

NEGOTIATED AGREEMENT

BETWEEN

MATANUSKA-SUSITNA
EDUCATION ASSOCIATION

AND

MATANUSKA-SUSITNA BOROUGH
SCHOOL DISTRICT

JULY 1, 201~~9~~22 – JUNE 30, 20~~22~~25

SIGNATURE PAGE

The signatures on this page indicate the parties to this Agreement have thoroughly reviewed all of the following articles and provisions of this Negotiated Agreement to the best of their knowledge it reflects the negotiations that occurred between the parties.

**MATANUSKA-SUSITNA
EDUCATION ASSOCIATION**

**MATANUSKA-SUSITNA BOROUGH
SCHOOL DISTRICT**

~~John Notestine, Spokesperson~~

~~Saul Friedman Esq., Spokesperson~~

~~Courtney Eyer, NEA-Alaska UniServ
Director~~

~~Dr. Randy Trani, Superintendent~~

~~Vicki Hewitt, Teacher~~

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Board of Education~~

~~Bruce Lozanoff, School Psychologist~~

~~Luke Fulp, Deputy Superintendent of
Business and Operations~~

~~Heather Rains, Teacher Chair~~

~~Katherine Gardner, Executive Director
of Human Resources/Payroll~~

~~Amy Roberts, Teacher~~

~~Chris Taylor, Teacher~~

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ARTICLE I
RECOGNITION, DEFINITIONS, NEGOTIATIONS, AND GENERAL PROVISIONS

SECTION 1 Recognition

The Matanuska-Susitna Borough School Board recognizes the Matanuska-Susitna Education Association pursuant to A.S.23, as the exclusive bargaining representative for certificated employees. The District will not bargain with or recognize any employee organization other than the MSEA as representing the employees of the District in the bargaining unit defined in this section. The employer agrees that any position similar to one which is currently performed by members of the bargaining unit must be subject to negotiation between the Association and the employer to determine whether such position or job title should be included in the bargaining unit.

SECTION 2 Definitions

- A. Agreement:** This negotiated agreement.
- B. Association:** Matanuska-Susitna Education Association.
- C. Association President:** The President of the Association or the President's designee.
- D. Board:** The Matanuska-Susitna Borough School Board
- E. Continuing Education Units** means credit awarded for at least ten (10) contact hours of participation in an organized continuing education experience by a regionally accredited institution of higher education, or by an organization that has been approved for the granting of continuing education credit by the national organization that represents the field of study or professional membership in which the credit is being granted.
- F. Creditable hours:** Shall mean coursework taken from an accredited institution. (Notwithstanding the provisions of this section, coursework accepted prior to the effective date of this agreement shall constitute approved coursework.)
- G. Days:** Except when otherwise indicated, days shall mean a normal working day, i.e., Monday through Friday with the exception of School District recognized holidays.
- H. District:** The Matanuska-Susitna Borough School District
- I. Immediate family:** Shall mean husband, wife, father, mother, son, daughter, brother, sister, grandparent, or grandchild, guardian or legal ward, household member (i.e.: a person living in the same household having the same relationship as the aforementioned family members), or a person having the same relationship to the employee's spouse.
- J. Semester hour:** Shall mean a semester hour of credit, or the quarter-hour equivalent thereof three (3) quarter hours equals two (2) semester hours awarded by an accredited institution.
- K. Superintendent:** The Superintendent of the District or the Superintendent's designee.
- L. Teacher:** A certificated employee including nurses filling a certificated position as identified by the School Board, with the exception of:
 - 1. Superintendent
 - 2. Assistant and Associate Superintendent
 - 3. Curriculum and Special Education directors
 - 4. Any other administrative position so designated by the School Board that requires a Type B certificate
 - 5. Certificated substitutes
 - 6. Limited contract teachers (less than .5 FTE) certificated employees may be hired with limited rights under the negotiated agreement.

- M. Limited Contract Teacher:** A teacher who is regularly assigned to work less than one half-time (.5 FTE) shall have rights under this Agreement, with the following limitations. The teacher shall not be entitled to a duty free lunch period and shall not have voluntary transfer rights under Article III Section 2. Furthermore, the teacher shall not be subject to the reduction in force provisions of Article III, Section 4 and shall not be entitled to any reemployment rights upon completion of the employment contract. The District will keep the number of limited teachers to a minimum.
- N. Retired teachers** who are qualified to teach in a specific discipline, the following shall apply:
1. Teachers shall be placed on the salary schedule as any other new hire.
 2. Teachers shall have rights under this agreement with the following limitations:
 - a. No access to voluntary transfer, Article III, Section 2
 - b. Not entitled to reemployment rights.
- O. Seniority:** Is determined by the date of hire. For the purposes of this subsection, date of hire, shall mean the date of initial employment by Board action or by the first contracted day of work, whichever is earlier. Ties in seniority shall be resolved by lot. Seniority shall not be affected by part-time service or by a District authorized paid or unpaid leave. Seniority shall be terminated when the teacher's employment with the District ceases. Notwithstanding, the teacher who has been nonretained or laid off to effectuate a reduction in force shall retain seniority while the teacher is on the recall list. A teacher who is contracted after fulfilling a long-term substitute duty in the same position shall have the date of hire as the first day of work in that position. There shall be no retroactive adjustment of salary or benefits after the teacher is hired.
- P. Commencing** on the first day of the fourth year, Type M certificated employees who are not granted tenure by State statute shall have access to just cause provisions of this contract regarding non-retention.
- Q. Unit administrator:** The teacher's immediate supervisor as determined by the District.
- R. Work Day:** A day without students and without in-service or other duties as assigned.

SECTION 3 Negotiations

- A.** The Matanuska-Susitna School Board shall negotiate with teachers in good faith on matters pertaining to their employment and the fulfillment of their professional duties.
- B. Procedure for Negotiations:**
1. A written request for meetings shall be submitted by the MSEA to the Superintendent, as the Board's representative, or by the Superintendent to the President of MSEA with all items for negotiations presented no earlier than January 1st and no later than January 15th during the school year in which the agreement is scheduled to expire.
 2. A written response shall be made and a mutually satisfactory time for the first meeting shall be agreed upon within ten (10) working days after receipt of the request.
 3. The first meeting shall be held within fifteen (15) working days after the receipt of the request, unless otherwise mutually agreed.
 4. Consultants may be used if deemed necessary by either party. Any expense for consultant services shall be borne by the party requesting the service.
 5. During the period of negotiations, interim reports of progress may be made public by either negotiating party.

6. Meeting dates, times, conditions, and places shall be determined by mutual agreement.
 7. When a consensus is reached, a written tentative agreement shall be jointly prepared and presented separately to each party by each party's negotiating team with their recommendation for approval of the tentative agreement.
 8. Meetings shall be open to the public if requested by either party.
- C. Advisory arbitration will be conducted in accordance with Title 23 P.E.R.A.

SECTION 4 General Provisions

A. Use of school facilities by MSEA

1. The Association shall have a right to use the school mailboxes in each building. Inter-school mail may be used for Association communication when they pertain to the business of the School District and the Association.
2. The Association shall have the right to announce building membership meetings and matters under consideration at regularly scheduled faculty meetings.
3. Association shall be allowed to use the school facilities and equipment under the guidelines of the School Board Policy and Administrative Procedures on "facility usage."

