

**MALCOLM SCHOOL DISTRICT #148
AND
MALCOLM EDUCATION ASSOCIATION**

2013 – 2014 Negotiated Agreement

Approved January, 2013

**2013 - 2014 NEGOTIATED AGREEMENT
MALCOLM SCHOOL DISTRICT #148 AND MALCOLM EDUCATION ASSOCIATION**

PREAMBLE

THIS AGREEMENT IS MADE AND ENTERED INTO BY AND BETWEEN LANCASTER COUNTY SCHOOL DISTRICT # 148, a.k.a. Malcolm Public Schools, (hereinafter referred to as the "Board" or "District") and the Malcolm Education Association (hereinafter referred to as the "Association.")

ARTICLE 1

Recognition

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all teachers employed by the district.

Each individual teaching contract represents a mutual binding agreement upon both parties and the Association shall encourage its members to maintain professional integrity in honoring their contractual commitments and in complying with the Statutes of the State of Nebraska.

ARTICLE II

Employer Rights

The Association recognizes the right of the Board to conduct the business of the District and to direct their workforce subject only to the express terms and conditions of this agreement. The Board will determine all issues relating to wages, hours and conditions of the employment not expressly resolved by negotiations. This shall include, but not limited to, the right to release or reduce its workforce, to classify, assign, transfer and promote them, and to discipline and discharge them for cause, and in general to maintain discipline, order and efficiency.

The Board will publish reasonable rules, regulations and board policies provided that the same are not inconsistent with the express terms as resolved by negotiations.

Employer Rights Negotiated: 5/05,

ARTICLE III

Association Rights

The Association shall have the right to use and/or have access to District facilities and equipment, including computers, typewriters, duplication machines, calculators, and audio-visual equipment at reasonable times when such equipment is not otherwise in use.

Recognition, Employer and Association Rights, Negotiated; 5/02,

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ARTICLE IV
Grievance Procedure

A. PURPOSE:

The purpose of this grievance procedure is to insure a procedure to resolve any grievance, at the lowest possible level of administration.

B. DEFINITIONS:

1. **GRIEVANCE:** Any claim or claims by a teacher or group of teachers that there has been a violation, misinterpretation or misapplication of the negotiated agreement. No additional evidence shall be submitted after the initial filing of the grievance.

Negotiated; 8/03

2. **GRIEVANT:** A teacher or group of teachers making the claim as provided by grievance definition.

3. **COMMUNICATIONS:** All communications concerning the grievance after the grievance is formally submitted, shall be in writing, and shall be considered confidential in nature.

C. GENERAL CONDITIONS

1. **REPRESENTATION:** A grievant shall have the right to have a representative of the Association present at each level of the grievance procedure. Nothing herein shall be construed as limiting the right of any teacher to discuss having his grievance adjusted informally. The grievant shall be notified in writing of the issues and the settlement before any settlement becomes effective. The settlement shall not be inconsistent with the terms of the negotiated agreement.

2. **REPRISALS:** No reprisals of any kind shall be taken against any grievant who utilizes this grievance procedure.

3. **WITHDRAWAL OF A GRIEVANCE:** A grievant may withdraw his/her grievance at any level of the procedure without fear of reprisal from any party.

4. **TIME LIMITS:** All time limits shall consist of teacher working days except when school is not in session. When school is not in session the time limits shall be weekdays, Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. The time limit specified may, however, be extended by mutual written agreement of the persons involved.

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D. THE PROCEDURE

LEVEL I (Informal)

The parties believe that it is usually most desirable for a grievant and his/her immediate superior to resolve problems through free and informal communications. The matter should first be discussed within thirty (30) days of the occurrence with the principal who has direct responsibility. The principal must give his/her answer orally within three (3) days of such meeting. However, when the grievance remains unresolved, then the grievance may be processed as follows:

LEVEL II (Formal)

STEP I

- a. The grievant may present the grievance in writing to the grievant's principal who will arrange for a meeting of the parties within five (5) days. The grievant, their principal and/or Association representative shall be present for the meeting.
- b. Within three (3) days the principal shall provide the grievant with a written answer to the grievance.

