Woodbine CSD Woodbine EA 7/1/2006 6/30/2007

WOODBINE CSD/EA 06-07

WOODBINE COMMUNITY SCHOOL DISTRICT

COLLECTIVE AGREEMENT

WOODBINE EDUCATION ASSOCIATION

AND

WOODBINE BOARD OF EDUCATION

2006 -- 2007

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PREAMBLE

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the students of the Woodbine Community School District is their; mutual desire.

WHEREAS, the parties have reached certain understandings which they desire to conform in this agreement, it is agreed as follows:

PROCEDURE FOR NEGOTIATIONS

A Negotiation Terms

Neither party in any negotiations shall have any control over the selection of the bargaining representatives of the other party. The parties mutually pledge that their representatives will be clothed with all the necessary power and authority to make proposals, counter proposals, and to reach tentative agreement on items being negotiated. Negotiations shall be conducted outside school hours at reasonable time and places. Release time shall be provided for the Association negotiators when the Board requests sessions to be held during normal school hours.

B. Access to Information

The Board agrees to furnish the Association such information as is available to the general public. In addition the Board agrees to provide the Association with a copy of the monthly financial report. The Board further agrees to notify the Association President when the Board packet is ready for pick-up at the Board Secretary's office.

COMPLIANCE CLAUSES 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, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law and the Board and the Association shall enter into negotiations within a reasonable time to replace said provision. All other provisions or applications shall continue in full force and effect.

B. Printing Agreement

Copies of this Agreement shall be printed in the following manner: Board shall furnish typed copies as tentatively agreed upon to the Association. The Association, at their expense, shall print 80 copies of the tentative Agreement.

C. Notices

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by letter at the following designated addresses or at such other addresses as may be designated by a party in written notification to the party. Any change in the designee will be by written five day notice to the other party to the contract.

1. Association Designate: WEA President
2. Board Designate: Board President

D. Duration Period

This Agreement shall be effective as of July 1, 2006 and shall continue in effect until June 30, 2007.

SAFETY PROCEDURES

A. General

1. The Board shall provide for the District the properly trained personnel and the necessary first aid supplies. Employees will be instructed in the use of first aid equipment in their respective buildings.

2. Protective Devices:
Special protective devices under the terms and specifications of Section 280.10 and 280.11 of the Code of Iowa shall be provided as set out in said sections provided, however, the protective devises shall be furnished on an annual basis which if lost or destroyed the replacement shall be by the teacher.

A. Protection of Employees, Students, and Property

1. Unsafe and Hazardous Conditions:
Employees shall not be required to work under unsafe of hazardous conditions or to perform tasks which endanger their health, safety, or well-being.

GRIEVANCE PROCEDURE

Section I

A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement. Said grievance must be filed within fifteen (15) school days of the occurrence or the teacher's or Association's discovery thereof, but not later than July 15, 2007.

Section 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 grievance 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 grievant 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, Association agent, or administrator shall be conducted so as to result in no interference with or interruption of the instructional program. The grievance procedure meetings may take place during the school day without loss of pay to the person grieving or to their representative.

Section 3

(a) An attempt shall be made to mutually resolve any grievance in informal verbal discussion between the complainants and their designee and his or her principal. This must be completed within five (5) school days of the date the alleged grievable act or the teacher's or Association's discovery thereof. An extension of time for informal discussion to take place may be provided due to extenuating circumstances providing there is mutual agreement to such an extension.

(b) Second level
If the grievance cannot be mutually resolved informally, the aggrieved teacher, or the Association on Association matters, shall file the grievance in writing. The written grievance shall state the actual grievance, shall state the specific clause or clauses of the contract alleged to be violated, and shall state the remedy or remedies requested. Copies of the written grievance shall be mailed or delivered to all members of the Board of Education and the Superintendent of the Woodbine Community School District. The filing of the formal, written grievance at this level must be made within 15 days from the date of the occurrence or discovery thereof by the grievant of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the teacher and the Association, within five (5) school days after receipt of the grievance but said designation shall not be limited to the named parties.