B. Non-discrimination

The Board agrees that there shall be no discrimination concerning terms and conditions of employment on the basis of race, creed, color, religion, national origin, sexual orientation, gender (except where reasonable demands of the job require otherwise), pregnancy, parenthood, age, physical or mental disability, marital status, changes in marital status, or membership or participation in legal Association activities provided that this provision shall not be construed to prevent the implementation of affirmative action principles.

C. Just Cause: No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of a professional advantage without just cause. Just cause shall include the following seven tests:

1. Did the District give the teacher forewarning or foreknowledge of the possible or probable disciplinary consequences for the teacher's conduct?
2. Was the district's rule or order reasonably related to the orderly, efficient, and safe operation of the school district's business?
3. Before administering discipline to the teacher, did the District investigate to discover whether the teacher did in fact violate or disobey a rule or order of management?
4. Was the district's investigation conducted fairly and objectively?
5. At the investigation, did the supervisor obtain evidence or proof that the teacher was guilty as charged?
6. Has the district applied its rules, orders, and penalties evenhandedly and without discrimination to all teachers?
7. Was the degree of discipline administered by the district in this particular case related to the seriousness of the teacher's proven offense and the record of the teacher in his/her past service to the district?

D. Reproduction of Agreement

The Board shall make available electronic copies of this Comprehensive Agreement within thirty days (30) days after the Agreement is signed by both

parties to all teachers currently employed in the district, and at the time of hire for all teachers hired during the term of this Agreement.

E. Savings Clause

If any portion of this Agreement or any application of this Agreement to any teacher or group of teachers is held to be contrary to law by a court of law, then such provision or application shall not be deemed valid or subsisting, except to the extent permitted by law, but all other provisions or application shall continue in full force and effect. Furthermore, the Board and Association shall, within ten (10) days, enter into negotiations to replace or remove any provision found to be contrary to law.

F. Duration

This Agreement shall become effective on July 1, 2019~~22~~25 and shall expire on June 30, 2022~~5~~5. Notwithstanding, if neither party requests to initiate bargaining for a successor agreement as provided under Article I, Section 3, the expiration date shall be extended to the following June 30.

**ARTICLE III
ASSIGNMENTS AND VACANCIES**

SECTION 1 Teacher Assignment

- A. In determination of assignments the convenience and wishes of the individual teacher including his or her academic preparation will be honored to the extent that these considerations do not conflict with the instructional requirements and best interests of the school system and the pupils. Involuntary reassignment to a base school more than 20 miles in distance from the previous base school shall follow the same procedures as outlined in the Involuntary Transfer section; Article III, Section 3, A - D.
- B. Assignment decisions shall be within the discretion of the unit administrator and will be made following consideration of instructional requirements including but not limited to: professional preparation as endorsed on Alaska teaching certificate, seniority, fields of study, areas of competence, and type and quality of experience therein. If the unit administrator determines that these criteria are equal in two or more candidates, seniority in the District will determine the final choice.
- C. The unit administrator shall provide, upon written request, a written statement of the reason(s) within five (5) days for a teacher's assignment being involuntarily changed or for an assignment change request being denied during the school term.
- D. As a professional courtesy, the District will make an effort to notify all teachers whose assignment is expected to change of their next semester's assignment at least two (2) weeks prior to the end of the current semester. It is however, understood by the parties that the teacher's assignment may be changed due to the District's need to balance staff due to unanticipated enrollment changes.

SECTION 2 Voluntary Transfer

- A. **Definition of voluntary transfer:** voluntary transfer of a teacher to another building or buildings upon request of the teacher.
- B. The administration shall determine and post vacancies within this bargaining unit that will be available for the following school year according to the following table. During the period when the vacancy is posted, a teacher may request consideration for the vacancy using the in-district electronic application and submitting it to the Human Resource Department. After the posting of a particular vacancy closes, a teacher cannot apply for that vacancy unless the vacancy is not filled, and the District reposts the vacancy. The District will announce the position on the District's website. In-District transfer applications will not require a current supervisor's signature, although employees will be encouraged to notify him or her at time of application. Related Service Provider Itinerant positions are not required to be posted for internal transfer.

<u>Vacancies</u>	<u>Will be posted on</u>	<u>Required posting closes at 4:30 p.m.</u>
On or before 3/31	April 1	April 8
Between 4/1- 4/14	April 15	April 22
Between 4/15- 4/30	May 1	May 8
Between 5/1- 5/14	May 15	May 22
Between 5/15- 5/31	June 1	June 8

Between 6/1 - 6/14	June 15	June 22
Between 6/15 - 6/30	July 1	July 8
Between 7/1 - 7/14	July 15	July 22

It is the intent of the parties that interviews for vacancies will be conducted and completed after the posting closes and before the next posting period opens. A minimum of five (5) applicants will be interviewed or all applicants if less than 5.

After the last day of the school term teachers on the recall list may be recalled to RIF'd positions. During this period requests for voluntary transfer into RIF'd positions will only be considered

if no teacher on the recall list is qualified to fill the vacancy.

The postings will occur on the District website. Transfer requests received by the District in a timely manner shall be considered based upon Article III, Section 2.B.2 of this Agreement.

Vacancies which occur after ~~July 31~~ **May 14** shall be posted for transfer on April 1 for the following school year. The District may fill any openings occurring after ~~July 31st~~ **May 14th** with either a recall or a new hire for the current school year without considering any voluntary requests.

1. Vacancies for the coming school year shall be posted in each school building during the school year in accordance with Section 2.B. A copy of each posting shall be provided to the Association.
2. Transfer decisions shall be within the discretion of the unit administrator and will be made following consideration of a teacher's professional preparation as endorsed on Alaska teaching certificate, seniority, fields of study, areas of competence, and type and quality of experience therein. If the unit administrator determines that these criteria are equal in two or more candidates, seniority in the District will determine the final choice.
3. Receipt of transfer requests will be acknowledged in writing to the teacher making the request.
4. A teacher whose transfer request is not honored shall upon written request to the unit administrator, be provided the reasons in writing. These reasons may include why the successful teacher was selected in accordance with the criteria in 2.B.2 as well as any job requirements related to the program, team, school, or position.
5. No transfer may be denied for arbitrary, capricious or disciplinary reasons.
6. Certificated administrators and principals who are current employees may access the voluntary transfer procedure and bring in certificated in-district teaching experience for placement on the salary schedule. Out of district teaching experience for placement will be in accordance with Article VII. District seniority shall not be affected.

SECTION 3 Involuntary Transfer

- A. Definition of Involuntary Transfer:** Involuntary transfer of a teacher to another building or buildings.
- B.** Prior to an involuntary transfer, the District will seek volunteers.
- C.** Notice of involuntary transfer will be given to teachers affected as soon as practicable, but not less than 10 calendar days prior to the effective date. Involuntary transfers, as determined by the Superintendent, shall not be made for arbitrary or capricious reasons.

