

**MASTER
CONTRACT**

2016-2017 SCHOOL YEAR

BETWEEN

**THE BOARD OF TRUSTEES OF NAMPA SCHOOL DISTRICT
NO. 131**

and the

NAMPA EDUCATION ASSOCIATION

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ARTICLE 1: SALARIES

1.1 SALARY SCHEDULE

The following is the Salary Schedule for Certificated Professional Instructional Staff and Non-Instructional Certified Staff for the 2016-17 school year. This represents a long-term collaborative effort by the NSD and the NEA to improve the competitiveness and equity in teacher compensation.

An individual’s salary may vary based upon the following schedule and the parameters listed below. Placement in the table will be based on educational steps indicated horizontally and on years of experience vertically (a person with no experience will be placed on step “0”).

This schedule is established using the following parameters:

Minimum Base = \$33,400

Based on 2015-16 Certificated Staff Salary Schedule, employees in cells BA, Step 0 will receive \$33,400 (new state minimum). Cells earning \$32,700 will earn \$34,000. All remaining cells will increase by 2%.

CERTIFICATED Instructional and Non-Instructional Salary SCHEDULE

- The Certificated Instructional and Non-Instructional Salary Schedule will be as **follows**:

APPENDIX A:

STEP	MA + 12 / BA + MA + 24 / BA +						
	BA 1	BA + 12 2	BA + 24 3	MA / BA + 36 4	48 5	60 6	MA + 36 / ES/DR 7
0	33,400	34,000	34,000	34,000	34,000	34,000	35,210
1	34,000	34,000	34,000	34,000	34,000	35,042	36,531
2	34,000	34,000	34,000	34,000	34,874	36,356	37,901
3	34,000	34,000	34,000	34,706	36,181	37,718	39,322
4	34,000	34,000	34,540	36,008	37,538	39,133	40,796
5	34,000	34,374	35,835	37,358	38,946	40,600	42,327
6	34,000	35,663	37,179	38,759	40,405	42,123	43,913
7	34,000	35,663	38,572	40,213	41,921	43,703	45,560
8	34,000	35,663	40,020	41,720	43,493	45,342	47,268
9	34,000	35,663	40,020	43,284	45,124	47,042	49,041
10	34,000	35,663	40,020	43,284	46,816	48,806	50,880
11	34,000	35,663	40,020	43,284	46,816	50,637	52,788
12	34,000	35,663	40,020	43,284	46,816	52,535	54,768
13	34,000	35,663	40,020	43,284	46,816	52,535	56,821

- The Districts’ calendar and corresponding salary schedule for the 2016-17 school year shall be 185 days.
- A copy of the School Calendar for the 2016-17 school year is attached as **Appendix B**.

- For educational placement, each Certificated Professional Instructional and Non-Instructional staff member will be placed on the schedule based upon the individual’s actual educational attainment.
- For experience placement, each Certificated Professional Instructional and Non-Instructional staff member will be credited for all years of completed experience.

CERTIFICATED SCHOOL PSYCHOLOGIST SCHEDULE

The following is the school psychologist salary schedule for the 2016-17 school year.

CERTIFICATED SCHOOL PSYCHOLOGIST SCHEDULE

	MA	MA+12	MA+24	MA+36	MA + 48 / ES/DR	PHD
STEP	1	2	3	4	5	6
0	36,256	37,797	39,404	41,077	42,824	44,643
1	37,616	39,214	40,881	42,618	44,429	46,317
2	39,026	40,685	42,414	44,216	46,096	48,054
3	40,489	42,211	44,005	45,875	47,824	49,857
4	42,008	43,793	45,654	47,595	49,618	51,726
5	43,584	45,435	47,367	49,380	51,478	53,665
6	45,217	47,139	49,143	51,231	53,408	55,679
7	46,913	48,907	50,986	53,152	55,412	57,767
8	48,672	50,741	52,897	55,145	57,489	59,933
9	50,497	52,643	54,881	57,213	59,646	62,180
10	52,391	54,618	56,939	59,360	61,882	64,512
11	54,356	56,666	59,074	61,585	64,203	66,930
12	56,395	58,792	61,290	63,895	66,610	69,441
13	58,509	60,995	63,683	66,290	69,107	72,045

- The School Psychologist Salary Schedule for the 2016-17 school year shall be 195 days.
- A copy of the School Calendar for the 2016-17 school year for School Psychologists is attached as **Appendix B**. It is recognized that the School Calendar for School Psychologists for the 2016-17 school year may not be identical as that for Certificated Professional Teachers.
- There will be a 2% increase to the calculating base of the Salary Schedule for the 2016-17 school year.
- For educational placement, each School Psychologist will be placed on the schedule based upon the individual’s actual educational attainment.
- For experience placement, each School Psychologist will be credited for all years of completed experience.

Expires June 30, 2017

1.2 SALARY SCHEDULE EXPLANATION

1.2.1 The term BA refers to Bachelor's Degree and the term MA refers to Master's Degree. The numbers accompanying the degree designation refer to semester credits. The numbers proceeding down the left-hand column will be known as steps. The term "Base Salary" will refer to column one step zero.

Expires June 30, 2017

1.2.2 Credits earned after the conferring of a Bachelors' Degree and teacher certification that are accepted by the State Department of Education for certification will be accepted as additional professional preparation for initial placement and/or advancement on the salary schedule. However, as of August 19, 1998, no further in-district credits will be accepted for column movement or salary placement.

Expires June 30, 2017

1.2.3 Documentation of additional professional preparation will be in the form of an official transcript from an accredited college or university, and will be submitted to the Human Resource office on or before September 1, 2016 to achieve all moves on the salary schedule for the 2016-17 school year. In certain circumstances, regarding summer sessions ending late in the summer, the Human Resources office will accept a letter from the professor stating completion of the course has been attained with a grade of C or better by September 1, 2016. At this discretion of the District, a call may be placed to verify the information contained in the professor's letter. All education credits and degrees earned must be in a relevant pedagogy or content after the conferring of a Bachelors' Degree and teacher certification. All education credits and degrees earned must be accepted by the State Department of Education for certification as determined by the State Department of Education. Only transcribed credits and degrees on file with the teacher certification office of the State Department of Education, earned at an institution of higher education accredited by a body recognized by the State Board of Education or credits earned through an internship or work experience approved by the State Board of Education shall be allowed.

Expires June 30, 2017

1.3 SUPPLEMENTAL SALARY SCHEDULE

1.3.1 The Supplemental Salary Schedule for the 2016-2017 school year will be attached as **Appendix C**.

Expires June 30, 2017

1.3.1.1 Placement of all Certificated Professional Employees upon the Supplemental Salary Schedule for the 2016-2017 school year shall be according to years of experience.

Expires June 30, 2017

1.3.1.2 Simply because a position is identified upon the Supplemental Salary Schedule does not necessarily mean that the position will be filled by the Board.

Expires June 30, 2017

1.3.1.3 When the Board fills positions contained upon the Supplemental Salary Schedule, all such positions will be filled by Certificated NSD Professional Employees when qualified and available. Absent extraordinary circumstances, no individual will be issued more than three (3) supplemental contracts.