STEP II

- a. If the grievance is not resolved at STEP I, the grievant shall refer the grievance to the superintendent within five (5) days of his/her receipt of the answer in STEP I.
- b. The superintendent shall arrange for a hearing with the grievant and/or Association representative to take place within five (5) days of his/her receipt of the appeal. Each party shall have the right to include in his/her representations such witnesses deemed necessary to develop the facts pertinent to the grievance.
- c. The superintendent will have five (5) days from the date of the hearing to provide the grievant his/her written decision.

STEP III

- a. If the grievance is not resolved at STEP II, the grievant shall refer the grievance in writing to the Board President who shall have thirty (30) days from the date the appeal is received in which to schedule a hearing on the grievance before the Board with all members present. Each party shall have the right to include in its representations such witnesses as deemed necessary to develop facts pertinent to the grievance.
- b. The Board will have five (5) days from the date of the hearing to notify the grievant in writing about the Board's decision.

The appropriate form for the processing of grievances is attached as EXHIBIT A and incorporated herein by reference.

Grievance Procedure Negotiated; 01,

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ARTICLE V

Salaries

- A. **Salary Schedule:** The salary of each teacher covered by this agreement shall be determined by the salary schedule attached as EXHIBIT B and incorporated herein by reference. All teachers will be paid at their contracted equivalency rate. The salary of each teacher shall be based on 185 days of service; excluding days when school is not in session.

Salary Schedule is 4 x 4 with BA 36 and Masters Column.

2% Masters Column negotiated in 06. Additional 2% to Masters Column negotiated in 07
15th Step added to MA, MA+9, MA+18, MA+27 – 6/09 16th Step added to MA+27 in 7/10
Salary Schedule Negotiated; 8/02, 8/03, 6/06, 6/07, 6/09, 7/11, 12/13

- B. **Initial Placement:** Teachers with no experience shall be hired at zero (0) years of experience. Experienced teachers (full-time equivalent experience in state accredited schools) shall be hired at the guaranteed rate of one (1) year credit for each year of experience up to and including all years of experience. However, the Board can hire and place any new certified staff member at a higher vertical step within the new faculty member's educational column, to contract the quality of instructor the board desires.

Initial Placement Negotiated; 8/01, 8/03, 5/05, 7/11

- C. **Vertical Advancement:** Teachers shall advance one (1) step for each year of service to the District until such teacher reaches the bottom step of the column of their placement, if more vertical steps become available due to horizontal movement a maximum of one (1) vertical step is allowed for any one school year.

Vertical Advancement Negotiated; 5/02, 6/06

- D. **Horizontal Advancement:** Teachers shall advance one (1) one horizontal step on the salary schedule for every nine hours of awarded credit. The maximum credit award accepted for horizontal movement for any one school year is 18 credit hours or two (2) horizontal steps.

Negotiated: 8/03, 6/06

Credit for horizontal advancement shall be given for the following:

1. Any post-BA graduate hours up to the BA +18 column.
2. Any graduate hours from an accredited college/university for any Educational Masters Program from BA +18 to BA +36 or MA. Neg.: 5/02,
3. Any graduate hours post MA related to or in your assigned or endorsed area.
4. Any graduate or undergraduate hours approved by the Board of Education.
5. MA +27 column was added to the salary schedule. Neg.: 8/1997,
6. Masters Column added to accompany BA +36 - (either/or column) 2% / 2% Neg. 6/06, 6/07
7. Horizontal Advancement Negotiated: 9/1997, 5/02, 8/03, 6/06

- E. **Base Salary:** The base salary beginning in 2013 - 2014 school-year shall be \$33,000.

Base Salary Neg.: 1996, 1997, 1998, 1999, 00, 8/01, 5/02, 8/03, 6/04, 5/05, 6/06, 6/07, 6/08, 06/09, 07/10, 7/11

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- F. **Extra Duty:** The extra duty salary of each teacher covered by this agreement shall be determined by the extra duty salary schedule and index attached as EXHIBIT C & D and incorporated herein by reference. Extra duty assignments will be made or approved by the Board of Education and extra duty pay shall be at the rate of 1% of the base of the current negotiated salary per unit. The amount will increase by 4% per unit for each year of experience in that extra duty activity up to ten years.

The following formula will be used to assign extra-duty pay.

1 unit = .01% of Base Salary.

