Negotiated Agreement

between

Wrangell School Board

and

Wrangell Teachers' Association

July 1, 2025 – June 30, 2028

Wrangell Public Schools fosters and encourages all students to achieve their potential within an increasingly global society.



The Wrangell School board and the Wrangell Teachers' Association hereby enter into this agreement.

Wrangell Teachers' Association

By: _____ 5/28/25
Heather Howe, President

By: _____ 5/30/25
Michelle Clark, Secretary

Wrangell School Board

By: _____
David Wilson, School Board President

By: _____
Angela Allen, School Board Secretary

Dated this 21st day of May 2025.



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ARTICLE 1 RECOGNITION

The WSB recognizes the WTA as the exclusive bargaining agent for the District's educators for the duration of this Agreement. The rights and privileges granted to the WTA under this Agreement shall be granted to no other competing employee organization seeking to represent Wrangell educators.

The WSB and WTA will continue to work together to develop and maintain cooperation and excellence in all aspects of Wrangell's educational system.

ARTICLE 2 DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2025, and shall continue in full force and effect to and including June 30, 2028. Upon mutual consent, negotiations may be opened at any time to address any given issue or issues specifically agreed upon in advance in writing by both parties. This Agreement may be rolled over for additional years if agreed upon by both parties.

ARTICLE 3 SAVINGS CLAUSE

If any provision of this Agreement is held to be contrary to law by a court of competent jurisdiction, then such provision shall not be deemed valid or subsisting, except to the extent permitted by law; all other provisions shall continue in full force and effect. Furthermore, the WSB and WTA shall within fifteen (15) days enter into negotiations to replace any provision found to be contrary to law. However, if mutually agreed, the parties may elect not to replace said provision.

ARTICLE 4 SCOPE OF THIS AGREEMENT

This Agreement is the sole and complete instrument between the WTA and the Board. This negotiated Agreement shall be binding to the educators and the WSB. Nothing in this Agreement shall restrict the right of individual educators to address the Board in accordance with District policy.

ARTICLE 5 MANAGEMENT RIGHTS

The WTA recognizes that the Board has the responsibility and final authority to set educational, fiscal and budgetary policy for the District to the full extent authorized by law provided that such policies are not inconsistent with the provisions of this Agreement. The WSB reserves exclusive rights to operate and control the schools with the exception of those issues specified in the negotiated agreement.

The administrative staff has the responsibility to carry out the Board's policies and the provisions of this Agreement.

ARTICLE 6 ASSOCIATION SECURITY

Section 1 Advancement of Dues

Any employee covered by this Agreement may sign and deliver to the WSB an assignment authorizing advance of membership dues in the WTA. Such authorization shall continue in effect from year to year unless revoked in writing between September 1 and September 30. Pursuant to such authorization, the WSB shall deduct such dues from an educator's monthly check.

Section 2 Association Meetings

The WTA shall secure the prior approval of the superintendent before holding a meeting in school facilities or during any portion of the educators' workday. No reasonable request to conduct such a meeting shall be denied.

Section 3 Information for WTA

In response to reasonable requests, any information, which is not confidential, will be made available to educators.

Section 4 Agency Fee

While the Board and the WTA have not entered into an agency fee agreement, the Board wishes to affirm that it recognizes that all educators (including Type C) benefit from WTA's representation in the collective bargaining process and approves the voluntary contribution of fees by nonmembers to help bear the costs of that representation.

ARTICLE 7 SCHOOL YEAR AND DAY

Section 1 School Year

A standard educator's contract shall consist of one hundred, eighty-nine (189) days. This will include one hundred, eighty (180) in session, three (3) non-student workdays, and five (5) paid school holidays. If the adopted school district calendar changes to a 4-day school week, the total number of days will be adjusted in the Negotiated Agreement as allowable by state law.

Section 2 Workday

1. The workday for full time elementary educators will be 7.5 continuous hours and will include at least a 30-minute duty free lunch period unless the educator and educator's immediate supervisor agree to a different work schedule. Elementary educators will have a daily planning period of 30 minutes during the student day, and an additional 40 minutes, two times per week outside of the student day, for a total of 230 minutes of planning time per week. An additional 40-minute period outside of the student day per week may be used for staff meetings. The scheduling of these periods will be mutually agreed upon by the educator and the educator's immediate supervisor. An elementary educator's workday will further include no more than 6.5 hours of regular educational duties unless a different work schedule is mutually agreed upon by the educator and the educator's immediate supervisor. Occasionally time after student dismissal may be used as prep time if the 30-minute block is not able to be met during the school day.

If directed in writing by Wrangell Public Schools or the site administrator to work hours outside of the contract day, the school district will provide equivalent release time for affected educators, in blocks of no less than 30 minutes, unless an agreement between the educator and district for financial compensation is arranged.

2. ~~The workday for full time secondary educators will be 7.5 continuous hours~~ and will include at least a 30-minute duty free lunch period unless a different work schedule is mutually agreed upon by the educator and the educator's immediate supervisor.

3. Each educator at the Stikine Middle School and Wrangell High School shall be allowed a 50-minute planning period (or the current equivalent of one class period under the seven-period schedule) within the workday. On rare occasions, to accommodate the schedule, the planning period may be broken up into necessary segments (as agreed upon by the educator and building principal) to equal 50 minutes per day or at least 240 minutes per week.

4. Written notification of each mutually agreed upon schedule change between an educator and his or her immediate supervisor will be sent to the WTA president within three (3) business days.

5. The WSB may extend the educator workday for up to two staff meetings per month, child study team meetings and other individual parent conferences other than those listed below provided that such extensions are scheduled in advance. Educators, whose workday is extended for other purposes, such as end-of-the-quarter parent teacher conferences or additional staff meetings or inservice sessions shall have an equal block of time subtracted from another workday. The WSB may elect to compensate educators in lieu of such trade time as prescribed in Article 8, Section 4.

Section 3 Calendar

The WTA will submit input on the proposed calendar(s) to the WSB for the purpose of consideration, prior to March 15.

Section 4 Job Share

The WSB and WTA support the job share concept.

ARTICLE 8 COMPENSATION

Section 1 Agreement to Work Toward a New Salary Schedule

Both parties agree to continue to research and explore compensation based on experience, training, and other variables. The intent of the parties is to continue to develop a means of compensation which will meet the agreed upon qualities of a sound salary schedule. Such means of compensation should meet the following criteria: one that recognizes educators as professionals; attracts and retains high quality educators; is based upon factors related to student learning; encourages continuous improvement in educator performance; and discourages weak or static performance.

Section 2. Column Placement

An educator shall be placed in the salary schedule column furthest to the right for which he/she qualifies, according to the following criteria:

A. A transcript submitted showing a Bachelor's degree conferred.

B. B+18 — A transcript submitted showing a Bachelor's degree conferred plus 18 credits earned after the Bachelor's degree has been conferred.