(c) Third Step.
In the event a grievance has not been satisfactorily resolved at the second step, the grievance 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, their designee and the Superintendent shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the teacher, the Association and the principal.

(d) Fourth Step
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 receipt of the Step 3 answer to enter into such arbitration. The PERB Board will be requested to provide a panel of seven (7) arbitrators. Within ten (10) school days of the receipt of the panel of arbitrators, the parties shall meet to determine the arbitrator as follows: 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 issue or 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 of application of the express language of the Agreement.

Section 4

If the Association or any employee files a formal grievance in any form or procedure other than under the grievance procedure of this Agreement, then the School District shall not be required to process the same claim or set of facts through the grievance procedure. Any disciplinary action and/or reprimands shall be subject to the grievance procedure except terminations brought under the provisions of 279 of the Code of Iowa.

GRIEVANCE FORM

LEVEL 11 #_____

_____
Date Filed

WOODBINE COMMUNITY SCHOOLS

_____School

Distribution of Form

1 . Woodbine Education Assoc.
2. Principal
3. Superintendent
4. Employee
5. Board Members

_____
Aggrieved Person

****

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

_____ _____

Signature of Aggrieved Person 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

EMPLOYMENT AND ASSIGNMENTS

A Assignment of Employees:

1. Notification of Presently Employed Staff

   Each employee shall be given written notice of his salary schedule placement, class and subject assignment when contracts are issued, or as soon as possible thereafter for the forth coming year but the Board with its sole discretion shall have the right to change said assignment under unusual circumstances. The Board's designee will notify affected teachers of any change in assignment as soon as practical.

2. Notification of New Staff

   The Superintendent shall assign all newly appointed personnel to their specific positions within that subject area and/or grade level for which the Board has appointed them. The Superintendent shall give notice of the assignments to new employees as soon as practicable and, except in unusual conditions, not later than 15 days following employment.

REDUCTION OR REALIGNMENT OF STAFF

A. Coverage

All employees under this Agreement.

B. Reduction in Staff Procedure:

When, in sole, exclusive and final judgment of the Board of Education, not subject to the grievance procedure, decline in enrollment, reduction of program or any other reason requires reduction in staff or realignment among teachers, the Administration shall attempt to accomplish same by attrition. In the event necessary reduction in staff cannot be adequately accomplished by attrition given the necessity to hire and/or maintain the most competent and qualified staff available in the interests of perpetuating the highest quality education program possible, the Administration shall base its decision as to resulting contract renewals on the relative skill, ability, competence and qualifications of available teachers to do the 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 full-time continuous length of service in the district.

C. In regard to competence and qualifications of available teachers to do the available work, it is understood that this shall be limited as follows:

Department 1 ---------- Grades PreK-6
Department 2 ---------- Grades 7-12

Notification

The teacher whose position is being considered for elimination because of staff reduction for the following academic year shall be notified in writing by April 15th. Said letter shall be mailed certified, return receipt requested.

Reinstatement

Teachers who are terminated or who resign as a result of this provision of the Agreement will have the right to be reinstated provided that a vacancy or need for a teacher of his/her qualifications arises between the date of their termination/resignation and the time the new School Board is sworn in and has their organization meeting the following September.

The Board shall offer the position to the affected teacher, who shall have thirty (30) days to accept or reject said offer if the offer is rendered prior to July lst. After July lst the acceptance or rejection by the teacher shall be limited to ten (10) days. Notices of a vacancy shall be by certified mail.

It shall be the teachers responsibility to notify the Superintendent's office of any change in address.

Teachers who resign due to a staff reduction shall indicate in their letter of resignation that they desire the notification specified above.

PERSONNEL FILES

A. Personnel File Contents

1. All records in regard to teachers shall be available for examination by that teacher or by the Association with prior written approval of the teacher.

2. The employee shall have the right to respond to all materials contained in said file and to any materials to be placed in said file in the future. Such employee responses shall become part of said file.

