

**NEW SALEM/ALMONT PUBLIC SCHOOL DISTRICT #49  
2015-2017 NEGOTIATED AGREEMENT**

**FIRST YEAR BASE SALARY** **\$35,500.00**

**DEGREE & COMPENSATION**

<b>BS</b>	<b>BS+10 SH</b>	<b>BS +20 SH</b>	<b>BS + 30 SH</b>	<b>BS + 40 SH</b>	<b>MASTERS</b>	<b>MS+10SH</b>
<b>\$35,500</b>	<b>\$36,100</b>	<b>\$36,700</b>	<b>\$37,300</b>	<b>\$37,900</b>	<b>\$38,900</b>	<b>\$39,500</b>

**SECOND YEAR BASE SALARY** **\$37,275.00**

**DEGREE & COMPENSATION**

<b>BS</b>	<b>BS+10 SH</b>	<b>BS+20 SH</b>	<b>BS+30 SH</b>	<b>BS+40SH</b>	<b>MASTERS</b>	<b>MS+10SH</b>
<b>\$37,275</b>	<b>\$37,875</b>	<b>\$38,475</b>	<b>\$39,075</b>	<b>\$39,675</b>	<b>\$40,675</b>	<b>\$41,275</b>

**TO QUALIFY FOR THE MASTERS DEGREE LANE, INDIVIDUALS MUST EARN THEIR MASTERS DEGREE IN THE FIELD THEY ARE EMPLOYED TO TEACH OR IN THE AREA OF THEIR UNDERGRADUATE DEGREE. TEN YEARS OF CURRENT OUTSIDE EXPERIENCE MAY BE BROUGHT INTO THE SYSTEM BY A NEW TEACHER @ \$200.00 PER YEAR. CURRENT PERSONNEL WILL BE CREDITED TWO YEARS FOR EVERY ONE YEAR OF SERVICE UNTIL THEY REACH THEIR ACTUAL YEARS OF EXPERIENCE. NO RETURNING TEACHER SHALL RECEIVE LESS SALARY THAN THE AMOUNT THEY WOULD RECEIVE AS A NEWLY HIRED TEACHER WITH THE SAME NUMBER OF YEARS TEACHING EXPERIENCE AND ON THE SAME EDUCATIONAL LANE. TO CHANGE LANES, ONE MUST EARN THE PRESCRIBED HOURS OF COLLEGE CREDIT PRIOR TO THE OPENING OF SCHOOL IN THE FALL. LANE CHANGES WILL NOT BE PERMITTED AFTER THE MIS03 FALL REPORT DEADLINE OF EACH SCHOOL YEAR.**

**TEACHERS SHALL BE CONTRACTED FOR 182 DAYS AND WILL BE PAID IN TWENTY FOUR (24) INSTALLMENTS. PAYROLL WILL BE ISSUED ON THE 15TH & THE 30TH OF EACH MONTH.**

**TWELVE DAYS OF SICK LEAVE WILL BE GRANTED PER YEAR. TEACHERS WILL BE ALLOWED TO ACCUMULATE SEVENTY FIVE (75) DAYS OF SICK LEAVE. THE DISTRICT WILL REIMBURSE FOR ALL UNUSED SICK LEAVE WHEN A TEACHER LEAVES THE SYSTEM WITH THE RATE BEING \$50.00 PER DAY. UP TO FIVE (5) DAYS OF SICK LEAVE MAY BE USED FOR DEATH OR FUNERALS. THE GRANTING OF THIS LEAVE IS LEFT UP TO THE DISCRETION OF THE SCHOOL ADMINISTRATION. SICK LEAVE MAY BE USED FOR FAMILY ILLNESS, FOR PARENTS, BROTHERS, SISTERS, SPOUSES, AND FOR CHILDREN. PROVISIONS OF THE FAMILY MEDICAL LEAVE ACT (FMLA) WILL BE ADHERED TO IN MATTERS OF EXTENDED SICK LEAVE.**

**AN EXTENDED LEAVE OF ABSENCE, NOT TO EXCEED ONE YEAR, WITHOUT SALARY, MAY BE GRANTED TO A TEACHER WHEN, IN THE JUDGEMENT OF THE SCHOOL BOARD THIS LEAVE WILL NOT BE DETRIMENTAL TO STUDENTS. THE TEACHER GRANTED THIS LEAVE WILL RETAIN HIS/HER YEARS OF EXPERIENCE IN THE SCHOOL DISTRICT AND UPON RETURN TO THE SYSTEM WILL BE PLACED ON THE SALARY SCHEDULE ACCORDING TO THE NEGOTIATED AGREEMENT.**

