

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 2018-19 school year. This represents a 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 State 1.0 FTE Salary = \$35,800

All cells increase by 2.25% from the 2017-2018 salary matrix.

Certificated Instructional and Non-Instructional Salary Schedule

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

2018/2019 SALARY MATRIX							
	BA	BA + 12	BA + 24	MA	MA + 12	MA + 24	MA + 36
				BA + 36	BA + 48	BA + 60	ES/DR
STEP	1	2	3	4	5	6	7
0	35,800	35,800	36,299	36,299	36,299	36,299	37,628
1	36,299	36,299	36,299	36,299	36,299	37,230	38,855
2	36,299	36,299	36,299	36,299	37,230	38,548	40,271
3	36,299	36,299	36,299	36,810	38,345	39,975	41,703
4	36,299	36,299	36,606	38,162	39,783	41,474	43,236
5	36,299	36,606	37,979	39,593	41,276	43,029	44,859
6	36,299	37,797	39,403	41,078	42,822	44,642	46,540
7	36,299	37,797	40,880	42,619	44,429	46,317	48,286
8	36,299	37,797	42,414	44,216	46,094	48,054	50,095
9	36,299	37,797	42,414	45,873	47,823	49,856	51,975
10	36,299	37,797	42,414	45,873	49,617	51,725	53,924
11	36,299	37,797	42,414	45,873	49,617	53,666	55,946
12	36,299	37,797	42,414	45,873	49,617	55,678	58,044
13	36,299	37,797	42,414	45,873	49,617	55,678	60,220

- The District’s calendar and corresponding salary schedule for the 2018-19 school year shall be 185 days.
- A copy of the School Calendar for the 2018-19 school year is attached as **Appendix A**.
- 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 & Speech Language Pathologist

The following is the school psychologist, and speech language pathologist salary schedule for the 2018-19 school year.

2018/19 PSYCH/SLP SALARY MATRIX						
			EdS		EdS + 12	
	MA	MA + 12	MA + 24	MA + 36	MA + 48	PHD
STEP	1	2	3	4	5	6
0	38,425	40,058	41,761	43,535	45,386	47,314
1	39,866	41,560	43,326	45,167	47,087	49,088
2	41,361	43,119	44,951	46,861	48,853	50,929
3	42,911	44,735	46,637	48,619	50,684	52,839
4	44,521	46,412	48,386	50,442	52,586	54,820
5	46,190	48,153	50,201	52,335	54,558	56,876
6	47,922	49,959	52,082	54,295	56,604	59,009
7	49,719	51,833	54,036	56,332	58,726	61,222
8	51,584	53,776	56,062	58,444	60,929	63,519
9	53,518	55,793	58,164	60,635	63,214	65,900
10	55,526	57,885	60,346	62,911	65,584	68,372
11	57,608	60,056	62,609	65,268	68,043	70,934
12	59,768	62,017	64,956	67,717	70,594	73,594
13	62,010	64,643	67,492	70,255	73,241	76,354

- The School Psychologist and Speech Language Pathology Salary Schedule for the 2018-19 school year shall be 195 days.
- A copy of the School Calendar for the 2018-19 school year for School Psychologists and Speech Language Pathologists is attached as **Appendix A**. It is recognized that the School Calendar for School Psychologists and Speech Language Pathologists for the school year 2018-19, school year may not be identical to that for Certificated Professional Teachers.
- There will be a 2.25% increase to the calculating base of the Salary Schedule for the 2017-2018 school year.
- For educational placement, each School Psychologist and Speech Language Pathologist will be placed on the schedule based upon the individual’s actual educational attainment.
- For experience placement, each School Psychologist and Speech Language Pathologist will be credited for all years of completed experience.

Expires June 30, 2019

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.

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.

