

MEMORANDUM OF AGREEMENT (MOA)

Dated 3/12/19

The negotiation committees of Englewood BOD LEA

have reached the following tentative settlement subject to ratification of both parties

- A. The members of both negotiation committees agree to recommend this MOA to their respective party for ratification.
- B. All provisions of the 7/1/15 - 6/30/18 Agreement not amended herein shall be continued in the new Agreement.
- C. All proposals not addressed herein are withdrawn.
- D. All salary guides shall be mutually agreeable.
- E. All issues previously agreed to shall remain in effect and carried over into the new Agreement.
- F. If applicable, see attached sheets
- G. The Mediator/Fact-Finder shall retain jurisdiction

H. 3YR AGREEMENT

2018-19 (RETRO TO 7/1/18)

2.8% INCLUSIVE OF INCREMENT MINUS
PAYMENTS OF INCREMENTS PAID
IN 2/19

2019-20

2.9% INCLUSIVE OF INCREMENT

2020-21

3.0% INCLUSIVE OF INCREMENT

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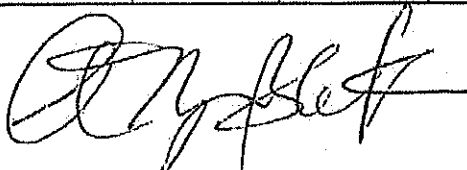
2019-20

2.9% INCLUSIVE OF INCREMENT

2020-21

3.0% INCLUSIVE OF INCREMENT

BASE YEAR							
2017-18	Englewood Teachers						
Salary Guide							
Step	BA	MA	MA+30	Doct			
1	54,690	58,440	69,690	71,565			
2-3	55,140	58,890	70,140	72,015			
4-5	55,590	59,340	70,590	72,465			
6-8	56,100	59,850	71,100	72,975			
9	56,600	60,350	71,600	73,475			
10-11	57,100	60,850	72,100	73,975			
12-13	57,600	61,350	72,600	74,475			
14	59,330	63,080	74,330	76,205			
15	61,730	65,480	76,730	78,605			
16	64,650	68,400	79,650	81,525			
17	67,850	72,006	82,850	84,725			
18	71,250	75,806	86,428	88,351			
19	74,850	79,906	90,528	92,451			
20	78,790	84,346	94,968	96,891			
21	83,090	89,146	99,768	101,691			
22	87,630	94,186	104,808	106,731			
Scattergram							
Step	BA	MA	MA+30	Doct	Total	Percent	
					-	-	
1	8.00	10.00	1.00		19.00	5.93%	
2-3	14.00	4.00	-		18.00	5.62%	
4-5	13.00	14.00	7.00		34.00	10.61%	
6-8	10.00	16.80	13.00		39.80	12.42%	
9	5.00	3.00	2.00		10.00	3.12%	
10-11	11.00	3.00	14.00		28.00	8.74%	
12-13	7.00	2.00	20.00	2.00	31.00	9.68%	
14	1.00	6.00	5.00	2.00	14.00	4.37%	
15	2.00	1.00	7.00	-	10.00	3.12%	
16	-	2.00	9.00	2.00	13.00	4.06%	
17	1.00	2.00	9.00	1.00	13.00	4.06%	
18	1.00	1.00	6.00	-	8.00	2.50%	
19	-	-	3.00	1.00	4.00	1.25%	
20	4.00	1.00	8.00	2.00	15.00	4.68%	
21	-	2.00	2.00	-	4.00	1.25%	
22	10.00	15.60	30.00	4.00	59.60	18.60%	
Totals	87.00	83.40	136.00	14.00	320.40	100.00%	
Percent	27.15%	26.03%	42.45%	4.37%			


5-15-18
BW

BASE YEAR				
2017-18	Englewood Teachers			
Guide Cost				
Step	BA	MA	MA+30	Doct
1	437,520	584,400	69,690	-
2-3	771,960	235,560	-	-
4-5	722,670	830,760	494,130	-
6-8	561,000	1,005,480	924,300	-
9	283,000	181,050	143,200	-
10-11	628,100	182,550	1,009,400	-
12-13	403,200	122,700	1,452,000	148,950
14	59,330	378,480	371,650	152,410
15	123,460	65,480	537,110	-
16	-	136,800	716,850	163,050
17	67,850	144,012	745,650	84,725
18	71,250	75,806	518,568	-
19	-	-	271,584	92,451
20	315,180	84,346	759,744	193,782
21	-	178,292	199,536	-
22	876,300	1,469,302	3,144,240	426,924
			Total	23,615,762
			Average	73,707
			1%	236,158

