Knoxville CSD Knoxville EA 7/1/2006 6/30/2007

IOWA VALLEY CSD / EA 06-07

MASTER CONTRACT

BETWEEN

KNOXVILLE EDUCATION ASSOCIATION

AND

KNOXVILLE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION

KNOXVILLE, IOWA

2006-2007

607169

EFFECTIVE JULY 1, 2006

UNTIL

JUNE 30, 2007

AGREEMENT

BETWEEN

KNOXVILLE EDUCATION ASSOCIATION

AND

KNOXVILLE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION

KNOXVILLE, IOWA

ARTICLE #1 – PREAMBLE

WHEREAS: The Board and the Association recognize that the aim of the public schools is to provide a quality educational program for the youth of the School District and recognizing that this is a joint responsibility of the Board, administrative staff, certified staff, non-certified staff, parents, and the community at large.

and

WHEREAS: The Board recognizes the value of teacher input in formulating policies and programs designed to improve educational services.

and,

WHEREAS: The Board has agreed to negotiate in good faith with the Association.

and,

WHEREAS: The parties have reached understanding which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE #2 – RECOGNITION

A. UNIT

1. The Board hereby recognizes the Knoxville Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive and sole negotiating unit for all personnel as listed in Paragraph A-2 and as set forth in the PERB certification instrument (Cash No. 476) issued by the PERB on the 13th day of November 1975.

2. The unit described in the above certification is as follows: INCLUDED: All full and regular contracted and certified part-time employees of the Knoxville Community School District, including: teachers (special, vocational, music, art and drama, academic and specialized areas), counselors, certified librarians, coaches, school nurses, and athletic directors, unless the athletic directors are also building principals or assistant principals. EXCLUDED: The following are excluded by this Agreement: The Superintendent, Assistant Superintendent in charge of Curriculum, Assistant to the Superintendent, Director of Business Services, Principals, Assistant Principals, Superintendent of Buildings and Grounds, and all other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge, discipline, evaluate, or process grievances of other employees or having the responsibility to make recommendations thereon and all those excluded by Section 4 of the Act.

B. DEFINITIONS

1. The term "Board" as used in this Agreement, shall mean the Board of Education of the Knoxville Community School District.

2. The term "Employee" as used in this Agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

3. The term "ASSOCIATION" as used in this Agreement shall mean the Knoxville Education Association.

ARTICLE #3 – PROCEDURE FOR NEGOTIATIONS

A. Both parties hereby agree to meet at reasonable times and places to negotiate.

B. No more than five (5) representatives will be present at negotiations from either party at any one time.

C. Representatives of both parties shall be empowered to reach tentative agreement of items being negotiated and those Articles tentatively agreed to shall be initialed by each party, dated and set aside subject to ratification of the Agreement.

D. If negotiations are conducted during regular school hours, release time shall be provided for the Association's negotiating committee.

E. Caucuses may be called by either party at any time during negotiating sessions.

F. Press releases to news media, following the first two open meetings, shall not be made by either party except by mutual agreement of both parties until after mediation and then jointly to the news media. If it is mutually agreed that all meetings will be open, then no press releases will be necessary.

G. The Board agrees to furnish the Association such information as is readily available and necessary for developing negotiations proposals. Requests for said information must be in writing.

H. The parties agree to use the impasse procedure in the Iowa Code for future negotiations unless changed by mutual agreement.

ARTICLE #4 – GRIEVANCE PROCEDURE

A. PURPOSE:

The purpose of this procedure is to provide a prompt, orderly method for securing, at the lowest possible level, an equitable solution to grievances, without suspension of work or interference with the operations of the school system. Both parties agree that grievance proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

B. DEFINITION:

A "grievance" is defined as a claim by an employee that there has been a violation, misinterpretation or misapplication of a specific provision of this agreement.

C. LEVELS;

Any grievance shall be processed in the following manner:

LEVEL #1:

An aggrieved employee shall attempt to resolve the grievance informally within five (5) working days of its occurrence, by discussion with his immediate supervisor. The aggrieved employee, at his option, may be accompanied by an Association representative of his choosing. The immediate supervisor, at his option, may be accompanied by another supervisor of his choosing. The immediate supervisor shall reply orally, or if requested by the aggrieved employee, will reply in writing to the aggrieved employee within five (5) working days after the discussion of the grievance.

LEVEL #2:

If the grievance is not settled at Level 1 and the employee wishes to appeal the grievance to Level 2, the employee will reduce the grievance to writing and submit it to the Superintendent of Schools or his designee within five (5) working days after receipt of the immediate supervisor's answer. The written grievance shall contain a clear and concise statement of the alleged grievance, including the facts upon which the grievance is based, the issues involved, the provisions of this Agreement involved and the relief sought. The Superintendent, or his designee, shall review the grievance, arrange within five (5) working days for necessary discussions with the aggrieved employee and a representative of the Association, if the aggrieved employee so requests. The Superintendent, or his designee, may request the presence of another supervisor of his choosing during the discussions with the aggrieved employee. The Superintendent, or his designee, shall provide a written answer to the employee, with a copy to the Association within fifteen (15) working days after discussion of the written grievance.

LEVEL #3:

Grievances not settled at Level 2 of the grievance procedure may be appealed to arbitration by the Association by written notice of a request for arbitration, submitted to the Superintendent, or his designee, within ten (10) working days of receipt of the Superintendent's answer on Level 2.

When a timely request has been made for arbitration, the parties' designated representatives shall attempt to select a mutually acceptable arbitrator. Failing to do so, they shall within ten (10) working days of such arbitration notice, jointly request the Federal Mediation and Conciliation Service to submit a list of five (5) arbitrators. Upon the receipt of the list, the parties' designated representatives shall determine by law the order of elimination and thereafter each shall, in that order, alternately strike a name from the list and the fifth and remaining person shall act as the arbitrator.

The arbitrator shall schedule a hearing on the grievance and, after hearing such evidence as the parties desire to present, shall render a written opinion and award. The arbitrator shall have no authority to hear or determine salary or fringe benefit adjustments, except those contained in this Agreement, nor to add to, subtract from, modify or amend any terms of this Agreement. The arbitrator shall have no power to substitute his discretion for that of the employer in any matter reserved to the employer by law or the terms of this Agreement.

A decision of the arbitrator shall, within the scope of his authority, be final and binding upon the parties. The employer and the Association will share equally any joint costs of the arbitration procedure, such as the fee and expenses of the arbitrator and the cost of the hearing room. Any other expenses shall be paid by the party incurring them.