- 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, 2018, to achieve all moves on the salary schedule for the 2018-19 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, 2018. At the 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, 2019

1.3 SUPPLEMENTAL SALARY SCHEDULE

- 1.3.1 The Supplemental Salary Schedule for the 2018-19 school year will be attached as **Appendix B**.
 - 1.3.1.1 Placement of all Certificated Professional Employees upon the Supplemental Salary Schedule for the 2018-19 school year shall be according to years of experience.
 - 1.3.1.2 Simply because a position is identified in the Supplemental Salary Schedule does not necessarily mean that the position will be filled by the Board.
 - 1.3.1.3 When the Board fills positions contained in 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.
- 1.3.2 All available Supplemental Salary positions will be posted throughout the NSD as early as possible in advance of filling the position.
- 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.
- 1.3.4 All supplemental contracts are issued in conformity with the applicable provisions of Idaho Code.
- 1.3.5 All supplemental salaries will be included in the certificated employee's payroll check.
- 1.3.6 Each position is a single position per school unless otherwise stated.
- 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.
- 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.
- 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.

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

Expires June 30, 2019

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.

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, 2019

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, 2019

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, 2019

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, 2019

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

Expires June 30, 2019

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, 2019

- 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, 2019

Medical and Dental Insurance

District will contribute \$340,000 toward the increase in medical and dental insurance costs.

ARTICLE 3: LEAVES

3.1 SICK LEAVE

- 3.1.1 All Full Time Equivalent Certificated Professional Employees will receive ten (10) Sick Leave days at the commencement of each school year. Certificated Professional Employees employed on a less than Full Time Equivalent status (.99 FTE -.5 FTE) or for part of the school year will receive a pro-rated portion of the annual Sick Leave allocation rounded to ½ day or full-day increments. Unused Sick Leave shall accumulate from year to year. Certificated Professional Employees employed on a .49 FTE contract or less will not receive paid sick leave (see Idaho Code §33-1216).
- 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.
- 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, 2019

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).
- 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.
- 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, 2019

3.3 PERSONAL LEAVE

- 3.3.1 All Full Time Equivalent Certificated Professional Employees will receive three (3) Personal Leave days, with pay. Leave will be pro-rated for less than 1.0 FTE or partial year assignments and rounded to ½ day or full-day increments.
- 3.3.2 Personal Leave will be monitored and approved at the Building Level and reported in the appropriate absence reporting system.
- 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 the order received.
- 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.
- 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 statewide 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.
- 3.3.6 Full-time 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. Part-time Certificated Professional Employees will have the option of carrying forward a maximum of two times the number of yearly pro-rated leave days they receive per year (yearly pro-rated accruals range from .5-2.5 days) for any school year. There shall be no option for cash out or cash payment for unused Personal Leave days.
- 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, 2019

3.4 PROFESSIONAL DEVELOPMENT LEAVE

- 3.4.1 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, 2019

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.

- 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.
- 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.
- 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, 2019

3.6 SUBSTITUTES

- 3.6.1 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, 2019

3.7 STATE COMMITTEE AND COMMISSION LEAVE

- 3.7.1 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, 2019

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 two (2) days per 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.
- 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, 2019

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, 2019.
- 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.) and/or for extenuating personal medical conditions as certified by a physician. 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, 2019, that require an Extended Leave of Absence.

- 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.
- 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.
- 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.
- 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.
- 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, 2019. Failure by an employee to submit a letter of intent to return on or before March 15, 2019, will be deemed as a resignation by the employee.
- 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.
- 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.
- 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, 2019

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 participate.

Expires June 30, 2019

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 member of their site's team.
- 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.
- 4.1.3 These teams will be in addition to any other avenues available to address building level issues.

Expires June 30, 2019

4.2 SUPERINTENDENT EVALUATION TEAMS

- 4.2.1 The Superintendent shall develop an Evaluation Team to review the District's currently existing evaluation program for all Certificated Professional Teachers. The Evaluation Team shall include a minimum of three (3) Administrators designated by the Superintendent or designee and three (3) Certificated Professional Teachers designated by the NEA President, and the HR Director or Designee for a maximum of 9 members. 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 recommendation of this Team shall be consistent with the state laws and applicable state board rules regarding Certificated Professional Teachers' Evaluation and this information shall be shared with all employees via email and posted on the HR website.

