

TEACHER NEGOTIATED AGREEMENT

July 1, 2019 – June 30, 2021



**Grand Forks School Board
Grand Forks Education Association**

TABLE OF CONTENTS

PREAMBLE	2
ARTICLE I - WORKING RELATIONS AGREEMENT	2
Section 1: Definitions	2
Section 2: Scope of Negotiations.....	2
Section 3: Procedures	2
Section 4: Agreement	3
Section 5: Disagreement	3
Section 6: Equal Employment Statement	4
ARTICLE II - SALARY SCHEDULE	4
Section 1: Basic Salary - Regular School Year	4
Section 2: Lane Changes	4
Section 3: Special Provision: Part-time Teachers	5
Section 4: Summer Work.....	5
Section 5: Curriculum Writing	5
ARTICLE III - EXTRACURRICULAR ACTIVITIES	5
Section 1: Policy	5
Section 2: Extracurricular Pay	6
ARTICLE IV - CREDITS FOR CONTINUATION OF CONTRACT	6
ARTICLE V - LEAVES OF ABSENCE	6
ARTICLE VI - PROCEDURES FOR IDENTIFICATION, REFERRAL AND TREATMENT OF TEACHERS AFFLICTED WITH ALCOHOLISM, AND/OR A CHEMICAL DEPENDENCY	11
ARTICLE VII - BENEFITS	11
ARTICLE VIII - WORKDAY	14
ARTICLE IX - CONTRACT DAYS	15
ARTICLE XI - MISCELLANEOUS PROVISIONS	16
ARTICLE XII - DURATION	16
RATIFICATION	17
APPENDIX A-1 - 2019-2020 Salary Schedule	18
APPENDIX A-2 - 2020-2021 Salary Schedule	19
APPENDIX A-3 - 2019-2020 Extracurricular Salary Schedule	20
APPENDIX A-4 - 2020-2021 Extracurricular Salary Schedule	23

PREAMBLE

This Negotiated Agreement ("AGREEMENT") is entered into between the School Board of the Grand Forks School District ("BOARD") and the Grand Forks Education Association ("ASSOCIATION"). The BOARD and ASSOCIATION each are referred to herein individually as a "Party" and collectively as the "Parties."

The BOARD and the ASSOCIATION do hereby agree that the welfare of the children of the Grand Forks School District is paramount in the operation of the schools and will be promoted by both Parties. The Parties do hereby agree as follows:

ARTICLE I - WORKING RELATIONS AGREEMENT

Section 1: Definitions

- A. The Grand Forks Public School District #1 Board or representatives shall be referred to as the BOARD.
- B. The superintendent and/or their representatives shall be referred to as the ADMINISTRATION.
- C. The representatives of the Grand Forks Education Association shall be referred to as the ASSOCIATION.
- D. The BOARD TEAM and ASSOCIATION TEAM shall each consist of members mutually agreed upon.
- E. The TEACHERS are defined as certificated or professional personnel, excluding therefrom the superintendent, assistant superintendents, principals, associate principals, supervisory personnel, substitutes, and classified personnel.
- F. The provisions of this Agreement, including but not limited to fringe benefits, shall apply to all TEACHERS employed by the Grand Forks School District ("DISTRICT") in direct proportion to their percentage of employment in the DISTRICT unless otherwise stated herein.

Section 2: Scope of Negotiations

The Parties will negotiate with regard to statutorily defined items for negotiations as set forth in the North Dakota Century Code and the decisions of the Supreme Court of North Dakota.

Section 3: Procedures

- A. **Directing Requests**
Requests for meetings from the ASSOCIATION will normally be made to the ADMINISTRATION. Requests from the ADMINISTRATION or the BOARD will be made to the president of the ASSOCIATION. Requests will normally be made in writing and contain the reasons for the requests.
- B. **Meetings**
An organizational meeting between the negotiation team of the BOARD and the ASSOCIATION will be held at a site mutually agreed to by the Parties prior to the first week of March. Subsequent meetings will be scheduled upon agreement of both Parties.
- C. **Agenda** *(Revised 2018)*
All topics for discussion must be placed on the agenda at the first meeting between the negotiating teams. Items may not be added without the agreement of both Parties.
- D. **Agreement on Proposals**
As agreements are reached between the Parties, they shall be reduced in writing and initialed, certifying tentative approval by the spokespersons of the bargaining units. Following the completion of negotiations, all agreements shall be subject to the approval of the BOARD and the ASSOCIATION.

E. **Assistance**

The Parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Consultants may be used in the deliberations. In any case where the Parties have jointly agreed to secure the services of any individual or group on an advisory basis, costs and expenses which may be incurred in securing and utilizing such services shall be shared equally between the BOARD and the ASSOCIATION.

F. **Study Committee**

By mutual consent, ad hoc study committees may be appointed to research, study, and develop projects, programs, and reports, and to make recommendations on matters under consideration. The committee shall report its findings to the Parties.

G. **Exchange of Information**

The BOARD, ADMINISTRATION, and the ASSOCIATION agree to furnish, upon reasonable request, any information concerning the District that will assist in developing intelligent, accurate, and constructive programs.

H. **Filing of Recognition**

Not later than October 1 of each year, the ASSOCIATION shall file with the BOARD a statement signed by the president of the ASSOCIATION setting forth the following information:

1. The name and mailing address of the ASSOCIATION and a complete list of names, titles and mailing addresses of each officer.
2. The name of each standing committee with the name and mailing address of the chairperson.
3. The name and mailing address of each state and national association or organization with which it is directly affiliated.
4. Proof of the number of TEACHERS of the DISTRICT who are active members of the ASSOCIATION and in good standing on the date of filing the statement.
5. The names of the individuals authorized to represent the ASSOCIATION and its members in appearances before the BOARD and in its dealings with the Superintendent of Schools or designated representatives.

Section 4: Agreement

When agreement is reached, it shall be reduced to writing Upon approval by the ASSOCIATION and the BOARD and signed by the Parties, the AGREEMENT shall become a part of the official minutes of the BOARD. The AGREEMENT shall constitute a modification of the Articles of this AGREEMENT and when necessary, provision in the AGREEMENT shall be reflected in individual contracts. The AGREEMENT shall not discriminate against any TEACHER, regardless of membership or non-membership in the ASSOCIATION.

Section 5: Disagreement *(Revised 2009)*

Under the terms of the 1969 Professional Negotiations Legislation (N.D.C.C. 15.1-16) certain legal procedures are established for the resolution of the impasse.

Upon agreement of both the ASSOCIATION and the BOARD, the advisory arbitration step provided below may be omitted and the formal impasse procedure (as described in N.D.C.C. 15.1-16) will be in effect.

In the event that the advisory arbitration step has not been implemented prior to the 45th calendar day after the first meeting of the ASSOCIATION and the BOARD, advisory arbitration shall be deemed waived and omitted. The advisory arbitration step may be implemented by unilateral declaration of either the ASSOCIATION or the BOARD at any time prior to the 45th calendar day after the first meeting of the negotiating units.

When implemented, the following advisory arbitration steps shall be followed:

In the event the Parties cannot reach agreement upon matters under discussion, an Advisory Arbitration Panel shall be established as follows:

1. No later than the next regularly scheduled board meeting, and after the declaration of the need for arbitration, the BOARD shall select one arbitrator and the ASSOCIATION shall select one arbitrator.
2. These arbitrators shall in turn by mutual agreement select a third arbitrator to serve as chairperson of the Advisory Arbitration Panel.
3. The Advisory Arbitration Panel shall promptly review those matters upon which tentative agreement has not been reached. As necessary the Advisory Arbitration Panel may conduct hearings with the negotiating Parties either separately or jointly.
4. The Advisory Arbitration Panel shall issue their decisions no later than ten (10) calendar days from the date of closing of hearings, or, if the hearings have been waived, then within fifteen (15) calendar days from the date the chairperson has been selected.
5. The decision of the Advisory Arbitration Panel shall be in writing and shall set forth the findings of fact, reasoning, and conclusions on the issues submitted.
6. The decision of the Advisory Arbitration Panel shall be advisory to the negotiating Parties.
7. Costs and expenses which may be incurred in securing and utilizing the services of the third party arbitrator shall be shared equally between the BOARD and the ASSOCIATION; it being understood that the costs and expenses of the arbitrator selected by the BOARD, and the arbitrator selected by the ASSOCIATION, shall be the sole responsibility of the selecting Party.