3. Any complaints directed toward an employee which are placed in any personnel file are to be promptly called to the teacher's attention in writing.

4. Personnel File Reproduction:
   The employee shall have the right to reproduce any of the contents of his/her personnel file or files. This does not give employees access to administrator's personal notes kept to aid them in their administrative roles.

5. Confidential Information:
   The parties agree that pre-employment information shall be considered as "confidential" and shall not be subject to the above provisions. Such information if retained by the Board, shall be filed in a separate file system and shall not be used by the employer for any evaluations other than misrepresentations after the teacher has become an employee of the Board.

INSURANCES

A. Types

The Board agrees to provide all employees the following insurance protection.

1. Health and Major Medical

This is a package plan and the Board agrees to pay up to **$475.00** per month on this plan. Harrison County will form an insurance pool which the Board and WEA are in agreement with. The District shall not be required to provide insurance, or be held liable for insurance coverage beyond the limits of the insurance contract.

Any remaining monies after the purchase of a single coverage insurance plan, the employee may choose among the following benefits:

a. Apply to family health insurance
b. Cash – included with regular payroll

2. School Liability

The Woodbine Community School Board agrees to purchase a school liability insurance policy.

3. Workman's Compensation

Each employee shall be covered by workmen's compensation insurance paid by the Board. Payments shall be made as provided by state law and workmen's compensation commissioner regulations.

B. Description

The Board shall provide each employee or designee the right to inspect all school insurance policies. If the Insurance Carriers provide policy booklets, said booklets shall be made available to the teachers.

C. Continuation

Employees on unpaid leave or under suspension for one month or longer shall have the option (if permissible under the insurance contract) to continue said policy at their own expense.

TEACHER EVALUATION

Section 1. The classroom teaching performance of regular full-time first, second, and third year classroom teachers shall be formally evaluated a minimum of twice each school year. Beyond their second year of service, classroom teachers will be formally evaluated as deemed practical and possible by the administration. The first evaluation of a first year teacher will be within nine (9) weeks after the start of school.

Section 2- Within two (2) weeks following the first day of school, teachers shall be acquainted by a member of the administrative staff with the evaluation procedures to be observed. The evaluator shall inform the teacher of criteria and policy to be observed, but said criteria and policy shall be at the sole discretion of the Board without right of grievance.

The evaluation instrument to be used shall not be changed during the school year at any time after the acquaintance of the teachers with the evaluation procedure. No new evaluation instrument shall be used for the succeeding school year unless it is adopted by the Board prior to the end of the preceding school year.

Prior to adoption of a new evaluation instrument, the Board shall create an evaluation study committee to make recommendations to the Board on a new evaluation instrument. The final decision on adoption of any new evaluation instrument is to be made by the Board.

Section 3, Results of the formal classroom observations provided for in Section 1 above shall be in writing, with a copy to be given to the teacher, and shall be preceded by an in-class observation of the teacher's performance. Furthermore, any alleged deficiencies found in this formal evaluation, shall be accompanied with the evaluator's suggestions for re-mediation in order that this supposed problem in the teacher's performance of the job expected might be improved upon.

Section 4- The evaluator shall have a meeting, as soon as possible but not later than ten (10) school days, with the teacher following classroom observation and prior to submission of the written evaluation report to the Superintendent.

Section 5. The teacher shall have the right to submit an explanation or other written statement regarding any evaluation for inclusion in his/her personnel file. All evaluation reports during this contract period shall be available at reasonable times and places for the teacher's inspection or the teacher's designee authorized in writing.

Section B. All formal evaluation of classroom teaching performance of a classroom teacher shall be conducted with full knowledge of the teacher. Closed circuit television or electronic equipment shall not be used without mutual agreement.