Expires June 30, 2019

4.3 EMPLOYEE HANDBOOK

- 4.3.1 Prior to the District's Administrative Team finalizing the Employee Handbook for the 2018-2019 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 modification to the Handbook from the 2017-2018 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, 2019

4.4 SCHOOL CALENDAR

- 4.4.1 Calendar Task Force shall be appointed no later than November 2018. 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 13 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, 2019

4.5 CLASS SIZE

- 4.5.1 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 employees 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;
- There is consensus agreement in a department or grade to divide classes into larger and smaller enrollment because of an instructional decision 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 a representative of the Nampa Education Association and the Superintendent or designee within two (2) weeks after the start of school. Upon further 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, 2019

ARTICLE 5: ASSOCIATION RIGHTS

5.1 EXCLUSIVE RIGHTS

The Board acknowledges that for the purposes of negotiations for the Master Contract for the 2018-2019 school year, the Nampa Education Association, herein referred to as “the Association” or “the representative organization” is the current representative organization designated to represent the certificated professional teaching employees covered by such Contract.

Expires June 30, 2019

5.2 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, 2019

5.3 PERTINENT INFORMATION

The Board and the Association shall exchange requested public information regarding mutual interests and concerns.

Expires June 30, 2019

5.4 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, 2019

5.5 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, 2019

5.6 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.

- 5.6.1 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.
- 5.6.2 The Association recognizes that the communications placed on the District' 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, 2019

5.7 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, 2019

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 practices will determine the amount of release time to be made available, and the need to hire a replacement. 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, 2019

- 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.

- 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, 2019

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, 2019
- 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, 2019
- 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, 2019
- 7.4 All signed proposals pursuant to the Master Contract will be kept on file by the NSD and the NEA.

Expires June 30, 2019

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 the 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, 2019

ARTICLE 9: NEGOTIATIONS

- 9.1 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 by March 2019 for the 2019-20 school year. It is understood that the budget may not be finalized. Upon board request, the NEA shall provide to the district written evidence establishing that NEA represents fifty percent (50%) plus one (1) of the non-administrative professional employees for negotiations. A mutually agreed upon third party will establish majority representation. Each side shall be permitted to have a representative present during the card verification procedure.

NSD and NEA agree to be trained collaboratively, at the cost of NSD, in Interest Based Bargaining by a mutually agreed upon party in the 2018-19 school year in preparation to begin the negotiation process no later than March 2019. It is understood that participation in training does not imply that the teams will agree to use Interest Based Bargaining.

Expires June 30, 2019

ARTICLE 10: INDIVIDUAL CONTRACT COMPLIANCE

10.1 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, 2019

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.

11.1.2 Instructional Certificated employees (1.0 FTE) will receive a minimum of two hundred twenty-five (225) minutes per regular week (5-day week) of duty-free preparation time within the student contact day. 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.

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

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

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, 2019

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.

11.2.2 If a certified teacher is required to give up more than one (1) day a week of duty free lunch, the work schedule will be adjusted by the employee and Principal.

Expires June 30, 2019

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.

Expires June 30, 2019

ARTICLE 12: PROBLEM SOLVING MECHANISM (GRIEVANCE PROCEDURE)

12.1 The Board of Trustees of the NSD and the Nampa Education Association recognize and acknowledge that good morale is maintained, as problems arise, by sincere efforts of all persons concerned, to work toward constructive solutions in an atmosphere of courtesy and cooperation. 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.

Nothing herein contained will be construed as limiting the right of any certificated employee having a grievance to discuss the matter informally with any appropriate member.

DEFINITIONS

A "grievance" for certificated employees is a written claim by a "grievant or grievants" that there has been a violation or misinterpretation of the Master Contract.

A "grievant or grievants" is a certificated employee or certificated employees asserting the grievance.

A "day" as used in this grievance procedure for certificated employees means any contract day 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 timelines of the grievance procedure set forth in this article may be waived and modified by mutual agreement.

