Mt. Vernon CSD Mt. Vernon EA 7/1/2006 6/30/2007

MT. VERNON CSD / EA 06-07

MASTER CONTRACT

between

Mount Vernon Education Association

and

Mount Vernon Community School District

for the

2006-07 Year

Mount Vernon, Iowa

PREAMBLE

The Board of Directors of the Mount Vernon Community School District, hereinafter referred to as the "Board," and the Mount Vernon Education Association, hereinafter referred to as the "Association," recognize that the aim of the public schools is to provide a quality education program for the children and youth of the School District. The parties further recognize that attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of students and the community at large.

Whereas, the parties have reached certain understandings to which they desire to conform, agreements have been reached on the following items in this document:

Article I	**Leaves of Absence**	**Pages 2-3**
Article II	**Evaluation**	**Pages 4-7**
Article III	**Staff Reduction**	**Page 8**
Article IV	**Transfer**	**Page 9**
Article V	**Part-Time Teachers**	**Page 10**
Article VI	**Grievance Procedures**	**Pages 11-14**
Article VII	**Wage and Salary**	**Pages 15-16**
Article VIII	**Extra Pay Schedule**	**Pages 17-18**
Article IX	**School Contribution to Benefit Program**	**Page 19**
Article X	**Compliance**	**Page 20**

Article I
Leaves of Absence

Personal Days

Two personal days will be given each year with the following restrictions:

a. Personal days will not be used the day before or the day after vacations or on scheduled in-service days unless prior approval is given.
b. Advance notice which allows adequate time to secure a substitute must be given.
c. Teachers will be given an additional personal day if an unusual situation exists and approval is given.
d. Employees will be paid for one unused personal day at the end of the school year at $50.00 a day per FTE.

Family Illness

The allowance for paid family illness will remain at three days but include the provision of an additional seven days in the event of a severe illness or disability of a spouse, child or parent.

Professional Leave

All professional employees under this agreement, including part-time and staff members on approved leaves of absence, shall retain their positions when on an approved professional leave as set forth in Board Policy #404.9.

Certified Personnel Professional Development

The board encourages certified personnel to attend and participate in professional development activities to maintain, develop and extend their skills.

The board shall maintain and support an in-service program for certified personnel. As part of this in-service program, the board shall establish, through annual budget expenditures, a library and media materials collection that supports the board's in-service program and that can be used by certified personnel.

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the superintendent. Approval of the superintendent must be obtained prior to attendance by a certified employee in a professional development program.

The superintendent or designee shall have the discretion to allow or disallow certified employees to attend or participate in the requested event. When making this determination, the superintendent will consider the value of the program for the employee and the school district, the effect of the employee's absence, on the education program and school district operations and the school district's budget as well as other factors deemed relevant in the judgment of the superintendent.

National Board Certified applicants will be given two days of professional leave during their certification process. National Board Certified teachers will receive a five percent stipend from the extra duty schedule. This amount will be included as part of the teacher money for negotiations purposes.

Leave for Sickness or Disability

Regular full-time employees and all certificated employees shall be granted leaves of absence with full pay

for personal illness or injury. Leaves for part time employees shall be pro-rated in accordance with his or her contract.

Maximum leave is 180 days to be accumulated as follows: first year 10 days, second year 11 days, third year 12, fourth year 13, fifth year 14, sixth and subsequent years of employment, 15 days.

The superintendent may require medical evidence to support a leave request if desired.

Female employees are entitled to use accumulative sickness and disability leave during the period they are unable to perform regular duties due to pregnancy and subsequent recovery. This leave will be taken during 42 consecutive calendar days beginning with the date of delivery. Supporting written medical determination will be required to establish additional leave either before or after delivery.

Female employees are entitled to use accumulated sickness and disability leave during the period they are unable to perform regular duties due to adoption and subsequent bonding. This leave will be taken during 42 consecutive calendar days beginning with the date of the adoption, and applies only to official adoption(s).