D. TIME LIMITS:

The failure of an employee or the Association or its representatives to appeal a grievance to the next step within the time limits specified above shall bar further appeal provided, however, such time limits may be extended by mutual agreement.

E. NON-CLASSROOM TIME:

All grievances at Levels 1 and 2 shall be presented, discussed and processed on employee's non-classroom time.

F. No reprisals of any kind shall be taken by the employer and/or administration against any employee for their participation in the grievance procedure.

G. The employer and/or administration shall furnish the Association all reasonable requests for information necessary to process a grievance.

ARTICLE #5 – EMPLOYEE RIGHTS

A. ASSOCIATION IDENTIFICATION:

No teacher shall be prevented from wearing pins or other identification of membership in the Association, its affiliates, or other educational organizations.

ARTICLE #6 – ASSOCIATION RIGHTS

A. USE OF FACILITIES AND EQUIPMENT:

The Association shall have the right to hold a reasonable number of meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program.

The Association shall have the right to use the following equipment: typewriters, mimeographing machines, other duplicating machines, calculating machines, computers and all types of audio visual equipment, when such equipment is not otherwise in use.

Any out-of-pocket expenses to the District resulting from such meetings and use of such equipment will be borne by the Association. As appropriate, given school district policy, such meetings will be scheduled with the district office or local school.

B. COMMUNICATIONS:

The Association shall have the right to use faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit. A copy of all materials will be given to the Superintendent.

The Association shall be provided with bulletin board space in each school. Only authorized representatives of the Association will use bulletin boards for Association announcements and all materials posted will relate only to the Association's official business as negotiating agent of the teaching staff. A copy of all material will be given to the Superintendent.

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

C. INFORMATION:

The Board agrees to furnish the Association such information as is readily available and necessary for developing negotiations proposals and/or for the processing of a grievance as defined in Article #4 of this Agreement.

D. BOARD MEETINGS:

The Board shall furnish to the Association President a complete agenda of all board meetings. The Board shall furnish an agenda to each building representative. Minutes of each board meeting will be furnished to each building.

E. SCHOOL CALENDAR:

The Board shall consult with the Association in developing the school calendar at least thirty (30) days prior to consideration for adoption by the Board.

ARTICLE #7 – PAYROLL DEDUCTIONS

A. Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities and insurance.

B. Any employee who is a member of the Association, or who has applied for membership, may sign and cause to be delivered to the Board, an assignment authorizing payroll deductions of professional dues during the period of the employee contract. The employee may terminate this dues check-off at any time by giving thirty (30) days written notice to the Board and the Association.

ARTICLE #8 – WAGES AND SALARIES

A. SCHEDULE

The salary for each employee covered by this Agreement as listed in Article 2-A-2, is covered by the regular salary schedule and is set forth in Schedule "A," which is attached hereto and made a part thereof.

B. PLACEMENT ON SALARY SCHEDULE

Employees new to the system shall receive up to eight (8) years credit for previous outside teaching experience. More years may be granted at the discretion of the employer. Employees returning to the system shall receive full credit for all experience in Knoxville.

C. ADVANCE ON SALARY SCHEDULE:

Employees on the regular salary schedule shall be granted one vertical step on the salary schedule for each full year of service until the maximum for the educational classification is reached. Employees contracted less than full-time shall receive annual compensation directly proportionate to their position on the salary schedule. Employees hired after the beginning of the school year who work 95 or more days shall advance a full step if employed for the next school year. Employees hired after the beginning of the school year and work less than 95 days shall remain on the step hired if employed for the next school year.

Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he or she shall file suitable evidence of additional educational credit with the Superintendent.

D. METHOD OF PAYMENT:

1. All professional employees shall be paid on a twelve month basis, per contract agreement. An exception to the 12 month basis will be granted if the employee requests retirement or early retirement by September 1 of each year. Such exception will provide an opportunity for the retiring employee to be paid in ten equal payments, beginning in September and ending in June.
2. Employees shall be paid in one installment on the twentieth (20th) day of each calendar month, unless such date falls on a Saturday, Sunday, or during a vacation period, then to fall on the last working day prior to the twentieth (20th) with the exception of September. Calendar years when the twentieth (20th) of September falls on Saturday, Sunday or during a vacation period, then payroll payment will be on the following first working day. Employees shall receive their checks at their regular building and on regular school days unless otherwise designated, in writing, by the employee.
3. Summer checks, other than for summer school teachers, shall be mailed to the address as designated by the employee.

E. EXTENDED CONTRACT RATE

The regular salary schedule as set forth in Schedule A is based upon the regular in-school work year of one hundred ninety (190) days. Any employee whose assignment exceeds the regular employee in-school work year will be granted additional compensation as follows:

The extended work year shall be at a per diem rate and the extended work days shall be paid at the per diem rate. For example, if the work year is one hundred ninety (190) days, then someone contracted for two hundred (200) days shall receive ten (10) times the regular salary divided by one hundred ninety (190).

ARTICLE #9 – SUPPLEMENTAL PAY

A. EXTRA-CURRICULAR ACTIVITIES:

1. Approved activities. The Board and Association agree that the extra-curricular activities and classification assignments as listed in Schedule "C-1" and "C-2," which are attached hereto and made a part thereof, are official school sponsored activities.

   Job-related positions which are asterisked on Schedule "C-1" and "C-2" may be resigned when a qualified replacement is secured.

   a. Supplemental and extra duty assignments shall be compensated according to the rate of pay as stipulated in Schedule "B-1," which is attached hereto and made a part thereof.

   b. At the beginning of each school year, each employee on the extra-curricular schedule shall advance one step until he or she reaches the top of the schedule.

2. Employees new to the system shall receive up to ten (10) years credit for previous outside related extra-curricular experience. More years may be added at the discretion of the employer.

   Employees returning to the system or returning to extra-curricular positions shall receive full credit for all prior related experience in Knoxville.

B. EMPLOYEE TRAVEL EXPENSE REIMBURSEMENT:

1. All employees who are assigned more than one (1) school per day shall be reimbursed at the rate of thirty-four (34) cents per mile for all miles driven between assigned school buildings. Mileage from the employee's home to the first building assignment and from the last building assignment to his home shall be excluded.

2. Reimbursement of thirty-four (34) cents per mile shall be given for use of personal cars for field trips, extra-curricular activities or other school business as may be requested by the employee's immediate supervisor and/or Superintendent.

