Northeast Hamilton CSD Northeast Hamilton EA 8/15/2005 8/14/2007

NORTHEAST HAMILTON LSD / EA 05-07

# COMPREHENSIVE AGREEMENT

BETWEEN THE

NORTHEAST HAMILTON COMMUNITY SCHOOL DISTRICT

AND THE

NORTHEAST HAMILTON EDUCATION ASSOCIATION

2005-2007

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## Article I: Preamble

The Board of Directors of the Northeast Hamilton Community School District and the Northeast Hamilton Education Association, agree as follows:

## Article II: Recognitions

The Board of Directors of the Northeast Hamilton Community School District recognizes the Northeast Hamilton Education Association is the sole and exclusive negotiating agent for the unit described as follows:

Those included are all full-time and regular part-time professional employees including classroom teachers, guidance counselors, librarians and nurses. Those excluded are superintendent, principals and all nonprofessional employees of the school district - secretaries, para-professionals, teacher associates, bus drivers, mechanics, cooks, custodians, substitute teachers.

The Association recognizes the Board as the duly elected representative of the people and agrees to negotiate only with the Board through the negotiating agent or agents officially designated by the Board to act on its behalf.

## Article III: Definitions

A. The term "Employer" as used in this agreement, shall mean the Northeast Hamilton Community School District, governed by a Board of Directors or its duly authorized representatives.

B. The term "Employee" as used in this agreement, shall mean all employees represented by the Association in the bargaining unit as certified by the Public Employment Relations Board.

C. The term "Association" as used in this agreement, shall mean the Northeast Hamilton Education Association or its duly authorized representatives or agents.

## Article IV: Dues Deduction

Any Employee may sign and deliver to the Employer an assignment authorizing payroll deduction of Association dues. The form authorizing payroll deductions shall be designed by the Employer.

Pursuant to the deduction authorization, the Employer will deduct one-tenth (1/10) of the total dues from the regular check of the Employee at the beginning of each month for ten months, beginning in September.

Such dues deduction authorization cards must be received by the Employer not later than September 5 for Employees who begin their school year at the normal time. Dues deduction authorization cards must be received by the Employer not later than February 5 for Employees who begin their school year at the start of the second semester.

Such authorization to deduct shall continue in effect from year to year. Employees may terminate dues deduction on 30 calendar days notification to the Employer and the Association.

The Employer will transmit to the Association the total deduction of the dues within 10 calendar days each regular pay period.

The Association agrees to indemnify and hold harmless the school district, the Board, each individual Board member and all administrators against any and all claims, suits, or other forms of liability, and all court costs arising out of provision in this agreement between the parties for dues deduction.

**Article V: Savings**

In the event that any provision of this agreement shall become void or illegal during the term of this Agreement such provision shall become inoperative, but all other provisions of the Agreement shall remain in full force and effect for the duration of this Agreement.

**Article VI: Finality and Effect of Agreement**

This agreement constitutes the entire agreement between the parties, and concludes collective bargaining for this term.

**Article VII: Duration**

A. This Agreement shall become effective August 15, 2005, with the following exception: the duration of the insurance Article shall be as noted in Article XIV. This agreement shall remain in force and effect for a period of two (2) years, except that Appendix 1, 2 and 3 shall be in effect for a period of one (1) year.

B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective negotiators, and their signatures placed hereon, all on the 14th day of April, 2005.

| **NORTHEAST HAMILTON COMMUNITY SCHOOL DISTRICT** | **NORTHEAST HAMILTON EDUCATION ASSOCIATION** |
|---|---|
| Jan Kreider | Beth Heller |
| Board President | President |
| Kim E. Michaelsen | Kim Schimp |
| Chief Negotiator | Chief Negotiator |

## Article VIII: Evaluation Procedures

A. The parties recognize the importance and value of evaluating Employees. The following procedure has been agreed to as one means of accomplishing this goal.

1. Each Employee's supervisor shall acquaint him/her with the procedures used in evaluation. No evaluation shall be made until the Employee is acquainted with the evaluation procedure. Compliance may be accomplished through a group meeting.

