

NEGOTIATIONS 2007-08

NEGOTIATED ITEMS AGREED UPON:

1. Jonesboro Public Schools will pledge any “enhanced” funding provided by the state in foundation funding to a “bonus” during the 2007-2008 school year.
2. Substitutes will be eligible for long term rates after 20 days.
3. The following change to:

**Addition to the JOB CODE GCC:
Professional Staff Leaves and Absences**

Catastrophic Event Clause:

In the event of a catastrophic occurrence, a staff member may petition a subcommittee to award additional days without the loss of pay. Members of the subcommittee will be the President of JFAST, the Chairperson of the Sick Bank Committee, and the Superintendent. The committee will be responsible for determining the number of days that will be granted. There is no minimum or maximum number of days that may be granted. Each request will be reviewed and a determination will be made based upon the merits of the request.

4. Each building will receive \$500 per ACSIP Chairperson (not to exceed \$1,000 per building). This would be added on as a stipend to one check at the end of the school year. The ACSIP Chairperson will be responsible for the writing and monitoring of the ACSIP plan.

Negotiation Committee Meeting
April 21, 2008

Judy Clampit reported that contracts would be distributed on April 28 to all certified employees. An update of years of experience has been done and should be correct. The salary reflects only the increment. There are two copies to each contract. After signing, the white copy will go to Central Office and the employee will keep the pink copy.

Paula Busby asked when classified employees could expect their contracts and it was explained by Clampit and Leonard that classified pay scales differed so greatly from one position to the next that they would take longer to distribute.

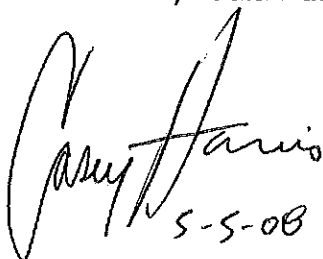
Dr. Wilbanks reminded employees that they have 30 days to review the contract. All contracts should be returned by May 28th or it will be assumed that the employee will not be returning.

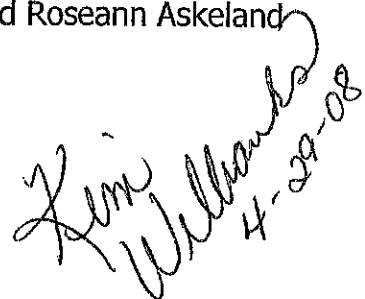
David Leonard said that the usual procedure at negotiations was to first set the date for the next meeting and then exchange lists so that the suggestions can be discussed at the next meeting.

Dr. Wilbanks reported that Central Office had no list to exchange. She then handed out sections of the policy book and the committee omitted sections that would not be in the new book (omissions included items repeated and required by ASBA). She asked the committee to review the corrections and e-mail their thoughts to her. She also suggested that the committee revisit the negotiation policy and have the assistant superintendents attend the negotiation meetings rather than one elementary and one secondary principal.

The committee then reviewed the negotiation items from JFAST and agreed to meet on Monday, April 28th for further discussion of these items.

Those present at meeting included: Dr. Wilbanks, Dr. Castleberry, Judy Clampit, David Leonard, Paula Busby, Casey Harris, Tricia Oxford, and Roseann Askeland


5-5-08


4-29-08

Negotiation Items for 09-10 School Year

1. Provide a \$1,300 increase to the base for certified staff and a 4% increase for classified staff through new funds available to the district in 2009-2010.

Estimated Costs - \$1.1 million (certified), \$170,000 (classified)

2. Increase the index for the Athletic Director to .38 and the contract length to 12 months.

3. Employ an additional Assistant Principal at the Elementary level to assist with increasing enrollment in kindergarten thru 6th grade.

Estimated Costs – Assistant Principal Salary

4. Adjust Teacher Clerk positions from 7.5 hours to 8.0 hours.

*Estimated contract costs \$41,000 (actual costs estimated at ½ this amount).

5. Compensate classified staff who have not received credit for like kind experience.

Estimated costs - \$10,800.

6. Convert 2 contract days on Junior High Choir teachers contracts to an additional duty supplement.

*Current costs to district - \$482 - \$564

*Estimated costs - \$200 (.02 index)

7. Adjust Custodial Night Duty Supervisor increment to match Custodial Night Worker – from \$95 to \$200. Adjust salary schedule to reflect stipend within schedule.

*Estimated costs - \$500

8. Add an additional year for Central Office Administrative support (from 26 years to 27 years) to align with other similar positions.

*Estimated costs - \$0

9. Add an additional year for Nurses (from 26 years to 27 years) to align with other similar positions.

*Estimated costs - \$1,200

10. Adjust years experience for Custodial staff (night and day) from 14 years to 19 years to match other similar positions (Mechanic Helper, Mechanic, Maintenance, Parking Lot Supervisor, Custodial Supervisors).

*Estimated Costs - \$8,000

11. Adjust Food Service salary schedule for starting salary to be equivalent to custodial hourly rate and include 4 additional steps for workshops (three workshops would equal one step).

Estimated Costs - \$5,600

12. Increase base salary for both technology and finance to same as teacher starting salary (\$34000 for 2009-2010) and increase increment for both categories to \$500. (Current increment – Finance - \$450, Technology - \$300)

*Estimated costs - \$8,700

JFAST Team Signatures:

Administrative Team Signatures:

David Leonard David Leonard

Dr. Kim Wilbanks Kim Wilbanks

Carol Neves Carol Neves

Charles Cobbs Charles Cobbs

Angela Williams Angela M. Williams

Judy Clampitt Judy Clampitt

Gussi Causey Gussi Causey

Dr. Sue Castleberry Sue Castleberry

Paula Busby Paula Busby

Negotiation Items for 2010-2011 School Year

1. Increase debit card amounts for teachers from \$200 to \$250 of allowable expenditures.
2. Adopt a new salary schedule for both certified and classified staff.
3. Release students 30 minutes early each conference day during the 2010-2011 school year.
4. Allow teachers to leave 15 minutes early prior to all holidays (Thanksgiving, Christmas, Spring Break, Good Friday). This will be re-evaluated at the end of the school year.
5. Employ an additional technology staff member.
6. Extend the JHS counselors/JHS counselors secretary contracts from 207 days to 221 days.
7. Provide a stipend for a Maintenance employee to provide supervision, answer night/weekend emergency calls, etc.
8. Add stipend for managers training to salary schedule for Food Service Managers.
9. Increase the substitute pay for nurses from classified to certified schedule.
10. Eliminate stipends for the following (no employees are currently in these categories):

