**Negotiated Agreement**

**Between**

**The Ethan Education Association**

**And**

**Ethan School District #17-1**

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THIS NEGOTIATED AGREEMENT (“Agreement”) is made and entered into by and between the **Ethan School District #17-1** (“District”) and the **Ethan Education Association** (“Association”).

1. **Recognition**

The District recognizes the Association as the exclusive bargaining agent for the certified staff employed by the District as teachers for the purpose of collectively negotiating the terms and conditions of employment under SDCL 3-18-1 through 3-18-18 and other applicable law.

**II. Term And Duration**

1. This one-year Agreement shall be effective for the 2024-2025 contract year. The parties agree that the number of contract days is management prerogative and not subject to negotiation, and the number of contract days for this agreement shall be 177 days. The District shall notify the Association of the number of contract days that will be required in each future contract year no later than the first negotiation meeting between the Association and the District.

1. The terms of this Agreement shall remain in full force and effect from year to year until they are superseded by an agreement of the parties.

**III. Management Rights**

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to reprimand, suspend, discharge, or otherwise discipline employees; to determine the number of employees to be employed; to hire employees, determine their qualifications, and assign and direct their work; to promote, demote, transfer, and recall to work; to suspend, discharge, or discipline employees as provided by statute; to set the standards of productivity and the services to be rendered; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; to set the school calendar; determine class sizes; to use independent contractors to perform work or services; to subcontract, contract out, close down, or relocate the District’s operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the methods, materials, processes, curriculum, and equipment and other property of the District; to determine which extracurricular activities may be supported or sponsored; to determine the number, location and operation of departments, divisions, and all other units of the District; to issue, amend and revise policies, rules, regulations, and practices; and to take whatever action is either necessary or advisable to determine, manage, and fulfill the mission of the District and to direct the District’s employees. The District’s failure to exercise any right, prerogative, or function hereby reserved to it, or the District’s exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the District’s right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

**IV. Compensation & Contract information**

1. **Creditable Years of Experience**

* 1. Experience Outside the District – Initial Placement

Upon their initial hire, employees new to the school system shall be credited with all of their acceptable prior years of teaching experience up to five years of experience.

1. **Part-Time Employees**

Part-time employees covered by this Agreement shall receive the same compensation and benefits as full-time employees on a pro-rata basis.

1. **Compensation**

* 1. Salary

The salary schedule is attached as Exhibit A and incorporated into this Agreement.

* 1. Extra Duty

The extra duty schedule is attached as Exhibit B and incorporated into this Agreement. Extra duty assignments are management prerogative and will not be negotiated. Compensation for extra duties will be negotiated by the parties.

* 1. Professional Training Outside Contract Days

Employees who are required, by the District, to attend professional training outside the contract days of the employee shall be paid their hourly rate of pay. The employee must complete a voucher and submit the voucher to the business manager for compensation.

* 1. Coverage of Class During P.E. or Music

If a physical education or music class is cancelled due to the absence of the PE or music teachers and the classroom teacher is required to teach through that period, the classroom teacher shall receive $5.00 per class. The employee must complete a voucher and submit the voucher to the business manager for compensation.

* 1. Staff Coverage

Compensation of $12.00 will be paid per period for current staff members covering a certified staff’s absence.

* 1. Payment

Payroll checks will be electronically deposited to the financial institution as directed by the employee on each regular payday which is the 10th of each month. If such date occurs on a Saturday, Sunday, or holiday, payroll will be distributed on the preceding work day.

* 1. Salary Deductions

* + 1. Mandatory Deductions

All deductions required by law will be made from wages of each employee. These deductions include, but are not necessarily limited to state income tax, federal income tax, social security tax, and Medicare tax withholding; South Dakota Retirement System contributions; and wage garnishments.

* + 1. Voluntary Deductions

Any employee may authorize in writing voluntary deductions including, but not necessarily limited to, deductions for vision insurance, dental insurance, life insurance, flexible spending accounts, supplemental insurance programs, or tax-sheltered annuities.

* + 1. Lunch Balances

The District will deduct any accrued lunch balances from an employee each month when distributing payroll.

* + 1. Salary Corrections

Any overpayment or underpayment of an employee for compensation for benefits shall be corrected during the pay period following the discovery.

* + 1. Recovery for Damages

The District may deduct or withhold from each and every period of pay from an employee any amounts necessary to offset any damages caused by the employee or the value of property or money entrusted to the employee or owed by the employee to the District during the course of or as a result of the employee’s employment, if such property or money has not properly been returned to the District.

