

**MASTER AGREEMENT**  
**Between**  
**The Flathead Special Education Cooperative Employees Association**  
**and**  
**The Flathead Special Education Cooperative**  
**July 1, 2021 through June 30, 2023**

**ARTICLE I**  
**PURPOSE**

**1.1 PARTIES:** This agreement is entered into between the Flathead Special Education Cooperative and the Flathead Special Education Cooperative Employees. The purpose of this Agreement is to provide the conditions of employment for professional staff during the duration of this Agreement with respect to wages, hours, fringe benefits, and other conditions of employment.

**ARTICLE II**  
**MANAGEMENT BOARD'S RIGHTS**

**2.1 PROFESSIONAL STAFF RESPONSIBILITIES:** The parties recognize that all professional staff covered by this Agreement shall perform the services prescribed by the Cooperative, as defined in the professional's contract, job description, and elsewhere in the Agreement. The parties also recognize the right, obligation and rules, regulations, directives, and orders in so far as such rules, regulations, directives and orders are not inconsistent with the terms of the Agreement. The parties further recognize that the Cooperative, all professionals covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Montana, federal laws, and valid rules and regulations and orders of state and federal governmental agencies. Any provision of the Agreement found to be in violation of such laws, rules, regulations, directives and orders shall be null and void and without force and effect, but all other provisions or applications shall continue in full force and effect.

**ARTICLE III**  
**PROFESSIONAL STAFF'S RIGHTS**

**3.1 STATE AND FEDERAL RIGHTS:** Nothing contained herein shall be construed to deny or restrict any professional staff member such rights as he has under the laws of Montana and the United States or other applicable laws, decisions and regulations. The rights granted to professionals hereunder shall be deemed to be in addition to those provided elsewhere.

**ARTICLE IV**  
**CONDITIONS OF EMPLOYMENT**

**4.1 DUTY YEAR:** The basic duty year for employees shall consist of 187 contracted days as scheduled on the Cooperative calendar.

**4.2 CALENDAR:** The Employees Association will submit a proposed yearly calendar to the Director by May 1st. The calendar will be approved by the Executive Council at its May meeting.

4.2.1 The Severe Communication Program and Preschool Program Calendar for students may be different from the Cooperative Staff Calendar as it will build in days for Teacher In Service, School Observations, student transition needs and/or Consultations. This calendar will be submitted to the Director and approved by the Executive Council at the May or June meeting depending upon student needs.

**4.3 DUTY DAY:** The basic day shall begin with the employee onsite 15 minutes before instruction begins at the first assigned school and end with the employee onsite 15 minutes after instruction ends at the last assigned school.

4.3.1 Later arrivals and/or earlier departures at assigned schools further than 20 miles from the Cooperative office are to be determined by the Director, School Administrator(s), and employee, with actual miles driven being the determining factor.

- 4.3.2 Contracted days that begin and/or end at the Cooperative Office will be from 8:00 a.m. to 3:45 p.m. on Monday through Thursday and 8:00 a.m. to 3:15 p.m. on Friday.
- 4.3.3 On days preceding school vacations or recesses, the employee's day shall end at the close of the student school day, or end at the discretion of the Director.
- 4.3.4 Employee responsibilities during early dismissals at assigned schools not covered under 4.3.3 will be determined by the Director, School Administrator, and employee.
- 4.3.5 Special Education meetings related to the State and Federal special education rules and regulations scheduled outside the basic duty day shall be part of the employee's duty day. Cooperative staff meetings will be scheduled during the duty day as defined in 4.3.

4.4 LUNCH: Employees shall receive a daily duty free, uninterrupted lunch period of thirty (30) minutes in length. Employees shall be permitted to leave the building during their lunch period, providing the school office is notified.

4.5 WORK SCHEDULES: Employees will establish work schedules at assigned schools with input from the Director and submit them to the Director on or before September 15 of the current school year. All Cooperative schools will receive a copy of said schedules. The Director will be notified if changes occur.

