

**SUMMARY OF CONTRACT AGREEMENT  
2009-10**

**SALARY**

- Teachers shall receive steps, lane changes, and stipends as per the 2009-10 Teacher Salary Schedule (see attached). The salary schedule is based on a 185.5 day contract (179 student instructional days, 2 professional development days and 4.5 teacher work days).
- The 2009-2010 school year calendar will be adjusted accordingly.

**INSURANCE**

The Select Health plan as proposed by the district insurance committee is accepted. The IHC Network offered will change from the Care + network to the Med+ network. Employees may buy up to the Care + network if they choose. The insurance plan benefit will not change. Contributions for 10 months are as follows:

<b>Select Health Plan (Med + Network)</b>	<b>Care + Network</b>
Single: \$71.58/month	Single: \$91.27/month
Couple: \$161.48/month	Couple: \$205.76/month
Family: \$227.56/month	Family: \$290.32/month

**REVISE ARTICLE II OF THE PROFESSIONAL AGREEMENTS:  
PROFESSIONAL SALARY - LANE CHANGE**

2-4-1 Employees shall receive credit for all academic degrees awarded by an accredited university.

Salary Lanes will include:

Bachelors

Bachelors +30 (quarter hours or 20 semester hours)

Bachelors +45 (quarter hours or 30 semester hours)

Masters

Masters + (85 quarter hours or 57 semester hours)

All approved credits accumulate to qualify the employee for lane changes. (i.e., the coursework used to qualify for previous lane changes shall be part of the total for future lane changes; The 30 credit hours earned for the BA+30 lane change can be used to fulfill the BA +45 lane change

total credit requirement, so an additional 15 new credits are required to reach the 45 total). Credit may be earned as part of an advanced degree program, or separate from any advanced degree. Advanced degrees must be related to an educational field. Credits earned before a bachelors degree or before a teaching certificate cannot be used for lane changes. Courses paid through a majority of district funds (51% or higher of the total cost) may not be used for lane changes.

\*Individuals who have previously used district funded (51% or more) coursework for a lane change may not use this same coursework under this new lane change policy unless they reimburse the cost to the school district. This reimbursement must be completed during the 2009-2010 school year and must be paid in full before the lane change application will be approved. All district funded coursework earned prior to the 2009-2010 school year is eligible for lane changes at no cost to the employee as long as it has not previously been used for a lane change.

previous proposed language:

~~Individuals who have earned an ESL endorsement funded by the district prior to the 2009-10 school year, may reimburse the school district the cost of the endorsement and apply the courses for future lane changes. Reimbursement for the cost of the endorsement must be made prior to the end of the 2009-10 school year regardless of when the individual intends to apply for future lane changes or prior to the granting of the lane change.~~

**REVISE ARTICLE V OF THE PROFESSIONAL AGREEMENTS: PERSONAL LEAVE**

5-2 A total of **eight** unused Personal Leave Days may be carried forward to the next school year, **three at no cost to the Teacher and five at the cost of the substitute.** The cost of the substitute will be the daily rate paid to a licensed substitute teacher as determined and disclosed at the beginning of each contract year.

5-2-1 **Upon the end of each school year, Teachers with four unused Paid Personal Leave Days will receive a payment for the one Paid Personal Leave Day that cannot be carried forward to the next year. This**

payment will be the daily rate paid to a licensed substitute teacher as determined and disclosed at the beginning of each contract year. Teachers shall be paid for all unused Paid Personal Leave days that cannot be carried over because of retirement if they have not used over five (5) days of sick leave during that contract year at the daily rate paid to a licensed substitute teacher. An exception shall be made for a teacher who has had an extended illness during that school year and provides a physicians verification of the illness.

**REVISE ARTICLE VI OF THE PROFESSIONAL AGREEMENTS: OTHER LEAVE**

6-4 A request for any other leave may be appealed to the Superintendent of Schools.

