

# Negotiated Agreement

Between

Bottineau School Board

and the

Bottineau Education Association

July 1, 2017 – June 30, 2018

**Approved: May 25, 2017**

## **Bottineau Public School Mission Statement**

**We are committed to provide opportunities that allow all students to develop their potential intellectually, socially, and physically in a safe environment as they prepare to meet the challenges of a diverse global society.**

THE BOTTINEAU SCHOOL BOARD AND THE BOTTINEAU  
EDUCATION ASSOCIATION

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# THE BOTTINEAU SCHOOL BOARD AND THE BOTTINEAU EDUCATION ASSOCIATION

## **ARTICLE 1 THE AGREEMENT**

The School Board of the Bottineau Public School District No. 1, hereinafter referred to as the "District" or "Board" recognizes the Bottineau Education Association #211, hereinafter referred to as the "BEA" or "Association" do both hereby agree to abide by the North Dakota Century Code chapter 15.1-16 concerning North Dakota teacher-school board negotiations.

## **ARTICLE 2 DURATION**

This agreement, shall become effective on July 1, 2017, or at the close of this year's negotiation, whichever is later. This agreement shall remain in effect until June 30, 2018.

It may be amended by mutual agreement of the same parties who entered into it originally. It will be renewed automatically for a period of one (1) year from the expiration date unless one of the parties shall have notified the other at least sixty (60) days before the expiration date that it will not accept renewal, in which case it will be renegotiated.

## **ARTICLE 3 TEACHER EMPLOYMENT**

- 1) **PHYSICAL EXAMINATION** - Teachers shall undergo a physical examination at the discretion of the Board. The physicals as outlined by the District shall be at the expense of the District.
- 2) **CONTRACTS**
  - a) The contract shall read 182 days of which three days shall be structured for in-service programs, orientation and/or workshops. Of the above said days, two days will be a full day and the remaining day will be divided into two half day sessions. All full-time and part-time teachers shall attend said in-service/workshop/orientation sessions. Said in-service shall count towards the 64 clock hours needed for five-year period that has been established for each teacher.
  - b) The Administration and Board shall assign teachers to instruct in those areas for which they are highly qualified.
  - c) **Compliance of Individual Contract:** All individual contracts must be in compliance with the negotiated agreement.

3) **EXTRA DUTIES**

- a) When teachers are assigned extra duties, as club and class advisors, such duties will be reflected on the individual contracts. Teachers will be the class advisors to the class which contains their (T-A) advisees; the advisors on a shared basis shall supervise homecoming activities and class events.
- b) Ticket selling and taking will be assigned at the beginning of each school year. Season passes will be given to staff members for selling and taking tickets. Event and bus chaperoning will be on a volunteer basis. If there are not enough volunteers, these duties will be assigned by Administration.

4) **PROFESSIONAL GROWTH**

- a) **Intent for Academic Credits** – A Pre-summer school intent will be submitted to the Superintendent prior to the final ending of the school year if the courses and credits will establish a new pay schedule for the teacher. The completed course and credits must be received by the Superintendent prior to the first day of school.
- b) **Reimbursement** – The District will reimburse teachers up to \$100 per semester hour earned in their teaching field when not reimbursed from another source. Reimbursement is limited to two (2) semester hours, \$200 per fiscal year per teacher. Each college credit must be completed by the first day of school.
- c) **Licensure Requirements** - All teachers must comply with the licensure requirements of the North Dakota Education Standards and Practices Board.
- d) **Failure to Comply**—A teacher failing to meet the licensure and in-service training requirement, after one (1) year, is to be frozen at the last salary step earned. After two (2) years a teacher will be subject to contemplation of non-renewal of contract.

5) **PREPARATION TIME** – Each teacher will have during the student school day at least one duty free class period, in addition to his/her lunch period. Elementary teachers also have the use of time in which their students are with teaching specialists. Teaching specialist areas include music, physical education, art, library, and computer science classes. Teachers will not be assigned other duties during his/her preparation period unless they so choose.

