

**Marysville Unified School District 364**

**and**

**Marysville Education Association  
(MEA)**

**Negotiated Agreement**

**2023-24**

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THIS AGREEMENT, by and between the Board of Education of Unified School District #364, Marysville, Kansas, first party, and the Marysville Education Association, second party,

## DEFINITIONS

**Bargaining Unit** shall mean all teachers.

**Teacher** shall mean any person employed by a board of education in a position which requires a license or certification issued by the State Board of Education or who is employed in a professional capacity, excluding administrators, but including: all full and part-time classroom teachers, special education teachers, English language learner teacher, counselors, school psychologists, librarians/media specialist, and instructional coaches, Title I Curriculum Specialist, Athletic/Activities Coordinator.

**Probationary teacher** shall mean any teacher who has not completed three consecutive years of employment and not been offered a fourth year contract in USD #364.

**Non-probationary teacher** shall mean any teacher who has completed three years of consecutive employment in the district and has been offered a fourth year contract.

At its discretion, the Board may formally grant non-probationary status to any teacher earlier.

During the evaluation process each year, teachers who have experience in other districts and less than three years' experience in Marysville will be considered to determine if they should be granted non-probationary status.

## ARTICLE I - SAVINGS CLAUSE

In the event that any provision of this agreement or application of this agreement to the Marysville Education Association or to the Board of Education of U.S.D. #364 is held to be contrary to law, then such provision or application thereof shall be deemed not valid or subsisting, except to the extent permitted by law, but all other provisions or application shall continue in full force and effect.

## ARTICLE II - NOTIFICATION OF VACANCIES

The superintendent shall notify, in writing and/or by electronic means (fax or e-mail), the President or an executive board member of the Marysville Education Association of any teaching, counseling, administrative, or extra duty vacancies existing in U.S.D. #364 at the time of the notification of any college, university, or placement bureau of such vacancies. Any teacher employed by U.S.D. #364 who makes a written request to both building administrator and superintendent to transfer to a vacant position within the district will be considered for the position by the building administrator and superintendent.

### **ARTICLE III - REDUCTION IN FORCE**

If the number of staff members is to be reduced, the following procedures are followed:

1. If a non-probationary and a probationary teacher are both considered, and are equally qualified, the non-probationary teacher would continue employment and the probationary employee would be released. Equally or best qualified will be determined by appropriate certification, experience, performance, and administrative evaluation.
2. If two non-probationary teachers are considered for reduction in force, the person best qualified will be recommended for continued employment. Best qualified will be determined by appropriate certification, experience, performance, and administrator evaluation.
3. If two probationary teachers are considered for reduction in force, the person best qualified will be recommended for continued employment. Best qualified will be determined by appropriate certification, experience, performance, and administrator evaluation.

### **ARTICLE IV - GRIEVANCES PROCEDURE**

A **PURPOSE:** The purpose of this procedure is to provide for the orderly and expeditious adjustment of grievances of individual teachers of U.S.D. #364, Marshall County, Kansas, at the lowest possible level. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of procedure.

**B. DEFINITIONS:**

1. "Grievance" shall mean any alleged violation, misinterpretation or misapplication of the terms and conditions of this agreement and a teacher's individual contract of employment.
2. "Grievant" means a teacher of U.S.D. #364, Marshall County, Kansas, having a grievance.
3. "Association" means the Marysville Education Association.
4. "Board" means the Board of Education of U.S.D. #364, Marshall County, Kansas.
5. Words denoting gender shall include both masculine and feminine, and words denoting number shall include both singular and plural.

**C PROCEDURE:**

1. Level One. The grievant, after consultation with the Association, shall notify his Principal or immediate supervisor within ten (10) school days after the teacher becomes aware of the grievance. The grievant should request an informal conference with his principal or immediate supervisor within ten (10) days after filing said grievance. At this conference the grievant, either directly or through the representative of his choice, will seek to resolve the matter informally. The Principal or immediate supervisor shall provide the aggrieved party with an answer to the grievance within five (5) school days after the meeting. A copy of this report is to be sent to the superintendent.
2. Level Two. If the grievant is not satisfied with the disposition of his grievance at the Level One, or if no decision has been rendered within ten (10) school days after presentation of the grievance, he may file the grievance in writing with the Superintendent of Schools.

Within ten (10) school days after receipt of the written grievance by the Superintendent, the Superintendent will meet with the grievant or his representative in an effort to resolve said grievance and render his decision within ten (10) school days after said meeting. A report on the decision will be submitted to the Clerk of the Board.

3. Level Three. If the grievant is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) school days after he has first met with the Superintendent, he may, within five (5) school days after a decision by the superintendent, or fifteen (15) days after he has met with the Superintendent, whichever is sooner, request in writing that the grievant and/or his representative meet with the Board. The Board will consider the grievance at the next regularly scheduled Board meeting occurring at least ten (10) school days after the request has been filed with the Board. The written decision of the Board will be delivered in writing within ten (10) school days after the Board hears the grievance.