525	SPECIAL EDUCATION (BEFORE 1973-74)	\$300
530	LIBRARIAN (BEFORE 1973-74)	\$100
535	COUNSELORS (BEFORE 1973-74)	\$200
540	MUSIC SPECIALIST (BEFORE 1977-78)	\$200
545	SPEECH THERAPIST (BEFORE 1977-78)	\$700
575	INDUSTRIAL ARTS	\$800
580	MECHANICAL DRAWING	\$800

11. Adjust stipend schedule for all new employees in teaching positions at the Technical Center to match the stipend schedule for Jonesboro Public Schools certified staff. Current employees will continue to receive an \$800 stipend. This change will eliminate the following stipend schedule:

585	VOCATIONAL NON-DEGREE (1ST YEAR EXP.AFTER 8)	\$150
590	VOCATIONAL NON-DEGREE (2ND YEAR EXP.AFTER 8)	\$300
595	VOCATIONAL NON-DEGREE (3RD YEAR EXP.AFTER 8)	\$450
600	VOCATIONAL NON-DEGREE (4TH YEAR EXP.AFTER 8)	\$600
605	VOCATIONAL NON-DEGREE (5TH YEAR EXP.AFTER 8)	\$750
670	FOOD SERVICE MANAGERS	\$250

12. Add a stipend and the position of General Business Manager/District and Human Resource Manager (.15).
13. Add a stipend (.01) for individuals who drive buses who receive no compensation.
14. Add a stipend for bowling of .02.

15. Adjust the index for Jr. High Head Coaches to .09 (Basketball/Football)
and .06 (Volleyball)
16. Reduce stipend for swimming to .09.

JFAST Negotiating Committee

Administration

Carol Nenes 06-02-10

Kim Williams 6-2-10

Paula Busby 6-2-10

Jim Castilley 6-2-10

Andie Henderson 6-2-10

Rebecca 6/2/10

Kimberly Copeland 6/2/10

Greg P. 6-3-10

Negotiation Items for 2011-2012 School Year

June 1, 2011

1. 10% Salary Increase

	Base Salary	Bonus	Increase %
2005-06	\$ 29,500.00		
2006-07	\$ 32,700.00		11.000%
2007-08	\$ 32,700.00	\$ 500.00	
2008-09	\$ 32,700.00		
2009-10	\$ 34,000.00		4.000%
2010-11	\$ 34,500.00	\$ 800.00	1.500%
2011-12			

Beginning with the 2011-2012 school year, each district must submit a balanced budget that includes an expenditure projection that does not exceed the revenue projection. Based on our initial analysis, we believe this will be a difficult process. Our goal is to include as many new positions as possible in the operating budget and still keep this budget balanced with revenue. Currently the district has approximately \$400,000 in JOBS money (ARRA). Much of this fund will be required to create a balanced budget and add the required new positions. After subtracting any new positions that we must put in this fund, the remaining monies will be available for faculty/staff bonuses. We propose that we meet with the JFAST negotiating committee to review the budget and remaining JOBS funds in October after the board has approved the 2011-2012 budget. At that time, we will review the balance available for bonuses and determine a distribution schedule. (As a point of reference, to give all employees an approximately \$800 bonus in 2010-2011, the costs was over \$600,000.)

2. Add \$50 to debit cards for teachers (\$250-\$300)

After surveying building principals, several are concerned about having adequate budgets to purchase paper and other supplies if this money is moved to the teacher debit card. Several indicated the teachers would become responsible for buying some of these items on their own if the amount is increased.

3. Seniority for music and art teachers. Allow those teachers with more seniority to have less travel time and/or first choice of schools.

We do not believe giving an advantage to any one group of teachers is beneficial to the district. Our current policy always puts the best interest of our students first. In some cases, we are not able to place the teacher with the most seniority in the school of their choice or ensure they have the least amount of travel. As with

all assignment situations, we will continue to work to ensure the best situation for both our students and teachers.

- 4. Pay subs for Common core meetings during the school day, throughout the year, to plan as grade levels across the district. These days would not be PD where someone is telling them new information. For 2011-2012, this would involve grades K – 2.**

Sandy Puryear is currently working to develop our professional development budget and will include planning days throughout the school year for grades K - 2. These days should be included in each building ACSIP plan. The number of allowable days will be limited by our total professional development budget. Our goal is to offer a half day in the first semester and a half day in the second semester per grade level. In the 2012-2013 school year, we plan to include more curriculum planning days as part of the contracted professional development days within the school year.

- 5. Allow teachers to choose whether or not they want an exchange day or a stipend for attending a professional development day.**

Teachers must first meet their contractual obligation which includes 3 exchange days before requesting a stipend to attend a professional development activity. After contractual days have been worked, teachers can apply for a stipend for professional development. The exception to this situation might involve a staff development activity funded by a grant where stipends are included in the grant budget.

- 6. Within a school, allow teachers to be in on the interview process.**

Teachers will continue to be included in the round robin interviews to select the top candidates. As permissible, teachers will continue to be included in additional interviews.

- 7. Stagger Open Houses and Conferences.**

Open houses for eight campuses must be scheduled on August 9, 10, 11, and 12 (Tuesday – Friday) prior to school starting on August 15. Currently, we also plan to have a 7th grade open house separate from grades 8 and 9 at the Jr. High level and a 10th grade open house separate from grades 11 and 12 and JHS.

Parent Teacher conferences must be scheduled on Sept. 13 and/or 15th in the fall and Mar. 13 and/or 15 in the spring. As negotiated last year, we will continue to dismiss one hour early both days. Administration is flexible in the use of these days but require that all buildings with the same configuration (elementary, Jr. high, high school) follow the same schedule.

- 8. Non-certified become salaried employees rather than hourly so they are able to earn exchange days.**

Non-certified employees hold contracts in the same manner as certified employees but their time worked must be accounted for on an hourly basis. It is much more difficult for a classified employee to participate in the exchange day process because they are not exempt from the wage and hour law like the certified staff. They must be paid for hours worked, and must be paid overtime for hours worked over 40 hours. We can not officially call them in during the summer and not pay them and apply hours worked later in the year.

- 9. Adjust salary schedule for elementary secretaries.**

Based on review of the secretary schedules, we do not recommend we make changes in this schedule.

Administration Items

- 1. Add a Magnet Coordinator stipend at each of the magnet campuses.**

Estimated Cost to District: \$1,800 per building - \$9000 total

Approved by JFAST

- 2. Increase Head FB Coach from 221 to 241 day contract**

Estimated Costs to District: \$5,225

Recommended this item be sent directly to the board for a determination.

