

MASTER AGREEMENT

BETWEEN

BONNEVILLE EDUCATION ASSOCIATION

AND

BONNEVILLE JOINT SCHOOL DISTRICT NO. 93

Effective Dates

July 1, 2016 to June 30, 2017

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The Board of Trustees of School District No. 93 and the Bonneville Education Association have agreed to the following provisions pursuant to Idaho Code 33-1271 through 33-1276.

ARTICLE I

Definitions

- A. **Bargaining Unit:** The Board hereby recognizes the Bonneville Education Association representing a majority of the teachers as the exclusive and sole representative for collective negotiation for all certificated employees paid on the regular teacher salary schedule.
- B. **Board:** The term "Board" as used in this agreement shall mean the Board of Trustees of Bonneville Joint School District No. 93 in the counties of Bonneville and Bingham and the State of Idaho.
- C. **Designee:** The term "designee" is a person who is designated or appointed by the person named in the policy to fulfill the stated duties.
- D. **President:** The term "President" as used in this agreement shall mean the President of the Bonneville Education Association.
- E. **Professional Council:** The Professional Council shall be composed of the President and four (4) members of the Bonneville Education Association, and the Superintendent and four (4) persons designated by the Superintendent.
- F. **School District:** The terms "School District" and "District No. 93 Public Schools" shall mean Bonneville Joint School District No. 93 in the counties of Bonneville and Bingham and the State of Idaho.
- G. **Work Year:** The term "work year" as used in this agreement shall refer to the number of days that teachers are contracted to work as designated in the school calendar adopted by the Board of Education.
- H. **Superintendent:** The term "Superintendent" as used in this agreement shall mean the Superintendent of Schools of Bonneville Joint School District No. 93 in the counties of Bonneville and Bingham and the State of Idaho. The Superintendent is the chief executive officer of the Board, and as such administers the affairs and programs of the School District as provided by law and Board policy.
- I. **Teacher:** The term "Teacher" as used in this agreement shall refer to all regularly assigned certificated employee(s) on a teaching contract represented exclusively by the Bargaining Unit as defined in A. above.

ARTICLE II

Leaves

- A. **Family Medical Leave Act (FMLA):** The School District will comply with the Family Medical Leave Act (FMLA) as it relates to all teachers.
- B. **Jury Duty:** The teacher who receives a notice to report for or in connection with jury duty which necessitates the absence from regular scheduled teaching duties shall notify the building principal as soon as reasonably possible.
- C. **Military Leave:** A teacher who receives notice to report for or in connection with his/her military responsibilities which necessitates his/her absence from regular-scheduled duties shall notify the Human Resources Department as soon as reasonably possible.
- a. If the monthly compensation received for his/her military service is less than his/her regular monthly compensation then he/she shall receive a pay differential from the School District, not to exceed thirty (30) days in any work year without review.
 - b. To be eligible for the pay differential, the teacher must furnish the School District with a written statement from the appropriate military agency listing the amount he/she receives and the dates he/she receives payment for military services.
- D. **Professional Development Leave:** The building principal may grant permission for teachers to attend professional development activities without loss of pay. Professional development leave shall include the following:
- a. Mentoring assistance
 - b. Peer observations
 - c. Other district-approved professional development activities
- E. **School Business Leave:** Teachers will notify their building principal to supervise school-level activities without loss of pay. Teachers will notify the superintendent/designee to supervise district-level, state-level, or national-level activities without loss of pay. School business leave shall include the following:
- a. Supervision of IHSAA and other student activities as approved by the building principal
 - b. Professional duties approved by the District
 - c. Participation in district or state-sponsored committees
 - d. Other activities as approved by the building principal

- F. Sick Leave:** Each teacher will be entitled to sick leave with full pay for up to ten (10) days each year. When the effective date of appointment of the teacher is on or before the beginning school starting date, he/she will be given full credit for the annual sick leave. When the effective date of appointment occurs within the teaching year, sick leave shall be credited as follows:

September.....	Nine (9) Days	February.....	Four (4) Days
October.....	Eight (8) Days	March.....	Three (3) Days
November.....	Seven (7) Days	April.....	Two (2) Days
December.....	Six (6) Days	May.....	One (1) Day
January.....	Five (5) Days		

Unused sick leave will be accrued from year to year in accordance with Idaho Code and the Public Employee Retirement System of Idaho (PERSI).

