Sigourney CSD Sigourney EA 7/1/2005 6/30/2007

SIGOURNEY CSD / EA 05-07

MASTER CONTRACT

BETWEEN THE

SIGOURNEY COMMUNITY SCHOOL DISTRICT

AND THE

SIGOURNEY EDUCATION ASSOCIATION

FOR THE SCHOOL YEAR

2005-2006
2006-07

Sigourney, Iowa

MASTER CONTRACT

THIS CONTRACT AND AGREEMENT made and entered into this 1st day of July, 2005 by and between SIGOURNEY COMMUNITY SCHOOL DISTRICT, hereinafter referred to as "DISTRICT", and SIGOURNEY EDUCATION ASSOCIATION, hereinafter referred to as "ASSOCIATION", WITNESSETH:

ARTICLE I

Whereas, the parties have reached certain understanding, which they desire to confirm in this agreement; it is agreed as follows:

ARTICLE II

The District hereby recognizes the Association as the certified exclusive and sole bargaining representative for all full and part-time regularly employed professional staff as set forth in the PERB certification instrument (Case No. 168) issued by PERB on the 28th day of May, 1975, and as amended by PERB amendment of bargaining unit certification (Case No. 1824) issued by PERB on the 11th day of December, 1980.

The term "District" as used in this agreement shall mean the Board of Education of the Sigourney Community School District or its duly authorized representatives.

The term "Employee" as used in this agreement shall mean all professional employees represented by Association in the bargaining unit as defined and certified by the Public Employment Relations Board (PERB) and as amended by the Public Employment Relations Board.

A "School Day" shall be a day in which school is in session for the whole or part of the day. For purposes of this agreement, in the event that the school year is concluded before the expiration of the number of school days, then a school day shall further be defined to mean a day of the week excluding Saturday, Sunday, or an official holiday. In the event there is a vacation period after which school resumes in the same school year, the days during the vacation period shall not be counted as a "school day". A "day" in this contract shall be defined as a workday (Monday through Friday) throughout the calendar year, excluding holidays and vacation days.

The term "Association" as used in this agreement shall mean Association or its duly authorized representatives or agents.

ARTICLE III.
"Grievance Procedure"

Section 1:
A grievance shall mean only a complaint that there has been an alleged violation, misrepresentation, or misapplication of any specific provisions of this agreement.

Section 2:

(a) Every member of the bargaining unit covered by this agreement shall have the right to present grievances in accordance with these procedures. When more than one member of the bargaining unit is affected by the grievance, the grievance may be filed by Association.

(b) The failure of a member of the bargaining unit (or, in the event of an appeal to arbitration, Association) 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 limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended by mutual agreement.

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

Section 3:

(a) **First Step:** An attempt shall be made to resolve any grievance in verbal discussion between complainant and his or her principal.

(b) **Second Step:** If the grievance cannot be resolved verbally, the aggrieved party shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of this agreement alleged to be violated, misrepresented, or misapplied, and shall state the remedy requested. The filing of the formal written grievance at the Second Step must be within fifteen (15) school days of the date of occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the party and the superintendent within ten (10) school days after the receipt of the grievance.

(c) **Third Step:** In the event a grievance has not been satisfactorily resolved at the Second Step, the aggrieved party shall file within five (5) school days of the principal's written decision at the Second Step a copy of the grievance with the superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved party and superintendent or his designee shall meet to resolve the grievance. The superintendent or his designee shall file an answer within five (5) school days of the Third Step grievance meeting and communicate it in writing to the teacher and the principal.

(d) **Fourth Step:** If the grievance is not resolve satisfactorily at Step Three, there shall be available a Fourth Step of impartial binding arbitration. Association may submit in writing a request on behalf of Association and the grieving party to the superintendent within twenty (20) workdays from receipt of the Step Three answer to enter into such arbitration. The arbitration proceedings shall be conducted by an arbitrator to be selected by the parties within seven (7) workdays after said notice is given. If the two parties fail to reach agreement with an arbitrator within seven (7) workdays, the Public Employment Relations Board (PERB) will be requested to provide a panel of seven (7) arbitrators. 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 shall be final and binding on both parties. Expenses for the arbitrator's services shall be borne equally by the school district and Association. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by School District and Association, and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the agreement.

Section 4:
An aggrieved person may be represented at all stages of the grievance procedure by himself or, at his option, by a representative of Association, and likewise the principal may have another member of the administration, or a representative present at all stages.

