improvements to the teacher evaluation and observation cycle as made by the LMC. This work group will meet quarterly each year to provide the feedback to the LMC on the effectiveness of the Teacher Evaluation Process.

**XIX. Technology (new)**

Article XV. Technology. Subd. 6. Computer/Laptop Availability:

Every teacher will have a classroom/office, networked/Internet accessible, fully functional computer or laptop for the purpose of supporting the teaching and learning process, processing paperwork, accessing district information, policies and data, and communicating via email. Itinerant staff Staff will have a laptop if a desktop computer is not feasible. Teachers will not be responsible accidental damage, loss, or theft of a District laptop, IPAD, Tablet or other district-owned electronic device while in the performance of official school district business. Teachers will exercise care with District equipment. Teachers will be provided written guidelines for appropriate care and use of District equipment at the time it is checked out.

**XX. Salary Enhancements:** Increase salary amounts as follows:

2015-2016: 2.50% increase, effective January 1, 2016. Applies to salaries for all staff who are red-lined.

2016-2017: 2.0% increase, effective July 1, 2016. Applies to salaries for all staff who are red-lined (salaries beyond Lane U). Allow red-lined teachers to move up one (1) lane for ProPay course work.

Note: To check your salary schedule placement and amount, navigate as follows:  
MPS Home Page → "Careers" tab → "Internal" link → choose "My Employee File"

**XXI. Health Insurance:**

A. Modify health insurance contributions as follows:

2015-2016: Eff. 1/1/15: Permanent cap of up to \$600 maximum employee contribution towards highest cost single (employee pays difference in cost above the lower cost plan). District contribution towards Family coverage remains at \$5,050. (This agreement will sunset former Health Plan Task Force MOA, which removes District cap on Single Coverage for District).

2016-2017: Employee contribution towards single unchanged. The District's contribution towards family coverage increases from \$5,050 to \$5,650 (\$600), effective January 1, 2017.

B. New MOA to signify MFT commitment to support the District's plan to become self-insured, starting as early as the 2017 plan year.

1-24-16

**2015-16 SALARY SCHEDULE "A" – EFFECTIVE JANUARY 1, 2016 (2.5%)**

	A (1) BA	B (2) BA15	C (3) BA30	D (4) BA45	E (5) BA60	F (6)	G (7) MA	H (8)	I (9) MA15	J (10)	K (11) MA30	L (12)	M (13) MA45	N (14)	O (15) MA60
1	42,325	43,401	44,479	45,556	46,633	47,710	48,786	49,865	50,941	52,018	53,095	54,172	55,250	56,327	57,404
2	43,401	44,479	45,556	46,633	47,710	48,786	49,865	50,941	52,018	53,095	54,172	55,250	56,327	57,404	58,481
3	44,479	45,556	46,633	47,710	48,786	49,865	50,941	52,018	53,095	54,172	55,250	56,327	57,404	58,481	59,557
4	45,556	46,633	47,710	48,786	49,865	50,941	52,018	53,095	54,172	55,250	56,327	57,404	58,481	59,557	60,635
5	46,633	47,710	48,786	49,865	50,941	52,018	53,095	54,172	55,250	56,327	57,404	58,481	59,557	60,635	61,713
6	47,710	48,786	49,865	50,941	52,018	53,095	54,172	55,250	56,327	57,404	58,481	59,557	60,635	61,713	62,789
7	49,865	50,941	52,018	53,095	54,172	55,250	56,327	57,404	58,481	59,557	60,635	61,713	62,789	63,866	64,942
8	55,250	56,327	57,404	58,481	59,557	60,635	61,713	62,789	63,866	64,942	66,020	67,098	68,174	69,252	70,328
9	58,481	59,557	60,635	61,713	62,789	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560
10	60,635	61,713	62,789	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713
11	61,713	62,789	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790
12	61,713	62,789	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790
13	61,713	62,789	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790
14	62,789	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869
15	62,789	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869
16	62,789	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869
17	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945
18	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945
19	63,866	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945
20	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022
21	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022
22	64,942	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022
23	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098
24	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098
25	66,020	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098
26	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176
27	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176
28	67,098	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176
29	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254
30	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254
31	68,174	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254
32	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254	84,330
33	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254	84,330
34	69,252	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254	84,330
35	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254	84,330	85,408
36	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254	84,330	85,408
37	70,328	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254	84,330	85,408
38	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254	84,330	85,408	86,484
39	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254	84,330	85,408	86,484
40	71,405	72,483	73,560	74,637	75,713	76,790	77,869	78,945	80,022	81,098	82,176	83,254	84,330	85,408	86,484

1-24-16

2015-2016 SALARY SCHEDULE "A" - EFFECTIVE JANUARY 1, 2016 (Continued)

