

**2024-2025
2025-2026
2026-2027**

NEGOTIATED AGREEMENT

(3-YEAR CONTRACT)



GOLVA PUBLIC SCHOOL

2024-25, 2025-26; 2026-27 GOLVA SCHOOL SALARY SCHEDULE

<u>YEARS</u>	<u>A</u> BASE	<u>B</u> 10 SEM HRS	<u>C</u> 20 SEM HRS	<u>D</u> 30 SEM HRS	<u>E</u> 40 SEM HRS	<u>F</u> 50 SEM HRS
0	41,500	41,900	42,300	42,700	43,100	43,500
1	41,850	42,250	42,650	43,050	43,450	43,850
2	42,200	42,600	43,000	43,400	43,800	44,200
3	42,550	42,950	43,350	43,750	44,150	44,550
4	42,900	43,300	43,700	44,100	44,500	44,900
5	43,250	43,650	44,050	44,450	44,850	45,250
6	43,600	44,000	44,400	44,800	45,200	45,600
7	43,950	44,350	44,750	45,150	45,550	45,950
8	44,300	44,700	45,100	45,500	45,900	46,300
9	44,650	45,050	45,450	45,850	46,250	46,650
10	45,000	45,400	45,800	46,200	46,600	47,000
11	45,350	45,750	46,150	46,550	46,950	47,350
12	45,700	46,100	46,500	46,900	47,300	47,700
13	46,050	46,450	46,850	47,250	47,650	48,050
14	46,400	46,800	47,200	47,600	48,000	48,400
15	46,750	47,150	47,550	47,950	48,350	48,750
16	47,100	47,500	47,900	48,300	48,700	49,100
17	47,450	47,850	48,250	48,650	49,050	49,450
18	47,800	48,200	48,600	49,000	49,400	49,800
19	48,150	48,550	48,950	49,350	49,750	50,150
20	48,500	48,900	49,300	49,700	50,100	50,500
21	48,850	49,250	49,650	50,050	50,450	50,850
22	49,200	49,600	50,000	50,400	50,800	51,200
23				50,750	51,150	51,550
24				51,100	51,500	51,900
25				51,450	51,850	52,250
26				51,800	52,200	52,600
27				52,150	52,550	52,950
28				52,500	52,900	53,300
29				52,850	53,250	53,650
30				53,200	53,600	54,000
31				53,550	53,950	54,350
32				53,900	54,300	54,700
33				54,250	54,650	55,050
34				54,600	55,000	55,400
35				54,950	55,350	55,750
36				55,300	55,700	56,100
37				55,650	56,050	56,450
38				56,000	56,400	56,800
39				56,350	56,750	57,150
40				56,700	57,100	57,500

2024-25; 2025-26; 2026-27 NEGOTIATED AGREEMENT

GOLVA PUBLIC SCHOOL THREE-YEAR CONTRACT

1. **Salary Schedule:** There will be 22 vertical experience steps for the first three columns (Lanes A, B, and C) of educational credit; 40 vertical experience steps for Lanes D, E, and F columns of educational credits. The salary schedule will include graduate and undergraduate credits, with all undergraduate credits to be approved by the administrator. All credit hours pertaining to the move past the 20 lane (Lane C) must be in a major or minor field, or in relation to expanding the curriculum at Golva Public School.

The base salary for the 2024-25; 2025-26; and 2026-27 school year will be \$41,500. School Year 2024-25, \$500 was added to the base salary.

Increments will be \$400 for each step horizontally through Lane F (50+ semester hour lane). As of the 2024-25 school year, vertical experience steps will be added in Lane D, E, and F to reach step 40. All vertical steps will be at \$350 increments through Lane F – Step 40. Each part-time, contracted teacher will receive their prorated salary.

2. **Incoming Teachers** may bring in all their contracted teacher experience, plus education. All individual contracts must be in compliance with the negotiated agreement. If any discrepancies occur, the negotiated agreement will supersede the individual contract.

3. **Substitute teachers** will be paid **\$150.00** per day.

4. The **extra-curricular salary schedule** is as follows to assigned teacher:

School Newspaper Editor/Layout - \$425

*(No after-school hours worked will be paid out
for any newspaper production)*

5. **Flexible Benefits Plan:** The District will contribute **100% of a single health insurance premium** (which includes health, vision, dental, disability, life) per full-time teacher to the school flexible benefit plan in the **2017-18** school year and thereafter. These dollars may not be used to pay the premium on any health insurance except the school's group insurance plan. A teacher who does not elect to take the school health insurance, may use 70% of a single insurance premium to go to salary payout.

6. **TFFR:** Starting July 1, 2024, the District will contribute the required 12.75% of the teachers' retirement salary and also **8.8125%** of the teachers' share of TFFR and deposit it into the TFFR fund along with the remaining **2.9375%** that is deducted from teachers' salary. Starting July 1, 2025, the District will contribute 12.75% of the teachers' retirement salary along with the 11.75% of the teachers' share of TFFR and deposit it into the TFFR fund.

7. **Payment of Salaries:** Teachers on a monthly contract may choose to be paid in nine or 12 installments. If on 12-month installments, after the year-end duty check-out sheet has been completed, the remaining three months payroll will be issued within 10 days after the last day of school. Payroll dates are changed to the fifth of the month, beginning September 5, 2011.

8. **Personal Leave:** All full-time teachers are allowed five personal leave days. Each part-time, contracted teacher will receive prorated Personal Leave days. All days must have clearance, in writing, with the administrator three days in advance of day requested. A substitute must be scheduled before administrator can grant approval of leave. Unused personal days will be reimbursed at \$150 per day.

9. **Sick Leave:** All full-time teachers are allowed **10 days sick leave/year, cumulative to 100 days**. Starting in school year **2026-27**, all full-time teachers are allowed **12** days sick leave, cumulative to 100 days. Each part-time, contracted teacher will receive prorated Sick Leave days. With the concurrence of the administrator, sick leave can be used to include a family member (spouse, child, mother, father, sister, or brother), as an emergency feature. Doctor's verification may, at the discretion of the administrator, be required for a teacher claiming sick leave. When a teacher leaves the Golvá School System, remaining accumulated sick leave will be reimbursed to the teacher at **\$25/day**.

10. **Maternity Leave:** Teacher may use accumulated sick leave towards maternity/paternity leave.

11. **Fall Teacher Prep Day:** The District will compensate teachers for one day of classroom preparation time. Time is to be put in before school starts for the new school year. Teacher will be paid \$150 (net) for this day on the first day of school.

12. **Funeral Leave:** All teachers are allowed five days per year, non-cumulative, for funeral leave. Funeral leave will be decided at the discretion of the administrator. Additional time, if requested by the teacher, shall be deducted from accumulated sick or personal leave. Additional time requested must be approved by the administrator.

13. **Teacher Evaluations:** Teacher evaluation procedure will follow current state law and Policy DFAA – Teacher Evaluation.
14. **Free Lunches:** School lunch will be provided by the School District while teachers are on duty.
15. **Re-opening Negotiations:** Both parties must agree to re-open negotiations to change any part of this agreement before it expires.

2024-25; 2025-26; 2026-27 NEGOTIATED AGREEMENT – March 14, 2024

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Lone Tree School District #6 Board President	Date

Business Manager	

Teacher	

Teacher	

Teacher	

Teacher	

Teacher	