2. New Employees shall be evaluated at least once each year summatively, up to and including the third year. Each summative evaluation shall consist of a minimum of two (2) formative appraisals, once in each semester. After the first three years of employment, the District may choose to evaluate employees only once every three years or more often if an employee requests an evaluation or it is deemed necessary by the administration to improve performance. Any written evaluation material in an Employee's personnel file shall be signed by both the Employee and the Employer. These signatures indicate only awareness of the evaluation material, not necessarily agreement. If the Employee disagrees with any written evaluation material in the Employee's personnel file, the Employee may attach a written position to the evaluation material in dispute.

3. All employees' evaluations are to be fair and accurate. A probationary employee (Iowa Code 279.19) may not grieve their evaluations during their probationary period. An employee has the right to grieve all evaluations including the right to challenge said evaluations as unfair or inaccurate through the grievance procedure in this contract unless termination proceeding has begun.

4. Any part of an employee's evaluation that does not meet the evaluator's criteria will be so stated in writing.

5. A sample of the evaluation tool currently being used will be included with materials distributed to Employees prior to the first day of classes. Evaluations will be conducted in accordance with the provisions in the Iowa Code and the Northeast Hamilton Board Policy named *Licensed Employee Evaluation* and located in the 400 series.

6. Teachers with an initial provisional license shall be formally evaluated with the Comprehensive Evaluation Summative Evaluation developed by the Iowa Department of Education. The procedures used shall be those above in A.1 – A.5.

## Article IX: Procedures for Staff Reduction

When the Board of Education determines that it is necessary to have a reduction in staff, the following procedure shall be followed:

A. Staff reductions will be made within the following categories:

1. Grades K-5 regular classroom

2. Grades 6-8 by curricular area:

   a. Language Arts
   b. Mathematics
   c. Science-Health
   d. Social Studies

3. Grades 9-12 by curricular area:

   a. Language Arts
   b. Mathematics
   c. Science
   d. Social Studies
   e. Foreign Language
   f. Home Economics
   g. Industrial Arts
   h. Vocational Agriculture
   i. Business Education
   j. Drivers Education

4. Grades K-12 for:

   a. Special Education
   b. Title I

It is the intention of the parties that the above categories shall be considered as separate units.

B. 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 need to maintain programs, both academic as well as extra-curricular, of the District.

   2. Ability, as determined by past and present evaluations reflected by documents in the personnel files.

   3. Qualifications, including education, certification, endorsements, approvals and particular expertise.

   4. If the above considerations are relatively equal among affected Employees, in the opinion of the Superintendent, the least senior Employee will be reduced.

      a. Seniority means the Employee's total months of service in the Northeast Hamilton Community School District, as well as the independent districts which reorganized to form the Northeast Hamilton Community School District plus the years (nine months per year allowed) of experience allowed when the Employee originally contracted with the district. Part months shall be counted as one.

      b. A part-time Employee shall accrue seniority on a pro-rata basis.

C. Any Employee laid off pursuant to this article shall have recall rights, for two (2) years, to any position which becomes available for which the Employee has or may acquire an accredited college major of study.

   1. The Employee shall be recalled in inverse order of the layoff with all benefits to which the Employee was entitled at the time of the layoff, including the proper step on the salary schedule according to the Employee's experience and education.

   2. The laid off Employee has the duty to keep the Superintendent informed of his/her current address. An Employee's failure to respond affirmatively within five (5) calendar days after the receipt of the Employer's letter sent by certified mail to the Employee's address on file in the office of the superintendent shall result in the termination of the Employee's right to recall hereafter.

## Article X: Grievance Procedures

A. Definitions

1. Grievance

A grievance shall mean a complaint that there has been a violation, misinterpretation or misapplication of any of the specific provisions of this comprehensive Agreement.

2. Aggrieved Employee

An aggrieved Employee is an Employee or group of Employees, making the complaint.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to grievances. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

Failure of an Employee to act on any alleged grievance within ten (10) school days from the time of the occurrence of the alleged violation shall act as a bar to any written appeal at any step under these procedures. Failure of an Employee to act within the prescribed time limits at any step will act as a bar to any further appeal.

2. Year-End Grievance

In the event a grievance is pending at the end of the school year, the time limits set forth herein shall be converted from "school" days to "calendar" days.

3. Level One -- Principal or immediate Supervisor (Informal)

An Employee with a grievance shall first discuss it with the principal or immediate supervisor, with the objective of resolving the matter informally.

