CENTRAL DECATUR CSD/EA 06-07

CENTRAL DECATUR COMMUNITY SCHOOL

MASTER CONTRACT

2006-2007

CENTRAL DECATUR COMMUNITY SCHOOL DISTRICT

AND

CENTRAL DECATUR EDUCATION ASSOCIATION

BARGAINING AGREEMENT

CASE 381

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ARTICLE I: COLLECTIVE BARGAINING AGREEMENT

This agreement is entered into by and between the Central Decatur Community School District of Decatur County, Iowa and the Central Decatur Education Association as follows:

DURATION:
Duration of this agreement shall be for a one (1) year period as of July 1, 2006 until June 30, 2007.

ARTICLE II: RECOGNITION

A. Central Decatur Education Association recognizes the Central Decatur Community School Board of Education and agrees to negotiate with its agent.

B. Central Decatur Community Board of Education recognizes the Central Decatur Education Association as the negotiation representative for the following unit as designated by the Iowa Public Employee Relation Board. INCLUDED: This unit shall be composed of all professional personnel in the Central Decatur Community School District who are full or regular part-time employees, including but not limited to classroom teachers, academic, vocational, remedial, physical education, music, art and drama, librarians, guidance counselors and nurse. EXCLUDED: Superintendent and principals as named to be excluded under Section 4 of the Public Employment Relations Act.

ARTICLE III: GRIEVANCE PROCEDURE

A. A grievance is a claim by an employee or employee group that there has been a violation, misinterpretation or misapplication of the provisions of the agreement.

B. **1.** Within five (5) school days of the grievance the aggrieved will discuss the problem with the building principal to resolve the problem.

2. If this problem is not resolved within three (3) school days, said statement of the problem will be submitted to the principal within ten (10) school days of the grievance. Upon receiving the written statement, the principal will have ten (10) school days to return to the aggrieved a written response.

3. In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved teacher 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 such written grievance is filed, the aggrieved and superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or designee shall

file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the teacher and the principal.

4. If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving teacher to the Superintendent within ten (10) school days from receipt of Step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two (2) parties within seven (7) school days after said notice is given. If the two (2) parties fail to reach agreement on an arbitrator within seven (7) school days, the Iowa Public Employee Relations Board will be requested to provide a panel of seven (7) arbitrators. The parties will determine by lot which party shall have the right to remove the first name from the list. Then the parties will remove names alternately until only one name remains. The remaining name will be the arbitrator. The decision of the arbitrator will be binding on all parties. Expenses for the arbitrator's services will be borne equally by the School District and the Association. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School District and the Association and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

5. If the stipulated time limits are not met by the administration, the grievant shall have the right to appeal the grievance to the next level of procedure. A grievant may be represented at all pre-arbitration stages of the grievance procedure by himself/herself or at his/her option, by an Association representative selected by the Association. If the grievant is not represented by the Association, the Association shall have the right to be present and to state its view at all stages of the grievance procedure.

6. Wherever in this agreement or grievance procedure, reference is made to days, it is understood that regular school days are intended and shall be counted.

7. All grievance proceedings will be held in confidence.

8. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from personnel files of the participants.

9. Class grievances involving more than one supervisor and grievances involving administration above the building level shall be filed by the Association at Step 3.

ARTICLE IV: HEALTH AND SAFETY PROVISIONS

All employees are required to file with the Superintendent of Schools at the beginning of their services, a written medical report of a physician, who has performed said examination. The "Board" shall pay an amount not to exceed $30.00 per examination. All other expenses of said examination will be at the employee's expense.

ARTICLE V: LEAVES

A. **Sick leave** will be earned at the following rate:

1st year of employment	15 days
and subsequent years	15 days

Unused sick leave shall accumulate from year to year up to a maximum of one hundred thirty (130) days. The current entitlement of fifteen shall be used prior to deducting from the employees accumulated sick leave. The Board may in the case of extreme emergency extend accumulated sick leave. Staff will be notified of how many sick days have been deducted and the number of accrued days the employee has prior to June 30 of each year.

