

TA 6/7/16 Mont
TA 6/7/16 [Signature]

Calendar

As was presented 5-24-16 and agreed upon on 5-24-16

Schedule B

As was presented on 5-24-16 and agreed upon on 5-31-16

Insurance Cap Proposal

Negotiated Cap Proposed was calculated by taking the state cap and adding the value of our 1% raise plus the ~23% retirement contribution and ~7% FICA.

2016-17 Proposed Negotiated Cap	
Single	\$6,468.59 (76%)
2-Person	\$13,662.27 (73%)
Full Family	\$17,657.84 (78%)

2016-17 State Cap	
Single	\$6,142.11 (73%)
2-Person	\$12,845.04 (69%)
Full Family	\$16,751.36 (74%)

Pay Schedule Proposal

We will give up the 1% raise for the ¹⁶⁻¹⁷2015-16 school year, however steps and lane changes are continuing.

2015-2016

2016-2017

2017-2018

(Same as 2008-2009)

(Same as 2015-16)

(2% Increase of 2015-16)

Step	BA	BA + 20	MA
1	\$32,780	\$33,437	\$36,727
2	\$34,838	\$35,608	\$38,699
3	\$36,895	\$37,778	\$40,667
4	\$38,954	\$39,948	\$42,639
5	\$41,010	\$42,120	\$44,608
6	\$43,067	\$44,290	\$46,581
7	\$45,125	\$46,462	\$48,550
8	\$47,183	\$48,631	\$50,521
9	\$49,240	\$50,802	\$52,490
10	\$51,300	\$52,973	\$54,460
11	\$53,352	\$55,091	\$56,637
16	\$54,378	\$56,151	\$57,727
20	\$56,009	\$57,836	\$59,459
25	\$57,689	\$59,571	\$61,242

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Step	BA	BA + 20	MA
1	\$33,439	\$34,109	\$37,465
2	\$35,538	\$36,324	\$39,477
3	\$37,637	\$38,537	\$41,484
4	\$39,737	\$40,751	\$43,496
5	\$41,834	\$42,967	\$45,505
6	\$43,933	\$45,180	\$47,517
7	\$46,032	\$47,396	\$49,526
8	\$48,131	\$49,608	\$51,536
9	\$50,230	\$51,823	\$53,545
10	\$52,331	\$54,038	\$55,555
11	\$54,424	\$56,198	\$57,775
16	\$55,471	\$57,280	\$58,887
20	\$57,135	\$58,999	\$60,654
25	\$58,849	\$60,768	\$62,473

Signing Bonus Proposal

Each member will get a one-time signing bonus of \$75 to be paid the first pay of the 2016-17 school year.

TA 6-6-16 *LOTTWHL*

Marion Public Schools Calendar 2016-17

mont
6/6/16

AUGUST						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
14	15	16	17	18	<u>19</u>	20
21	22	23	24	25	26	27
28	29	30	31			

Whole Day: 0
Late Start: 0
Half Day: 0

Staff PD Day - 8/31

Whole Day: 15
Late Start: 4
Half Day: 2

Holiday Break 12/22-1/2

JANUARY						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	<u>20</u>	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	<u>16</u>	17
18	19	20	21	22	23	24
25	26	27	28	29	<u>30</u>	

Whole Day: 16
Late Start: 3
Half Day: 0

Labor Day - 9/5

Whole Day: 15
Late Start: 3
Half Day: 0

President's Day Break 2/17-2/20

FEBRUARY						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	<u>3</u>	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

OCTOBER						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13 PT	14 PT	15
16	17	18	19	20	21	22
23	24	25	26	27	<u>28</u>	29
30	31					

