

Exhibit A
Certified Salary Schedule

STEP	2021-22 School Year				
	1 BA SALARY	2 MA SALARY	3 MA+15 SALARY	4 MA+30 SALARY	5 PhD SALARY
1	\$51,964	\$57,461			
2	\$54,432	\$60,191			
3	\$56,928	\$62,950	\$64,894	\$67,072	
4	\$59,446	\$65,734	\$67,764	\$70,039	
5	\$61,983	\$68,540	\$70,656	\$73,027	
6	\$64,537	\$71,363	\$73,567	\$76,036	
7	\$67,101	\$74,200	\$76,491	\$79,058	
8	\$69,675	\$77,047	\$79,425	\$82,090	\$89,765
9	\$72,254	\$79,898	\$82,365	\$85,129	\$92,971
10	\$74,835	\$82,752	\$85,307	\$88,170	\$96,176
11	\$77,415	\$85,604	\$88,248	\$91,209	\$99,376
12		\$88,452	\$91,183	\$94,243	\$102,566
13		\$91,291	\$94,110	\$97,268	\$105,742
14		\$94,119	\$97,025	\$100,281	\$108,903
15		\$96,932	\$99,925	\$103,278	\$112,045
16		\$99,728	\$102,807	\$106,258	\$115,163
17		\$102,504	\$105,670	\$109,215	\$118,256
18		\$105,257	\$108,508	\$112,149	\$121,322
19		\$107,986	\$111,321	\$115,057	\$124,357
20		\$110,688	\$114,105	\$117,934	\$126,222

Exhibit B
Cocurricular Stipend Schedule

FY22									
	Lanes								
	→								
Steps	1	2	3	4	5	6	7	8	9
1	6754.26	5214.86	4590.69	4335.81	3520.49	2666.07	2319.97	1863.80	1800.07
2	7071.40	5492.90	4826.74	4576.21	3687.03	2845.65	2509.67	1978.20	1889.86
3	7384.21	5768.05	5061.34	4815.16	3853.58	3029.57	2702.28	2094.05	1978.20
4	7701.35	6046.10	5295.95	5054.10	4020.11	3209.14	2891.99	2209.90	2067.99
5	8017.06	6322.70	5532.00	5294.50	4186.65	3391.61	3083.15	2324.31	2157.77
6	8332.76	6599.30	5765.15	5534.90	4356.09	3572.63	3275.75	2440.16	2246.11
7	8649.91	6877.35	5999.76	5775.30	4522.63	3755.10	3466.91	2553.12	2335.90
8	8964.16	7155.40	6235.81	6014.24	4689.17	3934.67	3656.62	2668.97	2424.24
9	9279.85	7430.55	6470.41	6253.19	4854.25	4117.14	3847.79	2784.83	2512.57
10	9598.46	7710.05	6706.47	6497.93	5015.01	4293.81	4044.74	2899.23	2600.91

		Other Differential Duty		
FY21	FY22	Duty		
\$ 1,572.39	\$ 1,603.84	Graduation Coordinator		
\$ 5,467.33	\$ 5,576.68	Activities Coordinator		
\$ 7,366.90	\$ 7,514.24	Division Heads		
\$ 469.97	\$ 479.37	Days worked beyond contract		
FY21	FY22	Duty		
\$ 42.06	\$ 42.90	Certified Nurse		
\$ 32.80	\$ 33.46	Detentions		
\$ 45.40	\$ 46.31	Summer School		
\$ 28.55	\$ 29.12	Chaperone Supervisor		
\$ 25.54	\$ 26.05	Chaperone		

Exhibit D
Support Staff Salary Schedule

FY22 (2%)	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	10 Month Custodial	12- Month Custodial	Maintenance
Step 1	20.81	21.61	24.19	25.09	25.97	27.94	17.94	26.50	30.48
Step 2	21.34	22.14	24.73	25.63	26.52	28.48			
Step 3	21.88	22.68	25.25	26.15	27.08	29.02			
Step 4	22.42	23.21	25.79	26.69	27.62	29.55			
Step 5	22.95	23.75	26.32	27.22	28.17	30.09			
Step 6	23.48	24.27	26.86	27.76	28.73	30.61			
Step 7	24.01	24.81	27.39	28.29	29.28	31.15			
Step 8	24.55	25.35	27.92	28.82	29.83	31.69			
Step 9	25.09	25.88	28.46	29.36	30.38	32.22			
Step 10	25.61	26.60	29.77	30.95	32.03	34.54	20.76	29.63	36.29

ARTICLE V

SECTION 7

Medical/Dental Insurance

The Board shall select and provide a group health insurance plan which includes both HMO and PPO plan options for regular full-time and part-time certified employees.

The Board will contribute the following dollar amounts toward the premium cost for each full-time certified employee's single or family coverage under the applicable HMO or PPO plan selected by the employee. The employee shall not be entitled to receive payment for premiums that are below the listed dollar amounts.

2021-22

HMO

Single	6500
Family	17000

PPO

Single	6500
Family	17000

The Board will pay the same Board dollar contribution amounts set forth above for the life of the contract.

For any employee changing from PPO300 to PPO750, the Board will contribute \$400 to employees with family coverage and \$200 to employees with single coverage the first year of the change and \$200 for family coverage and \$100 for single coverage the second year of the change. Such payment will be made as salary or employer 125 plan contribution, at the employee's discretion.

Part-time employee medical benefits will be prorated based upon the applicable percentage of the regular workday or workweek worked by the part-time employee.

An employee will be insured the first day of the month after their first work day. Coverage will end the last day of the month which employment ceases or August 31 if the certified employee completes the school year.

The Union and Board shall appoint two (2) representatives each to a joint insurance committee. The joint insurance committee shall review and evaluate the District's group health insurance plan and assess alternative insurance coverage and benefits options. Any committee recommendations for changes to the District's insurance providers or insurance plan coverage or benefits shall be submitted to the Union's Executive Committee and the Board for review and approval.

In the event a full-time teacher elects not to participate in the District's health insurance plan, the Board of Education shall contribute four thousand, five hundred dollars (\$4,500) into the employee's 403(b) plan with a District approved vendor. Furthermore, full-time employees who only elect dental coverage and do not elect HMO or PPO coverage shall be eligible for the same four thousand five hundred dollar (\$4500) contribution, minus the cost of the annual dental premium. The Board of Education will provide the payments described in the District's health insurance plan, and the District will make these payments in installments payable on the District's regular payroll schedule. An employee must be employed by the district at the time of the particular installment payment in order to receive it, and the District will provide a pro-rated payment amount based on the number of days worked to employees that begin or separate their employment between payroll dates. The District will provide the Union with a list of approved vendors.

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