Voluntary Sick Leave Pool

Definition and Purpose:
The sick leave pool is a voluntary pool for all contracted certified staff. The purpose of the sick leave pool is to provide extended sick leave benefits to those members who incur a prolonged illness or accident and have exhausted their regular sick leave benefit.

Membership Eligibility:
Certified personnel who satisfy the following requirements will be eligible to receive sick leave benefits from the sick leave pool to the extent of availability in the pool.

1. The employee must be a certified employee of the Central Decatur Community School District serving in a certified position.

2. If the employee chooses to join the sick leave pool they must contribute one day of sick leave to the sick leave pool prior to October 1, 2002. The annual levy will not exceed one day.

3. The option to join the sick leave pool will only be available between the start of the school year and October l of any given year.

4. Employees who have met all requirements may be eligible to draw from the sick leave pool.

Administration:

The sick leave pool shall be administered by the sick leave pool committee. The sick leave pool committee shall consist of the executive committee of the CDEA and the Superintendent or his/her designee. The sick leave pool committee shall have the following responsibilities.

1. To annually review policies and operations of the pool and to recommend policy changes.

2. To establish annual levies. (Not to exceed one day per member per year.)

3. The committee will determine or declare that any days left in the pool will carry over to the next school year.

4. To receive and act upon applications for withdrawals.

5. To publish and disseminate an annual report on the operation of the sick leave pool.

6. The maximum number of days accumulated in the pool will be 400.

Application for withdrawal of days:

1. Application for withdrawal of days from the sick leave pool will be forwarded to the executive committee of the CDEA.

2. The applicants must have exhausted all accrued sick leave benefits.

3. The employee must be unable to work due to a serious health condition as defined under The Family and Medical Leave Act.

4. The committee will take action on the application within 10 working days. Action will consist of approval, disapproval, or tabled, pending further information.

5. In no event shall the committee be allowed to award days not in the pool.

6. Persons withdrawing sick leave days from the pool will not have to replace these days except as a regular yearly contributing member.

7. A person terminating employment with the school district or withdrawing from the sick leave pool membership will not be able to withdraw any contributed days from the sick leave pool.

8. The executive committee of the CDEA will contact the administration of the approvals.

Appeals process:
Should an employee disagree with the decision of the sick leave pool committee, an appeal may be filed and presented before a full CDEA meeting.

Application forms in connection with withdrawal of days from the sick leave pool are attached, page #20, 21.

B. Bereavement:
Up to four (4) days leave shall be granted per death of an employee's spouse, child, parent, sibling, grandparent, grandchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law. One day shall be granted in the death of other relatives or friends. The above days may be extended in extreme conditions.

C. Professional leave:

1. If the Central Decatur Board of Education determines funds are available, employees shall be granted up to two (2) days of paid professional leave. Professional leave may be used to attend conferences, workshops, visit other schools, and/or attend university/college classes/seminars.

2. An employee planning to use professional leave shall notify his/her principal one (1) week in advance of the date, time, location, sponsoring organization, and stated objective or activity the employee wishes to attend.

3. A principal may limit the number of employees taking professional leave on any given day to ten percent (10%) of the certified employees reporting to him/her.

4. In cases in which building principals or the Superintendent assigns a teacher to attend a meeting, the District will provide registration and transportation. Lodging and meals will also be provided at the discretion of the administrator assigning the teacher to the meeting.

5. Professional leave is non-cumulative.

D. Personal Business Leave:

1. Employee shall be granted leave of absence for personal business leave with full pay at a rate of three (3) days per year. A personal business leave may be taken for any reason, the importance of which the employee feels in his/her sole judgment, exceeds the importance of his/her duties at school. Said reasons shall be submitted to the principal. The written explanation may be of a general nature.

2. A principal may limit the number of employees taking personal business leave on any given day to ten percent (10%) of the certified employees reporting to him/her.