Whole Day: 15
Late Start: 5
Half Day: 1

High School P-T Conferences
Oct 13: 4:00-7:00
Oct 14: 12:30-4:00

Whole Day: 14
Late Start: 3
Half Day: 1

High School P-T Conferences
Mar 9: 4:00-7:00
Mar 10: 12:30-4:00

Spring Break 3/27-3/31

MARCH						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	<u>3</u>	4
5	6	7	8	9 PT	10 PT	11
12	13	14	15	16	<u>17</u>	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	3	4	5
6	7	8	9	10 PT	11 PT	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Whole Day: 13
Late Start: 4
Half Day: 1

Elementary P-T Conferences
Nov 10: 3:30-6:30
Nov 11: 12:30-4:00

Whole Day: 14
Late Start: 4
Half Day: 1

Good Friday 4/14

ISD PD Day 11/1
Deer Day 11/15
Thanksgiving 11/24 & 11/25

Elementary P-T Conferences
April 12: 3:30-6:30
April 13: 12:30-4:00

APRIL						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12 PT	13 PT	14	15
16	17	18	19	20	21	22
23	24	25	26	27	<u>28</u>	29
30						

DECEMBER						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Whole Day: 12
Late Start: 3
Half Day: 0

Holiday Break 12/22-1/2

Whole Day: 18
Late Start: 4
Half Day: 0

Memorial Day 5/29

MAY						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	<u>12</u>	13
14	15	16	17	18	19	20
21	22	23	24	25	<u>26</u>	27
28	29	30	31			

- 181 STUDENT DAYS**
- * - Professional Development Days
 - PT - Parent/Teacher Conferences
 - [- Beginning of Marking Period
 -] - End of Marking Period
 - * - Half Days
 - - Scheduled Day Off

Totals
Whole Day: 138
Late Start: 35
Half Day: 8
Total Days: 181

Whole Day: 6
Late Start: 2
Half Day: 2

5 Underlined Numbers denote pay days.
Additional pay days are 6/23, 7/7, 7/21, 8/4, & 8/18.

MP #1: 43 days, 9 weeks
MP #2: 49 days, 10 weeks
MP #3: 43 days, 9 weeks
MP #4: 46 days, 9 weeks

JUNE						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	<u>9</u>	10
11	12	13	14	15	16	17

12/11/13

Work on student X



1A 6/6/16 ~~12/16~~
6/6/16 12/16

SCHEDULE B

Schedule B will be paid at 50% of current contractual rates during the 2015-16 school year, 75% of current contractual rates during the 2016-17 school year, and 100% of the current contractual rates during the 2017-18 school year.

Varsity Football	11%
Assistant Varsity Football	8%
JV Football	8%
Assistant JV Football	6%
JH Football	5%
Assistant JH Football	4%
Varsity Basketball	11%
JV Basketball	8%
9th Grade Basketball	6%
7th or 8th Grade Basketball	5%
Varsity Volleyball	9%
JV Volleyball	7%
JH Volleyball	5%
Girls' Varsity Track	9%
Boys' Varsity Track	9%
Girls' Assistant Track	4%
Boys' Assistant Track	4%
Girls' JH Track	4%
Boys' JH Track	4%
Cross Country	9%
Varsity Softball	9%
JV Softball	7%
Varsity Baseball	9%
JV Baseball	7%
Fall Varsity Cheerleading	6%
Winter Varsity Cheerleading	6%
Fall JV Cheerleading	4%
Winter JV Cheerleading	4%
JH Cheerleading	2%

Percentages are in reference to steps on the BA salary schedule. The steps referred to shall correspond to the number of years the person has coached that sport in an interscholastic setting. If the coaching positions are not filled in any one sport and the employed coaches perform the duties of the vacant positions, the allotted percent based on the base pay shall be divided equally among those performing the duties.

MSEA Package Proposal 6-6-16

The following percentage is based on the full schedule (BA, BA+20, and MA) and the person's total credited teaching experience.

