ALBURNETT CSD/EA 06-07

MASTER CONTRACT

between

THE ALBURNETT EDUCATION ASSOCIATION

and

THE ALBURNETT COMMUNITY SCHOOL DISTRICT

for the

2006-2007 School Year

46 employees

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Article I: GRIEVANCE PROCEDURE

A. A grievance shall mean only an allegation that there has been a violation, misinterpretation, or misapplication of any of the specific provisions of this agreement.

B. Every employee covered by this agreement shall have the right to present grievances in accordance with these procedures.

C. The failure of a teacher or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

D. It is agreed that any investigation or other handling or processing of any grievance by the grieving employee or Association shall be conducted so as to result in no interference with or interruption of the instructional program and related activities of the grieving employee or the teaching staff.

E. **First Step**

1. An attempt shall be made to resolve any grievance in informal, verbal discussion between the complainant or Association and the principal. If the Association attempts to resolve the grievance, it will be limited to no more than five members being involved at any one level.

F. **Second Step**

1. If the grievance cannot be resolved informally, the aggrieved employee or Association (if the grievance involves the Association or more than five employees) shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the collective bargaining agreement allegedly violated, and

shall state the remedy requested. The filing of the formal, written grievance at the second step must be within twenty-five (25) school days from the date of occurrence of the event giving rise to the grievance. The principal shall make a decision of the grievance and communicate it in writing to the employee or Association and superintendent within ten (10) school days after receipt of the grievance.

G. **Third Step**

1. In the event a grievance is not resolved satisfactorily at the second step, the grievant shall file, within five (5) school days of the principal's written decision at the second step, a copy of the grievance with the superintendent. Within ten (10) school days after the written grievance is filed, the aggrieved and superintendent or his designee shall meet to resolve the grievance. The superintendent or his designee shall file an answer within ten (10) school days of the third-step grievance meeting and communicate it in writing to the grievant and the principal.

H. **Fourth Step**

1. If the grievance is not resolved satisfactorily at the third step, there shall be available a fourth step of impartial, binding arbitration. The Association may submit in writing a request on behalf of the Association and the grievant to the superintendent within twenty-one (21) school days from receipt of the step three answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within five (5) school days after said notice is given. If the two parties fail to reach agreement on an arbitrator within five (5) school days, a written request for a list of arbitrators shall be made to the Public Employment Relations Board (PERB) by either party. The list shall consist of seven (7) arbitrators, and the parties shall determine by lot which party shall have the right to remove the first name from the list. The party

having first right to remove a name shall do it within two (2) school days after receipt of the list. The other party shall have two (2) additional school days to remove one of the remaining two names. The person whose name remains shall be the arbitrator. Arbitration sessions shall be conducted outside the grievant's working day.

I. Expenses for the arbitrator's services shall be borne equally by both parties.

J. The arbitrator's opinion shall not amend, modify, nullify, ignore, or add to the provisions of this agreement. Authority shall be strictly limited to recommending a resolution of the issue or issues presented in writing by the Board and Association, and recommendations must be based solely upon interpretation of the meaning or application of the express relevant language of the agreement.

K. If the Association or any employee files any claim or complaint in any other form than under the grievance procedure of this agreement, then the Board shall not be required to process the same claim or set of facts through the grievance procedure.

L. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest (limited to five), and their designated or selected representatives, heretofore referred in this article.

M. In the above grievance procedure all references to "school days" means the five (5) regular working days. This includes the whole calendar year. In the summer months "school days" shall be interpreted as business days when the superintendent's office is open.

Article II: DUES DEDUCTION

A. Authorization

1. Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the Board a properly executed written assignment authorizing payroll deduction of professional dues.

B. Regular Deduction

1. Pursuant to a deduction authorization, the Board will deduct one-ninth ($1/9^{th}$) of the total dues from the regular salary check of the employee in the last payroll period of each month for nine (9) months, beginning in October and ending in June.

