

Special Board of Education Meeting  
Monday, January 27, 2020 5:30 PM

Boone Central High School Library  
605 South 6th St.  
Albion, NE 68620

## **Agenda**

1. Opening the Meeting - Call to Order
  - 1.1. Nebraska Open Meetings Law
  - 1.2. Publication of the Meeting
  - 1.3. Roll Call
2. Approval of Agenda
3. Reports
  - 3.1. Board Committee
4. Action Items
  - 4.1. 2020-21 Negotiated Agreement
5. Next Meeting Date
6. Adjourn

**Negotiated Agreement**

**Between**

**Boone Central Education Association**

**And**

**Boone Central Schools Board of Education  
District 06-0001**

**2020-2021**

# BOONE CENTRAL SCHOOL DISTRICT 06-0001

## Negotiated Agreement

2020-2021



Dedicated to Excellence:

*Building Character, Creating Opportunities, and Striving for Success*

### **PREAMBLE**

This agreement made and entered into on this 27<sup>th</sup> day of January, 2020, by and between the Boone Central Schools Board of Education, hereinafter referred to as the “District” and the Boone Central Education Association, hereinafter referred to as the “Association.”

The term of this agreement shall be for the twelve-month period commencing on the 1st day of August, 2020, and ending at 12:00 midnight on the 31<sup>st</sup> day of July, 2021, and, for the purpose of this agreement, the foregoing period shall constitute the “Negotiated Agreement Year.”

The Board of Education of the School District recognizes the Association as the exclusive and sole bargaining representative for those employees regularly employed full and part time as teachers as defined at Neb. Rev. Stat. § 79-101(9), including teachers, counselors, and speech pathologists who are regularly employed for or are involved in and have as their primary duty the instruction of pupils in the School District. Excluded from the bargaining unit are those employees employed as administrators as defined at Neb. Rev. Stat. § 79-101(10), including as the superintendent, principals, program directors, and the activity director who do not have as their primary duty the instruction of pupils in the School District.

### **NEGOTIATIONS PROCEDURES**

The two parties to this Agreement believe the following basic procedures are necessary for good faith bargaining to occur:

- Each party will name a negotiation team that will have no more than three members.
- Each team will indicate a spokesperson.
- The names will be exchanged between the parties prior to the first session.
- Each party may request to begin bargaining by contacting the President or spokesperson of the other party.
- All participants shall treat each other professionally and respectfully during discussions.
- The association will present all items to be considered for negotiations.
- The Board may eliminate those items that are issues of management prerogative and usually considered policy issues (i.e. class size, teacher assignments, length of school day, etc.).
- Remaining proposals and counter proposals will be discussed in good faith during the meeting.
- Data indicating prevalent practice may be considered as a part of the decision-making process.
- Final decisions agreed upon by both parties shall be written into the negotiated agreement.

### Absence of a Successor Agreement

This agreement shall be effective as of the beginning of the agreement year and shall continue in effect until the end of that agreement year. If a new and substitute contract has not been duly entered into prior to the end of the agreement year, the terms of this contract shall continue in full force and effect until such new and substitute contract is adopted, which shall then be fully retroactive to the beginning of the current school year except that any insurance premium adjustments shall be effective as soon as possible after settlement. (Specifically, if negotiations have not been completed by the end of the agreement year, teachers’ salaries would be calculated on the previous years’ salary schedule and teachers would not be given credit for movement for experience and additional hours, however, the District will pay for changes in health insurance until agreement resolved.) The district would continue to pay salaries at the same rate as the previous year.

## Teacher Rights

Nothing contained in this agreement shall be construed to deny any teacher those rights provided under Nebraska Law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.

The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement.

## **CONTRACT INFORMATION AND COMPENSATION**

The compensation and benefits of the certified teachers represented by the Association and employed by the District during the term of this agreement, shall be determined pursuant to the following salary schedule (Appendix A), extra duty schedules (Appendix B), activity worker schedule (Appendix C), and the other terms and conditions hereinafter set forth in this agreement.

### Salary Schedule

The salary of each teacher covered by this agreement shall be determined by the salary schedule set forth. The base salary shall be \$35,425 for the 2020-2021 school year.

### Salary Schedule Placement

A teacher shall be placed on the salary schedule according to their experience and graduate hours earned, provided such experience has been in an accredited school and there has been no break in years of service. Should a break in years of service have occurred, the teacher shall be allowed 5 years of experience on the salary schedule. This applies only to teachers hired after 2017.

