West Sioux Community School District

HAWARDEN, IOWA

2020-2021

MASTER CONTRACT

Updated 06/16/2020

This is a contract between the West Sioux Education Association and the Board of Directors of the West Sioux Community School District.

The Board recognizes the West Sioux Education Association as the certified exclusive bargaining representative for all personnel as set forth in the PERB certification instrument (Case number 3245) issued by the PERB on August 11, 1986. The unit described in the above certification is as follows:

INCLUDED: All professional employees of the district, including teachers, counselors, librarians, federal program instructors, coaches, and all others employed in a professional capacity.

EXCLUDED: Superintendent, principals, all non-professional employees, and all others excluded by Section 4 of the Act.

The term "Board" as used in this agreement shall mean the Board of Education of the West Sioux Community School District or its duly authorized representatives. The term "Employee" as used in this agreement shall mean all professional employees represented by this association in the bargaining unit as defined and certified by the public employment relations board. The term "Association" as used in this agreement shall mean the West Sioux Education Association or its duly authorized representatives or agents.

ARTICLE ONE: GRIEVANCE PROCEDURE

A. A grievance shall mean a complaint that there has been an alleged violation, misinterpretation or misapplication of any of the specific provisions of this agreement.

B. (1) Every employee covered by this agreement shall have the right to present grievances in accordance with these procedures. If the issue involves five or more people, the Association may file the grievance commencing with the first step, and that grievance shall be a group grievance.

(2) The failure of the grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

(3) It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the teaching staff.

C. (1) First Step
An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his or her principal. This meeting shall be requested by the grievant within ten (10) working days of the event or discovery of alleged contract violation giving rise to the grievance.

(2) Second Step
If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the remedy requested. The filing of the formal, written grievance at the second step must be within fifteen (15) school days from the date of the conference at the first step. The principal shall make a decision on the grievance and communicate it in writing to the employee and the Association and the Superintendent within ten (10) school days after receipt of the grievance.

(3) Third Step
In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee or local Association shall file, within five (5) school days of receipt of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved and superintendent or his designee shall meet to resolve the grievance. This person shall not be the same person involved at the second step of the procedure. The superintendent or his designee shall file an answer with ten (10) school days of the third-step grievance meeting and communicate it in writing to the employee and the principal and the Association.

(4) Fourth Step
If the grievance is not resolved satisfactorily at the third step, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the Superintendent within thirty (30) days from receipt of the step three answer to enter such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties seven days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) days, the American Arbitration Association will be requested to provide a panel of five arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator shall be binding on the parties.

Expenses for the arbitrator's services shall be borne equally by the School District and the Association.

D. Any aggrieved person may be represented at all levels of the grievance procedure by the employee himself and/or a representative of the Association.

E. In the event a grievance is filed at such time that the grievance cannot be processed through all steps in the grievance procedure by the end of the school year, and the grievance left unresolved until the beginning of the following school year could result in foreseeable harm to an aggrieved person, the time limits set forth herein will be reduced so that the grievance procedure will be completed before the end of the school year or within thirty (30) days thereafter.

ARTICLE TWO: LEAVES

All leaves shall be allowed in one half day increments. Leave days for part-time employees will be pro-rated according to FTE.

A. Sick Leave

(1) West Sioux teachers shall be allowed fifteen (15) sick leave days each year until the maximum of one hundred five (105) days is accumulated.

(2) Up to 15 work days of leave for the birth or adoption of a child will be allowed by expending accrued sick leave at a rate of one sick day for each day of absence. Up to 15 additional work days of leave will be granted to the child-bearing parent using accrued sick leave. Additional days of accrued sick leave will be granted to the child-bearing parent with a note from the child-bearing parent's doctor.

(3) The Board may require medical evidence to confirm the need for sick leave.

(4) Employees shall be given a copy of a written accounting of accumulated sick leave days no later than September 20 of each school year.

