



Nazareth Area School District
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PRESS RELEASE

The Board of School Directors is disappointed to announce that the negotiations with the Education Association reached an impasse after an 11 hour bargaining session that ended at 4 AM, with two state mediators in attendance. The Board representatives asked the Union a number of times to join it in seeking fact finding to prevent the strike which was scheduled to begin on Monday. The union initially rejected those requests and then finally, at 4 AM, after a Final Offer was presented, agreed to go to fact finding. The Board had also asked the union to agree to go to nonbinding arbitration now, before a strike, rather than waiting until after a strike would have ended, when nonbinding arbitration is mandated. The union rejected this request as well. The Board had also asked the union to go to last best offer binding arbitration to resolve the dispute. The union rejected this request.

With nowhere to go and the strike deadline looming, the Board gave the union a Final Offer. The Board presented salary schedules which reflect the following increases:

2006-2007	4.64%
2007-2008	4.62%
2008-2009	4.33%
2009-2010	4.56%
2010-2011	4.31%

By the end of the contract, the maximum salary will go to \$83,114 on the schedule and will, as a result of a longevity payment increase the maximum salary to \$88,524 for the teachers at the top of the schedule. The Board's salary offer also reduces the number of steps in the salary schedule and adds two columns so that teachers with advanced credits can get additional raises.

The Board is also seeking modest increases in employee premium contributions toward health insurance as follows:

2006-2007	1.5% of each teacher's salary
2007-2008	1.75% of each teacher's salary
2008-2009	2% of each teacher's salary
2009-2010	2% of each teacher's salary
2010-2011	2% of each teacher's salary

Based on the average salary for each year generated by the Board's offer, the amount of contribution will be as follows:

2006-2007	\$822 for the year
2007-2008	\$1003 for the year
2008-2009	\$1196 for the year
2009-2010	\$1251 for the year
2010-2011	\$1305 for the year

Currently teachers pay on average \$572 a year toward health insurance and the District pays approximately \$8100 annually per teacher for medical insurance.

The Board indicated that the language component of the Final Offer would be finalized and presented to the union later today.

After the Final Offer was presented the Union, then, finally, requested the Board join in a fact finding request. The Board agreed to do so. Therefore the strike notice has been rescinded and school will be in session.

The Board Offer will be posted on the District website:
www.nazarethasd.k12.pa.us

NAZARETH AREA SCHOOL DISTRICT FINAL OFFER

1. *Except as set forth below, the terms of the 2003-2006 Collective Bargaining Agreement remain unchanged.*

2. *All tentative agreements reached to date shall be as follows:*

a. **ARTICLE 8 – SUSPENSIONS FURLOUGH**

Suspensions Furlough of professional employees shall occur pursuant to Act 97, as amended, of the Pennsylvania General Assembly (1979, amended 1986) based on seniority within the school district. Seniority as defined herein is referenced in Appendix E (Seniority), included herein and made a part hereof.

b. **APPENDIX A – Section 7 - METHOD OF PAYMENT**

The first payday shall be the first Thursday after the school term for students begins and each second Thursday thereafter for a maximum of twenty-six (26) or twenty-seven (27) payments.

If a payday should occur on a school holiday, the paycheck shall be given on the last school day preceding the holiday

Members shall have the option of receiving a lump sum payment for the remaining salary of the contract year after the last payday in June following the close of the term. Requests for lump sum payments must be made annually in writing to the Business Administrator by May 15.

In the case of an extreme emergency, the payday may be extended up to two (2) days, provided that the employer has made every effort to meet that scheduled payday.

c. **APPENDIX C – HOURS OF WORK AND OTHER CONDITIONS OF EMPLOYMENT**

§1.F. It is recognized that the time after 6:00 p.m. on school days and all the time on Saturdays and Sundays is personal to each individual member of the bargaining unit and that the School District may not make demands upon it. This in no way precludes a member of the bargaining unit from voluntarily accepting school-related responsibilities during such personal time.

§1G. When schools are closed because of inclement weather, or other District-wide emergency situations, employees in the bargaining unit shall not be required to report to work. When schools are closed early, employees in the bargaining unit shall be permitted to leave fifteen (15) minutes after pupil dismissal time.

d. **APPENDIX B – Section 7 – Tuition Credit Reimbursement**

The employer will reimburse the individual members of the bargaining unit for the cost of tuition for graduate credits *and associated fees such as lab, computer, etc., but not textbooks*, under the following conditions:

1. The reimbursement shall be up to a maximum of \$3,000 per year for employees defined in the Recognition Section of this agreement with the exception of long-term substitutes.

2. A minimum grade of "B" must be earned in all courses for which reimbursement is to be granted.

3. A copy of the grade report or an official transcript and a copy of the bursar's receipt must accompany the written request for reimbursement of tuition costs.

3. ARTICLE II – TERM OF AGREEMENT

The term of the Agreement shall begin on September 1, ~~2003~~**2006**, and shall continue in full force and effect until 12:00 PM on August 31, ~~2006~~ **2011**, or until such later date as the two parties may hereinafter agree is to be the extended ending date. Any such extended date shall be evidenced by a written amendment to which amendment both parties shall signify their approval by affixing their signatures thereto. However, where improvements in fringe benefits regarding insurances are described, said improvements shall be effective as soon as the insurance carriers permit.

4. APPENDIX A – SALARY SCHEDULES

Salary schedules shall be as presented on September 22, 2006.

5. APPENDIX A – Section 3 - PERSONAL LEAVE

Personal leave will be granted with the following daily limitations in effect: ~~four (4)~~ **six (6)** from the Senior High School; ~~four (4)~~ **five (5)** from the Middle School; ~~two (2)~~ **four (4)** from Shafer; ~~two (2)~~ **four (4)** from Bushkill; ~~two (2)~~ **four (4)** from Lower Nazareth; and one (1) from the elementary itinerant staff (art, physical education, music teachers, guidance counselor and the elementary nurse) irrespective of their daily building assignments. *Personal leave days will not be granted on professional development days.*

6. APPENDIX A – Section 6

Section 6 needs to be modified to conform with Section 409A of the Internal Revenue Code and the following language shall be added:

"The members of the bargaining unit that had served the District's special education students while employed by Intermediate Unit 20 prior to the District taking over a program will have those years credited to their years of service at the District."

7. APPENDIX A – Section 8 – Extra Pay/Extra Duty Schedule (EPED)

Extra duty pay shall be increased 2% per year.

8. APPENDIX A – Section 9 – Curriculum Leaders

As proposed on August 31, 2006.

