

NEGOTIATED AGREEMENT
BETWEEN
THE JAMESTOWN SCHOOL BOARD
AND
THE JAMESTOWN EDUCATION ASSOCIATION



July 1, 2023 - June 30, 2025

Jamestown, North Dakota

MASTER AGREEMENT PROVISIONS

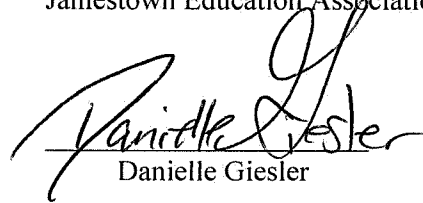
July 1, 2023 – June 30, 2025

Adopted
July 10th, 2023

Jamestown School Board

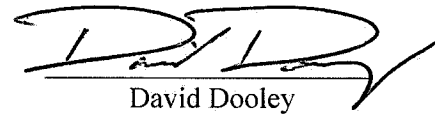
Jamestown Education Association

Daniel Tweten



Danielle Giesler

Jason Rohr



David Dooley



Lynn Kosel

MASTER AGREEMENT PROVISIONS

Table of Contents for Master Agreement

MASTER AGREEMENT PROVISIONS.....	2
I. QUALIFICATIONS AND REQUIREMENTS OF INSTRUCTORS.....	3
II. COMPENSATION OTHER THAN SALARY SCHEDULE.....	4
III. BENEFITS.....	4
A. INSURANCE:.....	4
B. INCOME PROTECTION PLAN:.....	5
C. LIFE INSURANCE:.....	6
D. LEAVE POLICY:.....	6
E. ANNUITIES:.....	9
F. LEAVE OF ABSENCE:.....	9
G. FLEX PLAN:.....	9
IV. CONTRACT PROVISIONS.....	9
V. OTHER PROVISIONS.....	10
VI. SALARY PAYMENTS.....	11
VII. RETIREMENT FUND.....	11
VIII. SAVINGS CLAUSE.....	12
IX. JAMESTOWN PUBLIC SCHOOLS 2019-2020 & 2020-2021 SALARY SCHEDULE.....	13
X. JAMESTOWN PUBLIC SCHOOLS 2019-2020 CO-CURRICULAR SALARY SCHEDULE.....	14
XI. JAMESTOWN PUBLIC SCHOOLS ELEMENTARY COACHING SCHEDULE.....	14
XII. JAMESTOWN PUBLIC SCHOOLS 2020-2021 CO-CURRICULAR SALARY SCHEDULE.....	15
XIV. JAMESTOWN PUBLIC SCHOOLS ATHLETIC PAY SCHEDULE.....	17
XV. MEMORANDUM OF UNDERSTANDING HEALTH INSURANCE.....	18

MASTER AGREEMENT PROVISIONS
July 1, 2023 – June 30, 2025

Adopted
July 10th, 2023

I. QUALIFICATIONS AND REQUIREMENTS OF INSTRUCTORS

- A. The classification of instructors shall be based upon an official or district approved transcript from a recognized or accredited institution of higher education.
- B. All teachers new to Jamestown Public Schools will be placed on the salary schedule in accordance with their years of teaching experience.
- C. Teachers who have earned a salary adjustment due to additional graduate credits will be granted such adjustment provided the request to the district administrator/appointed designee for a contract change is accompanied by one of the following items certifying successful completion of previously approved college course work: (1) official or district approved transcripts, or (2) a letter from the institution acknowledging successful course completion with official grades pending. Contracts will be adjusted on or before the following dates: September 1st or January 15th. When teachers advance horizontally midyear and when they have received ½ years' salary at their current index, they will receive ½ years' salary at the new index reflecting the full horizontal change.

Courses which are to meet the requirement for horizontal advancement are to be taken at an accredited institution of higher education, must be graduate level and related to the practicing area of certification or general education. The Superintendent, or the Superintendent's designee shall review the required documents and determine the amount of credit to be available for horizontal advancement. If a course is not approved by the District Administrator's office, the teacher may appeal to a committee of three, composed of one teacher to be appointed by the Jamestown Education Association, one Board Member and one Administrator to be appointed by the District Administrator. The request to appeal shall be made in writing to the District Administrator.

- D. Staff members may be required to present evidence of a thorough medical examination at the request of the School Board and the Board will cover the cost of the medical examination.
- E. Placement on the salary schedule will be determined by credits and degrees earned as of September 1st.

