

Amendments to the Master Agreement
Negotiated Spring 2009
Effective July 1, 2009

Article 13
Teacher Duty Day and Teaching Hours

13. Teachers in K-8 schools shall have 75 minutes of daily noncontact time immediately preceding or following the instructional day in blocks of not less than 30 minutes. By action of the principal in consultation with the school building council, individual K-8 schools may identify the blocks of time immediately preceding or following the instructional day. Such time shall be utilized for teacher determined planning or preparation. Principals may require attendance at a meeting or in-service activity during one or more of those blocks, provided that such meetings and in-service activities shall not consume more than 30 percent of any teacher's noncontact time per week.

Article 15
Teaching and Learning Conditions

A. Professional Learning

1. Teachers will work collaboratively with building and district support and in alignment with the building's school improvement plan and the district strategic plan to plan for their professional learning.
2. Building leadership teams will establish a calendar of dates and times of professional learning sessions. The calendar will be accessible to all staff within the first two weeks of the school year. Any subsequent changes will be approved by the building's leadership team and communicated promptly to the entire staff.
3. Outcomes for professional learning will be communicated in advance of the session.
4. Data teams are intended to be teacher directed once members of a data team and the building administration mutually agree that sufficient capacity in the data team process is developed. The work of data teams will be based on student achievement data and student needs. Principals will have conversations with each data team about its capacity to be teacher directed by no later than the end of the first quarter and quarterly thereafter until agreement is reached. Data teams will be determined to have reached capacity to be teacher directed when they demonstrate the ability to work effectively as a team in analyzing data, making decisions about student needs, and developing strategies to affect student performance. Once data team capacity is developed, administrators and other support personnel (i.e. teacher leaders, district coaches, TOSAs, etc.) may continue to participate in the data team process as appropriate.
5. Data rooms and data walls will minimally include standard data sets annually determined by the district. Beyond the minimum, schools may determine additional data sets for their data walls. When administrators post student data through the use of data rooms and data walls, such data will not be readily visible in areas commonly open to members of the public. Where applicable, student data may include class make-up indicators (e.g. English language learners, truancy, special education, Individualized Learning Plans, gifted and talented, etc.).

Appendix A
Teacher Salary Schedule

Effective July 1, 2009

Step	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60	MA+75	DOC
1	37,295	38,362	39,416	40,480	41,556	42,612	43,669	44,739	45,799	46,859	47,923
2	38,504	39,581	40,652	41,728	42,812	43,879	44,952	46,031	47,104	48,177	49,250
3	39,716	40,802	41,885	42,973	44,066	45,147	46,234	47,321	48,410	49,491	50,584
4	40,926	42,021	43,120	44,220	45,321	46,417	47,514	48,614	49,713	50,809	51,911
5	42,135	43,240	44,356	45,465	46,577	47,682	48,795	49,904	51,015	52,123	53,243
6	44,458	45,567	46,683	47,782	48,897	50,010	51,113	52,227	53,338	54,450	55,558
7	46,780	47,891	49,003	50,115	51,226	52,330	53,438	54,560	55,667	56,776	57,887
8	49,108	50,219	51,329	52,434	53,545	54,658	55,768	56,880	57,991	59,100	60,215
9	51,429	52,540	53,650	54,761	55,872	56,985	58,093	59,203	60,317	61,423	62,531
10	53,755	54,868	55,979	57,083	58,204	59,308	60,417	61,532	62,640	63,753	64,863
11	56,083	57,191	58,299	59,409	60,520	61,638	62,744	63,859	64,961	66,073	67,191
12	56,783	57,906	60,633	61,740	62,849	63,964	65,070	66,183	67,291	68,398	69,505
13	57,484	58,621	61,390	62,513	65,175	66,287	67,396	68,504	69,617	70,726	71,842
14	58,185	59,336	62,149	63,285	65,990	67,116	69,719	70,833	71,939	73,051	74,163
15	58,885	60,052	62,906	64,055	66,805	67,946	70,590	71,718	72,838	73,964	75,089
16	59,587	60,766	63,665	64,826	67,620	68,773	71,466	72,604	73,737	74,877	76,016
17	60,287	61,482	64,422	65,599	68,434	69,601	72,335	73,490	74,636	75,792	76,944
18	60,990	62,197	65,181	66,371	69,250	70,430	73,206	74,376	75,536	76,704	77,869
19	61,690	62,910	65,938	67,143	70,064	71,259	74,079	75,262	76,434	77,618	78,796
20	62,391	63,626	66,698	67,913	70,879	72,087	74,949	76,147	77,334	78,530	79,723
21	63,092	64,341	67,454	68,685	71,694	72,915	75,820	77,033	78,234	79,445	80,650
22	63,792	65,057	68,214	69,458	72,510	73,745	76,693	77,917	79,133	80,357	81,578
23	64,494	65,771	68,970	70,229	73,324	74,572	77,565	78,803	80,032	81,271	82,504
24	65,195	66,487	69,730	71,001	74,137	75,400	78,435	79,689	80,932	82,183	83,431
25	65,896	67,202	70,486	71,773	74,953	76,229	79,308	80,574	81,831	83,097	84,359
26	66,597	67,915	71,246	72,545	75,767	77,058	80,179	81,460	82,731	84,010	85,285
27	67,297	68,631	72,002	73,316	76,583	77,886	81,050	82,345	83,629	84,923	86,212
28	68,000	69,346	72,762	74,087	77,398	78,715	81,922	83,230	84,529	85,838	87,139
29	68,700	70,061	73,519	74,860	78,212	79,543	82,794	84,117	85,428	86,749	88,066
30	69,401	70,776	74,278	75,632	79,028	80,373	83,665	85,002	86,327	87,662	88,992
31	70,102	71,492	75,035	76,402	79,842	81,199	84,538	85,889	87,226	88,575	89,919
32	70,802	72,205	75,794	77,174	80,656	82,029	85,408	86,773	88,126	89,490	90,846
33	71,504	72,921	76,551	77,946	81,472	82,857	86,280	87,659	89,025	90,403	91,773
34	72,204	73,636	77,310	78,718	82,287	83,687	87,152	88,545	89,924	91,316	92,700
35	72,905	74,350	78,067	79,490	83,102	84,514	88,024	89,430	90,822	92,227	93,627
36	73,607	75,066	78,826	80,262	83,915	85,344	88,895	90,316	91,723	93,143	94,554
37	74,307	75,781	79,583	81,033	84,731	86,171	89,767	91,202	92,622	94,055	95,482
38	75,010	76,496	80,343	81,806	85,545	87,000	90,638	92,087	93,521	94,969	96,407
39	75,710	77,211	81,099	82,577	86,360	87,828	91,510	92,973	94,420	95,882	97,335
40	76,411	77,927	81,859	83,348	87,175	88,656	92,381	93,857	95,320	96,796	98,263
41	77,112	78,640	82,615	84,121	87,990	89,486	93,253	94,743	96,220	97,708	99,188
42	77,813	79,356	83,375	84,893	88,805	90,314	94,125	95,627	97,119	98,621	100,115

