

# 2023-2024 Master Contract



East Mills Community School District

And

East Mills Education Association

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## **Article I Definitions**

### **Section A – Unit Definition**

The East Mills Education Association is the certified bargaining representative for all employees of the former Malvern Community School District as set forth in the certification issued by the Public Employment Relations Board on the 29<sup>th</sup> day of December 1987 (Case No. 3493). The bargaining unit described in the above certification includes all professional employees of the District including teachers, librarians, federal program instructors, guidance counselor, coaches and all others employed in a certified professional teaching capacity and excludes the superintendent, principals, administrative assistant/guidance counselor, activities coordinator/director, substitutes, all non-professional employees and all others excluded by Section 4 of the Act.

The East Mills Education Association also is the certified bargaining representative for all employees of the former Nishna Valley Community School District, as set forth in the PERB certification instrument (Case 163) issued by PERB on the 30<sup>th</sup> day of June 1975. Such representation shall cover all personnel in professional positions unless the parties are administrative.

The unit described in the above certification is as follows:

Included: Regular full-time teachers and regular certified part-time teachers including special education teachers, guidance counselors, nurses, and librarians.

Excluded: Superintendent, elementary principal, secondary principal, curriculum supervisor/coordinator, educational aides, tutors, secretaries, clerks, custodians, maintenance employees, food service employees, substitute teachers, and all other persons excluded by Section 4 of the Act.

### **Section B – Definitions**

The term “Board” or “employer” as used in this agreement shall mean the Board of Education of the East Mills Community School District or its duly authorized representative(s) or agent(s).

The term “district” as used in this agreement shall mean the merged East Mills Community School District which includes the former Malvern Community School District and the Nishna Valley School District.

The term “employee” represented by this Association in the bargaining unit as defined above.

The term “association”, as used in this agreement, shall mean the East Mills Education Association or its duly authorized representative or agent.

The term “day”, as used in this agreement, shall mean workday when school district employees are required to perform services except as specifically noted in the agreement.

## **Article II Work Year**

### **Section A – Days of Work**

The employee work year shall be one hundred and eighty-seven (187) days. First year employees may be required to attend an additional two (2) days of orientation at no extra pay.

### **Section B – Non-Workdays**

The following shall be non-workdays: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, the Friday before Easter, and the Monday after Easter.

## **Article III Hours of Work and Duties**

### **Section A – Workday**

A normal day of work for a full-time employee shall be eight (8) consecutive hours, which shall include a twenty (20) minute duty-free lunch period. The building administrator on an annual basis will determine the time the workday will commence.

### **Section B – Leaving the Building**

Employees may, after giving notice to the building office, leave the building during their duty-free lunch period.

Employees shall not leave the building to which they are assigned during other normal working hours without the approval of the principal or his/her designee.

### **Section C – Other Duties**

Employees will be required to attend, without additional compensation, faculty and professional meetings, open houses, and informal parent conferences and consultations.

If formal parent/teacher conferences are scheduled so that employees work more than eight (8) hours per day, the time in excess of eight (8) hours will be totaled for the year and if that time totals one to four hours it will be counted at ½ of a staff contract day. If it totals four to eight hours, it will be counted as an additional full staff contract day.

Faculty meetings that will exceed the normal end of the workday must be preceded by a twenty-four (24) hour notice to the employees.

Evening Assignments: Employees may be required to attend no more than 4 evening assignments or meetings each school year.

## **Section D – Early Release**

On Fridays, days immediately preceding non-workdays, and on days when school is dismissed early because of inclement weather (except heat related dismissals), the workday shall end when students have departed from their respective buildings. When early dismissal is due to heat, employees in buildings without air conditioning will also be dismissed when students have departed.

## **Section E – Non-Student Period**

Unless extenuating circumstances prevent same, each employee shall have a thirty (30) minute period paid with no students. Such time shall be in addition to the employee's duty-free lunch period. If a substitute teacher is unavailable, any certified staff member who supervises another teacher's class/study hall during their prep time will be compensated at \$20.00 per class period.

## **Section F – Overload Pay**

Upon prior approval by the Board of Education, any staff member who teaches all periods in a day without a prep period will be compensated at a rate of \$1200.00 per semester or \$2400.00 per year. All requests for approval must be made prior to the beginning of the semester.