After initial placement on the salary schedule, a teacher will only be allowed to advance two steps during one school year, either one step vertically and one step horizontally or two steps either single direction.

Advancement on the salary schedule will be based on college graduate hours. Horizontal movement beyond the MA column will only be allowed for those hours earned after the Master's Degree has been awarded. Credit for movement will be based on additional college hours completed in an appropriate educational field. Credit hours must be completed prior to September 1st of the appropriate contract year. Hours for undergraduate work will not be accepted. Any employee who wishes to pursue a Master's Degree or beyond in a field other than education must first obtain permission from the Board of Education for credit on the salary schedule. Teachers shall be responsible for having an up-to-date transcript of credits and submitted to the Superintendent's Office.

Staff members hired prior to the 2000-2001 school year were allowed to earn graduate hours within a BA-45 Column. Those staff members who earned the appropriate graduate hours before September 1, 2001 were grandfathered in the "BA-45" column and will remain grandfathered until leaving the system or until additional horizontal advancement is earned. The "BA-45" column is reflected on the current salary schedule as the MA-9 column. Those staff members grandfathered shall be allowed to advance horizontally after obtaining their Master's Degree plus 9 hours (MA-18 column). A grandfathered staff member may advance to the MA-27 column after obtaining their Master's Degree plus 18 graduate hours.

Salary Schedule revision beginning in August 2020 – The following steps were eliminated at the completion of the 2019-20 school year: BA36/MA-14, MA9-15, MA18-16, and MA36-18. Those staff members previously placed at the eliminated steps will remain grandfathered until leaving the system or until additional horizontal advancement is earned. Starting in August 2020, no additional staff members will be placed at steps BA36/MA-14, MA9-15, MA18-16, and MA36-18. The eliminated steps are reflected in "red" on the current salary schedule.

This is a minimum salary schedule. The Board of Education reserves the right to make special exceptions for unusual circumstances or in order to secure a teacher in a hard-to-hire subject areas. However, this decision will only be an option after all other means have been exhausted to hire a teacher on the salary schedule.

### Regular Part-Time Teachers

Regular part time certified teachers will receive prorated benefits covered under this agreement. Certified employees with 0.5 FTE or greater are eligible for health insurance benefits at the prorated percentage. All regular part-time teachers are eligible for prorated life insurance benefits and prorated fitness center membership. Example: 0.5 FTE = 40 hours of sick leave and 8 hours of personal leave. Eight (8) hours of sick leave may be traded for four (4) hours of personal leave. 50% of health insurance premium will be paid by the district.

### Extended Contracts and Additional Service Agreements

Teachers hired prior to the 2007-2008 contract year:

- Extended contract time will be determined as needed. Superintendent is responsible for recommending extended contract time to the Board of Education for final approval.
- Extended contract time will be based on a percentage of the teacher's salary. (Contract salary divided by 185 times the number of extended contract days)

Teachers contracted on or after the 2007-2008 school year:

- Additional Service Agreements will be determined as needed. Superintendent is responsible for recommending extended service agreements to the Board of Education for final approval.
- Additional Service Agreement compensation will be calculated by taking  $1/185^{\text{th}}$  of the teacher's salary multiplied by the number of additional days stated in the agreement.

### Stipend Pay for Curriculum and Professional Development

Curriculum Development and Professional Development outside the regular contracted 185 days, or beyond the contract time for a regular part-time employee, will be determined on an as need basis, annually by the administration. Stipends for curriculum work and professional development assigned to a teacher (teacher expected to attend outside of contract time) will be determined based on salary in the BA-1 column for the current year. The hourly rate will be calculated by dividing the current salary in the BA-1 column by 185 contract days, divided by 8 hours per day. (Rate effective from 8/1/20 to 7/31/21 = \$23.94/hour)

### Summer School Teachers

Summer School, including selection of students, staffing, time and duration, will be determined on an annual basis based on education needs of the district.

Stipends for Summer School teachers will be determined based on salary in the MA-1 column for the current year. The hour rate will be calculated by dividing the current salary in the MA-1 column by 185 contract days, divided by 8 hours per day. (Rate effective from 8/1/20 to 7/31/21 = \$28.72/hour)

Summer School teachers will be automatically compensated 1 hour of "planning time" for each six (6) hours of student contact (teaching hours) time.

### Duty Credit for Parent/Teacher Conferences

For the two nights teachers are on duty for Parent Teachers Conferences, teachers will receive credit for one (1) day of service. (i.e. 184 days of teacher duty will be scheduled on the annual calendar, and two nights will be scheduled for Parent Teacher Conferences, which will be credited as the 185<sup>th</sup> contract day.)