4.6 PREP TIME: The professional staff are encouraged to schedule preparation time per day per school.

4.7 Salary and benefits are based on FTE and Years of Experience is based on number of years worked.

4.8 Any FSEC employee providing formal supervision of another FSEC employee will be eligible for a stipend of up to \$500.00 to compensate for extra duties and, if applicable, licensure expenses. Extra hours will be documented and approved by the Director and documentation of licensure expenses will be submitted to the Director.

## **ARTICLE V BASIC COMPENSATION**

5.1 BASIC COMPENSATION: The basic salaries for the 2021-2022 school year will be as stated on each individual contract, per salary schedule, and will remain in effect during the 2021-2022 school year. SEE ATTACHED SCHEDULE. (1) Base Salary (BA) \$34,051, (2) Top Salary (MA +45 Qtr Hrs) \$76,410, (3) Attainment Level: 4. The base salary for the 2021-2022 school year will be (BA) \$34,051, (2) Top Salary (MA +45 Qtrs Hrs) \$76,410.

The base salaries show an increase by 3% for SY 2021-22 and by 1% for SY 22-23.

5.1.1 Cooperative Staff with 10 or more years of experience with the Cooperative who have over 17 years of experience will be entitled to a cash sum of \$500.00 for MP+15, \$1,000 for MP+30 and \$1,500 for MP+45.

5.2 Salaries for the Cooperative staff will be determined by the Executive Council through negotiations with the Employees Association. Consideration will be given for previous experience, professional training, and level of certification.

5.3 Placement on the salary schedule for a new staff member will be determined by the hiring committee.

5.3.1 If a professional decides to move over on the salary schedule because of added education, the said professional must notify the Director in writing by March 15 prior to the year the movement will occur. The educational plan must be related to the professional's job and be approved by the Director.

5.4 PAY DEDUCTION: Whenever pay deduction is made for a professional's absence, the annual salary divided by the number of professional duty days is deducted for each day's absence.

5.5 SUMMER EMPLOYMENT: Whenever a professional is assigned additional employment beyond the duty year, additional salary shall be determined by dividing the annual salary by the number of

professional duty days, and the summer employment will be at the daily rate thus arrived at.

5.6 PAY PERIODS: Payroll checks shall be issued on or before the 20th of each month. If the 20th falls on a day when school is not in session, professional staff shall receive their payroll check on the last the previous day that school was in session, mechanical/electronic breakdown excepted.

5.7 The Director will assign employees to drive a Cooperative staff automobile in the execution of their duties. Cooperative automobiles will be used prior to personal automobiles with no reimbursement if a staff member chooses not to drive the assigned vehicle. Any certified employee who has a contract with the FSEC, regardless of the amount of fte, are allowed to use a FSEC vehicle, when one is available.( EX: .1 fte to 1.0 fte) Employees already assigned a vehicle will keep their vehicle, this only applies to certified staff who currently are not assigned a vehicle. This doesn't apply to employees who are contracted outside of the FSEC and do contract work for the FSEC. If more than one employee is needing to use a vehicle, preference would be given to the employee with the furthest distance to travel.

5.7.1 An employee will be reimbursed for miles driven while required to use his/her personal automobile between assigned schools during the working day. While using personal automobiles, mileage will be computed from the Cooperative office to the first assigned school and back to the Cooperative office. The Director and the employee will determine the mileage to be submitted.

5.7.2 Employees shall receive car allowance at the current IRS rate and shall be adjusted whenever the IRS rate changes.

5.7.3 Employees are required to submit a mileage log no later than a date agreed upon at the beginning of the school year between the Employees Association and the Director.