* + 1. Teacher Workday

The teacher workday for employees shall start work 30 minutes before and 15 minutes after school day start, provided employee responsibility for instruction and supervision has ended. When the District has a late start due to inclement weather, employees must report to the District thirty minutes before the designated school start time. On the last day of school week and early dismissals caused by inclement weather, employees may leave the building once instructional and supervision duties have been deemed completed by administration. Employees are expected in their classrooms during the teacher workday unless extracurricular assignments or professional meetings conflict.

* + 1. Liquidated Damages

After the signing of a certified contract, staff members who submit their resignations to the board of education prior to June 1 shall be assessed liquidated damages in the amount of $1500.00. If the resignation occurs after June 1st shall be assessed liquidated damages in the amount of $2500.00. If the resignation occurs after July 1st shall be assessed liquidated damages in the amount of $5000.00. If the resignation occurs during these dates, the District will deduct the amount of the liquidated damages from the employee’s wages. Staff members who refuse to fulfill their contractual obligations may be reported to the South Dakota Professional Teachers Practices and Standards Commission. The Board of Education may waive the provision for liquidated damages at its discretion. The District and employees agree the amounts specified for liquidated damages are fair and reasonable damages for breach of contract as specified by SDCL 53-9-5.

**V. Benefits**

1. **Eligibility**

All teachers who work more than thirty hours a week for at least six months of the year and are in full-time positions with the District are eligible to participate in the Employee benefits.

1. **Health Insurance**

The District does not offer health insurance as a benefit and instead provides a health insurance stipend payment.

1. **Dental Insurance**

The District shall pay 65% of the monthly premium for employees who elect dental insurance. The District shall pay the following amounts of the total premium monthly:

|  |  |  |
| --- | --- | --- |
| **Dental Coverage** | **District’s Share** | **Employee’s Share** |
| Family | $113.36 | $61.04 |
| Single | $45.17 | $24.31 |

1. **Life Insurance**

The District shall offer life insurance in the policy amount of $10,000. Additionally supplemental employee life insurance can be made at employee’s request.

1. **Health Insurance Stipend**

The district provides each employee who is full time through the District a health insurance stipend in the amount of $300.00 to be paid once a month during contracted months. The payment corresponds to the period of July through June of each year. If the employee resigns or is terminated prior to finishing the above period, the employee will refund any unearned fractional proportion of the payment through a payroll deduction from the employee’s final paycheck.

1. **Vision Insurance**

The District has available employee-paid vision insurance. The District does not contribute to an employee’s vision premium. The vision insurance rates are:

|  |  |
| --- | --- |
| **Plan** | **Employee’s Cost** |
| Employee Only | $13.27 |
| Employee + Spouse | $25.03 |
| Employee + Child | $27.30 |
| Employee + Family | $35.11 |

1. **Activity Pass**

The District will provide a complimentary family activity pass to each employee who serves as a ticket taker at one extracurricular event during the year.

**VI. Leaves Of Absence**

**A. Sick Leave**

* 1. **Amount of Leave.** Each full-time (1.0 FTE) employee will be credited with up to 12 days of sick leave per year without loss of pay at the beginning of each school year. Employees may accumulate no more than 60 days of sick leave.

* 1. **Use of Leave.** Sick leave may be used for illness, injury, or disability when the employee is too ill to work or when the employee’s family member (as listed below) is too ill to remain alone. Sick leave may also be used for medical, dental, and eye doctor appointments of the employee or the individuals listed below:

a. Spouse; and

Your or your spouse’s:

b. Children, step-children, or foster children;

c. Brother, step-brother, sister, or step-sister;

d. Brother-in-law or sister-in-law;

e. Parent, step-parent, or guardian, including in-laws;

f. Grandparent, including in-laws;

g. Grandchild;

k. Son-in-law or daughter-in-law; and

l. A “qualifying child” or “qualifying relative” as those terms are defined by the Internal Revenue Service.

Sick leave may not be used as a substitute for personal leave.

* 1. **Reporting.** Absence due to sick leave must be reported as soon as practicable by the employee to the principal. In the event that the building principals cannot be reached, the employee will report the absence to the business manager. Absences must be reported through telephone call or text messages to the principal. Absences made without prior authorization or notification may be considered unpaid. Unauthorized or unreported absences may result in disciplinary measures.

* 1. **Increments.** Employees may use sick leave in .25 hour increments.

* 1. **Certification.** The school district administration may require medical certification for any sick leave that exceeds three days.

* 1. **Payment for Unused Sick Leave.** Employees will be paid for unused sick leave accumulated above sixty days at a rate of $50.00 per sick day. Payment will be included in the June payroll. If the sick leave bank falls below 72 days and staff must contribute to the bank, the employee will not be paid for unused sick leave days above the maximum accumulated.