1 year(s) experience in activity =				.0100	X	BASE	X	NUMBER OF UNITS
2	"	"	"	.0104	"	"	"	"
3	"	"	"	.0108	"	"	"	"
4	"	"	"	.0112	"	"	"	"
5	"	"	"	.0116	"	"	"	"
6	"	"	"	.0120	"	"	"	"
7	"	"	"	.0124	"	"	"	"
8	"	"	"	.0128	"	"	"	"
9	"	"	"	.0132	"	"	"	"
10	"	"	"	.0136	"	"	"	"

Extra Duty Negotiated: 8/1996, 6/07, 6/08

Extra Duty Positions: 6/04, 6/07, 6/08, 6/09

Extra Duty Units Negotiated: 6/06, 6/07, 6/08, 6/09, 6/12

- G. **Staff Mileage:** Any staff mileage reimbursement shall be at the same rate as that authorized by the State of Nebraska.

Staff Mileage Negotiated; 1996,

- H. **Compensation for Covering a Class for an Absent Instructor:** Each certified instructor grades K-12 shall receive monetary compensation when asked to substitute or cover a class period for an absent instructor, thus giving up their plan period for that day. (Exception – Does not include covering for an absent Special Education Instructor who is using inclusion within the regular classroom). Compensation per class period will be determined as follows: 1/185 of Base Pay x 1/8 Per Period. Compensation for 13-14 will be 1/185 X \$33,000 X 1/8 = **\$22.30**

Compensation for Covering / Subbing Per Class Period. Negotiated: 8/01, 5/02, 6/08

- I. **Sick Leave Buy Back:** At the end of each school year, each certified instructor will be paid 33% (rounded to nearest dollar) of daily substitute pay for each day they personally have in excess of the 40 possible carry over sick days.

Sick Leave Negotiated: 8/01,

- J. **Personal Leave Buy Back:** Faculty members who finish the school year with more than 1 (one) carry over personal day will have all personal leave days in excess of one (max 2) bought back at 67% (rounded to nearest dollar) of daily substitute pay. All sick leave and personal leave buy backs will be included in the instructors June paycheck.

Personal Leave Negotiated: 8/01, 6/04

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ARTICLE VI

Insurance

Health Insurance/Cash-in-Lieu Option. Both parties, recognizing that access to adequate and affordable health care is central to each teacher's ability to carry out his or her professional responsibilities, agree to the following conditions regarding teachers' health insurance benefits.

- A. Plan Type. For the 2013-14 school year the School District shall provide and pay 100% of the cost to all 1.0 full time equivalency (FTE) teachers the Educators Health Alliance (EHA) health and dental insurance Blue Preferred \$750 Deductible (PPO, \$750 deductible) or the \$1650 Deductible (Dual Choice, PPO, \$1650 deductible) plan with Employee (self-only) PPO -.80% A & B, with 50% C coverage at the premium cost established annually by the EHA for the 2013-2014 fiscal year; the School District's contribution toward the premium cost of health and dental insurance coverage and the fringe benefit stipend shall be prorated for teachers with an FTE (full-time-equivalency) of less than 1.0 on the basis of such FTE.

- B. Contribution Toward Cost of Premium for Self Only Coverage. The Board will pay 100% the cost of the premium for the employee ("self only") coverage tier of the EHA plan type described above for all teachers who elect to receive health insurance coverage from the district, plus an annual "fringe benefit stipend" in the amount of the difference between the cost of the annual EHA "Employee" level health and dental insurance premium and the sum of \$6,900, which may be taken in whole or in part as cash or applied to the purchase of additional insurance through the School District's Section 125 Plan.

- C. Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election. A Teacher may decline the School District provided Employee ("self only") health and dental insurance and receive a cash-in-lieu of insurance stipend in the amount of \$6,900, PROVIDED, that a Teacher shall not be allowed to decline Employee (self-only) tier group health and dental coverage unless said teacher has filed with the superintendent's office on the form provided by the School District an agreement providing (1) for an individual disclaimer which certifies that said teacher is covered by alternate health insurance coverage which provides at least "Bronze Level" health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA); (2) indemnification by the teacher of both the School District and the Association of responsibility for any future financial ramifications encountered by said teacher as a result of that teacher's decision to decline participation in the School District's group health insurance plan, and that the teacher shall be responsible for any penalties assessed against the School District by reason of such declination of the School District provided health insurance coverage under the Patient Protection and Affordable Health Care Act (PPACA); and (3) authorizes the School District to make a payroll deduction from the Teacher's salary for the amount of any penalty assessed against the School District under the PPACA or other applicable law as a result of the teacher's declination of the School District provided health insurance coverage.

