

SCRANTON SCHOOL MASTER CONTRACT 2023-2024

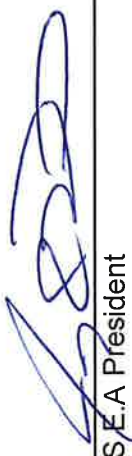
Base Salary \$41,400
 Increments \$ 450
 Lanes A-I \$ 500
 Lane J \$ 2,000
 Maximum Medical: value of single policy

The Scranton Board of Education shall pay
 24.5% of the current 24.5% TFFR contribution.
 Any future increase shall be shared 50/50.

EXPERIENCE	A Bachelors Degree	B Bachelors +16 Qtr. Hrs. or 10 Sem. Hrs.	C Bachelors +30 Qtr. Hrs. or 20 Sem Hrs.	D Bachelors +45 Qtr. Hrs. or 30 Semester Hrs	E Bachelors + 40 Semester Hrs.	F Bachelors +50 Semester Hrs.	G Masters Degree	H Masters +20 Sem. Hrs.	I Masters +40 Sem. Hrs.	J EED/PHD
0	41,400	41,900	42,400	42,900	43,400	43,900	44,400	44,900	45,400	47,400
1	41,850	42,350	42,850	43,350	43,850	44,350	44,850	45,350	45,850	47,850
2	42,300	42,800	43,300	43,800	44,300	44,800	45,300	45,800	46,300	48,300
3	42,750	43,250	43,750	44,250	44,750	45,250	45,750	46,250	46,750	48,750
4	43,200	43,700	44,200	44,700	45,200	45,700	46,200	46,700	47,200	49,200
5	43,650	44,150	44,650	45,150	45,650	46,150	46,650	47,150	47,650	49,650
6	44,100	44,600	45,100	45,600	46,100	46,600	47,100	47,600	48,100	50,100
7	44,550	45,050	45,550	46,050	46,550	47,050	47,550	48,050	48,550	50,550
8	45,000	45,500	46,000	46,500	47,000	47,500	48,000	48,500	49,000	51,000
9	45,450	45,950	46,450	46,950	47,450	47,950	48,450	48,950	49,450	51,450
10	45,900	46,400	46,900	47,400	47,900	48,400	48,900	49,400	49,900	51,900
11		46,850	47,350	47,850	48,350	48,850	49,350	49,850	50,350	52,350
12		47,300	47,800	48,300	48,800	49,300	49,800	50,300	50,800	52,800
13		47,750	48,250	48,750	49,250	49,750	50,250	50,750	51,250	53,250
14		48,200	48,700	49,200	49,700	50,200	50,700	51,200	51,700	53,700
15		48,650	49,150	49,650	50,150	50,650	51,150	51,650	52,150	54,150
16				50,100	50,600	51,100	51,600	52,100	52,600	54,600
17				50,550	51,050	51,550	52,050	52,550	53,050	55,050
18				51,000	51,500	52,000	52,500	53,000	53,500	55,500

*Hours may be graduate or undergraduate hours. Undergraduate hours must be approved in writing by the board or superintendent. Credit for undergraduate hours will be given commencing on June 1, 1993. Add steps as needed in Lanes D, E, F, G, H, I and J.

This agreement is approved and adopted by the Scranton Education Association and the Scranton School Board.


 S.E.A. President
 Date 3-23-24


 School Board President
 Date 3-22-24

**SCRANTON PUBLIC SCHOOL
EXTRA-CURRICULAR PAY SCALE**

	% OF INCREMENT FROM LANE A	BEGINNING SALARY
*JR. CLASS ADVISOR	8.0%	3,312.00
INSTRUMENTAL MUSIC	7.5%	3,105.00
VOCAL MUSIC	7.5%	3,105.00
SCIENCE FAIR	5.5%	2,277.00
FBLA	5.0%	2,070.00
FFA	5.0%	2,070.00
SCIENCE OLYMPIAD	4.25%	1,759.5

*The Junior Class Advisor shall be offered to one teacher with the understanding that he/she has the option of having a second teacher to assist them. The salary for the two teachers shall be divided.

The above extra-curricular coaches and advisors will be paid a percentage of the base salary up to a maximum of 10 years experience from Lane A. Should an activity not be sponsored in any given year, the payment will not be made even though the assignment has been made in the teacher's contract.

All extra-curricular co-oped activities will follow the pay scale of the Hettinger/Scranton co-op pay scale.

