

MASTER CONTRACT

Between

PLEASANTVILLE EDUCATION ASSOCIATION

And

PLEASANTVILLE COMMUNITY SCHOOLS

School Year:

2026 - 2027

PREAMBLE

The Board of Directors of the Pleasantville Community School District, hereinafter referred to as the "Board," and the Pleasantville Education Association, hereinafter referred to as the "Association," have reached certain understandings, which they desire to confirm in the Agreement. It is agreed as follows:

ARTICLE I RECOGNITION

The Board hereby recognized the Pleasantville Education Association as the certified, exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case No. 475) issued by PERB on the 4th day of November, 1975.

Included:

- A. All full-time college degreed instructors certified by the Iowa Department of Education and performing all duties as a full time certified teacher.
- B. Full-time college degreed librarians certified by the Iowa Department of Education and performing duties as a school librarian.
- C. Full-time college degreed school counselors approved by the Iowa Department of Education and performing duties as a school counselor.
- D. Full-time and regular part-time college degreed nurses employed on a yearly basis and performing the duties of a school nurse.
- E. Regular part-time college degreed personnel certified by the Iowa Department of Education employed on a yearly basis and performing all duties as a certified teacher, librarian or guidance counselor.
- F. Instructional Coaches certified by the Iowa Department of Education and performing duties as an instructional coach.

Excluded:

- A. Superintendent, principals, and all other school employees not named in the above statements as specified in Section 4 of the Public Employment Relations Act.

ARTICLE II
SICK LEAVE

- A. Accumulation of Benefits. Employees shall be granted paid sick leave for personal illness or injury in the following amounts:

1 st year of employment	10 days
2 nd year of employment	11 days
3 rd year of employment	12 days
4 th year of employment	13 days
5 th year of employment	14 days
6 th and subsequent years of employment	15 days

The above amounts shall apply to consecutive years of employment in the District. Unused sick leave days may be accumulated and carried forward to subsequent years. A maximum of one hundred ten (110) days may be accumulated. Sick leave days shall be taken in one-half or full day increments. Notice of unused accumulated sick leave shall be given to each employee at the end of each school year. All certified employees with an accumulation of 110 days of sick leave shall have an additional fifteen (15) days for use during the current year, but the maximum to carry over shall revert to one hundred ten (110) days as of June 30 each year.

- B. Worker Compensation. If an employee qualifies for workers' compensation benefits, the employee may elect to have the employer supplement the benefits up to the employee's regular rate of pay by giving written notice of such election within seven (7) calendar days of receipt of the notice of the right to make such an election. If the employee elects to supplement benefits, a full day of sick leave shall be deducted for each day of absence until the employee has exhausted his/her accumulated sick leave days, at which time supplementation shall cease. If the employee does not elect to supplement benefits, the employee's accumulated sick leave shall be reduced in proportion of the amount of the worker's compensation benefits to the employee's regular rate of pay.
- C. Extended Sick Leave. An employee who is unable to work because of personal illness or disability and who has exhausted all accumulated sick leave shall be granted an unpaid leave of absence for the balance of the school year in which sick leave is exhausted. The employer shall continue

to make contributions to group health insurance for the employee for the month in which sick leave is exhausted plus one (1) additional month.

- D. Maternity Leave. Employees are entitled to use accumulated sick leave during the time of medical disability due to pregnancy and recovery there from.
- E. Verification. The employer may require written verification of the employee's attending physician to substantiate a claim for sick leave. The employer may require written verification of the employee's ability to perform duties from the employee's attending physician.
- F. Sick Leave Bank.

The Pleasantville Community School District's Teacher Sick Leave Bank will provide additional sick leave days to members of the bank in the event of serious illness, injury, or medical condition where the employee's incapacity to work is verified by a physician, and they have exhausted their own accumulated sick leave as well as all personal leave days, and/or any other applicable leave days.