(5) A Sick Leave Pool will be established to assist employees who have exhausted their sick leave days. Employees who wish to participate must enroll with the Association by September 15th. The Association will provide a list of participants to the Business manager by September 20th. Participants will donate 2 days to the pool and will be the only employees eligible to draw from the pool. The new pool year will begin on October 1st and end on September 30th or when all pool days have been expended, whichever comes first. Days in the pool do not carry over to the next year. A committee made up of certified staff represented by a percentage of association members in relation to the percentage of the whole staff that are members of the association with one district administrator and will develop additional rules and guidelines and will be solely responsible for administering the usage of the pool.

(6) At the end of employment with the West Sioux District, employees with 15 or more years of service to the District, will receive a payment of $15 for each unused sick day.

(7) Employees may designate up to eight (8) additional family illness days to care for a sick or injured family member. For this purpose, "family member" will be defined as children, spouse, grandchildren, parents, parents-in-law and any other member of the immediate household. The leave is deducted from the individual's sick leave bank at a rate of 2 days deducted for each additional day used. Family illness days may be used prior to using Discretionary Leave. Additionally, unpaid Family Medical Leave may be used for the birth of a child, adoption of a child, care of a sick family member, if employee is sick and out of sick leave days, and any other emergency.

B. Personal Leave

Up to four days of leave will be granted per year at full pay to use for family illness, emergencies, and/or personal reasons. These days are used at the employee's discretion and without reasons given when submitted as "Personal Day at Employee's Discretion" on the proper form. The use of Personal Leave on days immediately prior to and following designated holidays and vacation days *shall not be allowed unless granted by the Building Leven Principal and Superintendent. Personal Leave shall not be used during parent-teacher conferences unless approved by both the building level principal and superintendent.* Additional days may be granted at the discretion of the Superintendent and are non-grievable. At the end of the 2020-2021 school years, employees will receive $100 for each unused Personal Leave Day. This provision is for the 2020-2021 school years only unless extended by mutual agreement.

C. Professional Leave

Attendance at educational meetings or off-campus visitation is permitted with pay if such absence is approved by the Superintendent. If an employee wishes to be absent in the category of professional leave, a written request/application for approval should be signed by the employee and the building principal and filed in the superintendent's office at least one week prior to the first day of anticipated absence. In granting this leave, the leave may be with or without expenses paid to the applicant.

D. Jury Duty Leave

Upon request to the Superintendent's office, employees in the school system may be excused for jury duty. Any fees or remuneration other than expense reimbursement which the employee receives shall be turned over to the West Sioux Community School District.

E. Bereavement Leave

Up to five (5) days of leave will be granted per occasion in the event of death of:

- an employee's spouse
- child
- brother or sister
- parent

Up to three (3) days will be granted per occasion for:

- son-in-law or daughter-in-law
- father-in-law or mother-in-law
- brother-in-law or sister-in-law
- grandmother or grandfather
- grandchild, grandparents-in-law, aunts, uncles, nieces and nephews (including aunt-in-laws, uncle-in-laws, niece-in-laws, and nephew-in-laws), and any other member of the immediate household.

In the event of the death of an employee or student in the school district, the principal or immediate supervisor of said employee or student may grant to an appropriate number of employees sufficient time to attend the funeral. The Superintendent may grant at his discretion up to one (1) day of bereavement leave in the event of the death of a friend or relative outside the employee's immediate family as defined above. The Superintendent may grant additional bereavement leave at the discretion of the superintendent.

F. Association Leave

Up to four (4) days shall be granted for representatives of the Association to attend Delegate Assembly. This shall be a paid leave. Two (2) additional days shall be granted with substitutes pay deducted for other conferences, conventions, or activities of the local, state, and national affiliated organization.

G. Temporary Leave
The Superintendent may grant temporary leave with or without pay and this leave shall not be grievable under the contract. Temporary leave with pay will be deducted against the applicant's accumulative sick leave.

H. Extended Leave
Any extended leaves without pay shall be considered and decided by the Board of Directors *and shall not be grievable.*

I. A written reason for denial of a leave will be provided on the submitted leave form.

ARTICLE THREE
HOURS OF WORK, VACATION, HOLIDAY AND IN-SERVICE TRAINING

A. The school day shall be from 8:00 a.m. to 4:00 p.m. A teacher is expected to be at school from 8:00a... to 4:00p.m. when school is in session. A maximum of 9 staff meetings may be scheduled by the administration before or after the regular school day (8:00-4:00). These meetings will be attended by all professional staff (including coaches) and may be held at the request of the building Principal or the Superintendent. The building administrator may allow an employee to leave during the day and/or earlier than 4:00 p.m. Staff will be dismissed on Fridays at 3:40 p.m. with the exception of monthly staff/curriculum development days when dismissal will be at 4:00 p.m., and after the buses depart on days of early dismissal and days prior to vacations.

