

AGREEMENT BETWEEN THE PATTONVILLE SCHOOL DISTRICT AND THE PATTONVILLE NATIONAL EDUCATION ASSOCIATION

It is the mutual objective of the Board of Education of the Pattonville School District and the Professional Staff to provide the best education possible for the students of the public schools of the district. A shared responsibility exists between the Board of Education, administration, and the professional staff to work toward understanding and cooperation in the Professional Studies Committee. The purpose of our communication is to facilitate a full and open exchange of views to ensure efficient, uninterrupted, and strife-free operation of the public schools of the district.

The district recognizes the need and benefits of establishing a collegial working relationship with the association that represents the majority of the certified employees. A collegial relationship provides for open communication between the Board of Education, administration, and certified employees. It also creates an environment whereby conditions of employment for all employees within the organization will be enhanced and the educational program will prosper.

Section 1: Pattonville Board of Education/Administration Authority and Rights

The Pattonville Board of Education (“Board”) and the Pattonville National Education Association (“PNEA”) have, for many years through Professional Studies meetings, discussed and agreed upon certain terms and conditions of employment of the certified teachers in the Pattonville School District (“District”). The parties desire to preserve and continue that relationship according to the terms and conditions set forth below.

An “Employee” shall indicate an Employee or group of Employees who are members of the bargaining unit represented by PNEA.

Under Missouri law the Board members are elected from the local community and families in the area which the District serves. Under Missouri law, the Board has the responsibility, authority and discretion to act in the best interest of the District, including the students and families that it serves. All policies, procedures, and decisions concerning the operation of the District are the sole and exclusive responsibility of the Board and/or its designee, and are not limited, modified or otherwise affected by this Agreement. The Board of Education, under law, has the final responsibility and authority to add to, delete, or modify district policies, regulations, and/or practices. The Superintendent and the Superintendent’s designees are delegated the responsibility and authority to implement the District’s established policies and practices and to make decisions implementing the Board’s directives. Further, the Board and Administration have the responsibility and authority to abide by and implement through policies, practices and decisions, federal, state and local laws, regulations and ordinances, including rules and regulations promulgated by the Missouri Department of Elementary and Secondary Education.

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Section 2: Mutual Recognition

The Pattonville Board of Education will recognize the PNEA as the representative of certified teachers only, as outlined under District policy GBB-R-1, on the basis of satisfactory evidence, as set forth in District policy GBB-R-1, provided to the Board by PNEA. By virtue of satisfactory evidence submitted by the association to the Board that PNEA does represent the majority of the teachers in the District, the Board hereby will recognize PNEA as the official agent for all full-time and part-time certified teachers under regular contract employed by the District, as set forth in District policy GBB-R-1. Certified teachers refers to only those employees who are paid on the teacher salary schedule.

This recognition allows the Board and the PNEA to continue the long standing process of working together to reach mutual understandings regarding matters related to salaries, welfare benefits and certain working conditions for the certified teachers, as authorized by the Board. However, such recognition does not require either the Board or the PNEA to reach an agreement.

Section 4: Bargaining Procedures

- a. The District and PNEA agree to bargain in good faith on any matter subject to compensation and working conditions related to the terms and conditions of this Agreement, and that failure to reach agreement is not alone evidence of a failure on the part of the either group to bargain in good faith.
- b. The District agrees not to bargain with any other Employee organization or individual who is part of the bargaining unit on any matter subject to bargaining or the terms and conditions of this Agreement.
- c. Both parties shall furnish each other, upon request, available information pertinent to the issue(s) under consideration.
- d. When a tentative Agreement is reached it shall be produced in writing as the Agreement and submitted to PNEA and the Board for approval. This Agreement, upon ratification by PNEA (membership) and approval by the Board shall be official. The signatures of the Pro-Studies team and BOE/Administration team spokespersons shall be part of this Agreement. Once approved by the Board official minutes will include the signature of the President and Secretary of the Board of Education.
- e. Each certified teachers contract will include a link to obtain an electronic copy of the finalized agreement.

Section 5: Compensation.

Included within this agreement are Attachments 1 - 7, as if fully set forth herein, is the Economic Parameters and salary schedule for the 2019-20, 2020-21, and 2021-22 school years. Certified teachers will be paid on the 5th and 20th each month over twenty-four (24) checks. The first check will be issued on August 20th. Unless the Board determines otherwise due to financial reasons certified teachers advance on the salary schedule according to policy GCBA-R-1. Initial salary schedule placement is determined by policy GCBA-R-2.

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Section 6: Term of Agreement

This Agreement, between the Pattonville Board of Education and the PNEA, as agreed between the representatives of the parties, will be effective from July 1, 2019 through June 30, 2021, upon acceptance by a majority vote of the Pattonville Board of Education and a majority vote of the PNEA membership, unless changed as herein provided. This agreement is subject to the annual certification as required under Section 2 or any change in Missouri law that outlines the process for certificated representation.

Section 7: Modification of the Agreement and Future Agreements

This agreement is for the term as set forth in Section 5. In order for the district to fulfill its obligation to certified teachers any new agreement beyond that term must be finalized by March 1st of the final year of this agreement. Should the Professional Studies team fail to create and ratify a new contract by March 1st of the final year, the Board of Education may extend the March 1st deadline to the Thursday prior to the first Board of Education meeting in March.

If the Board of Education or the PNEA determine an issue is of a compelling nature that requires immediate attention and possible modification to this Agreement prior to the next scheduled period of agreement discussions, representatives of the Board and District Administration will meet with the PNEA in an attempt to mutually resolve the issue prior to Board action on the matter. The Board of Education reserves its legal responsibility and prerogative to act in all matters, as it deems necessary to serve the interests of the Pattonville School District.

Section 8: Professional Staff Work Schedules

This Agreement applies to all full-time and part-time certified teachers employed under contract by the Pattonville School District. Full-time teachers are those teaching a full day. Part-time teachers are those teaching less than a full day. Teachers recognize their responsibility to conform to Board established work schedules outlined in policy GCJ. The work year for certified teachers paid on the teacher salary schedule will be 189 days for the 2019-20, 2020-21, and 2021-22, and 2018-19 school years. A traveling teacher's schedule will be determined in accordance with policy GCBF-R.