- 3. Raise the Jr. High VB Head Coach index from a .06 to a .07.**

Estimated Costs to District: \$840

Approved by JFAST

- 4. Lower the Swimming Coach index from .09 to .08 upon coaching change.**

Estimated Costs to District: Cost Savings

Approved by JFAST (incorrectly listed in previous year agreement)

- 5. Add a part time administrator at JHS**

Estimated Costs to District: \$35,000

Approved by JFAST

- 6. Increase the stipend for Jr. High Choir Director from .02 to .05.**

Estimated Costs to District: \$2,070

Approved by JFAST

- 7. Combine responsibilities for both Varsity and Junior Varsity Cheerleading at JHS into one stipend at .13 and a 207 day contract if only one person has this responsibility. (Previously two stipends were offered .09 Varsity and .07 Junior Varsity)**

Estimated Reduction to District: \$1,035

Approved by JFAST

Administration

Kim Wilbanks

Lue Castleberry

Aleobraz

J-Fast

Carol Nenes

Kimberly Copeland

Sandie Henderson

Paula Busby

JFAST NEGOTIATION ITEMS 2012-2013

1. SALARY INCREASES

RECOMMENDATION: Add \$500 to the base and 1.5 % to the classified salary schedule.

2. NURSES SALARIES

Starting salary for JPS nurses range from \$18,176 (LPN) to \$19,329 (RN) with a \$450-\$550 step for each year experience up to 27 years. The highest salaries on the schedule range from \$30,326 (LPN) to \$34,179 (RN). Nurses are on a 190 contract with no paid vacation days. Nurses each have 9 sick days and 2 gratuity days. The average rate of pay for all nurses employed by JPS is \$132 a day (this includes both RN and LPN) ranging from \$107 - \$159. Nurses are contracted for 7 hours daily.

RECOMMENDATION: Add 1% to the current salary schedule.

3. CONTRACT DAYS FOR MAINTENANCE MOVED FROM 260 TO 255 DAYS THE SAME AS TECHNOLOGY DEPT.

The JPS Maintenance/Facilities Department employees are on 260 days contracts. A total of 14 employees have a combined total of 180 vacation days per year. This is in addition to 8 paid holidays and 12 sick days each. The starting salary range for maintenance employees is \$30,000 - \$39,000. The average rate of pay (excluding the director) is \$137 per day with a range from \$117 - \$168. Maintenance employees are contracted for 8 hours daily.

The JPS Technology Department employees are on a 255 day contract. A total of 5 employees have a combined total of 55 vacation days per year. This is in addition to 8 paid holidays and 12 sick days each. The starting salary for technology employees is \$34,510. All six have at least 4 year college degrees. The average rate of pay (excluding the director) is \$161 per day with a range from \$139 to \$174. Technology employees are contracted for 8 hours daily.

The Maintenance Department and Technology Department salary schedules are based on very different criteria and are not appropriate comparisons. Based on the facts submitted, the maintenance salary schedule seems to provide an adequate daily rate of pay for the employees on these schedules. Reducing the contract days would drive these amounts higher and out of proportion with other JPS employees.

RECOMMENDATION: Maintain contract lengths at 260 days for maintenance employees.

4. SICK DAYS DONATED TO ANYONE IN THE DISTRICT

Our current policy is as follows:

Request for Transfer of Sick Leave

Jonesboro Public School employees are allowed to share their sick leave days (excludes personal illness days) with their spouse, parent, sibling, or child currently employed by the District. The employee receiving the sick leave must have exhausted all sick leave days before receiving days from their relative. The spouse, parent, or child contributing the sick day(s) must complete a "Request for Transfer of Sick Leave" form and have this form signed and dated by the Assistant Superintendent. All "Request for Transfer of Sick Leave" days used must be submitted prior to payroll dates. If the "Request for Transfer of Sick Leave" form is not received in the finance office before the payroll is processed for that pay period, the transfer of sick leave will not cover days missed during that pay period.

Any additional use of sick days will have an impact on salary amounts available to all employees. I will have additional information available at our next meeting.

Questions arose regarding employees with catastrophic events and the need for additional days. I wanted to remind you of the following policy that was part of negotiations several years ago.

Catastrophic Event Clause

In the event of a catastrophic occurrence, a staff member may petition a subcommittee to award additional days without loss of pay. In order to be defined as catastrophic, an illness or injury must be seriously incapacitating, of extended duration, and require the services of a licensed health care provider. Members of the subcommittee will be President of JFAST, the Chairperson of the Sick Bank Committee, and the Superintendent. The committee will be responsible for determining the number of days that will be granted. There is no minimum or maximum number of days that may be granted. Each request will be reviewed and a determination will be made based upon the merits of the request.

NO RECOMMENDATION

5. BUS DRIVERS WITH 10 OR MORE YEARS EXPERIENCE BE GIVEN SICK DAYS AND PAID FUNERAL DAYS

Only a very limited number of individuals currently hold a 4 hour contracts for bus driving. This was changed to 3.5 hour contracts without sick days due to the number of days taken by this employee group. The current nine employees with 4 hour contracts have used an average of 7.5 of their 9 days sick days.

RECOMMENDATION: No change be made to extend contracts and provide sick days to bus drivers.

NO RECOMMENDATION

6. BUS MONITOR

Currently, bus monitors are not on contract due to the variable nature of the work days. The current rate of pay is \$8.60 and has remained at this rate for several years.

RECOMMENDATION: I recommend that we do not place monitors on contracts but raise their current rate by \$1.00 per hour to \$9.60.

7. BUILDING LIMIT MEETINGS DURING PLANNING TIME TO ONCE PER WEEK

RECOMMENDATION: Dr. Castleberry and Mr. Cobbs will work with the building principals to ensure this is followed.

8. ELEMENTARY FIELD TRIP POLICY

Current Handbook Entry:

Field trips can be defined as a teaching technique involving any organized travel made primarily with an educational motive in mind. Such a journey grows out of the student's need for first-hand data to assist in solving problems.

1. Educational trips must be approved by the central office and must be a part of a unit being taught.
2. Matters pertaining to the mode of transportation, finances and safety precautions shall be clearly understood before such a trip is undertaken.
3. Field trips shall be cleared by the building principal and assistant superintendent.

Adopted June 10, 2008

RECOMMENDATION: No recommendation

9. REDUCE THE NUMBER OF SICK DAYS USED BY EMPLOYEES

RECOMMENDATION: JFAST and the administration will work cooperatively to explore incentives, etc. that would help reduce the cost absences.

10. IMPROVE THE PROCESS OF OBTAINING SUBSTITUTES

RECOMMENDATION: JFAST and the administration will explore employing an outside entity or obtaining a computerized program to assist in the substitute process.