In the event of illness, accident or other good cause resulting in the inability of teacher to be present at any step of the grievance procedure when scheduled, said step can be continued to a date when the teacher can be present. If such a continuation or postponement occurs then the time lines for the remaining step(s) of the procedure as to when the teacher shall appear will be adjusted accordingly.

#### D NO REPRISALS AND RIGHTS OF TEACHERS TO REPRESENTATION:

1. No reprisals of any kind will be taken by the Superintendent or by any member or representative of the administration or the Board against any grievant, any grievance representative, or any other participant in the grievance procedure by reason of such participation.
2. The grievant shall be represented at all stages of the grievance procedure and at his/her option may also be represented by another individual of his/her choice.

#### E SUPPLEMENTAL CONDITIONS:

1. All grievance hearings shall be confidential.
2. All discussions and hearings shall be conducted at times other than when school is in session.
3. It is the responsibility of the grievant to begin the procedure for adjusting grievances within 15 days after the grievant is aware of the grievance.
4. Excluded from the grievance procedure shall be matters for which law mandates another method of review.
5. Only the teacher affected may file a grievance or file an appeal from Levels One and Two. The Association may not file a grievance on behalf of a teacher but may offer assistance if requested by the grievant.
6. The filing of a grievance at all levels shall be in writing and shall be reasonably specific as to the nature of the complaint. The grievance should, to the extent possible, describe the alleged event or act giving rise to the grievance including the time, date and place of the event or act and the names and addresses of any witnesses thereto.
7. Decisions rendered at Levels One, Two and Three of the grievance procedure will be in writing, setting forth the decision and the reasons therefore, and will be transmitted promptly to the grievant and the next higher level in the grievance procedure.
8. All documents, communications, and records dealing with the processing of a grievance will be filed in the superintendent's office in a separate grievance file and will not be kept in the personnel file of any of the participants.

9. Forms for filing grievances, serving notices, taking appeals (except for appeals to the district court), making reports and recommendations, and other necessary documents will be prepared by the school district and shall be made a part of this agreement. The cost of preparing such forms shall be borne by the school district.

10. Any grievance not filed or appealed within the time limitations set forth herein shall be deemed to be waived by the grievant. The school district shall also have the right to representation at all levels of this procedure.

## **ARTICLE V - SCHOOL CALENDAR**

A. The school calendar of U.S.D. #364 shall be established by action of the BOE on or before April 15 of the preceding year. The executive board of the MEA is to submit any calendars they wish to propose to the BOE on the first Monday of February. Proposed calendars are submitted to the board by the superintendent. The superintendent is to give notice to the president of MEA three weeks prior to the due date of the proposed calendars. Any change made in the published school calendar will be approved by the BOE. Notification of such changes will be provided to the MEA.

B. SCHEDULING MEA MEETINGS-A standard meeting date and/or a schedule of meetings will be established by the MEA and communicated to administrators to eliminate scheduling conflicts.

C. SNOW DAYS—When snow days are used, additional days beyond the adopted calendar will only be added when minimum state required hours are not met, in which case, student contact days will be added to meet the state required minimum.

D. HOURS OF PARENT TEACHER CONFERENCES – The Parent Teacher Conferences in the fall will be a total of 7 hours split between two nights at each building. The hours of the Parent Teacher Conferences in the spring will be a total of 6 hours split between two nights at each building. Dates will be determined by the district calendar and individual building times will be determined by building level administration.

## **ARTICLE VI - PAYROLL DEDUCTIONS OF DUES**

THIS AGREEMENT, by and between the Board of Education of Unified School District No. 364, first party, and the Marysville Education Association, second party, WITNESSETH; WHEREAS, the said Marysville Education Association has requested that a provision for the deduction of professional dues including Marysville Education Association dues, KNEA dues and NEA dues be made from contract salary by the Board of Education of Unified School District #364, and

WHEREAS, the said Board of Education has approved said deduction of professional dues under certain conditions, NOW THEREFORE,

In consideration of the mutual benefits to be derived wherefrom the parties hereby agree as follows, to-wit: That the said Board of Education will deduct semi-monthly the above specified professional dues from the salary of the certificated employee said deduction to be made for each pay period of each month under the following provisions, to-wit:

1. This deduction is to be left to the individual teacher's discretion and is to be a voluntary request on the part of each teacher.
2. Each certificated employee desiring said deduction shall file in the office of the superintendent a request in writing specifying the amount of dues to be deducted, no deduction shall be made unless requested in writing by an individual teacher.
3. That once a request by the individual teacher has been made for the deduction of professional dues the total amount of such dues shall be deducted in equal installments regularly each pay period starting in September and ending in May, as long as requests are turned into the Superintendent's Office no later than August 31<sup>st</sup>. If requests are received after August 31<sup>st</sup>, payroll deduction will be adjusted by the number of paychecks through May 31<sup>st</sup>.

## **ARTICLE VII - ATHLETIC EVENT HELPERS AND DISTRICT COMMITTEE ASSIGNMENTS**

A. **TICKET TAKERS**-Ticket taking positions for football and volleyball not filled by community volunteers will be made available only to certified staff on staff orientation day. Each person will be limited to ten events on the initial sign-up. After three days the remaining positions will be made available to classified staff. Ticket taking positions for basketball and wrestling not filled by community volunteers will be made available only to certified staff ten days prior to the first home athletic event. Persons wishing to fill vacant positions will need to contact the athletic director. After the first week remaining positions will be made available to classified staff.