II. COMPENSATION OTHER THAN SALARY SCHEDULE

- A. Staff driving a school vehicle for approved school activities will be paid at \$20/hour in 2023/24 and \$22/hour in 2024/25 for drive time pending prior administrative approval. Mileage will be paid at the approved state rate for the use of a personal car if used for approved school activities. Car allowance to teachers who are required to use their private automobiles in their assigned teaching responsibilities will be based on the following criteria:
1. The travel does not include travel from home to building of the assignment and the subsequent return.
 2. Car allowance will be paid at State rates for actual miles traveled between sites. Travel vouchers to be submitted monthly.
 3. The teacher reserves the right to waive this benefit.
- B. All music directors not compensated through the co-curricular schedule shall be paid \$100 per performance outside of school hours.
- C. Credit for substitute teacher replacement shall be earned on the basis of one unit for each classroom period served or one-half unit for a half period served.
1. Units will be cashed out at the end of the school year subject to required statutory withholding. Payment shall be made by June 30th.
- D. Employees under the provisions of this contract shall be given an activity ticket for themselves plus one guest.

III. BENEFITS

The following benefits apply to regular, full-time teachers. Regular, part-time teachers may receive prorated benefits.

A. **INSURANCE:**

The Jamestown School District will provide \$2,675,000.00 to be used for health care insurance coverage for the fiscal year 2023-2024 and \$2,675,000.00 to be used for health care insurance coverage for the fiscal year 2024-2025. These amounts are to be used to provide coverage for all eligible employees (certified and classified staff and administrators) of the Jamestown School District, and James Valley Career and Technology Center (JVCTC), who choose to participate in the district plan. Any shortfall of revenue to cover expenditures shall be covered by participating employees. The health insurance reserve fund will possess a minimum of the average 2 months of accrual per employee per month of health insurance expenditures.

A Health Care Committee comprised of nine voting members and two ex-officio non-voting members will study health care issues. The committee will be comprised of five teachers (three of which are voting members, two of which are ex-officio members), two school board members, one administrator, one support staff member and two district office administrators. Ex-officio teacher members will serve as a proxy for voting members in their absence. The chairperson of the

committee must be a teacher, voting or ex-officio. The voting members of this committee will determine the insurance carrier, policy type (including benefits, deductibles, coinsurance and co-pays) and premium levels (for Single, Single Plus Dependent and Family) to be paid by district employees. The health insurance reserve fund must be maintained at the two-month level. If the reserve fund falls below this level, the insurance committee's plan for the next fiscal year must replenish the fund to the four-month level. All interest accrued and principal remaining at the end of the fiscal year in the insurance fund will be returned to said fund.

A group is defined as either (1) existing employees that currently do not have the opportunity to participate in the health plan or (2) staff who consists of the Jamestown School District and JVCTC. When a group is removed from the health plan or when a group is added by a number that would significantly impact expenditures or the health insurance cap, either the Jamestown Education Association or the School Board may reopen negotiations for discussion of health insurance only. The baseline number of policyholders will be the number enrolled as of November 1 the previous school year. A variance of 5 percent from the baseline number of policyholders is the threshold used to determine if negotiations can be reopened.

B. INCOME PROTECTION PLAN:

The School District will select a plan and contribute 75% per professional staff member toward the cost of an Income Protection Plan. All professional staff members under the income protection plan must use the income protection plan after 90 consecutive calendar days of illness. The plan shall be equal to or better than the current existing plan.

The Jamestown Board of Education and the Jamestown Education Association hereby agree to the following:

In addition to the Long-Term Disability Plan the District will provide the Rehabilitation Plan for Your Spouse as follows:

You (the insured employee) and your spouse may ask to participate in a rehabilitation plan for your spouse while you are disabled if:

1. you are already receiving benefits from a *social security plan*; and
2. your spouse's earnings in the six calendar months prior to your disability averaged less than 60% of your monthly pay.

The District will have sole discretion to approve or deny your request. The terms of the rehabilitation plan must be mutually agreed to by you, your spouse, and the District.

The rehabilitation plan for your spouse may include, at the District's discretion, payment of your spouse's *education expense*, reasonable job placement expenses, and the family's *moving expense*, if any. It may also include *family care expense* incurred by your spouse, necessary in order for your spouse to be retrained under the rehabilitation plan.

If your request is approved, the District will pay for your spouse's education expenses as follows:

1. If your spouse does not, at the time of your disability, hold a bachelor's degree from a college or university, or a degree from a trade or vocational school, the District will pay the tuition cost to obtain one degree from a public vocational school, college or university in North Dakota.
2. If your spouse, at the time of your disability, holds a bachelor's degree, the District will pay the tuition cost to obtain one Master's degree from a public university in North Dakota.