**THREE DAYS (3) OF PERSONAL LEAVE MAY BE GRANTED EACH TEACHER WITHOUT LOSS OF PAY. TEACHERS WISHING PERSONAL LEAVE SHALL APPLY TO THE SUPERINTENDENT OR PRINCIPAL THREE (3) DAYS IN ADVANCE AND SHALL KEEP IN MIND THE FOLLOWING: NO MORE THAN TWO (2) STAFF MEMBERS MAY TAKE PERSONAL LEAVE ON ANY GIVEN DAY. TEACHERS MAY ALSO TRANSFER TWO (2) OF THE TWELVE (12) SICK DAYS OVER TO PERSONAL DAYS, MAKING THE TOTAL OF FIVE PERSONAL DAYS. TEACHERS NOT USING THEIR PERSONAL LEAVE SHALL BE REIMBURSED AT A RATE OF \$75.00 PER DAY. PAYMENT FOR UNUSED PERSONAL LEAVE WILL BE MADE AFTER THE CONCLUSION OF THE SCHOOL YEAR.**

**WHEN ADDITIONAL ALLOWANCES ARE GRANTED TO A TEACHER IN A CRITICAL FIELD, PER STATE LAW, THE SUPERINTENDENT SHALL NOTIFY THE TEACHERS LOCAL #270.**

**EACH TEACHER WILL RECEIVE \$6,977.76 WHICH IS THE COST OF A FULL SINGLE HEALTH POLICY. ALL TEACHERS WILL HAVE THE OPTION TO TAKE THE INSURANCE OR RECEIVE \$2,000.00 DURING THE 2015-2016 SCHOOL YEAR AND \$2,500.00 DURING THE 2016-2017 SCHOOL YEAR TO BE USED AS A CASH OPTION OR IN THE FLEX BENEFIT PLAN. STAFF HIRED ON THE 2001-2002 AGREEMENT WILL BE GRANDFATHERED IN TO USE THE AMOUNT OF A FULL SINGLE POLICY TOWARDS INSURANCE, FLEX ACCOUNTS, OR AS A CASH OPTION. IF NEW SALEM/ALMONT'S GROUP HEALTH INSURANCE POLICY IS DROPPED, THE AMOUNT OF \$6,977.76 CAN BE USED TOWARDS FLEX MEDICAL, DEPENDENT CARE, OR DISABILITY. CURRENT STAFF THAT ARE ELIGIBLE, MEDICAL INSURANCE WAIVERS WILL CONTINUE TO BE GRANDFATHERED TO USE THE MONEY TOWARDS FLEX ACCOUNTS OR THE CASH OPTION.**

**THE SCHOOL DISTRICT SHALL PAY THE TEACHER'S SHARE OF TFFR. THE TFFR BENEFIT WILL BE 11.75% OF THE TEACHER'S RETIREMENT SALARY. (NO ANNUITY OR CASH ALLOWED!)**

**THE ATHLETIC DIRECTOR MAY ASSIGN TICKET TAKING UP TO TWO TIMES A YEAR TO INSTRUCTIONAL STAFF. OTHER TICKET TAKING OPPORTUNITIES WILL BE OPEN TO EVERYONE BY THE ATHLETIC DIRECTOR. THOSE TEACHERS WHO ARE REQUIRED TO SELL TICKETS AT AN EVENT WILL BE PAID \$20.00 PER TEACHER PER EVENT, OR \$30.00 PER TEACHER FOR THREE (3) GAME EVENTS. PAYMENTS WILL BE TAKEN FROM THE ACCOUNT OF THE ACTIVITY SUPERVISED.**

**TEACHERS WHO MUST SUPERVISE CONCESSION SALES AND ARE NOT PAID SUPERVISORS OF THAT STUDENT GROUP WILL BE PAID \$20.00 PER TEACHER PER EVENT, OR \$30.00 FOR THREE (3) GAME EVENTS. ANY SUPERVISOR OBSERVED NOT ACTIVELY SUPERVISING WILL NOT RECEIVE PAY FOR THAT EVENT.**

