

<b>Area of Contract</b>	<b>Change</b>	<b>Cost</b>
Article V: Section 3	Dues over 12 months	None
Article VI: Section 7	Clarify lane changes are <u>semester</u> credits	None
Article VI: Section 9	Added possible paying of tuition	To be negotiated individually
Article VII: Section 1	Increase rate of pay for Summer School starting 2016-17 to \$30	\$4000 (Most is Fairmont ESY and Targeted Services)
Article VII: Section 2	Remove maximum on LTD	\$31.88
Article VIII: Section 7	Added "and deductible"	In line with current practice
Article IX: Section 1, Subd 4	Add subd allowing for staff hired by member districts to carry in sick leave	Minimal
Article IX: Section 4	Rearrange wording under Personal Leave; change date of notification to May 31	None
Article IX: Section 4, Subd 3	Pay out personal leave at \$100 instead of \$75	\$100-\$400 per year
Article X: Section 1	Wording on Retirement account as required by MSRSPHCSP	Was already in MOU. Required by MSRSPHCSP
Article XI: Section 1	Clarify 403b is for .5 FTE	None
Article XI: Section 1:	Add 403b match for 4 years of experience at \$250	\$1000 for 2015-16
Article XII: Section 6	Remove outdated language requiring notice of assignment	None
Appendix	Homebound Instruction increase from \$22 to \$30 per hour	Extremely variable. Estimate a maximum of \$400 per year.

**Salary Schedule:**

\$2000 per cell plus steps and lanes in 2015-16

\$3000 per cell plus steps and lanes in 2016-17

Using the MSBA formula – that comes out with a total cost increase of 7.2%.