

SECOND ADDENDUM TO THE
AGREEMENT
BETWEEN THE
INDEPENDENCE –NATIONAL EDUCATION ASSOCIATION
AND THE
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI
JULY 1, 2017-JUNE 30, 2022

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the “District”) and the Independence-National Education Association, an affiliate of the Missouri-National Education Association, (hereinafter the “Association”) have entered into the sixth and final negotiation session which concluded on Tuesday May 7, 2019; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Collective Bargaining Agreement between the Parties originally entered into in June 2017 (the “Agreement”); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the “Addendum”) is entered into between the District and the Association this _____ day of _____, 2019 (the “Effective Date”) in order to modify the Agreement as outlined below.

The Association and District agree to incorporate the following terms into the Agreement:

1. 9.4 Sick Leave and Personal Leave:
 - a. An employee can sell back accumulated sick leave once they have in excess of 75 days. Days sold back will be reimbursed at a rate of \$50/a day. No more than 20 days may be sold back in one year, paid in December. Upon selling days back, the employee’s sick leave balance cannot fall below 75 days due to the sell back. Upon retirement, the remaining balance may be sold back up to a MAXIMUM of 75 days at a rate of \$50/a day;
 - b. Full time employees are allowed sick leave of nine (9) days per school year plus one (1) day for each additional full contract month beyond the regular nine-month contract;
 - c. These changes would be reflected in the BOE regulation 4320.

2. Salaries for 2019-20 School Year
 - a. Employees will not receive a step movement;
 - b. Salary schedule has been condensed;
 - c. Teachers indexed base salary will be \$35,875;
 - d. New teacher academy stipend will be \$500.

- e. Salary overlay increase of \$75 at the BS (1), BS (2), BS (3), BS + 16 (1), BS + 16 (2). Salary overlay increase of \$275 at the BS (4), BS + 16 (3), M (2), M + 16 (1) are reflected on the salary guide.

3. Health and Dental Insurance

- a. The District will cover the cost of the base health and dental plan for the 2019-20 school year.

All other terms within the Agreement shall remain unchanged.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE-NATIONAL EDUCATION ASSOCIATION

BY: _____

President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: _____

President, Board of Education

ATTESTED BY: _____

Secretary, Board of Education

**INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE - CLASSROOM TEACHERS
2019-2020**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$40,100 *					
1	\$39,600	\$40,394	\$42,981	\$43,825	\$44,844	\$47,893
2	\$40,017	\$40,811	\$43,448	\$44,467	\$46,261	\$49,310
3	\$40,434	\$41,278	\$44,090	\$45,884	\$47,678	\$50,727
4	\$40,901	\$41,920	\$45,507	\$47,301	\$49,095	\$52,144
5	\$41,543	\$43,337	\$46,925	\$48,718	\$50,512	\$53,561
6	\$42,960	\$44,754	\$48,342	\$50,135	\$51,929	\$54,978
7	\$44,377	\$46,171	\$49,759	\$51,552	\$53,346	\$56,396
8	\$45,794	\$47,588	\$51,176	\$52,969	\$54,763	\$57,813
9	\$47,212	\$49,005	\$52,593	\$54,387	\$56,180	\$59,230
10	\$48,629	\$50,422	\$54,010	\$55,804	\$57,597	\$60,647
11	\$50,046	\$51,839	\$55,427	\$57,221	\$59,014	\$62,064
12	\$51,463	\$53,256	\$56,844	\$58,638	\$60,431	\$63,481
13	\$52,880	\$54,674	\$58,261	\$60,055	\$61,849	\$64,898
14	\$54,297	\$56,091	\$59,678	\$61,472	\$63,266	\$66,315
15		\$57,508	\$61,095	\$62,889	\$64,683	\$67,732
16			\$62,512	\$64,306	\$66,100	\$69,149
17			\$63,929	\$65,723	\$67,517	\$70,566
18			\$65,346	\$67,140	\$68,934	\$71,983
19				\$68,557	\$70,351	\$73,400
20				\$69,974	\$71,768	\$74,817
21					\$73,185	\$76,234

(a) The indexed base is \$35,875. Step 1 BS includes a salary overlay of \$3,725. Step 2 BS and Step 1 BS+16 include a salary overlay of \$2,725. Step 3 BS, Step 2 BS+16 and Step 1 Masters include a salary overlay of \$1,725. Step 4 BS, Step 3 BS+16, Step 2 MA and Step 1 MA+16 include a salary overlay of \$775.

(b) Graduate hours applicable to a Graduate Degree - granted after qualifying for Missouri Certificate.

(c) MS(F) requires a Master's Degree in Education, a Master's Degree in the teacher's content area or a Master's Degree, above, other than those defined plus a minimum of 18 graduate hours related to the teacher's assignment.

(D) One-half hours must be graduate for all hours earned after Master's in Field.

(E) National Board Certification will receive a \$3,000 annual stipend.

(F) Master plus hours apply to those hours earned beyond the Master's Degree being conferred.

(G) CTE certification placement in master's column based on number of years in applicable industry.

(*) Reflects \$500 Stipend for additional training required of entry level teachers.