

**COLLECTIVE BARGAINING AGREEMENT**

Between the

MT. LEBANON SCHOOL DISTRICT

and the

MT. LEBANON EDUCATION ASSOCIATION

Effective July 1, 2023

Through June 30, 2028

**TABLE OF CONTENTS**

TITLE	PAGE
<b>A. <u>Professional and Individual Rights</u></b>	
1. Personnel File .....	1
2. Observing Classroom Teacher Performance.....	2
3. Teacher Rating Forms.....	2
4. Complaints/Criticism .....	3
5. Seniority.....	3
6. Right to Representation .....	3
7. Damaged Personal Property.....	4
8. Classroom Visitation by Parents .....	4
9. Subcontracting .....	4
10. Lists of Teachers' Addresses and Phone Numbers .....	4
<b>B. <u>Professional Concerns and Responsibilities</u></b>	
11. Medication .....	5
12. Laws and Regulations Related to Educational Programs .....	5
13. Elementary Clerical Services.....	5
14. PTA/PTSA Meetings .....	5
15. Protection of Teachers and Students.....	5
16. Conference Attendance.....	6
17. Joint Association-District Committees .....	6
18. Student Grade Changes.....	7
19. Student Teachers.....	7
20. Materials Fund .....	7
<b>C. <u>Working Conditions</u></b>	
21. Vacancies and Postings.....	8
22. Staffing Assignment .....	8
23. Furloughs (Suspension) .....	10
24. Equipment.....	11
25. Notice of Teaching Assignment.....	11
26. Non-Teaching Duty Periods/Professional Activities Period.....	11
27. School Closings .....	12
28. Pupil Transportation .....	13
29. Workyear .....	13
30. Normal Workday .....	14
31. Extension of Normal Workday .....	14
32. Preparation Time.....	14
33. Student Assignment .....	15
34. Subject Assignment .....	16
35. Substituting/Compensatory Time .....	17
36. Evening Teacher Obligations/Parent Teacher Conferences.....	19
37. Leaving the School Building .....	20
38. Flexible Scheduling and Hybrid/Distance Learning Courses .....	20

TABLE OF CONTENTS (Cont.)

TITLE	PAGE
<b>D. <u>Association Rights</u></b>	
39. Orientation and School Opening Meetings .....	22
40. Association Meetings .....	22
41. Association's President's Visits to Schools .....	22
42. Association Business .....	22
43. Use of School Facilities .....	22
44. Use of Bulletin Boards .....	23
45. Association Expenses .....	23
46. Dues Deduction .....	23
47. Maintenance of Membership .....	23
48. Association Identification .....	24
49. Exchange of Information .....	24
50. District Directories .....	24
<b>E. <u>Leaves</u></b>	
51. Illness or Disability .....	24
52. Temporary Compensable Personal Injury .....	25
53. Leave for Extended Illness or Disability .....	25
54. Personal Business Days .....	25
55. Bereavement Leave .....	26
56. Child Care .....	26
57. Jury Duty .....	27
58. Sabbatical Leave .....	27
59. Family and Medical Leave .....	28
60. Other Leave .....	28
61. Conditions Related to Approved Leaves .....	29
62. Sick Leave Bank .....	30
<b>F. <u>Fringe Benefits</u></b>	
63. Health Insurance .....	32
64. Medical Examinations .....	34
65. Life Insurance .....	34
66. Dental .....	34
67. Vision Care .....	34
68. Benefits for Retirement .....	34
69. Accumulated Sick Leave After Retirement .....	35
70. Academic Reimbursements .....	35
71. Fringe Benefits for Part-time Teachers and Permanent Substitutes for a Semester .....	36
72. Salary for Permanent Substitute Employees .....	36
73. Mileage .....	37

TABLE OF CONTENTS (Cont.)

TITLE	PAGE
<b>G. <u>Grievances</u></b>	
74. Grievance Procedures .....	37
<b>H. <u>Miscellaneous</u></b>	
75. Management Rights and Past Practice .....	39
76. Just Cause Provision .....	40
77. Zipper Clause .....	40
78. Compliance .....	40
79. Printing the Agreement .....	40
80. Work Stoppage .....	40
<b>I. <u>Wages and Salaries</u></b>	
81. Length of Contract .....	40
82. Salaries .....	40
83. Other Compensation .....	41
84. Methods of Payment .....	42
85. Payroll Deductions .....	42
86. Extra Duty Responsibility (EDR) .....	42
87. Flexible Professional Status .....	43
88. Separability/New Legislation .....	44
89. National Board Certification .....	44
Signature Page .....	45
APPENDIX A .....	46
APPENDIX B .....	51

**COLLECTIVE BARGAINING  
AGREEMENT**

This Collective Bargaining Agreement made this 20th day of November 2023, between Mt. LEBANON SCHOOL DISTRICT, a school district and public employer under the laws of the Commonwealth of Pennsylvania (hereinafter sometimes referred to as "District")

A  
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D

MT. LEBANON EDUCATION ASSOCIATION, an association of professional employees and an employee organization under the laws of the Commonwealth of Pennsylvania (hereinafter sometimes referred to as the "Association").

THIS AGREEMENT shall supersede the Agreement between the parties covering the period of July 1, 2018 through June 30, 2023 (hereinafter the "2018-2023 Agreement").

WHEREAS, pursuant to the provision of the Pennsylvania Public Employee Relations Act (Act 195 of 1970) the District has and does hereby recognize the Association as the exclusive representative for collective bargaining purposes for all employees included in the bargaining unit. Such bargaining unit employees are hereinafter referred to as "teachers" unless otherwise indicated and are defined in the next paragraph.

The bargaining unit shall be composed of all contract teachers and the permanent substitutes who are assigned for the semester or more during the absence from work of such teachers, including nurses, school counselors, librarians, inclusion specialists and psychologists but excluding the superintendent, assistant superintendent of secondary education, assistant superintendent of elementary education, director of facilities, director of special education, director of business services, building principals, assistant principals, unit principals, deans of students, athletic director, education supervisor of health services, and other supervisory and administrative personnel. Acting personnel in each of the above excluded positions shall also be excluded from the unit.

Now therefore, it is hereby agreed as follows:

**ARTICLE 1. PERSONNEL FILE**

- A. The District shall comply with the provisions of the Inspection of Personnel Files Act, 43 P.S. § 1321. A teacher's official personnel file consists of the files in the central office and in the building principal's office. Exception to this policy shall be to protect the confidentiality of pre-employment references and appraisals. No separate official personnel file shall be established which is not available for the teacher's inspection. Such time of review will not interfere with assigned duties of the teacher or office personnel. Teachers shall be entitled to have another person of their own choosing present during such review.
  
- B. Non-confidential material derogatory to a teacher's conduct, service, character, or personality shall not be placed in the official personnel file unless the material is signed, dated, and the teacher has had an opportunity to review the material. The teacher shall acknowledge the opportunity to review the material by signing within one week of receipt, the copy to be filed, with the understanding that such

signature in no way indicates agreement with the content thereof. In the event that a teacher refuses to acknowledge review and receipt of such material, the Superintendent or Superintendent's designee may note on the material that the teacher was provided the opportunity to sign and indicate receipt of the material but declined to do so. The teacher shall be provided a copy of the material containing the notation which was placed in the file. Teachers shall also have the right to submit a written answer to such material. This answer shall be reviewed by the Superintendent or the superintendent's designee and placed in the official file.

- C. A teacher may petition the Superintendent to have material removed from the teacher's personnel file. The Superintendent's decision shall be the final determination on the reply to the petition.

## **ARTICLE 2. OBSERVING CLASSROOM TEACHER PERFORMANCE**

- A. For purposes of annual evaluation and rating, at least one classroom observation per school year shall be mutually arranged between the teacher and the evaluator. All other classroom observations for purposes of evaluation of performance and annual rating shall be at the discretion of the evaluator(s) and without the necessity of prior notice. At the request of the teacher, within five days of any classroom observation that was not mutually arranged in advance, the evaluator will confer with the teacher to discuss the classroom observation prior to the issuance by the evaluator of an electronic teacher classroom observation report.
- B. Written or electronic teacher classroom observation reports shall be based solely on the personal observations of the evaluator.
- C. A teacher will receive an electronic copy of the teacher classroom observation report within ten days following a single observation, or at the conclusion of a series of observations.
- D. Audio or visual recording of a teacher's classroom performance shall be done only with the prior consent of the teacher.
- E. The teacher shall have the right to make a written response to the evaluation and to have it attached to the evaluation report to be placed in the teacher's personnel file.

## **ARTICLE 3. TEACHER RATING FORMS**

- A. Formal evaluation reports will be placed in the teacher's official personnel file in the central office.
- B. Information concerning an incident or event which would support a rating of unsatisfactory performance on the evaluation and rating form will be provided to the teacher in writing, along with guidance regarding the necessary corrective action the employee should take. Normally, this will be done within ten (10) school days after such information is available to or collected by the principal or the principal's designee.
- C. Evaluations of teachers will follow the requirements of Act 82 of 2012 as may be amended from time to time for the semi-annual and annual evaluations for employees defined by the Act. The final rating shall be determined based upon the approved rating tool of Act 82 of 2012 and will be reported on the appropriate evaluation document as dictated by the Act.
  - 1. A provisional final rating will be presented to the professional employee at the end of the school year.

2. A final rating will be issued to the professional employee upon District receipt of school performance profile and PVAAS data.
  3. All evaluation data shall be held confidentially, unless otherwise required by law or regulation to be disclosed. Any District employee who violates this confidentiality may be subject to disciplinary action.
- D. If the District issues an unsatisfactory year-end rating to an employee in any school year, there shall be no salary scale increase for the employee the following year. If the employee receives a satisfactory year-end rating in the school year following the unsatisfactory year-end rating, the employee shall in the ensuing school year be placed on the step of the salary schedule he or she would have been on had the employee not received an unsatisfactory year-end rating, but the salary scale increase lost by the employee for the year following the unsatisfactory year-end rating shall not be paid.

#### **ARTICLE 4. COMPLAINTS/CRITICISM**

- A. Complaints about a teacher made to members of the administration shall be investigated within ten (10) working days of the receipt of the complaint. If it is determined that the complaint will be used in developing a written evaluation of the teacher's performance, the teacher shall be given twenty (20) working days after receiving notice that it will be used in a written evaluation to rebut a written complaint.
- B. Any criticism by a member of the administration or by a member of the Board of a teacher shall be made in confidence.

#### **ARTICLE 5. SENIORITY**

- A. Seniority will begin on the first day an employee under contract commences work during the school year for which the employee has been most recently hired.
- B. Seniority will accrue during periods of contract employment or Board-approved leaves of absence taken pursuant to this Agreement.
- C. Past service to the District as a permanent substitute or contract teacher shall function as a tie-breaker in any decisions where seniority is a criterion. All other ties will be decided by a random procedure conducted by the District. The procedure to be used shall be within the sole discretion of the District. The tie-breaker procedure shall be witnessed by the Association.
- D. The District will make available to the Association a seniority list including every bargaining unit member's name and latest date of hire. The District will update this list annually, based upon most current information supplied by the bargaining unit members. The list will be available to the Association by November 1 of the school year.

#### **ARTICLE 6. RIGHT TO REPRESENTATION**

Whenever any teacher is required to appear before the Superintendent or the Board of School Directors or their representatives pertaining to charges relative to continued employment, the teacher shall be entitled to have a representative of the Association present to advise and represent the teacher during the meeting.

## **ARTICLE 7. DAMAGED PERSONAL PROPERTY**

- A. Teachers will be reimbursed for the loss or damage of clothing or personal property of the teachers used while performing their assigned duties except in cases of loss or damage from an act of negligence on the part of the teacher. Teachers are to have their principal's authorization in writing to use personal property valued over \$300 in assigned activities. Claims for reimbursement must be made in writing to the building principal one school day following the discovery of the alleged loss. Claims for reimbursement must be made on a District approved incident report form and submitted to the building principal one school day following the discovery of the damage or alleged loss. A teacher-paid receipt for the repair or replacement of the property must be presented and, if requested by the District, a statement from the teacher that the cost of the repair or replacement was not recoverable from those responsible for the damage or from any insurance company.
- B. A teacher will be reimbursed up to \$250 for repair of vandalistic damage to the teacher's vehicle when such damage occurs while the vehicle is being used by the teacher as transportation to and from the teacher's assigned duties and between such times when parked while the teacher is on assigned duty. Claims for reimbursement must be made in writing to the building principal within one school day following the discovery of the damage. The claim must be followed by proof of cause and effect for the damage as it is related to the teacher's assigned duty, a police report which fixes the time and location of the incident, a teacher-paid receipt for the repair of the damages, and, if requested by the District, a statement from the teacher that the cost of the repair was not otherwise recoverable from those responsible for the damage or from any insurance company.

## **ARTICLE 8. CLASSROOM VISITATION BY PARENTS**

- A. All parents or guardians are welcome and are encouraged to visit classrooms.
- B. When parents or guardians request the opportunity to visit a classroom, the scheduling of such visitation shall be through the building principal. The time for such visits shall be by mutual prearrangement among the principal, parents, and teacher. All classroom visits shall be arranged and conducted in compliance with the applicable Board Policy and Administrative Guidelines in place at the time of the request.

## **ARTICLE 9. SUBCONTRACTING**

The District and the Association agree that subcontracting will not cause any employee under contract during the term of this Agreement to lose employment with the District. If subcontracting is considered by the District, the District will first negotiate same with the Association, including the exhaustion of all impasse procedures set forth in Act 195 through the step of fact-finding.

## **ARTICLE 10. LIST OF TEACHERS' ADDRESSES AND PHONE NUMBERS**

The Association and District agree that lists of staff members' addresses and telephone numbers are confidential in nature and will not be made available for a commercial purpose. It is acknowledged that the District may disclose said information if required by the Pennsylvania Right to Know Law or other applicable laws, rules or regulations or any Court Order or Agency decision interpreting said laws, rules or regulations. The District upon receipt of a request for the information contained in this Article shall promptly notify the President of the Association.



## **ARTICLE 11. MEDICATION**

Classroom teachers shall not dispense prescription medication. Nurses will not dispense prescription medication without written authorization by a physician and a written request by the parent that releases, indemnifies, and holds harmless the School District, its Board, and employees from and against any and all claims, damages, actions or causes of actions resulting from, arising out of, or connected directly or indirectly with the dispensing of medication, unless the requirement of the release is prohibited by law. Annually, the District will provide teachers, parents, and/or students with appropriate information on handling prescription and nonprescription medication. Any teacher who acts according to the information received from the principal or the principal's designee will be acting within his/her scope of duty as described by the District.

## **ARTICLE 12. LAWS AND REGULATIONS RELATED TO EDUCATIONAL PROGRAMS**

- A. The District agrees to make information available to contract teachers and permanent substitutes employed at the time by the District and to provide a means to inform them of changes in laws and regulations related to educational programs as such changes become known to the District.
- B. The District agrees to plan and provide for in-service training to contract teachers who work in programs resulting from such laws and regulations, including those laws affecting the exceptional child. The District agrees to provide in-service training to those interested contract teachers who work with exceptional students who are mainstreamed. Any such scheduled in-service education will also be available to permanent substitutes who are employed at the time by the District.
- C. The District agrees to provide administrative and supervisory assistance when a teacher is required to meet regarding the appeal process which is part of such laws and regulations.
- D. The District agrees to meet and discuss when determining the instructional impact of laws and regulations on the instructional program, including the need for related services which are for assistance to the teacher in implementing such laws and regulations.

## **ARTICLE 13. ELEMENTARY CLERICAL SERVICES**

The District will provide, during the normal work year, clerical services for teachers and librarians at the elementary schools. Such services will include preparing learning materials, assisting in general clerical work for teachers, providing aid to children and staff in school libraries and such related tasks as reasonably assigned by the principal. These services will be equitably allocated among the buildings.

## **ARTICLE 14. PTA/PTSA MEETINGS**

Attendance at PTA/PTSA meetings by teachers shall be voluntary and considered as so in matters of teacher performance evaluation. Such attendance shall be encouraged by the Association and the District.

## **ARTICLE 15. PROTECTION OF TEACHERS AND STUDENTS**

Teachers may use reasonable force to protect themselves from attack or to quell a disturbance threatening physical injury to others.

Where the District determines that a student poses an immediate threat to the health, safety, and welfare of other students and/or the teacher, the student will be removed from class.

## **ARTICLE 16. CONFERENCE ATTENDANCE**

- A. The District shall provide within reasonable limits as approved by the Superintendent or his/her designee, released time with pay for teachers to attend conferences and conventions dealing with their teaching areas.

A conference committee will meet to review conference attendance requests and to make selections from such requests for compilation of conference attendance recommendations for the approval or denial by the Superintendent and/or his/her designee. All teachers, elementary and secondary alike, are encouraged to make requests for consideration of the conference committee.

The Superintendent or his/her designee will circulate a list of conferences as supplied by the teachers that would be of interest to teachers prior to the deadline for conference requests. First consideration will be given to those teachers who are officers or members of the organization sponsoring said conference or convention. Information gained will be shared with members of the department or grade levels and a written summary of such information will be forwarded to the appropriate office. Those offices will disseminate the information to teachers who request it. All approved expenses, within the scheduled budgeted limit, incurred in attendance of the conference by the teacher will be paid for by the District.