C. Duration

1. An employee may terminate the dues deduction authorization at any time by giving thirty (30) days written notice to both the Association and the administration.

D. Transmission of Dues

1. The Board shall transmit to the Association the total monthly deduction for professional dues and a listing of the employees for whom the deduction was made within thirty (30) days following the date on which the deduction was made.

E. Hold-Harmless Clause

1. The Association agrees to hold harmless, defend, and indemnify the Board, its members, and its administrative personnel against any and all claims, costs, suits, or other liability, including court and administrative agency costs, arising out of the application of this dues deduction article.

Article III: WAGES AND SALARIES

A. Certified regular full-time and part-time teachers shall be paid in accordance with Schedule B in the appendix.

1. Additions to the salary schedule:

   a) Only graduate hours in the teacher's educational fields from an N.C.A. or equivalent accredited school will be recognized as hours that will be used to advance teachers from the BA level, (unless courses are required by an accredited institution for an MA in their teaching field or any courses required by the state for recertification), to the BA+32 level. No one will be placed beyond the BA+32 level unless hours are in the teacher's field. Graduate hours taken preceding a masters degree in their teaching field, but not counted towards the degree may be used to move to MA+12 and beyond. Written approval from the superintendent must be received for any course work presented in support of an application for salary advancement.

   b) Advancement is limited to one move horizontally and one move vertically in any one contract period.

   c) Extended contracts for industrial arts instructors, counselors, and librarians working beyond their 190-day contracts will be 1/190th of the teaching scale for each day that is worked and added to the contract.

   d) The agriculture education contract will be 12/9th of the teaching scale for 190 days.

   e) The summer driver training pay will be the actual pupil contact hours worked

divided by seven (7), and multiplied by the schedule of placement per day rate.

f) Automatic increments of a salary schedule may be withheld, by action of the Board of Education, when the service of any teacher falls below standard or is unsatisfactory. This action must be preceded by at least one summative evaluation listing the area(s) of unsatisfactory service as defined in Article XII.

g) Employees new to the system may elect to receive up to five (5) percent of their contract salary on September 1st. The balance of the contracted salary shall then be pro-rated over the remaining pay periods.

h) The pay periods will be the first of each month.

i) If the pay period falls on a weekend, the employees shall receive checks on the Friday before. The checks are not to be deposited or cashed until the first of the month. Any staff member not complying with this contract guideline will lose this privilege for the remainder of the contract year. Employees will be able to have their checks directly deposited on the 1st or business day prior to the first if the first falls on a weekend.

Article IV: SUPPLEMENTAL PAY

A. Extra-Curricular Activities

1. Approved activities:

    a) The Board and the Association agree that the extra-curricular activities are official school-sponsored activities.

2. Rates of Pay:

    a) Employee participation in extra-curricular activities which extend beyond the regular scheduled in-school day shall be compensated according to Schedule C in the appendix.

3. Teaching a Course on the ICN:

    a) Teachers teaching a class over the ICN will be paid an additional stipend that factors in student enrollment and number of off-sites. Payment will be calculated as follows for each semester a class is taught:

$200 for each off-site location plus

$25 for each off-site student

Article V: INSURANCES

A. The policies and practices presently in effect for employee insurance will continue with the present coverage or better:

1) On behalf of those employees who meet the minimum number of hours work requirement specified in our insurance policy, the school district will pay the individual employee premium for health and major medical insurance.
2) Long-term disability
3) Workman's compensation
4) Liability coverage

B. If an insurance supplier makes available printed copies of the insurance coverage, these will be secured for the employee. The superintendent or his designee will explain the above insurance coverages during the preschool workshop.

C. Each employee shall be covered by a single-coverage dental insurance plan paid by the Board of Education that shall pay 100% of all standard-treatment procedures on the basis of usual, customary, and reasonable fees (not a fee schedule). Cavity repair, tooth extraction, high-cost fillings, root canals, gum and bone diseases (non-surgical) at 50% of usual, customary, and reasonable fees. Teeth straightening will be included only if the individual employee pays dependant coverage.