4. Level Two -- Principal or Immediate Supervisor (Formal)

If the grievance cannot be resolved informally, the aggrieved Employee shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the Principal or immediate supervisor. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract alleged to be violated, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within twenty (20) school days from the date of occurrence of the event giving rise to the grievance. The Principal or immediate supervisor shall make a decision on the grievance and communicate it to the employee within ten (10) school days after receipt of the grievance.

5. Level Three -- Superintendent

In the event a grievance has not been satisfactorily resolved at the second level, the aggrieved Employee shall file, within five (5) school days of the Principal's written decision, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved Employee and Superintendent shall meet to try to resolve the grievance. The Superintendent shall file an answer within ten (10) school days of the level three grievance meeting, and communicate it in writing to the Employee.

6. Level Four -- Arbitration

If the grievance is not resolved satisfactorily at Level Three, there shall be available a fourth level of impartial binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the aggrieved Employee to the Superintendent within fifteen (15) calendar days from receipt of the Level Three answer to enter into such arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within seven (7) calendar days after said notice is given. If the two parties fail to reach agreement on an Arbitrator within seven (7) calendar days, the Public Employment Relations Board will be requested to provide a panel of five (5) Arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The party to strike the first name shall be determined by a coin flip. The remaining name shall be the Arbitrator. Expenses for the Arbitration service shall be borne equally by the Employer and the Association. The Arbitrator, in his decision, shall not amend, modify, nullify, ignore, or add to the provision of the Agreement. The Arbitrator shall have twenty (20) calendar days to render a decision. His decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the Agreement. The decision of the Arbitrator will be binding on the parties.

D. Right of Employees to Representation

Every Employee covered by this agreement shall have the right to present grievance in accordance with these procedures. Any aggrieved Employee may be represented at all formal and informal stages of the grievance procedure by herself/himself or by the Employee and a representative of the Northeast Hamilton Education Association. If any Employee files any claim or complaint other than under the grievance procedure of this Agreement, then the School District shall not be required to process the same claimed set of facts through grievance procedure. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest, and their designated or selected representatives, heretofore referred to in this article.

## Article XI: Sick Leave

A leave of absence for an Employee's personal illness or injury shall be allowed for consecutive years of employment as follows:

10 days the first year
11 days the second year
12 days the third year
13 days the fourth year
14 days the fifth year
15 days the sixth and subsequent years

If an Employee does not need to use the allotted days during the contract year, the unused days will be added to the allowance for the succeeding year.

All sick leave days are pro-rated for part-time Employees. The amount of accumulated sick leave shall not exceed one-hundred-fifteen (115) days.

In case of absences for illness or injury in any one year exceeding the aggregate of days allotted for that year, the excess shall be deducted from the Employee's accumulated days. If an Employee is unable to begin service under the contract on the date on which the contract is designated to begin, the Employee shall nevertheless be entitled to draw compensation for any unused sick leave accumulated from prior years of service with the district, pursuant to its regulations thereto, payable at the time regular installments are due under this contract, notwithstanding the fact that actual service did not commence under this contract for the school year covered herein.

If an Employee is unable to report for duty on the first day of the new contract, and has no accumulated sick leave on which to draw, compensation for sick leave will not be allowed under the new contract until the Employee does report, whereupon it will become retroactive.

All accumulated sick leave is forfeited upon the termination of employment. Employees laid off pursuant to Article IX of this agreement shall receive all accumulated sick leave, up to one hundred fifteen days (115), upon recall.

An employee who uses none of his/her sick leave by the last contract day of the school year or has annual usage as stated in the chart below will be paid as follows: 0 days = $250
1 day = $200

Partial sick leave days will be accumulated to one (1) complete day. Partial shall be considered ¼, ½ or ¾ days.

Sick leave shall not be granted for Employee elective surgery unless the Employee presents a signed doctor's statement, prior to the surgery, that it is necessary for the mental health of the Employee. Elective surgery shall be determined as any surgery not required for the health of the person to continue their work.

## Article XII: Leaves of Absence

A. Prior Notice

1. Employees must complete a request for approval of absence from school duties on such form as provided by the Employer for all absences except bereavement or illness. This form must be completed at least five (5) school days prior to the date of absence whenever possible.

B. Bereavement Leave

1. In the case of the death of the wife, husband, or child of an Employee, or of the Employee's (or spouse's) father, mother, brother or sister, the Employee shall be granted permission to be absent from duty by the office of the Superintendent for as many days, not to exceed five (5), as may be necessary for attendance at the funeral and for any other purposes directly arising out of said death, and no deduction of pay shall be made for the days of absence so granted. The office of the Superintendent shall have the authority to extend the above provision in any specific instance.