Professional Leaves

The School Board may grant leaves without pay for periods up to one year. The purpose of such leaves would be advanced study, travel, or other pursuits of benefit to the school district as well as the teachers. Teachers granted leaves would not advance on the salary schedule during their leave but would be assured of a return to their position. Written requests for leaves should be submitted to the superintendent.

Association Leave

At the beginning of each school year, the District shall credit the Association with 5 days of paid leave to conduct Association business, attend conferences, conventions, and for other activities of the local, state and national affiliated organizations. These days will not accumulate. The Association shall provide at least five (5) working days of advance notice to the Superintendent or designee of when those leave days will be used and who will use them. Association leave days may be used in one half day increments only.

Article II
Evaluation

Performance Review

A. Evaluation In-Service
The district shall provide all employees with an in-service on the Iowa Teaching Standards, criterion, and any district-adopted descriptors prior to the district's implementation of the Individual Career Development Plans and/or Performance Reviews. Beginning with the 2005-2006 school year, teachers who are new to the district will be presented with this information during their new teacher orientation or pre-service.

B. Orientation Procedures
For those individuals who will be doing their Performance Review, an orientation to the procedures shall be conducted during the school year pre-service.

C. Performance Review
1. Each career teacher shall have a performance review at least once every three years. When a teacher is assigned to more than one building, the teacher shall be assigned one evaluator.

2. The evaluator shall contact the teacher to establish a mutually agreed upon time to discuss the Performance Review. The evaluator shall provide the teacher with a copy of the completed Career Performance Review at the meeting.

3. The Performance Review shall include:
   a. A review of the teacher's Individual Career Development plans,

   b. At least one formal classroom observation report, Formal Classroom Observation
      1) At least one observation shall be for a continuous length of time no shorter than 30 minutes and shall be conducted at a mutually agreed upon date and time. No observation shall be conducted during the first 10, or last 10 days of the contract year, except by mutual agreement. No observation shall be conducted the day before or after a day of vacation or holiday, except by mutual agreement.
      2) The evaluator and teacher shall mutually agree upon dates for the pre-conference, observation and post-conference meetings. The pre-conference must be at least one day prior to the observation. The post-conference should be held in a reasonable period of time (5-9 days) or at a time mutually agreed upon.
      3) The evaluator's written observation comments shall be reviewed at the post-conference. The evaluator shall sign and date the comments. The teacher shall sign as having been given the opportunity to review the comments and date the comment sheet. The teacher's signature does not necessarily mean agreement with the comments. The teacher shall be provided a copy of the observation comments.
      4) A classroom observation shall not be considered a meeting for purposes of representation.
      5) Nothing shall preclude additional informal observations of the teacher's performance.

c. At least one supporting document from each: a student, a teacher, a parent and another evaluator. These may be documents that have already been presented as part of an Individual Career Development Plan. Supporting documents shall be materials developed and/or collected during the normal three-year evaluation cycle. The documents referred to in item 3c shall be made a part of the official personnel file

d. A review of the evaluator's comments and conclusions on the Performance Review, The performance review needs to be completed before the final 10 days of the school year.
   1) The evaluator shall document the teacher's continued competence in the Iowa teaching standards. It is desirable for these discussions to be centered around artifacts and/or evidence brought forward by either the teacher or the evaluator.
   2) If additional documentation, evidence, or artifacts is requested by the evaluator, a time will be set for a follow-up meeting.
   3) For a teacher meeting the Iowa Teaching Standards, the evaluator and the teacher will begin discussion of future career goals that might be included in the next career development plan. This conference can be included as part of the post observation conference in those situations when the evaluator has no major concerns regarding the teacher's performance. Both the evaluator and the teacher shall sign and date the review. Signature of the teacher does not indicate that the teacher agrees with the content of the review, only that they have received a copy. The teacher has a right to respond to the Performance Review in writing and have that attached to the review when it is placed in the personnel tile.
   4) When an evaluator notes concerns about the teacher's performance, but said concerns do not constitute a deficiency, the teacher and evaluator shall agree on goals for the upcoming Individual Career Development Plan to address the concerns

e. A discussion of goals for the teacher's next Individual Career Development plan.