9. APPENDIX B – Section 9 – Income Protection Plan/Sick Leave

A. The Nazareth Area School Board will purchase and will pay the full cost of an income protection plan for each member of the bargaining unit which plan shall provide the following: ~~\$900~~ **\$1,500** a month benefit toward lost income; benefits to begin after thirty (30) consecutive work days of absence due to sickness or injury; benefits for work loss due to sickness until age sixty-five (65); benefits for work loss due to accident for life of insured; full year coverage, *provided that benefits are issued in accordance with the insurance policy.*

10. APPENDIX B - Section 11 – Cost Containment Provisions

C. Health Insurance Co-Pays: ~~Due to establishment of a new IRS Section 125 Account remains.~~ New amounts in the table below will be per pay. The “Pre-tax” amount is the deduction and the “post-tax” amount is the net effect on your pay. ~~(New amount are an average).~~ *Bargaining unit members will contribute the following toward the cost of medical insurance:*

- 2006-2007 1.5% of the bargaining unit member’s salary*
- 2007-2008 1.75% of the bargaining unit member’s salary*
- 2008-2009 2.00% of the bargaining unit member’s salary*
- 2009-2010 2.00% of the bargaining unit member’s salary*
- 2010-2011 2.00% of the bargaining unit member’s salary*

Estimated Year	Single		Family	
	Pre-Tax	Post-Tax	Pre-Tax	Post-Tax
2003-04	\$10.00	\$ 6.90	\$15.00	\$10.40
2004-05	\$12.50	\$ 8.67	\$20.00	\$13.87
2005-06	\$15.00	\$10.40	\$25.00	\$17.34

If the IRS disallows such a plan at any point in time during the new contract, the *above* deductibles ~~in the~~ *will be* “post-tax” columns shall be followed, not the higher “pre-tax” column.

The District will be permitted, at its discretion to offer voluntary health insurance plans. To the extent practical, one or more of those plans will include well-baby visit and contraception coverage.

14. APPENDIX B – Section 12 Dental Care Insurance

The Nazareth Area School District will purchase and will pay the full cost of the Delta Dental Plan of Pennsylvania (Plan A), or its equivalent, for all members of the bargaining unit and their dependents. That plan shall provide a maximum benefit of \$1,500 per person *per year and shall permit utilization of the \$1,500 benefit for orthodontics.*

11. APPENDIX B-Section 18 ~~NorCar~~ First Commonwealth Federal Deductions

The employer agrees to make deductions from the salaries of any member of the bargaining unit authorizing such deductions for deposit in the member of the bargaining unit’s account(s) with the ~~Northampton Carbon County Employees Federal Credit Union (NORCAR)~~ *First Commonwealth Federal.*

12. APPENDIX B-Section 20 – ASSOCIATION LEAVE

The Nazareth Area School District will grant ~~three (3)~~ **ten (10)** days, *with the understanding that no individual will be granted more than five (5) days in any school year*, to the Nazareth Area Education Association for the President or his designee to conduct Union business at the expense of the Association. The Association will reimburse the District the cost of the substitute, if needed as determined by the Administration, for such days.

13. APPENDIX C – Section 1 – Work Day for Members of the Bargaining Unit.

B. During the school year, members of the bargaining unit shall be available for a maximum of four (4) meetings per month including but not limited to staff meetings, faculty meetings, department meetings, curriculum meetings, open houses/*parent/teacher conferences and high school graduation* and other meetings called by the Superintendent and/or building principal relating to instructional/management affairs of the District. These meetings will be scheduled for Mondays unless there are fewer than four (4) available Mondays during the month, in which case meetings may be scheduled for other days if the change is announced at least one week (5 work days) in advance.

E. Said meetings, with the exception of those for which the members of the bargaining unit are receiving additional compensation, shall not begin more than one-half (1/2) hour prior to the start of the aforementioned work day nor shall such meetings extend more than one (1) hour beyond the end of the aforementioned work day. The only exceptions being the three (3) open houses/parent-teacher conferences. *The High School Administration may substitute attendance at graduation for one of the open house/parent teacher conference evenings.* In case of a staff member having a dual assignment (more than one building), the staff member will attend the open house(s) relating to the majority of his/her assignment.

14. *The District agrees to meet and discuss issues concerning preparation time.*

15. **MEMORANDUM OF UNDERSTANDING**

The parties agree that the days that bargaining unit members worked in August of 2006 which were designated on the school calendar as part of the 2006-2007 school year, will be considered part of the 2006-2007 school year. In subsequent school years, any days worked during August which are designated on the school calendar as part of the then upcoming school year shall be considered part of that school year and not part of the previous school year.

District Salary Proposal

Nazareth Area School District - District Proposal 9-21-06
 Teacher Negotiations

2005-06 Teacher Matrix as of November 11, 2005 and agreed to by Union on May 2, 2006

2005-06 SALARIES AND COST

STEP	No. Emp.		Salary		Cost		Salary		Cost		Salary		Cost	
	B		B	M	B	M	M	M	M	M	M+30	M+30	M+30	M+30
1	10		\$37,500	0	\$375,000	\$39,500	0	\$39,500	\$0	0	\$40,500	\$0	0	\$40,500
2	13		37,800	4	491,400	39,900	4	39,900	159,600	2	40,950	81,900	2	40,950
3	17		38,550	3	655,350	40,479	3	40,479	121,437	0	41,855	0	0	41,855
4	18		39,100	5	703,800	40,995	5	40,995	204,975	0	42,888	0	0	42,888
5	9		40,244	6.5	362,196	42,133	6.5	42,133	273,865	0	44,021	0	0	44,021
6	10		41,386	8	413,860	43,270	8	43,270	346,160	2	45,152	90,304	2	45,152
7	7		42,521	7	297,647	44,392	7	44,392	310,744	1	46,269	46,269	1	46,269
8	14		44,266	11.5	619,724	46,049	11.5	46,049	529,564	2	48,008	96,016	2	48,008
9	5		45,383	12	226,915	47,159	12	47,159	565,908	0	49,117	0	0	49,117
10	3		47,114	11	141,342	48,881	11	48,881	537,691	1	50,830	50,830	1	50,830
11	2		48,213	6	96,426	50,019	6	50,019	300,114	4	51,923	207,692	4	51,923
12	4		50,265	6.5	201,060	51,905	6.5	51,905	337,383	1	53,545	53,545	1	53,545
13	2		52,450	8.5	104,900	54,090	8.5	54,090	459,765	0	55,767	0	0	55,767
14	2		54,600	5	109,200	56,334	5	56,334	281,670	0	58,014	0	0	58,014
15	1		56,784	1.8	56,784	58,587	1.8	58,587	105,457	0	60,334	0	0	60,334
16	1		59,005	2	59,005	60,902	2	60,902	121,804	1	62,747	62,747	1	62,747
17	1		62,285	2	62,285	63,925	2	63,925	127,850	2	65,565	131,130	2	65,565
18	3		68,000	1	204,000	69,250	1	69,250	69,250	1	70,500	70,500	1	70,500
19			68,845	1	0	70,485	1	70,485	70,485	0	72,080	0	0	72,080
20	2		70,345	2	140,690	71,985	2	71,985	143,970	1	73,580	73,580	1	73,580
21	20		71,845	43	1,436,900	73,485	43	73,485	3,159,855	8	75,080	600,640	8	75,080
22	2		72,045		144,090									
TOTAL		146			\$6,902,574		146.8		\$8,227,545		26			\$1,565,153
Total Employees														
Total Cost	\$16,695,272							\$52,369 Ave. Salary						

5 Year Averages:

4.64%
4.62%
4.33%
4.56%
4.31%
<u>22.46% Total</u>
<u>4.49% Average</u>

Note: B2 = 12 FT and 2 at 1/2 time, M5 = 6 FT and 1 at 1/2time, M8 = 11 FT and 1 at 1/2time,
 M13 = 8 FT and 1 at 1/2 time, M15 = 1 Ft and 1 at 4/5 time,