Expires June 30, 2017

1.3.2 All available Supplemental Salary positions will be posted throughout the NSD as early as possible in advance of filling the position.

Expires June 30, 2017

1.3.3 If a vacancy occurs during the course of the school year for a Supplemental Schedule position, and the Board fills the position, a new contract will be issued for a prorated amount.

Expires June 30, 2017

1.3.4 All supplemental contracts are issued in conformity with the applicable provisions of Idaho Code.

Expires June 30, 2017

1.3.5 All supplemental salaries will be included in the certificated employee's payroll check.

Expires June 30, 2017

1.3.6 Each position is a single position per school unless otherwise stated.

Expires June 30, 2017

1.3.7 If a school is unable to field the total number of teams and/or participants, the corresponding position on the Supplemental Salary Schedule will not be filled and no contract will be issued.

Expires June 30, 2017

1.3.8 The number of teams and the number of coaches/assistants that will be authorized for each activity are outlined in the accompanying Supplemental Salary Schedule.

Expires June 30, 2017

1.3.9 Building Principals may add additional assistant coaches with building discretionary funds or ASB funds at a salary identified in the supplemental salary schedule for the requested position. In addition, with Principal and Superintendent approval, the Varsity Coach of each activity may add assistants by dividing the total dollar amount available for that activity that year, ensuring equal pay for equal duties.

Expires June 30, 2017

1.3.10 Extra day contracts will be pro-rated for less than 1.0 FTE or partial year assignments.

Expires June 30, 2017

1.4 OTHER SALARIES

1.4.1 If an instructional staff member or pupil services staff member has been certified by the national board for professional teaching standards, the staff member shall receive two thousand dollars (\$2,000) per year for five (5) years from the year in which national board certification was awarded. Teachers qualifying for the \$2,000 shall be those who have been recognized as national board certified teachers as of July 1st of each year. Written documentation of national certification shall be provided to the Human Resources department by September 1st of each year.

Expires June 30, 2017

1.4.2 The NSD will not pay any bargaining unit salaries, supplemental salaries or extra day contracts that have not been negotiated and included in this Master Contract, unless there is joint approval of the Superintendent, and the NEA President.

Expires June 30, 2017

ARTICLE 2: INSURANCE/BENEFITS AGREEMENT

2.1 The NSD will offer health, dental, and voluntary vision insurance for each full-time Certificated Employee.

Expires June 30, 2017

2.2 A Certificated Employee may authorize a payroll deduction to purchase enhanced and/or additional insurance coverage i.e. dependent coverage (spouse/children), a lower deductible health plan, vision insurance, life insurance, short term and long term disability insurance and supplemental insurance to the extent that there are sufficient participating members at the District for the plan to be an optional program. Some reductions will be made prior to taxes according to current tax law.

Expires June 30, 2017

2.3 No individual changes in allocation of benefits or deductions may be made outside of the open enrollment period each year except for new Certificated Employees and family status changes.

Expires June 30, 2017

2.4 The NEA will have the right to contact and receive information from any insurance carrier and/or agent.

Expires June 30, 2017

2.5 Insurance benefits will be calculated on a pro-rata basis. Insurance benefits will be pro-rated, starting at one-half time. No insurance benefits will be provided to those who work less than half-time.

2.5.1 Certificated Staff:
.67 – 1.0 FTE contract = 100% Benefits
.50 – .66 FTE contract = 50% Benefits
Up to .49 FTE contract = No Benefits

Expires June 30, 2017

2.6 Upon appropriate written authorization from a Certificated Employee, the NSD will deduct from the salary of that Certificated Employee and make appropriate remittance for tax sheltered investments. Changes in deduction amounts can be made monthly and submitted to the Human Resources Office by the last day of the month for the following month's payroll. Changes in deduction amounts for investments will be made in accordance with IRS regulations and the effective date listed above.

Expires June 30, 2017

ARTICLE 3: LEAVES

3.1 SICK LEAVE

3.1.1 All Full Time Equivalent Certificated Professional Employees will be credited with ten (10) Sick Leave days at the commencement of each school year. Certificated Professional Employees employed on a less than Full Time Equivalent status or for part of the school year will receive a pro-rated portion of the annual Sick Leave allocation. Unused Sick Leave shall accumulate from year to year.

Expires June 30, 2017

3.1.2 Sick leave is to be used for absences caused by personal illness, injury/accident or other medical reasons incurred by the employee or the employee's family (spouse, father, mother, child, brother, sister, foster parent, legal guardian, or anyone who has stood in this relationship to the Certificated Professional Employee) which renders the Certificated Professional Employee incapable of carrying out his/her duties.

Expires June 30, 2017

3.1.3 When circumstances warrant, an additional allotment of unpaid Sick Leave may be approved by the Superintendent or designee of the Superintendent.

Expires June 30, 2017

3.2 BEREAVEMENT LEAVE

3.2.1 All Full Time Equivalent Certificated Professional Employees will be granted up to five (5) days paid Bereavement Leave for the death of any member of the immediate family (wife/husband, child, spouse of child, parent/parent-in-law, sibling/sibling-in-law).

Expires June 30, 2017

3.2.2 All Full Time Equivalent Certificated Professional Employees will be granted up to three (3) days of paid Bereavement Leave for the death of a grandparent, grandchild, niece or nephew, aunt or uncle of either the Certificated Professional Employee or the spouse of the Certificated Professional Employee.

Expires June 30, 2017

3.2.3 When circumstances warrant, an additional allotment of unpaid Bereavement Leave may be approved by the Superintendent or designee of the Superintendent. Should any application be denied, the reasons for the denial will be reduced to writing and a copy provided to the applying Certificated Professional.

Expires June 30, 2017

3.3 PERSONAL LEAVE

3.3.1 All Full Time Equivalent Certificated Professional Employees will be granted three (3) Personal Leave days, with pay. Leave will be pro-rated for less than 1.0 FTE or partial year assignments.

Expires June 30, 2017

3.3.2 Personal Leave will be monitored and approved at the Building Level and reported in the appropriate absence reporting system.

Expires June 30, 2017

3.3.3 If the number of Certificated Professional Employees' request for Personal leave exceeds 5% of the building's Certificated Professional Employees for any given day, the Building Administration may deny a Certificated Professional Employee's request for Personal Leave. Requests for Personal Leave will be granted in order received.

Expires June 30, 2017

3.3.4 Verification of the Request for Personal Leave will be returned to the Certificated Professional Employee within three (3) working days of Building Administration's receipt of the request.

Expires June 30, 2017

3.3.5 Personal leave may be used at any time during the school year with the following limitations. First and last weeks of school; immediately preceding or immediately following any school recognized holiday or Spring Break; during Parent-Teacher Conference days; and during state wide assessments requiring participation by the employee requesting leave, as determined by the building principal. Exceptions to this limitation may be granted only with the approval of the Building Administration or the Superintendent or designee of the Superintendent. Should any application be denied, the reasons for the denial will be reduced to writing and a copy provided to the applying Certificated Professional Employee.

