

History of Negotiations Settlements & Classified Agreements

LICENSED STAFF

2023-24

- Increase each cell %1500 (Base Salary = \$41,500)
- Allow Step & Column
 - those at bottom of column received \$500 (1x)
- Increased sub during plan pay from \$17/hr to \$25/hr
- Increased extra duty pay from \$10/hr to \$12/hr
- Increased payment for unused discretionary from \$45/day to \$75/day
- Added JH StuCo supplemental at 1% of base salary
- Changed Letterman Club to Pep Club with supplemental pay at 0.5% of base salary
- Adjusted language in Negotiated Agreement in the following areas
 - Calendar committee
 - Teacher Evaluation
 - Improvement Plan
 - Tuition reimbursement procedures

2022-23

- Increase each cell \$1050.00 (Base Salary = \$40,000)
- Allow Step & Column movement for 2021-2022 that was frozen
- Allow Step & Column movement for 2022-2023 school year
- \$1000 retention bonus
 - \$500 paid to those who returned for the 22-23 school year
 - \$500 paid to those who will return for the 23-24 school year
- Add supplemental position (Viking RAGE Club)---gaming club
 - 1%
- Increase reimbursement from \$15 to \$50 to retiring staff for unused Sick/Discretionary days
- Adjust Liquidated Damages Language
 - *The following schedule of liquidated damages will be assessed by Teachers asking for release of signed contracts. It is understood that the teacher shall be released if he/she is willing to pay the liquidated damages and no other penalties will be applied.*
 - 1-30 days after statutory deadline \$1,000.00 from \$500
 - 31-60 days after statutory deadline \$1,500.00 from \$1000
 - 61-90 days after statutory deadline \$2,000.00 from \$1200
 - 91 + days after statutory deadline \$2,500.00 from \$2000
 - *The Board of Education reserves the right to waive or **lower the amount** of the liquidated damages. The teacher may request a waiver of liquidated damages by appeal to the Board. The liquidated damages will be deducted from the employee's final paycheck.*

2021-22

- Step & Column Frozen

- \$2500/cell increase (Base increased from \$36,450 to \$38,950 = 6.8% increase)
- \$500 retention bonus
 - \$250 paid to those who returned for the 21-22 school year
 - \$250 paid to those who will return for the 22-23 school year

2020-21

- Step & column
- \$700 added per cell (Base increased from \$35,750 to \$36,450 = 1.95% increase)
- \$200 1x bonus
- Agree to adjust language in the Negotiated Agreement regarding the loss of pay when a teacher misses work and does not have any leave time to us. Current language is 1/172 deduction and it needs to be adjusted to read 1/175 deduction
- Summary (\$1200.00 salary increase + \$200 bonus = \$1400.00)

2019-20

- Step & column
- \$750 added per cell (Base increased from \$35,000 to \$35,750 = 2.14% increase to base)
- Head Spirit Sponsor from 6.2% to 9%, Assistant Spirit Sponsor from 4% to 5% and Head Dance Team Sponsor from 6.2% to 8%
- \$25 health contribution increase
- \$500 one-time bonus to those bottomed out in their column
- Plan period substituting increase from \$15 to \$17/hour/class
- Summary (\$1250.00 salary increase + \$500 bonus, + \$300/yr for health ins. = \$2050.00)
 - \$1550.00/yr increase

2018-19

- Step & column
- \$1000 added per cell for columns BS and BS+15 (in turn this added \$1500 to BS Step 2 and \$2000 to BS Step 3) (Base increased from \$34,000 to \$35,000 = 2.94% increase to base)
- Four steps added to the bottom of the MS – MS+45 columns (21 steps now)
- \$1250 one-time bonus for columns BS+30 – MS+45
- \$250 one-time bonus for columns BS and BS+15
- Addition of 3 student contact days (158 to 161)
- \$10,000 tuition reimbursement pool
- Summary (\$500.00 + \$1250.00 = \$1750.00)

2017-18

- Step & column
- \$1000 added per cell (Base increased from \$33,000 to \$34,000 = 3.0% increase to base)

- \$34,000 for column 1, steps 1-3
- Step added to bottom of all columns
- \$300 one-time bonus
- Planning period sub pay from \$11 to \$15
- Summary (\$1500.00/yr + \$300.00 bonus = \$1800.00)

2016-17

- Step & column
- \$100 added per cell (Base increased from \$32,900 to \$33,000 = 0.3% increase to base)
- \$100 one-time bonus
- Discretionary pay from \$35 to \$45
- Summary (\$600.00/yr + \$100.00 bonus = \$700.00)

2015-16

- Step & column
- \$100 added per cell (Base increased from \$32,800 to \$32,900 = 0.3% increase to base)
- 14 discretionary days (all sick/personal changed)
- Increase in contract release amounts
- Summary (\$600.00/yr)

2014-15

- Step & column
- Summary (\$500/yr)

2013-14

- \$20 health contribution increase
- 172 contract days from 182
- Summary (\$240/yr for health)

2012-13

- \$200 added per cell
- \$65 health contribution increase
- Summary (\$980.00/yr)

History of Wage/Benefit Increases

CLASSIFIED STAFF

2023-24

- Step Increase \$0.14 (all)
- \$0.40/hour increase (all)
- \$250 1x bonus at Christmas Break
- \$0.32/hour increase for head cook position (placed them at same scale as building secretaries)
- \$0.14/hour increase for assistant cooks (placed them at same scale as paraprofessionals)
- Additional Paid Holidays for all classified employees (Day of Thanksgiving) and (Christmas Eve)

2022-23

- Step Increase \$0.14 (all)
- \$0.25/hour increase
- \$500 retention pay for staff employed in 2021-22
- \$500 retention pay for those returning in 2023-24
- \$15/month increase in fringe for all classified
- Sick leave bank for Classified Staff

2021-22

- Step Increase (All Classified) \$0.14
- Hourly Increase \$0.50/hr
- \$250 retention pay for staff employed 2020-2021
- \$250 retention pay for those returning staff 2022-2023
- Increase health fringe from \$376 to \$460 for all 12 month employees
- Increase health fringe from \$376 to \$426 for all 9 month employees
- Allow for Tuition reimbursement for classified staff

2020-21

- Step Increase (0-10 years only) \$0.14
- Hourly Increase \$0.45/hr
- \$200 1-time bonus

2019-20

- Step Increase (0-10 years only) \$0.14
- 3.00% raise

2018-19

- Step Increase \$0.14 (0-6 years only)
- Added 3 steps (7-8 yrs, 8-9 yrs, 9-10 yrs)
- \$1250 1-time bonus

2017-18

- Step Increase \$0.14/hr

2016-17

- Step Increase \$0.14
- 2.07% raise
- \$100 1-time bonus