Section 6: Equal Employment Statement

The provisions of this AGREEMENT shall apply to all employees covered by this AGREEMENT without discrimination on basis of race, color, religion, sex, gender identity, national origin, ancestry, disability, age, or other status protected by law.

ARTICLE II - SALARY SCHEDULE

Section 1: Basic Salary - Regular School Year *(Revised 2019)*

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2019-2020 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2020-2021 contract year.

Section 2: Lane Changes *(Revised 2013)*

Only college or university credits, which are graduate level credits (numbered 500 or above) or part of an approved graduate program, may be used for horizontal movement on the Salary Schedule. These credits must be in coursework or subject areas that are directly applicable to the field of education. Credits will be counted on a semester basis. Quarter credits will be converted to semester credits as follows: 1 quarter credit = 2/3 semester credit. Only credits earned after the completion of a Master's Degree will be counted in qualifying for horizontal movement from the MA/MS lane.

Lane change procedure:

1. Lane change request forms must be submitted to the Human Resources Office no later than September 1.
2. Official transcripts showing credits earned must be submitted with the lane change form.
3. Transcripts will be reviewed by the Human Resources Director. If approved, a revised contract will be issued and a salary adjustment will be made on the September 15 paycheck.

4. If the issuance of summer session grade transcripts is delayed or the course has not yet been recorded on a transcript by September 1, the TEACHER must still submit the lane change form by September 1 and official transcripts must be received in the Human Resources Office by October 1. In this case, the salary adjustment will be made on the October 15 paycheck retroactive to the start of the contract year.

Section 3: Special Provision: Part-time Teachers *(Revised 2007)*

For placement on the salary schedule, part-time (less than 100% contract) TEACHERS will be granted one step for each year of employment in the Grand Forks Public School District regardless of the percentage of employment beginning July 1, 1989. However, when part-time teachers are placed in full-time employment, their full-time equivalent years of experience will be calculated and placement on the salary schedule in full-time employment will be at the nearest lower step.

Section 4: Summer Work *(Revised 2019)*

The salary for TEACHERS employed by the district for summer work shall be paid according to the following schedule:

<u>Years of Experience*</u>	<u>Teachers with BA</u>	<u>Teachers with MA</u>
0-5	\$23.00	\$24.00
6-10	\$25.00	\$26.00
11+	\$29.00	\$30.00

*This includes all the years, up to eleven, that a TEACHER may bring from other districts plus the actual years of experience in the Grand Forks Public Schools as of June 1 of the current year.

Section 5: Curriculum Writing *(Revised 2019)*

The hourly salary for TEACHERS employed by the district for curriculum writing shall be \$25.00 per hour.

ARTICLE III - EXTRACURRICULAR ACTIVITIES

The purpose of this policy is to help assure the orderly progress of the school activity program, serving insofar as possible the mutual interest of both Parties to a contract. A basic assumption is, other things being equal, that the orderly progress of these programs is best served when involved personnel remain over a reasonable period of years.

Section 1: Policy

Any TEACHER employed by the DISTRICT who accepts as a part of their contracted employment an extracurricular assignment, which is included in Appendices A3 and A-4 Extracurricular Salary Schedules, will be considered to be holding a "joint contract." Arbitrary resignation from any part of such joint contract invalidates all parts of said contract.

Should resignation of a part of a joint contract occur and the TEACHER be continued in the other part or parts of such contract, they will not be penalized on the applicable schedule or schedules.

After serving the DISTRICT in an extracurricular position for a period of five (5) years, a TEACHER may resign their extracurricular assignment by giving their building principal notice in writing, stating reasons for their action. In the event no replacement can be obtained, the TEACHER will continue in the extracurricular position, but in no event longer than two (2) contract years following the year in which notice was given without their full consent.

Nothing in the foregoing statement shall be deemed to prevent a TEACHER holding a joint contract from requesting a change when they determine the facts strongly support the need for a change. Normally, these exceptions would occur at the time when contracts for the coming year are under consideration.

Section 2: Extracurricular Pay *(Revised 2017)*

The extracurricular weekly base pay is .85% (.0085) of the amount found in the BA/BS Step 1 cell of the Salary Schedule. The experience increment is \$6.00 per week for each year of experience in a specific area not to exceed a maximum of fifteen (15) years experience. The weekly experience increment may not exceed the weekly base pay. Out-of-district experience must have been earned while a certified employee of another school district in order to be recognized for experience increment.

Changes in weekly base pay or the experience increment shall be mutually agreed to by the BOARD and the ASSOCIATION. The number of weeks for each activity will be established by the DISTRICT.

The Extracurricular Salary Schedules are found in Appendices A-3 and A-4.

ARTICLE IV - CREDITS FOR CONTINUATION OF CONTRACT

(Revised 2018)

To maintain their position, a TEACHER shall be required to comply with the professional requirements of the accreditation standards established by the Education Standards and Practices Board. Social Workers, Occupational Therapists, and Physical Therapists covered by this Agreement shall be subject to the licensing requirements of their respective licensing agencies.

Social Workers, Occupational Therapists, and Physical Therapists covered by this AGREEMENT will begin their five-year cycle based on their date of hire. These employees will be required to provide transcripts showing the completion of 6 semester credits by the end of their 5-year cycle. Life certificated teachers will be required to attend mandatory DISTRICT sponsored professional development.

TEACHERS who are issued a probationary license by the Education Standards and Practices Board or their respective licensing agency will have their salary frozen for the following contract year. The contract year after which their salary is frozen, the TEACHER will be placed on the Salary Schedule according to where they would have been placed had their salary not been frozen.

ARTICLE V - LEAVES OF ABSENCE

(Revised 2018)

Leaves of absence will be classified as long-term, intermediate-term, or short-term. If school is canceled on the same day as a leave that has been approved, the following leaves shall have their balances restored: Family Illness, Bereavement, Personal, Emergency, and Sick.

Section 1: Long-Term Leaves of Absence

The number of TEACHERS on long-term leaves of absence at any given time shall not be in excess of 2% of the teaching staff employed by the DISTRICT. A TEACHER granted a long-term leave of absence shall not be entitled to receive any salary or fringe benefits during the entire term of the leave of absence.

TEACHERS applying for the first time for leave, pursuant to Long-Term Leaves A and C shall be given priority over those TEACHERS requesting either an extension of a granted leave or an additional leave after having previously been granted a long-term leave.

A. Educational Training and Other Professional Growth Experience

Leaves of absences for educational training and other professional growth experience may be granted to TEACHERS under the following conditions:

1. Eligible TEACHERS must apply to the Superintendent of Schools and all such leaves shall be subject to approval of the BOARD.
2. A TEACHER must have a minimum of three (3) years of experience within the DISTRICT.
3. Educational training leaves and other professional growth experiences shall be for a minimum of one school (academic) year and will not exceed two years.
4. TEACHERS on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than March 7 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area, or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
5. TEACHERS returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
6. If a TEACHER cannot satisfy the requirements of #2 of this leave provision, it is still possible for a TEACHER to initiate a request for leave. However, TEACHERS fully eligible will be given preference. Further, any TEACHER not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the TEACHER is fully eligible.
7. TEACHERS using Educational Training Leave shall not be allowed to teach in another school district. Failure to notify the BOARD of any change in status from the original application to a teaching position shall result in revocation of the leave. Leave must be applied for by July 1.

