

***Contract Between:***  
***Lake Ridge Board of School***  
***Trustees***  
***and***  
***Lake Ridge Teachers Federation***  
***Local No. 662***  
***2013-2014***

## ARTICLE 10

### Salary Compensation

#### A. Placement on Salary Schedule

1. No more than ten years of experience from other school systems will be granted on this schedule for classroom teachers. The first eight will be on a year for year basis, plus one for two up to four years. Military service years are granted, in addition, if there are eight months of service between August 1 and July 31, in a given year, not to exceed four years. This will apply to all persons in the system except that no one will lose experience credit given when they were employed.
2. Only those teachers who receive a designation of “effective” or “highly effective” on their summative evaluation will be eligible for any additional compensation.
3. If a teacher does not fulfill the evaluation process by the conclusion of the school year, including interruptions of the school year due to leaves, they will not be eligible for pay increase.

#### B. Training & Pay Definitions:

1. Content Area Degree:
  - a. B.S. is defined as a Bachelor’s Degree awarded by an accredited college or university.
  - b. B.S. +15 is defined as Bachelor Degree +15 college credit hours will receive credit midway between Bachelor’s and Master’s degree. 15 semester hours beyond Bachelor’s Degree, work must be done in education or pertinent to teaching. 15 continuing recertification units (CRU’s) = 1 semester of college credit hour.
  - c. M.A. is defined as Master’s Degree awarded by an accredited college or university.
  - d. M.A.+ is defined Master’s Degree plus six (6) college credit hours or has sixty (60) semester hours beyond Bachelor’s Degree and shall include an advanced degree or certificate pertaining to teaching. (Formerly known as “6th Year.”)
  - e. M.A.+ also includes anyone having a Doctor’s degree in the field of education. National Board Certification would also receive compensation points at the M.A.+ degree level.

2. Instructional Leadership

Teachers will be eligible in this category based on participation as a Mentor or Peer Coach, SIP Core Leadership Team, 8 Step Leadership Team; and PBIS Team.

3. Academic Needs of Student

Teachers will be eligible in this category based on the academic needs of the student by teaching in any one of the following subject areas: those subjects tested by ISTEP, Dual Credit Courses, Advanced AP, Vocational (Business/Technology); Secondary STEM (Science, Technology, Education and Math) Courses; Fine Arts for Career Pathways; and Foreign Language and Career Technical Education.

4. Teacher of Excellence Grant

a. Based on each teacher's performance over the 2013-2014 school year as designated by their ranking on the summative evaluation, the Board will set aside money for stipend salary compensation. An amount of money equal to 300,000<sup>1</sup> will be paid out through one-time stipends distributed through the above formula to eligible teachers. The Board and Union agree to provide pay increases based on the following formula:

b. Stipend formula for 2013-2014:

- i. Years of experience: = 19 points (Each eligible teacher will divide equally within this category.)
- ii. Content area degree =14 points (Each eligible teacher will be awarded within this category an amount based on the level of training that teacher has earned based on the following: BS = 2-points; BS + 15+ 6 points; M.A. = 10 points; M.A.+ = 14 points)
- iii. Evaluation results = 60 points
- iv. Instructional leadership = 5 points
- v. Academic needs of the students = 2 points

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<sup>1</sup> Within the 2013-2014 school year an amount of \$141,000 will be distributed in accordance with the 2012-2013 collective bargaining agreement.

5. Base Salary Increase

- a. An amount of money equal to \$53,000<sup>2</sup> will be distributed through the below formula as an increase to the eligible teacher's base salary and distributed over the 2014-2015 school year to eligible teachers. The Board and Union to provide pay increases based on the following formula:
- b. Base salary increase formula for 2013-2014:
  - i. Years of experience: = 19 points (Each eligible teacher will divide equally within this category.)
  - ii. Content area degree =14 points (Each eligible teacher will be awarded within this category an amount based on the level of training that teacher has earned based on the following: BS = 11 points; BS + 15+ 12 points; M.A. = 13 points; M.A.+ = 14 points)
  - iii. Evaluation results = 60 points
  - iv. Instructional leadership = 5 points
  - v. Academic needs of the students = 2 points

**ARTICLE 11**

**Grievance Procedure**

A. Definition of a Grievance

A grievance shall be defined as alleged violation or misapplication of the terms of this Agreement.

A business day shall be defined as any day that the administration building is open.

B. Procedure

Teachers are encouraged to attempt informal means to resolve concerns at the earliest opportunity directly with their supervisors. When such informal means are not deemed effective, then grievance procedures can be used.

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<sup>2</sup> Within the 2013-2014 school year an amount of \$87,500 will be distributed in accordance with the 2012-2013 collective bargaining agreement.

ARTICLE 12

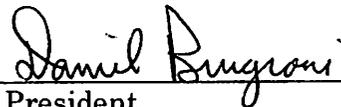
Terms of Agreement

- A. The Union and the School Board, through its Superintendent, shall have the right through mutual agreement only of waiving any provision of this Agreement. Such waiver shall not be construed to establish any precedent and may be revoked at any time by either party, except where a specific duration is provided within the waiver.
- B. This Agreement shall be effective upon execution and shall continue in full force and effect through June 30, 2014.
- C. This Agreement contains all the agreements of the parties and supersedes and cancels all previously written agreements. Amendments of this Agreement shall not be effective unless made in writing and signed by the parties.
- D. All of which is agreed to this 14 day of November, 2013.

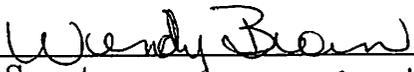
Lake Ridge School Board

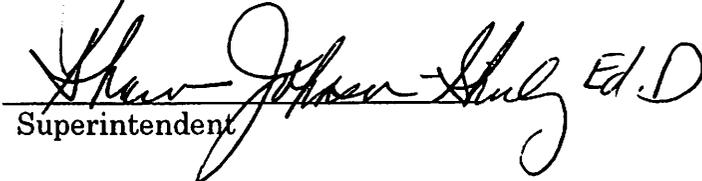
Lake Ridge Teachers Federation  
Local No. 662, American Federation of  
Teachers

  
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President of the Board

  
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President

  
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Secretary of the Board

  
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Secretary  


  
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Superintendent