Section 9: Compliance With Policy, Procedures and Regulations

The PNEA and the certified classroom teachers of the District shall comply with all applicable policies, procedures, practices and regulations of the District. All policies, procedures, and decisions concerning the operation of the District are the responsibility of the Board and/or its designee, and are not limited, modified or otherwise affected by this Agreement.

Section 10: Policy Review

The District will meet with PNEA to discuss and review District policies beginning with the prefix G, excluding policies affecting only support staff.

Section 11: Welfare Benefits

The District will make available at least one group health, dental, and life insurance plan for the full-time certificated teaching staff and part-time certificated teaching staff working over 20 hours per week, that shall be provided, by the Board without cost to the employee.

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Section 12: Employee Rights

- a. Employee discipline shall be exercised in accordance with state and federal law and district policy/procedures. All grievances will be conducted in accordance with district policy.
- b. PNEA members shall be entitled to have a PNEA representative present at meetings when formal disciplinary actions are taken.

- c. Certified Staff evaluation will take place as outlined per policies GCN and GCN-R.

Section 13: Leaves

Certified staff will be entitled to leaves as defined by district policy.

Section 14: Miscellaneous

All policies, procedures, and decisions concerning the operation of the District are the responsibility of the Board and/or its designee. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

The parties to the Agreement shall act in good faith compliance with the terms and conditions of the Agreement. This Agreement will be presented to the full Board for approval and PNEA membership for ratification.

Section 15: Reduction in Force

In the unfortunate situation that the Board determines Reduction in Force in necessary it will be administered according to district policy.

Section 16: RSMo § 105.585 Required Provisions

Notwithstanding any provision of this agreement to the contrary, the parties to this agreement stipulate the following:

1. The Board and District reserve the right to hire, promote, assign, direct, transfer, schedule, discipline, and discharge Employees. The Board and District reserve the right to make, amend, and rescind reasonable work rules and standard operating procedures.
2. All strikes and picketing of any kind are prohibited. A strike shall include any refusal to perform services, walkout, sick-out, sit-in, or any other form of interference with the operations of the District. Any Employee who engages in any strike or concerted refusal to work, or who pickets over any personnel matter, shall be subject to immediate termination of employment.
3. PNEA recognizes its duty of fair to represent without discrimination all Employees in the bargaining unit in all aspects of this Agreement.

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4. PNEA representatives are prohibited from accepting paid time, other than unused paid time off that was accrued by such Employees, by a public body for the purposes of conducting labor organization-related activities concerning collective bargaining, including, but not limited to, negotiations, bargaining meetings, meet and confer sessions, and any other collective bargaining-related activity, provided that every labor agreement may allow for paid time off for the purposes of grievance-handling, advisory committees, establishing a work calendar, and internal and external communication. This does not prohibit the District from requesting to meet with PNEA representatives during regular work hours.
5. All Employees have the right to refrain from engaging in and supporting labor organization activity as well as their right to oppose labor organization activity.
6. In the event of a budget shortfall, the District shall have the right to require the modification of the economic terms of this agreement. If the District deems it necessary to modify, upon good cause, the economic terms of any labor agreement, the public body shall so notify the labor organization and shall provide a period of thirty days during which the public body and the PNEA shall bargain over any necessary adjustments to the economic terms of the agreement. If at the end of the thirty-day period, the parties have been unable to agree upon modifications that meet the District's requirements, the District shall have the right, upon good cause, to make necessary adjustments on its own authority.

Signature Page

PNEA


Spokesperson

Administrative Team


Spokesperson

ATTACHMENT #1

**Pattonville School District
2019-20 Teacher Salary Summary**

Compensation	2018-19	2019-20	Dollar Increase	Percentage Increase
Salaries				
Salary Schedule	34,233,537	35,420,371	\$1,186,834	3.47%
Salary Schedule- Movement			733,725	2.14%
Salary Schedule- % Increase			453,109	1.32%
Insurance	4,465,031.46	4,779,798.70	\$314,767	7.05%
Total	38,698,568.80	40,200,170.04	\$1,501,601	3.88%

**Pattonville School District
2020-21 Teacher Salary Summary**

Compensation	2019-20	2020-21	Dollar Increase	Percentage Increase
Salaries				
Salary Schedule	35,420,371	36,579,633	\$1,159,261	3.27%
Salary Schedule- Movement			705,292	1.99%
Salary Schedule- % Increase			453,969	1.28%
Insurance	4,779,798.70	5,018,788.63	\$238,990	5.00%
Total	40,200,170.04	41,598,421.22	\$1,398,251	3.48%

**Pattonville School District
2021-22 Teacher Salary Summary**

Compensation	2020-21	2021-22	Dollar Increase	Percentage Increase
Salaries				
Salary Schedule	36,579,633	37,756,485	\$1,176,852	3.22%
Salary Schedule- Movement			637,348	1.74%
Salary Schedule- % Increase			539,504	1.47%
Insurance	5,018,788.63	5,269,728.06	\$250,939	5.00%
Total	41,598,421.22	43,026,212.82	\$1,427,792	3.43%

**3 Year Total
Average 10.79%
 3.60%**

ATTACHMENT #2

**PATTONVILLE SCHOOL DISTRICT
2019-20 CERTIFIED TEACHER SALARY SCHEDULE**

(This teacher salary schedule is only valid for the 2019-2020 school year)

STEP	BS Degree	BS + 8	BS + 16	BS + 24	Master	MA + 15	MA + 30	PHD
1	44,300	44,580	45,090	45,610	46,910	47,830	48,780	49,770
2	45,580	45,870	46,400	46,930	48,270	49,220	50,190	51,210
3	46,900	47,200	47,750	48,290	49,670	50,650	51,650	52,700
4	48,260	48,570	49,130	49,690	51,110	52,120	53,150	54,230
5	49,660	49,980	50,550	51,130	52,590	53,630	54,690	55,800
6	51,100	51,430	52,020	52,610	54,120	55,190	56,280	57,420
7	52,580	52,920	53,530	54,140	55,690	56,790	57,910	59,090
8	54,100	54,450	55,080	55,710	57,310	58,440	59,590	60,800
9	55,670	56,030	56,680	57,330	58,970	60,130	61,320	62,560
10	57,280	57,650	58,320	58,990	60,680	61,870	63,100	64,370
11	43,900	44,600	45,300	60,700	62,440	63,660	64,930	66,240
12	45,660	46,400	47,200	62,460	64,250	65,510	66,810	68,160
13	48,500	49,300	50,100	64,270	66,110	67,410	68,750	70,140
14	48,870	50,900	51,780	66,130	68,030	69,360	70,740	72,170
15	48,874	50,899	51,780	68,050	70,000	71,370	72,790	74,260
16	52,974	55,979	57,110	70,020	72,030	73,440	74,900	76,410
17	52,969	55,976	57,110	75,360	79,360	81,200	83,150	85,100
18	52,969	55,976	57,110	84,460	88,700	90,660	92,730	94,800

