

The Salary Schedule for all employees in the bargaining unit shall be:

<b>Classification</b>	<b>Level (Not Years)</b>	<b>Base Pay</b>	<b>In-Subject Advanced Degree/ Certification</b>
Emerging	1	\$36,000	\$3,500
	2	\$37,750	\$3,500
	3	\$39,500	\$3,500
	4	\$41,250	\$3,500
	5	\$43,000	\$3,500
	6	\$44,750	\$3,500
Professional	1	\$47,750	\$3,500
	2	\$49,500	\$3,500
	3	\$51,250	\$3,500
	4	\$53,000	\$3,500
	5	\$54,750	\$3,500
	6	\$56,500	\$3,500
	7	\$58,250	\$3,500
Master	1	\$62,250	\$3,500
	2	\$64,000	\$3,500
	3	\$65,750	\$3,500
	4	\$67,500	\$3,500
	5	\$69,250	\$3,500
	6	\$71,000	\$3,500

The following terms apply to the administration of and placement on the Salary Schedule.

**1. Initial Placement**

Upon the effective date of the 2015-2016 Reopener Agreement, the District may place newly hired unit employees at any Emerging or Professional level to address market issues, including the rate of pay the new hires may have had at their prior employers.

**2. Criteria to Move Between Classifications**

To move from Emerging to Professional – The unit member must have actively worked three (3) consecutive years for at least 65% of those years (or 50% if the partial year worked is due to a worker's compensation leave) and have received effective or highly effective evaluation ratings in the most recent year and two of the three years immediately preceding that year, and have served at least one full year at Emerging Level 6.

To move from Professional to Master – Once placed in the Professional classification, the unit employee must have actively worked four (4) consecutive years for at least 65% of those years (or 50% if the partial year worked is due to a worker's compensation leave) and have received effective or highly effective evaluation ratings in the most recent year and two of the three years immediately preceding that year, and have served at least one full year at Professional Level 7.

**3. Criteria to Move Between Levels**

Must be rated highly effective or effective on the unit employee's annual/formal performance evaluation and have actively worked at least 65% of that academic year (or 50% if the partial year worked is due to a worker's compensation leave).

**4. Hard-to-Staff Stipend**

The disciplines eligible for this stipend shall be determined by the District prior to September 1 of each year. Full-time unit employees assigned to these disciplines on at least a half-time basis for a full school year shall be paid an annualized stipend \$3,000 per full academic year and paid over the course of each applicable school year as worked by the employee. Part-time unit employees so assigned shall receive a pro-rata stipend based on their percentage of a full-time assignment for a full year. If a discipline is removed from the list of eligible disciplines prior to the beginning of the academic year worked by an employee, then the stipend shall not be paid for that year. Subject to the above, as of the 2015-16 school year, the eligible disciplines are: secondary math certification (6-12); secondary science certification (6-12); Spanish, Mandarin or Arabic language certification; and ESL Certification.

**5. In-Subject Advanced Degree/Certification Stipend**

Effective July 1, 2016, a unit employee hired by the District after July 1, 2013 and who was not previously employed by the Ypsilanti Public Schools District or Willow Run Community Schools District, who since becoming so employed, achieves an advanced degree that is aligned with the subject(s) being taught by the teacher or specialty worked by a non-teacher, as approved by the District, is eligible for this annual stipend. Employees should have their course of study pre-approved by the Human Resources Director. The stipend will begin in the semester following the satisfaction of the criteria for the annualized stipend and will be paid over the course of each applicable school year as worked by the employee.

**6. NBPTSC Stipend**

Effective July 1, 2015, each teacher with a National Board of Professional Teaching Standards Certification will receive a \$1,500 stipend for each full academic year the teacher works and the certification is maintained. The stipends will begin in the school year following the earning of the NBPTSC and will be paid in a lump sum by no later than June 30<sup>th</sup> of each such year.

**7. Priority School Stipends**

Effective July 1, 2015, each unit employee in a District designated "Priority School" on a full-time basis for at least 75% of the full academic year who achieves a formal performance evaluation of "highly effective" for that academic year shall receive the Priority School Stipend as specified in the District's priority school plan for that year. Unless or until the current Priority Plan and its requirements change, that amount is currently \$3,000 for the 2015-16 academic year. Unit employees assigned to a Priority School on a part-time or part-year basis shall be eligible for a pro-rata stipend based the above criteria and on the percentage of a full-time assignment in that school, and based on the performance evaluation attributed to the work in the Priority School.

**8. Movement on Schedule by Speech/Language Pathologists, School Psychologists and Social Workers**

Notwithstanding the above the following employees are not eligible for level or classification movement until after they achieve full credentials in their fields: Speech/Language Pathologists serving their clinical experience prerequisite for ASLHA and Michigan full credentials; School Psychologists who have yet to successfully complete a specified supervised and reporting period under the supervision of a school psychologist in order to work with full approval under professional and state rules; and social workers who have yet to successfully complete a specified supervised and reporting period under the supervision of a school social worker with full approval under professional and state rules.

**9. Pre-School Teachers**

Notwithstanding the above, any Pre-School teacher initially hired as a Pre-School teacher after January 1, 2016 shall only be eligible for pay on the Emerging levels of the Salary Schedule for so long as the teacher

remains in the Pre-School. If the teacher is transferred out of Pre-School, then the teacher may continue progression through the balance of the Salary Schedule per its terms. However, should the teacher voluntarily transfer back to Pre-School, then only the pay on the Emerging levels of the Salary Schedule shall apply.