Odebolt-Arthur CSD Odebolt-Arthur EA/ISEA 7/1/2006 6/30/2007

ODEBOLT- ARTHUR CSD/EA 06-07

ODEBOLT-ARTHUR COMMUNITY SCHOOL DISTRICT

2006-2007 MASTER CONTRACT

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ARTICLE I: DEFINITIONS

1. The term "Board" or "Employer" as used in this Agreement shall mean the Board of Education of the Odebolt-Arthur Community School District or its duly authorized representative.

2. The term "Employee" as used in this Agreement shall mean all professional employees represented by the Odebolt-Arthur Education Association in the bargaining unit as defined and certified by the Public Employment Relations Board (PERB) on August 15, 1989 (Case No. 3990).

3. The term "Association" as used in this Agreement shall mean the Odebolt-Arthur Education Association or its duly authorized representative.

ARTICLE II: GRIEVANCE PROCEDURE

1 A grievance shall mean only that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.

2. A. Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures. The Association shall have the right to grieve on Association matters.

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

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

3. A. Step 1. An attempt shall be made to mutually resolve any grievance in informal, verbal discussion between the grievant or grievants and their designees and/or his or her principal. This must be completed within ten school days.

   B. Step 2. If the grievance cannot be mutually resolved informally, the aggrieved teacher(s) or the Association on Association matters shall file the grievance in writing with the principal. The written grievance shall state the facts of the actual grievance; shall state the specific clause, or clauses, of the contract alleged to have been violated, misinterpreted, or misapplied; and shall state the remedy, or remedies, requested. The filing of the formal, written grievance at the second step must be within 15 days from the date of occurrence of the facts giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the teacher, the Association, and the Superintendent within 5 school days after receipt of the grievance.

C. Step 3. In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within 5 school days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within 10 school days after such written grievance is filed, the aggrieved, his/her designee, and the Superintendent shall meet to resolve the grievance. The Superintendent, or his/her designee, shall file an answer within 10 school days of the third step grievance meeting and shall communicate it in writing to the teacher, the Association, and the principal.

D. Step 4. If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The Association may submit in writing, a request on behalf of the Association and the grieving teacher to the superintendent within 30 days from the receipt of the Step 3 answer to enter into such arbitration. The American Arbitration Association will be requested to provide a panel of seven arbitrators. By lot, each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties. Expenses for the arbitrator's services shall be borne equally by the School District and the Association.

The arbitrator, in his decision, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His authority shall be strictly limited to deciding only the issues presented to him in writing by the School District and the Association and his decision must be based solely and only upon his interpretation of the meaning and application of the express language of the Agreement.

GRIEVANCE FORM

#_____

_____
Date Filed

ODEBOLT-ARTHUR COMMUNITY SCHOOLS
_____ School

_____
Aggrieved Person

Distribution of Form:

1. Odebolt-Arthur Education Association
2. Principal
3. Superintendent
4. Employee
5. Board Members

LEVEL II

A. Date Violation Occurred:_____

B. Section of Contract Violated:_____

C. Statement of Grievance: _____

_____

_____

D. Relief Sought:_____

_____

_____

_____ _____
Date SIGNATURE

E. Disposition by Principal: _____

_____

_____

_____ _____
Date SIGNATURE OF PRINCIPAL

LEVEL III

A._____ _____
Signature of Aggrieved Date Received by Superintendent

B. Disposition by Superintendent or designee: _____

_____

_____

_____ _____
Date Signature of Superintendent or Designee

LEVEL IV

A._____
Signature of Grievant

B._____ _____
Date Submitted to Arbitration Date Received by Arbitrator

C. Disposition and Award of Arbitrator: _____

_____

_____

_____

_____

_____

_____ _____
Date of Decision SIGNATURE OF ARBITRATOR

ARTICLE III: DUES

1. Dues Deduction

A. Any employee who is a member of the Association who has applied for membership may sign and deliver to the Board an authorization at least ten(10) days prior to pay day for payroll deduction of professional dues. Pursuant to such authorization, there shall be deducted one-tenth (1/10th) of such annual dues from the employee's regular salary check for each month for ten (10) consecutive months beginning with the September check and ending with the June check of each fiscal year. Such authorization shall continue in effect unless revoked in writing by not less than thirty (30) days notice to the Superintendent. The deduction will commence and become effective for the pay period immediately following receipt of such assignment, provided, such assignment is received by the Superintendent at least ten (10) days prior to the first pay day.