6) **PART-TIME STAFF**

- a) Teachers contracted for less than full-time employment will be advanced to the next step on the salary schedule each year in the same manner as a full-time employee.
- b) If part-time employment changes to full-time employment, the employee is placed on the salary step for the accumulated percentage of time worked within the district credited to the nearest whole number.
- c) Part-time teachers employed in 1987-88 by the District who began full-time employment during or after the 1988-89 school term will be placed on the salary schedule at a step equal to their current placement plus the accumulated percentage of time credited to the nearest whole number after 1987-88.
- d) Shall receive prep time appropriate to their assignment.

7) **TEACHER EXPERIENCE**

- a) Teachers with prior teaching experience shall be given full credit for such prior experience and shall be placed on the appropriate step of the salary schedule commensurate with said prior experience. Included in such prior experience credit shall be years of teaching service in the Armed Forces of the United States, in the National

Teacher Corps, or time spent on academic scholarships that have been earned as a result of prior teaching experience.

**ARTICLE 4**  
**LEAVES**

**DEFINITIONS:**

**Immediate Family:** Parent, Siblings, Spouse, Child(ren), Step-child(ren), adopted child(ren), or Foster child(ren).

**Serious Illness:** As it relates to this section shall have the same meaning as “serious health condition” under the Family Medical Leave Act.

- 1) **SICK LEAVE** - Includes illness of the individual employee and serious illness in the employee’s immediate family.
  - a) Ten (10) days per year will be allowed accumulative to 120 days,
  - b) Payment For Unused Sick Leave - At the beginning of each school year, ten (10) days of sick leave shall be added to each teacher’s accumulative total. At the end of the school year, the teacher shall be paid \$50 per day for all days exceeding 120, less deductions as required by law.
  - c) Absences beyond Sick Leave allowances will be carried as a full deduction for all time missed. This may be subject to consideration of the Board in certain cases where it may be felt that this consideration would be fair and reasonable.
  - d) Upon retirement a teacher will be paid \$50.00 per day for any accumulated sick leave days up to a maximum of \$2,000.00, less deductions as required by law.

2) **PERSONAL LEAVE**

- a) The District will grant the following number of personal leave days per year for all certified staff (non-accumulative). Years of Service are to include only those years of service taught in the District.

Years of Service	Days of Personal Leave
<u>Bottineau Public School District</u>	<u>Earned per Year</u>
0-4	2
5-9	3
10-14	4
15+	5

- b) Each year, the District will be responsible for the cost of the substitute for the number of days used. At the end of the school year any unused personal days will be reimbursed to the teacher at \$150.00 per day, less deductions as required by law. When a teacher chooses to use personal leave, a request form must be completed. The date is approved by the Principal and then approved by the Superintendent.
- c) Absences beyond Personal Leave allowances will be carried as a full deduction for all time missed. This may be subject to consideration of the Board in certain cases where it may be felt that this consideration would be fair and reasonable.

3) **LEAVE OF ABSENCE**

- a) A teacher who becomes seriously ill or has a legitimate reason for taking a leave of absence may request such a leave without pay. This leave may be granted for a part of one school year or part of two school years, not exceeding the maximum of one calendar year (365 days).

