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

WALNUT CSD/EA 05-07

COLLECTIVE BARGAINING AGREEMENT

FOR THE

2005 – 2007 SCHOOL YEARS

BETWEEN

WALNUT COMMUNITY SCHOOL DISTRICT

AND

WALNUT EDUCATION ASSOCIATION

TABLE OF CONTENTS

ARTICLE I, DEFINITIONS

ARTICLE II, GRIEVANCE PROCEDURE

ARTICLE III, PAYROLL DEDUCTIONS

ARTICLE IV, LEAVES

ARTICLE V, EMPLOYEE WORK YEAR

ARTICLE VI, EMPLOYEE WORK HOURS

ARTICLE VII, TRANSFER

ARTICLE VIII, REDUCTION OF STAFF

ARTICLE IX, EMPLOYEE EVALUATION

ARTICLE X, HEALTH PROVISIONS

ARTICLE XI, IN-SERVICE TRAINING

ARTICLE XII, WAGES AND SALARIES

ARTICLE XIII, SUPPLEMENTAL PAY

ARTICLE XIV, INSURANCE

ARTICLE XV, COMPLIANCE AND DURATION

ARTICLE I
Definitions

A. The term "Board" as used in this agreement, shall mean the Board of Education of the Walnut Community School District or its duly authorized representative.

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

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

D. The term "day" as used in this agreement means a workday unless otherwise specified.

ARTICLE II
Grievance Procedure

Section 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.

Section 2

A. Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures. The Association shall have the right to grieve. If the grievance concerns an individual employee, the employee must consent to the grievance in accordance with the requirements of Section 20.18, Code of Iowa.

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. Grievances initiated at the end of the school year may implement shortened timelines by mutual consent to facilitate a remedy.

C. It is agreed that any investigation or other handling or processing of any grievances by the Grievant 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 Grievant or the teaching staff.

Section 3

A. Step 1.

An attempt shall be made to mutually resolve any grievance in informal, verbal discussion between the Grievant(s) and/or their designees and his or her Principal or immediate supervisor. This must be completed within seven (7) calendar days from the date of the occurrence, or of when the employee knew or should have known of the occurrence.

B. Step 2.

If the grievance cannot be mutually resolved informally, the Grievant(s) or the Association 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 fifteen (15) calendar days from the date of occurrence of the facts giving rise to the grievance or when the employee knew or should have known of the occurrence. The principal shall make a decision on the grievance and communicate it in writing to the Grievant, the Association, and the Superintendent within seven (7) calendar 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 seven (7) calendar days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within fifteen (15) calendar days after such written grievance is filed, the Grievant, their designee, and the Superintendent shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within fifteen (15) calendar days of the third step grievance meeting and communicate it in writing to the Grievant, 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 Grievant to the Superintendent within thirty (30) calendar days from the receipt of the Step 3 answer to enter into such arbitration. The Public Employment Relations

Board will be requested to provide a panel of seven (7) 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/her decision, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School District and the Association and his/her decision must be based solely and only upon his/her interpretation of the meaning and application of the express language of the Agreement.

Section 4

A. All documents, communications, and records dealing with the process of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file. Provided, however, grievances pertaining to personnel actions may be maintained in the personnel file.

B. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties of interest, and their designated or selected representative.

ARTICLE III
Payroll Deductions

A. Dues Deduction

1. Authorization – Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing payroll deduction of professional dues. Signed forms shall be submitted to the Board Secretary 10 days prior to the payroll date. Said form can be found in Appendix B.

2. Regular Deduction – Pursuant to a deduction authorization, the Board shall deduct one-twelfth (1/12) of total dues from the regular salary check of the employee each month for twelve (12) months, beginning in September and ending in August of each year.

3. Prorated Deduction – Employees who begin deductions after September shall have the total dues prorated on the basis of the remaining months of employment through August.

B. Duration – Such authorization shall continue in effect from year to year unless revoked in writing by a thirty (30) calendar day notice to the Board and to the Association.

C. The Association agrees to indemnify and hold the Board and the school district harmless against any and all claims, costs, suits, or other forms of potential liability and all court costs arising out of the application of the provisions in this agreement between the parties for dues and other deductions.