The building administrator will develop a paid duty-free lunch period of twenty-five (25) minutes during the work day. All employees may leave the building upon notification during their duty-free lunch.

The administration will develop schedules to provide:

1) High school and middle school teachers with at least one period per day of preparation time during the student day.
2) Elementary teachers with an average of at least 225 minutes per week of preparation time during the student day.

If the administration is aware that a special assignment teacher will be absent, a reasonable attempt will be made to maintain the preparation period for staff.

The Administration will schedule two-hour early dismissals on the last student-day before Good Friday and on the last student-day of the school year. A two-hour early dismissal will also be scheduled on the last student-day prior to Christmas break if that last student-day is on a Wednesday, Thursday or Friday.

If there is a required training for teachers that cannot be scheduled during the school year/hours, and can only be provided by a third-party during summer hours, it is expected that the attending teachers are notified at least six months in advance to attend. The notification of required attendance at trainings would not be required for teachers that are involuntary transferred. The teacher my choose by mutual agreement to attend the training if notification of training was less than six months.

1) Any training required by administration provided by a third party outside of the regular contract would receive per diem payment as part of hours for training. This payment would not include trainings that pertain to the position as a condition of employment, as a condition for an intensive assistance plan, or trainings required for continued licensure.

At least one of the three pre-school workshop days shall be "meeting free" to allow time for teachers to prepare for the first week of school. Except for 2 hours which administration may meet with teacher in small groups or grade level spans.

B. It is understood and agreed that in addition to teaching duties and special assignment duties, the employees shall perform some additional duties that shall not involve additional compensation. Examples of these duties include bus chaperone, and open house.

Employees will receive $80.00 in their line item account for classroom materials plus their choice of a family complimentary pass or a single plus guest pass in exchange for working four of the following assignments: ticket taking, hall duty, crowd supervision, clock keeper, scorebook, and supervision of students at elementary music programs. No duties will be assigned beyond the regular school year. Employees may volunteer to trade some or all of their assignments for summer assignments. If an employee is required to work more than four assignments, the employee will be compensated $30.00 per session. Employees will be charged $30 for each assigned duty not worked. Employee family complimentary passes are to be used by the employee, spouse and resident family members only.

Employees who have worked a minimum of 15 years in the District shall receive upon their retirement a lifetime activity pass, good for their admission plus a guest to all school activities, and a lifetime pass for the use of the District's fitness facilities.

C. Two parent-teacher conferences will be held with the following format:
1st Day (will make every attempt for this to be a Tuesday) - Regular school day, then conferences from 4:00 to 8:00 p.m.
2nd Day (will make every attempt for this to be a Thursday) – Regular school day then conferences from 4:00 to 8:00 p.m.
3rd Day – No school for teachers and students.
All three days would be counted as official days of school.

D. The building level leadership team, TLC coaches and mentors, and TLC Leadership Coordinator shall make recommendations to the administration on the structure and content of the districts in-service program. In-service training is defined as educational and/or informational sessions for school district employees.

E. The number of teacher workdays will be the same from year to year unless changes are mutually agreed to or are legislatively mandated.

F. Part-time employees must be offered consistent, consecutive hours of work. Exceptions may be necessary on days with modified schedules.

G. Per diem additions or deductions for this contract shall be figured on 1/184th of person's salary without TSS. *Unless otherwise mutually agreed upon dollar amount.*

ARTICLE EIGHT: SUPPLEMENTAL PAY

A. Employee participation in extra-curricular activities which extend beyond the regularly scheduled day as listed on Exhibit "B" attached hereto, shall be compensated according to the rate of pay set forth in the extra duty schedule attached hereto marked Exhibit "B". Pay is based on 88% of Experience Step 0, BA level of the current regular salary schedule. All Supplemental Salaries and/or stipends must be negotiated or modified by mutual agreement.