B. The Superintendent will furnish a photocopy of any dues revocation notice to the Association with a notation as to the date of receipt.

C. Any employee who begins dues deduction after the September check shall have the total dues prorated on the basis of the remaining months of employment through June.

2. Indemnification

The Association agrees to indemnify and hold harmless the Board, each individual Board member, and all administrators against any and all claims, cots, litigation and all other forms of liability and all court costs, attorney fees, and other reasonable expenses, arising out of the application of the provisions of this article.

3. Other Payroll Deductions

Upon written authorization from the employee received prior to the first day of class, there shall be deducted such amounts authorized by the employee for annuities, computer purchase, and group insurance programs now in effect.

ARTICLE IV: WAGES AND SALARIES

1. Schedule

The salary for each employee covered by the regular salary schedule is attached hereto and made a part hereof as Schedule A to this contract. The extra duty pay of each employee entitled to receive extra duty pay is attached hereto and made a part hereof as Schedule B to this contract.

2. Placement on the Salary Schedule

A. Each employee shall be initially placed on the salary schedule at the step and lane that most closely corresponds to their 2005/06 salary and lane with one additional step given, if available on the schedule, from their current position for the 2006-07 school year. Employees who are listed on Appendix A shall receive for the 2006-07 school year the amounts shown in addition to the salary schedule amounts.

B. New employees shall be given credit up to the eighth step on any salary level on the salary schedule for previous outside teaching experience in a duly accredited school upon initial employment. The Board reserves the right to place new employees on the schedule at any step necessary to attract the highest qualified applicant.

C. Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. For the purpose of the salary schedule only, a year of service consists of employment in the district ninety (90) or more contiguous days of service as a contract teacher in any given 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 but said advancement shall not be until the next school year. Employees who move horizontally shall also be eligible for vertical movement if a step is available on the schedule. All courses must be taken after receipt of the degree pertaining to the lane and must be completed prior to September 1 of the year in question. Courses for advancement on the Salary Schedule must be graduate level courses related to the teacher's present field of instruction. All courses must be approved prior to taking the course by the Board or its designee.

3. Salary Payment

Employees will be paid in twelve equal installments on the 20th of the month. Should the 20th fall on the weekend, payday will be the Friday before the 20th.

4. Employee Physical

The Board shall pay up to thirty-five dollars ($35) for any employee physical required by the District.

5. Compensation for Curriculum Writing

Staff involved in curriculum writing required by the district shall be paid at that rate of $20 per hour. This will be for extra time required beyond that stated in the contract.

ARTICLE V: EXTRA DUTY ASSIGNMENTS

1. Each employee will be required to work two events. The district will attempt to find community volunteers before assigning additional duties. If sufficient volunteers are not secured to fill all of the assignments, the superintendent or his/her designee will assign the extra duties as required. All employees must be assigned a third duty before any employee is assigned a fourth duty.

2. Employees who are assigned to manage the high-school concession stand are not required to work the two events.

3. For assigned duties in excess of two, the district will pay $15 per assignment. In addition, each married employee shall receive a pass for himself/herself and his/her spouse. A single employee shall receive a pass for himself/herself and one adult.

4. The extra duties subject to this article are as follows: selling tickets operating the clock, and supervising ballgames, concession stands, musicals or plays.

ARTICLE VI: HOURS

1. The normal in-school work day shall start at 7:45 a.m. and end at 3:45 p.m. except for supplemental, extra curricular, or additional duties assigned by the Board.