C. B+36 — A transcript submitted showing a Bachelor's degree conferred plus 36 credits earned after the Bachelor's degree has been conferred. All credits earned for salary placement and/or advancement beyond a BA +18 require that one half (1/2) of said credits must be graduate credits unless accepted for district curricular needs by the superintendent.

D. B+54 — A transcript submitted showing a Bachelor's degree conferred plus 54 credits earned after the Bachelor's degree has been conferred. All credits earned for salary placement and/or advancement beyond a BA

+18 require that one half (1/2) of said credits must be graduate credits unless accepted for district curricular needs by the superintendent.

E. B+72 — A transcript submitted showing a Bachelor's degree conferred plus 72 credits earned after the Bachelor's degree has been conferred. All credits earned for salary placement and/or advancement beyond a BA +18 require that one half (1/2) of said credits must be graduate credits unless accepted for district curricular needs by the superintendent.

F. Credits applicable towards advancement on the salary schedule must be directed toward improvement of instruction and approved by the superintendent. Credits applicable toward initial placement will be directly related to an educator's assignment as determined by the superintendent. All credits earned for salary placement and/or advancement beyond a BA +18 require that one half (1/2) of said credits must be graduate credits unless accepted for district curricular needs by the superintendent. Any subsequent change in this initial assignment will enable an educator to request a reconsideration of credits previously earned.

All credits previously accepted for salary placement and/or advancement would continue to be honored.

G. Subject to the provisions of F above, an educator may advance from one vertical column to another effective at the start of the school year if he/she files a notice of additional educational credit with the superintendent within thirty (30) calendar days of the start of the school year and supports such notice with a transcript within ninety (90) calendar days of the start of the school year.

H. An educator who earns certification by the National Board for Professional Teaching Standards in an area that the Superintendent determines to be relevant to the educator's current teaching assignment or who earns a Master's degree, or who earns both, shall be eligible to receive a salary that is $2,000 more than the salary that an educator without the certification or degree would earn at the educator's current placement on the salary schedule.

To receive the increased salary, the educator must file a notice of receipt of certification or receipt of degree within thirty (30) calendar days of the start of the school year and support the notice with documentation of the certification, or a transcript showing the degree conferred, within ninety (90) calendar days of the start of the school year.

Section 3 Experience Credit

A. Educators may be given full credit on the salary schedule for previous certifiable teaching experience within the United States, up to eight (8) years. At the discretion of the superintendent, experience in foreign schools will be considered the same as experience in other states. If the provisions of AS 14.20.220 are reinstated, or any other Alaska law is adopted restricting the number of years of experience that may be awarded for salary schedule placement, the experience limits specified in this section shall be reduced to the extent necessary to comply with the law. Employees hired prior to the effective date of such a restriction shall retain the credit awarded for their experience to the full extent permitted by law.

B. The WSB agrees to hire only properly certified educators as directed under Department of Education Regulations and Alaska Statutes. Educators other than those with an Initial or Professional Certificate will be evaluated using the most appropriate evaluation tool for the position as determined by the District which tool may be the same as used for other certified educators.

Section 4 Contract Extensions

Compensation for contract extensions beyond the number of days listed in Article 7, Section 1, or hours beyond the workday for instructional duties shall be calculated at the educator's per diem rate.

Compensation for contract extensions beyond the number of days listed in Article 7, Section 1, or hours beyond the work day for non-instructional duties agreed to by the educator and administrator shall be calculated at the beginning educator's per diem rate.

Section 5 Method of Payment

All educators shall be paid via electronic direct deposit. An educator will receive his/her salary in twelve (12) equal installments. This will be paid on the fifteenth (15th) day of each month. In the case of the fifteenth (15th) falling on a holiday, vacation day, or weekend, payment will be made on the last workday preceding such event. The June, July, and August paychecks will be paid to the educator on the final day of the educator's regular contract. If an educator experiences a "separation from service," as that term is defined in section 1.409A-1(h) of the Treasury regulations, before the end of the contract period, any amount the educator has actually earned but has not yet been paid will be included in the educator's final paycheck.

Section 6 Payroll Deductions

Upon appropriate written authorization as specified by the WSB, from any educator, the WSB shall deduct from the salary of that person and make appropriate remittance for tax-sheltered annuities, credit union, or any other plan or program jointly approved by the WSB and employee.

Section 7 Salary Advances

A. Upon application of an educator, advances may be made on his/her salary in an amount to be determined by the superintendent. Salary advances shall be deducted from the educator's next regular paycheck.

B. In cases decided by the superintendent, an educator may apply for earned summer pay prior to the end of each school year. This advanced salary shall be deducted from the educator's summer pay. Application for these funds may only be made after January 1st in compliance with IRS regulations concerning deferred taxes.

C. The combined total number of salary advances during any school year will not exceed three (3).

Section 8 Extra Curricular Pay

A. The WSB shall annually review the extra-curricular program, including the activities listed in Appendix A, and determine which activities shall be included for compensation. The WSB shall also annually review the extent to which the District shall engage in each of the identified activities.

B. Extra-curricular assignments approved by the Board shall be made with the consent of the educator.

C. Payment for extra-curricular activities will be made as per Appendix A. Any activities or club not listed on Appendix A will be paid at a rate agreed upon by the District and WTA.

Section 9 Zero Hour Contracts

When an educator is scheduled to teach a zero-hour class, the educator shall receive the contract addendum within the first ten workdays of the beginning of the school year or, if the zero hour class is added after the beginning of the school year, within ten days of Board approval of the addition of the zero hour class. If the zero-hour class is cancelled for any reason, the educator shall be paid pro-rata through the date of cancellation.

Section 10 Social Security

During the life of this agreement, WTA and the Board will explore the option of rejoining social security for eligible employees.

ARTICLE 9 POLICIES

Section 1 Health Insurance

Wrangell Public Schools will maintain and offer a sound and fiscally responsible health insurance plan. The cost of this plan will be paid by WPS, as provided below and the plan will provide for a $1000 individual/$3000 family deductible. WPS and WTA share the cost of the premium. WPS shall pay ninety-four percent (94%) and the WTA shall pay six percent (6%). WTA's share will be equally divided among educators. Premium increases during subsequent years will be shared equally between WPS and WTA, up to 2% per year, with WTA's portion being a maximum of 8% of the total premium.

No employee covered by this CBA shall receive health insurance from more than one District policy (no double coverage). Further, employees who choose not to be covered by the District health plan must sign a statement attesting that he/she is covered by other health insurance. Employees who choose not to be covered by the District health plan shall not be required to contribute to the cost of health premiums. An educator who is not covered by the District health plan (either due to the prohibition on double coverage or the educator's election), shall be paid $300 per month while employed and not covered by the District health plan.