## **Section G – ICN/Distance Learning Compensation**

Any employee teaching an ICN or other distance learning class between two school districts will receive additional compensation in the amount of \$500 per class taught per semester.

Any employee teaching an ICN or other distance learning class between three or more school districts will receive additional compensation per semester in the amount of 6.25% of his/her generator base salary as calculated from Schedule A of the Master Contract.

Compensatory time shall be given to an employee who teaches ICN or other distance learning classes. This may be in the form of an extra preparation period, late arrival, or early dismissal times. In the event none of these options are possible the teacher will be compensated at the rate of \$1200 per semester.

## **Section H – Collaboration and Peer Review**

In compliance with Iowa law, the School District will set aside at least thirty-six hours in the school calendar to allow teachers to collaborate with each other regarding educational programs and assess student learning, or to engage in peer review.

**Article IV**  
**Leaves of Absence**

**Section A – Sick Leave**

An employee shall be entitled to sick leave, granted in minimum units of one-quarter day increments (2 hours), in the following graduated scale:

First Year of employment in the district	12 days of sick leave
Second Year of employment in the district	13 days of sick leave
Third Year of employment in the district	14 days of sick leave
Fourth Year of employment in the district	15 days of sick leave
Each additional Year of employment in the district	15 days of sick leave

The above amount applies only to consecutive years of employment in the district, and unused portions may be accumulated only to a maximum of one hundred and twenty (120) days. No sick leave shall accrue during the time of absence.

If an employee leaves the employment of the school district, and later returns as an employee in the district, accumulated sick leave of the first employment shall not be transferred to the second, unless the employee has been granted a leave of absence or has been subject to staff reduction for the time missed.

The Board shall in each instance, require such reasonable evidence as it may desire confirming the necessity of such leave of absence.

All sick leave benefits shall terminate and/or be forfeited upon termination of employment for any reason.

Employees will be furnished an accounting of accumulated days on or before October 1<sup>st</sup> of each year. Failure of the employee to object to the accounting provided by the District within ten (10) calendar days of the receipt of the notice shall constitute a waiver of the employee's right to grieve said accounting.

If an employee misses one class period/one hour or less and someone is willing to cover the class time, there will be no deduction from the individual's leave record. If the time absent is for two periods/two hours, .25 (1/4 day) will be deducted from the individual's leave record.

Employees who are absent because of the delivery of a child will use sick leave and will follow all provisions in the sick leave section.

**Section B – Bereavement Leave**

An employee will be granted bereavement leave to attend the funeral of a member of his or her immediate family. This leave is limited to five (5) days per occurrence and is non-cumulative from year to year.

The immediate family shall be defined as being the employee's spouse, mother, father, sister, brother, son or daughter, stepmother, stepfather, stepbrother, stepsister, stepchild,

mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent, grandchild, or foster child. Bereavement leave will be granted without a deduction in pay. Requests for bereavement leave shall be made by notifying the building principal and/or superintendent.

Up to three (3) days per year will be granted to attend the funeral of others not listed as immediate family. Bereavement leave will be granted without a deduction of pay. Requests for bereavement leave shall be made by notifying the building principal and/or superintendent.

Additional bereavement leave may be granted at the discretion of the superintendent.

### **Section C – Professional Leave**

Employees may be granted professional leave for attendance at educational meetings if such attendance is approved by the building principal.

Requests for professional leave must be filed in writing with the building principal at least five (5) calendar days prior to the first day of anticipated absence, except in extenuating circumstances.

### **Section D – Jury and Legal Leave**

Any employee called for jury duty during school hours or who is required to appear in court by a subpoena shall be provided such time without loss of pay. Any per diem fees the employee receives during such leave shall be turned over to the school district.

Cases involving an employee's personal matters shall be excluded.

When an employee is excused from jury duty, either temporarily or permanently on any working day, the employee shall promptly report to the principal and shall complete any remaining hours of the working day if required.