D. No reduction in benefits will occur because of a change in insurance companies.

E. All insurance benefits will be based on a dollar amount instead of an estimated percentage increase from year to year. Any extra dollars above the single premium shall be used for family medical premiums or be put into a tax sheltered annuity of the individual teacher's choice.

Article VI: SICK LEAVE

A. School employees shall be granted a leave of absence for medically related disabilities with full pay.

1. Employees may use accrued sick leave for physical and mental personal illness, bodily injury, medically-related disabilities, including disabilities resulting from pregnancy and childbirth, or contagious disease:

    a. Which require the employee's confinement
    b. Which render the employee unable to perform assigned duties, or
    c. When performance of assigned duties would jeopardize the employee's health or recovery
    d. When doctor's exam is needed for a diagnosis or treatment

B. Employees may <u>not</u> use sick leave for routine medical and dental exams and/or tests.

1. Medical and dental exams and/or tests recommended by a doctor shall be deducted from accrued sick leave.

2. Any sick leave request not meeting the requirements outlined in Section A, Subsection 1, will be deducted from personal leave.

C. Sick leave shall be granted each school year to each regular full-time employee as of the first official work day and in accordance with the following:

The first year of employment.....10 days

The second year of employment.....11 days

The third year of employment.....12 days

The fourth year of employment.....13 days

The fifth year of employment.....14 days

The sixth year of employment and each

Subsequent year of employment.....15 days

1. The above sick leave entitlement shall apply only to consecutive years of employment in the school district. Regular employees employed for less than a full school year will receive prorated sick leave.

2. An employee who will be absent from work shall give notice of such absence to the principal (or the person designated by the superintendent to receive such notice), regardless of sick-leave benefit entitlement. If the absence is for consecutive days, the superintendent or his representative shall be notified of the probable date of return. The superintendent may require substantiation of any sickness or illness. An employee returning from any illness, whether or not sick leave benefits have been paid, may be required to furnish a physician's certificate of health prior to returning to work. Unused sick leave accumulates from year to year up to a maximum of ninety (90) days. All sick leave benefits shall terminate and be forfeited upon termination of employment for any reason.

3. Any employee obtaining sick leave by fraud, deceit, or falsified statement shall be subject to discipline.

4. Each employee shall be given a copy of a written accounting of accumulated sick leave days not later than September 1st of each school year.

5. An employee who is unable to work because of personal illness or disability, and who has exhausted all sick leave available, may be granted a leave of absence without pay or any other benefits for the duration of such illness or disability, up to one year, by filing application in writing to the Board.

D. Unused Sick Leave Compensation

1. A teacher will be paid ten dollars ($10.00) per day for any accrued sick leave up to a maximum of ninety (90) days upon early retirement or retirement from the Alburnett Community School District as defined in Board Policy 403.1 and 403.1A.

E. Pregnancy Leave

1. Pregnancy will be treated as an illness and subject to all the Board Policies regarding sick leave, if so required by law.

Article VII: TEMPORARY LEAVES

A. Personal Leave

1. Each employee covered by this agreement shall be granted leaves of absence at full pay for legal or personal business that cannot be conducted when school is not in session. This allowance shall not exceed seven (7) days per year and cannot be accumulated from year to year. Examples of allowable leaves are:

a) Time needed to settle estates

b) Legal matters with a lawyer, etc.

c) Attending professional meetings not approved by the administration

d) Immediate family illness

e) Two days only at the discretion of the employee

f) Other reason(s) approved by the administration

2. Approval for the use of all allowable leaves except for immediate family illness must be secured from the principal in advance of the date(s) to be used. The application for this leave must be in writing, signed by the employee. The employee must be notified in writing of the decision within three (3) working days after written receipt of that request. For leaves due to immediate family illness, employees may secure verbal approval from the principal and give a 24-hours notice, if possible.

a) Teachers attending professional meetings either by administrative request or teacher request shall not have the days deducted from their personal leave unless the administration deems these days inappropriate. ie: content of the meeting, too many requests for that day, etc., etc.

