

**TENTATIVE AGREEMENT**

**9-16-2019**

**CLAY COMMUNITY SCHOOLS**

1. BASE SALARY

Section 1. Salaries. The salaries for teachers for the school year are as follows where each 100 points represents \$1,235:

<u>Classification</u>	<u>Base Pay</u>	<u>Career Points</u>
Step 1 -	\$39,250	0
Step 2 -	\$41,720	200
Step 3 -	\$45,425	500
Step 4 -	\$49,130	800
Step 5 -	\$52,835	1,100
Step 6 -	\$57,775	1,500
Step 7 -	\$63,950	2,000

Average increase per teacher is 2.6% - 2.7%.

2. ATHLETIC DIRECTORS – Increase extended contract days by 5 days. (Currently the ADs have 195 contracted days, and that would increase to 200 contracted days.)

3. SICK DAY TRANSFER LANGUAGE IN ARTICLE III, PARAGRAPH 1 (C):

C. Sick leave accumulation shall increase each year with the equivalent of unused personal and unused sick leave days. For teachers first hired before November 4, 2004, at the end of any school year in which that teacher's sick leave accumulation has exceeded one hundred twenty (120) days, that excess shall be paid to the teacher at an amount of \$65.00 per day no later than the four weeks after the end of the school year. For teachers first hired on or after November 4, 2004, at the end of any school year in which that teacher's sick leave accumulation has exceeded ninety (90) days, that excess shall be paid to the teacher at an amount of \$65.00 per day no later than the four weeks after the end of the school year.

4. Article II, Section 4

Section 4. Compensation for Teachers Teaching an Extra Class Period. If a teacher teaches 7 periods in lieu of a preparation period, then the teacher will receive 15% extra pay for each extra class taught in lieu of his/her preparation period.

5. Unified Sports – Add a head coach stipend \$2,000; add an assistant coach stipend \$1,000.