

## *Edgeley Public School District #3*

The negotiations process has been finalized for school years **2025-26** and **2026-27**. It is stipulated that **\$0** will be added to the base in **2025-26** and **\$0** in **2026-27** (\$46,250 and \$46,250 respectively) and **\$500** will be added to the annual Cafeteria Plan Benefit in **2025-26** and **\$500** in **2026-27** (\$10,500 and \$11,000 respectively). Contracts will be issued no earlier than April 1st.

### **2025-26 SALARY SCHEDULE**

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	<b>46,250.00</b>	46,600.00	46,950.00	47,300.00	47,650.00	48,000.00	48,350.00	49,850.00	50,200.00	50,550.00
1	46,700.00	47,050.00	47,400.00	47,750.00	48,100.00	48,450.00	48,800.00	50,300.00	50,650.00	51,000.00
2	47,150.00	47,500.00	47,850.00	48,200.00	48,550.00	48,900.00	49,250.00	50,750.00	51,100.00	51,450.00
3	47,600.00	47,950.00	48,300.00	48,650.00	49,000.00	49,350.00	49,700.00	51,200.00	51,550.00	51,900.00
4	48,050.00	48,400.00	48,750.00	49,100.00	49,450.00	49,800.00	50,150.00	51,650.00	52,000.00	52,350.00
5	48,500.00	48,850.00	49,200.00	49,550.00	49,900.00	50,250.00	50,600.00	52,100.00	52,450.00	52,800.00
6	48,950.00	49,300.00	49,650.00	50,000.00	50,350.00	50,700.00	51,050.00	52,550.00	52,900.00	53,250.00
7	49,400.00	49,750.00	50,100.00	50,450.00	50,800.00	51,150.00	51,500.00	53,000.00	53,350.00	53,700.00
8	49,850.00	50,200.00	50,550.00	50,900.00	51,250.00	51,600.00	51,950.00	53,450.00	53,800.00	54,150.00
9	50,300.00	50,650.00	51,000.00	51,350.00	51,700.00	52,050.00	52,400.00	53,900.00	54,250.00	54,600.00
10	<b>50,750.00</b>	51,100.00	51,450.00	51,800.00	52,150.00	52,500.00	52,850.00	54,350.00	54,700.00	55,050.00
11		51,550.00	51,900.00	52,250.00	52,600.00	52,950.00	53,300.00	54,800.00	55,150.00	55,500.00
12		52,000.00	52,350.00	52,700.00	53,050.00	53,400.00	53,750.00	55,250.00	55,600.00	55,950.00
13		52,450.00	52,800.00	53,150.00	53,500.00	53,850.00	54,200.00	55,700.00	56,050.00	56,400.00
14		<b>52,900.00</b>	53,250.00	53,600.00	53,950.00	54,300.00	54,650.00	56,150.00	56,500.00	56,850.00
15			53,700.00	54,050.00	54,400.00	54,750.00	55,100.00	56,600.00	56,950.00	57,300.00
16			54,150.00	54,500.00	54,850.00	55,200.00	55,550.00	57,050.00	57,400.00	57,750.00
17			54,600.00	54,950.00	55,300.00	55,650.00	56,000.00	57,500.00	57,850.00	58,200.00
18			<b>55,050.00</b>	55,400.00	55,750.00	56,100.00	56,450.00	57,950.00	58,300.00	58,650.00
19				55,850.00	56,200.00	56,550.00	56,900.00	58,400.00	58,750.00	59,100.00
20				56,300.00	56,650.00	57,000.00	57,350.00	58,850.00	59,200.00	59,550.00
21				56,750.00	57,100.00	57,450.00	57,800.00	59,300.00	59,650.00	60,000.00
22				<b>57,200.00</b>	57,550.00	57,900.00	58,250.00	59,750.00	60,100.00	60,450.00
23					58,000.00	58,350.00	58,700.00	60,200.00	60,550.00	60,900.00
24					58,450.00	58,800.00	59,150.00	60,650.00	61,000.00	61,350.00
25					58,900.00	59,250.00	59,600.00	61,100.00	61,450.00	61,800.00
26					<b>59,350.00</b>	59,700.00	60,050.00	61,550.00	61,900.00	62,250.00
27						60,150.00	60,500.00	62,000.00	62,350.00	62,700.00
28						60,600.00	60,950.00	62,450.00	62,800.00	63,150.00
29						61,050.00	61,400.00	62,900.00	63,250.00	63,600.00
30						<b>61,500.00</b>	61,850.00	63,350.00	63,700.00	64,050.00
31							62,300.00	63,800.00	64,150.00	64,500.00
32							62,750.00	64,250.00	64,600.00	64,950.00
33							63,200.00	64,700.00	65,050.00	65,400.00
34							<b>63,650.00</b>	65,150.00	65,500.00	65,850.00
35								65,600.00	65,950.00	66,300.00
36								66,050.00	66,400.00	66,750.00
37								66,500.00	66,850.00	67,200.00
38								<b>66,950.00</b>	67,300.00	67,650.00
39									67,750.00	68,100.00
40									68,200.00	68,550.00
41									68,650.00	69,000.00
42									<b>69,100.00</b>	69,450.00
43										69,900.00
44										70,350.00
45										70,800.00
46										<b>71,250.00</b>