3. An employee planning to use a personal business leave day shall notify his/her principal by a written request at least two (2) days in advance, except in case of emergency. Such leave will be taken at a minimum of one-half days per occurrence.

4. Employees not using personal business leave may apply for $75.00 for each day of unused personal business leave, at the conclusion of the work year.

5. Personal business leave is non-cumulative.

E. Association Leave:

School District agrees to allow the Association's representative to attend the Iowa State Educational Association Delegate Assembly two (2) days absence per year with pay. Two additional days will be granted, with substitute pay to be paid by the Central Decatur Education Association, to attend Association related events; conferences, legislation days, etc.

F. Pregnancy Leave:

Sick leave benefits will be paid for pregnancy, childbirth or related medical conditions. Such leaves shall expire when such attending physician verifies that the employee is physically able to return to work. Upon returning to work the employee shall assume all previous rights and privileges whenever possible. Any extended provision after such date will be without pay, but in no event shall any maternity leave of absence extend beyond the school year.

G. Extended Leave:

1. **Association:**

A leave of absence without pay not to exceed the years commensurate with the office may, at the discretion of the Board, be granted to any employee for the purpose of serving as an official of the State or National Educational Association, its affiliates or on its staff. Upon return from such leaves such employees may, at the discretion of the Board, be placed at the same position on the salary schedule and may maintain the same fringe benefits as they would be accrued had they taught in the system during such period.

2. **Public Office:**

A leave of absence without pay not to exceed the years commensurate with the office may, at the discretion of the Board, be granted to any employee upon application, for the purpose of serving in a public office. Upon return from such leave, such employees may, at the discretion of

the Board, be placed at the same position on the salary schedule and may, at the discretion of the Board, maintain the same fringe benefits as would accrued during such period.

H. Family Illness:

1. Two (2) per year will be granted with pay to an employee for the purpose of caring for a sick or injured member of the employee's family (spouse, children, parents, parents-in-law). This leave is non-cumulative.

2. Employees not using family illness leave may apply for $75.00 for each day of unused family illness leave.

3. Three (3) days per year additional family illness days for the purpose of caring for a sick or injured member of the employee's family (spouse, children, parents, parents-in-law) is allowed. The employee will be required to trade I sick leave day for each family illness day used (up to three days). This makes a total of 5 days that may be used for family illness days per year. This leave is non-cumulative.

4. A leave of absence without pay for up to one year, may at the discretion of the Board, be granted to any employee for the purpose of caring for a sick or injured member of the employee's immediate family. Additional leave may be granted at the discretion of the Board.

I. Educational Improvement:

A leave of absence without pay of up to one (1) year may, at the discretion of the Board, be granted to any employee, upon application for the purpose of engaging in study at an accredited college or university reasonably related to professional responsibilities. Upon return from such leave, the employee may at the discretion of the Board, be placed at the same position on the salary schedule and maintain the same benefits as he/she would have accrued had he/she taught in the district during such period.

J. Jury and Legal Leave:

Any employee called for jury duty during school hours or who is required to make an appearance in any judicial or administrative proceeding shall be provided such time. Any fees or remuneration the employee receives during such leave shall be paid to Central Decatur Community School District.

K. Break Time:

School administrators shall provide a minimum of thirty (30) minutes per day break by January 1986.

ARTICLE VI: EVALUATION PROCEDURES

A. The building principal or a designated representative of the employer shall acquaint each employee with the formal evaluation procedure. No formal evaluation shall take place until such orientation.

B. Each employee shall be formally observed by his/her employer for the purpose of evaluation at least two (2) times during his/her first semester of employment; at least one (1) time during the employee's second semester of employment; and at least once every year for the remaining period of probation. Each employee no longer on probation shall be observed by his/her employer at least once every three (3) years for the purpose of formal evaluation.

C. Observation of an employee shall be followed by a conference between the employee and the employer.

D. Evaluation shall then be reduced to writing and a copy given to the employee within twenty (20) school days following the last classroom observation to be included in the evaluation.