Serious illness, injury, or medical condition is defined by the Sick Leave Bank Policy as requiring in-patient hospitalization, surgery, terminal cancer, extensive cancer treatment, organ transplants, catastrophic illnesses, or extended medical treatments and rehabilitation which will result in periods of incapacity to work. This policy may be used when conditions occur to the member only. Child rearing, adoption leave, or maternity leave is not covered under this plan unless serious extenuating medical conditions exist and are approved by the Sick Leave Bank Committee.

All regularly employed certified personnel are eligible to participate. Participation is voluntary and employees may contribute up to a maximum of 10 days from the employee's accumulated sick leave. The number of sick leave days that have accumulated at the end of the school year will not be carried over to the next school year.

Any member who withdraws sick leave days from the bank will not have to replace those days.

A Sick Leave Bank application form may be obtained from the Superintendent's Office. A completed application to withdraw from the Sick

Leave Bank along with a doctor's certificate testifying to the employee's incapacity to work must be filed with the Sick Leave Bank Committee. The Sick Leave Bank Committee will act on all applications. In the event an application is denied, a member may appeal one time in person to the committee per application. Sick leave bank days cannot, under any circumstance, be used for elective surgery during the school year.

Employees may only withdraw days from the Sick Leave Bank as long as there remains a balance of days available. Should the days available in the Sick Leave Bank expire; the availability of the Sick Leave Bank will also expire at that time. The Sick Leave Bank will be overseen by a committee of four members plus one alternate. The Association President shall appoint (1) one member from the Elementary Level, the Junior High Level, and the High School Level. The Alternate committee member may be selected from any of the grade levels. The purpose of the Sick Leave Bank Committee is to consider and act on applications to determine if a member qualifies to draw from the bank.

The members will serve a three year term with one member rotating off the committee each year. One committee member will be an alternate, who will serve only in the event of a committee member needing to apply for the Sick Leave Bank themselves, or should a committee member not be available to fulfill their duties.

Upon receiving an application for use of Sick Leave Bank days, the Committee Chair shall forward a copy of the application to each of the Committee Members including the Superintendent. The Chair shall then call a meeting of the committee at which a quorum must be present. The application must receive the approval of a majority vote of committee members. Committee members unable to attend the meeting are to register their vote with the Committee Chair via email. A formal record will be kept of all votes.

If the documentation is complete and sufficient to determine eligibility, the committee may award Sick Leave Bank days in accordance with the Sick Leave Bank policy. If the documentation is incomplete or insufficient to determine eligibility, the Committee Chair shall take no action but shall notify the applicant of the deficiencies and request additional documentation. The Committee Chair shall notify the Superintendent and

Business Manager regarding the receipt of applications, outcome of all applications, and determinations for the Sick Leave Bank.

ARTICLE III
TEMPORARY LEAVES OF ABSENCE

A. Personal Leave. Each employee shall be credited with three (3) personal days per year and allow employees to carry over up to two (2) days per year to a maximum accumulation of five (5) days. An employee planning to use a personal day shall complete and submit the appropriate request form to his/her principal at least one (1) week in advance. A personal leave day may not be taken on a professional development day. Any exceptions will be at the discretion of the principal. Approval of requests for personal days will be contingent upon availability of substitutes to cover the employee's assignments. When multiple personal leave requests are made for the same calendar day, priority will be given to the earliest request forms submitted. The sub rate of pay for unused personal leave days will be in the June check.

B. Personal Leave at Cost of Substitute.

- a. An employee may request working days leave at the cost of a substitute teacher's pay from the superintendent.
- b. If said leave is approved by the superintendent, the teacher is paid their normal per diem rate with the current cost of a substitute teacher deducted from their pay on said day(s).
- c. Employees requesting "personal leave at cost of substitute" must have extinguished any/all vacation and personal leave.
- d. An employee requesting "personal leave at cost of substitute" leave will submit the request to their principal and the superintendent in writing at least two (2) days in advance.
- e. If approved by the administration, this classification of leave could be used for any purpose at the discretion of the employee.
- f. Said days are separate and not to be counted as a part of any other paid leave.
- g. Minimum use of leaves in this category shall be one-half day.
- h. Personal leave at the cost of a substitute will be capped at 3-days of use per employee per school year