### **Section E – Personal Leave**

Personal leave of two (2) days will be granted, with full pay. Additional personal days will be granted to employees as follows: ten (10) years of service in the district – 1 additional personal day for a total of three (3) days with full pay; twenty (20) years of service in the district – one (1) additional personal day for a total of four (4) days with full pay; Thirty (30) years of service in the district – one (1) extra personal day for a total of five (5) days with full pay. Personal leave requests must be made five (5) days in advance of the anticipated absence except in cases of emergency. Not more than two employees from either attendance center may be granted personal leave for the same day, except in cases of emergency. Requests shall be honored on a first-come-first-serve basis according to the time they are presented in writing and received in the principal's office. Personal leave may not be used during the first two weeks (10 working days) or the last two weeks (10 working days) of the school year or on the last working day before, or the first working day after a holiday or vacation. The superintendent may approve exceptions to these limitations for individual circumstances. Strong consideration will be

given to one-time events. An employee who does not use personal leave in a year shall receive \$100 per unused day or current sub pay, whichever is greater.

Any additional leave days, when granted in the discretion of the superintendent, shall be paid at full pay reduced by an amount equivalent to the approved substitute's pay for those days.

#### **Section F – Association Leave**

Up to three (3) days each year shall be granted to the Association for its representatives to attend conferences, conventions, and other activities of the local, state, or national affiliated organizations. Requests for such leave must be made in writing to the principal at least five (5) working days in advance by the Association President stating the name(s) of those requesting the leave. The Association shall reimburse the Board for the cost of the substitute teachers for absent employees.

#### **Section G – Family Illness Leave**

Employees will be granted up to nine (9) days of family illness leave for members of the immediate family, which will be deducted from accumulated sick leave. The superintendent may grant additional days for special circumstances.

#### **Section H – Adoption Leave**

Employees will be granted up to a maximum of five (5) days paid leave of absence (to be subtracted from accumulated sick leave) to finalize the adoption of a child.

#### **Section I – Unpaid Leave**

Unpaid leave will only be granted after using all personal days. Other temporary leaves of absence without pay may be granted by the superintendent with the principal's input. The superintendent will have complete discretion to grant or deny unpaid leave.

### **Article V Salary**

#### **Section A – Salary**

The combined salary of each employee covered by the regular salary schedule is set forth in Schedule A, which is attached hereto and made a part thereof.

Teacher Salary Supplement money will be divided evenly among eligible staff as long as that results in staff meeting state minimums. If that does not result in staff meeting state minimums, affected teachers will receive extra funds to raise them to the minimum which would lower everyone else's amount. Payment will be made monthly in the employee's regular paycheck. The amount paid by the District, including the District's share of FICA and IPERS will be equal to the amount received from the state for this purpose.



In the event of a reduction in the teacher salary supplement per pupil amount, and before any adjustment of wages may occur, the Board and Administration must meet with the Association to discuss the anticipated adjustment. The Association may then offer its views and recommendations on the anticipated adjustments.

### **Section B – Adjustment of Salary Schedule**

Each employee will be placed on his/her proper step of the salary schedule as of the effective date of this agreement and in accordance with paragraph C below (save and except no employee shall receive a cash raise larger than 1 ½ steps, except for those moving horizontally due to additional hours).

### **Section C – Credit for Experience**

Credit up to the 15<sup>th</sup> step of any salary level on the employee salary schedule shall be given for previous outside teaching experience in a duly accredited school upon initial employment, if said experience is acquired within the last fifteen (15) years

### **Section D – Returning Employees**

Any former employee with one or more years previous teaching experience in the district within the last six (6) years immediately preceding his/her reemployment by the district, shall be placed on the next step of the Salary Schedule above that in effect at the time of the termination of his/her contract. Former employees with one or more years of previous experience within the district and who have more years of previous experience within the district and who have not been actively involved in teaching for more than the six (6) years immediately preceding reemployment may, at the discretion of the Board be placed above the first step of the schedule.

### **Section E – Advancement on Salary Schedule**

1. Increments: Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the District for one hundred (100) consecutive teaching days or more in one school year.
2. Educational Lanes: Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the nearest eligible step on the higher lane so as to provide a raise for the move. After July 1, 1992 hours shall be graduate hours in the employee's teaching field or as a part of an educational plan approved by the superintendent. For an employee to advance from one educational lane to another, he/she shall file suitable evidence of additional educational credit with the superintendent prior to September 10<sup>th</sup> of the academic year. It is recommended that employees complete the "Horizontal Lane Movement Form" (Appendix C) to ensure that the Superintendent approves hours being taken for lane movement. If the hours are taken without prior approval the employee assumes the risk that they might not be approved.