### Commuting Staff

Staff will be paid mileage for required travel between district schools to perform assigned duties only if school vehicle(s) are unavailable. The current IRS mileage rate per mile will be paid.

### In-House Substitute Teaching

In the event an employee is requested to in-house substitute during plan, travel or lunchtime, the employee shall be paid an additional compensation of \$22.50 (twenty-two dollars and fifty cents) per period.

### First Year Teachers

Certified staff members hired at BCS who are first time teachers may request a September 1<sup>st</sup> pay check for contract days worked in August and for summer stipend pay.

### Release from Contract

Teachers who wish to be released from their contract will be released upon the district receiving a written letter of resignation on or before April 15th. Resignations received after April 15th will be considered by the Board at a Regular Meeting, based on the availability of finding a suitable replacement.

## **BENEFITS**

### Disability Insurance

Each teacher shall purchase long-term disability income protection insurance through a carrier selected by the association. The district shall deduct the insurance premium from each teacher's salary on a monthly basis and pay it to the insurance carrier.

### Health Insurance

Boone Central School District shall provide and pay for health insurance coverage through the Educators Health Alliance of Nebraska (EHA), prorated according to FTE, for Blue Cross-Blue Shield Insurance rates established for the 2020-2021 fiscal year.

The District will offer the following BC/BS Health Coverage:

- \$1,050 Deductible Health Coverage
- Or, \$3,600 Deductible HSA-Eligible Health Coverage

For employees that elect coverage under the \$3,600 deductible HSA-eligible plan, the school district will contribute the difference in premium from the \$1,050 Deductible Health Plan to the individual's Health Savings Account (HSA) based on current rates.

### Dental Insurance

Boone Central School District shall provide and pay for single (employee only) dental insurance coverage through the Educators Health Alliance of Nebraska (EHA), prorated according to FTE, for Blue Cross-Blue Shield Insurance rates established for the 2020-2021 fiscal year.

The District will offer the following BC/BS Dental Coverage:

- PPO – 100% A, 75% B, 50% C (Option 2) Dental Coverage –Employee Only

Employees have the option of purchasing Employee/Children, Employee/Spouse, or Employee/Spouse/Children dental coverage. Employee will be responsible for the difference in cost. Example: Employee/Spouse (\$62.00) minus Employee Only (\$29.54) = \$32.46 responsibility of the employee.

### Married Couples – Dental Coverage

Married couples both currently employed by the Boone County School District will receive the following dental coverage:

- PPO – 100% A, 75% B, 50% C (Option 2) Dental Coverage –Employee and Spouse Only

An employee who is employed less than full time and who qualifies for the "Married Couples Dental" benefit will be responsible for their portion of the Employee/Spouse rate according to FTE.

Example: One (1) full time employee and one (1) 0.8 FTE employee. Married couple would be responsible for 20% of half of the cost of the Employee/Spouse Coverage Rate. Rate = \$62.00 (half = \$31.00), \$31.00 x 20% = \$6.20 responsibility of the employee. School would cover \$55.80.

### Life Insurance

The School District will contract for a up to \$25,000 group term life insurance plan through National Insurance Services. Coverage amount is based on FTE. Coverage reduces to 65% at age 65, to 50% at age 70 and terminates at retirement.

### Vision Insurance

Boone Central School District shall contract for Vision Insurance as an optional benefit to staff. The district shall deduct the insurance premium pre-taxed from those employees choosing to enroll in the Vision Plan.

### Sick Leave

Sick leave will be granted at the rate of ten (10) days per year. Leave shall be credited on the first day of each school year and sick leave, which is not used during any one school year, may accumulate up to a maximum of forty-five (45) sick leave days in any one school year. Accumulated sick leave days may be used by a teacher in the case of illness or in case of illness to a member(s) of the teacher's immediate family.

Immediate family will be defined as wife, husband, father, mother, brother, sister, son, daughter, or other minor child in custody, grandparents, grandchild, aunt, uncle, cousin, and corresponding in-laws.

Teachers that need additional sick leave days beyond their allowable accumulated total will be assessed the cost of a substitute teacher for the maximum days allowed as follows:

- Maximum of 10 days for first year employed.
- Maximum of 30 days for second year employed and employed.

If more days are required beyond that maximum listed, the teacher will be assessed 1/185th of their contracted teaching salary for the days they require.