Salary Schedule Placement	
Teacher Schedule Placement Chart	
2018-19 Step	2019-20 Step
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This salary schedule *does not* reflect the maximum \$1,243 insurance rebate

The Salary for BS, BS+8, & BS+16 have been frozen for steps 12-18 since 2005-06.
No teacher in this group receives a reduction in salary, and will receive the greater of their previous year salary or the amount available at their new step

ATTACHMENT #3

**PATTONVILLE SCHOOL DISTRICT
2020-21 CERTIFIED TEACHER SALARY SCHEDULE**

(This teacher salary schedule is only valid for the 2020-2021 school year)

STEP	BS Degree	BS + 8	BS + 16	BS + 24	Master	MA + 15	MA + 30	PHD
1	44,800	45,080	45,590	46,110	47,410	48,330	49,280	50,270
2	46,030	46,320	46,840	47,380	48,710	49,660	50,640	51,650
3	47,300	47,590	48,130	48,680	50,050	51,030	52,030	53,070
4	48,600	48,900	49,450	50,020	51,430	52,430	53,460	54,530
5	49,940	50,240	50,810	51,400	52,840	53,870	54,930	56,030
6	51,310	51,620	52,210	52,810	54,290	55,350	56,440	57,570
7	52,720	53,040	53,650	54,260	55,780	56,870	57,990	59,150
8	54,250	54,580	55,210	55,830	57,400	58,520	59,670	60,870
9	55,820	56,160	56,810	57,450	59,060	60,220	61,400	62,640
10	57,440	57,790	58,460	59,120	60,770	61,970	63,180	64,460
11	43,900	44,600	45,300	60,830	62,530	63,770	65,010	66,330
12	45,660	46,400	47,200	62,590	64,340	65,620	66,900	68,250
13	48,500	49,300	50,100	64,410	66,210	67,520	68,840	70,230
14	48,870	50,900	51,780	66,280	68,130	69,480	70,840	72,270
15	48,874	50,899	51,780	68,200	70,110	71,490	72,890	74,370
16	52,974	55,979	57,110	70,180	72,140	73,560	75,000	76,530
17	52,969	55,976	57,110	75,360	79,360	81,200	83,150	85,100
18	52,969	55,976	57,110	86,280	90,610	92,610	94,720	96,840

Salary Schedule Placement	
Teacher Schedule Placement Chart	
2019-20 Step	2020-21 Step
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This salary schedule *does not* reflect the maximum \$1,243 insurance rebate

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ATTACHMENT #4

**PATTONVILLE SCHOOL DISTRICT
2021-22 CERTIFIED TEACHER SALARY SCHEDULE**

(This teacher salary schedule is only valid for the 2021-2022 school year)

STEP	BS Degree	BS + 8	BS + 16	BS + 24	Master	MA + 15	MA + 30	PHD
1	45,300	45,580	46,090	46,610	47,910	48,830	49,780	50,770
2	46,520	46,810	47,330	47,870	49,200	50,150	51,120	52,140
3	47,780	48,070	48,610	49,160	50,530	51,500	52,500	53,550
4	49,070	49,370	49,920	50,490	51,890	52,890	53,920	55,000
5	50,390	50,700	51,270	51,850	53,290	54,320	55,380	56,490
6	51,750	52,070	52,650	53,250	54,730	55,790	56,880	58,020
7	53,150	53,480	54,070	54,690	56,210	57,300	58,420	59,590
8	54,590	54,920	55,530	56,170	57,730	58,850	60,000	61,200
9	56,060	56,400	57,030	57,690	59,290	60,440	61,620	62,850
10	57,570	57,920	58,570	59,250	60,890	62,070	63,280	64,550
11	43,900	44,600	45,300	61,160	62,860	64,100	65,340	66,660
12	45,660	46,400	47,200	62,920	64,670	65,950	67,230	68,580
13	48,500	49,300	50,100	64,740	66,540	67,850	69,170	70,560
14	48,870	50,900	51,780	66,610	68,460	69,810	71,170	72,600
15	48,874	50,899	51,780	68,530	70,440	71,820	73,220	74,700
16	52,974	55,979	57,110	70,510	72,470	73,890	75,330	76,860
17	52,969	55,976	57,110	75,360	79,360	81,200	83,150	85,100
18	52,969	55,976	57,110	88,160	92,590	94,630	96,780	98,950

Salary Schedule Placement	
Teacher Schedule Placement Chart	
2020-21 Step	2021-22 Step
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This salary schedule *does not* reflect the maximum \$1,243 insurance rebate