1. Sick leave may be used in the event of illness by the teacher, the teacher's immediate family, and the teacher's spouse's immediate family (father, mother, brother, sister, son, daughter, husband, wife, or person living in the teacher's household).
2. Use of Sick Leave During Pregnancy: Teachers shall be entitled to use accumulated sick leave for those days in which the teacher is incapable of performing normal teaching duties due to conditions caused by pregnancy and/or childbirth or recovery there from. A physician's statement concerning the condition of the teacher and the ability to perform work will be furnished by the teacher upon request of the School District. The School District shall have the discretion of asking for a second physician's statement in cases where this leave is requested. The use of sick leave for this purpose is limited as described.

- G. Sick Leave Bank:** In addition to the above provisions covering sick leave the following sick leave bank provisions shall be in effect:

1. The Sick Leave Bank has been established to alleviate the hardship caused by absence from work when that absence is necessitated by a prolonged or recurring illness extending beyond the certificated employee's accumulated sick leave. The Sick Leave Bank is made up of sick leave days that have been contributed by certificated employees in the district. Sick leave days thus contributed shall be deducted from the individual's sick leave entitlement. To participate, a certificated employee must have two days of accrued leave available to donate to the bank. Certificated employees can join the Sick Leave Bank during the Benefits Open Enrollment period. Certificated employees may not apply for use of the Sick Leave Bank if they have not contributed.
2. Application for use of the Sick Leave Bank shall be submitted to the Sick Leave Bank Committee for their recommendations. The committee shall review the request and determine the eligibility of the certificated employee. If the committee deems necessary, it shall require proof of illness at the time of application and from time to time after it has been made. The committee may request a second opinion from a doctor of their choice which would be paid for by the School District. In addition, the Sick Leave Bank Committee shall determine the number of days to grant to each applicant.

3. The committee shall have the authority to establish such guidelines as it deems necessary to implement this program. Guidelines shall have the approval of the Executive Committee and the Board. After complete review of the application, the Sick Leave Bank Committee shall have the authority to make final decisions within the guidelines as to the disposition of the case.
4. In order for a certificated employee to be eligible to join and to apply for sick leave benefits from the Sick Leave Bank, the employee must: (1) be a contributor to the Sick Leave Bank, and (2) have been absent from work due to illness or accident for: (a) all his/her accumulated sick leave and personal leave days, and (b) have illness or injury that will require more than ten (10) additional days.
5. When joining the Sick Leave Bank, each participant shall contribute two days, at a rate of one full day per year for two years of his/her accrued sick leave to the bank. To keep the Sick Leave Bank solvent, the Sick Leave Bank Committee may ask for additional days from participants. Participants, who choose not to contribute the additional days, shall be dropped from the sick leave bank.
6. The maximum number of days that may be granted in any one (1) fiscal year will be ninety (90) working days and will be reviewed by the Sick Leave Bank Committee on a case by case basis.
7. The number of sick leave days granted shall not exceed the number of days absent from work due to illness, or injury, or accident. Whenever a participant has been sick for a continuous incident lasting ten (10) working days beyond his/her accumulated sick leave, the committee may allow retroactive coverage for five (5) of the ten (10) days.
8. Following the use of any days from the Sick Leave Bank, the participant will be required to repay the Sick Leave Bank at the rate of one (1) day per year until said individual repays days in full or leaves the School District.
9. Sick Leave Bank grants to individuals will not be carried over from one (1) fiscal year to another; all such grants will terminate at the end of the work year. If a participant does not use all of the days granted by the Sick Leave Bank, the unused sick leave days will be returned to the Sick Leave Bank.
10. The Sick Leave Bank Committee, chaired by the Superintendent/designee (who shall vote only in the case of a tie), shall consist of two (2) members appointed by the Association President and two (2) members appointed by the Superintendent/designee. Each member of the committee must be a contributing member of the Sick Leave Bank. The committee shall develop and distribute rules and procedures for the orderly administration of the Sick Leave Bank not inconsistent with the terms of this agreement.