- D. When the transfer becomes necessary, a teacher's area of Alaska certification and seniority in the district (relative to other teachers within the building) will be considered in determining which teacher is to be involuntarily transferred.
- E. When an involuntary transfer is made, the teacher shall, upon request, have the right to a meeting with the principal of both the sending and receiving school and/or the Superintendent and shall, upon request, be provided the reasons in writing for said involuntary transfer.
- F. Involuntary Transfer of Teachers with Endorsements in Special Education who are Teaching In Regular Education Positions.
 - 1. May 10: The District and Association shall review the status of vacancies that exist for special education positions in the district.
 - 2. July 16: A letter shall be sent (certified U.S. mail) to all teachers with special education endorsements who are not currently teaching special education, with the following information:
 - a. Expected vacancies as of August 1, with locations and descriptions of the positions; updated seniority list of affected teachers; and process outlined to volunteer for transfer into one of the anticipated vacancies.
 - b. August 11: A letter shall be sent (certified U.S. mail) to teachers who are being involuntarily transferred. This letter shall constitute a notice of involuntary transfer. This letter shall contain an update of vacancies, not including the vacancies that have been filled through volunteers, and an updated seniority list of affected teachers, not including teachers no longer available for involuntary transfer. The district shall call and notify the affected teachers, in order of seniority and endorsement, of their position prior to the end of the business day on August 9. Those affected teachers will be required to attend mandatory special education in-services at the beginning of the year.
 - 3. Any special education positions that become vacant after the first day of school shall be filled by a long-term substitute, an involuntary transfer of a teacher in another special education position, or a new hire.
 - 4. Teachers who volunteer for a special education position, or who are involuntarily transferred into a special education position shall receive the following: a mentor who is currently teaching special education, five (5) days of administrative leave for professional development, and \$800 to attend a professional conference which conference must be approved by the director of the special education program or designee. Teachers who volunteer or are involuntarily transferred may at their option for the following school year:
 - a. Remain in the position to which they were transferred. These teachers will then move to the bottom of the list of teachers available for involuntary transfer in subsequent years;
 - b. Access the voluntary transfer procedure of the Negotiated Agreement;
 - c. Return to the position they left in their previous school unless that position has been eliminated.

SECTION 4 Reduction in Staff

The procedures set forth in this section apply to reduction in the number of teachers necessitated by a decrease in enrollment or for any other reason permitted by the law subsequent to the date of execution of this section. Every reference to the term "teacher" in this Section 4 shall mean "tenured teacher."

The procedures in this section shall not apply to teachers who have either been dismissed under AS 14.20.170 or non-retained on the grounds stated in AS 14.20.175 (b).

A teacher who is laid off under a reduction in force shall be subject to a layoff plan developed in accordance with law by Alaska teaching certificate endorsement by seniority subject to the District's determination of District-wide program needs and shall be placed on the recall list in seniority order by area of endorsement (s).

A teacher placed on the recall list shall remain on the list for three (3) years from the effective date of the nonretention unless the teacher requests to be removed from the list or unless the teacher is removed from the list by the District as provided below.

A teacher shall be removed from the recall list if, within thirty (30) calendar days after the mailing date of a written offer of recall the teacher declines the offer or fails to accept it. This subsection shall not apply if within thirty (30) calendar days after the mailing date of a written offer of recall the teacher;

1. Provides the district with a written declination on the grounds that the teacher is under contract as a certificated employee in another public or private school along with a copy of said contract.
 2. Declines a position that is more than 20 miles from his/her former position.
 3. Declines a position that is less FTE than his/her former position.
- A.** The District shall notify the Association of a potential need for a RIF prior to May 1st of each year. Teachers must be notified of layoff in writing, delivered before May 15th or by registered mail postmarked before May 15.
- B.** The district shall maintain a district-wide seniority list of teachers. The list shall be prepared by the District, and a copy shall be provided to the Association, a copy posted in each building, and to each teacher by November 16th of each year. This seniority list shall include the following information: name, original hire date, work location, and endorsements on Alaska Teaching certificate.
- C.** Any challenges by a teacher to his or her placement on this seniority list must be made prior to January 10th of the year in which the list is published.
- D.** The District may attempt to lessen the impact and extent of a reduction in force through encouragement of unpaid leaves, retirements, or by other means deemed appropriate.
- E.** It is the responsibility of the teacher on the recall list to provide the Human Resources Department of the District with written notice of the teacher's current work phone number, home phone number, address, and the current phone number of a person who will always know how to contact the teacher on or within ten (10) days immediately preceding June 10th, and as soon as possible if any change occurs after June 10th.
- F.** Teachers shall be recalled to vacant teaching positions for which they are qualified in order of seniority. For the purposes of this subsection, qualifications include Alaska teaching certificate endorsement(s) or criteria as set forth under AS 14.20.177:
1. Grades K-8 and the teacher has an elementary endorsement;
 2. The position is in an established middle school and the teacher has an elementary endorsement or a secondary certificate with the subject area endorsement in the area of assignment in which the teacher filling the position will spend at least 40% of the teacher's time or the teacher has within the five years immediately preceding the last date on which the teacher performed teaching services in the district before being laid off, received an evaluation stating that the teacher's performance in the subject or subjects meets the district performance standards;

3. Grades 9-12 and the teacher has an endorsement for each subject area in which the teacher filling the position will spend at least 40% of the teachers time or the teacher has, within the five years immediately preceding the last date on which the teacher performed teaching services in the district before being laid off, received an evaluation stating that the teachers performance in the subject or subjects meets the district performance standards.
- G. Part-time teachers shall be eligible for recall to an equivalent or greater position. The recall shall be in the form of a written offer of recall sent certified mail return receipt requested to the address provided by the teacher to the Human Resources Department. In the event that more than one (1) teacher is qualified for a specific vacancy, the teacher with the most seniority shall be recalled. If a teacher is offered a recall to a vacant position under this subsection and declines the offer or fails to accept it within thirty (30) calendar days, after the mailing date of the offer, the next most senior qualified teacher shall be recalled to the position.
 - H. Upon return to duty, the recalled teacher shall be credited with the sick leave benefits accrued at the time of the nonretention.
 - G. As set forth in AS 14.20.177(f), no provision of this Section 4 may be in conflict with the provisions of that statute.

SECTION 5 Unassigned Class Coverage

When, at the direction of the administration, a teacher is required to supervise a class not assigned to said teacher, the teacher shall be compensated at the teacher's normal hourly rate of pay for each hour or major fraction of an hour of required weekly planning time (as provided in Article XIV, Section 2) the teacher was required to forego in order to supervise the class. The administrator will automatically process the necessary form for the teacher to be compensated within thirty (30) days.

SECTION 6 Special Education Meetings

IEP and Annual Review Meetings required by law shall be scheduled within the workday, excluding individual planning time provided by this agreement and duty-free lunch unless the member approves the exception. The District shall provide coverage for members required to be at the meetings during the work day and ensure that all contractually required planning time and duty free lunch times are provided.

ARTICLE VI CONTRACT AND EXTENSIONS

SECTION 1 Contracts

- A.** Teachers shall receive their contracted salary as specified in Section 2.
- B.** Installment payments shall be made on the 15th and last day of the month. In the event the 15th or last day of the month falls on weekend or holiday, payroll checks will be distributed on the prior work day.

The first payroll will be August 31 and all remaining installment payments for the teacher's contract salary shall be made on June 15. The December 31 paycheck shall be distributed on December 15 of each year.
- C.** Teachers applying for a change in contract salary on the basis of additional credits earned prior to the start of their first contract day must file a written request for movement on the salary schedule and official transcripts/official CEU documentation of the additional credits with the Human Resource Director's office no later than September 30th for column movement for the entire year. ~~Requests and adequate supporting documentation filed after September 30th will result in column movement beginning with the next full pay period beginning after the filing is completed. Requests and adequate supporting documentation filed after September 30 but prior to February 1st will result in column movement beginning with the next full pay period beginning after the filing is completed.~~ It shall be the responsibility of each employee to furnish the Human Resource Director's office with the official documentation.
- D.** Contract adjustments resulting from column movement shall commence within thirty (30) days of Human Resources approval. Any retroactivity will be paid in a lump sum within that time frame.