2. Employees shall not be required to report more than one-half hour before or remain after all of the students that they are responsible for supervising have boarded the bus or left the building on occasions of amended student attendance hours because of inclement weather. Employee attendance will not be required when student attendance is not required because of inclement weather.

3. Employees shall not be required to remain after all of the students that they are responsible for supervising have boarded the bus or left the building on Fridays or days before holidays. On days when parent-teacher conferences are scheduled and students are in attendance for part of the day, employees shall not be required to remain after all of the students that they are responsible for supervising have boarded the bus or left the building but employees shall attend all scheduled parent-teacher conferences.

4. Employees may be required to remain after 4:00 p.m. for the purpose of attending faculty or other professional meetings up to two (2) days each month unless engaged in other assigned duties. Such meetings shall run no later than 4:30 p.m. unless mutually agreed upon by the employee and the principal.

ARTICLE VII: INSURANCE

1. Health/Major Medical Insurance

The District will pay full single employee health and major medical insurance coverage for full time employees, but not to exceed the PPO $1,000/$2,000 rate with a two-tier RX plan. For part-time employees, the District will pay a prorated portion of the yearly maximum based on the percentage of time the employee worked as compared to full time. Eighty-five dollars ($85) per month may be applied towards the premium for the family health and major medical coverage insurance or taken as cash in lieu of that payment for either full- or part-time employees.

2. LTD

The District will pay for a long term disability policy for employees with a ninety (90) day waiting period and sixty percent (60%) benefit level. Long Term Disability insurance coverage is to be based on all pay except Phase III.

ARTICLE VIII: LEAVES

1. Sick Leave

A. All employees are granted leave of absence for personal illness or injury with full pay in the following amounts: 10 days first year in system, 11 days second year, 12 days third year, 13 days fourth year, 14 days fifth year and 15 days each year thereafter, accumulating to a maximum of one hundred five (105) days.

B. The School Board shall, in each instance, require such reasonable evidence as it may desire, including a doctor's statement where applicable, confirming the necessity for such leave of absence. Regular doctor appointments are included in sick leave except for physicals. Sick leave may be taken in 1/8 day increments.

C. Three of each employee's sick leave days per year may be used for the care of immediate family. In the event that more than three days are required for the care of immediate family, emergency leave may be used. Immediate family consists of spouse, children, and parents.

2. Emergency Leave

A. All employees will be granted three days emergency leave each year. This leave, if not used may be accumulated to a maximum of ten days. Permission and approval for such leave must be granted in advance through the Superintendent's office. Emergency leave may be taken in 1/8 of a day increments.

B. Emergency leave is defined as:

1). Personal business-any business that is necessary for the welfare of the family or the individual teacher that cannot be conducted out of school time. This includes dental appointments and so forth, unless the appointment is necessitated by an injury. Personal business also includes physicals.

2). Serious family illness-immediate family of teacher and/or spouse to include grandparents and nieces and nephews.

3). Community service-when necessary for a teacher to be involved in a community function during school time and when no other arrangements can be made, emergency leave, with the approval of the administration, may be used for community service. This leave is not available when the employee is reimbursed for service.

4). Funerals

5). Personal leave -- one day or any part of one day of emergency leave may be used as a personal day by the employee. An employee may be gone for reasons not otherwise covered under emergency leave and may use this day at their own discretion. Personal leave may not be used the first or last week of the school year, nor to extend a holiday or vacation. No more than two employees may use this leave on the same day.

3. Jury Duty Leave

A. An employee called for jury duty shall make a bona fide effort to be exempted from such duty. However, if not exempted, they shall receive their regular salary minus their jury duty compensation for school work days missed. Any employee not required to perform jury duty all day shall work that part of the day not required for jury duty.

B. Notice of jury duty must be immediately made available by the employee to the central office upon receipt of the notice. Jury duty leave will not be charged to any other leave.

4. Bereavement Leave

Employees may be granted up to five days leave with pay for bereavement leave, per occurrence, for a death of the employee's parent, spouse, child, grandparent or sibling.