B. **EXTRA DUTY PAY**-In addition to the extra duty pay schedule, the sum of \$10.00 per hour shall be paid to ticket takers, bus sponsors, and track meet workers- The sum of \$15.00 per hour shall be paid to scorekeepers and timers at athletic events. Extra duty involving the supervision of students for detention or Saturday School will be paid at the rate of \$20 per hour. All time will be rounded to the nearest ¼ of an hour.

C. **IN ADDITION**, the sum of \$20.00 per scheduled meeting outside the school day will be paid for members of the following committees:

- Student Assistance Team and requested attendees
- General Education members of the IEP Team
- Site Council
- District Committees as approved by the superintendent

Consultation with the teacher by the immediate supervisor will take place before any committee assignments are made.

D. **ALL COMPENSATION** under this article will be processed through payroll.

## **ARTICLE VIII - ACTIVITY TICKETS**

Teachers employed in U.S.D. #364 and their guest shall receive activity tickets to all events sponsored by USD #364 at no charge. The name of the guest must be placed on the activity

ticket before it is issued. Exceptions shall be tournaments and post-season K.S.H.S.A.A. events such as district, regional, sub-state, state tournaments, school plays, talent shows, etc. that are fund raisers for organizations.

## **ARTICLE IX - SALARY**

A. **SALARY SCHEDULE**- The base salary for beginning teachers will be **\$43,750** for 182 contract days. The salary schedule for the **2023-24** school year is attached and is a part of this agreement (see attached salary schedule). Graduate credit hours or credit earned with approved professional development points at the rate of one credit hour for each 20 Professional Development points qualify for advancement on the salary schedule. Up to but not exceeding half of the points needed for any horizontal move may be earned from approved knowledge level professional development points. All other points needed to move may be a combination of college hours, service to the profession points, impact points, and application points. Graduate credit hours or in-service credits must be earned after the bachelor's or master's degree was awarded to qualify for advancement to the next column.

B. **SALARY ENHANCEMENT PACKAGE**-Each teacher shall be entitled once annually to elect to have a portion of the teacher's salary set aside on a Plan 125 not to exceed \$10,000. Each individual teacher shall determine the payments to be made from the Plan 125. The plan may pay for group health insurance or the following programs: term life, insurance up to \$50,000, salary protection insurance, child care, and supplemental medical insurance such as dental, vision, and cancer. The amount and payments from the plan cannot be changed during the year except for a change in family status. The cost of administration of any of the programs is to be borne by the individual teacher requesting such programs.

C. **403(b) Plan**- The district and MEA in cooperation will develop a 403 (b) plan as prescribed by law. The executive board of the MEA is to submit any recommendations concerning the current 403 (b) they wish to propose to the BOE on the first Monday of February.

## **ARTICLE X – OTHER COMPENSATION FOR TEACHING ASSIGNMENTS**

A. **TEACHING DURING THE PLAN PERIOD**-Teachers will be compensated at the rate of \$30.00 per class period or 50 minute time frame if they substitute for another teacher during their planning period. Any teacher who is assigned to teach during his or her planning period daily for more than 30 consecutive days will be compensated an additional 1/7 of their daily pay.

B. Any teacher assigned to cover another teacher's class while simultaneously teaching their regularly scheduled class will be compensated at the rate of \$15.00 per class period.

C. An elementary grade level team consisting of more than two sections may choose to implement a "class coverage" option that provides for students to be equitably distributed among the remaining grade level teachers for the day. The distribution of students must occur within the same grade level. The grade level team members impacted by "class coverage" will be compensated for their additional work by splitting the daily sub rate between impacted teachers.



## ARTICLE XI - LEAVES

### A. EACH FULL-TIME teacher:

- Shall earn twelve (12) days of personal leave with full pay each school year. In the event that the teacher does not work a full contract year, leave days will be prorated by percent of contract completed.
- Days that are not used shall roll over to either banked leave or sick leave.
- Banked leave will be capped at a total of 12 days and can be accrued at a maximum of 2 days per year.
- Sick leave will be capped at a total of 78 days.
- GRANDFATHER CLAUSE – All teachers who were employed in the district for the 2015-16 school year will be allowed to begin with up to 30 days of banked leave depending on how many days each teacher currently has accumulated and will not be able to add more days to the bank until they drop below a total of 12 days of banked leave. Once these teachers fall below a total of 12 days of banked leave, they will no longer fall under this clause.
- This would mean that teachers could start any given school year with 12 days of personal leave, 12 days of banked leave, and 78 days of sick leave for a total of 102 days. Teachers who fall under the Grandfather Clause can still start the school year with a maximum of 102 days but they will have different totals for banked leave and sick leave.
- Leave days from the current year will be used first before any banked leave or sick leave days can be used.
- Leave may be taken in ¼ day increments a maximum of eight times per year. When the eight quarter day leave opportunities are used, leave is to be taken in one-half day increments and any portion of such half day will be considered a half day. However, the number of ¼ leave days per year may be adjusted in an individual case as needed in the event of illness or medical treatments.
- Leave requests other than illness cannot be taken immediately before or immediately after school holidays or vacations without prior approval from the superintendent. Snow days are excluded.
- Leave requests are not guaranteed to be approved.
- Leave requests will be approved on a first come first served basis depending on the availability of substitutes.
- Any leave requests that are longer than three days must have prior approval from the principal or supervising administrator and superintendent.
- In the event that any teacher misses more than three consecutive days without prior approval the principal or supervising administrator may request written documentation concerning the absences.
- A teacher who has requested leave on a certain date and then decides not to use the leave on that date must notify the principal or supervising administrator of the intent not to use the leave by 4:00 p.m. on the preceding day.
- A teacher taking an academic college course not required by the district and who must leave before the end of the last class period of the school day must submit a scheduled academic leave contract to their administrator for approval. See Appendix B