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ATTACHMENT #5

2019-20 SALARY SCHEDULE DETAILS

STEP	DESCRIPTION	BS	BS+8	BS+16	BS+24	MA	MA+15	MA+30	PHD
1	2019-20 Schedule	44,300.00	44,580.00	45,090.00	45,610.00	46,910.00	47,830.00	48,780.00	49,770.00
	2018-19 Schedule	43,800.00	44,080.00	44,590.00	45,110.00	46,410.00	47,330.00	48,280.00	49,270.00
	% Increase	1.14%	1.13%	1.12%	1.11%	1.08%	1.06%	1.04%	1.01%
	\$ Increase	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00
2	2019-20 Schedule	45,580.00	45,870.00	46,400.00	46,930.00	48,270.00	49,220.00	50,190.00	51,210.00
	2018-19 Schedule	45,090.00	45,380.00	45,910.00	46,440.00	47,780.00	48,730.00	49,700.00	50,720.00
	No Change								
	% Increase	4.06%	4.06%	4.06%	4.03%	4.01%	3.99%	3.96%	3.94%
3	2019-20 Schedule	46,900.00	47,200.00	47,750.00	48,290.00	49,670.00	50,650.00	51,650.00	52,700.00
	2018-19 Schedule	46,420.00	46,720.00	47,260.00	47,810.00	49,190.00	50,170.00	51,170.00	52,220.00
	No Change								
	% Increase	4.01%	4.01%	4.01%	3.98%	3.96%	3.94%	3.92%	3.90%
4	2019-20 Schedule	48,260.00	48,570.00	49,130.00	49,690.00	51,110.00	52,120.00	53,150.00	54,230.00
	2018-19 Schedule	47,790.00	48,100.00	48,650.00	49,220.00	50,640.00	51,650.00	52,680.00	53,760.00
	No Change								
	% Increase	3.96%	3.96%	3.96%	3.93%	3.90%	3.89%	3.87%	3.85%
5	2019-20 Schedule	49,660.00	49,980.00	50,550.00	51,130.00	52,590.00	53,630.00	54,690.00	55,800.00
	2018-19 Schedule	49,200.00	49,520.00	50,090.00	50,670.00	52,130.00	53,170.00	54,230.00	55,350.00
	No Change								
	% Increase	3.91%	3.91%	3.91%	3.88%	3.85%	3.83%	3.82%	3.79%
6	2019-20 Schedule	51,100.00	51,430.00	52,020.00	52,610.00	54,120.00	55,190.00	56,280.00	57,420.00
	2018-19 Schedule	50,650.00	50,980.00	51,570.00	52,160.00	53,670.00	54,740.00	55,830.00	56,980.00
	No Change								
	% Increase	3.86%	3.86%	3.85%	3.83%	3.82%	3.80%	3.78%	3.74%
7	2019-20 Schedule	52,580.00	52,920.00	53,530.00	54,140.00	55,690.00	56,790.00	57,910.00	59,090.00
	2018-19 Schedule	52,140.00	52,480.00	53,090.00	53,700.00	55,250.00	56,350.00	57,480.00	58,660.00
	No Change								
	% Increase	3.81%	3.81%	3.80%	3.80%	3.76%	3.74%	3.73%	3.70%
8	2019-20 Schedule	54,100.00	54,450.00	55,080.00	55,710.00	57,310.00	58,440.00	59,590.00	60,800.00
	2018-19 Schedule	53,680.00	54,030.00	54,660.00	55,280.00	56,880.00	58,010.00	59,180.00	60,390.00
	No Change								
	% Increase	3.76%	3.75%	3.75%	3.74%	3.73%	3.71%	3.67%	3.65%
9	2019-20 Schedule	55,670.00	56,030.00	56,680.00	57,330.00	58,970.00	60,130.00	61,320.00	62,560.00
	2018-19 Schedule	55,260.00	55,620.00	56,270.00	56,910.00	58,560.00	59,720.00	60,930.00	62,170.00
	No Change								
	% Increase	3.71%	3.70%	3.70%	3.71%	3.67%	3.65%	3.62%	3.59%
10	2019-20 Schedule	57,280.00	57,650.00	58,320.00	58,990.00	60,680.00	61,870.00	63,100.00	64,370.00
	2018-19 Schedule	56,890.00	57,260.00	57,930.00	58,590.00	60,290.00	61,480.00	62,730.00	64,000.00
	No Change								
	% Increase	3.66%	3.65%	3.64%	3.65%	3.62%	3.60%	3.56%	3.54%
11	2019-20 Schedule	43,900.00	44,600.00	45,300.00	60,700.00	62,440.00	63,660.00	64,930.00	66,240.00
	2018-19 Schedule	43,900.00	44,600.00	45,300.00	60,320.00	62,070.00	63,290.00	64,580.00	65,890.00
	No Change	x	x	x					
	% Increase	-22.83%	-22.11%	-21.80%	3.60%	3.57%	3.55%	3.51%	3.50%
12	2019-20 Schedule	45,660.00	46,400.00	47,200.00	62,460.00	64,250.00	65,510.00	66,810.00	68,160.00
	2018-19 Schedule	45,660.00	46,400.00	47,200.00	62,100.00	63,900.00	65,160.00	66,490.00	67,830.00
	No Change	x	x	x					
	% Increase	4.01%	4.04%	4.19%	3.55%	3.51%	3.51%	3.45%	3.45%
13	2019-20 Schedule	48,500.00	49,300.00	50,100.00	64,270.00	66,110.00	67,410.00	68,750.00	70,140.00
	2018-19 Schedule	48,500.00	49,300.00	50,100.00	64,270.00	66,110.00	67,410.00	68,750.00	70,140.00
	No Change								
	% Increase								

Step Increase		% over prior step
\$	%	

Step 1	500	0.00%	
Step 2	0	0.00%	2.90%
Step 3	0	0.00%	2.90%
Step 4	0	0.00%	2.90%
Step 5	0	0.00%	2.90%
Step 6	0	0.00%	2.90%
Step 7	0	0.00%	2.90%
Step 8	0	0.00%	2.90%
Step 9	0	0.00%	2.90%
Step 10	0	0.00%	2.90%
Step 11	0	0.00%	2.90%
Step 12	0	0.00%	2.90%
Step 13	0	0.00%	2.90%
Step 14	0	0.00%	2.90%
Step 15	0	0.00%	2.90%
Step 16	0	0.00%	2.90%
Step 17	0	0.00%	
Step 18	0	2.05%	0.00%
Total	3.47%		This % is not applied if the current salary is > than % over prior step
No Added \$			

