

THREE LAKES ACADEMY

Cash-In-Lieu of Benefits

Unused Personal Time

September 2016-August 2017

September 2017-August 2018

**Teaching and Support Staff
SALARY SCHEDULE
2016-2017 and 2017/2018**

	2014-2015 2015-2016	175 Days to 180 Days	2016-2017 Salary Base	4% Bonus ↓	2017-2018 Salary Base	3% Bonus ↓	2018-2019 NEW BASE
TEACHERS							
Teacher-Step 1	\$27,277.71	\$779.36	\$28,057.07	\$1,122.28	\$29,179.36	\$875.38	\$30,054.74
Teacher-Step 2	\$27,823.27	\$794.95	\$28,618.22	\$1,144.73	\$29,762.95	\$892.89	\$30,655.84
Teacher-Step 3	\$28,379.73	\$810.85	\$29,190.58	\$1,167.62	\$30,358.20	\$910.75	\$31,268.95
Teacher-Step 4	\$28,947.33	\$827.07	\$29,774.40	\$1,190.98	\$30,965.37	\$928.96	\$31,894.33
Teacher-Step 5	\$29,526.28	\$843.61	\$30,369.89	\$1,214.80	\$31,584.68	\$947.54	\$32,532.22
Teacher-Step 6	\$30,116.80	\$860.48	\$30,977.28	\$1,239.09	\$32,216.37	\$966.49	\$33,182.86

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

TEACHERS-PROFESSIONAL DEVELOPMENT	2016-2017 Per Diem	2017-2018 Per Diem
Teacher-Additional Professional Development Days - 1 day value	\$155.87	\$162.11
(Salary / 180 days). As aligned with EUPISD calendar, up to number of days	\$158.99	\$165.35
Based on 7 hr Day	\$162.17	\$168.66
	\$165.41	\$172.03
	\$168.72	\$175.47
	\$172.09	\$178.98

SUBSTITUTE TEACHERS	2016-2017 and 2017/2018
Certified Teacher	\$12.86 per hour
Bachelor or Masters-Non Certified	\$11.43 per hour
90 Credit Hours	\$10.15 per hour

Bonus Pay Contingency:

1. As long as the expenditure budget remains at or below the adopted amount set by the board the bonus shall be paid out.
2. Should the budget experience a deficit, whether due to a decrease in revenues or increase in expenditures, the board will review the proposed bonus and act by board resolution.
3. Bonus for teacher will be paid in full. Support staff will be paid bonus based on hours worked up to the bonus payroll, and thereafter, will be paid at their hourly rate inclusive of the bonus.
4. Upon the completion of the 2016-2017 school year, if the 4% bonus had not created a hardship for the district, it shall be added to the 2016-2017 beginning base wages and shall be the new base for 2017-2018.

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)
Substitute Teacher with on-going instructional assignment.	\$13.86 per hour (\$90/7+\$1.00 hour)

2017 beginning base wages and shall be the new base for 2017-2018.

THE THREE LAKES BOARD OF EDUCATION RESERVES THE RIGHT TO RESCIND THE THE 4% AND THE 3% BONUS BASED SHOULD THE DISTRICT FACE FINANCIAL HARDSHIP.

PARAPROFESSIONALS*	2016-2017	4% Bonus	2017-2018	3% Bonus	2018-2019
	Hourly Base	↓	Hourly Base	↓	NEW BASE
Year 1 - Hourly Rate	\$10.20	\$0.41	\$10.61	\$0.32	\$10.93
Year 2 - Hourly Rate	\$10.40	\$0.42	\$10.82	\$0.32	\$11.14
Year 3 - Hourly Rate	\$10.61	\$0.42	\$11.03	\$0.33	\$11.37
Year 4 - Hourly Rate	\$10.82	\$0.43	\$11.26	\$0.34	\$11.59
Year 5 - Hourly Rate	\$11.04	\$0.44	\$11.48	\$0.34	\$11.83
Year 6 - Hourly Rate	\$11.26	\$0.45	\$11.71	\$0.35	\$12.06
Substitute ParaProfessional	\$9.00		\$9.25		\$9.50