Any teacher who requests use of a professional day without charge has to:

1) Submit a brochure or pamphlet describing the seminar or conference to their respective principal.
2) If a teacher is approved to take a professional day without charge the teacher must submit within three (3) working days a minimum of a one (1) page typewritten summary of the seminar or conference to their principal. The teacher must have fifty (50) copies made and distribute them to all teachers and administrators.
3) If the summary of the seminar or conference is not received within three (3) working days one (1) personal day will be charged to the teacher.
4) If more than one teacher from the same area (ex. Elementary or secondary is requesting to go to the same seminar or conference, only one will be allowed to go without a personal day charge.
5) If a substitute or substitutes cannot be found the teacher will not be allowed to go to the seminar or conference.

b) This leave cannot be used on a day preceding or following school vacations or holidays, unless an emergency or an event scheduled beyond the employees control arises and is approved by the principal. (ie: weddings, graduation, etc.)

c) Any teacher that has been asked to be a presenter at a seminar in their specific teaching field or fields shall not have the day(s) deducted from their personal leave days. These days must be verified in writing by the requesting entity before approval is given by the principal.

B. Funeral Leave

1. In the event of a death of an employee's immediate family, relatives, or friends, the employee may be granted up to, but not exceeding, five (5) days of leave per school year at full pay. These days cannot be accumulated from year to year.

C. Jury Leave

1. Any regular full-time employee required to report for or serve in jury service on any workday shall be paid a full day's pay for each day. Any remuneration received by the employee for jury service shall be turned over to the Alburnett School System. When an employee is excused from jury service, either temporarily or permanently, on any workday, the employee shall promptly contact his immediate supervisor and, if required,

shall complete any remaining hours of his workday.

D. Unpaid Leave

1. Up to one (1) work day per year may be taken at the employee's discretion.

2. Application for this leave must be submitted to the principal in writing two (2) days prior to the request.

3. Only three individuals may use this leave on the same day.

4. This leave cannot be used on a day preceding or following school vacations or holidays, unless an emergency arises and the leave is approved by the principal.

5. Other temporary leaves of absences without pay may granted in writing by the principal.

E. Professional Leave

1. Any professional leave requested by the administration will not be charged to personal leave or professional leave.

F. Association Leave

1. The Alburnett Education Association will be given three (3) days of paid leave to attend conferences and conventions of the local, state and national affiliated organizations. No individual association member will be allowed to use more than two (2) of these days. The Alburnett Education Association shall provide advance notice of when these leave days will be used and who will use them. Association leave days may be used in two hour increments.

2. The Alburnett Education Association will reimburse the Alburnett Community School District for substitute pay for any association leave days used.

Article VIII: EXTENDED LEAVES

A. Extended leaves of absence without pay or any other benefits for up to one (1) year will be considered by the board upon application in writing to the superintendent. These will be acted upon at the first regular Board Meeting following receipt of the application. The board will, at its discretion, act upon such application.

1. Examples of extended leaves of absence that may be granted by the Board, but not necessarily limited to, are:

   a) For serving as an officer of the Association, its affiliates, or on its staff.

   b) For serving in the armed forces of the United States, if activated.

   c) For the purpose of campaigning for, or serving in, a public office.

   d) Caring for a sick or injured member of the employee's immediate family.

   e) For the purpose of engaging in study at an accredited college of university.

   f) For the purpose of serving with Peace Corps, Vista, or other related organizations.

   g) Caring for a newborn or adopted child.

2. Upon return from such leave the employee will be placed upon the salary schedule at the step and level he/she had attained when the leave had been granted, with the allowable movements as per the salary schedule.