- B. The District will provide, within reasonable limits and upon the approval of the Superintendent and/or his/her designee, released time without pay for teachers to attend conferences and conventions of educational organizations at their expense.
- C. The District will provide, within reasonable limits and upon the approval of the Superintendent and/or his/her designee, released time with pay for teachers who request through written application to attend, at their own expense, educational conferences at which they are to speak, to present programs, to receive educational awards, or to grade advanced placement examinations.
- D. Approval of any request by the Superintendent and/or his/her designee will not establish a precedent for the handling of similar requests in the future. The decision of the Superintendent and/or his/her designee shall be the final determination relevant to the reply to all teacher conference requests.
- E. Upon receipt of written request from the President of the Association, the District shall provide a total of fourteen (14) teacher days, for teachers to attend state and national educational conferences of the parent organization of the Mt. Lebanon bargaining unit. No more than four (4) teacher days per school year shall be provided to one (1) individual teacher for conference attendance, unless an exception to this limitation is approved in advance by the Superintendent or designee.
- F. With regard to any requests for approval of release time or payment of conference expenses made under this Article, the District retains the right to set any limits it deems necessary on the number or duration of any requests for leave time or the number or amount of payments for conference expenses with the exception of subsection E, above.

## **ARTICLE 17. JOINT ASSOCIATION-DISTRICT COMMITTEES**

- A. The parties agree that representatives of the administration and the Association shall meet and discuss on policy matters of mutual concern including the impact of new programs, upon reasonable request by either party. These representatives may represent the entire district or a particular building depending upon the matter in question. This committee may direct that the affected staff be polled to

determine its viewpoint. A summary of such discussion meetings and the results of the poll will be jointly written and will be prepared and distributed by the District to teachers.

- B. Joint Association-District committees established during the term of this agreement shall be assigned a specific beginning date and a target date for completion. Teachers will annually be informed by the District of the existence and membership of such joint committees. Upon completion a copy of the committee's recommendations to the Superintendent will be given to the Association President. The District and the Association will mutually agree to the formation of any new joint committees.
- C. There will be a Secondary Principal's Instructional Cabinet of teachers elected by department in each secondary building and an Elementary Instructional Cabinet with one elected representative from each elementary school. The Superintendent and/or his/her designated appointee shall be part of these Cabinets. The Instructional Cabinets shall meet once each semester with additional meetings being held on an as needed basis, if mutually agreed to by the parties, but not more frequently than once a month. The date and time of the meetings shall be by mutual agreement of the parties and shall be held before or after the student day.
- D. Research Academy: The Research Academy may be funded by the District in its sole discretion.
- E. Calendar: Prior to December 1 the Association may submit to the Superintendent recommendations for consideration by the District in the preparation of the calendar for the following school year.
- F. District-wide Committees, as needed for the study and development of curriculum and/or instruction, are the responsibility of the Superintendent or his/her designee. The impact of the recommendation of such committees will be a topic for meet and discuss. An annual list of such committees, including newly formed committees, and their membership will be distributed to teachers by the District. Annual status reports on the work of such committees will be distributed by the District.

#### **ARTICLE 18. STUDENT GRADE CHANGES**

Teachers have the responsibility to determine grades. No grade will be changed without consulting the teacher where possible. The final decision shall rest with the principal. The principal's identification will replace the teacher's identification on the record when a principal changes a teacher's grade.

#### **ARTICLE 19. STUDENT TEACHERS**

Supervision of student teachers will be voluntary on the part of teachers.

#### **ARTICLE 20. MATERIALS FUND**

The District agrees to establish a materials fund in each school in the amount of \$300/elementary, \$500/middle school, \$1,000/senior. These funds should provide for the purchase of materials for uses consistent with the District's instructional goals and programs and be directly related to the instructional needs of the particular building or program and not otherwise available through the District's annually budgeted instructional funds. The teacher's request shall be submitted to the principal for approval and for ordering by the principal.

## ARTICLE 21. VACANCIES AND POSTINGS

- A. Vacancies: The term vacancy/vacancies as used in this article shall mean a professional contract position which is to be staffed by the District. Normally, such position is the result of resignation, retirement, reassignment or a newly created position.
- B. Postings: Existing or anticipated vacancies will be posted on the District's online application system and emailed to staff at least one week prior to the vacancy being filled and vacancies occurring after the school year ends will also be posted for at least one week on the District's online application system and emailed to staff. The posting will list the building/buildings where the vacancies exist, and the subject area/areas required for the vacancies. Postings shall be for consideration of members of the bargaining unit including full time permanent substitutes. Applications for the posted vacancy shall be emailed to the District's Human Resources Office.
- C. All members of the bargaining unit with proper certification on the date the professional contract vacancy is to be filled, and who apply, will have the opportunity for an interview. All such applicants will be notified by email when said professional position has been filled.
- D. Existing or anticipated EDR vacancies shall be posted on the District's online application system and emailed to the staff at least one week prior to the filling of said position.
- E. Notwithstanding subsection B. above or Article 22, before a vacancy is posted internally, the building administrator reserves the right to reassign a qualified teacher in the same building who has expressed interest in transferring and volunteers to transfer to the vacant position in the building.
- F. Notwithstanding subsection B. above, in the event of a vacancy occurring after the first student day of the school year, the District shall have the option of filling the vacancy for the remainder of the school year with a long-term or permanent substitute.

## ARTICLE 22. STAFFING ASSIGNMENT

- A. Overview - The quality of the professional staff is the major factor determining the quality of the educational program. A constant effort must be made to see that the best qualified teachers are in appropriate positions to maintain the quality of the educational program.

Upon the request of a teacher(s), the District will meet and discuss staff assignment and reassignment issues, but all determinations as to staffing assignments are within the discretion of the District subject to provisions of Articles 22 and 76.

- B. When adjusting staffing levels several basic principles will be observed:
  - 1. Changes in assignment for contract teachers may be necessary at the time when retirements, leaves of absence, resignations, suspensions (furloughs), deaths, or changes in curriculum or programs or fluctuations in pupil enrollment occur.
  - 2. Whenever reasonable, teachers will be retained in their present or similar positions with regard to building, certification assignment, and/or subject assignment. Changes will not be arbitrary or capricious.
  - 3. When reassignments are made, the District will examine the teachers' preferred area of certification, qualifications, experiential background, and frequency of prior assignments.

4. If assignments within the teachers' current teaching certification area are unavailable, reassignment in the area of the teacher's additional certifications will be pursued. The teacher will be involved in these considerations.
  5. Such reassignments may require the teacher to work under contract status as a teacher working on daily professional assignments.
- C. Procedures for contract teacher reassignment - Reassignment for a contract teacher is considered to be a change from a present position with regard to building, certification assignment and/or subject assignment.

1. When practical, a conference with the contract teacher who may be reassigned will be held 45 days prior to the reassignment and the reasons for the reassignment given.
2. Before any reassignment or transfer occurs, properly certified furloughed teachers will be given first opportunity to return. Upon filing the written request described in the next paragraph below, a contract teacher who has been reassigned will have an opportunity, at the beginning of the following year, to return to his/her previous position. Those who have requested a transfer should be considered for reassignment before any involuntary transfers are made. In recognition of the efforts of the individuals who obtain new areas of certification in implementation of D below, those people who have most recently added that area of certification will receive next consideration.

The District will annually provide a form on which teachers can request a change of teaching assignment. Such requests may be granted or denied at the discretion of the District. All such teacher requests will state the reasons for the request and indicate the subject area, certification area, building or grade level desired. These forms will be applicable for the following school year only.

A requested and granted change of teaching assignment will not result in the reassignment of another contract teacher.

Among those qualifications considered when considering a request for change of assignment will be prior experience in the position to be filled, competency and recency of certification.

3. Normally, teachers who have not taught under an area of certification for ten years will not be reassigned to that area. If that becomes necessary, that teacher will be given, where practical, a semester's notice unless waived by mutual agreement between the teacher and the principal and will be eligible for the provisions of D, subsections 1c and 1d.
  4. When a teacher has been reassigned to another area of certification, the District will provide up to one week's workshop time or released time for that teacher to familiarize himself/herself with the curriculum-related materials for the new certification assignment. This time may be at request of the teacher or the principal or the principal's designee involved. This workshop provision shall also apply to changes in subject assignment or elementary teachers whose grade level assignment has been changed, if the teacher and Superintendent or his/her designee have mutually agreed there is a workshop need.
- D. Additional Certificates - In the interest of maintaining the educational program of the District and to minimize the problems that declining enrollment, reassignments or suspensions (furloughs) may create, the District and the Association encourage contract teacher to seek additional certifications in

the interest of providing broader staffing reassignment possibilities but also to use present contract teachers in efforts by the District to improve programs.

1. To encourage earning of multiple certifications, the District will:
  - a. when known, publicize those areas of certifications which will be of possible benefit to the District;
  - b. make provisions for contract teachers who are interested in obtaining additional certification to make written application for approval through the conditions of this article;
  - c. not limit the maximum number of credits subject to reimbursement per year pursuant to Article 70 for a contract teacher when that contract teacher is earning an additional certification as pre-approved by the District, provided that all credits relate to the additional certification;
  - d. when necessary, and upon mutual agreement of the parties, make available options on a case-by-case basis for released time for contract teachers to obtain additional certification as pre-approved for that teacher. As necessary, teachers will make themselves available to perform duties which would have been done during the released time.
2. Contract teachers who seek an additional area of certification as requested by the District and who have expressed a written interest in teaching said area will receive \$1,000 upon completion of such programs that result in said certification. However, reassignment by the District to the additional area of certification is not mandatory.

#### **ARTICLE 23. FURLOUGHS (SUSPENSION)**

- A. The District and Association recognize that attrition has previously satisfied the District's need to reduce the number of professional employees. However, attrition within the contract professional staff (bargaining unit) may not always be sufficient to adjust staffing levels. The District will continue to first attempt to reduce contract staff through attrition before turning to the furlough (suspension) of professional employees under this Article.
- B. When necessary, the District may suspend the necessary number of professional employees for the causes set forth in Section 1124 of the Public School Code of 1949, as amended. Suspensions for economic reasons are subject to the additional limitations set forth in Section 1124, subsections (c) and (d).
- C. Within certification areas, the District will furlough temporary professional employees first.
- D. Professional employees will then be furloughed in the order set forth by Section 1125.1 of the School Code, within the area of certification required by law for the professional employee's current position.
- E. Furloughed employees shall receive notice of furlough forty-five (45) days prior to the completion of their last semester of employment, where possible and where greater notice is not required by law.
- F. Furloughed employees shall be reinstated as set forth by Section 1125.1(d)(2) or as may be otherwise set forth by law during the term of this agreement.

## **ARTICLE 24. EQUIPMENT**

- A. Each school will have a location providing privacy to teachers for the purpose of making confidential, school-related telephone calls.
- B. The District will provide computer access and duplicating equipment for the use of teachers in each school.

## **ARTICLE 25. NOTICE OF TEACHING ASSIGNMENT**

- A. All contract teachers shall have posted or written notice of their assignment for the forthcoming year no later than one week prior to the end of the preceding school year. In the event that changes in said assignment become necessary, the contract teacher affected shall be notified and consulted when possible.
- B. Permanent substitutes will receive, at the time they are appointed, an indication of the expected starting and ending date for the appointment.

## **ARTICLE 26. NON-TEACHING DUTY PERIODS/PROFESSIONAL ACTIVITIES PERIOD**

### **A. ELEMENTARY DUTY PERIODS**

- 1. Each elementary teacher may be assigned a non-teaching duty assignment during each school day. Such duty assignments may include, but are not limited to, playground duty, cafeteria duty and hall duty or such other non-teaching duties as are assigned by Administration.
- 2. Morning playground duty shall be an unpaid duty assignment and shall be staffed by teachers who do not have an assigned homeroom. In the event that two (2) teachers who do not have an assigned homeroom are not present in the building on a particular day, a homeroom teacher may be assigned as an unpaid duty.
- 3. Playground duty, other than morning playground duty, and cafeteria duty positions will first be filled voluntarily and shall then be assigned on an equitable basis whenever possible and practicable, but it is acknowledged that the teaching schedules of certain staff members may render it impossible or impracticable to assign them to such playground and/or cafeteria duty. Teachers who volunteer or are assigned to supervise students during non-morning playground duty and/or cafeteria duty shall be paid at a rate of \$475 per day per week per year for the first forty-two (42) total non-morning playground and cafeteria duty positions. Beginning in the 2020-2021 school year, the annual rate shall be increased to \$500 for the first forty-two (42) total non-morning playground and cafeteria duty positions. If more than forty-two (42) total positions are necessary, the District may assign elementary teachers to those duty assignments as an unpaid duty assignment.

### **B. SECONDARY DUTY PERIODS**

- 1. Each secondary teacher shall be assigned one (1) duty period during each school day. Secondary duty assignments shall include, but not be limited to, hall duty, study hall duty, or such other non-teaching duties as are assigned by Administration.
- 2. Middle School cafeteria duty shall be supervised by a total of no more than twelve (12) paid duty positions and High School cafeteria duty shall be supervised by no more than eighteen (18) total

paid duty positions. These positions will first be filled voluntarily and shall then be assigned on an equitable basis whenever possible and practicable, but it is acknowledged that the teaching schedules of certain staff members may render it impossible or impracticable to assign them to cafeteria duty. Teachers who volunteer or are assigned to supervise students during a playground and/or a cafeteria duty period shall be paid at a rate of \$475 per day per week per year. Beginning in the 2020-2021 school year, the rate shall be increased to \$500 annually for the first thirty (30) paid duty positions. In the event that the District determines that the Middle School or High School (or both) require more cafeteria supervision than the number of paid duty positions set forth in this paragraph the District may assign Middle School or High School staff to cafeteria duty as an unpaid duty assignment.

#### C. COMPENSATION FOR ELEMENTARY and SECONDARY CAFETERIA DUTY

In order for a teacher to qualify for a paid cafeteria or playground (other than elementary morning playground duty) supervisory duty position, at either the elementary or secondary level, the teacher must be supervising the cafeteria or playground in lieu of the employee's scheduled preparation time or the employee's scheduled lunch period.

#### D. ELEMENTARY PROFESSIONAL ACTIVITIES PERIOD

In elementary buildings, teachers will have a 30-minute period during the school lunch/recess hour to be utilized for (1) engaging in professional activities, (2) fulfilling duty assignments in accordance with Paragraph A of this Article, or (3) to be counted toward a teacher's prep time entitlement. Teachers must be present in their classroom for the professional activities period unless otherwise engaged in duty assignments or professional activities as assigned by the Building Principal, which professional activities may include but are not limited to grade-level or subject-level meetings, parent conferences or IEP meetings.

#### E. TIME BEFORE AND AFTER STUDENT DAY FOR ALL TEACHERS

The time from the beginning of the work day to the beginning of the student day and from the end of the student day until the end of the normal workday is time when teachers are available (1) to engage in professional educational activities, as assigned by the Building Principal, or (2) to be used as additional prep time.

### ARTICLE 27. SCHOOL CLOSINGS

- A. The District will make announcements of delay of starting times, remote instruction, or cancellation on the District website, through the automated callout and on radio and TV stations as early as possible.
- B. The Superintendent in his/her discretion may delay the starting time for school as follows:
  - 1. The Superintendent may delay the starting time for school. In the event of such a delay, the teachers shall report thirty (30) minutes before the announced start time for students.
  - 2. Teachers arriving at school prior to a delay, remote instruction, or cancellation of school being announced shall not be entitled to receive any compensatory time or credit for a day "worked."
- C. Should emergency conditions result in students being dismissed early, the teachers' workday will end following the principal's announcement that all students have cleared the building.



- D. Employees will not make up the work hours in B and C above.
- E. Decisions regarding faculty start time or end time may be made on a building by building basis by the Superintendent or his designee.
- F. The Superintendent may decide to call a Remote Instruction day in lieu of a school cancellation whenever possible. A Remote Instruction day shall run as follows:
  - 1. The time period from 8:00 AM and 10:00 AM will be utilized by faculty and staff to prepare lessons for online adaptations for instruction and make materials and links available to students and families.
  - 2. The student day for remote instruction will be the same as a two (2) hour delay.
  - 3. Teachers will meet with their classes based on their adjusted schedule and conduct classes via their pre-established online platform.
  - 4. A Remote Instruction day will count as a full student day for students and staff.

#### **ARTICLE 28. PUPIL TRANSPORTATION**

Only on a voluntary basis, teachers may provide pupils with transportation to student activities. Teachers will be compensated for the use of the teacher's automobile at the mileage rate established by this contract after the advance approval of the principal or the principal's designee.

#### **ARTICLE 29. WORK YEAR**

- A. The work year shall be 195 work days including 184 student days, four (4) classroom management days, six (6) in-service days which shall include curriculum-related work and three\* (3) half-days for "evening obligations" as described in Article 36\*.
  - 1. The District will provide seven (7) opportunities for teachers to fulfill their four (4) classroom management days. The opportunities will be called Classroom Management Option Days (CMO).
    - A. During the week of New Teacher Induction, teachers can use up to one day to count towards their four (4) day classroom management day requirement.
    - B. The remaining six (6) CMO days will be designated by the District. The District will attempt to schedule at least one (1) CMO day per grading period.
  - 2. CMO days completed prior to the start of the student year will be done in person.
  - 3. Teachers will have the option to complete CMO days from a remote location after the first student day.
  - 4. CMO days are to be completed in whole or half days.

\*Open House is one of the evening obligations; however, due to an early dismissal on that day, it is not counted in the work year.

- B. The work year will be 195 days on average for the five (5) years of the contract. If the District chooses to extend the work year up to a maximum of 197 days in any given year, then the work year must be reduced in other years to maintain an average of 195. In a reduced work year, the District would provide for four (4) classroom management days. The District would have the discretion of adjusting the remaining days.