B. Health Restoration *(Revised 2019)*

A TEACHER applying for leave for restoration of health must comply with the following regulations:

1. Upon application for leave for restoration of health, the TEACHER shall present a written statement by a medical doctor to the effect that such leave is necessary for health purposes, stating the length of time such leave of absence is necessary. Leaves under this paragraph may be granted for a period of time consistent with the medical doctor's statement but not to exceed twelve (12) months.
2. The duration of this leave shall be specified in the grant of leave, and the school board shall not, in any event, be required to permit the teacher to return to their employment prior to the date designated in the grant of health restoration leave.
3. Leave for health restoration as granted above may be continued, upon request of the TEACHER and in accordance with a written statement from a medical doctor to the effect that such extension is necessary for health purposes, for a designated period of time not to exceed one (1) year. Such extension, if granted, shall be upon the same conditions as in #1 of this leave provision.
4. At the conclusion of the leave of absence, a statement must be submitted from a medical doctor showing that the health of the TEACHER concerned is such that they are able to return as a full-time employee.
5. TEACHERS on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools, no later than March 7 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area or grade is not guaranteed. Teachers returning from a leave will assume an experience position on the Salary Schedule corresponding to their position at the time the leave commences. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
6. Health Restoration Leave is not available to those persons on a disability compensation plan, i.e. insurance, TFFR, social security.

C. Childcare Leave *(Revised 2019)*

A childcare leave may be granted by the BOARD subject to the following provisions and for the purpose of preparing and providing parental care for a natural or adopted child or children of the teacher for an extended period of time:

1. A TEACHER making application for child care leave shall inform the Superintendent of Schools in writing of intention to take the leave at least three (3) calendar months before the commencement of the intended leave, subject to the board's right to waive the three-month provision in emergency situations.
2. The BOARD may adjust the proposed beginning or ending date of a childcare leave so that the dates of the leave are coincident with some natural break in the school year (e.g. semester break, end of a grading period, end of the school year, or the like.)
3. In making a determination concerning the commencement and duration of a child care leave, the BOARD shall not, in any event, be required to:
 - a. Grant any leave more than twelve (12) months in duration.
 - b. Permit the TEACHER to return to their employment prior to the date designated in the request for childcare leave.
4. A TEACHER returning from childcare leave shall be reemployed in the DISTRICT, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than March 7 in the calendar year in which said leave is to terminate, if that leave is to terminate as of the first day of the next school year, or no later than sixty (60) days prior to the termination date of any leave which is scheduled to terminate during the course of a school year then in progress. Reemployment is not guaranteed to be at the same school, teaching area or grade. Failure to submit written notice of intent to return, on or before the date set forth herein, shall be deemed to be a voluntary resignation and a waiver of the right of reemployment.
5. Failure of the TEACHER to return pursuant to the date determined under this section shall constitute a voluntary resignation, unless the BOARD and the TEACHER mutually agree to an extension in the leave.
6. A TEACHER returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
7. If the reason for Childcare Leave is occasioned by adoption, an adopting teacher will also provide at the time of the leave application a statement as to the expected date of placement.

Section 2: Intermediate-Term Leaves of Absence

Intermediate term leaves of absence, when approved will be at full pay for the TEACHER unless otherwise provided herein:

A. Jury Duty and Subpoenas

TEACHERS subpoenaed as witnesses, in legal actions other than those in which the DISTRICT and a TEACHER of the ASSOCIATION are opposing Parties and TEACHERS called for jury duty shall be responsible for the organization and coordination of their regular school responsibilities. The TEACHER shall receive their regular salary payment during the time of their service. Any witness fees or compensation for jury duty shall be in addition to the TEACHER'S regular salary.

TEACHERS subpoenaed by the DISTRICT in any legal action shall be subject to the same conditions and entitled to the same compensation as teachers subpoenaed in matters where the DISTRICT and a TEACHER or the ASSOCIATION are not opposing Parties.

B. Non-Partisan Activity

TEACHERS involved in certain types of non-partisan activity, related to professional activities including, but not limited to, Education Standards and Practices Board, TFFR, and State Department of Public Instruction appointments, and national or regional educational subject matter organizations, of an intermediate term of duration, shall be given the same consideration as those involved in Intermediate-Term Leave A above. The TEACHERS shall request such consideration from the Superintendent of Schools, who shall either approve or deny the request.

C. Political Activity and Public Office

1. Legislative Leave

When service in the Legislature during a regular or special legislative session requires a leave, the leave shall be granted without loss of experience or benefit, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day (contracted salary divided by

the number of days in the school year; except that the reduction in pay for attendance by a TEACHER/Legislator at interim committee meetings of the Legislature shall be equal to the per diem reimbursement received by such TEACHER/Legislator) and said TEACHER/Legislator shall be responsible for the organization and coordination of their regular school responsibilities. TEACHER/Legislators shall coordinate the details of their leave with their Principal/Immediate Supervisor. These arrangements shall receive final approval from the Superintendent of Schools.

2. Other Elective Office

Leaves for other elective offices including, but not limited to, service on the City Council, Board of County Commissioners, Park Board, and the like, may be granted by the Superintendent of Schools without loss of credit for experience or benefits, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day, as defined in this section.

D. Family Illness *(Revised 2013)*

In case of illness of a member of the TEACHER 's immediate family, a maximum of six (6) days of leave of absence with full pay may be granted per school year. The immediate family shall be defined to include spouse/partner, parents of both, son, daughter, sister, brother, step-parents, step-brother, step-sister, step-children or custodial grandchildren.

This illness provision may include a father's leave for the birth of a child and the leave of parents immediately following the adoption of a child. The TEACHER must discuss this leave with the building principal as soon as the need for the leave becomes apparent to the TEACHER.

In catastrophic situations, involving immediate family as defined in paragraph 1 of the leave, the Superintendent of Schools may grant additional days provided the TEACHER has first utilized their Personal Leave.

E. Bereavement *(Revised 2015)*

1. Immediate Family

Immediate family bereavement leave, up to but not exceeding five (5) days per school year, may be granted only in the event of death in the immediate family. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/step-children, son-in-law, daughter-in-law, grandchildren, brother/step-brother, sister/step-sister, brother-in-law, sister-in-law, aunts, uncles, nieces, or nephews. Upon request, where the five (5) days of immediate family bereavement leave are expended, the Principal/Immediate Supervisor may recommend an extension of the bereavement leave to the Superintendent of Schools who shall have authority to grant up to an additional five (5) days of bereavement leave per school year.

2. Other Relatives and Close Friends

In the event of the death of other relatives or close friends, up to one (1) day per year of bereavement leave will be granted. This day can be used in ½-day increments.

F. Professional Growth

Intermediate-term leave of absence for the purpose of professional growth may be granted to TEACHERS by the ADMINISTRATION and/or the BOARD for the following reason:

1. Released time to visit other classrooms and schools.
2. Released time to attend conferences, workshops, and conventions.
3. Released time for membership on BOARD-assigned committees.

G. Released Time for Fee Basis Work

Released time for the purpose of allowing a TEACHER to perform professional services outside the DISTRICT on a fee basis may be granted by the building principal or the Superintendent of Schools. The TEACHER's salary may be reduced at the discretion of the Superintendent of Schools.

H. **Association Activities**

Each year the DISTRICT will provide to the Grand Forks Education Association, without loss of pay, a total of fifteen (15) days for ASSOCIATION activities. A maximum of five (5) days can be carried over to the next school year.

The TEACHER requesting this leave will inform their Principal/Immediate Supervisor two (2) working days prior to the date of such leave. In addition, the president of the ASSOCIATION will account to the Superintendent of Schools for all ASSOCIATION activity days used in order to comply with maximum day provisions set forth in this article.

If a BOARD meeting is scheduled during the workday, the Superintendent of Schools may, at their discretion, make the arrangements necessary to provide for the ASSOCIATION president to attend the meeting without forfeiture of ASSOCIATION activity days.

Leave for any individual under this article will be granted a minimum of a half (1/2) day.

I. **Personal Leave** *(Revised 2018)*

Two (2) days of personal leave shall be granted per year cumulative to a maximum of six (6) days. Starting with the 11th year of teaching in DISTRICT, three (3) days of personal leave shall be granted per year cumulative to a maximum of six (6) days. Any TEACHER may apply by a deadline to be determined by ADMINISTRATION to be paid the current rate of sub pay for any days they would not be able to carry over to the next school year, up to a maximum of two (2) days.