2. In case of death of any other relative or person of unusually close personal relationship, one-half (1/2) day of absence shall be allowed without loss of pay for attendance at the funeral if the funeral is held within a 50 mile radius of Blairsburg. If the funeral is held outside the 50 mile radius of Blairsburg, one day of absence shall be allowed. The office of the Superintendent shall have the authority to extend the above provision in any specific instance.

C. Personal Leave

1. Two days or four half days may be used per contract year, with pay, for the Employee's personal reasons. Requests for personal leave must be submitted in writing on the appropriate forms to the Superintendent. The five-day filing period may be waived with permission of the Superintendent in times of emergency.

   No reason need be given for the use of the personal leave.

2. Such personal leave may not be taken during the first and last week of the semester or on the day immediately before or after holidays or vacation periods, without permission from the Superintendent.

3. All personal leave days are pro-rated for part time employees.

4. No more than two (2) Employees shall take a personal leave day at the same time without the approval of the Superintendent. Leave shall be granted on a first come basis according to the date an application was submitted to the building principal.

5. An employee shall be granted a maximum of one additional personal leave day per year for any one (1) semester grading period in which the employee has perfect attendance. The only absences that will count against perfect attendance are sick or personal days. Any teacher who has accumulated up to a maximum of three (3) personal days and chooses not to use the one (1), two (2), or three (3) days which would otherwise be lost at the end of the school year, shall receive a monetary reimbursement for the unused day or days. The reimbursement for each unused day shall be equal to the amount currently paid a substitute teacher for one day. In the event that it is only a half (1/2) day that is not taken and would otherwise be lost at the end of the school year the reimbursement for that half day shall be equal to the amount currently paid a substitute for a half (1/2) day.

D. Emergency Leave

Regular full-time Employees shall be allowed a total of four (4) days in any one fiscal year, without loss of salary for emergency leave, such as illness within the immediate family, disaster, court subpoena, or other necessary court appearance, and other circumstances recognized as emergencies by the Principal (Administrator in charge). All emergency leave days are pro-rated for part-time Employees.

E. Jury Duty

In the absence of extraordinary circumstances, Employees may be excused for jury duty. Any fee the Employee receives during such leave shall be deducted from that month's salary.

F. Educational Purposes

Attendance at educational meetings or visiting other schools is permitted at full pay if such absence is approved by the office of the superintendent. If any employee wishes to be absent from duty to attend professional meeting, or visit schools, a written request for approval of such absence on a form provided by the Employer should be signed by the Principal or Superintendent and filed in the office of the superintendent at least ten (10) days prior to the first day of anticipated absence.

G. Up to a total of four (4) days shall be available for representatives of the Association to attend I.S.E.A. Delegate Assembly and conferences or workshops of the local or state education organization. Time lines and forms used for Education purposes leave shall be used.

H. For extended leaves of absence of one half school year or more, the following criteria shall be used:

1. Employee shall be tenured, and shall not be on the probationary employment period.

2. One leave allowable per K-5 level per year, and one leave allowable per 6-12 level per year to be determined by seniority.

3. One leave allowed per employee per ten (10) years of employment.

4. Filing of intent to return to employment to be submitted by the employee no later than mid-term prior to return.

5. No extensions granted to leaves of absences.

I. Other Leaves

This article does not preclude the granting of "other unpaid leaves" by the board upon application by employees through the building Principal and the Superintendent. The decision regarding the granting of such leaves shall be at the discretion of the board.

**Article XIII: Wages**

A. Basic Salary of Employees

The basic salary of Employees covered by this Agreement is set forth in Appendix 1, which is attached to and incorporated in the Agreement.

B. Schedule of Supplemental Pay for Extra Duties

An Employee assigned extra duties will be paid on the schedule of extra pay for additional duties as set forth in Appendix 2, which is attached hereto and incorporated in this Agreement.

C. The salary schedule contained in this agreement shall take effect on August 15 of the contract year. Deferred payments to Employees for work performed prior to this collective bargaining will be made with reference to the salary schedule in effect when the work was performed.