Nazareth Area School District
Teacher Negotiations
2006-07

PROPOSED 2006-07 SALARIES AND COST

STEP	No. Emp. B	Salary B	Cost B	M	Salary M	Cost M	M+15	Salary M+15	Cost M+15	M+30	Salary M+30	Cost M+30	M+45	Salary M+45	Cost M+45
1	10	\$38,656	\$386,563	0	\$41,771	\$0	0	\$41,771	\$0	0	\$42,829	\$0	0	\$42,829	\$0
2	30	40,163	1,204,875	6	42,200	253,200	1	42,292	42,292	1	43,305	43,305	1	43,305	43,305
3	27	41,544	1,121,688	10.5	43,516	456,920	1	43,616	43,616	0	45,355	0	0	45,466	0
4	17	43,907	746,419	14	45,879	642,306	1	46,061	46,061	2	47,745	95,490	0	47,861	47,861
5	14	46,811	655,358	8.5	48,697	413,923	3	48,812	146,436	2	50,480	100,961	0	50,888	0
6	5	47,993	239,963	12	49,871	598,448	0	49,869	0	0	51,647	0	0	52,064	0
7	3	49,823	149,469	10	51,992	516,817	1	51,814	51,814	0	53,448	0	0	53,880	53,880
8	6	51,467	308,804	8.5	53,470	454,498	4	53,595	214,381	5	55,017	275,087	0	55,151	0
9	4	55,996	223,962	12.5	57,883	723,540	1	58,028	58,028	0	59,531	0	0	59,609	0
10	1	56,913	56,913	1.8	60,784	109,411	0	60,930	0	0	63,200	0	0	63,351	0
11	1	61,218	61,218	2	63,186	126,372	0	63,338	0	0	65,727	0	0	65,884	65,884
12	1	64,621	64,621	2	66,322	132,644	0	66,462	0	2	68,679	137,359	0	68,843	0
13	3	70,550	211,650	1	71,847	71,847	0	72,020	0	1	73,144	73,144	0	73,320	0
14	0	71,427	0	1	73,128	73,128	0	73,304	0	1	74,783	0	0	74,963	0
15	2	72,983	145,966	2	74,684	149,369	0	74,864	0	1	76,339	76,339	0	76,523	0
16	20	74,539	1,490,784	42	76,241	3,202,109	1	76,424	76,424	7	77,896	545,269	1	78,083	78,083
17	2	74,747	149,493												

TOTAL	146		\$7,229,765	133.8		\$7,924,631	13		\$678,053	21		\$1,346,953	5		\$289,013
Total Employees		318.8													
Total Cost	\$17,469,415		\$54,797	Ave Salary											

2005-06 Total Salaries	\$16,685,272														
Difference	\$774,143														
	4.64%														

Note Steps 13-17 in 2006-07 will be \$1,500 less than the listed salary below. The \$1,500 is a one time adjustment for those steps.

B		Proposed		% Increase	
2005-06	2006-07	2005-06	2006-07	2005-06	2006-07
1	1	\$ 37,500	\$39,656	5.75%	5.75%
2	2	37,800	40,163	6.25%	6.25%
3	2	38,550	40,163	4.18%	4.18%
4	3	39,100	41,544	6.25%	6.25%
5	3	40,244	41,544	3.23%	3.23%
6	4	41,386	43,907	6.09%	6.09%
7	4	42,521	43,907	3.26%	3.26%
8	5	44,266	46,811	5.75%	5.75%
9	6	45,363	47,993	5.75%	5.75%
10	7	47,114	49,823	5.75%	5.75%
11	8	48,213	51,467	6.75%	6.75%
12	8	50,265	51,467	2.39%	2.39%
13	9	52,450	55,996	6.76%	6.76%
14	9	54,600	55,996	2.56%	2.56%
15	10	56,784	58,913	3.75%	3.75%
16	11	59,005	61,218	3.75%	3.75%
17	12	62,285	64,621	3.75%	3.75%
18	13	68,000	70,550	3.75%	3.75%
19	14	68,845	71,427	3.75%	3.75%
20	15	70,345	72,983	3.75%	3.75%
21	16	71,845	74,539	3.75%	3.75%
22	17	72,045	74,747	3.75%	3.75%

M		Proposed		% Increase	
2005-06	2006-07	2005-06	2006-07	2005-06	2006-07
1	1	\$ 39,500	\$41,771	5.75%	5.75%
2	2	39,900	42,200	5.76%	5.76%
3	2	40,479	42,200	4.25%	4.25%
4	3	40,995	43,516	6.16%	6.16%
5	3	42,133	43,516	3.28%	3.28%
6	4	43,270	45,879	6.03%	6.03%
7	4	44,392	45,879	3.35%	3.35%
8	5	46,049	48,687	5.75%	5.75%
9	6	47,159	49,871	5.75%	5.75%
10	7	48,881	51,692	5.75%	5.75%
11	8	50,019	53,470	6.90%	6.90%
12	8	51,905	53,470	3.02%	3.02%
13	9	54,090	57,883	7.01%	7.01%
14	9	56,334	57,883	2.75%	2.75%
15	10	58,587	60,784	3.75%	3.75%
16	11	60,902	63,186	3.75%	3.75%
17	12	63,925	66,322	3.75%	3.75%
18	13	68,250	71,647	3.75%	3.75%
19	14	70,485	73,128	3.75%	3.75%
20	15	71,985	74,684	3.75%	3.75%
21	16	73,485	76,241	3.75%	3.75%

M+15		Proposed		% Increase	
2005-06	2006-07	2005-06	2006-07	2005-06	2006-07
1	1	\$ 39,500	\$41,771	5.75%	5.75%
2	2	39,900	42,292	6.00%	6.00%
3	2	40,479	42,292	4.48%	4.48%
4	3	40,995	43,616	6.39%	6.39%
5	3	42,133	43,616	3.52%	3.52%
6	4	43,270	46,061	6.45%	6.45%
7	4	44,392	46,061	3.76%	3.76%
8	5	46,049	48,812	6.00%	6.00%
9	6	47,159	48,989	6.00%	6.00%
10	7	48,881	51,814	6.00%	6.00%
11	8	50,019	53,595	7.15%	7.15%
12	8	51,905	53,595	3.28%	3.28%
13	9	54,090	58,028	7.28%	7.28%
14	9	56,334	58,028	3.01%	3.01%
15	10	58,587	60,930	4.00%	4.00%
16	11	60,902	63,338	4.00%	4.00%
17	12	63,925	66,482	4.00%	4.00%
18	13	68,250	72,020	4.00%	4.00%
19	14	70,485	73,304	4.00%	4.00%
20	15	71,985	74,864	4.00%	4.00%
21	16	73,485	76,424	4.00%	4.00%