E. All evaluations shall be based upon the criteria as established at the sole discretion of the Board of Education.

F. Copy of the evaluation shall be signed by both parties and both parties shall retain a copy.

G. Employee signature does not necessarily mean agreement with the evaluation but rather awareness of the contents.

H. If the employee feels his/her written evaluation is incomplete, inadequate or unjust he/she may, within twenty (20) school days of the conference put his/her objection in writing and have it attached to the report and become an addendum to the evaluation form.

I. The written objection shall likewise be signed by both parties and both parties shall retain a copy.

J. Additional evaluation of employees may occur through informal observations by the employer. It may not be deemed necessary to reduce such evaluations to writing, and a verbal discussion between the employee and the employer, concerning the informal observance, may suffice. If the written evaluation is deemed necessary by the employer, procedures C and D, as outlined above shall be followed.

K. Any complaints directed toward an employee which are placed in the personnel file are to be promptly called to the teacher's attention in writing.

ARTICLE VII: WAGES AND SALARIES

A. Schedule for the 2006-2007 school year, see page 17.
The base salary (BA Step 1) will increase by $600 to $23,500. Employees will be allowed to move vertically and horizontally on the schedule if they are so eligible.

B. Placement on Schedule:
Each employee will be placed on the proper step of the salary schedule. Half-year experience will be treated as a full year. The number of years experience that will be accepted toward the salary schedule will be established at the sole discretion of the Board of Education.

C. Advancement:

1. Employees on regular salary schedule who move from educational lane to a higher educational lane move to the corresponding eligibility step on the higher lane, not to exceed one (1) vertical step per year. For the employee to advance from one (1) educational lane to another he/she shall file suitable evidence of additional educational credit with the Superintendent.

2. Credit for horizontal advancement will include education courses if required for advanced degree or current teaching field courses unless otherwise approved by the Board. The employee must submit to the Superintendent a letter of intent to advance from one (1) educational lane to another during the month of May of the fiscal year prior to when said advancement will take place. Verification of educational credit must then be filed with the Superintendent by September 5th in order to advance on the salary schedule for the current school year.

3. Employees on the regular salary schedule shall advance one (1) step for each year of service, until the maximum for their educational classification is reached.

4. Teachers who travel at the District's request to fulfill assigned duties on a regular basis, who are not supplied a vehicle, shall be paid at a rate equal to the rate of twenty-nine (29) cents per mile. The established rate will be in effect for the contract year and will be reviewed annually during the negotiations process by referring to the Iowa Department of Revenue and Finance, the Financial Management Division, Section 2a.

D. Method of Payment:

1. At the discretion of the employee, payment will be made in either nine (9) or twelve (12) equal installments on the twentieth (20th) of each month.

2. When payday falls on or during a school holiday, vacation, or weekend, employees shall receive their pay check on the last previous working day.

3. Employees who are new in the teaching profession may, at their option, elect to receive up to fifty percent (50%) of their first salary installment after the completion of the first ten (10) contract days. The balance of the first salary installment shall be paid at the regular pay period.

4. Any employee wishing to have direct deposit shall present necessary paperwork to institute Payroll Direct Deposit.

Authorization Agreement for Payroll Direct Deposit (ACH Credits) attached, page #22.

E. Per Diem Pay

1. The Association proposal is based on 191 contract days. Any days beyond the stated contract days shall be paid per diem.

ARTICLE VIII: HOURS OF WORK

A. Workday:

The workday shall consist of no more than eight (8) consecutive hours per day and shall begin no sooner than 7:15 a.m. and end no later than 4:00 p.m. On Fridays and days preceding holidays or vacation periods, the workday shall end at the close of the student's day. When teachers are expected to attend a school related function outside of regular work hours, a teacher who so attends will be eligible for late arrival or early release time on that day or another day within five (5) school days. The release time shall be arranged to be taken between 7:15-8:10 a.m. and 3:19 and 4:00 p.m.