If the NSD fails at any level to respond within the prescribed limits, the grievance shall be advanced to the next step of the procedure. If the grievant(s) 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 grievant(s) 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(s).

Both the grievant(s) 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 grievant(s).

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 grievant(s) 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 grievants joining their grievances together into one grievance shall notify the Human Resources Director of such action and the Human Resources Director will inform the grievants 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

Any certificated, non-administrative employee may file a grievance specific to an alleged violation or misinterpretation of the Master Contract.

STEP 1: A grievance must be in writing and received by the grievant's immediate supervisor within twenty (20) days of the occurrence of the incident giving rise to the grievance.

The immediate supervisor will set up a meeting to discuss the written grievance within ten (10) days of the receipt of the grievance. The immediate supervisor will provide the grievant(s) 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.

STEP 2: If the grievant(s) is not satisfied with the response of his/her grievance at STEP 1, or if there is no response within ten (10) days following the meeting, the grievant(s) may submit the grievance to the Human Resources Director within ten (10) days of the date the response was, or should have been, received. The Human Resources Director, or designee, will set up a meeting to discuss the written grievance within ten (10) days of receipt of the grievance. 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.

STEP 3: If the grievant(s) is not satisfied with the response of his/her grievance in STEP 2, or there is no response within ten (10) days following the meeting, the grievant may submit the grievance to the Superintendent within ten (10) days of the date the response was, or should have been, received. The Superintendent or designee will set up a meeting to discuss the written grievance within ten (10) days of receipt of the grievance. The Superintendent or designee will provide the grievant with a written answer to the grievance within ten (10) days after the meeting. Such answer shall include reasons upon which a decision was based.

STEP 4: If the grievant is not satisfied with the response of his/her grievance at STEP 3, or if there is no response within ten (10) days, the grievance may be referred to the Board, through the Board Chairperson. Within ten (10) working days the Board Chairperson shall convene a panel consisting of three (3) persons: one (1) designated by the School Board Chairperson, one (1) designated by the grievant and one (1) agreed upon by the two (2) appointed members, for the purpose of reviewing the grievance.

The parties in interest shall have the right to include in the representations such written witness statements and written documentation as they deem necessary to develop facts pertinent to the grievance. At their discretion, the panel may seek clarification from witnesses. Upon conclusion, the panel will have ten (10) days to provide a written decision, together with the reason for the decision, to the grievant, the Board Chairperson and the Superintendent or his/her designee. The basic principles of due process shall govern the panel. The employee is responsible for providing the written decision to the President of the Association if the employee desires.

Expires June 30, 2019

Appendix A

SCHOOL CALENDAR 2018 - 2019

Revised March 2018

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				

Teachers 13
Students 8
Quarter 1 8

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 19 32
Students 19 27
Quarter 1 19 27

Wednesdays - 1 hour early release

August 15 & 16 - District PD Day
August 17 - Building PD Day
August 20 & 21 - Teacher Work Day
Aug 21 - Elem Open House 5-7 pm
August 22 - First Day for Students
Aug 27 - MS Open House 5-7 pm
Aug 28 - HS Open House 5-7 pm

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 53
Students 20 47
Quarter 1 17 44
Quarter 2 3 3

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 70
Students 15 62
Quarter 1 0 44
Quarter 2 15 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 15 85
Students 15 77
Quarter 2 15 33

Sept 3 - Labor Day No School
Oct 4 - Non Contract Day - No School
Oct 5 - Non Contract Day - No School
Oct 25 - End 1st Quarter
Oct 26 - Teacher Work Day Grading
Oct 30 - P/T Conf 5-8 pm
Nov 1 - No School for Students
Nov 1 - P/T Conf 8-11 am, 12 - 4 & 5-8 pm
Nov 2 - Comp Day
Nov 19-23 Thanksgiving Break
Dec - 21 - 2 Hr Early Release
Dec 24 - Jan 4 - No School 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 18 103
Students 17 94
Quarter 2 9 42
Quarter 3 8 8

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 19 122
Students 19 113
Quarter 3 19 27

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 16 138
Students 6-12 15 128
Quarter 3 15 42
Quarter 4 0 0

