SUPPLEMENTAL ELIGIBILITY CRITERIA FOR THE NON-RECURRING 2021/2022 TEACHER SALARY SUPPLEMENTS
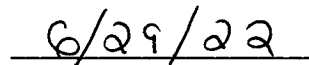
As part of the 2021/2022 economic settlement of the Instructional Master Contract, the parties agreed to the payment of non-recurring salary supplements for eligible Instructional employees. The 2021/2022 ratified agreement required that Instructional employees be actively employed with the District as of the date the tentative agreement was signed (May 2, 2022), and that they remain employed through the date of Board ratification of the economic settlement (May 17, 2022). ~~Payments to Instructional employees who met these criteria were initially made on June 17, 2022.~~

In an effort to address identified equity issues among employees excluded from the initial payment of the 2021/2022 non-recurring salary supplements, the Board and Union agree to the following:

1. To be eligible for a salary supplement, the teacher must have been an employee of the District, ~~identified in MUNIS~~ in either a paid/active or unpaid/inactive status, between May 2, 2022, and May 17, 2022.
2. An eligible teacher's salary supplement shall be equal to 4% of his/her actual based contracted salary for 2021/2022, inclusive of advanced degree supplement payments. Additional duty days, additional duty hours, and/or other supplements are not included in this calculation.
3. Teachers who were on an extended unpaid leave of any type during the entirety of their 2021/2022 based contracted work year will remain ineligible for the 4% salary supplement.
4. Salary supplements are non-recurring and will not become part of an employee's base salary; however, salary supplements will count as earnings for FRS purposes.
5. Salary supplements will be subject to applicable withholdings.
6. Salary supplements will be paid in a lump sum payment and will be processed as soon as possible following the execution of this Memorandum of Understanding.
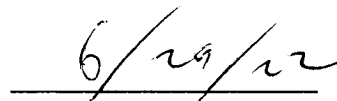
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For the Board

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6/29/22
Date

_____
For the Union

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6/29/22
Date