- D. Reopener. The School District and Malcolm Education Association agree to reopen this agreement for purposes of making any necessary adjustments to the cash-in-lieu plan fringe benefit stipend as necessary to establish an employer provided contribution to the cost of health insurance premiums for coverage through the School District's EHA group health plan under the PPACA as is necessary to avoid any and all penalties that could be potentially assessed against the School District or Association under the PPACA.

Insurance and/or Cafeteria/Cash-in-lieu Plan Negotiated: 8/01, 8/03, 5/05, 6/06, 6/08, 6/09, 12/13

- E. Tax Sheltered Annuity Program: The school district shall maintain a Tax Sheltered Annuity Program pursuant to which an eligible employee, including members of the Malcolm Education Association, may enter into a Salary Reduction Agreement. The program should allow an employee with the school district the ability to defer a portion of his/her compensation into a tax-sheltered annuity or tax-sheltered custodial account. The terms and conditions of the tax Sheltered Annuity Program are incorporated herein by this reference. Employees can select the company and program for their tax shelter from Companies that have been approved by the district. Employees need to make arrangements through the Business Office when setting up their tax sheltered program

Tax Sheltered Annuity Program Negotiated: 1996,

- F. Long Term Disability (LTD): The school district shall provide and maintain a Long Term Disability Program for its eligible employees, including members of the Malcolm Education Association. The LTD program provided shall provide the following minimum benefits to its eligible employees:

- A. Percentage of Salary Insured -- 60% - 66 2/3 %
- B. Tax Free Benefit: Grossed-up Salary, Employee Pays Tax on Salary
- C. Minimum Monthly Benefit: \$100/10%
- D. Elimination Period: 60 Days Neg.: 03
- E. Maximum Period Payable: To normal Social Security retirement age
- F. Own Occupation Period: 24 Months

All eligible employees will take part in order to maintain group rates. 'Eligible employee' is defined in the policy by minimum hours worked in a week.

Long Term Disability Negotiated: 1997, 8/03

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ARTICLE VII

Leaves

The following definitions will be used in conjunction with Article VII, Leaves.

Definitions:

Family: in addition to the employee's spouse the word family will include (father, mother, grandparents, children, grandchildren, nieces, nephews).

Immediate Family: in addition to the employee's spouse the words immediate family will include (father, mother, brothers or sisters of either the employee or spouse, and children of either employee or spouse).

Extended Family and Friends: Friends, acquaintances, and family members not listed above.

Definitions Negotiated: 8/00, 8/01, 7/11

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- A. **Sick Leave:** Each instructor, subject to his/her full-time equivalency (FTE) ratio, shall be credited with ten (10) days sick leave at the beginning of each school year. The unused portion of such allowance from previous years shall be accumulated up to forty (40) days. Once an instructor has accumulated forty days at the close of a school year, those days will not be used until the ten days allowed for the ensuing year are exhausted. Thus, an instructor may begin a year with 50 sick days but can never carry over to the next year more that 40. Sick leave days may be used for illness of members of the instructor's immediate family. If additional sick leave days are needed for immediate family illness, an instructor may use personal leave. The administration may request the instructor to present a physician's verification of illness.

Sick Leave Negotiated: 8/01, 5/02, 8/03

- B. **Bereavement Leave:** (1.) A total of four (4) days paid leave in any one school year will be given for bereavement of any family member as defined above. (2.) A total of one (1) paid leave day in any one school year will be given for bereavement of any extended family member or friend. (3.) Bereavement leave with full pay and benefits for family members may be extended to sick leave with administrative approval or personal leave at the teacher's request. (4.) Bereavement leave with full pay and benefits for extended family and friends may be extended to personal leave at the teacher's request.

Bereavement Leave Negotiated: 8/01, 5/02, 7/10, 7/11

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- C. **Professional Leave:** Each instructor can apply for two (2) days of professional leave of his/her choice. Instructors with less than full-time equivalency shall be credited at their contracted rate. Additional professional days may be assigned by the administration where direct benefits to the students occur.