### **ARTICLE 30. NORMAL WORKDAY**

- A. The normal teacher day shall be 8 hours of continuous duty. Teachers shall have a minimum of a 30-minute duty free lunch period included in the 8 hours. The workday shall be established by the District. In the event the District makes a change in the workday, it shall provide the teachers reasonable advance notice of such change.
- B. On the last workday of the week, the teacher day will be 7 hours and 30 minutes.
- C. Dismissal for students on the last day of school shall be at noon.

### **ARTICLE 31. EXTENSION OF THE NORMAL WORKDAY**

- A. Unless increased by request of the District in accordance with Article 29, teachers shall set aside seven (7) days per year when the normal day for teachers will be a maximum of eight (8) hours and forty-five minutes for the purpose of subject group or grade level meetings called by the Administration. Upon completion of the previously distributed agenda, teachers will be permitted to leave.
- B. Unless increased by request of the District in accordance with Article 29, teachers shall set aside up to eight (8) days per year when the normal workday for teachers will be a maximum of eight (8) hours and fifteen (15) minutes for the purpose of building faculty meetings called by the principal. Upon completion of the announced agenda, teachers will be permitted to leave.
- C. Teachers who have an additional increase in hours beyond the normal workday, in accordance with this Article, other than A and B, above, required in writing by the principal will receive compensatory time. This provision shall not include time spent in EDR positions, nor time in attendance at meetings where one is a volunteer serving on a joint Association and District Committee or any other Committees or advisory panel that may be established.
- D. Attendance at commencement is not a teacher activity mandated by this Agreement.

### **ARTICLE 32. PREPARATION TIME**

- A. Preparation time shall be defined as that time during the normal work day when teachers are not in direct contact with students and is provided for teachers to prepare for instructional and professional responsibilities. This time may be utilized in instances when administrators must confer with teachers who are unavailable at other times in the day or where circumstances dictate communicating regarding students and/or related activities.
- B. Secondary classroom teachers will have at least five (5) preparation periods per week equivalent in length to a regular student class period.
- C. Each elementary classroom teacher shall, during the normal student day, have a minimum of 205 minutes (primary) or 230 minutes (intermediate) of preparation time per week during the normal 5-

day week. Time periods of less than 20 minutes will not be counted toward the 205 minutes (primary) or 230 minutes (intermediate).

Prior to the close of the school year, elementary principals will consult with their faculty about the special subjects' schedule for the current year and obtain their input to consider in preparing the special subjects schedule for the coming year.

A reasonable effort will be made through scheduling to provide a preparation period on as many days of the week as is possible without causing any existing program to be adversely affected.

If a teacher does not have a preparation period scheduled daily, the principal will meet with the teacher to explain the options.

- D. Elementary special (Encore) subject teachers shall, during the normal student day, have a minimum of 165 minutes per week during the normal 5-day week. Time periods of less than 20 minutes will not be counted toward the 165 minutes, except that in the event a special subject teacher is unable to have the requisite prep time allotment in any given week, the principal shall attempt to provide additional prep time the following week to make up for the lost time in the preceding week.
- E. Kindergarten teachers shall normally have the 1/2 hour before the lunch period and one additional 30 minute period per week for preparation time.
- F. Nurses, instructional support teachers, reading specialists, and special education teachers may, through their own scheduling approved by the principal, arrange time in the student day when they are not in direct contact with students in order to prepare for required professional duties. This time shall not be less than 205 minutes per week, except that in the event a teacher is unable to have the requisite prep time allotment in any given week, the principal shall attempt to provide additional prep time the following week to make up for the lost time in the preceding week. Time periods of less than 20 minutes will not be counted toward the 205 minutes.
- G. Part-time teachers will have a proportional amount of preparation time in the student day.

### **ARTICLE 33. STUDENT ASSIGNMENT**

- A. Reasonable effort will be made to keep class sizes to a level that is appropriate for the subject or phase level being taught.
- B. Teachers will inform the district in writing of situations which are not conducive to quality learning as soon as possible. The Superintendent or his/her designee will review the situation and respond to the situation of concern in writing or action within two weeks. The following ideas will be considered when constructing schedules, determining staffing needs and making responses to requests:
  - 1. Primary classes should be smaller than intermediate classes.
  - 2. Lower level classes should be smaller than higher level classes when classes are grouped or phased according to ability.
  - 3. Reasonable student capacity limits for each room should be followed.

4. Types and numbers of students receiving special education and related services should be considered in relationship to the size of classes when making placement.
  5. Classes which usually have many mainstreamed students should be smaller.
  6. Advanced placement classes should be smaller (unless department practices differ).
  7. Classes whose curriculum requires a great quantity of student composition should be smaller.
- C. During the life of this Agreement the District and the Association will meet and discuss problem areas identified which require long-range considerations.
- D. Schedules of teachers of special subjects will be planned by administrators through a central-decision process so that student load, number of buildings and preparation time will be distributed fairly without bias.

#### **ARTICLE 34. SUBJECT ASSIGNMENT**

- A. Teachers in the secondary schools shall not be required to teach more than two areas of certification unless voluntarily agreed to by the teacher.
- B. During the life of this agreement all secondary departments should meet for the purpose of preparing recommendations for the most equitable way to schedule teachers in the department. Any recommendations will be submitted to the secondary principals.
- C. The parties recognize that teachers changing their teaching stations frequently is undesirable. Every reasonable effort will be made to ensure that floating schedules will be kept to a minimum and that the rooms utilized will be in close proximity to each other when this situation occurs.
- D. Teachers may be assigned to teach a sixth instructional period under the following terms:
1. No more than 30% of the teachers may be assigned.
  2. The District shall first consider volunteers within academic departments, provided that the District shall reserve its right to make such assignments.
  3. Consultation with teachers designated to teach six instructional periods will precede assignments.
  4. Teachers who are assigned a sixth (6<sup>th</sup>) instructional period for all five (5) days of a full school week shall receive a stipend of \$1,500 per semester, reflecting an increase from the normal twenty-five (25) weekly teaching periods to thirty (30) weekly teaching periods. If a teacher is assigned additional teaching periods above a total of twenty-five (25) periods per week, but less than a total of thirty (30) periods per week, he or she shall receive a prorated portion of the stipend corresponding to the number of periods assigned in excess of twenty-five (25), namely \$300 for each additional weekly teaching period assigned over twenty-five (25). Beginning in the 2024-2025 school year, the 6<sup>th</sup> period stipend shall be increased to \$1,800 per semester. Beginning in the 2026-2027 school year, the 6<sup>th</sup> period stipend shall be increased to \$2,100 per semester.

## ARTICLE 35. SUBSTITUTING/COMPENSATORY TIME

- A. When possible, the District will employ a substitute teacher to assume the teaching duties of a teacher who is absent for two or more periods in one day.
- B. When a teacher is used as a substitute, the principal will first reassign teachers from non-teaching duties to fill the need.
- C. If no such reassignments are possible, the principal will reassign teachers equitably as substitutes during their preparation periods in return for compensatory time. This compensatory time will be by mutual arrangement with the building administrator as set forth in subsection F. below.
- D. The District will seek to prevent the use of elementary teacher preparation time for the purpose of substituting for another teacher.
- E. A teacher assigned additional students because of the absence of another teacher will have the option of leaving, after mutual arrangement with the principal, at the end of a student day when the teacher has no other professional responsibilities.
- F. Use of Compensatory Time
  1. Compensatory time must be approved by the building administrator in advance of it being earned. The building administrator or designee will maintain a record of compensatory time worked during a given school year and credit approved, earned time to the appropriate teacher account.
  2. The District reserves the right to select up to four (4) in-service days a year in which using compensatory time will be restricted to no more than eight percent (8%) or two (2) members of the professional staff, whichever is greater, from any school building. The use of comp time must be submitted at least two (2) days prior to the scheduled in-service.
  3. In the event that the District, in its sole discretion, utilizes delayed start times for students in order to conduct professional development for staff for part of a student day, the use of compensatory time will not be approved for the professional development times.
  4. Redemption: Teachers may only redeem their compensatory time with principal approval in the following ways:
    - a. For a half day or a full day on classroom management days;
      - i. Full day = 480 minutes (last day of work week = 450)
      - ii. Half day = 240 minutes (last day of work week = 225)
    - b. For a half day or a full day on non-restricted in-service days;
      - i. Full day = 480 minutes (last day of work week = 450)
      - ii. Half day = 240 minutes (last day of work week = 225)
    - c. Before or after the student day;

- d. During the work day in less than a half day increment when the service of a substitute is not required (during planning time, or any part of an in-service or classroom management day); or
  - e. During part of the student day when a substitute is needed, as long as the following conditions are met:
    - i. The time redeemed must be less than or equal to the length of two typical class coverage/instruction periods at the secondary level; less than or equal to 90 minutes of coverage/instruction at the elementary level.
    - ii. The teacher must prearrange his or her own coverage; the teacher who agrees to cover gives up his or her duty-free lunch or planning time; and the teacher who agrees to cover the class will not receive comp time for doing so.
    - iii. This option may be used up to six (6) times per school year.
  - f. Non-classroom teachers may use comp time on student days as follows:
    - i. The time redeemed must be less than or equal to the length of two typical class coverage/instruction periods at the secondary level; less than or equal to 90 minutes of coverage/instruction at the elementary level.
    - ii. This option may be used up to six (6) times per school year.
  - g. The District will consider emergencies that may necessitate the use of comp time during a student day on a case-by-case basis.
  - h. Each May, the District will send out a comp time conversion form that will enable faculty the opportunity to convert up to two days worth of comp time into a combination of up to one (1) personal day and one (1) sick days, or up to two (2) sick days. Per Article 54, personal days are not to exceed four (4) in a year. Time will be redeemed in whole or half days at the rate of:
    - i. Full day - 480 minutes
    - ii. Half day - 240 minutes
5. Examples of how compensatory time can be earned include:
- a. At the Secondary level, attending IEP (or similar) meetings during a planning period.
  - b. At the Elementary level, attending IEP (or similar) meetings that result in the number of planning minutes for the week to fall below the minimum amount set forth in Article 32.
  - c. Attending IEP (or similar) meetings that infringe upon the teacher's 30-minute duty-free lunch period or that start before/extend beyond the workday.
  - d. Covering a class for another teacher at the direction of the district during a planning period or duty-free lunch period.
  - e. Serving as a formal chaperone for a school-sponsored event, as long as the teacher does not receive a stipend for an EDR position related to that event.
  - f. Other activities as assigned or approved by the building administrator.

g. Completing letters of recommendation and guidance forms:

Letters of Recommendation		Guidance Forms	
1-10 students	Not eligible for comp time	1-25 students	Not eligible for comp time
11-26 students	30 minutes per student beyond 10	26-100 students	4 minutes per student beyond 25
27+ students	Not eligible for comp time	101+ students	Not eligible for comp time

**ARTICLE 36. EVENING TEACHER OBLIGATIONS/PARENT CONFERENCES**

- A. In accordance with Article 29, Paragraph A, all teachers shall be required to attend three (3) evening building-level events each school year, which events may include but not be limited to Open House, Curriculum Night/Meet & Greet/Curriculum in Action, parent-teacher conferences or special professional development obligations as assigned by the Administration.
1. Open House and Curriculum Night/Meet & Greet/Curriculum in Action. It will be mandatory for all teachers to attend Open House and Curriculum Night/Meet & Greet/Curriculum in Action in the schools in which they teach. All teachers shall have one (1) early dismissal of one and one-half (1 ½) hours on the day of the Open House.
  2. Elementary conferences. Elementary conferences with parents for the purpose of reporting student progress will be held during the first semester during a three-session period. One session will be an evening session, followed the next day by one session being held in the morning and with one session being held in the afternoon. In the District's sole discretion, the District may choose to schedule all three sessions – morning, afternoon and evening – on the same day. In the event the District elects to hold all three conference sessions on the same day, that day shall be scheduled so that the following day shall be a non-instructional day which has already been designated as such on the school calendar.
- B. In the event the District should elect in its sole discretion not to conduct an Open House, Curriculum Night/Meet & Greet/Curriculum in Action or elementary conferences in a particular building or buildings, teachers in that building or buildings shall be required to attend an alternate evening event as designated by the District which may be held in the fall or spring semester. The evening event or events shall be for the purposes as defined in Section A of this Article.
- C. Teachers who are assigned to more than one building shall be required to attend Open House and/or Curriculum Night/Meet & Greet/Curriculum in Action at the building(s) designated by the Administration but shall not be required to attend more than three (3) evening building-level events as defined in Section A of this Article.
- D. Elementary teachers' attendance at an Open House and Curriculum Night/Meet & Greet will satisfy two (2) of the required three (3) building(s)-level evening event attendance requirements set forth in Article 29. The remaining one (1) evening obligation will be satisfied by the elementary teachers' attendance at the evening session of elementary conferences.
- E. Secondary teachers' attendance at Open House and Curriculum Night/Curriculum in Action will satisfy two (2) of the required three (3) building(s)-level evening event requirements set forth in Article 29. The District may schedule the remaining one (1) obligation, which shall not exceed three (3) hours in length, by grade level, department level or otherwise for activities including, but not limited to, professional development, curriculum development or other professional activities as

directed by the Administration. The District shall give the teachers required to attend a minimum of thirty (30) days' notice. Further, the District will use its best efforts to attempt to schedule this additional night as far in advance on the school calendar whenever possible.

#### **ARTICLE 37. LEAVING THE SCHOOL BUILDING**

- A. Teachers may leave their assigned buildings during their duty-free lunch period. When doing so, teachers must check "out" and "in" on the principal's sign-in sheet.
- B. Nurses will have a thirty-minute lunch period but must remain on call.
- C. During the student day, in cases of emergency teachers may leave during their preparation period after notifying the principal.
- D. During the student day, when doing so in either instance above the teacher must check "out" and "in" on the principal's sign-in sheet.

#### **ARTICLE 38. FLEXIBLE SCHEDULING AND HYBRID/DISTANCE LEARNING COURSES**

##### **A. FLEXIBLE SCHEDULES**

- 1. Flexible schedules include any schedule that
  - a. does not begin and end with the established starting and ending times for that building's traditional work day; 7:45 - 3:45 for Secondary and 8:00 - 4:00 for Elementary
  - b. may begin later and carry over beyond the traditional end of the work day to accommodate students who are included in, but not limited to, homebound, additional classes, credit recovery, hybrid courses, on-line courses or other alternate education classes;
  - c. includes traditional classroom work, on-line work, or some combination thereof; and
  - d. assigns hours of work to teachers within the flexible schedule which are equivalent to the hours assigned to teachers on a traditional schedule.
- 2. Any teacher can voluntarily choose a flexible schedule as follows:
  - A. Teachers may utilize a flexible schedule start and end time range for their 8 hour work day without affecting their time during the student day. The range will be as follows:
    - i. Secondary - Arrival between 7:10 AM and 7:45 AM; Dismissal between 3:10 PM and 3:45 PM
    - ii. Elementary - Arrival between 7:35 AM and 8:20 AM; Dismissal between 3:35 PM and 4:20 PM
  - B. Teachers may not utilize a flexible start and end time range if doing so would interfere with building duties or meetings that are scheduled or assigned by the Administrator within the established starting and end times and where noted in Article 31.A and 31.B.



3. For any building in which flexible scheduling has been implemented, those positions will be filled by up to 6% of the teaching staff in that building. A teacher may volunteer to fill a position for a flexible schedule, however, if there are insufficient volunteers to staff the flexible schedule, the District may involuntarily assign teachers to a flexible schedule. In those instances where the percentage results in a partial assignment, the District shall have the right to round up to create a full assignment.
4. Employees who work a flexible schedule will have their Work Day either start a period early or end a period later than the normal Work Day. An employee may volunteer or be assigned a flexible schedule. An employee who is involuntarily assigned a flexible schedule will have the opportunity to choose an early beginning or late ending to the Work Day.

## **B. HYBRID AND DISTANCE LEARNING COURSES**

The parties recognize the District has the management right to utilize and implement technology in the District's educational courses and educational programs for the benefit of District and Non-District students. The District reserves all rights to utilize and implement technology in the instructional context unless those rights are specifically limited by an express provision of this Article, or by mutual written agreement of the parties.

1. Hybrid Courses. For purposes of this section, "hybrid courses" shall mean any course designed to be a combination of classroom instruction and online instruction. Without diminishing the District's right to determine and establish the District's educational courses and to implement technology, the following will apply in the implementation of hybrid courses:

Employees who are selected to teach a hybrid course and who are responsible for overseeing the instruction and preparing for the hybrid course will do so as one of their contractually-obligated teaching periods. There will be no short term live streaming of students who are not enrolled in a Hybrid Course.

2. Distance Learning. For purposes of this section, "distance learning" shall mean a class which originates from an off-site location and is delivered to students through the use of technology. Without diminishing the District's right to determine and establish the District's educational courses and to implement technology, the following will apply in the implementation of distance learning:

Employees who are selected to oversee a distance learning course shall be responsible only for supervision of the students enrolled in the course and the attendant duties of such supervision, such as attendance policy implementation, maintaining classroom decorum, distributing, collecting and returning materials and similar responsibilities. The employee shall have no responsibility for preparation or evaluation of students in the class. This shall be considered an uncompensated duty period for Employees assigned to these courses.

3. Remote Instruction. Remote Instruction is when a teacher provides synchronous and asynchronous instruction to their class(s) that they normally see in person. Reasons for Remote Instruction include when the school building is closed on a day when in-person instruction was scheduled, but students cannot enter the building. When Remote Instruction is needed, a teacher can provide instruction from their classroom or from a remote location.