B. LEAVE POOL-A sick leave pool is available to be used by contracted teachers in U.S.D. #364 in the event of extended illness. The sick leave pool will accumulate days according to donations from contracted teachers' leave. The sick leave pool shall not exceed one hundred twenty-five (125) days. Any contracted teacher of U.S.D. #364 may not use more than fifteen (15) days of sick leave from the pool a year. Unused days donated into the sick leave pool will carry over from year to year. Teachers may donate to the pool from their accumulation between September 1<sup>st</sup> and May 31<sup>st</sup> of any school year. In order to use sick leave from the pool, a teacher must use all of his/her leave days and submit a written request to the superintendent's office which will then be forwarded to the MEA President. The MEA President will schedule a meeting with the MEA Executive Board and the building principal to determine if the request for additional days will be granted.

C. IN CASE OF catastrophic illness of the employee or immediately family (spouse, children, parents, spouse's parent), the employee may make a request to a committee for sick leave extension after all other sick leave has been depleted. This committee is to be composed of the MEA Executive Board and the building administrator(s). These days may be voluntarily contributed by any certified teacher at a rate of one day per teacher per incident.

D. COMPENSATION FOR UNUSED LEAVE

1. The total unused accumulated leave shall be paid to the teacher at the daily rate of said teacher's contracted base nine month salary at the time of retirement, as defined by KPERS, resignation due to permanent disability that would prevent performance of teaching duties, or upon death to his/her beneficiaries at the following rate:
  - a. At least five consecutive years of employment in the district – 30 days paid
  - b. At least ten consecutive years of employment in the district – 35 days paid
  - c. At least fifteen consecutive years of employment in the district – 40 days paid
2. Any accumulated leave days in excess of 90 remaining at the end of a teacher's contract will be compensated at the rate of .5 of a daily substitute's pay.
3. Any teacher who has unused leave days for the current contract year has the option to:
  - a. choose to add their remaining days to their banked leave or sick leave.
  - b. choose to be compensated for two days at the daily substitutes pay (Grandfather Clause: certified personnel who began with 80 days or more on August 1999 will be compensated at the daily rate of the teacher's current contract).
  - c. choose to donate days to the Leave Pool.
  - d. Employees leaving the district may not donate unused or un-reimbursed leave days to the sick leave pool once they have tendered their resignations.

E. LEAVE OF ABSENCE-A leave of absence for up to one year may be granted by the Board of Education to certified teachers upon written request to the superintendent by March 15th under the following conditions:

1. That the teacher will have been in the district for five years.
2. That a replacement suitable to the administration and board is found prior to May 1st.
3. The board will make its decision on the leave request by May 15th.
4. The teacher will be placed on the next step of the salary schedule from the one they held when they left and on the column in which they qualify.
5. That the teacher be willing to accept a position for which they are certified but not necessarily the position they held when the leave request was granted.
6. That the leave be without pay.
7. Only the first five leave requests received by the superintendent in any one year will be

considered.

F. **SHORT TERM LEAVE WITHOUT PAY**-Short term leave without pay will be limited to five consecutive days and no more than ten total days per year without prior board approval. These restrictions do not apply to leave without pay that would qualify under the sick leave provisions.

G. **ATTENDANCE INCENTIVES**-Teachers missing fewer than two (2) days will be compensated one additional day at the daily rate of the teacher's contracted pay.

H. **FLOATING WORKDAY** -The final teacher workday may be a floating workday. If this option is utilized the work time must be made up within the next 3 working days. The building principal must be notified.

I. **ESSENTIAL FUNCTION** – Anytime that a teacher is absent from school and a substitute teacher is in the classroom the educational experience for the student is different. Teachers and administrators should work together to ensure that teachers are in the classroom when reasonably possible while allowing teachers to take care of family priorities and personal needs. Any issues or concerns with teacher absences may be discussed as a component within Standard 1 of the McRel Teacher Evaluation System.