**TEACHERS SHALL BE COMPENSATED \$20.00 WHEN THEY SUBSTITUTE IN A PEER'S CLASS DURING THEIR PREP HOUR. PVE TEACHERS SHALL BE PAID \$20.00 AN HOUR FOR SUBBING LIBRARY, MUSIC, PHY. ED., AND COMPUTERS. TWO CLASS PERIODS WILL EQUAL ONE PERIOD OR ONE HOUR. TEACHERS WILL BE PAID \$2.25 PER DAY FOR NOON SUPERVISION, PAYABLE AT THE END OF THE SCHOOL YEAR. PVE TEACHERS SHALL ALSO BE COMPENSATED \$30.00 PER CONCERT FOR ATTENDANCE AND SUPERVISION AT 2 MUSIC CONCERTS.**

**2016-2017 CONTRACTS WILL BE ISSUED ON OR BEFORE MAY 2, 2016 AND WILL BE DUE IN THE OFFICE BY 4:00 PM ON MAY 16, 2015.**

# 2015-2016 EXTRA CURRICULAR PAY SCHEDULE

BASE SALARY: \$35,500.00

<u>POSITION</u>	<u>PERCENTAGE OF BASE</u>	<u>TOTAL COMPENSATION</u>
ANNUAL ADVISOR	6.60%	\$2,343.00
ATHLETIC DIRECTOR	10.5%	\$3,728.00
CHEER ADVISOR (1 SQUAD)	2.66%	\$ 945.00
CHEER ADVISOR (ADDITIONAL)	.445%	\$ 158.00
HEAD COACH (FB,VB,BB,WR,TR)	10.5%	\$3,728.00
HEAD COACH (CROSS COUNTRY)	3.33%	\$1,182.00
HEAD COACH (GOLF)	8.00%	\$2,840.00
ASSIST COACH (GOLF)	4.00%	\$1,420.00
ASSIST COACH (FB,VB,BB,WR,TR)	7.25%	\$2,575.00
JH COACH (FB,VB,BB,WR,TR)	5.80%	\$2,059.00
ONE ACT PLAY DIRECTOR	1.72%	\$ 611.00
COACH - GRADE (BB, WR, VB)	3.00%	\$1,065.00
FBLA ADVISOR	3.09%	\$1,097.00
FFA ADVISOR	12.0%	\$4,260.00
HONOR SOCIETY ADVISOR	1.17%	\$ 415.00
JUNIOR CLASS PROM	1.83%	\$ 650.00
HEAD MUSIC	10.5%	\$3,728.00
PLAY (3 ACT)	3.65%	\$1,296.00
SCHOOL PAPER	2.03%	\$ 721.00
CO-HEAD SPEECH	6.20%	\$2,201.00
CO-HEAD SPEECH	6.20%	\$2,201.00
STUDENT COUNCIL ADVISOR	3.00%	\$1,065.00

# 2016-2017 EXTRA CURRICULAR PAY SCHEDULE

BASE SALARY: \$37,275.00

<u>POSITION</u>	<u>PERCENTAGE OF BASE</u>	<u>TOTAL COMPENSATION</u>
ANNUAL ADVISOR	6.60%	\$2,460.00
ATHLETIC DIRECTOR	10.5%	\$3,914.00
CHEER ADVISOR (1 SQUAD)	2.66%	\$ 992.00
CHEER ADVISOR (ADDITIONAL)	.445%	\$ 166.00
HEAD COACH (FB,VB,BB,WR,TR)	10.5%	\$3,914.00
HEAD COACH (CROSS COUNTRY)	3.33%	\$1,241.00
HEAD COACH (GOLF)	8.00%	\$2,982.00
ASSIST COACH (GOLF)	4.00%	\$1,491.00
ASSIST COACH (FB,VB,BB,WR,TR)	7.25%	\$2,702.00
JH COACH (FB,VB,BB,WR,TR)	5.80%	\$2,162.00
ONE ACT PLAY DIRECTOR	1.72%	\$ 641.00
COACH - GRADE (BB, WR, VB)	3.00%	\$1,118.00
FBLA ADVISOR	3.09%	\$1,152.00
FFA ADVISOR	12.0%	\$4,473.00
HONOR SOCIETY ADVISOR	1.17%	\$ 436.00
JUNIOR CLASS PROM	1.83%	\$ 682.00
HEAD MUSIC	10.5%	\$3,914.00
PLAY (3 ACT)	3.65%	\$1,361.00
SCHOOL PAPER	2.03%	\$ 757.00
CO-HEAD SPEECH	6.20%	\$2,311.00
CO-HEAD SPEECH	6.20%	\$2,311.00
STUDENT COUNCIL ADVISOR	3.00%	\$1,118.00