D. Requests for reclassification will be accepted until October 1 of the contract year to include work completed prior to September 1 of the contract year. A certified transcript from the training institution must be submitted to the office of the Superintendent for evaluation by October 15 of the contract year. The salary increase as a result of reclassification will be retroactive to the effective date of the salary schedule. Where a college course credit or other acceptable credit is to be used for the purpose of advancement on the salary schedule (or maintain eligibility of employment), such credit must receive approval by the office of the Superintendent. An Employee must request and receive prior approval for the course to be taken, using the request forms available in the office of the Superintendent.

E. The school nurse's salary for this contract to be computed by increasing the salary by the percent change in the total teachers' salaries from the last contract, not including IPERS and FICA and using comparable groups from both contracts. The salary of a school nurse with a Bachelor of Science in Nursing shall be determined by placement on Appendix 1 of the Comprehensive Agreement based on the number of years of experience in the school district and education, the same as other certified staff. Continuing education units will not be used to advance lanes on the salary schedule.

F. Part-time Employees shall be reimbursed for the additional time on the job over normal working hours when requested by the Employer to attend pre-school and post-school workdays, parent-teacher conferences, in-service days, scheduling days, and late-start days during that part of the day not under contract with the school. Reimbursement shall be at per diem.

G. Premiums for payment of annuities and/or dental insurance may be deducted from the salary of any Employee, provided that the Employee's written authorization for such deductions shall be on file with the Employer.

H. In an emergency situation or when an adequate (satisfactory/suitable/qualified) substitute cannot be obtained, the building principal can request a teacher to use his/her planning period or recess period to substitute for an absent staff member.

When a teacher has completed eight (8) periods of substituting supervision, they may submit to the office the required form requesting compensation at the current rate of daily substitute pay. A fraction of a day, seven (7) periods or less may be carried over into the next school year.

I. Pay day will be the 20th of each month except when the 20th falls on a Saturday, Sunday or during a holiday. In such months, checks shall be issued on the last workday prior to the weekend or holiday.

J Distribution of the remainder of Teacher Quality monies shall be equally divided among the balance of certified staff once the initial funds have been dispersed according to law.

K. Employees who are new to the teaching profession may, at their option, elect to receive up to four hundred ($400) of the first salary installment after the completion of the first ten (10) days of employment.

**Article XIV: Insurance**

A. Liability, non-ownership auto liability, and worker's compensation insurance coverages will be carried by the Employer in appropriate amounts with the entire premium paid by the Employer. All Employees are to be so covered.

B. Group insurance providing full coverages for hospital, surgical, and major medical claims are to be carried by the Employer for all Employees under contract and on regular duty of at least 20 hours per week. (Employees under contract for 1992-93 are exempt from this limitation.) One hundred percent (100%) of the premiums are to be paid by the Employer for the Employee's coverage. Employees may elect to have family coverages with appropriate payroll deductions. The insurance will be Wellmark Blue Cross Blue Shield with Iowa School Employee Benefits Association (ISEBA) or another carrier providing same coverage and deductible as negotiated and ratified by the NEHEA.

C. Group disability (income protection) coverage is to be carried by the Employer for all certified Employees working at least twenty (20) hours per week under contract and on regular duty. 100% of the premiums are to be paid by the Employer on behalf of the Employees.

D. The duration of the insurance coverage will be as stated in contracts with each insurance company.

**Article XV: Service Year**

A. Employees of the bargaining unit agree to report for work 190 days. These days will be designated on the school calendar. Any days beyond the stated contract days shall be paid per diem.

   New Employees will report to work a total of 192 days, this allowing a necessary two-day orientation before the reporting of Employees experienced in the district. These extra two days will be without pay.

B. Holidays during the service year are as follows: Labor Day, Thanksgiving (2 days) and Memorial Day. No Employee shall be required to work on any contracted holiday as listed.

C. Vacations during the service year are as follows: Spring vacation three days; Winter vacation a minimum of eight (8) calendar days.

D. The Work Day

   1. The basic work day shall commence at 8:00 a.m. and end at 4:00 p.m.

   2. On Fridays, the employees shall be released after the departure of the school busses.

   3. The beginning or closing hour may be changed or extended by the Principal or Superintendent for faculty or other appropriate meetings reasonably incident to the teaching duties of the employees.