ARTICLE #10 – INSURANCE

A. The Board of Education shall select insurance carrier(s) for group insurance coverage of all employees.

B. Group insurance coverage shall include, but not be limited to:

1. Health, Accident and Medical
2. Major Medical
3. Term Life
4. Dental
5. Long Term Disability
6. Workmen's Compensation
7. Liability

C. Premium Participation:

1. The Board shall pay the single rate premium for covered employees for:
   a. Health, Accident, Medical and Major Medical
   b. Term Life ($20,000)
   c. Dental
2. The Board shall pay all premiums for the following employee coverage:
   a. Long Term Disability
   b. Workers' Compensation
   c. Liability
3. The employee shall have the option of selecting dependent coverage. The Board shall pay up to, but no more than, seven hundred fourteen dollars and 19 cents ($714.19) a month for dependent health insurance. Any portion of the dependent package selected and not covered by the seven hundred fourteen dollars and 19 cents ($714.19) a month will be paid by the employee through payroll deduction.
4. The employee shall have the option of participating in a health insurance program that provides a Health Savings Account (HSA). The District will pay the single rate health insurance premium for covered employees enrolled in the HSA, as well as a monthly contribution totaling $2,000 annually to the HSA in the employee's name. The District will contribute to the health insurance premium for employees choosing family coverage, as well as a monthly contribution totaling $4,000 annually toward the HSA in the employee's name. The employee will contribute $554 per month for dependent health insurance under the HSA.

D. Qualifications of Coverage:

Coverage listed in Article 10, paragraph B, shall continue with the same limits as in the previous insurance contract year. Coverage limits will be defined as deductibles, out-of-pocket expense limits, lifetime benefit limit, maximum number of visits per year for specific services, co-payment amounts, maximum amount of monetary benefits for specific procedures, and co-insurance percentages.

1. If the Board is unable to obtain bids for the coverages as outlined in Section E above, or both parties agree to change coverage, the following procedure shall be followed:

   a. The Board and the Association shall each select three members which shall be a committee to study possible medical and dental insurance policies or plans to be adopted by the District.

   b. The joint committee shall make recommendations to the Association and the Board of Education no later than four weeks prior to the final date for renewal of the present medical and dental insurance policies.

   c. If the parties are unable to agree upon a policy recommendation, the present policies shall be renewed, if available, and be continued for one more year with the District's premium contribution rates and the dollar limitations as listed in Article 10, paragraph D, remaining intact for one more year, but in no event shall the District's premium contribution be more than 100 percent of the single coverage.

   d. If present coverages are not available from any of the qualified bidders and the joint committee cannot agree on an acceptable replacement, the selection will be made by a committee composed of three insurance agents from Marion County; one to be selected by the KEA, one to be selected by the Board, and the third to be selected by the previously mentioned two. Fees for this service will be mutually agreed upon by the Board and KEA and will be paid equally by both parties.

E. The Board shall pay no more than one-half (1/2) of the premium amounts listed in paragraphs C-1 and C-3 above for certified staff contracted on a half-time basis.

ARTICLE #11– SICK LEAVE

A. ACCUMULATION OF SICK LEAVE:

Effective July 1, 1991, all certified employees who have an accumulation of 90 days sick leave shall have an additional 15 days to use during the current year but the maximum accumulation to carry-over reverts to 90 days as of June 30 each school year.

Sick leave accumulates per the following schedule:

	CONTRACT 10 MONTHS OR LESS	CONTRACT 11 MONTHS	CONTRACT 12 MONTHS
1st year of employment	15 days	16 days	18 days
Each subsequent year	15 days	16 days	18 days
Accumulative to a maximum of	90 days	90 days	90 days

Those employees who had an accumulation in excess of 90 days sick leave as of July 1, 1975, will retain actual accumulated days, but no additional days will be added until such time as the total accumulated sick leave drops below 90 days. The minimum unit of usage of accumulated sick leave shall be one-half (1/2) day.

The Board of Education may, at its discretion, require such reasonable evidence as it may desire confirming the necessity for such sick leave or absence.

B. MATERNITY SICK LEAVE:

Pregnancies shall be treated as any other medically related disability and will be covered by sick leave while the employee is physically unable to work.

NOTE: It is hereby understood by both parties that effective July 1, 1984, coverage for Long Term Disability Insurance shall become effective on the first day following the full use of the individual employee's accumulated sick leave, with no further waiting period.

ARTICLE #12 – TEMPORARY LEAVE OF ABSENCE

A. PAID LEAVE:

As of the beginning of the 1976-1977 school year, employees shall be entitled to the following temporary, non-accumulative leaves of absences with full pay each school year:

1. PERSONAL AND LEGAL BUSINESS:

If approved by the immediate supervisor or the Superintendent or his designee, certified personnel shall be granted leave of absence at full pay for personal and legal business that cannot be conducted when school is not in session.

Said leave shall not be approved for the first or last day of the semester or on the day immediately preceding or following holidays, except in cases of emergencies.

Said leave shall not exceed two (2) days per year and are non-accumulative. Requests for personal and legal business must be made on a form provided by the employer at least three (3) days in advance except in emergency situations.

2. COURT APPEARANCE:

Any employee who is subpoenaed in any judicial proceeding, except judicial proceedings involving the Association and/or Board of Education, shall be granted leave of absence with full pay for said school work days. Any fees or remuneration the employee receives during such leave shall be turned over to the school district.

3. PROFESSIONAL LEAVE:

Certified personnel are encouraged to attend a reasonable number of conferences and workshops related to their assignment, visit other schools to view exemplary programs, or attend seminars conducted by colleges, universities or other educational institutions or organizations. Said professional leave shall be at full pay if approved by their immediate supervisor and/or Superintendent.

Requests for professional leave should be made at least five (5) working days prior to the time the leave will occur.

4. FUNERALS:

Certified personnel shall be granted leave of absence at full pay for funerals if approved by the immediate supervisor and/or Superintendent of Schools. In the event of a death in the immediate family or household, certified personnel shall be granted leave of absence at full pay for attendance at funerals and for purposes directly arising out of said death. This policy does not apply to accumulated sick leave and will be limited to a maximum of five (5) days for each occurrence.

Immediate family or household shall include those persons living in the same household as the employee, whether or not they are related by blood or adoption, and all persons related to the employee to the second degree of consanguinity; defined as spouse,

mother, father, sister, brother, child, grandparent, grandchild; whether natural, adopted, or foster; or any of the above "in-laws"; also, the employee's aunt, uncle, niece, and/or nephew.

