

instruction per two-week period. There shall be no more than one (1) part-time teacher per department. Anyone teaching at 50 hours over a two-week period cannot be assigned a study hall.

A good faith effort of 23 or fewer students in each class will be made. In no event, may there ever be more than 26 students per class, including study hall -- with the exception of 30 students in Physical Education and 40 students in Chorus.

Employees covered by this collective bargaining agreement who lose at least two (2) entire senior classes in the month of May, can be called upon to sub for one (1) class during a given day, for the remainder of the school year, without receiving extra compensation. Employees who lose four (4) classes can be called upon to sub for two (2) classes for the remainder of the school year without receiving additional compensation.

Article XV

Licensure Advancement

Any Bargaining Unit Employee who receives either an initial or professional licensure change after they have started working for the School will receive an automatic increase to his or her salary as follows: \$2,000 for an initial licensure and \$3,000 for a professional license, which shall be prorated according to the percentage of the work year during which it was received. For example, if one received his or her initial license exactly halfway through the year he or she would receive \$1,000 as his or her licensure advancement payment for the remainder of that contract year.

Article XVI

Wages

The Minimum Starting Salary for full-time bargaining unit employees hired with only their Bachelor's Degree shall be \$48,000.00. The Minimum Starting Salary for full-time bargaining unit employees who possess their Master's Degree shall be \$50,000.00. Any current full-time bargaining unit employee earning less than the minimum starting salary shall have his/her salary raised to the minimum starting level at the start of the contract.

The following shall be the minimum annual salary levels for all current bargaining unit employees:

Effective August 24, 2021:

Upon completion of five (5) years as a full-time teacher:	\$58,500.00
Upon completion of seven (7) years as a full-time teacher:	\$64,500.00
Upon completion of ten (10) years as a full-time teacher:	\$71,500.00
Upon completion of twelve (12) years as a full-time teacher:	\$76,500.00

Upon completion of fifteen (15) years as a full-time teacher: \$83,000.00

Effective August 24, 2022:

Upon completion of five (5) years as a full-time teacher: \$60,000.00

Upon completion of seven (7) years as a full-time teacher: \$66,000.00

Upon completion of ten (10) years as a full-time teacher: \$73,000.00

Upon completion of twelve (12) years as a full-time teacher: \$78,000.00

Upon completion of fifteen (15) years as a full-time teacher: \$84,500.00

Effective August 24, 2023:

Upon completion of five (5) years as a full-time teacher: \$61,500.00

Upon completion of seven (7) years as a full-time teacher: \$67,500.00

Upon completion of ten (10) years as a full-time teacher: \$74,500.00

Upon completion of twelve (12) years as a full-time teacher: \$79,500.00

Upon completion of fifteen (15) years as a full-time teacher: \$86,000.00

For each year of this Agreement, Employees who are at a salary level less than what is specified above shall have their annual salary level increased to either the minimum annual salary level commensurate with the employee's years of service (above), or receive the annual percentage increase as stated below, whichever is greater, but not both.

Effective Date:	<u>8/24/21</u>	<u>8/24/22</u>	<u>8/24/23</u>
	4% Increase	3% Increase	3% Increase

Bargaining Unit Employees shall be paid in twenty-six (26) equal payments over the period of one year.

Wage increases shall become effective in the first pay period which occurs after the start of the school year to which the wage increase is tied.

In assessing years of service, a newly-hired employee shall be considered to have completed a full year of service if the employee had actually started working for the School on or before November 15th.

In the event a full-time employee drops down to part-time, his or her salary shall be prorated based on the percentage of a full-time equivalent (FTE) position the part-time employee is working. For example, if he or she is working .5 FTE, his or her part-time salary shall be fifty (50%) percent of what his or her full-time salary would have been.

Article XVII

Insurance