

Addendum to 2004/2005 and 2005/2006 Negotiated Agreement

1) For the purpose of the 2004 conversion to the new salary schedule the steps and years will be figured as follows: Teachers who have experience at school districts other than the Winner School District will have that experience converted to the new salary schedule based on what step they came in on. For example if a teacher was initially employed during or after the 1986-87 school year, the teacher was put on step one – that equals zero years of experience, step two equals one year of experience, etc. For school years prior to 1986-87, the teacher's experience will be equal to the step that s/he came in on. So step 0 equals 0 years of experience and step 1 equals 1 year of experience, etc. See charts below for examples:

<u>Year</u>	<u>Step</u>	<u>Years of Experience</u>
1	1	0
2	2	1
3	3	2
4	4	3
5	5	4
6	6	5
7	7	6
8	8	7
9	9	8
10	10	9

If you were employed prior to compacting in 1986/87

1	0	0
2	1	1
3	2	2
4	3	3 and so on.

2) The minimum and maximum raise for each teacher for the 2004/2005 school year is \$500.00 and \$1,500.00 respectively. If a teacher's salary is lower or higher than the minimum or maximum a salary adjustment will be made to increase or decrease their salary based on the minimum or maximum amount set. This is a one time salary adjustment that goes from this year forward within the salary schedule in order to begin the new salary schedule. Credits taken during the summer will be included for the purposes of the minimum and maximum calculation if they were taken prior to May 1, 2004. Credits taken after May 1, 2004 will be paid per credit. Salaries will be calculated with a cap on years of experience at 30 and a cap of 72 on total credits.

3) Extracurricular pay will be determined according to the following formula.

Activities Salary Formula

Base _____

_____ Years in activity x Rate _____

_____ Education Credits x Rate _____

Masters Degree _____

Total _____

x activity percentage _____

2004 / 2005 Activity Salary _____

adjustment (if necessary) _____

Total _____

2003 / 2004 Activity Salary _____

- If the 2003/2004 activity salary is higher than the 2004/2005 salary, the activity salary will be figured at the higher of these two amounts. If an adjustment has been made it will be included in this activity for as long as the employee holds this position without interruption of this specific assignment.