Employees whose employment is terminated by the district by nonrenewal or termination of their employment contract or those employees who voluntarily resign will not be paid for any unused sick leave. Employees who retire from the district and have been continuously employed by the district for seven years or greater shall be paid $50.00 per sick leave accumulated above sixty days included in the employee’s last payroll with the district.

1. **Personal Leave**

* 1. **Amount of Leave.** Each full-time (1.0 FTE) employee will be credited with up to 3 days of personal leave per year without loss of pay at the beginning of each school year. Employees who have personal leave in excess of 2 days (16 hours) on the last day of the school year will be compensated at the rate of $112.00 per day. Payment will be included with the June payroll. Employees who retire from the district and have been continuously employed by the district for seven years or greater shall be paid $112.00 per accumulated personal day included in the employee’s last payroll with the district.

* 1. **Use of Leave.** Personal leave may be used for any purpose, provided that personal leave may not be taken during the first two weeks or the last two weeks of the school calendar without prior approval from the superintendent. No more than two employees may use personal leave at one time without prior approval of the superintendent.

* 1. **Reporting.** Except in the case of emergency, employees must submit personal leave requests to the principal at least five days in advance of the leave. Personal leave requests are contingent on the school district’s ability to retain a substitute teacher and must be submitted through SUI Weblink.

* 1. **Increments.** Employees may use personal leave in .25 hour increments.

1. **Bereavement Leave**

Employees shall be entitled to leave with pay for a maximum of five contract days per year in the event of the death of the employee’s parent, (including in-laws), grandparents (including in-laws), siblings (in-laws), child, grandchild, or spouse. Such leave may be used only during the five (5) calendar day period commencing with the date of death. Upon the request by the principal, leave under this section shall be conditioned upon the teacher submitting to the principal proof of the death of the deceased and the teacher’s relationship to the deceased.

1. **Child Activity Leave**

Employees may submit a request to the Superintendent to be granted early dismissal from duty time, without being required to take paid leave, on the days the employee is leaving to attend their child’s activity. This type of leave is only available from 3:00 P.M. until the end of the employee’s duty time. The Superintendent has the discretion to approve or deny each request, and that employee is required to have their classroom and duties covered by another teacher. The employee shall not be required to take any form of paid leave upon approval of child activity leave. A child’s activity is defined as an athletic game or match, music contest, festival, or concert, or other extracurricular activity. If the employee wishes to be dismissed earlier than 3:00 P.M., the employee shell be required to take personal leave.

1. **Professional Leave**

Each full-time (1.0 FTE) employee will be credited with up to 2 days of professional leave per year for the purpose of professional development such as visiting other schools to observe the teachers, meetings, or conferences.

1. **Maternity and Adoption Leave**

An employee may request to use up to 12 weeks of accumulated sick and personal leave for maternity or adoption leave. The leave shall be paid commencing on the date that the child is received or delivered. An employee requesting to utilize maternity or adoption leave must submit reasonable notice of absence to the Superintendent.

1. **Leave of Absence**

An employee who has been employed with the District for three or more years may be granted a leave of absence without pay for a period of one school year. A request for a leave of absence must be submitted in writing to the Superintendent no later than March 15 of the school year preceding the year for which the leave is desired. Requests submitted after March 15 may be granted by the Board of Education if a suitable replacement can be obtained for the requested period of the leave of absence. The written request shall contain a statement setting forth the purpose of the leave. The Board of Education shall act upon the request within thirty days after the receipt. The employee shall notify the Superintendent in writing of the employee’s intention to return or resign during the employee’s leave of absence. The employee must submit the notice to the Superintendent no later than February 15 of the year in which the employee is on the leave of absence. Upon completion of the leave, the Board of Education will make a reasonable effort to return the employee to the employee’s former position or to a position for which the employee is qualified. Any Board decision regarding a leave of absence shall not be subject to the grievance procedure.

1. **Political Leave**

An employee who intends to campaign for an elected public office will notify the Superintendent, in writing as soon as possible, of the office the employee intends to seek and whether the employee intends to continue employment with the District. The Superintendent will present a proposed plan to the Board regarding the employee’s employment. The Board will consider whether the activities proposed by the employee are compatible with the time requirements for fulfilling the employee’s responsibilities as a teacher within the District.

An employee seeking an extended leave of absence for political leave to campaign, hold office, or other time-consuming activities connected with government service will apply for such leave in writing to the Superintendent. The Board will provide the teacher with a written response for political leave, including salary arrangements. If the employee is not elected, the employee may return to the position previously held.