	% of Base	Salary
DRAMA	4.25%	1,759.50
SWING CHOIR	4.25%	1,759.50
MENTOR PROGRAM	4.25%	1,759.50
*STUDENT COUNCIL	2.5%	1,035.00
PEP CLUB	4.25%	1,759.50
**HONOR SOCIETY	2.5%	1,035.00 (Salary freeze lifted 3/2022)
**SR. CLASS ADVISOR	1.5%	621.00 (Salary freeze lifted 3/2022)
**MATH MEET COACH	1.5%	621.00 (Salary freeze lifted 3/2022)
**SAC eliminated 4/19/2017		

*The Student Council Advisor shall be offered to one teacher with the understanding that he/she has the option of having a second teacher to assist them. The salary for the two teachers would be divided. Should an activity not be sponsored in any given year, the payment will not be made even though the assignment has been made in the teacher's contract. TICKET TAKES FOR BALL GAMES: Assigned by the administration and shall receive \$20 per night for football games and \$25 per night for volleyball and basketball games.

**Salary freeze lifted 3/2022.

1. The Scranton School Board reserves the right to pay over the salary schedule to persons in critical areas of instruction. This applies to any teacher or part-time teacher the board feels would be in the best interest of the school.
2. Teachers who on the opening of school with a Scranton teaching contract; can show evidence of having moved from one educational lane to a higher one, will have salary adjustments made to the proper category. Notification must be given to school personnel (Supt.) in writing by the end of the first month of school.
3. LEAVES:
 - A. Sick leave - Ten (10) days of sick leave per year accumulative to 85 days. Beginning in the 2022-2023 school year, each teacher shall be allowed to use ten of the current year's ten days of new sick leave for non-critical illness within the immediate family (children, spouse and parents excluding in-laws). Maximum days of sick leave taken for immediate family members will not exceed ten days per year.
Two days of the sick leave can be used for non-relative funerals. In case of chronic or extended sick leave taking, the board reserves the right to demand confirmation of the illness by a qualified physician.
 1. A teacher who has accumulated 85 sick days shall be reimbursed at the end of each academic year for one half days salary for each unused sick leave day over the total of 85 days.
 2. If the board terminates for just cause, other than reduction in force, no payment is to be made. Those teachers who would be terminated because of reduction in force would be granted such payment of one half days pay for each unused sick day over 85 days.
 3. At retirement, unused sick days will be paid at \$20 per day up to 85.
 - B. Professional Leave: Teachers shall receive a maximum of three days professional leave to be used for any purpose which would lead to advancement in the field of education. The instructor must have prior approval of the school superintendent.
 - C. Personal Leave: Each teacher shall receive two days personal leave per year. The teacher shall be allowed to carry up to three days of personal leave each year to an accumulative total carryover of three days. This is in addition to the two days given each year. The instructor must have prior approval of the superintendent. If the instructor so chooses he/she may have the option of buying back or being reimbursed one-half day's base salary, excluding any extra-curricular pay, for any unused personal days.
 - D. Emergency or Funeral Leave: A teacher shall receive up to a maximum of 15 days leave for immediate family critical illness and up to a maximum of five days funeral leave for immediate family death, not to be deducted from accumulated leave with the understanding that a full day's salary thereafter will be withheld from the teacher's salary. Approval must be granted in writing by the board and/or superintendent. Clarification of immediate family is defined as follows: All parties agree that the deceased person must be a father, father-in-law, mother, mother-in-law, spouse, brother, brother-in-law, sister, sister-in-law, child, stepchild, grandchild or grandparent of the employee or the employee's spouse. Two (2) days of the 15 days emergency leave days may be used for other emergency purposes upon the approval of the board and/or superintendent.
 - E. Maternity Leave for Childbirth: A maternity leave of absence shall be granted to a female employee for the purpose of childbearing under the following provisions:
 1. The teacher will notify the superintendent of her desires to take sick leave 30 days prior to the date the leave is to begin. An exception to this is in the case of an emergency.
 2. The decision as to how far into her pregnancy the teacher will continue active employment and as to when the teacher will return to active employment will be made by the teacher and her physician.
 3. A ten (10) day maternity leave will be granted to the female teacher requesting leave.
 4. The remaining part of the leave will be charged to the teacher's available sick leave or any other leave granted by the contract (i.e. personal leave). After the sick leave time has been used up, the teacher will be considered on leave of absence without pay.
 5. This leave will in no way deprive her of previously earned leave, seniority, and insurance benefits.
 6. Upon returning, the teacher has the same re-employment rights as a teacher who returns from sick leave.
 - F. Sabbatical Leave: The board will consider requests for sabbatical leave on a one-on-one basis with the approval of the board and superintendent.
 - G. Inclement Weather Leave: Instructors who cannot make it to school due to inclement weather and school is held, shall take personal leave. If they have no personal leave, then they will take a pay deduction for days missed beyond the personal leave. Salary determined on 1/180th of the instruction salary.