Personal Leave shall be subject to the following provisions:

1. No more than 10% of an attendance unit staff or one (1) TEACHER (whichever is greater) will be permitted leave on any one (1) day.
2. The request for Personal Leave must be filed via Absence Management three (3) days prior to the anticipated leave and approved by the Principal/Immediate Supervisor. The Principal/Immediate Supervisor may waive the three (3) days provision in emergency situations.
3. Personal leave shall not be granted the first five (5) days of the contract term (188 days), on parent-teacher conference days, or on the last five (5) days of the school term unless waived by the Superintendent of Schools.
4. The DISTRICT values all professional development, therefore, no more than one (1) Personal Leave day per school year will be granted on a Professional Development day without the approval of the Superintendent of Schools.

J. **Emergency Leave** *(Revised 2015)*

Up to two (2) days of paid time off per year will be allowed for emergencies. An emergency will be defined as a crisis over which the individual has no control, and cannot be attended to during non-school hours. Emergency Leave includes, but is not limited to, weather-related situations, flooding, accidents, and household emergencies. Emergency leave does not include events that would be covered under sick, family illness, or bereavement leaves. The TEACHER will enter the request via Absence Management or contact the Principal/Immediate Supervisor or their designee. The Superintendent of Schools will decide whether or not the leave is approved and will notify the TEACHER of the decision with an explanation via email.

Section 3: Short-Term Leaves of Absence

Short-term leaves of absence (not to exceed two hours) not covered by other leave policies included within this Agreement, may be granted by the TEACHER's Principal/Immediate Supervisor. Requests which may be granted under this section include, but are not limited to, the funeral of a friend, necessity to conduct a business transaction which cannot be concluded after school or on a weekend, or the necessity to consult a physician (where a day of sick leave is not taken). Short-term absences will be covered by other professionals without additional compensation being paid and without employment of a substitute. If the purpose of the leave can be reasonably accomplished at another time, the request should be denied.

Section 4: Release Time

A. Local Association President

The BOARD may grant a leave of absence, not to exceed 40% of contract, to the president of the ASSOCIATION. The leave request, if approved, will be subject to the following requirements:

1. The BOARD is reimbursed by the ASSOCIATION for all but \$1,296 of the total cost of the salary and fringe benefits.
2. The time of the leave will be subject to the approval of the Superintendent of Schools.

B. Professional Elected Office

1. A TEACHER must have a minimum of three (3) years of experience within the DISTRICT.
2. Eligible TEACHERS must apply to the Superintendent of Schools and all such leaves shall be subject to approval of the BOARD.
3. Professional Elected Office leaves will be for the length of the term of the elected office, but not to exceed six (6) years.
4. TEACHERS on leave will be assured of a position in the DISTRICT at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than May 15 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before May 15, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
5. TEACHERS returning from a leave will assume an experience position on the teacher base salary schedule corresponding to their position at the time the leave commences.
6. If a TEACHER cannot satisfy the requirements of #1 of this leave provision, it is still possible for a TEACHER to initiate a request for leave. However, TEACHERS fully eligible will be given preference. Further, any TEACHER not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the TEACHER is fully eligible.

ARTICLE VI - PROCEDURES FOR IDENTIFICATION, REFERRAL AND TREATMENT OF TEACHERS AFFLICTED WITH ALCOHOLISM, AND/OR A CHEMICAL DEPENDENCY

(Revised 2011)

TEACHERS who are afflicted by alcoholism and/or a chemical dependency are encouraged to seek rehabilitative assistance. If inpatient treatment is undertaken at a facility approved by the Division of Mental Health & Substance Abuse Services of the North Dakota Department of Human Services, available Sick Leave may be used for treatment as certified by the treatment program's medical director.

LIMITATIONS:

No TEACHER shall be granted Sick Leave for inpatient treatment of alcoholism and/or chemical dependency more than twice.

ARTICLE VII - BENEFITS

Section 1: Health Insurance *(Revised 2018)*

- A. Health insurance will be managed locally by a committee consisting of two TEACHERS, one classified staff member, one principal, and a district administrator. A BOARD member will be assigned to the committee and will serve in an advisory capacity. The Business Manager and Human Resources Director will also serve on the committee in an advisory capacity and shall be the facilitators for meetings and other business of the committee.
- B. The committee will be responsible for selecting the plan administrator and for developing the plan details. The committee will be given the authority to manage the resources of the plan. The Health Insurance Committee will meet at least two times per school year. Committee members will be

responsible to report out to their constituents regarding the status of the plan. Further, minutes of the Health Insurance Committee will be forwarded to members of the ASSOCIATION negotiation team.

- C. The DISTRICT will contribute 78% and the TEACHERS 22% of the health insurance plan costs. All monies paid by current TEACHERS and retired plan members will be contributed to the plan's revenues.
- D. Any monies paid to the fund are the property of the plan, for plan enhancement, premium reduction, or wellness programs.
- E. The premiums will be defined by the Health Insurance Committee as per this agreement.
- F. If a financial shortfall is projected to occur and plan revenues are projected to not be adequate to pay plan expenses in any given fiscal year (July 1 through June 30), the Health Insurance Committee will recommend to cover the projected deficit through a 78% assessment to the DISTRICT and a 22% assessment to the TEACHERS as defined in C above.

Section 2: Life Insurance

The DISTRICT shall provide a term life insurance policy of \$15,000 for all TEACHERS employed half-time or more. For purposes of this section only, half-time TEACHERS are defined as those employed a minimum of fifteen (15) hours per week.

Section 3: Income Protection and Sick Leave *(Revised 2007)*

The DISTRICT provides an accumulative sick leave policy and an income protection insurance plan which provides long term disability benefits.

- A. TEACHERS of the DISTRICT who have been employed for six years in the DISTRICT will have sixty-five (65) days of sick leave per disability related to an accident, illness, or pregnancy. Any subsequent disability commencing after six months of normal employment will be considered a new disability. The DISTRICT provides compensation up to the first 65 consecutive working days of disability, after that time the income protection (long-term disability) insurance plan takes effect, when applied for by the TEACHER and approved by the insurer.

The cost of this income protection insurance plan is provided by the DISTRICT. Briefly, this protection provides two-thirds (2/3) of your basic salary when you are unable to work due to disability with the exception of the exclusions listed in the master policy. Subject to the approval of your application, benefits begin ninety (90) consecutive calendar days or at the end of your accrued sick leave, whichever is greater, after the first day of your disability. The money benefit is integrated with other income benefits as outlined in the master policy.

From and after the expiration of nine months from the date on which the income protection plan begins to provide compensation to an individual or upon the expiration of the current contract year, whichever is later, all other fringe benefits provided by the DISTRICT shall terminate.

Reemployment Clause

TEACHERS qualifying for long-term disability benefits will be assured of a position in the school system at the conclusion of the disability. This assurance will not continue for more than two full contract years after the disability begins. Reassignment to the same school, teaching area, or grade is not guaranteed.

Long-Term Disability Benefits

Life insurance and health insurance benefits will continue during the disability period but not to exceed 24 months from the time the disability begins. The DISTRICT will be responsible for the coverage at the level it was prior to the disability.

- B. Every TEACHER will receive twenty (20) days of Sick Leave upon commencement of initial employment in the DISTRICT. Accumulation of additional sick leave shall be as set forth in the Sick Leave Accumulation Chart below. Each year's accumulation will begin at the start of the contract year. TEACHERS with less than six (6) years experience are participants in the income protection

plan; however, a period without coverage would exist in those instances where "65 days of sick leave" had not yet been achieved.

Sick Leave Accumulation Chart	
Previous Teaching Experience in the DISTRICT	Sick Leave Available
0 years	20 days
1 year	20 days less days used previous years(s)*
2 years	30 days less days used previous year(s)*
3 years	40 days less days used previous year(s)*
4 years	50 days less days used previous year(s)*
5 years	60 days less days used previous year(s)*
6 years	65 days sick leave disability protection

*Beginning balance of available sick leave will not be less than 10 days.

