

## *Edgeley Public School District #3*

The negotiations process has been finalized for school year 2014-2015. It is stipulated that \$1,000.00 will be added to the base. \$7,100 will be the annual Cafeteria Plan Benefit. Contracts will be issued no earlier than April 1st.

### 2014-2015 SALARY SCHEDULE

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	<b>35,200.00</b>	35,550.00	35,900.00	36,250.00	36,600.00	36,950.00	37,300.00	38,800.00	39,250.00	39,700.00
1	35,650.00	36,000.00	36,350.00	36,700.00	37,050.00	37,400.00	37,750.00	39,250.00	39,700.00	40,150.00
2	36,100.00	36,450.00	36,800.00	37,150.00	37,500.00	37,850.00	38,200.00	39,700.00	40,150.00	40,600.00
3	36,550.00	36,900.00	37,250.00	37,600.00	37,950.00	38,300.00	38,650.00	40,150.00	40,600.00	41,050.00
4	37,000.00	37,350.00	37,700.00	38,050.00	38,400.00	38,750.00	39,100.00	40,600.00	41,050.00	41,500.00
5	37,450.00	37,800.00	38,150.00	38,500.00	38,850.00	39,200.00	39,550.00	41,050.00	41,500.00	41,950.00
6	37,900.00	38,250.00	38,600.00	38,950.00	39,300.00	39,650.00	40,000.00	41,500.00	41,950.00	42,400.00
7	38,350.00	38,700.00	39,050.00	39,400.00	39,750.00	40,100.00	40,450.00	41,950.00	42,400.00	42,850.00
8	38,800.00	39,150.00	39,500.00	39,850.00	40,200.00	40,550.00	40,900.00	42,400.00	42,850.00	43,300.00
9	39,250.00	39,600.00	39,950.00	40,300.00	40,650.00	41,000.00	41,350.00	42,850.00	43,300.00	43,750.00
10	<b>39,700.00</b>	40,050.00	40,400.00	40,750.00	41,100.00	41,450.00	41,800.00	43,300.00	43,750.00	44,200.00
11	40,150.00	40,500.00	40,850.00	41,200.00	41,550.00	41,900.00	42,250.00	43,750.00	44,200.00	44,650.00
12	40,600.00	<b>40,950.00</b>	41,300.00	41,650.00	42,000.00	42,350.00	42,700.00	44,200.00	44,650.00	45,100.00
13	41,050.00		41,750.00	42,100.00	42,450.00	42,800.00	43,150.00	44,650.00	45,100.00	45,550.00
14	41,500.00		<b>42,200.00</b>	42,550.00	42,900.00	43,250.00	43,600.00	45,100.00	45,550.00	46,000.00
15	41,950.00			43,000.00	43,350.00	43,700.00	44,050.00	45,550.00	46,000.00	46,450.00
16	42,400.00			<b>43,450.00</b>	43,800.00	44,150.00	44,500.00	46,000.00	46,450.00	46,900.00
17	42,850.00				44,250.00	44,600.00	44,950.00	46,450.00	46,900.00	47,350.00
18	43,300.00				<b>44,700.00</b>	45,050.00	45,400.00	46,900.00	47,350.00	47,800.00
19	43,750.00					45,500.00	45,850.00	47,350.00	47,800.00	48,250.00
20	44,200.00					<b>45,950.00</b>	46,300.00	47,800.00	48,250.00	48,700.00
21	44,650.00						46,750.00	48,250.00	48,700.00	49,150.00
22	45,100.00						<b>47,200.00</b>	48,700.00	49,150.00	49,600.00
23	45,550.00							49,150.00	49,600.00	50,050.00
24	46,000.00							<b>49,600.00</b>	50,050.00	50,500.00
25	46,450.00								50,500.00	50,950.00
26	46,900.00								<b>50,950.00</b>	51,400.00
27	47,350.00									51,850.00
28	47,800.00									<b>52,300.00</b>