ATTACHMENT #5

2019-20 SALARY SCHEDULE DETAILS

Step Increase		% over prior step
\$	%	

STEP	DESCRIPTION	BS	BS+8	BS+16	BS+24	MA	MA+15	MA+30	PHD
	2018-19 Schedule	48,500.00	49,300.00	50,100.00	63,930.00	65,790.00	67,080.00	68,450.00	69,830.00
	No Change	x	x	x					
	% Increase	6.22%	6.25%	6.14%	3.49%	3.46%	3.45%	3.40%	3.41%
	\$ Increase	2,840.00	2,900.00	2,900.00	2,170.00	2,210.00	2,250.00	2,260.00	2,310.00
14	2019-20 Schedule	48,870.00	50,900.00	51,780.00	66,130.00	68,030.00	69,360.00	70,740.00	72,170.00
	2018-19 Schedule	48,870.00	50,900.00	51,780.00	65,820.00	67,730.00	69,060.00	70,470.00	71,890.00
	No Change	x	x	x					
	% Increase	0.76%	3.25%	3.35%	3.44%	3.40%	3.40%	3.35%	3.35%
	\$ Increase	370.00	1,600.00	1,680.00	2,200.00	2,240.00	2,280.00	2,290.00	2,340.00
15	2019-20 Schedule	48,874.00	50,899.00	51,780.00	68,050.00	70,000.00	71,370.00	72,790.00	74,260.00
	2018-19 Schedule	48,874.00	50,899.00	51,780.00	67,760.00	69,730.00	71,100.00	72,550.00	74,010.00
	No Change	x	x	x					
	% Increase	0.01%	0.00%	0.00%	3.39%	3.35%	3.34%	3.29%	3.30%
	\$ Increase	4.00	(1.00)	0.00	2,230.00	2,270.00	2,310.00	2,320.00	2,370.00
16	2019-20 Schedule	52,974.00	55,979.00	57,110.00	70,020.00	72,030.00	73,440.00	74,900.00	76,410.00
	2018-19 Schedule	52,974.00	55,979.00	57,110.00	69,760.00	71,790.00	73,200.00	74,690.00	76,190.00
	No Change	x	x	x					
	% Increase	8.39%	9.98%	10.29%	3.34%	3.30%	3.29%	3.24%	3.24%
	\$ Increase	4,100.00	5,080.00	5,330.00	2,260.00	2,300.00	2,340.00	2,350.00	2,400.00
17	2019-20 Schedule	52,969.00	55,976.00	57,110.00	75,360.00	79,360.00	81,200.00	83,150.00	85,100.00
	2018-19 Schedule	52,969.00	55,976.00	57,110.00	75,360.00	79,360.00	81,200.00	83,150.00	85,100.00
	No Change	x	x	x					
	% Increase	-0.01%	-0.01%	0.00%	8.03%	10.54%	10.93%	11.33%	11.69%
	\$ Increase	(5.00)	(3.00)	0.00	5,600.00	7,570.00	8,000.00	8,460.00	8,910.00
18	2019-20 Schedule	52,969.00	55,976.00	57,110.00	84,460.00	88,700.00	90,660.00	92,730.00	94,800.00
	2018-19 Schedule	52,969.00	55,976.00	57,110.00	82,760.00	86,920.00	88,840.00	90,870.00	92,900.00
	No Change	x	x	x					
	% Increase	0.00%	0.00%	0.00%	12.08%	11.77%	11.65%	11.52%	11.40%
	\$ Increase	0.00	0.00	0.00	9,100.00	9,340.00	9,460.00	9,580.00	9,700.00
18	2019-20 Schedule	52,969.00	55,976.00	57,110.00	84,460.00	88,700.00	90,660.00	92,730.00	94,800.00
	2018-19 Schedule	52,969.00	55,976.00	57,110.00	82,760.00	86,920.00	88,840.00	90,870.00	92,900.00
	% Increase	0.00%	0.00%	0.00%	2.05%	2.05%	2.05%	2.05%	2.05%
	\$ Increase	0.00	0.00	0.00	1,700.00	1,780.00	1,820.00	1,860.00	1,900.00