Teachers who choose to provide Remote Instruction to students remotely must have reliable internet access and sufficient technological capability to provide said instruction. Teachers who

do not have the technological capacity for Remote Instruction will be required to provide instruction from their assigned District school building and may in consultation with building administration take their District provided computer to their homes.

#### **ARTICLE 39. ORIENTATION AND SCHOOL OPENING MEETINGS**

The Association shall be allowed fifteen (15) minutes on the agenda of the orientation program for newly hired teachers to explain services available through the Association. In each building the Association shall also be given fifteen (15) minutes on the agenda of the first general meeting of all teachers at the opening of school. The Association shall furnish the Superintendent with outlines of its presentations in advance of said meetings. During induction week, a representative of the Association will be included during introductions and will have the opportunity to host a lunch for newly hired teachers.

#### **ARTICLE 40. ASSOCIATION MEETINGS**

- A. The Association meetings of its members shall be scheduled at times other than during the normal school day or other than when previously scheduled District meetings are to be held.
- B. Twenty or more days prior to the first contract workday of the school year the Association, after having ascertained the date of previously scheduled District meetings, will submit to the Superintendent a list of fifteen or fewer regular Association executive council or general membership meeting dates and times.
- C. The District will, when subsequently arranging for District-wide or all-staff building meetings, consider such time as available to the Association for Association executive council or general membership meetings.

#### **ARTICLE 41. ASSOCIATION PRESIDENT'S VISITS TO SCHOOLS**

- A. The Association President or the President's designee who is an officer or committee chairperson of the Association shall be allowed to visit schools before or after the student day. If the visiting Association member desires a conference with a principal, an appointment is to be made in advance of the proposed visit.
- B. Association business conducted by an Association officer without leaving the officer's building of assignment and the visits described above shall not interfere with any teacher's assignment.

#### **ARTICLE 42. ASSOCIATION BUSINESS**

District mailboxes, email, and online calendars may be used by Association officers and building representatives for general informational purposes as authorized by the Association President and approved by the Superintendent.

#### **ARTICLE 43. USE OF SCHOOL FACILITIES**

The Association and its members may make written application for the use of school facilities to conduct Association meetings. Said application shall be made in advance of a proposed meeting and shall be made in accordance with the District's Facilities Use Board Policy in effect at the time of the application. Upon the building principal's written approval of a properly filed application, for the use of the building in which the principal is responsible, the Association and its members shall be permitted to use said school facilities for an Association meeting. Said use of the building shall be permitted only outside

school hours. The Association shall not be charged for the use of the school facilities for regular meetings of the Association.

#### **ARTICLE 44. USE OF BULLETIN BOARDS**

During the school year the Association will have, for matters of Association business, the use of a bulletin board area in each staff lounge. Brief timely announcements of Association meetings, deadlines or social events may be posted on a day-to-day basis near or on the daily sign-in sheet after prior arrangement with the principal. All Association announcements or materials posted shall be identified as Association material.

#### **ARTICLE 45. ASSOCIATION EXPENSES**

Association expenses, among them being the cost for materials, the cost for personnel services, and the cost for the use of facilities and the services of the central duplicating department, as per the fee or price schedule in effect at the date of such use shall be borne by the Association. The District has the choice of which and how many duplicating machines to maintain. The building principals, after mutually acceptable arrangements are made by the Association, shall permit Association use of such duplicating machines for the cost of the materials consumed.

#### **ARTICLE 46. DUES DEDUCTIONS**

- A. The District will deduct, each year of the term of this Agreement, Association dues from salaries of members of the Association, as authorized in writing by the individual Association member. Teachers who resign or go on unpaid leave will have the balance of dues owed deducted from their last paycheck.
- B. Such dues will be deducted in ten (10) equal payments from September to June. Teachers employed for a semester only or part-time all year may elect a five (5) equal payment option from September to January or February to June.
- C. The Association will obtain authorization from cash-paying members to have any unpaid dues deducted from the teacher's June paycheck. On or before May 1 of the school year, the MLEA treasurer will notify the District of those cash-paying members who have not paid their yearly dues. The District agrees to deduct the balance owed to the MLEA from the teacher's June paycheck.
- D. The Association shall indemnify and hold the District harmless against any and all claims, suits, orders or judgments brought or issued against the District as a result of any action taken by the Association or by the District pertaining to the collection, calculation and dissemination of dues as agreed to in A and C of this Article.
- E. Association monies will be transmitted to the treasurer within five (5) business days of pay date.

#### **ARTICLE 47. MAINTENANCE OF MEMBERSHIP**

- A. The Board agrees that all employees who are presently members of the Association or who become members during the life of this Agreement shall be subject to the "Maintenance of Membership" provisions of this Agreement as well as Article III, Subsection (18) of the P.E.R.A., ACT 195. Said employees must remain as members of the Association for the life of the collective bargaining agreement with the proviso that upon written notice to the President of the Association and the

Superintendent fifteen (15) days prior to the expiration of said contract, they may withdraw their membership.

- B. The Association shall indemnify and hold the District harmless against any and all claims, suits, orders or judgments brought or issued against the District as a result of any action taken by the District under provisions of this Article.

#### **ARTICLE 48. ASSOCIATION IDENTIFICATION**

Teachers may wear pins or similar identification of membership in the Association.

#### **ARTICLE 49. EXCHANGE OF INFORMATION**

- A. The District will provide a representative of the Association, upon the representative's request, with a list of the names and addresses of all new professional employees in the unit after their appointment has been approved by the Board of School Directors.
- B. Each year the Association will provide the Superintendent with a revised complete list of the names of its officers, delegates, committee chairpersons and building representatives. Said list shall be delivered to the Superintendent at such time that said information is available to the Association membership.
- C. The Association will notify the Superintendent in writing of any changes in personnel in any of the aforementioned positions within a reasonable period of time following the new appointment.
- D. The Association shall regularly supply the Superintendent with one copy each of the minutes of regular executive council meetings, general membership meetings and changes in the Association's constitution and/or by-laws within a reasonable period of time after said material is prepared by the Association.

#### **ARTICLE 50. DISTRICT DIRECTORIES**

District Directories will be distributed electronically to all teachers by December 1 of each year.

#### **ARTICLE 51. ILLNESS OR DISABILITY**

- A. Each full-time contract teacher and full-time permanent substitute employed for the school year shall be credited with a 10-day sick or disability leave allowance a year. Each part-time contract and permanent substitute teacher shall receive pro rata credit for sick leave based upon ten sick days per year being provided to full-time employees. The unused portion of such allowance for contract teachers shall accumulate from year to year. The teacher may use all or any accumulated sick leave to recover from personal illness or disability, which shall include but not be limited to, all disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery.
- B. The District agrees to continue to provide all fringe benefits provided for by this Agreement for the duration of paid sick leave and disability leave.
- C. In any one school year contract teachers who teach summer school shall be granted one (1) sick day for each nineteen (19) days worked. Unused days will accumulate as part of the contract teacher's sick leave.

D. Sick leave days may be also used for the illness of an immediate family member.

#### **ARTICLE 52. TEMPORARY COMPENSABLE PERSONAL INJURY**

During absence due to a temporary (in excess of 7 school days and up to one year) compensable personal injury to the teacher incurred in the course of employment, the District shall, without charging the teacher's sick leave record, pay to the teacher the difference between the individual's salary and benefits received from the worker's compensation award made for temporary disability due to said injury. Upon completion of said leave, the teacher shall, if such disability continues, use accumulated sick leave. At any point during the leave the District may request that an employee provide documentation as to the employee's ability to return to his/her duties. The update is solely for the District's staffing and scheduling purposes.

#### **ARTICLE 53. LEAVE FOR EXTENDED ILLNESS OR DISABILITY**

Any teacher under continuing contract who is unable to perform the normal functions and duties of his/her position because of personal illness or disability, shall submit a written request for leave for extended illness or disability without pay for the duration of the illness or disability up to one year. All paid days, sick and personal, must be used before using leave without pay days. Any leave of absence granted by the Board under this article shall run concurrently with Family Medical Leave. Included will be a physician's statement verifying said illness or disability to the Superintendent. Included in such statement from the physician shall be the date that the physician estimates that the employee will be able to resume his/her normal duties. The actual date of return shall be at a semester break or grading period break, or at other times subject to the District's sole discretion. Prior to the teacher returning to full-time teaching, the physician shall verify that the teacher is capable of returning to teaching without any adverse effects on the individual's health or the students under the teacher's direction. Furthermore, it is understood that satisfactory medical evidence of continued illness or disability shall be provided to the Superintendent by the teacher at such time(s) and in such manner as the Superintendent may require. The Board shall have discretion in deciding to grant leaves requested under this Article. This leave may be renewed by the Board at its sole discretion on a yearly basis upon receipt of a written request from the teacher. To request a leave under this Article, a staff member must have completed two (2) years of service in the District. At any point during the leave the District may request that an employee provide documentation as to the employee's ability to return to his/her duties.

#### **ARTICLE 54. PERSONAL BUSINESS DAYS**

- A. Three days shall be designated as personal business days. The personal business day may be used for matters of urgent personal business which requires the presence of the teacher and which cannot be scheduled outside of regular working hours. Teachers who work half time will receive pro rata days for personal business use.
- B. The personal business day shall be granted if a teacher submits an electronic request to the principal at least two working days in advance of the day of the desired absence. In case of emergencies, the personal business day request must contain a statement of the reason for such absence and the nature of the emergency. The principal in his or her sole discretion may either approve or disapprove such emergency use of the personal business leave, thereby waiving the requirement of advance notice of two working days. In any school building, no more than eight percent (8%) or two (2) members of the professional staff, whichever is greater, may use personal business days on Fridays or Mondays or on the school day before or after a holiday or holiday break, and requests will be approved on a first-requested basis. On all other days, in any school building, no more than ten percent (10 %) or two (2)

members of the professional staff, whichever is greater, may use personal business days at any one time, and requests will be approved on a first-requested basis.

- C. Teachers may carry over one unused personal day per year. Teachers will have no more than four days (3 + 1 carry over) for use in a given year.
- D. For each year, up to three (3) unused personal business days may be converted into sick days at the close of the school year.

#### **ARTICLE 55. BEREAVEMENT LEAVE**

Contract teachers or full-time permanent substitutes shall be allowed a maximum number of bereavement leave days according to the following:

- A. Six (6) days following the death of a parent, parent-in-law, spouse, child, or child-in-law.
- B. Four (4) days following the death of a sibling or sibling-in-law.
- C. Three (3) days following the death of a grandparent, grandchild, or any person with whom the teacher has made his/her home.
- D. Two (2) days following the death of a first cousin, aunt, uncle, niece, or nephew.
- E. All days mentioned above shall be taken within 10 calendar days following the death provided that the funeral/memorial/burial services are scheduled within that time. If such services are scheduled outside the intended ten (10) days following the death, the allotted bereavement days can be used when the services are scheduled.

The Association and District agree that any teacher taking bereavement leave under this section(e) shall as a matter of practice enter into the absence management system the reason for taking the leave outside of the ten (10) day period, or if the days need to be taken nonconsecutively; not to exceed the number of allotted days.

#### **ARTICLE 56. CHILD CARE**

- A. Contract teachers who have completed two (2) years of service in the Mt. Lebanon School District shall be provided with a child care leave without salary or District-paid fringe benefits. If present insurance carrier regulations permit their continuance of hospitalization, dental benefits, and vision care during the leave, the insurance may be purchased through the District by teachers who have been a part of the District Group Plan prior to taking child care leave.
- B. A request for child care leave shall be in writing with proof of anticipated birth or adoption. Said request shall be submitted to the Board thirty (30) days prior to the effective date of said leave. In case of adoption, the time limits for notification may be waived at the Board's discretion.
- C. Beginning date for child care leave shall commence at the first of the semester after the birth or adoption of a child or at the first of the semester after the pregnancy-related disability has ended as determined by the appropriate physician. In the absence of such disability, leave commencing during the semester shall be requested under the provisions of Article 60 C.
- D. Child care leave shall extend up to a maximum of 12 months from the date the leave commences.

- E. The contract teacher shall return from the child care leave only at the beginning of a semester after giving the Superintendent notice in writing of the teacher's intent to return. A teacher must notify the Superintendent by April 1 of his or her intent to return for the fall semester and must notify the Superintendent by November 1 of his or her intent to return for the spring semester.
- F. In order to receive credit for salary purposes for service of one year, a contract teacher must be in paid service to the District for at least one semester in a given school year.
- G. In cases of emergency, child care leave may be extended upon annual written request of the contract teacher and with the approval of the Board.
- H. Any leave of absence granted by the Board under this Article shall run concurrently with any FMLA Leave for which the employee is entitled in accordance with the procedure set forth in Article 59 C.

#### **ARTICLE 57. JURY DUTY**

A teacher called for Jury Duty shall be considered a full-time employee and shall be compensated for the difference between the teaching pay and the pay received for the performance of such obligation.

#### **ARTICLE 58. SABBATICAL LEAVE**

- A. Sabbatical leaves will be granted pursuant to the provisions of the Public School Code, 24 P.S. § 11-1166.1 except as otherwise provided in Section B and C.
- B. A leave of absence for Professional Development may be granted for: (i) one semester at full pay; (ii) one school year at half pay; or (iii) for two (2) semesters (each at half pay) during a period of two (2) years. A one semester leave at full pay may be granted only once during a teacher's career at the Mt. Lebanon School District.
- C. Leaves of Absence For Professional Development shall be governed by the following conditions:
  - 1. There shall be no more than ten (10) such leaves of absence for Professional Development granted in any school year as described in B.
  - 2. In the event that more than ten applicants are received for a school year, the District will consider all of the following criteria in order to determine which ten applicants will receive a leave of absence for Professional Development:
    - i. the number of years of service in the District;
    - ii. the number of years of public school service; and
    - iii. the quality of the plan of activities and its value to the District, as determined by the District.
  - 3. Beginning in the 2025 - 2026 school year, a leave of absence for professional development for a semester shall consist of any of the following or a combination thereof:
    - i. nine (9) graduate credits;
    - ii. twelve (12) undergraduate credits (only if approved by the Board to pursue another certificate); and/or

- iii. at least three (3) graduate credits and up to six (6) professional development credits for a total of nine (9) credits.
- 4. Beginning in the 2025 - 2026 school year, a leave of absence for professional development for a full school year, or two (2) semesters, shall be any of the following or a combination thereof:
  - i. eighteen (18) graduate credits;
  - ii. twenty-four (24) undergraduate credits (only if approved by the Board to pursue another certificate); and/or
  - iii. at least six (6) graduate credits and up to twelve (12) professional development credits for a total of eighteen (18) credits.
- 5. Beginning in the 2024 - 2025 school year, employees granted such leaves of Professional Development shall be responsible for scheduled in-service training presented by or on behalf of the District, either by attending the training or by making arrangements with their administrator, and any professional development needs required to maintain certification.

#### **ARTICLE 59. FAMILY AND MEDICAL LEAVE**

- A. The District shall abide by the Family and Medical Leave Act, as amended, and shall be entitled to exercise the discretionary rights contained therein. An approved family medical leave taken pursuant to the provisions of the Family and Medical Leave Act, except as modified by subsection C of this Article, shall run concurrently with any other eligible leaves of absence contained in this Agreement and approved by the Board of School Directors.
- B. Calculation of an employee's FMLA entitlement shall be done on a rolling year basis as defined by the FMLA.
- C. In the event that a professional employee requests to use both sick leave and FMLA Leave in connection with the birth and care of a newborn child, the FMLA leave shall run concurrently with any sick leave taken by the professional employee with the exception of the first twenty (20) days of sick leave taken by the professional employee as a result of any of the pregnancy-related disabilities as defined in Article 51A. of this Agreement. The length of pregnancy-related disability, including recovery time, must be supported by medical documentation.
- D. Interpretation. This article is intended to implement any District Board Policy or procedures in effect for the Family and Medical Leave Act of 1993, as amended, and is not intended to provide any rights beyond those set forth in the Family and Medical Leave Act or interfere with any FMLA rights. The Association will support the District's defense of any claim that the inclusion of subsection C. is a delay to the start of an employee's FMLA entitlement.

#### **ARTICLE 60. OTHER LEAVE**

- A. Upon written request stating the reasons for such request a leave of absence of up to five unpaid days per year for personal reasons may be approved at the sole discretion of the Board. Such requests must be made five days in advance and no more than twice in a given school year. Upon completion of five (5) years of service in the district, a teacher who is given a special opportunity for professional growth (where the major emphasis is travel and not gainful employment) shall be eligible to request a



leave of absence for up to fifteen (15) consecutive days of unpaid leave, though not more frequently than once every ten (10) years and subject to the Board's discretion.