Section 5:
In the event that arbitration takes place within school hours, the person or persons involved shall be released from school duties to participate in arbitration proceedings without loss of pay.

ARTICLE IV.
"Impasse Procedures"

Impasse shall be governed by the procedure outlined in Chapter 20 of the Code of Iowa except that:

1. One arbitrator shall serve instead of a panel of three arbitrators.

2. One arbitrator shall be selected from a list of five qualified arbitrators submitted by the Public Employment Relations Board, one such list of five qualified arbitrators as requested by either or both parties.

3. District and Association shall alternately strike one arbitrator from the list of five arbitrators until only one arbitrator shall remain. The one remaining arbitrator shall be the arbitrator.

4. Determination of the order by which either party shall strike a proposed arbitrator from the list of arbitrators shall be by the flip of a coin.

ARTICLE V.
"Leave"

Section 1:
Sick Leave (with full pay): Each employee shall be entitled to leave of absence for personal illness or injury with full pay in the following minimum amounts:

1st year of employment.....10 days
2nd year of employment.....11 days
3rd year of employment.....12 days
4th year of employment.....13 days
5th year of employment.....14 days
6th and subsequent years of employment.....15 days

The above amounts shall apply only to consecutive years of employment in the same school district, and unused portions shall be accumulated to a total of 100 days. Each year the employee shall be given a written accounting of the accumulated sick leave during the first quarter of each school year.

There shall be, and it is hereby established, a Sick Leave Bank and each member of the bargaining unit, whether a member of Association or not, shall contribute one day of sick leave from their allowed sick leave, as herein before set forth, in the year 1977 and one day of sick leave from their allowed sick leave in the year 1978; and that in any year in which on September 1st the Sick Leave Bank is less than 100 days, then each member of the bargaining unit, whether an Association member or not, shall contribute one day of sick leave to the Sick Leave Bank.

Each member of the bargaining unit may draw on this Sick Leave Bank to a maximum of twenty (20) days in any year in which their sick leave has expired, and unused portions of the Sick Leave Bank shall accumulate from year to year.

Sick leave shall not be used for a medical or dental appointment, which can reasonably be scheduled for non-working hours.

Female employees are entitled to use sick leave during the time they are unable to perform duties due to a pregnancy and subsequent recovery.

Section 2:
Personal Leave (with full pay): At the beginning of every school year, each employee shall be credited with three (3) days personal leave to be used for the employee's personal business. An employee planning to use a personal leave day or days shall notify his principal at least two (2) workdays in advance, except in case of emergency. Personal leave shall be used in no smaller increments than half days if a substitute teacher must be provided, and shall be without pay if the employee is paid by any other district, corporation, or individual for services performed during said personal leave.

Section 3:
Professional Leave (with full pay): Each employee shall be credited with two days professional leave to be used by said employee for professional education improvement, advancement, and continuing education upon application to the building principal and approval at the discretion of

the superintendent. The application submitted by the employee shall be on a form provided by the District. The application shall show the nature of the program, and whether the registration fee includes any meals as a portion of the registration. The employee shall also indicate whether overnight lodging is requested and the location of the meeting. In the event the application, as submitted, is approved, then the District will agree to pay the cost of the conference and meals, which are part of the conference. In addition, the District will pay up to $15.00 per day for meals for which actual receipts are provided. No reimbursements will be allowed for any liquor or alcoholic beverage. Mileage of 32.5 cents per mile or the rate established by Sec. 79.9 of the Code of Iowa shall be paid to an employee using his or her own car for attendance so long as Sec. 79.9 establishes a fixed rate. Lodging shall be paid by the District, if lodging is necessary. In addition, the District will pay any registration fees required for attendance at the conference. If the teacher is requested by the administration to attend for professional reasons, the leave day shall not be deducted from the professional leave credited to the employee.

Section 4:

Death in the Immediate Family Leave (with full pay): Each employee shall be credited with up to four days leave in the event of each death in employee's immediate family. The term "immediate family" shall be defined as follows: spouse, father, mother, child (including step child and foster child), sister, brother, grandparents, grandchild, son-in-law, daughter-in-law, sister-in-law or brother-in-law. The family of spouse shall mean the same as the family of the employee.

