

**Kulm Public School  
Negotiated Agreement 2015-2016  
(Include 2016-2017)**

**“The Returning Teacher” Schedule:**

<b>BS/BA+8</b>	<b>BS/BA+16</b>	<b>BS/BA+24</b>	<b>BS/BA+32</b>	<b>MS/MA</b>	<b>MS/MA+15</b>	<b>MS/MA+30</b>	<b>DM/HQ*</b>
\$300.00	\$500.00	\$500.00	\$500.00	\$1,500.00	\$750.00	\$750.00	\$1,000.00

\*A Major and Licensed by ESPB to be “highly Qualified” in a Core Academic Subject.

For the 2015-16 School Year, teachers will forgo a \$1300 annual increase for the contracted full-time teacher or a proportional amount for the part-time contracted teachers.

Teachers beginning the 6<sup>th</sup> year and every 5 years thereafter of consecutive service to the School District will receive \$500.

Teachers of the district are eligible to participate in the School District Cafeteria Benefits Plan. The School District shall provide \$5000 of benefit for teachers to be used toward health ins, vision ins, annuities, Aflac, flexible spending on medical or daycare and/or cash option of 90% of \$5000.

Specific guidelines as to administration of the Cafeteria 125 Benefits Plan may be found in the School Districts Cafeteria 125 Plan Document.

All graduate hours will be credited for advancement on “The Returning Teacher” schedule. Undergraduate hours must be approved by the administration and the Board to be credited for advancement. Hours earned must be reported to the Business Manager by the first day of school in order to be advanced on “The Returning Teacher” schedule.

No returning teacher will be paid less than a new teacher “similarly situated”\*.

\*Based on educational background and years of experience.

**Extra-Curricular Salary Schedule**

**See Attached Spread Sheet**

Coaches and Advisors will receive \$100.00 for each level of advancement past the regular season.

Teachers/coaches/advisors, which drive any school vehicle (bus, van, car) when transporting students, will be paid according to the established schedule for driving time only. The district shall provide a 5% annual increase on extra-curricular activities. Assistant coaches will be paid an additional \$50 for any extra day if coaching a C game and \$20 for any additional game on regular scheduled nights. Teachers who are a part of the drug pool and attend the bus driver training will be paid the same hourly rate as bus drivers any time they are transporting students outside of the district. If it is during contracted hours, they will be paid only for driving time. If it is non-contracted hours, they will be paid the full time.

**Teacher/Coach’s Salary Payment:**

Teachers will receive their first paycheck at the end of August. Coaches will be paid a weekly salary based upon their coaching salary for work done before school starts. Coaches/advisors will be paid \$10.00 per session to supervise open gym and weight room after coaching duties for the season are over – open gym sessions must be at least 1½ hours in length to qualify for compensation. A teacher can be expected to take tickets at an athletic event, chaperone school parties, or a similar duty during the school term at no remuneration.

**Sick Leave:**

All faculty members will have ten (10) days of sick leave per year, cumulative to 90 school days, to be terminated with their teaching contract in the Kulm School system, except upon retiring, a teacher will be compensated \$20/day for any



## Extra-Curricular Salary Schedule

Activity	Dues paid	2013-2014	2014-2015	2015-2016	2016-17
Head coaches in FB, GBB, BBB, VB, WR	yes	\$4,376	4595.22	4824.98	5066.23
Assistant Coaches in FB, GBB, BBB, VB, WR		\$3,282	3446.42	3618.74	3799.68
Head Boys/ Head Girls Golf Coach	yes	\$1,824	1915	2010.75	2111.29
Assistant Golf Coach		\$1,460	1532	1608.6	1689.03
Head Track Coach (Boys and Girls)	yes	\$3,040	3192	3351.6	3519.18
Assistant Track Coach		\$2,675	2809	2949.45	3096.92
7 & 8 <sup>th</sup> Grade BBB, GBB & WR		\$1,703	1788	1877.4	1971.27
Assistant 7 & 8 <sup>th</sup> BBB, GBB		\$1,460	1532	1608.6	1689.03
Music extra-curricular	yes	\$1,824	1915	2010.75	2111.29
Drama (one act play)	yes	\$1,338	1405	1475.25	1549.01
Speech	yes	\$1,338	1405	1475.25	1549.01
Science extra-curricular		\$912	958	1005.9	1056.2
Yearbook		1337.7	1405	1475.25	1549.01
School Paper		609	640	672	705.6
Class Advisor (7 – 10, 12) Per advisor		\$152	160	168	176.4
Junior Class Advisor (banquet-prom) per advisor		\$609	639.45	671.42	704.99
Cheer Coach (per sport)		609	639.45	671.42	704.99
Half Time Entertainment		609	639.45	671.42	704.99
Elementary Gymnastics		609	639.45	671.42	704.99
Driving to practices/games -coaches/trip		\$15	15	15	15