5. Professional Leave

If an employee is sent by the District to a professional seminar or conference, the District shall pay the employee's reasonable, out-of-pocket expenses including registration fees but not to exceed fifteen dollars ($15.00) per day for meals.

6. Other Leave

In the sole discretion of the Superintendent, additional paid or unpaid leave may be granted in unusual circumstances. Granting or denial of this leave is not subject to grievance.

7. Association Leave

Up to four (4) days total leave with pay to attend conferences, conventions or other activities of the Association shall be granted on reasonable advance request. The Association shall pay the District for the cost of substitute teachers hired by the District to replace teachers utilizing this leave. This leave may only be taken in one day increments. No more than two teachers a day may be permitted to utilize this leave.

ARTICLE IX: STAFF REDUCTION POLICY

Reduction in Staff Procedures

When in the judgment of the Board of Education, decline in enrollment, reduction of program or any other reason requires reduction of staff among teachers, the administration shall attempt to accomplish the same by attrition. In the event necessary reduction in staff cannot be adequately accomplished by attrition, the administration shall base its decision as to the resulting contract renewals on the relative skill, ability, competence and qualifications of available teachers to do available work. If a choice must be made between two or more teachers of equal skill, ability, competence and qualifications to do the available work, contract renewals will be given to the teacher(s) with the greater number of years of service in the district, based on full time equivalence, not to exceed 1.0 FTE per year.

In determining the available teachers to do available work, consideration shall be limited to administrative units and departments. The administrative units shall be K-5, 6-8, and 9-12. Within the administrative units, the teachers shall be considered within academic departments, if any, such as math, science, social studies, etc. If a teacher teaches in more than one department, these additional assignments shall be considered as part of that teacher's skill, ability, competence and qualifications.

Employees shall have recall rights to the position from which they were reduced or to an administrative unit and academic department in which they have previously taught in the District for at least one (1) year and for which they are currently properly certificated. Elementary (K-5) self-contained classroom teachers shall be considered as one academic department. Recall rights shall last for two years. Employees shall notify the Superintendent of their current address if they wish to exercise this right. Failure to notify the Superintendent of current address shall be a relinquishment of right to recall. Once an offer of reinstatement is mailed to the employee's last known address, recall

rights shall terminate if the offer is not accepted within ten (10) days.

Employees who are recalled shall be restored their unused sick leave which they had at the time of reduction, shall not accrue seniority during the period of layoff but shall not lose seniority accrued prior to layoff; and shall be placed on the proper step of the salary schedule for the employee's experience and education at the time of layoff.

Employees shall be recalled in reverse order of layoff. In cases of ties, the employee with greater number of years in the District, based on full time equivalence, shall be recalled first.

In cases of equal number of years of service, based on full time equivalence, employee with the lower last four digits of their social security number shall have preference. This recall right shall not apply to positions for which the District contracts with another school to provide the service.

ARTICLE X: TEACHER EVALUATION

The principals have the responsibility for teacher evaluation. Teachers who teach in two or more levels (K-5, 6-8, 9-12) shall be assigned to the principal for purposes of evaluation of the level in which most of the teaching time is spent. The principal of the other level(s) will be consulted prior to the completion of the summative evaluation. Prior to September 1, the Principal shall hold conferences either individually or as a group with all teachers to discuss evaluation procedures.

All first year teachers, second year teachers, and teachers on probation for reasons other than being a first or second year teacher shall be evaluated annually.

All career teachers shall be evaluated on a three-year rotation (every three years). The start of the rotation shall be determined by a drawing of lots during the fall workshop days of the 2004-05 school year. Teachers successfully completing the probationary period shall be evaluated the year following the probationary period and then subsequently begin the three year rotation. Nothing in this article shall be construed to mean that a teacher cannot request a formal evaluation more often, nor that a principal cannot conduct a formal evaluation of a teacher more often.

Principals shall inform teachers of upcoming formal observations and offer the teacher an opportunity to request a pre-observation conference. A record of formal observations shall be made and any observation of thirty minutes or more shall be considered a formal observation. No summative evaluation shall be placed in writing without at least two formal observations for career teachers and without meeting the guidelines of required observations for first and second year teachers. The observation guidelines for first and second year teachers shall also be followed for teachers on probation.

