

**NEGOTIATIONS AGREEMENT 2015-2016 & 2016-2017**

The following conditions of employment and working conditions have been agreed upon between the Turtle Lake-Mercer School Board and the Turtle Lake-Mercer Education Association:

(A) **Financial Considerations:**

1. The attached salary schedules with a base salary in **2015-2016 of \$33,803.00**, in **2016-2017 base salary of \$34,803.00**, and all itemized salary schedule provisions. The Board, with the agreement of the TL-MEA, has the right to pay above the salary schedule when necessary.

2. The school board will use Blue Saver 100 Blue Cross Blue Shield high deductible health plan which includes a Health Savings Account in the amount of \$2,600.00 for the 2015-2016 and 2016-2017 contract years as a model for insurance. The board will pay a full single premium with a permanent ceiling of \$2,600.00 contribution for a Health Savings Account during these contract years. Policy selection will be made by the board following teachers' viewing of all policies submitted for bid. Full disclosure of any new policy will be distributed to all teachers with or before the contracts for the year in which the new insurance will take effect.

3. Reimbursement for college credit earned toward an education plan shall be given on the following basis:

- Credits earned: \$50.00 per credit not exceeding \$150.00/year.
- Reimbursement will be made only if all expenses have been incurred by the employee and transcript/receipt is provided to the Superintendent for approval
- The Board reserves the right to pay reimbursable costs for an employee to meet qualifications of a determined shortage position.

4. A full time teacher shall earn sick leave at the rate of fifteen (15) days per year cumulative to a maximum of 90 days.

Sick leave with pay shall be allowed whenever a teacher's absence is found to have been due to illness that prevented his/her attendance at school and performance of duties on that day or days.

In the event that sick leave is taken for three (3) consecutive days, a medical certificate will be required upon return to duty. If it is determined that sick leave was used for other than illness payment will be withheld.

Sick leave shall be deducted from the accrued sick leave days earned by the teacher.

Sick leave pay shall be approved only upon submission of a signed request upon the authorized sick leave pay request form available at the office.

Of the accrued sick leave days in a year, five (5) of the said days shall be known as emergency leave and to be taken at the discretion of the administration.

**Three** of the sick days shall be designated as flex days. The two personal days would be used first, and flex days could be used with administrative approval. Flex days would revert back to sick days at the end of the year and would not be paid as personal days.

5. Payroll will be twice monthly and the option of a 12-month contract.

6. A continuing contract teacher who is unable to teach because of illness or injury and who had exhausted all sick leave credit available, or has become eligible for long-term disability compensation, shall upon request and School Board approval be granted a medical leave of

absence, without pay, up to one year. The school district may, at its discretion, renew such leave.

A request for leave of absence or renewal under this section shall be accompanied by a written doctor's statement outlining the condition of health and estimated time at which the teacher is expected to be able to assume his/her normal responsibilities.

7. A full time teacher may be granted a leave at the discretion of the teacher for no more than two days per year, non accumulative, in addition to sick leave. A personal leave day shall be granted at the discretion of administration. Unused personal leave days shall be reimbursed at the current sub rate per day.

## **(B) OTHER CONSIDERATIONS**

1. Early dismissal preceding a holiday shall be provided in accordance with the length of time required for a regular day of school as prescribed by the State Department of Public Instruction.

2. The basic teacher's day, exclusive of lunch, shall be one-half hour before school until one-half hour after school is dismissed including days that busses are sent early.

3. In addition to the basic school day, teachers shall be required to participate in a majority of school activities beyond the basic teacher's day. The normal duties for teachers include a share of extra-curricular and supervisory activities.

4. The parties mutually recognize that their first obligation is to the public and that the right of the students and residents of the school district to the continuous and uninterrupted operation of the school is of paramount importance. The exclusive representatives agree, therefore, that during the term of this contract, neither the exclusive representative nor any individual employee shall engage in any strike or unfair labor practice.