1. **Additional Unpaid Leave**

Employees are entitled to up to three "dock days" of additional leave in excess of the leave provided in this agreement, so long as their leave is otherwise qualifying under another leave provision in this agreement and they have complied with all of the requirements of that provision for taking the leave. Dock day leave will be taken at a reduction of 1/177th of the annual salary per day. This provision shall not apply, and the employee is not allowed to take dock day leave, if the employee is eligible for any other type of leave, including but not limited to leaves such as those provided in this agreement or the FMLA. Employees who exceed three dock days may be subject to discipline and denial of future leave requests.

1. **Sick Leave Bank**

The Ethan School District has established and operates a sick leave bank for its staff based on the following guidelines:

Membership: All staff members who receive sick leave as a benefit shall belong to the sick leave bank. Employees who receive eight or more sick days per year will contribute one day to the bank. Employees who receive less than eight sick days per year will contribute one half day.

Replenishment: If the bank falls to a minimum of 20 days, the staff will fill the bank to no more than 72 days at the beginning of the next contract year. In an emergency, by consensus of the staff in the sick leave bank, days may be added during a current school year.

Withdrawals: When any participating member has used up the entire amount of the staff member’s annual and accumulated sick leave, the staff member may apply to the sick leave committee and request additional days of sick leave. A valid written application for additional sick leave will be presented to the superintendent who will call the sick leave committee meeting. A withdrawal will be made from the sick leave bank in the amount requested after the committee deems the request necessary. Withdrawals are not limited to the number of days requested, but each time days are requested, the requesting member must reapply to the committee. Additional days of sick leave that are granted to participating members do not need to be repaid to the bank by that member who received sick bank leave. A maximum of 20 days of excess sick leave may be borrowed from the sick leave bank in one school year.

Limitations: The days of sick leave granted from the sick leave bank are intended to be used only in the case of personal illness. In the event of extraordinary circumstances, such as the serious illness of a spouse or a child, unusual need for bereavement days, or similar circumstances, withdrawal from the sick leave bank may be made for reasons other than a personal illness on recommendation of the sick leave committee and upon approval of the superintendent.

Sick Leave Committee: The committee will be composed of one elementary teacher, one middle school teacher, one high school teacher, the superintendent, and one classified employee. Each respective group will select their own representative. (Ex. The secondary teachers will select their representative.) Meetings of the committee will be called by the superintendent as needed.

**VII. Grievance Procedure**

1. **Definition of Grievance.** A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

1. **Procedural Steps.** The procedure for handling grievances is as set forth below.

**Step 1 - Oral Notice to Principal.** The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

**Step 2 - Written Grievance to the Principal.** If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal. The failure to present the grievance within five (5) days shall result in the waiver of the grievance. The grievance must contain a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, the section of the Agreement that has been violated, and the requested resolution. The grievant shall sign and date the grievance.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The grievant must present all evidence at this meeting. The parties shall record this meeting. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

**Step 3 - Written Appeal to the Superintendent of Schools.** If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an “appeal on the record.”

The superintendent of schools or a designee shall hold a meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

**Step 4 - Appeal to the Board of Education.** If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an “appeal on the record.” The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

1. **Written Presentation.** All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

1. **Grievance Meetings or Hearings.** All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses (Step 2 only) as necessary.

1. **Association Representation.** A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

1. **Reprisals.** No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

1. **Withdrawal of a Grievance.** A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

1. **Advanced Step Filing.** A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

1. **Time Limitations.** Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

**VIII. Reduction in force**

The board of education may determine that a reduction in force of certified staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances.

If the board, in its sole discretion, determines that a reduction of  staff is necessary, the superintendent shall notify those employees whose contracts may be reduced by April 15.  The Board will notify the education association of a possible Reduction in Force, and may consider the association’s recommendations if they are received within 14 days of the issuance of the notice.

**Criteria for Reduction in Force.**  The criteria set forth below shall be considered in selecting the personnel to be reduced.  The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate.  

* Programs to be offered;
* Areas of endorsement that are of present or future value to the district. This criterion shall be based upon the endorsement(s) shown on each teacher’s Teaching Certificate;
* Years of professional experience;
* Years of service in the District;
* State and federal laws or regulations that may mandate certain employment practices;
* Involvement in the programs and activities sponsored by the school district;
* Special or advanced training consisting of college credit or other training that would be of present or future value to the district;
* The organizational and educational effect caused by multiple part-time certified employees;
* Formal and informal evaluation of staff performance by supervising administrators and if evaluations will be used as a criterion for a given reduction-in-force, the evaluation procedures shall be those adopted by board policy in effect at the time of the reduction and the evaluation forms shall be those on file with the South Dakota Department of Education for the district;
* Any other reasons that are rationally related to the instruction in or administration of the school district.