5. IMMEDIATE FAMILY ILLNESS:

Certified personnel shall be granted leave at full pay for illness in the immediate family if approved by the immediate supervisor and/or the Superintendent of Schools. Immediate family shall be defined as mother, father, or members of the immediate household related by blood, marriage, or adoption. This policy does not apply to accumulated sick leave nor shall it exceed five (5) days during any one year.

6. ASSOCIATION LEAVE:

Up to eight (8) personal equivalent days shall be available for representatives of the Association to attend conferences, conventions or other activities of the local, state and national affiliated organization. This shall be paid leave. Notice shall be given to the employee's principal at least five (5) days in advance, except in case of emergency.

The Association will reimburse the school district for the costs of substitutes.

Association members elected to a Unit, State, or National affiliated office shall each have up to three (3) personal equivalent days available for the purpose of conducting the duties of that office. This shall be paid leave. Notice shall be given to the employee's principal at least five (5) days in advance, except in case of emergency. The District will be reimbursed by the appropriate branch of the Association for the cost of required substitutes.

ARTICLE #13 – EXTENDED LEAVES OF ABSENCE

A. Employees may request extended leaves of absence without pay for a period of time to be terminated at the conclusion of the semester during which the leave commenced or for up to one (1) additional semester following the conclusion of the semester in which the leave commenced. An employee shall file an application to the Superintendent. Extended leaves of absence may be granted for health, or family responsibilities which may include child nurturing or professional growth. The employee's service will resume in accordance with the leave of absence agreement approved by the Superintendent. Additional leave may be granted at the discretion of the Board. When on extended leave, the employee's interest in the retirement funds and accumulated sick leave shall be frozen. Placement on the salary schedule shall be frozen unless the employee has qualified for advancement on the salary schedule. While no additional benefits will be provided by the employer during the leave period, the employee may purchase such benefits. At the conclusion of the extended leave of absence the salary of the employee shall be the salary stated on the salary schedule for the step and class for which the employee had qualified at the time of his return from the leave.

Any employee who is granted a leave of absence for a regular school year must indicate a desire to return at the time all other employees sign a contract for the next year.

To be eligible for professional growth leave, an employee must be employed at least three (3) continuous years with the employer.

B. MILITARY SERVICE

Employees shall be granted military leave in accordance with Section 29A.28 of the Code of Iowa.

C. FAMILY LEAVE:

Family Medical Leave Act of 1994

The lawful provisions of the Family Medical Leave Act, in effect as of March 15, 1994, are hereby incorporated into this Agreement by this reference. This inclusion shall in no way reduce or adversely impact any other provisions of this Agreement or current policy.

D. ASSOCIATION LEAVE:

A leave of absence without pay for up to two (2) years shall be granted for the purpose of serving as an elected officer of the State (ISEA) or National (NEA) Association. Return rights will be the same as those in Section A of this article.

ARTICLE #14 – EMPLOYEE WORK YEAR

A. IN- SCHOOL WORK YEAR:

1. The in-school work year for employees on a ten (10) month basis (other than new personnel who may be required to attend an additional one (1) day of orientation) shall not exceed one hundred ninety (190) days.
2. The in-school work year shall include those days on which the employee's presence is required.
3. Beginning with the 2003-04 school year, the in-school work year for employees on a ten (10) month basis shall include two additional days, to be used for professional development purposes, making the total work year one hundred ninety-two (192) days. Each of the 2 (two) additional days shall be compensated at the individual's per diem rate.

B. HOLIDAYS

1. All regular and extended contracts shall include the following paid holidays:
   a. Labor Day
   b. Thanksgiving
   c. Christmas
   d. New Year's Day
   e. Good Friday

C. CALENDAR:

1. A school calendar shall be issued to the employees at the time of issuing of contracts.

D. Employee's attendance will not normally be required whenever student attendance is not required due to severe weather.

ARTICLE #15 – EMPLOYEE WORKDAY

A. TIMES:

The normal workday shall begin at 7:45 a.m. and end at 3:30 p.m. On Friday afternoons and days preceding holidays or vacations, teachers may leave after the buses have left their respective building unless there are conferences with parents or students or other scheduled meetings.

B. An equivalent of forty-five (45) minutes every two weeks may be set aside by the building principal and/or Superintendent of Schools for building or general faculty meetings. These faculty meetings may be held before or after the regular school day at the discretion of the building principal and/or Superintendent. An agenda is to be prepared and provided one day in advance of the faculty meeting, except in emergency situations.

C. A plan for in-service training that will provide some release time will be implemented.

D. Employees shall have a daily duty free lunch period of thirty (30) minutes.

E. Every effort will be made to schedule one or more preparation times during an employee work day. The optimum amount of time would be 40 minutes total.

ARTICLE #16 – EMPLOYEE ASSIGNMENTS

A. NOTIFICATION:

Each employee shall be given notice of his salary schedule placement, tentative class and/or subject assignments for the forthcoming school year not later than thirty (30) days prior to the opening day of school except in case of emergency.

ARTICLE #17 – STAFF REDUCTION

When the employer determines that it is necessary to have a staff reduction, the following procedures shall be followed:

A. Given the necessity to maintain the most competent and qualified staff available, the employer in determining which employees are to be reduced will consider:

1. The administration shall attempt to accomplish the necessary reduction through attrition.
2. Teachers hired to substitute for another employee on leave shall be laid off first unless necessary to maintain an existing program.
3. When qualifications and certifications are relatively equal, layoff will be on the basis of seniority within their classification unless an employee is needed to maintain a program.
4. When an employee is notified in writing, delivered personally or by certified mail, that he or she is to be laid off and meets the NCA requirement, if necessary to serve in another classification, the employee will be allowed to "bump" the least senior employee in the classification provided the employee has adequate prior teaching experience in that field and can give adequate evidence of their ability to perform all duties of the other position to maintain the program of the district. Employees requesting to bump another employee must notify the Superintendent of their intent in writing within three working days of their original notification that they are to be laid off. Said notice is not necessarily the notice as required under Chapter 279.13.

B. RECALL:

Teachers shall be recalled in reverse order for open positions in the categories from which they were laid off, and for which they are certified and qualified. Teachers shall retain recall rights for two years from the date they were laid off. Long term substitutes shall have no recall rights.

C. SENIORITY:

Seniority means an employee's length of full time continuous service with the employer since the employee's last date of hire. (Date of hire shall mean the date the teacher signed their individual contract.) A part-time teacher shall accrue seniority on a prorated basis.

