AGREEMENT

BETWEEN

GILMORE CITY-BRADGATE
COMMUNITY SCHOOL DISTRICT

AND

GILMORE CITY-BRADGATE
EDUCATION ASSOCIATION

JULY 1, 2016 TO JUNE 30, 2018

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PREAMBLE

The GILMORE CITY-BRADGATE COMMUNITY SCHOOL DISTRICT and the GILMORE CITY• BRADGATE EDUCATION ASSOCIATION recognizes and declares that providing a quality education for the students of the Gilmore City-Bradgate Community School District is their mutual desire.

ARTICLE 1
RECOGNITION

The Board of Education recognizes the Gilmore City-Bradgate Education Association as the certified bargaining representative for the personnel as set forth in the PERS Certification Instrument (Case No. 3835) issued by PERS on January 27, 1989, which includes all regular full-time and regular part-time professional employees of the Gilmore City-Bradgate Community School, including Classroom Teachers, grades Kindergarten - 12, Librarian, Special Teachers, Chapter I Teachers and Guidance Counselor and Athletic Director. Excluded are Superintendent of School, high school principal, elementary principal, all substitutes, District secretaries, non-professional employees and all other excluded by Section 4 of the Act.

ARTICLE 2
GRIEVANCE PROCEDURE

A Grievance is a complaint that there has been an alleged violation or misinterpretation of a specific provision(s) of this Agreement.

The failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal. The failure of the Employer to give a decision within the time limits shall permit the grievant to proceed to the next step. All time lines may be extended by mutual agreement.

First Step. An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant(s) and his/her immediate supervisor.

Second Step. If the grievance cannot be resolved informally, the grievant(s) shall file the grievance in writing. The written grievance shall state the nature of the grievance, the specific clause or clauses violated, and shall state the remedy(s) requested. The filing of the formal, written grievance at the second step must be within ten (10) school days from the date of the occurrence of the event giving rise to the grievance. The immediate supervisor shall make a decision on the grievance and communicate it to the grievant in writing, including the reasons, within five (5) school days after receipt of the grievance.

Third Step. In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within seven (7) school days of the immediate supervisor'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 the Superintendent or his designee shall meet to discuss the grievance. The Superintendent or his designee shall file an answer within five (5) school days of the third step grievance meeting and communicate it in writing to the employee, stating the reasons.

Fourth Step. If the grievance is not resolved satisfactorily at the third step, there will be available a fourth step of binding arbitration. The grievant, or the Association, may submit, with a written notice to the Superintendent, a request for arbitration within ten (10) school days from receipt of the third step answer. The arbitration proceeding shall be conducted by an arbitrator to be mutually selected by the two parties within seven (7) school days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) days, the Public Employment Relations Board will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The requesting party will strike the first name. The remaining name shall be the arbitrator.

The decision of the arbitrator will be binding on the parties. Expenses for the arbitrator's services shall be borne equally by the Employer and the Association.

The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. The arbitrator shall issue his/her decision, in writing, to the parties and shall set forth his/her findings of fact, reasoning and conclusions on the issue or issues submitted.

The parties shall present both substantive and procedural arbitrability arguments to the arbitrator unless one party notifies the other party of its desire for the arbitrator to hear procedural arguments only. This notice must be given to the other party at least thirty (30) calendar days prior to the hearing.

An employee may be represented at all steps of the grievance procedure by himself/herself, or, as his/her option, by a representative.

In the event that a grievance is filed at such time that it cannot be processed through the grievance procedures by the end of the school year, mutual agreement may be made in regard to time limits set forth in this Agreement to reduce them so as to make it possible to exhaust the grievance as quickly as possible.

ARTICLE 3
STAFF REDUCTION

When, in the judgment of the Employer, one or more employees are to be laid off or reduced in contractual time because of a change in the size or nature of the student population, reduction of program, change in the structure of the school system, e.g., sharing, or budgetary limitations, the following procedures shall be utilized:

A. The Employer shall attempt to accomplish staff reduction/realignment by attrition.

B. In the event that necessary reduction/realignment of staff cannot be accomplished by attrition, any employee(s) holding a temporary or emergency certificate shall be laid off first, unless such teacher is the only qualified teacher in that area.

C. If further layoffs are still necessary, they will be considered within the following categories: K-5 and 6-12, and special teachers, e.g., art, instrumental music, vocal, talented and gifted. If the talented and gifted employee must be reduced, the employee will be allowed to utilize his/her seniority in his/her area of certification.