[Handwritten Signature] 5.15.18 BW

BOARD

ASSOCIATION

John Jensen
Kim DeCarlsen
Michelle Larson
Burt D. Nelson

~~John Jensen~~
~~Kim DeCarlsen~~

BASE YEAR								
2017-18		Englewood Teachers						
Salary Guide								
Step	BA	MA	MA+30	Doct				
1	54,690	58,440	69,690	71,565				
2-3	55,140	58,890	70,140	72,015				
4-5	55,590	59,340	70,590	72,465				
6-8	56,100	59,850	71,100	72,975				
9	56,600	60,350	71,600	73,475				
10-11	57,100	60,850	72,100	73,975				
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20	78,790	84,346	94,968	96,891				
21	83,090	89,146	99,768	101,691				
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Scattergram								
Step	BA	MA	MA+30	Doct	Total	Percent		
					-	-		
1	8.00	10.00	1.00		19.00	5.93%		
2-3	14.00	4.00	-		18.00	5.62%		
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6-8	10.00	16.80	13.00		39.80	12.42%		
9	5.00	3.00	2.00		10.00	3.12%		
10-11	11.00	3.00	14.00		28.00	8.74%		
12-13	7.00	2.00	20.00	2.00	31.00	9.68%		
14	1.00	6.00	5.00	2.00	14.00	4.37%		
15	2.00	1.00	7.00	-	10.00	3.12%		
16	-	2.00	9.00	2.00	13.00	4.06%		
17	1.00	2.00	9.00	1.00	13.00	4.06%		
18	1.00	1.00	6.00	-	8.00	2.50%		
19	-		3.00	1.00	4.00	1.25%		
20	4.00	1.00	8.00	2.00	15.00	4.68%		
21	-	2.00	2.00	-	4.00	1.25%		
22	10.00	15.60	30.00	4.00	59.60	18.60%		
Totals	87.00	83.40	136.00	14.00	320.40	100.00%		
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BASE YEAR				
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2-3	771,960	235,560	-	-
4-5	722,670	830,760	494,130	-
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9	283,000	181,050	143,200	-
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12-13	403,200	122,700	1,452,000	148,950
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15	123,460	65,480	537,110	-
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18	71,250	75,806	518,568	-
19	-	-	271,584	92,451
20	315,160	84,346	759,744	193,782
21	-	178,292	199,536	-
22	876,300	1,469,302	3,144,240	426,924
			Total	23,615,762
			Average	73,707
			1%	236,158

BASE YEAR				
2017-18	Englewood Teachers			
Increment Pattern				
Step	BA	MA	MA+30	Doct
1	450	450	450	450
2-3	450	450	450	450
4-5	510	510	510	510
6-8	500	500	500	500
9	500	500	500	500
10-11	500	500	500	500
12-13	1,730	1,730	1,730	1,730
14	2,400	2,400	2,400	2,400
15	2,920	2,920	2,920	2,920
16	3,200	3,606	3,200	3,200
17	3,400	3,800	3,578	3,626
18	3,600	4,100	4,100	4,100
19	3,940	4,440	4,440	4,440
20	4,300	4,800	4,800	4,800
21	4,540	5,040	5,040	5,040
22	-	-	-	-
Increment Cost				
Step	BA	MA	MA+30	Doct
1	3,600	4,500	450	-
2-3	6,300	1,800	-	-
4-5	6,630	7,140	3,570	-
6-8	5,000	8,400	6,500	-
9	2,500	1,500	1,000	-
10-11	5,500	1,500	7,000	-
12-13	12,110	3,460	34,600	3,460
14	2,400	14,400	12,000	4,800
15	5,840	2,920	20,440	-
16	-	7,212	28,800	6,400
17	3,400	7,600	32,202	3,626
18	3,600	4,100	24,600	-
19	-	-	13,320	4,440
20	17,200	4,800	38,400	9,600
21	-	10,080	10,080	-
22	-	-	-	-
			Total	418,780
			% of Base	1.77%

BASE YEAR				
2017-18	Englewood Teachers			
Increments as a Percent				
Step	BA	MA	MA+30	Doct
1	0.82%	0.77%	0.65%	0.63%
2-3	0.82%	0.76%	0.64%	0.62%
4-5	0.92%	0.86%	0.72%	0.70%
6-8	0.89%	0.84%	0.70%	0.69%
9	0.88%	0.83%	0.70%	0.68%
10-11	0.88%	0.82%	0.69%	0.68%
12-13	3.00%	2.82%	2.38%	2.32%
14	4.05%	3.80%	3.23%	3.15%
15	4.73%	4.46%	3.81%	3.71%
16	4.95%	5.27%	4.02%	3.93%
17	5.01%	5.28%	4.32%	4.28%
18	5.05%	5.41%	4.74%	4.64%
19	5.26%	5.56%	4.90%	4.80%
20	5.46%	5.69%	5.05%	4.95%
21	5.46%	5.65%	5.05%	4.96%
22	-	-	-	-

BASE YEAR				
2017-18		Englewood Teachers		
Column Differentials				
Step	BA	MA	MA+30	Doct
1		3,750	15,000	16,875
2-3		3,750	15,000	16,875
4-5		3,750	15,000	16,875
6-8		3,750	15,000	16,875
9		3,750	15,000	16,875
10-11		3,750	15,000	16,875
12-13		3,750	15,000	16,875
14		3,750	15,000	16,875
15		3,750	15,000	16,875
16		3,750	15,000	16,875
17		4,156	15,000	16,875
18		4,556	15,178	17,101
19		5,056	15,678	17,601
20		5,556	16,178	18,101
21		6,056	16,678	18,601
22		6,556	17,178	19,101
Column Differentials as %				
Step	BA	MA	MA+30	Doct
1		6.86%	27.43%	30.86%
2-3		6.80%	27.20%	30.60%
4-5		6.75%	26.98%	30.36%
6-8		6.68%	26.74%	30.08%
9		6.63%	26.50%	29.81%
10-11		6.57%	26.27%	29.55%
12-13		6.51%	26.04%	29.30%
14		6.32%	25.28%	28.44%
15		6.07%	24.30%	27.34%
16		5.80%	23.20%	26.10%
17		6.13%	22.11%	24.87%
18		6.39%	21.30%	24.00%
19		6.75%	20.95%	23.52%
20		7.05%	20.53%	22.97%
21		7.29%	20.07%	22.39%
22		7.48%	19.60%	21.80%