ARTICLE IV
Leaves

A. Sick Leave

1. Accumulative Benefits – Employees are granted leave of absences for medically related disability with full pay in the following minimum amounts:

   ii. The first year of employment.....10 days
   iii. The second year of employment.....11 days
   iv. The third year of employment.....12 days
   v. The fourth year of employment.....13 days
   vi. The fifth year of employment.....14 days
   vii. The sixth year of employment and each thereafter.....15 days

   The above amount shall only apply to employees with consecutive years of employment. The maximum number of days shall be one hundred (100) days, and any recovery from Workmen's Compensation or other insurance paid for in full or in part by Board shall be offset against said sick leave pay. The School Board shall, in each instance, require such reasonable evidence as it may desire confirming the necessity for such leave of absence. Sick leave may be used only for injury or illness of the employee except as provided below. Sick leave for illness of a member of the immediate family residing with the employee shall be limited to five (5) days per year.

2. Notification of Accumulation – Employees shall be given a copy of a written accounting of accumulated sick leave days as accrued at the conclusion of the previous school year. This written notification shall take place prior to September 20th. If the teacher does not complain in writing within ten (10) days of the mailing time, said accounting is conclusively assumed to be correct.

B. Temporary Leaves of Absence – At the beginning of each school year full-time employees shall be entitled to the following temporary, non-accumulative leaves of absence with full pay each school year. Part-time employees working half time or more shall be entitled to pro-rated leaves.

1. Personal – At the beginning of the school year, each employee shall be credited with two (2) days to be used for employee's personal business. An employee planning to use a personal leave day or days shall notify his/her principal at least two (2) days in advance except in cases of emergency. Personal days may not be used to extend a break period or immediately before or after a holiday.

2. Professional – Paid professional leave shall be granted at the discretion of the employer and is not subject to grievance. Professional leave shall require at least two (2) days advance notice.

3. Bereavement – Up to five (5) days of leave shall be granted at any one time in the event of death of an employee's spouse, child, parent, and any other member of the immediate household. Member of the immediate household is defined to mean some person residing in the employee's residence. Up to three (3) days of leave shall be granted at any one time in the event of death of a sibling, grandchildren, or grandparents of the employee or his/her spouse, and for parents-in-law. Additional days may be granted at the employer's discretion.

4. Association - At the beginning of each school year, the Board will credit to the Association four (4) days for the purpose of transacting association business. The Association shall provide one (1) week of advance notice. The Association will reimburse the cost of a substitute.

5. Jury and Legal - Any employee called for jury duty shall be provided such time without loss of pay. Any per diem fees the employee received during such leave shall be turned over to the Walnut Community School District.

6. Good Cause - Other temporary leaves of absence with pay or without pay must be requested in writing to the Board or its designee and said approval or disapproval shall be without the right of grievance and shall be binding.

ARTICLE V
Employee Work Year

A. In-School Work Year - The normal teaching contract shall embrace a period of one hundred eighty-eight (188) days, of which there shall not be more than one hundred eighty (180) days spent in actual classroom teaching for those on the normal nine (9) month contract unless modified by law or Department of Education regulations. For those on extended contracts for extra time, proportionately longer contracts will be arranged.

B. Holidays – The District observes the following holidays on which employee attendance shall not be required: Labor Day, Thanksgiving, Christmas, New Year's Day, and Memorial Day.

ARTICLE VI
Employee Work Hours

A. Workday

1. Length of Day – The normal workday shall consist of 8 hours. This shall not preclude assignment of duties outside the normal work day such as parent-teacher conferences, committees, and concert supervision.

2. Arrival and Dismissal time – No employees shall be required to report for duty earlier than 30 minutes before the opening of the pupils' day. On Fridays, days preceding holidays or vacations, and days when school is cancelled due to fog, ice, or snow, the employees' day shall end at the close of the pupils' day. Employees shall not be required to report when student attendance is cancelled for other emergency closing, not including hot weather.

3. Break Time – Each full time employee shall have an average of 200 minutes of break time per week. All non-pupil contact time can be counted toward the 200 minutes per week.

4. Lunch – The teacher shall be entitled to a daily duty-free lunch period.

B. Meetings – Employees may be required to remain past the end of the regular workday without additional compensation for the purpose of attending faculty meetings. Such meetings shall not exceed three per month except in cases of unusual circumstances and shall not be called on any day immediately preceding any holiday or other day upon which teacher attendance is not required at work. Notification will ordinarily be at least two days in advance. Such meetings

will normally not exceed more than one hour beyond the normal 8 hour workday.

C. Extra-curricular Duties

1. Ticket-taking – Employees who are involuntarily assigned to take tickets or work at more than three (3) school sponsored events in a year, shall be paid Ten Dollars ($10) per event for involuntarily assigned activities in excess of three (3) events.

