

## DCTA Tentative Agreement Economic Summary

### Cost Of Living Adjustment (COLA)

| School Year | COLA  |
|-------------|---|
| 2008/2009   | 3%  |
| 2009/2010   | CPI + .25% (plus an additional .4% if PERA merger closes) |
| 2010/2011   | CPI + .25% (plus an additional .4% if PERA merger closes) |

This year everyone will have their salary increased by 3%. In each of the following two years, salary will be increased by a minimum of .25% above the Consumer Price Index (CPI). If the PERA merger closes before June 30, 2009, an additional .4% will be added to the COLA in 2<sup>nd</sup> and 3<sup>rd</sup> years of the deal and one extra day will be added to the contract year in 2010/2011. If the PERA merger closes after June 30, 2009 but before June 30, 2010, an additional .4% will be added to the COLA in the 3<sup>rd</sup> year of the deal. The new salary schedule will be as follows.

|         | BA       | BA+30    | BA+60 / M.A. | MA+30    | MA+60    | DOCTORATE |
|---------|----------|----------|--------------|----------|----------|-----------|
| TIR     | \$34,800 |          | \$35,311     |          |          |           |
| Step 1  | \$36,635 | \$36,904 | \$37,172     | \$38,392 | \$40,949 | \$43,522  |
| Step 2  | \$36,910 | \$37,258 | \$37,603     | \$40,248 | \$42,920 | \$45,610  |
| Step 3  | \$37,014 | \$37,494 | \$39,098     | \$41,876 | \$44,666 | \$47,477  |
| Step 4  | \$37,201 | \$37,697 | \$40,559     | \$43,471 | \$46,383 | \$49,309  |
| Step 5  | \$37,539 | \$39,261 | \$42,282     | \$45,301 | \$48,339 | \$51,391  |
| Step 6  | \$37,765 | \$40,930 | \$44,080     | \$47,216 | \$50,379 | \$53,577  |
| Step 7  | \$39,357 | \$42,666 | \$45,930     | \$49,240 | \$52,509 | \$55,879  |
| Step 8  | \$41,014 | \$44,437 | \$47,875     | \$51,331 | \$54,750 | \$58,277  |
| Step 9  | \$42,730 | \$46,344 | \$49,916     | \$53,517 | \$57,146 | \$60,781  |
| Step 10 | \$44,547 | \$48,313 | \$52,068     | \$55,830 | \$59,578 | \$63,398  |
| Step 11 | \$46,427 | \$50,335 | \$54,270     | \$58,177 | \$62,136 | \$66,135  |
| Step 12 | \$48,408 | \$52,486 | \$56,605     | \$60,731 | \$64,816 | \$68,981  |
| Step 13 | \$50,882 | \$55,173 | \$59,610     | \$63,754 | \$68,067 | \$72,408  |

### Benefits Allowance

| School Year | Flex Dollars  |
|-------------|---|
| 2008/2009   | \$405 per month plus a reduced premium of \$504 per year for those enrolled in a district health insurance policy.  |
| 2009/2010   | \$405 increased by CPI + .25%. The \$504 per year for those enrolled in a district health insurance policy will continue unless the district cuts general fund positions due to budget cuts.          |
| 2010/2011   | 2009/2010 rate increased by CPI + .25%. The \$504 per year for those enrolled in a district health insurance policy will continue unless the district cuts general fund positions due to budget cuts. |

This year flex dollars will be increased to \$405. For those enrolled in a district health policy, the district will contribute \$504 to reduce premiums for a savings of \$42 per month. In each of the following 2 years, the flex dollar amount will increase by CPI + .25%. The \$504 premium reduction from the district will continue provided that the district does not have to cut general fund positions because of budget cuts.

## ProComp

1. In the current school year **2008/2009** all base building elements will remain under the current ProComp structure. Effective for the **2009/2010** school year, base building from Professional Development Units (PDU's) and Comprehensive Professional Evaluation (CPE) will only occur in years 1-14.
2. Base building from Student Growth Objectives (SGO's) and advanced degrees and licenses will continue through all years.
3. Tuition Reimbursement will be increased to \$4,000, payable at a maximum rate of \$1,000 in any year. Tuition Reimbursement will also be available for repayment of student loans.
4. Hard to Staff and Hard to Serve bonuses will be paid monthly.
5. The bonus elements of ProComp are summarized in the following table.

| Bonus Elements        | % of index | \$ amount for 2008/2009 | Expected Earners |
|-----------------------|------------|-------------------------|------------------|
| Hard to Staff         | 6.4%       | \$2345                  | 25% of teachers  |
| Hard to Serve         | 6.4%       | \$2345                  | 50% of teachers  |
| Distinguished Schools | 6.4%       | \$2345                  | 50% of schools   |
| Growth Schools        | 6.4%       | \$2345                  | 50% of schools   |
| CSAP Exceeds          | 6.4%       | \$2345                  | 15% of teachers  |

All five bonus elements will have the same value. The expected earners are estimates of the number of teachers that will earn each bonus. The transition team, which will remain in effect through the duration of ProComp, will set and adjust benchmarks every 2 years that establish the criteria to be met to earn each bonus.

6. Starting in school year 2009/2010, a PDU bonus of 2% of the index (currently \$733) will be available to teachers in years 15 and above.
7. There will be a new opt-in window open until October 15, 2008 for the current school year.
8. Current ProComp participants may opt-out. Opt-outs will not be allowed to opt-in again.
9. PDU's that are currently banked as of August 31, 2008 are "grandfathered-in" for salary building.
10. ProComp will pay the ProComp salary differential for teachers in all funds as well as the full pension expense on the ProComp salary differential.