

**MASTER AGREEMENT**

**BETWEEN**

**BONNEVILLE EDUCATION ASSOCIATION**

**AND**

**BONNEVILLE JOINT SCHOOL DISTRICT NO. 93**

**Effective Dates**

**July 1, 2017 to June 30, 2018**

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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 Master Agreement 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.
- 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. 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.

#### **B. Family Medical and Sick Leave:**

##### **1. Family Medical Leave Act (FMLA):**

The School District will comply with all provisions of the Family Medical Leave Act (FMLA).

##### **2. Sick Leave:**

Each full-time teacher will be entitled to sick leave with full pay for up to ten (10) days each year. Teachers hired on less than a 1.0 FTE contract shall receive sick leave on a prorated basis according to the full-time equivalency (FTE) of their contract. Unused sick leave will be accrued from year to year in accordance with Idaho Code and the Public Employee Retirement System of Idaho (PERSI). Sick leave provided to teachers hired on less than a .5 FTE contract will not accumulate as a retirement benefit.

##### **3. Sick leave may only be used for one of the following qualifying reasons:**

- i. an illness, injury, or serious health condition that makes the employee unable to perform the essential functions of his or her job;
- ii. to care for the employee's spouse, child, or parent who has an illness, injury, or serious health condition;
- iii. the birth of a child and to care for the newborn child within one year of birth up to 12 weeks as stipulated in the Family Medical Leave Act;
- iv. the placement with the employee of a child for adoption and to care for the newly adopted child within one year of placement up to 12 weeks as stipulated in the Family Medical Leave Act.

##### **4. Sick Leave Bank:**

In addition to the above provisions covering sick leave the following sick leave bank provisions shall be in effect:

- i. 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.

- ii. Application for use of the Sick Leave Bank shall be submitted to the Sick Leave Bank Committee for their consideration. 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.
- iii. 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.
- iv. 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 five (5) additional days.
- v. 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.
- vi. 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. The maximum number of days that may be granted to any one employee will be one-hundred eighty (180) working days while employed in the District.
- vii. The number of sick leave days granted shall not exceed the number of days absent from work due to illness, or injury, or accident.
- viii. 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.
- ix. 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.

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.

**C. 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.

**D. 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.

1. 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.
2. 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.

**E. 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.

**F. 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.

1. 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.

2. 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. For teachers hired on less than a 1.0 FTE contract, all provisions of the Personal Leave section shall be applied on a pro-rated basis according to the full-time equivalency (FTE) of their contract.

**G. 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:

1. Mentoring assistance
2. Peer observations
3. Other district-approved professional development activities

**H. School Business Leave:**

Teachers will notify their building principal when leave is needed to supervise school-level activities without loss of pay. Teachers will notify the superintendent/designee when leave is needed to supervise district-level, state-level, or national-level activities without loss of pay. School business leave shall include the following:

1. Supervision of IHSAA and other student activities as approved by the building principal
2. Professional duties approved by the District
3. Participation in district or state-sponsored committees
4. Other activities as approved by the building principal



**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

#### A. 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.

#### B. 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. Class Coverage:**

In the event that a teacher is required to substitute teach during the regularly scheduled school day, the teacher will earn up to one-half (1/2) day of coverage leave or twenty dollars (\$20) an hour when three (3) hours of substitute teaching is accrued. If a single class is covered by two or more teachers, the accrued hours will be prorated based on the number of teachers providing coverage. The teacher must complete and submit the Coverage Leave Reporting Form to the Payroll Department to earn Coverage Leave.

1. Coverage Leave:

- i. Must be authorized by the building administrator.
- ii. Shall accrue up to a maximum of five (5) days.
- iii. May only be taken according to the provisions of Personal Leave stipulated in Article II, Section F1.
- iv. Coverage Leave may be rolled over year to year.

**E. 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.

**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.

1. An average of 200 minutes will be provided per 5-day work week for each full-time teacher.
2. Planning time shall be included within the normal teacher workday.
3. Teachers shall not use planning time for the conduct of personal business or non-instructional activities.
4. If extenuating circumstances occur, the building principal may give consent for a teacher to attend to non-instructional matters during planning time.
5. 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. 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. Supplemental Pay Committee:**

The Supplemental 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.

**C. Supplemental Pay:**

Teachers shall receive supplemental pay for supervision of extracurricular activities in accordance with the provisions of Schedule 2 (Appendix B). The Supplemental Pay Committee, as defined in Appendix B, shall meet annually before negotiations to review proposed changes to Schedule 2 (Appendix B) and make recommendations to present to the Superintendent/designee and the President.