Definitions

Education Expense means the reasonable costs your spouse incurs which are required for your spouse's education or training. These costs may include tuition, books, computers and other equipment. Only those expenses incurred by your spouse on or after the date the written rehabilitation plan is enacted will be reimbursed.

Family Care Expense means the amount you spend for care of a family member in order for your spouse to be retrained under the rehabilitation plan. To qualify:

- Your family member must be under age 13, or be physically or mentally incapable of caring for him or herself;
- your family member must be dependent upon your spouse for support and maintenance; and
- the person who cares for your family member cannot be a relative.

Not more than \$350 per family member per month will be included. A pro-rated amount will apply to any period shorter than a month.

Moving Expense means the costs incurred by the family so that the spouse can attend school or accept gainful work.

Rehabilitation Plan means a written agreement between you, your spouse and the District in which, at your request, the District agrees to provide, arrange or authorize appropriate vocational or physical rehabilitation services.

Social Security Plan means a plan providing disability benefits under the United States Social Security Act.

C. LIFE INSURANCE:

1. The Jamestown Public School District will select a life insurance plan and pay 100% of the cost of a single premium for at least a \$25,000 policy. The district's financial contribution shall terminate when he/she is no longer employed by the school system. The policy will include a portability option that will allow an individual who ceases employment with the District to retain coverage at his/her expense.

D. LEAVE POLICY:

1. Sick leave
 - a. Fifteen (15) days per the first two (2) years will be granted to each teacher signing his/her first contract in the Jamestown Public Schools. Each succeeding year, ten (10) days will be granted per year, accumulating to a possible 135.
 - b. If a teacher is absent for more than four (4) consecutive days, a doctor's certificate will be required.
 - c. The School Board may request a medical examination if excessive absences occur.
 - d. Sick leave may be used for medical reasons involving any family member or relative.

2. Sick Leave Bank:

The Jamestown Public School District will maintain a Sick Leave Bank for participating employees. The purpose of the Sick Leave Bank is to cover unexpected catastrophic illness or injury to participants in the Sick Leave Bank and approved FMLA individuals.

- a. Catastrophic Illness or injury
This term does not include conditions associated with a normal pregnancy.

Catastrophic is defined as an illness or injury meeting three (3) or more of the following conditions: 1) life-threatening, 2) care requiring travel over 150 miles one way, 3) care requiring medical specialists outside of primary care, 4) debilitating condition or serious injury that significantly impairs ability to perform essential job functions, 5) medically necessary absence from work of 10 or more continuous days, 6) requires invasive surgery or treatment with recovery and/or rehabilitation of 5 or more days.

Applications that meet three (3) or more of these criteria may be submitted to the Sick Leave Bank Committee for consideration.

b. Participation

To participate in the Sick Leave Bank, an employee must be eligible for the district's health insurance plan. The offer to join the Sick Leave Bank shall be available to employees only upon their initial qualifying employment. A new non-contracted employee of the Jamestown School District or James Valley Career and Technology Center (JVCTC) will have thirty (30) days from the hire date to accept or reject membership in the Sick Leave Bank. A new contracted employee of the Jamestown School District or JVCTC will have thirty (30) days from signing their initial contract to accept or reject membership in the Sick Leave Bank.

Each participating employee shall invest 2 days in the bank. Whenever the balance falls below 180 days, each member shall be assessed one (1) additional day, not to exceed (2) sick leave days in any single contract period. Unused sick leave bank days will accumulate to the next school term.

Any participant of the Sick Leave Bank may withdraw from the Bank at the end of a school year by giving written notice to the Sick Leave Bank Committee. Sick days invested in the bank will not be returned upon leaving the bank. Once a participant withdraws from the Bank, the participant is no longer eligible to rejoin the Bank.

c. Application

A participant must first use all accumulated sick and personal leave days prior to be eligible to apply.

An application must be made on either the district's electronic employment portal or on the approved Sick Leave Bank Application Form. Applications need to include information outlining that the illness or injury meets three (3) or more of the criteria in the definition. Applications must be accompanied by a medical doctor's certificate verifying the conditions outlining the request, including but not limited to, severity, nature and projected duration of the illness or injury. If the illness or injury qualifies for employee disability coverage, the individual must apply for disability coverage. The Business Manager shall verify that an application for disability has been filed.

The application must request a specific number of days, up to twenty (20) per application. A participant may apply multiple times in any single contract period/school year but may be granted no more than 60 days of sick leave from the Sick Leave Bank for that particular illness/injury.