Section 7. This article deals with but a single method of teacher evaluation, i.e., evaluation of classroom teaching performance. Nothing in this Article is to be construed as precluding informal evaluation of teachers, in performance of their duties, by any other means whatsoever as deemed appropriate by the administration of the School District. Any informal evaluations which is critical of the teacher shall be called to the teacher's attention within ten (10) school days and the teacher will be given the right to respond to said informal evaluation.

EMPLOYEE WORK YEAR

A In-School Work Year

1. Regular Contract

The normal teaching contract shall be a period of one-hundred ninety (190) 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 under DPE regulations. The holidays referred to in paragraph B are included in the one-hundred ninety (190) days. For those on extended contracts for extra time, proportionately longer contracts will be arranged.

2. Extended Contracts

Those contracts that exceed one hundred ninety (190) days shall be paid as 1/190th of the teacher's contracted pay for each day of extension. However, in-service days paid by REAP and/or local dollars would continue to be paid as in-service days like Phase III days were in the past. Supplemental pay shall be factored out before the calculation for the per diem pay.

B. Holidays,

The regular and extended contract of certified employees shall include five (5) paid holidays. Such holidays shall include Labor Day, Thanksgiving, Christmas, New Years, and Memorial Day. No certified employees shall be required to perform duties on any of the above holidays or non-paid periods of vacations.

C. Vacation-.;

The following unpaid minimum vacation days shall be provided:

1. Thanksgiving vacation: The Friday following Thanksgiving Thursday, shall be a vacation day.
2. Winter Break: December 23, 2004 through January 2, 2005, shall be vacation days.
3. Spring Vacation: At the time of the establishment of the school calendar, the Board shall establish a period for Spring Vacation which shall consist of a minimum of one school day.

D. Inclement Weather Attendance

Employee attendance shall not be required whenever student attendance is not required due to inclement weather, excluding heat. In instances of extreme heat, the Superintendent, or his designee, shall determine the dismissal time for employees based on meetings held for educational development and/or employment-related activities. These meetings will be held in a suitable environment.

E. School Closing,

In the event school is closed for any period of time for any reason, the employee shall be required to fulfill the 190 days of this contract upon school being reopened. The District shall not be required or obligated to pay employees extra monies in the event school is closed for any reason for any period of time.

EMPLOYEE WORK HOURS AND LOAD

A. Workday

Length of Day.

1. The total in-school workday shall consist of not more than eight (8) consecutive hours, except for supplemental contracts. Employees may request occasional earlier release times because of unusual situations, subject, however, to the approval of the Board or the Board's designee. This is not subject to the grievance procedure.

2. The Board will use their best efforts to provide a duty free lunch period of twenty (20) minutes per day with a full realization that the students must be supervised in their respective classrooms during inclement weather and as a result of inclement weather.

3. Employees shall be released from duty ten (10) minutes following the dismissal of students on school days preceding holidays or vacation periods and Fridays. When 1st and 3rd Quarters end on Fridays and there is an early dismissal to average grades, teachers will stay at work until 10 minutes after buses normally leave.

4. In-service training may be held every week within the eight consecutive hours for that day.

5. Assignment to supplemental duty, i.e. duties performed outside the normal school days as outlined above, shall be on a rotation basis. The master list shall be complied in the inverse order of the employees length of service to the Woodbine Community School District. The teaching year shall be divided into three seasons, football, basketball and spring sports. Each assignment shall be made at least one week prior to the start of said season, provided, however, on the football season these assignments shall be made at the time of the teacher orientation period. Assigned teachers shall have the right to trade assigned duties and shall report such trades to the principal. The Board shall define special duty responsibilities for each supplemental duty assigned. Such extra duty job description shall be available to each employee during the fall orientation. In the event the assigned teacher trades assigned duties, the teacher originally assigned shall be responsible for reporting the trade to the principal. In the event the substitute does not perform the duties assigned, then the substitute teacher assigned shall be held responsible.

6. As compensation for above duty #5, each employee and his/her spouse will be issued a Boyer Valley Conference pass, providing that Woodbine is a member of the Boyer Valley Conference, and providing the Boyer Valley issues conference passes. The Boyer Valley Conference pass, if issued, will be honored at all Woodbine Community School sponsored athletic events.