## ARTICLE VII

### Insurance Benefits

#### A. Full-Time Teachers

Effective September 1, 2017 through August 31, 2018 the Board agrees to pay individual premiums for full-time teachers (1.0 FTE) according to the following table:

Employee Medical	\$710.15
Employee Dental: Blue Cross	\$40.15
Employee Dental: Willamette	\$47.14
Employee Vision	\$8.10
Life Insurance	\$5.70
Long-Term Salary Protection	Variable
TELADOC	\$2.15
Employee Assistance Program	\$1.62

#### B. Part-Time Teachers

1. The Board agrees to provide employer-paid medical, dental, vision, and life insurance and the TELADOC and Employee Assistance Programs for teachers with a 0.75 FTE or greater contract.
2. The Board agrees to provide employer-paid life insurance and the Employee Assistance Program for teachers with a .5 FTE or greater contract.
3. Teachers working less than a .5 FTE contract are not eligible for employer-paid insurance benefits.



**ARTICLE VIII**

**Effective Dates and Duration**

**A. Agreement:**

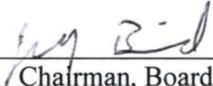
This agreement by and between the Association and the Board is signed and ratified this 10th day of May, 2017.

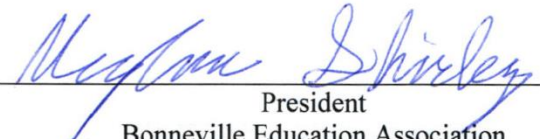
**B. Effective Dates:**

This agreement shall be effective July 1, 2017, and shall remain in full force and effect until June 30, 2018.

**C. Savings:**

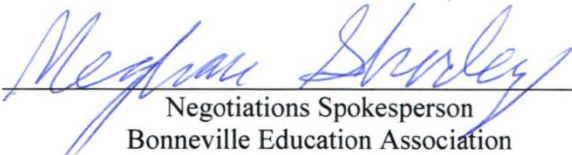
If any provision of this agreement, or any application thereof to any teacher covered hereby shall be found contrary to law, such provision of application shall have effect only to the extent permitted by law, but all other provisions or applications of this agreement shall continue in full force and 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**  
**2017-2018 Salary Schedule**

Career Ladder Rungs	Additional Education Compensation		
	Base	BA+24	MA
R1	\$35,171	\$36,371	\$37,271
R2	\$36,066	\$37,266	\$38,166
R/P3	\$36,868	\$38,068	\$38,968
P1	\$38,634	\$39,834	\$40,734
P2	\$40,812	\$42,012	\$42,912
P3	\$41,645	\$42,845	\$43,745
P4	\$43,294	\$44,494	\$45,394
P5	\$44,820	\$46,020	\$46,920
P6	\$45,901	\$47,101	\$48,001
P7	\$47,565	\$48,765	\$49,665
P8	\$48,651	\$49,851	\$50,751
P9	\$49,685	\$50,885	\$51,785
P10	\$51,137	\$52,337	\$53,237

Grandfathered Schedule	Base	BA+24	MA
A	\$52,803	\$54,003	\$54,903
B	\$54,021	\$55,221	\$56,121
C	\$56,345	\$57,545	\$58,445
D	\$60,059	\$61,259	\$62,159

1. Effective July 1, 2017, all currently employed teachers placed on rungs R1 through P10 will advance one rung on the 2017-2018 Bonneville School District 93 Career Ladder Salary Schedule.
2. Effective July 1, 2017, all currently employed teachers placed on any of the Grandfathered Salary Schedule steps will retain their current placement.
3. Effective July 1, 2017, teachers who are in their first year of holding a certificate-will be placed in the first cell (R1) on the Bonneville School District 93 2017-2018 Salary Schedule and will be paid no less than \$34,600, 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 2017-2018 Salary Schedule equivalent to their experience and education as applied in fiscal year 2015 for instructional staff and fiscal year 2016 for pupil service staff, pursuant to Idaho Code section §33-1004B. Until evidence of education and experience has been provided by the teacher, he/she will be placed in the first cell (R1) on the Bonneville School District 93 2017-2018 Salary Schedule. Only semester credits, or the equivalent, earned after the degree and initial certification and before September 1, 2014 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 Board of Education, shall be allowed.
5. Teachers holding a baccalaureate degree and twenty-four (24) or more credits will receive an additional one thousand two hundred dollars (\$1,200) for 2017-2018 as shown on the Career Ladder table above.
6. Teachers holding a master degree will receive an additional two thousand one hundred dollars (\$2,100) for 2017-2018 as shown on the Career Ladder table above.
7. To be eligible to receive the additional educational compensation, all credits and degrees earned must be in a relevant pedagogy or content area as determined by the State Department of Education. Teachers must submit an application with transcript(s) of earned credits to the District Office no later than September 1, 2017. Credits must be recognized by the state for funding purposes, pursuant to Idaho Code §33-1004.
8. 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:
  - i. Position and allowable experience will be the factors in determining the exact placement on the stipend schedule.
  - ii. 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.
  - iii. If an assistant coach moves to the head coach of another sport, he/she will be at placed on the head coach schedule at the beginning experience level.
  - iv. 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. Whenever a new sport or activity is sanctioned by the IHSAA and approved by the Board of Trustees, experience in coaching that activity as a competitive club at the same level will be considered as equivalent experience for the first three years of the activity's adoption by the Board.
6. An Extracurricular Pay committee shall be established on an annual basis.
  - i. 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
  - ii. A quorum consisting of at least four (4) of the six (6) members must be present to conduct business.
  - iii. The teachers on the committee will be appointed by the Association.