- B. Contract teachers who have tenure as provided by law and who have completed at least three years' service in the District may, sixty (60) days in advance, request an unpaid leave of absence of between a semester and up to two years, with said leave to commence at the beginning of a semester for the purpose of participating in international and federal programs, professional study, serving as a state or national officer in PSEA/NEA or serving in an elected political public office. Written request to return must be made ninety (90) days prior to the expected return date, and the District retains the right to limit the timing of a teacher's return to a semester break or grading period for the sake of educational continuity, or to set the teacher's return date at another time in the District's sole discretion. Leaves of absence granted under this paragraph shall be granted by the Board in its sole discretion.
- C. Unpaid leaves of absence for extreme and pressing family matters may be requested thirty (30) days in advance of such leave and may be approved for up to one semester by the Board in its sole discretion. Sixty (60) days prior to the expiration of such leave, an extra semester, upon written request, may be granted at the discretion of the Board. Requests to return must be made in writing sixty (60) days prior to the expected date of return. Advance request and return time requirement may be waived at the election of the Board and Superintendent, but the District retains the right to limit the timing of a teacher's return to a semester break or grading period break for the sake of educational continuity or to set the teacher's return date at another time in the District's sole discretion. The request is to be in writing and to contain specific reasons for such request. Such leaves are available to contract tenured teachers who have completed two years of service in the District.
- D. Up to two (2) working days per school year may be approved at the Board's discretion for observance of religious holidays, when said observance prevents the professional employee from working on said days. Such requests must be made five (5) days in advance and no more than twice in a given school year, are non-cumulative and non-reimbursable. These days may be taken as follows:
  - 1. Leave without pay
  - 2. Utilization of personal days (By utilizing Article 54, Section A-16 and this Article 60, Section D, a maximum of three (3) days per year may be used for religious observances.)
  - 3. Make-up day on mutually established date.
  - 4. Working time periods of one hour or more until the equivalent of the workday missed (excluding lunch) is made up. This make-up time will be mutually established by the employee and the immediate supervisor.

#### **ARTICLE 61. CONDITIONS RELATED TO APPROVED LEAVES**

- A. In the event said leave is requested and is approved by the Board and taken by the teacher, upon the teacher's written request to return, every reasonable attempt will be made to place the returning teacher in the same position or position similar to the one held prior to the commencement of the leave.
- B. Credit toward sabbatical leave eligibility is restored upon return from District-approved unpaid leave.

- C. Teachers on said leaves shall have the option to purchase hospitalization, major medical, dental benefits, and vision care coverages through the School District if they have been part of such plans prior to taking said leave and the District's insurance carrier permits the purchase of said coverage.
- D. Any District-approved unpaid leave may be extended in the discretion of the Board. Such requests will not be presented to the Board for its consideration unless recommended by the Superintendent.

## **ARTICLE 62. SICK LEAVE BANK**

### **A. INTRODUCTION**

A Sick Leave Bank shall be maintained for the employees of the Mt. Lebanon Education Association. The purpose of the Sick Leave Bank is to provide paid leave to supplement an employee's personal accumulated sick leave days in the event of an extended leave due only to an employee's emergent major medical disability and/or emergent catastrophic injury, such as major surgery, cardiovascular illness, respiratory illness, bone and nerve disorders that affect locomotion and malignancies. Sick Leave Bank days cannot be used for illness of a family member. The Sick Leave Bank is not intended to be a replacement for medical disability leave, medical disability retirement, and/or sabbatical leave for health restoration and these leaves should be considered before applying for days from the Sick Bank Leave. Financial hardship will not be a basis for determining eligibility for Sick Leave Bank days.

### **B. MEMBERSHIP**

1. Only bargaining unit employees, excluding permanent substitutes, are eligible to participate in the Sick Leave Bank.
2. Employees are eligible to elect to participate in the Sick Leave Bank during the first ten (10) days after beginning employment as an employee of the School District and, thereafter, they may elect to join only during the open enrollment period for benefits the following year.
3. In order to participate, each member must make an initial donation of one (1) unused sick day to the Sick Leave Bank.
4. Membership in the Sick Leave Bank shall be continuous from year to year unless the member leaves the employment of the District or if a member voluntarily withdraws from membership at the end of an academic year (as of June 30). Notice of intent to withdraw from membership in the Sick Leave Bank must be given to the Sick Leave Bank Committee in writing during the open enrollment period for benefits for the following year.
5. In the event a member withdraws from membership in the Sick Leave Bank, the days that the member donated will remain in the Sick Leave Bank.
6. Required donation of not more than one additional day may be assessed against the members of the Sick Leave Bank in any contract year when the number of days available in the Sick Leave Bank drops below one-half (1/2) the number of participants or when deemed necessary and approved by the Sick Leave Bank Committee.
7. Under no circumstances will the total number of days in the Sick Leave Bank be more than twice the number of employees in the Bargaining Unit.

8. A Sick Leave Bank member may not be eligible to receive and/or use the sick bank until the member has exhausted all of his or her sick leave days and personal days.
9. (a) Except as provided in subparagraph (b) herein below, Sick Leave Bank members shall be entitled to apply to use five (5) sick days from the Sick Leave Bank for each year of service the member has with the District, up to a maximum of one hundred (100) days. Any exception to increase the lifetime maximum would be at the discretion of the District.  
  
(b) A Sick Leave Bank member who has served in the District for fewer than seven (7) years shall be entitled to receive and/or use up to a maximum of thirty (30) days from the Sick Leave Bank during the first six (6) years of service with the District.
10. The total payment to any member utilizing the Sick Leave Bank shall not be more than 100% of the member's salary to which he or she would otherwise have been entitled. All payments from third parties to the member, including but not limited to Workman's Compensation, Disability Insurance, etc., shall be deducted from the normal rate of pay. The employee shall receive the difference between the third party payment and the amount the employee would otherwise have received during that pay period. This difference will be deducted from the employee's net income after retirement contributions, social security, taxes, etc. have been calculated. Members must provide written notification to the District of all such third party payments.

#### C. GOVERNANCE

1. This Sick Leave Bank will be maintained and administered by a joint committee comprised of three (3) appointees by the President of the Mt. Lebanon Education Association and three (3) appointees by the Superintendent of the Mt. Lebanon School District. Such appointments shall be made annually and be for a period of one year. This committee will be known as the Sick Leave Bank Committee. Only Sick Leave Bank Committee members will attend and participate in meetings and/or discussions concerning applications.
2. All recommendations made by the Sick Leave Bank Committee, including but not limited to eligibility and use decisions, will be by majority vote of the entire Committee.
3. All decisions made regarding eligibility of the Sick Leave Bank sick days will be at the sole discretion of the Sick Leave Bank Committee. In no event shall any action, inaction or decision by the Sick Leave Bank Committee give rise to a grievance. Recommendations made by the Sick Leave Bank Committee are final.
4. If at any time the Sick Leave Bank is terminated, Sick Leave Bank members then currently employed by the District will receive a proportionate share of their sick day contributions based on the total number of days left in the Bank's balance. Members who have received sick days from the Bank will not receive any days back.
5. A member who has received sick days from the bank shall redeposit one (1) sick day per year upon return to work and shall not be eligible for payment for any accumulated sick leave under Article 69 unless the member first redeposits the equivalent number of sick days used back into the sick bank.

#### D. APPLICATION

1. A member requesting Sick Leave Bank days shall submit an application form supplied by the Sick Leave Committee to that Committee along with a detailed physician's report which must contain the following:
  - a. Diagnosis and prognosis of an emergent major medical disability and/or emergent catastrophic injury;
  - b. The type and frequency of required treatment;
  - c. Timing of the procedure - A member shall attempt to schedule the procedure for the summer months if possible and, if not possible, the physician's report shall explain why.
  - d. The expected time away from the job and the projected return date.
2. The member shall execute the necessary authorization forms so that the Sick Leave Committee may contact the member's attending physician and obtain medical records of the member.
3. The member agrees that the Sick Leave Committee shall have the right to request the Member to submit to a physical examination by a doctor of the Committee's choice and at the expense of the employee.

#### E. INDEMNIFICATION

The Association and each of its employees joining the Sick Leave Bank must sign a release and hold harmless agreement to defend, indemnify and hold harmless the District in connection with any claims, expenses, suits, or actions by an employee under the Sick Leave Bank. It is agreed by the Association that no matter, claim or issue relating to the Sick Leave Bank shall be the subject of any grievance, complaint or suit brought against the District.

#### ARTICLE 63. HEALTH INSURANCE

- A. 1. For the term of this Agreement, the District shall provide medical insurance to all full-time professional employees by paying the applicable premiums for a health insurance plan. At the commencement of this Agreement, the base plan offered by the District shall be the Allegheny County School Health Insurance Consortium (ACSHIC) Community Blue Flex EPO Plan (EPO). The medical insurance carrier and plan offered by the District will not change unless another carrier is elected or added by the ACSHIC, if the plan is discontinued or no longer offered by the insurer or if the District elects to change the insurance carrier or plan as a result of costs or other circumstances which require a change in carrier or plan. In the event any of the above occurs, the plan selected by the District will provide a level of benefits comparable to those provided under the current health care plan, unless the parties agree otherwise. It is also acknowledged that employees who wish to elect Community Blue Flex PPO (PPO) coverage are responsible to pay the full amount by which the cost of PPO coverage exceeds the cost of EPO coverage.

2. Employee contributions to the monthly premiums for the District's insurance plans provided in conjunction with the ACSHIC EPO for individual and dependent coverage, and dental and vision coverage as referenced in Articles 66 and 67, shall be the following percentages of the District premium for all levels of coverage.

- i. 2023 - 2024 - 11.5 %
- ii. 2024 - 2025 - 12%
- iii. 2025 - 2026 - 12%
- iv. 2026 - 2027 - 13%
- v. 2027 - 2028 - 13%

Employees shall be responsible to pay the above-referenced premium contributions but in no event shall the applicable employee contribution exceed the following:

- i. 2023 - 2024 - \$225
- ii. 2024 - 2025 - \$245
- iii. 2025 - 2026 - \$260
- iv. 2026 - 2027 - \$275
- v. 2027 - 2028 - \$295

Employee contributions for PPO coverage shall be equal to the amounts payable by employees for EPO coverage plus the additional cost attributable to PPO coverage.

- B. A teacher covered under any other medical insurance program is eligible for an annual stipend of \$1,400 (or \$4,000 if 100 or more teachers elect this option) provided that prior to September 1 of the school year:
  1. The teacher requests in writing to drop all medical insurance coverage for self and any other dependents (including dental and vision) with the Mt. Lebanon School District and provides evidence that he/she is in fact covered under another plan.
  2. The stipend will be paid in two (2) payments of \$700 each (December and June) or two (2) payments of \$2,000 each if 100 or more teachers elect this option (December and June).
  3. Any decision to re-enroll in the District's plan will be subject to occurrence of a Qualifying Event and a pro rata refund of the stipend.
  4. The District may, at its sole discretion, offer the \$4,000 option if fewer than 100 teachers elect this option.
  5. If the \$4,000 stipend is not available, teachers may rescind their election to participate in this buyout.
  6. Teachers who elect the buyout for health insurance may purchase dental and vision insurance at their expense, at the District's cost.
- C. Section B above presumes that none of the health benefits described in Sections A and B will be taxable. If at any time during the life of this Agreement these benefits become taxable because of Section B above, then Section B will be declared null and void. In such event employees may re-enroll as described in Section B. 3. above.

- D. Where two or more employees or dependents who are otherwise entitled to separate health care coverages are, by reason of relationship, qualified to be covered as a spouse or dependent of one or another of them, the District's obligation shall be only to provide coverage for one employee as the primary employee in order to provide coverage for both employees. The District in its sole discretion may provide two individual policies so long as it is to the District's advantage to do so. When it is no longer advantageous, the District may provide a spousal policy. In the event that the District provides two (2) individual policies, the premium contribution to be made by the employees shall not exceed the amount of the premium contribution that would have been made if the District provided a spousal policy to that couple. The person whose birth date is earlier in the calendar year shall be designated as primary. The spouse who is not provided coverage under this paragraph shall not be entitled to receive a buyout pursuant to paragraph B above.
- E. The parties agree that for the term of this Agreement the District shall sponsor a flexible spending account program for the benefit of professional employees. The District shall determine the service provider and/or administrator for the flexible spending account service. The District agrees to pay only the service provider fee charged by the service provider/administrator, but all other costs, including but not limited to the cost of employee debit cards for use with the flexible spending accounts, will be borne by the employees. Specifically, the cost of the employee debit cards for use in the flexible spending accounts will be deducted from the contribution made by an individual employee to the flexible spending account.

#### **ARTICLE 64. MEDICAL EXAMINATIONS**

Medical examinations required by the District relating to retention requirements shall be paid for by the District when physicians appointed or designated by the District are used.

#### **ARTICLE 65. LIFE INSURANCE**

The District agrees to provide a term life insurance policy in the amount of \$50,000 for all full-time contract teachers and full-year permanent substitutes.

#### **ARTICLE 66. DENTAL**

For the duration of this agreement the District will continue individual and family dental benefits through an ACSHIC-sponsored plan providing benefits comparable to the present plan with Riders A, B, C, and D for all full-time contract teachers and full-year permanent substitutes.

#### **ARTICLE 67. VISION CARE**

For the duration of this agreement, the District will provide vision care insurance through an ACSHIC-sponsored plan for all full-time contract teachers and full-year permanent substitutes providing benefits comparable to the plan in place at the time the Agreement is effective.

#### **ARTICLE 68. BENEFITS FOR RETIREMENT**

- A Individual health insurance will be continued at District expense for eligible contract teachers who retire during the term of this Agreement for a period of ten years following the date of retirement or until retiree reaches Medicare eligibility, whichever comes first.
1. To be eligible for benefits hereunder, the retiring employee must be at least 55 and have at least 25 years of PSERS retirement credit service at the time of the last day of service, as well as

fifteen (15) years of service with the District. Notice of retirement shall be provided by October 1st for intended retirement at the end of the first semester, and by February 1st for intended retirement at the end of the second semester. A non-binding poll shall be completed by the District in the first week of the second semester to determine the number of potential retirements at the end of the semester. Resignation must take effect at the end of a semester, and a retiring employee must actually retire as that term is defined by PSERS guidelines to be eligible for benefits hereunder. If an individual who elects benefits hereunder later obtains employment with benefits elsewhere, the individual shall cease to be eligible to receive benefits.

2. The District's monthly obligation toward the purchase of the retiree's health insurance shall be fixed at the amount of the District's contribution toward employee's individual health insurance under Article 63 of this Agreement at the time of an employee's retirement, and any increase shall be the retired employee's responsibility.
3. The District's monthly obligation toward the purchase of the retiree's health insurance shall be reduced by the amount of any premium assistance available to the retiree through the Public School Employee Retirement System. In the event the PSERS premium assistance does not fully satisfy the retiree contribution owed, the retiree will be responsible to pay any excess amount.
4. The retiree may purchase dependent health insurance benefits, dental benefits and vision benefits by arrangement with the District, if permitted by the insurer.

**ARTICLE 69. ACCUMULATED SICK LEAVE AFTER RETIREMENT**

Following retirement from employment with the District, contract teachers with at least 15 continuous years of service as a contract teacher in the District (excluding approved unpaid leave) shall receive a payment not to exceed \$15,000, which shall be deposited in an approved 403B account according to the following schedule:

<u>Accumulated Sick Days</u>	<u>Per Day</u>
Days 1 thru 75	\$50.00
Days 76 thru 125	\$55.00
Days 126 and over	\$60.00

**ARTICLE 70. ACADEMIC REIMBURSEMENTS**

- A. Contract teachers will be eligible to receive reimbursement in a maximum amount of \$775 for each previously approved graduate credit. Credits must be earned in courses leading to an advanced standing in a university approved graduate program, or which is otherwise deemed by the District to be of educational benefit to and in alignment with the District's academic program, as approved in advance by the Superintendent or a designee of the Superintendent in said individual's sole discretion and in writing, subject to the following provisions:
  1. In no event shall any reimbursement for credits be duplicated.
  2. Reimbursement shall be made after submission of an official transcript and proof of payment of the credits and continuity of service in the District is assured. Payments shall be made by June 30 for all reimbursement requests submitted by June 1 of a school year for courses completed during the prior school year. The order of payment for reimbursement requests shall be as set forth in Paragraph A.5.

3. No reimbursement shall be made for pre-employment credits or for credits which are not approved by the Superintendent.
  4. As a condition to receiving academic reimbursements, the employee agrees to remain in the employ of the District for six full semesters following successful completion of the course. In the event an employee receives reimbursement but is not employed with the District for this full period, the employee shall refund to the District the monies received in accordance with the following schedule: (a) less than two semesters: 100%; (b) after two semesters, but less than four semesters: 67%; (c) after four semesters, but less than six semesters: 33%. Any refunds due to the District under this provision may be withheld from the employee's salary and, if any amount remains due, shall be paid within 60 days of termination of employment.
  5. The District reserves the right to impose an annual cap on the aggregate amount of academic reimbursements and to pro-rate credit reimbursements in the event the reimbursement requests exceed the annual cap. The annual cap for each school year during the term of this contract shall be \$130,000. In the event the applications for academic reimbursement exceed the cap in any year, payment shall first be made for those requests submitted by professional employees who are working towards permanent (Instructional II) teaching certification, subject to the limitations contained in subparagraph A of this Article. After all of these reimbursement requests are paid, the remainder of the reimbursement request applications submitted by professional employees shall be paid on a pro rata basis with the remaining amount of the cap funds as payment in full of the requests for academic reimbursement for that school year.
- B. Only credits earned with "B" or better grades will be reimbursed. If a course is non-graded, a pass will be considered equivalent to a grade of "B" or better. Course credit obtained through scholarships, federal programs, or any other means for which the teacher does not make actual tuition payment shall not be eligible for reimbursement under the provisions of this Agreement. A maximum of 12 credits may be reimbursed in any one school year for full-time employees and six credits for those working less than full time.
- C. In no case shall a teacher be reimbursed for more than a total of 45 credits under the "Academic Reimbursement" Article of this Agreement and its predecessor agreements.