5.7.4 Mileage and Per Diem for Professional Meetings, Conferences: Employees attending approved Professional meetings, conferences and training outside Flathead County shall be eligible to receive mileage (should they be required to use their own vehicle rather than a Cooperative car) and per diem reimbursement. Employees shall receive mileage at the current IRS rate. Employees shall receive per diem at the state rate or out of state rate as outlined in State Statute. Mileage and per diem reimbursement shall be adjusted whenever the IRS and state changes, respectively. This will not apply to a situation in which the employee's expenses are being covered by another agency.

5.8 TEACHER RETIREMENT DEDUCTION: Unless exemption has been properly certified, all professional staff are members of the Montana Teachers Retirement System, and deductions will be made as required by State regulations.

## ARTICLE VI BENEFITS

6.1 The Flathead Special Education Cooperative shall contribute a sum of \$675.00 per month per employee for the 2021-2022 contract year(s) towards group health insurance premiums and \$675.00 per month per employee for the 2021-22 year. Employees, regardless of specific premium categories, will only have the current premium rate paid up to an amount of \$675.00 respectively.

If the premiums go up in the school year 2022 /2023 the benefit amount will increase by 2% (\$13.50). This would add \$13.50 a month to the benefit package of each employee at \$688.50 per month. However, if premiums stay the same for SY 22 / 23 there will be NO increase in health care benefits.

- If an employee premium is under the minimum of/\$675.00 they may elect to participate in the employer's flexible benefit plan (this is a company paid flex plan, remaining flex dollars are not given back to the employee).
- Employee must be enrolled in the Flathead Special Education Cooperative group health insurance plan.

- The Cooperative will pay the premium for Life and Accidental Death and Dismemberment up to \$20,000 coverage.

6.2 CLAIMS AGAINST THE COOPERATIVE: It is understood that the Cooperative's only obligation is to purchase an insurance policy and pay such accounts agreed to herein and no claim shall be made against the Cooperative as a result of a denial of insurance benefits by an insurance carrier.

6.2.1 The professional staff are encouraged to purchase liability insurance at their own expense.

6.3 ELIGIBILITY: Benefits provided in this article are designed for full time employees, but the Cooperative's contribution will be prorated consistent with the percentage of full time work contracted by the employee.

6.4 WORKER'S COMPENSATION: The Cooperative shall participate in the Workers' Compensation Insurance Program, as provided by law.

6.5 SELECTION OF CARRIER: The professional staff will elect a health insurance carrier. Should there be a change in the health insurance carrier, the professional staff will inform the Director/Executive Council before the end of the fiscal year. Any proposed change in the health insurance carrier during the fiscal year will be presented to and ratified by the Executive Council. The employee's flexible benefit plan will coincide with the July 1 fiscal year date.

## ARTICLE VII LEAVE OF ABSENCE

### 7.1 SICK LEAVE

7.1.1 SICK and FAMILY LEAVE: Sick leave will be fifteen (15) days annually. These days of leave will be at full salary for personal and/or family illness or disability, personal and/or family medical appointments, quarantine, or communicable disease, or maternity-related disability.

7.1.2 Unused sick leave may accumulate to 120 days.

7.1.3 Professional staff members will notify the Cooperative Office as soon as possible when absence is expected due to illness. (If possible, the evening before the expected absence.)

7.1.4 After three (3) consecutive days sick leave absence, professional staff may be required to furnish a doctor's statement of illness.

7.1.5 Sick leave allowed shall be deducted from the accrued sick leave days earned by the professional staff member. Sick leave may be deducted in  $\frac{1}{4}$ ,  $\frac{1}{2}$ ,  $\frac{3}{4}$  and full day increments ( $\frac{1}{4}$  day increments).

7.1.5 Sick leave shall be approved only upon submission of the signed leave pay request form available at the Director's office.

7.1.6 Sick days not approved by the Director are to be deducted from the employees next pay check. The amount will be determined based on the employee's daily pay (gross salary divided by the current contract days equals daily pay) as per the current salary schedule.

7.1.7 Professional staff shall be given annual leave accounting statements for sick and personal/professional leave for each pay period.