# Edgeley Public School District #3

## 2025-26 COMPARATIVE SALARY SCHEDULE

**\*\*SALARY INCLUDING 9% TFFR COMPENSATION PAID BY DISTRICT\*\***

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	50,412.50	50,794.00	51,175.50	51,557.00	51,938.50	52,320.00	52,701.50	54,336.50	54,718.00	55,099.50
1	50,903.00	51,284.50	51,666.00	52,047.50	52,429.00	52,810.50	53,192.00	54,827.00	55,208.50	55,590.00
2	51,393.50	51,775.00	52,156.50	52,538.00	52,919.50	53,301.00	53,682.50	55,317.50	55,699.00	56,080.50
3	51,884.00	52,265.50	52,647.00	53,028.50	53,410.00	53,791.50	54,173.00	55,808.00	56,189.50	56,571.00
4	52,374.50	52,756.00	53,137.50	53,519.00	53,900.50	54,282.00	54,663.50	56,298.50	56,680.00	57,061.50
5	52,865.00	53,246.50	53,628.00	54,009.50	54,391.00	52,559.80	55,154.00	56,789.00	57,170.50	57,552.00
6	53,355.50	53,737.00	54,118.50	54,500.00	54,881.50	55,263.00	55,644.50	57,279.50	57,661.00	58,042.50
7	53,846.00	54,227.50	54,609.00	54,990.50	55,372.00	55,753.50	56,135.00	57,770.00	58,151.50	58,533.00
8	54,336.50	54,718.00	55,099.50	55,481.00	55,862.50	56,244.00	56,625.50	58,260.50	58,642.00	59,023.50
9	54,827.00	55,208.50	55,590.00	55,971.50	56,353.00	56,734.50	57,116.00	58,751.00	59,132.50	59,514.00
10	55,317.50	55,699.00	56,080.50	56,462.00	56,843.50	57,225.00	57,606.50	59,241.50	59,623.00	60,004.50
11		56,189.50	56,571.00	56,952.50	57,334.00	57,715.50	58,097.00	59,732.00	60,113.50	60,495.00
12		56,680.00	57,061.50	57,443.00	57,824.50	58,206.00	58,587.50	60,222.50	60,604.00	60,985.50
13		57,170.50	57,552.00	57,933.50	58,315.00	58,696.50	59,078.00	60,713.00	61,094.50	61,476.00
14		57,661.00	58,042.50	58,424.00	58,805.50	59,187.00	59,568.50	61,203.50	61,585.00	61,966.50
15			58,533.00	58,914.50	59,296.00	59,677.50	60,059.00	61,694.00	62,075.50	62,457.00
16			59,023.50	59,405.00	59,786.50	60,168.00	60,549.50	62,184.50	62,566.00	62,947.50
17			59,514.00	59,895.50	60,277.00	60,658.50	61,040.00	62,675.00	63,056.50	63,438.00
18			60,004.50	60,386.00	60,767.50	61,149.00	61,530.50	63,165.50	63,547.00	63,928.50
19				60,876.50	61,258.00	61,639.50	62,021.00	63,656.00	64,037.50	64,419.00
20				61,367.00	61,748.50	62,130.00	62,511.50	64,146.50	64,528.00	64,909.50
21				61,857.50	62,239.00	62,620.50	63,002.00	64,637.00	65,018.50	65,400.00
22				62,348.00	62,729.50	63,111.00	63,492.50	65,127.50	65,509.00	65,890.50
23					63,220.00	63,601.50	63,983.00	65,618.00	65,999.50	66,381.00
24					63,710.50	64,092.00	64,473.50	66,108.50	66,490.00	66,871.50
25					64,201.00	64,582.50	64,964.00	66,599.00	66,980.50	67,362.00
26					64,691.50	65,073.00	65,454.50	67,089.50	67,471.00	67,852.50
27						65,563.50	65,945.00	67,580.00	67,961.50	68,343.00
28						66,054.00	66,435.50	68,070.50	68,452.00	68,833.50
29						66,544.50	66,926.00	68,561.00	68,942.50	69,324.00
30						67,035.00	67,416.50	69,051.50	69,433.00	69,814.50
31							67,907.00	69,542.00	69,923.50	70,305.00
32							68,397.50	70,032.50	70,414.00	70,795.50
33							68,888.00	70,523.00	70,904.50	71,286.00
34							69,378.50	71,013.50	71,395.00	71,776.50
35								71,504.00	71,885.50	72,267.00
36								71,994.50	72,376.00	72,757.50
37								72,485.00	72,866.50	73,248.00
38								72,975.50	73,357.00	73,738.50
39									73,847.50	74,229.00
40									74,338.00	74,719.50
41									74,828.50	75,210.00
42									75,319.00	75,700.50
43										76,191.00
44										76,681.50
45										77,172.00
46										77,662.50