H. Temporary Leaves: Teachers shall be granted the following temporary leave of absence with pay during each work year. Such leave of absence shall not be cumulative from year to year.

1. **Personal Leave:** Three (3) days of leave with full pay during each work year can be used for any reason deemed necessary by the teacher. If in the previous work year, the teacher uses two (2) or fewer sick leave days and does not take leave without pay; said teacher shall be given five (5) personal leave days. Leave under this section may be taken upon the following conditions being met:
 - i. Substitute teachers are available on reasonable notice.
 - ii. Advanced lesson planning for substitutes is completed.
 - iii. Teachers shall be guaranteed personal leave when requested at least seven (7) calendar days in advance of the absence.
 - iv. Personal leave may not be used as an extension of holiday leave, except in extenuating circumstances that have been approved by the building administrator.

In the event a teacher does not use all personal leave days, he/she will be reimbursed in his/her July payroll in an amount of one hundred dollars (\$100) for each unused personal leave day.

2. **Bereavement Leave:** In the event of a death in the teacher's or teacher's spouse's immediate family (father, mother, brother, sister, son, daughter, husband, wife, grandfather, grandmother, grandchild, aunt, uncle, niece, nephew, stepfather, stepmother, stepchild, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or person living in the teacher's household), up to five (5) days of bereavement leave may be taken consecutively for each incidence.
3. **Obligatory Leave:** The teacher shall be granted time necessary for appearances in legal proceedings connected with the teacher's employment or with the school system or in other legal proceedings if the teacher is required by law to attend.

ARTICLE III

Teacher Rights

- A. **Cooperating Teachers:** Serving as a cooperating teacher is a voluntary commitment.
- B. **Right to Organize:** Teachers have the right to join, or refrain from joining, any lawful organization for their professional or economic improvement and for the advancement of public education. Membership of a teacher in any organization shall not be required a condition of employment in the School District.

ARTICLE IV

Grievance Procedure

Definitions

A “Grievance” is an alleged violation or a misinterpretation/misapplication of any provision of the Negotiated Agreement between the Bonneville Education Association and the Bonneville Joint School District No. 93 Board of Trustees.

A grievant is a certificated employee.

“Days” means working business days. “Days” may be extended if both parties to the grievance mutually agree.

Process

Level 1

Before filing a formal, written grievance, the grievant shall attempt to resolve the problem by identifying the problem and meeting informally with the grievant’s direct supervisor/designee. The supervisor/designee shall document that meeting.

Level 2

If the grievance is not resolved at Level 1, then within fifteen (15) days after the event leading up to the grievance a written “Statement of Grievance” shall be filed on the appropriate form and submitted to the grievant’s direct supervisor/designee, who shall arrange for a meeting to take place within five (5) days after receipt of the “Statement of Grievance.” The supervisor/designee shall also provide written notice to the grievant designating the time and place of the meeting and shall inform the grievant of the right to have a representative present at the meeting. The “Statement of Grievance” shall name the party involved, state the facts giving rise to the grievance, identify the elements of the Negotiated Agreement that have alleged to have been violated, indicate the relief requested, and shall be signed by the grievant. The grievant and the supervisor/designee shall be present for the meeting. Following the meeting, the supervisor/designee shall have five (5) days in which to provide a written decision with reasons to the grievant.

Level 3

If the grievant is not satisfied with the disposition of the grievance at Level 2, or if no decision has been rendered within five (5) days after the meeting with the direct supervisor/designee, the grievant may within three (3) additional days refer the “Statement of Grievance” and the Level 2 response to the Superintendent/designee, who shall arrange for a meeting to take place within five (5) days after receipt of the grievance. The Superintendent/designee shall also provide written notice to the grievant designating the time and place of the meeting and shall inform the grievant of the right to have a representative present at the meeting. Following the meeting, the Superintendent/designee shall have five (5) days in which to provide a written decision with reasons to the grievant.