7.1.8 SICK LEAVE BANK: In the event there is a need for additional sick leave by a professional staff member, sick leave may be supplemented by contribution of accumulated sick leave by other staff members. The days donated into the bank shall remain in there permanently once the bank has been established. The following conditions shall apply:

- a. There shall be a limit of 90 days in the bank.

- b. Each staff member can donate up to 5 days per year.
- c. The decision to issue the sick days to a staff member will be determined by a committee made up of a minimum of two staff members and the Cooperative Director.
- d. The sick leave bank can only be used for extreme sickness or injury.
- e. The sick leave bank can only be used after the individual's regular sick leave is depleted.
- f. Record keeping of Sick Leave Bank will be completed by the Cooperative Director or their designee. Complete record of available and used leave will be accounted for and presented to the Executive Board and Employee body at the conclusion of each school year.

**\*\*Note:** Due to lost accounting of Sick Leave Bank, The Executive Board approved 46 days to be the starting point of accrued sick leave bank. If proof that more days exist, the Executive Board will evaluate and make changes accordingly.\*\*

**7.1.9 SICK LEAVE BUY BACK:** Unused sick leave may accumulate to 85 days. When an employee with 5 or more consecutive years in the Flathead Special Education Cooperative having satisfactorily completed his/her individual contract and terminates employment with the Cooperative, that employee is entitled to cash compensation of seventy-five dollars (\$75.00) for each unused accumulated day of sick leave. When an employee with 4 or less years with the Cooperative severs employment, the buyback of Sick Leave will be prorated as follows: 4 years 90% of cash out value, 3 years 80% of cash out value, 2 years 70% of cash out value and 1 year 60% of cash out value. Written request must be given to the Cooperative Business Office by May 1st.

**7.2 PERSONAL DAY LEAVE:** Five (5) days of personal leave will be granted without deduction from sick leave.

**7.2.1 Procedures:** Except in cases of emergencies, employees requests for personal leave will be made (3) days in advance, in writing, and submitted to the Director. The Director will respond (approval or disapproval) in writing.

**7.2.2** One (1) personal leave day not used in the preceding school year can be carried over to the following year.

**7.2.3** Three (3) Sick Leave Days may be exchanged per additional Personal Leave Day. An employee can only use Seven (7) total Personal Leave Days in one Contract Year.

**7.3 FAMILY DEATH LEAVE:** Five (5) days leave is allowed for family death on each occasion. (Immediate family only: mother, father, brother, sister, wife, husband, children, grandparents of employee or same relations of employee's spouse). Non-accumulative.

#### **7.4 MATERNITY LEAVE**

**7.4.1** The pregnancy or pregnancy related disability, shall be treated as a temporary disability, with all accumulated sick leave privileges being available to the professional staff member until such time as the female employee is certified by her physician as capable of performing her duties.

**7.4.2** Leave for maternity (without pay) may be granted to any regularly employed professional staff member after she has served one (1) full year for the Flathead Special Education Cooperative.

**7.4.3** Maternity leave may be requested by the employee and will be without pay.

**7.4.4** During the time the female employee is on sick leave related to pregnancy, or pregnancy related disability, said employee shall retain and accrue the benefits of leave, health insurance,

tenure, etc., as operative under Board policy and mandated by law.

7.4.5 Pregnancy or child birth shall not be the basis for termination or compulsory resignation.

7.4.6 Sick leave benefits are not applicable after the date of commencement of maternity leave.

7.4.7 Parenthood leave may be requested under the above terms by men or women employees in relation to the birth, adoption, or fostering of a child. Parenthood and maternity leave shall be extended for one year only.

7.5 PROFESSIONAL LEAVE OF ABSENCE: Any member of the Professional staff upon signing their fourth contract may apply for one (1) year's leave for the following purposes:

- a. Further study at an accredited college or university
- b. To teach on a fulltime basis in a foreign country
- c. To teach or work in another system for the purpose of acquiring expertise in new methods, equipment, or ideas which are being studied for adoption in this district.

