

May 24, 2018

BEFORE YOU VOTE ON THE TA

ETA Members: We have exciting news to share with you prior to your vote on the 2018-2021 Tentative Agreement.

Read to the end of this memo! We have been referring to the process described below as “stacking” the credits accrued on top of those awarded at the time of migration to the new model. We are excited to share the “stacking” of the credits is the agreed and confirmed intent of the language.

The following summarizes the migration of members from the Traditional Model to the Career Credit model over the course of the three years covered by this Tentative Agreement:

- 1) At presentations and Q&A sessions we have been consistently communicating to members that all members will begin to accrue career credits this fall provided the Tentative Agreement is ratified by the membership. This is in fact true.
- 2) We’ve also been consistently stating that members will either move to the new model this fall, engage in work earning and accumulating career credits to move to the new model during the life of the contract, or they will continue on the traditional model through the duration of the new contract and migrate to the new model on the last day the Agreement is in place. These facts are all true.
- 3) For this last group of members, those who will migrate to the new model at the end of the Agreement, the placement on the new Career Credit salary schedule will be determined by identifying the first salary on the Career Credit model that is higher than the salary they last earned on the Traditional Model establishing that higher salary as their placement on the new model. Further, the teacher’s Career Credit balance will be set equal to the lowest number of credits that would otherwise qualify the teacher to earn that salary. At such time, all members will be on the new model. These facts are all true.
- 4) Those members who have been moved and placed at the conclusion of year three shall then have their accumulated Career Credits, less those earned for service credit at 40 credits per service year, added to their established balance as described in number three (3) above. The reason for the exclusion of the earned service credits is that those members already received that credit as they moved through the Traditional Model in their step increase.

Continue to next page for an example.

Here's an example to illustrate the clarification based upon the following criteria:

MA+40, Step 9 this year with the teacher accruing the career credits as shown.

Current Step and Lane Salary
 Step 9, MA+40 \$ 75,550

Traditional Model				
		Lane	Step	Salary
	Current	MA+40	5	\$ 75,550
2018-19	1st Yr	2018-19	6	\$ 77,864
2019-20	2nd Yr	2019-20	7	\$ 80,199
2020-21	Final Yr	2020-21	8	\$ 82,555

Credits accrued over 3-years:

1st Yr: Completed year + 1 grade level team + 1 Bldg Committee	70
2nd Yr: Completed year + 1 grade level team + 1 event	57
1st Yr: Completed year + SIP team + grade level team (1 semester) + 3 grad hours	75

Total Accrual: 202 [B]

Credits accrued as service credits (3 x's 40): 120

Accrued credits available to be "stacked" upon migration after year 3: 82 [C]

Determination of Salary Placement for 2021-22

End of Agreement migration to new model

Salary rate: \$ 87,000

Salary level: 8

Career Credit balance set to: 1051 [A]

Earned Career Credits to be added to balance: 82 [C]

Sum of [A] and [C] 1133 [A+C]

Salary Level 8

Salary Rate: \$ 87,000 [D]

First salary on new model higher than \$82,555 from 2020-21

Related Salary Level

Establish member Career Credit balance to align to identified wage

Accrued credits, less the 120 accrued as experience credit.

Accrued career credits plus initial placement value

Identified salary level

Salary rate for 2021-2022 PLUS any bargained increase to rates

Level	Career Credit Range	2020-21
1	0 150	\$ 52,000
2	151 300	\$ 57,000
3	301 450	\$ 62,000
4	451 600	\$ 67,000
5	601 750	\$ 72,000
6	751 900	\$ 77,000
7	901 1050	\$ 82,000
8	1051 [A] 1200	\$ 87,000 [D]
9	1201 1350	\$ 92,000
10	1351 1500	\$ 97,000
11	1501 1650	\$102,000
12	1651 1800	\$107,000

Member will have 1133 career credits at the beginning of 2021-22 and earn \$87,000