Expires June 30, 2017

3.3.6 Certificated Professional Employees will have the option of carrying forward a maximum of three (3) unused Personal Leave days from one school year to the next succeeding school year, for a maximum of six (6) possible available Personal Leave days for any given school year. There shall be no option for cash out or cash payment for unused Personal Leave days.

Expires June 30, 2017

3.3.7 If a Certificated Professional Employee has exhausted all personal leave, unpaid Emergency leave may be granted at the discretion of the Superintendent or Superintendent's designee.

Expires June 30, 2017

3.4 PROFESSIONAL DEVELOPMENT LEAVE

Professional Development with associated Professional Development Leave shall be limited to those professional development activities approved by the District or the Building Administration.

Expires June 30, 2017

3.5 COURT RELATED LEAVE

3.5.1 Certificated Professional Employees subpoenaed for jury duty or other mandated court appearances not of a personal nature shall be granted leave with pay upon submission of a copy of the subpoena to the Human Resources Office.

Expires June 30, 2017

3.5.2 Paid Court Related Leave shall not apply in any situation where the Certificated Professional Employee is the plaintiff in any civil action.

Expires June 30, 2017

3.5.3 In the situation where a Certificated Professional Employee is a defendant in a criminal action, if the Certificated Professional Employee is acquitted and only if such criminal prosecution is in relation to the Certificated Professional Employee's official school-related duties will the District pay Court Related Leave.

Expires June 30, 2017

3.5.4 In all other such court related circumstances, the Certificated Professional Employee must utilize personal leave prior to taking time off without pay.

Expires June 30, 2017

3.6 SUBSTITUTES

In all situations involving leave time of a Certificated Professional Employee directly responsible for the supervision of students, the District and Building Administration will make reasonable effort to secure a substitute for the affected students, thereby avoiding the movement of said students from their regular classroom. Should it be necessary to request substitute service from any other Certificated Professional Employee otherwise engaged in the performance of his/her duties, the assignment shall be voluntary.

Expires June 30, 2017

3.7 STATE COMMITTEE AND COMMISSION LEAVE

State Committee/Commission Leave shall be applied to release time for services on state committees and commissions for up to five (5) days as referenced in Section 33-1279, Idaho Code.

Expires June 30, 2017

3.8 ASSOCIATION LEAVE

3.8.1 Association Leave will be provided to the Nampa Education Association (NEA) to send up to sixteen (16) representatives to the annual Delegate Assembly of the Idaho Education Association (IEA), at a limit of one (1) day per each of such delegate. The NEA shall reimburse to the District the cost of the substitute teachers utilized by the District to cover classrooms when the Certificated Professional Teachers are absent for the IEA Delegate Assembly. The District shall invoice the NEA for this cost after the Delegate Assembly and the NEA shall remit payment to the District within thirty (30) days of receipt of the invoice.

Expires June 30, 2017

3.8.2 Release time while attending regularly scheduled official meetings of the state teachers' association will be provided as referenced in Section 33-513 (1), Idaho Code.

Expires June 30, 2017

3.9 EXTENDED LEAVE OF ABSENCE FOR EDUCATION, FAMILY AND MEDICAL

3.9.1 All requests for Extended Leave of Absence for the following year must be submitted in writing to the Human Resources Office by April 1, 2017.

Expires June 30, 2017

3.9.2 Certificated Professional Employees on Renewable Contract status may apply for an Extended Leave of Absence for up to one (1) year, without pay for the purpose of furthering the Certificated Professional Employee's education associated with teaching and/or for the purpose of addressing family commitments (i.e. care of a child, care of a parent, etc.). The Board of Trustees, at its discretion, may approve or deny the request. Special consideration may be given to a Certificated Professional Employee who has unanticipated circumstances arising after April 1, 2017, that require an Extended Leave of Absence.

Expires June 30, 2017

3.9.3 In the event the Certified Professional Employee is engaging in teaching activities abroad and has a two-year commitment, the employee shall disclose the two-year commitment at the time of making the request for leave of absence. Only in this situation will the Board of Trustees have the option to consider exercising its judgment to approve the leave of absence for a period of two (2) school years.

Expires June 30, 2017

3.9.4 Certificated Professional Employees who have taken an Extended Leave of Absence shall not be eligible to take another period of Extended Leave of Absence within five (5) years of having returned from a period of Extended Leave of Absence.

Expires June 30, 2017

3.9.5 An Extended Leave of Absence will not be granted to take employment as an educator at any other public or private institution in the United States or to continue the Certificated Professional Employee's Education in a field other than education.

Expires June 30, 2017

3.9.6 Absent extenuating circumstances, the commencement and the conclusion of an Extended Leave of Absence shall coincide with natural breaks in the school year (i.e. semester breaks, school year breaks) so as to cause the least amount of disruption to the educational environment of the student.

Expires June 30, 2017

3.9.7 A Certificated Professional Employee returning after a Leave of Absence will notify the Nampa School District of his/her return to the District by submission of a letter of intent dated on or before March 15, 2017. Failure by an employee to submit a letter of intent to return on or before March 15, 2017 will be deemed as a resignation by the employee.

Expires June 30, 2017

3.9.8 A Certificated Professional Employee returning after a one (1) year Extended Leave of Absence, if available and if circumstances surrounding the position have not changed, will be given the opportunity to be assigned to the same assignment held by the individual prior to the Extended Leave of Absence. If the Certificated Professional Employee does not return to the same assignment, the individual will be assigned to a position for which the individual is qualified by training, experience, certification, and Highly Qualified Teacher (HQT) requirements.

Expires June 30, 2017

3.9.9 Replacements for Certificated Professional Employees on Extended Leave of Absence will be informed of the term of the individual's replacement assignment at the time of employment. The Nampa School District and the Nampa Education Association agree that any transfer associated with a Certificated Professional Employee returning from an Extended Leave of Absence will not constitute grounds for any type of grievance or internal dispute.

Expires June 30, 2017

3.9.10 A Certificated Professional Employee on an Extended Leave of Absence retains contract status and accumulated sick leave days that had been earned as of the date of the commencement of the Extended Leave of Absence. The Certificated Professional Employee may continue insurance coverage through adherence to the Consolidated Omnibus Budget Reconciliation Act COBRA regulations. The District shall have no responsibility or liability for any premiums payments nor the continued guarantee of coverage associated with the Certificated Professional Employee's failure to timely pay premium costs.

Expires June 30, 2017

ARTICLE 4: COLLABORATION

The Nampa School District and the Nampa Education Association are committed to providing opportunities for certified staff to be involved in various district committees. In reference to certificated staff committee membership, the NEA will be invited to consult where appropriate.

Expires June 30, 2017

4.1 BUILDING ADVISORY TEAMS

4.1.1 A building level advisory team will be established at each site and will meet on a regular basis. By October 1 of each year, the building will provide an inclusive list of advisory team members and a schedule of anticipated meeting dates to the Superintendent and the NEA President or designee. Principals/administrators and certified staff will collaboratively determine the membership of their site's team.

Expires June 30, 2017

4.1.2 Team members will address building-related issues and may recommend solutions to the principal/administrator. Building Leadership Teams shall continue to address educational and curricular issues for the school.