D. In the event that the necessary reduction is to be accomplished by C above, the Employer shall reduce staff based on seniority of the teachers, provided the remaining staff shall have the qualifications and certification necessary to fill the remaining positions.

E. Seniority means an employee's length of full-time continuous service with the Employer since the employee's last date of hire. A part-time teacher shall accrue seniority on a pro rata basis.

F. Recall. Laid off employees shall advise the Superintendent of their current addresses during layoff. Employees shall have recall rights for eighteen (18) months from their last day of service to the District to any position for which the employee is certified and qualified. Teachers will be recalled in reverse order of layoff. If eighteen (18) months has elapsed since their layoff, they shall have no recall rights. The District's offer of such position shall be sent by certified mail to the employee's last known address. If an employee fails, within ten (10) days of receipt of notice of recall or within twenty (20) days of mailing, to advise the Superintendent of the employee's desire and availability to return and work, any recall rights shall terminate. Long term substitutes do not have recall rights.

ARTICLE 4
EVALUATION PROCEDURES

Within two (2) weeks after the beginning of each school term, the appropriate supervisor shall acquaint each employee with the evaluation procedures and instrument. The purpose of the orientation is to achieve mutual understanding of the evaluation system. No evaluation shall take place until such orientation has been completed. A new employee assigned after the beginning of the school term shall be notified by the appropriate supervisor of the evaluation procedures in effect. No evaluation shall take place until the employee has been made aware of the procedure.

Probationary teachers will be formally evaluated at least two (2) times a year and non• probationary teachers will be evaluated at least once a year. There shall be at least a fifteen (15) workday period between evaluations unless mutually agreed to be the employee and the evaluator.

Formal written evaluation reports shall be preceded by an observation of the teacher's performance of at least thirty (30) minutes. The evaluator shall give the teacher at least one workday advance notice of such observation. The results of the formal evaluation shall be recorded in writing, with signed copy to be given to the teacher within ten (10) workdays of the observation.

The evaluator shall have a private conference with the teacher within ten (10) workdays following formal observation. The employee shall be given at least one (1) workday notice of such conference and shall receive the written evaluation prior to the conference, at least at the time of notification. During the post-evaluation conference, the evaluator shall discuss the strengths and deficiencies noted on the formal evaluation and shall make suggestions for improvement if he/she deems them necessary, or if requested by the employee. Within thirty (30) days of these suggestions, the employee shall be re-evaluated if there are negative evaluations which warrant a re-evaluation, and the evaluator may have an additional post• evaluation conference to ascertain the steps he/she will take or has taken to follow up on the evaluator's suggestions to improve his/her performance.

Any formal written evaluation shall be submitted to the employee for the employee's signature prior to including the evaluation in the permanent records of the employee. The employee shall have a right, for fifteen (15) workdays, to make a written response to the formal evaluation, which shall be attached to the evaluation and kept in the permanent files.

Any adverse comments about an employee shall be reduced to writing and brought to the employee's attention prior to be placed in the employee's file.

Each employee shall have the right to review the contents of his/her personnel file with the exception of "closed file" materials such as credentials or letters designated as "closed". At the employee's request, a representative may accompany the employee on this review. The employee shall have the right to respond to all materials contained in his/her personnel file, with such responses becoming a part of said file, and to reproduce any materials in their files at the employee's expense.

The administration retains the right to determine if or when an employee's skills or behavior require that the employee be placed on the Intensive Assistance Phase. The assistance plan will be developed by the employee and the evaluator and conferences must be held between the evaluator and the employee to review the Plan and progress. The conferences will occur minimally at the mid- point of the plan and before the end of the plan.

Failure of the Employer to follow the evaluation procedures as contained in this Article shall be subject to the grievance procedure. The substance of an evaluation may be challenged through the grievance procedure if the evaluation is unfair and/or inaccurate and if it is used as a basis for any adverse action. Adverse action is considered a suspension or discharge, but not a staff reduction. The grievance time lines shall commence upon notification, in writing, to the teacher of said adverse action. Probationary teachers do not have the right to grieve their evaluation.

