

NEW SALEM/ALMONT PUBLIC SCHOOL DISTRICT #49

2023-2025 NEGOTIATED AGREEMENT

Base Salary: 2023-2024: \$41,750

2024-2025: \$43,500

Degree & Compensation 2023-2024

BS	BS+10 SH	BS+20 SH	BS+30 SH	BS+40SH	Masters	MS+10SH
\$41,750	\$42,350	\$42,950	\$43,550	\$44,150	\$45,100	\$45,700

Degree & Compensation 2024-2025

BS	BS+10 SH	BS+20 SH	BS+30 SH	BS+40SH	Masters	MS+10SH
\$43,500	\$44,100	\$44,700	\$45,300	\$45,900	\$46,850	\$47,450

To qualify for the Master's Degree lane, individuals must earn their Master's Degree in the field they are employed to teach or in the area of their undergraduate degree. Twelve years of current outside experience may be brought into the system by a new teacher up to \$700.00 per year. Current personnel will be credited two years for every one year of service until they reach their actual years of experience. No newly hired teacher shall receive a higher salary than a current teacher with the same education level and experience. Personnel will also receive \$500.00 when returning the following year. 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 MISO3 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 eighty (80) days of sick leave. The District will reimburse for all unused sick leave at a rate of \$50.00 per day when a teacher leaves the system and has worked in the District for five or more years. 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. The 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 to each teacher without loss of pay. Personal leave can be carried over accumulative to five personal days. 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 \$105.00 per day. Payment for unused personal leave (up to three days) 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 \$10,138.58 which is the cost of a full single Health policy. All teachers will have the option to take the insurance or receive \$4,000.00 to be used as a cash option or in the flex benefit plan. Staff hired under 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 \$10,138.58 can be used towards flex medical, dependent care, or disability. Current staff that are eligible for 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 12.75% of the teacher's retirement salary. (No annuity or cash allowed!)

Days allotted for leave purposes for certified staff are based on an eight (8) hour workday. Example: each certified staff receives twelve (12) sick days per year. Twelve (12) sick days is equal to ninety-six (96) hours.

Scheduled early outs and late starts/early dismissals due to weather or other foreseen circumstances are considered an eight (8) hour day for leave purposes. If schools is cancelled due to weather or other unforeseen circumstances and leave was scheduled, time will not be deducted. Example: School is dismissed at 1:40p.m. for professional development. One (1) day, equal to eight (8) hours will be deducted for a teacher who takes the whole day off.

Leave days will be prorated at the percentage of full-time equivalency for certified who are not full-time. Example: a certified staff contracted at 50% will receive six (6) days per year, equal to forty-eight (48) hours.

Leave days will be deducted based on the certified staff's regularly scheduled workday. Example, if a certified staff is contracted for 50% and is regularly schedule for four (4) hours per day, five (5) days per week, four (4) hours will be deducted for one (1) day off. Leave may be taken in a minimum of two (2) hour increments.

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 \$30.00 per teacher per event, or \$40.00 per teacher for three (3) game events.

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 \$25.00 when they substitute in a peer's class during their prep hour. PVE teachers shall be paid \$25.00 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.

2023-2025 EXTRA CURRICULAR PAY SCHEDULE

BASE SALARY POSITION	Percentage of Base.	\$41,750 2023-2024 Compensation	\$43,500 2024-2025 Compensation
Annual Advisor	6.60%	\$2,755.50	\$2,871.00
Athletic Director	12.5%	\$5,218.75	\$5,437.50
Cheer Advisor (1 Squad)	2.66%	\$1,110.55	\$1,157.10
Cheer Advisor (Additional)	.445%	\$185.79	\$193.58
Head Coach (FB,VB,BB,WR,TR, Golf, Speech)	10.5%	\$4,383.75	\$4,567.50
Head Coach (Cross Country)	3.33%	\$1,390.28	\$1,448.55
Assist Coach (FB,VB,BB,WR,TR,Golf)	7.25%	\$3,026.88	\$3,153.75
JH Coach (FB,VB,BB,WR,TR, Golf)	5.80%	\$2,421.50	\$2,523.00
One Act Play Director	1.72%	\$718.10	\$748.20
Coach - Grade (BB, WR, VB)	3.00%	\$1,252.50	\$1,305.00
FBLA Advisor	3.09%	\$1,290.08	\$1,344.15
FFA Advisor	12.0%	\$5010.00	\$5,220.00
Honor Society Advisor	1.17%	\$488.48	\$508.95
Junior Class Prom	1.83%	\$764.03	\$796.05
Head Music	10.5%	\$4,383.75	\$4,567.50
Play (3 Act)	3.65%	\$1,523.88	\$1,587.75
School Paper	2.03%	\$847.53	\$883.05
Student Council Advisor	3.00%	\$1,252.50	\$1,305.00

Annual Advisor example for 1 year of experience: $(.066 + (.00132 \times 1)) \times \$41,750.00$
 Extracurricular pay schedule is capped at 25 years of experience.