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

SECRETARY / HEAD COOK / CUSTODIAN/*TITLE I PARAPROFESSIONAL/GSRP (Federal Funds)	2016-2017	4% Bonus	2017-2018	3% Bonus	2018-2019
	Hourly Base	↓	Hourly Base	↓	NEW BASE
Year 1 - Hourly Rate	\$12.24	\$0.49	\$12.73	\$0.38	\$13.11
Year 2 - Hourly Rate	\$12.48	\$0.50	\$12.98	\$0.39	\$13.37
Year 3 - Hourly Rate	\$12.86	\$0.51	\$13.37	\$0.40	\$13.78
Year 4 - Hourly Rate	\$13.12	\$0.52	\$13.64	\$0.41	\$14.05
Year 5 - Hourly Rate	\$13.38	\$0.54	\$13.92	\$0.42	\$14.33
Year 6 - Hourly Rate	\$13.65	\$0.55	\$14.20	\$0.43	\$14.62
Substitute Secretary/Head Cook/Custodian	\$9.00		\$9.25		\$9.50

BUS DRIVERS	2016-2017	4% Bonus	2017-2018	3% Bonus	2018-2019
	Hourly Base	↓	Hourly Base	↓	NEW BASE
Year 1 - Hourly Rate	\$14.57	\$0.58	\$15.15	\$0.45	\$15.61
Year 2 - Hourly Rate	\$14.86	\$0.59	\$15.45	\$0.46	\$15.92
Year 3 - Hourly Rate	\$15.16	\$0.61	\$15.77	\$0.47	\$16.24

Year 4 - Hourly Rate	\$15.62	\$0.62	\$16.24	\$0.49	\$16.73
Year 5 - Hourly Rate	\$15.93	\$0.64	\$16.57	\$0.50	\$17.06
Year 6 - Hourly Rate	\$16.25	\$0.65	\$16.90	\$0.51	\$17.41
Regular Drivers; Extra Runs	\$10.61	\$0.42	\$11.03	\$0.33	\$11.37
Substitute Bus Driver; A.M. / P.M. Run	\$13.12	\$0.52	\$13.64	\$0.41	\$14.05
Substitute Bus Driver; Extra Runs	\$9.50		\$9.75		\$10.00

TRANSPORTATION SUPERVISOR	2016-2017	4% Bonus	2017-2018	3% Bonus	2018-2019
	Hourly Base	↓	Hourly Base	↓	NEW BASE
Annual Stipend	\$867.00	\$34.68	\$901.68	\$27.05	\$928.73

BOARD PAID HEALTH INSURANCE
Single Subscriber - Capped at \$375

NEW- Board Paid Benefit for all staff - \$20,000 Life and \$20,000 Accidental Death

CASH-IN-LIEU OF BENEFITS	2016-2017 and 2017/2018	
Teachers-Full and Part Time, Certified Prorated based on 7 hours	\$3,500.00	Annually
Paraprofessional, Secretary, Head Cook, and Custodian/Bus Drivers	\$3,500.00	Annually

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

UNUSED PERSONAL DAYS	2016-2017 and 2017/2018
Teachers - Ten (10) Days	\$100.00 per day
Paraprofessional, Secretary, Head Cook, Custodian, Bus Drivers - Nine (9) Days	\$60.00 per day

NEW OPTION: Beginning in **2014-2015** 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. Once an employee rolls over their unused personal days, payout for unused personal days is no longer a valid option.

LONGEVITY	2016-2017 and 2017/2018
Teachers (full-time)	\$500 annually after completion of 3 years.

COMP HOURS*	2016-2017 and 2017/2018
Teachers (full-time)	\$20.00 per hour
Support Staff	\$10.00 per hour

*Comp Time may be used in place of personal time. Unused comp hours will be paid on the 20th pay of each school year. Staff may elect to roll over comp hours and must notify business office by May 1st of each year of their intent to roll over time. Comp accumulation may not exceed thirty-five (35) hours. Any hours in excess of 35 hours will be paid out if they are not used by the end of the school year in which the 35 hour limit has been met.

ALL COMP MUST HAVE PRIOR ADMINISTRATIVE APPROVAL AND COMP FORMS MUST BE COMPLETED AND TURNED IN TO THE BUSINESS OFFICE.