YEAR 1						
<i>2018-19 Englewood Teachers</i>						
Salary Guide						
Step	BA	MA	MA+30	Doct		
1-2	55,805	59,555	70,805	72,680		
3-4	56,255	60,005	71,255	73,130		
5-6	56,755	60,505	71,755	73,630		
7-9	57,255	61,005	72,255	74,130		
10	57,755	61,505	72,755	74,630		
11-12	58,255	62,005	73,255	75,130		
13-14	60,030	63,780	75,030	76,905		
15	62,430	66,180	77,430	79,305		
16	65,380	69,130	80,380	82,255		
17	68,580	72,736	83,580	85,455		
18	71,980	76,536	87,158	89,081		
19	75,580	80,636	91,258	93,181		
20	79,680	85,236	95,858	97,781		
21	84,080	90,136	100,758	102,681		
22	88,630	95,186	105,808	107,731		1,000
Scattergram						
Step	BA	MA	MA+30	Doct	Total	Percent
					-	-
					-	-
1-2	8.00	10.00	1.00	-	19.00	5.93%
3-4	14.00	4.00	-	-	18.00	5.62%
5-6	13.00	14.00	7.00	-	34.00	10.61%
7-9	10.00	16.80	13.00	-	39.80	12.42%
10	5.00	3.00	2.00	-	10.00	3.12%
11-12	11.00	3.00	14.00	-	28.00	8.74%
13-14	7.00	2.00	20.00	2.00	31.00	9.68%
15	1.00	6.00	5.00	2.00	14.00	4.37%
16	2.00	1.00	7.00	-	10.00	3.12%
17	-	2.00	9.00	2.00	13.00	4.06%
18	1.00	2.00	9.00	1.00	13.00	4.06%
19	1.00	1.00	6.00	-	8.00	2.50%
20	-	-	3.00	1.00	4.00	1.25%
21	4.00	1.00	8.00	2.00	15.00	4.68%
22	10.00	17.60	32.00	4.00	63.60	19.85%
Totals	87.00	83.40	136.00	14.00	320.40	100.00%
Percent	27.15%	26.03%	42.45%	4.37%		

YEAR 1				
2018-19	Englewood Teachers			
Guide Cost				
Step	BA	MA	MA+30	Doct
1-2	446,440	595,550	70,805	-
3-4	787,570	240,020	-	-
5-6	737,815	847,070	502,285	-
7-9	572,550	1,024,884	939,315	-
10	288,775	184,515	145,510	-
11-12	640,805	186,015	1,025,570	-
13-14	420,210	127,560	1,500,600	153,810
15	62,430	397,080	387,150	158,610
16	130,760	69,130	562,660	-
17	-	145,472	752,220	170,910
18	71,980	153,072	784,422	89,081
19	75,580	80,636	547,548	-
20	-	-	287,574	97,781
21	336,320	90,136	806,064	205,362
22	886,300	1,675,274	3,385,856	430,924
			Total	24,278,006
			2017-18	23,615,762
			Difference	662,244
			% Increase	2.80%

YEAR 1				
2018-19	Englewood Teachers			
Increment Pattern				
Step	BA	MA	MA+30	Doct
1-2	450	450	450	450
3-4	500	500	500	500
5-6	500	500	500	500
7-9	500	500	500	500
10	500	500	500	500
11-12	1,775	1,775	1,775	1,775
13-14	2,400	2,400	2,400	2,400
15	2,950	2,950	2,950	2,950
16	3,200	3,606	3,200	3,200
17	3,400	3,800	3,578	3,626
18	3,600	4,100	4,100	4,100
19	4,100	4,600	4,600	4,600
20	4,400	4,900	4,900	4,900
21	4,550	5,050	5,050	5,050
22	-	-	-	-
Increment Cost				
Step	BA	MA	MA+30	Doct
1-2	3,600	4,500	450	-
3-4	7,000	2,000	-	-
5-6	6,500	7,000	3,500	-
7-9	5,000	8,400	6,500	-
10	2,500	1,500	1,000	-
11-12	19,525	5,325	24,850	-
13-14	16,800	4,800	48,000	4,800
15	2,950	17,700	14,750	5,900
16	6,400	3,606	22,400	-
17	-	7,600	32,202	7,252
18	3,600	8,200	36,900	4,100
19	4,100	4,600	27,600	-
20	-	-	14,700	4,900
21	18,200	5,050	40,400	10,100
22	-	-	-	-
			Total	486,760
			% of Base	2.00%

