

**Article IX: Teacher Assignment**

D. delete 'or maximum legally allowed by legislation, if less than the IRS rate per mile, for all travel done'

**Article XX Section 5 Tuition Reimbursement**

B.5. -Tuition reimbursement is limited to \$100,000 annually

-Bargaining unit members who do not have a Master's Degree would be eligible to take up to nine (9) credits annually while those who have a Master's Degree would be eligible to take up to six (6) credits annually

(see attached document for language)

**Article XX Benefits 8.**

Delete current language and replace with:

Effective July 1, 2015, each employee electing the medical plan will be required to pay 5% of the monthly tiered premium. Employee contributions will be deducted equally over 26 pay periods. If employee chooses to take summer salary in one lump sum this pay will reflect 5% deduction for each payroll period of lump sum.

**Article XX B. Salary Increases**<sup>F11</sup>

|          |  |
|----------|--|
| 2013-14  | Freeze   |
| 2014-15  | Freeze   |
| 2015-16* | \$5000 (if hired in 1213 or prior); \$3300 (if hired in 1314); \$1650 (if hired in 1415) |
| 2016-17  | \$2000   |
| 2017-18  | \$2000   |

**OR IN THE ALTERNATIVE**

The school board has proposed a salary based increase not to exceed \$1.4 million\* in total wage increases (including any and all retroactive salary increases) over the five year contract period. The Association is given discretion to either implement a salary schedule w/said funds or create a hybrid of flat dollar increases with implementation of a salary schedule. However, if the Association chooses to implement a salary schedule, this offer is contingent upon the starting salary in year 2015-16 is \$30,000, 2016-17 is \$32,000 and 2017-18 is \$34,000.

<sup>F12</sup>Salary increase proposal per association member attached hereto.

\*Increase will be added to salary base upon enactment of State Budget

**Article XX 7. (Stipend)**

Delete 'one thousand (\$1,000) dollars' and replace with two thousand five hundred (\$2500) dollars