Level 4

If the grievant is not satisfied with the disposition of his/her grievance at Level 3, or if no decision has been rendered within five (5) days after the meeting with the Superintendent/designee, the grievant may within three (3) additional days refer the "Statement of Grievance" and the Levels 2 and 3 responses to the Superintendent for referral to the Board of Trustees, which shall arrange for a hearing to take place within five (5) days to ten (10) days after receipt of the grievance. The Superintendent shall provide written notice to the grievant designating the time and place of the hearing and shall inform the grievant of the right to have a representative present at the hearing. Following the hearing, the Board of Trustees shall have five (5) days in which to provide a written decision with reasons to the grievant.

The decision of the Board of Trustees shall be the final decision on the grievance.

ARTICLE V
Working Conditions

- A. **Activity Responsibility:** Teacher responsibility during school activities to which they are assigned shall end only after the conclusion of the activity and not at the end of the regular school hours.
- B. **Collaboration Time:** The District and teachers agree to continue school-based Professional Learning Communities to study and improve student achievement.
- C. **Duty Free Lunch:** Teachers will have an uninterrupted, duty-free period of at least forty (40) minutes for lunch insofar as possible, except when emergencies or special events make it necessary to alter the schedule. Teachers shall be permitted to leave the school grounds during their lunch periods. The principal/designee will be notified when a teacher plans to be out of the building during this time. While the Board agrees that teachers will not be assigned supervisory duties during the duty-free lunch, the Association agrees that certified employees have a responsibility to assist the school administration to maintain order in the event of an emergency and that this may require certified employees to interrupt the duty-free lunch to undertake this responsibility.
- D. **Extracurricular Activity Approval:** Teachers shall have administrative approval for all extracurricular or other activities away from school or at other than regular school hours for all activities involving students.
- E. **Extracurricular Pay Committee:** The Extracurricular Pay Committee, as defined in Appendix B, shall meet before negotiations of each year to discuss changes, additions, deletions, recommendations on the number of stipends held by individuals, and deadlines for filling extracurricular positions. The committee's recommendations shall be presented to the Superintendent/designee and the President.
- F. **Interschool Travel:** In arranging schedules for teachers who are assigned to more than one (1) school, an effort shall be made to limit the amount of interschool travel.
- G. **New Teacher Orientation:** Teachers new to the District may be required to attend additional in-service orientation sessions.
- H. **Non-teaching Duties:** When teachers are needed for non-teaching duties, such duties will be divided among all teachers within each building. Duties that affect more than one building will be divided among teachers from those buildings
- I. **Professional Council:** The Professional Council shall conduct monthly meetings to discuss issues brought to it by the Association's building representatives. The council shall make recommendations to the Superintendent and the President for consideration. Topics shall include, but are not limited to instructional materials, board policy, and Professional Learning Communities (PLCs).
- J. **Regular School Day:** The regular day for teachers will consist of an 8-hour day including a regular 40-minute duty free lunch.

K. Teacher Responsibility: Teachers shall not abrogate any assigned responsibility regarding the safety and welfare of the students.

L. Teacher Planning Time: The Bonneville Joint School District No. 93 Board of Trustees expects teachers to plan for effective instruction each day. In order to support this expectation, planning time shall be designated and agreed on by the Professional Learning Community (PLC) in each building. Planning time shall be defined as time during which no conflicting, regularly scheduled responsibilities may be assigned.

- a. An average of 200 minutes will be provided per 5-day workweek for each full-time teacher.
- b. Planning time shall be included within the normal teacher workday.
- c. Teachers shall not use planning time for the conduct of personal business or non-instructional activities.
- d. If extenuating circumstances occur, the building principal may give consent for a teacher to attend to non-instructional matters during planning time.
- e. In the case of emergencies or unusual scheduling conflicts at the school, building principals may require teachers to participate in such responsibilities as deemed necessary during scheduled planning times.

M. Extra Duty: In the event that a teacher is required to substitute teach during the regularly scheduled school day, the teacher may earn up to one (1) day of Extra Duty Leave when six (6) hours of substitute teaching is accrued. The teacher must complete and submit the Extra Duty Reporting Form to the Payroll Department to earn Extra Duty Leave.