Upon retirement, if qualified for retirement benefits through the Nebraska Public Employees Retirement System, employees will be compensated twenty-five dollars (\$25) per day for unused accumulated sick leave days, payable in the employee's last payroll check. The rate will be prorated according to full-time equivalency (FTE) for part-time employees.

### Bereavement Leave

Up to a maximum of 15 accumulated, unused sick leave days may be used in any contract year for bereavement leave in the event of death of an immediate family member or corresponding in-law. Staff may use up to two days of the 15 days of bereavement leave in the event of death of someone other than immediate family or corresponding in-laws. Requests for bereavement leave must be submitted and communicated to the appropriate building principal prior to leave being approved.

### Personal Leave

Personal leave shall be granted to teachers at a rate of two (2) days per school year. An additional personal leave day shall be approved by trading two (2) sick leave days for one (1) personal leave day. (limited to one trade per school year and does not penalize an employee trading two sick days for one personal day) Those certified staff members who use less than ½ day of sick leave in a given year will be granted one (1) additional personal leave day the succeeding year.

Personal leave will be granted provided:

- The request is not for a day scheduled as Professional Development or as Parent Teacher Conferences,
- The request does not exceed the limit of 6 teachers district-wide allowed to use personal leave on a given day,
- The request for personal leave is submitted and communicated to the appropriate building principal at least two (2) contract days prior to the leave day request,
- A substitute teacher is available.

Personal leave requested beyond the allowable days will be denied unless prior approval has been received from the superintendent. If a personal leave day is approved that falls outside the allowable provisions, the teacher will be required to submit the leave as a "dock-day". A dock-day will result in a compensation reduction amount equal to 1/185th of the teacher's annual total value of all compensation. Annual total value of compensation includes salary, (FICA, Medicare, and Retirement are automatically reduced due to salary reduction) health insurance, dental insurance and disability insurance.

Requests will be considered on a first-come, first-serve basis. The superintendent has the right to adjust this policy in the case of an emergency.

Certificated staff members who have unused personal days at the end of the contract year may choose from one of the following options:

- Compensation at a rate of \$60.00 per day to be included in June payroll of that contract year, limited to two days in full-day increments.

- Transfer of up to two (2) personal days to sick leave balance if balance is less than 45-day maximum.

### Professional Leave

Two days per year for professional leave, non-accumulative, will be granted at the teacher's discretion with administrative approval. A teacher must make application through his/her principal for professional leave days at least two (2) calendar days prior to the date he/she desires to be absent. Additional days may be taken with administrative approval.

Staff members may use one (1) professional day to attend their own graduation ceremony for earning a Master's Degree.

Assistant Coaches will be allowed one (1) professional day to attend their respective state event. This does not include the school district paying for hotels or meals for these events.

### Jury Duty

Teachers called into jury duty shall be paid their regular pay. Jury pay given to the teacher will be paid to the district. However, a teacher being paid for jury duty will be permitted to retain the payment from the court for expenses (i.e. mileage, meal expenses, lodging costs, etc.)

### Children of Staff Admitted to Activities

Children of staff members who are in the sixth grade or younger will be admitted free of charge to all school activities scheduled by schools within the District. This does not apply to activities scheduled by the NSAA.

### Fitness Club Membership

The district will pay for 1/2 single annual membership to Boone County Fitness Center for those certified staff members who choose to participate. The contribution to the membership cost is subject to employment taxes.