No participant shall be eligible to withdraw more than a lifetime total of one hundred twenty (120) days. Participants may not draw sick leave days from the bank once they receive employer-related disability benefits.

d. Committee

The make-up of the Sick Leave Bank Committee will be: two teachers appointed by the Association, one administrator appointed by the Superintendent, and one member of the Board of Education appointed by the President. The business manager will also serve on the committee, as an ex officio member with no voting rights. Members will serve a three-year term and all terms will begin on July 1.

The committee will meet within ten (10) working days upon receipt of a request and a decision will be made at that time. They will review applications, give written notice of acceptance or rejection, determine the number of days granted to the applicant, provide reasonable assurance the bank is not abused, and prepare quarterly reports for the Superintendent.

Decisions of the Committee will be made by majority vote and all decisions are final. The Sick Leave Bank records and accounting will be maintained by the District's Business Manager.

3. Bereavement (Funeral) Leave:

- a. In the event of the death of any family member/partner or relative, a teacher may use up to five (5) days without salary reduction to make final arrangements.
- b. In the event of the death of a non-family member, up to one (1) day per year will be granted. With the Superintendent's approval, additional leave may be allowed to attend the funeral of a non-family member without salary reduction.

4. Personal Leave:

- a. Teachers are entitled to three days of paid personal leave per year without explanation, accumulative to 6 paid days. Those teachers who are under an 11-month contract, not including extended contract days, are entitled to three days of paid personal leave per year without explanation, accumulative to 6 paid days. Personal leave shall be calculated in one-hour increments from the beginning of the contracted school day to the end of the contracted school day. Every attempt should be made not to disrupt class periods while using personal leave. Personal leave days not carried over to the following year, maximum of twenty-four hours, shall be compensated at the current substitute teacher pay daily rate. Payment to be issued by June 30th.

5. Professional Leave:

- a. It will be the policy of the Jamestown School District that when any teacher requesting to be absent for workshops, conferences or professional meetings, he/she must have this absence approved by the Central Office in advance. The request must be made using the District's staff management system and approved by the principal and Central Office personnel. Refer to procedure outlined in District's staff management system to receive reimbursement. Claims for reimbursement must utilize the procedures outlined in the staff management system. If the policy is not adhered to, salary will be deducted, or leave will be denied.

Reimbursement claims will be paid after Board approval of the claim, the Board will:

- (1) Pay mileage at the state rate.

- (2) Pay lodging at the state rate.
- (3) Provide and pay for a substitute.
- (4) Pay for meals at the state rate.
- (5) Pay for all registration fees.

If the District Administrator or his/her designee allows another person to attend the workshop or conference, the person takes full responsibility for his/her expenses. Substitute pay will be provided.

- 6. Staff Members seeking additional information on leaves should refer to the following board policies: DDAA – Family and Medical Leave, DDAD – Childcare Leave, DDAE – Parental Leaves, DDDDB – Leave of Absence.
- 7. The School District shall pay all substitute teachers. The principal shall make the arrangements for the hiring of all substitutes.
- 8. Each leave policy is to be treated separately. Abuse of these agreements will be subject to review by the proper authority of the JEA.

E. ANNUITIES:

- 1. The School Board has made available a tax-sheltered annuity program. The Board will deduct from salary for this program.
- 2. A minimum of five insurance contracts are required for a request for an additional company to be approved by the Board for payroll deduction.

F. LEAVE OF ABSENCE: (Board Policy DDDDB)

- 1. Staff members after having been employed by the School District of Jamestown for four consecutive years or more, upon request, may be granted a leave of absence for not more than one school year. No salary will be paid during this leave of absence. The School Board is to give written approval to teachers requesting the leave.
- 2. Teachers on leave of absence will move horizontally, provided that the requirements are met, but no years of experience will be granted. No leave accumulates during this time.

G. FLEX PLAN:

- 1. The Jamestown Public School District will provide a flex plan at no cost to the school district or teachers.

IV. CONTRACT PROVISIONS

- A. Contracts will state extra-curricular duties and payment for each. Payment will be as follows: Co-Curricular staff whose fall season assignment begins prior to the first day of school shall receive 30% of their co-curricular pay on the regular August payroll date. The remaining 70% will be paid upon completion of the activity.

Co-Curricular staff whose winter season assignment begins prior to Christmas and ends after the first day of February shall receive 30% of their co-curricular pay on the regular December payroll date. The remaining 70% will be paid upon completion of the activity.

NOTE: Co-curricular positions are defined as those positions on either the athletic or activity pay

schedules.