WPS shall also offer a plan with a $3000/$6000 deductible. Educators who choose to enroll in this plan shall be required to pay two percent (2%) of the actual premium from the time of provided the educator continues to be enrolled in the $3000/$6000 plan. WPS shall pay ninety-eight percent (98%) of the cost of the premium.

WPS will also offer a plan with a super high deductible ($7,500 individual deductible) at no cost to the employee. If this plan is chosen during open enrollment, the district would pay a match of up to XX into an HSA (Health Savings Account). *(XX Amount is contingent upon legal review).*

If health insurance benefits or costs significantly change, WPS and WTA agree to meet and explore options to modify the current contract. WPS will notify WTA of changes to health care costs.

Section 2 Physical Exam

The District shall demonstrate a need prior to requiring an educator to complete a medical examination and any such District required examination shall be paid by the District if not covered by insurance.

Section 3 Life Insurance

The WSB will provide each educator with at least a $50,000 life insurance policy at no cost to full-time educators.

ARTICLE 10 LEAVES

Section 1 Paid Leave

A. General Provisions

An educator on a paid leave will continue to accrue tenure service, leaves, retirement service, and other benefits, including seniority, for the duration of the leave. All leaves will be prorated for educators contracted for less than a full year.

B. Sick Leave

1. All full-time educators will be credited 12 days sick leave at the beginning of the school year. Sick leave will be cumulative without limit and accrues at the rate of one and one-third (1-1/3) days per school month with the last day of each month, the major portion of which the educator has served, considered the sick leave accumulative date. If an educator is on an extended contract, he/she shall be credited one and one-third (1-1/3) additional days of leave upon the completion of 15 days of additional service or its hourly equivalent within any given month. If an employee takes Leave Without Pay (LWOP) or otherwise leaves the employment of the Wrangell Public School District prior to the end of the school year, then the appropriate monetary amount equivalent to the unearned leave will be deducted from their final paycheck.

The educator may only use all or any portion of his/her sick leave for personal illness or disability, or for illness or disability in his /her immediate family unless otherwise specified in this document.

After three (3) consecutive days of absence, employees must complete the district family and medical leave form. After five (5) consecutive days of absence, a note from a health care provider will be required. While awaiting documentation from the health care provider, the employee may continue to use sick leave. Should the employee fail to provide documentation from a health care provider reflecting the need for an extended absence, the sick leave in excess of five (5) days shall be converted to LWOP (Leave Without Pay).

2. Sick Leave Account: Any employee who has exhausted all accumulated leave is eligible to set up a sick leave account when she/he or an immediate family member in the same household has a serious physical or emotional illness, which results in a prolonged absence of at least five (5) days. Sick leave accounts will be set up and administered by a W.T.A. officer in the eligible party's name with the district. Certified employees may donate up to two (2) days per quarter or eight (8) days per year to the sick leave account. If the sick leave bank is exhausted, two more days may be donated that quarter. The number of sick leave days donated may not exceed the actual amount of leave taken by the employee. When immediate family members are certified employees, a certified immediate family member may transfer up to twenty-four (24) days sick leave per year to the immediate family member's account. However, the employee on leave may not receive more than twice the number of days the educator has accumulated before the first day of any school year, or twenty–four (24) days, whichever is greater. In a case of severe illness or extreme hardship, the board may permit an educator to draw more leave. AS 14.14.105.

3. The district shall abide by state law regarding sick leave transfer.

4. A false statement by an educator regarding sick leave shall be sufficient grounds for cancellation of their contract.

C. Bereavement Leave

1. Death in the immediate family or a grandparent/grandchild entitles the educator to five (5) days of paid leave, except that if the circumstances of death in the immediate family require travel outside the state, the educator may use up to ten (10) days of paid leave. This bereavement leave may be extended by the superintendent upon request by the educator.

2. Upon the death of an aunt or uncle, or niece or nephew an educator will be granted up to three (3) days of paid leave provided the educator agrees to pay his/her substitute.

   The addition of seven (7) sick leave days may be taken for bereavement under this section (C-2) with the permission of the superintendent.

3. The superintendent may grant bereavement leave to attend the local funeral of a friend or relative.

D. Association Leave

1. At the beginning of every school year, the WTA shall be provided with twenty (20) days of leave, of which ten (10) will be paid leave and ten (10) will be paid at the educator's per diem minus the non-certified substitute's pay which will be paid by the association, to be used by educators who are officers or members of the WTA; such use to be at the discretion of the WTA.

2. Association members will be required to give their building administrator three (3) day advance notice of any absence due to association leave.

3. The WTA President may, with the building administrator's approval, use non-instructional time for conducting association business. Although normally not to exceed 180 hours per year, exceptional cases for other time may be arranged by agreement between the President and his/her building administrator.

F. Family Leave

The WSB recognizes the Family and Medical Leave Act and and the Alaska Family Leave Act and will comply with these statutes as and to the extent applicable to eligible district educators.

G. Personal Leave

1. Each educator shall be entitled to eight (8) days personal leave at his or her per diem rate minus the district's rate of pay for a non-certificated substitute teacher. This sub rate will be established each year by September 15 and communicated to the WTA president.

2. Written notice of intention to take leave is required.

3. Once submitted an educator's leave request shall be approved/disapproved within no more than ten (10) working days. Educators shall contact the superintendent/designee if the request has not been responded to within the ten (10) day period.

4. No more than four (4) educators or ten percent (10%) of the total educators in the district (whichever is higher) may be granted personal leave on any given day. The only exception is when there is an ASAA Regional Tournament or Regional Event (not the weekly Region V competitions), then five (5) educators or 10% (whichever is higher) may be granted personal leave.

5. An educator may carry over up to two (2) days unused personal leave from one year to the next. Up to two days may be cashed out at $250 per day, at the end of each school year. Any unused personal leave in excess of ten (10) days will be lost.

6. Personal leave may not be taken during the first and last weeks of school, district inservice days, training and collaboration, and scheduled parent-teacher conferences, unless approved by the administration.

H. Emergency Leave

Emergency leave may be granted to the educator at his/her per diem rate minus non-certified substitute's pay in the case of:

1. Commercial transportation delays due to weather; when the traveler returns, they may be required to submit a written statement that they had taken no "bumps" and had taken the first available scheduled commercial transportation.

2. Childbearing after sick leave is exhausted (see B above).

3. Other situations at the discretion of the superintendent. If an educator requests in writing an explanation for the denial of a request for emergency leave, then the reason for the denial shall be provided to the educator in writing.

I. Professional Leave

1. Educators may upon application to and approval by the superintendent be excused for professional purposes without loss of pay. Professional leave is granted for a purpose that will promote and benefit the District.

