

**THREE LAKES ACADEMY**

Cash-In-Lieu of Benefits

Unused Personal Time

September 2014-August 2015

**Teaching and Support Staff**  
**SALARY SCHEDULE**  
**2014-2015 and 2015-2016**

TEACHERS	2013/2014	% Increase	Additional		2014/2015 and 2015/2016
		↓	Days		
Teacher-Year 1	\$26,000.00	2%	\$26,520.00	\$757.71	\$27,277.71
Teacher-Year 2	\$26,520.00	2%	\$27,050.40	\$772.87	\$27,823.27
Teacher-Year 3	\$27,050.40	2%	\$27,591.41	\$788.33	\$28,379.73
Teacher-Year 4	\$27,591.41	2%	\$28,143.24	\$804.09	\$28,947.33
Teacher-Year 5	\$28,143.24	2%	\$28,706.10	\$820.17	\$29,526.28
Teacher-Year 6 NEW STEP			\$29,280.22	\$836.58	\$30,116.80

-With adequate experience, administration can recommend new hires be placed on a salary step not to exceed Year 5.

TEACHERS-PROFESSIONAL DEVELOPMENT	2013/2014		2014/2015 and 2015/2016
Teacher-Additional Professional Development Days - 1 day value (Salary / 175days). As aligned with EUPISD calendar, up to number of days	\$152.94 per day	Year 1 Value	\$155.87 per day
	\$156.00 per day	Year 2 Value	\$158.99 per day
	\$159.12 per day	Year 3 Value	\$162.17 per day
	\$162.30 per day	Year 4 Value	\$165.41 per day
	\$165.55 per day	Year 5 Value	\$168.72 per day
		Year 6 Value	\$172.10 per day

SUBSTITUTE TEACHERS	2013/2014	2014/2015 and 2015/2016
Certified Teacher	\$12.86 per hour	\$12.86 per hour
Bachelor or Masters-Non Certified	\$11.43 per hour	\$11.43 per hour
90 Credit Hours	\$10.15 per hour	\$10.15 per hour
Substitute Teacher in classroom for more than ten consecutive days - hourly rate adjustment begins on 11th day.	\$13.86 per hour (\$90/7+\$1.00 hour)	\$13.86 per hour (\$90/7+\$1.00 hour)
Substitute Teacher with on-going instructional assignment.	\$13.86 per hour (\$90/7+\$1.00 hour)	\$13.86 per hour (\$90/7+\$1.00 hour)

<b>PARAPROFESSIONALS*</b>	2013/2014		<b>2014/2015 and 2015/2016</b>
Year 1 - Hourly Rate	\$10.00	2%	\$10.20 per hour
Year 2 - Hourly Rate	\$10.20	2%	\$10.40 per hour
Year 3 - Hourly Rate	\$10.40	2%	\$10.61 per hour
Year 4 - Hourly Rate	\$10.61	2%	\$10.82 per hour
Year 5 - Hourly Rate NEW STEP	-	\$10.82	\$11.04 per hour
Year 6 - Hourly Rate NEW STEP	-	\$11.04	\$11.26 per hour
Substitute ParaProfessional	\$8.84		\$9.00 per hour

\* (in classroom with certified teacher) / Hot Lunch Cashier

<b>SECRETARY / HEAD COOK / CUSTODIAN/*TITLE I PARAPROFESSIONAL</b>	2013/2014		<b>2014/2015 and 2015/2016</b>
Year 1 - Hourly Rate	\$12.00	2%	\$12.24 per hour
Year 2 - Hourly Rate	\$12.24	2%	\$12.48 per hour
Year 3 - Hourly Rate	\$12.48	2%	\$12.86 per hour
Year 4 - Hourly Rate	\$12.86	2%	\$13.12 per hour
Year 5 - Hourly Rate	\$13.12	2%	\$13.38 per hour
Year 6 - Hourly Rate NEW STEP		\$13.38	\$13.65 per hour
Substitute Secretary/Head Cook/Custodian	\$8.84		\$9.00 per hour

<b>BUS DRIVERS</b>	2013/2014		<b>2014/2015 and 2015/2016</b>
Year 1 - Hourly Rate	\$14.29	2%	\$14.57 per hour
Year 2 - Hourly Rate	\$14.57	2%	\$14.86 per hour
Year 3 - Hourly Rate	\$14.86	2%	\$15.16 per hour
Year 4 - Hourly Rate	\$15.16	2%	\$15.62 per hour
Year 5 - Hourly Rate	\$15.62	2%	\$15.93 per hour
Year 6 - Hourly Rate NEW STEP		\$15.93	\$16.25 per hour
Regular Drivers; Extra Runs	\$10.40	2%	\$10.61 per hour
Substitute Bus Driver; A.M. / P.M. Run	\$12.86	2%	\$13.12 per hour
Substitute Bus Driver; Extra Runs	\$8.84		\$9.00 per hour

<b>TRANSPORTATION SUPERVISOR</b>	2013/2014		<b>2014/2015 and 2015/2016</b>
Annual Stipend	\$850.00	2%	\$867.00 Annually

<b>CASH-IN-LIEU OF BENEFITS</b>	2013/2014	<b>2014/2015 and 2015/2016</b>
Teachers-Full and Part Time, Certified Prorated based on 7 hours	\$3,500.00 Annually	\$20/days worked
Paraprofessional, Secretary, Head Cook, and Custodian/Bus Drivers	\$3,500.00 Annually	\$20/days worked

Secretary, Paraprofessionals and Bus Drivers prorated based on a 7 hour day.

Head Cook, Custodian prorated based on 6 hours, (extended days).

Paraprofessionals and Bus Drivers prorated based on a 7 hour day.

Criteria / Structure for all Cash-In-Lieu of Benefits Payments:

- ◆ Regular employees working less than 20 hours weekly will not be considered.
- ◆ Annual benefit will be paid in 2 equal payments, end of first semester and end of school year.
- ◆ Annual benefit not to exceed \$3,500.00

<b>UNUSED PERSONAL DAYS</b>	2013/2014	<b>2014/2015 and 2015/2016</b>
Teachers	\$100.00 per day	\$100.00 per day
Paraprofessional, Secretary, Head Cook, Custodian, Bus Drivers	\$60.00 per day	\$60.00 per day

NEW OPTION: In **2014-2015 and 2015-2016**, In lieu of taking the value of unused sick time at the end of the year, employees may elect to accumulate up to a maximum of 30 days.

**2014-2015 and 2015-2016** One additional personal day for instructional staff (from nine to ten)

<b>LONGEVITY</b>	2013/2014	<b>2014/2015 and 2015/2016</b>
Teachers (full-time)	\$500 annually after completion of 3 years.	\$500 annually after completion of 3 years.