

practices, agreements, and understandings are void and of no force and effect unless specifically incorporated herein.

- D. This agreement shall not be altered, amended, or changed except in writing, in a document signed by both the Association and the Board, which amendment shall be appended to and become a part of this agreement. However, it is recognized that neither party has any obligation to negotiate such an amendment or modification during the life of this agreement.

IN WITNESS WHEREOF, the parties have executed this agreement this ____ day of _____, 201__.

REGIONAL SCHOOL DISTRICT NO. 19
BOARD OF EDUCATION

E.O. SMITH HIGH SCHOOL
TEACHER ASSOCIATION

By _____

By _____

Below is the scan of the official signature page:

IN WITNESS WHEREOF, the parties have executed this agreement this 23 day of December, 2014.

REGIONAL SCHOOL DISTRICT NO. 19
BOARD OF EDUCATION

E.O. SMITH HIGH SCHOOL
TEACHER ASSOCIATION

By James N. Mark, Chairman

By [Signature]

APPENDIX A-1

**SALARY SCHEDULE 2015-2016
Represents Step Increment and a General Wage Increase of 1.00%**

	BS	MS	6th Yr.	PHD

Step				
1	46,000	48,904	51,808	54,711
2	47,961	50,867	53,769	56,673
3	49,856	52,760	55,663	58,568
4	51,750	54,654	57,559	60,463
5	53,646	56,551	59,454	62,357
6	55,540	58,445	61,347	64,251
7	57,435	60,338	63,244	66,147
8	59,330	62,234	65,138	68,042
9	61,224	64,129	67,032	69,935
10	63,119	66,024	68,927	71,832
11	65,015	67,918	70,822	73,726
12	66,909	69,813	72,717	75,622
13	68,796	71,700	74,606	77,508
14	...	75,330	78,236	81,139
15	...	82,384	85,287	88,192

APPENDIX A-2

**SALARY SCHEDULE 2016-2017
Represents Step Increment plus 1.41% GWI**

	BS	MS	6th Yr.	PHD