Section 5:

Association Leave (with full pay): The Association shall be granted 14 days leave with pay; however, Association shall pay the substitute teacher after the first seven days for use of its members in attending the State Association Delegate Assembly or meetings of the State or National Association. Written notice shall be submitted to the superintendent at least one week in advance of the use of Association leave.

Section 6:

Family Illness Leave (with full pay): An employee shall be granted up to three (3) days leave per year at full pay for illness in the immediate family, upon application to the building principal. Said immediate family shall be limited to the following relatives: spouse, father, mother, child, stepchild, foster child, sister, brother, grandparent, grandchild, sister-in-law, brother-in-law. The family of the spouse shall mean the same as the family of the employee.

Section 7:

Funeral Leave: In case of the death of any other relative or person of unusually close personal relationship, one day of absence shall be allowed without loss of pay for attendance at each funeral upon application to the building principal.

Section 8:

Emergency Leave: An employee may be granted emergency leave of no more than two (2) days per year without the loss of pay upon application to the building principal. Emergencies which qualify for use of this leave allowance are those extraordinary situations that arise requiring the employee's attention which cannot be attended to outside of work hours and which are not covered under other provisions. Leave requests will be considered on their individual merits.

Section 9:

Extended Leave (without pay): In the event of an emergency not covered elsewhere in this contract, extended leave, without pay, may be temporarily granted by the superintendent.

Section 10:
The Superintendent, at his discretion, may grant leave with pay, without pay, or with the employee reimbursing the District for the cost of a substitute, for good cause shown.

Section 11:
Employees of the District are entitled to family medical leave to the same extent and subject to the same terms and conditions as set forth in the Family Medical Leave Act of 1993 and the regulations implementing the Act. No provision of the Act is diminished by the inclusion of this provision in this contract nor are the pre-existing family or medical leave provisions of this contract diminished by the inclusion of this provision in this contract.

ARTICLE VI.
"Basic Employment Conditions"

Section 1:
School Work Year: The schoolwork year shall be 190 days, and the length of the day shall be from 8:00 a.m. to 4:00 p.m. However, a teacher may, on application to the building principal, be granted permission, for good cause shown, to leave early after classes have been dismissed or arrive later prior to taking up of class.

On Fridays, days preceding vacation, or on days of early dismissal due to inclement weather, the employee's day shall end five minutes after dismissal of the high school students. There may be a full day of school on Fridays at the end of the quarter and school will dismiss early the following Monday.

Section 2:
Voluntary Transfers: Employees who desire a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the superintendent. Such statement shall include the grade and/or subject to which the employee desires to be assigned and the school or schools to which the employee desires to be transferred, in order of preference. Such requests for transfer and reassignments for the following year shall be submitted not later than April 15 each year, and the member of the bargaining unit shall be notified and consultation shall be had prior to contract issuance.

In the determination of requests for voluntary transfer, the wishes of the individual employee shall be honored to the extent that the transfer does not conflict with the instructional requirements of the school system. No such request shall be denied arbitrarily, capriciously or without basis in fact. If more than one employee with certification has applied for the same position, the determination as to which employee shall receive it shall be made on the basis of seniority. This Section shall not apply to co-curricular activities. The superintendent shall deliver to Association a system-wide list of all employees who have resigned or transferred within five workdays after such information has been made known.

Section 3:
Involuntary Transfers: Notice of involuntary transfer or reassignment shall be given in writing to an employee as soon as practical and no later than May 25, however, subject to changes that may occur during summer vacations.

Employees involuntarily transferred after May 25 shall have the option of resigning without penalty. If the involuntary transfer or reassignment is determined by District to be necessary, employees will be transferred in reverse order of seniority, subject to instruction requirements of the school system.

Involuntary transfers shall not be made for arbitrary or capricious reasons and only after consultation with the member of the bargaining unit who shall be furnished written reasons.

Employees being involuntarily transferred from their present position shall have preferences over those seeking voluntary transfers in regard to choice among those positions, which are vacant.

Section 4: Evaluation Procedures

(a) Probationary teachers in this system will be evaluated at least semiannually, other faculty members as specified in the Evaluation Guidelines document. Such evaluations will be performed by a licensed district evaluator and an employee working in more than one building will be evaluated by an evaluator from one building only, but evaluatory input from the other principal may be considered and included. In cases where specific directives for change have been cited, or for any other reason, subsequent evaluations are deemed appropriate by the administration; the evaluator may exercise the right to conduct further evaluations. The Superintendent, the licensed district evaluator, the building principal, if not the evaluator, and the evaluated teacher will receive a copy of each form of the evaluation and a conference initiated by the licensed evaluator will follow. The evaluated teacher shall have twenty-four (24) hours to consider the evaluation before signing the evaluation form, and the evaluated teacher may put objections into writing and have them attached to the evaluation report to be placed in the evaluation file. The employee's signature on the evaluation form does not necessarily mean agreement with the evaluation, but rather awareness of the contents.