ARTICLE 5
HOURS

The normal workdays shall be eight (8) hours, normally scheduled from 7:45 AM. until 3:45 P.M. The School Board may change the starting and quitting time for scheduling purposes; however, in no case will the normal workday begin prior to 7:30 AM. or go beyond 4:30 P.M. In the event that the schedule is adjusted in accordance with this Article, written notice shall be given to the teachers at least two (2) weeks in advance of the change, which notice shall specify the reason for the change. On Fridays and the day preceding a scheduled holiday period and vacations, the staff may leave after the students and buses have departed, unless there is an early dismissal for staff meetings.

There shall be a paid duty-free lunch period of at least twenty (20) minutes during a normal workday.

During a normal workday, employees shall be provided preparation periods with full pay. Teachers (PS-6) will receive at least one hundred fifty (150) minutes per week.

If an employee is required to attend a professional meeting called by the administration and the employee is required to remain longer than one (1) hour after the regular close of classes, or more than thirty (30) minutes prior to the beginning of classes, such employees shall be allowed to leave the building at the close of classes the following day.

Teachers, both full and part-time, may be required to perform other duties such as parent-teacher conference (on a pro-rata basis), staffings, open houses, and other duties historically associated with the teaching profession at Gilmore City-Bradgate, outside the normal school day without compensation.

If employees are required to perform supervisory or extra-curricular duties outside of school hours, assignments shall be made so all employees will serve, as nearly as possible, an equal number of such duties during the school year.

Part-time teachers who are required to work more than their contracted time because of scheduling or program changes or return for professional staff meetings, shall be compensated at their per diem rate. Part-time employees will be required to attend three (3) staff meetings each year without additional compensation. Part-time teachers who are required to attend more than three (3) staff meetings in a year at times which are not contiguous with their regular hours shall be allowed compensatory time off. Part-time teachers who are required to work more than their contract time shall be compensated at per diem hourly rate. Exceptions to this shall be those items in paragraph 4 and 5 above and the first three school calendar in-service/workdays at which all employees. (full or part-time) will attend on full time basis.

In the event school is dismissed because of the weather conditions, teachers will be permitted to leave as soon as the students have left. In the event classes start late because of weather conditions, teachers will report to school thirty (30) minutes before the time established to start classes.

In the event that a teacher needs to perform certain activities before or after school which would necessitate not being at school by the start of the day or leaving before the end of the day, the Superintendent or Building Principal shall have discretion to make such adjustments.

ARTICLE 6
TEMPORARY LEAVES OF ABSENCE

Personal Illness Leave.

1. All employees covered by this Agreement shall be granted a leave of absence for personal illness, injury or other medically related disability with full pay as follows: first year - ten (10) days; second year - eleven (11) days; third year - twelve (12) days; fourth year - thirteen (13) days; fifth year - fourteen (14) days; sixth and subsequent years - fifteen (15) days. Up to three (3) days of personal illness leave per year and non-cumulative shall be granted for the illness of a child of an employee.

2. Personal illness leave shall accrue to an accumulated total of one hundred (100) days. If an employee has reached the maximum accumulation they shall have, in addition to the maximum accumulated unused sick leave, the number of days granted for that year. If the employee does not use those days during that year, the accumulation shall return to the maximum and it will continue in this same way for each year the employee is at maximum accumulation. The record of each employee's personal illness leave shall be maintained in the business office of the District. The Board may, in each instance, require such reasonable evidence as it may desire confirming the necessity for such leave of absence. Personal illness leave may be utilized for doctor or dental appointments that cannot be reasonably scheduled outside the normal workday. Personnel must notify their supervisor in writing at least two (2) school days in advance of the time requested, for such appointments.

Bereavement Leave. Up to five (5) days of bereavement leave per death shall be granted to employee's.

Immediate Family Illness Leave. The employees shall be granted up to **three (3)** days per year, non-cumulative leave in the case of hospitalization, serious illness under the direct care of a doctor or as a hospital outpatient, or for surgery for members of the immediate family. The immediate family shall be defined as spouse, children, parents, grandparents and grandchildren. At the discretion of the superintendent, an employee may exchange one personal illness day per year for one additional day of immediate family illness leave. Any additional leave may be granted at the discretion of the Board upon written request.

Jury Duty. Employees in the Gilmore City-Bradgate School District shall continue to receive their regular compensation when called for jury duty, provided that they shall remit or turn over to the Gilmore City-Bradgate Community School District that compensation, except for mileage reimbursement, which they receive from jury duty. Employee's who are under court subpoena or court order to appear, shall also be eligible for this leave.