M+30		Proposed		% Increase	
2005-06	2006-07	2005-06	2006-07	2005-06	2006-07
1	1	\$40,500	\$42,829	5.75%	5.75%
2	2	40,950	43,305	5.75%	5.75%
3	2	41,855	43,305	3.46%	3.46%
4	3	42,888	45,355	5.75%	5.75%
5	3	44,021	45,355	3.03%	3.03%
6	4	45,152	47,745	5.74%	5.74%
7	4	46,269	47,745	3.19%	3.19%
8	5	48,008	50,480	5.15%	5.15%
9	6	49,117	51,647	5.15%	5.15%
10	7	50,830	53,448	5.15%	5.15%
11	8	51,923	55,017	5.96%	5.96%
12	8	53,545	55,017	2.75%	2.75%
13	9	55,767	59,531	6.75%	6.75%
14	9	58,014	59,531	2.61%	2.61%
15	10	60,334	63,200	4.75%	4.75%
16	11	62,747	65,727	4.75%	4.75%
17	12	65,565	68,679	4.75%	4.75%
18	13	70,500	73,144	3.75%	3.75%
19	14	72,080	74,783	3.75%	3.75%
20	15	73,580	76,339	3.75%	3.75%
21	16	75,080	77,896	3.75%	3.75%

M+45		Proposed		% Increase	
2005-06	2006-07	2005-06	2006-07	2005-06	2006-07
1	1	\$40,500	\$42,829	5.75%	5.75%
2	2	40,950	43,305	5.75%	5.75%
3	2	41,855	43,305	3.46%	3.46%
4	3	42,888	45,466	6.01%	6.01%
5	3	44,021	45,466	3.28%	3.28%
6	4	45,152	47,861	6.00%	6.00%
7	4	46,269	47,861	3.44%	3.44%
8	5	48,008	50,888	6.00%	6.00%
9	6	49,117	52,064	6.00%	6.00%
10	7	50,830	53,880	6.00%	6.00%
11	8	51,923	55,151	6.22%	6.22%
12	8	53,545	55,151	3.00%	3.00%
13	9	55,767	58,608	6.89%	6.89%
14	9	58,014	59,608	2.75%	2.75%
15	10	60,334	63,351	5.00%	5.00%
16	11	62,747	65,884	5.00%	5.00%
17	12	65,565	68,843	5.00%	5.00%
18	13	70,500	73,320	4.00%	4.00%
19	14	72,080	74,963	4.00%	4.00%
20	15	73,580	76,523	4.00%	4.00%
21	16	75,080	78,083	4.00%	4.00%

M+30		Proposed		% Increase	
2005-06	2006-07	2005-06	2006-07	2005-06	2006-07
1	1	\$ 39,500	\$41,771	5.75%	5.75%
2	2	39,900	42,200	5.76%	5.76%
3	2	40,479	42,200	4.25%	4.25%
4	3	40,995	43,516	6.16%	6.16%
5	3	42,133	43,516	3.28%	3.28%
6	4	43,270	45,879	6.03%	6.03%
7	4	44,392	45,879	3.35%	3.35%
8	5	46,049	48,687	5.75%	5.75%
9	6	47,159	49,871	5.75%	5.75%
10	7	48,881	51,692	5.75%	5.75%
11	8	50,019	53,470	6.90%	6.90%
12	8	51,905	53,470	3.02%	3.02%
13	9	54,090	57,883	7.01%	7.01%
14	9	56,334	57,883	2.75%	2.75%
15	10	58,587	60,784	3.75%	3.75%
16	11	60,902	63,186	3.75%	3.75%
17	12	63,925	66,322	3.75%	3.75%
18	13	68,250	71,647	3.75%	3.75%
19	14	70,485	73,128	3.75%	3.75%
20	15	71,985	74,684	3.75%	3.75%
21	16	73,485	76,241	3.75%	3.75%

Nazareth Area School District
Teacher Negotiations
2007-08

PROPOSED 2007-08 SALARIES AND COST

STEP	No. Emp.	Salary B	Cost B	M	Salary M	Cost M	M+15	Salary M+15	Cost M+15	M+30	Salary M+30	Cost M+30	M+45	Salary M+45	Cost M+45
1	0	\$41,775	\$0	0	\$43,775	\$0	0	\$44,775	\$0	0	\$45,775	\$0	0	\$46,775	\$0
2	10	42,036	420,356	0	44,278	0	0	44,278	0	0	45,398	0	0	45,398	0
3	30	42,572	1,277,168	6	44,732	260,392	1	44,830	44,830	1	45,398	45,903	0	45,398	0
4	27	44,037	1,188,989	6	46,127	484,335	1	46,233	46,233	1	46,800	45,903	0	45,903	45,903
5	17	45,541	791,204	10.5	48,632	680,844	1	48,364	48,364	1	48,076	0	0	48,194	0
6	14	49,520	694,673	8.5	51,132	434,619	3	51,263	153,768	2	50,132	100,264	0	50,254	0
7	5	50,392	251,961	12	52,364	628,370	0	52,488	0	0	53,004	106,009	1	53,433	53,433
8	3	52,314	156,943	10	54,276	542,762	1	54,405	54,405	0	54,229	0	0	54,667	0
9	6	54,040	324,242	8.5	56,143	477,220	4	56,275	225,101	5	56,120	0	0	56,574	0
10	4	58,235	232,942	12.5	60,198	752,479	1	60,349	60,349	0	57,768	288,839	1	57,909	57,909
11	1	61,270	61,270	1.8	63,215	113,788	0	63,366	0	0	61,912	0	0	61,993	0
12	1	63,666	63,666	2	65,713	131,427	0	65,872	0	0	65,728	0	0	65,885	0
13	1	67,206	67,206	2	68,975	137,950	0	69,141	0	0	68,357	0	0	68,520	0
14	3	73,372	220,116	1	74,721	74,721	0	74,901	0	2	71,427	142,853	1	71,597	71,597
15	0	74,284	0	1	76,419	76,419	0	77,703	0	1	76,070	76,070	0	76,253	0
16	22	76,775	1,689,048	44	78,529	3,465,284	1	79,099	79,099	0	78,373	0	0	77,962	0
17	2	76,975	153,950	44	78,529	3,465,284	1	79,099	79,099	8	80,232	641,858	1	80,816	80,816

TOTAL	146		\$7,593,732	133.8		\$9,258,611	13		\$712,138	21		\$1,401,796	5		\$309,658
Total Employees		318.8													
Total Cost	\$18,275,935														
2006-07 Total Salaries	\$17,469,415		\$826,520		\$17,327 Ave Salary	\$2,530 Ave Salary Increase									
Difference	\$806,520	4.62%													

Note: Steps 14-17 in 2007-08 will be \$1,500 less than the listed salary below. The \$1,500 is a one time adjustment for those steps.