1. Co-curricular staff members hired from out-of-district will receive experience if hired for the same position.
2. Co-curricular staff members hired from within the district will be given credit for experience at the senior high level when moving to another senior high position in that co-curricular position.
3. Co-curricular staff members who move from the middle school to a senior high position in the same co-curricular position, will be given one-year senior high experience for each two years of middle school experience in the co-curricular position. A maximum of 10 years of middle school experience may be brought forward to the senior high level up to a maximum Step 5 on the athletic or activity pay schedule.
4. Co-curricular staff members will be granted a full step experience even if they are not “full time” during the season.

An activities committee comprised of a school board member, athletic director, administrators, Jamestown Education Association members and co-curricular staff members will report to the Jamestown School Board and Jamestown Education Association each year that negotiations commence. The committee will make recommendations concerning placement of positions not currently on the athletic or activity schedule as well as other issues relating to the co-curricular athletic or activity schedule. The District Administrator or his/her designee will facilitate the meeting.

- B. Contracts will be 184 days. Teachers who resign during the school year will be paid on the basis of 184th of year’s salary times the number of days elapsed classroom time.
- C. Excessive cancellation of school due to acts of God may require use of vacation to meet requirements for foundation payment.
- D. Pay day shall be the twentieth of each month. If the twentieth falls on a Saturday, pay day shall be on Friday. If the twentieth falls on a Sunday, pay day shall be on Monday. Teachers may have payments on either a nine (9) or twelve (12) month basis.
- E. A part-time teacher who becomes full-time will be placed on the salary schedule at the experience level stated on his or her contract

V. OTHER PROVISIONS

- A. Teachers are expected to attend all official school meetings. Legitimate excuses are to be obtained from the administrative person in charge.
- B. Early notification of teacher assignments may be subject to change without violation of the Professional Agreement when registration or enrollment requires a change.
- C. Payment for writing major curriculum development projects, writing a K-12 scope and sequence for an academic discipline, writing a K-12 curriculum handbook for an academic discipline, developing a new curriculum, shall be based on 10% of the hiring base of that individual teacher’s current lane

of the salary schedule per month.

The curriculum development proposal shall be submitted on the appropriate form to the District Administrator for his approval or rejection.

Committee assignments, lesson preparation, minor curriculum development projects, textbook selection, participation in any capacity in accreditation review or long-range planning, etc. shall be excluded from this provision of the negotiated agreement. These activities shall be considered to be part of the teachers' regular duties.

D. Grievance Procedure:

If there is a disagreement between the School Board and the teacher relating to the timeliness of the initiation of the procedure, the matter shall be referred to a disinterested third party mutually agreed upon by the teacher and the School Board, for a recommendation as to the timeliness of the initiation of the procedure. Either party being dissatisfied with the recommendation may pursue the matter as provided by the laws of the State of North Dakota.

1. The teacher and the supervisor have the right to have a representative present if they so desire.
2. Neither the grievance nor the decision shall become part of the teacher's personnel file.
NOTE: The entire grievance procedure will be found in the Information for Teachers Handbook.

E. Communication Committee: A committee shall be formed that will include two (2) teachers selected by the JEA, a board member and a school administrator appointed by the district administrator. The intent of this committee will be to open lines of communication among therefore mentioned identities.

F. This agreement shall be effective on July 1, 2023 and continue through June 30, 2025. In an event a successor agreement is not agreed upon before the anniversary date of this agreement, all salaries and benefits agreed upon in the successor agreement will be retroactive to the anniversary date of this agreement.

G. The school board shall govern terms not outlined in this agreement.

VI. SALARY PAYMENTS

- A. The activity pay schedules shall have a base equal to 15% of the Hiring Base. For the 2023-2024 school year the activity pay schedules base is \$6,900.00 and in 2024-2025 the activity pay schedules base is \$6,975.00.
- B. All payments on the co-curricular schedule shall be made to an individual person.

VII. RETIREMENT FUND

The Jamestown School District will deduct from the teacher's gross salary the teacher's share of the retirement fund, make payments through the district to the fund for both the district and the teacher's share.

VIII. SAVINGS CLAUSE

Should any article, section or clause of this agreement be declared illegal by a North Dakota court of competent jurisdiction, said article, section or clause shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of this agreement.