YEAR 1				
2018-19	Englewood Teachers			
Increments as a Percent				
Step	BA	MA	MA+30	Doct
1-2	0.81%	0.76%	0.64%	0.62%
3-4	0.89%	0.83%	0.70%	0.68%
5-6	0.88%	0.83%	0.70%	0.68%
7-9	0.87%	0.82%	0.69%	0.67%
10	0.87%	0.81%	0.69%	0.67%
11-12	3.05%	2.86%	2.42%	2.36%
13-14	4.00%	3.76%	3.20%	3.12%
15	4.73%	4.46%	3.81%	3.72%
16	4.89%	5.22%	3.98%	3.89%
17	4.96%	5.22%	4.28%	4.24%
18	5.00%	5.36%	4.70%	4.60%
19	5.42%	5.70%	5.04%	4.94%
20	5.52%	5.75%	5.11%	5.01%
21	5.41%	5.60%	5.01%	4.92%
22	-	-	-	-

YEAR 1					
2018-19 Englewood Teachers					
\$ Increase Over Previous Year					
Step	BA	MA	MA+30	Doct	
1	1,115	1,115	1,115	-	
2-3	1,115	1,115	-	-	
4-5	1,165	1,165	1,165	-	
6-8	1,155	1,155	1,155	-	
9	1,155	1,155	1,155	-	
10-11	1,155	1,155	1,155	-	
12-13	2,430	2,430	2,430	2,430	
14	3,100	3,100	3,100	3,100	
15	3,650	3,650	3,650	-	
16	-	4,336	3,930	3,930	
17	4,130	4,530	4,308	4,356	
18	4,330	4,830	4,830	-	
19	-	-	5,330	5,330	
20	5,290	5,790	5,790	5,790	
21	-	6,040	6,040	-	
22	1,000	1,000	1,000	1,000	
% Increase Over Previous Year					
Step	BA	MA	MA+30	Doct	
1	2.04%	1.91%	1.60%	-	
2-3	2.02%	1.89%	-	-	
4-5	2.10%	1.96%	1.65%	-	
6-8	2.06%	1.93%	1.62%	-	
9	2.04%	1.91%	1.61%	-	
10-11	2.02%	1.90%	1.60%	-	
12-13	4.22%	3.96%	3.35%	3.26%	
14	5.23%	4.91%	4.17%	4.07%	
15	5.91%	5.57%	4.76%	-	
16	-	6.34%	4.93%	4.82%	
17	6.09%	6.29%	5.20%	5.14%	
18	6.08%	6.37%	5.59%	-	
19	-	-	5.89%	5.77%	
20	6.71%	6.86%	6.10%	5.98%	
21	-	6.78%	6.05%	-	
22	1.14%	1.06%	0.95%	0.94%	

YEAR 1					
2018-19 Englewood Teachers					
Guide Increase					
Step	BA	MA	MA+30	Doct	
1	665	665	665	665	
2-3	665	665	665	665	
4-5	665	665	665	665	
6-8	655	655	655	655	
9	655	655	655	655	
10-11	655	655	655	655	
12-13	655	655	655	655	
14	700	700	700	700	
15	700	700	700	700	
16	730	730	730	730	
17	730	730	730	730	
18	730	730	730	730	
19	730	730	730	730	
20	890	890	890	890	
21	990	990	990	990	
22	1,000	1,000	1,000	1,000	

YEAR 2							
2019-20		Englewood Teachers					
Salary Guide							
Step	BA	MA	MA+30	Doct			
1	56,355	60,105	71,355	73,230			
2-3	56,805	60,555	71,805	73,680			
4-5	57,305	61,055	72,305	74,180			
6-7	57,805	61,555	72,805	74,680			
8-10	58,305	62,055	73,305	75,180			
11	58,805	62,555	73,805	75,680			
12-13	60,580	64,330	75,580	77,455			
14-15	62,980	66,730	77,980	79,855			
16	65,930	69,680	80,930	82,805			
17	69,130	73,286	84,130	86,005			
18	72,630	77,186	87,808	89,731			
19	76,230	81,286	91,908	93,831			
20	80,430	85,986	96,608	98,531			
21	84,930	90,986	101,608	103,531			
22	89,630	96,186	106,808	108,731		1,000	
Scattergram							
Step	BA	MA	MA+30	Doct	Total	Percent	
					-	-	
1	-	-	-	-	-	-	
2-3	8.00	10.00	1.00	-	19.00	5.93%	
4-5	14.00	4.00	-	-	18.00	5.62%	
6-7	13.00	14.00	7.00	-	34.00	10.61%	
8-10	10.00	16.80	13.00	-	39.80	12.42%	
11	5.00	3.00	2.00	-	10.00	3.12%	
12-13	11.00	3.00	14.00	-	28.00	8.74%	
14-15	7.00	2.00	20.00	2.00	31.00	9.68%	
16	1.00	6.00	5.00	2.00	14.00	4.37%	
17	2.00	1.00	7.00	-	10.00	3.12%	
18	-	2.00	9.00	2.00	13.00	4.06%	
19	1.00	2.00	9.00	1.00	13.00	4.06%	
20	1.00	1.00	6.00	-	8.00	2.50%	
21	-	-	3.00	1.00	4.00	1.25%	
22	14.00	18.60	40.00	6.00	78.60	24.53%	
Totals	87.00	83.40	136.00	14.00	320.40	100.00%	
Percent	27.15%	26.03%	42.45%	4.37%			