ATTACHMENT #6

2020-21 SALARY SCHEDULE DETAILS

STEP	DESCRIPTION	BS	BS+8	BS+16	BS+24	MA	MA+15	MA+30	PHD	Step Increase		% over prior step	
										\$	%		
1	2020-21 Schedule	44,800.00	45,080.00	45,590.00	46,110.00	47,410.00	48,330.00	49,280.00	50,270.00	Step 1	500	0.00%	0.00%
	2019-20 Schedule	44,300.00	44,580.00	45,090.00	45,610.00	46,910.00	47,830.00	48,780.00	49,770.00	Step 2	0	0.00%	2.75%
	% Increase	1.13%	1.12%	1.11%	1.10%	1.07%	1.05%	1.03%	1.00%	Step 3	0	0.00%	2.75%
	\$ Increase	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	Step 4	0	0.00%	2.75%
2	2020-21 Schedule	46,030.00	46,320.00	46,840.00	47,380.00	48,710.00	49,660.00	50,640.00	51,650.00	Step 5	0	0.00%	2.75%
	2019-20 Schedule	45,580.00	45,870.00	46,400.00	46,930.00	48,270.00	49,220.00	50,190.00	51,210.00	Step 6	0	0.00%	2.75%
	No Change									Step 7	0	0.00%	2.75%
	% Increase	3.91%	3.90%	3.88%	3.88%	3.84%	3.83%	3.81%	3.78%	Step 8	0	0.00%	2.90%
3	2020-21 Schedule	47,300.00	47,590.00	48,130.00	48,680.00	50,050.00	51,030.00	52,030.00	53,070.00	Step 9	0	0.00%	2.90%
	2019-20 Schedule	46,900.00	47,200.00	47,750.00	48,290.00	49,670.00	50,650.00	51,650.00	52,700.00	Step 10	0	0.00%	2.90%
	No Change									Step 11	0	0.00%	2.90%
	% Increase	3.77%	3.75%	3.73%	3.73%	3.69%	3.68%	3.67%	3.63%	Step 12	0	0.00%	2.90%
4	2020-21 Schedule	48,600.00	48,900.00	49,450.00	50,020.00	51,430.00	52,430.00	53,460.00	54,530.00	Step 13	0	0.00%	2.90%
	2019-20 Schedule	48,260.00	48,570.00	49,130.00	49,690.00	51,110.00	52,120.00	53,150.00	54,230.00	Step 14	0	0.00%	2.90%
	No Change									Step 15	0	0.00%	2.90%
	% Increase	3.62%	3.60%	3.56%	3.58%	3.54%	3.51%	3.50%	3.47%	Step 16	0	0.00%	2.90%
5	2020-21 Schedule	49,940.00	50,240.00	50,810.00	51,400.00	52,840.00	53,870.00	54,930.00	56,030.00	Step 17	0	0.00%	0.00%
	2019-20 Schedule	49,660.00	49,980.00	50,550.00	51,130.00	52,590.00	53,630.00	54,690.00	55,800.00	Step 18	0	2.15%	0.00%
	No Change									Total			This % is not applied if the current salary is > than % over prior step
	% Increase	3.48%	3.44%	3.42%	3.44%	3.38%	3.36%	3.35%	3.32%	No Added \$			
\$ Increase	1,680.00	1,670.00	1,680.00	1,710.00	1,730.00	1,750.00	1,780.00	1,800.00					
6	2020-21 Schedule	51,310.00	51,620.00	52,210.00	52,810.00	54,290.00	55,350.00	56,440.00	57,570.00				
	2019-20 Schedule	51,100.00	51,430.00	52,020.00	52,610.00	54,120.00	55,190.00	56,280.00	57,420.00				
	No Change												
	% Increase	3.32%	3.28%	3.28%	3.29%	3.23%	3.21%	3.20%	3.17%				
7	2020-21 Schedule	52,720.00	53,040.00	53,650.00	54,260.00	55,780.00	56,870.00	57,990.00	59,150.00				
	2019-20 Schedule	52,580.00	52,920.00	53,530.00	54,140.00	55,690.00	56,790.00	57,910.00	59,090.00				
	No Change												
	% Increase	3.17%	3.13%	3.13%	3.14%	3.07%	3.04%	3.04%	3.01%				
8	2020-21 Schedule	54,250.00	54,580.00	55,210.00	55,830.00	57,400.00	58,520.00	59,670.00	60,870.00				
	2019-20 Schedule	54,100.00	54,450.00	55,080.00	55,710.00	57,310.00	58,440.00	59,590.00	60,800.00				
	No Change												
	% Increase	3.18%	3.14%	3.14%	3.12%	3.07%	3.05%	3.04%	3.01%				
9	2020-21 Schedule	55,820.00	56,160.00	56,810.00	57,450.00	59,060.00	60,220.00	61,400.00	62,640.00				
	2019-20 Schedule	55,670.00	56,030.00	56,680.00	57,330.00	58,970.00	60,130.00	61,320.00	62,560.00				
	No Change												
	% Increase	3.18%	3.14%	3.14%	3.12%	3.05%	3.05%	3.04%	3.03%				
10	2020-21 Schedule	57,440.00	57,790.00	58,460.00	59,120.00	60,770.00	61,970.00	63,180.00	64,460.00				
	2019-20 Schedule	57,280.00	57,650.00	58,320.00	58,990.00	60,680.00	61,870.00	63,100.00	64,370.00				
	No Change												
	% Increase	3.18%	3.14%	3.14%	3.12%	3.05%	3.06%	3.03%	3.04%				
11	2020-21 Schedule	43,900.00	44,600.00	45,300.00	60,830.00	62,530.00	63,770.00	65,010.00	66,330.00				
	2019-20 Schedule	43,900.00	44,600.00	45,300.00	60,700.00	62,440.00	63,660.00	64,930.00	66,240.00				
	No Change	x	x	x									
	% Increase	-23.36%	-22.64%	-22.33%	3.12%	3.05%	3.07%	3.03%	3.04%				
12	2020-21 Schedule	45,660.00	46,400.00	47,200.00	62,590.00	64,340.00	65,620.00	66,900.00	68,250.00				
	2019-20 Schedule	45,660.00	46,400.00	47,200.00	62,460.00	64,250.00	65,510.00	66,810.00	68,160.00				
	No Change	x	x	x									
	% Increase	4.01%	4.04%	4.19%	3.11%	3.04%	3.08%	3.03%	3.03%				
13	2020-21 Schedule	48,500.00	49,300.00	50,100.00	64,410.00	66,210.00	67,520.00	68,840.00	70,230.00				
	2019-20 Schedule	48,500.00	49,300.00	50,100.00	64,270.00	66,110.00	67,410.00	68,750.00	70,140.00				

ATTACHMENT #6

2020-21 SALARY SCHEDULE DETAILS

Step Increase		% over prior step
\$	%	

STEP	DESCRIPTION	BS	BS+8	BS+16	BS+24	MA	MA+15	MA+30	PHD
	No Change	x	x	x					
	% Increase	6.22%	6.25%	6.14%	3.12%	3.05%	3.07%	3.04%	3.04%
	\$ Increase	2,840.00	2,900.00	2,900.00	1,950.00	1,960.00	2,010.00	2,030.00	2,070.00
14	2020-21 Schedule	48,870.00	50,900.00	51,780.00	66,280.00	68,130.00	69,480.00	70,840.00	72,270.00
	2019-20 Schedule	48,870.00	50,900.00	51,780.00	66,130.00	68,030.00	69,360.00	70,740.00	72,170.00
	No Change	x	x	x					
	% Increase	0.76%	3.25%	3.35%	3.13%	3.06%	3.07%	3.04%	3.04%
	\$ Increase	370.00	1,600.00	1,680.00	2,010.00	2,020.00	2,070.00	2,090.00	2,130.00
15	2020-21 Schedule	48,874.00	50,899.00	51,780.00	68,200.00	70,110.00	71,490.00	72,890.00	74,370.00
	2019-20 Schedule	48,874.00	50,899.00	51,780.00	68,050.00	70,000.00	71,370.00	72,790.00	74,260.00
	No Change	x	x	x					
	% Increase	0.01%	0.00%	0.00%	3.13%	3.06%	3.07%	3.04%	3.05%
	\$ Increase	4.00	(1.00)	0.00	2,070.00	2,080.00	2,130.00	2,150.00	2,200.00
16	2020-21 Schedule	52,974.00	55,979.00	57,110.00	70,180.00	72,140.00	73,560.00	75,000.00	76,530.00
	2019-20 Schedule	52,974.00	55,979.00	57,110.00	70,020.00	72,030.00	73,440.00	74,900.00	76,410.00
	No Change	x	x	x					
	% Increase	8.39%	9.98%	10.29%	3.13%	3.06%	3.07%	3.04%	3.06%
	\$ Increase	4,100.00	5,080.00	5,330.00	2,130.00	2,140.00	2,190.00	2,210.00	2,270.00
17	2020-21 Schedule	52,969.00	55,976.00	57,110.00	75,360.00	79,360.00	81,200.00	83,150.00	85,100.00
	2019-20 Schedule	52,969.00	55,976.00	57,110.00	75,360.00	79,360.00	81,200.00	83,150.00	85,100.00
	No Change	x	x	x					
	% Increase	-0.01%	-0.01%	0.00%	7.63%	10.18%	10.57%	11.01%	11.37%
	\$ Increase	(5.00)	(3.00)	0.00	5,340.00	7,330.00	7,760.00	8,250.00	8,690.00
18	2020-21 Schedule	52,969.00	55,976.00	57,110.00	86,280.00	90,610.00	92,610.00	94,720.00	96,840.00
	2019-20 Schedule	52,969.00	55,976.00	57,110.00	84,460.00	88,700.00	90,660.00	92,730.00	94,800.00
	No Change	x	x	x					
	% Increase	0.00%	0.00%	0.00%	14.49%	14.18%	14.05%	13.91%	13.80%
	\$ Increase	0.00	0.00	0.00	10,920.00	11,250.00	11,410.00	11,570.00	11,740.00
18	2020-21 Schedule	52,969.00	55,976.00	57,110.00	86,280.00	90,610.00	92,610.00	94,720.00	96,840.00
	2019-20 Schedule	52,969.00	55,976.00	57,110.00	84,460.00	88,700.00	90,660.00	92,730.00	94,800.00
	% Increase	0.00%	0.00%	0.00%	2.15%	2.15%	2.15%	2.15%	2.15%
	\$ Increase	0.00	0.00	0.00	1,820.00	1,910.00	1,950.00	1,990.00	2,040.00