D. Representation

The teacher may have a representative present at any meeting involving evaluation. However, the time lines shall not be delayed or disrupted. Representatives must be available within a reasonable time frame.

E. Evaluation Summary

An employee who has completed at least three (3) years of continuous service with the district and who receives a formal written evaluation which concludes that the employee's performance is in part or, overall unsatisfactory may file a grievance alleging that the evaluation is incomplete, inaccurate, or unjust.

Support Procedures

A. Career Teacher Support Procedures

Level 1: Intervention

1. If an evaluator indicates that the teacher is not meeting the expectations of the Iowa Teaching Standards, the standards not being met must be identified, and the information and evidence used to make this decision will be provided to the teacher. Both the evaluator and teacher shall

sign and date the review. The teacher's signature does not necessarily indicate agreement. The teacher shall have the right to attach a written response to this review.

2. A support plan shall be created that focuses only on the Iowa Teaching Standards/Criteria that are found to be deficient.
3. The support plan shall include action steps, resources and assessment procedures, as well as a time line,
4. Both the evaluator and teacher shall sign and date the support plan. The teacher's signature does not necessarily indicate agreement. The teacher shall have the right to attach a written response to this review.
5. If expectations are met at Level 1, none of the documents created at Level 1 will be placed in the official personnel record of the teacher.
6. If expectations are not met at Level 1, the evaluator shall make a recommendation to continue remediation at Level 2. If remediation is continued to Level 2 the Level 1 documents become part of the official personnel record.
7. Teachers are expected to maintain the improvements made during an intervention. If a teacher is identified as having a deficiency by their evaluator and the deficiencies sited have previously been addressed through intervention, the district may choose to bypass Level 1 and move to Level 2 remediation.

Level 2: Remediation

1. Career teacher support is designed to provide clear intervention for experienced teachers whose job performance has been determined to not meet the Iowa Teaching Standards. The procedures identified within this section are meant to provide a structured process for teachers who have been identified as needing support.
2. Support Procedures
   a) The support procedures will begin with a formal meeting between tile evaluator and the teacher. During this meeting the evaluator will convey to the teacher, in writing, the specific behaviors that do not meet the Iowa Teaching Standards and will review documentation supporting this conclusion. The evaluator will present to and discuss with the teacher the support plan which identifies actions for the teacher to complete for the purpose of improving performance identified as unsatisfactory,
   b) The support plan shall include action steps, resources, and assessment procedures, as well as a time line
   c) At the request of the teacher a mentor(s) shall be provided. Participation as a mentor shall be voluntary. The evaluator and the teacher shall mutually select the mentor(s).
   d) The role of the mentor(s) is to use data and information provided by the evaluator and the teacher to assist in developing a planned approach to help the teacher meet the Iowa Teaching Standards. Strict confidentiality will be maintained by the mentor(s). Observations and comments made by the mentor(s) are not reported to the evaluator and do not become part of the teacher's evaluation. The support provided is targeted solely at helping the teacher improve her or his performance in relation to the Iowa Teaching Standards.
   e) The teacher and the mentor(s) shall be provided release time during the regular school day to collaborate.
   f) After the support plan has been completed, or upon receipt of a written request from a teacher to discontinue the process, the evaluator shall make one of the following

recommendations:

1. Concern resolved, the teacher returns to the individual career development plan.
2. Progress noted, a new support plan is developed.
3. Concern not resolved, a recommendation will be made to place the teacher on Intensive Assistance.

g) The evaluator shall share with the teacher the completed Support Plan Summary including the information and evidence used to make this recommendation. The teacher's signature does not necessarily indicate agreement. The teacher has the right to respond to tile recommendations in writing.