C. Bereavement Leave. An employee shall be granted up to five (5) days of paid leave upon the death of the employee's spouse, child, or parent. An

employee shall be granted up to three (3) days of paid leave upon the death of the employee's parent-in-law, brother, sister, son-in-law or daughter-in-law. An employee shall be granted up to two (2) days of paid leave upon the death of the employee's grandparent, grandchild, brother-in-law or sister-in-law. The employer may grant up to one (1) day of paid leave for the death of another relative or close friend.

- D. Serious Family Illness Leave. A paid leave of not more than five (5) days per year will be granted when members of the employee's immediate family are hospitalized or critically ill, and such hospitalization or illness is of an emergency nature requiring the immediate presence of the employee during the working day. "Immediate family" shall include a parent, spouse, child, brother, sister, parent-in-law, child-in-law, brother-in-law, sister-in-law, grandchild, or grandparent. The administration may require verification of the illness.
- E. Association Leave. Up to two (2) days shall be available for two (2) delegates to attend the ISEA or NEA conventions with the costs of the substitutes to be paid by the Association.
- F. Professional Leave. An employee may be granted professional leave days mutually agreed upon between principal and employee.
- G. Jury Duty. An employee who is called for jury service shall be permitted to be absent from duties without loss of pay provided the employee notifies the principal at least five (5) calendar days prior to service. Pay received for jury duty, except mileage reimbursements, shall be remitted to the District. An employee not required to perform jury duty all day shall return to work.
- H. Military Leave. Military leave shall be granted in accordance with federal and state law.
- I. Good Cause Leave. Other temporary leaves of absence with or without pay may be granted in writing by the principal or good reason. The granting or denial of such a leave shall not be subject to the grievance procedures.

Pleasantville Community School District
Pleasantville, IA

Sick Leave Bank Enrollment

Name_____

Date of Hire_____

Position_____

Check here: _____ I wish to enroll in the Sick Leave Bank

_____ Number of days I am contributing to the
Sick Bank

I understand that my donation of Sick leave days to the Sick leave bank will have the effect of reducing the number of Sick days available to me personally from the district.

Employee Signature

Date

This form along with the signatures needs to be submitted to the Business Manager.

Pleasantville Community School District
Pleasantville, IA

Sick Leave Bank Withdrawal
(To be completed by the employee applying for leave)

First and Last Name: _____

Date of Hire: _____

Position: _____

Date(s) for which leave is requested: _____

Participating employees requesting to withdraw sick leave from the Bank must have used all available sick leave prior to submitting a written request. *This form must be accompanied by a Sick Leave Bank Medical Certification Statement verifying the employee's incapacity to work, which is to be completed by the employee's attending physician.*

Describe the serious illness, injury, or medical condition resulting in the employee's incapacity and necessitating this leave.

State the anticipated period or periods of incapacity and the number of days of leave requested:

Have you exhausted all the other sick leaves? _____Yes _____No

Is the illness or injury related to on-the-job injury or worker's compensation matter? _____Yes _____No

Have you claimed and/or received disability pay, workers compensation, or unemployment during this time of leave? _____Yes _____No

Employee's Signature

Date

This completed application form is to be returned to the Association President.

Pleasantville Community School District
Pleasantville, IA

Sick Leave Bank
Medical Certification Statement

This form is to be completed by the Employee's attending physician and submitted with the employee's application of Sick Leave Bank withdrawal, and additional request for withdrawal and/or to document the employee's ability to return to work. (All sections of this form must be completed.)

Employee's Name:

Date Condition Began: _____

Date condition ended/expected to End: _____

State the anticipated period of incapacity and the number of days of leave anticipated to be necessary:

Describe the illness, injury, or medical condition creating the employee's inability to work:

Serious illness, injury, or medical condition is defined by the Sick Leave Bank Policy as requiring inpatient hospitalization, surgery, or extended medical treatments and rehabilitation that will result in periods of incapacity to work.