## **Section F – Pay Period**

Employees shall receive their regular paycheck in twelve (12) equal installments on the 20<sup>th</sup> of each month at their regular building. If the twentieth (20<sup>th</sup>) falls on Saturday, Sunday, or a holiday, then the check will be received on the previous Friday or the workday prior.

## **Section G – Summer Checks**

Employees shall receive their summer checks at the business office, or a designated summer address. Employees must designate which they prefer upon checking out for the summer.

## **Section H – Payment for Additional Days Beyond Contracted Days**

An employee who provides professional services beyond the number of contract days specified in the master contract shall be compensated as follows:

1. Regular Extended Contracts specified on the employee's individual contract will be paid at the employee's regular per diem rate.
2. Meetings or training sessions that the employee is required to attend will be paid at the employee's regular per diem rate.
3. There will be no payment to the employee for attending meetings or training sessions that are not required by the employer and not approved by the Teacher Quality Committee.

The TSS Professional Development funds received from the state will be paid to teachers, on a regular per diem basis for the work described in number 2 above. As long as funds are available, they can be used to support projects proposed by building teams and approved by the Building Principal and Superintendent that support ongoing building improvement efforts. The use of TSS Professional Development funds for the purposes described in this paragraph will be approved by a Teacher Quality Committee composed of the Superintendent, one other administrator of the Superintendent's choice, and two EMEA members appointed by the association.

The Teacher Quality Committee defined above will meet as needed to fulfill the requirements of Iowa Code Chapter 284.4. Should legislation remove the requirements to have a Teacher Quality Committee the Teacher Quality Committee will cease to exist. A committee with membership as described in the preceding paragraph will still exist to fulfill the responsibilities described in the same paragraph above.

## **Section I – Proof of Certification**

An employee who fails to submit proof of certification to the Superintendent by at least the day prior to the first payday of the school year or by the date the individual's prior certification has expired will not receive any compensation until the required certification is received by the District.

## **Article VI Extra Duty Pay**

### **Section A – Extra Duty Pay**

An employee who is assigned extracurricular duty shall be paid according to Schedules B which is attached to this agreement.

### **Section B – Filling Extra Duty Assignments**

The Board shall have the right to fill extracurricular duty assignments, either from within or from outside the bargaining unit employees. The district shall advertise in-house all extra duty positions five days in advance of posting outside the district.

Each employee shall take tickets at one event free of charge. After such time that the one free event is fulfilled, they may then sign up for additional events with their respective building administrator/activities director. The volunteers for these events will be paid a sum of \$25 per event.

### **Section C – Mileage**

An employee who is approved to use his/her automobile in the performance of his/her duties will be paid at the current state mileage rate. No mileage will be paid for commuting to and from work.

## **Article VII Seniority**

### **Section A – Definition**

Seniority shall be defined for purposes of this agreement, as the number of years of continuous employment in the District since the employee's last date of hire.

## **Section B – Seniority List**

The Board will provide the Association a seniority list no later than November 1 of each school year. Protest of errors and/or omissions from such a list must be made to the District within ten (10) days from the date of providing the list, otherwise the list will stand as being correct.

## **Article VIII Safety and Health**

### **Section A – Safety**

The Board shall endeavor to provide and maintain a safe place of employment. All employees shall perform their duties in a safe manner.

Such special clothing and equipment as may be required by law will be provided by the employer.

### **Section B – Employment Physical Examination**

A new employee shall furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease at the time of signing his/her individual contract. The Board will pay up to a maximum of thirty-five (35) dollars for such examination upon submission of a bill.

### **Section C – Required Physical Examination**

The Board may require a medical examination when, in its judgment an examination is relevant to an employee's performance of assigned duties. The cost of such physical shall be paid by the employer.

### **Section D – Medical Activities**

The Board shall not require any employee other than certified medical personnel to perform body/head lice inspections, dispense medication or perform any medical functions.

## **Article IX Grievance Procedure**

### **Section A – Definition**

A grievant shall mean an employee, group of employees, or the Association. A grievance is a claim by a grievant that there has been a violation, misinterpretation, or misapplication of any provision of this agreement.