Extra Duty Leave:

1. Must be authorized by the building administrator.
2. Shall not be reimbursed.
3. Shall accrue up to a maximum of five (5) days.

N. Staffing: Each school will use a collaboration process to determine the usage of allocated staff in the building.

ARTICLE VI

Professional Compensation

- A. **Salary Schedules:** Teachers shall be paid according to the current Salary Schedule which is attached to this agreement as Appendix A and made a part of this article by this reference.
- B. **Extracurricular Activities:** Teacher participation in extracurricular activities identified in Appendix B shall receive additional compensation in accordance with the applicable provisions of Schedule 2 (Appendix B).

ARTICLE VII
Insurance Benefits

A. Insurance Benefits

Effective September 1, 2016, through August 31, 2017, the Board agrees to pay the teacher's individual premiums according to the following table:

Employee Medical	\$693.65
Employee Dental: Blue Cross	\$40.15
Employee Dental: Willamette	\$45.80
Employee Vision	\$8.10
Life Insurance	\$7.00
Long-Term Salary Protection	Variable

ARTICLE VIII

Effective Dates and Duration

- A. **Agreement:** This agreement by and between the Association and the Board is signed and ratified this thirty first day of May, 2016.
- B. **Effective Dates:** This agreement shall be effective July 1, 2016, and shall remain in full force and effect until June 30, 2017.
- C. **Savings:** If any provision of this agreement, or any application thereof to any teacher covered hereby shall be found contrary to law, such provision of application shall have effect only to the extent permitted by law, but all other provisions or applications of this agreement shall continue in full force and effect through the effective dates of the agreement.

By: _____

Chairman, Board of Trustees
Bonneville Jt. School District No. 93

By: _____

President
Bonneville Education Association

Attest:

Clerk
Bonneville Jt. School District No. 93

Negotiations Spokesperson
Bonneville Education Association

APPENDIX A
Bonneville Joint School District No. 93
2016-2017 Salary Schedule

Career Ladder	Education Allocation		
	BA	BA+24	MA
RP1	\$33,400	\$34,200	\$34,800
RP2	\$34,250	\$35,050	\$35,650
RP3	\$35,012	\$35,812	\$36,412
P1	\$36,689	\$37,489	\$38,089
P2	\$38,757	\$39,557	\$40,157
P3	\$39,548	\$40,348	\$40,948
P4	\$41,114	\$41,914	\$42,514
P5	\$42,563	\$43,363	\$43,963
P6	\$43,590	\$44,390	\$44,990
P7	\$45,170	\$45,970	\$46,570
P8	\$46,201	\$47,001	\$47,601
P9	\$47,183	\$47,983	\$48,583
P10	\$48,562	\$49,362	\$49,962

2016-2017 Grandfathered Schedule	Education Allocation		
	BA	BA+24	MA
A	\$50,144	\$50,944	\$51,544
B	\$51,301	\$52,101	\$52,701
C	\$53,508	\$54,308	\$54,908
D	\$57,035	\$57,835	\$58,435

1. Effective July 1, 2016, all existing teachers shall be placed on the Bonneville School District 93 2016-2017 Salary Schedule.
2. It shall be the responsibility of each teacher to ascertain whether or not he/she has been properly placed on the salary schedule prior to the signing of his/her annual contract.
3. Effective July 1, 2016, teachers who are in their first year of holding a certificate will be placed in the first cell (RP1) on the Bonneville School District 93 2016-2017 Salary Schedule and will be paid no less than \$33,400, pursuant to Idaho Code section §33-1004B.
4. Teachers who are new to teaching in Bonneville School District 93, who hold a valid certificate from Idaho and who are approved to teach in Idaho, will be placed on the Bonneville School District 93 2016-2017 Salary Schedule equivalent to their experience and education, pursuant to Idaho Code section §33-1004B, as applied at the end of fiscal year 2014-2015.

Evidence of education and experience must be provided by the teacher. Only semester credits, or the equivalent, earned after the degree and initial certification may be considered for placement on the salary schedule. Only official transcript credits and degrees on file with the Teacher Certification office of the State Department of Education and the Human Resources Office of Bonneville School District 93, earned at an institution of higher education accredited by a body recognized by the State Department of Education, shall be allowed. All credits and degrees earned must be in a relevant pedagogy or content area as determined by the State Department of Education.