For the purpose of this policy, serious illness, injury or medical condition does not include: 1. Short-term ailments such as flu, colds, or routine medical or dental appointments: 2. Elective, cosmetic, or reconstructive surgery unrelated to another major illness, injury, or condition: 3. Job related illnesses or injuries that may be covered by a worker's compensation.

State medical facts describing the nature of the serious illness, injury, or medical condition:

Explanation of extent to which employee is able/unable to perform the functions of his/her job:

Attending Physician's Name (Print): _____

Attending Physician's Signature: _____

Date: _____ Office Phone: _____

Medical Release:

I authorize the release of any medical information necessary to process the above request.

Patient's Signature: _____

Date: _____

Attach this form (with all sections completed) to the Application for Sick Leave Bank Withdrawal.

ARTICLE IV
WAGES AND SALARIES

- A. Pool raise model - The district and association agreed to move the district to an equitable “pool raise” model starting with the 2023-2024 contract year. The association and district will negotiate on the base “pool raise” for all existing staff as well as a base wage increase for new hires.
- B. Retention reward bonus program - The district and association agreed that starting with the 2023-2024 school year, certified staff members covered by the collective bargaining agreement will receive a \$500 “retention reward” on their base salary for every consecutive five years of service to the district. Employees have the responsibility to notify the district of this achievement every 5-years in order to qualify for the retention reward program.
- B. Placement on Pool Salary Schedule. Upon initial employment, new employees will be placed on the pool schedule at a similar level as current employees with similar backgrounds. The administration may recommend additional compensation for positions determined to be hard to fill or recruit.
- C. Credit for Educational Attainment
 - a. Employees working toward an advanced degree from an accredited institution in a program related to their current position with the district shall be eligible to earn an additional \$500 in base pay for every 15 graduate credits earned as a part of their degree program.
 - a. AEA credits and non-program graduate credits earned are not eligible to count toward this incentive program.
 - b. Employees shall receive approval from the superintendent in advance of starting a program.
 - c. Employees shall file suitable evidence of additional educational credit earned with the superintendent’s office no later than September 5th.
 - d. Certified staff who participate in multi-year, district-approved professional development programs completed off contract time that are at or above the typical time commitment of a graduate degree program may request consideration of an additional \$500 in base pay for each year of the training program. Such requests are only eligible for programs not paid for by the school district, and must be approved by the district through submission of the required online form in advance of any additional compensation.

- i. https://docs.google.com/forms/d/e/1FAIpQLScqXgAxvxJXfEif7FnjyslpFmhQRLRVWOSyc_piNsNRcFVeEA/viewform?usp=sharing&ouid=113701646898122074343

- D. Pay Periods. Except as provided below, each employee shall be paid in twelve (12) equal installments on the twentieth (20th) of each month. Employees shall receive their checks at their regular buildings and on regular school days unless otherwise designated by the employee and approved by the Superintendent.
 - a. 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.
 - b. Employees who are new in the teaching profession may, at their option, elect to receive up to 25% of the first regular salary installment after completion of the first ten (10) workdays of employment.
 - c. Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee.
- E. Load. Employees at the secondary level will have 215 minutes of planning time per week. Employees at the elementary level will have 200 minutes of planning time per week, not including recess.
- F. Extra Duty. Teachers will be paid \$30.00 for each “extra” duty assigned and performed beyond their first duty each year. Each teacher assigned must first carry out one assigned duty during the year prior to qualifying for pay and prior to a substitute being paid for his or her duty. Principals will review teacher extra duty assignments annually with faculty input. Extra duties include:
 - a. Taking tickets at activity events outside of the regular school day
 - b. Operating scoreboards at events outside of the regular school day
 - c. Public announcing activity events outside of the regular school day
 - d. Supervising pep buses outside of the regular school day
 - e. Event supervision (as needed / requested by administration)
- G. Teacher Compensation. The District will compensate certified staff covered by the collective bargaining agreement \$20.00 per class period for each 45 minutes of substitute teacher coverage during a class period if mutually agreed upon by the teacher and the principal in advance.

