



## MTI 2019-20 Bargaining Update

September 30, 2019

### Cost-of-Living Increase Ratified by MTI Membership and BOE: Pay Increases to Be Reflected on Future Checks

After MTI's membership ratified the Tentative Agreement for a 2.44% cost-of-living base-wage increase, the Board of Education did likewise on September 23, sending the agreement to the MMSD payroll department to process the increase on the upcoming payroll checks. Here is the tentative schedule on when MTI members can expect the increase to be reflected on their paycheck:

#### Teacher Payroll

**Continuing teachers** will receive their annual salary schedule "**step increase**" reflected on the **October 1** paycheck. Given improvements made to the salary schedule last school year, all continuing teachers will receive a step increase on October 1. The amount of the step increase varies depending on one's location on the salary schedule, with newer teachers receiving larger step increases to bring them to more professional pay levels. The "average" step increase is calculated at 2%.

**All teachers** will receive the negotiated **2.44%** base-wage increase to the salary schedule reflected on the **November 1** paycheck.

The 2.44% base-wage increase is **retroactive to July 1, 2019**. Because of the complications involving in calculating retro pay (e.g., summer school pay, ESY, etc.) the retro pay will most likely be reflected on a separate check in **early December**.

#### Bi-weekly Payroll (Hourly Employees)

Hourly employees receive salary schedule "step" and "longevity" increases on a schedule related to their hire date (i.e. these increases can occur throughout the year).

Hourly employees will receive the negotiated **2.44%** base-wage increase to the salary schedule reflected on their October 11 paycheck.

The 2.44% base-wage increase is **retroactive to July 1, 2019**. Because of the complications involving in calculating retro pay, the retro pay for hourly employees will also most likely be reflected on a separate check in **early December**.

#### [MMSD's Cost-of-Living Increase FAQ](#)