B. Any stipends paid for cooperation with student teacher programs shall be the property of the teacher to whom the student teacher is assigned.

C. All supplemental agreements and subsequent reimbursement shall be provided in/through separate contracts.

D. Employees may choose to receive their supplemental pay in equal payments during the course of the sport or activity, or in 12 equal payments throughout the school year. In the event an administrative problem rises with Article Eight Section D, this article would be open for discussion with the Association effective immediately.

ARTICLE NINE: SALARY

A. The salary of each employee covered by the regular salary schedule is set forth in Exhibit "A-1", which is attached hereto and made part hereof.

B. Employees on the regular salary schedule shall be granted an increment or vertical step on the schedule for each year of service until the maximum on the schedule for their educational classification is reached. Unless, the teacher is on an intensive plan of assistance, the teacher would not be granted lane or step advancement until time the plan of intensive assistance has been satisfactorily completed. Once the plan is satisfactorily completed the employee will receive their lane or step advancement when applicable. The maximum movement in one year shall be one lane and one step.

C. All hours for lane advancement beyond a degree must be earned after that degree is awarded and must be graduate level courses.

D. Teachers entering the system shall be granted credit for up to ten years outside teaching experience, more may be granted at the Superintendent's discretion to attract quality teachers while maintaining a healthy financial condition in the district.

E. A line item of at least $80 will be established for each teacher for purchases made by a teacher for classroom use. Reimbursement will be made to the employee in a timely manner after proper receipts are submitted to the business manager.

F. Teachers who have reached the end of an educational lane and are not eligible for an experience step will receive an annual career increment 1% of the maximum salary in their lane.

G. The ISEA/IASB Costing Worksheet will be used to calculate the total package percentage increase.

H. The negotiated salary is based on 184 contract/work days.

I. All distributions of salary to teachers will be based on the current negotiated salary schedule unless mandated otherwise by the state. Employees who are leaving the District may opt to receive their final June, July and August checks on their last working day. (The employee will receive his/her regular May 20 check and his/her June, July, and August pay check on his/her last working day.)

J. Teachers who cover a class during their prep period will be compensated with $20 per occurrence.

K. The amount of Teacher Salary Supplement dollars are reflected in the salary schedule. If Teacher Salary Supplement funding is reduced by the State, the District may re-open negotiations with the Association on salary only to address the loss in funding.

L. The administration may, with approval of the School Board, offer signing bonuses to potential new hires who are exceptional candidates or will teach in difficult to fill positions. Bonuses paid to teachers will not be included in calculations of a Total Package cost.

ARTICLE TEN: PAYROLL DEDUCTION

A. Other payroll deductions may be authorized by the employee with Board approval. Currently approved deductions are group health, group life, and annuities. Approval shall be obtained during the August board meeting for new deductions for the school year. Notice shall be filed with the business manager by September 1 and January 1.

B. Employees may elect to use payroll deduction to make regular deposits into a credit union or bank.

C. Any employee hired after the 2005-2006 school year will be required to have direct deposit of payroll to the credit union or bank of their choice.

ARTICLE ELEVEN: HEALTH AND SAFETY

A. The District will pay up to $50.00 for a physical exam required by the District.

B. The District will provide a smoke-free teacher's lounge and work area at all buildings.

C. In all cases where a school official is notified of a bomb threat, the superintendent in conjunction with the Chief of Police (or designee) will determine if an evacuation is warranted based on the threat. Based on the Chief of Police (or designee) and Superintendent's decision employees may be asked to do a visual search of their familiar surroundings for a bomb. Employees may refuse this request without any consequence to their position.

ARTICLE TWELVE: MISCELLANEOUS

The Building Level Leadership Team, Teacher Leadership Coaches/Mentors, and Teachers Leadership Coordination will serve as the District's Professional Development Committee.

The District will pay for all costs associated with training for Mandatory Child Abuse Reporting that is required by the District or State.

Seniority shall be defined as full-time or its equivalent total years in the bargaining unit of the West Sioux Community School District.