SIGNATURES:

JFAST NEGOTIATING COMMITTEE

JPS ADMINISTRATION

<u><i>[Signature]</i> Maintenance</u>	<u><i>Kim Welbanks</i> Supt.</u>
<u><i>Melanie Leonard</i> VPA</u>	<u><i>Sue Costello</i></u>
<u><i>Paula Busby</i> Min/Classified</u>	<u><i>CP & BVB</i></u>
<u><i>Jandie Henderson</i> JFAST Pres.</u>	
<u><i>Wendy Whitehurst</i> HINES, JFAST VP</u>	
<u><i>Dr. Ruff Clark</i> Mac</u>	

Signed this 30th day of May, 2012

Administration Items

1. Add a part-time Assistant Principal at International Studies.

We currently have an enrollment of approximately 420 students. In the 2012-2013 school year, we will be adding another teacher and our enrollment should approach 450 students. Currently, we have no Assistant Principal at this site.

APPROVED BY JFAST

2. Add a part-time Assistant Principal at Visual and Performing Arts

We currently have approximately 720 students at VPA with a Principal and full time Assistant Principal. With over 66% of our students on Free/Reduced lunch, our needs at this site are increasing. An additional administrator to assist with duty and discipline is greatly needed.

APPROVED BY JFAST

3. Increase Head FB Coach from 221 to 241 day contract

The head football coach is on a 221 day contract. This contract length is not comparable to other districts of similar size (see chart below). This change is not an increase in stipend amount and the coach would remain at the same position on the salary schedule according to experience and degree level. If we were to have to hire a new FB coach at this time it would next to impossible to hire without having to increase the number of days.

School District	District Enrollment	Head FB Coach Number of Contracted Days
Marion	4,249.00	240
El Dorado	4,580.00	240
Benton	4,650.33	250
Pine Bluff	4,734.39	240
Russellville	5,136.77	240
Jonesboro	5,323.08	221
West Memphis	5,670.23	255
Van Buren	5,891.00	240

RECOMMENDATION: Increase contract length from 221 to 241 day contract.

APPROVED BY JFAST

4. Reorganize and add additional assistance for transportation, facilities and technology

Our current employee (Sandy Wagner) divides her time between the central office and the transportation department. With the increase in the number of students riding buses, we need additional help at the bus garage for clerical duties. We are proposing to move this position full time to the bus garage and replace the position with a part time employee who will work at central office and assist with facilities and transportation clerical needs.

RECOMMENDATION: Transfer current central office position to bus garage and add an additional part time employee at central office to work with facilities and technology departments.

APPROVED BY JFAST

5. Add Facilities Department employee

We have added over 160,000 sq. ft. of buildings over the last ten years without adding additional staff to the maintenance staff. By this fall, we will have added another 20,000 sq. ft at Annie Camp and by the fall of 2013, another 40,000 sq. ft at the High School. We are in need of another skilled painter/carpenter/flooring/maintenance employee to assist in keeping up with the additional work load.

RECOMMENDATION: Employee another facilities department employee.

APPROVED BY JFAST (pending available funding)

6. Add Technology Department employee

Our district needs related to technology support have exploded in the past several years. The following comparisons help explain the need for additional personnel.

Here are some statistics to help justify our need to increase staff levels, remembering that the last addition was in 2007. (Sam was hired since then but was just a replacement for a tech who left)

- 2007 - Approximately 4800 students
- 2012 - Approximately 5400 students

- 2007 - Approximately 1600 computers
- 2012 - Approximately 3250 computers (more arriving daily)

- 2007 - Approximately 20 Sympodiums, document cameras, etc...
- 2012 - Over 300 Sympodiums, document cameras, etc...

- 2007 - Approximately 10 mobile devices (Palm Pilots)
- 2012 - Approximately 250 mobile devices (iPads, iPods) - more coming

- 2007 - Approximately 30 laptops
- 2012 - Approximately 800+ laptops
- 2007 - Approximately 20 Wireless Access Points - consumer grade
- 2012 - Approximately 270 Wireless Access Points - Enterprise grade
- 2007 - Approximately 9 Managed Switches
- 2012 - Approximately 200 Managed Switches
- 2007 - Approximately 5 True Smart Boards
- 2012 - Approximately 50 True Smart Boards
- 2007 - No personal devices
- 2012 - Personal Devices taking up resources and causing different viewpoints to be researched (wireless, email, etc...)
- 2007 - 4 technicians, 1 Network Administrator, 1 Technology Director
- 2012 - 4 technicians, 1 Technology Director (I was Network Administrator in 2007, while Dr. Jamison handled backend stuff such as budgets, ERATE, etc...My network administrator spot was never replaced)

RECOMMENDATION: Add an additional technology department employee.

APPROVED BY JFAST (pending available funding)

SIGNATURES:

JFAST NEGOTIATING COMMITTEE

JPS ADMINISTRATION

<i>Melanie Placard</i> VPA	<i>Kim Ullrich</i> Supt.
<i>M. G. Maintenance</i>	<i>Buy Castle</i>
<i>Paula Busby</i> Micro/Classified	<i>Griffin</i>
<i>Jodie Henderson</i> JFAST Pres.	
<i>Walter Whitcomb</i> JFAST VP	
<i>Dr. Ruff</i> Mac	

Signed this 30th day of May, 2012

JFAST Negotiations 2013-2014

1. Pay increase 5-7%

Salary History

	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>
Certified Base	\$35,500.00	\$35,000.00	\$34,500.00	\$34,000.00
Increase	\$500.00	\$500.00	\$500.00	
% Increase	1.43%	1.45%	1.47%	

Estimated Cost of salary increase

	<u>5%</u>	<u>6%</u>	<u>7%</u>	<u>Add'l \$500 Certified Base 1.58% Classified</u>	<u>Add'l \$700 Certified Base 2% Classified</u>
Cost to increase salaries (Operating Fund)	\$1,287,657.93	\$1,545,189.51	\$1,802,721.10		
Cost to increase salaries (Total District)	\$1,757,437.38	\$2,108,924.86	\$2,460,412.34	\$330,000.00	\$440,000

Fund 2000: Operating Fund

	<u>2013-14</u>
State Foundation Funding	\$35,279,322.99
Less: Prior Year State Foundation Funding	<u>\$33,895,320.18</u>
Increase in Foundation Funding	\$1,384,002.81
Step Increase on Salary Schedule	(\$350,000.00)
Increase in Cost of Fuel	(\$45,000.00)
Increase in Custodial	(\$28,115.49)
Increase in Utilities	(\$58,600.00)
3.5 new certified positions	(\$192,150.00)
Apple Lease	(\$150,000.00)
Health Insurance from \$142 to \$150 month	(\$3,640.00)
\$700 Certified base & 2% Classified	<u>(\$440,000.00)</u>
	\$116,497.32

I am recommending we add \$700 to the base of the licensed salary schedule and 2% to the classified salary schedule for the 2013-2014 school year.