Expires June 30, 2017

4.1.3 These teams will be in addition to any other avenues available to address building level issues. Issues which are outside the Master Contract addressed by the teams are not grievable.

Expires June 30, 2017

4.2 SUPERINTENDENT STUDY TEAMS

4.2.1 Evaluation and Teacher Quality Improvement Team - The Board and the Certificated Professional Teachers recognized the importance of the evaluation program at the District and its impact upon the quality of education provided to the District's Students and the ability to improve the instructional quality of the Certificated Professional Teachers of the District. The Board and the Certificated Professional Teachers of the District recognize that there have been substantial changes to the District's evaluations program and the evaluation mandates of the State of Idaho. Such parties further recognize that there are financial limitations and personnel limitations which impact upon an evaluation program, and thus the Board wishes to have the most effective program that serves the various purposes of the evaluation program.

Expires June 30, 2017

4.2.2 The Superintendent shall develop a Study Team to review the District's currently existing evaluation program for all Certificated Professional Teachers. The Study Team shall include a minimum of three (3) Certificated Professional Teachers designated by the NEA President. Every attempt will be made to have representation from all three school levels. This team shall thereafter evaluate the newest mandates of the state with regard to Certificated Professional Teacher evaluations and shall develop a recommendation to be presented to the Board. The recommendations of this Team shall be consistent with the state laws and applicable state board rules regarding Certificated Professional Teacher's Evaluations.

Expires June 30, 2017

4.3 EMPLOYEE HANDBOOK

Prior to the District's Administrative Team finalizing the Employee Handbook for the 2016-2017 school year, the President of the NEA shall be provided with the opportunity to meet with the District's Human Resources Director to review any proposed modifications to the Handbook from the 2015-2016 school year and to provide input as to the contents of the Employee Handbook. The ultimate decision as to the content of the Handbook shall be at the discretion of the Superintendent.

Expires June 30, 2017

4.4 SCHOOL CALENDAR

4.4.1 A Calendar Task Force shall be appointed no later than November 2016. Members of the Task force shall include: The Superintendent or the designee of the Superintendent, the District's HR Director or designee; 2 building principals (1 secondary, 1 elementary); 1 Administrator representing other programs (Alternative/Special Education/Federal Programs); the NEA president or designee; 6 Certificated Professional Teachers (2 high school, 2 middle school, 2 elementary); and 1 parent. The above mentioned Calendar Task Force must include at least three (3) Nampa Education Association members, not including the NEA president. The calendar task force shall not exceed 15 members total. Approval for recommendation of the Task Force's calendar to the school board shall be made through a transparent process collaboratively decided upon by the committee members at the beginning of the process.

4.4.2 Certificated Professional Employees shall not be required to work on dates of closure associated with emergency or weather conditions.

4.4.3 The calendar committee will determine make up days, if any are necessary.

Expires June 30, 2017

4.5 CLASS SIZE:

The Board and Administration, in recognition of the benefits to be gained from reasonable class size, shall make every reasonable effort to distribute the existing student load equitably among the qualified available certificated professional teaching employee within each building, and keep class size as small as possible.

It is agreed that within each building, concerted efforts shall be made to maintain equitable class sizes and subgroup distribution within the teacher's schedule and within each department.

In those classes where the teacher believes and can articulate the reason for the belief that the teacher's class size or subgroup distribution is excessive or inequitable, the affected teacher(s) shall resolve the issue with their Principal. If a favorable resolution is not reached the teacher may request a district committee meeting within 7 days. Such meetings may include the teacher, an association representative, the Principal and an administrator selected by the Superintendent to discuss the situation.

Potential reasons for larger classes include:

- Traditionally large groups (P.E., music);
- No space is available to permit scheduling of any additional class or classes; or
- There is agreement in a department or grade to divide classes into larger and smaller enrollments because of instructional decisions made at that level.
- Financial limitations of the District and staffing limitations due to financial constraints of the District.

If feasible, as determined by the Superintendent, the hiring of additional teachers and student transfers may be used to alleviate large class size.

It is recognized that combination, non-graded, and other nontraditional classes may be organized not only as a solution for overcrowding, but also for instructional purposes.

Upon request of the NEA President, class loads will be reviewed with representatives of the Nampa Education Association within two (2) weeks after the start of school. Upon further quarterly requests, the Nampa Education Association may also receive quarterly updates of class enrollments in each building.

Class Size Evaluation:

A Joint Study Committee shall be created to review and modify class size recommendations. This committee should take special needs into consideration and make recommendations for aides and/or other assistance.

The committee shall be composed as follows:

- Three (3) administrators shall be appointed by the Superintendent
- Three (3) teachers shall be appointed by the Association President or designee.

Expires June 30, 2017 – Non-Rolling Date

ARTICLE 5: ASSOCIATION RIGHTS

- 5.1 Right to Organize. The Board and the Association agree that the individual teacher shall have full freedom to exercise a right to association and self-organization without reprisal.

Expires June 30, 2017

- 5.2 Pertinent Information. The Board and the Association shall exchange requested public information regarding mutual interests and concerns.

Expires June 30, 2017

- 5.3 Association Business: Association representatives will be permitted to transact necessary Representative Organization business on school property, provided that this does not disrupt regular school operations and is consistent with the Idaho Code of Ethics for Professional Educators.

Expires June 30, 2017

- 5.4 Association Use of Buildings: The Association and its representatives may use District buildings for meetings, provided that this does not disrupt regular school operations and is consistent with the Idaho Code of Ethics for Professional Educators. Such facility use must be scheduled through the building administrator prior to the day of the planned meeting.

Expires June 30, 2017

5.5 Association Use of Interschool Communication Facilities: The Association may post notices of activities and business on the bulletin boards designated for this use and, at the discretion of the building administrator, may post notices of activities and business on regular notices for announcements, and daily school bulletins. The District e-mail, mail service, and teacher mailboxes may be used for Representative Organization communications provided such communication is consistent with the guideline set forth in the Idaho Code of Ethics for Professional Educators and the District's Computer Use Policy.

Expires June 30, 2017

5.5.1 Should the District's Board or District's Administration believe that there has been an abuse of the use of the District's e-mail, mail service and/or teacher mailbox associated with use for Association Communications, the President of the NEA or the NEA President's designee and the District Administration will meet to find a solution. Such solution may include cessation of the use of the e-mail, mail service and/or teacher mailboxes for association purposes.

Expires June 30, 2017

5.5.2 The Association recognizes that the communications placed on the District's bulletin boards or advanced through use of the District's e-mail, mail service and/or teacher mail boxes may be deemed public record and the District may have to produce such to any individual or governmental entity through an appropriate public records request.

Expires June 30, 2017

5.6 Association Involvement at Meetings: The Association shall be given reasonable time on the agenda of the orientation program for new teachers, as determined by the District's Administration to fit in the schedule for such event, to explain Representative Organization matters.

Expires June 30, 2017

5.7 Exclusive Rights: The Board acknowledges that for the purposes of negotiations for the Master Contract for the 2015-2016 school year, the Nampa Education Association is the current representative organization designated to represent the certificated professional teaching employees covered by such Contract.