#### **ARTICLE 71. FRINGE BENEFITS FOR PART-TIME TEACHERS AND PERMANENT SUBSTITUTES FOR A SEMESTER**

Full-time permanent substitutes shall be entitled to individual medical, dental and vision insurance benefits at the same rates as regular full-time employees. Full-year, part-time contract and permanent substitute teachers working at least 50% of the work day shall be entitled to receive individual medical, dental and vision insurance benefits at a pro-rata rate provided they pay for the remaining benefit cost via payroll deduction. Long-term substitutes (those working less than a semester) shall not be entitled to fringe benefits unless otherwise required by law.

#### **ARTICLE 72. SALARY FOR PERMANENT SUBSTITUTE EMPLOYEES**

Permanent substitute employees shall be paid a salary equal to a starting teacher with no experience. Permanent substitutes shall not be entitled to salary step movement for service in the District.



## ARTICLE 73. MILEAGE

Teachers who are required by the School District to drive their personal cars between buildings for required professional duties or for meetings called by District or building-level Administration will be compensated the IRS mileage deduction rate as published for business use of an automobile. Such rate is to become effective upon official publication by the designating agency.

## ARTICLE 74. GRIEVANCE PROCEDURES

- A. Purpose - It is the policy of the District and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use. Informal settlements at any stage shall bind the immediate parties to the settlement but shall not be precedents in a later grievance proceeding.
- B. Definitions - A grievance is hereby defined as a complaint submitted by an aggrieved party under the procedures hereof:
  - 1. regarding the meaning, interpretation, or application of any provision in this Agreement, or
  - 2. alleging the District or agents acted in an arbitrary or capricious manner contrary to the established written policy or practices governing or affecting teachers.
- C. Informal Resolution - Before submission of a written grievance, the aggrieved party must attempt to resolve it informally.

A teacher and/or Association representative or both may request a meeting with the principal and/or the member of a building administrative staff most closely related to the problem to seek resolution. The building principal should be informed by the teacher or association representative in advance of any scheduled meeting with another building administrator. The administrator meeting with the teacher and/or Association representative may request another administrator be present. The administrator may, if discussion of confidential information is an integral part of arriving at a resolution, refuse to meet with an Association representative without the teacher being present. In the event that the grievance is not resolved informally, a written grievance may then be processed to Step 1 of this Grievance Procedure.

### D. Submission of Grievances

#### Step 1.

- a. Each grievance shall be submitted in writing to the building principal on a form approved by the District and the Association and shall identify the aggrieved party, the provision of this Agreement involved in the grievance, the time when and the place where the alleged events or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved party. A grievance shall be deemed waived unless it is submitted within forty (40) calendar days after the aggrieved party knew or should have known of the events or conditions on which it is based.
- b. A teacher or group of teachers may submit in writing grievances which affect them personally and shall submit such grievances to the building principal. The Association may

submit any grievance. If it is limited in effect to one school, the grievance shall be submitted to the building principal. Otherwise, it shall be submitted directly to the Assistant District Superintendent.

Step 2.

The building principal shall respond in writing to each written grievance received. If an aggrieved party is not satisfied with the response of the building principal or if no response is received within one calendar week after the submission of a grievance, such aggrieved party may submit a copy of the grievance to the Assistant District Superintendent.

Step 3.

If an aggrieved party is not satisfied with the response of the Assistant District Superintendent or if no response is received within ten (10) days of the submission of a grievance, such aggrieved party may submit a copy of the grievance to the Superintendent of Schools.

Step 4.

The Superintendent or a designated representative of the Superintendent shall, upon request, confer with the aggrieved parties with respect to the grievance and shall deliver to the aggrieved parties a written statement with respect to it no later than two calendar weeks after it is received by the Superintendent. The Association shall, within two weeks after receiving from the Superintendent a response to a grievance, deliver to the Superintendent a detailed statement of its position with respect to the grievance.

Step 5.

- a. In the event the Association is not satisfied with the statement of the Superintendent of Schools with respect to a grievance based on a complaint regarding the meaning, interpretation, or application of any provision in this Agreement, it may within ten (10) days after receiving the statement, refer the grievance to arbitration. The District and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of seven arbitrators may be made to the Pennsylvania Bureau of Mediation by either party. A copy of such request shall be forwarded to the Superintendent of Schools or the President of the Association.
- b. Upon receipt of the names of the proposed arbitrators, a designee of the Superintendent and the Association shall strike names from the list until one ultimately is designated as the arbitrator. Nothing contained in this statement will bar the parties from using an arbitration panel as specified in Act 195. The arbitrator's decision shall be in writing and shall set forth the arbitrator's findings, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be binding. The arbitrator shall have no power to alter, add to, or detract from the provisions of the Agreement. The cost for the services of the arbitrator will be borne equally by the School District and the Association.

The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies or forums which otherwise could be available.

- E. Written Policy or Practice - In the event that an aggrieved party is not satisfied with the statement of the Superintendent of Schools with respect to a grievance based on a complaint that the District or its agents acted in an arbitrary or capricious manner contrary to the established written policy or practice governing or affecting teachers, the aggrieved party may, within ten (10) days after receiving the statement, refer the grievance to the Board of School Directors for final decision.
- F. Year End Grievances - In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to the grievant, the time limits set forth herein may be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
- G. Grievance File - All grievances filed by teachers will be kept in a separate grievance file and identified by year and number.
- H. Grievance Meetings - Meetings necessary to resolve those grievances which have not been settled informally may be held during the normal school day at times other than assigned pupil contact time. However, whenever a teacher representative is called upon to participate in an arbitration hearing to which the District is a party, the Association shall reimburse the District for the substitute costs incurred.
- I. Grievance Information - Requests from either party for information needed to process a grievance will be honored within a reasonable period of time.

#### **ARTICLE 75. MANAGEMENT RIGHTS AND PAST PRACTICE**

- A. The District reserves all management rights which by law may not be bargainable, and shall have and retain, solely and exclusively, all managerial responsibilities which shall include, but not be limited to, items of policy, its overall budget, utilization of technology, design and content of academic curriculum, the organizational structure and selection and direction of personnel, the right to establish the standards of services; the right to hire, assign, transfer and promote employees, subject only to such restrictions governing the exercise of these rights as are expressly provided in this Agreement. Unless there is a specific express provision in this Agreement which restricts the District's exercise of its management or other rights conferred by law or specifically directs or mandates the manner in which those rights are exercised, no general provision in this Agreement shall operate to limit, restrict or govern the District's exercise of its management rights. Nothing in this Agreement shall be construed as delegating to others, including an Arbitrator under Article 74.D, the authority conferred by law, including the School Code, on the District, or in any way abridging or reducing such authority.
- B. The parties hereby agree that this Agreement reflects the complete understanding of the parties and that all negotiable items have been discussed and/or an opportunity was available to raise all such items. No Memorandum of Understanding entered into prior to the effective date of this Agreement or grievance arbitration result rendered prior to the effective date of this Agreement shall be binding on the parties unless specifically referenced and incorporated.

## **ARTICLE 76. JUST CAUSE PROVISION**

No employee shall be disciplined, reprimanded, reduced in rank or compensation, or otherwise receive any detrimental treatment without just cause. Any such action taken by the District shall be subject to the grievance procedure. All information forming the basis for disciplinary action by the District will be made available to the employee.

## **ARTICLE 77. ZIPPER CLAUSE**

This Agreement is the result of collective negotiations between the District and the Association which have been conducted under the requirements of and directives of statute law. The provisions of this Agreement may be changed only through the mutual agreement of the District and the Association or the self-executing application of Article 88. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the District's direction and control and shall not be the subject of negotiations until the commencement of negotiations for a successor to this Agreement.

## **ARTICLE 78. COMPLIANCE**

Any individual contract between the District and an individual teacher heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

## **ARTICLE 79. PRINTING THE AGREEMENT**

Copies of this Agreement shall be made available by electronic publication within a reasonable period of time after the Agreement is signed.

## **ARTICLE 80. WORK STOPPAGE**

Both parties agree to faithfully abide by the provisions of the Pennsylvania Public Employees Law, Act 195. For the duration of this Agreement the District will not conduct a lockout and the Association will not strike as defined in Act 195.

## **ARTICLE 81. LENGTH OF CONTRACT**

This contract is effective July 1, 2023 through June 30, 2028.

## **ARTICLE 82. SALARIES**

- A. Education Experience Credit - The District shall have the right to establish and revise its practice for crediting employees with prior teaching experience for initial placement on the salary schedule. In varying its practice from year to year, the District shall be required to have a consistent practice during a given school year.
- B. Educational level placement shall take place semi-annually September and March pro rata. For purposes of advancement from one educational level salary column to another, the District shall consider only graduate credits earned after an individual's attainment of a Bachelor's degree and for purposes of salary columns M + 30 and M + 60, the District shall consider only graduate credits earned after an individual's attainment of a Master's degree.

- C. Unpaid Leave - Upon return to contract teaching following unpaid leave a contract teacher will be placed at a salary equal to the amount paid to another teacher of the same experience level and educational experience credit.
- D. Employees must work the equivalent of at least one entire semester or the equivalent of ½ year during a school year to qualify for step movement.
- E. Hold Harmless
  - 1. The Association expressly agrees that this local salary scale does not alter or increase the step to which a professional employee is entitled pursuant to the minimum salaries and increments established by the School Code and that any salary level accorded a professional employee does not alter, amend, decrease or increase the years of service to which a teacher is entitled pursuant to the School Code.
  - 2. The Association hereby warrants that the levels exceed the minimum salaries mandated by the School Code and hereby releases the District from and indemnifies the District for any back pay liability which may in the future be claimed or found to exist by any appropriate authority in connection with this salary scale. The Association also agrees that any remedy available under the School Code shall be prospective only.
  - 3. The local salary scale shall apply only during the term of this Agreement and shall completely expire at the termination thereof; the salary levels agreed to therein shall not be deemed to be a starting point for future negotiations.

**ARTICLE 83. OTHER COMPENSATION**

- A. School counselors, gifted coordinators, nurses, social workers, K-12 Technology Integration Coordinators, and school psychologists who are assigned to work beyond the regular work year as assigned or approved by their building administrator shall be paid at their daily rate for up to ten (10) work days and thereafter at the hourly rate set forth in B, below. The daily rate shall be the school counselor, gifted coordinators, nurses, social workers, K-12 Technology Integration Coordinators, or school psychologist’s annual contract amount divided by the number of contractual days of employment in that particular year. An employee’s daily rate may be prorated in the event that less than a full day is worked.
- B. Bargaining unit members shall be paid an hourly rate in the amount listed below for performing the additional work described in Paragraphs B and C of this Article. The above hourly rate shall be paid to bargaining unit members who (1) teach summer school, (2) participate in District-approved workshops held within the District and conducted at times other than the normal workday, (3) serve as homebound instructors, and (4) write GWRs or prepare IEPs outside of the normal workday.
  - i. 2023-2024: \$37
  - ii. 2024-2025: \$38
  - iii. 2025-2026: \$39
  - iv. 2026-2027: \$40
  - v. 2027-2028: \$41

- C. Bargaining unit members who participate in principal-approved parent conferences related to the requirements of laws and regulations pertaining to exceptional children and conducted beyond the normal workday shall be compensated on an hourly basis at the rate set forth in B, above.
- D. Curriculum writing work shall be compensated at a flat rate determined by the Administration. The flat rate shall be established and communicated in writing to interested members prior to beginning work. The number of writers and the proportionate shares of the flat rate shall also be determined at the beginning of each project.

#### **ARTICLE 84. METHODS OF PAYMENT**

- A. Teachers will be paid, via direct deposit, in 24 payments less the appropriate deductions on the 10th and the 23rd of each month, or the last workday before those dates.
- B. Teachers who prefer to be paid in 12 payments on the 23rd of each month, may notify the District within the first five (5) workdays of each school year. Such payments will be made via direct deposit.

#### **ARTICLE 85. PAYROLL DEDUCTIONS**

The District agrees to continue optional payroll deductions for United Way contributions, Credit Union payments or deposits, and for the approved Tax Sheltered Annuity programs.

#### **ARTICLE 86. EXTRA DUTY REMUNERATION (EDR)**

- A. The rates for Extra-Duty Remuneration (hereinafter "EDR") shall be as set forth in this Article as follows: the rate paid for an EDR position during each year of this agreement will be a 1% increase over the total EDR schedule for the previous year.
- B. Paid EDRs scheduled during the regular school year, in addition to a teacher's contractual obligations, shall be voluntary. However, except as otherwise provided in this Agreement regarding duty assignments, in cases where administrative personnel are unable to obtain acceptable volunteers for student supervision or instruction for activities scheduled during the teacher's workday and the faculty has been so informed, teachers shall be assigned to said EDRs.
- C. EDR positions will be filled on an annual basis or as otherwise agreed between the District and the individual. The decision to retain a person in a position or to open a position shall be in the District's discretion.
- D. The District shall have no obligation to maintain, renew, fill or create an EDR position or activity during any contract year of this Agreement. The list of types and numbers of positions contained in this Article shall in no way obligate the District to fill or maintain any of the positions. The District retains the right to add or delete positions or activities from the list of EDRs without limitation at any time during the term of this Agreement when it deems it necessary to do so. The Association at any time during this agreement can propose new positions or adjustments to current positions as needed. The District shall meet with the Association annually to discuss any such proposal but retains the sole discretion whether to implement any such proposal and the decision of the District shall be final. The District may not eliminate an EDR position and create a new position with the same duties in order to avoid paying the established EDR rate or increase for that position, it being understood that this specific limitation in no way otherwise limits the District's ability to change a position's duties or to otherwise exercise its rights as set forth in this Article. In the event the District eliminates or elects

not to fill any EDR positions, the monies allocated to those positions need not be applied to any other existing position, and any savings realized will be for the benefit of the District. If a new EDR position is created, the District will inform the Association of the creation of the position and the salary the District will pay for the position.

- E. EDR pay periods will be November, December, March and June. Year-long EDR activities shall be paid in December (40%) and June (60%). Seasonal EDR activities shall be paid in the EDR pay period following the end of the activity, except in the case of winter activities which shall be paid 50% in December and 50% in March. If any adjustment or corrections are required to be made in payment of an EDR, the adjustment or correction shall be made in the next pay period.
- F. When a posted EDR position is applied for by both bargaining unit and non-bargaining unit members and all qualifications (experience, background, and knowledge of area) are equal the bargaining unit member will be given preference. However, the parties acknowledge that the final determination of who is most qualified for the position rests solely in the discretion of the District. In addition to retaining the power to determine the most qualified candidate to fill an EDR position, the District in its sole discretion may fill EDR positions with persons outside the bargaining unit in accordance with its determination of qualifications.
- G. An annual amount of \$18,000 shall be available as additional compensation to EDR position holders whose EDR term is extended as a direct result of participation in additional competitions leading to awards/championships for the participant. For each additional week that an EDR season is extended, the position holder shall be entitled to payment in the amount of two percent (2%) of the position's EDR rate. The extended EDR term payments shall be paid out of the amount available at the end of June of each school year or when all extended EDRs are concluded, whichever shall last occur. In the event the eligible extended season payments exceed the amount available, the EDR position holders entitled to extended season pay shall be paid on a pro rata basis as payment in full for the extended EDR season. In the event the eligible extended season payments do not equal the annual amount, the District shall not be obligated to pay out any remaining amount, and any remaining amount shall accrue to the benefit of the District.

#### **ARTICLE 87. FLEXIBLE PROFESSIONAL STATUS**

- A. Any contract teacher may volunteer to change his/her status from full-time to part-time at the proportional salary if such a position is available.
- B. Following the time the part-time teacher desires to return to full-time status, the District, at its discretion, will make reasonable effort to return the teacher to full-time status if a full-time opportunity is available.
- C. Contract teachers employed under the conditions of this article will accrue seniority as defined in this contract for full-time employees.
- D. Teachers electing to change to part-time status shall receive benefits on a pro rata basis and shall be responsible to pay a pro rata amount of the remaining cost of their benefits in accordance with Article 71's provision regarding part-time teachers.

**ARTICLE 88. SEPARABILITY/NEW LEGISLATION**

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held or legislated contrary to law at any time during this Agreement, then such provision or application shall be deemed invalid and void and any benefits, rights, entitlements or practices based upon those provisions may be discontinued unilaterally by the District without bargaining. Those provisions or applications still permitted by law shall continue in full force and effect. In the event legislation is enacted granting the District the option of discontinuing a right or entitlement contained in the Agreement or the subject of an alleged practice, the District shall have a duty to bargain with the Association concerning the discontinuation of these optional rights and benefits. Notwithstanding the foregoing, the District shall have the right to unilaterally implement its discontinuation of the foregoing rights or entitlements at the expiration of this Agreement without bargaining to impasse and without such discontinuation being considered a change in status quo or lockout. After discontinuation, the absence of the provision or application shall be considered the status quo.

**ARTICLE 89. NATIONAL BOARD CERTIFICATION**


A stipend of \$2000 will be provided for all employees who attain National Board Certification through the National Board for Professional Teaching Standards. In addition, a stipend in the amount of \$1000 will be provided for all employees who attain recertification of their National Board Certification. Payment will be made at the end of the school year in which the Certification was obtained or retained upon presentation by the employee to the District's Human Resources Department of proof of successful completion of the certificate or recertification. A teacher who has applied for the maximum available grants to offset the cost for achieving the National Board Certification shall be eligible to receive up to a maximum amount of \$1000 to offset the cost of obtaining the certificate in any pay period following receipt of proof of successful completion of the certification. Any teacher applying for this payment shall submit proof satisfactory to the District of grant applications and receipt of grant monies.