- b) A teacher shall not earn sick leave days while on leave without pay.
  - c) Sick Leave and experience increments will not accumulate during the year's absence.
  - d) The teacher on leave shall notify the superintendent no earlier than February 15<sup>th</sup> and no later than March 15<sup>th</sup> whether or not he/she accepts or rejects reemployment. Failure on part of the teacher to accept said offer with such time shall be deemed to be a rejection of the offer.
- 4) **MATERNITY LEAVE** - The beginning date of leave for pregnancy/childbirth shall be determined by a letter of advice from the teacher's physician determining that she can no longer safely perform the duties of her teaching assignment.
- a) A teacher expecting a new child shall be entitled upon request to a leave of absence. Said teacher shall notify the Superintendent in writing of her desire to take such leave, except in case of emergency, give such notice sixty (60) days prior to the anticipated date of her leave.
  - b) A teacher shall be entitled to use accrued sick leave for the period she is absent from work, due to pregnancy, childbirth or adoption.
  - c) The District will follow the guidelines required by the Family Medical Leave Act (FMLA). The period of leave for pregnancy/child birth shall not exceed 12 weeks during a 12-month period.
  - d) Upon returning from maternity leave the teacher shall retain all credit for experience that had accrued up to the time of her leave but these benefits shall not accrue during a period of leave without pay.
- 5) **PATERNITY LEAVE** - The beginning date of leave for paternity or adoption shall be determined by the birth or placement of a child.
- a) Leave ends ten (10) working days following the beginning date of said leave.
  - b) A teacher expecting a new child shall be entitled upon request to a leave of absence. Said teacher shall notify the Superintendent in writing of his desire to take such leave, except in case of emergency, give such notice sixty (60) days prior to the anticipated date of his leave.
  - c) A teacher shall be entitled to use accrued sick leave for the period he is absent from work, due to the birth of a child or adoption.
  - d) Upon returning from paternity leave the teacher shall retain all credit for experience that had accrued up to the time or her leave but these benefits shall not accrue during a period of leave without pay.
- 6) **BEREAVEMENT LEAVE**  
A teacher shall be granted three (3) days. Up to one (1) additional day may be granted at the discretion of the superintendent.
- 7) **EMERGENCY LEAVE** - May be granted at the discretion of the Superintendent. No salary deduction will be made for emergency leave. Emergencies may be defined as:
- a) A serious illness/injury that may be life threatening
  - b) Inability to reach school because of inclement weather due to no travel advised
  - c) Household emergencies
- 8) **PROFESSIONAL LEAVE** - Teachers of the District may be granted a leave from regular teaching responsibilities for the purpose of participating in an education conference or workshop.
- a) Educational Conferences or Workshops:
    - i) Must be directly related to the teaching field of the teacher or professional association.
    - ii) Procedure to be followed when applying for leave:

- (1) Request submitted to principal for review. If accepted said request will be submitted to superintendent.
  - (2) Request submitted to superintendent
  - (3) Teacher will be notified of action taken. If denied, a second review will occur at a conference between the teacher and superintendent.
  - iii) Leave will range from one (1) to five (5) days depending on the nature and duration of the conference/workshop.
  - iv) If a professional activity is approved there will be no loss of salary, and the cost of the substitute will be assumed by the district. Additional expenses will be assumed by the teacher.
  - v) Upon return the teacher must submit proper documentation in order to be reimbursed for any outside expenses.
- b) Extended Educational Training:
- i) Must have a minimum of three (3) years experience with the District
  - ii) Must be directly related to the teaching field of the teacher or professional association.
  - iii) Request must be in written form to include name of institution of higher learning and state this is a leave request without pay, and must be submitted to the superintendent by May 15<sup>th</sup>
  - iv) Shall be limited to one (1) year
  - v) Procedure to be followed when applying for leave:
    - (1) Request submitted to principal for review. If accepted said request will be submitted to superintendent.
    - (2) Request submitted to superintendent
    - (3) Teacher will be notified of action taken. If denied, a second review will occur at a conference between the teacher and superintendent

**ARTICLE 5**  
**FRINGE BENEFITS**

**GROUP HEALTH INSURANCE** - For the 2017-18 contract year, the District agrees to pay no more than 108% of the amount paid in the 2016-17 school year towards a single policy premium. In the event the increase is greater than 108% or the District loses its "Grandfathered" status, negotiations would be reopened for this item only. To receive this benefit, teachers must elect to receive coverage thru the District. Employees employed on a half-time basis are to receive 50% of the benefits of the contract.

**ARTICLE 6**  
**SOCIAL SECURITY**

Federal law mandates that 7.65% (or as required) of gross salary shall be deducted and an equal amount will be matched the District.

**ARTICLE 7**  
**TEACHER'S FUND FOR RETIREMENT (TFFR)**

The District shall pay its share to TFFR as required by law and shall pay 11.75% for 2017-18 of the teachers TFFR share.