Additionally, a head coach/sponsor along with a maximum of two (2) assistant (9-12) coaches/sponsors will receive one professional leave day per activity they coach or sponsor, these days are granted so coaches/sponsors may attend an instructional clinic or state tournament in the activity they coach/sponsor. Activities will include any 9-12 coach/sponsor listed on the extra duty schedule.

Application for all professional leave must be presented to the administration at least one (1) week in advance of the anticipated absence. Administrative approval of professional leave is contingent upon availability of substitutes. These days shall be granted without payroll deduction.

Professional Leave Negotiated: 5/02, 5/05, 7/11

- D. **Personal Leave:** Each year, all teachers shall be provided two (2) days of personal leave. Personal leave shall be granted to each teacher contingent upon availability of substitutes, approval of the administration and subject to his/her full time equivalency (FTE) ratio. Personal leave will be allowed to accumulate to a total of (3) three days, one day per year will be allowed to be carried over or accumulated to a maximum of three (3).

A maximum of (2) employees may request the use of personal days in conjunction with a school vacation, or holiday if notification is given to the administration in writing with two (2) weeks prior notice, and is contingent upon availability of a substitute, on a first presented written request, first served priority.

Should additional employees (beyond two) request use of personal days in conjunction with a school vacation, or holiday and they have not met the required notice, the administration has flexibility in allowing the leave if a substitute is available and the request is for a special or necessary event and the need for the employee's attention to this special or necessary event is approved by the administration.

Personal leave may be used in conjunction with sick leave only in emergency situations. Regular or typical use of personal leave, must be presented to the administration at least one (1) week in advance of the anticipated absence, except in emergency situations or as stipulated above.

Personal Leave Negotiated: 8/00, 8/03, 6/04, 06/09

- E. **Substitute Pay Leave:** For leaves not covered by paragraphs A, B, C, and D above, teachers may apply for additional leave at a salary deduction based on the current per diem rate of pay for substitute teachers. Such leave, at administrative discretion, may be used for the types of examples listed below and for other applicable reasons approved by the administration. Requests for this type of leave shall be submitted one (1) week in advance whenever possible. Said leave will be approved for full days only.

1. Teachers needing release time for consultations, presentations, or other guest appearances within the scope of education or personal development.
2. Emergency leave needed through transportation delay because of an act of God.

Substitute Pay Leave Negotiated: 8/00,

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F. **Emergency Leave:** Should an instructor encounter a Catastrophic Injury or Illness (to self or immediate family as defined under Article VII Leaves) which renders the instructor (physically or in some extreme cases emotionally) incapable of fulfilling their duties and having exhausted all sick and personal leave, may request in writing to the MEA President for emergency leave days. The MEA President will request a vote from the MEA Body for approval of the request. Following an affirmative vote of 75% from the MEA body, MEA President will make the request on behalf of the instructor to the Superintendent. The Superintendent will have seven (7) calendar days from the time he received the request for case review. After the seven (7) days he then must immediately accept or reject the request. Any emergency leave request can not exceed 20 days.

Upon receiving approval from the Superintendent, faculty members may donate some of their sick days toward the emergency leave request. The requesting instructor agrees to pay for sub pay expenses as follows:

- 100% for any days used from a donating teacher who originally had 20-40 remaining sick days (donating instructor thus forfeits all use of days donated)
- 67% for any days used from a donating teacher who originally had 41-50 remaining sick days (donating instructor thus forfeits all use or buy back of days donated)

Emergency leave may only be used for immediate family as defined under Article VII Leaves as follows: in addition to the employee's spouse, will include (father, mother, and children of either employee or spouse.

Emergency Leave Negotiated: 6/08,

G. **Paternity Leave:** A father, at the birth of his child, may be granted up to ten (10) days from his available sick leave. An additional five (5) days of emergency leave may be applied for. Paternity leave must be taken immediately preceding and/or following the birth of the child.

Paternity Leave Negotiated: 6/08,

ARTICLE VIII

Duration of Agreement

This agreement shall be effective for the 2013 - 2014 school-year. It may be reopened at any time, in its entirety or any specific provision, by mutual agreement of the Association and the Board of Education.