[Signatures on Next Page]



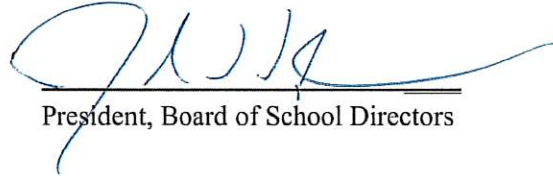
FOR THE ASSOCIATION:

FOR THE DISTRICT:

By   
President, Negotiator

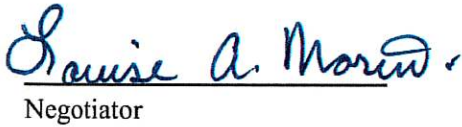
By   
Superintendent

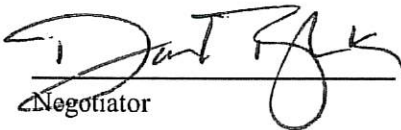
By   
Chief Negotiator

By   
President, Board of School Directors

By   
Negotiator

By   
Secretary, Board of School Directors

By   
Negotiator

By   
Negotiator

**Appendix A**

For employees placed on Step 16A such employees shall be paid the salary rate at Step 16A for a six-month period beginning with the first pay in September and lasting through the final pay in February of the following year, after which time they shall be moved to Step 16B for the six-month period beginning with the first pay in March through the last pay in August.

**2023-2024 Salay Schedule**

<b>Step</b>	<b>BA/BS</b>	<b>B+15</b>	<b>MA/MS</b>	<b>M+30</b>	<b>M+60</b>	<b>PhD</b>
1	53,500	55,500	59,500	61,000	62,000	63,000
2	54,000	56,000	60,000	61,500	62,500	63,500
3	54,500	56,500	60,500	62,000	63,000	64,000
4	55,000	57,000	61,000	62,500	63,500	64,500
5	55,500	57,500	61,500	63,000	64,000	65,000
6	56,000	58,000	62,000	63,500	64,500	65,500
7	56,500	58,500	62,500	64,000	65,000	66,000
8	58,000	60,400	63,000	64,500	65,500	66,500
9	59,500	62,400	63,500	66,400	67,000	68,000
10	61,500	64,000	65,600	67,700	68,000	69,000
11	63,000	64,200	67,000	68,200	69,000	70,000
12	63,500	65,500	68,000	69,500	70,500	71,500
13	65,500	66,500	69,500	70,600	72,000	73,000
14	67,500	68,500	71,900	73,500	74,500	75,500
15	79,000	79,800	84,000	85,300	86,500	87,500
16A	89,000	90,500	95,100	96,400	97,600	98,600
16B	105,910	110,910	115,300	116,390	117,480	118,040

**2024-2025 Salary Schedule**

<b>Step</b>	<b>BA/BS</b>	<b>B+15</b>	<b>MA/MS</b>	<b>M+30</b>	<b>M+60</b>	<b>PhD</b>
1	55,000	57,000	61,000	62,500	63,500	64,500
2	55,500	57,500	61,500	63,000	64,000	65,000
3	56,000	58,000	62,000	63,500	64,500	65,500
4	56,500	58,500	62,500	64,000	65,000	66,000
5	57,000	58,500	63,000	64,500	65,500	66,500
6	57,500	60,500	64,500	65,750	67,000	68,000
7	59,000	61,000	65,000	66,500	67,500	68,500
8	59,500	61,500	65,500	66,750	68,000	69,000
9	60,000	62,400	66,000	67,500	68,500	69,500
10	61,500	64,000	66,500	68,000	69,000	70,000
11	63,000	65,200	67,500	68,500	69,500	70,500
12	63,500	65,500	68,500	70,000	71,000	72,000
13	65,500	67,000	69,800	71,500	72,500	73,500
14	68,000	69,500	73,900	75,500	76,500	77,500
15	80,000	81,500	86,000	87,500	88,500	89,500
16A	90,000	91,500	96,000	97,500	98,500	99,500
16B	107,840	112,930	117,400	118,510	119,620	120,190

**2025-2026 Salary Schedule**

<b>Step</b>	<b>BA/BS</b>	<b>B+15</b>	<b>MA/MS</b>	<b>M+30</b>	<b>M+60</b>	<b>PhD</b>
1	56,500	58,500	62,500	64,000	65,000	66,000
2	57,000	59,000	63,000	64,500	65,500	66,500
3	57,500	59,500	63,500	65,000	66,000	67,000
4	58,000	60,000	64,000	65,500	66,500	67,500
5	58,500	60,500	64,500	66,000	67,000	68,000
6	59,000	61,000	65,000	66,500	67,500	68,500
7	59,500	62,000	66,000	67,000	68,000	69,000
8	60,500	62,500	66,500	68,000	68,500	69,500
9	61,000	63,000	67,000	68,000	69,000	70,000
10	61,500	64,000	67,500	69,000	69,500	70,500
11	63,000	65,500	68,000	69,500	70,500	71,500
12	64,000	66,500	69,000	70,500	71,500	72,500
13	65,500	67,000	71,000	72,500	73,500	74,500
14	70,000	71,000	75,000	77,500	78,500	79,500
15	82,000	84,000	88,750	91,500	92,500	93,500
16A	91,000	92,000	97,000	98,500	99,500	100,500
16B	109,950	115,140	119,700	120,830	121,960	122,540

**2026-2027 Salary Schedule**

<b>Step</b>	<b>BA/BS</b>	<b>B+15</b>	<b>MA/MS</b>	<b>M+30</b>	<b>M+60</b>	<b>PhD</b>
1	58,000	60,000	64,000	65,500	66,500	67,500
2	58,500	60,500	64,500	66,000	67,000	68,000
3	59,000	61,000	65,000	66,500	67,500	68,500
4	59,500	61,500	65,500	67,000	68,000	69,000
5	60,000	62,000	66,000	67,500	68,500	69,500
6	60,500	62,500	66,500	68,000	69,000	70,000
7	61,000	63,000	67,000	68,500	69,500	70,500
8	61,500	63,500	67,500	69,000	70,000	71,000
9	62,000	64,000	68,000	69,500	70,500	71,500
10	62,500	64,500	68,500	70,000	71,000	72,000
11	63,000	66,000	69,000	70,500	71,500	72,500
12	65,000	67,000	70,000	71,500	72,500	73,500
13	66,000	68,000	72,000	73,500	74,500	75,500
14	74,000	75,450	80,000	81,500	82,500	83,500
15	86,000	86,000	92,000	93,500	94,500	95,500
16A	92,500	94,500	98,500	100,000	101,000	102,000
16B	111,880	117,160	121,800	122,950	124,100	124,690

**2027-2028 Salary Schedule**

<b>Step</b>	<b>BA/BS</b>	<b>B+15</b>	<b>MA/MS</b>	<b>M+30</b>	<b>M+60</b>	<b>PhD</b>
1	60,000	62,000	66,000	67,500	68,500	69,500
2	60,500	62,500	66,500	68,000	69,000	70,000
3	61,000	63,000	67,000	68,500	69,500	70,500
4	61,500	63,500	67,500	69,000	70,000	71,000
5	62,000	64,000	68,000	69,500	70,500	71,500
6	62,500	64,500	68,500	70,000	71,000	72,000
7	63,000	65,000	69,000	70,500	71,500	72,500
8	63,500	65,500	69,500	71,000	72,000	73,000
9	64,000	66,000	70,000	71,500	72,500	73,500
10	64,500	66,500	70,500	72,000	73,000	74,000
11	65,000	67,000	71,000	72,500	73,500	74,500
12	65,500	67,500	72,000	73,000	74,000	75,000
13	68,000	70,000	74,000	75,500	76,500	77,500
14	74,000	78,000	82,000	83,500	84,500	85,500
15	88,500	90,300	94,500	96,000	97,000	98,000
16A	94,000	96,000	100,000	101,500	102,500	103,500
16B	114,080	119,470	124,200	125,370	126,550	127,150

**Appendix B**

<b>HIGH SCHOOL ACTIVITY</b>		<b>STIPEND 2023-2024</b>	<b>STIPEND 2024-2025</b>	<b>STIPEND 2025-2026</b>	<b>STIPEND 2026-2027</b>	<b>STIPEND 2027-2028</b>
Academic Games Assistant Coach Sponsor - District Wide	District Wide	\$4,173	\$4,215	\$4,257	\$4,300	\$4,343
Academic Games Assistant Coach Sponsor - District Wide	District Wide	\$2,936	\$2,965	\$2,995	\$3,025	\$3,055
Academic Games Assistant Coach Sponsor - District Wide	District Wide	\$2,936	\$2,965	\$2,995	\$3,025	\$3,055
Academic Games Head Sponsor - District Wide	District Wide	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Academic Games Head Sponsor - District Wide	District Wide	\$4,173	\$4,215	\$4,257	\$4,300	\$4,343
After School Detention Supervisor	HS	\$2,306	\$2,329	\$2,353	\$2,376	\$2,400
After School Detention Supervisor	HS	\$2,306	\$2,329	\$2,353	\$2,376	\$2,400
After School Detention Supervisor	HS	\$2,306	\$2,329	\$2,353	\$2,376	\$2,400
Art Club Sponsor	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Band Auxiliary Sponsor	HS	\$3,596	\$3,632	\$3,668	\$3,705	\$3,742
Band Auxiliary Sponsor	HS	\$3,596	\$3,632	\$3,668	\$3,705	\$3,742
Band Director (Marching)	HS	\$7,160	\$7,232	\$7,304	\$7,377	\$7,451
Band Director 1st Assistant Coach	HS	\$5,012	\$5,062	\$5,112	\$5,164	\$5,215
Band Director 1st Assistant Coach	HS	\$5,012	\$5,062	\$5,112	\$5,164	\$5,215
Best Buddies Sponsor	HS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Choral Activities Director	HS	\$4,173	\$4,215	\$4,257	\$4,300	\$4,343
Class Sponsor - Freshman	HS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Class Sponsor - Junior	HS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Class Sponsor - Senior	HS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Class Sponsor - Sophomores	HS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Concert Band Director	HS	\$2,044	\$2,065	\$2,085	\$2,106	\$2,127
Dance Activities Director	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Department Chair Health Services	MS/HS	\$2,359	\$2,383	\$2,406	\$2,431	\$2,455

Devils Advocate Sponsor	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Dramatic Activities Assistant AV Tech - Fall	HS	\$1,828	\$1,846	\$1,865	\$1,883	\$1,902
Dramatic Activities Assistant AV Tech - Spring	HS	\$1,828	\$1,846	\$1,865	\$1,883	\$1,902
Dramatic Activities Assistant Coach - Costumer - Fall	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Dramatic Activities Assistant Coach - Costumer - Spring	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Dramatic Activities Assistant Coach - Scene Des. - Fall	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Dramatic Activities Assistant Coach - Scene Des. - Spring	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Dramatic Activities Director - Fall	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Dramatic Activities Director - Spring	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Drumline Instructor	HS	\$2,044	\$2,065	\$2,085	\$2,106	\$2,127
English Department Chair	HS	\$7,863	\$7,941	\$8,021	\$8,101	\$8,182
Environmental Club Sponsor	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
FBLA Sponsor	HS	\$4,173	\$4,215	\$4,257	\$4,300	\$4,343
FBLA Sponsor - Assistant	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Fine Arts Department Chair	HS	\$6,290	\$6,353	\$6,416	\$6,481	\$6,545
Forensics Assistant Coach Sponsor	HS	\$2,904	\$2,933	\$2,962	\$2,992	\$3,022
Forensics Head Sponsor	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
French Club Sponsor	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
German Club Sponsor	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Guidance/Strive Department Chair	HS	\$6,290	\$6,353	\$6,416	\$6,481	\$6,545
HS Web Page Sponsor	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Instructional Technology Coach	HS	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
International Coordinators (3 split)	HS	\$10,380	\$10,483	\$10,588	\$10,694	\$10,801
Intramural Director	HS	\$5,158	\$5,209	\$5,262	\$5,314	\$5,367



Jazz Band Director	HS	\$2,936	\$2,965	\$2,995	\$3,025	\$3,055
Latin Club Sponsor	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Link Crew (3 split)	HS	\$10,620	\$10,726	\$10,834	\$10,942	\$11,051
Literary Magazine Sponsor	HS	\$2,936	\$2,965	\$2,995	\$3,025	\$3,055
Math Department Chair	HS	\$6,290	\$6,353	\$6,416	\$6,481	\$6,545
Mock Trial Sponsor	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Mock Trial Sponsor	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Model U N Assistant Coach Sponsor	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Model U N Sponsor	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Model U N Sponsor	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Morning Announcements Technical Supervisor	HS	\$2,002	\$2,022	\$2,042	\$2,063	\$2,083
Morning Announcements Technical Supervisor	HS	\$2,002	\$2,022	\$2,042	\$2,063	\$2,083
Musical Assistant Costumer	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Musical Assistant Costumer Assistant	HS	\$1,859	\$1,878	\$1,897	\$1,916	\$1,935
Musical Assistant Dance Director	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Musical Assistant Orchestra Director	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Musical Assistant Stage Director	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Musical Assistant Tech Director	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Musical Assistant Tech Director Assistant	HS	\$1,831	\$1,849	\$1,868	\$1,887	\$1,905
Musical Assistant Vocal Director	HS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Musical Producer	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
National Honor Society Sponsor	HS	\$2,327	\$2,351	\$2,374	\$2,398	\$2,422
National Honor Society Sponsor	HS	\$2,327	\$2,351	\$2,374	\$2,398	\$2,422
Odyssey of the Mind Sponsor	HS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Orchestra Activities Directory	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
PE/Health Department Chair	HS	\$4,718	\$4,765	\$4,812	\$4,860	\$4,909

Percussion Ensemble Assistant Coach Director	HS	\$2,044	\$2,065	\$2,085	\$2,106	\$2,127
Percussion Ensemble Director	HS	\$2,936	\$2,965	\$2,995	\$3,025	\$3,055
Percussion Front Instructor	HS	\$2,264	\$2,286	\$2,309	\$2,332	\$2,356
Photography Club Sponsor	HS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Practical Arts Department Chair	HS	\$4,718	\$4,765	\$4,812	\$4,860	\$4,909
Science Club Sponsor	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Science Department Chair	HS	\$6,290	\$6,353	\$6,416	\$6,481	\$6,545
Science Olympiad/Quiz Bowl Assistant Coach	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Science Olympiad/Quiz Bowl Head Coach	HS	\$4,173	\$4,215	\$4,257	\$4,300	\$4,343
Secondary Special Ed Dept Chair	MS/HS	\$6,196	\$6,258	\$6,321	\$6,384	\$6,448
Senior Class Holiday Show	HS	\$952	\$961	\$971	\$981	\$990
Ski Club Sponsor	HS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Social Studies Department Chair	HS	\$6,290	\$6,353	\$6,416	\$6,481	\$6,545
Spanish Club Sponsor	HS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
SSC Coordinator	HS	\$1,573	\$1,588	\$1,604	\$1,620	\$1,636
TV Production Sponsor	HS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
World Language Department Chair	HS	\$4,718	\$4,765	\$4,812	\$4,860	\$4,909
Yearbook Sponsor	HS	\$7,160	\$7,232	\$7,304	\$7,377	\$7,451

<b>MIDDLE SCHOOL ACTIVITY</b>		<b>STIPEND 2023-2024</b>	<b>STIPEND 2024-2025</b>	<b>STIPEND 2025-2026</b>	<b>STIPEND 2026-2027</b>	<b>STIPEND 2027-2028</b>
8th Gr Honors Percussion Ensemble	Both	\$707	\$714	\$721	\$728	\$736
Activities Director	MMS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Activities Director	JMS	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
After School Detention Supervisor Weekday	MMS	\$2,044	\$2,065	\$2,085	\$2,106	\$2,127
After School Detention Supervisor Weekday	JMS	\$2,044	\$2,065	\$2,085	\$2,106	\$2,127
Assistant Activities Director	MMS	\$2,264	\$2,286	\$2,309	\$2,332	\$2,356
Assistant Activities Director	JMS	\$2,264	\$2,286	\$2,309	\$2,332	\$2,356
Assistant Video Announcement Sponsor	MMS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Assistant Video Announcement Sponsor	JMS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Auditorium Programs Sponsor	MMS	\$2,044	\$2,065	\$2,085	\$2,106	\$2,127
Band Sponsor	MMS	\$1,069	\$1,080	\$1,090	\$1,101	\$1,112
Band Sponsor	JMS	\$1,069	\$1,080	\$1,090	\$1,101	\$1,112
Chamber Ensemble	MMS	\$808	\$816	\$824	\$832	\$841
Chorus Sponsor	MMS	\$1,069	\$1,080	\$1,091	\$1,102	\$1,113
Chorus Sponsor	JMS	\$1,069	\$1,080	\$1,091	\$1,102	\$1,113
Cross Age Tutor Sponsor	MMS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Cross Age Tutor Sponsor	JMS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Forensics Sponsor	MMS	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Forensics Sponsor	JMS	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Instructional Technology Coach	MMS	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Instructional Technology Coach	JMS	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Intramural Director	MMS	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Intramural Director	JMS	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Jazz Band Instructor	MMS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Jazz Band Instructor	JMS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
LIGHT Education Initiative Assistant	MMS	\$1,048	\$1,059	\$1,069	\$1,080	\$1,091
LIGHT Education Initiative Assistant	JMS	\$1,048	\$1,059	\$1,069	\$1,080	\$1,091
Literary Magazine	MMS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862
Literary Magazine	JMS	\$3,711	\$3,748	\$3,786	\$3,824	\$3,862