## **ARTICLE XII - SUPPLEMENTAL/SPECIAL DUTY**

A. **SUPPLEMENTAL DUTY ASSIGNMENTS**-Teachers will be offered positions by their principal/activities director as organizational and class sponsors prior to the closing of each school year. Teachers shall notify the principal/activities director within 15 working days if they will accept the offer. In instances where this is not possible, later conferences shall clarify the offer and acceptance of a position. Once accepted, a change of such assignment shall be made only with the mutual consent of the parties involved.

B. The district shall compensate activity sponsors using the attached schedule at the end of this agreement. Sponsors and coaches who qualify for a yearly increment will receive that increment until they reach the maximum salary.

Lunch room supervision and bus duty will be compensated at the rate of \$7.50 per hour. Principals will determine the number of persons to be assigned, the length of the duty, and the job description for each kind of duty.

C. **SPECIAL DUTY COMPENSATION**-This compensation is for those duties requested by the teacher and/or administrator such as the new teacher mentor program and will be paid at the rate of \$20 per hour. Request for Special Duty Compensation shall be submitted to the superintendent for approval. Response to this request will be made within 10 school days.

## **ARTICLE XIII - PROFESSIONAL DEVELOPMENT**

A. **INSERVICE PROGRAMS**-In recognition of the rapidly expanding fields of knowledge in the education field, the parties hereby agree to establish a Professional Development Council. The Professional Development Council will develop and recommend a Professional Development Plan to the Board of Education in accordance with regulations of the Kansas Department of Education. In-service education activities will be carried out in accordance with the district's in-service educational plan.

### **B. ATTENDANCE AT PROFESSIONAL MEETINGS**

1. Attendance by teachers at appropriate non-credit conferences and workshops to improve teaching skills is encouraged. Attendance, which requires a teacher to be absent from the teacher's contractual duties shall first be approved at the discretion of the principal and superintendent. Teachers shall apply for attending such conferences and workshops in writing prior to the date of the proposed conference or workshop.
2. Professional leave may be used only for non-credit conferences, activity clinics, and visitations by a teacher to another school, or workshops. Professional leave involving a visitation by a teacher to another school is not to be taken in conjunction with a holiday or vacation.
3. Payable expenses will be registration fees, travel on the basis of state rate adopted by the Board of Education each August, or cost of gasoline, plus lodging and meals. Arrangements on expenses will be made on an individual basis. The meal allowance will be \$10.00 for breakfast, \$15.00 for lunch, and \$20.00 for dinner/supper with a receipt. If meals are provided with a hotel or registration fee, reimbursement will not be allowed for those meals. If an individual chooses not to eat a meal, that meal allowance is forfeited.
4. Criteria in determining the granting of requests is:
  - a. First come first serve basis.
  - b. Teachers not attending a meeting for the longest period of time will receive priority.
  - c. Professional meetings where district students participate will receive priority.
  - d. Professional meetings outside the 182 contract days will be given priority.
  - e. National meetings (as designated by the Superintendent) within 150 mile radius receive priority.
  - f. State or regional meeting with a nationally known program (as designated by the Superintendent) will receive priority.
  - g. At any one time only one teacher from the district may attend such a conference or workshop unless there are circumstances as determined by the superintendent, which would warrant more than one person to attend at the same time.

C. **ATTENDANCE OF DISTRICT REQUIRED COLLEGE COURSES**-A teacher taking academic college courses required by the district and who must leave before the end of the last class period of the school day will be granted professional leave.

- A. **ALLOWANCE FOR COLLEGE CREDIT HOURS**-An allowance of \$150.00 per college credit hour will be given for credit earned at a college or university approved by an NCATE or similar accrediting agency that is applied to the teacher's 1<sup>st</sup> master's degree.

Teachers wishing to receive reimbursement for classes toward their first master's degree, must submit a plan with an anticipated number of hours for fall, spring, and summer to the superintendent by September 15<sup>th</sup> each year. Total allocation for all general education teachers' reimbursement is \$8,500 per school year. If the district requests a teacher to take classes to earn an additional certification, the district retains the right to reimburse the full cost of the certification.

#### **ARTICLE XIV - COMPENSATION FOR STUDENT TEACHERS**

U.S.D #364 shall remit to the cooperating teacher, the amount of money received from the parent institution of the student teacher.

#### **ARTICLE XV - EARLY DISMISSAL**

A. HOLIDAY DISMISSAL -If school is in session on the day immediately prior to the holiday, early dismissal shall be as follows:

The 1 <sup>st</sup> Day of School dismissal	1:40 p.m.
The Quarterly and Winter Break dismissals	12:10 p.m.
The Thanksgiving and Easter dismissals	12:10 p.m.
The Last Day of School dismissal	12:10 p.m.

B. GRADE REPORTS-Teachers shall be granted time at the end or near the end of the 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> quarters for the purpose of scoring, determining, and recording grades. On the last day or near the last day of the 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> quarters, school will be dismissed at 12:10 for this purpose.

#### **ARTICLE XVI - HEALTH INSURANCE**

A. HEALTH INSURANCE- The board will select in a collaborative agreement with the MEA Negotiating Team, a group health insurance program for the district that is aligned with all of the district goals. The district will participate in that mutually agreed upon health insurance program. All health insurance options available to the district can be periodically evaluated to determine if this program continues to be the best option aligned with district goals.