# *Edgeley Public School District #3*

## **2025-26 EXTRACURRICULAR SCHEDULE**

1. Junior Class Advisor, Pep Band, Cheerleading, All School Play, Speech, Student Senate
2. One-Act Play, Science Olympiad, Science Fair, Yearbook/Annual, Elem Sports
3. Asst Golf, Asst CrossCountry, JrHi sports, Extracurricular Music, FBLA, FCCLA, FFA
4. Head Girls' Golf, Head Boys' Golf, Head CrossCountry, Asst BBB, Asst GBB, Asst FB, Asst Wrestling, Asst VB, Asst Track
5. Head BBB, Head GBB, Head FB, Head Wrestling, Head VB, Head Track
6. Activity Director

Base Salary	\$ 46,250.00					
Experience	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
% Multiplied	2.50%	4.25%	6.00%	8.00%	11.00%	13.00%
0	1156	1966	2775	3700	5088	6013
1	1203	2012	2821	3746	5134	6059
2	1249	2058	2868	3793	5180	6105
3	1295	2104	2914	3839	5226	6151
4	1341	2151	2960	3885	5273	6198
5	1388	2197	3006	3931	5319	6244
6	1434	2243	3053	3978	5365	6290
7	1480	2289	3099	4024	5411	6336
8	1526	2336	3145	4070	5458	6383
9	1573	2382	3191	4116	5504	6429
10	1619	2428	3238	4163	5550	6475
11	1665	2474	3284	4209	5596	6521
12	1711	2521	3330	4255	5643	6568
13	1758	2567	3376	4301	5689	6614
14	1804	2613	3423	4348	5735	6660
15	1850	2659	3469	4394	5781	6706
16	1896	2706	3515	4440	5828	6753
17	1943	2752	3561	4486	5874	6799
18	1989	2798	3608	4533	5920	6845
19	2035	2844	3654	4579	5966	6891
20	2081	2891	3700	4625	6013	6938
21	2128	2937	3746	4671	6059	6984
22	2174	2983	3793	4718	6105	7030
23	2220	3029	3839	4764	6151	7076
24	2266	3076	3885	4810	6198	7123

Experience schedule will be extended as needed at 0.1% increase per year.

# ***Edgeley Public School District #3***

## *Edgeley Public School District #3*

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### **2026-27 SALARY SCHEDULE**