ATTACHMENT #7

2021-22 SALARY SCHEDULE DETAILS

STEP	DESCRIPTION	BS	BS+8	BS+16	BS+24	MA	MA+15	MA+30	PHD	Step Increase		% over prior step	
										\$	%		
1	2021-22 Schedule	45,300.00	45,580.00	46,090.00	46,610.00	47,910.00	48,830.00	49,780.00	50,770.00	Step 1	500	0.00%	0.00%
	2020-21 Schedule	44,800.00	45,080.00	45,590.00	46,110.00	47,410.00	48,330.00	49,280.00	50,270.00	Step 2	0	0.00%	2.70%
	% Increase	1.12%	1.11%	1.10%	1.08%	1.05%	1.03%	1.01%	0.99%	Step 3	0	0.00%	2.70%
	\$ Increase	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	Step 4	0	0.00%	2.70%
2	2021-22 Schedule	46,520.00	46,810.00	47,330.00	47,870.00	49,200.00	50,150.00	51,120.00	52,140.00	Step 5	0	0.00%	2.70%
	2020-21 Schedule	46,030.00	46,320.00	46,840.00	47,380.00	48,710.00	49,660.00	50,640.00	51,650.00	Step 6	0	0.00%	2.70%
	No Change									Step 7	0	0.00%	2.70%
	% Increase	3.84%	3.84%	3.82%	3.82%	3.78%	3.77%	3.73%	3.72%	Step 8	0	0.00%	2.70%
3	2021-22 Schedule	47,780.00	48,070.00	48,610.00	49,160.00	50,530.00	51,500.00	52,500.00	53,550.00	Step 9	0	0.00%	2.70%
	2020-21 Schedule	47,300.00	47,590.00	48,130.00	48,680.00	50,050.00	51,030.00	52,030.00	53,070.00	Step 10	0	0.00%	2.70%
	No Change									Step 11	330	0.00%	
	% Increase	3.80%	3.78%	3.78%	3.76%	3.74%	3.71%	3.67%	3.68%	Step 12	330	0.00%	
4	2021-22 Schedule	49,070.00	49,370.00	49,920.00	50,490.00	51,890.00	52,890.00	53,920.00	55,000.00	Step 13	330	0.00%	
	2020-21 Schedule	48,600.00	48,900.00	49,450.00	50,020.00	51,430.00	52,430.00	53,460.00	54,530.00	Step 14	330	0.00%	
	No Change									Step 15	330	0.00%	
	% Increase	3.74%	3.74%	3.72%	3.72%	3.68%	3.64%	3.63%	3.64%	Step 16	330	0.00%	
5	2021-22 Schedule	50,390.00	50,700.00	51,270.00	51,850.00	53,290.00	54,320.00	55,380.00	56,490.00	Step 17	0	0.00%	0.00%
	2020-21 Schedule	49,940.00	50,240.00	50,810.00	51,400.00	52,840.00	53,870.00	54,930.00	56,030.00	Step 18	0	2.18%	0.00%
	No Change									Total 3.22%			This % is not applied if the current salary is > than % over prior step
	% Increase	3.68%	3.68%	3.68%	3.66%	3.62%	3.60%	3.59%	3.59%	No Added			
\$ Increase	1,790.00	1,800.00	1,820.00	1,830.00	1,860.00	1,890.00	1,920.00	1,960.00					
6	2021-22 Schedule	51,750.00	52,070.00	52,650.00	53,250.00	54,730.00	55,790.00	56,880.00	58,020.00				
	2020-21 Schedule	51,310.00	51,620.00	52,210.00	52,810.00	54,290.00	55,350.00	56,440.00	57,570.00				
	No Change												
	% Increase	3.62%	3.64%	3.62%	3.60%	3.58%	3.56%	3.55%	3.55%				
7	2021-22 Schedule	53,150.00	53,480.00	54,070.00	54,690.00	56,210.00	57,300.00	58,420.00	59,590.00				
	2020-21 Schedule	52,720.00	53,040.00	53,650.00	54,260.00	55,780.00	56,870.00	57,990.00	59,150.00				
	No Change												
	% Increase	3.59%	3.60%	3.56%	3.56%	3.54%	3.52%	3.51%	3.51%				
8	2021-22 Schedule	54,590.00	54,920.00	55,530.00	56,170.00	57,730.00	58,850.00	60,000.00	61,200.00				
	2020-21 Schedule	54,250.00	54,580.00	55,210.00	55,830.00	57,400.00	58,520.00	59,670.00	60,870.00				
	No Change												
	% Increase	3.55%	3.54%	3.50%	3.52%	3.50%	3.48%	3.47%	3.47%				
9	2021-22 Schedule	56,060.00	56,400.00	57,030.00	57,690.00	59,290.00	60,440.00	61,620.00	62,850.00				
	2020-21 Schedule	55,820.00	56,160.00	56,810.00	57,450.00	59,060.00	60,220.00	61,400.00	62,640.00				
	No Change												
	% Increase	3.34%	3.33%	3.30%	3.33%	3.29%	3.28%	3.27%	3.25%				
10	2021-22 Schedule	57,570.00	57,920.00	58,570.00	59,250.00	60,890.00	62,070.00	63,280.00	64,550.00				
	2020-21 Schedule	57,440.00	57,790.00	58,460.00	59,120.00	60,770.00	61,970.00	63,180.00	64,460.00				
	No Change												
	% Increase	3.14%	3.13%	3.10%	3.13%	3.10%	3.07%	3.06%	3.05%				
11	2021-22 Schedule	43,900.00	44,600.00	45,300.00	61,160.00	62,860.00	64,100.00	65,340.00	66,660.00				
	2020-21 Schedule	43,900.00	44,600.00	45,300.00	60,830.00	62,530.00	63,770.00	65,010.00	66,330.00				
	No Change	x	x	x									
	% Increase	-23.57%	-22.82%	-22.51%	3.45%	3.44%	3.44%	3.42%	3.41%				
12	2021-22 Schedule	45,660.00	46,400.00	47,200.00	62,920.00	64,670.00	65,950.00	67,230.00	68,580.00				
	2020-21 Schedule	45,660.00	46,400.00	47,200.00	62,590.00	64,340.00	65,620.00	66,900.00	68,250.00				
	No Change	x	x	x									
	% Increase	4.01%	4.04%	4.19%	3.44%	3.42%	3.42%	3.41%	3.39%				
13	2021-22 Schedule	48,500.00	49,300.00	50,100.00	64,740.00	66,540.00	67,850.00	69,170.00	70,560.00				
	2020-21 Schedule	48,500.00	49,300.00	50,100.00	64,410.00	66,210.00	67,520.00	68,840.00	70,230.00				