IX. *JAMESTOWN PUBLIC SCHOOLS 2023-2024 & 2024-2025 SALARY SCHEDULE

2023-2024

Experience	BA/BS	BA/BS+16	MA/MS	MA/MS+16
Starting Salary	\$46,000	\$47,000	\$50,000	\$51,000
*Year of Experience 0-8	\$900	\$900	\$900	\$900
*Year of Experience 9-16	\$1,100	\$1,100	\$1,100	\$1,100
*Years of Experience 17-20	\$1,600	\$1,600	\$1,600	\$1,600
*Career Index	\$1,900	\$2,100	\$2,300	\$2,500

2024-2025

Experience	BA/BS	BA/BS+16	MA/MS	MA/MS+16
Starting Salary	\$46,500	\$47,500	\$50,500	\$51,500
*Year of Experience 0-8	\$900	\$900	\$900	\$900
*Year of Experience 9-16	\$1,100	\$1,100	\$1,100	\$1,100
*Years of Experience 17-20	\$1,600	\$1,600	\$1,600	\$1,600
*Career Index	\$2,100	\$2,250	\$2,450	\$2,600

A. New Hires.

No newly hired teacher in the District will be paid more than a returning teacher with similar experience. Similar experience means same educational lane and total career years of experience. Part-time teachers will receive a proportionate amount. For example, a half-time teacher will receive 50% of what a full-time teacher bringing in with the same education and experience would receive.

B. Returning Teachers. Returning teachers will increase according to the 2023-2024 index schedule, based on Full Time Equivalency (FTE) in 2023-2024 and increase according to the 2024-2025 index schedule based on FTE in 2024-2025.

*The intention of both parties is that the salary structure is indexed for years 2023-2025. When contract negotiations commence in 2025 both parties agree that the index will sunset.

X. JAMESTOWN PUBLIC SCHOOLS 2023-2024 CO-CURRICULAR SALARY SCHEDULE

BASE AMOUNT IS 15% OF THE HIRING LANE WHICH IS \$46,000

LEVEL	% of Base	100.0% STEP 1	102.5% STEP 2	105.0% STEP 3	107.5% STEP 4	110.0% STEP 5	112.5% STEP 6	115.0% STEP 7	117.5% STEP 8	120.0% STEP 9	122.5% STEP 10
1	100%	\$6,900.00	\$7,072.50	\$7,245.00	\$7,417.50	\$7,590.00	\$7,762.50	\$7,935.00	\$8,107.50	\$8,280.00	\$8,452.50
2	76%	\$5,244.00	\$5,375.10	\$5,506.20	\$5,637.30	\$5,768.40	\$5,899.50	\$6,030.60	\$6,161.70	\$6,292.80	\$6,423.90
3	72%	\$4,968.00	\$5,092.20	\$5,216.40	\$5,340.60	\$5,464.80	\$5,589.00	\$5,713.20	\$5,837.40	\$5,961.60	\$6,085.80
4A	67%	\$4,623.00	\$4,738.58	\$4,854.15	\$4,969.73	\$5,085.30	\$5,200.88	\$5,316.45	\$5,432.03	\$5,547.60	\$5,663.18
5B	50%	\$3,450.00	\$3,536.25	\$3,622.50	\$3,708.75	\$3,795.00	\$3,881.25	\$3,967.50	\$4,053.75	\$4,140.00	\$4,226.25
6C	39%	\$2,691.00	\$2,758.28	\$2,825.55	\$2,892.83	\$2,960.10	\$3,027.38	\$3,094.65	\$3,161.93	\$3,229.20	\$3,296.48
7	35%	\$2,415.00	\$2,475.38	\$2,535.75	\$2,596.13	\$2,656.50	\$2,716.88	\$2,777.25	\$2,837.63	\$2,898.00	\$2,958.38
8D	30%	\$2,070.00	\$2,121.75	\$2,173.50	\$2,225.25	\$2,277.00	\$2,328.75	\$2,380.50	\$2,432.25	\$2,484.00	\$2,535.75
9	26%	\$1,794.00	\$1,838.85	\$1,883.70	\$1,928.55	\$1,973.40	\$2,018.25	\$2,063.10	\$2,107.95	\$2,152.80	\$2,197.65
10E	22%	\$1,518.00	\$1,555.95	\$1,593.90	\$1,631.85	\$1,669.80	\$1,707.75	\$1,745.70	\$1,783.65	\$1,821.60	\$1,859.55
F	18%	\$1,242.00	\$1,273.05	\$1,304.10	\$1,335.15	\$1,366.20	\$1,397.25	\$1,428.30	\$1,459.35	\$1,490.40	\$1,521.45
G	14%	\$966.00	\$990.15	\$1,014.30	\$1,038.45	\$1,062.60	\$1,086.75	\$1,110.90	\$1,135.05	\$1,159.20	\$1,183.35
11 H	9%	\$621.00	\$636.53	\$652.05	\$667.58	\$683.10	\$698.63	\$714.15	\$729.68	\$745.20	\$760.72
I	4%	\$276.00	\$282.90	\$289.80	\$296.70	\$303.60	\$310.50	\$317.40	\$324.30	\$331.20	\$338.10