B	2006-07	2007-08	B	2006-07	2007-08	Proposed 2007-08	% Increase
0			0			\$ 41,775	
1			1			42,036	6.00%
2			2			42,572	6.00%
3			3			44,037	6.00%
4			4			44,037	6.00%
5			5			46,541	6.00%
6			6			46,541	6.00%
7			7			49,820	6.00%
8			8			49,820	6.00%
9			9			51,467	6.00%
10			10			51,467	6.00%
11			11			55,986	6.00%
12			12			55,986	6.00%
13			13			61,218	6.00%
14			14			61,218	6.00%
15			15			70,550	6.00%
16			16			71,427	6.00%
17			17			72,983	6.00%
18			18			76,775	6.00%
19			19			76,775	6.00%
20			20			77,935	6.00%
21			21			77,935	6.00%
22			22			82,232	6.00%
23			23			82,232	6.00%
24			24			88,362	6.00%
25			25			88,362	6.00%
26			26			95,004	6.00%
27			27			95,004	6.00%
28			28			102,229	6.00%
29			29			102,229	6.00%
30			30			110,162	6.00%
31			31			110,162	6.00%
32			32			119,172	6.00%
33			33			119,172	6.00%
34			34			129,514	6.00%
35			35			129,514	6.00%
36			36			141,488	6.00%
37			37			141,488	6.00%
38			38			155,586	6.00%
39			39			155,586	6.00%
40			40			171,529	6.00%
41			41			171,529	6.00%
42			42			189,609	6.00%
43			43			189,609	6.00%
44			44			209,983	6.00%
45			45			209,983	6.00%
46			46			233,179	6.00%
47			47			233,179	6.00%
48			48			258,586	6.00%
49			49			258,586	6.00%
50			50			286,694	6.00%
51			51			286,694	6.00%
52			52			317,894	6.00%
53			53			317,894	6.00%
54			54			352,775	6.00%
55			55			352,775	6.00%
56			56			391,745	6.00%
57			57			391,745	6.00%
58			58			435,305	6.00%
59			59			435,305	6.00%
60			60			484,194	6.00%
61			61			484,194	6.00%
62			62			538,586	6.00%
63			63			538,586	6.00%
64			64			600,000	6.00%
65			65			600,000	6.00%
66			66			669,141	6.00%
67			67			669,141	6.00%
68			68			747,000	6.00%
69			69			747,000	6.00%
70			70			834,305	6.00%
71			71			834,305	6.00%
72			72			931,529	6.00%
73			73			931,529	6.00%
74			74			1,040,000	6.00%
75			75			1,040,000	6.00%
76			76			1,161,305	6.00%
77			77			1,161,305	6.00%
78			78			1,306,000	6.00%
79			79			1,306,000	6.00%
80			80			1,466,000	6.00%
81			81			1,466,000	6.00%
82			82			1,641,529	6.00%
83			83			1,641,529	6.00%
84			84			1,834,000	6.00%
85			85			1,834,000	6.00%
86			86			2,045,000	6.00%
87			87			2,045,000	6.00%
88			88			2,276,000	6.00%
89			89			2,276,000	6.00%
90			90			2,628,000	6.00%
91			91			2,628,000	6.00%
92			92			3,004,000	6.00%
93			93			3,004,000	6.00%
94			94			3,408,000	6.00%
95			95			3,408,000	6.00%
96			96			3,843,000	6.00%
97			97			3,843,000	6.00%
98			98			4,313,000	6.00%
99			99			4,313,000	6.00%
100			100			4,822,000	6.00%
101			101			4,822,000	6.00%
102			102			5,375,000	6.00%
103			103			5,375,000	6.00%
104			104			6,000,000	6.00%
105			105			6,000,000	6.00%
106			106			6,700,000	6.00%
107			107			6,700,000	6.00%
108			108			7,490,000	6.00%
109			109			7,490,000	6.00%
110			110			8,380,000	6.00%
111			111			8,380,000	6.00%
112			112			9,380,000	6.00%
113			113			9,380,000	6.00%
114			114			10,500,000	6.00%
115			115			10,500,000	6.00%
116			116			11,750,000	6.00%
117			117			11,750,000	6.00%
118			118			13,150,000	6.00%
119			119			13,150,000	6.00%
120			120			14,700,000	6.00%
121			121			14,700,000	6.00%
122			122			16,400,000	6.00%
123			123			16,400,000	6.00%
124			124			18,250,000	6.00%
125			125			18,250,000	6.00%
126			126			20,250,000	6.00%
127			127			20,250,000	6.00%
128			128			22,400,000	6.00%
129			129			22,400,000	6.00%
130			130			24,700,000	6.00%
131			131			24,700,000	6.00%
132			132			27,150,000	6.00%
133			133			27,150,000	6.00%
134			134			29,750,000	6.00%
135			135			29,750,000	6.00%
136			136			32,500,000	6.00%
137			137			32,500,000	6.00%
138			138			35,400,000	6.00%
139			139			35,400,000	6.00%
140			140			38,450,000	6.00%
141			141			38,450,000	6.00%
142			142			41,650,000	6.00%
143			143			41,650,000	6.00%
144			144			45,000,000	6.00%
145			145			45,000,000	6.00%
146			146			48,500,000	6.00%
147			147			48,500,000	6.00%
148			148			52,150,000	6.00%
149			149			52,150,000	6.00%
150			150			56,050,000	6.00%
151			151			56,050,000	6.00%
152			152			60,200,000	6.00%
153			153			60,200,000	6.00%
154			154			64,600,000	6.00%
155			155			64,600,000	6.00%
156			156			69,250,000	6.00%
157			157			69,250,000	6.00%
158			158			74,150,000	6.00%
159			159			74,150,000	6.00%
160			160			79,300,000	6.00%
161			161			79,300,000	6.00%
162			162			84,700,000	6.00%
163			163			84,700,000	6.00%
164			164			90,350,000	6.00%
165			165			90,350,000	6.00%
166			166			96,250,000	6.00%
167			167			96,250,000	6.00%
168			168			102,400,000	6.00%
169			169			102,400,000	6.00%
170			170			108,800,000	6.00%
171			171			108,800,000	6.00%
172			172			115,450,000	6.00%
173			173			115,450,000	6.00%
174			174			122,350,000	6.00%
175			175			122,350,000	6.00%
176			176			129,500,000	6.00%
177			177			129,500,000	6.00%
178			178			136,900,000	6.00%
179			179			136,900,000	6.00%
180			180			144,550,000	6.00%
181			181			144,550,000	6.00%
182			182			152,450,000	6.00%
183			183			152,450,000	6.00%
184			184			160,600,000	6.00%
185			185			160,600,000	6.00%
186			186			169,000,000	6.00%
187			187			169,000,000	6.00%
188			188			177,650,000	6.00%
189			189			177,650,000	6.00%
190			190			186,550,000	6.00%
191			191			186,550,000	6.00%
192			192			195,700,000	6.00%
193			193			195,700,000	6.00%
194			194			205,100,000	6.00%
195			195			205,100,000	6.00%
196			196			214,750,000	6.00%
197			197			214,750,000	6.00%
198			198			224,650,000	6.00%
199			199			224,650,000	6.00%
200			200			234,800,000	6.00%
201			201			234,800,000	6.00%
202			202			245,200,000	6.00%
203			203			245,200,000	6.00%
204			204			256,850,000	6.00%
205			205			256,850,000	6.00%
206			206			268,750,000	6.00%
207</							