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	46,250.00	46,600.00	46,950.00	47,300.00	47,650.00	48,000.00	48,350.00	49,850.00	50,200.00	50,550.00
1	46,700.00	47,050.00	47,400.00	47,750.00	48,100.00	48,450.00	48,800.00	50,300.00	50,650.00	51,000.00
2	47,150.00	47,500.00	47,850.00	48,200.00	48,550.00	48,900.00	49,250.00	50,750.00	51,100.00	51,450.00
3	47,600.00	47,950.00	48,300.00	48,650.00	49,000.00	49,350.00	49,700.00	51,200.00	51,550.00	51,900.00
4	48,050.00	48,400.00	48,750.00	49,100.00	49,450.00	49,800.00	50,150.00	51,650.00	52,000.00	52,350.00
5	48,500.00	48,850.00	49,200.00	49,550.00	49,900.00	50,250.00	50,600.00	52,100.00	52,450.00	52,800.00
6	48,950.00	49,300.00	49,650.00	50,000.00	50,350.00	50,700.00	51,050.00	52,550.00	52,900.00	53,250.00
7	49,400.00	49,750.00	50,100.00	50,450.00	50,800.00	51,150.00	51,500.00	53,000.00	53,350.00	53,700.00
8	49,850.00	50,200.00	50,550.00	50,900.00	51,250.00	51,600.00	51,950.00	53,450.00	53,800.00	54,150.00
9	50,300.00	50,650.00	51,000.00	51,350.00	51,700.00	52,050.00	52,400.00	53,900.00	54,250.00	54,600.00
10	50,750.00	51,100.00	51,450.00	51,800.00	52,150.00	52,500.00	52,850.00	54,350.00	54,700.00	55,050.00
11		51,550.00	51,900.00	52,250.00	52,600.00	52,950.00	53,300.00	54,800.00	55,150.00	55,500.00
12		52,000.00	52,350.00	52,700.00	53,050.00	53,400.00	53,750.00	55,250.00	55,600.00	55,950.00
13		52,450.00	52,800.00	53,150.00	53,500.00	53,850.00	54,200.00	55,700.00	56,050.00	56,400.00
14		52,900.00	53,250.00	53,600.00	53,950.00	54,300.00	54,650.00	56,150.00	56,500.00	56,850.00
15			53,700.00	54,050.00	54,400.00	54,750.00	55,100.00	56,600.00	56,950.00	57,300.00
16			54,150.00	54,500.00	54,850.00	55,200.00	55,550.00	57,050.00	57,400.00	57,750.00
17			54,600.00	54,950.00	55,300.00	55,650.00	56,000.00	57,500.00	57,850.00	58,200.00
18			55,050.00	55,400.00	55,750.00	56,100.00	56,450.00	57,950.00	58,300.00	58,650.00
19				55,850.00	56,200.00	56,550.00	56,900.00	58,400.00	58,750.00	59,100.00
20				56,300.00	56,650.00	57,000.00	57,350.00	58,850.00	59,200.00	59,550.00
21				56,750.00	57,100.00	57,450.00	57,800.00	59,300.00	59,650.00	60,000.00
22				57,200.00	57,550.00	57,900.00	58,250.00	59,750.00	60,100.00	60,450.00
23					58,000.00	58,350.00	58,700.00	60,200.00	60,550.00	60,900.00
24					58,450.00	58,800.00	59,150.00	60,650.00	61,000.00	61,350.00
25					58,900.00	59,250.00	59,600.00	61,100.00	61,450.00	61,800.00
26					59,350.00	59,700.00	60,050.00	61,550.00	61,900.00	62,250.00
27						60,150.00	60,500.00	62,000.00	62,350.00	62,700.00
28						60,600.00	60,950.00	62,450.00	62,800.00	63,150.00
29						61,050.00	61,400.00	62,900.00	63,250.00	63,600.00
30						61,500.00	61,850.00	63,350.00	63,700.00	64,050.00
31							62,300.00	63,800.00	64,150.00	64,500.00
32							62,750.00	64,250.00	64,600.00	64,950.00
33							63,200.00	64,700.00	65,050.00	65,400.00
34							63,650.00	65,150.00	65,500.00	65,850.00
35								65,600.00	65,950.00	66,300.00
36								66,050.00	66,400.00	66,750.00
37								66,500.00	66,850.00	67,200.00
38								66,950.00	67,300.00	67,650.00
39									67,750.00	68,100.00
40									68,200.00	68,550.00
41									68,650.00	69,000.00
42									69,100.00	69,450.00
43										69,900.00
44										70,350.00
45										70,800.00
46										71,250.00