5. Experience:

a. Outside BS Degree experience-A maximum of **fifteen (15)** years of experience may be brought in for credit on the salary schedule. (Exception – **Retirees will be allowed to bring in 5 years of experience.**)

6. Lateral salary schedule steps--classification: Credit hours earned beyond the Bachelor's Degree must be in Graduate Level course work or undergraduate credit as approved by administration (retroactive to the year 2003) directly appropriate to teaching assignment and computed as semester hours.

7. Teacher Fund for Retirement Deduct:

The School Board will pay the teacher's share of retirement by deducting the required amount from each teacher's salary. This plan is found in Model I of the Teacher Fund for Retirement Employer Guide.

**TURTLE LAKE-MERCER TEACHERS & MASTERS SALARY SCHEDULE**  
**2015-2016 NEGOTIATED AGREEMENT**  
 (Year 1 of 2 year contract)

INSURANCE Single Plan  
 BASE PAY \$33,803.00  
 INCREMENT \$500.00  
 LANES \$575.00 \$600.00 (MA)

Base Pay: **\$33,803** Vert--> **\$500** Horiz--> **\$575** **\$600** Horiz--> **\$600**

| Increment / Step | B.S.     | Masters  |          |          |          |          | Masters +12 |          |          |
|------------------|----------|----------|----------|----------|----------|----------|-------------|----------|----------|
|                  |          | 12 hrs   | 24 hrs   | 36 hrs   | 48 hrs   | 60 hrs   | 36 hrs      | 48 hrs   | 60 hrs   |
| 1                | \$33,803 | \$34,378 | \$34,953 | \$35,528 | \$36,103 | \$36,678 | \$37,278    | \$37,878 | \$38,478 |
| 2                | \$34,303 | \$34,878 | \$35,453 | \$36,028 | \$36,603 | \$37,178 | \$37,778    | \$38,378 | \$38,978 |
| 3                | \$34,803 | \$35,378 | \$35,953 | \$36,528 | \$37,103 | \$37,678 | \$38,278    | \$38,878 | \$39,478 |
| 4                | \$35,303 | \$35,878 | \$36,453 | \$37,028 | \$37,603 | \$38,178 | \$38,778    | \$39,378 | \$39,978 |
| 5                | \$35,803 | \$36,378 | \$36,953 | \$37,528 | \$38,103 | \$38,678 | \$39,278    | \$39,878 | \$40,478 |
| 6                | \$36,303 | \$36,878 | \$37,453 | \$38,028 | \$38,603 | \$39,178 | \$39,778    | \$40,378 | \$40,978 |
| 7                | \$36,803 | \$37,378 | \$37,953 | \$38,528 | \$39,103 | \$39,678 | \$40,278    | \$40,878 | \$41,478 |
| 8                | \$37,303 | \$37,878 | \$38,453 | \$39,028 | \$39,603 | \$40,178 | \$40,778    | \$41,378 | \$41,978 |
| 9                | \$37,803 | \$38,378 | \$38,953 | \$39,528 | \$40,103 | \$40,678 | \$41,278    | \$41,878 | \$42,478 |
| 10               | \$38,303 | \$38,878 | \$39,453 | \$40,028 | \$40,603 | \$41,178 | \$41,778    | \$42,378 | \$42,978 |
| 11               | \$38,803 | \$39,378 | \$39,953 | \$40,528 | \$41,103 | \$41,678 | \$42,278    | \$42,878 | \$43,478 |