2. Professional leave may be granted to educators desiring to attend state or regional educators' conventions.

3. If an educator requests in writing an explanation for the denial of a request for professional leave, then the reason for the denial shall be provided to the educator in writing.

4. Educators out of town on professional leave at the request of the WSB will be paid for necessary travel expenses and meal per diem at the rate established by the WSB, with the understanding that the WSB shall not provide duplicate reimbursement.

J. Legal Leave

Any educator required to be absent from duty pursuant to an order of any court of competent jurisdiction, either as a witness or juror, shall receive regular salary for such service provided the educator is not a party to an action against the District.
If the educator is involved in an action on the behalf of the district, the educator will receive his/her regular salary. If the educator is involved as a defendant or litigant in any other situation, he/she will not qualify for Legal Leave. Any witness or jury duty compensation will be reimbursed to the WSB.

Section 2 Unpaid Leaves

A. An educator's authorized leave without pay will not constitute a break in service with respect to his/her tenure, leave accrual, reporting of retirement service, or other accrued and/or accumulated benefits, including seniority. These accrued and/or accumulated benefits will be maintained at their pre-leave levels until the educator returns from his/her leave, at which time they will be fully restored. Upon an educator's return from his/her leave he/she will be reassigned to the position he/she held at the start of his/her leave, subject to the provisions of Article 13 (Personnel Changes). Terms of the leave shall be in writing prior to beginning leave.

B. A leave of absence without pay for up to one (1) year (except for two (2) years for Peace Corps or VISTA participation) may be granted to any tenured educator upon application and WSB approval, for the purpose of participating in:

1. Studies in an accredited college or university reasonably related to his/her professional responsibilities;
2. Exchange teaching programs in other territories or countries;

3. Foreign or military teaching programs;

4. The Peace Corps or VISTA as a full time participant;

5. A cultural travel or work program related to his/her professional responsibilities;

6. Fulfilling the duties of an elected or appointed governmental office; or

7. Other personal reasons.

The final application date for a leave of absence without pay is March 1st.

Not more than two (2) educators shall be granted leaves of absence each school year.

An educator granted a leave of absence must state in writing to the superintendent prior to January 1 of the leave year his/her intent to return to the district for the following school year. Failure to do so will be interpreted as a resignation.

All educators granted a leave of absence would be entitled to all rights in section A.S. 14.20.345.

ARTICLE 11 WORKING CONDITIONS

Section 1 New Educator Assistance

The administration shall provide new educators' names, addresses and, with employee consent, contact information (personal email and/or phone number) to the WTA to enable WTA to be of assistance.

Section 2 Professional Staffing

Each educator will be informed of his/her duties by a job description. Any educator working with a paraprofessional can find the corresponding job description online.

Section 3 Curriculum Development

Educator opinions and comments about possible changes in curriculum will be welcomed by the WSB. The administration will inform educators of impending changes. Educators will continue to have the right to propose and recommend new programs or curriculum changes to the WSB.

Section 4 Staff Development

The WTA may investigate and recommend to the superintendent plans for release time for in-service training, workshops, and/or curriculum development sessions.

Section 5 Academic Freedom

The WTA and WSB agree that all educators will be given academic freedom in their instruction provided such freedom is exercised in a manner consistent with the WSB's curriculum, Alaska Standards, and Code of Ethics of the Alaska Professional Teaching Practices Commission.

Section 6 Consolidation of Schools

If schools are consolidated or grades moved to a different campus, the WTA will have a role in the decision on consolidation.

ARTICLE 12 PERSONNEL FILES

Section 1 Official File

The WSB shall maintain, for official purposes, a single personnel file for each educator. This file shall be kept in the superintendent's office for safekeeping and shall contain copies of personnel forms, official correspondence to and/or from the educator, written evaluations and other items dealing with employment. Any pre-employment material in the District's possession will be contained in the official file and available for review. Anonymous material shall not be placed in the educator's personnel file. Educators will be informed immediately of any information placed in this file through hard copy or email which will be noted as "cc: personnel file."

Employee Files and documents pertaining specifically to finance, payroll, medical and other files and documents covered by federal privacy and security law, will be kept in a separate, confidential file for medical/payroll.

Section 2 Review Rights

The educator and/or his/her designee shall have the right to examine his/her file in the presence of the file's custodian, or that individual's designee, during the normal business hours of the office in which the file is kept. Upon request, an educator may obtain copies of any material in the personnel file other than that gathered prior to the educator's initial hiring by the WSB.

Section 3 Educator Comments

Certificated staff members are encouraged to periodically review their file and to make timely comments about, or in response to, material placed in the file. It is the right of each educator to update his/her own personnel file.

Section 4 Complaints

Before the record of any written complaint by a parent or by a student is placed in the educator's personnel file, the Superintendent or designee shall conduct an investigation as deemed appropriate on the validity of the complaint. Prior to or after placing the complaint in the file, the Superintendent or designee may provide corrective discipline (which would also be placed in the file). If a record of complaint is placed in an educator's personnel file, the educator shall be afforded an opportunity to reply to the same and afforded the opportunity to make a written statement or defense or explanation to be attached thereto.

Section 5 Working File

Evaluations are completed in electronic format. If building administrators keep a single working file, outside of the electronic evaluation tool, educators will be notified when information is placed in this working file. The educator and the administrator will review the working file contents during the formal evaluation meeting. At that meeting, the educator and administrator will purge the contents of the working file. Educators can request a review of the working file with the administrator at the convenience of both during the school year.

Section 6 Duplication Costs

Copies of documents furnished an educator from his/her file may be made at actual District cost to the educator. If the document can be provided electronically, there will be no cost to the educator.

ARTICLE 13 PERSONNEL CHANGES

Section 1

For purposes of this Article, a working day is defined as a day in which the District Office is officially open provided that between school years (summer months) a working day is defined to be Monday through Friday.

Section 2 Posting

Teaching vacancies will be posted and given to the WTA President as they arise. No vacancy will be filled earlier than five (5) working days after it has been posted or otherwise advertised as vacant.

Information on file in the central office concerning educators' preferences will be given consideration in filling the positions.

Section 3 Hiring Consideration

District educators will be given first consideration when applying for teaching positions for which they are equally qualified as other applicants.

Section 4 First Consideration Criteria

Among educators employed by the District, first consideration shall be granted educators in filling teaching vacancies on the basis of an applicant's experience, qualifications, length of service and Equal Employment Opportunity requirements.

The applicant's most recent Wrangell Public Schools' evaluation must reflect a proficient (3) overall rating, not be on a plan of improvement and have no pending discipline issues. Consideration will be given in the following order: tenured educators and then non-tenured educators. If there are two or more in-house applicants, a hiring committee will be formed in accordance with board policy. If there are no transfer requests, the new hire procedure will be followed.