# Edgeley Public School District #3

## 2026-27 COMPARATIVE SALARY SCHEDULE

**\*\*SALARY INCLUDING 11.75% TFFR COMPENSATION PAID BY DISTRICT\*\***

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	<b>51,684.38</b>	52,075.50	52,466.63	52,857.75	53,248.88	53,640.00	54,031.13	55,707.38	56,098.50	56,489.63
1	52,187.25	52,578.38	52,969.50	53,360.63	53,751.75	54,142.88	54,534.00	56,210.25	56,601.38	56,992.50
2	52,690.13	53,081.25	53,472.38	53,863.50	54,254.63	54,645.75	55,036.88	56,713.13	57,104.25	57,495.38
3	53,193.00	53,584.13	53,975.25	54,366.38	54,757.50	55,148.63	55,539.75	57,216.00	57,607.13	57,998.25
4	53,695.88	54,087.00	54,478.13	54,869.25	55,260.38	55,651.50	56,042.63	57,718.88	58,110.00	58,501.13
5	54,198.75	54,589.88	54,981.00	55,372.13	55,763.25	56,154.38	56,545.50	58,221.75	58,612.88	59,004.00
6	54,701.63	55,092.75	55,483.88	55,875.00	56,266.13	56,657.25	57,048.38	58,724.63	59,115.75	59,506.88
7	55,204.50	55,595.63	55,986.75	56,377.88	56,769.00	57,160.13	57,551.25	59,227.50	59,618.63	60,009.75
8	55,707.38	56,098.50	56,489.63	56,880.75	57,271.88	57,663.00	58,054.13	59,730.38	60,121.50	60,512.63
9	56,210.25	56,601.38	56,992.50	57,383.63	57,774.75	58,165.88	58,557.00	60,233.25	60,624.38	61,015.50
10	<b>56,713.13</b>	57,104.25	57,495.38	57,886.50	58,277.63	58,668.75	59,059.88	60,736.13	61,127.25	61,518.38
11		57,607.13	57,998.25	58,389.38	58,780.50	59,171.63	59,562.75	61,239.00	61,630.13	62,021.25
12		58,110.00	58,501.13	58,892.25	59,283.38	59,674.50	60,065.63	61,741.88	62,133.00	62,524.13
13		58,612.88	59,004.00	59,395.13	59,786.25	60,177.38	60,568.50	62,244.75	62,635.88	63,027.00
14		<b>59,115.75</b>	59,506.88	59,898.00	60,289.13	60,680.25	61,071.38	62,747.63	63,138.75	63,529.88
15			60,009.75	60,400.88	60,792.00	61,183.13	61,574.25	63,250.50	63,641.63	64,032.75
16			60,512.63	60,903.75	61,294.88	61,686.00	62,077.13	63,753.38	64,144.50	64,535.63
17			61,015.50	61,406.63	61,797.75	62,188.88	62,580.00	64,256.25	64,647.38	65,038.50
18			<b>61,518.38</b>	61,909.50	62,300.63	62,691.75	63,082.88	64,759.13	65,150.25	65,541.38
19				62,412.38	62,803.50	63,194.63	63,585.75	65,262.00	65,653.13	66,044.25
20				62,915.25	63,306.38	63,697.50	64,088.63	65,764.88	66,156.00	66,547.13
21				63,418.13	63,809.25	64,200.38	64,591.50	66,267.75	66,658.88	67,050.00
22				<b>63,921.00</b>	64,312.13	64,703.25	65,094.38	66,770.63	67,161.75	67,552.88
23					64,815.00	65,206.13	65,597.25	67,273.50	67,664.63	68,055.75
24					65,317.88	65,709.00	66,100.13	67,776.38	68,167.50	68,558.63
25					65,820.75	66,211.88	66,603.00	68,279.25	68,670.38	69,061.50
26					<b>66,323.63</b>	66,714.75	67,105.88	68,782.13	69,173.25	69,564.38
27						67,217.63	67,608.75	69,285.00	69,676.13	70,067.25
28						67,720.50	68,111.63	69,787.88	70,179.00	70,570.13
29						68,223.38	68,614.50	70,290.75	70,681.88	71,073.00
30						<b>68,726.25</b>	69,117.38	70,793.63	71,184.75	71,575.88
31							69,620.25	71,296.50	71,687.63	72,078.75
32							70,123.13	71,799.38	72,190.50	72,581.63
33							70,626.00	72,302.25	72,693.38	73,084.50
34							<b>71,128.88</b>	72,805.13	73,196.25	73,587.38
35								73,308.00	73,699.13	74,090.25
36								73,810.88	74,202.00	74,593.13
37								74,313.75	74,704.88	75,096.00
38								<b>74,816.63</b>	75,207.75	75,598.88
39									75,710.63	76,101.75
40									76,213.50	76,604.63
41									76,716.38	77,107.50
42									<b>77,219.25</b>	77,610.38
43										78,113.25
44										78,616.13
45										79,119.00
46										<b>79,621.88</b>

# *Edgeley Public School District #3*

## **2026-27 EXTRACURRICULAR SCHEDULE**

1. Junior Class Advisor, Pep Band, Cheerleading, All School Play, Speech, Student Senate
2. One-Act Play, Science Olympiad, Science Fair, Yearbook/Annual, Elem Sports
3. Asst Golf, Asst CrossCountry, JrHi sports, Extracurricular Music, FBLA, FCCLA, FFA
4. Head Girls' Golf, Head Boys' Golf, Head CrossCountry, Asst BBB, Asst GBB, Asst FB, Asst Wrestling, Asst VB, Asst Track
5. Head BBB, Head GBB, Head FB, Head Wrestling, Head VB, Head Track
6. Activity Director

