

ETA U46 Tentative Agreement
Updated Language Items

Updates: May 17, 2018

The highlighted update is inclusion of language reflecting the agreement that each member compensated on Level 12 of the new Career Credit compensation model qualifies for the 403(b) matching provision. As soon as the member reaches Salary Level 12 they qualify for this voluntary benefit. Qualification for the benefit is renewable on a yearly basis once the member reaches Salary Level 12. All other underlined additions remain.

27.1 SALARY SCHEDULE

The basic salaries of teachers covered by this Agreement shall be as set forth in Appendix E for the ~~2014-15, 2015-16, and 2016-17~~ 2018-19, 2019-20, and 2020-21 school terms, which is attached to and incorporated in this Agreement.

All new hires beginning the 2018 school year shall be compensated under the Career Credit model.

Teachers employed during the 2017-18 academic year will migrate to the Career Credit compensation model at such time that their placement based upon their individual Career Credit accrual would provide a higher salary, unless the member elects to remain on the Traditional Model. Once a member is placed upon the Career Credit model they shall remain on the Career Credit model and not have the option to return to the Traditional Model.

Teachers compensated at Salary Level 12 on the Career Credit model who elect to make voluntary contributions to a qualified tax deferred plan as provided in 26.3 Retirement Savings Plan shall have their individual contribution matched by the district to the same account(s) in an amount not to exceed 4% of the Level 12 Salary Rate. The matching contribution shall follow the same schedule of investment as the teacher's voluntary contribution and shall become the property of the teacher immediately upon deposit in such accounts.

Teachers remaining on the Traditional Compensation schedule on August 13, 2021 shall be moved to the new compensation model for the 2021-22 school year. These teachers shall be placed on the new Career Credit compensation model at the first salary level having a salary rate greater than the salary earned for the 2020-21 academic year on the 2020-21 Traditional Model. The member's individual Career Credit accrual balance shall be adjusted to reflect the minimum accrual eligible for this higher rate of pay.