ATTACHMENT #7

2021-22 SALARY SCHEDULE DETAILS

Step Increase		% over prior step
s	%	

STEP	DESCRIPTION	BS	BS+8	BS+16	BS+24	MA	MA+15	MA+30	PHD
	No Change	x	x	x					
	% Increase	6.22%	6.25%	6.14%	3.44%	3.42%	3.40%	3.39%	3.38%
	\$ Increase	2,840.00	2,900.00	2,900.00	2,150.00	2,200.00	2,230.00	2,270.00	2,310.00
14	2021-22 Schedule	48,870.00	50,900.00	51,780.00	66,610.00	68,460.00	69,810.00	71,170.00	72,600.00
	2020-21 Schedule	48,870.00	50,900.00	51,780.00	66,280.00	68,130.00	69,480.00	70,840.00	72,270.00
	No Change	x	x	x					
	% Increase	0.76%	3.25%	3.35%	3.42%	3.40%	3.39%	3.38%	3.37%
	\$ Increase	370.00	1,600.00	1,680.00	2,200.00	2,250.00	2,290.00	2,330.00	2,370.00
15	2021-22 Schedule	48,874.00	50,899.00	51,780.00	68,530.00	70,440.00	71,820.00	73,220.00	74,700.00
	2020-21 Schedule	48,874.00	50,899.00	51,780.00	68,200.00	70,110.00	71,490.00	72,890.00	74,370.00
	No Change	x	x	x					
	% Increase	0.01%	0.00%	0.00%	3.39%	3.39%	3.37%	3.36%	3.36%
	\$ Increase	4.00	(1.00)	0.00	2,250.00	2,310.00	2,340.00	2,380.00	2,430.00
16	2021-22 Schedule	52,974.00	55,979.00	57,110.00	70,510.00	72,470.00	73,890.00	75,330.00	76,860.00
	2020-21 Schedule	52,974.00	55,979.00	57,110.00	70,180.00	72,140.00	73,560.00	75,000.00	76,530.00
	No Change	x	x	x					
	% Increase	8.39%	9.98%	10.29%	3.39%	3.37%	3.36%	3.35%	3.35%
	\$ Increase	4,100.00	5,080.00	5,330.00	2,310.00	2,360.00	2,400.00	2,440.00	2,490.00
17	2021-22 Schedule	52,969.00	55,976.00	57,110.00	75,360.00	79,360.00	81,200.00	83,150.00	85,100.00
	2020-21 Schedule	52,969.00	55,976.00	57,110.00	75,360.00	79,360.00	81,200.00	83,150.00	85,100.00
	No Change	x	x	x					
	% Increase	-0.01%	-0.01%	0.00%	7.38%	10.01%	10.39%	10.87%	11.20%
	\$ Increase	(5.00)	(3.00)	0.00	5,180.00	7,220.00	7,640.00	8,150.00	8,570.00
18	2021-22 Schedule	52,969.00	55,976.00	57,110.00	88,160.00	92,590.00	94,630.00	96,780.00	98,950.00
	2020-21 Schedule	52,969.00	55,976.00	57,110.00	86,280.00	90,610.00	92,610.00	94,720.00	96,840.00
	No Change	x	x	x					
	% Increase	0.00%	0.00%	0.00%	16.99%	16.67%	16.54%	16.39%	16.27%
	\$ Increase	0.00	0.00	0.00	12,800.00	13,230.00	13,430.00	13,630.00	13,850.00
18	2021-22 Schedule	52,969.00	55,976.00	57,110.00	88,160.00	92,590.00	94,630.00	96,780.00	98,950.00
	2020-21 Schedule	52,969.00	55,976.00	57,110.00	86,280.00	90,610.00	92,610.00	94,720.00	96,840.00
	% Increase	0.00%	0.00%	0.00%	2.18%	2.19%	2.18%	2.17%	2.18%
	\$ Increase	0.00	0.00	0.00	1,880.00	1,980.00	2,020.00	2,060.00	2,110.00