B. Lunch Duty:

For each day the employee is scheduled to supervise lunch duty, the district will provide one meal.

ARTICLE IX: EMPLOYEE WORK YEAR

The regular school year shall consist of one hundred ninety-one (191) days as follows:

1. One hundred eighty (180) teaching days

2. Six (6) in-service or non-student contact days

3. Five (5) paid holidays which shall be: Labor Day, Thanksgiving, Christmas, New Year's, and Memorial Day (being the last Monday of May)

ARTICLE X: TRANSFER PROCEDURES

A. Definitions:

The assignment of movement of an employee to different job classification, grade level, subject area or building.

B. Notification of Vacancies:

The Board shall deliver to the Association and post in all school buildings a list of the vacancies which occur during the school year and/or for the following school year upon knowledge of the vacancies, except when a vacancy occurs during the summer period, the Board shall only be required to forward any listing of a vacancy to the Association by mail.

C. Transfer Procedure:

All such vacancies which are to be filled will be posted in the teachers' workroom in each building as soon as practicable. Any employee who wishes consideration for such a vacancy occurring during the summer months shall leave a stamped, self-addressed envelope at the close of the school term and will be informed accordingly. A written request for a transfer shall be filed within ten (10) working days after the vacancy is posted.

D. Preferential consideration for vacancies shall be given for teachers; a current employee for the district who has been transferred or reassigned within the preceding two years shall have a preference to fill a vacancy if the employee is equally or more qualified than a non-employee applicant.

E. If the administration deems it advisable to transfer an employee, the affected employee will be given written notice of the specific teaching assignment as soon as practicable. An employee who is transferred at the request of the administration shall be afforded the opportunity to meet with the administration and discuss the transfer prior to its implementation. If the employee is transferred after June 15 of the year preceding the school year for which the transfer is effective, the employee will be paid for three (3) days of preparation time at eighty percent (80%) of the employee's per diem pay.

F. If two or more employees apply for transfer to the same position the following criteria will be used to assess their qualifications for the position; the employees' professional background, certification, and endorsement. When said factors are substantially equal, the employee with the greater full-time continuous service in the District shall be chosen. No request shall be denied arbitrarily or capriciously.

G. The employee requesting transfer shall be notified of the superintendent's decision after it is presented to the school board.

ARTICLE XI: INSURANCE

A. Health insurance:

Three options will be available to Employees for 2006-2007

Option 1: The District will pay the full family and individual premium for Coventry Insurance Package "B"; $500-$1,000 deductible; $5/$10/$35 Rx Rider Option.

Option 2: Coverage with Coventry Insurance for a fully funded HAS (Health Savings Account): a) In the amount of $5,000 for family coverage; or b) In the amount of $2,500 for single coverage.

Option 3: An employee who can document in writing that he/she is covered by a spouse's group health plan will receive a TSA (Tax Shelter Annuity) in the amount of $5,000 for 2006-2007.

Description of the Board provided coverage shall be made part of the agreement by this reference. The District will provide the bookkeeping system to all employees to pay for family or individual insurance under the current District plan, full service contract.

ARTICLE XII: SUPPLEMENTAL PAY SCHEDULE

A. All new or vacant extra-curricular duties will be contracted at the discretion of the Central Decatur Board of Education.

B. The Central Decatur Community School Board agrees to pay $10.00 per event, meet or match, (one (1) JV and two (2) Varsity games would be three (3) events), with at least a $15.00 minimum per activity and up to a $25.00 maximum. Exception: Saturday wrestling tournament paid at rate of $12.00 per session up to a maximum of $36.00.

C. Extra curricular sponsors and coaches shall be paid for driving to an event/activity only when the driving assignment requires a school bus driver's license.

D. The school nurse or nurses will receive eighty percent (80%) of the pay indicated in the BA column, Schedule 1, for their experience in the Central Decatur Schools. If the school nurse has a BA degree, they will be compensated one hundred percent (100%) of the proper placement step.