7.5.1 The professional must provide a certified letter to the Director from the University/College school system, or related experience the person will be employed by stating their status for the professional leave year. This must be done by September 1 of the professional leave year. Executive Council will have the final say regarding approval of professional leave.

7.5.2 Should such leave be granted, it will be counted as one (1) year of added experience, including such benefits as may be inherent in the salary schedule, sick leave benefits, and any other benefits applicable to certified staff. Insurance will be paid by the professional during the leave year.

7.5.3 The individual granted leave shall inform the Director by February 1 of the leave year, of his or her intention to return to the school system. A failure to notify the Directory by February 1 will be cause for the Cooperative to have no obligation for contract of employment of the individual for the coming school year and/or any subsequent school year.

7.5.4 While sick leave benefits and other benefits applicable to professional staff accumulate during the period of professional leave, there will be no payment or providing of such benefits during the period of Professional leave thereof, but the teacher shall be eligible to participate in District group insurance plans providing the teacher pays the premium subject to the limitations of the policy and carrier.

7.6 JURY DUTY: Any Professional staff member called to jury duty will be given full pay less jury duty pay.

7.7 OTHER LEAVE REQUESTS: A request for leave not included in the above, will be considered on the merits of the request. Such a request will be transmitted by the applicant to the Director and will be forwarded to the Executive Council Chairman. The Executive Council is the final authority for granting or rejecting a leave request.

7.8 MILITARY LEAVE: Will be given as required by law.

## **ARTICLE VIII** **CONDITIONS OF EMPLOYMENT AND RESPONSIBILITIES**

8.1 CONDITIONS OF EMPLOYMENT AND RESPONSIBILITIES: All employees will enjoy rights and privileges and have the duties and responsibilities as provided by state laws, Management Board policies, and Cooperative Narrative, District and Building Regulations, and the Agreement Contract between the Flathead Special Education Cooperative and the employee.

## **ARTICLE IX**

**TENURE**

**9.1 COOPERATIVE TENURE:** Professional staff certified by the Office of Public Instruction will be given tenure with the Cooperative only, not the member schools. Tenure will be determined by school laws of Montana 204201 to 204207.

**9.2 HIRING AND TERMINATION:** Will be determined by school laws of Montana 204201 to 204207.

**ARTICLE X**  
**DURATION OF AGREEMENT**

10.1 TERM: This Agreement shall be effective as of July 1, 2019 and shall continue in force until June 30, 2021.

**10.2 DATE AND SIGNATURES:**

This Agreement is signed this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

Cooperative Representatives: Employees Association Representatives:

\_\_\_\_\_  
\_\_\_\_\_

APPENDIX:

RETIREMENT INCENTIVE PROGRAM

Plan Stipulations:

1. Any Cooperative staff member retiring from the Flathead Special Education Cooperative with 25 years or more of earned credit with State Retirement System and ten (10) years of employment with the Flathead Special Education Cooperative, shall be eligible for receipt of this retirement incentive program, to include:
  - A. A monthly health insurance premium contribution of \$300.00 per month will be given to that retiring employee for twenty-four (24) months or until the employee reaches the age that Medicare coverage commences, whichever comes first. The premium only, up to \$300 will be paid by the Flathead Special Education Cooperative to the Cooperative sponsored health insurance plan or a health insurance plan provided by the retired employee to the Cooperative.

**OR**

- B. A onetime cash buy out of \$10,000.00.
2. Proper notification must be given as outlined in the agreement and NO more than two (2) employees in the same given year will be eligible to receive the health insurance contribution or the one time cash buy out. Determination of participation will be based on the date that the request(s) was received by the Director

Process of Application:

Applications will be available in the Cooperative Business Office, along with the

1. Teacher's Retirement System Termination PayIrrevocable Election Form. To be considered for this retirement incentive program, a signed application/resignation form and a Termination PayIrrevocableElection Form must be received in the Cooperative Business Office by March 1<sup>st</sup>. The effective date of the retirement shall be the end of the employee's contract year.