(b) The emphasis of evaluation is to be on improvement of the teacher's performance.

(c) Within one school day of the evaluation conference, an employee may make a written request for recommendation for remediation. Written recommendation shall be given to the employee within five (5) school days of the request.

(d) All employees will be notified of the procedure, criteria, and instrument for evaluation by September 15 of each school term. The procedure will include classroom visits by the supervising principal.

(e) The employee, if allowed under Chapter 279 of the Code of Iowa, shall have the right to challenge his or her evaluation through the grievance procedure contained in this contract on the following, but only on the following grounds:

1. The evaluation criteria have been ignored or misapplied;

2. The evaluation was arbitrary and capricious;

3. The evaluation procedures outlined herein above were not followed.

Section 5:

Reduction or Realignment of Staff: In the event that District determines that there will be a reduction in staff, District shall attempt to accomplish the same by attrition. Association shall be notified and there shall be consultation with representatives of Association.

If at all possible, this notification will take place by April 1, unless waived in writing by the Association. The District shall have the final determination whether there shall be a reduction in staff. In the event that necessary staff reduction cannot be accomplished by attrition, the following procedures shall be used:

A. If a position is to be eliminated, the Board shall give notification of layoff to the least senior employee in that position in the following categories:

(1) Grades K-6
(2) Grades 7-12

B. An employee who is notified of layoff will have the right to displace any less senior employee whose work both curricular and co-curricular he or she is certified to perform. Written notice of intent to exercise this right must be given to superintendent with a copy to the Association, within three (3) workdays after an employee is notified of layoff. Within three (3) workdays after the employee gives such notification, the superintendent will notify the less senior employee that he/she is to be displaced.

C. An employee who displaces another employee will be placed in the proper step of the salary schedule for the new position according to his or her experience in education, and will retain all accrued benefits.

D. An employee who is to be displaced pursuant to this section will have the same displacement rights as against less senior employees as an employee who is laid off pursuant to subsection B above.

E. An employee who has been reduced according to the provisions set forth in this contract will not be privileged to Article III, Grievance Procedure, of this contract.

Section 6: Seniority

(a) Seniority will be the determining factor used for reduction of staff, except that the school district may override seniority considerations if an employee is essential to the continuation of an existing curriculum.

(b) Seniority will be determined by the number of years in the bargaining unit. This language shall apply to all hires for the 2003-04 contract year, thereafter. In the event that two or more employees are equal in the number of years of seniority, then the employee who first signed a contract for a bargaining unit position will be considered the most senior employee. In the event two or more employees signed a contract for a bargaining unit position on the same day, the tie will be broken by drawing lots.

(c) In cases where a teacher has been employed in this system, left the system and returned, the number of years of seniority will be determined by counting all prior years up to eight (8) plus the most recent continuous experience.

(d) Employees who may have been employed on a part-time basis shall receive a full year's seniority credit if they have taught 140 or more teaching days.

(e) On or about September 30 of each school year, the Superintendent, will provide the Association with a seniority list of certified staff members in order of date of hire, with license and endorsements. Errors in the seniority list shall be identified in writing to the superintendent within ten (10) workdays of the posting of the list.

Disputes involving the seniority list shall be resolved through the grievance procedure.

Section 7: Recall

If there is a vacancy in a bargaining unit position, laid off employees who are certified to perform the work in question will be recalled in order of the person with the most seniority being recalled first. Notice of recall shall be given by registered mail to the last address given to the Board by the employee. It is the employee's responsibility to maintain his/her current address with the Board. A copy of the notice of recall will be given to the Association. If an employee fails to respond within five (5) contract days after receipt of the notice of recall, the employee will be deemed to have refused the position offered. An employee forfeits recall rights after refusing two positions for which he/she is certified. When an employee accepts a position with another district, recall rights are forfeited. An employee who is laid off will remain on the recall list for two (2) years after the effective date of layoff, unless the employee waives recall rights in writing.