E. Employees and their immediate families (spouse and children in grades K-12) will receive passes to attend all home school activities.

ARTICLE XIII: STAFF REDUCTION PROCEDURES

A. Coverage:
All employees under this agreement.

B. Notification:
The teacher whose position is being considered for elimination because of staff reduction for the following academic year shall be notified by April 30 or according to current state statute. Such notice will be in writing and will include the specific position to be affected and the specific reasons for the proposed action. Said letter shall be mailed certified, return receipt requested.

C. Procedure:
When, in sole, exclusive and final judgment of the Board of Education, decline in enrollment, reduction of program or any other reason requires reduction in staff of realignment among professional employees, the administration shall attempt to accomplish same by attrition. In the event that necessary staff reduction cannot be accomplished by attrition, the District shall base its decision on skill, ability, competence, and qualification of available professional employees to meet the needs of the District and based on the employee's evaluations performed by the principal and which are on file. If the choice must be made between two (2) or more professional employees of equal skill and ability, competence and qualification, the employee with the greater full-time continuous length of service in the district shall be retained by the District.

D. Recall Rights:
An employee laid off pursuant to this policy shall maintain recall rights to any vacancy in the same academic field in which the employee was last employed by the district for which he/she is certified. The employee shall be considered for recall to available positions for a period of two (2) years from the date of termination if such request, in writing, is made known to the Superintendent of Schools within thirty (30) days from the time the employee received notification of termination. Employees will be recalled in the reverse order of layoff to the available position for which they are certified and qualified.

ARTICLE XIV: COMMUNICATIONS

The Association shall have the right to post notices on activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such as teachers' lounges and workrooms. The Association may use the district mail service and employee mailboxes for communications to employees.

ARTICLE XV: DUES DEDUCTIONS

A. Any employee covered by this Master Contract Agreement may, upon notice to the Association, authorize a payroll deduction for regular current annual dues for membership in only the Central Decatur Education Association, Iowa State Education Association, National Education Association and South Central ISEA UNISERV.

B. Payroll deduction shall be arranged whereby dues will be deducted from each employee's check in nine (9) or twelve (12) consecutive equal installments.

C. The Association shall provide the district secretary with an authorized list of members, names for whom membership dues are to be deducted and the amount to be withheld for each member. The authorized list shall be submitted seven (7) days prior to the District's monthly payroll date.

D. The Association does hereby agree to indemnify the Board, Board Secretary, Treasurer, each individual board member and all administrators against any and all claims, costs, suits, or other forms of liability including court costs arising out of application of the provisions of this Master Contract Agreement relating to dues deduction.

E. Excluded from this provision of this Master Contract Agreement shall be initiation fees, special assessments, back dues, fines or similar items.

F. It shall be the responsibility of the association to inform members of the voluntary dues deduction system and procedure.

G. It shall be the responsibility of the Association to give the Board Secretary a thirty (30) day written notice of any member terminating the dues deduction check off.

ARTICLE XVI: RESIGNATION

Resignation shall be in writing, signed by the resigning party and directed to the Superintendent of Schools, and referred to the Board of Directors with recommendation, as provided by statute. The Board recognizes that there are some circumstances which force an employee to request a release from a contract before the expiration date of the contract; therefore, personnel will be released from their contracts at any time the administration and Board can secure a suitable replacement. To cover necessary and itemized expenses of late resignations, charges will be made as follows: UP TO $500.00 AFTER THE SECOND MONDAY OF JUNE.