   4. In the event there is an early dismissal of all students within the district due to inclement weather, employees shall be allowed to leave five minutes after the student dismissal. On days when student attendance is not required due to inclement weather, employee attendance shall not be required.

      a. On days of inclement weather resulting in a late start of the school day, employees need not report until thirty (30) minutes prior to the beginning of the school day.

E. A mutual planning period will be scheduled for elementary teachers once per week.

**Article XVI: Physical Examinations**

The Employer shall pay $35 toward the cost incurred by the Employee for the physical examinations as required by the Employer.

**Article XVII: Phase I & II Monies**

The Employer shall distribute second quarter Phase I & II money to employees before winter vacation if the District's cash balance will permit this, even though the second quarter payment from the state may not as yet have been received. Payment for Phase II money will be distributed as negotiated for the 1987-88 school year with the additional changes negotiated for 2001-02 (see Appendix 3) to the appropriate employees within five (5) working days upon the District's receipt of Phase II money from the state treasury.

Appendix 1 (for 2005-2006)

| STEP | BA | BA+10 | BA+20 | BA+30 | MA | MA+10 | STEP |
|---|---|---|---|---|---|---|---|
| 1 | 1.00<br>21,925 | 1.04<br>22,802 | 1.08<br>23,679 | 1.10<br>24,118 | 1.12<br>24,556 | 1.14<br>24,995 | 1 |
| 2 | 1.04<br>22,802 | 1.08<br>23,679 | 1.12<br>24,556 | 1.14<br>24,995 | 1.16<br>25,433 | 1.18<br>25,872 | 2 |
| 3 | 1.08<br>23,679 | 1.12<br>24,556 | 1.16<br>25,433 | 1.18<br>25,872 | 1.20<br>26,310 | 1.22<br>26,749 | 3 |
| 4 | 1.12<br>24,556 | 1.16<br>25,433 | 1.20<br>26,310 | 1.22<br>26,749 | 1.24<br>27,187 | 1.26<br>27,626 | 4 |
| 5 | 1.16<br>25,433 | 1.20<br>26,310 | 1.24<br>27,187 | 1.26<br>27,626 | 1.28<br>28,064 | 1.30<br>28,503 | 5 |
| 6 | 1.20<br>26,310 | 1.24<br>27,187 | 1.28<br>28,064 | 1.30<br>28,503 | 1.32<br>28,941 | 1.34<br>29,380 | 6 |
| 7 | 1.24<br>27,187 | 1.28<br>28,064 | 1.32<br>28,941 | 1.34<br>29,380 | 1.36<br>29,818 | 1.38<br>30,257 | 7 |
| 8 | 1.28<br>28,064 | 1.32<br>28,941 | 1.36<br>29,818 | 1.38<br>30,257 | 1.40<br>30,695 | 1.42<br>31,134 | 8 |
| 9 | 1.32<br>28,941 | 1.36<br>29,818 | 1.40<br>30,695 | 1.42<br>31,134 | 1.44<br>31,572 | 1.46<br>32,011 | 9 |
| 10 | 1.36<br>29,818 | 1.40<br>30,695 | 1.44<br>31,572 | 1.46<br>32,011 | 1.48<br>32,449 | 1.50<br>32,888 | 10 |
| 11 | 1.40<br>30,695 | 1.44<br>31,572 | 1.48<br>32,449 | 1.50<br>32,888 | 1.52<br>33,326 | 1.54<br>33,765 | 11 |
| 12 | 1.44<br>31,572 | 1.48<br>32,449 | 1.52<br>33,326 | 1.54<br>33,765 | 1.56<br>34,203 | 1.58<br>34,642 | 12 |
| 13 | | | 1.56<br>34,203 | 1.58<br>34,642 | 1.60<br>35,080 | 1.62<br>35,519 | 13 |
| 14 | | | 1.60<br>35,080 | 1.62<br>35,519 | 1.64<br>35,957 | 1.66<br>36,396 | 14 |
| 15 | | | 1.64<br>35,957 | 1.66<br>36,396 | 1.68<br>36,834 | 1.70<br>37,273 | 15 |
| 16 | | | 1.68<br>36,834 | 1.70<br>37,273 | 1.72<br>37,711 | 1.74<br>38,150 | 16 |

The above salaries are for a standard full-time contract. Salaries will be pro-rated for part-time employees.