Remove article 6.5

**REVISE ARTICLE XVII OF THE PROFESSIONAL AGREEMENTS: ASSOCIATION - BOARD CONTRACTUAL RELATIONS**

17-5 When there has been a negotiated change in the Professional Agreement, the Board shall provide each school with two new copies, and 30 new copies to the Association as soon after a settlement as possible.

17-9 The Association schedules the second Tuesday of each month after 4:00 PM to conduct their business. The District and schools shall make this time available for those involved in such Association activities.

**REVISE ARTICLE XXI OF THE PROFESSIONAL AGREEMENTS: ASSOCIATION LEAVE:**

21-8 The Association president shall be allowed the following release time for the 2009-2010 school year to conduct association business in compliance with Utah Code 53A-3-425.:

- 1) If the Association president is a secondary teacher, they shall be allowed one free period a day of release time (the first or last period of the day if possible).
- 2) The actual costs associated with this leave will be born equally by the Murray School District and the Association.

**ADDITION OF ARTICLE XXIII OF THE PROFESSIONAL AGREEMENTS:  
PROVISIONAL TEACHERS**

22-1 Within fifteen (15) working days of the District issuing a written notice of non-renewal to a provisional teacher, the Association **or teacher** may request an additional year of provisional status for a teacher if the District has not complied with district policies, procedures, rules and regulations. The request for an additional year shall be made in writing to the Superintendent.

**REVISE ARTICLE XXIII OF THE PROFESSIONAL AGREEMENTS: OTHER**

- 23-1 MEA shall have a fair and proportional representation on the district insurance committee. The composition of the committee shall be as follows: four teacher representatives, four classified representatives, one administrator representative, and a business administrator (non-voting committee chair).
- 23-2 The District shall provide funding for substitutes for ISS para-educators. The School shall identify and train individuals who are willing to substitute in the ISS program. Upon illness or absence of the schools' ISS para-educator, a substitute will be provided upon the availability of these individuals.
- 23-3 Teachers approved for salary lane changes shall be moved horizontally across the schedule to the appropriate salary lane and advanced one additional step from that of the previous contract year.
- 23.4 Teachers who have received a doctoral degree by September 10<sup>th</sup>, shall receive an additional annual stipend of \$1,500. The stipend shall be reflected on the teacher salary schedule.
- 23.5 Teachers who have received National Board Certification by September 10<sup>th</sup>, shall receive an additional annual stipend of \$1,000. The stipend shall be reflected on the teacher salary schedule
- 23.6 The 17<sup>th</sup> step on the salary schedule shall be removed and replaced with a longevity annual stipend equal to .036 of the salary of each teacher who has completed the following:
- a. For BS lane, frozen at step 9 for 8 years.
  - For BS +30 lane, frozen at step 11 for 6 years.
  - For BS +45 lane, frozen at step 13 for 4 years.

For MS lane, frozen at step 14 for 3 years.  
For MS +45 lane, frozen at step 14 for 3 years.  
Frozen years do not carry-over with a lane  
change.

b. Any teacher who has previously retired from the Utah Retirement Systems is not eligible for longevity add-on until an additional 7 post-retirement years in Murray is completed.

c. Once qualifying for the longevity add-on, a teacher will receive longevity each year thereafter regardless of future movement on the salary schedule.

d. For the 2009-2010 school year, any teacher that was on the 17<sup>th</sup> step in 2008-09 or would have been placed on the 17<sup>th</sup> step in 2009-10 (had it remained unchanged), will receive the longevity add-on regardless of their years in Murray.

#### **TEACHER IMPROVEMENT FUNDS**

Funds allocated for teacher improvement will be applied to provide one-half (1/2) additional day for professional staff (excludes administration) for the 2009-10 school year. Teacher improvement will be suspended for the 2009-10 school year.

#### **REVISE ARTICLE VII OF THE PROCEDURAL AGREEMENTS: PROCEDURE FOR ANNUAL NEGOTIATIONS**

After approval and execution of this agreement and upon request of the Association to the Board or the Board to the Association, items to be submitted for negotiation shall be submitted in writing as prescribed under Article 3-1. Such requests shall be filed between March 15<sup>th</sup> and March 25<sup>th</sup>, of each year during the term of the Agreement. Additional items will not be filed after March 25<sup>th</sup> unless mutually agreed upon.