<b>Base Salary</b>	<b>\$ 46,250.00</b>					
<b>Experience</b>	<b>Lane 1</b>	<b>Lane 2</b>	<b>Lane 3</b>	<b>Lane 4</b>	<b>Lane 5</b>	<b>Lane 6</b>
<b>% Multiplied</b>	<b>2.50%</b>	<b>4.25%</b>	<b>6.00%</b>	<b>8.00%</b>	<b>11.00%</b>	<b>13.00%</b>
0	1156	1966	2775	3700	5088	6013
1	1203	2012	2821	3746	5134	6059
2	1249	2058	2868	3793	5180	6105
3	1295	2104	2914	3839	5226	6151
4	1341	2151	2960	3885	5273	6198
5	1388	2197	3006	3931	5319	6244
6	1434	2243	3053	3978	5365	6290
7	1480	2289	3099	4024	5411	6336
8	1526	2336	3145	4070	5458	6383
9	1573	2382	3191	4116	5504	6429
10	1619	2428	3238	4163	5550	6475
11	1665	2474	3284	4209	5596	6521
12	1711	2521	3330	4255	5643	6568
13	1758	2567	3376	4301	5689	6614
14	1804	2613	3423	4348	5735	6660
15	1850	2659	3469	4394	5781	6706
16	1896	2706	3515	4440	5828	6753
17	1943	2752	3561	4486	5874	6799
18	1989	2798	3608	4533	5920	6845
19	2035	2844	3654	4579	5966	6891
20	2081	2891	3700	4625	6013	6938
21	2128	2937	3746	4671	6059	6984
22	2174	2983	3793	4718	6105	7030
23	2220	3029	3839	4764	6151	7076
24	2266	3076	3885	4810	6198	7123

Experience schedule will be extended as needed at 0.1% increase per year.



# *Edgeley Public School District #3*

## **SALARY SCHEDULE GUIDELINES**

1. Effective 1992-93 to move horizontally on the schedule, the 8 semester hours shall be graduate or undergraduate credits earned after the granting of a BA-BS Degree, be in the teacher's major or minor field or educationally related, and with the approval of the Administration. Effective 1989-90, to move from the Masters to the Masters + 8 lane, the 8 semester hours must be graduate credits earned after the granting of the Master's degree, and with the approval of the Administration. Written approvals for credit shall be maintained in the teacher's file.
2. Effective 2003-2004, all staff who do not receive a step because they have reached the highest salary step for years of experience will receive a \$200 yearly payment.
3. The salary for any teacher shall be for the degree that is held when the school term begins and not for any additional degree or hours earned during the school year.
4. All teachers are urged to keep competent in their respective teaching fields and are urged to take refresher courses from time to time.
5. A teacher may receive disciplinary action for any of the following: incompetence, insubordination, neglect of duty, immorality, or corporal punishment.
6. A teacher can and should expect some additional duties without extra pay; such as selling tickets, chaperoning parties, bus trips, class advisors other than junior class advisor, etc. A teacher and their spouse will be admitted free to all school sponsored fee-paying events.
7. For each teaching year of experience in another school system, provided that the prospective teacher has taught in relatively the same area of teaching; one experience unit increment on the salary schedule per year is allowed, taking all years of experience from other districts into consideration.
8. Effective 2015-16, in addition to the regular salary schedule, a comparative salary schedule illustrating the TFFR compensation paid by Edgeley School District will be included in this Agreement.

## **EXTRACURRICULAR PAY**

Effective 2017-18, in addition to the regular salary schedule and comparative salary schedule, an Extracurricular Salary Schedule will be included in this Agreement.

Experience within and outside of the district will count to receive the .1% increase per year.

If no varsity assistant coach in the sports of football, basketball, volleyball or track is hired and if the head coach agrees to assume the extra duties, the head coach will receive an additional assistant coach pay at the base level in compensation.

Activity Director will have authority to hire an additional coach/advisor for an activity if needed. Decision to hire will be based on level of instruction required to teach necessary skills to all participants and level of supervision required to ensure the safety of participants.

Activity Director will approve Extended Season Compensation as follows:

- a. Pay \$150 per week for an extended season. This is paid to the following activities' head and assistant coaches when their seasons are extended by advancing in post-season play.
  - i. Football
    1. One week paid for each playoff game
  - ii. Volleyball and Basketball
    1. One week paid for qualifying for regional tournament
    2. One week paid for qualifying for regional semi-finals
    3. One week paid for qualifying for state tournament
  - iii. Wrestling, Track, Golf, and One-Act Play
    1. One week paid for qualifying for state tournament
- b. Pay \$150 to Activity Director when a team advances to bracketed team state tournament
  - i. Football
    1. One payment when advancing to quarter-final round
  - ii. Volleyball, Basketball, Wrestling
    1. One payment when advancing to state tournament



## ***Edgeley Public School District #3***

c. Pay \$150/day to FCCLA, FFA, or FBLA Advisor for extended season under the following conditions:

i. If Advising a District President or State Officer that attends Summer Leadership

ii. If Advising students that qualify to attend FBLA/FCCLA/FFA National Leadership Conference

iii. Advisor attending CTE Professional Development Conference

The purpose of this kind of schedule is that there will not need to be future negotiations on the entire extra-curricular schedule.