Professional Leave. Attendance at educational and professional meetings is permitted with full pay. Such absences must be approved by the immediate supervisor and/or Superintendent. The request for this leave shall be submitted at least five (5) school days prior to the day requested for the leave. In the event that an employee wishes to make application for professional leave which is for more than one (1) day of absence, the request shall be submitted at least ten (10) school days in advance of the days requested for leave.

Association Leave. Up to four (4) days in the aggregate shall be available to the Association for it's representatives to attend the ISEA delegate assembly.

Personal Leave. Up to two (2) days of personal leave per year and non-cumulative, shall be granted each employee for personal business which cannot be conducted during non-working hours. The request shall be submitted at least three (3) days in advance of the requested day if possible. This leave shall not be used to extend a vacation or holiday, unless a school sponsored activity is included in this time. No more than two (2) employees shall be absent at any one time except in the case of emergency.

Unpaid Leave. Unpaid leaves of absence without pay may be granted at the discretion of the Superintendent.

Extended leaves of absence without pay may be approved in the discretion of the Superintendent and/or Board. A request for extended leave shall normally be submitted not less than twenty (20) school days prior to the leave. Employees granted extended leave may continue to purchase District insurance at their own expense through prepayment of premiums.

Part-Time Employees. Anyone who works part-time shall have whatever part of the day that they work count as a leave day; that is, if they work one-half (1/2) day and take one (1) day of leave, that one-half (1/2) day shall be considered to be one (1) day. The number of days of leave they are entitled to shall be the same number of days as are specified in the separate sections of this Article.

ARTICLE 7
HOLIDAYS

All regular full-time employees shall receive six (6) paid holidays. These shall be: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, President's Day and Memorial Day.

The Gilmore City-Bradgate Education Association will review the proposed district calendar on an annual basis to determine whether to continue the offer of exchanging PRESIDENT'S DAY, or any other paid holiday in the Master Contract, in the effort to design a more beneficial and effective district calendar.

ARTICLE 8
SALARIES

The Salary of each employee covered by this Agreement is set forth in Schedule A.

If, by legislative action after the conclusion of bargaining for the successor agreement, new dollars are designated to the district for salary purposes, or TSS per pupil allocations reduced, the parties agree to bargain changes, as necessary, in the distribution of those dollars or effects of such additions or reductions. "Changes" may be defined as an changed base, different increments or different structure.

Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for the service classification is reached. A year of service consists of employment in the District for ninety (90) consecutive teaching days or more in one (1) school year. Incoming teachers with experience in other systems will be given credit for up to five (5) years of experience if such experience has been in an accredited school system within the last ten (10) years. The Board reserves the right to employ teachers at a step greater than the above in case of emergency, provided that the step at which they are hired represents actual experience unless mutually agreed to by the parties. An emergency shall consist of: (1) special certification requirements; (2) no teacher hired by August 1; (3) no qualified applicants for the position; (4) late resignation; (5) unfilled state mandated courses.

1. Increments
   Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of service until the maximum for their education classification is reached. A year of service consists of employment in the Gilmore City-Bradgate District for ninety (90) consecutive teaching days or more in one school year.

2. Educational Lanes
   Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, all courses taken for advancement on the Salary Schedule should be approved by the Superintendent/principal prior to be taken.

Before an employee advances from one educational column to another, satisfactory evidence of additional credit must be filed with the Superintendent no later than thirty (30) days after commencement of the school year and any resulting salary adjustment shall be retroactive to the beginning of the school year.

Each employee shall be paid in twelve (12) equal installments on the 21st of each month. Employees shall receive their checks at their regular building and on regular school days unless otherwise designated by the teacher. When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day.

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee.

ARTICLE 9
TRANSFERS

In making any assignments, the Board shall consider the qualifications of each certificated employee and the needs of the School District.

A transfer may be initiated by the employee, the principal, or the Superintendent.

All vacancies shall be posted for five (5) days prior to the Board filling the vacancy. All employees shall be allowed to bid on such vacancy. If an employee is denied the vacancy, the Superintendent will provide the employee the written reasons for the denial.

ARTICLE 10
DUES DEDUCTION

Any employee who is a member of the Association may sign and deliver to the Board Secretary an assignment authorizing payroll deduction for professional dues. The Association will inform its members of the dues deduction system and provide the necessary cards for the deduction. Deduction for dues shall be limited to dues for the current year.

Pursuant to a deduction authorization, the Board Secretary shall deduct a set amount from the regular salary check of the employee each month for nine (9) months beginning in October and ending in June of each year. Employees who are employed after the school year starts will have their dues pro rated. The amount to be deducted from each employee's check shall be set by the Association.