Article IX: EMPLOYEE WORK YEAR AND WORK DAY

A. Work Year

1. The in-school work year shall not exceed 190 days. The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which employee attendance is required by the superintendent or his designee.

2. Employee attendance shall not be required at any building officially closed on account of inclement weather or emergency situations deemed sufficient by the superintendent or his designee.

B. Work Day

1. An employee's normal workday shall consist of eight (8) hours per day, including a lunch period of twenty-five (25) minutes with twenty (20) minutes being duty free. The starting and dismissal times, which may vary from school to school, shall be determined by the Board or its representatives.

2. The established arrival and departure times of employees will, once established for a given school year, not be changed unless circumstances warrant a change.

3. Any teacher involved in professional classes needed for re-certification may be released immediately after student dismissal with the principal's approval.

4. On Fridays and on days preceding holidays or vacations, the employee's day shall end at the close of the pupil's day provided the employee's responsibilities have been concluded and students under his/her direction have left the building.

5. Each employee shall adhere to the daily schedule and shall make no commitments which preclude or otherwise interfere with the performance of assigned responsibilities except in cases of extreme emergencies. Requests for exceptions must be submitted to

the principal prior to the anticipated absence, late arrival, or early departure. No employee shall leave the assigned building during class or preparation periods without the consent of the principal or his designee except in cases of extreme emergencies.

6. No employee shall be required to teach more than one academic class in the same class period.

C. Preparation Period

1. Each full-time teacher will have one class period per day as a preparation period or an accumulation of 200 minutes per week. This time period includes the elementary recess period, when the teacher is not on duty.

2. Teachers who voluntarily or on request of the administration forfeit one or more preparation periods will be compensated at the rate of $15.00 per period. Teachers assigned to supervise the ICN during a preparation period will be compensated at the rate of $15.00 per period.

D. Meetings

1. Any meetings scheduled by the administration, or required duties not listed for pay in the Appendix, Schedule C, will not exceed a total of twenty-four (24) hours. This twenty-four (24) hour limitation shall not apply to meetings, conferences, or other functions voluntarily assumed by the teacher. Teachers will not be required to work Saturdays or during holiday breaks.

E. Semester Workday

1. Each teacher will be given one (1) week day at the end of the first semester for teacher's work time with no administrative meetings.

F. Quarter Workdays

1. There will be a one-half (1/2) teacher workday at the end of the first and third quarters for teacher's work time with no administrative meetings.

Article X: TRANSFER AND REDUCTION OF STAFF

A. Transfers

1. The permanent assignment, whether voluntary or involuntary, of an employee to a different grade level or building shall be a transfer under this provision, if it exceeds the duration of one semester.

2. The superintendent or his designee shall post in a conspicuous location in the Alburnett building, a list of all vacancies and or newly created positions subject to voluntary transfer as they occur during the school year. In cases on involuntary transfers, notice shall be given the affected employee as soon as practical.

3. Any employee who desires a transfer in grade level, subject(s), or building shall file a written statement with the superintendent or his designee within ten (10) school days of the posting. Such statement shall include the particular grade level, subject(s), or building desired. Any employee whose request is not granted shall renew that request yearly.

4. It is agreed that the superintendent has the authority to determine a voluntary or involuntary transfer of any employee.

5. In cases of involuntary transfers, if so requested in writing by the affected employee, the superintendent shall call a meeting with the affected employee and his/her chosen representative. The employee shall be given written reasons for the involuntary transfer. In the event the employee objects to the involuntary transfer, he or she may appeal through the grievance procedure beginning with the third step.

6. All grade, subject, activity, and school assignments within the bargaining unity, whether permanent or temporary, shall be made by the superintendent, taking into utmost

consideration the employee's area of certification, training, and demonstrated professional competency.

B. Reduction of staff

1. Whenever a reduction of positions is deemed necessary by the Board, the procedure set forth in this article shall be followed.