XI. JAMESTOWN PUBLIC SCHOOLS ELEMENTARY COACHING SCHEDULE
 2023-2024 & 2024-2025

<u>Boys</u>	<u># of Meetings</u>	<u>Wage Per Meeting</u>	<u>Total Compensation</u>
Basketball	18	\$25.00	\$450.00
Wrestling	14	\$25.00	\$350.00
Gymnastics	14	\$25.00	\$350.00
Track/Cross Country	14	\$25.00	\$350.00
Swimming	14	\$25.00	\$350.00
Cross Country (Grade 6)	14	\$25.00	\$350.00

<u>Girls</u>	<u># of Meetings</u>	<u>Wage Per Meeting</u>	<u>Total Compensation</u>
Basketball	18	\$25.00	\$450.00
Volleyball	14	\$25.00	\$350.00
Gymnastics	14	\$25.00	\$350.00
Track/Cross Country	14	\$25.00	\$350.00
Swimming	14	\$25.00	\$350.00
Cross Country (Grade 6)	14	\$25.00	\$350.00

XII. JAMESTOWN PUBLIC SCHOOLS 2024-2025 CO-CURRICULAR SALARY SCHEDULE

BASE AMOUNT IS 15% OF THE HIRING LANE WHICH IS \$46,500

LEVEL	% of Base	100.0% STEP 1	102.5% STEP 2	105.0% STEP 3	107.5% STEP 4	110.0% STEP 5	112.5% STEP 6	115.0% STEP 7	117.5% STEP 8	120.0% STEP 9	122.5% STEP 10
1	100%	\$6,975.00	\$7,149.38	\$7,323.75	\$7,498.13	\$7,672.50	\$7,846.88	\$8,021.25	\$8,195.63	\$8,370.00	\$8,544.37
2	76%	\$5,301.00	\$5,433.53	\$5,566.05	\$5,698.58	\$5,831.10	\$5,963.63	\$6,096.15	\$6,228.68	\$6,361.20	\$6,493.73
3	72%	\$5,022.00	\$5,147.55	\$5,273.10	\$5,398.65	\$5,524.20	\$5,649.75	\$5,775.30	\$5,900.85	\$6,026.40	\$6,151.95
4A	67%	\$4,673.25	\$4,790.08	\$4,906.91	\$5,023.74	\$5,140.58	\$5,257.41	\$5,374.24	\$5,491.07	\$5,607.90	\$5,724.73
5B	50%	\$3,487.50	\$3,574.69	\$3,661.88	\$3,749.06	\$3,836.25	\$3,923.44	\$4,010.63	\$4,097.81	\$4,185.00	\$4,272.19
6C	39%	\$2,720.25	\$2,788.26	\$2,856.26	\$2,924.27	\$2,992.28	\$3,060.28	\$3,128.29	\$3,196.29	\$3,264.30	\$3,332.31
7	35%	\$2,441.25	\$2,502.28	\$2,563.31	\$2,624.34	\$2,685.38	\$2,746.41	\$2,807.44	\$2,868.47	\$2,929.50	\$2,990.53
8D	30%	\$2,092.50	\$2,144.81	\$2,197.13	\$2,249.44	\$2,301.75	\$2,354.06	\$2,406.38	\$2,458.69	\$2,511.00	\$2,563.31
9	26%	\$1,813.50	\$1,858.84	\$1,904.18	\$1,949.51	\$1,994.85	\$2,040.19	\$2,085.53	\$2,130.86	\$2,176.20	\$2,221.54
10E	22%	\$1,534.50	\$1,572.86	\$1,611.23	\$1,649.59	\$1,687.95	\$1,726.31	\$1,764.68	\$1,803.04	\$1,841.40	\$1,879.76
F	18%	\$1,255.50	\$1,286.89	\$1,318.28	\$1,349.66	\$1,381.05	\$1,412.44	\$1,443.83	\$1,475.21	\$1,506.60	\$1,537.99
G	14%	\$976.50	\$1,000.91	\$1,025.33	\$1,049.74	\$1,074.15	\$1,098.56	\$1,122.98	\$1,147.39	\$1,171.80	\$1,196.21
11 H	9%	\$627.75	\$643.44	\$659.14	\$674.83	\$690.53	\$706.22	\$721.91	\$737.61	\$753.30	\$768.99
I	4%	\$279.00	\$285.98	\$292.95	\$299.93	\$306.90	\$313.88	\$320.85	\$327.83	\$334.80	\$341.78