Section 5 Transfer Procedures

In order for a request to be considered, an educator will submit a letter of interest stating the grade or subject preferred and outline his/her qualifications for the requested assignment. The letter of interest should be completed for any position, whether an opening is anticipated or not, and sent to the superintendent's office as soon as possible, but not later than two (2) working days after the posting.

In the case of transferring into a specific vacancy, the educator will develop a transition plan with the building administrator(s). The building administrator(s) must sign the transition plan, indicating their approval. In the case that the administrator(s) does not sign the transition plan, he/she must provide written justification for the denial. If the educator is not satisfied with this outcome, he/she has three working days to file a written complaint with the Superintendent.

The requesting eduator(s) will be notified in writing within five (5) working days of the date the position is filled whether his/her request was granted or denied.

If a currently employed educator is transferred into a position, the posting and notice requirements for filling subsequent openings caused by the transfer are waived provided that any educator who has so requested in writing will have at least two (2) days notice of any subsequent vacancy. Proof of such notice will be documented.

During the Alaska Job Fair since hiring timelines are greatly compressed, the posting and notice requirements are waived, and the superintendent or designee may choose to directly contact the interested educator in person by phone. If contact isn't made, the superintendent or designee will contact the WTA president or their designee by phone.

Section 6 School-Year Vacancies

Vacancies occurring during the school year are to be posted as soon as reasonably possible after occurrence. Current educators may be chosen to fill a mid-year vacancy. If they are chosen, the educator shall develop a transition plan with the building principal.

Section 7 Involuntary Transfers

Some involuntary transfers may be unavoidable. The driving principle behind involuntary transfer of educators is the well-being of the students. Involuntary transfers during normal staffing will be approved by the WSB. The educator and the WSB will be informed and consulted regarding the involuntary transfer as soon as possible. In lieu of an involuntary transfer, the employee may resign within 3 working days of written notice of involuntary transfer in which case the resignation will not constitute a breach of contract and the District will not submit the educators name to the Professional Teaching Practices Commission for breach of contract.

Section 8 Notice of Assignment

An educator will be informed of his/her teaching assignment for the following school year prior to summer recess. If an emergency makes necessary a transfer decision during the summer recess, the personnel affected will be notified and consulted.

ARTICLE 14 EVALUATION

Section 1 Educator evaluation

All educators will be evaluated according to Alaska Statute 14.20.149 and Department of Education regulations pertaining to educator evaluations. In addition:

A. Tenured educators will be evaluated once per year prior to April 1. Non-tenured educators will be observed at least once for the purposes of evaluation prior to December 15.

   After the observation, a meeting will be held with the educator and the observation results will be shared in a written report. Non-tenured educators' evaluations will be completed prior to May 1.

B. Evaluations should be conducted by the educator's supervising administrator, or by mutual agreement between the educator and the supervisor, another District administrator. Non-tenured and tenured educators may complete a self-evaluation prior to their evaluation. The educator evaluation must be signed by the administrator or the evaluator if other than the administrator, and by the educator acknowledging that a post-evaluation conference was held and that the educator is aware of the contents of the evaluation.

C. A person may not conduct an evaluation under this section unless the person holds a type B certificate or is a site supervisor/administrator under the supervision of a person with a type B certificate, is employed by WPS as a supervisor and has completed training in the use of WPS' educator evaluation system.

D. The superintendent will consider input from a variety of sources (i.e. faculty, site advisory committees, etc.) when making changes to the teaching evaluation document. Educators will be informed of any changes in the teaching evaluation document or procedures and then changes will be included in educator evaluation training.

E. Post evaluation conferences between the educator and his/her evaluator will be held within five working days following completion of evaluation observations.

F. All monitoring or observation of the professional performance of a educator for purposes of evaluation shall be conducted openly and with full knowledge of the educator. It should be clear to all that monitoring or observation of the professional performance is done all year long by the supervisor.

G. The educator evaluation will be considered confidential between the educator, the educator's designee, the administrator(s), the superintendent, and the Board except as allowed by statute or regulation.

H. Should a tenured educator's evaluation reveal significant deficiencies in the District performance standards, the evaluator will inform the educator in writing of the educator's specific deficiencies and develop, in consultation with the educator, a written plan for improvement for the specific deficiencies. The plan of improvement will include clear and specific performance expectations for the educator, including how the specific expectations will be evaluated. The plan for improvement will also include suggested ways for improving the educator's performance. The plan of improvement will extend for a time frame of not less than 90 workdays or more than 180 workdays unless a shorter period of time is mutually agreed upon in writing by the educator and evaluator.

I. During the set time of the plan of improvement, the evaluator will observe the tenured educator twice a month. Conferences will be held twice a month or by mutual consent, may be reduced to a minimum of two (2) total. On each occasion the evaluator must meet with the educator in a post-evaluation conference within 5 working days or a written mutually agreed upon extension of time after the final observation. The evaluation must be signed by the evaluator and by the educator acknowledging that a post-evaluation conference was held and that the educator is aware of the contents of the evaluation.

Section 2 Retention/Non-retention/Dismissal

A. If an educator's performance meets district standards at the conclusion of a plan, the educator may be retained.

B. If a tenured educators performance still fails to meet district standards at the conclusion of a plan, the educator may be non-retained under Alaska Department of Education Regulations and Alaska Statutes (AS 14.20.175). A list of deficiencies of performance standards shall be included with the notice of non-retention.

C. Educators who have been dismissed may seek review of that decision through the procedures specified in Alaska Department of Education Regulations and Alaska Statutes (AS 14.20.180).

ARTICLE 15 DISCIPLINE

No educator will be formally disciplined in an arbitrary or capricious manner. All formal discipline shall be in writing (verbal warnings may but are not required to be documented).

ARTICLE 16 LAYOFF AND RECALL

Tenured educator contracts will be offered annually by March 21; non-tenured educator contracts will be offered annually by May 1.

In the case of District changes in student enrollment or other conditions that demand a reduction in personnel, Alaska Statute 14.20.177 and the following procedures shall prevail.

Section 1 Layoff of Tenured Educators

A. Before any official action is taken on the reduction of staff the Board will discuss the necessary layoff with the executive committee of the WTA. The WTA will have a five (5) day written notification of the proposed date of discussion.

B. After consideration of the information developed in discussion, the Board shall adopt a lay off plan. The plan must identify academic and other programs that the district intends to maintain in implementing the layoff plan. The plan must also include procedures for layoff and recall of tenured educators consistent with Alaska Statutes (AS 14.20.177). The District may place a tenured educator on layoff status only after the district has given notice of non-retention to all non-tenured, non-certified or emergency certified educators.