**BA+BS LANES 11-28 ARE USED FOR EXTRACURRICULAR ONLY**

# *Edgeley Public School District #3*

## **FRINGE BENEFITS**

1. A separate written Cafeteria Plan that complies with the requirements of Section 125 and the regulations that is maintained by the District for employees. Participants in the cafeteria plan must be permitted to choose among at least one permitted taxable benefit (for example, cash, including salary reduction) and at least one qualified benefit. The Cafeteria Plan must contain elections among both taxable and nontaxable elections as well as not provide for deferral of compensation, except as specifically permitted in Section 125(d)(2)(B), (C) or (D). The amount paid by the District is \$6,000 for 2013-2014. Anything over that amount needed for an individual's premium shall be deducted from their salary. Part time teachers will have the benefit prorated on their contracted time. 12/8/06 AMENDMENT: The 2005-2006 benefit is considered paid in full even though those employees participating in Blue Cross/Blue Shield received a refund and had taxes withheld from the refunded amount.

2. Each employee of the Edgeley Public School District shall receive up to a maximum of \$50,000 term life insurance; and the District shall provide a Group Long Term Disability Insurance Policy with a sixty (60) day waiting period.

## **EXTRACURRICULAR PAY**

Head Coach FB, BB, WR, VB	9.00%	Extracurricular Music	6.00%
Asst Coach FB, BB, WR, VB	6.00%	Junior Class Advisor	3.00%
Jr Hi Coach FB, BB, VB	4.50%	Cheerleader Advisor/Sport	2.50%
Grade Coach FB, BB, VB	4.00%	FBLA-FCCLA Advisors	5.00%
Activity Director	9.00%	Annual Staff Advisor	3.00%
Head Track Coach	8.75%	All School Play Advisor	4.00%
Asst Track Coach	5.75%	One Act Play	4.00%
Golf Coach	4.00%	Science Fair or Science Olympiad	6.00%
Kids WR Coach	4.00%	Pep Band Advisor	2.00%
Speech Coach	4.50%		

The following coaches will be given a .1% increase for each year of experience as either head or assistant HS coach in that sport:

- ☒ Head Coach FB, BB, WR, TK, VB
- ☒ Asst Coach FB, BB, WR, TK, VB
- ☒ Golf Coach
- ☒ Activity Director

Experience within and outside of the district will count to receive the .1% increase per year. The .1% increase per year will begin at the base pay for the above coaches ( ☒ ) as stated per the above negotiated agreement. When a new coach is hired, they will receive the base percentage as listed above, plus (+) .1% increase for each year of experience.

If no varsity assistant coach in the sports of football, basketball, volleyball or track is hired and if the head coach agrees to assume the extra duties, the head coach will receive an additional assistant coach pay at the base level in compensation.

This schedule takes into consideration the experience factor. To find the extracurricular pay, multiply the given percentage times the applicable base pay figure from the salary schedule. If that schedule increases, the extra-curricular pay would also increase since these percentages would be multiplied times the current master schedule.

The BA-BS column is the only column used even though the teacher may be placed in another column for his/her teaching salary.

Experience can be brought into the system on the same basis as the regular salary schedule. Experience as an assistant coach or as an elementary coach will count as 3/4 unit if that coach assumes the head coaching position.

The purpose of this kind of schedule is that there will not need to be future negotiations on the entire extra-curricular schedule. Each time the master schedule changes, the extra-curricular amounts would automatically change since the percentage would apply to the new master schedule.

# *Edgeley Public School District #3*

## **IN-STAFF SUBBING**

In-staff subbing will be paid at the rate of 1/7th of the current substitute teacher pay.