Level 3: Intensive. Assistance

Intensive Assistance is required by state law and is not subject to either bargaining or grievance procedures. Information on the process, forms, and evaluator shall be available from tile Human Resources office of the District. Intensive Assistance will be based on tile Iowa Teaching Standards and Criteria.

B. Representation

The teacher may have a representative present at any meeting involving evaluation. However, the time lines shall not be delayed or disrupted. Representatives must be available within a reasonable time frame.

C. Evaluation Summary

An employee who has completed at least three (3) years of continuous service with the district and who receives a formal written evaluation which concludes that the employee's performance is in part or, overall unsatisfactory may file a grievance alleging that the evaluation is incomplete, inaccurate, or unjust.

D. Disciplinary Actions

Those actions identified by the District as disciplinary in nature shall not be subject to the terms and conditions of evaluation and/or support.

Article III
Staff Reduction

Definitions — Staff Reduction: This is defined as the reduction of any existing regular (not to include extra pay) assignment which results in a decrease in compensation.

Layoffs — If the Board deems it necessary to lay off employees who are certified and endorsed for available positions due to reasons such as decrease in enrollment, educational program changes, or budgetary or financial limitations, the layoffs will be implemented by curricular area in this order. Curricular areas are listed in section marked "Curricular Area."

a. Normal attrition through retirement or resignation
b. Employees who are on temporary or emergency certificates (This would not apply if the teacher so certificated falls into this category for the convenience of the district.)
c. Employees who are on probation
e. Employees with the least consecutive experience in the school district. Employees do not break their consecutive years of service when granted a leave in accordance with the Board policy.
f. If seniority is equal, the decision will be made by the administration

Laid off employees shall be recalled for reinstatement in inverse order to being laid off. No new appointments may be made while there are laid off teachers who are qualified by curricula areas to fill the vacancies. The date for notification of staff reduction or termination will coincide with State law. Employees shall be allowed to remain in the insurance groups while laid off if they pay the full monthly premiums themselves.

Teachers will receive credit for one full year in their major teaching area if teaching part-time in another discipline at the request of the district. i.e. A math teacher teaching physics or science, or a social studies teacher teaching health, or an English teacher teaching reading- - would all receive one full year's credit in their major discipline.

With the exception of the above, teachers will advance on the seniority list only that percentage of time they are teaching in a given area. i.e. A half-time teacher will gain seniority only as a half-time teacher for the number of years that person has taught in the district.

Recall Rights — Recall rights will extend for thirty-two months from March 1st of the year the layoff is announced. Persons reduced from full time to part-time will retain recall rights to a full time job within their curricula area. Employees will lose all recall rights if they do not accept within thirty days (if offered prior to April 15) or fifteen days (if offered after April 15) a position within their original curricular area. Laid off teachers may refuse any position offered outside their original curricular area and still retain their recall rights for their 32 month period. Recalled employees will reassume their accrued sick leave and position on the salary schedule. If the laid off teacher is employed by another district, he/she shall have recall rights until three days after the other district's school board meeting to accept or reject an offer.

Article IV
Transfer

Open Positions

All open positions will be advertised. Open positions will be posted in each school building prior to publication.

Definition

This is meant to mean any change in assignment from one to another of the following: K-5, 6-8, 9-12 levels of instruction. In a practical sense, transfer means change of assignment from one building to another.

Transfer

When a transfer of a teacher between buildings becomes necessary, the senior teacher in the curricular area involved has the right to accept or reject the transfer. If the senior teacher rejects the offer, the process then falls to the next senior teacher and then on down the line until the least senior teacher must accept the transfer.

Curricular Areas

Curricular areas shall include the following: reading, guidance, music, physical education, art, resource (special education), librarian, industrial arts, home economics, extended learning program, foreign language, business, language arts (6-12), mathematics (6-12), science (6-12), social studies (6-12) and K-5 classroom teaching.