- iv. 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 at <http://bit.ly/stipendrequest>.
  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.

In the 2018-2019 school year, for supplemental positions within a single season, the stipend will be paid as a one-time payment at the conclusion of the season. All other supplemental positions will be paid in 1/3 increments with payments in December, March, and June.

## High School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Baseball	Varsity Head		\$2,970	\$3,430	\$4,110
	Varsity Assistant		\$1,945	\$2,170	\$2,625
	Junior Varsity Head		\$1,945	\$2,170	\$2,625
	Freshman Head		\$1,945	\$2,170	\$2,625
Boys Basketball	Varsity Head		\$3,655	\$4,230	\$5,025
	Varsity Assistant		\$2,400	\$2,745	\$3,310
	Junior Varsity Head		\$2,400	\$2,745	\$3,310
	Freshman Head		\$2,400	\$2,745	\$3,310
Girls Basketball	Varsity Head		\$3,655	\$4,230	\$5,025
	Varsity Assistant		\$2,400	\$2,745	\$3,310
	Junior Varsity Head		\$2,400	\$2,745	\$3,310
	Freshman Head		\$2,400	\$2,745	\$3,310
Cross Country	Varsity Head		\$2,170	\$2,510	\$2,970
	Varsity Assistant		\$1,145	\$1,370	\$1,600
Football	Varsity Head		\$3,655	\$4,230	\$5,025
	Varsity Assistant	4	\$2,400	\$2,745	\$3,310
	Junior Varsity Head	3	\$2,400	\$2,745	\$3,310
	Freshman Head	3	\$2,400	\$2,745	\$3,310
Golf	Varsity Head		\$2,055	\$2,400	\$2,855
	Varsity Assistant		\$1,485	\$1,710	\$2,055
Boys Soccer	Varsity Head		\$3,085	\$3,540	\$4,230
	Varsity Assistant		\$2,285	\$2,625	\$3,085
Girls Soccer	Varsity Head		\$3,085	\$3,540	\$4,230
	Varsity Assistant		\$2,285	\$2,625	\$3,085
Softball	Varsity Head		\$2,970	\$3,430	\$4,110
	Varsity Assistant		\$1,945	\$2,170	\$2,625
	Junior Varsity Head		\$1,945	\$2,170	\$2,625
	Freshman Head		\$1,945	\$2,170	\$2,625
Summer Weights	Head Coach		\$1,825	\$2,055	\$2,510

## High School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Tennis	Varsity Head		\$2,170	\$2,510	\$2,970
	Varsity Assistant		\$1,485	\$1,710	\$2,055
	Junior Varsity Head		\$1,485	\$1,710	\$2,055
Swimming	Varsity Head		\$2,170	\$2,510	\$2,970
	Varsity Assistant		\$1,145	\$1,370	\$1,600
Track	Varsity Head		\$3,085	\$3,540	\$4,230
	Varsity Assistant	5	\$2,055	\$2,400	\$2,855
Volleyball	Varsity Head		\$3,085	\$3,540	\$4,230
	Varsity Assistant		\$2,285	\$2,625	\$3,085
	Junior Varsity Head		\$2,285	\$2,625	\$3,085
	Freshman Head		\$2,285	\$2,625	\$3,085
Wrestling	Varsity Head		\$3,430	\$3,885	\$4,570
	Assistant	3	\$2,170	\$2,510	\$2,970
Activity Director			\$800	\$1,025	\$1,145
Ballroom Dance Advisor			\$2,510	\$2,970	\$3,540
Broadcast Journalism			\$2,285	\$2,625	\$3,085
Cheerleading	Varsity Head		\$2,855	\$3,310	\$3,995
	Varsity Assistant		\$2,055	\$2,400	\$2,855
	Junior Varsity Head		\$2,055	\$2,400	\$2,855
Dance Team	Advisor		\$2,855	\$3,310	\$3,995
	Assistant Advisor		\$2,055	\$2,400	\$2,855
Debate	Advisor		\$2,625	\$2,970	\$3,655
	Assistant Advisor		\$1,710	\$1,945	\$2,400
Drama Advisor			\$2,285	\$2,625	\$3,085
Instrumental Music	Director		\$3,540	\$3,995	\$4,795
	Assistant Director		\$1,580	\$1,815	\$2,180
Intramural Coordinator			\$800	\$1,025	\$1,145
Musical	Director		\$1,360	\$1,580	\$1,880
	Music Director		\$1,580	\$1,815	\$2,180