## **SALARY SCHEDULE GUIDELINES**

1. No teacher may advance more than one increment per year.
2. Effective 1992-93 to move horizontally on the schedule, the 8 semester hours shall be graduate or undergraduate credits earned after the granting of a BA-BS Degree, be in the teacher's major or minor field or educationally related, and with the approval of the Administration. Effective 1989-90, to move from the Masters to the Masters + 8 lane, the 8 semester hours must be graduate credits earned after the granting of the Masters degree, and with the approval of the Administration. Written approvals for credit shall be maintained in the teacher's file.
3. Effective 2003-2004, all staff who do not receive a step because they have reached the highest salary step for years of experience will receive a \$200 yearly payment.
4. The salary for any teacher shall be for the degree that is held when the school term begins and not for any additional degree or hours earned during the school year.
5. All teachers are urged to keep competent in their respective teaching fields and are urged to take refresher courses from time to time.
6. A teacher may receive disciplinary action for any of the following: incompetence, insubordination, neglect of duty, immorality, or corporal punishment.
7. A teacher can and should expect some additional duties without extra pay; such as selling tickets, chaperoning parties, bus trips, class advisors other than junior class advisor, etc. A teacher and their spouse will be admitted free to all school sponsored fee-paying events.
8. For each teaching year of experience in another school system, provided that the prospective teacher has taught in relatively the same area of teaching; one experience unit increment on the salary schedule per year is allowed, taking all years of experience from other districts into consideration. This proposal is not retroactive and does not affect current employees of the Edgeley School District.

## **EXTENDED CONTRACTS**

The Edgeley School Board, in its sole discretion, has the authority to extend a contract up to twenty (20) days for a certified position provided there are three (3) or fewer qualified applicants for that position. The administration has the authority to approve work done in those twenty (20) days, and such work must include items such as summer school educational projects, tutorial programs for students or adults, night computer classes, etc.

## **INCENTIVE FOR EXCELLENCE**

\$200 for expenses will be paid for every four semester hours earned in the teacher's approved field. This will be subject to prior approval by administration.

## **IMMEDIATE HOUSEHOLD FAMILY SICK LEAVE**

Six (6) days per year on a non-cumulative basis will be granted with approval of the Superintendent for leave needed because of immediate household family illness. One (1) of these days may be used for illnesses related to the employee's mother, father, mother-in-law, father-in-law or child not living in the household.

# *Edgeley Public School District #3*

## **SICK LEAVE BENEFITS**

Sick leave shall be ten (10) days each year cumulative to eighty (80) days. Sick leave days are only for illness of the employee. The Board may demand a doctor's report as it considers a contract for reemployment, if the teacher has been sick frequently or for an extended period of time. Teachers who leave the school system after a minimum of 14 years service to the District shall receive \$20 per unused sick day if not non-renewed for performance or discharged for cause.

## **PERSONAL LEAVE BENEFITS**

Each teacher shall be allowed two (2) days personal leave per year cumulative to four (4) days.

After the teacher has used the cumulative days of personal leave, he or she may be granted one (1) additional day with the approval of the Superintendent. For this additional day, the teacher will forfeit the current substitute pay. All substitutes are to be secured by the Superintendent or building Principal.

Any teacher who has accumulated four (4) days of personal leave shall be paid at the current substitute per day pay scale for one (1) personal leave day or for two (2) personal leave days, thereby reducing the cumulative days from four (4) to two (2). Pay for this day or days will be included in the last monthly check of the current contract year.

Personal leave may be taken at any time, however, the Superintendent may deny permission to a teacher for personal leave day taken just before or after a holiday or to ensure that only a limited number of teachers are absent on a given day.

## **PROFESSIONAL DUES**

The Edgeley School District will provide up to \$50 per teacher each school year to reimburse teachers for dues they pay to belong to professional organizations in their content area (academic or extra-curricular). The administration must pre-approve all organizations in the teacher's content area.

Teachers will pay dues to their chosen organizations; they may request reimbursement upon submitting signed proof of approval and dues payment to the Business Manager.

This money will not carry over to the next year and any teacher choosing not to use it shall lose it.

## **ADOPTION BENEFITS**

Each teacher shall be allowed ten (10) days non-cumulative Adoption Leave per year for adoption of a child into their immediate family.

