District/CTA Salary Two-Year Agreement

On January 15, 2015 the Classroom Teachers Association and the district reached a two-year salary package.

The following salary increases for 2014-15 will be applied based on the 2013-14 final summative evaluation rating:

<table>
<thead>
<tr>
<th>Highly Effective (HE)</th>
<th>$3,100</th>
<th>74% of teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effective (E)</td>
<td>$2,000</td>
<td>14% of teachers</td>
</tr>
<tr>
<td>Those not E or HE</td>
<td>$500</td>
<td>12% of teachers</td>
</tr>
</tbody>
</table>

The new salary will continue through the 2015-16 school year (second year).

Highly Effective and Effective teachers will receive between a 3 percent and an 8.1 percent increase.

In 2014-15, the new beginning teacher minimum is $38,500. The minimum will increase to $39,000 for the 2015-16 school year. (All teachers below the minimum will receive $500 or be brought up to the new minimum, whichever amount is greater.)

There will be a $1,000 “Broad Prize” bonus for all teachers who worked during the 2013-14 school year.

The 2014-15 Advanced Degree will be:
- $70/year increase for a Master’s degree ($2,710)
- $108/year increase for a Specialist degree ($4,155)
- $142/year increase for a Doctorate degree ($5,480)

2015-16 Advanced Degree increase will be:
- $35/year increase for a Master’s degree ($2,745)
- $54/year increase for a Specialist degree ($4,209)
- $71/year increase for a Doctorate degree ($5,551)

Supplement payments will increase an average of 3 percent for 2015-16.

Professional Development will increase from $17 per hour to $20 per hour upon ratification.

Title I bonuses will continue for the 2014-15 school year.

There will be no retroactive pay for any teacher who leaves the district prior to final ratification.

The total value of the two-year offer from the School Board is $56 million over the two-year period.