5. Teachers holding a baccalaureate degree and twenty-four (24) or more credits will receive an additional eight hundred dollars (\$800) for 2016-2017 as shown on the Career Ladder table above.
6. Teachers holding a master degree will receive an additional one thousand four hundred dollars (\$1,400) for 2016-2017 as shown on the Career Ladder table above.
7. To be eligible to receive the additional educational allocation, teachers must submit an application with official transcript(s) of earned credits to the District Office no later than September 1, 2016. Credits must be recognized by the state for funding purposes, pursuant to Idaho Code §33-1004.
8. No retroactive payment will be made.
9. Recertification reimbursement in the amount of \$300.00 shall be provided for each teacher of the School District. To be eligible for reimbursement, the teacher must submit a renewed certificate and copies of transcripts to the Human Resources Office by June 30th of the renewal year. Recertification reimbursement shall be included in the October payroll check.

APPENDIX B

Salary Schedule 2

Teachers contracted for extra duties listed in this extracurricular schedule by the administrator of their respective schools shall be paid in accordance with the provisions of this stipend schedule established below:

1. A "stipend" shall be defined as "compensation" which is received for coaching, and/or supervision of extracurricular activities or leadership responsibilities within the school or district outside of the regular teaching contract.
2. No teacher may hold more than three (3) of these positions during the school year unless approved by the Board of Trustees.
3. The stipend shall be paid only for the position it supports, and if not used, it will not be transferable for other uses.
4. Positions which are not utilized may be reinstated upon the recommendation of the building principal and the approval of the Superintendent and the Board of Trustees.
5. The following guidelines manage placement on the stipend schedule:
 - (a) Position and allowable experience will be the factors in determining the exact placement on the stipend schedule.
 - (b) If an assistant coach moves to a head coach position in the same sport, he/she will be placed on the head coach schedule at the appropriate experience level.
 - (c) If an assistant coach moves to the head coach of another sport, he/she will be placed on the head coach schedule at the beginning experience level.
 - (d) Experienced coaches entering District 93 will be given placement on the stipend salary schedule according to their experience in schools governed by the Idaho High School Activities Association (IHSAA), National Federation of State High School Association (NFHS), National Junior Collegiate Athletic Association (NJCAA), or the National Collegiate Athletic Association (NCAA). Their experience must be in the area they will coach.
6. An Extracurricular Pay committee shall be established on an annual basis.
 - (a) The Committee shall be comprised of the following members:
 - Three (3) Administrators
 - One (1) High School Teacher
 - One (1) Middle School Teacher
 - One (1) Elementary Teacher
 - (b) A quorum consisting of at least four (4) of the six (6) members must be present in order to conduct business.
 - (c) The teachers on the committee will be appointed by the Association.
 - (d) The responsibilities of the committee will be to:

- Review annually the comparative relationship, equity and balance among all extracurricular assignments, making recommendations to the Negotiating Teams where adjustments are deemed necessary for action.
 - Make recommendations to the Negotiating Teams on the creation, deletion, and compensation rate changes of extracurricular positions. All new positions may be added at a 1% rate for one (1) year without inclusion in the Master Agreement. Those positions not added to the Master Agreement within one (1) year shall be eliminated.
7. Requests for stipend adjustments must be submitted to the Human Resources Office on or before the final day of the second trimester. Forms are available online.
 8. The following duties shall be paid in accordance with the stipend schedule for the current year.
 9. Supplemental contracts for all extracurricular assignments shall be issued for one-year after Board approval.
 10. The amounts on the stipend schedule will be increased by the same average percentage increase to the teacher base salary schedule, as included in Appendix A.