SICK LEAVE

A Accumulative Benefits

Sick Leave Policy (Cumulative)

Certified employees will accumulate sick leave pay not to exceed one hundred twenty five (125) days accumulated which days shall be accumulated as follows:

1st	year -	1 0 days
2nd	year -	11 days
3rd	year -	12 days
4th	year -	13 days
5th	year -	14 days
6th	year -	15 days

B. Notification of Accumulation

Employees shall be shown a copy of a written accounting of accumulated sick leave days at the beginning of each school year. If the teacher does not complain in writing within fifteen (15) days of receipt, said accounting is conclusively assumed to be correct.

TEMPORARY LEAVES OF ABSENCE

A. Paid Leave

As of the beginning of the 2006-2075 school year, employees shall be entitled to the following temporary, non-cumulative leaves of absence with full pay each school year.

1 . Personal

At the beginning of every school year, each employee shall be credited with 2 days to be used for the employee's personal business. A personal business day may be used for any purpose at the discretion of the employee. An employee planning to use a personal leave day or days shall notify his/her principal at least 5 days in advance, except in cases of emergency. The employee shall not be required to explain the reason for the use of a personal leave day. Personal days without the approval of the Superintendent cannot be used in the last five (5) work days of school or on the days preceding or following any vacation period. Two personal days may be carried over to the next year. If an employee wishes to be paid for not using personal days, the employee will be reimbursed substitute pay for a maximum of two personal days a year.

2. Emergency

A. The district will allow a maximum of five (5) days per year paid emergency leave for serious illness or injury to death in the immediate family. Immediate family shall be defined as: mother, father, brother, sister, wife, husband, daughter, son, grandparents, grandchildren, aunts, uncles and in laws. In-laws shall be defined as: grand parents-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, and daughter-in-law.

B. Three (3) additional days may bc granted at the discretion of the Superintendent of Schools and shall be fully paid at the regular rate of pay. The Superintendent may grant additional days without pay. The loss of pay may be prorated from the remainder of the contract with agreement of the Superintendent or the Superintendent's designee. Said loss of pay shall be at the regular rate of pay. The above shall not be subject to right of grievance.

C. Family Illness Leave

The Woodbine Community School District will allow a maximum of five (5) days per year of paid leave for illness or injury of someone in the immediate family as defined previously. These days are to be deducted from the employee's accrued sick leave. In addition five days of family leave may be accumulated, with a maximum of ten days of family leave in one year.

1. Professional

Professional leave of two (2) days may be agreed upon between the teacher and his/her principal at least three (3) days in advance of his/her absence. Professional days may be used for the purpose of, but not limited to:

a) Visitation to view other instructional techniques or programs.

b) Conferences, workshops, or seminars conducted by colleges, universities or other education institutions or organizations

2. Association

Two teachers shall have up to two (2) days each to attend the annual Delegate Assembly of Iowa as representatives of the Association, providing the Association pays the cost of the substitute teachers.

3. Partial Day Absence

At the sole discretion of the Board or its designee partial day absence with pay may be granted but not to exceed one hour per school day.

4. Unpaid Leave

Unpaid emergency leave may be granted in accordance with Section 2-B above by the Superintendent. Unpaid leave for religious purposes, maternity purposes, or for other disabling injury or illness, may be granted by the Superintendent. Other requests for unpaid leave may be granted only by petition to, and in the sole discretion of, the Board of Directors.

WAGES AND SALARIES

A Schedule

The salary of each employee covered by the regular salary schedule is attached hereto and made a part hereof.

B. Placement on Salary Schedule

1. Adjustment to Salary Schedule

Each employee shall be placed on their proper step of the salary schedule as of the effective date of this Agreement and in accordance with paragraph 2 below. Any employee hired prior to beginning second semester of the current school year shall be given full credit for one (1) year of service toward the next increment step for the following year.