Expires June 30, 2017

ARTICLE 6: RELEASE TIME NEA PRESIDENCY

6.1 The NSD and the NEA may agree to release the NEA President from classroom responsibilities for one year under the following terms:

6.1.1 The current NEA President, incoming President, and the Superintendent or designee will meet by request of the NEA by May 1st each year to determine if the plan will be implemented for the following year. At this meeting the parties will determine the amount of released time to be made available, the need to hire a replacement. All costs associated with leave time pursuant to this Article shall be borne by the NEA.

Expires June 30, 2017

6.2 Should the NEA President or the NEA President's designee elect to remain as a 1.0 FTE employee (i.e. Not utilize the benefits of 6.1, above) fifteen (15) days total leave shall be available at the discretion of the NEA President with no more than 10 days leave per person. All costs associated with leave time pursuant to this Article shall be borne by the NEA unless otherwise arranged through mutual agreement.

Expires June 30, 2017

6.2.1 Should the NEA President elect to utilize any of the days identified in section 6.2, the NEA President shall provide advance notice to the school's principal as to the absence. No absence pursuant to this section shall occur at a time when the individual serving as the NEA President is required to be in attendance for standardized testing activities.

Expires June 30, 2017

ARTICLE 7: AGREEMENT PRODUCTION, AUTHORIZATION, AND MODIFICATION

7.1 Two copies of the Master Contract will be prepared by the bargaining teams for joint review and tentative agreement signatures. Written proof of ratification shall occur pursuant to the Idaho Code. Upon ratification and signing by the Chair of the Board and the NEA President, these copies will be the official copies that will prevail over any changes in printing. The NSD and the NEA will each retain one signed copy of the Master Contract.

Expires June 30, 2017

7.2 The NSD and the NEA will be responsible for communicating the availability of the Master Contract on the NSD website. If parties choose to produce hard copies of the Master Contract, parties may do so at their own expense.

Expires June 30, 2017

7.3 This Agreement will not be modified in whole or in part by the NSD and the NEA except by amendment in writing duly agreed to and executed by both parties.

Expires June 30, 2017

7.4 All signed proposals pursuant to the Master Contract will be kept on file by the NSD and the NEA.

Expires June 30, 2017

ARTICLE 8: SAFE HARBOR CLAUSE

8.1 All items in this Agreement are presumed to be legal and valid. If any specific item of this Agreement will be ruled invalid by a court of law, legislative enactment or a government agency, the NSD and the NEA will enter into negotiations within fifteen (15) work days to agree on a successor clause for the invalidated article. The balance of this Agreement will not be affected by such ruling and will remain in full force.

There are no other agreements or understandings not contained in this Agreement and all communications, understandings and agreements, express or implied, not embodied here shall be and are null and void and of no legal or enforceable effect.

Expires June 30, 2017

ARTICLE 9: NEGOTIATION START TIME

Both parties understand the complexity of creating and balancing the District's budget each year. The NSD and the NEA agree that the negotiations process is a beneficial collaborative process.

Should the NEA establish majority representation as required by Idaho Code, the parties agree to begin the negotiation process in March 2017 for the 2017-2018 school year. It is understood that the budget may not be finalized. A mutually agreed upon third party will establish majority representation. The NEA will provide the verification cards and the NSD will provide the list of Certificated Professional Employees to the third party on a mutually agreed upon date. Each side shall be permitted to have a representative present during the card verification procedure.

Expires June 30, 2017

ARTICLE 10: INDIVIDUAL CONTRACT COMPLIANCE

Any Certificated Professional Employee's Contract between the Board and any individual Certificated Professional Employee, hereinafter executed, shall be subject to and consistent with the terms and conditions of this Agreement.

Expires June 30, 2017

ARTICLE 11: WORK DAY

11.1 Work Day Defined

11.1.1 It is recognized by both parties to this Master Contract that teachers work eight (8) hours a day. To accommodate the need for flexibility in school start times, duty schedules and parent schedules, the work day shall be defined as beginning at least 15 minutes before student contact time and ending at least 15 minutes after student contact time. Teachers will receive a 30 minute duty free lunch.

Expires June 30, 2017

11.1.2 Instructional Certificated Employees (1.0 FTE) will receive a minimum of forty-five (45) minutes continuous, duty-free daily preparation time within the student contact day. However, should an elementary preparation schedule not be possible to provide forty-five (45) minutes of continuous duty-free daily preparation time, then a minimum of thirty (30) minutes continuous duty-free daily preparation time and an additional seventy-five (75) minutes per week within the student contact day will be arranged with the Building Administrator for a minimum of 225 minutes per week.

Expires June 30, 2017

11.1.3 The daily preparation period for kindergarten may be split equally to accommodate needs.

Expires June 30, 2017

11.1.4 When scheduled in advance one preparation period per week may be designated for collaboration time as directed by administration.

Expires June 30, 2017

11.1.5 It is recognized by both parties to this Master Contract that situations of emergency, inclement weather and/or student safety may impede upon the thirty (30) minute continuous duty-free lunch period and require a certificated employee to utilize all or part of their duty free lunch period to address such issues.

Expires June 30, 2017

11.2 Duty Scheduling

11.2.1 Duty scheduling will be developed by the principal/administrator. Every effort should be made to ensure an equitable distribution of duties among the staff members.

Expires June 30, 2017

11.2.2 If a certified teacher is required to give up more than two (2) days a week of duty free lunch, the work schedule will be adjusted by the employee and Principal.

Expires June 30, 2017

11.3 Building Meetings

11.3.1 Building meetings (defined as any meeting, other than an IEP meeting, where attendance of the teacher is mandatory as opposed to a meeting for a voluntary committee or team) called by the school's Principal are an integral part of the efficient operation of a school. Some circumstances may warrant extended meetings. Extended meetings may be scheduled not to extend more than one (1) hour per month outside the contract day. It is the desire of the NSD and NEA that such meetings be effective, flexible, and well organized. When these meetings continue beyond the one (1) hour extension per month as addressed in this section, certificated professional teaching employees may adjust their schedule before school, after school, or during the employee's prep period to compensate for the extended meeting time. Building meetings should not be held on Teacher Work Days if at all possible. If a building meeting is necessary on a Teacher Work Day, it should not be more than an hour.

Expires June 30, 2017

ARTICLE 12: PROBLEM SOLVING MECHANISM (GRIEVANCE PROCEDURE)

The Board of Trustees of the NSD recognizes and acknowledges that it is most desirable for certificated employees and their supervisor/administrator to resolve problems through free and informal communication prior to going to grievance.

The purpose of this procedure is to secure equitable solutions to the problems which may, from time to time, arise and cannot be resolved informally. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

DEFINITIONS

Grievance for certificated employees is a written claim by an “aggrieved person or persons” that there has been a violation or misinterpretation of the Master Contract.

Day – a “day” as used in this grievance procedure for certificated employees means any day school is in session within the regular school year as shown on the official school calendar. If the grievance extends beyond the regular school year, a “day” means any day, Monday through Friday, exclusive of holidays.

GUIDELINES

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level will constitute the maximum and every effort will be made to expedite the process. The time lines of the grievance procedure set forth in this policy may be waived and modified by mutual agreement.