- C. If the reason for requesting sick leave is occasioned by pregnancy, the TEACHER may elect to utilize sick leave to the extent accumulated, for that portion of the leave the attending physician deems medically necessary. The intent to use sick leave shall be indicated in the application for this leave. Following the delivery, a statement shall be provided to the Superintendent of Schools or designee by the attending physician indicating the medical necessity for the sick leave portion and the length of time needed for recuperation. The TEACHER will also provide, at the time of the leave application, a statement from their physician indicating the expected date of delivery.

Section 4: Grand Forks Air Force Base Stipend *(Revised 2019)*

TEACHERS employed at Grand Forks Air Force Base school(s), who do not live on the Air Base, will be paid a stipend based on the following computation: Salary Schedule BA/BS Step 1 amount multiplied by 3.65%.

TEACHERS employed at the Air Base school(s) under athletic extracurricular contracts shall receive an additional stipend of \$10.00 per week for the length of said extracurricular contract.

The BOARD will reimburse TEACHERS up to \$100 for towing costs incurred while driving to and from the Air Base. The towing costs must be the result of road or weather-related incidents.

Section 5: Conversion Rights and Waiver of Premium

Health insurance coverage shall contain a provision for conversion rights and group life insurance shall contain provisions for waiver of premiums.

Section 6: Shared Teacher Travel Pay *(Revised 2019)*

TEACHERS who are assigned to more than one building per day will receive the shared teacher travel pay. The amount is \$3.00 per stop per day.

Section 7: Worker's Compensation (Board Policy 4144)

All employees are protected by Worker's Compensation against loss of income due to accidental injury in the performance of their official duties.

No employees shall receive the full Worker's Compensation benefit while receiving the full sick leave benefit from the DISTRICT. However, as long as the employee has sick leave benefits remaining, they will receive full pay. After the expiration of sick leave benefits and prior to the implementation of the long-

term disability benefit, the only compensation received will be that which comes from Worker's Compensation.

An employee who is eligible for Worker's Compensation benefits may elect to:

1. Receive pay for accumulated sick leave, with a pay deduction made equal to the amount received from Worker's Compensation. Two-thirds (2/3) of the used sick leave will be reinstated.
2. Receive pay for accumulated sick leave, and endorse the Worker's Compensation checks to the DISTRICT. Two-thirds (2/3) of the used sick leave will be reinstated.
3. Receive pay for personal days with no effect on sick leave or Worker's Compensation.
4. Request a leave without pay (not to exceed one year) and receive Worker's Compensation benefits.

Section 8: Federal Family and Medical Leave Act (Public Law 103-3) *(Revised 2009)*

As per Federal Law, contracted employees will accrue up to a minimum of 12 weeks of family and medical leave. This leave will begin upon the completion of any applicable section of this agreement.

Section 9: Employee Social Security Numbers *(Revised 2015)*

The DISTRICT shall use no more than two digits of an employee's social security number for identification purposes on or for anything that may be viewed by non-essential personnel.

ARTICLE VIII - WORKDAY

Section 1: Length of Day

The total in-school workday shall consist of 8 hours.

Section 2: Duty Free Lunch

Each full-time TEACHER affected by this agreement shall be guaranteed a minimum of twenty-five (25) minutes each day without supervisory or classroom responsibility for the purpose of a "duty free lunch".

Section 3: Teacher Preparation Time

A. Elementary Teachers

Full-time elementary school TEACHERS shall be provided 300 minutes of preparation time per week within the student contact schedule. The goal is to provide preparation time in a 60-minute block per day, but no block will be less than 30 minutes.

B. Secondary Teachers *(Revised 2018)*

Full-time middle and senior high school TEACHERS shall be provided a minimum of one class period of preparation time per day within the student contact schedule.

C. Part-time Teachers

Less than full-time TEACHERS shall be provided preparation time within the student contact schedule, which is approximately proportionate to their assignment.

D. Additional Prep-time

The DISTRICT will schedule three (3) half-days of teacher preparation time, during the school year, at times mutually agreed upon by ASSOCIATION and ADMINISTRATION. These days may be in combination with staff development days or combined to give a full day of teacher preparation time. Additionally, the last day of the teacher contract will be reserved as a clerical day for TEACHERS.

Any early dismissal days must comply with North Dakota Department of Public Instruction regulations so as to qualify for maximum state funding.

Section 4: Sixth Period of Classroom Instruction *(Revised 2009)*

If a sixth period of classroom instruction is assigned, a secondary TEACHER so assigned shall receive payment equal to 1/8 of the amount found in the BA/BS Step 1 cell of the Salary Schedule. In addition to the contracted salary amount as determined from the applicable Salary Schedule. A TEACHER-initiated request for a sixth period of classroom instruction shall not qualify said TEACHER for additional compensation. For purposes of this section, a secondary TEACHER shall be defined as a TEACHER assigned to teach in a middle school or senior high school.

Section 5: Combination Classrooms *(Revised 2019)*

An elementary TEACHER assigned to teach a combination classroom will receive payment equal to 1/8 of the amount found in the BA/BS Step 1 cell of the Salary Schedule.

Section 6: Safety

Teacher Safety in Data Collection Training, and Policy.

1. ASSOCIATION representative(s) will be included in the collection and review of data, current reports, and reporting practices.
2. ASSOCIATION representatives(s) will be included in the selection and implementation of safety training procedures, protocols, and policies.

ARTICLE IX - CONTRACT DAYS

(Revised 2011)

Contract days for each school year will consist of 188 days. In the event school is canceled for all students in the district due to Acts of God, TEACHERS will not be required to report to work. However, when the number of days canceled exceeds those allowed under Section 15.1-06 of the North Dakota Century Code, all teachers will be required to make up, without additional compensation, the days necessary to ensure a minimum of 180 foundation days. Unless required as a makeup day for foundation aid, the last day will be a clerical day.

ARTICLE X – RECOGNITION FOR TEACHING EXPERIENCE

TEACHERS new to the DISTRICT and those desiring a change in salary classification must file an official transcript of credits in the Office of the Superintendent of Schools.

(Revised 2019)

Credit for teaching experience prior to entering the DISTRICT shall not exceed eleven (11) years on the salary schedule (full years only will be considered). In special fields wherein qualified candidates are in demand, additional credit for actual PreK-16 teaching experience may be granted by special permission of the school board.

TEACHERS previously employed in the DISTRICT who are reemployed may be granted the same number of years of experience credit on the Salary Schedule as allowed the last year taught in this DISTRICT, and may be advanced to the next step of experience credit provided that the final year of teaching was a full school year (180 days minimum).

(Revised 2018)

The DISTRICT will recognize the year(s) of resident intern work with the DISTRICT as year(s) of experience when determining the placement of a new TEACHER on the Salary Schedule. This applies only to new TEACHERS who were resident interns in the 2002-03 school year and after. Resident intern experience in a different school district will not be counted as a year of experience.

ARTICLE XI - MISCELLANEOUS PROVISIONS

Section 1: Effect of Agreement

The Parties agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the Parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the Parties in amendment, written and attached and made part of this Agreement.

Section 2: Saving Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

Section 3: Individual Contracts

Individual contracts shall not be inconsistent with the terms and conditions of this Agreement.

Section 4: Amendments

Amendments hereto may be made upon thirty (30) days written notice by the Party proposing such amendment, and upon agreement reached under the procedures set forth herein.

Section 5: Grievance

The grievance procedure shall be stated in Board Policy 4120 and shall not be changed without the mutual agreement of the ASSOCIATION and the BOARD.

ARTICLE XII - DURATION

(Revised 2018)

The provisions of each Article attached hereto, except as otherwise specifically provided, shall be effective as of July 1, 2019 to June 30, 2021 at which time it shall automatically renew itself unless written notification to the contrary is made by either Party at least sixty (60) days prior to the anniversary date of this AGREEMENT. If such notification occurs, this AGREEMENT shall be renegotiated. Changes may be made at any time by mutual consent.

RATIFICATION

IN WITNESS THEREOF, signatures of duly authorized representatives of the ASSOCIATION and the BOARD indicate that this AGREEMENT has been ratified by the Grand Forks Education Association and the Grand Forks School Board.