2. Teaching Experience

A. Credit up to ten (10) years experience in a previous school shall be given for previous outside teaching experience in a duly accredited school upon initial employment. At the sole discretion of the Superintendent previous experience beyond ten years in a duly accredited school may be given.
B. An employee may bring in ½ of the accumulated sick leave from a previous position in a school system with verification from that school.

3. Bonus Pay

Bonus pay for new staff members will be as follows: $1,000.00 for the first year, $500.00 for the second year, and $250.00 for the third year.

C. Advancement on Salary Schedule

1. Increment.-,

Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of continuous employment in the Woodbine School District of contracted teachers if service starts not later than the time of the second semester.

A. Employees on the regular salary schedule who become eligible for movement from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. Said advancement shall not be until the next school year.

B. An employee, to advance from one educational lane to another, shall file a letter of intent of additional education credit with the Superintendent no later than February 1, 2007. All course work must be completed prior to September 1, 2007.

C. Employees must verify all professional study by presentation of their grade slip and/or official transcripts to the Superintendent by September 1, or as soon as they are received from the employees due to the fault of the educational institution and not the employee.

D. Educational lane advancement shall be effective the first working day of the school year. In the event the evidence of qualifications for such an advancement is delayed for reasons beyond the employee's control, such advancement shall be made when suitable evidence of qualification become available to the employee and is transmitted to the Superintendent's office.

E. Longevity pay: This is $200.00 a year with maximum of $1,600. Career increments will not be possible in the BA lane.

F. Teachers will not be permitted to enroll in more than three (3) semester hours per semester during the months of September through May. Additional hours may be taken with the approval of the Administration to meet unusual requirements.

G. In order for course work to be applied to lane changes the course work shall be recognized college credit in the teachers assignment area, or graduate credit from an accredited college or university. CEU's are not acceptable.

D. Method of Payment

1. Pay Periods

Each employee shall be paid in 12 equal installments on the 20th of each month. Employees shall receive their checks at their regular building and on regular school days unless other arrangements agreed upon by the Board or Board designee.

2. Extra-Duty Pay

Extra-duty pay will be included in each individual's regular monthly salary check over twelve months, if the sponsorship is known when school starts.

3. Exceptions

a. When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their paychecks on the last previous working day. Summer checks, other than those for summer school teachers shall be mailed to the address designated by the employee.

b. Employees who are new in the teaching profession may, at their option, elect to receive up to $200.00 of the first salary installment after the completion of the first 10 work days of employment. The balance of the contracted salary shall then be pro-rated over the remaining pay periods.

E. Phase I & II

Phase I & II dollars are incorporated into the base salary. If Phase I & II dollars are changed by the State, the base salary will need to change accordingly.

F.. Phase III

The Woodbine Education Association and Woodbine Board of Education will mutually agree on the distribution of the 2004-2005 Phase III funding.

DUES DEDUCTION

A. 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 in a given amount. The form of the assignment shall be as set forth in Schedule 2. Any initial authorization must be received by the Board prior to September 5, 2006. This form will be a continuing authorization subject to yearly dues changes. It will continue until a request for termination by the employee is submitted.

B. Regular Deduction

Pursuant to a deduction authorization by September 5, 2006, the Board shall deduct 1/10th of the total dues from each salary check for the first ten months of the school year.

C. Transmission of Dues

The Board shall transmit to the Association the total monthly deduction listing the employees within ten (10) school days following each month pay period.

D. The District shall be held harmless for any claims that may arise from any party under this section.

DUES DEDUCTION - AUTHORIZATION FORM

For Employer use Only
Do Not Fill Out

Authorization for Payroll Deduction
for Education Association Dues

Employee No.

First Name Initial Last Name

Date Started

Amount

Changes

Date Amount

Date Amount

Date Amount

Date Amount

Date Amount

****

It is understood that this authorization shall begin on the first payroll period following this date and shall continue through ten (10) months from the date hereof, unless revoked in writing by a thirty (30) day notice to my employer.