**ARTICLE 8**  
**WORKER'S COMPENSATION**

Employees are covered by Worker's Compensation in case of injuries resulting from an accident while on duty. Contact Business Manager for more information.

**ARTICLE 9**  
**UNEMPLOYMENT COMPENSATION**

North Dakota Century Code 52-01-01 provides that all educational units in North Dakota which employs workers must provide unemployment insurance coverage for workers, effective January 1, 1978.

**ARTICLE 10**  
**LIABILITY INSURANCE**

The District will provide liability insurance coverage for all employees, while acting in their official capacity as district employees

**ARTICLE 11**  
**PAYROLL DEDUCTION OF DUES**

The District will provide for payroll deduction of dues for the local, state and national teachers associations, provided that a majority of the teachers in the BEA have voted in favor of payroll deduction of dues and that the individual teacher has made a request in writing to the Business Manager.

**ARTICLE 12**  
**DIRECT DEPOSIT**

The District will provide direct deposit of all employee checks. The School Business Manager will arrange for employee checks to be deposited into all employee bank accounts.

**ARTICLE 13**  
**IN-STAFF SUBSTITUTE PAY**

Teachers assigned by the administration to cover the major portion of a class or study hall during their designated preparation period shall be paid at the rate of \$20.00 per period.

**ARTICLE 14**  
**LIQUIDATED DAMAGES**

Once a contract is signed, it is assumed that a teacher will not breach or request a release during the term of the contract. It is mutually acknowledged that termination of a contract by a teacher prior to its completion results in damages to the District. While it is extremely difficult to calculate the actual cost to the District as a result of a release from or breach of contract, the District established the following liquidated damages for board approved release from contract and for breaches of contract. The board has the discretion to waive all or a portion of the liquidated damages.

Time of Release

Date of contract for upcoming school year signed through June 14 <sup>th</sup>	\$400.00
June 15 <sup>th</sup> through June 30 <sup>th</sup>	\$750.00

July 1 <sup>st</sup> through July 31 <sup>st</sup>	\$1,250.00
August 1 <sup>st</sup> through term of active contract	\$2,000.00

**ARTICLE 15**  
**SALARY SCHEDULE**

Reference Exhibit B, on page 13

**ARTICLE 16**  
**ACTIVITIES PAY SCHEDULE**

Reference Exhibit C, on page 14

**ARTICLE 17**  
**GRIEVANCE PROCEDURE**

- 1) Purpose - To enable teachers to express a complaint about the administration of the agreement with the assurance that the complaint will receive prompt attention by persons who can remedy it if necessary.
- 2) Definition of Grievance - Any disagreement regarding the interpretation of application of a specific provision of this agreement.
- 3) Procedure - Any party to the grievance may retain and have present counsel at any of the steps. Grievances shall be processed in accordance with the following procedures
  - a) Level One (1)
    - i) An earnest effort shall be made to settle the matter informally between the teacher and his/her principal.
    - ii) If the matter is not resolved, the grievance shall be presented in writing by the teacher to the principal within fifteen (15) calendar days after the facts upon which the grievance is based first occur or first become known. The principal shall give his/her written answer within seven (7) calendar days of the time the grievance was presented to him/her in writing.
  - b) Level Two (2)
    - i) If the aggrieved person is not satisfied with the disposition of his grievance at Level One (1), or if no decision has been rendered within seven (7) calendar days after presentation of the written grievance, he/she may file the grievance in writing with the superintendent.
    - ii) Within ten (10) calendar days after receipt of the written grievance by the superintendent, the superintendent and/or proper assistant may meet with the aggrieved person in an effort to resolve the grievance. The superintendent and/or proper assistant shall render a decision in writing to the griever with five (5) calendar days after he has met with the aggrieved person.
    - iii) If the aggrieved person is not satisfied with the superintendents disposition of his grievance, he/she may within ten (10) calendar days after receipt of the superintendent's disposition, file a grievance in writing with the Board.
    - iv) Within ten (10) calendar days after submission of the written grievance, the griever may request and be granted a meeting with the Board for the purpose of discussing the grievance. The Board shall render a decision in writing within twenty (20) calendar days after submission of the grievance to the Board. The decision of the Board is the final step of the grievance procedure.