Appendix B
Extracurricular Activities Salary Schedule
Effective July 1, 2009

Compiled on the BA, Step 1 Salary = 37,295

		Head Basketball HS Head Football HS Band HS Vocal HS Dramatics HS Speech HS Head Cheerleader HS	Head Baseball HS Head Track HS Head Wrestling HS Head Gymnastics HS Head Swimming HS Head Pom Pon Head Lacrosse Head Soccer HS Head Volleyball HS Head X Country HS Head Golf HS Head Tennis HS Head Softball HS Annual Sponsor HS Journalism HS	Asst. Cheerleader HS Asst. Pom Pon HS All Asst. Coaches HS	Intramurals HS/MS Instrumental Music MS Vocal Music MS Head Coaches MS Head Student Council	Asst. Coaches MS Asst. Student Council
YEARS	INDEX	10.50%	9%	8%	7%	6%
1	1.0000	3,916	3,357	2,984	2,611	2,238
2	1.0410	4,077	3,495	3,106	2,718	2,330
3	1.0820	4,237	3,632	3,229	2,825	2,422
4	1.1435	4,478	3,839	3,412	2,986	2,559
5	1.2050	4,719	4,045	3,596	3,146	2,697
6	1.2665	4,960	4,252	3,779	3,307	2,834
7	1.3280	5,200	4,458	3,963	3,467	2,972
8	1.3895	5,441	4,665	4,146	3,628	3,110
9	1.4510	5,682	4,871	4,330	3,789	3,247
10	1.5125	5,923	5,077	4,513	3,949	3,385
11	1.5740	6,164	5,284	4,697	4,110	3,523

Credit for outside experience: Credit for outside experience in coaching shall be allowed on a step-for-each-year basis up to five years. This experience must be in the activity to which the teacher is assigned. For teachers hired after Jan. 1, 1979, no credit shall be given for outside experience at a middle or junior high level if the teacher is performing duties under this Appendix B at the high school level, except that teacher with ninth-grade coaching experience shall receive credit assigned to a ninth-grade coaching assignment in the same activity. In addition, in its sole discretion, the District may give year-for-year credit or it may give less than year-for-year credit for outside coaching experience of more than five years. The District shall not grant more than five years credit unless the chief personnel officer deems it necessary to do so to obtain highly qualified coaches in a particular sport.

Experience credit within the District: Those teachers within the school district shall receive experience credit for each year in a given activity without penalty for grade level or title (e.g. an assistant coach in basketball at the middle school level shall receive full credit for years of experience toward a position in basketball at the senior level).