West Sioux
Memorandum of Understanding
Teacher Leadership and Compensation (TLC) Plan

The West Sioux Community School District has applied for and received approval from the Iowa Department of Education to participate in the Iowa Teacher Leadership and Compensation System. The West Sioux Community School District and the West Sioux Education Association have reached the following agreement in regard to Master Contract articles that will be affected by and other issues related to the implementation of a local Teacher Leadership and Compensation (TLC) system. This Memorandum of Understanding (MOU) shall be in effect for the 2017 – 2018 school year and shall be reviewed and/or amended on an annual basis thereafter.

1. Selection Committee

A. The district will appoint a selection committee for the TLC. The committee shall be comprised of two teachers and two administrators. Two administrators will be appointed by the Superintendent. The teachers will be appointed by the WSEA.

B. The committee will accept and review applications for all TLC positions and will make recommendations to the Superintendent and Board for appointment. In developing recommendations, the committee will utilize measures of teacher effectiveness and professional growth, consider the needs of the school district and review the performance and professional development of the applicants. Teachers who are selected must meet all of the qualifications contained in the TLC grant and contained in law. Teachers interested in applying for a leadership position may not serve on the selection committee for that specific position.

2. Assignment of Teacher Leaders

A. Teachers assigned to TLC positions shall retain their regular teaching contract issued in accordance with Iowa law and shall be issued a supplemental contract for a one-year assignment relating to their TLC role. The supplemental TLC contract shall not be a recurring contract. All TLC positions will be rehired each year. Teachers with at least 3 years of teaching experience may apply. Teachers in a TLC position may reapply for a position they currently hold or apply for a different TLC position.

B. The assignment of teachers to TLC positions shall not be subject to the transfer procedures contained in the collective bargaining agreement. No employee will be involuntarily assigned to a TLC position.

C. A teacher who wishes to resign from his/her TLC position for the subsequent school year may do so prior to March 15. The resignation will not impact the teacher's regular continuing contract unless the letter of resignation references the teacher's entire contract. The teacher will be placed in the teacher's former position if it is vacant. If the former position does not exist or is filled, the teacher may be assigned to any vacant bargaining unit position in which he/she is certified and qualified. If there is no such vacant position, the staff reduction procedure outlined in Article Six will be used to create a position. A resignation after March 15 and prior to July 1 must be mutually agreed to by both Superintendent and the employee and will be contingent upon finding a suitable replacement. For any resignation after July 1, the employee may be held to the signed contract if a suitable replacement cannot be found.

D. If the District determines that a Teacher Leader's performance in the TLC program is unacceptable, at least one meeting will be held with the teacher to develop a remediation plan. The Teacher Leader must be given at least 30 calendar days to implement the remediation plan before a determination of whether the contract will be renewed. If the District decides to terminate the teacher's TLC contract, it must notify the teacher by April 15 and meet with the teacher to discuss the reasons. The termination of the TLC contract will not impact the teacher's continuing contract. The teacher will be placed in the teacher's former position if it is vacant. If the former position does not exist or is filled, the teacher may be assigned to any vacant bargaining unit position in which he/she is certified and qualified. If there is no such vacant position, the staff reduction procedure outlined in Article Six will be used to create a position.

3. Teacher Leadership Compensation

The salary stipend and number of extended days received by teachers assigned to TLC positions will be as specified in the District's approved Teacher Leadership grant application. The salary supplements are compensation to the teacher in the TLC position for the additional contract days, hours of work and responsibilities association with the position.

4. Hours of Work

Teachers in TLC positions will work the number of hours specified in Article Three and as necessary to perform the duties of their teaching and TLC position.

5. **Work Year**

Teachers in TLC positions will work the number of days specified in the District's Master Contract and the approved TLC grant application.

6. **Seniority**

Teachers in TLC Positions will be considered members of the bargaining unit and will continue to accrue seniority.

7. **Procedures for Staff Reduction**

For purposes of staff reduction, teachers in TLC positions shall be considered members of the bargaining unit and shall be classified in the classification to which they were assigned at the time of their selection for a TLC position.

8. **Assessment of Performance**

Teachers assigned to a TLC position will be subject to review by the school district's administration at least annually. The review shall include peer feedback on the effectiveness of the teacher's performance of duty specific to the teacher's TLC position. A teacher who completes an assignment in a TLC position may apply for assignment to a new TLC position.