### Emergency Leave Bank

- I. Membership in the Emergency Leave Bank shall be voluntary to district classroom teachers who donate one day of their sick leave time (present year sick leave days, not accumulated sick leave days) during the first five days of the current school year.
- II. Control shall rest with the membership only, governed by a high sense of professional ethics. The purpose of the Emergency Leave Bank is to aid any member in case of severe accident (hospitalization from a car accident, coma from head injury, etc.) or other emergency to a member or to anyone in his/her immediate family or corresponding in-laws, as defined in sick leave.
- III. Teachers become a member of the Emergency Leave Bank by notifying the secretary of the Association and signing a membership list during the first five days of each school year. This list must be dated and signed by the President and Secretary of the Association and the superintendent. A copy will remain in the Superintendent's Office.
- IV. A member of the Emergency Leave Bank agrees to donate one day each year to a common bank for emergency leave, of which any member of the Emergency Leave Bank is eligible to draw upon. At the beginning of the school year, after staff has decided to contribute a day to the Emergency Leave Bank, the Emergency Leave Bank shall contain up to a maximum of 100 accumulative leave days.
- V. A member, after using up the members regularly accumulated sick leave days and personal leave days, may be entitled initially to withdraw up to one fourth days (25 days if the Emergency Leave Bank has not been used) in the Emergency Leave Bank. After using up the members regularly accumulated sick leave days any existing personal leave days must be used as sick leave days before a member can acquire days from the Emergency Leave Bank. If, at the end of the school year there are more Emergency Leave days remaining, the member in need may acquire up to 50 total days (maximum 25 days more), if the member's leave exceeded more than one fourth the days in the bank.
- VI. Withdrawal from the Emergency Leave Bank must have the approval of the officers of the Association. All disputes will be decided by secret ballot by a simple majority of the officers of the Association and three (3) at large members of the Emergency Leave Bank. Upon appeal, the appeal will be decided upon by secret ballot by a simple majority of the Emergency Leave Bank members. The officers of the Association shall be responsible for informing the Superintendent in writing of any decisions concerning the Emergency Leave Bank.
- VII. At a membership meeting, each member of the Emergency Leave Bank may contribute 1/2\_\_ additional sick leave days to meet the extreme emergency of a member who has not used the bank in that specific year.

## **GRIEVANCE PROCEDURE**

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

### Definition

- A "grievance" is an alleged violation or abuse of any term or condition of employment.
- A "grievant" is an employee(s) who files a grievance.
- "Day" means calendar day: Saturdays, Sundays, and State mandated legal holidays are excluded as the last day of the time limit.
- "Representative" is a person or agent designated to represent either party in the grievance procedure.
- "Party in interest" is a person, agent, or agency with an interest in the grievance.

### Procedure

- Grievances shall be processed promptly and expeditiously.
- Time notwithstanding, grievances shall be adjudicated as set out within this grievance procedure.
- Formal grievance shall be filed in writing. Communications and decisions concerning formal grievance shall be in writing.
- Provided requests for grievances are filed two (2) days prior to the hearing, parties in interest shall be permitted representatives limited to two persons at all levels of the procedures, and witnesses determined by the person or body conducting the hearing, provided requests for such are filed two (2) days prior to the hearing.
  - Failure by a grievant to process a grievance within the specified time limit shall render the grievance as waived or settled in favor of the Board of Education.
  - After Level III, there shall be no additional evidence submitted during the grievance process.

### Processing

**Level I - Informal Grievance** - In order to resolve the grievance, a grievant shall discuss informally with his/her immediate superior, the principal, any alleged violation of abuse making up the grievance within fourteen (14) days of the occurrence. Failure to resolve the grievance within (7) days shall advance it to Level II.

**Level II - Formal Grievances** - A grievant shall file a formal written grievance with the principal within thirty (30) days of the occurrence, and said writing shall contain a precise statement of the nature of the grievance, shall identify the article or provision of the contract or item arrived at through negotiation allegedly violated, shall present the evidence, shall state the remedy requested, and shall be signed by the grievant. The principal shall issue a decision within seven (7) days of receipt.

**Level III - Appeals to the Superintendent of School**

- Within five (5) days of the decision at Level II, the grievant may request an appeal to the superintendent. The appeal shall include all materials previously submitted.
- The superintendent shall establish a hearing within ten (10) days following such requests and shall notify the grievant at least five (5) days prior to the hearing date.
- Within five (5) days after the hearing, the superintendent shall notify the parties in interest of the decision.

**Level IV - Appeals to the Board** - Grievances appealed to the Board shall be processed as in Level III, except that the Board will establish a hearing within thirty (30) days.

### General Provisions

- No prejudice will attend any party in interest by reason of the utilization or participation in the grievance procedure.
- The filing or pendency of any grievance shall not impede the normal management and operation of the schools.
- All records of grievance processing shall be filed separately.

- Parties in interest will cooperate in investigating and providing pertinent information concerning a grievance being processed.

**CONCLUSION**

In the event that any provision of this Agreement or any part thereof is, for any reason, found by court of competent jurisdiction to be in violation of the state or federal constitutions, statutes, or regulations, or to be otherwise unenforceable, the remainder of this agreement, and each other provision or part thereof shall remain in full force and effect.

The parties acknowledge that during the negotiations which have resulted in this agreement, they and each of them has had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at the thereby are set forth in this agreement, and that it shall constitute entire agreement between the parties for the period herein stated and the same shall not be altered, amended, supplemented, deleted, enlarged, or modified except through the mutual agreement set forth in writing and signed by the parties hereto.