| 12               | \$39,303 | \$39,878 | \$40,453 | \$41,028 | \$41,603 | \$42,178 | \$42,778    | \$43,378 | \$43,978 |
| 13               |          | \$40,378 | \$40,953 | \$41,528 | \$42,103 | \$42,678 | \$43,278    | \$43,878 | \$44,478 |
| 14               |          | \$40,878 | \$41,453 | \$42,028 | \$42,603 | \$43,178 | \$43,778    | \$44,378 | \$44,978 |
| 15               |          | \$41,378 | \$41,953 | \$42,528 | \$43,103 | \$43,678 | \$44,278    | \$44,878 | \$45,478 |
| 16               |          | \$41,878 | \$42,453 | \$43,028 | \$43,603 | \$44,178 | \$44,778    | \$45,378 | \$45,978 |
| 17               |          | \$42,878 | \$43,453 | \$44,028 | \$44,603 | \$45,178 | \$45,778    | \$46,378 | \$46,978 |
| 18               |          |          | \$43,453 | \$44,028 | \$44,603 | \$45,178 | \$45,778    | \$46,378 | \$46,978 |
| 19               |          |          | \$43,953 | \$44,528 | \$45,103 | \$45,678 | \$46,278    | \$46,878 | \$47,478 |
| 20               |          |          | \$44,453 | \$45,028 | \$45,603 | \$46,178 | \$46,778    | \$47,378 | \$47,978 |
| 21               |          |          |          | \$45,528 | \$46,103 | \$46,678 | \$47,278    | \$47,878 | \$48,478 |
| 22               |          |          |          | \$46,028 | \$46,603 | \$47,178 | \$47,778    | \$48,378 | \$48,978 |
| 23               |          |          |          | \$46,528 | \$47,103 | \$47,678 | \$48,278    | \$48,878 | \$49,478 |
| 24               |          |          |          | \$47,028 | \$47,603 | \$48,178 | \$48,778    | \$49,378 | \$49,978 |
| 25               |          |          |          |          | \$48,103 | \$48,678 | \$49,278    | \$49,878 | \$50,478 |
| 26               |          |          |          |          | \$48,603 | \$49,178 | \$49,778    | \$50,378 | \$50,978 |
| 27               |          |          |          |          | \$49,103 | \$49,678 | \$50,278    | \$50,878 | \$51,478 |
| 28               |          |          |          |          | \$49,603 | \$50,178 | \$50,778    | \$51,378 | \$51,978 |
| 29               |          |          |          |          |          | \$50,678 |             | \$52,478 |          |
| 30               |          |          |          |          |          | \$51,178 |             | \$52,978 |          |
| 31               |          |          |          |          |          | \$51,678 |             | \$53,478 |          |
| 32               |          |          |          |          |          | \$52,178 |             | \$53,978 |          |
| 33               |          |          |          |          |          | \$52,678 |             | \$54,478 |          |
| 34               |          |          |          |          |          | \$53,178 |             | \$54,978 |          |