SECTION 2 Method of Payment

- A.** Employees will be paid via direct deposit.
- B.** Payroll will be released on established paydays only, unless a teacher has resigned.
- C.** Teachers terminating shall be paid upon receipt of an authorized time sheet of clearance from the principal. Payment shall be made by the Superintendent's Office.
- D.** Teachers will have a choice of receiving their contracted salary in either twenty (20) or twenty-four (24) equal payments. The choice must be made no later than the first work day of the school year in which the wages are earned. Once the choice has been made, it cannot be changed for that contract year and shall continue to remain in effect unless and until the teacher makes a timely election to change his or her election prior to a subsequent school year. If the teacher does not make a timely election the teacher shall be paid in 24 installments.

SECTION 3 Per Diem for Calendar Increase

The Board agrees to compensate teachers by their per diem rate for any increase in the school calendar which is initiated by the local Board.

SECTION 4 Co-curricular Activities

- A. All co-curricular assignments shall be voluntary. The co-curricular athletic and non-athletic activities shall be paid on the extra curricular salary schedule contained in this article, section 4.B.3.
- B. The unit administrator shall submit a listing of recommended extra-activity personnel in his/her building to the Human Resource Department for approval by the Superintendent. A co-curricular contract will be written for each employee approved by the Superintendent. The contract will include the school, the employee's name, the activity, the approved step and rate, and the procedure for payment.
 - 1. The contract will be submitted to the employee for signature prior to the beginning of the activity. Beginning a new activity prior to its approval by the Superintendent for funding as an activity does not oblige the District to approve the activity or to approve payment in case the recommendation is not approved. Payment for the extra curricular contract shall be provided to the employee with the regular payroll within thirty (30) days of the last scheduled event.
 - 2. Year-long extra curricular positions will be paid in four (4) equal payments, one at the end of each quarter.
 - Year-Long Positions are defined as:
 - Activities Director Intramurals
 - Class advisor Chorus
 - Band Student Government
 - Yearbook Drama
 - Club sponsor Academic Decathlon
 - 3. Authorized activities will be compensated by assignment to one of the seven (7) salary ranges each of which has six (6) experience steps as shown on the salary schedule below.

Formula on current base of B-O range

Step	1	2	3	4	5	6	7
A	.0159	.0258	.0346	.0505	.0688	.0820	.0983
B	.0175	.0274	.0366	.0533	.0736	.0895	.1055
C	.0191	.0286	.0390	.0561	.0808	.0967	.1126
D	.0207	.0306	.0410	.0589	.0880	.1043	.1198
E	.0222	.0318	.0430	.0621	.0955	.1110	.1282
F	.0238	.0330	.0449	.0653	.1027	.1182	.1365

Step	Range						
	1	2	3	4	5	6	7
1	\$797	\$1,294	\$1,735	\$2,533	\$3,450	\$4,112	\$4,930
2	\$878	\$1,374	\$1,836	\$2,839	\$3,691	\$4,489	\$5,291
3	\$958	\$1,434	\$1,956	\$2,813	\$4,052	\$4,850	\$5,647
4	\$1,038	\$1,805	\$2,056	\$2,954	\$4,413	\$5,231	\$6,008
5	\$1,113	\$1,595	\$2,156	\$3,114	\$4,789	\$5,567	\$6,429
6	\$1,194	\$1,655	\$2,252	\$3,275	\$5,151	\$5,928	\$6,846

- 4. Experience in a co-curricular position with the District shall be credited up to six (6) years, when an assistant coach becomes a head coach in a given

sport, assistant coaching experience shall be substituted on a year-to-year basis.

5. Positions to be funded and approved in any one year are at the discretion of the School District. Salary and ranges for each position shall be as per this section.
6. Activity sponsors who are on district approved travel shall be provided with expenses and accommodations as agreed upon between the sponsor and the unit administrator.
7. Intramurals is defined as activities which take place within the school and between athletes of that same school.
8. Limited extra-curricular activities are defined as activities which take place within the school district. Salary for limited extra curricular activities will be on the extra curricular range.
9. **A committee of six will be appointed by the parties (3 each) to make recommendations to the Superintendent and the MSEA that would allow for fractional extra-curricular pay (less than 1.0) for small schools of student enrollments less than one half of the average enrollment of the core area high schools and middle schools. Memorandums of Agreement must be signed by both MSEA and MSBSD before any recommendations of this committee may be implemented.**

C. Extra Curricular Activity Salary Ranges:

Senior High Activities

Activity Director	1.5x7
Band	6
Boy/Girl Basketball	
Head Coach	7
1st Assist. Coach	5
2nd Assist. Coach	4
Cheerleaders	
Basketball	5
Football	5
Wrestling	3
Hockey	3
Chorus	5
Class Advisors	
Grade 9 or 10	1
Grade 11 or 12	2
Boy/Girl Cross Country Coach	
Head Coach	5
Assistant Coach	3
Cross Country Skiing	
Head Coach	7
Assistant Coach	5
Drama	7
Drill Team	2
<u>E-Sports</u>	5
Football	
Head Coach	7
1st Assist. Coach	5
2nd Assist. Coach	3
Academic Decathlon	7

Boy/Girl Soccer	
Head Coach	7
Assist. Coach	5
Gymnastics	3
Hockey	
Head Coach	7
Assist. Coach	5
Intramurals	
Head Coach	3
Assistant Coach	1
<u>Tennis</u>	5
Boy/Girl Track-Field	
Head Coach	7
1st Assist. Coach	5
2nd Assist. Coach	3
Volleyball	
Head Coach	7
1st Assist. Coach	5
2nd Assist. Coach	3
Wrestling	
Head Coach	7
1st Assist. Coach	5
2nd Assist. Coach	3
Swimming	
Head Coach	7
1st Assist. Coach	5
2nd Assist. Coach	3
Yearbook	4
Student Government	7
Newspaper Advisor	1
Softball	6
Baseball	6

N.Y.O	5	Cross Country Skiing	3
Club Sponsor		Drill Team	1
FFA	2	Boy/Girl Gymnastics	2
VICA	2	Intramurals	
Thespians	2	Head Coach	5
OEA	2	Jump Rope	1
French Club	2	Boy/Girl Track/Field	
Future Homemakers	2	Head Coach	5
Honor Society	2	Assist. Coach	3
<u>Middle School Activities</u>		Student Council	2
Band	2	Volleyball	
Boy/Girl Basketball		Head Coach	5
Head Coach	5	Assist. Coach	3
Assist. Coach	3	Wrestling	
Cheerleaders	3	Head Coach	5
Chorus	2	Assist Coach	3
Club Sponsors	1	Yearbook	2
Cross Country	2		

D. Elementary Co-curricular positions

1. All elementary positions will remain at range one (1) on the co-curricular salary schedule. If the number of students in any co-curricular activity exceeds forty five (45) students per coach or sponsor, the contract shall be adjusted to range two (2).
2. Criteria for Establishing an Activity
 - a. A minimum of twenty-four (24) hours must be spent in direct activities with the students, excluding travel and actual game times when athletic activities are involved. This is consistent with the non-competitive basic skill-building characteristics of elementary co-curricular programs.
 - b. A minimum of ten (10) students must be involved for an activity to qualify for a co-curricular contract.
 - c. Activities must take place during non-instructional hours, either before or after school.
 - d. Suggested list of activities:

Basketball	Cross Country Running
Softball	Track-Field
Cross Country skiing	Ice skating
Hockey	Photography
Arts and Crafts	Gymnastics
Volleyball	Soccer
Drama	Special Band
Special Chorus	Wrestling
Chess	Student Council
Yearbook	Jump Rope
Computers	

The approved list of elementary activities shall be determined by the District annually based upon the program requirements and best interests of the pupils.