Teachers shall be provided a copy of the summative evaluation at least two business days prior to the formal summative conference. All summative evaluations shall be completed and copies submitted to the superintendent by March 30.

The employee has the right to respond in writing to any and all evaluation comments entered in the file and the right to have such written response placed in his/her evaluation file.

Employees shall be made aware of any documents placed in their evaluation file. If there is no legal restriction and if it would not violate confidentiality (e.g. confidential credentials), employees shall be provided copies of such documents.

Nothing in this article is to be construed as precluding informal evaluation of teachers in the performance of their duties by any other means deemed appropriate by the administration or the District.

ARTICLE XI: TRANSFERS

Definition: A transfer shall be considered to be the movement of an employee to a different building, grade level, or subject area.

1. Voluntary Transfer

The notification of a vacancy shall be posted in each building when the vacancy occurs during the school term. When the vacancy occurs during an extended recess or vacation, the notification shall be sent to those employees having express written interest in such a position before the vacation. All notifications shall be sent within five (5) working days of Board approval of the vacancy.

2. Involuntary Transfer

All employees shall be given written notice of an involuntary transfer as soon as possible. In no event shall changes in the employee's assignments be made later than forty-five (45) calendar days preceding the commencement of the next school term unless an emergency situation exits.

If a transfer of an employee is objectionable to the employee, the employee shall have five (5) working days from receipt of notice of intent to transfer to reply in writing stating his/her position on the assignment change. The superintendent shall reply in writing and state his/her position no later than ten (10) working days after receipt of the employee's notice.

If an involuntary transfer must be made during an extended recess, the affected teacher shall be given two days per diem for moving and preparing for new instructional challenges, excluding whole grade sharing and reorganization.

ARTICLE XII: WORK YEAR

1. The regular school year for employees shall consist of 185 days.

2. The Board may issue a contract in excess of the 185 days to selected employees with the rate of compensation to be based on the employee's per diem rate of pay.

3. No employee will be required to perform duties on Labor Day, Thanksgiving Day, the Friday after Thanksgiving, December 24, December 25, December 31, January 1, Good Friday or Memorial Day.

ARTICLE XIII: COMPLIANCE CLAUSES AND DURATION

1. Separability and Entire Agreement

If any of the provisions of this Agreement or any application of this Agreement to any employee or group of employees is held contrary to law, then such provision or application shall not be deemed valid and continuing except to the extent permitted by law; and the District and the Association shall enter into negotiations within a reasonable period of time to replace said provision. All other provisions or applications shall continue in full force and effect.

This Agreement represents the entire Agreement between the parties and supersedes any previous agreements written or verbal.

2. Duration.

This Agreement shall be effective as of July 1, 2006, and shall continue in effect through June 30, 2007. In addition, either party may open up one item of language for the 2007-2008 contract period.

3. Signature Clause.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 1st day of April, 2006.

ODEBOLT-ARTHUR EDUCATION ASSOCIATION	ODEBOLT-ARTHUR COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION
By: Linda Joen	By: Roger Buchan
President	President
By: Irene Thayer	By: Vicki Bertone
Chief Negotiator	Chief Negotiator

APPENDIX A
ODEBOLT-ARTHUR COMMUNITY SCHOOLS

Name	Amount of Career Increment
Becker, Glenn	$200
Becker, Sally	350
Buehler, Marilyn	50
Goettsch-Sykes, Joan	147
Hedden, Michael	50
Joens, Lucinda	100
Leege, Ray	200
Sampers, Karen	250
Schmidt, Alan	50
Schulte, Diane	100
Votrobeck, Barbara	231

Title I

Name	Amount of Career Increment
Menage, Carolyn	$256
Swensen, Joan	118

Student Teacher Supervision Side Agreement

Any Odebolt-Arthur teacher chosen to supervise a student teacher shall be paid the full amount that the college pays the Odebolt-Arthur School District. If a student teacher is shared by two or more Odebolt-Arthur teachers, the money paid to the District by the college shall be split according to the percent of time the student teacher is with each Odebolt-Arthur teacher.