Section 8:

(a) Each employee shall be entitled to a duty free lunch period of not less than thirty (30) minutes.

(b) Each employee shall be entitled to break time consistent with the policy of the District in effect as of 1990-91.

Section 9:
The employer will provide a telephone in the teachers' lounge in the Junior/Senior High and the Elementary school for the teachers' professional use, which shall not include Association business during school hours. A log of all toll calls shall be maintained stating the following: Date, time telephone number called, and name of teacher making call.

Section 10:
All new employees are required to provide evidence of ability to perform the essential functions of their position and of not presenting a danger to others. Such evidence shall be limited to a statement by a licensed physician of the employee's choice within fifteen (15) workdays of the offer of employment attesting to the employee's ability to perform the essential functions of the position and not presenting a danger to others. The cost of such examination shall be the responsibility of the employee.

District may require a subsequent examination when, in its judgment, such examination is necessary. District may provide a physical, which the employee may elect to accept. If the employee accepts the school-provided physical, the school-provided physical shall be provided at school expense. If the employee does not accept the school-provided physical, or if the school does not provide a physical, then the school shall pay no more than $45.00 to the employee for the cost of the physical after the physical cost has been submitted to insurance. School District agrees to pay the cost of X-rays if required to show freedom from tuberculosis. The School Board shall provide a form specifying the required procedures to be completed and the form to be signed by the physician performing the examination.

Section 11:
Teaching Load: Teachers shall be informed of their teaching schedule by May 25 of the school year; however, subject to changes that may appear during the summer vacation period. It is understood and agreed that District and Administration shall direct the work and shall have the exclusive authority to determine the teaching load, preparation time, and class size. It is further understood and agreed that Association and its members shall be notified in advance of any material changes and have the right to present input to Administration and to District, but the decisions of District shall be final.

A "material change" or "material changes" as used in Section 11 of Basic Employment Conditions are defined to mean any changes in course offering to be taught by the teacher or changes in building assignment of the teacher.

Section 12:
Association and its members shall be notified in advance of the presentation to District of the proposed school calendar. The decision of District on the school calendar shall be final. The adopted school calendar shall be furnished to Association and its members.

Section 13:
Keys: All employees shall be given keys to the outside door of their area of the building, the lounge, and their duty station, exclusive of any administrative area.

Section 14:
Athletic Passes: Each teacher and his/her guest shall be admitted to all school athletic events without charge. Certified personnel who have served 20 years (part or full time) in District will be given life time athletic pass for themselves and their guest.

Section 15:
Holidays: The following holidays will be granted with pay: Labor Day, Thanksgiving, Christmas, New Year's Day and the Monday after Easter.

No employee shall be required to perform duties on any of the above holidays.

Section 16
If a written complaint is placed in an employee's evaluation file, a copy shall be promptly given to the employee and the employee shall have ten (10) school days from receipt of the copy to make a written response which shall also be placed in the file.

ARTICLE VII
"Wages and Salaries"

Section 1:
The salary of each employee shall be determined on the salary schedule attached hereto as Appendix "A" and by this reference made a part hereof.

Section 2: Placement of Salary Schedule
Each employee shall be placed on his proper step on the salary schedule as of the effective date of this agreement. This shall not be retroactive.

Section 3: Credit for Experience
Credit up to the tenth step of any salary level on the employee's salary schedule shall be given for previous outside teaching experience in a duly accredited school upon initial employment within the last fifteen (15) years of teaching.

Section 4: Returning to District
Any employee with previous teaching experience in the Sigourney Community School District shall, upon returning to the District, receive full credit on the salary schedule for up to ten years experience in the District.

Section 5: Increments
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 is reached. A year of service consists of employment in the Sigourney Community School District for more than 140 teaching days in one school year. Exceptions mutually agreeable to the District and the Executive Board of the Association may be made prior to the issuance of the contract. By way of clarification and explanation, employees who are employed on a part-time status but are employed for the entire year shall be considered to have been employed for the full year even if their attendance is not required for every workday in which classes are in session. If the employee is continuously employed for a period of time, which covers 140 contract days or school days, the employee will be considered to have earned one year of service. If an employee teaches every other workday for one year, the employee will be considered to have taught for one year.

Section 6: Educational Lanes
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. Evidence of additional educational credit must be filed with the superintendent no later than five (5) workdays after the beginning of the school year. In order to be eligible to move to higher lanes, all credits must be verified as graduate credits.

