



Teachers' Association of Camdenton Salary Proposal

March 29, 2016

TAC proposes the district shall:

- Continue Career Ladder for all stages as currently funded (80%).
- Remove the policy that requires 8 graduate hours every 5 years (currently in moratorium)
- Continue working towards competitive salaries and compensation packages for all certified staff
- Continue insurance with current premiums, deductibles, co-pays, and out-of-pocket maximums.
- Begin the process to research the best insurance options for our district and employees.
- Adopt the 2% condensed salary schedule
 - This ensures that even with no money added to the schedule, teachers will still receive a cost-of-living raise.
 - This schedule also ensures equitable steps throughout all steps on the scale. This schedule is attractive for new hires because of this equitability.
 - Every teacher fits on this schedule with the current conversion.
 - This schedule also provides help towards the compensation of the “frozen steps” from the early 2000s. Veteran teachers affected by this are pleased with the new schedule that allows for this slight compensation.
- Move each employee down one step and/or over on the pay scale.

IT IS A GREAT DAY TO BE A LAKER!!!!