## Appendix 2
## Supplemental Pay
## (for 2005 – 2006)

In addition to base salaries for standard contracts, the following extra pay for added assignments shall be for duties over and above a regular teaching load. These additional percentages of the BA base pay shall be paid to those Employees who have Employer Approval. In implementing these extra-duty salary percentages, no employee will be required to take a pay cut in salary for the same extra-duty assignment they held during the 2002-03 school year. These additional percentages are based on Northeast Hamilton Community School District's base pay and not any requirement legislated as minimum base pay.

| | | | |
|---|---|---|---|
| Athletic Director | 13% | Golf | 7% |
| Head Football | 13% | FB Scouting (up to 1%) | $35/game |
| Head Basketball | 13% | **High School Band | 11% |
| Head Volleyball | 12% | **High School Vocal | 11% |
| Head Track | 11% | Yearbook | 6% |
| Cross Country | 4% | Newspaper | 5% |
| Summer Baseball | 13% | Speech Contests | 6% |
| Summer Softball | 13% | Fall Play | 8% |
| Asst. Football | 9% | ***Assistant Fall Play | 4% |
| Asst. Basketball | 9% | Jr./Sr. Prom | 2% |
| Asst. Wrestling | 8% | Fall Cheerleaders | 3% |
| ***Asst. Volleyball | 8% | Winter Cheerleaders | 5% |
| ***Asst. Baseball | 8% | Pep Club | 2% |
| ***Asst. Softball | 8% | FCS Club | 2% |
| *JH Football | 5% | HS Student Council | 3% |
| *JH Basketball | 5% | JH Student Council | 1% |
| *JH Track | 4% | FFA | 8% |
| *JH Volleyball | 4% | Quiz Bowl | 2% |
| JH Summer Softball | 3% | Honor Society | 2% |
| JH Summer Baseball | 3% | Technology Coordinator | 8% |

*NOTE: The Junior High (JH) coaching percentages are based upon basketball, track, and part of football practice being held during the school day. If any of these activities were to be changed to totally out of the school day, add 1% to the presently stated percentages.

**NOTE: Assignment also includes working with the Musical or Spring Follies.

***20 participants are necessary for these positions to be opened for contract. The number of participants after 2 (two) weeks of practice will be used as the final count. If there are less than 20 participants in these denoted activities, the Board may still choose to fund these positions at their discretion, upon recommendation from the administration.

## Appendix 3

## Phase II Plan

The plan as accepted by the NEHEA is primarily based on where the teacher falls on the salary schedule as shown below. The state plan calls for a certain amount of money per certified head count in the district, thus reaching the total amount receivable. Of this amount, fixed charges as legally imposed are to come directly from the total before distribution. Only those certified employees, on a FTE basis, that have a base salary over $23,000 are to receive any money in this Phase II plan. The Phase II schedule indicates where each employee lies on the schedule and the corresponding number of shares each would receive. Total shares of all eligible employees are figured by dividing total shares into the total amount (less fixed charges.) This simple division equals the worth of one share. Employees would multiply the individual share by the number of shares they are entitled to. The number of shares, the number of employees and the amount received would naturally vary from year to year. Payment to eligible employees shall be within five working days after the district received the money, whether it be received quarterly, yearly or whatever. This formula and the Phase II plan are in effect only if Phase II is funded by the state and the money is received by the district.

| BA | BA+10 | BA+20 | BA+30 | MA | MA+10 |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 2 | 3 | 4 | 5 | 6 | 7 |
| 3 | 4 | 5 | 6 | 7 | 8 |
| 4 | 5 | 6 | 7 | 8 | 9 |
| 5 | 6 | 7 | 8 | 9 | 10 |
| 6 | 7 | 8 | 9 | 10 | 11 |
| 7 | 8 | 9 | 10 | 11 | 12 |
| 8 | 9 | 10 | 11 | 12 | 13 |
| 9 | 10 | 11 | 12 | 13 | 14 |
| 10 | 11 | 12 | 13 | 14 | 15 |
| 11 | 12 | 13 | 14 | 15 | 16 |
| 12 | 13 | 14 | 15 | 16 | 17 |
| -- | -- | 15 | 16 | 17 | 18 |
| -- | -- | 16 | 17 | 18 | 19 |
| -- | -- | 17 | 18 | 19 | 20 |
| -- | -- | *19 | 20 | 21 | 22 |
| -- | -- | *21 | 22 | 23 | 24 |

*Right four lanes receive a double step at step 16 and 17, or on the teachers' last step.