YEAR 2					
2019-20	Englewood Teachers				
Guide Cost					
Step	BA	MA	MA+30	Doct	
1	-	-	-	-	
2-3	454,440	605,550	71,805	-	
4-5	802,270	244,220	-	-	
6-7	751,465	861,770	509,635	-	
8-10	583,050	1,042,524	952,965	-	
11	294,025	187,665	147,610	-	
12-13	666,380	192,990	1,058,120	-	
14-15	440,860	133,460	1,559,600	159,710	
16	65,930	418,080	404,650	165,610	
17	138,260	73,286	588,910	-	
18	-	154,372	790,272	179,462	
19	76,230	162,572	827,172	93,831	
20	80,430	85,986	579,648	-	
21	-	-	304,824	103,531	
22	1,254,820	1,789,060	4,272,320	652,386	
			Total	24,981,756	
			2018-19	24,278,006	
			Difference	703,750	
			% Increase	2.90%	

YEAR 2				
2019-20 Englewood Teachers				
Increment Pattern				
Step	BA	MA	MA+30	Doct
1	450	450	450	450
2-3	500	500	500	500
4-5	500	500	500	500
6-7	500	500	500	500
8-10	500	500	500	500
11	1,775	1,775	1,775	1,775
12-13	2,400	2,400	2,400	2,400
14-15	2,950	2,950	2,950	2,950
16	3,200	3,606	3,200	3,200
17	3,500	3,900	3,678	3,726
18	3,600	4,100	4,100	4,100
19	4,200	4,700	4,700	4,700
20	4,500	5,000	5,000	5,000
21	4,700	5,200	5,200	5,200
22	-	-	-	-
Increment Cost				
Step	BA	MA	MA+30	Doct
1	-	-	-	-
2-3	4,000	5,000	500	-
4-5	7,000	2,000	-	-
6-7	6,500	7,000	3,500	-
8-10	5,000	8,400	6,500	-
11	8,875	5,325	3,550	-
12-13	26,400	7,200	33,600	-
14-15	20,650	5,900	59,000	5,900
16	3,200	21,636	16,000	6,400
17	7,000	3,900	25,746	-
18	-	8,200	36,900	8,200
19	4,200	9,400	42,300	4,700
20	4,500	5,000	30,000	-
21	-	-	15,600	5,200
22	-	-	-	-
			Total	489,882
			% of Base	1.96%

YEAR 2					
2019-20	Englewood Teachers				
Increments as a Percent					
Step	BA	MA	MA+30	Doct	
1	0.80%	0.75%	0.63%	0.61%	
2-3	0.88%	0.83%	0.70%	0.68%	
4-5	0.87%	0.82%	0.69%	0.67%	
6-7	0.86%	0.81%	0.69%	0.67%	
8-10	0.86%	0.81%	0.68%	0.67%	
11	3.02%	2.84%	2.40%	2.35%	
12-13	3.96%	3.73%	3.18%	3.10%	
14-15	4.68%	4.42%	3.78%	3.69%	
16	4.85%	5.18%	3.95%	3.86%	
17	5.06%	5.32%	4.37%	4.33%	
18	4.96%	5.31%	4.67%	4.57%	
19	5.51%	5.78%	5.11%	5.01%	
20	5.59%	5.81%	5.18%	5.07%	
21	5.53%	5.72%	5.12%	5.02%	
22	-	-	-	-	

YEAR 2							
2019-20		Englewood Teachers					
Column Differentials							
Step	BA	MA	MA+30	Doct			
1		3,750	15,000	16,875			
2-3		3,750	15,000	16,875			
4-5		3,750	15,000	16,875			
6-7		3,750	15,000	16,875			
8-10		3,750	15,000	16,875			
11		3,750	15,000	16,875			
12-13		3,750	15,000	16,875			
14-15		3,750	15,000	16,875			
16		3,750	15,000	16,875			
17		4,156	15,000	16,875			
18		4,556	15,178	17,101			
19		5,056	15,678	17,601			
20		5,556	16,178	18,101			
21		6,056	16,678	18,601			
22		6,556	17,178	19,101			
Column Differentials as %							
Step	BA	MA	MA+30	Doct			
1		6.65%	26.62%	29.94%			
2-3		6.60%	26.41%	29.71%			
4-5		6.54%	26.18%	29.45%			
6-7		6.49%	25.95%	29.19%			
8-10		6.43%	25.73%	28.94%			
11		6.38%	25.51%	28.70%			
12-13		6.19%	24.76%	27.86%			
14-15		5.95%	23.82%	26.79%			
16		5.69%	22.75%	25.60%			
17		6.01%	21.70%	24.41%			
18		6.27%	20.90%	23.55%			
19		6.63%	20.57%	23.09%			
20		6.91%	20.11%	22.51%			
21		7.13%	19.64%	21.90%			
22		7.31%	19.17%	21.31%			