2. Interventionist (at elementary level) relocated to K-1st

We will continue to exam NSLA and Title I budgets, placing priority on the employment of Interventionist at the K-1 level. We will also not include a line item budget for tutors but will let each building make an independent decision regarding the effectiveness and employment of tutors.

3. District wide scheduled day for report cards to be printed and sent home
 - Designated person per building to print report cards (creates unity)

We will request each building principal designate a person in the building to print report cards.

4. District wide RTI process (What is the process?)

We will develop and publish a district-wide RTI process.

5. Administration on campus at all times or someone that is appointed to take care of administrative duties/problems and behavior (not secretaries)

We have developed a list of who is responsible at each building if no administrator is on campus. We will also remind all building principals to notify central office if they plan to be out of the building.

District items:

1. Add the title Assistant Superintendent to Karleen Sheets – Curriculum Director/Federal Programs Coordinator – APPROVED BY JFAST
2. Compensate Belinda Locke – Business Manager/Finance Director – additional \$5,000 – APPROVED BY JFAST
3. Compensate Terri Bollinger – Human Resource Director – additional \$3,000 – APPROVED BY JFAST

**JONESBORO PUBLIC SCHOOLS
LICENSED SALARY SCHEDULE
2012-13 approved 6/12/12**

YEARS EXP	STEP	BA	BA+15	MSE	MSE+15	MSE+30	MSE+45	ED.S	ED.D
0	1	35,500	36,060	38,300	38,860	39,980	40,540	42,780	45,020
1	2	36,060	36,620	38,860	39,420	40,540	41,100	43,340	45,580
2	3	36,620	37,180	39,420	39,980	41,100	41,660	43,900	46,140
3	4	37,180	37,740	39,980	40,540	41,660	42,220	44,460	46,700
4	5	37,740	38,300	40,540	41,100	42,220	42,780	45,020	47,260
5	6	38,300	38,860	41,100	41,660	42,780	43,340	45,580	47,820
6	7	38,860	39,420	41,660	42,220	43,340	43,900	46,140	48,380
7	8	39,420	39,980	42,220	42,780	43,900	44,460	46,700	48,940
8	9	39,980	40,540	42,780	43,340	44,460	45,020	47,260	49,500
9	10	40,540	41,100	43,340	43,900	45,020	45,580	47,820	50,060
10	11	41,100	41,660	43,900	44,460	45,580	46,140	48,380	50,620
11	12	41,660	42,220	44,460	45,020	46,140	46,700	48,940	51,180
12	13	42,220	42,780	45,020	45,580	46,700	47,260	49,500	51,740
13	14	42,780	43,340	45,580	46,140	47,260	47,820	50,060	52,300
14	15	43,340	43,900	46,140	46,700	47,820	48,380	51,180	52,860
15	16	43,900	44,460	46,700	47,260	48,380	48,940	51,740	53,420
16	17	44,460	45,020	47,260	47,820	48,940	49,500	52,300	53,980
17	18	45,020	45,580	47,820	48,380	49,500	50,060	52,860	54,540
18	19	45,580	46,140	48,380	48,940	50,060	50,620	53,420	55,100
19	20	46,140	46,700	48,940	49,500	50,620	51,180	53,980	55,660
20	21	46,700	47,260	49,500	50,060	51,180	51,740	54,540	56,220
21	22	47,260	47,820	50,060	50,620	51,740	52,300	55,100	56,780
22	23	47,820	48,380	50,620	51,180	52,300	52,860	55,660	57,340
23	24	48,380	48,940	51,180	51,740	52,860	53,420	56,220	57,900
24	25	48,940	49,500	51,740	52,300	53,420	53,980	56,780	58,460
25	26	48,380	49,500	52,300	52,860	53,980	54,540	57,340	59,020
26	27	48,565	49,685	52,485	53,605	54,725	55,285	57,525	59,765
27	28	48,565	49,685	52,485	53,605	55,285	55,845	58,085	60,325
28	29	48,565	49,685	52,485	53,605	55,285	56,405	58,645	60,885

560 INCREMENT
35,500 BASE

185 ADDITIONAL INCREMENT FOR YEARS 26, 27, & 28

**JONESBORO PUBLIC SCHOOLS
LICENSED SALARY SCHEDULE
2013-14 PROPOSED**

YEARS EXP	STEP	BA	BA+15	MSE	MSE+15	MSE+30	MSE+45	ED.S	ED.D
0	1	36,200	36,760	39,000	39,560	40,680	41,240	43,480	45,720
1	2	36,760	37,320	39,560	40,120	41,240	41,800	44,040	46,280
2	3	37,320	37,880	40,120	40,680	41,800	42,360	44,600	46,840
3	4	37,880	38,440	40,680	41,240	42,360	42,920	45,160	47,400
4	5	38,440	39,000	41,240	41,800	42,920	43,480	45,720	47,960
5	6	39,000	39,560	41,800	42,360	43,480	44,040	46,280	48,520
6	7	39,560	40,120	42,360	42,920	44,040	44,600	46,840	49,080
7	8	40,120	40,680	42,920	43,480	44,600	45,160	47,400	49,640
8	9	40,680	41,240	43,480	44,040	45,160	45,720	47,960	50,200
9	10	41,240	41,800	44,040	44,600	45,720	46,280	48,520	50,760
10	11	41,800	42,360	44,600	45,160	46,280	46,840	49,080	51,320
11	12	42,360	42,920	45,160	45,720	46,840	47,400	49,640	51,880
12	13	42,920	43,480	45,720	46,280	47,400	47,960	50,200	52,440
13	14	43,480	44,040	46,280	46,840	47,960	48,520	50,760	53,000
14	15	44,040	44,600	46,840	47,400	48,520	49,080	51,320	53,560
15	16	44,600	45,160	47,400	47,960	49,080	49,640	51,880	54,120
16	17	45,160	45,720	47,960	48,520	49,640	50,200	52,440	54,680
17	18	45,720	46,280	48,520	49,080	50,200	50,760	53,000	55,240
18	19	46,280	46,840	49,080	49,640	50,760	51,320	53,560	55,800
19	20	46,840	47,400	49,640	50,200	51,320	51,880	54,120	56,360
20	21	47,400	47,960	50,200	50,760	51,880	52,440	54,680	56,920
21	22	47,960	48,520	50,760	51,320	52,440	53,000	55,240	57,480
22	23	48,520	49,080	51,320	51,880	53,000	53,560	55,800	58,040
23	24	49,080	49,640	51,880	52,440	53,560	54,120	56,360	58,600
24	25	49,640	50,200	52,440	53,000	54,120	54,680	56,920	59,160
25	26	49,640	50,200	53,000	53,560	54,680	55,240	57,480	59,720
26	27	49,265	50,385	53,745	54,305	55,425	55,985	58,225	60,465
27	28	49,265	50,385	54,305	54,865	55,985	56,545	58,785	61,025
28	29	49,265	50,385	54,305	54,865	55,985	57,105	59,345	61,585
		560	36,200						
		INCREMENT	BASE						