## **Section B – Procedure**

**Step One:** The grievant, or his/her designee, will present a written grievance on an approved form (Appendix C) to his/her principal within ten (10) business days of the date the employee should have had knowledge of such event and/or condition which gave rise to the grievance. The grievance shall state the name(s) of the grievant(s), the facts giving rise to the grievance, the section of the contract allegedly violated, the relief requested, and it must be signed by the grievant. Within ten (10) business days after the receipt of the grievance the principal shall give a written answer to the grievant.

**Step Two:** If the grievant, or his/her designee, is not satisfied with the Step One answer he/she will, within ten (10) business days of the receipt of the principal's answer, submit the written grievance to the superintendent. The superintendent shall have ten (10) business days to submit a written answer to the grievant.

**Step Three:** If the grievance is not resolved in Step Two, the Association will, within fifteen (15) days of the answer in Step Two, write to the American Arbitration Association requesting a list of arbitrators. Written notification will simultaneously be sent to the employer. The parties agree to follow American Arbitration Association rules for the procedure. Upon selection of an arbitrator there shall be a hearing and a written decision issued by an arbitrator. The decision of the arbitrator shall not add to, subtract from, disregard, alter, or modify any terms of this agreement. The expenses of the arbitration shall be shared equally by the employer and the Association. Each party will pay fees incurred in the presentation of its case.

## **Section C – General Provisions**

If the grievance is not presented within the time limits set herein the grievance shall be considered waived.

If the grievance is not appealed to the next step within the specified time, it shall be considered settled on the basis of the employer's last answer.

The failure of the employer to give an answer within the prescribed time limits shall permit the grievance to be moved to the next step except the Association must take positive action in complying with the procedures and time limits of Step Three.

Time limits may be extended by mutual written agreement of the employer and the grievant. The investigation or processing of a grievance shall not, as far as possible, be carried out during working hours. However, if such investigation or processing is necessary during working hours it will not interfere with an employee's assigned duties.

The parties may mutually agree to a meeting at any state of the grievance procedure.

The arbitration hearing shall be a private hearing with only the necessary parties at the hearing.

Documents relating to the processing of a grievance shall not be filed in an employee's personnel file.

A grievant may be represented by an Association representative at any meeting of the parties to discuss the grievance.

#### **Section D – Reprisals**

No reprisals of any kind shall be taken by the Board or by any member of the Administration, against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure solely by reason of such participation.

#### **Section E – Released Time**

When it is necessary for an aggrieved person and an association representative to meet with an arbitrator, regarding a grievance during the workday, said aggrieved person and representative shall be released by paying the cost of his/her substitute.

### **Article X Compliance and Duration**

#### **Section A – Separability**

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

#### **Section B – Printing Agreement**

The Board will pay the cost of printing the agreement.

#### **Section C – Duration**

This agreement shall be effective as of July 1, 2022 and shall continue in effect until June 30, 2024. Language and provisions regarding salaries and benefits, including Section E of Article V, in regard to placement on the salary schedule, shall continue in effect until June 30, 2024. The second year of this agreement will be an increase of \$1,250 on the base with movement.

IN WITNESS THEREOF, the parties hereto have caused this agreement to be signed by their respective presidents attested to by their respective chief negotiators, and their signatures placed thereon, all on the 6<sup>th</sup> day of April 2022.

**East Mills Education Association**

**East Mills Community School District**

\_\_\_\_\_  
**President**

\_\_\_\_\_  
**President**

\_\_\_\_\_  
**Chief Negotiator**

\_\_\_\_\_  
**Chief Negotiator**

\_\_\_\_\_  
**Chief Negotiator**

**Appendix A  
Grievance Form**

**Name of Aggrieved Person(s):** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Step One**

**Date Violation Occurred:** \_\_\_\_\_

**Specific Provision of Contract:** \_\_\_\_\_

**Statement of Grievance:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Remedy Sought:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Signature of Grievant:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Date Received by the Principal:** \_\_\_\_\_

**Disposition by the Principal:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Signature of the Principal:** \_\_\_\_\_

**Date:** \_\_\_\_\_



**Step Two**

**Signature of Aggrieved Person:** \_\_\_\_\_

**Date Received by the Superintendent:** \_\_\_\_\_

**Disposition by the Superintendent:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Signature of the Superintendent:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Step Three**

**Signature of Aggrieved Person:** \_\_\_\_\_

**Signature of Association President:** \_\_\_\_\_

**Date Submitted:** \_\_\_\_\_

**Date Received by Superintendent:** \_\_\_\_\_

**Appendix B  
Horizontal Lane Movement  
Request for Program/Course Approval**

\_\_\_\_\_ Employee Name

I am requesting that the following degree program be approved for horizontal lane movement on the East Mills Community School District Salary Schedule. Once a degree program has been approved, the employee is not required to have subsequent individual courses approved in advance so long as those courses are leading to the degree program approved by the superintendent.