However, if there is no tenured educator in the district who is qualified (see definitions) to replace a non-tenured educator, the district may retain the non-tenured educator and place the tenured educator on layoff status. The district shall comply with the notice requirements set out in Alaska Statutes (AS 14.20.140) in placing a tenured or non-tenured educator on layoff status.

The District will review the qualifications and seniority of educators who may be affected by layoff and construct a staffing proposal which will be reviewed by the WTA executive committee. The WTA will have five (5) working days to respond to the proposal.

C. If it is necessary to lay off tenured educators, they will be laid off in reverse order of seniority (last hired, first laid off) within the program or program components of Subsection B above. Any tenured educator whose position has been eliminated due to necessary staff reductions shall be offered a transfer within the District if the educator is qualified. If the educator is qualified for more than one position, he/she will be assigned the position occupied by the least senior educator. If more than one educator has the same seniority, preference shall be granted on the basis of qualifications for a position.

Staff on leave will be treated for the purpose of layoff with the same consideration and regard to seniority rights as if presently teaching. Notice shall be given to them at the same time as other educators about possible layoff.

Section 2 Recall

A. Educators who are laid off shall be recalled in reverse order of layoff, provided they are qualified.

B. Recall will be initiated immediately upon the existence of a vacancy in the District as determined by the WSB.

C. No educator will lose his/her recall rights if he/she secures other employment during the layoff.

D. Any educator re-employed by recall shall be given the tenure held at the time of layoff and placed appropriately upon the salary schedule. Other benefits will be those benefits in force at the time of recall. An educator on layoff status is not entitled to be re-employed under Alaska Statute (AS14.20.145) and does not accrue leave. However, layoff status does not constitute a break in service for retaining tenure rights and accrued sick leave.

E. Any educator laid off shall be accorded the following recall rights:

1. Educators who wish to be considered for recall shall so advise the superintendent in writing at the time of layoff and shall provide the superintendent with an address and telephone number through which they can be contacted. It is the educator's obligation to keep this information current. For a period of three years after layoff, a educator is on layoff status and is entitled to a hiring preference in the district. This preference applies only to vacant teaching positions for which the educator is qualified. If an educator is offered a teaching position and declines the offer, the educator is no longer considered to be on layoff status and is no longer entitled to a hiring preference under this section unless the educator declines the offer because the educator is contractually obligated to provide professional services to another private or public educational program. The district shall contact all such educators with recall rights.

2. The WSB shall annually provide the WTA with a current list of those who have recall rights.

3. Educators on District-approved long-term unpaid leave, laid off educators, or educators who terminate their employment may elect to pay the full cost of the health plan in effect in accordance with the provision of the "Consolidated Omnibus Budget Reconsolidation Act of 1986." All arrangements for such continued coverage must be made with the appropriate WPS health plan representative, or designee in coordination with the District's Benefits Department.

Section 3 Statutory Grievance Procedure

Statutory Grievance Procedure for Non-retention of both tenured and non-tenured educators will follow Alaska Statue (AS 14.20.180; AS 14.20.175).

Sec. 14.20.180. Procedures upon notice of dismissal or nonretention

(a) Before an educator is dismissed, the employer shall give the educator written notice of the proposed dismissal and a pre-termination hearing. A pre-termination hearing under this section must comport with the minimum requirements of due process, including an explanation of the employer's evidence and basis for the proposed dismissal and an opportunity for the educator to respond. If, following a pre-termination hearing, an employer determines that dismissal is appropriate, the employer shall provide written notice, including a statement of cause and a complete bill of particulars, of the decision. The dismissal is effective when the notice is delivered to the educator.

(b) An employer that has decided to non-retain a tenured educator shall provide the educator with written notice, including a statement of cause and a complete bill of particulars. The notice must comply with AS 14.20.140(a).

(c) Within 15 days after receipt of a decision of dismissal under (a) of this section or non-retention under (b) of this section, an educator may notify the employer in writing that the educator is requesting a hearing before the school board under (d) of this section or that the educator is invoking the grievance procedures under (e) of this section.

(d) Upon receipt of a request for a hearing, the employer shall immediately schedule a hearing and notify the edcuator in writing of the date, time, and place of the hearing. The educator may elect to have either a public or a private hearing, and to have the hearing under oath or affirmation. The parties have a right to be represented by counsel and to cross-examine witnesses. The educator has the right to subpoena a person who has made statements that are used as a basis for the employer's decision to dismiss or non-retain. A written transcript, tape, or similar recording of the proceedings shall be kept.

A copy of the recording shall be furnished to the educator, for cost, upon request of the educator. A decision of the school board requires a majority vote of the membership, by roll call. The board's decision shall be in writing and must contain specific findings of fact and conclusions of law. A copy of the decision shall be furnished to the educator within 10 days after the date of the decision. If the school board sustains the dismissal or non-retention, the educator may appeal the decision to the superior court for judicial review based on the administrative record.

(e) Upon receipt of a notice invoking the grievance procedures, the school board shall immediately schedule an informal hearing and notify the educator in writing of the date, time, and place of the hearing. The hearing is for the purpose of reviewing the statement of cause and bill of particulars and not for the purpose of taking evidence. The educator may choose whether the informal hearing is held in public or in private. A decision of the school board requires a majority vote of the membership, by roll call. The board's decision shall be in writing. The board shall promptly furnish a copy of the decision to the educator. If the board sustains the dismissal or non-retention, the educator may, within 15 days after receipt of the decision, give written notice to the school board and submit the matter to arbitration under the rules of the American Arbitration Association. The decision of the arbitrator is final and binding on the school board, the educator, and the bargaining organization representing the educator, if any. If the school board and the educator agree, they may waive the informal hearing under this subsection and submit the matter directly to arbitration.

ARTICLE 17 GENERAL GRIEVANCE PROCEDURE

Section 1 General

A. A grievance shall be defined as a claim by a grievant that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement.

B. A grievant is an educator, educators or the WTA making the complaint.

C. Prior to the filing of a formal grievance, it is expected that all parties to a disagreement will attempt to resolve such problems at the lowest possible level through free and informal confidential communication.

D. A formal grievance must be initiated within twenty (20) days after the grievant knew or should have known of the act or condition upon which the grievance is based. Failure of the grievant to comply with this or any other time limit specified herein shall operate as a waiver of the grievance. Failure of the WSB to comply with this or any time limit specified herein shall mean that the relief sought shall be granted.

However, the time limits specified in this Article may be extended by written mutual agreement.

E. All formal grievances shall be presented in writing and shall include:
1) a citation of the alleged violation,
2) a statement of facts,
3) the date of occurrence, and
4) the specific relief sought.

F. No reprisal will be taken by either party as a result of any testimony or participation in a grievance.

G. The grievant must begin the grievance procedure at the lowest level that has the authority to resolve the issue.

H. No documents, communications, or records pertaining to the processing of a grievance hereunder shall be filed in the personnel file of any of the participants.