## High School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Newspaper Advisor			\$2,285	\$2,625	\$3,085
Renaissance Advisor			\$570	\$685	\$800
Robotics	Advisor		\$2,285	\$2,625	\$3,085
	Assistant Advisor		\$1,145	\$1,370	\$1,600
Scholastic Team Advisor			\$1,370	\$1,600	\$1,945
Speech Advisor			\$1,600	\$1,825	\$2,170
Student Government Advisor			\$2,855	\$3,310	\$3,995
Summer Band Director			\$570	\$815	\$1,090
Vocal Music Advisor			\$2,510	\$2,970	\$3,540
School Website Manager			\$540	\$540	\$540
Yearbook Advisor			\$2,400	\$2,745	\$3,310

## Middle School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Boys Basketball	Head Coach		\$1,770	\$1,990	\$2,430
	Assistant		\$1,325	\$1,550	\$1,880
Girls Basketball	Head Coach		\$1,770	\$1,990	\$2,430
	Assistant		\$1,325	\$1,550	\$1,880
Cross County	Head Coach		\$1,165	\$1,495	\$1,720
	Assistant		\$775	\$995	\$1,105
Track	Head Coach		\$1,660	\$1,880	\$2,320
	Assistant		\$1,105	\$1,325	\$1,550
	Assistant		\$1,105	\$1,325	\$1,550
	Assistant		\$1,105	\$1,325	\$1,550



### Middle School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
Volleyball	Head Coach		\$1,660	\$1,880	\$2,320
	Assistant		\$1,105	\$1,325	\$1,550
Wrestling	Head Coach		\$1,660	\$1,880	\$2,320
	Assistant		\$1,105	\$1,325	\$1,550
Activity Director			\$1,660	\$1,880	\$2,320
Cheerleader Advisor			\$1,770	\$1,990	\$2,430
Drama Advisor			\$1,325	\$1,550	\$1,880
Instrumental Music Director		2	\$1,325	\$1,550	\$1,880
Intramural Coordinator		2	\$775	\$995	\$1,105
Math Counts Advisor			\$775	\$995	\$1,105
Odyssey of the Mind Advisor			\$220	\$275	\$330
Renaissance Advisor			\$555	\$665	\$775
Student Government Advisor			\$1,550	\$1,770	\$2,100
Vocal Music Director			\$1,105	\$1,325	\$1,550
School- Website Manager			\$525	\$525	\$525
Yearbook Advisor			\$1,325	\$1,550	\$1,880

### Elementary School

Activity	Position	#	Experience 1-4	Experience 5-8	Experience 9-10
After School Program Director			\$1,055	\$1,055	\$1,055
School Website Manager			\$525	\$525	\$525

\*Assistant coaches for sports where males and females practice together, but compete separately may be designated as a second Head Coach. One Head Coach will be designated as the Boys' Head Coach and one Head Coach will be designated as the Girls' Head Coach. These sports include Cross Country, Track, Swimming, Golf, and Tennis.

**Extended Working Year**

	Additional Days
Elementary School Counselor	2
Secondary Media Center Specialist	3
Psychologist	5
High School Athletic Director	10
Social Worker	2
Speech/Language Pathologist	2
Middle School Counselor	15
High School Counselor	15

**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 2017-2018 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

**Previous Stipends**

The following positions were previously included in the Stipend Agreement, but have been moved to Leadership Premiums:

- School Technology Mentors (2)
- Department Heads (High School: 10)
- State Testing Coordinators

- RTI Team Members (3 per high school;
- Team Leader (Middle School: 8)

The following positions were previously included in the Stipend Agreement, but were moved to contracted positions:

- Athletic Trainers
- First Aid Providers