The district will participate in a mutually agreed upon health insurance plan. At the end of the current contract, all health insurance options available to the district will be evaluated to determine if this program continues to be the best option aligned with district goals. Employees who choose not to participate in the USD 364 health insurance shall not receive compensatory compensation.

B. The district will pay the dollar amount of the highest single deductible health insurance plan per month for each employee and can be used towards any health insurance options within the district's health insurance program. Employees whose spouse also works for the district can combine their monthly premium amounts towards a family plan.

C. HSA – If an employee participates in an HSA eligible plan, the employer will house the accounts and deposit the individual employee’s contributions to their HSA accounts. (Surency 2023-2024)

D. Retirees – Eligible early retirees may participate in the USD 364 health insurance plan at their own expense. (Reference Kansas State Statute 12-5040)

## **ARTICLE XVII - CONTRACTS**

A. **ADDITIONAL PAY FOR EXTENDED CONTRACT**-Any teacher who is contracted for days beyond a regular contract will be on an extended contract. Compensation for an extended contract will be calculated on the basis of a daily rate. The daily rate is calculated by taking the base pay on the salary schedule divided by the number of days in their contract.

B. **PROCEDURES FOR EXTENDED CONTRACT**-Any teacher employed by the district may apply for an extended contract. The application form should include the reason for the request, along with specific objectives to be accomplished during the extended contract period. The application should be made to the superintendent. The application will be reviewed by district administrators, and a recommendation made to the board at the next meeting. The board will either approve or disapprove the request. The application for an extended contract over 5 days should be submitted by May 1st of the preceding year of the extended contract.

C. **COMPENSATION FOR EXTENDED CONTRACT**-Compensation for an extended contract will be paid only for days when work is actually performed as outlined in the application by the person who was approved on the contract.

B. **CONTRACT YEAR**-The contract year is 182 days.

The Teacher Workday is 8:00 a.m. to 4:00 p.m. unless, prior approval is granted by the building administrator.

1. Any time a teacher leaves prior to student dismissal; the teacher is assessed at least a quarter day of leave time.
2. Any time a teacher arrives after the school day begins; the teacher is assessed at least a quarter day of leave time.
3. Leaving the building any time other than during your planning period or lunch time will result in a teacher being assessed at least a quarter day of leave time.
4. After School Exercise-Faculty shall be allowed to use facilities after school is dismissed for the purposes of personal exercise. If this benefit is utilized before 4:00 p.m., the teacher’s school office is to be notified of their location in case they are needed for parent and/or administrative contact as well as an unexpected emergency.
5. Teachers new to the profession or returning to the profession (those not currently under continuing contract law) will be eligible to receive an August 31 payroll check per state statute. The teacher will need to notify the board clerk when signing their initial

contract.

The daily compensation rate will be 1/182<sup>nd</sup> of each individual teacher's contract salary. The number of class days, in-service days, and workdays in the contract will be established by the board when the calendar is established.

- C. PLANNING TIME - Professional employees shall have an average of 250 minutes per week planning time during which they shall not be assigned to any other duties except in the event of an emergency as determined by the administration.
  - 1. All preparation time will be within the student day.
  - 2. Preparation time shall not be split in more than two (2) sessions. One of which will be a minimum of daily 45 minute sessions.

## ARTICLE XVIII - TEACHER EVALUATION

As required by Kansas statute, mandatorily negotiated items of teacher evaluation should be included in the negotiated agreement.

The Evaluation System implemented by USD 364 will comply with regulations approved by the US Department of Education submitted by KSDE in their waiver request. This system will be implemented by the beginning of the 2014-15 school year.

- 1. We specifically propose to use the following timeline to complete teacher evaluations in our district.

<b><u>August/September</u></b> – Teachers who are new to the district complete their Self-Assessments and Professional Growth Plans. Administrators ensure that all staff members know who are “on-cycle” and who are “off-cycle”. Administrators work with on-cycle teachers to develop a schedule for Pre-Observation Conferences, Formal Observations, and Post-Observation Conferences. Administrators complete one Informal Observation for each teacher. All returning teachers should have completed their Self-Assessments and Professional Growth Plans in April or May of the previous school year.
<b><u>September/October</u></b> – Administrators complete Formal Observations (45 minutes) for each teacher who is new to the district along with selected “on-cycle” teachers. The Pre-Observation Conferences and Post-Observation Conferences are completed for each Formal Observation during this time period.
<b><u>November</u></b> – Administrators complete one Informal Observation of at least 20 minutes in length for each teacher who is being evaluated this year.
<b><u>December</u></b> – Administrators complete one Informal Observation for each teacher.
<b><u>December/January</u></b> – Administrators conduct Goal Progress Meetings for all teachers.
<b><u>January/February</u></b> – Administrators complete Formal Observations (45 minutes) for each teacher who is new to the district along with any remaining “on-cycle” teachers. The Pre-Observation Conferences and Post-Observation Conferences are completed for each Formal Observation during this time period.
<b><u>March</u></b> – Administrators complete the Summative Evaluation Process for every teacher who is being evaluated this year.
<b><u>April/May</u></b> – Administrators conduct Goal Progress Meetings for all teachers. Teachers update their Self-Assessment and Professional Growth Plans.