Negotiated; 5/02,

Updated dates; 8/03, 6/04, 5/05, 6/06, 6/07, 06/08, 06/09, 07/10, 07/11

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ARTICLE IX

Document Authorization

IN WITNESS WHEREOF, the parties hereto caused this agreement to be signed by their respective Presidents, attested to by their respective Chief Negotiator, and their signatures to be hereon, all on the day and year first written above.

MALCOLM EDUCATION ASSOCIATION

BOARD OF EDUCATION, LANCASTER
COUNTY SCHOOL DISTRICT #148, a/k/a
MALCOLM PUBLIC SCHOOLS


By: 
MEA President

By: 
Board of Education President

By: 
MEA Chief Negotiator

By: 
Board of Education Chief Negotiator

DATED:  January 18, 2013

DATED:  Jan 21 2013

NEGOTIATED AGREEMENT

GRIEVANCE FORM

NAME _____

DATE _____

DEPARTMENT _____

Address to which mailings pertaining to this grievance shall be sent:

Provision(s) of Negotiated Agreement Violated: EXHIBIT _____

Statement of Grievance (including date of acts or omissions complained of):

Remedy Sought:

I will be represented in this grievance by: (check one)

MEA [] Legal Counsel [] Myself [] Other

(specify) _____

I do [] do not [] want a postponement for up to _____ days to seek informal resolution of this grievance.

I understand that this grievance will not be processed if the acts or omissions complained of herein are or become the subject of any other administrative or judicial proceeding.

This grievance was filed on _____ by: (check one)

MAIL (certified or registered, restricted delivery, return receipt requested)

PERSONAL DELIVERY

SIGNATURE OF GRIEVANT

4 X 4 Schedule--Base 33,000

33000	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	1 33,000	1.04 34,320	1.08 35,640	1.12 36,960	1.16 38,280	1.2 39,600	1.24 40,920	1.28 42,240	1.32 43,560
2	1.04 34,320	1.08 35,640	1.12 36,960	1.16 38,280	1.2 39,600	1.24 40,920	1.28 42,240	1.32 43,560	1.36 44,880
3	1.08 35,640	1.12 36,960	1.16 38,280	1.2 39,600	1.24 40,920	1.28 42,240	1.32 43,560	1.36 44,880	1.4 46,200
4	1.12 36,960	1.16 38,280	1.2 39,600	1.24 40,920	1.28 42,240	1.32 43,560	1.36 44,880	1.4 46,200	1.44 47,520
5	1.16 38,280	1.2 39,600	1.24 40,920	1.28 42,240	1.32 43,560	1.36 44,880	1.4 46,200	1.44 47,520	1.48 48,840
6	1.2 39,600	1.24 40,920	1.28 42,240	1.32 43,560	1.36 44,880	1.4 46,200	1.44 47,520	1.48 48,840	1.52 50,160
7	1.24 40,920	1.28 42,240	1.32 43,560	1.36 44,880	1.4 46,200	1.44 47,520	1.48 48,840	1.52 50,160	1.56 51,480
8		1.32 43,560	1.36 44,880	1.4 46,200	1.44 47,520	1.48 48,840	1.52 50,160	1.56 51,480	1.6 52,800
9			1.4 46,200	1.44 47,520	1.48 48,840	1.52 50,160	1.56 51,480	1.6 52,800	1.64 54,120
10				1.48 48,840	1.52 50,160	1.56 51,480	1.6 52,800	1.64 54,120	1.68 55,440
11					1.56 51,480	1.6 52,800	1.64 54,120	1.68 55,440	1.72 56,760
12					1.6 52,800	1.64 54,120	1.68 55,440	1.72 56,760	1.76 58,080
13					1.64 54,120	1.68 55,440	1.72 56,760	1.76 58,080	1.8 59,400
14					1.68 55,440	1.72 56,760	1.76 58,080	1.8 59,400	1.84 60,720
15						1.76 58,080	1.8 59,400	1.84 60,720	1.88 62,040
16	Maximum--18 hours horizontal and one step vertical per school year								1.92 63,360