Instrumental Music	12%
Concert Band^a	1% additional for community performances
Marching Band^b	5%
Jazz Band^c	5%
Vocal Music	3% (includes two or more elementary programs)
Elementary Music^d	3% additional for community performances
High School Choir^e	4%
Community Performances^f	4%
High and Middle School Yearbook	3%
Academic Competitive Team Coach ¹	9% (paid upon completion and publication)
Plays outside class time ¹	4% as a class
Safety Patrol Supervisor	2%
Librarian	3%
Counselor	3%
Academic, Career & College Readiness Teacher	5%
Class Advisor (one advisor per class) ¹	
• Seniors	3%
• Juniors	3%
• Sophomores	2%
• Freshman	2%
• Eight Grade	1.5%
• Seventh Grade	1.5%
• Sixth Grade	1.5%
School Improvement Chair	
• High School	5%
• Elementary	5%
School Improvement Committee Member	1% per person
SLS Advisor	2%
National Honor Society	1.5%
MPACT (per advisor, up to 2)	4%
MEAP M-STEP Coordinator ¹	4%
After School Study Club/ Summer Program	\$20 per hour
Audio-Visual Tech	\$20 per hour upon approval by administration
Special Education Coordinator	3%
Grant Writing ²	10%
Mentor Teacher	2% per mentee

¹Schedule B pay for positions with ¹ will be paid at the end of commitment.

MSEA Package Proposal 6-6-16

²The grant is to be divided among all writers involved with grant with a cap of fifteen thousand dollars (\$15,000) per grant. Grants must be approved in advance by the District. If the grant is not received, the writers will be paid twenty dollars (\$20.00) per hour for writing the grant.

^a*Includes Solo & Ensemble, Honors Band, and at least 2 band concerts*

^b*Includes Pep Band, parades, and other summer band activities*

^c*Includes out of school practice and Jazz Festival*

^d*Includes 2 or more elementary programs*

^e*Includes 2 or more high school programs and Solo & Ensemble*

^f*Includes performances like musicals, caroling, singing at rest homes, memorial day ceremony, national anthem at games, etc.*

a-f: See job descriptions for full requirements.

It shall be understood by both parties that Schedule B applies only to positions that the majority of the work is done outside the normal work day as defined in Schedule D, or additional work is required outside the normal school year.

The Board will notify the Association President of any newly created or anticipated Schedule B positions. Negotiations on such positions shall commence five (5) days before the position is filled.

Schedule B positions shall be posted internally prior to posting for outside applicants. First consideration will be given to Bargaining Unit members.

1. $\frac{1}{x^2} = x^{-2}$
 $\frac{d}{dx} x^{-2} = -2x^{-3} = -\frac{2}{x^3}$

2. $\frac{1}{x^3} = x^{-3}$
 $\frac{d}{dx} x^{-3} = -3x^{-4} = -\frac{3}{x^4}$

3. $\frac{1}{x^4} = x^{-4}$
 $\frac{d}{dx} x^{-4} = -4x^{-5} = -\frac{4}{x^5}$

4. $\frac{1}{x^5} = x^{-5}$
 $\frac{d}{dx} x^{-5} = -5x^{-6} = -\frac{5}{x^6}$

5. $\frac{1}{x^6} = x^{-6}$
 $\frac{d}{dx} x^{-6} = -6x^{-7} = -\frac{6}{x^7}$

6. $\frac{1}{x^7} = x^{-7}$
 $\frac{d}{dx} x^{-7} = -7x^{-8} = -\frac{7}{x^8}$

7. $\frac{1}{x^8} = x^{-8}$
 $\frac{d}{dx} x^{-8} = -8x^{-9} = -\frac{8}{x^9}$

8. $\frac{1}{x^9} = x^{-9}$
 $\frac{d}{dx} x^{-9} = -9x^{-10} = -\frac{9}{x^{10}}$

9. $\frac{1}{x^{10}} = x^{-10}$
 $\frac{d}{dx} x^{-10} = -10x^{-11} = -\frac{10}{x^{11}}$

10. $\frac{1}{x^{11}} = x^{-11}$

11.

12. $\frac{1}{x^{12}} = x^{-12}$

13.

14.

15.

16.