Grand Forks School Board

Dated _____

Doug Carpenter

Amber Flynn

Shannon Mikula

Jackie Hoffarth

Grand Forks Education Association

Dated _____

Tom Young

Dawn Mord

Amanda Weston-Callier

Penny Tandeski

Melissa Buchhop

2019-2020 SALARY SCHEDULE								
<u>STEP</u>	<u>BA/BS</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>MA/MS</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
1	41,818	42,927	44,037	45,145	46,532	47,641	48,750	49,860
2	42,593	43,703	44,812	45,922	47,309	48,418	49,527	50,636
3	43,371	44,479	45,589	46,698	48,085	49,194	50,302	51,412
4	44,147	45,257	46,366	47,475	48,861	49,970	51,080	52,189
5	44,923	46,032	47,142	48,251	49,638	50,747	51,856	52,966
6	45,699	46,809	47,918	49,028	50,414	51,522	52,632	53,741
7	46,477	47,586	48,695	49,804	51,191	52,300	53,409	54,518
8	47,252	48,362	49,471	50,579	51,967	53,076	54,186	55,295
9	48,029	49,138	50,248	51,357	52,743	53,852	54,961	56,071
10	48,806	49,915	51,024	52,133	53,520	54,629	55,738	56,847
11	49,583	50,692	51,801	52,910	54,296	55,406	56,515	57,625
12	50,358	51,468	52,577	53,686	55,073	56,181	57,291	58,400
13	51,135	52,244	53,353	54,463	55,849	56,958	58,067	59,177
14	51,912	53,021	54,130	55,239	56,626	57,735	58,845	59,953
15	53,464	54,574	55,683	56,792	58,178	59,287	60,397	61,506
16	55,017	56,126	57,235	58,344	59,732	60,841	61,951	63,060
17	56,570	57,679	58,789	59,898	61,285	62,393	63,502	64,612
18	58,123	59,232	60,342	61,450	62,837	63,946	65,055	66,165
19	59,676	60,785	62,449	63,558	65,500	66,608	67,718	68,827
20	61,229	62,338	64,003	65,111	67,052	68,161	69,271	70,380
21	62,782	63,890	65,555	66,664	68,606	69,715	70,824	71,933
22	64,335	65,444	67,108	68,217	70,158	71,267	72,377	73,486
23	65,888	66,997	68,661	69,770	71,711	72,820	73,929	75,038
24	67,441	68,550	70,214	71,323	73,264	74,373	75,483	76,592
25	69,516	70,626	72,289	73,399	75,339	76,449	77,558	78,667

2020-2021 SALARY SCHEDULE								
<u>STEP</u>	<u>BA/BS</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>MA/MS</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
1	42,445	43,571	44,697	45,822	47,230	48,356	49,482	50,608
2	43,232	44,358	45,484	46,610	48,019	49,144	50,270	51,396
3	44,022	45,147	46,273	47,399	48,806	49,932	51,057	52,183
4	44,810	45,936	47,062	48,187	49,594	50,720	51,846	52,972
5	45,597	46,723	47,849	48,975	50,382	51,508	52,634	53,760
6	46,385	47,511	48,637	49,763	51,170	52,295	53,421	54,547
7	47,174	48,300	49,425	50,551	51,958	53,084	54,210	55,335
8	47,961	49,087	50,213	51,338	52,746	53,873	54,999	56,125
9	48,749	49,875	51,001	52,127	53,535	54,660	55,786	56,912
10	49,538	50,663	51,789	52,915	54,323	55,449	56,574	57,700
11	50,326	51,453	52,578	53,704	55,111	56,237	57,363	58,489
12	51,114	52,240	53,366	54,492	55,899	57,024	58,150	59,276
13	51,902	53,028	54,154	55,280	56,687	57,812	58,938	60,064
14	52,691	53,816	54,942	56,068	57,475	58,601	59,727	60,852
15	54,266	55,392	56,518	57,644	59,050	60,176	61,303	62,429
16	55,842	56,968	58,093	59,219	60,628	61,754	62,880	64,006
17	57,419	58,545	59,671	60,797	62,204	63,329	64,455	65,581
18	58,995	60,121	61,247	62,372	63,779	64,905	66,031	67,157
19	60,571	61,697	63,386	64,512	66,482	67,607	68,734	69,860
20	62,147	63,273	64,963	66,088	68,058	69,184	70,310	71,436
21	63,724	64,849	66,538	67,664	69,635	70,761	71,886	73,012
22	65,300	66,426	68,114	69,240	71,210	72,336	73,462	74,588
23	66,876	68,002	69,691	70,817	72,786	73,912	75,037	76,164
24	68,452	69,578	71,267	72,393	74,363	75,489	76,615	77,741
25	70,559	71,685	73,374	74,500	76,469	77,596	78,722	79,847

EXTRACURRICULAR SALARY SCHEDULE

2019-2020

Base Extracurricular = .0085 of BA/BS, Step 1 (\$41,818)

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Senior High Head Coach/Director				
Dance Line	0.55	16	\$195.50	\$3,127.96
Debate	0.62	25	\$220.38	\$5,509.48
Drama Production 1	1.00	9	\$355.45	\$3,199.05
Drama Production 2	1.00	9	\$355.45	\$3,199.05
Drama Production 3	1.00	9	\$355.45	\$3,199.05
Drama Production 4	1.00	9	\$355.45	\$3,199.05
Instrumental Music	0.47	36	\$167.06	\$6,014.21
Musical Production	1.00	10	\$355.45	\$3,554.50
Newspaper	0.37	40	\$131.52	\$5,260.66
Pep Band/Performance	0.28	20	\$99.53	\$1,990.52
Speech	0.62	25	\$220.38	\$5,509.48
Strings	0.37	36	\$131.52	\$4,734.59
Student Congress	0.62	6	\$220.38	\$1,322.27
Vocal Music	0.47	36	\$167.06	\$6,014.21
Yearbook	0.41	36	\$145.73	\$5,246.44
Senior High Assistant Coach/Advisor				
Dance Line	0.30	16	\$106.64	\$1,706.16
Debate	0.24	25	\$85.31	\$2,132.70
Drama Production 1	0.67	9	\$238.15	\$2,143.36
Drama Production 2	0.67	9	\$238.15	\$2,143.36
Drama Production 3	0.67	9	\$238.15	\$2,143.36
Drama Production 4	0.67	9	\$238.15	\$2,143.36
Instrumental Music	0.33	36	\$117.30	\$4,222.75
Musical-Orchestra	0.41	10	\$145.73	\$1,457.35
Musical-Technical	0.60	10	\$213.27	\$2,132.70
Musical-Vocal	0.65	10	\$231.04	\$2,310.43
Speech	0.24	25	\$85.31	\$2,132.70
Vocal Music	0.33	36	\$117.30	\$4,222.75
Middle School Coach/Director				
Debate	0.17	19	\$60.43	\$1,148.10
Drama Play 1	0.49	3	\$174.17	\$522.51
Drama Play 2	0.49	3	\$174.17	\$522.51
Drama Play 3	0.49	3	\$174.17	\$522.51
Instrumental Music	0.22	36	\$78.20	\$2,815.16
Instrumental Music - 6th Grade	0.11	36	\$39.10	\$1,346.00
Newspaper	0.10	36	\$35.55	\$1,260.72
Operetta Director	0.67	5	\$238.15	\$1,190.76
Operetta Music Assistant	0.43	5	\$152.84	\$764.22
Operetta Tech Assistant	0.19	5	\$67.54	\$337.68
Speech	0.17	18	\$60.43	\$1,087.68
Strings	0.21	36	\$74.64	\$2,687.20
Vocal Music	0.14	36	\$49.76	\$1,791.47
Vocal Music - 6th Grade		36	\$0.00	\$728.00 *
Yearbook	0.11	36	\$39.10	\$1,407.58
Elementary Coach/Director				
Instrumental Music - 5th grade	0.11	36	\$39.10	\$1,407.58
Strings	0.21	36	\$74.64	\$2,687.20
Vocal Production	0.30	4	\$106.64	\$426.54 **
Vocal Music	0.14	36	\$49.76	\$1,791.47 **