By: Duane Anderson
OAEA President

By: LaDon Siebrecht
Board President

By: Karen Sampers
OAEA Chief Negotiator

By: Mark Bittner
Board Chief Negotiator

Approved: June 21, 1993

Phase II Dollars Side Agreement

The Phase II factor is the entire faculty's total teaching experience divided into the amount of Phase II money provided to Odebolt-Arthur School District by the state.

The Phase II dollars shall be distributed according to each teacher's total years of experience times (x) the Odebolt-Arthur Phase II factor time (x) percent (%) of contract that year (up to 1.00).

By: Joann Sykes
OAEA President

By: Mark Bitter
Board President

By: Duane Anderson
OAEA Chief Negotiator

By: Mark Bitter
Board Chief Negotiator

Approved April 11, 1994

ODEBOLT-ARTHUR COMMUINITY SCHOOL

AGREEMENT BETWEEN BOARD OF EDUCATION AND ODEBOLT-ARTHUR EDUCATION ASSOCIATION

In order for the school district to offer early bird dual credit courses taught by traveling teachers who have a connection with an area college, the two above named parties agree that these teachers will not be considered to be a part of the bargaining unit or come under the master contract in any manner including pay and fringe benefits for such services.

Joyce Falck
OAEA President

2-1-04
Date

Dennis L. Johnson
Supt. of Schools

2-26-04
Date

O-A SALARY SCHEDULE A - 2006/2007

STEP	BA	BA + 10	BA + 15	BA + 25	MA	MA + 10	MA + 20	MA + 30
1	26,500	27,000	27,550	28,150	28,800	29,450	30,150	30,850
2	26,965	27,465	28,015	28,615	29,265	29,915	30,615	31,315
3	27,430	27,930	28,480	29,080	29,730	30,380	31,080	31,780
4	27,895	28,395	28,945	29,545	30,195	30,845	31,545	32,245
5	28,360	28,860	29,410	30,010	30,660	31,310	32,010	32,710
6	28,825	29,325	29,875	30,475	31,125	31,775	32,475	33,175
7	29,290	29,790	30,340	30,940	31,590	32,240	32,940	33,640
8	29,755	30,255	30,805	31,405	32,055	32,705	33,405	34,105
9	30,220	30,720	31,270	31,870	32,520	33,170	33,870	34,570
10	30,685	31,185	31,735	32,335	32,985	33,635	34,335	35,035
11	31,150	31,650	32,200	32,800	33,450	34,100	34,800	35,500
12	31,615	32,115	32,665	33,265	33,915	34,565	35,265	35,965
13	32,080	32,580	33,130	33,730	34,380	35,030	35,730	36,430
14	32,545	33,045	33,595	34,195	34,845	35,495	36,195	36,895
15	33,010	33,510	34,060	34,660	35,310	35,960	36,660	37,360
16	33,475	33,975	34,525	35,125	35,775	36,425	37,125	37,825
17	33,940	34,440	34,990	35,590	36,240	36,890	37,590	38,290
18	34,405	34,905	35,455	36,055	36,705	37,355	38,055	38,755
19	34,870	35,370	35,920	36,520	37,170	37,820	38,520	39,220
20	35,335	35,835	36,385	36,985	37,635	38,285	38,985	39,685
21	35,800	36,300	36,850	37,450	38,100	38,750	39,450	40,150
22	36,265	36,765	37,315	37,915	38,565	39,215	39,915	40,615
23	36,730	37,230	37,780	38,380	39,030	39,680	40,380	41,080
24	37,195	37,695	38,245	38,845	39,495	40,145	40,845	41,545
25	37,660	38,160	38,710	39,310	39,960	40,610	41,310	42,010
26	38,125	38,625	39,175	39,775	40,425	41,075	41,775	42,475
27	38,590	39,090	39,640	40,240	40,890	41,540	42,240	42,940
28	39,055	39,555	40,105	40,705	41,355	42,005	42,705	43,405
29	39,520	40,020	40,570	41,170	41,820	42,470	43,170	43,870
30	39,985	40,485	41,035	41,635	42,285	42,935	43,635	44,335

Longevity pay....Employees who have been on step thirty (30) of the OA salary schedule shall receive the step thirty (30) pay of their appropriate lane plus 2.5% of the base salary.

