

Blain Galy 10-21-2021

Tentative Agreement

TVSC and TVCTA

October 21, 2021

1. The salary schedule increase at each step for master's degree is \$800.
2. The salary schedule increase at the bachelor's degree is \$325.
3. Each teacher who qualifies to take a step on the revised salary schedule will take 6 steps on MS Salary and 12 steps on BS Salary.
 - a. M.S. \$4,800 increase
 - b. B.S. \$3,900 increase
4. Each teacher who qualifies to make a lane change on the salary schedule will make a lane change.
5. The range for teachers' base salary increases is \$42,225 to \$73,450. The new starting minimum base salary for bachelor's teachers hired for 2021-22 is \$42,225. The new starting minimum base salary for master's teachers hired for 2021-22 is \$50,250. Any new hire for the 2021-22 school year whose salary is below this new minimum base salary amount will have his/her starting pay adjusted to \$42,225.
6. 4% increase in insurance.
 - a. Single: Additional \$3.74 per pay
 - b. Family: Additional \$7.68 per pay
7. ECA's will be revised/reallocated based on lack of participation. A 2.5% increase will occur for each ECA.

Language: If a teacher desires to use personal leave time (whether in half-day or full-day increments) the day immediately preceding or the day immediately following a school break and/or holiday, then the teacher must submit a request via e-mail to the Superintendent and request specific approval to take such personal leave time on such date. The Superintendent will determine whether the teacher's request will be granted or denied subject to the rules stated herein. A maximum of six (6) teachers Corporation-wide may take personal leave on a day immediately preceding or immediately following a school break or holiday. If more than six (6) teachers request to take personal leave under this provision, then the Superintendent will grant the request on a first come first served basis, except those teachers who have been granted the opportunity to use personal leave on a day immediately preceding or immediately following a school break or holiday within the three-year time period preceding the teacher's current request will have his/her request denied unless the number of teachers who have requested to be off on the same day falls below the six teacher maximum for that day. The Superintendent may, in his sole discretion, deviate from the rules set forth herein if he determines that unusual or unique circumstances warrant an exception being made.

- New Pay Rate will be effective November 26th
- Back Pay will be sent out on December 3rd

James Yazel
10/21/2021
Cathy Olson