Nazareth Area School District
Teacher Negotiations
2008-09

PROPOSED 2008-09 SALARIES AND COST

STEP	No. Emp.	Salary B	Cost B	M	Salary M	Cost M	M+15	Salary M+15	Cost M+15	M+30	Salary M+30	Cost M+30	M+45	Salary M+45	Cost M+45
1	0	\$43,750	\$0	0	\$45,750	\$0	0	\$46,750	\$0	0	\$47,750	\$0	0	\$48,750	\$0
2	0	44,073	0	0	46,183	0	0	47,238	0	0	48,293	0	0	49,348	0
3	10	44,348	443,476	0	46,713	0	0	46,713	0	0	47,895	0	0	47,895	0
4	30	44,813	1,347,398	6	47,192	283,154	0	47,295	47,295	0	47,895	0	0	47,895	0
5	27	46,459	1,254,383	10.5	48,684	510,974	1	48,776	48,776	1	48,428	48,428	1	48,428	48,428
6	17	48,815	831,555	14	51,005	714,070	1	50,671	50,671	2	52,473	104,947	0	50,835	0
7	14	52,349	732,880	8.5	53,944	458,523	3	54,071	162,214	2	55,920	111,839	0	52,551	0
8	5	53,164	265,819	12	55,265	663,182	0	55,333	0	0	57,108	0	1	56,372	56,372
9	3	55,212	165,637	10	57,159	571,593	1	57,239	57,239	0	58,882	0	0	57,515	0
10	6	56,337	338,023	8.5	58,434	496,689	4	58,526	234,105	5	60,038	300,191	0	59,402	0
11	4	60,524	242,096	12.5	62,474	780,821	1	62,624	62,624	0	64,172	0	1	60,145	60,145
12	1	63,549	63,549	1.8	65,478	117,861	0	65,636	0	0	68,002	0	0	64,213	0
13	1	66,862	66,862	2	68,927	137,853	0	69,040	0	0	71,590	0	0	68,125	0
14	1	70,539	70,539	2	72,283	144,566	0	72,315	0	2	74,826	0	0	71,713	0
15	3	75,940	227,820	1	78,083	78,083	0	78,271	0	1	81,472	149,553	1	74,890	74,890
16	22	79,078	1,739,720	45	80,885	3,639,820	1	81,472	81,472	8	82,639	661,108	0	78,922	0
17	2	79,278	158,556										1	83,241	83,241

TOTAL	146		\$7,948,403	133.8		\$8,597,297	13		\$744,395	21		\$1,454,898	5		\$323,075
Total Employees		318.8													
Total Cost	\$19,068,068		\$59,812 Ave Salary			\$2,485 Ave Salary Increase									

2007-08 Total Salaries	\$18,275,935
Difference	\$792,133
	4.33%

Note: Steps 15-17 in 2008-09 will be \$1,500 less than the listed salary below. The \$1,500 is a one time adjustment for those steps.

B	2007-08	B	2008-09	Proposed	%	
				2008-09	Increase	
0				\$ 43,750		
1		1		41,775	44,073	5.50%
2		2		42,036	44,348	5.50%
3		3		42,572	44,913	5.50%
4		4		44,037	46,459	5.50%
5		5		44,037	46,459	5.50%
6		6		46,541	48,915	5.10%
7		7		49,620	52,349	5.50%
8		8		50,392	53,164	5.50%
9		9		52,314	55,212	5.54%
10		10		54,040	56,337	4.25%
11		11		58,235	60,524	3.93%
12		12		61,270	63,549	3.72%
13		13		63,666	66,952	5.16%
14		14		67,206	70,539	4.96%
15		15		73,372	75,940	3.50%
16		16		76,775	78,078	3.00%
17		17		76,975	79,278	

M	2007-08	M	2008-09	Proposed	%	
				2008-09	Increase	
0				\$ 45,750		
1		1		43,775	46,183	5.50%
2		2		44,278	46,713	5.50%
3		3		44,732	47,192	5.50%
4		4		44,732	47,192	5.50%
5		5		46,127	48,664	5.50%
6		6		46,632	49,005	4.88%
7		7		51,132	53,844	5.50%
8		8		52,364	55,265	5.54%
9		9		54,276	57,158	5.31%
10		10		56,143	58,434	4.08%
11		11		60,198	62,474	3.78%
12		12		63,215	65,478	3.59%
13		13		66,713	69,927	4.89%
14		14		68,975	72,293	4.81%
15		15		74,721	78,083	4.50%
16		16		76,419	80,885	5.84%
17		17		78,529	80,885	3.00%

M+15	2007-08	M+15	2008-09	Proposed	%	
				2008-09	Increase	
0				\$ 46,750		
1		1		44,775	47,238	5.50%
2		2		44,278	46,713	5.50%
3		3		44,830	47,295	5.50%
4		4		44,830	47,295	5.50%
5		5		46,233	48,776	5.50%
6		6		46,364	48,776	5.50%
7		7		51,253	54,071	5.50%
8		8		52,488	55,333	5.42%
9		9		54,405	57,239	5.21%
10		10		56,275	58,526	4.00%
11		11		60,349	62,624	3.77%
12		12		63,368	65,636	3.58%
13		13		65,872	69,040	4.81%
14		14		69,141	72,315	4.59%
15		15		74,901	78,271	4.50%
16		16		77,703	81,472	4.85%
17		17		78,099	81,472	3.00%

M+30	2007-08	M+30	2008-09	Proposed	%	
				2008-09	Increase	
0				\$ 47,750		
1		1		45,775	48,283	5.50%
2		2		45,398	47,895	5.50%
3		3		45,903	48,428	5.50%
4		4		45,903	48,428	5.50%
5		5		48,076	50,720	5.50%
6		6		48,076	50,720	5.50%
7		7		50,132	52,473	4.67%
8		8		53,004	55,920	5.50%
9		9		54,229	57,108	5.31%
10		10		56,170	58,982	5.10%
11		11		57,768	60,038	3.93%
12		12		61,912	64,172	3.65%
13		13		65,728	68,002	3.48%
14		14		68,357	71,590	4.73%
15		15		71,427	74,826	4.76%
16		16		76,070	78,732	3.50%
17		17		78,373	82,639	5.44%
18		18		80,232	82,639	3.00%

M+45	2007-08	M+45	2008-09	Proposed	%	
				2008-09	Increase	
0				\$ 48,750		
1		1		46,775	49,348	5.50%
2		2		45,398	47,895	5.50%
3		3		45,903	48,428	5.50%
4		4		45,903	48,428	5.50%
5		5		48,194	50,835	5.48%
6		6		48,194	50,835	5.48%
7		7		50,254	52,551	4.57%
8		8		53,433	56,372	5.50%
9		9		54,667	57,515	5.21%
10		10		56,574	59,402	5.00%
11		11		57,909	60,145	3.86%
12		12		61,993	64,213	3.58%
13		13		65,885	68,125	3.40%
14		14		71,597	74,890	4.66%
15		15		76,253	78,922	3.50%
16		16		77,962	83,241	6.77%
17		17		80,816	83,241	3.00%