High School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Athletic Trainer	Certified		\$8,610.00	\$9,765.00	\$11,760.00
First Aid Provider	Non-certified		\$6,300.00	\$7,665.00	\$8,505.00
Baseball	Varsity Head		\$2,820	\$3,255	\$3,905
	Varsity Assistant		\$1,845	\$2,060	\$2,495
	Junior Varsity Head		\$1,845	\$2,060	\$2,495
	Freshman Head		\$1,845	\$2,060	\$2,495
Boys Basketball	Varsity Head		\$3,470	\$4,015	\$4,770
	Varsity Assistant		\$2,280	\$2,605	\$3,145
	Junior Varsity Head		\$2,280	\$2,605	\$3,145
	Freshman Head		\$2,280	\$2,605	\$3,145
Girls Basketball	Varsity Head		\$3,470	\$4,015	\$4,770
	Varsity Assistant		\$2,280	\$2,605	\$3,145
	Junior Varsity Head		\$2,280	\$2,605	\$3,145
	Freshman Head		\$2,280	\$2,605	\$3,145
Cross Country	Varsity Head		\$2,060	\$2,385	\$2,820
	Varsity Assistant		\$1,085	\$1,300	\$1,520
Football	Varsity Head		\$3,470	\$4,015	\$4,770
	Varsity Assistant	4	\$2,280	\$2,605	\$3,145
	Junior Varsity Head	3	\$2,280	\$2,605	\$3,145
	Freshman Head	3	\$2,280	\$2,605	\$3,145
Golf	Varsity Head		\$1,950	\$2,280	\$2,710
	Varsity Assistant		\$1,410	\$1,625	\$1,950
Boys Soccer	Varsity Head		\$2,930	\$3,360	\$4,015
	Varsity Assistant		\$2,170	\$2,495	\$2,930
Girls Soccer	Varsity Head		\$2,930	\$3,360	\$4,015
	Varsity Assistant		\$2,170	\$2,495	\$2,930

High School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Softball	Varsity Head		\$2,820	\$3,255	\$3,905
	Varsity Assistant		\$1,845	\$2,060	\$2,495
	Junior Varsity Head		\$1,845	\$2,060	\$2,495
	Freshman Head		\$1,845	\$2,060	\$2,495
Summer Weights	Head Coach		\$1,735	\$1,950	\$2,385
Tennis	Varsity Head		\$2,060	\$2,385	\$2,820
	Varsity Assistant		\$1,410	\$1,625	\$1,950
Track	Varsity Head		\$2,930	\$3,360	\$4,015
	Varsity Assistant	5	\$1,950	\$2,280	\$2,710
Volleyball	Varsity Head		\$2,930	\$3,360	\$4,015
	Varsity Assistant		\$2,170	\$2,495	\$2,930
	Junior Varsity Head		\$2,170	\$2,495	\$2,930
	Freshman Head		\$2,170	\$2,495	\$2,930
Wrestling	Varsity Head		\$3,255	\$3,690	\$4,340
	Assistant	3	\$2,060	\$2,385	\$2,820
Activity Director			\$760	\$975	\$1,085
Ballroom Dance Advisor			\$2,385	\$2,820	\$3,360
Broadcast Journalism			\$2,170	\$2,495	\$2,930
Building Technology Mentor		2	\$0	\$0	\$0
Cheerleader Advisor	Varsity Head		\$2,710	\$3,145	\$3,795
	Varsity Assistant		\$1,950	\$2,280	\$2,710
	Junior Varsity Head		\$1,950	\$2,280	\$2,710
Dance Team	Advisor		\$2,710	\$3,145	\$3,795
	Assistant Advisor		\$1,950	\$2,280	\$2,710

High School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Debate	Advisor		\$2,495	\$2,820	\$3,470
	Assistant Advisor		\$1,625	\$1,845	\$2,280
Department Head		10	\$0	\$0	\$0
Drama Advisor			\$2,170	\$2,495	\$2,930
Instrumental Music Director			\$3,360	\$3,795	\$4,555
Intramural Coordinator			\$760	\$975	\$1,085
State Test Coordinator			\$0	\$0	\$0
Newspaper Advisor			\$2,170	\$2,495	\$2,930
Renaissance Advisor			\$540	\$650	\$760
Robotics	Advisor		\$2,170	\$2,495	\$2,930
	Assistant Advisor		\$1,085	\$1,300	\$1,520
RTI Team		3	\$0	\$0	\$0
Scholastic Team Advisor			\$1,300	\$1,520	\$1,845
Speech Advisor			\$1,520	\$1,735	\$2,060
Student Government Advisor			\$2,710	\$3,145	\$3,795
Summer Band Director			\$540	\$775	\$1,035
Vocal Music Advisor			\$2,385	\$2,820	\$3,360
School Website Manager			\$515	\$515	\$515
Yearbook Advisor			\$2,280	\$2,605	\$3,145

