

South Adams Tentative Agreement– October 12, 2020

- Teacher Retention Catch Up
  - To bring all existing teachers to new hire scale would cost \$90,000
  - Catch up 1/3 this year at a cost of \$30,000
- Teachers with 22 Years of Experience or More
  - Teachers credited by South Adams with 22 years of experience or more will receive an additional \$500 increase to base
  - The agreement is based upon the understanding that 26 teachers will receive this additional increase which is anticipated to cost \$13,000
- Increase to Base
  - A \$1,000 increase to base for all highly effective/effective
  - Cost of over \$90,000 when “roll up” considered
- Stipend
  - \$500/ teacher or \$45,000
- Updates to ECAs
  - Recalculate the ECA schedule using an index premised upon a base salary \$34,000 which is anticipated to cost \$16,392.33
  - Increase high school volleyball stipends to be equivalent to football stipends, including two assistant volleyball coaches which is anticipated to cost \$8,054.60
  - Remove references to an “index” after calculating the new ECA schedule
  - Assurances by both parties to continue to analyze and discuss revisions to the ECA schedule in advance of next year’s bargaining

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Julia Reef, SACTA President

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Michelle Clouser-Penrod, Superintendent

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Arlene Amstutz, School Board President

\* South Adams Administration agrees that health insurance premiums for teachers will not increase during the 2020-2021 school year.