ARTICLE #18 – HEALTH PROVISIONS

A. PHYSICAL FITNESS – NEW EMPLOYEES:

All new employees, upon initial employment, shall provide satisfactory evidence of physical fitness to perform assigned duties and freedom from communicable disease. Forms for such purpose shall be provided by the employer. Said physical examination shall be by a doctor of medicine of the employee's choice and shall be filed with the Superintendent of Schools no later than August 15th of each calendar year.

Cost of the first physical examination shall be paid by the employee.

B. PHYSICAL FITNESS – CONTINUING EMPLOYEES:

Employees whose physical condition may be questioned by the employer shall present satisfactory medical evidence when requested, and the employer shall pay the cost.

ARTICLE #19 – SAFETY PROVISIONS

A. SAFETY:

The employer shall comply with the federal and Iowa Occupational Safety and Health Acts as amended. Any safety or health claim of an employee or the Association, under either of said Acts, shall not also be subject to the grievance procedure set forth in Article #4.

ARTICLE #20 – FAIR DISMISSAL – JUST CAUSE

No employee will be disciplined, suspended, discharged or demoted without just cause. In the event an employee is interviewed by the administration regarding such contemplated disciplinary action, he or she shall have the right, upon request, to have an Association representative present. If an employee or the Association files any legal proceeding, action or claim in any form other than the grievance procedure of this Agreement, then the employer shall not be required to process the same claim under the grievance procedure of Article #4 of this Agreement.

ARTICLE #21 – EVALUATION PROCEDURES

A. FORMAL EVALUATIONS:

1. Building principals or supervisors shall acquaint employees under their supervision with evaluation procedures to be used and no formal evaluations will take place until such orientation has been completed.

2. Every teacher in his/her first or second year as a classroom teacher (Beginning Teacher) will be evaluated according to the standards established in the Iowa Teacher Quality Program. Required activities include:

   - Initial Meeting – Prior to October 1; review the Beginning Teacher Plan expectations and evaluation timelines.
   - Formal Observations – Three formal observations in Year 1 and Year 2; the third observation must be held prior to the summative evaluation conference (to be completed by March 30).
   - Informal Observations – To be used at the discretion of the administrator.
   - Cumulative Professional Portfolio – Created and maintained by the Beginning Teacher.
   - Summative Conference – Held with first year teachers prior to March 30.
   - Comprehensive Evaluation – Held with second year teachers prior to March 30; the written evaluation shall include the administrator's licensure recommendation for the teacher.
   - Individual Professional Development Plan – developed prior to October 1 of the following school year.

   Every employee after his/her second year as a teacher will be evaluated at least once every three years. All employees who have changed subject areas or who have transferred to a different school and grade level will be evaluated at least one (1) time during the school year. The building principal or his designee shall formally evaluate each employee in writing. A copy of any written formal evaluation will be provided to the employee.

   Every "career teacher" in his/her first year of employment in the Knoxville School District will be formally observed at least one (1) time each semester.

3. Each activity/coaching sponsor will be formally evaluated by an assigned building principal, assistant principal, or athletic director during the first year of employment and once every three (3) years thereafter unless further evaluation is requested by the principal, assistant principal, athletic director, coach or sponsor in question.

B. EMPLOYER REPRESENTATIVES:

The appropriate building principal has the responsibility for the formal evaluation of all employees assigned to his building. The building principal may request assistance from other administrators.

C. OBSERVATION:

Observation will be conducted with the full knowledge of the employee. Each formal evaluation shall be preceded by at least one observation of at least twenty (20) minutes in duration. If the employee desires an additional observation of equal length, it shall be provided if such request is made within three (3) days of the observation in question.

D. CONFERENCE:

A conference to discuss formal written evaluations shall be held between the employee and the evaluator. Such conference will be held within five (5) working days of the observation unless unusual circumstances make the conference impossible or inadvisable. Either party may request a delay and reasons for such placed in the employee's file. A copy signed by both parties shall not necessarily mean agreement with the evaluation, but rather awareness of the content.

E. RESPONSES:

If an employee believes his formal evaluation is incomplete or inaccurate, the employee may set forth the objections in writing and have them attached to the evaluation report to be placed in the employee's personnel file. The file copy of such objections shall be signed by both parties to indicate awareness of the content.

Evaluation procedure may be grieved as set forth in Article #4. The evaluation itself shall not be subject to grievance under Article #4.

F. EMPLOYEE REVIEW:

An employee shall have the right to review the contents of his or her evaluation file at reasonable times by making a request in writing to their immediate supervisor. Upon receiving a request to review a file, the supervisor will arrange a mutually agreeable time for the review with the employee. An Association representative may accompany the employee at this review at the employee's request and the supervisor may be accompanied by a management representative at their request. Any complaints directed toward an employee which are placed in the evaluation file shall be called to the employee's attention in writing.

ARTICLE #22 – TRANSFER PROCEDURES

A. DEFINITIONS:

1. A voluntary transfer is the movement of an employee to a different grade level, building or general subject area upon a vacancy therein, at the request of the employee.
2. A vacancy exists when a current position becomes available because of death, retirement, resignation, transfer, termination of an employee, or when a new position is created resulting in an increase in full-time-equivalency within either seniority pool.

B. VACANCIES:

1. If the employer desires to fill a vacancy for the following school year in positions listed in Article 2, Section A-2 of this Agreement, and occurring prior to June 10 of any year, the following procedure shall be followed:
   a. Written notice of such vacancy, including the position and school location, will be posted on bulletin boards used by employees in each building as far ahead as practical, but at least ten (10) calendar days before the position is to be advertised to the general public and at least fifteen (15) days before a position is filled. If the vacancy occurs after April 30, this posting shall be made at least five (5) calendar days before the position is to be advertised to the general public and at least ten (10) calendar days before the position is filled. All vacancies shall be posted at the central business office, regardless of date.
   b. Employees who desire to voluntarily transfer to such vacancies shall submit written request to the Superintendent or designee within ten (10) calendar days of such posting.
   c. Employees not selected to fill such vacancies will be notified by the Superintendent or designee in writing prior to the filling of such vacancy. The written notification shall include the reason(s) why the employee was not selected to fill the vacancy.
   d. Before the end of May, teachers will notify their building principal, the Superintendent's Office, and the Association President in writing of positions in which they are interested. During the summer months, a copy of any posted vacancy shall be mailed to the requesting employee and the Association President.
2. Employees who request a voluntary transfer to a vacant position will be considered for that vacancy. The approval of a request for a transfer shall not be automatic. In filling the vacancy, in addition to other relevant factors, consideration will be given to:
   a. Years of service to Knoxville Community School District.
   b. Years of satisfactory service in the posted grade level or subject area.