If the NSD, at any level, fails to respond within the prescribed limits, the grievance may be advanced to the next step of the procedure. If the certificated employee fails to act within the prescribed timelines the grievance process shall immediately end with no further advancement.

All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personnel file of the participant(s).

No reprisals of any kind will be taken against any employee because of his or her participation in a grievance.

A written grievance will meet the following specifications:

- It will be specific.
- It will contain a synopsis of the facts giving rise to the violation or misinterpretations.
- It will contain the specific section of the Master Contract which has allegedly been violated.
- It will state the relief requested.
- It will contain the date of the alleged violation(s).
- It will be signed by the grievant.

Both the employee and the NSD will be entitled to a representative of choice, including legal counsel, at each step of the grievance procedure. If legal fees are incurred the District will only assume those costs incurred by the district, not the employee.

Utilization of the grievance procedure will not constitute a waiver of any right of appeal available pursuant to law or regulation.

If a grievance is filed which might not be finally resolved under the time limits set forth herein prior to the end of the school year, the time limits set forth herein may, by mutual agreement be reduced so that the grievance procedure will be concluded prior to the end of the school year, or as soon thereafter as is practicable.

Whenever two (2) or more employees allege a common violation or misinterpretation of the terms of this Agreement they, and the District, may mutually agree to resolve said grievances by joining said grievances together as one grievance.

If the District and the grievants agree to resolve the common grievances by joining the grievances together as one grievance, those employees joining their grievances together into one grievance shall notify the Human Resource Director of such action and the Human Resource Director will inform the employees involved, in writing of an appropriate supervisor who shall serve as the immediate supervisor for purposes of meeting and responding to said grievance.

The District and the grievant(s) may mutually agree to waive any level of the grievance procedure and proceed to the next higher level.

PROCEDURE

Certified Employees

1. Any employee may file a grievance specific to an alleged violation of the Master Contract.
2. A grievance must be in writing and received by the employee's immediate supervisor within twenty (20) working days of the occurrence of the incident giving rise to the grievance.
3. The immediate supervisor will set up a meeting to discuss the written grievance within ten (10) working days of receipt of a grievance. The immediate supervisor will provide the grievant a written answer to the grievance within ten (10) days after the meeting. Such answer shall include the reasons upon which a decision was based.
4. If the employee is not satisfied with the response of the immediate supervisor, or there is no response within five (5) working days, the employee may appeal the grievance to the Human Resources Director within five (5) working days of the date the response was, or should have been, received. The Human Resources Director will provide the grievant a written answer to the grievance within ten (10) days after the meeting. Such answer shall include the reasons upon which a decision was based.
5. If the employee is not satisfied with the response of the Human Resources Director or, or there is no response within ten (10) working days, the employee may appeal the grievance to the Superintendent within five (5) working days of the date the response was, or should have been received.
6. The Superintendent or designee will communicate with the employees within ten (10) working days to address the grievance in issue.

7. Within ten (10) working days of communicating with the employee, the Superintendent or designee will respond, in writing, to the employee.
8. If the employee is not satisfied with the response of the Superintendent or designee or no response was received, the employee may request a review of the grievance by the Board of Trustees within ten (10) working days of the date the response was or should have been received.
9. The Board of Trustees will convene to hear the appeal within the next 30 days.

Expires June 30, 2017

ARTICLE 13: ACCEPTANCE

This agreement is made and entered into this _____ day of _____, by and between the Board of Trustees of the Nampa School District #131 (NSD), and the Nampa Education Association (NEA), an organization which the Board recognizes as representing the requisite numbers of certificated employees.

This Master Contract will be binding upon the parties and will terminate by operation of law (Idaho Code Section 33-1275) on June 30, 2016. Either party may request that negotiations be undertaken for the 2017-2018 school year by giving written notice of that fact on or before February 1st, 2017.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written at Nampa, Canyon County, Idaho.

Chairman, Board of Trustees (NSD)

Date

President, Nampa Education Association (NEA)

Date

APPENDIX A: 2016-17 CERTIFICATED Instructional and Non-Instructional Salary SCHEDULE

APPENDIX A:

STEP	BA	BA + 12	BA + 24	MA / BA + 36	MA + 12 / BA + 48	MA + 24 / BA + 60	MA + 36 / ES/DR
	1	2	3	4	5	6	7
0	33,400	34,000	34,000	34,000	34,000	34,000	35,210
1	34,000	34,000	34,000	34,000	34,000	35,042	36,531
2	34,000	34,000	34,000	34,000	34,874	36,356	37,901
3	34,000	34,000	34,000	34,706	36,181	37,718	39,322
4	34,000	34,000	34,540	36,008	37,538	39,133	40,796
5	34,000	34,374	35,835	37,358	38,946	40,600	42,327
6	34,000	35,663	37,179	38,759	40,405	42,123	43,913
7	34,000	35,663	38,572	40,213	41,921	43,703	45,560
8	34,000	35,663	40,020	41,720	43,493	45,342	47,268
9	34,000	35,663	40,020	43,284	45,124	47,042	49,041
10	34,000	35,663	40,020	43,284	46,816	48,806	50,880
11	34,000	35,663	40,020	43,284	46,816	50,637	52,788
12	34,000	35,663	40,020	43,284	46,816	52,535	54,768
13	34,000	35,663	40,020	43,284	46,816	52,535	56,821

APPENDIX B: SCHOOL CALENDAR 2016-2017

SCHOOL CALENDAR 2016 - 2017

JULY						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

AUGUST						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

SEPTEMBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Teachers 13
Students 8
Quarter 1 8

Teachers 21 34
Students 21 29
Quarter 1 21 29

Wedneeps - 1 hour early release

Aug 15 - AM - Principal Directed
Aug 15 - PM - Teacher Work Day
Aug 18 & 17 - Professional Development
Aug 18 - Teacher Work Day
Aug 18 - Elem Open House (5-7 pm)
Aug 19 - Professional Development Day
Aug 22 - School Starts
Aug 29 - MS Open House (5-7 pm)
Aug 30 - HS Open House (5-7 pm)

Sept 5 - Labor Day

Oct 6 - Professional Development Day
Oct 7 - Professional Development Day

OCTOBER						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Teachers 21 55
Students 17 46
Quarter 1 16 45
Quarter 2 1 1

NOVEMBER						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Teachers 17 72
Students 17 63
Quarter 1 45
Quarter 2 17 18

DECEMBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Teachers 12 84
Students 12 75
Quarter 2 12 30

Nov 21 - 25 - Thanksgiving Break

Dec 19 - Jan 2 - Christmas Break

JANUARY						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Teachers 20 104
Students 20 95
Quarter 2 13 43
Quarter 3 7 7

FEBRUARY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

Teachers 19 123
Students 18 113
Quarter 3 18 25

MARCH						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Teachers 18 141
Students 6-12 18 131
Quarter 3 18 43
Quarter 4 0 0