YEAR 2					
2019-20 Englewood Teachers					
\$ Increase Over Previous Year					
Step	BA	MA	MA+30	Doct	
1-2	1,000	1,000	1,000	-	
3-4	1,050	1,050	-	-	
5-6	1,050	1,050	1,050	-	
7-9	1,050	1,050	1,050	-	
10	1,050	1,050	1,050	-	
11-12	2,325	2,325	2,325	-	
13-14	2,950	2,950	2,950	2,950	
15	3,500	3,500	3,500	3,500	
16	3,750	4,156	3,750	-	
17	-	4,450	4,228	4,276	
18	4,250	4,750	4,750	4,750	
19	4,850	5,350	5,350	-	
20	-	-	5,750	5,750	
21	5,550	6,050	6,050	6,050	
22	1,000	1,000	1,000	1,000	
% Increase Over Previous Year					
Step	BA	MA	MA+30	Doct	
1-2	1.79%	1.68%	1.41%	-	
3-4	1.87%	1.75%	-	-	
5-6	1.85%	1.74%	1.46%	-	
7-9	1.83%	1.72%	1.45%	-	
10	1.82%	1.71%	1.44%	-	
11-12	3.99%	3.75%	3.17%	-	
13-14	4.91%	4.63%	3.93%	3.84%	
15	5.61%	5.29%	4.52%	4.41%	
16	5.74%	6.01%	4.67%	-	
17	-	6.12%	5.06%	5.00%	
18	5.90%	6.21%	5.45%	5.33%	
19	6.42%	6.63%	5.86%	-	
20	-	-	6.00%	5.88%	
21	6.60%	6.71%	6.00%	5.89%	
22	1.13%	1.05%	0.95%	0.93%	

YEAR 2							
2019-20	Englewood Teachers						
Guide Increase							
Step	BA	MA	MA+30	Doct			
1-2	550	550	550	550			
3-4	550	550	550	550			
5-6	550	550	550	550			
7-9	550	550	550	550			
10	550	550	550	550			
11-12	550	550	550	550			
13-14	550	550	550	550			
15	550	550	550	550			
16	550	550	550	550			
17	550	550	550	550			
18	650	650	650	650			
19	650	650	650	650			
20	750	750	750	750			
21	850	850	850	850			
22	1,000	1,000	1,000	1,000			

YEAR 2				
2019-20		Englewood Teachers		
2yr Cumulative Increase				
Step	BA	MA	MA+30	Doct
1	2,115	2,115	2,115	-
2-3	2,165	2,165	-	-
4-5	2,215	2,215	2,215	-
6-8	2,205	2,205	2,205	-
9	2,205	2,205	2,205	-
10-11	3,480	3,480	3,480	-
12-13	5,380	5,380	5,380	5,380
14	6,600	6,600	6,600	6,600
15	7,400	7,806	7,400	-
16	-	8,786	8,158	8,206
17	8,380	9,280	9,058	9,106
18	9,180	10,180	10,180	-
19	-	-	11,080	11,080
20	10,840	11,840	11,840	11,840
21	-	7,040	7,040	-
22	2,000	2,000	2,000	2,000
2yr Cumulative Percent				
Step	BA	MA	MA+30	Doct
1	3.87%	3.62%	3.03%	-
2-3	3.93%	3.68%	-	-
4-5	3.98%	3.73%	3.14%	-
6-8	3.93%	3.68%	3.10%	-
9	3.90%	3.65%	3.08%	-
10-11	6.09%	5.72%	4.83%	-
12-13	9.34%	8.77%	7.41%	7.22%
14	11.12%	10.46%	8.88%	8.66%
15	11.99%	11.92%	9.64%	-
16	-	12.85%	10.24%	10.07%
17	12.35%	12.89%	10.93%	10.75%
18	12.88%	13.43%	11.78%	-
19	-	-	12.24%	11.98%
20	13.76%	14.04%	12.47%	12.22%
21	-	7.90%	7.06%	-
22	2.28%	2.12%	1.91%	1.87%

YEAR 2					
2019-20	Englewood Teachers				
2yr Cumulative Earnings					
Step	BA	MA	MA+30	Doct	
1	112,610	120,110	142,610	-	
2-3	113,560	121,060	-	-	
4-5	114,560	122,060	144,560	-	
6-8	115,560	123,060	145,560	-	
9	116,560	124,060	146,560	-	
10-11	118,835	126,335	148,835	-	
12-13	123,010	130,510	153,010	156,760	
14	128,360	135,860	158,360	162,110	
15	134,510	142,416	164,510	-	
16	-	149,922	171,388	175,186	
17	148,210	157,822	179,066	182,912	
18	156,010	166,622	187,866	-	
19	-	-	197,466	201,312	
20	173,710	186,322	207,566	211,412	
21	-	191,372	212,616	-	
22	178,260	191,372	212,616	216,462	