   The request of an employee shall be granted if it is determined by the administration that the transfer does not conflict with the best interests of the school system.

C. INVOLUNTARY TRANSFERS:

1. If a vacancy cannot be filled by voluntary transfer, involuntary transfers of employees may be made by the employer when such transfers are necessary for the efficient operations of the school system. Any employee so transferred will be notified, as soon as possible, and in writing, of the reasons for such a transfer.

2. Involuntary transfers shall not be made for wholly arbitrary or capricious reasons. The employer shall retain the right to involuntarily transfer any employee, before the last contract day of their third year of employment, into any certified position of equal or greater pay. If the employer cannot complete an involuntary transfer with a teacher as described above, the least senior employee in the categories described in Article #17, paragraph A, shall be the first to be involuntarily transferred.

D. TEMPORARY TRANSFERS:

Nothing in this Agreement shall be construed as restricting the employer from exercising its right to temporarily fill any vacancies occurring during a school year.

ARTICLE #23 – MANAGEMENT RIGHTS

A. The parties understand and agree that the management of the Knoxville Community School District and the direction of employees covered by this Agreement are the responsibility of the employer which includes but is not limited to: the right to hire, promote, evaluate, demote, transfer, assign and reassign employees, discipline and discharge employees for proper cause, lay off employees; the right to determine the size and location of school district equipment and facilities; the right to determine and implement methods, means and personnel by which the employer's operations are conducted; and the right to establish and require employees to observe reasonable rules and regulations.

B. The right, power, authorities and duties set forth above are subject only to such limitations as are expressly set forth in this Agreement.

ARTICLE #24 – PHASE II AND PHASE III MONIES

The parties have agreed to distribution of both Phase II and Phase III monies. Phase III monies and the projects developed were agreed to by both parties. All necessary mandatory items requiring receipt of these monies have been agreed to by both parties.

ARTICLE #25 – COMPLIANCE CLAUSES AND DURATION

A. SEPARABILITY:

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

B. PRINTING AGREEMENT:

Copies of this Agreement shall be typed by the Employer. All costs of printing shall be shared equally by both parties. Copies of the printed Agreement shall be presented to all employees now employed.

C. NOTICES:

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement either party shall do so by telegram or letter at the following designated addresses or at such other address as may be designated by a party in written notification to the other party.

1. If by Association, to Board at 309 W. Main, Knoxville, IA 50138.
2. If by Board, to Association at PO Box 592, Knoxville, IA 50138.

D. DURATION PERIOD:

At the request of either party, negotiations of the Master Contract shall be reopened not later than December 1.

Such requests shall be made in writing at least ten (10) days prior to the opening of negotiations.

Money items are to include salary Schedule "A," Supplemental Pay Schedule "B" and Insurance Article #10.

The duration of this contract is for two years, with the exception of the Base Generator, Insurance, and one (1) article of language may be opened by either party.

E. SIGNATURE CLAUSE:

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 17th day of April 2006.

KNOXVILLE EDUCATION ASSOCIATION

BY: Terry Tidwell (President

BY: James Nelles (Chief Negotiator)

AND

KNOXVILLE COMMUNITY SCHOOL DISTRICT

BY: [illegible] (President)

BY: Randy A. Flack (Chief Negotiator)

2006-07 Salary Schedule

	BA	BA +12	BA + 24	BA + 45/MA	MA + 15	MA + 30
0	$24,675.00	$25,415.25	$26,155.50	$26,895.75	$27,636.00	$28,376.25
1	$25,662.00	$26,431.86	$27,201.72	$27,971.58	$28,741.44	$29,511.30
2	$26,649.00	$27,448.47	$28,247.94	$29,047.41	$29,846.88	$30,646.35
3	$27,636.00	$28,465.08	$29,294.16	$30,123.24	$30,952.32	$31,781.40
4	$28,623.00	$29,481.69	$30,340.38	$31,199.07	$32,057.76	$32,916.45
5	$29,610.00	$30,498.30	$31,386.60	$32,274.90	$33,163.20	$34,051.50
6	$30,597.00	$31,514.91	$32,432.82	$33,350.73	$34,268.64	$35,186.55
7	$31,584.00	$32,531.52	$33,479.04	$34,426.56	$35,374.08	$36,321.60
8	$32,571.00	$33,548.13	$34,525.26	$35,502.39	$36,479.52	$37,456.65
9	$33,558.00	$34,564.74	$35,571.48	$36,578.22	$37,584.96	$38,591.70
10	$34,545.00	$35,581.35	$36,617.70	$37,654.05	$38,690.40	$39,726.75
11	$35,532.00	$36,597.96	$37,663.92	$38,729.88	$39,795.84	$40,861.80
12	$36,519.00	$37,614.57	$38,710.14	$39,805.71	$40,901.28	$41,996.85
13		$38,631.18	$39,756.36	$40,881.54	$42,006.72	$43,131.90
14		$39,647.79	$40,802.58	$41,957.37	$43,112.16	$44,266.95
15		$40,664.40	$41,848.80	$43,033.20	$44,217.60	$45,402.00
16				$44,377.99	$45,599.40	$46,820.81

Career Increment: An employee at the top of the schedule in Lanes 2-6 for more than one (1) year shall receive 2.5% of the BA Base (Step 0) each year, accumulative for each year that he/she has exceeded the available step in his/her education lane.