SECTION 5 Department Chairperson

A. Secondary Department Chairperson or Building Management Team Members (grades 6 through 12) or District-wide Specialist Department Chairperson.

Department chairperson positions may be established by the School Board. If department chairperson or team member positions are established, those established will be recommended by the unit administrator and approved by the Superintendent.

The salary for a teacher who is selected by the unit administrator to serve as a secondary department chairperson or building management team member for an entire school year will be increased according to the following schedule by an addendum to the teacher's contract. The number of teachers within a specified department shall be counted as of the end of the first quarter and submitted to the Human Resource Office.

Size of Department	Percent of B-O
2-4 F.T.E.	.023
5-8 F.T.E.	.032
9 and Over	.042

Each secondary department chairperson shall be allocated two per diem days worked in order to perform the duties of the position. These per diem days may be paid or the teacher may elect to have a substitute for two days in lieu of payment for two per diem days.

B. Primary Department Chairperson/Intermediate Department Chairperson

One primary department chairperson may be established by the Board for a school with more than six F.T.E. teachers at the primary level (K-3). One intermediate department chairperson may be established by the Board for a school with more than six F.T.E. teachers at the intermediate level (4-5). If primary/intermediate department chairperson positions are established, those established will be recommended by the unit administrator and approved by the Superintendent. Department chairperson's F.T.E. shall be counted at the end of the first quarter.

Each elementary department chairperson shall be paid an additional two per diem days in order to perform the duties assigned by the unit administrator or the chairperson may elect to have a substitute for two days in lieu of payment for two per diem days.

SECTION 6 Teacher in Charge

If the building principal is absent for one-half (1/2) day or more, a teacher who has been requested by the principal to serve as teacher in charge may request, and the principal shall provide, a substitute. No teacher shall be obligated to serve as a teacher in charge.

SECTION 7 iTech Virtual Teachers

A teacher who is selected and agrees to serve as a virtual teacher using the APEX Curriculum outside of the regular work day will be paid via addendum a stipend of \$3,300 per semester, with the following conditions:

1. A teacher may be assigned up to, but no more than, twenty-five (25) active students at any one time.
2. A teacher may be assigned to teach up to three (3) courses at any one time.
3. Classes having the same Apex Learning Title, as defined by the Office of Instruction on December 1, 2012, as well as courses with differing semester designations will be considered the same course.

4. Teachers who are assigned with fewer than three (3) courses may be assigned up to thirty (30) active students at any one time.
5. Teachers whose students exceed the twenty-five (25) and thirty (30) student maximums described above will receive an additional \$100 per student.
6. Teachers who are assigned more than three (3) courses at any one time will receive an additional \$1,000 for each additional course.

For example – English 1 Core, English 1 Honors, English 1 Literacy Advantage will be considered the same course. English 1 Semester 1 and English 1 Semester 2 will be considered the same course.

SECTION 8 JROTC Instructors

Junior Reserve Officer Training Core instructors will be compensated in accordance with the requirements of the program.

1. Newly hired instructors will be placed on the MSEA salary schedule at the lowest step and column until a Minimum Instructor Pay (MIP) estimate is provided to the District by the appropriate military department. Once the MIP estimate is received, the instructor will be moved on the schedule to the rate that is closest to the correct MIP calculation. This adjustment will be made on the next full pay period after receipt of the MIP calculation.
2. A final MIP calculation will be reviewed at the end of the school year and any adjustments which need to be made to the annual salary to ensure the MIP is met will be made on the final payroll of the contract year.
3. Any co-curricular stipend received for the “coaching” of any drill team or other related activity will not be included in the MIP calculation, if the activity is conducted outside of the regular school day. JROTC instructors will receive an addendum contract for these activities as described in Section 4 of the Negotiated Agreement.
4. JROTC instructors who are employed for ten (10) months will receive a contract for 205 days. JROTC instructors who are employed for eleven (11) months will receive a contract for 225 days. JROTC instructors who are employed for twelve (12) months will receive a contract for 245 days. All instructors shall be expected to report to work the total number of days contracted to work as described above.
5. The District will notify each JROTC instructor and MSEA of each instructors estimated compensation by September 15 of each school year.

ARTICLE VII SALARY

- A. The salary schedule is based upon the degree, experience, and additional semester hours earned.
- B. The contract salary for FY 203 through FY 225 shall be for a term of one hundred eighty-five (185) days to include regular instructional days, in-service, and teacher work days. Teacher shall receive per diem for any days worked beyond hundred and eighty- five (185) except as otherwise set forth in this agreement.
- C. Only hours earned after the date a degree has been conferred ~~or after the date that all degree requirements have been met~~ may be counted toward a salary step adjustment. **This means the course must have been started and completed after the date the degree is identified as conferred on the official transcripts.** To count for placement purposes, all course work shall be **upper division, graduate level** and ~~or either (1) in the teacher’s area of certificate endorsement; (2) directly~~

related to the teacher's work assignment; or (3) in the field of education. Courses must also be taken from an accredited college or university. All creditable hours for advancement on the salary schedule must be approved in advance by the Superintendent or his/her designee.

- D. Occupational therapists, physical therapists, nurses, speech language pathologists, psychologists, and audiologists will receive one (1) college credit equivalent on the salary schedule for every two (2) C.E.U.s earned, however no more than one-half (1/2) of the credits earned for column movement may be C.E.U.s.
- E. New hires may bring in ~~four (4)~~ **five (5)** years of creditable teaching experience beginning in FY 2024~~3~~. Specialists whose disciplines typically provide services to children in practice arenas other than schools district, will receive up to ~~four (4)~~ **five (5)** years of experience credit for initial salary placement for such pediatric experience beginning in FY 2024~~3~~. Proof of experience must be received in the Human Resources Department no later than September 30 or within 30 days of hire. Experience is considered creditable when that experience was in a public institution or in an accredited non-public institution wherein the teacher was required to hold a valid teaching certificate in the state. The teacher shall bear the burden of proving that the documentation was timely and properly requested by the teacher and was not provided to the District by the required date through no fault of the teacher.
- F. Part-time employees shall advance one step on the salary schedule per school year.
- G. The salary schedule for FY 2020 through FY 2022 shall increase by **1.5% in FY 23, 1.0% in FY 24 and 1.0% in FY 25** ~~2.0 %~~, in each year of the agreement. ~~The salary increase for FY 20 shall be paid retroactively to those employed in FY 20 through the date of ratification.~~
- H. All employees who do not receive a step increment due to their placement at the end of columns B+60/M+15, M+30, M+45, or D shall receive an amount equal to a step increment added to their base salary in each year of this agreement. The amount shall be paid in one lump sum by October 31st in each year.
- I. All part time employees will be compensated at their per diem rate when required to attend any meeting or workshop that is not part of their regular duty day, with the exception of job shares.
- J. If participation at a District-initiated activity or meeting is voluntary, the District will identify teachers who will be invited to participate. The District will inform all potential participants in advance of the compensation (if any) and voluntary nature of the activity.
- K. In special recognition of longevity and extraordinary services provided to the District by selected teachers, there is hereby established a Service Recognition Program.
 - 1. The salary increases which this program provides are for services rendered and shall apply only to teachers who are eligible to retire and who notify the Human Resources Department to be received no later than December 31st of their intention to, and who do in fact, retire at the end of the current school year. The employment contract shall be amended to reflect an increase of \$300 per year of consecutive District service commencing in FY 21, and the increase shall be paid in one lump sum in the final paycheck.
 - 2. The Association acknowledges that the District has made no representations regarding the impact of the payment described in this subsection may have on any teacher's eligibility for retirement or on the

amount of retirement benefits. The Association hereby agrees that it will indemnify and hold the District harmless, together with its Board members, administrators, officers, agents, and employees, from any claim of any nature connected with or arising out of a decision by the Teachers Retirement System regarding a payment under this subsection, whether such claims are initiated by teachers or any other persons. Without limiting the scope of this indemnification and hold harmless obligation, the Association agrees to (a) assume the defense against such claims, (b) pay any attorneys fees and costs associated with the defense against any such claims, and (c) pay the full amount of any adverse judgments or awards resulting from such claims, including costs, attorneys' fees and interest.