2. Sponsorship

a. Elementary – Elementary teachers are considered the sponsors of their individual classes year-round. They will attend evening music concerts, handle homecoming and other school activities on the elementary level, and handle their class parties.

b. Middle School – Middle school teachers are considered the sponsors of the middle school year-round. They will handle homecoming and other school activities on the middle school level and handle any middle school dances or parties. They will be available to attend evening music concerts, if needed.

c. High School – The district will attempt to assign high school teachers to a rotation for the following sponsorships: junior class concession stand, prom, and 9th/10th/12th grade class sponsorship. The Student Council sponsorship is excluded from the rotation but will be separately assigned.

ARTICLE VII
Transfer

A. Definitions

1. Transfer - A transfer is a change in the majority of an employee's assignment to a different subject area (6-12) or grade level (K-5).

2. Vacancy - A vacancy is a position that the employer has decided to fill or create.

B. Posting

The District shall post vacancies in the main office for a minimum of 10 calendar days before the application deadline for a position.

C. Procedure

An employee may request in writing a voluntary transfer to a vacancy. The employer will consider the employee for the position. An employee will be given reasonable notice of an involuntary transfer. The District shall make an effort to utilize a voluntary transfer prior to making an involuntary transfer.

ARTICLE VIII
Reduction of Staff

Reduction in Staff Procedure

The Board has the exclusive authority to determine the appropriate number of employees. When in the sole, exclusive and final judgment of the Board, decline in enrollment, reduction of program or any other reason requires reduction in staff, the Administration shall attempt to accomplish the same by attrition, provided that the attrition occurs prior to issuance of staff reduction notices. Staff Reduction will be accomplished within administrative units, Preschool, K-5, 6-8, 9-12. In addition, reduction in the 6-8 and 9-12 units shall be accomplished within academic departments. In K-5, self-contained classroom teachers shall be considered separately from specialized teachers such as Special Education, Art, and Music. Specialized teachers in K-5 shall be considered by departments.

The Board will consider the following criteria in determining which contract shall be terminated for reasons of staff reduction:

Endorsements and educational preparation
Relative skill, ability, and demonstrated performance
Number of continuous years of full time service to the school district. (This factor shall only be considered when the foregoing factors are relatively equal.)
Qualifications for extra-curricular programs

The number of years of full time service to the District shall be computed from the most recent date of hire (date of individual contract signing with the Walnut Community School District). Employees working half-time or greater in any year receive a full year of continuous service. Employees working less than half-time in any year receive a half year of continuous service. If two or more employees have the same date of continuous service, the relative order of continuous service shall be determined by the last four digits of the employee's social security number with the employee with the lowest number having the greater full time continuous service.

An employee whose contract is terminated for reasons of staff reduction shall have recall rights for one year to the position which he or she occupied immediately prior to the reduction or to any position which he or she taught for the District in the previous ten (10) years. Notice of recall shall be mailed to the last known mailing address in the District's personnel records by certified mail. If the employee does not respond by accepting the recall within fifteen (15) days of mailing, all recall rights shall cease. No recall notice is required by this Article if the employee notifies the District that they do not desire a recall notice.

ARTICLE IX
Employee Evaluation

Evaluations of each employee's performance shall be submitted by the principal to the Superintendent. Prior to commencing evaluations, the principal shall hold conferences either individually or as a group with all new teachers to discuss evaluation procedures and to acquaint employees with the Iowa Teaching Standards and Criteria.

The performance of all employees in their first and second year will be formally observed at least once each semester. Beyond their second year of service (provided that they are not on a conditional license), employees will be formally observed a minimum of once every three years as a part of the Career Performance Review. The principal will notify the employee at least two (2) days in advance of the dates for a pre-observation conference, formal observation, and post-conference with his or her principal to review the evaluation ratings; to sign and date the form signifying that he or she has seen the form and has had a conference. The employee's signature does not mean that the employee agrees with the content of the evaluation. If the employee disagrees with the content of the evaluation, the employee has the right to submit an explanation or other written statement regarding the evaluation which shall be maintained with the evaluation file. If a document is to be used as part of an employee's evaluation, the employee shall be given reasonable advance notice of that document and shall have the right to submit an explanation or other written statement regarding the document which shall be maintained in the file. The post-observation conference shall be held no later than ten (10) school days following the formal evaluation.