**TURTLE LAKE-MERCER TEACHERS & MASTERS SALARY SCHEDULE**  
**2016-2017 NEGOTIATED AGREEMENT**  
 (Year 2 of 2 year contract)

INSURANCE Single Plan  
 BASE PAY \$34,803.00  
 INCREMENT \$500.00  
 LANES \$575.00 \$600.00 (MA)

Base Pay: **\$34,803** Vert--> **\$500** Horiz--> **\$575** **\$600** Horiz--> **\$600**

| Increment / Step | B.S.     | Masters  |          |          |          |          | Masters +12 |          |          | Masters +24 |
|------------------|----------|----------|----------|----------|----------|----------|-------------|----------|----------|-------------|
|                  |          | 12 hrs   | 24 hrs   | 36 hrs   | 48 hrs   | 60 hrs   | 36 hrs      | 48 hrs   | 60 hrs   |             |
| 1                | \$34,803 | \$35,378 | \$35,953 | \$36,528 | \$37,103 | \$37,678 | \$38,278    | \$38,878 | \$39,478 |             |
| 2                | \$35,303 | \$35,878 | \$36,453 | \$37,028 | \$37,603 | \$38,178 | \$38,778    | \$39,378 | \$39,978 |             |
| 3                | \$35,803 | \$36,378 | \$36,953 | \$37,528 | \$38,103 | \$38,678 | \$39,278    | \$39,878 | \$40,478 |             |
| 4                | \$36,303 | \$36,878 | \$37,453 | \$38,028 | \$38,603 | \$39,178 | \$39,778    | \$40,378 | \$40,978 |             |
| 5                | \$36,803 | \$37,378 | \$37,953 | \$38,528 | \$39,103 | \$39,678 | \$40,278    | \$40,878 | \$41,478 |             |
| 6                | \$37,303 | \$37,878 | \$38,453 | \$39,028 | \$39,603 | \$40,178 | \$40,778    | \$41,378 | \$41,978 |             |
| 7                | \$37,803 | \$38,378 | \$38,953 | \$39,528 | \$40,103 | \$40,678 | \$41,278    | \$41,878 | \$42,478 |             |
| 8                | \$38,303 | \$38,878 | \$39,453 | \$40,028 | \$40,603 | \$41,178 | \$41,778    | \$42,378 | \$42,978 |             |
| 9                | \$38,803 | \$39,378 | \$39,953 | \$40,528 | \$41,103 | \$41,678 | \$42,278    | \$42,878 | \$43,478 |             |
| 10               | \$39,303 | \$39,878 | \$40,453 | \$41,028 | \$41,603 | \$42,178 | \$42,778    | \$43,378 | \$43,978 |             |
| 11               | \$39,803 | \$40,378 | \$40,953 | \$41,528 | \$42,103 | \$42,678 | \$43,278    | \$43,878 | \$44,478 |             |
| 12               | \$40,303 | \$40,878 | \$41,453 | \$42,028 | \$42,603 | \$43,178 | \$43,778    | \$44,378 | \$44,978 |             |
| 13               |          | \$41,378 | \$41,953 | \$42,528 | \$43,103 | \$43,678 | \$44,278    | \$44,878 | \$45,478 |             |
| 14               |          | \$41,878 | \$42,453 | \$43,028 | \$43,603 | \$44,178 | \$44,778    | \$45,378 | \$45,978 |             |
| 15               |          | \$42,378 | \$42,953 | \$43,528 | \$44,103 | \$44,678 | \$45,278    | \$45,878 | \$46,478 |             |
| 16               |          | \$42,878 | \$43,453 | \$44,028 | \$44,603 | \$45,178 | \$45,778    | \$46,378 | \$46,978 |             |
| 17               |          |          | \$43,953 | \$44,528 | \$45,103 | \$45,678 | \$46,278    | \$46,878 | \$47,478 |             |
| 18               |          |          | \$44,453 | \$45,028 | \$45,603 | \$46,178 | \$46,778    | \$47,378 | \$47,978 |             |
| 19               |          |          | \$44,953 | \$45,528 | \$46,103 | \$46,678 | \$47,278    | \$47,878 | \$48,478 |             |
| 20               |          |          | \$45,453 | \$46,028 | \$46,603 | \$47,178 | \$47,778    | \$48,378 | \$48,978 |             |
| 21               |          |          |          | \$46,528 | \$47,103 | \$47,678 | \$48,278    | \$48,878 | \$49,478 |             |
| 22               |          |          |          | \$47,028 | \$47,603 | \$48,178 | \$48,778    | \$49,378 | \$49,978 |             |
| 23               |          |          |          | \$47,528 | \$48,103 | \$48,678 | \$49,278    | \$49,878 | \$50,478 |             |
| 24               |          |          |          | \$48,028 | \$48,603 | \$49,178 | \$49,778    | \$50,378 | \$50,978 |             |
| 25               |          |          |          |          | \$49,103 | \$49,678 | \$50,278    | \$50,878 | \$51,478 |             |
| 26               |          |          |          |          | \$49,603 | \$50,178 | \$50,778    | \$51,378 | \$51,978 |             |
| 27               |          |          |          |          | \$50,103 | \$50,678 | \$51,278    | \$51,878 | \$52,478 |             |
| 28               |          |          |          |          | \$50,603 | \$51,178 | \$52,278    | \$52,878 | \$53,478 |             |
| 29               |          |          |          |          |          | \$51,678 |             | \$53,278 | \$53,878 |             |
| 30               |          |          |          |          |          | \$52,178 |             | \$53,778 | \$54,378 |             |
| 31               |          |          |          |          |          | \$52,678 |             | \$54,278 | \$54,878 |             |
| 32               |          |          |          |          |          | \$53,178 |             | \$54,778 | \$55,378 |             |
| 33               |          |          |          |          |          | \$53,678 |             | \$55,278 | \$55,878 |             |
| 34               |          |          |          |          |          | \$54,178 |             | \$55,778 | \$56,378 |             |