- L. The district will provide on a voluntary basis to all Association employees a medical reimbursement plan and a dependent care plan, consistent with Section 125 of the Internal Revenue Code.
- M. Teachers who provide documentation to the Human Resources Department not later than forty-five (45) days after the start of a new semester of national board certification or other national certification deemed as comparable to national board certification by the Human Resources Department will be eligible for an increase to their annual salary of three thousand (3,000) dollars for the life of the certificate, provided the teacher is employed in a position in the area of such certification. Teachers who submit proof of certificate in the second semester will receive only one thousand five hundred (1,500) dollars. Any retroactive adjustment for FY 20 will be only for those employed in FY 20 through the date of ratification.
- N. The District will be permitted at its sole discretion to provide financial or other incentives to newly hired or continuing teachers in hard to fill areas in support of recruitment and/or retention.**

ARTICLE VIII INSURANCE

SECTION 1 Health Insurance

- A. **Beginning in FY 203 the District will offer a High Deductible group health care plan. The District will pay 90% of the group health premium and the employee will pay 10% of the group health premium.** ~~\$1860 per member per month (pmpm) for the group health premium. Any retroactive adjustment for FY 20 will be only for those employed in FY 20 through the date of ratification. Beginning in FY 21 the premium amounts continue to be split as in the prior fiscal year. The amount paid by the District will then increase by 50% of the increase in the C/B plan with or the for that fiscal year. If the premium is less than \$1860 pmpm the District will only pay the premium amount. Employees shall have the option of opting out if they do not want to pay their share of the premium, and in such case, the District shall not be required to pay any share of the premium. The District shall be obligated to pay this amount per .50,80 FTE equivalent teacher per fiscal year 20, 21 and 22 to the Public Education Health Trust for health insurance except for teachers who opt out of health insurance coverage. A High Deductible Health Plan (HDHP), as defined by IRS standards, will be one of the Association's plan offerings starting in the first reinsurance period of FY 21.~~

Any successor provider if other than the Public Education Health Trust will be

determined by the District and MSEA based upon proposal(s) from alternate providers after consideration of factors which may include, but are not limited to, cost, value, benefits, plan design, duration, and competitiveness. Disapproval by either party shall be subject to the grievance procedure based upon allegations that the failure of approval was arbitrary, capricious and/or unreasonable.

- B. **Beginning in FY 23 the District will contribute \$1,500 to a health savings account for eligible employees who enroll in the group health plan.** ~~Payments shall be made in advance on the first business day of each month and shall be accompanied with a list of teachers for whom payments are being made.~~
- C. Insurance coverage for employees and their dependents shall begin the first day of the month following employment. The employee has the option to continue health insurance coverage at his/her own expense during an unpaid leave of absence. The employee must pay 100% of the cost prior to the first day of the month in which insurance coverage is desired. Payment must be made no later than the first day of the month in which insurance is desired.
- D. The insurance plan description, deductibles, and limitations of coverage shall **comply with IRS requirements for a qualified high deductible health plan.** ~~be determined by MSEA and the Public Education Health Trust. Such determinations shall not be subject to the grievance procedure under Article II of this Agreement.~~
- E. ~~Any dispute regarding the adjudication of claims shall be between the claimant and the Public Education Health Trust. Such dispute shall not be subject to the grievance procedure under Article II, nor shall it otherwise involve the District.~~ **MSEA will participate in the health insurance committee to evaluate aggregate claims data, health insurance alternatives, and the health insurance provider. The committee will meet a minimum of two times per fiscal year and include two representatives from MSEA.**
- F. **A teacher who submits his/her resignation by March 30, effective the end of the contract year, will remain eligible for health insurance coverage as an employee through August with the District/employee premium being paid as set forth above.**

SECTION 2 Life Insurance

- A. Each employee shall be provided with \$15,000 of life insurance at the District expense. Beginning July 1, 2015 this will increase to \$50,000.
- B. Employees shall be able to purchase, at their expense, up to five (5) times their annual salary in term life insurance at the group rate, if the increase from three (3) times (FY'10 N.A.) to five (5) times does not increase the group rate.

**ARTICLE XIV
MINIMUM WORKING CONDITIONS**

SECTION 1 Duty Day

- A. Subject to Section 4, below, teachers shall be on duty and available at their duty station thirty (30) minutes preceding official school hours, and thirty (30) minutes following official school hours unless ~~specifically excused~~ **otherwise directed** by the unit administrator or unless a different schedule is ~~mutually agreed~~ **established for a teacher or** ~~upon~~ at a school site. For the purposes of this section, the duty day for the full-time teacher shall be ~~seven and one-half (7 1/2)~~ **thirty seven and one half (37 1/2)** hours inclusive of any duty-free lunch period as required by law, **per five day work week**.
- B. All teachers in a facility with four or more teachers shall be entitled to a duty-free lunch period of not less than thirty (30) consecutive minutes, during the middle of the teacher's work day.
- C. On days in which an employee works in another building other than the base building, the duty day shall include the travel time it takes an employee to travel beyond the distance which the employee would travel to commute to his/her building.

SECTION 2 Planning Time

The District shall provide instructional planning time for teachers at the full-time equivalency rate of two hundred twenty-five minutes per five (5) day work week ~~during the student contact day~~. This applies to teachers working a minimum of .5 FTE. This section applies to counselors and nurses only where feasible at a school site.

SECTION 3 Availability of Documents

- A. The District will provide each teacher with the materials required by Board policy to perform their duties.
- B. Upon employment the District will provide teachers with electronic copies of: School Calendar, Public Education Health Trust Program, Teacher Evaluation Handbook, and the Collective Bargaining Agreement.
- D. Further, the District will provide the President of the Association, upon request, one (1) copy of seniority list, Administrative Regulations, School Board Policy Manual, and official School Board minutes.

SECTION 4 Parent-Teacher Conference

- A. Teachers are required to participate in school-wide parent-teacher conferences. On two such days each school year, the start of the contractual 7.5 hour day may be set by the District for a time different than the standard start time. The 7.5 hours will be consecutive.
- B. Teachers are required to attend the school-wide open house session unless excused by the unit administrator prior to the event.

SECTION 5 Use of Individual Planning Time

Teachers, with approval of the Building administrator, may use their preparation time for preparation either on or off the school grounds.

SECTION 6 No Smoking

To implement the School Board's "No Smoking Policy" which is based on health considerations when air is exchanged; the following criteria will be used to determine whether or not a room has an exchange of air:

- A.** There is an exchange of air between a room and a building, if a door or window may be opened between the room and the building.
- B.** There is an exchange of air, if the room has any return air duct.
- C.** Any smoking area within a building must be approved by the Director of Operations and Maintenance.