During the school year of the career employee's Individual Career Development Plan, the principal shall notify the employee at least two (2) days prior to the date to develop the annual Individual Career Development Plan. The annual review of the Individual Career Development Plan shall occur following at least two (2) days advance notice. The employee shall have the right to submit supportive evidence to the administration as examples of proficiency in the Iowa Teaching Standards and any other criteria set by the district.

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

An employee may file a grievance concerning any evaluation within the time permitted by the Grievance Procedure Article of this agreement. The grievance may only assert that the evaluation procedures were not followed.

Except as required by law, regulation or board policy, constituent concerns regarding an employee's performance will be processed by initially referring the individual to the employee. If the individual chooses not to meet with the employee, the constituent will be asked to submit the concerns in writing. If a document is placed in the employee's file, a copy of the written document shall be given to the employee and the employee will have,the right to respond.

ARTICLE X
Health Provisions

A. Employee Physicals

Employees who are required to provide evidence of physical fitness to perform duties assigned and freedom from communicable disease will provide a statement from a physician selected by the employer by September 15 of the contract year attesting to the employee's physical fitness. The employer will pay that portion of physical not paid by insurance up to a maximum of $50.00. If the employee provides a statement from a licensed physician other than that selected by the employer, no reimbursement will be made.

B. Safety

Employees shall refer to the employer's Crisis Management Procedures flip-file in emergency situations such as bomb threats, explosion and fire, kidnapping, shootings, lock downs, tornados, weapons, strangers in the building, evacuations, etc. The Crisis Management Procedures flip-file shall be reviewed yearly, be updated if necessary, and one shall be placed in every classroom.

ARTICLE XI
In-Service Training

A. The School Improvement/Professional Development (SI/PD) Committee shall consist of four members and two administrators with one new faculty member appointed by the Superintendent each year to replace a member rotating

off of the committee. Bargaining unit members will be paid in accordance with APPENDIX C of this Agreement.

The SI/PD Committee shall recommend the content and format of any employee in-service training conducted during the regular workday. The workshop days held prior to the opening of school are excluded from this process.

B. The Board shall pay for registration fees for professional development courses that are required by the Board for a member of the Committee to attend.

ARTICLE XII
Wages and Salaries

A. Schedule

The salary of each employee covered by the regular salary schedule for the school year is set forth in APPENDIX D, which is attached hereto and made a part thereof.

It is understood and agreed to by both parties that this schedule contains Phase I gross salary funds and Phase II gross salary funds (with the exception of $23,000 minimum salary Phase I funds.) It is further understood and agreed by both parties that these amounts constitute the entire amount of Phase I and Phase II HF 499 funds expected to be received by the district which are not allocated toward the district's share of IPERS and FICA on Phase I and Phase II salaries paid or forwarded to receiving school districts to accompany students tuitioned out of the district or who leave the school district under the provisions of the "Open Enrollment" law. If Phase I or Phase II funds are not received by the District, the salary schedule will be adjusted appropriately.

It is also understood and agreed to by both parties that this schedule does not contain funds the District receives from the state for the Teacher Compensation legislation. Said funds are to be distributed equally amongst the faculty once a year in their April pay check so long as the state funds such legislation.

For the 2006-07 only, employees who have reached the maximum of any salary lane shall receive the base increase plus $200 career increment.

B. Placement on Salary Schedule – Credit for Experience

Upon initial employment, an employee shall be granted full credit for teaching experience in a duly accredited school.

C. Extended and Special Contracts

1. Extended contracts for extra time shall be paid at the employee's per diem rate.

2. The allocation the District receives for the state-funded Mentoring and Induction Program is based on the number of first and second year teachers in the district x $1,300. $500 of this amount per semester ($1,000 per full year) per mentee who is employed with an Initial License shall be paid to the trained mentor of the mentee. $300 of this total $1,300 is to be used for supplies and expenses for the program, including substitute pay if needed.

D. Advancement on Salary Schedule

Increments
All employees shall advance one step on the salary schedule each year unless they have reached the maximum step in their educational preparation lane.

2. 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. In order to be advanced to a higher educational lane, an employee must request such advancement in writing and present proof of satisfactory completion of the requisite number of additional college hours, in the form of an official transcript, to the Superintendent of Schools, no later than thirty (30) days after the beginning of the semester for which he/she requests pay adjustment and such pay adjustment shall be retroactive to the beginning of that semester. In order to be counted for advancement, hours must be graduate hours and approved in advance by the Board or its designee.