Jan 16 - Human Rights Day

Jan 19 - 2 hr Early Release - Finals

Jan 20 - 2 hr Early Release - Finals

Jan 20 - End of 1st Semester

Feb 15 - Targeted Conf 5-8 pm

Feb 16 - Targeted Conf 5-8 pm

Feb 17 - Comp Day

Feb 20 - President's Day

March 24 - End of 3rd Quarter

March 27 - 31 - Spring Break

APRIL						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Teachers 20 161
Students 6-12 20 151
Quarter 4 20 20
Quarter 3

MAY						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Teachers 22 183
Students 6-12 22 173
Quarter 4 22 42

JUNE						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Teachers 2 185
Students 6-12 2 175*
Quarter 4 2 44

April 5 - SAT Day

- HS Juniors & Seniors only

- MS & Elem Regular schedule

May 19 - Last Day Seniors

May 23 - BHS Graduation

May 24 - NHS Graduation

May 26 - CHS Graduation

May 29 - Memorial Day

June 1 - 2 hour early release

June 2 - 2 hour early release

June 2 - Last Day for Students

End 2nd Semester & 4th Qtr

* 174 days - 9th & 10th grades

Q1 - 45 Q3 - 43

Q2 - 43 Q4 - 44

Sem 1 - 88 Sem 2 - 87

Holiday
 PLC
 Teacher Work Day
 Release Finals
 Comp Day
 P/T
 Conf
 Professional Development

APPENDIX C: SUPPLEMENTAL SALARY SCHEDULE

SUPPLEMENTAL SALARY SCHEDULE

2016-17

Base Salary = \$21,967

DISTRICT-WIDE

\$ 21,967

ACADEMIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Counselor	Counseling Coordinator *****	-			
Music	Music Coordinator *****	-			
Nursing	Nursing Coordinator *****				
School Psychologist	School Psychologist Coordinator *****				
SLP	SLP Coordinator *****				

ELEMENTARY

ACADEMIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Department Head	Department Head *****				
Music	Building Coordinator	0.060	\$1,186	\$1,318	\$1,450
PE	Building Coordinator	0.060	\$1,186	\$1,318	\$1,450

MIDDLE SCHOOL

ACADEMIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Department Head	Department Head *****				
Music	Concert Band Director	0.080	\$1,582	\$1,757	\$1,933
Music	Concert Choir Director	0.080	\$1,582	\$1,757	\$1,933
Music	Concert Orchestra Director	0.080	\$1,582	\$1,757	\$1,933
Yearbook	Advisor	0.070	\$1,384	\$1,538	\$1,691

ATHLETIC					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Athletics	Director	0.080	\$1,582	\$1,757	\$1,933
Basketball	Girls 7th Grade "B" Coach	0.050	\$989	\$1,098	\$1,208
Basketball	Girls 7th Grade "A" Coach	0.060	\$1,186	\$1,318	\$1,450
Basketball	Girls 8th Grade "B" Coach	0.060	\$1,186	\$1,318	\$1,450
Basketball	Girls 8th Grade "A" Coach	0.070	\$1,384	\$1,538	\$1,691
Basketball	Boys 7th Grade "B" Coach	0.050	\$989	\$1,098	\$1,208

Basketball	Boys 7th Grade "A" Coach	0.060	\$1,186	\$1,318	\$1,450
Basketball	Boys 8th Grade "B" Coach	0.060	\$1,186	\$1,318	\$1,450
Basketball	Boys 8th Grade "A" Coach	0.070	\$1,384	\$1,538	\$1,691
Cheerleading	Asst. Coach	0.050	\$989	\$1,098	\$1,208
Cheerleading	Head Coach	0.070	\$1,384	\$1,538	\$1,691
Cross Country	6-8 Grade Girls Coach	0.070	\$1,384	\$1,538	\$1,691
Cross Country	6-8 Grade Boys Coach	0.070	\$1,384	\$1,538	\$1,691
Football	8th Grade Asst. Coach	0.060	\$1,186	\$1,318	\$1,450

MIDDLE SCHOOL ATHLETIC (CONT'D)

Type	Position	%	Years of Experience		
			I (0-3) 90%	II (4-6) 100%	III (7+) 110%
Football	8th Grade Asst. Coach	0.060	\$1,186	\$1,318	\$1,450
Football	8th Grade Head Coach	0.070	\$1,384	\$1,538	\$1,691
Tennis	6-8 Grade Asst. Coach**	0.050	\$989	\$1,098	\$1,208
Tennis	6-8 Grade Head Coach	0.070	\$1,186	\$1,318	\$1,450
Track	6-8 Grade Asst. Coach**	0.060	\$1,186	\$1,318	\$1,450
Track	6-8 Grade Asst. Coach	0.060	\$1,186	\$1,318	\$1,450
Track	6-8 Grade Asst. Coach	0.060	\$1,186	\$1,318	\$1,450
Track	6-8 Grade Asst. Coach	0.060	\$1,186	\$1,318	\$1,450
Track	6-8 Grade Asst. Coach	0.060	\$1,186	\$1,318	\$1,450
Track	6-8 Grade Head Coach	0.070	\$1,384	\$1,538	\$1,691
Volleyball	7th Grade "B" Coach	0.050	\$989	\$1,098	\$1,208
Volleyball	7th Grade "A" Coach	0.060	\$1,186	\$1,318	\$1,450
Volleyball	8th Grade "B" Coach	0.060	\$1,186	\$1,318	\$1,450
Volleyball	8th Grade "A" Coach	0.070	\$1,384	\$1,538	\$1,691
Wrestling	6-8 Grade Asst. Coach**	0.060	\$1,186	\$1,318	\$1,450
Wrestling	6-8 Grade Asst. Coach	0.060	\$1,186	\$1,318	\$1,450
Wrestling	6-8 Grade Head Coach	0.070	\$1,384	\$1,538	\$1,691

HIGH SCHOOL

ACADEMIC					
Type	Position	%	Years of Experience		
			I (0-3) 90%	II (4-6) 100%	III (7+) 110%
Debate	Coach	0.130	\$2,570	\$2,856	\$3,141
Department Head	Department Head *****				
Drama	Coach	0.130	\$2,570	\$2,856	\$3,141
Drill Team	Coach	0.120	\$2,372	\$2,636	\$2,900
FFA	Advisor	0.120	\$2,372	\$2,636	\$2,900
Leadership	Student Leadership Advisor	0.060	\$1,186	\$1,318	\$1,450
Music	Marching Band Director****	0.250	\$4,943	\$5,492	\$6,041
Music	Concert Choir Director	0.100	\$1,977	\$2,197	\$2,416
Music	Concert Orchestra Director	0.100	\$1,977	\$2,197	\$2,416
Music	Jazz Band Director	0.100	\$1,977	\$2,197	\$2,416
Speech/Debate	Asst. Coach	0.120	\$2,372	\$2,636	\$2,900
Speech	Coach	0.120	\$2,372	\$2,636	\$2,900
Technology	Building Coordinator *****				
Yearbook	Advisor	0.130	\$2,570	\$2,856	\$3,141