SECTION 7 Student Discipline

- A.** The administrator and the staff shall collaboratively develop and/or review building discipline procedures before the first student contact day of each school year. Copies of Board policies pertaining to student behavior will be made available to staff. Duties, responsibilities and relationships of all personnel regarding the enforcement of discipline policies shall be discussed with all staff involved with student discipline. The procedures established shall be followed and enforced by administrators and staff.
- B.** Building procedures shall address standard methods utilized by the teacher before administrator referral (such as conferences with a student, discussions with parents/guardians and counselor referrals) as well as procedures for cases of extreme or unusual breaches of discipline including but not limited to physical assault.
- C.** The primary responsibility of teachers is to provide comprehensive educational opportunities for their students. Effective classroom management is an important component of an effective instructional program.

A teacher may exclude a student from the classroom for the class period or activity when the teacher judges the student's behavior to be disruptive to the instructional program. Such exclusions may include sending the student to the office or calling for assistance. If a teacher and the administrator concur that the learning environment has been severely disrupted by a student, that student shall only be returned to the classroom after disciplinary action has been taken in accordance with building discipline procedures which have been developed in accordance with Board Policy.

- D.** Upon request, teachers shall be provided with suggested strategies for managing student behaviors. Teachers shall be informed prior to being assigned students(s) who evidence behaviors that could present safety problems to students or staff provided the district is aware of such concerns.
- E.** Teachers will report immediately to the administrator or designee the details of all instances of assault. Incidents of verbal or physical assault of teachers shall be documented by the principal. When physical assault of a teacher has occurred, the administrator shall remove the student from the teacher's classroom unless the teacher requests otherwise. The student shall only be returned to the teacher's classroom after disciplinary action has been taken in accordance with building

discipline procedures which have been developed in accordance with Board Policy.

- F. A teacher may use reasonable and necessary physical force on a student to protect the teacher, a student(s) or others from physical injury; to obtain possession of weapons or other dangerous objects from a student; in any extraordinary case of breach of discipline, to restrain a disruptive student; or to protect property from serious harm.
- G. Teachers may request in-service training to review applicable federal, state and local laws and District policies and procedures pertaining to student rights, teacher rights, due process and the processing of student discipline. When requested, the Association may assist in the development.

SECTION 8 Teacher Safety

The District shall provide and maintain safe and healthy working conditions for teachers. When a safety concern arises, a teacher shall report it immediately to his or her immediate supervisor. Safety meetings shall be scheduled as determined by the immediate supervisor.

The teacher or administrator has the right consistent with the law to have a parent/guardian removed or restricted from his/her classroom or workstation if the parent/guardian is assaultive either verbally or physically. Assaultive behaviors are defined as either physical assaultive behavior (purposeful assaultive, aggressive behavior, with intent to do serious harm) or verbal assaultive behavior (language which is abusive, intimidating or implying serious harm).

The District shall at a minimum add the following sentence to all sign-in lists: "While we appreciate and encourage your participation and presence in our schools, the District shall recommend prosecution to the fullest extent of the law any individual who physically or verbally abuses or intimidates or interferes with an employee performing his/her duties."

Teachers shall be provided information on a reasonable need to know basis about students. Teachers shall be provided an opportunity to be participants in the IEP team before a special education student is placed in the classroom. A teacher may request that an IEP team meeting be convened.

The District will provide Workers Compensation benefits for injury sustained in the course and scope of employment.

Any teacher who changes students' diapers as part of their teaching duties shall have access to a sanitary changing area, to include running water, a sealed diaper pail, rubber gloves, and changing table with washable surface. Teachers who come in contact with bodily fluids shall be provided rubber gloves.

In the event of a bomb threat no teachers will be required to do more than a visual search of their assigned work area.

SECTION 9 Drug Free Schools

The District will enforce the Drug Free Schools Policy adopted by the Board.

SECTION 10 Liability

The School Board shall insure or indemnify and protect each teacher against financial loss and expense, including reasonable legal fees and costs arising out of any claim, demand, suit, or judgment by reason of alleged negligence, alleged violation of civil rights or alleged

wrongful act resulting in death or bodily injury to any person or accidental damage to or destruction of property, inside or outside of school premises if the teacher at the time of the occurrence was acting under direction of the School Board within the course or scope of the duties of a teacher; provided the teacher has acted in good faith in the manner he/she reasonably believed to be in the best interests of the District, the teacher has provided the District with timely notice of the action, suit, or proceeding, and the teacher has cooperated fully with the District in defense of the action, suit, or proceeding.

SECTION 11 Work Space for Itinerants

The District shall identify a manager who will be responsible for working with specialists and building principals in an attempt to find adequate work space for facilities for the itinerants.

Fiscal Year 2023

22-23 school year

185 Contracted Days

1.50%

STEP		B	B+15	B+30	M B+45	M+15 B+60	M+30	M+45	D
0	annual salary	\$ 50,903	\$ 53,136	\$ 55,370	\$ 57,603	\$ 59,837	\$ 62,071	\$ 64,307	\$ 66,541
	daily rate	\$ 275.15	\$ 287.22	\$ 299.30	\$ 311.37	\$ 323.44	\$ 335.52	\$ 347.61	\$ 359.68
1	annual salary	\$ 53,136	\$ 55,370	\$ 57,603	\$ 59,837	\$ 62,071	\$ 64,307	\$ 66,541	\$ 68,777
	daily rate	\$ 278.84	\$ 290.56	\$ 302.28	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91
2	annual salary	\$ 55,370	\$ 57,603	\$ 59,837	\$ 62,071	\$ 64,307	\$ 66,541	\$ 68,777	\$ 71,009
	daily rate	\$ 290.56	\$ 302.28	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62
3	annual salary	\$ 57,603	\$ 59,837	\$ 62,071	\$ 64,307	\$ 66,541	\$ 68,777	\$ 71,009	\$ 73,242
	daily rate	\$ 302.28	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34
4	annual salary	\$ 59,837	\$ 62,071	\$ 64,307	\$ 66,541	\$ 68,777	\$ 71,009	\$ 73,242	\$ 75,477
	daily rate	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07
5	annual salary	\$ 62,071	\$ 64,307	\$ 66,541	\$ 68,777	\$ 71,009	\$ 73,242	\$ 75,477	\$ 77,709
	daily rate	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78
6	annual salary	\$ 64,307	\$ 66,541	\$ 68,777	\$ 71,009	\$ 73,242	\$ 75,477	\$ 77,709	\$ 79,942
	daily rate	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78	\$ 419.50
7	annual salary	\$ 66,541	\$ 68,777	\$ 71,009	\$ 73,242	\$ 75,477	\$ 77,709	\$ 79,942	\$ 82,177
	daily rate	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78	\$ 419.50	\$ 431.23
8	annual salary		\$ 71,009	\$ 73,242	\$ 75,477	\$ 77,709	\$ 79,942	\$ 82,177	\$ 84,411
	daily rate		\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78	\$ 419.50	\$ 431.23	\$ 442.96
9	annual salary			\$ 75,477	\$ 77,709	\$ 79,942	\$ 82,177	\$ 84,411	\$ 86,646
	daily rate			\$ 396.07	\$ 407.78	\$ 419.50	\$ 431.23	\$ 442.96	\$ 454.68
10	annual salary				\$ 79,942	\$ 82,177	\$ 84,411	\$ 86,646	\$ 88,880
	daily rate				\$ 419.50	\$ 431.23	\$ 442.96	\$ 454.68	\$ 466.40
11	annual salary					\$ 84,411	\$ 86,646	\$ 88,880	\$ 91,113
	daily rate					\$ 442.96	\$ 454.68	\$ 466.40	\$ 478.12
12	annual salary						\$ 88,880	\$ 91,113	\$ 93,346
	daily rate						\$ 466.40	\$ 478.12	\$ 489.84
13	annual salary						\$ 91,113	\$ 93,346	\$ 95,583
	daily rate						\$ 478.12	\$ 489.84	\$ 501.58