E. Method of Payment

1. Each teacher shall be paid on the 20th day of each month. Employees hired prior to the 2005-2006 school year may opt for direct deposit of their check into their bank account if they so choose. Those hired after that date will be required to use this method of direct deposit. The first payment will be made on the 20th day of September and approximately equal payments thereafter for a period of twelve (12) months. Time lost when deductible, shall be deducted at the rate of 1/188th of the annual

classroom teaching salary for each day lost for those on the normal 188 day contract and proportionately for a teacher on a longer contract.

2. Exceptions - When a pay date falls on a weekend, employees shall receive their paychecks on the preceding Friday.

3. Final Pay – Upon retirement, each employee shall have the option of receiving all or any part of his earned, contracted salary on the last pay period of the in-school work year, provided all reports and contracted work is completed.

4. Summer checks - Summer checks, or pay stubs for those using direct deposit, will be mailed 1-2 days prior to payday to the address designated by the employee if not picked up by that time.

ARTICLE XIII
Supplemental Pay

Rate of Pay for Extra-Curricular Activities

Employee participation of extra-curricular activities which extend beyond the regularly scheduled in-school days shall be compensated according to the rate of pay stipulated in APPENDIX C, attached hereto and made a part hereof.

ARTICLE XIV
Insurance

A. Insurance

The Board of Education agrees to provide each full time employee during the term of this contract with employee only Health and Major Medical Insurance at a $750 deductible. Employees shall be required to contribute **$1.22** per month fur such insurance. Part time employees working half time or more shall receive pro-rated health insurance.

The Board agrees to provide a Section 125 Cafeteria Plan during the term of this contract.

B. Coverage

The Board provided insurance programs shall be for twelve (12) consecutive months (beginning September 1 and ending August 31). New employees of the District shall be covered by Board provided insurance, no later than one (1) month after initial employment, subject to insurance company requirements.

ARTICLE XV
Compliance and Duration

A. Separability

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

B. Duration Period

This agreement shall be effective as amended as of July 1, 2005, and shall continue in effect until June 30, 2007. Wages, Supplemental Pay and Insurance shall be effective July 1, 2006 and shall continue in effect until June 30, 2007. Either party may reopen bargaining on Wages, Supplemental Pay and Insurance for the second year of this agreement upon a timely request to bargain.

IN WITNESS WHEREOF the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators with their signatures placed thereon, all on the 27 day of March, 2006.

WALNUT COMMUNITY SCHOOL DISTRICT	WALNUT EDUCATION ASSOCIATION
By: David E. Krueger Board President	By: Gloria J. Myers Association President
By: [signature] Chief Negotiator	By: Gloria J. Myers Chief Negotiator

APPENDIX A

Grievance Report

#_____

_____
Date Filed

WALNUT COMMUNITY SCHOOLS

_____
Name of Aggrieved Person

Distribution of Forms
1. Walnut Education Association
2. Principal
3. Superintendent
4. Employee
5. Board Members

****

Level II

A. Date Violation Occurred _____

B. Section(s) of Contract Violated _____

_____

C. Statement of Grievance _____

_____

D. Relief Sought _____

_____

_____ _____
Signature Date

E. Disposition by Principal _____

_____

_____ _____
Signature of Principal Date

* If additional space is needed, attach additional sheets.

Level III

A. _____ _____

Signature of Aggrieved Person Date Received by Superintendent

B. Disposition by Superintendent or Designee _____

_____

_____

_____ _____

Signature of Superintendent or Designee Date

****

LEVEL IV

A. _____

Signature of Aggrieved Person

B. _____ _____

Date Submitted to Arbitration Date Received by Arbitrator

C. Disposition and Award of Arbitrator _____

_____

_____

_____

_____

_____ _____

Signature of Arbitrator Date of Decision

*If additional space is needed, attach additional sheets.

APPENDIX B

AUTHORIZATION FOR PAYROLL DEDUCTION FOR EDUCATION ASSOCIATION DUES

_____

First Name Middle Initial Last Name

I hereby request and authorize the Board of Education of the Walnut Community School District as my remitting agent, to deduct from my earnings each month until this authorization is changed or revoked as provided herein, a sufficient amount to provide for the monthly payment of the prevailing rate of dues which amount is to be remitted each month for me and on my behalf to the Iowa State Education Association.