I. The educator shall have the right to be represented at all stages of the grievance procedure, including the informal level, by a representative(s) of his/her choice and in the event that a grievance meeting or hearing is scheduled during the school day, the educator and his/her representative(s) shall be released without loss of pay for the duration of the hearing.

J. Either party may call and present witnesses, documents and arguments at any level of the proceeding. However, any new evidence or material introduced after Level 3 must be presented to the other party at least five (5) days in advance.

K. The WTA shall be informed of all grievances, hearings, and decisions beyond the informal level, and have the right to have a representative present at all such hearings.

Section 2 Procedure

A. Level 1

A formal grievance shall be initiated by the grievant or his/her representative(s) submitting a written statement of grievance to his/her administrator within the timelines in D above. The administrator shall discuss the grievance with the grievant within five (5) days of receipt of the grievance and within five (5) days of such discussion provide the grievant with a written disposition of the grievance.

B. Level 2

If the disposition at Level 1 is not acceptable to the grievant, the grievance may be submitted to the superintendent or his/her designee within five (5) days of the grievant's receipt of the disposition at Level 1. Within five (5) days of receipt of the grievance the superintendent or his/her designee shall meet with the grievant to discuss the grievance and, within five (5) days thereafter, shall provide the grievant with a written disposition.

C. Level 3

If the disposition of the grievance at Level 2 is not acceptable to the grievant, he/she may submit the grievance to the Board by submitting the documents to the superintendent, addressed to the Board President, within five (5) days after receipt of the superintendent's disposition at Level 2.

The Board shall conduct a hearing to hear the grievant and all other evidence and material within twenty (20) days of receipt of the grievance. The grievant shall be notified at least eight (8) days prior to the date of the hearing as to the time and place of the hearing. The Board shall provide the grievant with a written disposition of the grievance within ten (10) days of the conclusion of the hearing.

D. Level 4

If the grievant is not satisfied with the disposition at Level 3 and the WTA grievance committee so authorizes in writing, the grievance may be submitted to arbitration to be conducted under the rules and jurisdiction of the American Arbitration Association (AAA). After receipt of the Board's written disposition, the WTA shall send a request for arbitration to the AAA with a copy to the WSB.

Within thirty (30) calendar days of the conclusion of the hearing, the arbitrator shall provide the parties with a written decision.

Each party shall bear its own expenses associated with the arbitration, except that costs of the arbitrator and the AAA, if any, shall be borne equally by the WTA and WSB.

ARTICLE 18 NEGOTIATIONS PROCEDURE

Section 1 Inaugurating Negotiations

Either party may initiate negotiations by written notice of intent to negotiate after October 1, but not later than October 15, of the contract expiration school year. Said notice shall be deemed to have been given when given in writing and delivered from the Board president to the WTA president, or from the WTA president to the Board president.

If using an interested based model, ground rules will be drafted between both parties during an initial meeting.

It is the intention of the WSB and WTA that, in view of the successful completion of the previous Negotiated Agreements using interest-based bargaining, sections 2 – 4 under Negotiations Procedure may not apply. However, if either party so chooses and informs the other in writing, sections 2 - 4 would apply to Negotiations Procedures in full.

Individual articles of this contract may be opened upon mutual agreement of both parties during the duration of the contract.

Section 2 Initial Meeting

Within twenty (20) days of the receipt of the written request to negotiate, the two (2) parties shall meet at a mutually agreeable time and place. The party that initiates negotiations shall submit its proposal to the other party during the first negotiations meeting. The receiving party shall submit its proposal at the second scheduled meeting; this meeting shall be within thirty (30) days of the parties' first meeting. Articles not addressed in either party's initial proposals will not, absent mutual agreement otherwise, be proposed after the third negotiations meeting.

Section 3 Negotiation Sessions

A. Negotiation sessions will be open to the public unless the parties mutually agree otherwise in writing. All Board members and the WTA president and vice-president may attend as observers.

B. Each negotiation team shall be limited to no more than five (5) persons.

C. In the course of each session, any tentatively agreed to items shall be described, dated, and signed by the spokesperson from each team.

D. The time and place of all negotiation sessions shall be mutually agreed to by both parties.

E. A team may caucus whenever it deems it necessary.

Section 4 Impasse

Upon declaration of impasse by either party, the impasse resolution procedures specified in the Alaska Statutes will be utilized.

Section 5 Ratification

The WSB and WTA negotiation teams will promptly submit a tentative successor Agreement to the Board and WTA for a ratification vote. When a majority vote by the WTA reflects an affirmative vote and when a majority vote of the Board reflects an affirmative vote, this Agreement shall be ratified. The absence of any decision by either party within twenty-one (21) days shall be deemed an affirmative vote by that party.

Upon request and without charge, the parties agree to provide one another with information relevant to the fulfillment of their respective roles as employer or bargaining agent. This provision does not require either party to research, summarize, or analyze the information provided to the other team.

AS 23.40.235 states that before bargaining commences, the public must have opportunity for comment on the issues to be addressed. This will occur when any item is opened for negotiations. The state law also states that initial proposals, last best offers, tentative agreements and final agreements are public documents.

ARTICLE 19 PUBLICATION OF AGREEMENT

Within thirty (30) days of signing this Agreement, the WSB shall provide the WTA with an electronic copy of this Agreement.

ARTICLE 20 DEFINITION OF TERMS

Association or WTA -The Wrangell Teachers' Association, an affiliate of National Education Association and NEA-Alaska.

Benefits - The privilege of participating in retirement programs, insurance programs, and other programs mutually agreed upon.

Board – WSB or The Wrangell Public School Board

Day - The term "day" shall mean a day when school is in session, except as otherwise specified in this Agreement.

Dismissal - Termination by the employer of the employee's services during the time an individual teaching contract is in force.

District - The Wrangell Public School District

Educator- Those persons who are required to obtain an Alaska certified teaching certificate as part of the qualifications for the position for which they are employed. The superintendent and substitutes working fewer than 20 days are excluded from this definition for the purpose of this agreement.

Elementary Grades - Kindergarten through Five for the workday only.

Graduate Credits – Course credits obtained from an accredited college or university at 500-level or above.

Grievance Committee - A committee approved by the WTA to deal with grievance claims.

Immediate Family - Persons having the relationship to the employee of husband, wife, father, mother, son, daughter, brother, sister, or in-law equivalent, or the cohabitating domestic partner (may be required by the Distict to submit evidence of the domestic partnership).

Impasse - A stalemate in the negotiation process, the parties cannot agree. One or both parties notify the other of the intent to submit to mediation those items on which there is no agreement.

Initial Employment - The employment of an educator for the first time in the District or the re-employment after an absence during which the educator was not on leave and did not retain tenure in the District.