YEAR 3						
2020-21		Englewood Teachers				
Salary Guide						
Step	BA	MA	MA+30	Doct		
1-2	57,355	61,105	72,355	74,230		
3-4	57,805	61,555	72,805	74,680		
5-6	58,355	62,105	73,355	75,230		
7-8	58,905	62,655	73,905	75,780		
9-11	59,455	63,205	74,455	76,330		
12	61,330	65,080	76,330	78,205		
13-14	63,780	67,530	78,780	80,655		
15-16	66,780	70,530	81,780	83,655		
17	69,980	74,136	84,980	86,855		
18	73,480	78,036	88,658	90,581		
19	77,230	82,286	92,908	94,831		
20	81,430	86,986	97,608	99,531		
21	85,930	91,986	102,608	104,531		
22	90,630	97,186	107,808	109,731		1,000
Scattergram						
Step	BA	MA	MA+30	Doct	Total	Percent
					-	-
					-	-
					-	-
1-2	-	-	-	-	-	-
3-4	8.00	10.00	1.00	-	19.00	5.93%
5-6	14.00	4.00	-	-	18.00	5.62%
7-8	13.00	14.00	7.00	-	34.00	10.61%
9-11	10.00	16.80	13.00	-	39.80	12.42%
12	5.00	3.00	2.00	-	10.00	3.12%
13-14	11.00	3.00	14.00	-	28.00	8.74%
15-16	7.00	2.00	20.00	2.00	31.00	9.68%
17	1.00	6.00	5.00	2.00	14.00	4.37%
18	2.00	1.00	7.00	-	10.00	3.12%
19	-	2.00	9.00	2.00	13.00	4.06%
20	1.00	2.00	9.00	1.00	13.00	4.06%
21	1.00	1.00	6.00	-	8.00	2.50%
22	14.00	18.60	43.00	7.00	82.60	25.78%
Totals	87.00	83.40	136.00	14.00	320.40	100.00%
Percent	27.15%	26.03%	42.45%	4.37%		

YEAR 3					
2020-21	Englewood Teachers				
Guide Cost					
Step	BA	MA	MA+30	Doct	
1-2	-	-	-	-	
3-4	462,440	615,550	72,805	-	
5-6	816,970	248,420	-	-	
7-8	765,765	877,170	517,335	-	
9-11	594,550	1,061,844	967,915	-	
12	306,650	195,240	152,660	-	
13-14	701,580	202,590	1,102,920	-	
15-16	467,460	141,060	1,635,600	167,310	
17	69,980	444,816	424,900	173,710	
18	146,960	78,036	620,606	-	
19	-	164,572	836,172	189,662	
20	81,430	173,972	878,472	99,531	
21	85,930	91,986	615,648	-	
22	1,268,820	1,807,660	4,635,744	768,117	
			Total	25,730,558	
			2019-20	24,981,756	
			Difference	748,802	
			% Increase	3.00%	

YEAR 3				
2020-21	Englewood Teachers			
Increment Pattern				
Step	BA	MA	MA+30	Doct
1-2	450	450	450	450
3-4	550	550	550	550
5-6	550	550	550	550
7-8	550	550	550	550
9-11	1,875	1,875	1,875	1,875
12	2,450	2,450	2,450	2,450
13-14	3,000	3,000	3,000	3,000
15-16	3,200	3,606	3,200	3,200
17	3,500	3,900	3,678	3,726
18	3,750	4,250	4,250	4,250
19	4,200	4,700	4,700	4,700
20	4,500	5,000	5,000	5,000
21	4,700	5,200	5,200	5,200
22	-	-	-	-
Increment Cost				
Step	BA	MA	MA+30	Doct
1-2	-	-	-	-
3-4	4,400	5,500	550	-
5-6	7,700	2,200	-	-
7-8	7,150	7,700	3,850	-
9-11	18,750	31,500	24,375	-
12	12,250	7,350	4,900	-
13-14	33,000	9,000	42,000	-
15-16	22,400	7,212	64,000	6,400
17	3,500	23,400	18,390	7,452
18	7,500	4,250	29,750	-
19	-	9,400	42,300	9,400
20	4,500	10,000	45,000	5,000
21	4,700	5,200	31,200	-
22	-	-	-	-
			Total	583,129
			% of Base	2.27%

YEAR 3				
2020-21 Englewood Teachers				
Increments as a Percent				
Step	BA	MA	MA+30	Doct
1-2	0.78%	0.74%	0.62%	0.61%
3-4	0.95%	0.89%	0.76%	0.74%
5-6	0.94%	0.89%	0.75%	0.73%
7-8	0.93%	0.88%	0.74%	0.73%
9-11	3.15%	2.97%	2.52%	2.46%
12	3.99%	3.76%	3.21%	3.13%
13-14	4.70%	4.44%	3.81%	3.72%
15-16	4.79%	5.11%	3.91%	3.83%
17	5.00%	5.26%	4.33%	4.29%
18	5.10%	5.45%	4.79%	4.69%
19	5.44%	5.71%	5.06%	4.96%
20	5.53%	5.75%	5.12%	5.02%
21	5.47%	5.65%	5.07%	4.97%
22	-	-	-	-

YEAR 3					
2020-21	Englewood Teachers				
Column Differentials					
Step	BA	MA	MA+30	Doct	
1-2		3,750	15,000	16,875	
3-4		3,750	15,000	16,875	
5-6		3,750	15,000	16,875	
7-8		3,750	15,000	16,875	
9-11		3,750	15,000	16,875	
12		3,750	15,000	16,875	
13-14		3,750	15,000	16,875	
15-16		3,750	15,000	16,875	
17		4,156	15,000	16,875	
18		4,556	15,178	17,101	
19		5,056	15,678	17,601	
20		5,556	16,178	18,101	
21		6,056	16,678	18,601	
22		6,556	17,178	19,101	
Column Differentials as %					
Step	BA	MA	MA+30	Doct	
1-2		6.54%	26.15%	29.42%	
3-4		6.49%	25.95%	29.19%	
5-6		6.43%	25.70%	28.92%	
7-8		6.37%	25.46%	28.65%	
9-11		6.31%	25.23%	28.38%	
12		6.11%	24.46%	27.52%	
13-14		5.88%	23.52%	26.46%	
15-16		5.62%	22.46%	25.27%	
17		5.94%	21.43%	24.11%	
18		6.20%	20.66%	23.27%	
19		6.55%	20.30%	22.79%	
20		6.82%	19.87%	22.23%	
21		7.05%	19.41%	21.65%	
22		7.23%	18.95%	21.08%	