## Grievance Procedure

### A. Definitions and Interpretations

1. Grievance. A claim, expressed in writing, based on an alleged violation or misapplication of a specific provision of this approved Agreement or Board Policy.
1. Grievant/Aggrieved Party. A staff person or group of staff asserting a grievance.
2. Parties of Interest: The staff person or group of staff asserting the grievance. Any person assisting in processing the grievance, any person who might be required to take action or against whom action might be taken in order to resolve the grievance.
1. Extensions. Time limits specified in this agreement may be extended by mutual agreement (written request and response from both parties).
5. "Days" in this grievance procedure shall mean working days as per the school calendar.
6. Computation of time: In computing any period of time prescribed or allowed by this procedure, the date of the act, event or default for which the designated period of time begins to run, shall be counted, unless it is a Saturday, Sunday or legal holiday.
7. Filing and Postmark: The filing or advice of any notice or document here in shall be timely if it is delivered to the Coop Director or if it bears a postmark of the US Postal Service within the time period. The grievance shall be transmitted by filing a written copy thereof with the Clerk of the Executive Council.
8. Association: Certified members of the Flathead Special Education Cooperative Staff certified staff.

### B. Purpose:

The purpose of this procedure is to secure, at the lowest possible professional level or administrative level, and in an atmosphere of courtesy and cooperation, equitable solutions of grievances which may arise.

Nothing contained in this article of this Agreement shall be construed to prevent a Cooperative Staff member from discussion of a problem with the director and having it adjusted, providing that any resolution of the problem shall be consistent with the terms of the current Agreement.

### C. Rights to Representation:

The aggrieved party must be present at all meetings and hearings and may be represented at all meetings and hearings at all levels and stages of the grievance procedure by an Association representative(s).

### D. Procedures:

Since it is important the grievances be processed as quickly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified in this grievance procedure may, as indicated above, be extended by mutual agreement.

1. Level One (Informal): A staff member with a grievance needs to first discuss it with the Cooperative Director, either directly or at his/her option, through the Association's designated representative, with the objective of resolving the matter informally. By mutual agreement between the Cooperative Director and the Association, Levels One and Two of this grievance procedure shall be bypassed and the grievance may be commenced at Level Three.

2. Level Two (Formal): If a grievance still exists after Level One, the aggrieved party may invoke the formal grievance procedure through the Association on the form set forth herein. The filing of the formal written grievance at the second level must be within fifteen (15) work days of the occurrence, or of knowledge of the act or condition, which is the basis of the grievance. A copy of the grievance form shall be delivered to the Director of the Flathead Cooperative and such delivery shall constitute filing under this paragraph. The Director shall indicate his/her decision on the grievance in writing within five work days of the filing of the formal grievance, and shall furnish a copy to the grievant and the Association.

3. Level Three (Executive Council): If the aggrieved party is not satisfied with the disposition of the grievance at Level Two, or, if no disposition has been made within five working days of the filing in Level Two, the grievance shall be transmitted in writing to the Executive Council via the Executive Council Chair who shall meet with the aggrieved party, Association representative(s), the parties of Interest, and the Director (immediate supervisor) of the

aggrieved within ten days to discuss and attempt to resolve the grievance. The disposition of the grievance shall be indicated in writing to the aggrieved party and the Association no later than five days following the Level Three hearing.

4. Level Four (Designate of Flathead County Superintendent of Schools): If the aggrieved party is not satisfied with the disposition of the grievance at Level Three, or, if no disposition has been made in writing within five days of the Executive Council hearing, the aggrieved party may submit a written request to the Flathead County Superintendent of Schools for a Level 4 hearing. Both parties would request from the Flathead County Superintendent of Schools a list of three available impartial mutually respected professional colleagues, one of whom will be selected to hear the issue. Each party would strike one candidate. The remaining candidate would hear the grievance. Such hearing will take place within twenty days of the grievance's receipt. The designate shall meet with both parties to the grievance, Association representatives, and the parties of interest. Costs related to the hearing, hearing officer expense, or transcription will be shared equally between both parties. The disposition of the grievance shall be indicated in writing to both parties and the Association no later than five days following Level Four hearing.