	P (16)	Q (17) PHD or ED	R (18)	S (19) PHD & ED	T (20)	U (21)	V 22	W 23	X 24	Old Y 25	Old Z 26	Old AA 27	Old BB 28	Old CC 29	Old DD 30	Old EE 31
1	58,481	59,557	60,635	61,713	62,789	63,866										
2	59,557	60,635	61,713	62,789	63,866	64,942										
3	60,635	61,713	62,789	63,866	64,942	66,020										
4	61,713	62,789	63,866	64,942	66,020	67,098										
5	62,789	63,866	64,942	66,020	67,098	68,174										
6	63,866	64,942	66,020	67,098	68,174	69,252										
7	66,020	67,098	68,174	69,252	70,328	71,405										
8	71,405	72,483	73,560	74,637	75,713	76,790										
9	74,637	75,713	76,790	77,869	78,945	80,022										
10	76,790	77,869	78,945	80,022	81,098	82,176										
11	77,869	78,945	80,022	81,098	82,176	83,254										
12	77,869	78,945	80,022	81,098	82,176	83,254										
13	77,869	78,945	80,022	81,098	82,176	83,254										
14	78,945	80,022	81,098	82,176	83,254	84,330										
15	78,945	80,022	81,098	82,176	83,254	84,330										
16	78,945	80,022	81,098	82,176	83,254	84,330										
17	80,022	81,098	82,176	83,254	84,330	85,408										
18	80,022	81,098	82,176	83,254	84,330	85,408										
19	80,022	81,098	82,176	83,254	84,330	85,408										
20	81,098	82,176	83,254	84,330	85,408	86,484										93,980
21	81,098	82,176	83,254	84,330	85,408	86,484										93,980
22	81,098	82,176	83,254	84,330	85,408	86,484										93,980
23	82,176	83,254	84,330	85,408	86,484	87,561									93,980	95,035
24	82,176	83,254	84,330	85,408	86,484	87,561									93,980	95,035
25	82,176	83,254	84,330	85,408	86,484	87,561									93,980	95,035
26	83,254	84,330	85,408	86,484	87,561	88,639								93,980	95,035	96,092
27	83,254	84,330	85,408	86,484	87,561	88,639								93,980	95,035	96,092
28	83,254	84,330	85,408	86,484	87,561	88,639								93,980	95,035	96,092
29	84,330	85,408	86,484	87,561	88,639	89,716							93,980	95,035	96,092	97,148
30	84,330	85,408	86,484	87,561	88,639	89,716							93,980	95,035	96,092	97,148
31	84,330	85,408	86,484	87,561	88,639	89,716							93,980	95,035	96,092	97,148
32	85,408	86,484	87,561	88,639	89,716	90,793						93,980	95,035	96,092	97,148	98,204
33	85,408	86,484	87,561	88,639	89,716	90,793						93,980	95,035	96,092	97,148	98,204
34	85,408	86,484	87,561	88,639	89,716	90,793						93,980	95,035	96,092	97,148	98,204
35	86,484	87,561	88,639	89,716	90,793	91,869				93,980	95,035	96,092	97,148	98,204	99,259	
36	86,484	87,561	88,639	89,716	90,793	91,869				93,980	95,035	96,092	97,148	98,204	99,259	
37	86,484	87,561	88,639	89,716	90,793	91,869				93,980	95,035	96,092	97,148	98,204	99,259	
38	87,561	88,639	89,716	90,793	91,869	92,946				93,980	95,035	96,092	97,148	98,204	99,259	100,315
39	87,561	88,639	89,716	90,793	91,869	92,946				93,980	95,035	96,092	97,148	98,204	99,259	100,315
40	87,561	88,639	89,716	90,793	91,869	92,946				93,980	95,035	96,092	97,148	98,204	99,259	100,315

Those in the blank cells will be moved to Lane U. Also see Salary Settlement in MOA Section.

Note: Final Schedule includes Lanes A-U, Steps 1-40. Those on former lanes V 22 - EE 31 earning less than Step 40 Lane U will be moved onto Lane U at a step that equals their same salary and will receive the scheduled increase for this year.

**1-23-16 5:00PM**

**2016-2017 SALARY SCHEDULE "A" – EFFECTIVE JULY 1, 2016 (2%)**

	A (1) BA	B (2) BA15	C (3) BA30	D (4) BA45	E (5) BA60	F (6)	G (7) MA	H (8)	I (9) MA15	J (10)	K (11) MA30	L (12)	M (13) MA45	N (14)	O (15) MA60
1	43,172	44,270	45,369	46,468	47,566	48,665	49,762	50,863	51,960	53,059	54,157	55,256	56,355	57,454	58,553
2	44,270	45,369	46,468	47,566	48,665	49,762	50,863	51,960	53,059	54,157	55,256	56,355	57,454	58,553	59,651
3	45,369	46,468	47,566	48,665	49,762	50,863	51,960	53,059	54,157	55,256	56,355	57,454	58,553	59,651	60,749
4	46,468	47,566	48,665	49,762	50,863	51,960	53,059	54,157	55,256	56,355	57,454	58,553	59,651	60,749	61,848
5	47,566	48,665	49,762	50,863	51,960	53,059	54,157	55,256	56,355	57,454	58,553	59,651	60,749	61,848	62,948
6	48,665	49,762	50,863	51,960	53,059	54,157	55,256	56,355	57,454	58,553	59,651	60,749	61,848	62,948	64,045
7	50,863	51,960	53,059	54,157	55,256	56,355	57,454	58,553	59,651	60,749	61,848	62,948	64,045	65,144	66,241
8	56,355	57,454	58,553	59,651	60,749	61,848	62,948	64,045	65,144	66,241	67,341	68,440	69,538	70,638	71,735
9	59,651	60,749	61,848	62,948	64,045	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032
10	61,848	62,948	64,045	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228
11	62,948	64,045	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326
12	62,948	64,045	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326
13	62,948	64,045	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326
14	64,045	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427
15	64,045	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427
16	64,045	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427
17	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524
18	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524
19	65,144	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524
20	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623
21	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623
22	66,241	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623
23	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720
24	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720
25	67,341	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720
26	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820
27	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820
28	68,440	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820
29	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920
30	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920
31	69,538	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920
32	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920	86,017
33	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920	86,017
34	70,638	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920	86,017
35	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920	86,017	87,117
36	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920	86,017	87,117
37	71,735	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920	86,017	87,117
38	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920	86,017	87,117	88,214
39	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920	86,017	87,117	88,214
40	72,834	73,933	75,032	76,130	77,228	78,326	79,427	80,524	81,623	82,720	83,820	84,920	86,017	87,117	88,214