Nazareth Area School District
Teacher Negotiations
2009-10

PROPOSED 2009-10 SALARIES AND COST

STEP	B	B	M	M	M	M+15	M+15	M+15	M+30	M+30	M+30	M+30	M+45	M+45	M+45
1	0	\$45,500	0	\$47,500	\$0	0	\$48,500	\$0	0	\$49,500	\$0	0	\$50,500	\$0	0
2	0	46,200	0	48,312	0	0	49,415	0	0	50,424	0	0	51,480	0	0
3	0	46,941	0	49,059	0	0	50,162	0	0	51,224	0	0	52,285	0	0
4	10	46,831	468,310	0	49,329	0	49,375	0	0	50,578	0	0	51,578	0	0
5	30	47,429	1,422,878	6	49,835	299,010	49,991	0	0	51,140	51,140	1	51,140	51,140	0
6	27	49,060	1,324,629	10.5	51,389	539,598	51,556	0	0	53,561	0	0	53,682	0	0
7	17	51,854	878,122	14	53,861	764,058	53,999	2	2	56,412	110,824	0	55,494	0	0
8	14	55,280	773,921	8.5	56,965	484,200	57,153	0	0	59,051	118,102	1	59,529	59,529	0
9	5	56,141	280,704	12	58,360	700,320	58,487	0	0	60,306	0	0	60,736	0	0
10	3	58,304	174,913	10	59,929	597,876	59,929	0	0	62,285	0	0	62,729	0	0
11	6	58,929	353,572	8.5	61,122	519,538	61,277	5	5	62,800	313,989	1	62,912	62,912	0
12	4	63,308	253,233	12.5	65,348	816,845	65,568	0	0	67,124	0	0	67,167	0	0
13	1	66,472	66,472	1.8	68,490	123,283	68,721	0	0	71,130	0	0	71,259	0	0
14	1	70,031	70,031	2	72,097	144,186	72,285	0	0	74,883	0	0	75,012	0	0
15	1	73,784	73,784	2	75,616	151,236	75,714	0	0	78,268	156,537	0	78,335	78,335	0
16	25	81,451	2,036,275	46	83,311	3,832,314	83,997	2	2	85,118	766,062	1	85,738	85,738	0
17	2	81,651	163,301	46	83,311	3,832,314	83,997	1	1	85,118	766,062	1	85,738	85,738	0

TOTAL	146	\$8,340,145	133.8	\$8,962,463	13	\$781,168	21	\$1,516,664	5	\$337,653
Total Employees	318.8									
Total Cost	\$19,938,093	\$62,541 Ave. Salary	\$2,728 Ave. Salary Increase							
2008-09 Total Salaries	\$19,068,068									
Difference	\$870,025	4.56%								

Nazareth Area School District
Teacher Negotiations
2010-11

PROPOSED 2010-11 SALARIES AND COST

STEP	B	B	B	M	M	M	M+15	M+15	M+15	M+30	M+30	M+30	M+45	M+45	M+45
1	0	\$47,000	\$0	0	\$49,000	\$0	\$50,000	\$0	0	\$51,000	\$0	0	\$52,000	\$0	0
2	0	48,230	0	0	50,350	0	51,410	0	0	52,470	0	0	53,561	0	0
3	0	48,972	0	0	51,211	0	52,380	0	0	53,449	0	0	54,620	0	0
4	0	49,333	0	0	51,695	0	52,926	0	0	54,057	0	0	55,290	0	0
5	10	49,641	486,408	0	52,288	0	52,338	0	0	53,612	0	0	53,663	0	0
6	30	49,600	1,494,009	6	52,327	313,961	52,490	52,490	1	54,208	54,208	1	54,260	54,260	0
7	27	51,513	1,390,860	10.5	53,959	566,568	54,134	54,134	0	56,775	0	0	56,868	0	0
8	17	54,237	922,029	14	56,554	781,760	56,773	56,773	2	58,737	117,475	0	58,879	0	0
9	14	58,044	812,517	8.5	59,813	508,410	60,194	60,194	2	62,994	125,188	1	63,160	63,160	0
10	5	58,948	294,740	12	61,278	735,336	61,411	61,411	0	63,925	0	0	64,441	0	0
11	3	60,636	181,909	10	62,179	621,791	62,326	62,326	0	66,022	0	0	66,555	0	0
12	6	61,266	367,715	8.5	63,567	540,318	63,728	63,728	5	66,568	332,839	1	66,750	66,750	0
13	4	66,640	263,361	12.5	67,962	849,519	68,190	68,190	0	71,150	0	0	71,264	0	0
14	1	69,796	69,796	1.8	71,915	129,447	72,157	72,157	0	75,398	0	0	75,605	0	0
15	1	73,533	73,533	2	75,702	151,404	75,899	75,899	0	79,376	0	0	79,587	0	0
16	1	78,137	78,137	2	80,004	160,008	80,256	80,256	0	82,865	165,929	1	83,114	83,114	0
17	2	84,623	168,247						2			1			
18	25	84,423	2,110,586	46	85,811	3,947,283	86,517	86,517	9	87,671	789,043	1	88,524	88,524	0
TOTAL	146		\$8,724,947	133.8		\$9,315,806		\$815,804	21		\$1,584,683	5		\$355,807	
Total Employees			318.8												
Total Cost		\$20,797,047			\$65,235 Ave. Salary	\$2,694 Ave. Salary Increase									
2009-10 Total Salaries		\$19,836,093													
Difference		\$958,954													
		4.31%													

Note: Steps 16L - 17 in 2010-11 will be \$1,500 less than the listed salary below. The \$1,500 is a one time adjustment for those steps.

B	2009-10		2010-11		Proposed	% Increase
	2009-10	2010-11	2009-10	2010-11		
0					\$ 47,000	
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						

M	2009-10		2010-11		Proposed	% Increase
	2009-10	2010-11	2009-10	2010-11		
0					\$ 49,000	
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
16L						
17						

M+15	2009-10		2010-11		Proposed	% Increase
	2009-10	2010-11	2009-10	2010-11		
0					\$ 50,000	
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
16L						
17						

M+30	2009-10		2010-11		Proposed	% Increase
	2009-10	2010-11	2009-10	2010-11		
0					\$ 51,000	
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
16L						
17						

M+45	2009-10		2010-11		Proposed	% Increase
	2009-10	2010-11	2009-10	2010-11		
0					\$ 52,000	
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
16L						
17						

M+15	2009-10		2010-11		Proposed	% Increase
	2009-10	2010-11	2009-10	2010-11		
0					\$ 53,000	
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
16L						
17						

M+30	2009-10		2010-11		Proposed	% Increase
	2009-10	2010-11	2009-10	2010-11		
0					\$ 54,000	
1						
2						
3						
4						
5						
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11						
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14						
15						
16						
16L						
17						