9. **Funding for the Program**

Teacher Leadership supplement foundation aid from the state shall be required to sustain the TLC program. The TLC salaries will not be included in the costing of a total package increase. Any reduction or elimination of TLC funding from the state will result in a corresponding reduction or elimination of the assignments and compensation described in the TLC Plan and this memorandum of understanding. The School Board must approve the district's TLC Plan and Budget each year. It is a goal of the Board that the TLC Program will be fully supported by TLC funds without funding support from the General Fund.

10. **Separation from Teacher Evaluation**

This memorandum of understanding will establish a wall between the TLC system and the evaluation process for the performance of teaching duties. Teachers in TLC positions will not evaluate other teachers. The TLC evaluation will not negatively impact a teacher's evaluation under Article Four of the Master Contract.

11. **TLC Costing for Collective Bargaining**

The salaries paid from the TLC grant shall not be a part of the costing for Master Contract bargaining.

12. **Enforcement**

This MOU shall become an addendum to the Master Contract and will be subject to the grievance process found in Article One of the Master Contract.

The term of the contract shall be July 1, 2020, through June 30, 2021

FOR THE WEST SIOUX EDUCATION ASSOCIATION

7-2-20 — Date — President, West Sioux Education Association

7-3 20 — Date — Secretary, West Sioux Education Association

FOR THE WEST SIOUX BOARD OF DIRECTORS

7-21-20 GW
7-X-20 — Date — President, West Sioux Board of Directors

7-3-20 — Date — Superintendent, West Sioux Community School

WEST SIOUX COMMUNITY SCHOOL DISTRICT

2020-2021

BASE = $39,556

STEP INCR	0	0	0	0	0	0
LANE	1	1.07	1.14	1.21	1.28	1.35
STEP	875	895	905	915	935	955
EXP.	BA	BA15	BA30	MA	MA15	MA30
0	$39,556	$42,325	$45,094	$47,863	$50,632	$53,401
1	$40,431	$43,220	$45,999	$48,778	$51,567	$54,356
2	$41,306	$44,115	$46,904	$49,693	$52,502	$55,311
3	$42,181	$45,010	$47,809	$50,608	$53,437	$56,266
4	$43,056	$45,905	$48,714	$51,523	$54,372	$57,221
5	$43,931	$46,800	$49,619	$52,438	$55,307	$58,176
6	$44,806	$47,695	$50,524	$53,353	$56,242	$59,131
7	$45,681	$48,590	$51,429	$54,268	$57,177	$60,086
8	$46,556	$49,485	$52,334	$55,183	$58,112	$61,041
9	$47,431	$50,380	$53,239	$56,098	$59,047	$61,996
10	$48,306	$51,275	$54,144	$57,013	$59,982	$62,951
11	$49,181	$52,170	$55,049	$57,928	$60,917	$63,906
12	$50,056	$53,065	$55,954	$58,843	$61,852	$64,861
13		$53,960	$56,859	$59,758	$62,787	$65,816
14				$60,673	$63,722	$66,771
15					$64,657	$67,726
16						$68,681
CAREER	$501	$540	$569	$607	$647	$687

WEST SIOUX COMMUNITY SCHOOL
NON-CERTIFIED SALARY GRID FOR 2020-2021
2.7065% INCREASE

	STEP 1 85%	STEP 2 89%	STEP 3 93%	STEP 4 96%	STEP 5 100%
SECRETARIES	$14.52	$15.20	$15.88	$16.40	$17.08
TEACHER ASSOCIATES	$13.41	$14.04	$14.68	$15.15	$15.78
BEHAVIORAL SUPPORT PARA	$15.84	$16.59	$17.34	$17.89	$18.64
HEAD BUILDINGS & GROUNDS	$16.24	$17.00	$17.76	$18.34	$19.10
CUSTODIANS	$14.23	$14.90	$15.57	$16.07	$16.74
			(50 CENTS WILL BE PAID FOR A NIGHT DIFFERENTIAL) NIGHT RATE STARTS AT 12:30PM (time prior will be day rate)		
COOKS	$12.72	$13.31	$13.91	$14.36	$14.96
BUS DRIVERS	$20.86	$21.84	$22.82	$23.56	$24.54
ACTIVITY DRIVING	$13.00				
SHUTTLE TRIP	$25.60				
DAYCARE - HEAD	$13.47	$14.11	$14.74	$15.22	$15.85
DAYCARE - ASSISTANT HEAD	$10.04	$10.51	$10.98	$11.34	$11.81
DAYCARE - ASSOCIATES	$9.15	$9.59	$10.02	$10.34	$10.77