2. The Board will first determine the number of positions to be reduced and then, in consultation with the superintendent and such other administrators as may be appropriate, will determine the individual positions to be reduced in accordance to following steps:

a) Step 1 — Normal attrition resulting from employee dismissal, retirement, resignation, or non-renewal.

b) Step 2 — Employees in the following categories shall be considered next:
1) Staff members with emergency and/or temporary certification will be released, unless needed to maintain a program.
2) Staff members currently on probation, employees in their first or second year, will be released unless needed to maintain a program.
3) People in more than one category should be listed in all category should be listed in all categories where they teach.

c) Step 3 — The remaining positions to be reduced will be determined within the categories hereafter enumerated. All categories apply district wide.

1. K-6
2. Language Arts
3. Social Studies
4. Mathematics
5. Science
6. Foreign Language
7. Homemaking
8. Industrial Arts
9. Drivers Education
10. Business Education
11. Vocational Agriculture
12. Elementary Art
13. Secondary Art
14. Elementary Vocal Music
15. Secondary Vocal Music
16. Instrumental Music
17. Elementary PE
18. Secondary PE
19. Elementary Librarian
20. Secondary Librarian
21. Counselors
22. Special Reading Teacher
23. Elem. Multi-Categorical/RTP
24. Sec. Multi-Categorical/RTP
25. Elem. Multi-Categorical/SCI
26. Others

3. The parties agree that staff reduction, according to this section, shall be determined on a unit basis according to the above twenty-six (26) units. Further, the parties agree that seniority alone shall be used as a basis for staff reduction.

4. It is understood that no employee shall be reduced in any one unit unless all others employees in the same unity with less seniority have been reduced first.

5. For the purpose of this Article, seniority shall be computed from an employee's most recent date of hire in the Alburnett School System. In the case of any kind of transfer a teacher retains their seniority.

6. This article shall not be applicable nor in any manner be permitted to interfere with of diminish the implementation of any affirmative action or special education programs.

7. After the number and names of the employees to be reduced has been determined by the Board, it will notify the employees and the Association in writing no later than as stated by State Law.

8. If the employee is recalled within the one year limit all seniority and benefits will be restored.

9. Failure of the employee to respond affirmatively within ten (10) calendar days after receipt of twelve (12) calendar days after mailing, whichever is earlier, to a certified letter from the Board to the employee's last known address shall result in termination of the employee's right to recall.

10. A seniority list of all employees of the bargaining unit will be given to the Association president for verification of years of service in the Alburnett Community School District. This will be done no later than October 1st.

Article XI: SAFETY AND HEALTH

A. Safety

1. The Board will make reasonable provisions for the safety and health of each employee at the school during the hours of employment, and will provide individual protective equipment as required by law.

2. It is the policy of the Board to allow appropriately reasonable discipline as a corrective technique to enhance the educational effort of the school district.

3. No employee shall be required to search for a bomb in case of a bomb threat.

4. Whenever any legal action is brought against an employee for action(s) resulting from the performance of assigned duties, the Board, through its insurance company, shall provide the employee with defense. The legal defense will be determined by the insurance company.

B. Health

1. The Board may require additional physical examinations at least once a year for any employee whose physical well-being may be, in the opinion of the administration, in doubt.

3. The school district shall pay the cost of any physical examination required by the school district to $100.00 or the actual cost of the required physical if under $100.00.

Article XII: EVALUATION PROCEDURES

A. Formal Evaluation

1. It is the responsibility of the administration to conduct evaluations of employee work performance. The Board and/or the administration has exclusive authority regarding the observation and evaluation procedures to be utilized, the frequency of the observations and evaluation, except as specifically stated in this procedure. Employees must have the opportunity, upon written request, to discuss the results of the evaluator's observations(s) with their evaluator. Copies of all written reports on the evaluation(s) of classroom performance will be given to the employee. The employee shall sign the evaluator's copy, acknowledging receipt of the employee's copy.