ARTICLE V
EMPLOYEE HOURS & WORK YEAR

- A. Definition of Regular Work Day. The normal shift staff day is eight (8) hours. If regular classroom activity is suspended due to early dismissal, for inclement weather and/or a formal cancellation of all school activities is made, teachers will be dismissed after the students depart. The Superintendent or designee may adjust the arrival and dismissal times to fit the individual school schedule while maintaining an equivalent amount of time each day.
- B. Arrival & Dismissal. An individual teacher's arrival and dismissal times may be adjusted at the discretion of the Superintendent, or his/her designee, and with the concurrence of the teacher.
- C. Lunch. Teachers shall have a scheduled duty free lunch period at least 24 minutes in length on regular work days.
- D. Meetings. The work day may be extended 30 minutes, not more than three (3) times each contract month, for faculty or other professional meetings.
- E. Substitute Coverage. Any teacher who agrees to teach a class(es) for another teacher shall be compensated according to Article IV, G.
- F. Flexible Work Days. Teachers can use this option to fulfill five of their 180 contractual days as outlined below.

Pleasantville Community School District
Flexible Teacher Workday Guidelines

The Flexible teacher work days option is available for all Pleasantville Teachers starting with the 2015-2016 school year. This concept is to give certified teachers flexibility in use of their work day hours to meet their needs. Flexible days are paid contracted days for teachers.

The following criteria have been collaboratively established to utilize teacher flex days:

1. Flexible work days are not required, but are an option for those teachers who wish to use them.
2. All Teachers are expected to log 4 paid full days (7 hours per day) per year with administration.
 - a. Teachers who do not complete their 4 flex days will have their per diem rate of pay deducted from their June paycheck for each day not logged.
3. Flexible work days may be taken in full-day or half-day increments only
4. Teachers can log their flexible days starting July 1 of the contract year
5. Flex days must be logged on campus working on educational-related work or as part of a Pleasantville schools professional development event
6. Flex days should be logged for work directly related to teaching responsibilities.
7. When in doubt, Teachers should get prior approval for their flexible hours with their administrator
 - a. Attendance at coaching clinics, camps, etc may not be utilized for flexible work days.

Teacher Flexible Work Days Form (updated)

Teacher Name: _____

Directions: Please complete this form (or the online form) and submit it to your building principal by the last day of school at the latest.

Summary: Teaching staff may log up to 4 flexible work days (7 hour days). The procedures and details for flexible work days can be found in the Teacher Master Contract.

To be completed by Teachers to log days worked toward flexible teacher workday

Date(s) of work days logged	Location(s) of workday	# of hours worked (must be half or full-day increments)

TO BE COMPLETED BY THE PRINCIPAL

_____ Approved / Date

_____ Not Approved / Date

Principal Signature

ARTICLE XII CONTRACTUAL COMPLAINTS

Purpose: Employees should follow the complaint process outlined below to discuss complaints when violations or misinterpretations of the provisions of the handbook or the collective bargaining agreement are perceived. All complaints shall be handled in a timely manner.

Staff should follow the appropriate chain of command in resolving District complaints by attempting to resolve the issue first with those closest to the issue and most directly involved. If the complaint cannot be resolved, the complaint should be taken to the employee's supervisor and an attempt to resolve the complaint at that level should be made. A complaint should not go to the District Office or School Board unless all other attempts to resolve the issue have been exhausted at the lowest level. The procedure for handling all contractual complaints is outlined in the steps below:

Steps:

1. First Step. An attempt shall be made to resolve any complaints in informal verbal discussion between complainant and his or her principal. Informal discussions are not documented with an official form.
2. Second Step. If the complaint cannot be resolved informally, the employee shall file the complaint in writing, and discuss the matter again with their principal. The principal shall make a decision on the complaint and communicate it in writing to the employee and the Superintendent in a timely manner.
3. Third Step. In the event a complaint has not been satisfactorily resolved at the second step, the final step calls for the employee to appeal the complaint with the Superintendent. The employee and the Superintendent or his/her designee shall meet to discuss and resolve the complaint. The Superintendent or his/her designee shall make a decision on the complaint and communicate it in writing to the employee and the principal in a timely manner.

