

MBUs employed less than full time shall be paid pro rata salary and benefits. Part-time classroom MBUs shall be paid salary in accordance with the number of classes taught (1/5, 2/5, etc.) Non-classroom part-time teachers shall be paid salary and benefits in accordance with the pro-ration of the normal workday employed. Benefits are available for any 4/5 employee.

29-12 Classroom Site Fund

- A. As the result of passage of HB 1007, the TEA and TUSD Joint 301/Classroom Site Fund Committee will review and if necessary, revise the plan for performance based compensation (PBC), will review the utilization of the site menu monies annually, and will address issues and concerns regarding implementation of the plan. This plan outlines the process by which the PBC is implemented and monies are awarded to individuals and sites.
- B. MBUs shall be provided copies of the annual PBC plan by May 1 for the subsequent year.
- C. The TEA/TUSD Classroom Site Fund Committee shall be appointed annually by each party in equal numbers.
- D. The TEA/TUSD Classroom Site Fund Committee shall design and recommend to the TUSD Superintendent and TEA President an appeals process for resolution of disputes arising out of this plan.
- E. All Proposition 301/Classroom Site Fund increases anticipated by this provision are contingent upon receipt of funding or legislative authorization to expend. Any increase realized during the term of this agreement may be decreased for subsequent years if the level of funding received by the District or if expenditures authorized by the legislature for these components of Proposition 301/Classroom Site Fund are not maintained or are decreased, or if the MBU does not qualify or successfully participate in a plan implementing the component.

29-13 Salary Schedule

Salary schedule and placement at hire beginning 2015-2016 school year for MBUS other than Occupational Therapists (OTS), Physical Therapists (PTS) and Speech and Language Pathologists (SLPS).

| 2015-2016 | | | | |
|-------------------------|----------|------------|------------|----------|
| Teacher Salary Schedule | | | | |
| Step | Base | Suppl Base | Suppl Menu | TDR |
| 1 | \$31,400 | \$1,065 | \$1,735 | \$34,200 |
| 2 | \$31,900 | \$1,065 | \$1,735 | \$34,700 |
| 3 | \$32,400 | \$1,065 | \$1,735 | \$35,200 |
| 4 | \$32,900 | \$1,065 | \$1,735 | \$35,700 |
| 5 | \$33,400 | \$1,065 | \$1,735 | \$36,200 |
| 6 | \$33,900 | \$1,065 | \$1,735 | \$36,700 |
| 7 | \$34,400 | \$1,065 | \$1,735 | \$37,200 |
| 8 | \$34,900 | \$1,065 | \$1,735 | \$37,700 |
| 9 | \$35,400 | \$1,065 | \$1,735 | \$38,200 |
| 10 | \$35,900 | \$1,065 | \$1,735 | \$38,700 |
| 11 | \$36,400 | \$1,065 | \$1,735 | \$39,200 |

| Placement at Hire | | |
|---------------------|----|----------|
| Years of Experience | 0 | \$34,200 |
| | 1 | \$34,700 |
| | 2 | \$35,200 |
| | 3 | \$35,700 |
| | 4 | \$36,200 |
| | 5 | \$36,700 |
| | 6 | \$37,200 |
| | 7 | \$37,700 |
| | 8 | \$38,200 |
| | 9 | \$38,700 |
| | 10 | \$39,200 |

| Stipends | | |
|----------|--|--|
|----------|--|--|

| | | | | |
|----|----------|---------|---------|----------|
| 12 | \$36,900 | \$1,065 | \$1,735 | \$39,700 |
| 13 | \$37,400 | \$1,065 | \$1,735 | \$40,200 |
| 14 | \$37,900 | \$1,065 | \$1,735 | \$40,700 |
| 15 | \$38,400 | \$1,065 | \$1,735 | \$41,200 |
| 16 | \$38,900 | \$1,065 | \$1,735 | \$41,700 |
| 17 | \$39,400 | \$1,065 | \$1,735 | \$42,200 |
| 18 | \$39,900 | \$1,065 | \$1,735 | \$42,700 |
| 19 | \$40,400 | \$1,065 | \$1,735 | \$43,200 |
| 20 | \$40,900 | \$1,065 | \$1,735 | \$43,700 |
| 21 | \$41,400 | \$1,065 | \$1,735 | \$44,200 |
| 22 | \$41,900 | \$1,065 | \$1,735 | \$44,700 |
| 23 | \$42,400 | \$1,065 | \$1,735 | \$45,200 |
| 24 | \$42,900 | \$1,065 | \$1,735 | \$45,700 |
| 25 | \$43,400 | \$1,065 | \$1,735 | \$46,200 |
| 26 | \$43,900 | \$1,065 | \$1,735 | \$46,700 |
| 27 | \$44,400 | \$1,065 | \$1,735 | \$47,200 |
| 28 | \$44,900 | \$1,065 | \$1,735 | \$47,700 |
| 29 | \$45,400 | \$1,065 | \$1,735 | \$48,200 |
| 30 | \$45,900 | \$1,065 | \$1,735 | \$48,700 |
| 31 | \$46,400 | \$1,065 | \$1,735 | \$49,200 |
| 32 | \$46,900 | \$1,065 | \$1,735 | \$49,700 |
| 33 | \$47,400 | \$1,065 | \$1,735 | \$50,200 |
| 34 | \$47,900 | \$1,065 | \$1,735 | \$50,700 |
| 35 | \$48,400 | \$1,065 | \$1,735 | \$51,200 |
| 36 | \$48,900 | \$1,065 | \$1,735 | \$51,700 |
| 37 | \$49,400 | \$1,065 | \$1,735 | \$52,200 |
| 38 | \$49,900 | \$1,065 | \$1,735 | \$52,700 |
| 39 | \$50,400 | \$1,065 | \$1,735 | \$53,200 |
| 40 | \$50,900 | \$1,065 | \$1,735 | \$53,700 |
| 41 | \$51,400 | \$1,065 | \$1,735 | \$54,200 |
| 42 | \$51,900 | \$1,065 | \$1,735 | \$54,700 |
| 43 | \$52,400 | \$1,065 | \$1,735 | \$55,200 |
| 44 | \$52,900 | \$1,065 | \$1,735 | \$55,700 |
| 45 | \$53,400 | \$1,065 | \$1,735 | \$56,200 |
| 46 | \$53,900 | \$1,065 | \$1,735 | \$56,700 |
| 47 | \$54,400 | \$1,065 | \$1,735 | \$57,200 |
| 48 | \$54,900 | \$1,065 | \$1,735 | \$57,700 |
| 49 | \$55,400 | \$1,065 | \$1,735 | \$58,200 |
| 50 | \$55,900 | \$1,065 | \$1,735 | \$58,700 |
| 51 | \$56,400 | \$1,065 | \$1,735 | \$59,200 |
| 52 | \$56,900 | \$1,065 | \$1,735 | \$59,700 |
| 53 | \$57,400 | \$1,065 | \$1,735 | \$60,200 |
| 54 | \$57,900 | \$1,065 | \$1,735 | \$60,700 |
| 55 | \$58,400 | \$1,065 | \$1,735 | \$61,200 |
| 56 | \$58,900 | \$1,065 | \$1,735 | \$61,700 |
| 57 | \$59,400 | \$1,065 | \$1,735 | \$62,200 |
| 58 | \$59,900 | \$1,065 | \$1,735 | \$62,700 |
| 59 | \$60,400 | \$1,065 | \$1,735 | \$63,200 |
| 60 | \$60,900 | \$1,065 | \$1,735 | \$63,700 |
| 61 | \$61,400 | \$1,065 | \$1,735 | \$64,200 |