Substitute Teacher Per Day	$100.00

($120.00 after 20 total days of subbing)

Long-Term Substitute Teacher Per Day	$184.29

(After 10 consecutive days in a single month)

EXHIBIT "B" – SPECIAL ASSIGNMENT SALARY SCHEDULE

YEARS	1	2	3	4	5
I. Athletics					
Head Coach					
Football	10	11	12	13	14
Basketball	10	11	12	13	14
Wrestling	10	11	12	13	14
Combined Girls & Boys Track	10	11	12	13	14
Girls or Boys Track	10	11	12	13	14
Volleyball	10	11	12	13	14
Combined Girls & Boys X Country	7	7.5	8	8.5	9
Girls or Boys Cross Country	4.5	5	5.5	6	6.5
Soccer	7	7.5	8	8.5	9
Combined Girls & Boys Golf	6	6.5	7	7.5	8
Girls or Boys Golf	4	4.5	5	5.5	6
Bowling	4	4.5	5	5.5	6
Assistant Coach					
Football	6	6.5	7	7.5	8
Basketball	6	6.5	7	7.5	8
Wrestling	6	6.5	7	7.5	8
Volleyball	6	6.5	7	7.5	8
Track	5	5.5	6	6.5	7
Cross Country	4	4.5	5	5.5	6
Soccer	4	4.5	5	5.5	6
Golf	4	4.5	5	5.5	6
Jr. High Athletics					
Head Each Sport	5	5.5	6	6.5	
Summer Recreation					
Head Each Sport	10	11	12	13	14
Asst. Each Sport	5	5.5	6	6.5	7
Girl's Activities					
Cheerleading	2	2.5	3	3.5	
Jr. High Cheerleading	1.5	2	2.5	3	
Chaperone	3	3.5	4	4.5	
II. Fine Arts					
Speech	5	5.5	6	6.5	
Academic Advisor	3.5	4	4.5	5	
Class Play	3	3.5	4	4.5	
Music					
Musical Director	3	3.5	4	4.5	
Instrumental – HS	10	11	12	13	14
Instrumental – MS	10	10.5	11	11.5	12
Vocal – HS	10	11	12	13	14
Grade Music	7	7.5	8	8.5	9
Summer Band	10	10.5	11	11.5	12
III. Miscellaneous					
Summer Teaching					

Full Time	18	19	20	21	22
Part Time	9	9.5	10	10.5	11
Head Teacher					
Assigned Duty	3.5	4	4.5	5	
Adult Ed	3	3.5	4	4.5	
School Publication					
Annual Sponsor	3.5	4	4.5	5	
School Newspaper	3.5	4	4.5	5	
Sponsors					
Junior Class	3.5	4	4.5	5	
National Honor Society	1.5	2	2.5	3	
Senior / DC Trip Advisor	1	1.5	2	2.5	3
Senior / DC Trip Chaperone	.6	.7	.8	.9	1
Coaches					
Dance	7	7.5	8	8.5	
Special Olympics	5	5.5	6	6.5	
Assistant Spec Olympics	2	2.5	3	3.5	

Lakeside lab	1.2%
Website Leader	.75%
FCCLA Leader	7%
Robotics coach	1.5%
Field trip supervisor	.25% (only if activity extends more than 2 hours outside the contract day)
School year weight room supervisor	3%
Morning PE weight teacher	Per diem pay (number of days determined by the administration)
Counselor/Scheduler	Per diem pay (number of days determined by the administration)
FFA/VoAg	Per diem pay (number of days determined by the administration)
Drivers Education	$185.34 per student enrolled
Instructor for NCC College Class	$500 stipend per semester per course
Vocal/Instrumental Music Trip	.6% (every 4 years)