Right of Employee to Representation - An employee submitting a complaint regarding the Collective Bargaining Agreement / Master Contract may be represented at all stages of the complaint procedure, individually or by a representative selected or approved by the Association. When an employee is not

represented by the Association, the aggrieved person may request that a representative of the Association be present.

Meetings and Hearings - All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties and their designated or selected representatives.

EMPLOYEE COMPLAINT FORM
Step 2

Name of Employee: _____

Date Issue Occurred: _____

Date of informal verbal attempt to resolve complaint: _____

NEW: Type of Complaint:

_____ Individual Complaint

_____ Group Complaint

_____ Collective Bargaining Agreement / Master Contract

Statement of complaint (please list any perceived facts and reasons leading to complaint):

Remedy sought:

Signature of Employee

Date Filed with Supervisor

Response from Building Principal / Supervisor:

Signature of Principal / Supervisor

Date (response provided to Employee)

EMPLOYEE COMPLAINT FORM

Step 3

Name of Employee: _____

Date Issue Occurred: _____

Date of informal verbal attempt to resolve complaint: _____

Date of "Step 2" attempt to resolve complaint: _____

NEW: Type of Complaint:

_____ Individual Complaint

_____ Group Complaint

_____ Collective Bargaining Agreement / Master Contract

Statement of complaint (please list any perceived facts and reasons leading to complaint):

Remedy sought:

Signature of Employee

Date Filed with Superintendent

Response from Superintendent:

Signature of Superintendent

Date (response provided to Employee)

ARTICLE XIII
SEPARABILITY AND DURATION

Separability.

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law and the Board and the Association shall enter into immediate negotiations to replace said provision. All other provisions or applications shall be in full force and effect.

Duration Period.

The Agreement shall be effective as of July 1, 2026, and shall continue in effect until June 30, 2028.

Signature Clauses.

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 hereon, all on the 1st day of June, 2026.

PLEASANTVILLE EDUCATION
ASSOCIATION

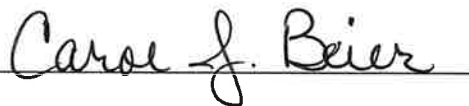
By 

President

By 

Chief Negotiator

PLEASANTVILLE COMMUNITY
SCHOOL DISTRICT

By 

President, Board of Education

By 

Chief Negotiator

Pleasantville Community School District
Teacher "Pool Raise" Model

The "pool raise" compensation model will begin with the 2023-2024 contract year and the traditional "step lane" model that has been in place would cease to be used at that time. The association and district also agree to adjust the way TSS is figured and starting with the 23-24 school year, TSS dollars will be distributed equitably among all eligible staff.

Pool raise model - The district and association agreed to move the district to an equitable "pool raise" model starting with the 2023-2024 contract year. The association and district will negotiate on the base "pool raise" for all existing staff as well as a base wage increase for new hires.

Negotiations Year	Pool Raise	Base Pay
2023	\$3,000.00	\$33,800.00
2024	\$2,000.00	\$35,600.00
2025	\$2,100.00	\$37,500.00
2026	\$1,250.00	\$38,750.00

Extracurricular Salary Schedule: 2026-2027

Experience in extra-curricular programs shall be recognized for continuous service in the same position. The percentage shall be increased by one half percent (1/2%) a year for a total of seven (7) years. After seven (7) years experience, the coach/sponsor will continue to be paid two and one half percent (2 1/2%) more than the base salary for that extra-curricular activity. New coaches/sponsors will be credited with all prior experience at the same level or a higher level in that activity in the District or in another accredited district.