* Set payment determined when 6th grade moved to Middle School

**Used to calculate maximum payment for CODA program

**EXTRACURRICULAR SALARY SCHEDULE
2019-2020**

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Senior High Head Coach				
Boys' Baseball	1.00	11	\$355.45	\$3,909.95
Boys' Basketball	1.00	18	\$355.45	\$6,398.10
Boys' Golf	0.90	9	\$319.91	\$2,879.15
Boys' Hockey	1.00	16	\$355.45	\$5,687.20
Boys' Soccer	1.00	12	\$355.45	\$4,265.40
Boys' Swimming	0.90	14	\$319.91	\$4,478.67
Boys' Tennis	0.90	10	\$319.91	\$3,199.05
Boys' Track	1.00	13	\$355.45	\$4,620.85
Cheerleading Advisor	0.40	33	\$142.18	\$4,691.94
Cross Country	1.00	12	\$355.45	\$4,265.40
Football	1.00	14	\$355.45	\$4,976.30
Girls' Basketball	1.00	18	\$355.45	\$6,398.10
Girls' Golf	0.90	9	\$319.91	\$2,879.15
Girls' Gymnastics	0.90	16	\$319.91	\$5,118.48
Girls' Hockey	1.00	16	\$355.45	\$5,687.20
Girls' Soccer	1.00	10	\$355.45	\$3,554.50
Girls' Softball	1.00	11	\$355.45	\$3,909.95
Girls' Swimming	0.90	14	\$319.91	\$4,478.67
Girls' Tennis	0.90	9	\$319.91	\$2,879.15
Girls' Track	1.00	13	\$355.45	\$4,620.85
Girls' Volleyball	1.00	15	\$355.45	\$5,331.75
Wrestling	1.00	15	\$355.45	\$5,331.75
Strength Coach	0.90	35	\$319.91	\$11,196.68
Senior High Assistant Coach				
Boys' Baseball	0.80	11	\$284.36	\$3,127.96
Boys' Basketball	0.80	18	\$284.36	\$5,118.48
Boys' Basketball - 9th	0.80	14	\$284.36	\$3,981.04
Boys' Golf	0.71	9	\$252.37	\$2,271.33
Boys' Hockey	0.80	16	\$284.36	\$4,549.76
Boys' Soccer	0.80	12	\$284.36	\$3,412.32
Boys' Swimming	0.71	14	\$252.37	\$3,533.17
Boys' Tennis	0.71	10	\$252.37	\$2,523.70
Boys' Track	0.80	13	\$284.36	\$3,696.68
Boys' Track - 9th	0.80	13	\$284.36	\$3,696.68
Cheerleading Advisor	0.25	33	\$88.86	\$2,932.46
Cross Country	0.80	12	\$284.36	\$3,412.32
Football	0.80	14	\$284.36	\$3,981.04
Football - 9th	0.80	10	\$284.36	\$2,843.60
Girls' Basketball	0.80	18	\$284.36	\$5,118.48
Girls' Basketball - 9th	0.80	14	\$284.36	\$3,981.04
Girls' Golf	0.71	9	\$252.37	\$2,271.33
Girls' Gymnastics	0.71	16	\$252.37	\$4,037.91
Girls' Hockey	0.80	16	\$284.36	\$4,549.76
Girls' Soccer	0.80	10	\$284.36	\$2,843.60
Girls' Softball	0.80	11	\$284.36	\$3,127.96
Girls' Swimming	0.71	14	\$252.37	\$3,533.17
Girls' Track	0.80	13	\$284.36	\$3,696.68
Girls' Track - 9th	0.80	13	\$284.36	\$3,696.68
Girls' Volleyball	0.80	15	\$284.36	\$4,265.40
Girls' Volleyball - 9th	0.80	13	\$284.36	\$3,696.68
Wrestling	0.80	15	\$284.36	\$4,265.40
Wrestling - 9th	0.80	15	\$284.36	\$4,265.40

**EXTRACURRICULAR SALARY SCHEDULE
2019-2020**

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Middle School Head Coach				
Boys' Basketball - 7th	0.55	9	\$195.50	\$1,759.48
Boys' Basketball - 8th	0.55	9	\$195.50	\$1,759.48
Boys' Soccer	0.55	7	\$195.50	\$1,368.48
Boys' Track - 7th	0.55	8	\$195.50	\$1,563.98
Boys' Track - 8th	0.55	8	\$195.50	\$1,563.98
Cross Country - 8th	0.55	8	\$195.50	\$1,563.98
Football - 7th	0.55	8	\$195.50	\$1,563.98
Football - 8th	0.55	8	\$195.50	\$1,563.98
Girls' Basketball - 7th	0.55	9	\$195.50	\$1,759.48
Girls' Basketball - 8th	0.55	9	\$195.50	\$1,759.48
Girls' Soccer	0.55	7	\$195.50	\$1,368.48
Girls' Softball	0.55	8	\$195.50	\$1,563.98
Girls' Track - 7th	0.55	8	\$195.50	\$1,563.98
Girls' Track - 8th	0.55	8	\$195.50	\$1,563.98
Girls' Volleyball - 7th	0.55	8	\$195.50	\$1,563.98
Girls' Volleyball - 8th	0.55	8	\$195.50	\$1,563.98
Wrestling	0.55	8	\$195.50	\$1,563.98
Middle School Assistant Coach				
Boys' Basketball - 7th	0.45	9	\$159.95	\$1,439.57
Boys' Basketball - 8th	0.45	9	\$159.95	\$1,439.57
Boys' Soccer	0.45	7	\$159.95	\$1,119.67
Football - 7th	0.45	8	\$159.95	\$1,279.62
Football - 8th	0.45	8	\$159.95	\$1,279.62
Girls' Basketball - 7th	0.45	9	\$159.95	\$1,439.57
Girls' Basketball - 8th	0.45	9	\$159.95	\$1,439.57
Girls' Soccer	0.45	7	\$159.95	\$1,119.67
Girls' Softball	0.45	8	\$159.95	\$1,279.62
Girls' Volleyball - 7th	0.45	8	\$159.95	\$1,279.62
Girls' Volleyball - 8th	0.45	8	\$159.95	\$1,279.62
Wrestling	0.45	8	\$159.95	\$1,279.62
Elementary Intramurals				
Season One	0.14	Varied	\$49.76	
Season Two	0.14	Varied	\$49.76	
Season Three	0.14	Varied	\$49.76	
Season Four	0.14	Varied	\$49.76	
Season Five	0.14	Varied	\$49.76	

EXTRACURRICULAR SALARY SCHEDULE

2020-2021

Base Extracurricular = .0085 of BA/BS, Step 1 (\$42,445)