- 4) Level One (1) or Level Two (2) of the procedure may be bypassed provided that the superintendent agrees and the grievance brought directly to the Board.
- 5) The numbers of days indicated at each level are maximum time limits. A reasonable effort shall be made to expedite the process.
- 6) All documents, communications and records dealing with the processing of a grievance will be filed separately from the personal files of the participants.

**ARTICLE 18**  
**REDUCTION IN FORCE**

When reduction of professionally certified staff becomes necessary because of, but not limited to, declining enrollment and program curtailment, the Board will make every effort to ensure that identified personnel be transferred to other teaching positions.

In the event of staff reductions contracts of separated personnel will be terminated in accordance with current North Dakota Century Code and district procedures established herein.

For purposes of the Reduction-in-Force procedure, seniority is defined as continuous service from the first day of school the year the teacher was hired. Seniority of part-time staff will accrue in the same manner as full-time staff. Sick leaves, professional leaves and other leaves shall not be considered an interruption of service and seniority shall continue. Leaves of absences for a school year such as educational leaves granted by the Board, will not be considered an interruption in service and years of service will remain static during such leaves.

For the purposes of this Reduction-in-Force procedure, certified is defined as having a major, minor, minor equivalency, or special certification such as reading credential or kindergarten certification, in every case except extra-curricular duties. Certified for extra-curricular assignments shall be defined as having experience in coaching or directing the sport or activity; college preparation in the sport or activity; or participation at the collegiate level in the sport or activity.

When Reduction-in-Force is necessary, Steps A through F will be applied in the order listed; however, Step D is only applied if the determined program area is a secondary 7-12 program area or K-12 Music, Art, Physical Education or Media Services program area. If the determined program area is not a secondary 7-12 program area or K-12 Music, Art, Physical Education, or Media Services, this RIF Procedure moves from Step C to Step E.

- A. The program area(s) to be reduced will be determined. Program areas, for purposes of the RIF procedure, are as follows:
  - a. Elementary (K-6, Title 1)
  - b. Special Education PK-12
  - c. Secondary (K-12) Art
  - d. Secondary (7-12) Business Education
  - e. Secondary (7-12) Counselor
  - f. Secondary (7-12) English/Language Arts
  - g. Secondary (7-12) Family and Consumer Science Education
  - h. Secondary (7-12) Foreign Language
  - i. Secondary (7-12) Math
  - j. Secondary (K-12) Media Services
  - k. Secondary (K-12) Music
  - l. Secondary (K-12) Physical Education
  - m. Secondary (7-12) Science
  - n. Secondary (7-12) Social Studies

- o. Secondary (7-12) Vocational Agriculture
  - p. Secondary (7-12) Vocational Construction Technology
- B. Teachers in the determined program area(s) not holding a regular North Dakota certificate will be identified for RIF first, provided there are certified teachers to replace and perform all of the assigned duties of the teacher identified for RIF.
- C. The teacher(s) in the determined program area with the least seniority in the Bottineau School System will be identified for RIF, provided there are certified teachers to replace and perform all of the assigned duties of the teacher identified for RIF. Teacher assignment will be used in determining teacher program areas. Should a teacher have more than one assignment, the program area will be determined by the portion of the teacher's assignment in which he/she spends the larger percentage of his/her time. If percentages in program areas taught by a teacher are equal, the teacher will designate his/her program area. A teacher who has been transferred by the administration, or been asked to transfer, will choose either the program area he/she was in or the one that he/she has been transferred to.
- D. Within the secondary 7-12, K-12 Music, Art, Physical Education, or Media Services program areas only, if the person identified for RIF has a major in another secondary 7-12, K-12 Music, Art, Physical Education, or Media Services program, and has more seniority than another teacher in that other program area, he/she will be transferred to that program area. Then the least senior teacher in that program area will be identified for RIF, provided there are certified teachers to replace and perform all the assigned duties of the teacher identified for RIF. Or if the person identified for a RIF has a minor in another secondary 7-12, K-12 Music, Art, Physical Education, or Media Services program and has more seniority than another teacher in that other program area who only has a minor, he/she will be transferred to that program area and the least senior teacher in that program area will be identified for a RIF, provided there are certified teachers to replace and perform all the assigned duties of the teacher identified for RIF. Application of this RIF procedure then commences with step B.
- E. If seniority is equal, degrees of education will be the determining factor. The teacher with the lesser degree will be identified for RIF.
- F. If degrees are equal, hours beyond the degree will be the determining factor. The teacher with the fewest hours beyond the degree will be identified for RIF.
- G. Separated personnel will be notified of all vacancies as they occur, for a period of two years after the last day of the school year in which the RIF occurred, provided an address is given.