Such authorization shall continue in effect from year to year. The authorization card must be in the hands of the Board Secretary by September 25 of each year. A member may terminate the deduction check-off at any time by giving thirty (30) days written notice to the Board Secretary and the Association.

The Association agrees to indemnify and hold harmless the Board, each individual Board member, and all administrators against any and all claims, costs, suits or other forms of liability and all court costs arising out of the application of the provisions in this Agreement between the parties for dues deduction.

ARTICLE 11
EXTRACURRICULAR PAY

The Board and the Association agree that the extra-curricular activities listed in Schedule B are official school-sponsored and/or hosted activities.

Teachers who are contracted to perform duties in addition to classroom teaching, including activity sponsors and coaches, shall be paid according to Appendix B which schedule is attached hereto and made a part thereof.

Employees who may be required to use their own automobiles in the performance of their duties and employees who are assigned to more than one (1) school per day, whether that school is in or out of the District, shall be reimbursed for travel at the rate provided by the state of Iowa for job-related driving done between arrival at the first location at the beginning of their contracted workday and the last work location at the end of their contracted workday.

All duties assigned outside the regular school day which deal with the activities normally associated with the school program, other than those which employees perform without compensation as listed in the Hours Article (Article 5), will be paid at the rate of Twenty Dollars ($20.00) PER EVENT. These activities will be specified as: ticket taking, scoring, announcing, crowd control, and serving as a designated chaperone at a school sponsored activity.

ARTICLE 12
INSURANCE

The Employer agrees to provide the following:

Medical Insurance. The Employer agrees to pay the single premium for each eligible regular full-time employee toward a Medical Group Program of the Employer's choice. An employee may elect to have deducted from their salary the cost of dependent coverage. Part-time employees shall receive this benefit on a pro rata basis. The plan is the $1,000 deductible Plan. The premium and additional fees will be paid by the district. The District may take a higher deductible plan, and self-fund back to the $1000 deductible plan through a third party administrator, at no additional cost to the employee.

Long Term Disability. The Employer will provide each eligible regular full time employee a disability program of the Employer's choice. The Employer will provide each unit employee a description of the insurance coverage as provided to the Employer by the carrier.

ARTICLE 13
HEALTH AND SAFETY

The School District will reimburse each employee up to One Hundred Dollars ($100) for the cost of each required physical examination. The employee shall submit the examination cost to their insurance carrier first and the District will reimburse up to One Hundred ($100) of the amount not paid by the carrier.

ARTICLE 14
IN-SERVICE

In-Service Committee. An In-Service Committee consisting of the Superintendent or designee (with one vote) and three (3) employees appointed by the Association (with one vote) shall be established for the purpose of recommending the content and structure of in-service training program and employee orientation. Said Committee shall hold it's initial meeting no later than May 1 for the planning of in-service training programs for the following school year.

In-Service Schedule. All meetings of the In-Service Committee and the in-service training programs shall be held during the employees' regular workday.

ARTICLE 15
SEPARABILITY

Should any article, section or clause(s) of this Agreement be declared illegal by a state or federal court of law, the parties agree to renegotiate said article, section or clauses(s). The remaining articles sections and clauses shall remain in full force and effect.

ARTICLE 16
PHASE II AND TEACHER QUALITY MONIES

The parties agree that TSS funds are included in the negotiated salary schedule and apportioned into the teacher's monthly paycheck. Additionally, two days of Professional development time are paid for by Professional Development funding.

ARTICLE 17
DURATION

Copies of this Agreement shall be printed at the expense of the Employer. The Agreement shall be presented to all employees by the Employer and the Employer shall provide the Association with a copy.

This agreement shall be effective from July 1, 2016 to June 30, 2018. For the 2016-2017 school year, a package settlement of 4% salary increase with the increase in insurance paid from our partial self-funding account. For the 2017-2018 school year, a settlement of 4% total package increase. The costing will be worked out between the District and the UniServ Unit Ten Office.