Math Club Sponsor	MMS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Math Club Sponsor	JMS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Mellotone	MMS	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
MS Honors Percussion Ensemble (Gr 6-7)	Both	\$677	\$683	\$690	\$697	\$704
Musical Assistant Director	JMS	\$1,768	\$1,785	\$1,803	\$1,821	\$1,839
Musical Assistant Director	MMS	\$1,768	\$1,785	\$1,803	\$1,821	\$1,839
Musical Costume Coordinator	JMS	\$1,768	\$1,785	\$1,803	\$1,821	\$1,839
Musical Costume Coordinator	MMS	\$1,768	\$1,785	\$1,803	\$1,821	\$1,839
Musical Director/ Choreographer/ Technical Director	JMS	\$3,030	\$3,060	\$3,091	\$3,122	\$3,153
Musical Director/ Choreographer/ Technical Director	MMS	\$3,030	\$3,060	\$3,091	\$3,122	\$3,153
Musical Producer	JMS	\$1,768	\$1,785	\$1,803	\$1,821	\$1,839
Musical Producer	MMS	\$1,768	\$1,785	\$1,803	\$1,821	\$1,839
Musical Set Designer	JMS	\$1,768	\$1,785	\$1,803	\$1,821	\$1,839
Musical Set Designer	MMS	\$1,768	\$1,785	\$1,803	\$1,821	\$1,839
Orchestra Sponsor	MMS	\$1,069	\$1,080	\$1,091	\$1,102	\$1,113
Orchestra Sponsor	JMS	\$1,069	\$1,080	\$1,091	\$1,102	\$1,113
Science Club Sponsor	MMS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Science Club Sponsor	JMS	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Video Announcement Sponsor	MMS	\$2,044	\$2,065	\$2,085	\$2,106	\$2,127
Video Announcement Sponsor	JMS	\$2,044	\$2,065	\$2,085	\$2,106	\$2,127
Web Master	MMS	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Web Master	JMS	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Yearbook	MMS	\$4,173	\$4,215	\$4,257	\$4,300	\$4,343
Yearbook	JMS	\$4,173	\$4,215	\$4,257	\$4,300	\$4,343

<b>ELEMENTARY SCHOOL ACTIVITY</b>	<b>LOCATION</b>	<b>STIPEND 2023-2024</b>	<b>STIPEND 2024-2025</b>	<b>STIPEND 2025-2026</b>	<b>STIPEND 2026-2027</b>	<b>STIPEND 2027-2028</b>
Dept Chair Health Svcs	Elem	\$2,359	\$2,383	\$2,407	\$2,431	\$2,455
Elementary Band	District Wide	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Elementary Band	District Wide	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Elementary Band	District Wide	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Elementary Counseling Facilitator	District Wide	\$2,097	\$2,118	\$2,139	\$2,160	\$2,182
Elementary District Chorus Supervisor	District Wide	\$677	\$683	\$690	\$697	\$704
Elementary District Chorus Supervisor	District Wide	\$677	\$683	\$690	\$697	\$704
Elementary District Chorus Supervisor	District Wide	\$677	\$683	\$690	\$697	\$704
Elementary District Chorus Supervisor	District Wide	\$677	\$683	\$690	\$697	\$704
Elementary District Chorus Supervisor	District Wide	\$677	\$683	\$690	\$697	\$704
Elementary District Orchestra	District Wide	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Elementary District Orchestra	District Wide	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Elementary District Orchestra	District Wide	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Elementary District Orchestra	District Wide	\$1,604	\$1,620	\$1,636	\$1,653	\$1,669
Elementary Honors Percussion Ensemble	District Wide	\$677	\$683	\$690	\$697	\$704
Fine Arts Facilitator - Instrumental Music	District Wide	\$2,097	\$2,118	\$2,139	\$2,160	\$2,182
Fine Arts Facilitator - Visual Arts	District Wide	\$2,097	\$2,118	\$2,139	\$2,160	\$2,182
Fine Arts Facilitator - Vocal Music	District Wide	\$2,097	\$2,118	\$2,139	\$2,160	\$2,182
Gr Level Facilitator - 1	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - 1	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - 2	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - 2	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - 3	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - 3	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - 4	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - 4	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - 5	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - 5	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818

Gr Level Facilitator - K	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Gr Level Facilitator - K	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Health & Physical Education Facilitator	District Wide	\$2,097	\$2,118	\$2,139	\$2,160	\$2,182
Instructional Technology Coach	Washington	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Instructional Technology Coach	Lincoln	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Instructional Technology Coach	Markham	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Instructional Technology Coach	Howe	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Instructional Technology Coach	Foster	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Instructional Technology Coach	Jefferson	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Instructional Technology Coach	Hoover	\$2,673	\$2,699	\$2,726	\$2,754	\$2,781
Intermediate Lead Teacher	Washington	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Intermediate Lead Teacher	Lincoln	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Intermediate Lead Teacher	Markham	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Intermediate Lead Teacher	Howe	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Intermediate Lead Teacher	Foster	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Intermediate Lead Teacher	Jefferson	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Intermediate Lead Teacher	Hoover	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
IST Facilitator	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Library Tech Facilitator	District Wide	\$2,622	\$2,648	\$2,674	\$2,701	\$2,728
Primary Lead Teacher	Washington	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Primary Lead Teacher	Lincoln	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Primary Lead Teacher	Markham	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Primary Lead Teacher	Howe	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Primary Lead Teacher	Foster	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Primary Lead Teacher	Jefferson	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Primary Lead Teacher	Hoover	\$1,651	\$1,668	\$1,684	\$1,701	\$1,718
Reading Specialist Facilitator	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818
Special Education Facilitator	District Wide	\$3,669	\$3,706	\$3,743	\$3,780	\$3,818

World Languages Facilitator	District Wide	\$2,097	\$2,118	\$2,139	\$2,160	\$2,182
<b>NOTE:</b> Intramural sponsors will be paid at a rate of \$20 per hour						

<b>HIGH SCHOOL SPORT</b>	<b>POSITION</b>	<b>STIPEND 2023-2024</b>	<b>STIPEND 2024-2025</b>	<b>STIPEND 2025-2026</b>	<b>STIPEND 2026-2027</b>	<b>STIPEND 2027-2028</b>
Athletic Coordinator	Fall	\$6,313	\$6,376	\$6,439	\$6,504	\$6,569
Athletic Coordinator	Winter	\$6,313	\$6,376	\$6,439	\$6,504	\$6,569
Athletic Coordinator	Spring	\$6,313	\$6,376	\$6,439	\$6,504	\$6,569
Athletic Coordinator	Summer	\$6,313	\$6,376	\$6,439	\$6,504	\$6,569
Athletic Coordinator	Fall	\$6,313	\$6,376	\$6,439	\$6,504	\$6,569
Athletic Coordinator	Winter	\$6,313	\$6,376	\$6,439	\$6,504	\$6,569
Athletic Coordinator	Spring	\$6,313	\$6,376	\$6,439	\$6,504	\$6,569
Athletic Coordinator	Summer	\$6,313	\$6,376	\$6,439	\$6,504	\$6,569
Baseball	Head Coach	\$7,537	\$7,612	\$7,688	\$7,765	\$7,843
Baseball	1st Assistant Coach	\$4,958	\$5,008	\$5,058	\$5,108	\$5,159
Baseball	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Baseball	9th Grade Head Coach	\$3,711	\$3,748	\$3,785	\$3,823	\$3,861
Basketball	Boys Head Coach	\$9,993	\$10,093	\$10,194	\$10,296	\$10,399
Basketball	Boys 1st Assistant	\$6,307	\$6,371	\$6,434	\$6,499	\$6,564
Basketball	Boys Assistant	\$5,841	\$5,899	\$5,958	\$6,018	\$6,078
Basketball	Boys 9th Grade Head	\$5,080	\$5,131	\$5,182	\$5,234	\$5,287
Basketball	Boys 9th Grade Assistant	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Basketball	Girls Head Coach	\$9,993	\$10,093	\$10,194	\$10,296	\$10,399
Basketball	Girls 1st Assistant	\$6,307	\$6,371	\$6,434	\$6,499	\$6,564
Basketball	Girls Assistant	\$5,841	\$5,899	\$5,958	\$6,018	\$6,078
Cheerleading	Head Coach	\$4,738	\$4,785	\$4,833	\$4,881	\$4,930
Cheerleading	Assistant Coach	\$4,315	\$4,358	\$4,401	\$4,445	\$4,490
Cheerleading	Assistant Coach	\$3,130	\$3,161	\$3,193	\$3,225	\$3,257
Cheerleading	Coordinator	\$1,804	\$1,822	\$1,840	\$1,859	\$1,877
Cross Country	Boys Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Cross Country	Girls Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Cross Country	Assistant Coach	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Cross Country	Coordinator	\$629	\$636	\$642	\$648	\$655
Field Hockey	Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308



Field Hockey	Assistant Coach	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Field Hockey	Assistant Coach	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Football	Head Coach	\$9,993	\$10,093	\$10,194	\$10,296	\$10,399
Football	Defensive Coordinator	\$7,045	\$7,115	\$7,186	\$7,258	\$7,331
Football	Assistant Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Football	Assistant Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Football	Assistant Coach	\$5,080	\$5,131	\$5,182	\$5,234	\$5,287
Football	Assistant Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Football	Assistant Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Football	Assistant Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Football	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Football	Assistant Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Football	Assistant Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Football	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Football	Coordinator	\$1,573	\$1,588	\$1,604	\$1,620	\$1,636
Golf	Boys Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Golf	Boys Assistant Coach	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Golf	Girls Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Golf	Girls Assistant Coach	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Golf	Coordinator	\$629	\$636	\$642	\$648	\$655
Lacrosse	Boys Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Lacrosse	Boys Assistant	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Lacrosse	Boys Assistant	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Lacrosse	Girls Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Lacrosse	Girls Assistant	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Lacrosse	Girls Assistant	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Rifle	Head Coach	\$5,080	\$5,131	\$5,182	\$5,234	\$5,287
Rifle	Assistant Coach	\$3,361	\$3,395	\$3,429	\$3,463	\$3,498
Soccer	Boys Head Coach	\$7,537	\$7,612	\$7,688	\$7,765	\$7,843
Soccer	Boys 1st Assistant	\$4,958	\$5,008	\$5,058	\$5,108	\$5,159
Soccer	Boys Assistant	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Soccer	Boys 9th Grade Head	\$3,880	\$3,919	\$3,958	\$3,998	\$4,038
Soccer	Coordinator	\$787	\$795	\$803	\$811	\$819
Soccer	Girls Head Coach	\$7,537	\$7,612	\$7,688	\$7,765	\$7,843
Soccer	Girls 1st Assistant	\$4,958	\$5,008	\$5,058	\$5,108	\$5,159
Soccer	Girls Assistant	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Softball	Head Coach	\$7,537	\$7,612	\$7,688	\$7,765	\$7,843
Softball	1st Assistant	\$4,958	\$5,008	\$5,058	\$5,108	\$5,159
Softball	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776

Softball	Jr. High Grade Head Coach	\$3,852	\$3,891	\$3,930	\$3,969	\$4,009
Str & Cond Fall	Head Coach	\$3,535	\$3,570	\$3,606	\$3,642	\$3,679
Str & Cond Win	Head Coach	\$3,535	\$3,570	\$3,606	\$3,642	\$3,679
Str & Cond Spr	Head Coach	\$3,535	\$3,570	\$3,606	\$3,642	\$3,679
Str & Cond Sum	Head Coach	\$3,535	\$3,570	\$3,606	\$3,642	\$3,679
Str & Cond Fall	Assistant Coach	\$2,020	\$2,040	\$2,061	\$2,081	\$2,102
Str & Cond Win	Assistant Coach	\$2,020	\$2,040	\$2,061	\$2,081	\$2,102
Str & Cond Spr	Assistant Coach	\$2,020	\$2,040	\$2,061	\$2,081	\$2,102
Str & Cond Sum	Assistant Coach	\$2,020	\$2,040	\$2,061	\$2,081	\$2,102
Swimming	Head Coach	\$7,537	\$7,612	\$7,688	\$7,765	\$7,843
Swimming	1st Assistant	\$4,958	\$5,008	\$5,058	\$5,108	\$5,159
Swimming	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Swimming	Assistant Coach (Diving)	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Swimming	Coordinator	\$787	\$795	\$803	\$811	\$819
Tennis	Boys Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Tennis	Boys Assistant	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Tennis	Girls Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Tennis	Girls Assistant	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Track and Field	Boys Head Coach	\$7,537	\$7,612	\$7,688	\$7,765	\$7,843
Track and Field	Girls Head Coach	\$7,537	\$7,612	\$7,688	\$7,765	\$7,843
Track and Field	1st Assistant	\$4,958	\$5,008	\$5,058	\$5,108	\$5,159
Track and Field	1st Assistant	\$4,958	\$5,008	\$5,058	\$5,108	\$5,159
Track and Field	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Track and Field	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Track and Field	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Track and Field	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Track and Field	Assistant Coach	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Track and Field	Coordinator	\$758	\$765	\$773	\$780	\$788
Track and Field	Winter Assistant Coach	\$2,248	\$2,271	\$2,293	\$2,316	\$2,340
Track and Field	Winter Assistant Coach	\$2,248	\$2,271	\$2,293	\$2,316	\$2,340
Track and Field	Winter Assistant Coach	\$2,248	\$2,271	\$2,293	\$2,316	\$2,340
Volleyball	Girls Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308
Volleyball	Girls Assistant Coach	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Volleyball	Boys Head Coach	\$6,062	\$6,123	\$6,184	\$6,246	\$6,308

Volleyball	Boys Assistant Coach	\$3,999	\$4,039	\$4,079	\$4,120	\$4,161
Wrestling	Head Coach Boys	\$7,537	\$7,612	\$7,688	\$7,765	\$7,843
Wrestling	1st Assistant Boys	\$4,958	\$5,008	\$5,058	\$5,108	\$5,159
Wrestling	Assistant Coach Boys	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Wrestling	Assistant Coach Boys	\$4,589	\$4,635	\$4,682	\$4,729	\$4,776
Wrestling	Jr High Head Coach Boys	\$3,852	\$3,891	\$3,930	\$3,969	\$4,009
Wrestling	Jr High Assistant Coach Boys	\$3,483	\$3,518	\$3,554	\$3,589	\$3,625
Wrestling	Jr High Assistant Coach Boys	\$3,483	\$3,518	\$3,554	\$3,589	\$3,625
Wrestling	Coordinator	\$787	\$795	\$803	\$811	\$819
Wrestling	Head Coach Girls	\$7,537	\$7,612	\$7,688	\$7,765	\$7,843
Wrestling	Assistant Coach Girls	\$4,958	\$5,008	\$5,058	\$5,108	\$5,159
<b>MIDDLE SCHOOL SPORT</b>	<b>POSITION</b>	<b>STIPEND 2023-2024</b>	<b>STIPEND 2024-2025</b>	<b>STIPEND 2025-2026</b>	<b>STIPEND 2026-2027</b>	<b>STIPEND 2027-2028</b>
Basketball	8th Gr Head Coach Boys - MMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Basketball	7th Gr Assistant Coach Boys - MMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Basketball	8th Gr Head Coach Girls - MMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Basketball	7th Gr Assistant Coach Girls - MMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Basketball	8th Gr Head Coach Boys - JMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Basketball	7th Gr Assistant Coach Boys - JMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Basketball	8th Gr Head Coach Girls -JMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Basketball	7th Gr Assistant Coach Girls - JMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720

Cheerleading	Head Coach - MMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Cheerleading	Head Coach - JMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Cross Country	Head Cross Country Coach - MMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Cross Country	Assistant Cross Country Coach - MMS	\$2,584	\$2,609	\$2,636	\$2,662	\$2,688
Cross Country	Head Cross Country Coach- JMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Cross Country	Assistant Cross Country Coach - JMS	\$2,584	\$2,609	\$2,636	\$2,662	\$2,688
Football	8th Gr Head Coach(one team)	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Football	8th Gr Assistant Coach	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Football	8th Gr Assistant Coach	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Football	8th Gr Assistant Coach	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Football	7th Gr Head Coach(one team)	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Football	7th Gr Assistant Coach	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Football	7th Gr Assistant Coach	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Football	7th Gr Assistant Coach	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Soccer	Head Boys Coach (one team)	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Soccer	Assistant Boys Coach	\$2,584	\$2,610	\$2,636	\$2,662	\$2,689
Soccer	Head Girls Coach (one team)	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Soccer	Assistant Girls Coach	\$2,584	\$2,610	\$2,636	\$2,662	\$2,689
Swimming	Head Coach (one team 2 head coaches)	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776

Swimming	Head Coach (one team 2 head coaches)	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Swimming	Assistant Coach	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Track and Field	Head Track Coach - MMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Track and Field	Assistant Track Coach - MMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Track and Field	Assistant Track Coach - MMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Track and Field	Assistant Track Coach- MMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Track and Field	Head Track Coach -JMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Track and Field	Assistant Track Coach - JMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Track and Field	Assistant Track Coach - JMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Track and Field	Assistant Track Coach- JMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Track and Field	Assistant Track Coach - JMS/MMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Volleyball	Head Coach Girls - MMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Volleyball	Assistant Coach Girls - MMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Volleyball	Head Coach Girls - JMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Volleyball	Assistant Coach Girls - JMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Volleyball	Head Coach Boys - MMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Volleyball	Assistant Coach Boys - MMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720
Volleyball	Head Coach Boys - JMS	\$3,629	\$3,665	\$3,702	\$3,739	\$3,776
Volleyball	Assistant Coach Boys - JMS	\$2,614	\$2,640	\$2,666	\$2,693	\$2,720