**ARTICLE 19**  
**USE OF BUILDING**

The BEA is welcome to use the school facilities for their meeting prior to 8:15 a.m. or after 3:45 p.m.

**ARTICLE 20**  
**ISSUANCE OF CONTRACTS**

Reference ND Century Code 15.1-15-04

**ARTICLE 21**  
**SAVINGS CLAUSE**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section or clause.

**ARTICLE 22**  
**RATIFICATION**

The provisions of this negotiated agreement relative to conditions and employment of certified teacher personnel employed by the Bottineau School District will be effective as of July 1, 2017, and will continue and remain in full force and effect until June 30, 2018.

In witness thereof, duly authorized representatives of the Association and the Board hereunto set their hands and seals this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

BOTTINEAU PUBLIC SCHOOL DISTRICT NO. 1

By: \_\_\_\_\_

\_\_\_\_\_  
Negotiator

BOTTINEAU EDUCATION ASSOCIATION

By: \_\_\_\_\_

\_\_\_\_\_  
Negotiator

EXHIBIT A - 2017-2018 Salary Schedule

Yrs.Exp.	B.A.	B.A.+16	B.A +32	B.A.+48	Masters	Masters+16	Masters+32
0	39350	40035	40720	41405	42160	42915	43670
1	39950	40635	41320	42005	42760	43515	44270
2	40550	41235	41920	42605	43360	44115	44870
3	41150	41835	42520	43205	43960	44715	45470
4	41750	42435	43120	43805	44560	45315	46070
5	42350	43035	43720	44405	45160	45915	46670
6	42950	43635	44320	45005	45760	46515	47270
7	43550	44320	45005	45690	46445	47200	47955
8	44150	45005	45690	46375	47130	47885	48640
9	44750	45690	46375	47060	47815	48570	49325
10	45350	46375	47060	47745	48500	49255	50010
11	45950	47060	47745	48430	49185	49940	50695
12		47745	48430	49115	49870	50625	51380
13		48430	49115	49800	50555	51310	52065
14		49115	49800	50485	51240	51995	52750
15			50555	51240	51995	52750	53505
16			51310	51995	52750	53505	54260
17			52065	52750	53505	54260	55015
18				53505	54260	55015	55770
19							56525

17-2018 Salary Schedule for TFFR Reporting Purposes Only  
(not part of master contract – for informational purposes only)

