

ADDENDUM

The SAD #4 Board of Directors and the SAD #4 Teacher's Association agree to the following addendum to the 2017-2020 Collective Bargaining Agreement:

The negotiations will be delayed until the 2020-2021 school year due to the pandemic.

Anything that changes per state/federal law will supersede any language in the current bargaining agreement.

- 1) Article VI – Paragraph B - Health and Dental will remain at 76% of the premium.
- 2) Appendix A – Teacher Salary will include one more year 2020-2021 with a 2% increase of base.
- 3) Article XXIII – Duration of Agreement shall be effective September 1, 2020 and shall continue in effect until August 31, 2021 as follows:

Duration of Agreement:

- A. This Agreement shall be effective as of September 1, 2020 and shall continue in effect until August 31, 2021 subject to the Association's right to negotiate over a successor Agreement as provided in Article II. Salary items covered under Appendix A shall be effective as of the first payroll after September 1, 2020 and continue in effect until August 31, 2021. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.
- B. IN WITNESSETH WHEREOF the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.
- C. This Agreement incorporates the entire agreement of the parties hereto on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any matter which was or could have been so negotiated; however, this Agreement may be modified, in whole or in part, upon the mutual consent of the parties hereto.

School Administrative District No. 4 Education Association:

By 
Association President

By 
Association Secretary

School Administrative District No. 4 Board of Directors:

By 
Board of Director's Chairperson

Dated this 14 day of April, 2020

Each of these items is for the 2020-2021 school year only.

TEACHERS 2020-21

STEP 0-2	0		
STEP 3-28	830		
TRACK		\$ 2,000	\$ 3,000
EXP	BA	MA	MA+30
0	\$ 36,586	\$ 38,586	\$ 39,586
1	\$ 36,586	\$ 38,586	\$ 39,586
2	\$ 36,586	\$ 38,586	\$ 39,586
3	\$ 37,416	\$ 39,416	\$ 40,416
4	\$ 38,246	\$ 40,246	\$ 41,246
5	\$ 39,076	\$ 41,076	\$ 42,076
6	\$ 39,906	\$ 41,906	\$ 42,906
7	\$ 40,736	\$ 42,736	\$ 43,736
8	\$ 41,566	\$ 43,566	\$ 44,566
9	\$ 42,396	\$ 44,396	\$ 45,396
10	\$ 43,226	\$ 45,226	\$ 46,226
11	\$ 44,056	\$ 46,056	\$ 47,056
12	\$ 44,886	\$ 46,886	\$ 47,886
13	\$ 45,716	\$ 47,716	\$ 48,716
14	\$ 46,546	\$ 48,546	\$ 49,546
15	\$ 47,376	\$ 49,376	\$ 50,376
16	\$ 48,206	\$ 50,206	\$ 51,206
17	\$ 49,036	\$ 51,036	\$ 52,036
18	\$ 49,866	\$ 51,866	\$ 52,866
19	\$ 50,696	\$ 52,696	\$ 53,696
20	\$ 51,526	\$ 53,526	\$ 54,526
21	\$ 52,356	\$ 54,356	\$ 55,356
22	\$ 53,186	\$ 55,186	\$ 56,186
23	\$ 54,016	\$ 56,016	\$ 57,016
24	\$ 54,846	\$ 56,846	\$ 57,846
25	\$ 55,676	\$ 57,676	\$ 58,676
26	\$ 56,506	\$ 58,506	\$ 59,506
27	\$ 57,336	\$ 59,336	\$ 60,336
28	\$ 58,166	\$ 60,166	\$ 61,166