**Rights of Recall.**  Any certified employee whose contract has been terminated shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect.  Such employee shall have preferred rights to re-employment for a period of 24 months commencing at the end of the contract year, and the employee shall be recalled on the basis of length of service to the district to any position that he or she is qualified to teach by endorsement or college preparation.

Upon re-employment, a recalled employee shall be placed on the salary schedule and provided fringe benefits based on existing district policies and the current negotiated agreement.  Any year of years of absence from employment shall not be considered as a year or years of employment by the district.   An employee under contract to another education institution may waive recall, but such waiver shall not deprive the employee of his or her right to subsequent recall.

**Address Records.** A certified employee whose employment contract has been terminated because of a reduction in force shall, during the period which he or she is eligible for recall, be responsible for reporting any change of address to the superintendent of schools.

If there is a vacancy to which a former employee has a right of recall, the district may communicate an offer of re-employment by telephone, by e-mail, or by United States mail sent to the former employee’s last known address.  If the school district does not receive written acceptance of the offer within seven days, the former employee shall be deemed to have waived his or her rights to be recalled to the employment position.

**IX. Nondiscrimination**

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

**X. Joint Preparation And Construction**

This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

**XI. Waiver Of Bargaining Rights And Amendment To Agreement**

During the negotiations resulting in this Agreement, the District and the Association each had the right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain. Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

**XII.** **Savings Clause And Severability**

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

**Ethan Education Association**

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President Date

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

Negotiator Date

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

Negotiator Date

**Ethan School District #17-1**

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

Board Member Date

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

Board Member Date

**Exhibit A**

**Salary Schedule**

1. All employees covered by this Agreement will be placed on this salary schedule. Base salary for the 2024-2025 school year will be **$46,550.00**.

1. Transcripts of credits must be in the Office of the Superintendent of Schools by September 1, for verification of BA + 15, BA + 30, and MA Degree. If transcripts are not received by this date, the teacher’s placement on the salary schedule will be determined with the hours on file as of September 1.

|  |  |
| --- | --- |
| **Years of Experience** | **Salary** |
| 0 Years of Experience | **$46,550.00** |
| 1 Year of Experience | **$46,800.00** |
| 2 Years of Experience | **$47,050.00** |
| 3 Years of Experience | **$47,300.00** |
| 4 Years of Experience | **$47,550.00** |
| 5 Years of Experience | **$47,800.00** |
|  |  |
| **Addition on Base for Advanced Degree** | **Amount** |
| BA + 15 Semester Hours Towards A MA Degree | **$600.00** |
| BA + 30 Semester Hours Towards A MA Degree | **$600.00** |
| MA Degree | **$2,300.00** |

**Exhibit B**

**Extra Duty Schedule**

**Percentage off Base Pay + Longevity**

|  |  |
| --- | --- |
| **EXTRA DUTY** | **PAY** |
| Athletic Director | **11%** |
| Head Basketball | **11%** |
| Assistant Basketball | **8.10%** |
| 7th & 8th Grade Basketball | **3.05%** |
| 5th and 6th Grade Basketball | **2.02%** |
| Head Football | **11%** |
| Assistant Football | **8.10%** |
| 7th & 8th Grade Football | **3.05%** |
| 5th and 6th Grade Football | **2.02%** |
| Head Volleyball | **11%** |
| Assistant Volleyball | **8.10%** |
| 7th & 8th Grade Volleyball | **3.05%** |
| 5th & 6th Grade Volleyball | **2.02%** |
| Gymnastics | **11%** |
| Cross Country | **5.36%** |
| Head Track | **10.08%** |
| Assistant Track | **6.60%** |
| Head Golf | **4.59%** |
| Junior Class/Prom Advisor | **2%** |
| FCCLA Advisor | **4%** |
| Cheer Advisor – Football | **2.6%** |
| Cheer Advisor – Basketball | **4%** |
| One Act Play Advisor | **3%** |
| Oral Interpretation Advisor | **3%** |
| Student Council Advisor | **4%** |
| Extra Band | **2%** |
| Extra Vocal | **2%** |
| National Honor Society Advisor | **2%** |
| Title I Director | **3%** |
| Special Education Director | **3%** |
| FFA Advisor | **4%** |
| Yearbook | **2%** |
| Children’s Theater Assistant\* | **$300** |
| School Activity Trip Bus Driver\* | **$55.00 per trip** |

\*Indicate teacher must complete a voucher and submit to the business office in order to receive compensation.