2. Every employee shall be observed at least two (2) times per year before a summative evaluation is written.

3. A teacher may request an observation once during a year in which no observation has been scheduled to take place, and the administration will be free to observe an employee more than the minimum.

4. No evaluation shall be written unless two (2) observations of at least thirty (30) minutes a piece have occurred.

B. Responses

1. In the event a teacher receives an unsatisfactory rating on an evaluation in specific teaching area(s) the unsatisfactory area(s) must be substantiated by observations(s) or other documentation(s). The evaluator will meet with the teacher and discuss the evaluation with the teacher.

2. If the employee feels his/her formal evaluation report is incomplete or inaccurate, he/she may put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file.

C. Personnel File

1. Any complaints directed toward an employee which are placed in his/her personnel file are to be called to the teacher's attention. The teacher is allowed to respond in writing and this response will also be placed in the employee's personnel file.

D. Familiarization with Evaluation Instrument

1. An evaluation form will be distributed and discussed with the teachers on or before September 15th.

Article XIII: COMPLIANCE CLAUSES AND DURATION

A. Printing Agreement

1. One hundred (100) copies of this Agreement shall be printed with (60) copies going to the Association and forty (40) copies to the Board. The printing cost of this contract will be shared equally.

B. Written Agreement

1. This written agreement between the Association and Board constitutes the entire agreement between said parties on all matter pertaining to wages, hours, and working conditions during the term of the agreement. All matters not specifically covered in this written agreement are, and shall remain, the prerogative of the Board for the term of the agreement.

C. Duration

1. This agreement shall be in effect as of July 1, 2006 and shall continue in effect until June 30, 2007. All articles of this agreement will be open for negotiations during the 2006-2007 school year for the 2007-2008 school year.

D. Automatic Continuance Agreement

1. This agreement shall automatically continue in force and effect for equivalent periods unless modified pursuant to written notice and delivery of all proposed changes in writing by the Association no later than the fourth Friday of February. This agreement signed this 24th day of May 2005.

Association President	Board President
Chief Negotiator, Assoc.	Chief Negotiator, Board

2006-2007 Schedule C

	GROUP A	B	C	D	E
1	2119	1818	1487	1057	847
2	2313	1984	1623	1154	924
3	2393	2052	1679	1194	957
4	2479	2126	1740	1236	991
5	2557	2194	1793	1275	1021
6	2628	2254	1845	1311	1050
7	2650	2269	1854	1323	1055
8	2669	2281	1865	1334	1061
9	2692	2294	1877	1341	1067
10	2712	2309	1888	1345	1073
11	2731	2325	1897	1352	1078
12	2753	2338	1907	1361	1084
13	2774	2352	1925	1365	1890
14	2795	2366	1930	1372	1095
15	2904	2463	2006	1424	1126
16	3034	2566	2101	1498	1173
17	3167	2669	2197	1567	1215
18	3300	2774	2289	1643	1262
19	3430	2882	2394	1710	1307
20	3562	2982	2486	1776	1350
21	3699	3093	2575	1849	1395
22	3825	3231	2681	1920	1444
23	3975	3339	2781	1966	1489
24	4109	3454	2879	2060	1539
25	4250	3568	2973	2132	1567
26	4398	3691	3072	2203	1620
27	4525	3755	3169	2276	1669
28	4664	3920	3257	2351	1715
29	4812	4035	3359	2417	1729
30	4978	4176	3476	2502	1774

Head FB	Sec. Vocal	Head Track	Assist. Track	Assist 7
Head BB		CC	Head 7th Coach	Assist 8
Head W		Assist FB	Head 8th Coach	
Head SB		Assist BB		
Head VB		Assist W		
Head BaseB		Assist BaseB		
Band		Assist VB		
		Assist SB		