Article V
Part-Time Teachers

The full time equivalency of part time teachers is calculated by comparing their scheduled or assigned time with students to that of a full time teacher. The comparisons are made with teachers at comparable grade levels, kindergarten, primary (1-3), intermediate (4 & 5), middle school (6-8), and high school (9-12).

Article VI
Grievance Procedure

A. Definition

A grievance is a claim by an employee, a group of employees or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this agreement. The employee, group of employees, or Association filing such a claim shall hereafter be known as the grievant. A grievant shall be free to discuss individual complaints with the employer without Association representation. However, at no time will a grievant be denied Association representation if requested by the grievant.

B. Procedure

1 Purpose
The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2 Time Limits
The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limit shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement. Any prescribed time limits shall be converted to calendar days during the months of June, July and August.

3. Level-One - Principal (Informal)
The grievant shall first discuss it with his/her principal and/or the superintendent, either directly or through the Association's designated representative, within ten (10) school days of the alleged violation, with the objective of resolving the matter informally.

4. Level Two - Principal (Formal)
If the grievance cannot be resolved informally at Level I the grievant may invoke the formal grievance procedure by filing the form set forth in Schedule A. A copy of the grievance form shall be delivered to the appropriate principal. If the grievance involves more than one school building it shall be filed with each principal involved. The filing of the formal written grievance at Level II must be within ten (10) school days from the Level I principal response. Within seven (7) schools days after the principal has received the written grievance, a meeting at a mutually agreeable time shall be held with the aggrieved and his/her representative, if requested, to discuss the alleged grievance and attempt to resolve same. The appropriate principal(s) shall indicate the disposition of the grievance in writing within seven (7) school days following the mutually agreed upon meeting and shall furnish a copy thereof to the grievant or his/her designee. If the grievant or the Association is not satisfied with the disposition, the grievance may be filed at Level III by the grievant within five (5) school days.

5. Level III - Superintendent

The superintendent or his/her designee shall meet with the grievant and/or designee within seven (7) school days of receipt of the grievance. The superintendent and/or designee shall indicate disposition of the grievance in writing and shall furnish a copy thereof to the grievant and/or designee within seven (7) school days of the meeting in Level III.

6. Level IV

If the grievance is not resolved satisfactorily at Level III, there shall be available a fourth level of binding arbitration. The Association may submit, in writing, a request on behalf of the grievant to the Superintendent within twenty (20) school days from receipts of the Level III disposition to enter into such arbitration. The arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties from a list of five arbitrators provided by PERB. The parties shall determine by lot which party shall have the right to remove the first name from the list. The party having the right to removed the first name shall do so within three (3) school days and the other names shall be removed alternately, each party has one (1) additional school day to remove a name. The person whose name remains shall be the arbitrator.

The arbitrator so selected shall confer with the representatives of the Board and the Association and hold a hearing promptly and shall issue his/her decision not later than thirty (30) calendar days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issue are submitted. The arbitrator's opinion shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented in writing by the School District and the Association, and the decision must be based solely and only upon the interpretation of the meaning or application of the express relevant language of the Agreement.

7. Expenses

Expenses for the arbitrator's services shall be borne equally by the school district and the Association. Any other expenses incurred shall be paid by the party incurring same.

8. Miscellaneous
   a. All documents, communication, and records dealing with the presenting of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
   b. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the grievant, and their designated or selected representatives heretofore referred to in this Article.

   c. All grievances shall be processed outside the employee's work day unless agreed to by the Superintendent or designee.