\_\_\_\_\_ Degree Program

\_\_\_\_\_ College or University

**OR**

I am requesting that the following courses be approved for horizontal lane movement on the East Mills Community School District Salary Schedule.

**Courses:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_ Date Submitted to Superintendent

\_\_\_\_\_ Employee Signature

\_\_\_\_\_ Program/Course **APPROVED**

\_\_\_\_\_ Program/Course **DENIED**

Reason for Denial:

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_ Date

\_\_\_\_\_ Signature of Superintendent

**Schedule A  
Salary Schedule  
2023-2024**

<b>STEP</b>	<b>BA</b>	<b>BA+10</b>	<b>BA+20</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+12</b>	
	<b>750</b>	<b>750</b>	<b>750</b>	<b>750</b>	<b>1,100</b>	<b>750</b>	
<b>1</b>	<b>40621</b>	<b>41371</b>	<b>42121</b>	<b>42871</b>	<b>43971</b>	<b>44721</b>	
<b>2</b>	<b>41271</b>	<b>42021</b>	<b>42771</b>	<b>43521</b>	<b>44621</b>	<b>45371</b>	<b>650</b>
<b>3</b>	<b>41921</b>	<b>42671</b>	<b>43421</b>	<b>44171</b>	<b>45271</b>	<b>46021</b>	<b>650</b>
<b>4</b>	<b>42571</b>	<b>43321</b>	<b>44071</b>	<b>44821</b>	<b>45921</b>	<b>46671</b>	<b>650</b>
<b>5</b>	<b>43221</b>	<b>43971</b>	<b>44721</b>	<b>45471</b>	<b>46571</b>	<b>47321</b>	<b>650</b>
<b>6</b>	<b>43871</b>	<b>44621</b>	<b>45371</b>	<b>46121</b>	<b>47221</b>	<b>47971</b>	<b>650</b>
<b>7</b>	<b>44521</b>	<b>45271</b>	<b>46021</b>	<b>46771</b>	<b>47871</b>	<b>48621</b>	<b>650</b>
<b>8</b>	<b>45171</b>	<b>45921</b>	<b>46671</b>	<b>47421</b>	<b>48521</b>	<b>49271</b>	<b>650</b>
<b>9</b>	<b>45821</b>	<b>46571</b>	<b>47321</b>	<b>48071</b>	<b>49171</b>	<b>49921</b>	<b>650</b>
<b>10</b>	<b>46471</b>	<b>47221</b>	<b>47971</b>	<b>48721</b>	<b>49821</b>	<b>50571</b>	<b>650</b>
<b>11</b>		<b>47871</b>	<b>48621</b>	<b>49371</b>	<b>50471</b>	<b>51221</b>	<b>650</b>
<b>12</b>		<b>48521</b>	<b>49271</b>	<b>50021</b>	<b>51121</b>	<b>51871</b>	<b>650</b>
<b>13</b>		<b>49171</b>	<b>49921</b>	<b>50671</b>	<b>51771</b>	<b>52521</b>	<b>650</b>
<b>14</b>		<b>49821</b>	<b>50571</b>	<b>51321</b>	<b>52421</b>	<b>53171</b>	<b>650</b>
<b>15</b>		<b>50471</b>	<b>51221</b>	<b>51971</b>	<b>53071</b>	<b>53821</b>	<b>650</b>
<b>16</b>				<b>52621</b>	<b>53721</b>	<b>54471</b>	<b>650</b>
<b>17</b>				<b>53271</b>	<b>54371</b>	<b>55121</b>	<b>650</b>
<b>18</b>				<b>53921</b>	<b>55021</b>	<b>55771</b>	<b>650</b>
<b>19</b>				<b>54571</b>	<b>55671</b>	<b>56421</b>	<b>650</b>
<b>20</b>				<b>55221</b>	<b>56321</b>	<b>57071</b>	<b>650</b>

**Career Increment:**

Each teacher will be moved up one step to accommodate his or her normal attrition so as to provide a raise. If the move would not result in a raise, then the affected teacher shall receive a raise equal to ½ step (\$325) + the amount added to the generator base (2021-2022 - \$31,400, 2022-2023 - \$32,650) for the 2022-2023 contract. If the employee moves horizontally due to additional hours, they will also receive the appropriate raise for that movement.