ATHLETIC

Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Athletics	Asst. Director	0.075	\$1,483	\$1,648	\$1,812
Athletics	Athletic Trainer	0.250	\$7000	\$8500	\$10000
Baseball	JV Coach	0.090	\$1,779	\$1,977	\$2,175
Baseball	Varsity Asst. Coach	0.100	\$1,977	\$2,197	\$2,416
Baseball	Varsity Head Coach	0.130	\$2,570	\$2,856	\$3,141
Basketball	Girls Freshman/Sophomore Coach	0.120	\$2,372	\$2,636	\$2,900
Basketball	Girls JV Coach	0.120	\$2,372	\$2,636	\$2,900
Basketball	Girls Varsity Asst. Coach	0.120	\$2,372	\$2,636	\$2,900
Basketball	Girls Varsity Head Coach	0.250	\$4,943	\$5,492	\$6,041
Basketball	Boys Freshman/Sophomore Coach	0.120	\$2,372	\$2,636	\$2,900
Basketball	Boys JV Coach	0.120	\$2,372	\$2,636	\$2,900
Basketball	Boys Varsity Asst. Coach	0.120	\$2,372	\$2,636	\$2,900
Basketball	Boys Varsity Head Coach	0.250	\$4,943	\$5,492	\$6,041
Cheerleading	Freshman/Sophomore Coach***	0.075	\$1,483	\$1,648	\$1,812

HIGH SCHOOL ATHLETIC (CONT'D)

Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
Cheerleading	Asst. Coach	0.075	\$1,483	\$1,648	\$1,812
Cheerleading	Head Coach	0.150	\$2,966	\$3,295	\$3,625
Cross Country	Asst. Coach	0.070	\$1,384	\$1,538	\$1,691
Cross Country	Head Coach	0.110	\$2,175	\$2,416	\$2,658
Dance	Asst. Coach***	0.075	\$1,483	\$1,648	\$1,812
Dance	Head Coach	0.150	\$2,966	\$3,295	\$3,625
Football	Freshman Asst. Coach	0.070	\$1,384	\$1,538	\$1,691
Football	Freshman Head Coach	0.080	\$1,582	\$1,757	\$1,933
Football	JV Asst. Coach	0.080	\$1,582	\$1,757	\$1,933
Football	JV Asst. Coach	0.080	\$1,582	\$1,757	\$1,933
Football	JV Head Coach	0.110	\$2,175	\$2,416	\$2,658
Football	Varsity Asst. Coach	0.120	\$2,372	\$2,636	\$2,900
Football	Varsity Asst. Coach	0.120	\$2,372	\$2,636	\$2,900
Football	Varsity Asst. Coach	0.120	\$2,372	\$2,636	\$2,900
Football	Varsity Head Coach	0.250	\$4,943	\$5,492	\$6,041
Golf	Asst. Coach	0.070	\$1,384	\$1,538	\$1,691
Golf	Head Coach	0.110	\$2,175	\$2,416	\$2,658
Golf	JV Asst. Coach *****	0.070	\$1,384	\$1,538	\$1,691
Soccer	Girls JV Coach	0.100	\$1,977	\$2,197	\$2,416
Soccer	Girls Varsity Asst. Coach	0.100	\$1,977	\$2,197	\$2,416
Soccer	Girls Varsity Head Coach	0.130	\$2,570	\$2,856	\$3,141
Soccer	Boys JV Coach	0.100	\$1,977	\$2,197	\$2,416
Soccer	Boys Varsity Asst. Coach	0.100	\$1,977	\$2,197	\$2,416
Soccer	Boys Varsity Head Coach	0.130	\$2,570	\$2,856	\$3,141
Softball	JV Coach	0.090	\$1,779	\$1,977	\$2,175
Softball	Varsity Asst. Coach	0.100	\$1,977	\$2,197	\$2,416
Softball	Varsity Head Coach	0.130	\$2,570	\$2,856	\$3,141
Tennis	JV Coach	0.080	\$1,582	\$1,757	\$1,933
Tennis	Varsity Asst. Coach	0.080	\$1,582	\$1,757	\$1,933
Tennis	Varsity Head Coach	0.110	\$2,175	\$2,416	\$2,658
Track	Asst. Coach***	0.100	\$1,977	\$2,197	\$2,416
Track	Asst. Coach	0.100	\$1,977	\$2,197	\$2,416
Track	Asst. Coach	0.100	\$1,977	\$2,197	\$2,416

Track	Asst. Coach	0.100	\$1,977	\$2,197	\$2,416
Track	Head Coach	0.130	\$2,570	\$2,856	\$3,141
Volleyball	Fresh Head Coach	0.080	\$1,582	\$1,757	\$1,933
Volleyball	Sophomore Head Coach	0.080	\$1,582	\$1,757	\$1,933
Volleyball	JV Coach	0.090	\$1,779	\$1,977	\$2,175
Volleyball	Varsity Asst. Coach	0.100	\$1,977	\$2,197	\$2,416
Volleyball	Varsity Head Coach	0.250	\$4,943	\$5,492	\$6,041
Wrestling	Asst. Coach***	0.100	\$1,977	\$2,197	\$2,416
Wrestling	Asst. Coach	0.100	\$1,977	\$2,197	\$2,416
Wrestling	Head Coach	0.250	\$4,943	\$5,492	\$6,041

** Middle School Basketball, Tennis, Track, Volleyball, and Wrestling have a 20 to 1 player to coach ratio. If participation exceeds these guidelines, **an** additional coach may be added for the season with approval from the Human Resources Director.

*** High School Cheerleading, Dance, Track, Wrestling, have a 20 to 1 player to coach ratio. If participation exceeds these guidelines, **an** additional coach may be added for the season with approval from the Human Resources Director.

**** High School Marching Band has a 75 to 1 participant to director ratio. If participation exceeds these guidelines, an Assistant Marching Band Director may be added at 0.100% with approval from the Human Resources Director.

***** Positions that may be funded through the leadership award stipends.

***** Assistant Coach may only be added if HS has a JV team

DISTRICT EXTRA DAYS

Type/Department	Position	Funding	Extra Day Contract
Coordinator	Digital Innovation Coordinator	General	25
Counseling	Counselor (Elementary School)	General	3
Counseling	Counselor (Middle School)	General	10
Counseling	Counselor (High School)	General	14
Counseling***	District Coordinator	General	Additional 14 days
Curriculum	Content Coordinator	Federal	25
Library	Media Specialist (High School)	General	14
Migrant/ELL/Title 1	Coordinator	Federal	25
Nursing	Nurse (Elementary School)	General	3
Nursing	Nurse (Middle School & High School)	General	10
Nursing***	District Coordinator	General	Additional 14 days
Pupil Personnel Support*	Occupational & Physical Therapy/SLP/Social Worker*	General	19
Special Education	Consulting Teacher/Instructional Coach	Federal	25
Special Education	TERA Coordinator	Federal	14
Special Education**	Teacher	General	5
*	Occupational Therapists, Physical Therapists, Social Workers and Speech Language Pathologists – Nineteen of these extra days are to compensate for IEPs, special education meetings, and/or other work related meetings held outside of contract days or hours		
**	Special Education Teachers – These extra days are to compensate for IEPs and special education meetings held outside of contract hours.		
***	Counseling and Nursing Coordinators – These extra days are to compensate for coordinator paperwork and extra meetings to coordinate throughout the calendar year.		