Section 7: Pay Periods
Each employee shall be paid in twelve (12) equal installments on the 21st day of each month. Employees shall receive their checks at their regular building on regular school days, unless otherwise designated by the teacher, and the paycheck shall be delivered in a sealed envelope.

Section 8: Final Pay
Each employee who is terminating his/her employment with the District shall have the option of receiving all or any part of his/her earned contracted salary in the last pay period of in-school

work year. In the event the employee receives the pay at that time, then the insurance coverage shall cease thirty (30) calendar days following the last payment made to the insurance company of the same month in which the last pay period occurred for which the salary was paid. That is to say that if a teacher leaves with the final pay in June, then the insurance coverage shall terminate at the end of June.

Section 9: Summer Checks

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee at the School District's expense.

Section 10: Supplemental Pay

Supplemental pay shall be as provided in the supplemental pay schedule attached hereto and by this reference made a part hereof, and to the extent the District determines to fill the positions shown on the supplemental pay schedule, the employee shall be paid as determined by the schedule.

Section 11: Extra Duty Assignments

Each employee shall work one extra duty assignment outside of the contract day. Additional assignments will be determined by rotation of teachers, and they will be paid at the rate of $15.00 per assignment.

Section 12: Phase I and Phase II Funds

In the event of a reduction in the Phase I or Phase II allocations, the funds to be distributed hereunder shall be reduced pro rata.

Section 13: Phase III Funds

(a) Participation in all Phase III activities shall be voluntary on the part of the employee.

(b) The teacher's performance in Phase III activities shall be separately evaluated and not as a part of the regular school year evaluation. The decision to participate in Phase III activities shall not be used in the evaluation of the teacher's regular school year performance.

(c) The hourly rate shall be no less than fifteen dollars ($15.00) per hour.

SUPPLEMENT TO SIGOURNEY COMMUNITY SCHOOL DISTRICT SALARY SCHEDULE FOR 2005-06

Head Basketball (B or G)	10%
Head football	10%
Head Wrestling	10%
High School Band (6 weeks extended)	10%
Asst. Coaches (FB, BBB-1, GBB-1, Wrest.-1)	6%
Track Coach (B or G)	8%
Asst. Track Coach (B-1, G-1)	4%
Asst. Girls Softball (Summer)	4%
Asst. H.S. Girls Volleyball Coach	6%
Asst. Baseball	4%
Golf (B)	5%
Golf (G)	5%
Golf (B & G - one instructor)	8%
Summer Softball	8%
Summer Baseball	8%
Speech	5%
Head Dramatics	5%
Asst. Dramatics	3%
Dramatics (One Instructor)	8%
FFA	2%
FHA	2%
SES (Future Teachers)	2%
H.S. Vocal Music	7%
Student Council	5%
Bs & Gs Cross Country	8%
H.S. Gs Volleyball (Fall)	8%
H.S. Guidance (one month extended)	10 months
Elementary Guidance (one month extended)	10 months
H.S. Homemaking (1/2 month extended)	9 1/2 months
Vocational Agricultural (2 months extended)	11 months
Librarians (one week extended)	9 1/4 months
Athletic Director	$1,000
Gymnastics Coach	5%
Pep Club & Cheerleaders, 3 Sponsors at	2% each
J.H. Head Boys Basketball	6%
J.H. Head Girls Basketball	6%
J.H. Head Football	6%
J.H. Wrestling	6%
J.H. Asst. Football	4%
J.H. Boys Track	4%
J.H. Girls Track	4%
J.H. Band (1 month extended)	6%
10 months	
M.S. Girls Fall Sports	4%
M.S. Student Council	1%
M.S. Cheerleaders Sponsor	2%

Special Olympics (2% per building-4% total to be divided
equally among teachers working Special Olympics)
Drivers' Education (Summer) $17.00/hour
Webmaster 5%

Base pay for computing extracurricular activity payment will be on BA step which compares to experience in said activity.

ARTICLE VIII.
"Payroll Deductions"

The District shall, on written authorization from the employee, deduct from the salary of any employee and make appropriate remittances thereof for annuities and insurance as the employee may direct.

The District shall, on written authorization from the employee, deduct from the salary of any employee regular monthly Association dues of its employees. This deduction for Association dues shall begin for the September check and continue until termination of the deduction is delivered by the employee to the District and a copy is delivered to the Association. If an adjustment in the dues is adopted by the Association, notice of the adjustment will be given by the Association to the secretary of the Board no later than August 1 for the adjustment to take place for the September checks. The annual dues deduction shall be divided into ten (10) installments and collected accordingly. Any disputes between the employee and the Association will be settled between the employee and the Association and such settlements will not be the responsibility of the District.

