

This proposal is a comprehensive Final Offer. Unless changed herein, all other terms and conditions of the present agreement are considered unchanged.

ARTICLE II

Page 1 II. Term of Agreement

P-3 The term of this agreement shall take effect as of September 1, 2009 and shall continue in full force and effect through June 30, 2011, or until a later date to which the two parties may hereinafter agree. Any such extended term shall be evidenced by an amendment to this agreement, to which amendment both parties shall signify their approval by affixing their signature thereto.

APPENDIX A

Page 5 Payroll

Payroll will be semi-monthly the 15th and 30th of each month, by either check or direct deposit, at the discretion of the District. If the 15th or the 30th falls on a weekend or holiday, payday will be the last workday prior to the weekend or holiday. Beginning with the 2010 school year, payrolls will be calculated based upon 24 pays per year from September through August. Employees may elect to receive summer pays in one lump sum at the end of the school year.

Page 6 Salary Schedules

Salary schedules for 2009-2010 and 2010-2011 are attached.

APPENDIX B

Page 11 B-1 Insurances

P-3 Effective 11/01/2009, the prescription coverage shall be a 3-tier formulary excluding fertility drugs and include a \$10.00 co-pay for generic drugs, \$30.00 co-pay for brand name drugs, and \$50 co-pay for non-formulary drugs. Employee contribution shall be the same as the employee medical contribution.

P-4 Each employee receiving the core plan as set forth above shall be required to contribute to the premium cost of such insurance in the following amounts:

<u>Year</u>	<u>Contribution</u>
Effective 07/01/09	10% of premium
Effective 07/01/10	15% of premium

Page 19 B-10 Emergency, Family Illness and Personal Leave

P-3 No more than one day without reason can be taken in any one week, and no two (2) days without reason can be taken on consecutive workdays – including Fridays and Mondays. Also, days without reason may not be taken the first five (5) days of school or the last five (5) days of school and may not be taken during District-scheduled in-service days. A day without reason will not be granted for more than ten percent (10%) of each building staff for any one day. A day without reason may not be the day immediately preceding or the day immediately following a scheduled school vacation.

APPENDIX C

Page 22 C-1 Dues and Payroll Deduction

P-1 Delete.

C-2 Teacher Work Day

P-4 The length of the teacher work day shall be uniformly established for all teachers as 7.5 hours, including lunch. Variations in actual starting and ending times may apply depending on specific assignment, and may include evening parent/teacher conferences.

C-3 Teacher Calendar

P-5 The teacher work year shall consist of one hundred ninety two (192) days. One day will be used for preparation for the opening of school and one day will be used for the closing of school.

P-6 The District shall be permitted to schedule teacher days on or after August 25th of each contract year. The additional calendar days over one hundred eighty-seven (187) may be scheduled or utilized as flextime in accordance with guidelines approved by the Superintendent. Flextime requirements must be completed prior to June 1st of the current school year.

Salary Schedule
2009-2010

Step	B	B + 15	M M.EQ	M + 15 M.EQ.+15	M + 30 M.EQ +30	D	Step
1	42,870	45,319	50,219	52,668	56,343	58,792	1
1.5	43,482	45,930	50,832	53,282	56,956	59,406	1.5
2	44,095	46,543	51,444	53,895	57,568	60,019	2
2.5	44,705	47,158	52,056	54,506	58,180	60,630	2.5
3	45,319	47,768	52,668	55,118	58,792	61,241	3
3.5	45,930	48,381	53,282	55,731	59,406	61,855	3.5
4	46,543	48,996	53,895	56,343	60,019	62,467	4
4.5	47,158	49,606	54,506	56,956	60,630	63,080	4.5
5	47,768	50,219	55,118	57,568	61,241	63,693	5
5.5		50,832	55,731	58,180	61,855	64,305	5.5
6		51,444	56,343	58,792	62,467	64,916	6
6.5		52,056	56,956	59,406	63,080	65,529	6.5
7		52,668	57,568	60,019	63,693	66,140	7
7.5		53,282	58,180	60,630	64,305	66,755	7.5
8		53,895	58,792	61,241	64,916	67,366	8
8.5		54,506	59,406	61,855	65,529	67,979	8.5
9		55,118	60,019	62,467	66,140	68,591	9
9.5		55,731	60,630	63,080	66,755	69,204	9.5
10		56,343	61,241	63,693	67,366	69,817	10
10.5			61,855	64,305	67,979	70,429	10.5
11			62,467	64,916	68,591	71,040	11
11.5			64,030	65,834	71,351	73,191	11.5
12			66,741	67,943	74,113	75,337	12
12.5			69,883	71,491	77,579	79,421	12.5
13			72,790	74,150	80,763	82,163	13
13.5			74,004	75,747	81,762	83,896	13.5
14			75,286	76,223	82,455	84,672	14
14.5			76,078	78,110	83,149	85,447	14.5
15			76,707	79,052	83,842	86,225	15
15.5			77,336	79,734	84,538	87,000	15.5
16			80,748	83,620	92,550	93,948	16

Salary Schedule
2010-2011

Step	B	B + 15	M M.EQ	M + 15 M.EQ.+15	M + 30 M.EQ +30	D	Step
1	43,299	45,772	50,721	53,195	56,906	59,380	1
1.5	43,917	46,389	51,340	53,815	57,526	60,000	1.5
2	44,536	47,008	51,958	54,434	58,144	60,619	2
2.5	45,152	47,630	52,577	55,051	58,762	61,236	2.5
3	45,772	48,246	53,195	55,669	59,380	61,853	3
3.5	46,389	48,865	53,815	56,288	60,000	62,474	3.5
4	47,008	49,486	54,434	56,906	60,619	63,092	4
4.5	47,630	50,102	55,051	57,526	61,236	63,711	4.5
5	48,246	50,721	55,669	58,144	61,853	64,330	5
5.5		51,340	56,288	58,762	62,474	64,948	5.5
6		51,958	56,906	59,380	63,092	65,565	6
6.5		52,577	57,526	60,000	63,711	66,184	6.5
7		53,195	58,144	60,619	64,330	66,801	7
7.5		53,815	58,762	61,236	64,948	67,423	7.5
8		54,434	59,380	61,853	65,565	68,040	8
8.5		55,051	60,000	62,474	66,184	68,659	8.5
9		55,669	60,619	63,092	66,801	69,277	9
9.5		56,288	61,236	63,711	67,423	69,896	9.5
10		56,906	61,853	64,330	68,040	70,515	10
10.5			62,474	64,948	68,659	71,133	10.5
11			63,092	65,565	69,277	71,750	11
11.5			64,670	66,492	72,065	73,923	11.5
12			67,408	68,622	74,854	76,090	12
12.5			70,582	72,206	78,355	80,215	12.5
13			73,518	74,892	81,571	82,985	13
13.5			74,744	76,504	82,580	84,735	13.5
14			76,039	76,985	83,280	85,519	14
14.5			76,839	78,891	83,980	86,301	14.5
15			77,474	79,843	84,680	87,087	15
15.5			78,109	80,531	85,383	87,870	15.5
16			81,555	84,456	93,476	94,887	16

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