2. Each year, the evaluator shall schedule, in advance, the first evaluation observation of the teacher. Further observations may be scheduled or unscheduled.
3. The number of evaluations as stated in paragraph 1 is a minimum. Either the employee or the administration has the right to request more frequent evaluations.
4. The evaluator shall complete written observation notes for all scheduled observations.
5. The evaluations shall be completed by administrative staff.
6. The teacher may make a written response to the evaluation within two (2) weeks of the presentation of the document.
7. Should the evaluation reveal a performance deficiency, the evaluator shall provide written suggestions for the correction of deficiencies. The teacher and the evaluator shall meet to review the written suggestions within two weeks of the formal evaluation. The suggestions may include assistance to be provided by the evaluator, action to be taken by the teacher and time for future observations.

### **Plan of Assistance**

1. An administrator may decide to place a teacher on a plan of assistance after having evaluated the teacher in accordance with this agreement.
2. The plan must address only those areas of performance deficiency identified in the evaluation tool.
3. The teacher being placed on a plan must be notified he/she will be placed on a plan within three days of the post evaluation conference.
4. The principal will meet with the teacher within three weeks from notification to begin working collaboratively on a plan to address the deficient areas.
5. The principal must agree on a timeline with the teacher on when the plan will begin and when teacher will meet the expectations of the plan. The timeline shall not be for more than one school year and must allow a sufficient amount of time for the teacher to show progress towards meeting their personal goals as stated in the evaluation tool.
6. The plan must include the performance deficiency goals that have been identified in the evaluation tool, actions required by the teacher, resources and support to be provided by the principal.
7. The teacher shall be placed on another evaluation period for the semester immediately following the initiation of the plan of assistance.
8. The principal shall have two conferences with the teacher each month to monitor the progress toward the goals of the plan of assistance and provide additional support and resources if available.
9. If the teacher is making adequate progress toward achieving the goals of the plan, but has not yet satisfactorily met the goals, the improvement plan should be revised only in the areas in which adequate progress has not been met with updated actions and a new timeline that may be expanded for one more year.
10. Should the teacher satisfactorily meet the goals of the plan according to the timeline, the teacher shall be released from the plan and be returned to the normal schedule for evaluation according to the negotiated agreement.



## **ARTICLE XIX - DISCIPLINE PROCEDURE**

The parties recognize the authority of the Administration and Board to discipline, terminate, or non-renew. None of the procedures set forth in this provision will apply to termination or non-renewal.

Discipline procedures in lieu of termination or non-renewal will include oral and written warnings and reprimands as deemed appropriate by the Administrator imposing the discipline.

If a Teacher is to be subject to discipline, the following procedures shall apply:

1. The teacher shall be provided notice of any proposed disciplinary action at least two (2) business days prior to the imposition thereof.
2. The teacher shall have the right to meet with the Administration proposing the disciplinary action before any action is taken.
3. The teacher shall have the right to respond in writing within two (2) weeks to any discipline imposed.
4. The teacher shall have the right to a review by the Superintendent of any discipline imposed.
5. The teacher shall have the right to have a representative assist in the discipline process. However, given the confidential nature of the process, the teacher must provide a written release naming the representative and authorizing such participation.
6. All written discipline taken shall be placed in the teacher's personnel file and shall include any written response by the teacher.
7. If the behavior does not reoccur for five years, the documentation shall be removed.

## **ARTICLE XX - WORKERS COMPENSATION**

The workers compensation plan will provide coverage for medical expenses and wages to the extent required by statute to those employees who qualify. An employee may but shall not be required to augment the amount of workers compensation benefits with his/her disability leave benefits but the total of workers compensation and sick leave benefits shall not exceed his/her regular daily rate of pay. Under the present workers compensation act, an employee who uses sick leave, or other available leave, in combination with workers compensation will be charged for one-third day of sick leave, as provided for in the sick leave policy or the negotiated agreement, for each day of absence in combination with workers compensation pay until the employee's sick leave is exhausted.

Any employee who is off work and drawing workers compensation shall be required to provide the clerk of the board with a written licensed physician's release before the employee is allowed to return to work. In addition, should the employee be released to return to work by a duly licensed physician and fail to do so, all benefits under disability leave shall be ended and his/her benefits under workers compensation shall be restricted as provided by current statute.

## **ARTICLE XXI – FALL OPEN HOUSE**

Each school building will have one fall open house per year as part of the regular teaching contract. The date and time will be determined by building principals. The principal will seek input from building faculty representatives. If a certified staff member is absent, one quarter day of appropriate leave will be charged.

## **ARTICLE XXII - RETIREMENT**

- A. Upon retirement each teacher shall receive an activity ticket for retiree and significant other.
- B. Retired teachers will be eligible to substitute in the district.
- C. Early Notification- Teachers retiring under KPERS will be compensated \$750 if the notification is by the January board of education meeting.