**Step Progression at 4.49%
Over Five Years**

Nazareth Area School District
 Teacher Negotiations
 2006-07

	B		Proposed 2010-11	Total Salary Increase	Total % Increase	Annual Average (Total % Inc./5)
	2005-06	2010-11				
1	5	\$37,500	\$49,641	\$12,141	32.4%	6.5%
2	6	37,800	49,800	12,000	31.7%	6.3%
3	6	38,550	49,800	11,250	29.2%	5.8%
4	7	39,100	51,513	12,413	31.7%	6.3%
5	7	40,244	51,513	11,269	28.0%	5.6%
6	8	41,386	54,237	12,851	31.1%	6.2%
7	8	42,521	54,237	11,716	27.6%	5.5%
8	9	44,266	58,044	13,778	31.1%	6.2%
9	10	45,383	58,948	13,565	29.9%	6.0%
10	11	47,114	60,636	13,522	28.7%	5.7%
11	12	48,213	61,286	13,073	27.1%	5.4%
12	12	50,265	61,286	11,021	21.9%	4.4%
13	13	52,450	65,840	13,390	25.5%	5.1%
14	13	54,600	65,840	11,240	20.6%	4.1%
15	14	56,784	69,796	13,012	22.9%	4.6%
16	15	59,005	73,533	14,528	24.6%	4.9%
17	16	62,285	78,137	15,852	25.5%	5.1%
18	16L	68,000	84,423	16,423	24.2%	4.8%
19	16L	68,845	84,423	15,578	22.6%	4.5%
20	16L	70,345	84,423	14,078	20.0%	4.0%
21	16L	71,845	84,423	12,578	17.5%	3.5%
22	16L	72,045	84,623	12,578	17.46%	3.49%

**Nazareth Area School District
Teacher Negotiations
2006-07**

M	M	2005-06		Proposed Total Salary 2010-11	Total % Increase	Annual Average (Total % Inc./5)
		2010-11	2005-06			
1	5	\$	39,500	\$52,288	32.4%	6.5%
2	6		39,900	52,327	31.1%	6.2%
3	6		40,479	52,237	29.0%	5.8%
4	7		40,995	53,959	31.6%	6.3%
5	7		42,133	53,959	28.1%	5.6%
6	8		43,270	56,554	30.7%	6.1%
7	8		44,392	56,554	27.4%	5.5%
8	9		46,049	59,813	29.9%	6.0%
9	10		47,159	61,278	29.9%	6.0%
10	11		48,881	62,179	27.2%	5.4%
11	12		50,019	63,567	27.1%	5.4%
12	12		51,905	63,567	22.5%	4.5%
13	13		54,090	67,962	25.6%	5.1%
14	13		56,334	67,962	20.6%	4.1%
15	14		58,587	71,915	22.7%	4.5%
16	15		60,902	75,702	24.3%	4.9%
17	16		63,925	80,004	25.2%	5.0%
18	16L		69,250	85,811	23.9%	4.8%
19	16L		70,485	85,811	21.7%	4.3%
20	16L		71,985	85,811	19.2%	3.8%
21	16L		73,485	85,811	16.8%	3.4%

**Nazareth Area School District
Teacher Negotiations
2006-07**

	M+15 2005-06	M+15 2010-11	2005-06	Proposed Total Salary 2010-11	Total Salary Increase	Total % Average Increase % Inc./5
1	5	\$ 39,500	\$52,338	\$12,838	32.5%	6.5%
2	6	39,900	52,490	12,590	31.6%	6.3%
3	6	40,479	52,490	12,011	29.7%	5.9%
4	7	40,995	54,134	13,139	32.1%	6.4%
5	7	42,133	54,134	12,001	28.5%	5.7%
6	8	43,270	56,773	13,503	31.2%	6.2%
7	8	44,392	56,773	12,381	27.9%	5.6%
8	9	46,049	60,154	14,105	30.6%	6.1%
9	10	47,159	61,411	14,252	30.2%	6.0%
10	11	48,881	62,326	13,445	27.5%	5.5%
11	12	50,019	63,728	13,709	27.4%	5.5%
12	12	51,905	63,728	11,823	22.8%	4.6%
13	13	54,090	68,190	14,100	26.1%	5.2%
14	13	56,334	68,190	11,856	21.0%	4.2%
15	14	58,587	72,157	13,570	23.2%	4.6%
16	15	60,902	75,899	14,997	24.6%	4.9%
17	16	63,925	80,256	16,331	25.5%	5.1%
18	16L	69,250	86,517	17,267	24.9%	5.0%
19	16L	70,485	86,517	16,032	22.7%	4.5%
20	16L	71,985	86,517	14,532	20.2%	4.0%
21	16L	73,485	86,517	13,032	17.7%	3.5%

Nazareth Area School District
 Teacher Negotiations
 2006-07

	M+30		Proposed	Total Salary		Total % Average
	2005-06	2010-11		2010-11	Increase	
1	5	\$40,500	\$53,612	\$13,112	32.4%	6.5%
2	6	40,950	54,208	13,258	32.4%	6.5%
3	6	41,855	54,208	12,353	29.5%	5.9%
4	7	42,888	56,775	13,887	32.4%	6.5%
5	7	44,021	56,775	12,754	29.0%	5.8%
6	8	45,152	58,737	13,585	30.1%	6.0%
7	8	46,269	58,737	12,468	26.9%	5.4%
8	9	48,008	62,594	14,586	30.4%	6.1%
9	10	49,117	63,925	14,808	30.1%	6.0%
10	11	50,830	66,022	15,192	29.9%	6.0%
11	12	51,923	66,568	14,645	28.2%	5.6%
12	12	53,545	66,568	13,023	24.3%	4.9%
13	13	55,767	71,150	15,383	27.6%	5.5%
14	13	58,014	71,150	13,136	22.6%	4.5%
15	14	60,334	75,398	15,064	25.0%	5.0%
16	15	62,747	79,376	16,629	26.5%	5.3%
17	16	65,565	82,965	17,400	26.5%	5.3%
18	16L	70,500	87,671	17,171	24.4%	4.9%
19	16L	72,080	87,671	15,591	21.6%	4.3%
20	16L	73,580	87,671	14,091	19.2%	3.8%
21	16L	75,080	87,671	12,591	16.8%	3.4%

**Nazareth Area School District
Teacher Negotiations
2006-07**

	M+45 2005-06	M+45 2010-11	2005-06	Proposed Total Salary		Total % Average Increase % Inc./5)
				2010-11	Increase	
1	5	\$40,500	\$53,663	\$13,163	32.5%	6.5%
2	6	40,950	54,260	13,310	32.5%	6.5%
3	6	41,855	54,260	12,405	29.6%	5.9%
4	7	42,888	56,956	14,068	32.8%	6.6%
5	7	44,021	56,956	12,935	29.4%	5.9%
6	8	45,152	58,879	13,727	30.4%	6.1%
7	8	46,269	58,879	12,610	27.3%	5.5%
8	9	48,008	63,160	15,152	31.6%	6.3%
9	10	49,117	64,441	15,324	31.2%	6.2%
10	11	50,830	66,555	15,725	30.9%	6.2%
11	12	51,923	66,750	14,827	28.6%	5.7%
12	12	53,545	66,750	13,205	24.7%	4.9%
13	13	55,767	71,264	15,497	27.8%	5.6%
14	13	58,014	71,264	13,250	22.8%	4.6%
15	14	60,334	75,605	15,271	25.3%	5.1%
16	15	62,747	79,587	16,840	26.8%	5.4%
17	16	65,565	83,114	17,549	26.8%	5.4%
18	16L	70,500	88,524	18,024	25.6%	5.1%
19	16L	72,080	88,524	16,444	22.8%	4.6%
20	16L	73,580	88,524	14,944	20.3%	4.1%
21	16L	75,080	88,524	13,444	17.9%	3.6%