Anything therein to the contrary notwithstanding, the Board, except as is expressly provided in this agreement, reserves exclusively onto itself all rights, powers, discretions, authorities, and prerogatives vested in it whether exercised or not; and nothing herein shall be construed in any manner as constituting a delegation or waiver of any such rights of, powers, discretion, authority of prerogative.

**DOCUMENT AUTHORIZATION**

In witness whereof, the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed hereon, all on this day and year January 27, 2020.

\_\_\_\_\_  
Chairman, Negotiations Committee  
Boone Central Education Association

\_\_\_\_\_  
Chairman, Negotiations Committee  
Boone Central Board of Education

Date: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_  
Boone Central Education Association President

\_\_\_\_\_  
Boone Central Board of Education President

Date: \_\_\_\_\_

Date: \_\_\_\_\_



\$35,425

Step	BA		BA9		BA18		BA27		BA36/MA		MA9		MA18		MA27		MA36	
1	1.00	\$35,425.00	1.05	\$37,196.25	1.10	\$38,967.50	1.15	\$40,738.75	1.20	\$42,510.00	1.25	\$44,281.25	1.30	\$46,052.50	1.35	\$47,823.75	1.40	\$49,595.00
2	1.04	\$36,842.00	1.09	\$38,613.25	1.14	\$40,384.50	1.19	\$42,155.75	1.24	\$43,927.00	1.29	\$45,698.25	1.34	\$47,469.50	1.39	\$49,240.75	1.44	\$51,012.00
3	1.08	\$38,259.00	1.13	\$40,030.25	1.18	\$41,801.50	1.23	\$43,572.75	1.28	\$45,344.00	1.33	\$47,115.25	1.38	\$48,886.50	1.43	\$50,657.75	1.48	\$52,429.00
4	1.12	\$39,676.00	1.17	\$41,447.25	1.22	\$43,218.50	1.27	\$44,989.75	1.32	\$46,761.00	1.37	\$48,532.25	1.42	\$50,303.50	1.47	\$52,074.75	1.52	\$53,846.00
5	1.16	\$41,093.00	1.21	\$42,864.25	1.26	\$44,635.50	1.31	\$46,406.75	1.36	\$48,178.00	1.41	\$49,949.25	1.46	\$51,720.50	1.51	\$53,491.75	1.56	\$55,263.00
6	1.20	\$42,510.00	1.25	\$44,281.25	1.30	\$46,052.50	1.35	\$47,823.75	1.40	\$49,595.00	1.45	\$51,366.25	1.50	\$53,137.50	1.55	\$54,908.75	1.60	\$56,680.00
7			1.29	\$45,698.25	1.34	\$47,469.50	1.39	\$49,240.75	1.44	\$51,012.00	1.49	\$52,783.25	1.54	\$54,554.50	1.59	\$56,325.75	1.64	\$58,097.00
8			1.33	\$47,115.25	1.38	\$48,886.50	1.43	\$50,657.75	1.48	\$52,429.00	1.53	\$54,200.25	1.58	\$55,971.50	1.63	\$57,742.75	1.68	\$59,514.00
9			1.37	\$48,532.25	1.42	\$50,303.50	1.47	\$52,074.75	1.52	\$53,846.00	1.57	\$55,617.25	1.62	\$57,388.50	1.67	\$59,159.75	1.72	\$60,931.00
10					1.46	\$51,720.50	1.51	\$53,491.75	1.56	\$55,263.00	1.61	\$57,034.25	1.66	\$58,805.50	1.71	\$60,576.75	1.76	\$62,348.00
11							1.55	\$54,908.75	1.60	\$56,680.00	1.65	\$58,451.25	1.70	\$60,222.50	1.75	\$61,993.75	1.80	\$63,765.00
12							1.59	\$56,325.75	1.64	\$58,097.00	1.69	\$59,868.25	1.74	\$61,639.50	1.79	\$63,410.75	1.84	\$65,182.00
13									1.68	\$59,514.00	1.73	\$61,285.25	1.78	\$63,056.50	1.83	\$64,827.75	1.88	\$66,599.00
14									1.72	\$60,931.00	1.77	\$62,702.25	1.82	\$64,473.50	1.87	\$66,244.75	1.92	\$68,016.00
15											1.81	\$64,119.25	1.86	\$65,890.50	1.91	\$67,661.75	1.96	\$69,433.00
16													1.90	\$67,307.50	1.95	\$69,078.75	2.00	\$70,850.00
17															1.99	\$70,495.75	2.04	\$72,267.00
18																	2.08	\$73,684.00

Red highlighted steps (BA36/MA-14, MA9-15, MA18-16, and MA36-18) eliminated at the completion of the 2019-20 school year.

