

TRI/Supplemental Pay Article 11

- TRI pay is for 10.5 days of Time, Responsibility and Incentive.
- These 10.5 days are controlled by HEA members for the purpose of instructional preparation and professional development. This may include planning, grading and other routine tasks.
- Staffs are expected to spend at least one third of this time in professional development activities. This may include group work/collaboration with colleagues, in-services, trainings/workshops, developing/implementing curriculum, District initiative work, National Board/Certification work, etc.
- The half day of orientation prior to the first student day is included in these 10.5 days.
- The TRI pay is documented by filling out the “check list” sheet each year that identifies what types of activities you performed in order to fulfill these days.
- Starting with the 2008-09 contract your TRI pay will be 15% of your cell on the salary schedule.
- TRI is prorated based on your FTE. If you have a .6 contract you will receive 60% of the 10.5 TRI days.
- Your TRI pay is sent to you in 12 monthly installments unless you opt out. Opt out is no longer available after the 2009-10 school year.
- HEA members may work 3 District Initiative Days. DID are not prorated and any member can choose to work the full day.
- DID are not part of your contract days so leave cannot be used if you fail to work any of these days. There will be opportunities to make up this time. This will include scheduled days or members can make

arrangements with their Principals to make up this time with approved activities.

- Learning Improvement Days are funded by the state and they are not prorated. They are a part of your contract so leave days can be used if you fail to work the LID.