APPENDIX C Supplemental Pay Schedule

COACH/SPONSOR	2005/06 AMT.	2006/2007		
		1-4 yrs	5-9 yrs	10 yrs & up
HEAD VARSITY COACH	$2,500	$2,500	$2,600	$2,700
Football	$2,500			
Volleyball	$2,500			
Baseball	$2,500			
Basketball (Girls)	$2,500			
Basketball (Boys)	$2,500			
Softball	$2,500			
Wrestling	$0			
Track	$0			
Golf	$2,500			
ASST. VARSITY COACH (if needed)	$1,750	$1,750	$1,850	$1,950
Football	$1,750			
Football	$1,750			
Volleyball	$1,750			
Baseball	$1,750			
Basketball (Girls)	$0			
Basketball (Boys)	$0			
Softball	$1,750			
Wrestling	$1,750			
Track	$0			
Golf	$0			
JH COACH	$1,250	$1,250	$1,325	$1,400
Football	$1,250			
Volleyball	$1,250			
Basketball (Girls)	$1,250			
Basketball (Boys)	$1,250			
Track	$1,250			
JH ASST. COACH (if needed)	$750	$750	$825	$900
FFA	$2,500	$2,500	$2,600	$2,700
FCCLA	$1,050	$1,050	$1,150	$1,250
BAND	$2,500	$2,500	$2,600	$2,700
VOCAL	$2,100	$2,100	$2,200	$2,300
DECLAM	$1,050	$1,050	$1,150	$1,250
PLAY DIRECTOR (1 play)	$900	$900	$1,000	$1,100
VARSITY CHEERLEADING	$400	$400	$500	$600
ANNUAL (may be split)	$800	$800	$900	$1,000
Concession Stand (to be split)	$900	$900	$900	$900
Prom Sponsor (to be split)	$900	$900	$900	$900
SI/PD Committee (to be split)	$3,000	$3,000	$3,000	$3,000
Mentoring Program (as per law)	500/semester/mentee	500/semester/mentee		

APPENDIX D

SALARY SCHEDULE 2006/2007

	Base = $25,100			Insurance	Single = $587 Family= $587	
	BA	BA + 8	BA + 16	BA + 24	MA	MA + 8
1	$25,100	$25,350	$25,650	$26,000	$26,500	$27,100
2	$25,750	$26,000	$26,300	$26,650	$27,150	$27,750
3	$26,400	$26,650	$26,950	$27,300	$27,800	$28,400
4	$27,050	$27,300	$27,600	$27,950	$28,450	$29,050
5	$27,700	$27,950	$28,250	$28,600	$29,100	$29,700
6	$27,900	$28,400	$28,700	$29,050	$29,550	$30,150
7	$28,100	$28,850	$29,150	$29,500	$30,000	$30,600
8	$28,300	$29,300	$29,600	$29,950	$30,450	$31,050
9	$28,500	$29,750	$30,050	$30,400	$30,900	$31,500
10	$28,700	$30,200	$30,500	$30,850	$31,350	$31,950
11	$28,900	$30,400	$30,850	$31,200	$31,700	$32,300
12	$29,100	$30,600	$31,200	$31,550	$32,050	$32,650
13	$29,300	$30,800	$31,550	$31,900	$32,400	$33,000
14	$29,500	$31,000	$31,900	$32,250	$32,750	$33,350
15	$29,700	$31,200	$32,250	$32,600	$33,100	$33,700
16	$29,900	$31,400	$32,450	$32,900	$33,400	$34,000
17	$30,100	$31,600	$32,650	$33,200	$33,700	$34,300
18	$30,300	$31,800	$32,850	$33,500	$34,000	$34,600
19	$30,500	$32,000	$33,050	$33,800	$34,300	$34,900
20	$30,700	$32,200	$33,250	$34,100	$34,600	$35,200
21	$30,900	$32,400	$33,450	$34,300	$34,850	$35,450
22	$31,100	$32,600	$33,650	$34,500	$35,100	$35,700
23	$31,300	$32,800	$33,850	$34,700	$35,350	$35,950
24	$31,500	$33,000	$34,050	$34,900	$35,600	$36,200
25	$31,700	$33,200	$34,250	$35,100	$35,850	$36,450
26	$31,900	$33,400	$34,450	$35,300	$36,050	$36,650
27	$32,100	$33,600	$34,650	$35,500	$36,250	$36,850
28	$32,300	$33,800	$34,850	$35,700	$36,450	$37,050
29	$32,500	$34,000	$35,050	$35,900	$36,650	$37,250
30	$32,700	$34,200	$35,250	$36,100	$36,850	$37,450