

The BOE and the LEA have reached a tentative agreement on several items during negotiations. They are as follows:

**2020-2021 Negotiations
TA'd items
(additions and/or changes are in RED)**

• ARTICLE VIII, B

If, due to the unavailability of a substitute, a teacher covers a class during his or her planning time at the request of the principal, such teacher will be compensated at an hourly rate of \$17.00 per hour. (Refer to Article II M.)

If, due to the unavailability of a substitute, a class is dispersed among the classes of grade level colleagues, the teachers involved will be compensated by splitting the appropriate rate for a substitute teacher.

(Example 1: sub pay (\$120) divided by 3 teachers = \$40 per teacher/day)

(Example 2: sub pay (\$120) divided by 4 teachers = \$30 per teacher/day)

(Example 3: ½ day sub pay (\$60) divided by 3 teachers = \$20 per teacher/ half- day)

• ARTICLE II

F. NON-STUDENT-CONTACT DAYS

The school calendar shall provide for at least ~~eight~~ *ten* (8 10) non-student-contact days per school year. These days shall be designated as follows:

1 orientation day for faculty at the beginning of each school year

(1 class preparation day for the school year 20-21, and beginning the school year 21-22 there will be 2 class preparation days at the beginning of the first semester to be meeting free) 1 class preparation day at the beginning of the first semester to be meeting free and

1 class preparation/grading day at the beginning of the second semester to be meeting free. Teachers will not have to provide final grades to administration before the end of that preparation/grading day.

• Article IX

Section E, Paragraph 1:

TUITION INCENTIVE

- A. The district shall reimburse one hundred dollars (\$100) per hour for the employee's tuition cost for up to eight credit hours per school year for each teacher to attend a university of his/her choice, provided that the total annual combined reimbursement for all teachers does not exceed ~~\$15,000~~ *\$18,000* and the regulations below are followed the term year becomes effective the summer semester of 2015.

• **Article IX**

• **Section B, Paragraph 3**

a. To be applicable, credits must be graduate level in the major area of a professional employee's major or minor teaching field, or be applicable to a professional development plan, and be earned from an accredited college or university. Undergraduate courses must be pre-approved for movement by superintendent. To qualify for a degree plus a given amount of hours (i.e., BS+20), the additional hours must be earned subsequent to the actual conferring of the degree.

- The superintendent may, at his/her discretion, deem it necessary to compensate work outside the duty day for select positions in the district at a rate that is higher than outlined in the negotiated agreement. This rate will not exceed the rate of compensation for teaching summer school.

SUMMER SCHOOL HOURLY RATE will be calculated as follows:

100% of base salary (\$40,174) divided by 186 contract days
divided by 7.75 = \$27.87 multiplied by 1.15 = \$32.05 per hour

• **Article VIII. B**

- *HS Head Drama is removed from the supplemental schedule and listed as a 16 day extended contract.*
- *High School Forensics 9-12 days*
- *High School Debate ~~10~~-12 days*

• **ARTICLE IX**

SALARY SCHEDULE AND CONTRACTS

A. SALARY SCHEDULE

1. All new teachers will be placed on the salary schedule according to actual contracted experience and education which is approved by the Board of Education. This provision is not retroactive. It will not have application to teachers returning from extended leave as defined in Article IV.

- a. Any teacher who was hired previous to the contract year 2019-20 who was placed on the salary schedule at a step that was less than their actual years of experience will be "caught up" at a rate of one additional step for the 2020-21 year. Additional years of correction will be addressed in future negotiations.
- **Verticle (years of experience) and horizontal (education) movement will be allowed for the year 2020-21. No money was added to the salary schedule.**
- Individuals who are "frozen" in columns 4, 5, 6, or 7 will have \$500 added to their salary to help compensate for the absence of new money added to the salary schedule.
(The additional monies awarded in the 2020-21 contract year will not be removed from their salary for the involved (frozen) teachers in future years.)