Yrs. Exp.	B.A.	B.A.+16	B.A +32	B.A.+48	Masters	Masters+16	Masters+32
0	\$44,589	\$45,365	\$46,142	\$46,918	\$47,773	\$48,629	\$49,484
1	\$45,269	\$46,045	\$46,822	\$47,598	\$48,453	\$49,309	\$50,164
2	\$45,949	\$46,725	\$47,501	\$48,278	\$49,133	\$49,989	\$50,844
3	\$46,629	\$47,405	\$48,181	\$48,958	\$49,813	\$50,669	\$51,524
4	\$47,309	\$48,085	\$48,861	\$49,637	\$50,493	\$51,348	\$52,204
5	\$47,989	\$48,765	\$49,541	\$50,317	\$51,173	\$52,028	\$52,884
6	\$48,669	\$49,445	\$50,221	\$50,997	\$51,853	\$52,708	\$53,564
7	\$49,348	\$50,221	\$50,997	\$51,773	\$52,629	\$53,484	\$54,340
8	\$50,028	\$50,997	\$51,773	\$52,550	\$53,405	\$54,261	\$55,116
9	\$50,708	\$51,773	\$52,550	\$53,326	\$54,181	\$55,037	\$55,892
10	\$51,388	\$52,550	\$53,326	\$54,102	\$54,958	\$55,813	\$56,669
11	\$52,068	\$53,326	\$54,102	\$54,878	\$55,734	\$56,589	\$57,445
12		\$54,102	\$54,878	\$55,654	\$56,510	\$57,365	\$58,221
13		\$54,878	\$55,654	\$56,431	\$57,286	\$58,142	\$58,997
14		\$55,654	\$56,431	\$57,207	\$58,062	\$58,918	\$59,773
15			\$57,286	\$58,062	\$58,918	\$59,773	\$60,629
16			\$58,142	\$58,918	\$59,773	\$60,629	\$61,484
17			\$58,997	\$59,773	\$60,629	\$61,484	\$62,340
18				\$60,629	\$61,484	\$62,340	\$63,195
19							\$64,051

<b>II. ACTIVITIES PAY SCHEDULE (2017-2018)</b>		<b>% of Base (39,350)</b>	<b>Salary (17-18)</b>
<b>Football:</b>	Varsity	15.970%	6284
	Assistants	11.666%	4591
	Junior High	5.455%	2147
<b>Girls' Basketball:</b>	Varsity	15.970%	6284
	1 <sup>st</sup> Assistant	11.666%	4591
	H.S. Assistant	10.316%	4059
	Junior High	5.455%	2147
	Grade	4.727%	1860
<b>Boys' Basketball:</b>	Varsity	15.970%	6284
	1 <sup>st</sup> Assistant	11.666%	4591
	H.S. Assistant	10.316%	4059
	Junior High	5.455%	2147
	Grade	4.727%	1860
<b>Hockey:</b>	Varsity	15.970%	6284
	1 <sup>st</sup> Assistant	11.666%	4591
<b>Cross-Country</b>	Varsity	14.121%	5557
	1 <sup>st</sup> Assistant	10.425%	4102
<b>Volleyball:</b>	Varsity	15.970%	6284
	1 <sup>st</sup> Assistant	11.666%	4591
	Junior High	5.455%	2147
<b>Track:</b>	Varsity	14.121%	5557
	1 <sup>st</sup> Assistant	10.425%	4102
	Junior High	4.727%	1860
<b>Baseball:</b>	Varsity	14.121%	5557
	1 <sup>st</sup> Assistant	10.425%	4102
<b>Golf:</b>	Varsity	11.060%	4352
	1 <sup>st</sup> Assistant	8.303%	3267
	Junior High	4.171%	1641
<b>Cheer Team per Season:</b>	Fall Varsity	7.985%	3142
	Winter Varsity	7.985%	3142
	Assistant	3.520%	1385
	Jr. High	2.920%	1149
<b>Others:</b>	Annual	11.655%	4586
	Play Max.2 (1388)	7.055%	2776
	FFA	16.565%	6518
	FCCLA	4.140%	1629
	Pep Club	5.714%	2248
	Band	16.565%	6518
	Choir	11.040%	4344
	Elem Music Specialist (Min 2)	3.000%	1181
	Chippewa	4.140%	1629
	DECA	4.140%	1629
	Skills USA	4.140%	1629
	Student Council	4.140%	1629
	Science Club	3.070%	1208
	Math Club	3.070%	1208
	Stand for Silent	3.070%	1208
	FBLA	3.070%	1208
	Prom/Banquet	4.140%	1629
	Concessions	18.490%	7276
	Honor Society	3.070%	1208
	Spanish Club	6.140%	2416
	Speech Advisor	7.692%	3027
	(per season) Weight Room	6.930%	2727
	Senior High Science Olympiad	6.140%	2416
Junior High Science Olympiad	6.140%	2416	
Bus Chaperone		23	