185 ADDITIONAL INCREMENT FOR YEARS 26, 27, & 28

JFast Negotiations
2013-2014

1. Pay increase 5-7%

Salary History

	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>
Certified Base	\$35,500.00	\$35,000.00	\$34,500.00	\$34,000.00
Increase	\$500.00	\$500.00	\$500.00	
% Increase	1.43%	1.45%	1.47%	

Estimated Cost of salary increase

	<u>Add'l \$500</u>	<u>Add'l \$700</u>
	<u>Certified</u>	<u>Certified</u>
	<u>Base</u>	<u>Base</u>
	<u>1.58%</u>	<u>2% Classified</u>
	<u>Classified</u>	<u>2% Classified</u>
Cost to increase salaries (Operating Fund)	\$1,287,657.93	\$1,545,189.51
Cost to increase salaries (Total District)	\$1,757,437.38	\$2,108,924.86
	\$2,460,412.34	\$330,000.00
	\$440,000	

I am recommending we add \$700 to the base of the licensed salary schedule and 2% to the classified salary schedule for the 2013-2014 school year.

2. Interventionist (at elementary level) relocated to K-1st

We will continue to exam NSLA and Title I budgets, placing priority on the employment of Interventionist at the K-1 level. We will also not include a line item budget for tutors but will let each building make an independent decision regarding the effectiveness and employment of tutors.

3. District wide scheduled day for report cards to be printed and sent home

- Designated person per building to print report cards (creates unity)

We will request each building principal designate a person in the building to print report cards.

4. District wide RTI process (What is the process?)

We will develop and publish a district-wide RTI process.

5. Administration on campus at all times or someone that is appointed to take care of administrative duties/problems and behavior (not secretaries)

We have developed a list of who is responsible at each building if no administrator is on campus. We will also remind all building principals to notify central office if they plan to be out of the building.

District items:

1. Add the title Assistant Superintendent to Karleen Sheets – Curriculum Director/Federal Programs Coordinator – APPROVED BY JFAST
2. Compensate Belinda Locke – Business Manager/Finance Director – additional \$5,000 – APPROVED BY JFAST
3. Compensate Terri Bollinger – Human Resource Director – additional \$3,000 – APPROVED BY JFAST

JFAST Committee Members

Sandra Henderson, President

Doreen Whitelhurst, Vice president

Shirley Spencer

Cheryl Marshall

Terri Bollinger

Sandra Busby

District Committee Members

Kim Wilkerson, Supt.

Sue Cookberry, Asst. Supt.

Mike Shelton, Asst. Supt.

Belinda Locke, Business Manager

JFAST Negotiations

2013-2014

1. The JFAST Negotiating Organization initially requested a 10% increase. After discussions, they revised their request to a 5% increase. The administration recommended a 4% increase. JFAST accepted this proposal.

Salary History

	<u>2014-2015</u>	<u>2013-2014</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>
Certified Base	\$37,600.00	\$36,200.00	\$35,500.00	\$35,000.00	\$34,500.00
Increase	\$1400.00	\$700.00	\$500.00	\$500.00	\$500.00
% Increase	4%	2.0%	1.43%	1.45%	1.47%

Fund 2000: Operating Fund

2014-15

State Foundation Funding	\$36,864,712.83
Less: Prior Year State Foundation Funding	<u>\$35,279,322.99</u>
Increase in Foundation Funding	\$1,585,389.84
Required Foundation Funding for Insurance	(\$80,000.00)
Step increase on salary schedule	(\$350,000.00)
1.00 new FTE salary/benefits (Math & Science)	(\$52,250.00)
1.00 new FTE salary/benefits (High School Math)	(\$52,250.00)
1.00 new FTE salary/benefits (High School Science)	(\$52,250.00)
.5 new FTE Counselor	(\$26,125.00)
.5 new FTE Art	(\$26,125.00)
.5 new FTE Music	(\$26,125.00)
1.00 new FTE Self Contained Special Education	(\$52,250.00)
2.00 new FTE elementary	(\$104,500.00)
\$1,400 Certified base & 4% Classified	<u>(\$763,514.84)</u>
	\$0.00

2. Hire an additional full time nurse

We propose to hire an additional full time nurse and add a \$1000 stipend for the position of lead nurse.

District items:

JFAST Negotiating Committee:

[Signature]

[Signature]

Becky Danby

Lisa Gueno

Angel Hill -

Paula Busby

[Signature]

District Committee Members:

[Signature], Supt.

Karleen Sheets, Asst. Supt.

Mike Skelton, asst. Supt.

Lucie Castiberry, Asst. Supt

JFAST Negotiations 2014-2015

1. The JFAST Negotiating Organization requested a 6% increase. The administration recommended a 4% increase

<u>Salary History</u>	<u>2015-2016</u>	<u>2014-2015</u>	<u>2013-2014</u>	<u>2012-13</u>	<u>2011-12</u>
Certified Base	\$39,000.00	\$37,600.00	\$36,200.00	\$35,500.00	\$35,000.00
Increase	\$1400.00	\$1400.00	\$700.00	\$500.00	\$500.00
% Increase	4%	4%	2.0%	1.43%	1.45%

Fund 2000: Operating Fund	
	2015-16
State Foundation Funding:	
\$6,584 (foundation funding amount) x 5,859.32 (2014-15 Qtrs 1-3 Average)	\$38,577,762.88
Less: Prior Year State Foundation Funding (2014-15)	(\$36,864,843.25)
Increase in Foundation Funding	\$1,712,919.63
Step increase on salary schedule	(\$350,000.00)
1.0 New FTE Salary/Benefits - Business Annie Camp	
.5 New FTE Salary/Benefits - Business Annie Camp	
1.0 New FTE Salary/Benefits - Business MacArthur	
1.0 New FTE Salary/Benefits - GT Not Assigned	
1.0 New FTE Salary/Benefits - FACS JHS	
1.0 New FTE Salary/Benefits - Art AC/JHS	
2.0 New FTE Salary/Benefits - Special Ed AC/JHS	
1.0 New FTE Salary/Benefits - Asst. Principal Annie Camp	
1.0 New FTE Salary/Benefits - Asst. Principal MacArthur	
Total all new positions	(\$605,000.00)
\$1,400 Certified base & 4% Classified	(\$757,919.63)
	\$0.00
Note: Increase in Foundation Funding is due to	
1% increase in matrix and 206.07 increase in 3rd	
quarter average ADM.	