GRIEVANCE REPORT

Mount Vernon Community School

_____
Name of Aggrieved Person

_____
Date Filed

Distribution of Form
1. Association
2. Employee
3. Superintendent

****

LEVEL II

A. Date Alleged Violation Occurred_____

B. Section(s) of Contract Violated _____

C. Statement of Grievance _____

_____

_____

D. Relief Sought _____

_____

_____

_____ _____
Signature Date

E. Disposition by Principal _____

_____

_____

_____ _____
Signature of Principal Date

LEVEL III

A. _____ _____

Signature of Aggrieved Person Date Received by Superintendent

B. Disposition by Superintendent or Designee _____

_____

_____

_____ _____

Signature of Superintendent or Designee Date

****

LEVEL IV

A. _____ _____

Signature of Aggrieved Person Signature of Association President

B. _____ _____

Date Submitted to Arbitration Date Received by Arbitrator

C. Disposition and Award or Arbitrator_____

_____

_____

_____

_____ _____

Signature of Arbitrator Date of Decision

Article VII - Wage & Salary
MOUNT VERNON COMMUNITY SCHOOL DISTRICT SALARY SCHEDULE 2006-2007

	B.A.	B.A.+12	B.A.+24	M.A.	M.A.+12	M.A.+24
0	25,530	26,551	27,572	29,104	30,125	31,147
	1.00	1.04	1.08	1.14	1.18	1.22
1	26,296	27,062	28,338	30,125	31,147	32,168
	1.03	1.06	1.11	1.18	1.22	1.26
2	26,807	27,572	29,104	31,147	32,168	33,189
	1.05	1.08	1.14	1.22	1.26	1.30
3	27,572	28,594	30,125	32,168	33,189	34,210
	1.08	1.12	1.18	1.26	1.30	1.34
4	28,594	29,615	31,147	33,189	34,210	35,231
	1.12	1.16	1.22	1.30	1.34	1.38
5	29,615	31,147	32,678	34,721	35,742	36,763
	1.16	1.22	1.28	1.36	1.40	1.44
6	30,636	32,168	33,700	35,742	36,763	37,784
	1.20	1.26	1.32	1.40	1.44	1.48
7	31,657	33,189	34,721	36,763	37,784	38,806
	1.24	1.30	1.36	1.44	1.48	1.52
8	32,678	34,210	35,742	37,784	38,806	39,827
	1.28	1.34	1.40	1.48	1.52	1.56
9	33,955	35,231	36,763	38,806	39,827	40,848
	1.33	1.38	1.44	1.52	1.56	1.60
10		36,253	37,784	39,827	40,848	41,869
		1.42	1.48	1.56	1.60	1.64
11		37,529	38,806	40,848	41,869	42,890
		1.47	1.52	1.60	1.64	1.68
12			39,827	41,869	42,890	43,912
			1.56	1.64	1.68	1.72
13			41,614	42,890	43,912	44,933
			1.63	1.68	1.72	1.76
14				43,912	44,933	45,954
				1.72	1.76	1.80
15				45,188	45,954	46,975
				1.77	1.80	1.84
16					46,975	47,996
					1.84	1.88
17					48,252	49,018
					1.89	1.92
18						50,039
						1.96
19						52,337
						2.05

No vertical step movement for 2001-2002.

Should changes occur in Phase I and/or Phase II funding, the salary schedule would be adjusted in the same proportion as the actual changes.

In order to find qualified replacements, the District will be allowed to place new teachers up to level 4 (step 3). All current teachers below that level would be advanced to level 4 (step 3) as well.

Method of Payment

1. Teachers shall have the option of electing direct deposit of their salary.
2. Teacher shall have the option of electing to receive their summer pay schedule in one lump sum in June if they notify the District by September 1 of the current school year.

