

**Letter of Agreement
Between
THREE RIVERS COMMUNITY SCHOOL DISTRICT and
Three Rivers Education Association**

Re: Schedule "C" - Extra Duty Assignments Calculation Language.

The following addendum agreement is between the Three Rivers Community Schools and TREA.

The District and TREA have agreed to add the following calculation language into Schedule C of the current TREA Contract (August 14, 2023 to August 14, 2026).

Section 1: Athletic Assignments

The following pay rates apply to athletic extra-duty assignments, which are calculated as a percentage based on BA lane steps 1-5 of the current adopted salary schedule. Upon reaching year 6 in athletic assignments, individuals with the necessary credentials qualifying their base salary for advanced Schedule A lanes (BA35, MA, or MA+10) will have their percentage rates adjusted to the BA35/MA lane for steps 6-11. Step advancement is capped at step 11. Individuals without the required credentials for Schedule A lane advancement will be capped at step 5. All extra-duty co-curricular assignments will start at step 1, regardless of teaching experience, unless the individual has prior experience in the specific area of the extra-duty responsibility.

Section 2: Other Activity Assignments

The following pay rates apply to other activity extra-duty assignments, which are also calculated as a percentage based on BA lane steps 1-5 of the current adopted salary schedule. After year 6 in these assignments, individuals with credentials qualifying their base salary for advanced Schedule A lanes (BA35, MA, or MA+10) will have their percentage rates based on the BA35/MA lane starting from step 6. Step advancement is capped at the final step of the applicable lane in the adopted salary schedule. Individuals without the required credentials for Schedule A lane advancement will continue in the BA lane. All extra-duty co-curricular assignments will begin at step 1, regardless of teaching experience, unless the individual has prior experience in the specific area of the extra-duty responsibility.

This change is effective with the 24/25 academic year. No retroactive compensation will be issued for Other Activity extra duty assignments that were previously capped at steps 5 or 11 of the applicable schedule A lane.

Three Rivers Community School District

Three Rivers Education Association

By: Nikki Nash

By: B. T. Burg

Nikki Nash

Brian T Burg

Superintendent

President

Dated: September 26th, 2024

Dated: September 26th, 2024

This letter of agreement expires June 30th, 2026.