

LETTER OF AGREEMENT

This Letter of Agreement is entered into between Independent School District 16 (hereinafter referred to as the School District) and Spring Lake Park Teachers United (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2009 through June 30, 2011.
2. The parties have agreed to an alternative teacher professional pay system as described in Minn. Stat 122A.414 through June 30, 2011.
3. The parties have agreed that under the alternative teacher professional pay system as described in Minn. Stat 122A.414 the revised Schedule B for 2011 shall be translated as:

Level 1 = BA	Level 7 = MA
Level 2 = BA15	Level 8 = MA15
Level 3 = BA30	Level 9 = MA30
Level 4 = BA45	Level 10 = MA45
Level 5 = BA60	Level 11 = MA60
Level 6 = BA75 (Article 9.01b)	Level 12 = MA75 (Article 9.01b)

4. The parties have agreed that if either party declines to renew the alternative professional pay system or if Minn. Stat 122A.414 is repealed, Salary Schedules A and B of the 2011-2013 Agreement will reflect the components of Schedule A of the 2010 Agreement.
5. The parties have agreed that if either party declines to renew the alternative professional pay system or if Minn. Stat 122A.414 is repealed, cell placement on Schedules A and B of the 2011-2013 Agreement will reflect the accrued career steps and educational lane movement earned between July 1, 2010 and June 30, 2011.

This Letter of Agreement shall be in full force and effect from the period of execution of this document through June 30, 2011.

Spring Lake Park Teachers United
1415 81st Avenue NE
Minneapolis, MN 55432

Independent School District 16
1415 81st Avenue NE
Minneapolis, MN 55432

Representative

Chair

Representative

Clerk

Dated:

Dated:

SALARY SCHEDULE B

SALARY SCHEDULE B*
2010-2011

* Advancement of Steps and Career Increments shall be deferred until March 1, 2011 per Memorandum of Understanding of even date for teachers occupying Steps 1-23 at the close of the 2009-10 school year.

	Career Level 1						Career Level 2					
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12
1	33,800	34,590	35,390	36,180	36,980	37,480	38,770	40,570	42,360	44,150	45,940	46,690
2	34,990	35,790	36,580	37,380	38,180	38,680	39,970	41,760	43,550	45,340	47,140	47,890
3	36,180	36,980	37,780	38,570	39,370	39,870	41,160	42,960	44,750	46,540	48,330	49,080
4	37,380	38,180	38,970	39,770	40,570	41,070	42,360	44,150	45,940	47,730	49,530	50,280
5	38,570	39,370	40,170	40,960	41,760	42,260	43,550	45,340	47,140	48,930	50,720	51,470
6	39,770	40,570	41,360	42,160	42,960	43,460	44,750	46,540	48,330	50,120	51,920	52,670
7	40,960	41,760	42,560	43,350	44,150	44,650	45,940	47,730	49,530	51,320	53,110	53,860
8	42,160	42,960	43,750	44,550	45,340	45,840	47,140	48,930	50,720	52,510	54,310	55,060
9	43,350	44,150	44,950	45,740	46,540	47,040	48,330	50,120	51,920	53,710	55,500	56,250
10	43,350	45,340	46,140	46,940	47,730	48,230	49,530	51,320	53,110	54,900	56,700	57,450
11	43,350	45,340	47,340	48,130	48,930	49,430	50,720	52,510	54,310	56,100	57,890	58,640
12	43,350	45,340	47,340	49,330	50,120	50,620	51,920	53,710	55,500	57,290	59,080	59,830
13	43,350	45,340	47,340	49,330	54,550	55,050	56,340	58,140	59,930	61,720	63,510	64,260
14	43,350	45,340	47,340	49,330	54,550	55,050	56,340	58,140	59,930	61,720	63,510	64,260
15	43,350	45,340	47,340	49,330	54,550	55,050	56,340	58,140	59,930	61,720	63,510	64,260
16	43,350	45,340	47,340	49,330	54,550	55,050	56,340	58,140	59,930	61,720	63,510	64,260
17	46,240	48,240	51,240	54,240	58,240	58,740	60,040	61,830	63,620	65,410	67,200	67,950
18	46,240	48,240	51,240	54,240	58,240	58,740	60,040	61,830	63,620	65,410	67,200	67,950
19	46,240	48,240	51,240	54,240	58,240	58,740	60,040	61,830	63,620	65,410	67,200	67,950
20	49,930	51,930	54,930	57,930	61,930	62,430	63,730	65,520	67,310	69,100	70,900	71,650
21	49,930	51,930	54,930	57,930	61,930	62,430	63,730	65,520	67,310	69,100	70,900	71,650
22	49,930	51,930	54,930	57,930	61,930	62,430	63,730	65,520	67,310	69,100	70,900	71,650
23	49,930	51,930	54,930	57,930	61,930	62,430	63,730	65,520	67,310	69,100	70,900	71,650
24	54,930	56,930	59,930	62,930	66,930	67,430	68,730	70,520	72,310	74,100	75,900	76,650

STEP 17, 20, AND 24 ARE CAREER INCREMENTS TO BE PAID DURING THE 17TH, 20TH, 24TH, YEARS OF TEACHING EXPERIENCE AS GRANTED WHEN PLACED ON THE SALARY SCHEDULE. IN NO EVENT SHALL A TEACHER'S EXPERIENCE CREDIT FOR SERVICE IN OTHER SCHOOL DISTRICTS OR IN OTHER FIELDS OF ENDEAVOR EXCEED THE MAXIMUM NUMBER OF EXPERIENCE STEPS IN THE LANE THE TEACHER WAS PLACED ON IN EXISTENCE ON THE SCHOOL DISTRICT'S SALARY SCHEDULE AT THE TIME THE TEACHER WAS EMPLOYED.

A teacher can earn up to \$1,700 performance pay, prorated to FTE, based upon successful demonstration of student and teacher performance and successful completion of the professional development plan and teacher evaluation/observation process. The performance pay shall be earned as such: 80% based upon professional development and observation; 10% student achievement; 10% site goal. Teachers shall be notified by mid-May of their professional development and observation award status. Awarded payment shall be included in the June 15th pay period. Notification of the award status of the site goals and student progress will be communicated after test data is received in June. Awarded payment shall be distributed on the July 30th pay period.