Instruction and Instructional Duties - Instruction is the preparation for and act of teaching students the approved curriculum of Wrangell Public Schools.

Non-retention - The determination by the employer not to employ an educator for the school year immediately following the expiration of the employee's current contract.

Proper Step - The correct placement on the salary schedule, considering education and experience.

Planning Period – Planning periods shall be for educator classroom preparation, school related activities, and conferences.

Qualifications -To determine qualifications, the following will be considered: certification, major or minor degrees, endorsements, or three (3) years District documented experience in an area at a minimum of four (4) hours per day assignment.

Secondary - Grades Six through Twelve for the workday only.

Seniority- For certificated personnel seniority is the number of most recent continuous teaching years or portions thereof within the District. If the total is equal, then the earliest date of the first contract of continuous employment signed by the educator with the District determines seniority.

APPENDIX A

Certified Salary Schedule

Year 1 : FY26

STEP	B	B+18	B+36*	B+54*	B+72*	Masters or NBC
	*50% of any hours beyond B+18 must Graduate-Level Credits to be counted					*Additional*
0	50,000 1.00	52,500 1.05	55,000 1.10	57,500 1.15	60,000 1.20	*2,000*
1	52,500 1.05	55,000 1.10	57,500 1.15	60,000 1.20	62,500 1.25	*2,000*
2	55,000 1.10	57,500 1.15	60,000 1.20	62,500 1.25	65,000 1.30	*2,000*
3	57,500 1.15	60,000 1.20	62,500 1.25	65,000 1.30	67,500 1.35	*2,000*
4	60,000 1.20	62,500 1.25	65,000 1.30	67,500 1.35	70,000 1.40	*2,000*
5	62,500 1.25	65,000 1.30	67,500 1.35	70,000 1.40	72,500 1.45	*2,000*
6	65,000 1.30	67,500 1.35	70,000 1.40	72,500 1.45	75,000 1.50	*2,000*
7	67,500 1.35	70,000 1.40	72,500 1.45	75,000 1.50	77,500 1.55	*2,000*
8	70,000 1.40	72,500 1.45	75,000 1.50	77,500 1.55	80,000 1.60	*2,000*
9	72,500 1.45	75,000 1.50	77,500 1.55	80,000 1.60	82,500 1.65	*2,000*
10	75,000 1.50	77,500 1.55	80,000 1.60	82,500 1.65	85,000 1.70	*2,000*
11		80,000 1.60	82,500 1.65	85,000 1.70	87,500 1.75	*2,000*
12			85,000 1.70	87,500 1.75	90,000 1.80	*2,000*
13				90,000 1.80	92,500 1.85	*2,000*
14					95,000 1.90	*2,000*
15					97,500 1.95	*2,000*
16					100,000 2.00	*2,000*

Due to the updated salary schedule, FY25 staff will be placed at the step that most closely aligns with their anticipated post-step salary, ensuring no placement results in less than what would have been earned under the prior schedule.

Certified Salary Schedule

Year 2 : FY27

STEP	B	B+18	B+36*	B+54*	B+72*	Masters or NBC
	**50% of any hours beyond B+18 must Graduate-Level Credits to be counted*					*Additional*
0	50,750 1.00	53,250 1.05	55,750 1.10	58,250 1.15	60,750 1.20	*2,000*
1	53,250 1.05	55,750 1.10	58,250 1.15	60,750 1.20	63,250 1.25	*2,000*
2	55,750 1.10	58,250 1.15	60,750 1.20	63,250 1.25	65,750 1.30	*2,000*
3	58,250 1.15	60,750 1.20	63,250 1.25	65,750 1.30	68,250 1.34	*2,000*
4	60,750 1.20	63,250 1.25	65,750 1.30	68,250 1.34	70,750 1.39	*2,000*
5	63,250 1.25	65,750 1.30	68,250 1.34	70,750 1.39	73,250 1.44	*2,000*
6	65,750 1.30	68,250 1.34	70,750 1.39	73,250 1.44	75,750 1.49	*2,000*
7	68,250 1.34	70,750 1.39	73,250 1.44	75,750 1.49	78,250 1.54	*2,000*
8	70,750 1.39	73,250 1.44	75,750 1.49	78,250 1.54	80,750 1.59	*2,000*
9	73,250 1.44	75,750 1.49	78,250 1.54	80,750 1.59	83,250 1.64	*2,000*
10	75,750 1.49	78,250 1.54	80,750 1.59	83,250 1.64	85,750 1.69	*2,000*
11		80,750 1.59	83,250 1.64	85,750 1.69	88,250 1.74	*2,000*
12			85,750 1.69	88,250 1.74	90,750 1.79	*2,000*
13				90,750 1.79	93,250 1.84	*2,000*
14					95,750 1.89	*2,000*
15					98,250 1.94	*2,000*
16					100,750 1.99	*2,000*

Certified Salary Schedule

Year 3 : FY28

STEP	B	B+18	B+36*	B+54*	B+72*	Masters or NBC
	*50% of any hours beyond B+18 must Graduate-Level Credits to be counted					*Additional*
0	51,511 1.00	54,011 1.05	56,511 1.10	59,011 1.15	61,511 1.19	*2,000*
1	54,011 1.05	56,511 1.10	59,011 1.15	61,511 1.19	64,011 1.24	*2,000*
2	56,511 1.10	59,011 1.15	61,511 1.19	64,011 1.24	66,511 1.29	*2,000*
3	59,011 1.15	61,511 1.19	64,011 1.24	66,511 1.29	69,011 1.34	*2,000*
4	61,511 1.19	64,011 1.24	66,511 1.29	69,011 1.34	71,511 1.39	*2,000*
5	64,011 1.24	66,511 1.29	69,011 1.34	71,511 1.39	74,011 1.44	*2,000*
6	66,511 1.29	69,011 1.34	71,511 1.39	74,011 1.44	76,511 1.49	*2,000*
7	69,011 1.34	71,511 1.39	74,011 1.44	76,511 1.49	79,011 1.53	*2,000*
8	71,511 1.39	74,011 1.44	76,511 1.49	79,011 1.53	81,511 1.58	*2,000*
9	74,011 1.44	76,511 1.49	79,011 1.53	81,511 1.58	84,011 1.63	*2,000*
10	76,511 1.49	79,011 1.53	81,511 1.58	84,011 1.63	86,511 1.68	*2,000*
11		81,511 1.58	84,011 1.63	86,511 1.68	89,011 1.73	*2,000*
12			86,511 1.68	89,011 1.73	91,511 1.78	*2,000*
13				91,511 1.78	94,011 1.83	*2,000*
14					96,511 1.87	*2,000*
15					99,011 1.92	*2,000*
16					101,511 1.97	*2,000*