5. Level Five: Binding Arbitration: If the grievance remains unresolved at the conclusion of Level Four, it may be submitted by the Association for binding arbitration provided written notice of the request for submission to arbitration is delivered to the Business Manager of the Flathead Special Education Cooperative Board within ten days after the date of receipt of the decision of Level Four. If the parties cannot agree as to the arbitrator within five calendar days from the notification date that arbitration will be pursued, the Board of Personnel Appeals shall be called upon to submit within three days to both parties, a list of five names. Within five days of the receipt of the list, the parties shall select an arbitrator by striking two names from the list in alternate order, and the name so remaining shall be the arbitrator. Within twenty days of notification to the Board of Personnel Appeals of the arbitrator selected, the arbitrator should make an award unless other rules governing the arbitrator prescribe other time limits. Rules of procedure to govern the hearing shall be fixed by the arbitrator; and the award, when signed by the arbitrator, shall be final and binding and may be enforced in a court of competent jurisdiction. The arbitrator shall have no power to add to, subtract from, alter or vary in any way, the express terms of this Agreement. The Executive Council and the Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The fees and expenses of the arbitrator shall be shared jointly and equally between the Executive Council and the Association. Neither party shall be required to pay any part of the cost of a stenographic record without its consent, provided that failure of a party to share the cost of such record shall be deemed a waiver of the party's right of access to the record.

| Flathead Sp Ed Cooperative     |        |        | FY 2021-2022      |        |        |        |        |       |
|--------------------------------|--------|--------|-------------------|--------|--------|--------|--------|-------|
| Sal. Schedule Attainment Lvl 4 |        |        | Percent Increase: | 3.00%  |        |        |        |       |
|                                |        |        | Base Salary :     | 34,051 |        |        |        |       |
| Yrs. Exp.                      | BA     | BA+15  | BA+30             | MA     | MP+15  | MP+30  | MP+45  |       |
| 0                              | 34,051 | 35,208 | 36,400            | 37,558 | 38,750 | 39,908 | 41,099 |       |
| 1                              | 35,413 | 36,707 | 38,001            | 39,295 | 40,589 | 41,882 | 43,176 |       |
| 2                              | 36,775 | 38,205 | 39,601            | 41,031 | 42,427 | 43,857 | 45,253 |       |
| 3                              | 38,137 | 39,703 | 41,201            | 42,768 | 44,266 | 45,832 | 47,331 |       |
| 4                              | 39,499 | 41,201 | 42,802            | 44,504 | 46,105 | 47,807 | 49,408 |       |
| 5                              | 40,861 | 42,700 | 44,402            | 46,241 | 47,943 | 49,782 | 51,485 |       |
| 6                              | 42,223 | 44,198 | 46,003            | 47,978 | 49,782 | 51,757 | 53,562 |       |
| 7                              | 43,585 | 45,696 | 47,603            | 49,714 | 51,621 | 53,732 | 55,639 |       |
| 8                              | 44,947 | 47,194 | 49,203            | 51,451 | 53,460 | 55,707 | 57,716 |       |
| 9                              | 46,309 | 48,693 | 50,804            | 53,187 | 55,298 | 57,682 | 59,793 |       |
| 10                             | 47,671 | 50,191 | 52,404            | 54,924 | 57,137 | 59,657 | 61,870 |       |
| 11                             | 0      | 51,689 | 54,005            | 56,660 | 58,976 | 61,632 | 63,947 |       |
| 12                             | 0      | 53,187 | 55,605            | 58,397 | 60,815 | 63,607 | 66,024 |       |
| 13                             | 0      | 0      | 57,205            | 60,134 | 62,653 | 65,582 | 68,102 |       |
| 14                             | 0      | 0      | 58,806            | 61,870 | 64,492 | 67,557 | 70,179 |       |
| 15                             | 0      | 0      | 0                 | 63,607 | 66,331 | 69,532 | 72,256 |       |
| 16                             | 0      | 0      | 0                 | 65,343 | 68,170 | 71,507 | 74,333 |       |
| 17                             | 0      | 0      | 0                 | 0      | 70,008 | 73,482 | 76,410 | 1,500 |
|                                |        |        |                   |        | 500    |        |        |       |