SUPPLEMENTAL SALARY SCHEDULE

$24,675.00

	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	CLASS G	CLASS H	CLASS I
0	$394.80	$518.18	$641.55	$764.93	$888.30	$1,011.68	$1,135.05	$1,258.43	$1,381.80
1	$468.83	$592.20	$715.58	$838.95	$962.33	$1,085.70	$1,209.08	$1,332.45	$1,455.83
2	$542.85	$666.23	$789.60	$912.98	$1,036.35	$1,159.73	$1,283.10	$1,406.48	$1,529.85
3	$616.88	$740.25	$863.63	$987.00	$1,110.38	$1,233.75	$1,357.13	$1,480.50	$1,603.88
4	$690.90	$814.28	$937.65	$1,061.03	$1,184.40	$1,307.78	$1,431.15	$1,554.53	$1,677.90
5	$764.93	$888.30	$1,011.68	$1,135.05	$1,258.43	$1,381.80	$1,505.18	$1,628.55	$1,751.93
6	$838.95	$962.33	$1,085.70	$1,209.08	$1,332.45	$1,455.83	$1,579.20	$1,702.58	$1,825.95
7	$912.98	$1,036.35	$1,159.73	$1,283.10	$1,406.48	$1,529.85	$1,653.23	$1,776.60	$1,899.98
8	$987.00	$1,110.38	$1,233.75	$1,357.13	$1,480.50	$1,603.88	$1,727.25	$1,850.63	$1,974.00
9	$1,061.03	$1,184.40	$1,307.78	$1,431.15	$1,554.53	$1,677.90	$1,801.28	$1,924.65	$2,048.03
10	$1,135.05	$1,258.43	$1,381.80	$1,505.18	$1,628.55	$1,751.93	$1,875.30	$1,998.68	$2,122.05
11	$1,209.08	$1,332.45	$1,455.83	$1,579.20	$1,702.58	$1,825.95	$1,949.33	$2,072.70	$2,196.08
12	$1,283.10	$1,406.48	$1,529.85	$1,653.23	$1,776.60	$1,899.98	$2,023.35	$2,146.73	$2,270.10
13	$1,357.13	$1,480.50	$1,603.88	$1,727.25	$1,850.63	$1,974.00	$2,097.38	$2,220.75	$2,344.13

	CLASS J	CLASS K	CLASS L	CLASS M	CLASS N	CLASS O	CLASS P	CLASS Q	CLASS R
0	$1,505.18	$1,628.55	$1,751.93	$1,875.30	$1,998.68	$2,122.05	$2,245.43	$2,368.80	$2,492.18
1	$1,579.20	$1,702.58	$1,825.95	$1,949.33	$2,072.70	$2,196.08	$2,319.45	$2,442.83	$2,566.20
2	$1,653.23	$1,776.60	$1,899.98	$2,023.35	$2,146.73	$2,270.10	$2,393.48	$2,516.85	$2,640.23
3	$1,727.25	$1,850.63	$1,974.00	$2,097.38	$2,220.75	$2,344.13	$2,467.50	$2,590.88	$2,714.25
4	$1,801.28	$1,924.65	$2,048.03	$2,171.40	$2,294.78	$2,418.15	$2,541.53	$2,664.90	$2,788.28
5	$1,875.30	$1,998.68	$2,122.05	$2,245.43	$2,368.80	$2,492.18	$2,615.55	$2,738.93	$2,862.30
6	$1,949.33	$2,072.70	$2,196.08	$2,319.45	$2,442.83	$2,566.20	$2,689.58	$2,812.95	$2,936.33
7	$2,023.35	$2,146.73	$2,270.10	$2,393.48	$2,516.85	$2,640.23	$2,763.60	$2,886.98	$3,010.35
8	$2,097.38	$2,220.75	$2,344.13	$2,467.50	$2,590.88	$2,714.25	$2,837.63	$2,961.00	$3,084.38
9	$2,171.40	$2,294.78	$2,418.15	$2,541.53	$2,664.90	$2,788.28	$2,911.65	$3,035.03	$3,158.40
10	$2,245.43	$2,368.80	$2,492.18	$2,615.55	$2,738.93	$2,862.30	$2,985.68	$3,109.05	$3,232.43
11	$2,319.45	$2,442.83	$2,566.20	$2,689.58	$2,812.95	$2,936.33	$3,059.70	$3,183.08	$3,306.45
12	$2,393.48	$2,516.85	$2,640.23	$2,763.60	$2,886.98	$3,010.35	$3,133.73	$3,257.10	$3,380.48
13	$2,467.50	$2,590.88	$2,714.25	$2,837.63	$2,961.00	$3,084.38	$3,207.75	$3,331.13	$3,454.50

	CLASS S	CLASS T	CLASS U	CLASS V	CLASS W	CLASS X	CLASS Y
0	$2,615.55	$2,961.00	$3,207.75	$3,331.13	$3,454.50	$4,194.75	$4,935.00
1	$2,689.58	$3,084.38	$3,331.13	$3,454.50	$3,577.88	$4,318.13	$5,058.38
2	$2,763.60	$3,207.75	$3,454.50	$3,577.88	$3,701.25	$4,441.50	$5,181.75
3	$2,837.63	$3,331.13	$3,577.88	$3,701.25	$3,824.63	$4,564.88	$5,305.13
4	$2,911.65	$3,454.50	$3,701.25	$3,824.63	$3,948.00	$4,688.25	$5,428.50
5	$2,985.68	$3,577.88	$3,824.63	$3,948.00	$4,071.38	$4,811.63	$5,551.88
6	$3,059.70	$3,701.25	$3,948.00	$4,071.38	$4,194.75	$4,935.00	$5,675.25
7	$3,133.73	$3,824.63	$4,071.38	$4,194.75	$4,318.13	$5,058.38	$5,798.63
8	$3,207.75	$3,948.00	$4,194.75	$4,318.13	$4,441.50	$5,181.75	$5,922.00
9	$3,281.78	$4,071.38	$4,318.13	$4,441.50	$4,564.88	$5,305.13	$6,045.38
10	$3,355.80	$4,194.75	$4,441.50	$4,564.88	$4,688.25	$5,428.50	$6,168.75
11	$3,429.83	$4,318.13	$4,564.88	$4,688.25	$4,811.63	$5,551.88	$6,292.13
12	$3,503.85	$4,441.50	$4,688.25	$4,811.63	$4,935.00	$5,675.25	$6,415.50
13	$3,577.88	$4,564.88	$4,811.63	$4,935.00	$5,058.38	$5,798.63	$6,538.88

SCHEDULE "C-1"

KNOXVILLE COMMUNITY SCHOOL DISTRICT
EXTRA CURRICULAR ASSIGNMENTS

CLASSIFICATION AND ASSIGNMENT TITLES

CLASS "A"

MIDDLE SCHOOL ADVISORY CO-SPONSORS
NINTH GRADE CLASS SPONSOR
SOPHOMORE CLASS SPONSOR
SENIOR HIGH INTERNATIONAL CLUB SPONSOR
SENIOR HIGH PANTHER CLUB SPONSOR
MIDDLE SCHOOL VOCAL MUSIC DIRECTOR

CLASS "B"

SENIOR HIGH CAMERA CLUB SPONSOR
SENIOR HIGH NATIONAL HONOR SOCIETY SPONSOR
SENIOR HIGH SENIOR CLASS CO-SPONSOR
SENIOR HIGH SENIOR CLASS CO-SPONSOR

CLASS "D"