Date:

Signature:

So. Sec. No.:

MEDICAL EXAMINATIONS

All statutes requiring medical examinations or examinations required by the Board shall be paid for by the Board but not to exceed $30.00 per examination and said teacher shall have the right to select the doctor of their choice. An initial exam for each new employee is required and then state statutes will be followed.

RIGHTS

A Use of Facilities

The teachers' association shall have any and all rights to use the facilities owned by the school district as are available for the general public.

B. Communications

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such as teachers' lounge and workrooms, but not in areas open to the public or students. The Association may use the district mail service and employee mailboxes for communications to employees.

C. Access to Members

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

EXTRA CURRICULAR SALARY SCHEDULE

UNIT DEFINITION: 1.4% OF BASE

Activities	Base Units
Baseball HS Summer Program	10
Baseball HS Assistant	7
Softball HS Summer Program	10
Softball HS Assistant	7
Football HS Varsity	10
Football HS Assistant	7
Football Jr. High	6
Football Jr. High Asst.	4
Basketball HS Var. Boys	10
Basketball HS Var. Boys Asst.	7
Basketball HS Var. Girls	10
Basketball HS Var. Girls Asst.	7
Basketball Jr. High Boys	6
Golf HS Var.	10
Weight Room Supervision	$2,704
Wrestling HS Varsity	10
Wrestling HS Var. Asst.	7
Wrestling Jr. High	6
Track HS Var. Boys	10
Track HS Var. Boys Asst.	7
Track HS Var. Girls	10
Track HS Var. Girls Asst.	7
Track J r. High Boys	6
Track J r. High Girls	6
Volleyball HS Varsity	10
Volleyball HS Var. Asst.	7
Volleyball Jr. High	6
Cross Country	10
Asst. Jr. H. Basketball	4
Basketball Jr. High Girls	6
Basketball Jr. High Girls Assistant	4

Activities		Base Units
Dramatics		7
Dramatics Asst..		4
School Newspaper		4
Speech Contest		3
Summer Band		3
Prom Sponsor		4
Cheerleaders		9
Varsity	6	
Assit.	3	
High School Instrumental		7
High School Vocal		7
School Annual		4

Bus Driving (Coach Sport) $25.00

Activity Bus Driving (Not Coaching Sport) $ /hr.

SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on _____ day, of _____ 20 _____.

WOODBINE EDUCATION ASSOCIATION

BY: _____
Its President

BY: _____
Its Chief

WOODBINE COMMUNITY SCHOOL DISTRICT BOARD OF DIRECTORS

BY: _____
Its President

BY: _____
Its Chief Negotiator

WOODBINE COMMUNITY SCHOOLS
SALARY SCHEDULE
2006-2007

Across =3.0%
Down =3.5% BA Base Column
= 3.5% BA+ 1 5 Column
=3.75% BA+30 Base Column
=4.0% MA Base Column
=4.0%MA+ 1 5 Base Column

Lane	A	B	C	D	E
Step	BA	BA+15	BA+30	MA	MA+15
0	24,500	25,235	25,970	26,705	27,440
1	25,358	26,118	26,944	27,773	28,538
2	26,216	27,001	27,918	28,841	29,636
3	27,074	27,884	28,892	29,909	30,734
4	27,932	28,767	29,866	30,977	31,832
5	28,790	29,650	30,840	32,045	32,930
6	29,648	30,533	31,814	33,113	34,028
7	30,506	31,416	32,788	34,181	35,126
8	31,364	32,299	33,762	35,249	36,224
9	32,222	33,182	34,736	36,317	37,322
10	33,080	34,065	35,710	37,385	38,420
11	33,938	34,948	36,684	38,453	39,518
12	34,796	35,831	37,658	39,521	40,616
13		36,714	38,632	40,589	41,714
14			39,606	41,657	42,812
15				42,725	43,910
16					45,008

Clay Central-Everly CSD Clay Central-Everly EA 7/1/2006 6/30/2007