National Board Certification....cash incentinve equivalent to one lane movement

Foreign Language:	5 days extended contract
Guidance:	5 days extended contract
Librarian:	10 days extended contract
Vocational Agriculture:	40 days extended contract

The District agrees to abide by the methods and rate of pay agreed to in the Phase III plan.
However, nothing shall obligate the general funds of the District to pay Phase III payments.

2006/07

O-A SUPPLEMENTAL SCHEDULE B

2006/07
BASE 26,500

HIGH SCHOOL HEAD COACH

YEAR	Football, Boys Basketball, Girls Basketball, Wrestling		Volleyball, Boys Track, Girls Track, Baseball, Softball		Golf: Boys & Girls	
1	0.095	2,518	0.078	2,067	0.056	1,484
2	0.097	2,571	0.080	2,120	0.058	1,537
3	0.099	2,624	0.082	2,173	0.060	1,590
4	0.101	2,677	0.084	2,226	0.062	1,643
5	0.103	2,730	0.086	2,279	0.064	1,696
6	0.105	2,783	0.088	2,332	0.066	1,749
7	0.107	2,836	0.090	2,385	0.068	1,802

Athletic Trainer

0.0624 1,654

HIGH SCHOOL ASSISTANT COACH

Football (2)	0.0625	1,656
Girls Basketball	0.0625	1,656
Boys Basketball	0.0625	1,656
Wrestling	0.0625	1,656
Volleyball	0.0425	1,126
Boys Track	0.0425	1,126
Girls Track	0.0425	1,126
Boys Baseball	0.0425	1,126
Girls Softball	0.0425	1,126
Boys/Girls Golf	0.0320	848

MIDDLE SCHOOL COACH

Football*	0.0624	1,654
Football Assistant*	0.0500	1,325
Boys Basketball	0.0500	1,325
Girls Basketball	0.0500	1,325
Wrestling	0.0420	1,113
Volleyball	0.0420	1,113
Girls Track	0.0420	1,113
Boys Track	0.0420	1,113

* Pre-season 1 week

CHEERLEADING CHAPERONES

High School	0.0313	829
Middle School	0.0158	419

ATHLETIC DIRECTORS

Athletic Director	0.1010	2677
Asst.Ath.Director	0.0314	832

SPECIAL

H.S.Inst. Music	0.0833	2,207
H.S.Vocal Music	0.0730	1,935
M.S. Inst. Music	0.0210	557
M.S.Vocal Music	0.0210	557
Yearbook Advisory	0.0521	1,381
AV Coordinator	0.0210	557
Prom Supervisor	0.0250	663
Speech	0.0250	663
Musical/Variety	0.0250	663
Play	0.0250	663
Math Bee (3)	0.0106	281
Nat'l.Honor Soc.	0.0106	281
Spelling Bee	0.0106	281
Mock Trial	0.0106	281
Dance/Drill Team	0.0106	281

SUMMER LEAGUE COACH

Major Baseball	0.0420	1113
Minor Baseball	0.0420	1113
Ass't. Major Baseball	0.0210	557
Ass't. Minor Baseball	0.0210	557
Major Softball	0.0420	1113
Minor Softball	0.0420	1113
Ass't. Major Softball	0.0210	557
Ass't. Minor Softball	0.0210	557
Computer Coordinator	0.0730	1935
Summer Driver Ed	0.00072	19.08 "/hr"
Summer Instr. Music	0.1520	4028 (5 WKS)
JETS	0.0106	281
Quiz Bowl	0.0106	281