A written response will be made within 15 calendar days.

Negotiations shall be conducted annually at times and places mutually agreeable to the persons named by each party, however, the first annual meeting shall be on or before the last day in March.

Negotiations shall terminate no later than June 5 of each year unless extended by mutual consent.

Accepted on behalf of the Murray Education Association

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Karen Smith, President  
Murray Education Association

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Date

Accepted on behalf of the Murray City School District Board  
of Education

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Laura S. Baker, President  
Murray City School District, Board of Education

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Date

# MURRAY SCHOOL DISTRICT

## Teacher Salary Schedule for the 2009-10 School Year

Contract Days: 184.5  
 QT (2009-10 only) 1  
 2009-10 Contract Da 185.5

Step	BS	Legis. Adj	Total	Step	BS+30	Legis. Adj	Total Salary	Step	BS+45	Legis. Adj	Total Salary	Step	MS	Legis. Adj	Total Salary	Step	MS+40	Legis. Adj	Total Salary
1.0	30,972	4,200	35,172	1.0	31,831	4,200	36,031	1.0	32,781	4,200	36,981	1.0	34,917	4,200	39,117	1.0	36,291	4,200	40,491
1.5	30,972	4,200	35,172	1.5	31,831	4,200	36,031	1.5	32,781	4,200	36,981	1.5	34,917	4,200	39,117	1.5	36,291	4,200	40,491
2.0	30,972	4,200	35,172	2.0	31,831	4,200	36,031	2.0	32,781	4,200	36,981	2.0	34,917	4,200	39,117	2.0	36,291	4,200	40,491
2.5	30,972	4,200	35,172	2.5	31,831	4,200	36,031	2.5	32,781	4,200	36,981	2.5	34,917	4,200	39,117	2.5	36,291	4,200	40,491
3.0	30,972	4,200	35,172	3.0	31,831	4,200	36,031	3.0	32,781	4,200	36,981	3.0	34,917	4,200	39,117	3.0	36,291	4,200	40,491
3.5	31,621	4,200	35,821	3.5	32,500	4,200	36,700	3.5	33,471	4,200	37,671	3.5	35,650	4,200	39,850	3.5	37,053	4,200	41,253
4.0	32,271	4,200	36,471	4.0	33,167	4,200	37,367	4.0	34,159	4,200	38,359	4.0	36,385	4,200	40,585	4.0	37,816	4,200	42,016
4.5	32,949	4,200	37,149	4.5	33,865	4,200	38,065	4.5	34,878	4,200	39,078	4.5	37,148	4,200	41,348	4.5	38,610	4,200	42,810
5.0	33,629	4,200	37,829	5.0	34,562	4,200	38,762	5.0	35,594	4,200	39,794	5.0	37,914	4,200	42,114	5.0	39,404	4,200	43,604
5.5	34,334	4,200	38,534	5.5	35,287	4,200	39,487	5.5	36,343	4,200	40,543	5.5	38,710	4,200	42,910	5.5	40,230	4,200	44,430
6.0	35,041	4,200	39,241	6.0	36,012	4,200	40,212	6.0	37,088	4,200	41,288	6.0	39,504	4,200	43,704	6.0	41,058	4,200	45,258
6.5	35,775	4,200	39,975	6.5	36,769	4,200	40,969	6.5	37,869	4,200	42,069	6.5	40,334	4,200	44,534	6.5	41,919	4,200	46,119
7.0	36,511	4,200	40,711	7.0	37,525	4,200	41,725	7.0	38,648	4,200	42,848	7.0	41,163	4,200	45,363	7.0	42,784	4,200	46,984
7.5	37,279	4,200	41,479	7.5	38,312	4,200	42,512	7.5	39,459	4,200	43,659	7.5	42,028	4,200	46,228	7.5	43,682	4,200	47,882
8.0	38,045	4,200	42,245	8.0	39,100	4,200	43,300	8.0	40,270	4,200	44,470	8.0	42,892	4,200	47,092	8.0	44,579	4,200	48,779
8.5	38,844	4,200	43,044	8.5	39,923	4,200	44,123	8.5	41,116	4,200	45,316	8.5	43,793	4,200	47,993	8.5	45,516	4,200	49,716
9.0	39,643	4,200	43,843	9.0	40,743	4,200	44,943	9.0	41,961	4,200	46,161	9.0	44,696	4,200	48,896	9.0	46,453	4,200	50,653
				9.5	41,598	4,200	45,798	9.5	42,844	4,200	47,044	9.5	45,633	4,200	49,833	9.5	47,428	4,200	51,628
				10.0	42,454	4,200	46,654	10.0	43,723	4,200	47,923	10.0	46,572	4,200	50,772	10.0	48,405	4,200	52,605
				10.5	43,346	4,200	47,546	10.5	44,643	4,200	48,843	10.5	47,550	4,200	51,750	10.5	49,420	4,200	53,620
				11.0	44,237	4,200	48,437	11.0	45,559	4,200	49,759	11.0	48,527	4,200	52,727	11.0	50,436	4,200	54,636
								11.5	46,517	4,200	50,717	11.5	49,545	4,200	53,745	11.5	51,496	4,200	55,696
								12.0	47,472	4,200	51,672	12.0	50,566	4,200	54,766	12.0	52,554	4,200	56,754
								12.5	48,470	4,200	52,670	12.5	51,627	4,200	55,827	12.5	53,659	4,200	57,859
								13.0	50,185	4,200	54,385	13.0	52,688	4,200	56,888	13.0	54,762	4,200	58,962
								13.5				13.5	53,796	4,200	57,996	13.5	55,911	4,200	60,111
								14.0				14.0	56,091	4,200	60,291	14.0	58,435	4,200	62,635
Longevity Add-On				1,578				1,958				2,170				Longevity Add-On			
National Board Certification Add-On																			
				\$1,000				Doctorate Degree Add-On				\$1,500							