2006-2007 SALARY SCHEDULE

BA BASE $23,500

VERTICAL 3%
HORIZONTAL 4%

STEP	BA	BA+12	BA+24	MA
1	23,500	24,440	25,380	26,320
2	24,205	25,145	26,085	27,025
3	24,910	25,850	26,790	27,730
4	25,615	26,555	27,495	28,435
5	26,320	27,260	28,200	29,140
6.	27,025	27,965	28,905	29,845
7	27,730	28,670	29,610	30,550
8	28,435	29,375	30,315	31,255
9	29,140	30,080	31,020	31,960
10	29,845	30,785	31,725	32,665
11	30,550	31,490	32,430	33,370
12	31,255	32,195	33,135	34,075
13	31,960	32,900	33,840	34,780
14	32,665	33,605	34,545	35,485
15	33,370	34,310	35,250	36,190
16	34,075	35,015	35,955	36,895
17	34,780	35,720	36,660	37,600
18	35,485	36,425	37,365	38,305
19		37,130	38,070	39,010
20			38,775	39,715
21				40,420
22				41,125

Each employee will receive at least a minimum salary increase equal to the amount of one step of the vertical increment of their current lane placement.

2006-07 SUPPLEMENTAL PAY SCHEDULE

	No.	%	
Instrumental Music	1	10%	2350
Vocal Music	1	10%	2350
Head Football	1	10%	2350
Head Boys Basketball	1	10%	2350
Head Girls Basketball	1	10%	2350
Head Wrestling	1	10%	2350
Head Baseball	1	10%	2350
Head Softball	1	10%	2350
Head Volleyball	1	10%	2350
Head Golf (Boys and Girls)	1	7%	1645
Head Boys Track	1	7%	1645
Head Girls Track	1	7%	1645
Cross Country (Boys and Girls)	1	7%	1645
Assistant High School Football	3	7%	1645
Assistant High School Boys Basketball	1	7%	1645
Assistant High School Girls Basketball	1	7%	1645
Assistant High School Baseball	1	7%	1645
Assistant High School Softball	1	7%	1645
Assistant High School Wrestling	1	7%	1645
Assistant High School Volleyball	1	7%	1645
Summer Weight Lifting	1	7%	1645
Summer Skills Program	0	7%	1645
Yearbook	1	7%	1645
Head Junior High Football	1	7%	1645
Head Junior High Boys Basketball	1	7%	1645
Head Junior High Girls Basketball	1	7%	1645
Head Junior High Wrestling	1	7%	1645
Head Junior High Baseball	1	7%	1645
Head Junior High Softball	1	7%	1645
Head Junior High Volleyball	1	7%	1645
Speech	1	5%	1175
Head High School Boys Golf	0	5%	1175
Head High School Girls Golf	0	5%	1175
Newspaper	1	5%	1175
FFA	1	5%	1175
FCCLA	1	5%	1175
International Club	1	5%	1175
High School TSA Club	1	5%	1175
Middle School TSA	1	4%	940
Assistant Junior High Football	1	4%	940
Assistant Junior High Wrestling	1	4%	940
Assistant Junior High Boys Basketball	1	4%	940
Assistant Junior High Girls Basketball	1	4%	940
Assistant Junior High Volleyball	1	4%	940
Drama Fall Production	1	3.5%	823

Drama Spring Production	1	3.5%	823
Assistant High School Track	0	3%	705
High School Student Council	1	3%	705
Head Junior High Boys Track	1	4%	940
Head Junior High Girls Track	1	4%	940
Assistant Junior High Baseball	1	3%	705
Assistant Junior High Softball	1	3%	705
Elementary Instrumental Music	1	3%	705
Elementary Vocal Music	2	3%	705
HS Cheerleading Sponsor Basketball	1	3.5%	823
HS Cheerleading Sponsor Wrestling	1	3.5%	823
HS Cheerleading Sponsor Football	1	3.5%	823
JH Cheerleading Sponsor Basketball	1	3%	705
JH Cheerleading Sponsor Wrestling	1	3%	705
JH Cheerleading Sponsor Football	1	3%	705
National Honor Society	1	3%	705

Concessions 50% of net profit - payable in one (1) lump sum at end of each activity.

SUPPLEMENTAL SCHEDULE:

Following the first year of service, an additional 5% per year will be added up to a maximum of 10 years for service at Central Decatur in the same position on the supplemental schedule.