### **TEACHER'S FUND FOR RETIREMENT (TFFR)**

Effective 2016-17, the Edgeley School District will pay 6% of the required employee retirement contribution under Teacher's Fund for Retirement Model 2 Partial. **Effective 2025-26, the Edgeley School District will pay 9% of the required employee retirement contribution under Teacher's Fund for Retirement Model 2 Partial, and effective 2026-27, the Edgeley School District will pay 11.75% of required employee retirement contribution.**

### **FRINGE BENEFITS**

1. A separate written Cafeteria Plan that complies with the requirements of Section 125 and the regulations that is maintained by the District for employees. Participants in the cafeteria plan must be permitted to choose among at least one permitted taxable benefit (for example: cash, including salary reduction) and at least one qualified benefit (for example: health insurance in district-provided group health plan, vision insurance, dental insurance, health flex spending, dependent care spending, 403B retirement account, health savings account, supplemental life insurance, accident/cancer/hospital indemnity/critical illness/short-term disability insurance). The Cafeteria Plan must contain elections among both taxable and nontaxable elections as well as not provide for deferral of compensation, except as specifically permitted in Section 125(d)(2)(B), (C) or (D). The amount paid by the District is **\$10,500 in 2025-26 and \$11,000 in 2026-27**. Anything over that amount needed for an individual's premium shall be deducted from their salary. Part-time teachers will have the benefit prorated on their contracted time. Each employee of the Edgeley Public School District shall receive up to a maximum of \$50,000 term life insurance; and the District shall provide a Group Long Term Disability Insurance Policy with a sixty (60) day waiting period.

### **IN-STAFF SUBBING**

In-staff subbing will be paid at the rate of 1/7th of the current substitute teacher pay.

### **COLLEGE CREDIT IN HIGH SCHOOL**

College credit in high school or a 'dual credit' course is a one-semester college course taken through a two- or four-year institution of higher education for which the student earns ½ unit of high school credit. \$1000 will be paid per course per semester to an approved instructor for teaching a dual credit/college credit in high school courses. Class offerings will be subject to prior approval by administration.

### **INCENTIVE FOR EXCELLENCE**

\$75 for expenses will be paid for every one (1) semester hour earned in the teacher's approved field. This will be subject to prior approval by administration. Credits earned must be presented to Superintendent before the first day of school in order to receive a contract lane change for the school year.

### **NATIONAL CERTIFICATION**

Any teacher that has a current and valid "National Board Certified Teacher" certificate from the National Board for Professional Teaching Standards shall receive a stipend of \$750 per year. The Teacher with this certification shall present their valid certificate to the Superintendent for payment.

### **PROFESSIONAL DUES**

The Edgeley School District will provide up to \$75 per teacher each school year to reimburse teachers for dues they pay to belong to

## ***Edgeley Public School District #3***

professional organizations in their content area (academic or extracurricular). The administration must pre-approve all organizations in the teacher's content area. Teachers will pay dues to their chosen organizations; they may request reimbursement upon submitting signed proof of approval and dues payment to the Business Manager. This money will not carry over to the next year and any teacher choosing not to use it shall lose it.

### **SICK LEAVE BANK POLICY**

A Sick Leave Bank policy will be available for participating employees.

### **PERSONAL LEAVE**

Each teacher shall be allowed three (3) days personal leave per year. All substitutes are to be secured by the Superintendent or building Principal. Personal leave may be taken at any time, however, the Superintendent may deny permission to a teacher for personal leave day taken just before or after a holiday or to ensure that only a limited number of teachers are absent on a given day.

At the end of the school year, any teacher who has accumulated four (4) or more days of personal leave shall be paid at the current substitute per day pay scale to reduce the number of days to two (2). Pay for this will be included in the last monthly check of the current contract year.

### **SICK LEAVE**

Sick leave shall be ten (10) days each year cumulative to **eighty (80) days**. \*In 2015-16 only, any employee's accumulated allotted sick days exceeding the maximum balance of 65 will be transferred to the Sick Leave Bank. Sick leave days are only for illness of the employee. ~~The Board may demand a doctor's report as it considers a contract for reemployment, if the teacher has been sick frequently or for an extended period of time.~~ Teachers who leave the school system after a minimum of fourteen (14) years' service to the District shall receive \$20 per unused sick day if not non-renewed for performance or discharged for cause.

### **IMMEDIATE HOUSEHOLD FAMILY SICK LEAVE**

Six (6) days per year on a non-cumulative basis will be granted with approval of the Superintendent for leave needed because of immediate household family illness. Two (2) of these days may be used for illnesses related to the employee's mother, father, mother-in-law, father-in-law or child not living in the household. The Superintendent, at his/her discretion, may approve exceptions to this leave.