## **SAVINGS CLAUSE**

If any provision of this agreement is or shall at any time become contrary to law, held illegal, void or invalid, then such provision shall not be applicable or performed or enforced except to the extent permitted by law. The remaining provisions of this agreement will not in any way be affected or impaired, but will remain binding in accordance with their terms."

## **DURATION CLAUSE**

This Agreement will be in effect from July 1, 2014, until June 30, 2015, at which time this Agreement shall be automatically renewed unless either party gives notice to the other party not less than sixty (60) days prior to the expiration date of its desire to reopen negotiations as to certain provisions of the Agreement or additions to this Agreement.

# *Edgeley Public School District #3*

## **NATIONAL CERTIFICATION**

Any teacher that has a current and valid "National Board Certified Teacher" certificate from the National Board for Professional Teaching Standards shall receive a stipend of \$500 per year. The Teacher with this certification shall present their valid certificate to the Superintendent for payment.

## **PROFESSIONAL LEAVE BENEFIT**

Two (2) days of professional leave will be granted to each teacher or coach for workshops or clinics. The Superintendent has authority to extend the number of days. The professional leave must be within the teacher's current teaching assignment. This leave will be with the understanding that each teacher is to bring back the information that was taught at the workshop or clinic and share with similar teachers or coaches. All professional leave will be subject to approval of the Superintendent upon showing the quality and learning potential for the teachers and coaches. Teachers will be allowed to attend workshops and clinics in the summer with mileage, meals, and motels paid by the School, but the teachers will not be paid salary on these days. Varsity or junior varsity coaches will be limited to one (1) day of professional leave per sport per year. Reimbursement will be given at current state rates for mileage, meals, motel and maximum of \$100 per day for registration costs. The school will not pay for college credit if it is an additional expense to the registration cost. This professional leave benefit cannot be used for the annual NDEA Conference. This policy does not include professional leave for teacher in-service or tournaments.

## **EMERGENCY LEAVE BENEFITS**

Each teacher shall be allowed five (5) days emergency leave. These days are non-accumulating from year to year. Emergency leave shall be defined as leave taken because of dire illness or death in the immediate family. Immediate family shall be interpreted as husband, wife, child, father, mother, grandparents, grandchild, sister, brother, aunt, uncle, in-laws, nieces, nephews, great grandparents, great aunts, great uncles, great nieces, great nephews and great grandchildren or any other member of the family unit living in the same household, no matter what degree of relationship.

Emergency leave shall be granted by the Superintendent. If the five (5) days have been used up by the employee, the Superintendent, at his/her discretion may allow additional days.

## **LIQUIDATED DAMAGES CLAUSE**

Once a contract is signed, it is assumed that teachers will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the teacher, prior to the completion of the contract terms, results in damages to the school District which are impractical or extremely difficult to actually ascertain. In an effort to fix compensation which bears a reasonable relationship to probable damages and which is not disproportionate to reasonably anticipated damages, the following sum shall be paid by a teacher requesting a release from contract which is approved by the School Board:

Release Requested during Period from:	
May 23-June 15:	\$1,000
June 16-August 15:	\$1,600
August 16-End of Term:	\$2,000

Nothing contained herein shall be construed to mean that the Board must release the teacher upon payment of the above amount. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

The Edgeley Education Association agrees not to promote, encourage, support or engage in strikes, work slowdowns, sanctions, or other such activities. Any teacher who is involved in such action against the school district shall be fined by an amount not to exceed the current substitute pay. This amount shall be deducted at the time of the next pay period.

The Board of Education assumes the responsibility as the managerial component of the entity known as the Edgeley

## ***Edgeley Public School District #3***

Public School District. The Board recognizes no threat or intention in our state negotiation law nor in any negotiation agreement they have entered into, of eroding their responsibility or power. Therefore, the position of the Board remains

the authority for operation of the school district and their decision relative to all questions, including salary schedule questions, is final.

For Edgeley Education Association(s) \_\_\_\_\_

For Edgeley Board of Education(s) \_\_\_\_\_

Date \_\_\_\_\_