YEAR 3				
2020-21	Englewood Teachers			
\$ Increase Over Previous Year				
Step	BA	MA	MA+30	Doct
1	-	-	-	-
2-3	1,000	1,000	1,000	-
4-5	1,050	1,050	-	-
6-7	1,100	1,100	1,100	-
8-10	1,150	1,150	1,150	-
11	2,525	2,525	2,525	-
12-13	3,200	3,200	3,200	-
14-15	3,800	3,800	3,800	3,800
16	4,050	4,456	4,050	4,050
17	4,350	4,750	4,528	-
18	-	5,100	5,100	5,100
19	5,200	5,700	5,700	5,700
20	5,500	6,000	6,000	-
21	-	-	6,200	6,200
22	1,000	1,000	1,000	1,000
% Increase Over Previous Year				
Step	BA	MA	MA+30	Doct
1	-	-	-	-
2-3	1.76%	1.65%	1.39%	-
4-5	1.83%	1.72%	-	-
6-7	1.90%	1.79%	1.51%	-
8-10	1.97%	1.85%	1.57%	-
11	4.29%	4.04%	3.42%	-
12-13	5.28%	4.97%	4.23%	-
14-15	6.03%	5.69%	4.87%	4.76%
16	6.14%	6.39%	5.00%	4.89%
17	6.29%	6.48%	5.38%	-
18	-	6.61%	5.81%	5.68%
19	6.82%	7.01%	6.20%	6.07%
20	6.84%	6.98%	6.21%	-
21	-	-	6.10%	5.99%
22	1.12%	1.04%	0.94%	0.92%

YEAR 3					
2020-21	Englewood Teachers				
Guide Increase					
Step	BA	MA	MA+30	Doct	
1	550	550	550	550	
2-3	550	550	550	550	
4-5	500	500	500	500	
6-7	550	550	550	550	
8-10	600	600	600	600	
11	650	650	650	650	
12-13	750	750	750	750	
14-15	800	800	800	800	
16	850	850	850	850	
17	850	850	850	850	
18	850	850	850	850	
19	1,000	1,000	1,000	1,000	
20	1,000	1,000	1,000	1,000	
21	1,000	1,000	1,000	1,000	
22	1,000	1,000	1,000	1,000	

YEAR 3						
2020-21	Englewood Teachers					
3yr Cumulative Increase						
Step	BA	MA	MA+30	Doct		
1	3,115	3,115	3,115	-		
2-3	3,215	3,215	-	-		
4-5	3,315	3,315	3,315	-		
6-8	3,355	3,355	3,355	-		
9	4,730	4,730	4,730	-		
10-11	6,680	6,680	6,680	-		
12-13	9,180	9,180	9,180	9,180		
14	10,650	11,056	10,650	10,650		
15	11,750	12,556	11,928	-		
16	-	13,886	13,258	13,306		
17	13,580	14,980	14,758	14,806		
18	14,680	16,180	16,180	-		
19	-	-	17,280	17,280		
20	11,840	12,840	12,840	12,840		
21	-	8,040	8,040	-		
22	3,000	3,000	3,000	3,000		
3yr Cumulative Percent						
Step	BA	MA	MA+30	Doct		
1	5.70%	5.33%	4.47%	-		
2-3	5.83%	5.46%	-	-		
4-5	5.96%	5.59%	4.70%	-		
6-8	5.98%	5.61%	4.72%	-		
9	8.36%	7.84%	6.61%	-		
10-11	11.70%	10.98%	9.26%	-		
12-13	15.94%	14.96%	12.64%	12.33%		
14	17.95%	17.53%	14.33%	13.98%		
15	19.03%	19.18%	15.55%	-		
16	-	20.30%	16.65%	16.32%		
17	20.01%	20.80%	17.81%	17.48%		
18	20.60%	21.34%	18.72%	-		
19	-	-	19.09%	18.69%		
20	15.03%	15.22%	13.52%	13.25%		
21	-	9.02%	8.06%	-		
22	3.42%	3.19%	2.86%	2.81%		

YEAR 3					
2020-21	Englewood Teachers				
3yr Cumulative Earnings					
Step	BA	MA	MA+30	Doct	
1	170,415	181,665	215,415	-	
2-3	171,915	183,165	-	-	
4-5	173,465	184,715	218,465	-	
6-8	175,015	186,265	220,015	-	
9	177,890	189,140	222,890	-	
10-11	182,615	193,865	227,615	-	
12-13	189,790	201,040	234,790	240,415	
14	198,340	209,996	243,340	248,965	
15	207,990	220,452	253,168	-	
16	-	232,208	264,296	270,017	
17	229,640	244,808	276,674	282,443	
18	241,940	258,608	290,474	-	
19	-	-	305,274	311,043	
20	264,340	283,508	315,374	321,143	
21	-	288,558	320,424	-	
22	268,890	288,558	320,424	326,193	