Pleasantville Community School District

Extracurricular Salary Schedule (LINK)

School Year 2026-2027

Base: \$38,750.00

Pleasantville Community School District
Extra Curricular Salary Schedule
Fiscal Year 2026-27
Base: \$38,750.00

	14.50%	16.00%	15.50%	16.00%	16.50%	17.00%	17.50%	18.00%
Band Director	\$5,618.75	\$5,812.50	\$6,006.25	\$6,200.00	\$6,393.75	\$6,587.50	\$6,781.25	\$6,975.00
	12.00%	12.50%	13.00%	13.50%	14.00%	14.50%	15.00%	15.50%
Head Football	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25	\$5,425.00	\$5,618.75	\$5,812.50	\$6,006.25
Head Boys Basketball	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25	\$5,425.00	\$5,618.75	\$5,812.50	\$6,006.25
Head Girls Basketball	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25	\$5,425.00	\$5,618.75	\$5,812.50	\$6,006.25
Head Wrestling	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25	\$5,425.00	\$5,618.75	\$5,812.50	\$6,006.25
Head Baseball	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25	\$5,425.00	\$5,618.75	\$5,812.50	\$6,006.25
Head Softball	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25	\$5,425.00	\$5,618.75	\$5,812.50	\$6,006.25
Head Volleyball	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25	\$5,425.00	\$5,618.75	\$5,812.50	\$6,006.25
Head Dance Team	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25	\$5,425.00	\$5,618.75	\$5,812.50	\$6,006.25
Head Strength	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25	\$5,425.00	\$5,618.75	\$5,812.50	\$6,006.25
	10.00%	10.50%	11.00%	11.50%	12.00%	12.50%	13.00%	13.50%
Football Coordinator	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75	\$5,037.50	\$5,231.25
	9.00%	9.50%	10.00%	10.50%	11.00%	11.50%	12.00%	12.50%
Assistant Football	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Assistant Boys Basketball	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Assistant Girls Basketball	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Assistant Wrestling	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Assistant Baseball	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Assistant Softball	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Assistant Volleyball	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Head Boys Track	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Head Girls Track	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Cross Country	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Assistant Dance Team	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75
Assistant Strength	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00	\$4,843.75

Extracurricular Salary Schedule: (continued)

	8.50%	9.00%	9.50%	10.00%	10.50%	11.00%	11.50%	12.00%
Head Boys Golf	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00
Head Girls Golf	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00
Vocal	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75	\$4,262.50	\$4,456.25	\$4,650.00
	7.00%	7.50%	8.00%	8.50%	9.00%	9.50%	10.00%	10.50%
Assistant Boys Track	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75
Assistant Girls Track	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75
Assistant Cross Country	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75
Head Jr. High Wrestling	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75
Head Jr. High Football	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75
Head Jr. High Boys Basketball	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75
Head Jr. High Girls Basketball	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75
Head Jr. High Softball	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75
Head Jr. High Baseball	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00	\$4,068.75
	6.50%	7.00%	7.50%	8.00%	8.50%	9.00%	9.50%	10.00%
Assistant Golf	\$2,518.75	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25	\$3,875.00
	6.00%	6.50%	7.00%	7.50%	8.00%	8.50%	9.00%	9.50%
Head Jr. High Boys Track	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25
Head Jr. High Girls Track	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25
Head Jr. High Volleyball	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25
	5.50%	6.00%	6.50%	7.00%	7.50%	8.00%	8.50%	9.00%
High School Student Council	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50	\$3,681.25
	5.00%	5.50%	6.00%	6.50%	7.00%	7.50%	8.00%	8.50%
High School Cheerleading	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50
Elementary Band/Vocal	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75	\$3,487.50
	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%	7.00%	7.50%
Weightlifting	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25	\$3,100.00	\$3,293.75
	3.50%	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%	7.00%
Asst Jr. High Football	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25
Asst Jr. High Boys Basketball	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25
Asst Jr. High Girls Basketball	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25
Asst Jr. High Wrestling	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25
Asst Jr. High Volleyball	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25
Asst Jr. High Baseball	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25
Asst Jr. High Softball	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25
Jr. High Cross Country	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50	\$2,906.25
	3.00%	3.50%	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
Head Play	\$1,358.25	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50
Yearbook	\$1,358.25	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75	\$2,712.50
Asst Jr. High Track								
	3.00%	3.50%	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
Knowledge Bowl	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75
Individual Speech	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75
Group Speech	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75
Prom Chair	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00	\$2,518.75

