

SUMMARY OF TENTATIVE AGREEMENT  
BETWEEN  
SEACOAST EDUCATION ASSOCIATION (SEA)  
AND THE  
SAU#21 SCHOOL BOARDS

- 2 year Collective Bargaining Agreement for July 1, 2016 – June 30, 2018.
- Salary Schedule: (Appendix A)
  - Year 1: 2.25% increase
  - Staff will advance one step in 2016-2017.
  - Year 2: 2.0% increase
  - Staff will advance one step in 2017-2018.
- Longevity stipends will increase by \$100 starting in Year 1 and \$50 in Year 2:
  - Current 15 year stipend of \$1,811 will increase 2016-2017 to \$1,911, 2017-2018 to \$1,961;
  - Current 20 year stipend of \$2,139 will increase 2016-2017 to \$2,239, 2017-2018 to \$2,289
- CAGS increase from \$1,545 to \$1,645; PhD increase from \$1,803 to \$1,903
- Retirement stipend will increase from \$550 to \$600 per year of service.
- Multiple health changes- (Appendix C).
  1. Comp 1000 Plan eliminated by the provider in Year 1.
  2. Year 2 a prescription change to R10/25/40 M10/40/70 resulting in rate decrease of 3.26% for the AB15IPDED Plan and the BC3T5RDR Plan.
  3. Employees enrolled in Comp1000 Plan in 2015-2016 and change in Year 1 to either the AB15IPDED or ABSOS25/50 from the Comp1000 Plan will receive one-time payment of \$1,250.
- Teachers will be given electronic access to their evaluation.
- Course reimbursement will increase from \$150 to \$300 for professional development.

11/30/15  
12/22/15