Extra Duty Pay Schedule - Athletics										Extra-Duty Coaches hired Prior to 8/1/08				
<b>\$35,425</b>	**This table was negotiated for all new employees hired after August 1, 2008.													
	Category I		Category II		Category III		Category IV		Category V		Category I		Category II	
	Junior High Asst. Coaches		Intra-murals Director Junior High Head Coaches (Boys - FB, BB, WR, TR) (Girls - VB, BB, TR)		Varsity Asst. Coaches Freshman Football Coach Freshman Volleyball Coach B/G Freshman Basketball Girls Varsity Head Golf Coach Boys Varsity Head Golf Coach Strength Coach/Weight Room		Varsity Head Softball Coach Varsity Head Cross Country		Varsity Head Football Coach Varsity Head Volleyball Coach Boys Varsity Head Basketball Girls Varsity Head Basketball Varsity Head Wrestling Coach Varsity Head Track Coach		Junior High Asst. Coaches		Intra-murals Director Junior High Head Coaches	
Step	Category I		Category II		Category III		Category IV		Category V		Category I		Category II	
1	0.040	\$1,417.00	0.050	\$1,771.25	0.07	\$2,479.75	0.09	\$3,188.25	0.11	\$3,896.75	0.04	\$1,417.00	0.05	\$1,771.25
2	0.045	\$1,594.13	0.055	\$1,948.38	0.08	\$2,834.00	0.10	\$3,542.50	0.12	\$4,251.00	0.05	\$1,771.25	0.06	\$2,125.50
3	0.050	\$1,771.25	0.060	\$2,125.50	0.09	\$3,188.25	0.11	\$3,896.75	0.13	\$4,605.25	0.06	\$2,125.50	0.07	\$2,479.75
4	0.055	\$1,948.38	0.065	\$2,302.63	0.10	\$3,542.50	0.12	\$4,251.00	0.14	\$4,959.50	0.07	\$2,479.75	0.08	\$2,834.00
5	0.060	\$2,125.50	0.070	\$2,479.75	0.11	\$3,896.75	0.13	\$4,605.25	0.15	\$5,313.75	0.08	\$2,834.00	0.09	\$3,188.25
6	0.065	\$2,302.63	0.075	\$2,656.88	0.12	\$4,251.00	0.14	\$4,959.50	0.16	\$5,668.00	0.09	\$3,188.25	0.10	\$3,542.50
7	0.070	\$2,479.75	0.080	\$2,834.00	0.13	\$4,605.25	0.15	\$5,313.75	0.17	\$6,022.25	0.10	\$3,542.50	0.11	\$3,896.75
8	0.075	\$2,656.88	0.085	\$3,011.13	0.14	\$4,959.50	0.16	\$5,668.00	0.18	\$6,376.50	0.11	\$3,896.75	0.12	\$4,251.00

Step 1 = first year of experience specific to activity. \*Coaches/Sponsors will be given credit for past experience specific to each activity.

Extra Duty Pay Schedule - Activities														
	Category I		Category II		Category III		Category IV		Category V		Category VI		Category VII	
	Freshman Sponsor Sophomore Sponsor Science Club Sponsor BC Club Sponsor Art Club Sponsor Book Club Sponsor Mentor Teacher K-8 Yearbook		Senior Sponsor Junior High StuCo InSight Coordinator SIP Committee Culture Club Quiz Bowl Math Counts Jazz/Honor/Pit Band MS Speech SkillsUSA		Junior Sponsor Prom Sponsor SIP Team Leader Asst. Cheer SAT Coordinator Teammates Safety Coordinator		FFA Asst. One Act Sponsor Entrepreneurial Musical Asst. SADD FCCLA FBLA NHS StuCo LAN Manager Transportation Secretary		Musical Director Cardinal Head Cheer (with Asst.) Dance Team Sponsor		Speech Asst. CentraCard Head Cheer (w/o Asst.) FFA Sponsor		Head Speech Marching/Concert Band HS Vocal	
Step	Category I		Category II		Category III		Category IV		Category V		Category VI		Category VII	
0.010	\$354.25	0.014	\$495.95	0.020	\$708.50	0.030	\$1,062.75	0.040	\$1,417.00	0.060	\$2,125.50	0.0700	\$2,479.75	
0.011	\$389.68	0.016	\$566.80	0.022	\$779.35	0.033	\$1,169.03	0.045	\$1,594.13	0.065	\$2,302.63	0.0775	\$2,745.44	
0.012	\$425.10	0.018	\$637.65	0.024	\$850.20	0.036	\$1,275.30	0.050	\$1,771.25	0.070	\$2,479.75	0.0850	\$3,011.13	
		0.020	\$708.50	0.026	\$921.05	0.039	\$1,381.58	0.055	\$1,948.38	0.075	\$2,656.88	0.0925	\$3,276.81	
				0.028	\$991.90	0.042	\$1,487.85	0.060	\$2,125.50	0.080	\$2,834.00	0.1000	\$3,542.50	
						0.045	\$1,594.13	0.065	\$2,302.63	0.085	\$3,011.13	0.1075	\$3,808.19	
								0.070	\$2,479.75	0.090	\$3,188.25	0.1150	\$4,073.88	
										0.095	\$3,365.38	0.1225	\$4,339.56	
												0.1300	\$4,605.25	