Extracurricular Salary Schedule: (continued)

	2.75%	3.25%	3.75%	4.25%	4.75%	5.25%	5.75%	6.25%
Asst Play	\$1,065.63	\$1,259.38	\$1,453.13	\$1,646.88	\$1,840.63	\$2,034.38	\$2,228.13	\$2,421.88
Asst Musical	\$1,065.63	\$1,259.38	\$1,453.13	\$1,646.88	\$1,840.63	\$2,034.38	\$2,228.13	\$2,421.88
	2.50%	3.00%	3.50%	4.00%	4.50%	5.00%	5.50%	6.00%
Jr. High Cheerleading	\$988.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00
Washington D.C. Trip	\$988.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50	\$2,131.25	\$2,325.00
	1.75%	2.25%	2.75%	3.25%	3.75%	4.25%	4.75%	5.25%
Newspaper	\$678.13	\$871.88	\$1,065.63	\$1,259.38	\$1,453.13	\$1,646.88	\$1,840.63	\$2,034.38
	1.50%	2.00%	2.50%	3.00%	3.50%	4.00%	4.50%	5.00%
Business Club	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50
Drama Club	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50
FCS Club	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50
Science Club	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50
Spanish Club	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50
Jr. High Student Council	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50
Silver Chord Advisor	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50
National Honor Society	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50
FCCLA	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50
Skillz USA	\$581.25	\$775.00	\$968.75	\$1,162.50	\$1,356.25	\$1,550.00	\$1,743.75	\$1,937.50

LETTER OF AGREEMENT: PEER REVIEW

This agreement will be an addendum to the 2017-2018 Master Contract and will sunset after the 2017-18 contract year, unless renewed in collective bargaining for a subsequent year.

Definition: The parties agree that peer review is a collegial process among a peer group of teachers to enhance and improve instruction in order to increase student achievement.

Process:

1. A peer group may be a group of two or more colleagues. The peer group will be formed by mutual agreement of the participants and approved by the principal. Each teacher will have a peer group. If a peer group for a teacher cannot be formed by mutual agreement, a peer group will be formed by the principal.
2. Peer review will emphasize professional dialogue that will include a component of classroom observation.
3. The peer review process will be formative and will be focused on assisting each peer group member in achieving the goals of each teacher's individual professional development plan. Peer reviews shall be supportive and collaborative and will be conducted in an informal manner.
4. The members of the peer group will complete the attached form relating to the peer review process. The form will be submitted to the principal no later than October 1.
5. Peer group reviews shall not be the basis for recommending the teacher participate in an intensive assistance program and shall not be used to determine the compensation, promotion, layoff, or any other determination affecting a teacher's employment status.
6. Training for peer review will be provided prior to its implementation.
7. Time required for the peer review process will be scheduled by the peer group with the approval of the principal. If a substitute teacher is needed for the peer review process, the peer group will first contact the principal to seek approval and make the appropriate arrangements.
8. If a conflict exists between or among members of a peer review group, an attempt will be made to mediate the conflict. Based on the results of the mediation, the employee(s) will then decide if it is necessary to be assigned to another peer group.

Peer Review Form

Teacher's Name:

Teachers in Peer Review Group:

Date(s)/Time(s) Peer Review Group Met:

Signatures of Peer Group Teachers:
