

Tentative Agreement
Between the
Shorewood Education Association
and the
School Board of the School District of Shorewood

19 August, 2015

I. Preamble

The School District of Shorewood, Milwaukee County, Wisconsin, hereinafter know as the DISTRICT, represented by its School Board, hereinafter know as the BOARD, and the Shorewood Education Association, hereinafter known as the SEA, are the parties to this agreement.

This agreement covers only total base wages and the distribution of a total base wage increase. It is the understanding of the SEA and the BOARD that the other subjects of collective bargaining, as allowed by law, may be addressed in other agreements and that their absence in this agreement does not constitute a waiver of the right to negotiate over those subjects.

The terms of this contract shall be binding upon the BOARD, the SEA, and all personnel that the SEA represents.

II. Recognition

The SEA is recognized as the exclusive bargaining agent for the non-supervisory, certified personnel of the DISTRICT, including the DISTRICT nurse, excluding substitute, per diem teachers, and all teacher aides, whether certified or not, in conferences and negotiations with the BOARD or its representatives on questions of wages.

III. Duration

This agreement language covers the 2015-2016 contract year defined as beginning 01 July 2015 and ending 30 June 2016.

IV. Compensation

The BOARD and the SEA agree to a 1.62% increase in the total base wage, as calculated by the district business office for the 2015-2016 contract year, amounting to a total of \$156,451.

V. Distribution

The BOARD and the SEA agree to distribute the above increase to the salary schedule as shown in the salary matrix included in this agreement.

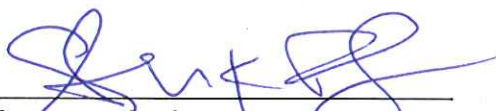
FOR INFORMATIONAL PURPOSES ONLY [NOT SUBJECT TO NEGOTIATIONS, BUT RATHER DEEMED SUPPLEMENTAL PAY AS SUCH TERMS ARE DEFINED BY 2011 WISCONSIN ACT 10 AND 2011 WISCONSIN ACT 32]:

All SEA members who were eligible for step movement were advanced one step on the salary matrix in accordance with the terms of the DISTRICT's policy(-ies) and employee handbook.

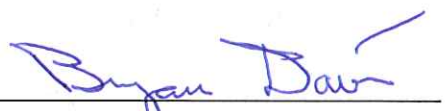
All SEA members who completed approved course work by 01 October 2015 received lane movement in accordance with the terms of the DISTRICT's policy(-ies) and employee handbook.

| 2015-16 Salary Schedule | | | | | | |
|-------------------------|----------|----------|----------|----------|----------|----------|
| STEP | BA | BA+15 | MA | MA+15 | MA+30 | MA+45 |
| 1 | \$41,367 | \$43,982 | \$50,382 | \$52,382 | \$55,382 | \$61,382 |
| 1.5 | \$41,867 | \$44,482 | \$50,882 | \$52,882 | \$55,882 | \$61,882 |
| 2 | \$42,367 | \$44,982 | \$51,382 | \$53,382 | \$56,382 | \$62,382 |
| 2.5 | \$42,867 | \$45,482 | \$51,882 | \$53,882 | \$56,882 | \$62,882 |
| 3 | \$43,367 | \$45,982 | \$52,382 | \$54,382 | \$57,382 | \$63,382 |
| 3.5 | \$43,867 | \$46,482 | \$52,882 | \$54,882 | \$57,882 | \$63,882 |
| 4 | \$44,367 | \$46,982 | \$53,382 | \$55,382 | \$58,382 | \$64,382 |
| 4.5 | \$44,967 | \$47,582 | \$53,982 | \$55,982 | \$58,982 | \$64,982 |
| 5 | \$45,567 | \$48,182 | \$54,582 | \$56,582 | \$59,582 | \$65,582 |
| 5.5 | \$46,467 | \$49,082 | \$55,482 | \$57,482 | \$60,482 | \$66,482 |
| 6 | \$47,367 | \$49,982 | \$56,382 | \$58,382 | \$61,382 | \$67,382 |
| 6.5 | \$48,317 | \$50,932 | \$57,332 | \$59,332 | \$62,332 | \$68,332 |
| 7 | \$49,267 | \$51,882 | \$58,282 | \$60,282 | \$63,282 | \$69,282 |
| 7.5 | \$50,267 | \$52,882 | \$59,282 | \$61,282 | \$64,282 | \$70,282 |
| 8 | \$51,267 | \$53,882 | \$60,282 | \$62,282 | \$65,282 | \$71,282 |
| 8.5 | \$52,267 | \$54,882 | \$61,282 | \$63,282 | \$66,282 | \$72,282 |
| 9 | \$53,267 | \$55,882 | \$62,282 | \$64,282 | \$67,282 | \$73,282 |
| 9.5 | | \$57,382 | \$63,782 | \$65,782 | \$68,782 | \$74,782 |
| 10 | | \$58,882 | \$65,282 | \$67,282 | \$70,282 | \$76,282 |
| 10.5 | | | \$66,782 | \$68,782 | \$71,782 | \$77,782 |
| 11 | | | \$68,282 | \$70,282 | \$73,282 | \$79,282 |
| 11.5 | | | \$69,882 | \$71,882 | \$74,882 | \$80,882 |
| 12 | | | \$71,482 | \$73,482 | \$76,482 | \$82,482 |

Tentatively agreed to between the BOARD and the SEA subject to ratification by both parties.


Shorewood Education Association

8/19/15
Date


School District of Shorewood

08/19/15
Date