| Flathead Sp Ed Cooperative     |  |  | FY 2022-2023      |        |  |  |  |  |
|--------------------------------|--|--|-------------------|--------|--|--|--|--|
| Sal. Schedule Attainment Lvl 4 |  |  | Percent Increase: | 1.00%  |  |  |  |  |
|                                |  |  | Base Salary :     | 34,392 |  |  |  |  |

| <b>Yrs. Exp.</b> | <b>BA</b> | <b>BA+15</b> | <b>BA+30</b> | <b>MA</b> | <b>MP+15</b> | <b>MP+30</b> | <b>MP+45</b> |       |
|------------------|-----------|--------------|--------------|-----------|--------------|--------------|--------------|-------|
| <b>0</b>         | 34,392    | 35,561       | 36,765       | 37,934    | 39,138       | 40,307       | 41,511       |       |
| <b>1</b>         | 35,767    | 37,074       | 38,381       | 39,688    | 40,995       | 42,302       | 43,608       |       |
| <b>2</b>         | 37,143    | 38,587       | 39,997       | 41,442    | 42,852       | 44,296       | 45,706       |       |
| <b>3</b>         | 38,518    | 40,101       | 41,614       | 43,196    | 44,709       | 46,291       | 47,804       |       |
| <b>4</b>         | 39,894    | 41,614       | 43,230       | 44,950    | 46,566       | 48,286       | 49,902       |       |
| <b>5</b>         | 41,270    | 43,127       | 44,847       | 46,704    | 48,423       | 50,280       | 52,000       |       |
| <b>6</b>         | 42,645    | 44,640       | 46,463       | 48,458    | 50,280       | 52,275       | 54,098       |       |
| <b>7</b>         | 44,021    | 46,153       | 48,079       | 50,212    | 52,138       | 54,270       | 56,196       |       |
| <b>8</b>         | 45,397    | 47,667       | 49,696       | 51,966    | 53,995       | 56,265       | 58,294       |       |
| <b>9</b>         | 46,772    | 49,180       | 51,312       | 53,720    | 55,852       | 58,259       | 60,391       |       |
| <b>10</b>        | 48,148    | 50,693       | 52,929       | 55,474    | 57,709       | 60,254       | 62,489       |       |
| <b>11</b>        | 0         | 52,206       | 54,545       | 57,227    | 59,566       | 62,249       | 64,587       |       |
| <b>12</b>        | 0         | 53,720       | 56,161       | 58,981    | 61,423       | 64,243       | 66,685       |       |
| <b>13</b>        | 0         | 0            | 57,778       | 60,735    | 63,280       | 66,238       | 68,783       |       |
| <b>14</b>        | 0         | 0            | 59,394       | 62,489    | 65,138       | 68,233       | 70,881       |       |
| <b>15</b>        | 0         | 0            | 0            | 64,243    | 66,995       | 70,227       | 72,979       |       |
| <b>16</b>        | 0         | 0            | 0            | 65,997    | 68,852       | 72,222       | 75,077       |       |
| <b>17</b>        | 0         | 0            | 0            | 0         | 70,709       | 74,217       | 77,175       | 1,500 |
|                  |           |              |              |           | 500          |              |              |       |