**ACTIVITY PAY SCALE 2015-16 and 2016-2017**

|                                     |                    |
|-------------------------------------|--------------------|
| Academic Olympics                   | \$700.00           |
| Annual                              | \$1,300.00         |
| Cheerleading                        | \$900.00           |
| Cheerleader Asst                    | \$400.00           |
| Class Advisor / 7th                 | \$200.00           |
| Class Advisor / 8th                 | \$200.00           |
| Class Advisor / 9th                 | \$400.00           |
| Class Advisor / 10th                | \$700.00           |
| Class Advisor / 11th                | \$900.00           |
| Class Advisor / 12th                | \$200.00           |
| Dance Team/Head                     | \$1,600.00         |
| Dance Team/Asst                     | \$975.00           |
| Dance/4-5-6                         | \$500.00           |
| FFA                                 | \$3,000.00         |
| Honor Society                       | \$500.00           |
| Music (Vocal & Inst)                | \$2,000.00         |
| Pep Club                            | \$700.00           |
| Science Fair                        | \$700.00           |
| Speech                              | \$900.00           |
| Student Council                     | NA                 |
| Drama(\$200/Play Max. 3 Plays/year) | \$670.00           |
| Weight Room Monitor                 | \$1,000.00         |
| <b>TOTAL</b>                        | <b>\$18,445.00</b> |

|                            |          |
|----------------------------|----------|
| Head Coach Base            | \$196.00 |
| Step 1                     | \$208.00 |
| Step 2                     | \$232.00 |
| Step 3                     | \$244.00 |
| Step 4                     | \$256.00 |
| Step 5                     | \$268.00 |
| Step 6                     | \$280.00 |
| Step 7                     | \$292.00 |
| Step 8                     |          |
| Asst Coach Base            | \$120.00 |
| Step 1                     | \$130.00 |
| Step 2                     | \$140.00 |
| Step 3                     | \$150.00 |
| Step 4                     | \$160.00 |
| Step 5                     | \$170.00 |
| Step 6                     | \$180.00 |
| Step 7                     | \$190.00 |
| Step 8                     | \$200.00 |
| JH & Elementary Coach Base | \$105.00 |
| Step 1                     | \$113.00 |
| Step 2                     | \$121.00 |
| Step 3                     | \$129.00 |
| Step 4                     | \$137.00 |
| Step 5                     | \$145.00 |
| Step 6                     | \$153.00 |
| Step 7                     | \$161.00 |
| Step 8                     | \$169.00 |

FFA advisor shall be paid at a head coach rate per week, upon approval of judging teams practice schedule by the principal. A week of FFA judging practices is defined as five approved practices, or less, if approved.

All above salaries are weekly except where noted

All programs shall be subject to guidelines for minimum participation established by the school board, ex: practices, games, length of season.

NEGOTIATED AGREEMENT RATIFIED THE 3rd DAY OF JUNE 2015

*[Signature]*  
 TIMEA REPRESENTATIVE  
 T-M SCHOOL BOARD REPRESENTATIVE

THE ANNUAL ANNIVERSARY DATE OF THIS CONTRACT IS JUNE 30, 2017