2. Employees would like to receive first priority of Jr. High placement for their children.

The following criteria will be followed for transfer requests at the junior highs. Student placement will be determined by the date and time the request was received in the Administration Building. No requests will be accepted prior to the first day of school at the start of the 2nd semester in January of the current school year. 1) Children of JPS employees will receive first priority, 2) Preference will be given when a sibling is currently attending and will still be attending the school to which the applicant has applied. The brother or sister must reside in the same household to be given this preference.

3. Uniform CFA's across the magnet schools.

The Curriculum Unit will continue to work with building leaders and Instructional Facilitators to best meet the needs of the teachers at each grade level.

4. Adjust computer rights for clerks to alleviate load of the secretarial staff with larger student numbers.

Upon request from each Principal, we will continue to work with individual buildings to train capable staff to assist with the loads at each school.

Administration Items 2015

1. Add Assistant Principals at Annie Camp Junior High and MacArthur Junior High.

We currently have an enrollment of approximately 650 students at both Annie Camp and MacArthur Junior High. In the 2015-2016 school year, we will be adding several additional teachers at both campuses to meet standards. Principals currently have increased responsibilities related to TESS and growing responsibilities related to supervision of students. JFAST APPROVED

2. Add the position of Assistant Facilities Director

We are recommending the assignment of a person as the Assistant Facilities Director. This individual would assist the Facilities Director in all capacities, be on call 24/7 in the event of a facilities emergency, participate in planning and implementation of all facilities requirements, and ensure shared accountability in the department. The index for this position would match the index for the Transportation Director. (.18)

3. Extend the contract length of Head Boys Basketball Coach due to additional responsibilities

We are requesting a contract extension from 221 days to 241 days to cover the responsibilities associated with the following: (1) organization of the Jonesboro Elementary Basketball League, (2) coordination of the use of the Jonesboro High School Gym for use by elementary and AAU teams, and (3) collaboration with the booster club in organizing the Hurricane Classic Basketball tournament.

JFAST Negotiating Committee:

Becky Darby
Julie Morgan
Jan Hummer
Paula Darby
Steve Lann

District Committee Members:

Mike Skelton

Lee Castlebury

Kim Wilbur

JFAST Negotiations

2016

1. The JFAST Negotiating Organization requested a 6% salary increase for certified and classified staff. The administration is recommending no pay raise at this time.

2. The addition of free vision insurance

JFAST requested the addition of free vision insurance for JPS employees (additional cost to add family members). The administration is recommending approval.

3. Field Trips across state lines

JFAST is requesting field trips across state lines to be allowable in all grade levels. School buses traveling in Arkansas are protected by tort immunity. This means the district has legal protection if involved in an accident. If an accident occurs outside the state, the district does not have the same protection. The administration is recommending that the district continue to approve field trips on a case by case basis.

4. Addition of Instructional Facilitator at JHS

JFAST is requesting the addition of an Instructional Facilitator for Jonesboro High School so that all schools have the same resources available. The administration is recommending no addition at this time due to lack of funding.

5. Emailing completed board minutes to staff

JFAST requesting that the completed board minutes be emailed to staff members after the board meetings. The following information will be sent to all employees after each board meeting:

You may access the board minutes from the JPS website. On the JPS home page under "Short Cuts", click on "State Required Information". Next, under "School Board" click on "Minutes of Regular and Special Board Meeting". The minutes from each month are listed there for anyone to access. It may take 48-72 hours for the minutes to post. A copy of approved personnel will be sent to the principal at each building the day after the board meeting.

Administration Items

2016

1. Change in stipend for Building Level and Central Office secretaries

Change in stipend for building level secretaries for all salary schedules from \$165/\$175/\$185 to a \$200 stipend for each year of service and central office from \$221 to \$225. JFAST APPROVED

2. New salary schedule for Secretary to the Executive Principal at JHS

Create a new salary schedule for the secretary to the Executive Principal at Jonesboro High School. JFAST APPROVED

3. Increase contract length of Head Baseball Coach

Increase the contract length of the Head Baseball coach from 190 days to 207 days.

JFAST APPROVED

JFAST Negotiating Committee:

District Committee Members:

Julie May

Ellen McCarley

Tracy Anderson

Paula Busby

Mike Skelton

Lem Wilk

Lee Castberry

JFast Negotiations 2017

JFast Items

1. The JFast Negotiating Organization requested a 6% salary increase for certified and classified staff. The administration is recommending \$1,000.00 added to certified base salary and 2.5% added to classified base salary.
2. JFast is requesting conference dismissal be moved to 1:00 pm in order to start conferences at an earlier time. The administration is recommending secondary dismissal be 1:20 pm. and elementary dismissal be 1:40 pm (dismiss 1 hour and 30 min early) in order to serve lunch before dismissal. Conferences would continue to be held from 2:30 -8:30. Teachers should use the extra hour before conferences start as their lunch break.
3. JFast is requesting a solution for purchasing from Sam's Club and Wal-mart Online. The administration agrees to try to find a solution for purchasing from Sam's Club. Purchases from Wal-mart online will not be possible because payment is required at the time of the order.

Administration Items

1. Administration is requesting a new salary schedule for all Administrative Assistant positions. See attached schedule. JFAST APPROVED
2. Administration is requesting flexibility to extend the contract of Academy Principals from 221 to 241 based on individual responsibilities assigned to each Academy Principal. JFAST APPROVED
3. Administration is requesting an increase in the stipend for the Cross Country coach from .03 to .07. This position is a fall sport that requires summer training. JFAST APPROVED

JFast Negotiating Committee:

Kim Wilbanks, Supt.
Sue Castiberry, Asst. Supt.
Karleen Sheets, Asst. Supt.
Flannery
Sharon

District Committee Members:

Jimmy Gates, VPA
Joe Brown Social Studies / Secondary
Carmon Taylor Micro
Julie Morgan - Micro

[illegible]