| Degree Compensation | |
|---------------------|---------|
| Master's | \$2,000 |
| Doctorate | \$3,000 |

| | | | | |
|----|----------|---------|---------|----------|
| 62 | \$61,900 | \$1,065 | \$1,735 | \$64,700 |
| 63 | \$62,400 | \$1,065 | \$1,735 | \$65,200 |
| 64 | \$62,900 | \$1,065 | \$1,735 | \$65,700 |
| 65 | \$63,400 | \$1,065 | \$1,735 | \$66,200 |
| 66 | \$63,900 | \$1,065 | \$1,735 | \$66,700 |
| 67 | \$64,400 | \$1,065 | \$1,735 | \$67,200 |
| 68 | \$64,900 | \$1,065 | \$1,735 | \$67,700 |

29-14 Salary Schedule – OT, PT, & SLP

Salary Schedule for July 1, 2015 through June 30, 2016 for:

Occupational Therapists (ODTs), Physical Therapists (PTs) and Speech and Language Pathologists (SLPs). The starting salary range will be between step 20 and step 30.

| Step | Base | Suppl | Annual |
|------|-----------|----------|-----------|
| 1 | 41,880.57 | 2,931.64 | 44,812.21 |
| 2 | 42,371.50 | 2,966.01 | 45,337.51 |
| 3 | 42,863.40 | 3,000.44 | 45,863.84 |
| 4 | 43,353.37 | 3,034.74 | 46,388.11 |
| 5 | 43,844.31 | 3,069.10 | 46,913.41 |
| 6 | 44,497.93 | 3,114.85 | 47,612.78 |
| 7 | 45,152.50 | 3,160.68 | 48,313.18 |
| 8 | 45,807.08 | 3,206.50 | 49,013.58 |
| 9 | 46,461.66 | 3,252.32 | 49,713.98 |
| 10 | 47,116.24 | 3,298.14 | 50,414.38 |
| 11 | 47,769.86 | 3,343.89 | 51,113.75 |
| 12 | 48,424.44 | 3,389.71 | 51,814.15 |
| 13 | 49,079.02 | 3,435.53 | 52,514.55 |
| 14 | 49,733.60 | 3,481.35 | 53,214.95 |
| 15 | 50,388.18 | 3,527.17 | 53,915.35 |
| 16 | 51,041.79 | 3,572.93 | 54,614.72 |
| 17 | 51,696.37 | 3,618.75 | 55,315.12 |
| 18 | 52,350.95 | 3,664.57 | 56,015.52 |
| 19 | 53,005.53 | 3,710.39 | 56,715.92 |
| 20 | 53,660.11 | 3,756.21 | 57,416.32 |
| 21 | 54,313.73 | 3,801.96 | 58,115.69 |
| 22 | 54,968.31 | 3,847.78 | 58,816.09 |
| 23 | 55,622.89 | 3,893.60 | 59,516.49 |
| 24 | 56,277.47 | 3,939.42 | 60,216.89 |
| 25 | 56,932.05 | 3,985.24 | 60,917.29 |
| 26 | 57,585.66 | 4,031.00 | 61,616.66 |
| 27 | 58,240.24 | 4,076.82 | 62,317.06 |
| 28 | 58,894.82 | 4,122.64 | 63,017.46 |
| 29 | 59,549.40 | 4,168.46 | 63,717.86 |
| 30 | 60,203.98 | 4,214.28 | 64,418.26 |
| 31 | 60,857.60 | 4,260.03 | 65,117.63 |
| 32 | 61,512.18 | 4,305.85 | 65,818.03 |
| 33 | 62,166.76 | 4,351.67 | 66,518.43 |