Fiscal Year 2024

23-24 school year

185 Contracted Days

1.00%

STEP		B	B+15	B+30	M B+45	M+15 B+60	M+30	M+45	D
0	annual salary	\$ 51,412	\$ 53,668	\$ 55,924	\$ 58,179	\$ 60,435	\$ 62,692	\$ 64,950	\$ 67,206
	daily rate	\$ 277.90	\$ 290.10	\$ 302.29	\$ 314.48	\$ 326.67	\$ 338.88	\$ 351.08	\$ 363.28
1	annual salary	\$ 53,668	\$ 55,924	\$ 58,179	\$ 60,435	\$ 62,692	\$ 64,950	\$ 67,206	\$ 69,465
	daily rate	\$ 278.84	\$ 290.56	\$ 302.28	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91
2	annual salary	\$ 55,924	\$ 58,179	\$ 60,435	\$ 62,692	\$ 64,950	\$ 67,206	\$ 69,465	\$ 71,719
	daily rate	\$ 290.56	\$ 302.28	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62
3	annual salary	\$ 58,179	\$ 60,435	\$ 62,692	\$ 64,950	\$ 67,206	\$ 69,465	\$ 71,719	\$ 73,974
	daily rate	\$ 302.28	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34
4	annual salary	\$ 60,435	\$ 62,692	\$ 64,950	\$ 67,206	\$ 69,465	\$ 71,719	\$ 73,974	\$ 76,232
	daily rate	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07
5	annual salary	\$ 62,692	\$ 64,950	\$ 67,206	\$ 69,465	\$ 71,719	\$ 73,974	\$ 76,232	\$ 78,486
	daily rate	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78
6	annual salary	\$ 64,950	\$ 67,206	\$ 69,465	\$ 71,719	\$ 73,974	\$ 76,232	\$ 78,486	\$ 80,741
	daily rate	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78	\$ 419.50
7	annual salary	\$ 67,206	\$ 69,465	\$ 71,719	\$ 73,974	\$ 76,232	\$ 78,486	\$ 80,741	\$ 82,999
	daily rate	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78	\$ 419.50	\$ 431.23
8	annual salary		\$ 71,719	\$ 73,974	\$ 76,232	\$ 78,486	\$ 80,741	\$ 82,999	\$ 85,256
	daily rate		\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78	\$ 419.50	\$ 431.23	\$ 442.96
9	annual salary			\$ 76,232	\$ 78,486	\$ 80,741	\$ 82,999	\$ 85,256	\$ 87,513
	daily rate			\$ 396.07	\$ 407.78	\$ 419.50	\$ 431.23	\$ 442.96	\$ 454.68
10	annual salary				\$ 80,741	\$ 82,999	\$ 85,256	\$ 87,513	\$ 89,768
	daily rate				\$ 419.50	\$ 431.23	\$ 442.96	\$ 454.68	\$ 466.40
11	annual salary					\$ 85,256	\$ 87,513	\$ 89,768	\$ 92,024
	daily rate					\$ 442.96	\$ 454.68	\$ 466.40	\$ 478.12
12	annual salary						\$ 89,768	\$ 92,024	\$ 94,280
	daily rate						\$ 466.40	\$ 478.12	\$ 489.84
13	annual salary						\$ 92,024	\$ 94,280	\$ 96,539
	daily rate						\$ 478.12	\$ 489.84	\$ 501.58

Fiscal Year 2025

24-25 school year

185 Contracted Days

1.00%

STEP		B	B+15	B+30	M B+45	M+15 B+60	M+30	M+45	D
0	annual salary	\$ 51,926	\$ 52,875	\$ 55,097	\$ 57,319	\$ 59,542	\$ 61,765	\$ 63,991	\$ 66,213
	daily rate	\$ 280.68	\$ 285.81	\$ 297.82	\$ 309.83	\$ 321.85	\$ 333.87	\$ 345.89	\$ 357.91
1	annual salary	\$ 52,875	\$ 55,097	\$ 57,319	\$ 59,542	\$ 61,765	\$ 63,991	\$ 66,213	\$ 68,438
	daily rate	\$ 278.84	\$ 290.56	\$ 302.28	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91
2	annual salary	\$ 55,097	\$ 57,319	\$ 59,542	\$ 61,765	\$ 63,991	\$ 66,213	\$ 68,438	\$ 70,659
	daily rate	\$ 290.56	\$ 302.28	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62
3	annual salary	\$ 57,319	\$ 59,542	\$ 61,765	\$ 63,991	\$ 66,213	\$ 68,438	\$ 70,659	\$ 72,881
	daily rate	\$ 302.28	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34
4	annual salary	\$ 59,542	\$ 61,765	\$ 63,991	\$ 66,213	\$ 68,438	\$ 70,659	\$ 72,881	\$ 75,105
	daily rate	\$ 314.00	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07
5	annual salary	\$ 61,765	\$ 63,991	\$ 66,213	\$ 68,438	\$ 70,659	\$ 72,881	\$ 75,105	\$ 77,326
	daily rate	\$ 325.72	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78
6	annual salary	\$ 63,991	\$ 66,213	\$ 68,438	\$ 70,659	\$ 72,881	\$ 75,105	\$ 77,326	\$ 79,548
	daily rate	\$ 337.46	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78	\$ 419.50
7	annual salary	\$ 66,213	\$ 68,438	\$ 70,659	\$ 72,881	\$ 75,105	\$ 77,326	\$ 79,548	\$ 81,772
	daily rate	\$ 349.18	\$ 360.91	\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78	\$ 419.50	\$ 431.23
8	annual salary		\$ 70,659	\$ 72,881	\$ 75,105	\$ 77,326	\$ 79,548	\$ 81,772	\$ 83,996
	daily rate		\$ 372.62	\$ 384.34	\$ 396.07	\$ 407.78	\$ 419.50	\$ 431.23	\$ 442.96
9	annual salary			\$ 75,105	\$ 77,326	\$ 79,548	\$ 81,772	\$ 83,996	\$ 86,219
	daily rate			\$ 396.07	\$ 407.78	\$ 419.50	\$ 431.23	\$ 442.96	\$ 454.68
10	annual salary				\$ 79,548	\$ 81,772	\$ 83,996	\$ 86,219	\$ 88,442
	daily rate				\$ 419.50	\$ 431.23	\$ 442.96	\$ 454.68	\$ 466.40
11	annual salary					\$ 83,996	\$ 86,219	\$ 88,442	\$ 90,664
	daily rate					\$ 442.96	\$ 454.68	\$ 466.40	\$ 478.12
12	annual salary						\$ 88,442	\$ 90,664	\$ 92,886
	daily rate						\$ 466.40	\$ 478.12	\$ 489.84
13	annual salary						\$ 90,664	\$ 92,886	\$ 95,112
	daily rate						\$ 478.12	\$ 489.84	\$ 501.58