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Senior High Head Coach/Director				
Dance Line	0.55	16	\$198.43	\$3,174.86
Debate	0.62	25	\$223.68	\$5,592.09
Drama Production 1	1.00	9	\$360.78	\$3,247.02
Drama Production 2	1.00	9	\$360.78	\$3,247.02
Drama Production 3	1.00	9	\$360.78	\$3,247.02
Drama Production 4	1.00	9	\$360.78	\$3,247.02
Instrumental Music	0.47	36	\$169.57	\$6,104.40
Musical Production	1.00	10	\$360.78	\$3,607.80
Newspaper	0.37	40	\$133.49	\$5,339.54
Pep Band/Performance	0.28	20	\$101.02	\$2,020.37
Speech	0.62	25	\$223.68	\$5,592.09
Strings	0.37	36	\$133.49	\$4,805.59
Student Congress	0.62	6	\$223.68	\$1,342.10
Vocal Music	0.47	36	\$169.57	\$6,104.40
Yearbook	0.41	36	\$147.92	\$5,325.11
Senior High Assistant Coach/Advisor				
Dance Line	0.30	16	\$108.23	\$1,731.74
Debate	0.24	25	\$86.59	\$2,164.68
Drama Production 1	0.67	9	\$241.72	\$2,175.50
Drama Production 2	0.67	9	\$241.72	\$2,175.50
Drama Production 3	0.67	9	\$241.72	\$2,175.50
Drama Production 4	0.67	9	\$241.72	\$2,175.50
Instrumental Music	0.33	36	\$119.06	\$4,286.07
Musical-Orchestra	0.41	10	\$147.92	\$1,479.20
Musical-Technical	0.60	10	\$216.47	\$2,164.68
Musical-Vocal	0.65	10	\$234.51	\$2,345.07
Speech	0.24	25	\$86.59	\$2,164.68
Vocal Music	0.33	36	\$119.06	\$4,286.07
Middle School Coach/Director				
Debate	0.17	19	\$61.33	\$1,165.32
Drama Play 1	0.49	3	\$176.78	\$530.35
Drama Play 2	0.49	3	\$176.78	\$530.35
Drama Play 3	0.49	3	\$176.78	\$530.35
Instrumental Music	0.22	36	\$79.37	\$2,857.38
Instrumental Music - 6th Grade	0.11	36	\$39.69	\$1,346.00
Newspaper	0.10	36	\$36.08	\$1,260.72
Operetta Director	0.67	5	\$241.72	\$1,208.61
Operetta Music Assistant	0.43	5	\$155.14	\$775.68
Operetta Tech Assistant	0.19	5	\$68.55	\$342.74
Speech	0.17	18	\$61.33	\$1,103.99
Strings	0.21	36	\$75.76	\$2,727.50
Vocal Music	0.14	36	\$50.51	\$1,818.33
Vocal Music - 6th Grade		36	\$0.00	\$728.00 *
Yearbook	0.11	36	\$39.69	\$1,428.69
Elementary Coach/Director				
Instrumental Music - 5th grade	0.11	36	\$39.69	\$1,428.69
Strings	0.21	36	\$75.76	\$2,727.50
Vocal Production	0.30	4	\$108.23	\$432.94 **
Vocal Music	0.14	36	\$50.51	\$1,818.33 **

* Set payment determined when 6th grade moved to Middle School

**Used to calculate maximum payment for CODA program

**EXTRACURRICULAR SALARY SCHEDULE
2020-2021**

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Senior High Head Coach				
Boys' Baseball	1.00	11	\$360.78	\$3,968.58
Boys' Basketball	1.00	18	\$360.78	\$6,494.04
Boys' Golf	0.90	9	\$324.70	\$2,922.32
Boys' Hockey	1.00	16	\$360.78	\$5,772.48
Boys' Soccer	1.00	12	\$360.78	\$4,329.36
Boys' Swimming	0.90	14	\$324.70	\$4,545.83
Boys' Tennis	0.90	10	\$324.70	\$3,247.02
Boys' Track	1.00	13	\$360.78	\$4,690.14
Cheerleading Advisor	0.40	33	\$144.31	\$4,762.30
Cross Country	1.00	12	\$360.78	\$4,329.36
Football	1.00	14	\$360.78	\$5,050.92
Girls' Basketball	1.00	18	\$360.78	\$6,494.04
Girls' Golf	0.90	9	\$324.70	\$2,922.32
Girls' Gymnastics	0.90	16	\$324.70	\$5,195.23
Girls' Hockey	1.00	16	\$360.78	\$5,772.48
Girls' Soccer	1.00	10	\$360.78	\$3,607.80
Girls' Softball	1.00	11	\$360.78	\$3,968.58
Girls' Swimming	0.90	14	\$324.70	\$4,545.83
Girls' Tennis	0.90	9	\$324.70	\$2,922.32
Girls' Track	1.00	13	\$360.78	\$4,690.14
Girls' Volleyball	1.00	15	\$360.78	\$5,411.70
Wrestling	1.00	15	\$360.78	\$5,411.70
Strength Coach	0.90	35	\$324.70	\$11,364.57
Senior High Assistant Coach				
Boys' Baseball	0.80	11	\$288.62	\$3,174.86
Boys' Basketball	0.80	18	\$288.62	\$5,195.23
Boys' Basketball - 9th	0.80	14	\$288.62	\$4,040.74
Boys' Golf	0.71	9	\$256.15	\$2,305.38
Boys' Hockey	0.80	16	\$288.62	\$4,617.98
Boys' Soccer	0.80	12	\$288.62	\$3,463.49
Boys' Swimming	0.71	14	\$256.15	\$3,586.15
Boys' Tennis	0.71	10	\$256.15	\$2,561.54
Boys' Track	0.80	13	\$288.62	\$3,752.11
Boys' Track - 9th	0.80	13	\$288.62	\$3,752.11
Cheerleading Advisor	0.25	33	\$90.20	\$2,976.44
Cross Country	0.80	12	\$288.62	\$3,463.49
Football	0.80	14	\$288.62	\$4,040.74
Football - 9th	0.80	10	\$288.62	\$2,886.24
Girls' Basketball	0.80	18	\$288.62	\$5,195.23
Girls' Basketball - 9th	0.80	14	\$288.62	\$4,040.74
Girls' Golf	0.71	9	\$256.15	\$2,305.38
Girls' Gymnastics	0.71	16	\$256.15	\$4,098.46
Girls' Hockey	0.80	16	\$288.62	\$4,617.98
Girls' Soccer	0.80	10	\$288.62	\$2,886.24
Girls' Softball	0.80	11	\$288.62	\$3,174.86
Girls' Swimming	0.71	14	\$256.15	\$3,586.15
Girls' Track	0.80	13	\$288.62	\$3,752.11
Girls' Track - 9th	0.80	13	\$288.62	\$3,752.11
Girls' Volleyball	0.80	15	\$288.62	\$4,329.36
Girls' Volleyball - 9th	0.80	13	\$288.62	\$3,752.11
Wrestling	0.80	15	\$288.62	\$4,329.36
Wrestling - 9th	0.80	15	\$288.62	\$4,329.36

**EXTRACURRICULAR SALARY SCHEDULE
2020-2021**

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Middle School Head Coach				
Boys' Basketball - 7th	0.55	9	\$198.43	\$1,785.86
Boys' Basketball - 8th	0.55	9	\$198.43	\$1,785.86
Boys' Soccer	0.55	7	\$198.43	\$1,389.00
Boys' Track - 7th	0.55	8	\$198.43	\$1,587.43
Boys' Track - 8th	0.55	8	\$198.43	\$1,587.43
Cross Country - 8th	0.55	8	\$198.43	\$1,587.43
Football - 7th	0.55	8	\$198.43	\$1,587.43
Football - 8th	0.55	8	\$198.43	\$1,587.43
Girls' Basketball - 7th	0.55	9	\$198.43	\$1,785.86
Girls' Basketball - 8th	0.55	9	\$198.43	\$1,785.86
Girls' Soccer	0.55	7	\$198.43	\$1,389.00
Girls' Softball	0.55	8	\$198.43	\$1,587.43
Girls' Track - 7th	0.55	8	\$198.43	\$1,587.43
Girls' Track - 8th	0.55	8	\$198.43	\$1,587.43
Girls' Volleyball - 7th	0.55	8	\$198.43	\$1,587.43
Girls' Volleyball - 8th	0.55	8	\$198.43	\$1,587.43
Wrestling	0.55	8	\$198.43	\$1,587.43
Middle School Assistant Coach				
Boys' Basketball - 7th	0.45	9	\$162.35	\$1,461.16
Boys' Basketball - 8th	0.45	9	\$162.35	\$1,461.16
Boys' Soccer	0.45	7	\$162.35	\$1,136.46
Football - 7th	0.45	8	\$162.35	\$1,298.81
Football - 8th	0.45	8	\$162.35	\$1,298.81
Girls' Basketball - 7th	0.45	9	\$162.35	\$1,461.16
Girls' Basketball - 8th	0.45	9	\$162.35	\$1,461.16
Girls' Soccer	0.45	7	\$162.35	\$1,136.46
Girls' Softball	0.45	8	\$162.35	\$1,298.81
Girls' Volleyball - 7th	0.45	8	\$162.35	\$1,298.81
Girls' Volleyball - 8th	0.45	8	\$162.35	\$1,298.81
Wrestling	0.45	8	\$162.35	\$1,298.81
Elementary Intramurals				
Season One	0.14	Varied	\$50.51	
Season Two	0.14	Varied	\$50.51	
Season Three	0.14	Varied	\$50.51	
Season Four	0.14	Varied	\$50.51	
Season Five	0.14	Varied	\$50.51	