Jan 14 - 17 - Finals
Jan 17 - End 2nd Qtr & First Semester
Jan 18 - Teacher Work Day Grading
Jan 21 - Human Rights Day Holiday
Feb 18 - President's Day
March 21 - End of 3rd Quarter
March 22 - Teacher Work Day Grading
March 25 - 29 - 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 22 160
Students 6-12 22 150
Quarter 4 22 22
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 22 182
Students 6-12 22 172
Quarter 4 22 44

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

Teachers 3 185
Students 6-12 3 175
Quarter 4 3 47

April 9 (7) - SAT Day
- HS Juniors & Seniors only
- MS & Elem Regular schedule

May 17 - Last Day for Seniors
May 21 - Skyview HS Graduation
May 22 - Nampa HS Graduation
May 24 - Columbia HS Graduation
May 27 - Memorial Day

June 4 - 2 Hour Early Release
June 5 - 2 Hour Early Release

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

Last Day of School
9th & 10th Grade 174 Days
Q1 - 44 Q3 - 42
Q2 - 42 Q4 - 47
Sem 1 - 88 Sem 2 - 88

Appendix B

SUPPLEMENTAL SALARY SCHEDULE

2018-2019

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 7 th Grade "B" Coach	0.050	\$989	\$1,098	\$1,208
Basketball	Girls 7 th Grade "A" Coach	0.050	\$1,186	\$1,318	\$1,450
Basketball	Girls 8 th Grade "B" Coach	0.060	\$1,186	\$1,318	\$1,450
Basketball	Girls 8 th Grade "A" Coach	0.070	\$1,384	\$1,538	\$1,691
Basketball	Boys 7 th Grade "B" Coach	0.050	\$989	\$1,098	\$1,208
Basketball	Boys 7 th Grade "A" Coach	0.060	\$1,186	\$1,318	\$1,450
Basketball	Boys 8 th Grade "B" Coach	0.060	\$1,186	\$1,318	\$1,450

ATHLETIC CONTINUED					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
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
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 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)	II (4-6)	III (7+)
			90%	100%	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 Asst. Coach	0.080	\$1,582	\$1,757	\$1,933
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	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	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 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	JV Asst. Coach	0.080	\$1,582	\$1,757	\$1,933
Softball	Varsity Asst. Coach	0.100	\$1,977	\$2,197	\$2,416
Softball	Varsity Head Coach	0.130	\$2,570	\$2,856	\$3,141
Swim Team – District wide unified team not individual school teams	Head Coach	0.110	\$2,175	\$2,416	\$2,658
Swim Team – District wide unified team not individual school teams	Asst. Coach***	0.080	\$1,582	\$1,757	\$1,933
Tennis	Asst. Coach ***	0.080	\$1,661	\$1,845	\$2,030
Tennis	JV Coach	0.080	\$1,582	\$1,757	\$1,933
Tennis	Varsity Asst. Coach	0.080	\$1,582	\$1,757	\$1,933

ATHLETIC CONTINUED					
Type	Position	%	Years of Experience		
			I (0-3)	II (4-6)	III (7+)
			90%	100%	110%
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	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	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, Cross Country, Swim, Tennis-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 Marching Band has a 50 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	Extra Day Contract
Counseling	Counselor (Elementary School)	3
Counseling	Counselor (Middle School)	10
Counseling	Counselor (High School)	14
Counseling	District Coordinator	Additional 4 days
Curriculum	Content Coordinator	25
Library	Media Specialist (High School)	14
Migrant/ELL/Title 1	Coordinator	25
Nursing	Nurse (Elementary School)	10
Nursing	Nurse (Middle School & High School)	10
Nursing***	District Coordinator	Additional 4 days
Pupil Personnel Support*	Occupational & Physical Therapy/Social Worker*	19
Special Education	Consulting Teacher/Instructional Coach	25
Special Education	TERA Coordinator	14
Special Education**	Teacher	5
*	Occupational Therapists, Physical Therapists, and Social Workers – 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.	