EX-DUTY SCHEDULE – Base \$ 33,000

Salary Unit	1%	2%	3%	4%	5%	6%	7%	8%	9%
Yr. Exp									
1	0.0100	0.0200	0.0300	0.0400	0.0500	0.0600	0.0700	0.0800	0.0900
2	0.0104	0.0208	0.0312	0.0416	0.0520	0.0624	0.0728	0.0832	0.0936
3	0.0108	0.0216	0.0324	0.0432	0.0540	0.0648	0.0756	0.0864	0.0972
4	0.0112	0.0224	0.0336	0.0448	0.0560	0.0672	0.0784	0.0896	0.1008
5	0.0116	0.0232	0.0348	0.0464	0.0580	0.0696	0.0812	0.0928	0.1044
6	0.0120	0.0240	0.0360	0.0480	0.0600	0.0720	0.0840	0.0960	0.1080
7.	0.0124	0.0248	0.0372	0.0496	0.0620	0.0744	0.0868	0.0992	0.1116
8.	0.0128	0.0256	0.0384	0.0512	0.0640	0.0768	0.0896	0.1024	0.1152
9.	0.0132	0.0264	0.0396	0.0528	0.0660	0.0792	0.0924	0.1056	0.1188
10.	0.0136	0.0272	0.0408	0.0544	0.0680	0.0816	0.0952	0.1088	0.1224

EX-DUTY SCHEDULE CONTINUED

Salary	10%	11%	12%	13%	14%	15%
Yr. Exp						
1.	0.1000	0.1100	0.1200	0.1300	0.1400	0.1500
2.	0.1040	0.1144	0.1248	0.1352	0.1456	0.1560
3.	0.1080	0.1188	0.1296	0.1404	0.1512	0.1620
4.	0.1120	0.1232	0.1344	0.1456	0.1568	0.1680
5.	0.1160	0.1276	0.1392	0.1508	0.1624	0.1740
6.	0.1200	0.1320	0.1440	0.1560	0.1680	0.1800
7.	0.1240	0.1364	0.1488	0.1612	0.1736	0.1860
8.	0.1280	0.1408	0.1536	0.1664	0.1792	0.1920
9.	0.1320	0.1452	0.1584	0.1716	0.1848	0.1980
10.	0.1360	0.1496	0.1632	0.1768	0.1904	0.2040