XIII. JAMESTOWN PUBLIC SCHOOLS ACTIVITY (NON-ATHLETIC) PAY SCHEDULE
 BASE IS 15% OF THE HIRING LANE

Level A - (67%)	HS Yearbook Blue Jay News FFA Robotics Technical Director of JHS Theatre
Level B - (50%)	Head JHS Speech Head JHS Debate JHS Student Council JHS Band JHS Show Choir E-Sports Advisor
Level C - (39%)	Head JHS Drama MS Drama Assistant JHS Speech Head JHS Science Olympiad Head MS Science Olympiad
Level D - (30%)	FBLA Skills USA DECA HS One Act Play Sources of Strength Assistant JHS Science Olympiad Assistant MS Science Olympiad
Level E - (22%)	Building Technology Facilitators MS Band German Club Spanish Club French Club JHS Key Club National Honor Society Assistant JHS Drama MS Yearbook MS Pops Choir
Level F - (18%)	JHS Department Heads MS House Leaders Elementary Leadership Team
Level G - (14%)	ACT Supervisor MS Student Council MS Speech 6 th Grade Choir Children's Choir
Level H - (9%)	Class Advisor Junior Class Advisor reimbursed by a factor of 2.5 current salary MS Math Counts
Level I - (4%)	Lifesmarts Advisor Acalympics

XIV. JAMESTOWN PUBLIC SCHOOLS ATHLETIC PAY SCHEDULE

BASE IS 15% OF THE HIRING LANE

Level One (100%)	Head Basketball - Boys' Head Basketball - Girls' Head Football Head Hockey – Boys' Head Hockey – Girls' Head Wrestling Athletic Trainer * Head Gymnastics Head Swimming - Boys' Head Swimming - Girls' Head Track - Boys' Head Track - Girls' Head Volleyball	Level 5 (cont)	Head Tennis - Boys' Head Tennis - Girls' Danceline
		Level Six (39%)	None at this level
		Level Seven (35%)	Assistant Golf - Boys' Assistant Golf - Girls' Assistant Tennis - Boys' Assistant Tennis - Girls' Assistant Danceline Middle School Gymnastics Middle School Cross Country
		Level Eight (30%)	Grade 8 Head Football Grade 7 Head Football Middle School Basketball – Boys' Middle School Basketball – Girls' Middle School Wrestling Middle School Head Track – Boys' Middle School Head Track – Girls' Middle School Volleyball Middle School Head Baseball Middle School Head Softball* Middle School Head Soccer*
Level Two (76%)	None at this level		
Level Three (72%)	Head Cross Country Head Soccer - Boys' Head Soccer - Girls' Head Baseball Head Softball Athletic Development (Annual Agreement with compensation at Level 3 per season		
Level Four (67%)	Assistant Basketball - Boys' Assistant Basketball - Girls' Assistant Football Assistant Hockey – Boys' Assistant Hockey – Girls' Assistant Wrestling Assistant Gymnastics Assistant Swimming - Boys' Assistant Swimming - Girls' Assistant Track - Boys' Assistant Track - Girls' Assistant Volleyball	Level Nine (26%)	Middle School Assistant Football Middle School Assistant Track – Boys' Middle School Assistant Track – Girls' Middle School Assistant Baseball Middle School Assistant Softball* Middle School Assistant Soccer* C-Squad Coach
		Level Ten (22%)	Senior High Intramurals Middle School Intramurals Middle School Assistant Cross Country
		Level Eleven (9%)	Cheerleading (Note "A")
Level Five (50%)	Assistant Cross Country Assistant Soccer - Boys' Assistant Soccer - Girls' Assistant Baseball Assistant Softball 9th Grade Football 9th Grade Basketball - Boys' 9th Grade Basketball - Girls' 9th Grade Volleyball Head Golf - Boys' Head Golf - Girls' Asst Athletic Develop	Note A	Cheerleading squads include football boys basketball, girls basketball, hockey, wrestling and competition. (per school year) Reimbursement for cheerleading advisor of <u>each</u> squad based on Level 11.

*not currently funded by the District

XV. MEMORANDUM OF UNDERSTANDING HEALTH INSURANCE

The Jamestown Board of Education and the Jamestown Education Association hereby agree to the following:

At the end of the fiscal year, if the fund drops below the 2-month required reserve, the additional funds needed to bring the fund up to the reserve, as determined by the Health Insurance Committee, will be split 60% members of health insurance and 40% Jamestown Board of Education.