**Schedule B**  
**Extra Duty Pay Schedule**

Current Base Salary = \$33,900.00					
Position	%	Amount	Position	%	Amount
Activities Director	21.44%	\$7268	JH Assistant Football	2.81%	\$953
HS Head Football	9.52%	\$3227	JH Assistant Volleyball	2.81%	\$953
HS Head Volleyball	9.52%	\$3227	JH Assistant Girls' BB	2.81%	\$953
HS Head Girl's BB	9.52%	\$3227	JH Assistant Boys' BB	2.81%	\$953
HS Head Boy's BB	9.52%	\$3227	JH Assistant Wrestling	2.81%	\$953
HS Head Girl's Track	9.52%	\$3227	JH Assistant Girls' Track	2.81%	\$953
HS Head Boy's Track	9.52%	\$3227	JH Assist Boys' Track	2.81%	\$953
HS Head Cross Country	9.52%	\$3227	JH Weightlifting	2.81%	\$953
HS Head Golf	9.52%	\$3227	Senior Class Sponsor	2.27%	\$770
HS Head Softball	9.52%	\$3227	Junior Class Sponsor	2.27%	\$770
HS Head Baseball	9.52%	\$3227	HS Math Bee Sponsor	2.27%	\$770
HS Head Wrestling	9.52%	\$3227	HS NHS Sponsor	2.27%	\$770
HS FFA Sponsor	9.52%	\$3227	HS Student Council	2.27%	\$770
Robotics Sponsor	9.52%	\$3227	HOSA	2.27%	\$770
HS Assistant Football	6.28%	\$2129	Business Club	2.27%	\$770
HS Assistant Volleyball	6.28%	\$2129	Building Tech Support	1.59%	\$539
HS Assistant Girl's BB	6.28%	\$2129	JH Cheerleading Sponsor	1.59%	\$539
HS Assistant Boy's BB	6.28%	\$2129	JH Yearbook	1.59%	\$539
HS Assistant Golf	6.28%	\$2129	JH Play	1.59%	\$539
HS Assistant Track	6.28%	\$2129	5th/6th Summer Band	1.39%	\$471
HS Assistant X Country	6.28%	\$2129	Honor Band	1.39%	\$471
HS Assistant Softball	6.28%	\$2129	JH Student Council	1.39%	\$471
HS Assistant Baseball	6.28%	\$2129	JH/Elem Math Bee	1.00%	\$339
HS Assistant Wrestling	6.28%	\$2129	Success/Hr		\$25
HS Weight Room Super.	5.44%	\$1844	Elem Acd Club/Hr		\$25
Web Site/Newsletter Mgr	5.44%	\$1844	Summer Sch/Hr		\$30
HS/JH Band Competition	5.44%	\$1844	SAT Coordinator	3.63%	\$1231
HS/JH Vocal Competition	5.44%	\$1844			
Site Coordinator	5.44%	\$1844			
JH Head Football	4.30%	\$1458			
JH Head Volleyball	4.30%	\$1458			
JH Head Girl's BB	4.30%	\$1458			
JH Head Boy's BB	4.30%	\$1458			
JH Head Girl's Track	4.30%	\$1458			
JH Head Boy's Track	4.30%	\$1458			
JH Head Wrestling	4.30%	\$1458			
HS/JH Summer Band	3.63%	\$1231			
HS Annual Sponsor	3.63%	\$1231			
HS Speech Sponsor	3.63%	\$1231			
HS Cheerleading Sponsor	3.63%	\$1231			
HS Dance Sponsor	3.63%	\$1231			
HS Color Guard	3.63%	\$1231			
HS FCCLA Sponsor	3.63%	\$1231			
Drama/Play Sponsor	3.63%	\$1231			