2005-2006

STEP	BA WAGE	BA + 15 WAGE	BA + 30 WAGE	MA WAGE	MA+15 WAGE	MA+30 WAGE
1	22,249	23,139	24,029	24,919	25,809	26,699
2	23,139	24,029	24,919	25,809	26,699	27,589
3	24,029	24,919	25,809	26,699	27,589	28,479
4	24,919	25,809	26,699	27,589	28,479	29,369
5	25,809	26,699	27,589	28,479	29,369	30,259
6	26,699	27,589	28,479	29,369	30,259	31,149
7	27,589	28,479	29,369	30,259	31,149	32,039
8	28,479	29,369	30,259	31,149	32,039	32,929
9	29,369	30,259	31,149	32,039	32,929	33,818
10	30,259	31,149	32,039	32,929	33,818	34,708
11	31,149	32,039	32,929	33,818	34,708	35,598
12	32,039	32,929	33,818	34,708	35,598	36,488
13	32,929	33,818	34,708	35,598	36,488	37,378
14	33,818	34,708	35,598	36,488	37,378	38,268
15		35,598	36,488	37,378	38,268	39,158
16				38,268	39,158	40,048
17				39,158	40,048	40,938
18						
19						
20	34,708	36,488	37,378	40,048	40,938	41,828
25	35,598	37,378	38,268	40,938	41,828	42,718
30	36,488	38,268	39,158	41,828	42,718	43,608

ARTICLE IX.
"Insurance"

Section 1:
District agrees to pay, not to exceed $550 per month, to provide health and major medical insurance for the employee, and any difference between the cost of single coverage for the employee and $550 will be applied to family coverage by the employee so selected and notifying District. If the cost of single coverage for the employee does not exceed $550, then the amount by which $550 exceeds the cost of single coverage for the employee may be designated by the employee for a tax-sheltered annuity as selected by the employee. In the event the employee and a spouse of the employee are both employed by District and the total of the two employees allowances for health and major medical insurance exceeds the cost of family coverage, then the amount by which District's contribution exceeds the cost may be designated by the employee to a tax-sheltered annuity. If the company administering the tax-sheltered annuity will not accept an amount as small as the contribution proposed, the employee has the right to contribute a portion of his or her salary to make the minimum contribution that will be acceptable for a tax-sheltered annuity. If the employee elects not to add to the tax-sheltered annuity to make an amount sufficient to be acceptable to the annuity company, then District need not contribute the excess amount over the cost of the health and major medical coverage.

If an employee elects not to be covered by the health and major medical insurance coverage to the extent it is provided by the District, and if the employee has purchased a tax-sheltered annuity, then the District shall contribute the amount by which $550 exceeds the District's cost of single health and major medical insurance coverage.

If the employee elects family health and major medical insurance then the amount by which such family coverage exceeds $550 may be paid by the employee by payroll deduction pursuant to a plan established by the District that qualifies under Internal Revenue Code Sec. 125 to the extent such Internal Revenue Code provision remains effective and applicable.

Section 2:
District shall also provide term life insurance for the employee with a minimum death benefit of $10,000.00 with double indemnity for accidental death.

Section 3:
District shall also provide a long-term disability policy providing that after a ninety (90) calendar day elimination period, an employee will be paid at sixty percent of the employee's salary until age sixty-five if the cause of disability is illness or accident except that in order to comply with the Older Americans Anti-discrimination Act, certain increased age limits on coverage will be provided if the disability began at age sixty-three or after.

Section 4:
District shall also provide Principal Dental Unit I and II for the employee.

Section 5:
The District will provide the Association four (4) copies of the policies of insurance for the group life insurance policy, the group disability insurance policy, the group health and major medical

insurance policy and the group dental policy. These copies will be delivered and be placed in an appropriate place in each building office.

ARTICLE X.
"Effective Date"

This Master Contract shall become effective on the 1st day of July 2005, and thereafter shall remain in full force and effect until June 30, 2007.

Donita S. Clarahan
Association President

Kik Beach
School Board President

Doug Thompson
Chief Negotiator, Association

Daniel M. Harris
Chief Negotiator, School Board