2020-2021 Supplemental Salary Schedule

BASE 40,174

COLUMN	A	B	C	D	E	F	G	H
% of BASE	13.00%	10.50%	9.00%	7.50%	6.00%	4.50%	3.25%	2.00%
\$ AMOUNT DOWN	\$85	\$75	\$65	\$55	\$45	\$35	\$25	\$15
STEP								
1	5,223	4,218	3,616	3,013	2,410	1,808	1,306	803
2	5,308	4,293	3,681	3,068	2,455	1,843	1,331	818
3	5,393	4,368	3,746	3,123	2,500	1,878	1,356	833
4	5,478	4,443	3,811	3,178	2,545	1,913	1,381	848
5	5,563	4,518	3,876	3,233	2,590	1,948	1,406	863
6	5,648	4,593	3,941	3,288	2,635	1,983	1,431	878
7	5,733	4,668	4,006	3,343	2,680	2,018	1,456	893
8	5,818	4,743	4,071	3,398	2,725	2,053	1,481	908
9	5,903	4,818	4,136	3,453	2,770	2,088	1,506	923
10	5,988	4,893	4,201	3,508	2,815	2,123	1,531	938
11	6,073	4,968	4,266	3,563	2,860	2,158	1,556	953
12	6,158	5,043	4,331	3,618	2,905	2,193	1,581	968
13	6,243	5,118	4,396	3,673	2,950	2,228	1,606	983
14	6,328	5,193	4,461	3,728	2,995	2,263	1,631	998
15	6,413	5,268	4,526	3,783	3,040	2,298	1,656	1,013

Percentages will be calculated as a percentage of the base salary.

Placement will be based on activity's column assignment and years of experience in that activity, not year of teaching.

Credit will be given for prior secondary or post-secondary coaching/sponsor experience even if in another district.

DRIVER'S EDUCATION HOURLY RATE will be calculated as follows:

100% of base salary (\$40,174) divided by 186 contract days
divided by 7.75 = \$27.87 per hour effective January 2021

SUMMER SCHOOL HOURLY RATE will be calculated as follows:

100% of base salary (\$40,174) divided by 186 contract days
divided by 7.75 = \$27.87 multiplied by 1.15 = \$32.05 per hour effective summer 2021

IEP COMPLIANCE COORDINATOR HOURLY RATE will be calculated as follows:

100% of employee salary divided by 186 contract days
divided by 7.75 effective September 2020

The superintendent may, at his/her discretion, deem it necessary to compensate work outside the duty day for select positions in the district at a rate that is higher than outlined in the negotiated agreement. This rate will not exceed the rate of compensation for teaching summer school.

2020-2021 CERTIFIED SALARY SCHEDULE

BASE 40,174
DOWN 803 2%
ACROSS 1,607 4%

STEP	BS	BS+10	BS+20	NBS/MS OR BS+35	NBS/MS+10 GR HRS	NBS/MS+20 GR HRS	EDS OR NBS/MS+35 GR HRS
1	40,174	41,781	43,388	44,995	46,602	48,209	49,816
2	40,977	42,584	44,191	45,798	47,405	49,012	50,619
3	41,781	43,388	44,995	46,602	48,209	49,816	51,423
4	42,584	44,191	45,798	47,405	49,012	50,619	52,226
5	43,388	44,995	46,602	48,209	49,816	51,423	53,030
6	44,191	45,798	47,405	49,012	50,619	52,226	53,833
7	44,995	46,602	48,209	49,816	51,423	53,030	54,637
8	45,798	47,405	49,012	50,619	52,226	53,833	55,440
9	46,602	48,209	49,816	51,423	53,030	54,637	56,244
10	47,405	49,012	50,619	52,226	53,833	55,440	57,047
11	48,209	49,816	51,423	53,030	54,637	56,244	57,851
12	49,012	50,619	52,226	53,833	55,440	57,047	58,654
13	49,816	51,423	53,030	54,637	56,244	57,851	59,458
14		52,226	53,833	55,440	57,047	58,654	60,261
15			54,637	56,244	57,851	59,458	61,064
16			55,440	57,047	58,654	60,261	61,868
17				57,851	59,458	61,064	62,671
18				58,654	60,261	61,868	63,475
19				59,458	61,064	62,671	64,278
20				60,261	61,868	63,475	65,082
21				61,064	62,671	64,278	65,885
22				61,868	63,475	65,082	66,689
23				62,671	64,278	65,885	67,492
24				63,475	65,082	66,689	68,296
25				64,278	65,885	67,492	69,099
26					66,689	68,296	69,903
27						69,099	70,706
28							71,510
29							72,313
30							73,117

School improvement work outside the duty day will be compensated at \$17.00/hour to include:

- QPA
- Curriculum
- Councils
- Committees

Other work outside the duty day will be compensated at \$17.00/hour to include:

- In-house substituting
- Tutoring
- After School Village
- Homebound Services

Other work outside the duty day will be compensated at \$12.00/hour to include:

- Support of student activities
- Paid lunchroom supervision

Per Occurrence, a half hour is defined as any time over 24 minutes, and an hour is defined as any time over 48 minutes

The additional monies awarded in the 2010-11 and 2020-21 contract year will not be removed from their salary for (frozen) teachers in future years