

September 30, 2024

BOARD PROPOSAL

9/30/24
9/30/24

ARTICLE 3 - SALARY AND OTHER COMPENSATION

Mentor

A. Teacher Scale

For fiscal year 2025, the following will occur effective retroactively to July 1, 2024:

- One (1) step increase will be provided to all eligible Unit I employees. Unit I employees who are above their experience step are ineligible for a step increase until their salary step matches their experience step 3.
- All Unit I employees will receive a 3% Cost of Living Adjustment (COLA)

9/30/24
9/30/24

BOARD PROPOSAL

ARTICLE 3 – SALARY AND OTHER COMPENSATION

Middle School Athletics

Athletics Manager

- Used 35% of High School AD stipends.

	1 to 3 Years	4 to 6 years	7 to 9 years	10 to 12 years	13 plus years
HS AD	\$11,657	\$13,988	\$16,319	\$18,651	\$20,982
MS AM	\$4,080	\$4,896	\$5,712	\$6,528	\$7,344

Head Coach

- Used Level III HS assistant coach stipends.

	1 to 3 Years	4 to 6 years	7 to 9 years	10 to 12 years	13 plus years
MS Head Coach	\$1,672	\$2,007	\$2,341	\$2,675	\$3,009

Assistant Coach

- Set at 70% of MS head coach (same rule as HS assistants).

	1 to 3 years	4 to 6 years	7 to 9 years	10 to 12 years	13 plus years
MS Assistant Coach	\$1,170	\$1,405	\$1,639	\$1,873	\$2,106

Using the appropriate step, the above will be added to each employee's salary to establish each middle school athletic salary to be paid each pay period. The above salaries will increase by the same rates as the teacher salary scales increase.

**Note - This proposal is contingent on County funding to commence middle school athletics.*

Athletic Events

Unit I employees that assist in the admission of spectators and the management of athletic events will be paid \$50 per event that occurs Monday through Thursday and \$55 per event that occurs on Fridays and Saturdays.

June 20, 2024

BOARD PROPOSAL

Union # 3

Article 3 – Salary And Other Compensation

New Section

No later than October 1, 2024, ~~a mutually agreed upon team appointed by AACPS and TAAAC~~ will form a committee to examine the pay structure for career and technical education Unit I employees. Recommendations will be considered for FY26 negotiations. ~~to address the Professional and Technical Education salary scale to be implemented for the 2026 fiscal year.~~

7/17/24

NP

7/17/24
MKH

December 14, 2023

BOARD PROPOSAL

ARTICLE 3 SALARY AND OTHER COMPENSATION,

T. Compensation for Summer Proceedings,

10-month Unit I members who are required at the request of the school system to serve as witnesses at school related Special Education proceedings (i.e. Mediations, Due Process Hearings, and State Complaint Investigations) between the end of one ten (10) month work year and the beginning of another will be paid an hourly rate computed from the Unit I member's actual per diem rate in effect at the time of the proceedings with a maximum of three (3) hours of preparation. Unit I Members shall be reimbursed at the rate included in this negotiated agreement for authorized travel relating to their attendance at such hearing(s) or court case(s).

Deleted: Hearings/Court Cases

Deleted: hearings or school related court cases

Formatted: Font: 12 pt

Deleted: hearing or court case

Deleted: minimum of

Deleted: applied

TA

(NK)

3/14/24

Q

3/14/24

NDB

4/2/24