MIDDLE SCHOOL BETA CLUB SPONSOR
MIDDLE SCHOOL DRAMATICS SPONSOR
MIDDLE SCHOOL INSTRUMENTAL
SENIOR HIGH JUNIOR CLASS ASSISTANT SPONSOR
SENIOR HIGH JUNIOR CLASS ASSISTANT SPONSOR
SENIOR HIGH PANTHER PRESS

CLASS "E"

SENIOR HIGH SCIENCE CLUB SPONSOR
SENIOR HIGH F.H.A. SPONSOR
SENIOR HIGH STUDENT SENATE SPONSOR
SENIOR HIGH JUNIOR CLASS SPONSOR, CHAIRPERSON
SENIOR HIGH SPEECH SPONSOR
MIDDLE SCHOOL ANNUAL, CO-SPONSOR
MIDDLE SCHOOL ANNUAL, CO-SPONSOR

CLASS "F"

VARSITY FLAG AND RIFLE CORPS SPONSOR

CLASS "G"

DRUM LINE

CLASS "H"

SENIOR HIGH DRILL TEAM

CLASS "I"

SENIOR HIGH DEBATE SPONSOR
SENIOR HIGH FARM SUPERVISOR
SENIOR HIGH DRAMATICS SPONSOR
MIDDLE SCHOOL INTRAMURALS - CO-SPONSOR
MIDDLE SCHOOL INTRAMURALS - CO-SPONSOR
SENIOR HIGH ANNUAL SPONSOR

CLASS "L"

CLASS "S"

SENIOR HIGH ADULT EDUCATION SUPERVISOR

CLASS "T"

*SENIOR HIGH VOCAL MUSIC SUPERVISOR

CLASS "U"

*SENIOR HIGH INSTRUMENTAL MUSIC SUPERVISOR

SCHEDULE "C-2"

KNOXVILLE COMMUNITY SCHOOL DISTRICT
ATHLETIC ASSIGNMENTS

CLASSIFICATION AND ASSIGNMENT TITLES

CLASS "F"

CLASS "G"

SEVENTH GRADE VOLLEYBALL, ASSISTANT COACH
EIGHTH GRADE VOLLEYBALL, ASSISTANT COACH
SEVENTH GRADE FOOTBALL, ASSISTANT COACH
EIGHTH GRADE FOOTBALL, ASSISTANT COACH
SEVENTH GRADE BOYS BASKETBALL ASSISTANT COACH
SEVENTH GRADE GIRLS BASKETBALL ASSISTANT COACH
EIGHTH GRADE BOYS BASKETBALL ASSISTANT COACH
EIGHTH GRADE GIRLS BASKETBALL ASSISTANT COACH
SEVENTH GRADE BOYS TRACK, HEAD COACH
EIGHTH GRADE BOYS TRACK, HEAD COACH
SEVENTH GRADE GIRLS TRACK, HEAD COACH
EIGHTH GRADE GIRLS TRACK, HEAD COACH
VARSITY WEIGHT ROOM SUPERVISORS

CLASS "H"

VARSITY CHEERLEADER SPONSOR
MIDDLE SCHOOL WRESTLING, ASSISTANT COACH

CLASS "I"

SEVENTH GRADE FOOTBALL, HEAD COACH
SEVENTH GRADE BOYS BASKETBALL, HEAD COACH
SEVENTH GRADE GIRLS BASKETBALL, HEAD COACH
EIGHTH GRADE FOOTBALL, HEAD COACH
EIGHTH GRADE BOYS BASKETBALL, HEAD COACH
EIGHTH GRADE GIRLS BASKETBALL, HEAD COACH
NINTH GRADE FOOTBALL, ASSISTANT COACH
NINTH GRADE BOYS TRACK, HEAD COACH
SEVENTH GRADE VOLLEYBALL, HEAD COACH
EIGHTH GRADE VOLLEYBALL, HEAD COACH
MIDDLE SCHOOL BASEBALL
MIDDLE SCHOOL SOFTBALL

CLASS "J"

VARSITY BOYS SOCCER, ASSISTANT COACH
VARSITY GIRLS SOCCER, ASSISTANT COACH
NINTH GRADE BOYS BASKETBALL, HEAD COACH
NINTH GRADE GIRLS BASKETBALL, HEAD COACH
MIDDLE SCHOOL WRESTLING, HEAD COACH

CLASS "K"

NINTH GRADE FOOTBALL, HEAD COACH
NINTH GRADE VOLLEYBALL, HEAD COACH
*VARSITY BOYS CROSS COUNTRY, HEAD COACH
*VARSITY GIRLS CROSS COUNTRY, HEAD COACH
*VARSITY BOYS GOLF, HEAD COACH
*VARSITY GIRLS GOLF, HEAD COACH
*VARSITY BOYS TENNIS, HEAD COACH
*VARSITY GIRLS TENNIS, HEAD COACH
VARSITY BOYS TRACK, ASSISTANT COACH
VARSITY GIRLS TRACK, ASSISTANT COACH
NINTH GRADE BASEBALL, ASSISTANT COACH
NINTH GRADE SOFTBALL, ASSISTANT COACH

CLASS "M"

VARSITY VOLLEYBALL, ASSISTANT COACH
VARSITY BASEBALL, ASSISTANT COACH
VARSITY SOFTBALL, ASSISTANT COACH
VARSITY GIRLS BASKETBALL, ASSISTANT COACH
VARSITY BOYS BASKETBALL, ASSISTANT COACH
VARSITY FOOTBALL, ASSISTANT COACH
VARSITY FOOTBALL, ASSISTANT COACH
VARSITY WRESTLING, ASSISTANT COACH
VARSITY BOYS SOCCER, HEAD COACH
VARSITY GIRLS SOCCER, HEAD COACH
SOPHOMORE FOOTBALL, HEAD COACH
SOPHOMORE BOYS BASKETBALL, HEAD COACH
SOPHOMORE GIRLS BASKETBALL, HEAD COACH

CLASS "S"

*VARSITY BOYS TRACK, HEAD COACH
*VARSITY GIRLS TRACK, HEAD COACH

CLASS "U"

*VARSITY BASEBALL, HEAD COACH
*VARSITY SOFTBALL, HEAD COACH
*VARSITY VOLLEYBALL, HEAD COACH
*VARSITY BOYS BASKETBALL, HEAD COACH
*VARSITY GIRLS BASKETBALL, HEAD COACH
*VARSITY FOOTBALL, HEAD COACH
*VARSITY WRESTLING, HEAD COACH

POSITIONS ARE ASSIGNABLE