H. Paternity Leave for Childbirth: A paternity leave of absence shall be granted to a male employee under the following provisions:

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1. The teacher will notify the superintendent of his desires to take sick leave 30 days prior to the date the leave is to begin. An exception to this is in case of an emergency.
2. A ten (10) day paternity leave will be granted to the male teacher requesting leave.
3. The remaining part of the leave will be charged to the teacher's available sick leave or any other leave granted by the contract (i.e. personal leave). After the sick leave time has been used up, the teacher will be considered on leave of absence without pay.
4. This leave will in no way deprive him of previously earned leave, seniority, and insurance benefits.
5. Upon returning, the teacher has the same re-employment rights as a teacher who returns from sick leave.
4. Medical Insurance: Scranton School instructors shall receive benefits to a maximum of the single policy premium per teacher for health insurance. Part-time instructors will receive a percentage of the single policy premium equivalent to the percentage of their employment. The board will pay health insurance premiums only to the school's group health insurance company. All teachers desiring health insurance must submit in writing to the business manager by September 15, of each year. Teachers not taking the medical benefits will be allowed the option of an employer contributed flexible spending account to a maximum of \$2,300 for teachers employed prior to 7-1-96. Those teachers employed after 7-1-96, may participate on a use or lose basis insurance plan only. Retired teachers will be allowed to continue with the group medical insurance beyond the 18 month Cobra period provided that 1) the retiree pays for the premium and is responsible for set up and maintenance with the provider, and 2) the group medical plan is in tact via negotiations, and such coverage is allowed by the provider and state/federal law.
5. Substitutes: Teachers (7-12) will be reimbursed \$14.50 per period or \$110 per day for substitute teaching for school activities, professional leave, sick leave and personal leave when substitute teachers are not available. Teachers (K-6) will be reimbursed \$14.5 per hour or \$7.25 per ½ hour for substitute teaching for other teachers or covering another teacher's class. Coaching substitutes will be reimbursed \$13 per practice and per game with advance approval from the athletic director and/or superintendent. (Substitute coaching will apply to sickness and/or emergency leave).
6. Credits: To advance to the next lane on the salary schedule, credit will be given for those hours earned in the teacher's major or minor fields and/or related fields.

Summer school and extension course attendance shall be as follows to advance on the salary schedule.

 1. Teachers with degrees must acquire 4 semester hours every five years.
 2. Teachers may substitute 16 hours of inservice training for 1 semester hour according the following policy.
 3. All credits must be earned from an accredited college or university.
 4. In-service policy - retroactive to 1974 - Teachers would be able to transfer up to 80 hours and/or 4 semester hours to the Scranton School salary schedule.
 - A. NDEA academic workshops held on Saturday, before or after school hours, night workshops, etc. Workshops held during teacher contract period within school hours would not qualify.
 - B. Other academic workshops held on Saturday, before or after school hours, night workshops, etc. Workshops held during teacher contract period within school hours, would not qualify.
 - C. Athletic clinics not offering credit. (Coaches area of concentration)
7. Teacher Probation: Scranton School teachers placed on probation will not receive a salary increase for the following year. Probation is defined as a teacher who goes through contemplated non-renewal but is given permission to teach for one year on probation. Probation is an alternative to dismissal.
8. A copy of the Scranton salary agreement will be reviewed every year according to state law and a copy of the agreement will be issued with each teacher's contract.
9. All teaching, activity, advisor and coaching positions shall be posted to faculty members. During the school year, openings will be posted in the teachers' lounge. During the summer, teachers will receive a letter informing them of any openings. It is the teacher's responsibility to inform the administration of their whereabouts.
10. Savings Clause: If any part of this agreement is found to be contrary to law, only that part of the agreement will become invalid to the extent required by law. If such an occurrence happens, and if both parties wish to re-negotiate the item, they may, by the consent of both parties, begin negotiations to alter the said section(s), providing the benefit(s), according to the intent of the parties.