FAST items

1. 3.5% Raise to Classified base; \$1,400 to base Certified
APPROVED

APPROVED

2. Increase School Nurse Sub Pay to \$100/day

APPROVED

3. Administration of Standardized Testing to be delegated as Executive Principal deems necessary

APPROVED

4. Stipends

1. Robotics

Elementary Sponsor-.02 ~ \$800

Junior High Sponsor-.04 ~ \$1,600

High School-.05 ~ \$2,000

2. TV Production-.05 ~ \$2,000

3. Debate/Forensics-.05 ~ \$2,000

APPROVED

Administration Items

1. Add an additional step to the Bachelor's and Master's Level Salary Schedules as noted.

1. Add an additional step to the Bachelor's and Master's Level Salary Schedules as noted.										
Current										
YEARS EXP	STEP	BA	BA+15	MSE	MSE+15	MSE+30	MSE+45	ED.S	ED.D	
21	22	51,760	52,320	54,560	55,120	56,240	56,800	59,040		61,280
22	23	52,320	52,880	55,120	55,680	56,800	57,360	59,600		61,840
23	24	52,880	53,440	55,680	56,240	57,360	57,920	60,160		62,400
24	25	52,880	54,000	56,240	56,800	57,920	58,480	60,720		62,960
25	26	52,880	54,000	56,800	57,360	58,480	59,040	61,280		63,520
26	27	53,065	54,185	57,545	58,105	59,225	59,785	62,025		64,265
27	28	53,065	54,185	58,105	58,665	59,785	60,345	62,585		64,825
28	29	53,065	54,185	58,105	58,665	59,785	60,345	63,145		65,385

1		\$35,228	\$38,216	\$40,600	\$40,615	\$45,915	\$50,960		
2		\$35,378	\$38,416	\$40,785	\$40,815	\$46,215	\$51,260		
3		\$35,528	\$38,616	\$40,970	\$41,015	\$46,515	\$51,560		
4		\$35,678	\$38,816	\$41,155	\$41,215	\$46,815	\$51,860		
5		\$35,828	\$39,016	\$41,340	\$41,415	\$47,115	\$52,160		
6		\$35,978	\$39,216	\$41,525	\$41,615	\$47,415	\$52,460		
7		\$36,128	\$39,416	\$41,710	\$41,815	\$47,715	\$52,760		
8		\$36,278	\$39,616	\$41,895	\$42,015	\$48,015	\$53,060		
9		\$36,428	\$39,816	\$42,080	\$42,215	\$48,315	\$53,360		
10		\$36,578	\$40,016	\$42,265	\$42,415	\$48,615	\$53,660		
11		\$36,728	\$40,216	\$42,450	\$42,615	\$48,915	\$53,960		
12		\$36,878	\$40,416	\$42,635	\$42,815	\$49,215	\$54,260		
13		\$37,028	\$40,616	\$42,820	\$43,015	\$49,515	\$54,560		
14		\$37,178	\$40,816	\$43,005	\$43,215	\$49,815	\$54,860		
15		\$37,328	\$41,016	\$43,190	\$43,415	\$50,115	\$55,160		
16		\$37,478	\$41,216	\$43,375	\$43,615	\$50,415	\$55,460		
17		\$37,628	\$41,416	\$43,560	\$43,815	\$50,715	\$55,760		
18		\$37,778	\$41,616	\$43,745	\$44,015	\$51,015	\$56,060		
19		\$37,928	\$41,816	\$43,930	\$44,215	\$51,315	\$56,360		
20		\$38,078	\$42,016		\$44,415	\$51,615	\$56,660		
INCREM'T		\$150	\$200	\$185	\$200	\$300	\$300		
ESTIMATED COST: \$2,000									
APPROVED									
3. Add an additional year experience to the custodial salary schedule.									
	SCH	SCH	SCH	SCH	SCH	SCH	SCH		
	334	334	334	334	335	335	336		
	RANGE 1	RANGE 2	RANGE 3	RANGE 1	RANGE 1	RANGE 1	RANGE 1		
HRS WORKED	8	8	8	8	8	8	8		
CONT DAYS:	260	260	260	260	190	190	221		
	DAY	NIGHT	NIGHT/SUP V	JHS PARKING	JHS PARKING	NIGHT			

YEARS EXP.	12 MOS.	12 MOS.	12 MOS.	LOT SUPERVIS OR	LOT SUPERVIS OR	10.5 MOS.
0	\$25,861	\$26,282	\$27,494	\$23,172	\$23,172	\$23,043
1	\$26,061	\$26,482	\$27,694	\$23,247	\$23,322	\$23,215
2	\$26,261	\$26,682	\$27,894	\$23,322	\$23,472	\$23,387
3	\$26,461	\$26,882	\$28,094	\$23,397	\$23,622	\$23,559
4	\$26,661	\$27,082	\$28,294	\$23,472	\$23,772	\$23,731
5	\$26,861	\$27,282	\$28,494	\$23,547	\$23,922	\$23,903
6	\$27,061	\$27,482	\$28,694	\$23,622	\$24,072	\$24,075
7	\$27,261	\$27,682	\$28,894	\$23,697	\$24,222	\$24,247
8	\$27,461	\$27,882	\$29,094	\$23,772	\$24,372	\$24,419
9	\$27,661	\$28,082	\$29,294	\$23,847	\$24,522	\$24,591
10	\$27,861	\$28,282	\$29,494	\$23,922	\$24,672	\$24,763
11	\$28,061	\$28,482	\$29,694	\$23,997	\$24,822	\$24,935
12	\$28,261	\$28,682	\$29,894	\$24,072	\$24,972	\$25,107
13	\$28,461	\$28,882	\$30,094	\$24,147	\$25,122	\$25,279
14	\$28,661	\$29,082	\$30,294	\$24,222	\$25,272	\$25,451
15	\$28,861	\$29,282	\$30,494	\$24,297	\$25,422	\$25,623
16	\$29,061	\$29,482	\$30,694	\$24,372	\$25,572	\$25,795
17	\$29,261	\$29,682	\$30,894	\$24,447	\$25,722	\$25,967
18	\$29,461	\$29,882	\$31,094	\$24,522	\$25,872	\$26,139
19	\$29,661	\$30,082	\$31,294	\$24,597	\$26,022	\$26,311
20	\$29,861	\$30,282	\$31,494		\$26,172	\$26,483
INCREMENT	\$200	\$200	\$200	\$75	\$150	\$172
2017-18 BASE	\$25,861	\$26,282	\$27,494	\$23,172	\$23,172	\$23,043
APPROVED						

[illegible]


[illegible]

[illegible]


[illegible]

[illegible]

JFAST Negotiating Committee:


Janice Taylor
Paula Busby
Katie Hamilton
Jan Olson
McJ

District Committee Members:


Keri Wilkerson
Lue Castberry
Kerleen Sheets
Wm. A.