The base supplemental pay is figured on the base salary of the contract year worked. The contract year 2001-02 will be the first year or base year for the additional 5% with the 2nd - 10th years to be figured at the 2006-07 base salary of $23,500.00.

The 5% amounts are calculated for the present percentages on the supplemental schedule (5% X 23,500 X contract supplemental %).

The amounts are as follows:

-

Contract % of Supplemental Schedule	Amt. of 5% added for each eligible year
10%	118
7%	83
5%	59
4%	47
3.5%	41
3%	36

CENTRAL DECATUR COMMUNITY SCHOOL DISTRICT
CERTIFIED SICK LEAVE POOL
APPLICATION FOR WITHDRAWAL OF DAYS FROM THE SICK LEAVE POOL

Guidelines for application for withdrawal:

1. Application for withdrawal of days from the sick leave pool will be forwarded to the executive committee of the CDEA.

2. The applicants must have exhausted all accrued sick leave benefits.

3. The employee must be ill.

4. The committee will take action on the application within 10 working days. Action will consist of approval, disapproval or tabled, pending further information. The applicant may be requested to appear before the committee in person to explain unusual circumstances. A majority vote of the sick leave committee will constitute an action.

5. Days missed due to normal pregnancy will not be eligible for sick leave pool benefits. Days missed due to complications from pregnancy will be eligible for sick leave pool benefits.

6. In no event shall the committee be allowed to award days not in the pool.

7. Persons withdrawing sick leave days from the pool will not have to replace these days except as a regular yearly contributing member.

8. A person terminating employment with the school district or withdrawing from the sick leave pool membership will not be able to withdraw any contributed days from the sick leave pool.

9. The executive committee of the CDEA will contact the administration of approved applications.

NAME_____ BUILDING_____

Date sick leave benefits expired_____

Number of days requested_____

Reason for request:

_____

_____

_____

Signature_____ Date_____

(Please attach an attending physician's statement or other information to assist the committee in making a determination.)

CENTRAL DECATUR COMMUNITY SCHOOL DISTRICT
CERTIFIED SICK LEAVE POOL
COMMITTEE ACTION

RE:_____

(Name of per making application for withdrawal of sick days)

Date Application Made_____

_____Approved Number of days granted_____

_____Denied (no days granted)

_____Tabled

Reason for approval, denial or tabled for additional information:

_____

_____

_____

_____

_____

Signatures of Committee Members

_____ _____

_____ _____

_____ _____

_____ _____

Date of Committee Action:_____

AUTHORIZATION AGREEMENT
FOR
PAYROLL DIRECT DEPOSIT (ACH CREDITS)

_____

ID #:_____

I (we) hereby authorize _____ to initiate credit entries to my (our) [ ] checking account or [ ] savings account (select one) indicated below at the depository or bank named below. The credits will be for payroll from _____ and will be credited to the account named below.

DEPOSITORY or BANK NAME:_____

City: _____ State_____ Zip _____

DEPOSITORY or BANK ROUTING NUMBER:_____

This authorization will remain in full force and effect until _____has received written notification from the undersigned below of its termination in such time and such manner as to afford _____ and depository or bank a reasonable opportunity to act on it.

NAME (s) _____

PAYROLL ID NUMBER: _____

ACCOUNT NUMBER: _____ [ ] CHECKING [ ] SAVINGS

DATE: _____ SIGNED: _____

SIGNED: _____

PLEASE ATTACH A VOID CHECK or COPY OF VOID CHECK BELOW.

This agreement constitutes the entire agreement between the Teacher Association and the Board of Education and concludes collective bargaining for its term.

Amy Hamilton 7/26/06

Negotiator, Teacher Association Date

Joseph M. Scalzo 7/19/06

Negotiator, Board of Education Date

This agreement ratified and approved by respective parties to this agreement on dates placed after signature.

Amy Hamilton 7/26/06

CDEA President Date

Mike Frost 7-21-06

Board President Date