Middle School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Boys Basketball	Head Coach		\$1,735	\$1,950	\$2,385
	Assistant		\$1,300	\$1,520	\$1,845
Girls Basketball	Head Coach		\$1,735	\$1,950	\$2,385
	Assistant		\$1,300	\$1,520	\$1,845
Cross County	Head Coach		\$1,140	\$1,465	\$1,690
	Assistant		\$760	\$975	\$1,085
Track	Head Coach		\$1,625	\$1,845	\$2,280
	Assistant	3	\$1,085	\$1,300	\$1,520
Volleyball	Head Coach		\$1,625	\$1,845	\$2,280
	Assistant		\$1,085	\$1,300	\$1,520
Wrestling	Head Coach		\$1,625	\$1,845	\$2,280
	Assistant		\$1,085	\$1,300	\$1,520
Activity Director			\$1,625	\$1,845	\$2,280
Building Technology Mentor			2	\$0	\$0
Cheerleader Advisor			\$1,735	\$1,950	\$2,385
Drama Advisor			\$1,300	\$1,520	\$1,845
Instrumental Music Director		2	\$1,300	\$1,520	\$1,845
Intramural Coordinator		2	\$760	\$975	\$1,085
State Test Coordinator			\$0	\$0	\$0
Math Counts Advisor			\$760	\$975	\$1,085
Odyssey of the Mind Advisor			\$215	\$270	\$325
Renaissance Advisor			\$540	\$650	\$760
RTI Team		3	\$0	\$0	\$0
Student Government Advisor			\$1,520	\$1,735	\$2,060
Team Leader		8	\$0	\$0	\$0

Middle School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Vocal Music Director			\$1,085	\$1,300	\$1,520
School Website Manager			\$515	\$515	\$515
Yearbook Advisor			\$1,300	\$1,520	\$1,845

Elementary School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Building Technology Mentor			0	0	0
RTI Team		2	0	0	0
After School Program Director			\$1,035	\$1,035	\$1,035
School Website Manager			\$515	\$515	\$515

Extended Working Year

Elementary School Counselor	2 Additional days
Secondary Media Center Specialist	3 Additional days
Psychologist	2 Additional days
High School Athletic Director	10 Additional days
Social Worker	2 Additional days
Speech/Language Pathologist	2 Additional days
Middle School Counselor	15 Additional days
High School Counselor	15 Additional days

During the 2016-17 school year only, three (3) additional work days shall be allowed only for those School Psychologists who have been recommended by the Stipend Committee. The Stipend Committee's recommendation will be based on their review of the submitted time cards for three (3) additional days in the 2015-16 school year. For 2016-17, the three (3) work days must be recorded on a timecard and submitted to the Payroll Department by Friday, June 9, 2017. Time cards must provide sufficient detail of the work completed for the Stipend Committee to review and make a recommendation for the 2017-18 school year.

Professional Technical Extended Working Year

Teachers holding professional-technical positions who believe they require additional days to complete their assigned duties may request an extension to the length of their contract year by filling out the *Professional Technical Budget* form and submitting it to the Professional Technical Education Coordinator for consideration.

Extended Working Day

All stipends, extended contracts, and special assignments are contracts on a yearly basis. Those assignments which are predicated on grant money, State professional technical or Federal money are subject to the availability of that funding.

For the 2016-17 school year, the following positions will receive additional compensation in the amount of 5.5% of the teacher's salary for each instructional period they are assigned to teach beyond five (5) instructional periods per trimester. Additional instructional periods may be assigned before or after the regular school day or during the teacher's preparation periods.

- Auto Mechanics Instructor
- Auto Body Instructor
- Welding Instructor