

19-20 OTIONAL 2% WITH ADDITIONAL RUNG, GF CHANGE & LOYALTY

Career Ladder	# Employees	Salary	# Employees	\$2,000	# Employees	\$3,500	C/L
				BA + 24		MA+	
R1	4.00	\$38,500					4.00
R2	9.50	\$39,000					9.50
R3	12.00	\$39,500					12.00
P1	21.00	\$42,500	0.00	\$44,500	2.00	\$46,000	23.00
P2	11.50	\$43,000	0.00	\$45,000	4.00	\$46,500	15.50
P3	39.00	\$43,400	8.00	\$45,400	13.25	\$46,900	60.25
P4	2.00	\$44,600	1.00	\$46,600	2.00	\$48,100	5.00
P5	0.00	\$45,600	0.00	\$47,600	1.00	\$49,100	1.00
P6	2.00	\$46,700	2.00	\$48,700	1.00	\$50,200	5.00
P7	0.00	\$47,700	10.50	\$49,700	1.00	\$51,200	11.50
P8	0.00	\$48,800	8.00	\$50,800	2.00	\$52,300	10.00
P9	0.00	\$49,800	1.00	\$51,800	0.00	\$53,300	1.00
P10	0.00	\$50,100	8.50	\$52,100	2.00	\$53,600	10.50
P11	0.00	\$51,000	7.00	\$53,000	12.25	\$54,500	19.25
	101.00		46.00		40.50		187.5

GRANDFATHERED SCHEDULE OPTION

# Employees	BA+60	# Employees	MA	C/L
		6	\$56,315	6.0
1	\$52,956		MA 24+	9.0
20	\$54,924	8	\$57,706	32.0
			MA + 36 PRIOR 2012	
		12	\$59,097	
	0.00	1151429.20	1508706.15	
		21		26
				47.0
		TOTAL COST	\$11,247,485	234.50

grandfathered 2%  
\$11,281,148

\*Notes

- No salary can be less than 38,500
- P1 Professional Cell can not be less than 42,500
- No Cell can be less than the cell the year prior
- The planned budget to stay within needs to stay within **\$11,271,000**
- Credits for Grandfathered have to be here before we set the salary schedule and budget.

TOTAL REIMB BY STATE **\$11,163,219**  
DIFF **(\$117,929)**

Minidoka years of service loyalty

% Inc  
over pr yr

	No. of Staff over							
	R1	> than 10	10 years	15 years	20 years	25 years	30 years	
8.94%	R2	9.5						9.5
7.48%	R3	12						12
12.71%	P1	23						23
5.52%	P2	15.5						15.5
2.11%	P3	54.25	6					60.25
4.29%	P4	2	2		1			5
2.38%	P5		1					1
4.19%	P6	2	1	2				5
2.33%	P7	4	2	4.5		1		11.5
4.01%	P8	1	4	3		2		10
2.19%	P9		1					1
2.12%	P10			1	4	3	2.5	10.5
3.24%	P11	5		8	3.75		2.5	19.25

\$52,956				1				1.00
\$54,924			2	1	1	10	6	20.00
\$56,315		1			1	2	2	6.00
\$57,706				2	2		4	8.00
\$59,097			1		1	8	2	12.00

	\$ 350	\$ 525	\$ 800
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\$ - \$ 4,813 \$ 13,650 \$ 15,200 \$ 33,663

129.25 20 22.5 13.75 26 19

**Minidoka School District**  
2019-2020

<b>\$1500 Ded.</b>	MCS D 18-19 current rates district pays	19-20 renewal	Change medical Ded to \$2500	Payroll Deduction
Medical (12.1%)	\$ 688.30	\$ 771.60	\$ 726.00	\$ 151.90
Dental (0%)	\$ 41.91	\$ 41.91	\$ 41.91	\$ 0.00
Vision (0%)	\$ 6.19	\$ 6.19	\$ 6.19	\$ 0.00
Life Map (0%)	\$ 9.15	\$ 9.15	\$ 9.15	\$ 0.00
	<b>\$ 745.55</b>	<b>\$ 828.85</b>	<b>\$ 783.25</b>	<b>\$ 151.90</b>

<b>\$3500 Ded.</b>	MCS D 18-19 current rates district pays	19-20 renewal	Change medical Ded to \$4500 middle option	Payroll Deduction
Medical (12.1%)	\$ 537.10	\$ 602.10	\$ 574.70	\$ 0.00
Dental (0%)	\$ 41.91	\$ 41.91	\$ 41.91	\$ 0.00
Vision (0%)	\$ 6.19	\$ 6.19	\$ 6.19	\$ 0.00
Life Map (0%)	\$ 9.15	\$ 9.15	\$ 9.15	\$ 0.00
	<b>\$ 594.35</b>	<b>\$ 659.35</b>	<b>\$ 631.95</b>	<b>\$ 0.00</b>
Percent of increase		\$0.109	\$0.063	

<b>\$4500 HSA</b>	MCS D 18-19 current rates district pays	19-20 renewal	Change medical Ded to \$5000 middle option	Payroll Deduction
Medical (12.1%)	\$ 525.50	\$ 589.10	\$ 574.73	\$ 0.00
Dental (0%)	\$ 41.91	\$ 41.91	\$ 41.91	\$ 0.00
Vision (0%)	\$ 6.19	\$ 6.19	\$ 6.19	\$ 0.00
Life Map (0%)	\$ 9.15	\$ 9.15	\$ 9.15	\$ 0.00
	<b>\$ 582.75</b>	<b>\$ 646.35</b>	<b>\$ 631.98</b>	<b>\$ 0.00</b>

**\*\*Willamette Dental renewal is \$45.33 which is \$3.42 more than Delta Dental which will be paid by the employee.**

**\*\* District Contribution toward Medical is \$574.70**

## MCEA LANGUAGE OPTIONS

April 16, 2019

### IV.F. Professional Development Day

Teacher professional development days are scheduled in the work calendar to provide opportunities for administrators to address the professional development needs of their staff. These days may be used for teachers to attend District and building scheduled workshops and activities. Other activities that could be scheduled are: collaboration meetings to discuss student data, school visitations, longer staff meetings (occasionally),

### V.B. Sick Leave

At the beginning of each school year, each employee shall be credited with one (1) sick leave day as projected for the employment year for each month of service in which they work a majority portion of that month (see IC §33-1216 and District Policy #544.10 Sick Leave).