Article VIII
Extra Pay Schedule
Generator Base = $24,560

Number	Position	Percent of staff Base	Maximum As Percent of BA Base	Maximum in Dollars

2006-07 Extra Duty Pay Schedule and Individual Salaries

Base **24560**	Position	Percent of staff Base	Maximum As Percent of BA Base	**Maximum In Dollars**
1	Head Basketball Coach -Boys	12	19	**4,666**
1	Head Basketball Coach -Girls	12	19	**4,666**
1	Head Football Coach	12	19	**4,666**
1	Head Wrestling Coach	12	19	**4,666**
1	Head Volleyball	12	19	**4,666**
1	High School Band	12	19	**4,666**
1	High School Vocal Music	12	19	**4,666**
1	High School Speech and Dramatics	12	19	**4,666**
1	Head Track Coach (Boys)	10	15	**3,684**
1	Head Track Coach (Girls)	10	15	**3,684**
1	Head Baseball Coach	10	15	**3,684**
1	Head Softball Coach	10	15	**3,684**
1	Head Cross Country Coach (Boys)	10	15	**3,684**
1	Head Cross Country Coach (Girls)	10	15	**3,684**
1	Soccer Coach (Boys)	10	15	**3,684**
1	Soccer Coach (Girls)	10	15	**3,684**
1	Assistant Coach (Basketball-Boys)	8	12.5	**3,070**
1	Assistant Coach (Basketball-Girls)	8	12.5	**3,070**
1	Assistant Coach (Football)	8	12.5	**3,070**
1	Assistant Coach (Football)	8	12.5	**3,070**
1	Assistant Coach (Football)	8	12.5	**3,070**
1	Assistant Coach (Football)	8	12.5	**3,070**
1	Assistant Coach (Wrestling)	8	12.5	**3,070**
1	Assistant Coach (Volleyball)	8	12.5	**3,070**
1	Assistant Coach (Volleyball)	8	12.5	**3,070**
1	High School Yearbook	8	12.5	**3,070**
1	Assistant Speech and Dramatics (HS)	8	12.5	**3,070**
1	Tech Assistant	8	12.5	**3,070**
1	Middle School Coach (Football)	5	8	**1,965**
1	Middle School Coach (Football)	5	8	**1,965**
1	Middle School Coach (Football)	5	8	**1,965**
1	Middle School Coach (Football)	5	8	**1,965**
1	Middle School Coach (Track-Boys)	5	8	**1,965**
1	Middle School Coach (Track-Girls)	5	8	**1,965**
1	Middle School Coach (Wrestling)	5	8	**1,965**
1	Middle School Coach (Volleyball-7th)	5	8	**1,965**
1	Middle School Coach (Volleyball-8th)	5	8	**1,965**
1	Middle School Coach (Volleyball-8th)	5	8	**1,965**
1	Middle School Coach (Softball-7th)	5	8	**1,965**
1	Middle School Coach (Softball-8th)	5	8	**1,965**
1	Middle School Coach (Basketball Boys-7th)	5	8	**1,965**
1	Middle School Coach (Basketball Boys-8th)	5	8	**1,965**
1	Middle School Coach (Basketball Girls-7th)	5	8	**1,965**
1	Middle School Coach (Basketball Girls-8th	5	8	**1,965**