New teachers are placed on the Bachelors or Masters Degree Lanes. A teacher must have 2 years of experience, one of which must be in Murray, to qualify for a lane change.

- Additional Annual Benefits Provided to Full Time Contracted Employees:**
- A. \$50,000 Term Life Insurance plus \$2,000 each dependant \$95.40
  - B. Group Medical Insurance:
    - Employee, two or more dependents \$9,651
    - Employee, one dependent \$6,809
    - Employee only \$3,029
  - C. Long Term Disability Insurance \$130
  - D. Utah State Retirement System (Non-Contributory)
    - Defined Benefit - Employer Contribution 14.22%
    - 401(K) - Employer Contribution 2.50%
  - E. Social Security & Medicare
    - Employer Contribution 7.65%
    - Required Employee Contribution 7.65%

**MURRAY CITY SCHOOL DISTRICT IS AN EQUAL OPPORTUNITY EMPLOYER**

It is the policy of the Murray City School District to provide and promote equal opportunity employment, compensation and other conditions of employment without discrimination because of race, color, gender, religion, national origin, age, or disability. The District provides reasonable accommodations to the known disabilities of employees in compliance with the Americans with Disability Act.

\* Examples of teachers who are "grandfathered" under the new lane change policy:

Teacher A

Has completed coursework prior to 2007-2008 school year but it has not been used for a lane change. This teacher would be eligible to use this coursework under the new language without any payment to the district.

Teacher B

Coursework earned prior to the masters degree, used for lane change previously, may use this coursework again under the new policy but would have to reimburse for any district paid coursework.

Teacher C

Currently completing coursework that will be finished before the 2009-2010 school year, is eligible to use this coursework under the new language without any payment to the district.

Teacher D

Is offered to complete coursework from the beginning of the 2009-2010 school year forward, but explained that district paid coursework cannot be used for lane change.