Step 1 = first year of experience specific to activity. \*Coaches/Sponsors will be given credit for past experience specific to each activity.

\*Percentages based on current base salary.

Hourly Extra-Duty Pay Schedule		
Summer Weight Room Sponsors	\$15/hour	Limited to 2/not to exceed 3.5 hours per day per coach

\$10	\$20	\$25	\$50	Ticket Takers																								
<p><u>Volleyball</u> 7th Grade Clock 7th Grade Books 7th Grade Lines 8th Grade Clock 8th Grade Books 8th Grade Lines Varsity Books Varsity Score/Clock Varsity Libero Tracker Junior Varsity Books Junior Varsity Score/Clock Junior Varsity Lines</p> <p><u>Football</u> 7th Grade Score/Clock/Book 8th Grade Score/Clock/Book</p> <p><u>Basketball</u> 7th Grade Clock/Score 7th Grade Books 8th Grade Clock/Score 8th Grade Books Junior Varsity Score/Clock Junior Varsity Books</p> <p><u>Other</u> Event Supervisor</p>	<p><u>Cross Country</u> XC Corner Judge XC Finish Line XC Scorer</p> <p><u>Football</u> Varsity Stats Junior Varsity Score/Books Tickets/shift</p> <p><u>Volleyball</u> Tickets/shift</p> <p><u>Softball</u> Varsity Score/Clock Tickets/shift</p> <p><u>Basketball</u> Varsity Score/Clock Varsity Books Tickets/shift</p> <p><u>Wrestling</u> Tickets/shift</p> <p><u>Track</u> Tickets/shift</p>	<p><u>Football</u> Varsity Announcer Varsity Score/Clock</p> <p><u>Volleyball</u> Varsity Lines</p> <p><u>Wrestling</u> HS Scorer (Dual &amp; Tri.)</p> <p><u>Track</u> 7th/8th Lynx System HS Quad Lynx System</p>	<p><u>Wrestling</u> HS/JH Scorer (Tourn. &amp; Invite)</p> <p><u>Track</u> HS Invite Meet Lynx System</p>	<p>Activity Sponsors and Coaches listed below may deduct 1 time slot for each season</p> <table border="0"> <tr> <td><u>NSAA</u></td> <td><u>Other</u></td> </tr> <tr> <td>XC</td> <td>Dance</td> </tr> <tr> <td>FB</td> <td>Cheer</td> </tr> <tr> <td>SB</td> <td>FBLA</td> </tr> <tr> <td>Golf</td> <td>FFA</td> </tr> <tr> <td>VB</td> <td>Band</td> </tr> <tr> <td>BB</td> <td>FCCLA</td> </tr> <tr> <td>WR</td> <td>Weights</td> </tr> <tr> <td>Track</td> <td>MS Fall</td> </tr> <tr> <td>Music</td> <td>MS Winter</td> </tr> <tr> <td>Speech</td> <td>MS Spring</td> </tr> <tr> <td>One Act</td> <td></td> </tr> </table>	<u>NSAA</u>	<u>Other</u>	XC	Dance	FB	Cheer	SB	FBLA	Golf	FFA	VB	Band	BB	FCCLA	WR	Weights	Track	MS Fall	Music	MS Winter	Speech	MS Spring	One Act	
<u>NSAA</u>	<u>Other</u>																											
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One Act																												

\* Stipends for 7th & 8th Grade Activities paid per grade (Ex: "7th Volleyball Books" = \$10 for all the 7th Grade Volleyball Games)

\* Stipends for High School Activities are paid per game