13/14 EXTRA DUTY SCHEDULE

POSITION	Units	1yr	2yr	3yr	4yr	5yr	6yr	7yr	8yr	9yr	10yr
Activities Director	15	0.1500	0.1560	0.1620	0.1680	0.1740	0.1800	0.1860	0.1920	0.1980	0.2040
Asst. Activities Director	2	0.0200	0.0208	0.0216	0.0224	0.0232	0.0240	0.0248	0.0256	0.0264	0.0272
B Basketball Jr.Hi - Asst.	4	0.0400	0.0416	0.0432	0.0448	0.0464	0.0480	0.0496	0.0512	0.0528	0.0544
B Basketball Jr.Hi - Head	5	0.0500	0.0520	0.0540	0.0560	0.0580	0.0600	0.0620	0.0640	0.0660	0.0680
*B Basketball Vars Asst 1	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
B Basketball C - Team	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
B Basketball Vars Head	12	0.1200	0.1248	0.1296	0.1344	0.1392	0.1440	0.1488	0.1536	0.1584	0.1632
Concessions Manager	8	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
Concessions Asst. Manager	2	0.0200	0.0208	0.0216	0.0224	0.0232	0.0240	0.0248	0.0256	0.0264	0.0272
Cross Country C Team/Jr. Hi if 15 + runners	5	0.0500	0.0520	0.0540	0.0560	0.0580	0.0600	0.0620	0.0640	0.0660	0.0680
Cross Country Asst	5	0.0500	0.0520	0.0540	0.0560	0.0580	0.0600	0.0620	0.0640	0.0660	0.0680
Cross Country Head	9	0.0900	0.0936	0.0972	0.1008	0.1044	0.1080	0.1116	0.1152	0.1188	0.1224
Drama (one act) - Head	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
Drama (one act) - Asst	4	0.0300	0.0312	0.0324	0.0336	0.0348	0.0360	0.0372	0.0384	0.0396	0.0408
FBLA	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
Football Jr. High, Head	5	0.0500	0.0520	0.0540	0.0560	0.0580	0.0600	0.0620	0.0640	0.0660	0.0680
Football Jr. High, Asst.	4	0.0400	0.0416	0.0432	0.0448	0.0464	0.0480	0.0496	0.0512	0.0528	0.0544
Football Varsity Asst 1	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
Football Varsity Asst 2	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
Football Varsity Asst	8-4	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
Football Varsity Head	12	0.1200	0.1248	0.1296	0.1344	0.1392	0.1440	0.1488	0.1536	0.1584	0.1632
Soph Sponsors	3	0.0300	0.0312	0.0324	0.0336	0.0348	0.0360	0.0372	0.0384	0.0396	0.0408
G Basketball Jr Hi Asst	4	0.0400	0.0416	0.0432	0.0448	0.0464	0.0480	0.0496	0.0512	0.0528	0.0544
G Basketball Jr Hi Head	5	0.0500	0.0520	0.0540	0.0560	0.0580	0.0600	0.0620	0.0640	0.0660	0.0680
*G Basketball Vars Asst 1	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
G Basketball C - Team	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
G Basketball Vars Head	12	0.1200	0.1248	0.1296	0.1344	0.1392	0.1440	0.1488	0.1536	0.1584	0.1632
Senior Sponsors	3	0.0300	0.0312	0.0324	0.0336	0.0348	0.0360	0.0372	0.0384	0.0396	0.0408
Music Instrumental	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
Music Vocal - Indv. Group	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
Pep Club Head	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
Quiz Bowl	2	0.0200	0.0208	0.0216	0.0224	0.0232	0.0240	0.0248	0.0256	0.0264	0.0272
Freshman Sponsors	3	0.0300	0.0312	0.0324	0.0336	0.0348	0.0360	0.0372	0.0384	0.0396	0.0408
Junior Sponsors	3	0.0300	0.0312	0.0324	0.0336	0.0348	0.0360	0.0372	0.0384	0.0396	0.0408
Skills USA	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
Speech - Head	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
Speech - N F L	2	0.0200	0.0208	0.0216	0.0224	0.0232	0.0240	0.0248	0.0256	0.0264	0.0272
Speech Asst	5	0.0500	0.0520	0.0540	0.0560	0.0580	0.0600	0.0620	0.0640	0.0660	0.0680
Strength & Condition	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
Student Council	3	0.0200	0.0208	0.0216	0.0224	0.0232	0.0240	0.0248	0.0256	0.0264	0.0272
Track Jr Hi Head	5	0.0500	0.0520	0.0540	0.0560	0.0580	0.0600	0.0620	0.0640	0.0660	0.0680
Track B Jr. Hi	4	0.0400	0.0416	0.0432	0.0448	0.0464	0.0480	0.0496	0.0512	0.0528	0.0544
Track G Jr. Hi	4	0.0400	0.0416	0.0432	0.0448	0.0464	0.0480	0.0496	0.0512	0.0528	0.0544
Track Varsity Asst 1	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
Track Varsity Asst 2	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
Track Varsity Asst 3	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
Track Varsity Head	9	0.0900	0.0936	0.0972	0.1008	0.1044	0.1080	0.1116	0.1152	0.1188	0.1224
Volleyball Jr. Hi Asst.	4	0.0400	0.0416	0.0432	0.0448	0.0464	0.0480	0.0496	0.0512	0.0528	0.0544
Volleyball Jr. Hi Head	5	0.0500	0.0520	0.0540	0.0560	0.0580	0.0600	0.0620	0.0640	0.0660	0.0680
*Volleyball Varsity Asst. 1	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
Volleyball - C Team	6	0.0600	0.0624	0.0648	0.0672	0.0696	0.0720	0.0744	0.0768	0.0792	0.0816
Volleyball Varsity Head	12	0.1200	0.1248	0.1296	0.1344	0.1392	0.1440	0.1488	0.1536	0.1584	0.1632
Wrestling Varsity Asst	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088
Wrestling Varsity Head	12	0.1200	0.1248	0.1296	0.1344	0.1392	0.1440	0.1488	0.1536	0.1584	0.1632
Wrestling Jr Hi Head	5	0.0500	0.0520	0.0540	0.0560	0.0580	0.0600	0.0620	0.0640	0.0660	0.0680
Wrestling Jr. Hi Asst. if have 10 jr hi wrestlers	4	0.0400	0.0416	0.0432	0.0448	0.0464	0.0480	0.0496	0.0512	0.0528	0.0544
Yearbook	8	0.0800	0.0832	0.0864	0.0896	0.0928	0.0960	0.0992	0.1024	0.1056	0.1088