### **EMERGENCY LEAVE**

Each teacher shall be allowed five (5) days emergency leave. These days are non-accumulating from year to year. Emergency leave shall be defined as leave taken because of dire illness or death in the immediate family. Immediate family shall be interpreted as husband, wife, child, father, mother, grandparents, grandchild, sister, brother, aunt, uncle, in-laws, nieces, nephews, great grandparents, great aunts, great uncles, great nieces, great nephews and great grandchildren or any other member of the family unit living in the same household, no matter what degree of relationship. Effective 2023-24, one (1) of these days may be used for dire illness or death of a friend.

Emergency leave shall be granted by the Superintendent. Emergency leave for others not listed above may be granted by the Superintendent. If the five (5) days have been used up by the employee, the Superintendent, at his/her discretion may allow additional days.

### **PROFESSIONAL LEAVE**

Two (2) days of professional leave will be granted to each teacher or coach for workshops or clinics. The Superintendent has authority to extend the number of days. The professional leave must be within the teacher's current teaching assignment. This leave will be with the understanding that each teacher is to bring back the information that was taught at the workshop or clinic and share with similar teachers or coaches. All professional leave will be subject to approval of the Superintendent upon showing the quality and learning potential for the teachers and coaches. Teachers will be allowed to attend workshops and clinics in the summer with mileage, meals, and motels paid by the School, but the teachers will not be paid salary on these days. Varsity or junior varsity coaches will be limited to one (1) day of professional leave per sport per year. Reimbursement will be given at current state rates for mileage, meals, motel and maximum of \$100 per day for registration costs. The school will not pay for college credit if it is an additional expense to the registration cost. This professional leave benefit cannot be used for the annual NDU Conference. This policy does not include professional leave for teacher in-service or tournaments.



# ***Edgeley Public School District #3***

## **ADOPTION LEAVE**

Each teacher shall be allowed ten (10) days non-cumulative Adoption Leave per year for adoption of a child into their immediate family.

## **PARENTAL LEAVE**

Each teacher shall be allowed ten (10) days non-cumulative parental leave per year for the birth of his/her child. Parental leave shall be governed by Family Medical Leave Act policy (DDAA). Parental leave shall be granted by the Superintendent. A parental leave request shall be granted when the requestor's personal and sick leave are depleted. When both parents are in the system, only one leave period shall be granted as per FMLA.

## **EXTENDED CONTRACTS**

The Edgeley School Board, in its sole discretion, has the authority to extend a contract up to twenty (20) days for a certified position provided there are three (3) or fewer qualified applicants for that position. The administration has the authority to approve work done in those twenty (20) days, and such work must include items such as summer school educational projects, tutorial programs for students or adults, night computer classes, etc.

## **SAVINGS CLAUSE**

If any provision of this agreement is or shall at any time become contrary to law, held illegal, void or invalid, then such provision shall not be applicable or performed or enforced except to the extent permitted by law. The remaining provisions of this agreement will not in any way be affected or impaired, but will remain binding in accordance with their terms."

## **DURATION CLAUSE**

This Agreement will be in effect from **July 1, 2025, until June 30, 2027**, at which time this Agreement shall be automatically renewed unless either party gives notice to the other party not less than sixty (60) days prior to the expiration date of its desire to reopen negotiations as to certain provisions of the Agreement or additions to this Agreement. Teachers' written Declaration of Intent to Negotiate will be received no later than the date of the March regular board meeting in any negotiating year.

## **LIQUIDATED DAMAGES CLAUSE**

Once a contract is signed, it is assumed that teachers will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the teacher, prior to the completion of the contract terms, results in damages to the school District which are impractical or extremely difficult to actually ascertain. In an effort to fix compensation which bears a reasonable relationship to probable damages and which is not disproportionate to reasonably anticipated damages, the following sum shall be paid by a teacher requesting a release from contract which is approved by the School Board:

Release Requested during Period from:

May 1 – May 31:	\$1,000
June 1 – June 30:	\$1,600
July 1 - End of Term:	\$2,000

Nothing contained herein shall be construed to mean that the Board must release the teacher upon payment of the above amount. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages. The Edgeley Education Association agrees not to promote, encourage, support or engage in strikes, work slowdowns, sanctions, or other such activities. Any teacher who is involved in such action against the school district shall be fined by an amount not to exceed the current substitute pay. This amount shall be deducted at the time of the next pay period.

The Board of Education assumes the responsibility as the managerial component of the entity known as the Edgeley Public School District. The Board recognizes no threat or intention in our state negotiation law nor in any negotiation agreement they have entered into, of eroding their responsibility or power. Therefore, the position of the Board remains the authority for operation of the school district and their decision relative to all questions, including salary schedule questions, is final.

For Edgeley Education Association(s) 

Date 3/19/25

For Edgeley Board of Education(s) 

Date 3/19/25