In witness whereof, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Chief Negotiators, and their signatures placed thereon, all on the_____day of_____,2016

Gilmore City-Bradgate Education Association	Gilmore City-Bradgate Comm. School District
Association President	School Board President
Association Chief Negotiator	Board Chief Negotiator

Gilmore City-Bradgate Community School
2016-2017
Integrated Salary Schedule

			Includes	*5,968*	
STEP	**BA**	**BA+15**	**BA+30**	**MA**	**MA+15**
1	34,719	36,157	36,732	37,594	38,169
2	35,869	37,364	37,962	38,859	39,457
3	37,019	38,572	39,193	40,124	40,745
4	38,169	39,779	40,423	41,389	42,033
5	39,319	40,987	41,654	42,654	43,321
6	40,469	42,194	42,884	43,919	44,609
7	41,475	43,251	43,961	45,026	45,736
8	42,482	44,307	45,038	46,133	46,863
9	43,488	45,364	46,114	47,240	47,990
10	44,494	46,421	47,191	48,347	49,118
11	45,501	47,477	48,268	49,454	50,245
12	46,507	48,534	49,345	50,561	51,372
13	47,513	49,590	50,421	51,668	52,499
14	48,519	50,647	51,498	52,775	53,626
15		51,704	52,575	53,882	54,753
	BA	**BA+15**	**BA+30**	**MA**	**MA+15**

APPENDIX A (2)
SALARY SCHEDULE INDEX

	BA	BA+15	BA+30	MA	MA+15
Base Index	1.00 of BA	1.05 of BA	1.07 of BA	1.10 of BA	1.12 of BA
Step 1	**28,751**	**30,189**	**30,764**	**31,626**	**32,201**
Step 2	1.04(4)*	1.04(4)*	1.04(4)*	1.04(4)*	1.04(4)*
Step 3	1.08(4)	1.08(4)	1.08(4)	1.08(4)	1.08(4)
Step 4	1.12(4)	1.12(4)	1.12(4)	1.12(4)	1.12(4)
Step 5	1.16(4)	1.16(4)	1.16(4)	1.16(4)	1.16(4)
Step 6	1.20(4)	1.20(4)	1.20(4)	1.20(4)	1.20(4)
Step 7	1.235(3.5)	1.235(3.5)	1.235(3.5)	1.235(3.5)	1.235(3.5)
Step 8	1.27(3.5)	1.27(3.5)	1.27(3.5)	1.27(3.5)	1.27(3.5)
Step 9	1.305(3.5)	1.305(3.5)	1.305(3.5)	1.305(3.5)	1.305(3.5)
Step 10	1.34(3.5)	1.34(3.5)	1.34(3.5)	1.34(3.5)	1.34(3.5)
Step 11	1.375(3.5)	1.375(3.5)	1.375(3.5)	1.375(3.5)	1.375(3.5)
Step 12	1.41(3.5)	1.41(3.5)	1.41(3.5)	1.41(3.5)	1.41(3.5)
Step 13	1.445(3.5)	1.445(3.5)	1.445(3.5)	1.445(3.5)	1.445(3.5)
Step 14	1.48(3.5)	1.48(3.5)	1.48(3.5)	1.48(3.5)	1.48(3.5)
Step 15		1.515(3.5)	1.515(3.5)	1.515(3.5)	1.515(3.5)

*The index figures given in this column are multiplied by the base figure for this vertical column only.
*The figures given do not include Teacher Salary Supplement or Teacher Quality Professional Development Dollars

Gilmore City-Bradgate Community School

APPENDIX B
EXTRA CURRICULAR SCHEDULE
2016 - 2017

Flat Rate Activities: Any existing GC-B coach will be under GC-B pay schedule. Any new coach coming in will be on WB-M's pay schedule.

Athletics

High/Middle School Wrestling Coach	$3,800.00
High/Middle School Wrestling Assistant Coach	2,000.00

Other Extra-Factor Stipend Activities

Vocal Music Activity Sponsor PS-6	$500.00
Instrumental Music Activity Sponsor 5-6	300.00
Summer Band	1,000.00
Middle School Dance	500.00
Robotics Teach Coach	1,000.00
Drama Production	1,000.00

Memorandum of Understanding

The Gilmore City - Bradgate Education Association and the Gilmore City- Bradgate Community School District agree to amend Duration Article to:

Extension Agreement:
"This agreement shall be effective as of July 1, 2018, and shall continue in effect until June 30, 2023."

During the term of this agreement, either party is free to open negotiation on any legally permitted subject of bargaining annually.

The parties have caused this agreement to be signed by their respective presidents and negotiators as of the 12 day of August 2018.

Gilmore City-Bradgate Education Association

By _____

By _____

Gilmore City-Bradgate CSD

By _____

By _____