Annual	2865	
Speech: Individual	901	
Speech: Group	901	
Plays	1805	
SH Cheerleading	1805	
Poms	1805	
Newspaper	1483	
Shop Maintenance	1280	
Home Ec Supplies	1280	
Elem Computer Maint	1280	
Sec Computer Maint	1280	
FFA	5500	
(year round)		
Jr Class Sponsor	1126	
Sr Class Sponsor	1126	
7-10 Class Sponsor	582	
JH Cheerleading	653	
NHS	575	
SODA	575	
Peer Group	575	
Renaissance	575	
FBLA	575	
Student Council	575	
Driver's Ed	175 per student	

7/28/06

7/28/06

7/28/06

ALBURNETT 2006-2007

Add Salary Schedule Schedule B

Step	BA	BA08	BA16	BA24	BA32/MA	MA12	MA24	Step
1	$ 29,358	$ 29,883	$ 30,458	$ 31,083	$ 31,708	$ 32,483	$ 33,308	1
2	$ 29,923	$ 30,448	$ 31,073	$ 31,748	$ 32,373	$ 33,298	$ 34,173	2
3	$ 30,488	$ 31,013	$ 31,688	$ 32,413	$ 33,038	$ 34,113	$ 35,038	3
4	$ 31,053	$ 31,578	$ 32,303	$ 33,078	$ 33,703	$ 34,928	$ 35,903	4
5	$ 31,618	$ 32,143	$ 32,918	$ 33,743	$ 34,368	$ 35,743	$ 36,768	5
6	$ 32,183	$ 32,708	$ 33,533	$ 34,408	$ 35,033	$ 36,558	$ 37,633	6
7	$ 32,748	$ 33,273	$ 34,148	$ 35,073	$ 35,698	$ 37,373	$ 38,498	7
8	$ 33,313	$ 33,838	$ 34,763	$ 35,738	$ 36,363	$ 38,188	$ 39,363	8
9	$ 33,878	$ 34,403	$ 35,378	$ 36,403	$ 37,028	$ 39,003	$ 40,228	9
10		$ 34,968	$ 35,993	$ 37,068	$ 37,693	$ 39,818	$ 41,093	10
11		$ 35,533	$ 36,608	$ 37,733	$ 38,358	$ 40,633	$ 41,958	11
12		$ 36,098	$ 37,223	$ 38,398	$ 39,023	$ 41,448	$ 42,823	12
13		$ 36,663	$ 37,838	$ 39,063	$ 39,688	$ 42,263	$ 43,688	13
14		$ 37,228	$ 38,453	$ 39,728	$ 40,353	$ 43,078	$ 44,553	14
15		$ 37,793	$ 39,068	$ 40,393	$ 41,018	$ 43,893	$ 45,418	15
16		$ 38,358	$ 39,683	$ 41,058	$ 41,683	$ 44,708	$ 46,283	16
17		$ 38,810	$ 40,298	$ 41,723	$ 42,348	$ 45,523	$ 47,148	17
18			$ 40,913	$ 42,388	$ 43,013	$ 46,338	$ 48,013	18
19			$ 41,417	$ 43,053	$ 43,678	$ 47,153	$ 48,878	19
20				$ 43,718	$ 44,343	$ 47,968	$ 49,743	20
21				$ 44,263	$ 45,008	$ 48,783	$ 50,608	21
22					$ 45,673	$ 49,598	$ 51,473	22
23					$ 46,238	$ 50,413	$ 52,338	23
24						$ 51,228	$ 53,203	24
25						$ 51,941	$ 53,982	25
26								26
27								27
Longevity		*80.0%*	*82.0%*	*82.0%*	*85.0%*	*87.5%*	*90.0%*	

An employee who has been at the top step of a lane BA08 or above for one full year shall receive the pecentage shown above times the step increment for that lane in addition to the top step amount.

Placement: New hires will not be place on a step higher than the step of a current employee with the same experience.

P Neal
L Wander
R Lange