1	Golf (Boys) (Girls-shared with Lisbon)	5	8	**1,965**
1	Tennis (Boys)	5	8	**1,965**
1	Tennis (Girls)	5	8	**1,965**
1	Assistant Track Coach (Boys)	5	8	**1,965**
1	Assistant Track Coach (Girls)	5	8	**1,965**
1	Assistant Baseball	5	8	**1,965**
1	Assistant Softball Coach	5	8	**1,965**
1	Assistant Soccer Coach (Boys)	5	8	**1,965**
1	Assistant Soccer Coach (Girls)	5	8	**1,965**
1	Academic Club (Journalism Club)	5	8	**1,965**
1	Academic Club (MS S.A.T. Club)	5	8	**1,965**
1	Academic Club (ES Math Club)	5	8	**1,965**
1	Academic Club (ES Science Club)	5	8	**1,965**
1	Academic Club (Academic Decathlon)	5	8	**1,965**
1	Freshman Coach (Volleyball)	5	8	**1,965**
1	Freshman Coach (Basketball-Boys)	5	8	**1,965**
1	Freshman Coach (Basketball-Girls)	5	8	**1,965**
1	Freshman Coach (Baseball)	5	8	**1,965**
1	Freshman Coach (Football)	5	8	**1,965**
1	Middle School Cross Country	5	8	**1,965**
1	Middle School Yearbook	5	8	**1,965**
1	High School Weight Room	5	8	**1,965**
1	High School Weight Room	5	8	**1,965**
1	High School Weight Room	5	8	**1,965**
1	Department Chair (English)	5	5	**1,228**
1	Department Chair (Social Studies)	5	5	**1,228**
1	Department Chair (Science)	5	5	**1,228**
1	High School Cheerleading	4.5	4.5	**1,105**
1	Computer Curriculum Work	3	3	**737**
1	Middle School Cheerleading	2.2	2.2	**540**
1	Recreation Association	2	2	**491**
1	Class Sponsor (10th Grade)	1.5	1.5	**368**
1	Class Sponsor (11th Grade)	1.5	1.5	**368**
1	Class Sponsor (12th Grade)	1.5	1.5	**368**
1	Student Council (Homecoming)	1	1	**246**
1	Driver Education		210 hours (30 students)	
1	Driver Education		210 hours (30 students)	
1	Driver Education		210 hours (30 students)	

*Driver Education hourly pay will increase in proportion to the percentage of increase in the base salary

National Board Certification – 5% of salary base

Items listed as extended on teachers contract schedule

2	Guidance	5/10 additional days at daily rate
1	Industrial Arts	5 additional days at daily rate
1	Industrial Arts Construction	1/12 base

Article IX
School Contribution to Benefit Program

Benefit payments may be deducted from the salaries of certified staff members according to guidelines established annually by the superintendent. The amount paid by the school district shall be $438 month per FTE during the 2006-2007 contract year and thereinafter shall be determined annually. Deduction payments require an annual written application to the Secretary of the Board.

Disability Income Insurance

The District shall provide all employees with a .50 FTE contract and above with a disability income protection policy. The coverage shall be sixty percent (60%) of contracted wages (Salary Schedule plus Extra Duty Pay Schedule).

All insurance benefits shall be subject to the rules, regulations and insurance policy terms of the insurance company providing such insurance.

Employees may be eligible for disability payments upon approval of the carrier and upon ninety (90) consecutive calendar days of disabling illness, subject to terms set by the insurance carrier.

The insurance program carrier shall be selected by the District.

Post Employment Health Plan

Each certified staff member will receive $30.00 per month per FTE to be used for a post employment health plan.

The insurance program carrier shall be selected by the District.

Article X
Compliance

1. Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement. If an individual contract contains any language inconsistent with this agreement, the agreement shall be controlling.

2. This agreement shall be effective as of July 1, 2006 and shall continue in effect until June 30, 2008.

3. The total package settlement for the 2006-2007 contract between the Mt. Vernon Education Association and the Mt. Vernon Community School District will be 5.2%. The total package settlement in 2007-2008 will be 4.8% with distribution to be agreed between the parties. If agreement cannot be reached on distribution, the matter shall be submitted for resolution in arbitration. If the District's regular program growth for 2007-2008 exceeds 5.5%, the parties agree that negotiation may be reopened on the matter of total package settlement only. If agreement cannot be reached on a total package settlement amount, this matter shall be submitted for resolution in arbitration. Settlement costing will use the same methodology for the 2007-08 school year as in the past.

4. In witness whereof, the parties have caused this agreement to be signed by their respective presidents, attested by their chief negotiators and their signature placed thereon.

Mount Vernon Education Association	Mount Vernon Community School Board Board of Education
By_____	_____
President	President
By _____	_____
Chief Negotiator	Chief Negotiator
Date_____	Date _____