



# Teachers' Association of Camdenton Salary Proposal

**March 24, 2015**

TAC proposes the district shall:

- Provide a Gap insurance option and do whatever can be done to keep out of pocket expenses affordable.
  - Affordable insurance continues to be a high priority to our staff.
- Move each employee down and/or over one step on the pay scale and give all employees an additional 3% pay increase.
- Develop a plan for reducing the number of steps in the salary schedule and for increasing the dollar amount per step.
  - This would make it possible for employees to get to the top of the salary schedule at an earlier point in their careers. It would also help with recruiting and retaining high quality educators.
  - We will form a sub-committee from the Salary and Benefits Committee to work with Dr. Hadfield and others to work some numbers and scenarios to accomplish this.
- Allow certified staff to donate sick leave to noncertified staff.
- Allow 5 days of bereavement leave for a death in the immediate family.
  - The additional cost of this is fairly negligible at about \$160 per occurrence.
- Allow 1 day of bereavement leave for a death in the extended family.
  - This allows the employee to attend the funeral without penalty. The cost to the district would be \$80 per occurrence.
- Add one additional sick day to make a total of 10.
  - This would be 1 sick day per month.
- Fully fund Career Ladder for all stages. (back to original \$5,000 for Level Three).
- Continue working towards competitive salaries and compensation packages for all certified staff.
- Provide a \$250.00 reimbursement per completed credit hour on graduate level courses.
  - At this time, the step increase for a higher degree is small, and is not enough of an incentive for staff members to increase their education.
- If a payday falls on a weekend or a holiday, paychecks shall be issued on the workday prior.
- Offer all extra duty opportunities to current staff members before hiring either retired staff or emergency staff to fill those positions.
  - Current staff should be given priority by the district.
  - Extra duty contracts contribute to retirement and are a benefit to the staff member.
  - Extra duty enhances staff/student relationships and contact time.
- Adopt the recommended new coaching stipend schedule as proposed by Whitney/Weber

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