## **ARTICLE XXIII-AGREED LIQUIDATED DAMAGES ON EARLY TERMINATION OF CONTRACT**

A. Purpose: The Board of Education and the faculty agree that when an educator resigns or otherwise fails to honor his contract after execution of the contract or after the applicable date under the Kansas Continuing Contract Law, the damages to the school District are not easily ascertainable. The elements of damages may include, but not be limited to: the loss of recruiting time required to find the best possible replacement; adjustments and changes in class scheduling; reassignments of teaching duties and class loads; reassignments of extra curricular duties; interviews must be scheduled during vacation times; a large number of possible replacements may already be under contract with other school Districts; the Board will incur increased advertising costs to contact possible teachers not under contract; and if class assignments and coaching assignments are changed, there may not be sufficient time for teachers and coaches to prepare for the next year's teaching load. The monetary value of the above damages is difficult, if not impossible, to determine.

B. It is therefore agreed that a teacher currently under contract shall be declared under contract—unless duly informed according to Kansas Statute—for the next teaching year unless a resignation is submitted on or before the fourteenth day after the third Friday in May of the current school year according to the Continuing Contract Law of the State of Kansas. New teachers coming into the District shall be declared under contract when their contract has been approved by the Board of Education.

C. In the event any teacher resigns or fails to honor the terms of his contract after the effective date set out above, the Board and teachers agree that the teacher shall pay the Board liquidated damages. The Board will accept the resignation of a teacher tendered after the fourteenth day after the third Friday in May upon receipt of:

1. \$250 for a resignation received thirteen days after the deadline,
2. \$500 for a resignation received between fourteen and twenty-six days after the deadline,

3. \$1,000 for a resignation received between July 1 and July 31,
  4. \$2,000 for a resignation received between August 1 and August 15,
  5. \$3,000 for a resignation received after August 15, and prior to the completion of the contract term.
  6. Any release from contract for any resignation received August 1 or later is further conditioned upon the Board hiring a qualified and certified replacement as determined by the Board.
- D. It is agreed that the amount of agreed liquidated damages shall be paid by the teacher to the Board of Education prior to the Board accepting the resignation of the teacher and releasing the teacher from his contract.
- E. It is further agreed that in the event that the Board owes the teacher additional salary amounts after the teacher resigns or fails to honor his contract, the Board may deduct the amount of agreed liquidated damages from the amount owed to the teacher, and the teacher consents and agrees to the deduction of the amount of the liquidated damages from the amount owed to the teacher by the Board.
- F. The Board reserves the right to waive the monetary provisions of this Agreement for Liquidated Damages if, in the opinion of the Board, such waiver is appropriate.

#### **ARTICLE XXIV – PERSONAL APPEARANCE**

Appropriate dress and personal appearance is essential for all district employees.

**TERMINATION OF AGREEMENT**

This agreement shall expire June 30, 2024. Any part of this agreement that is not noticed for change or deletion by either party on or before April 1, 2024, shall become a part of any subsequent negotiated agreement and shall be included in the agreement in writing and ratified by both parties.

Approved by the Board of  
Education, U.S.D. #364, this  
\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Approved by the Marysville  
Education Association this  
\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Board of Education - U. S. D. #364

Marysville Education Association

By:\_\_\_\_\_ By:\_\_\_\_\_  
President President/Co-President

Attest:\_\_\_\_\_ Attest:\_\_\_\_\_  
Clerk Secretary

**Appendix A Grievance Form Marysville Schools, USD #364**

Use with the language and process of Article IV. Grievance Procedure. If at any time, both parties agree to waive an aspect of the procedure, Level Five of this form should be used.

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

Grievant \_\_\_\_\_

Date of Occurrence of act being grieved:

\_\_\_\_\_

Statement of Grievance including time, place and detailed circumstances:

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

Section of Agreement allegedly violated: \_\_\_\_\_

Resolution Sought: \_\_\_\_\_

A. Date of Request to meet with Association \_\_\_\_\_

B. Date of meeting with Association Representatives \_\_\_\_\_  
(Must occur within ten (10) days after level one's decision)

C. All individuals present at the meeting \_\_\_\_\_

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

D. Decision and Advice to the Grievant \_\_\_\_\_

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

E. The Grievant wishes to be represented by the MEA? \_\_\_\_\_ Yes \_\_\_\_\_ No

F. Signature of Grievant \_\_\_\_\_ Date \_\_\_\_\_

G. MEA agrees to represent the grievant? \_\_\_\_\_ Yes \_\_\_\_\_ No

H. Signature of MEA President or designee \_\_\_\_\_ Date \_\_\_\_\_

Level One: With Principal

Date of occurrence of act being grieved: \_\_\_\_\_

A. Date employee became aware of grievance \_\_\_\_\_

B. Date employee requested informal meeting with principal \_\_\_\_\_  
(within ten (10) days after A.)

C. Date conference held \_\_\_\_\_  
(no later than ten (10) days after the request)

D. Decision by the principal \_\_\_\_\_

\_\_\_\_\_

Signature of Principal \_\_\_\_\_ Date \_\_\_\_\_

E. Agreement with principal \_\_\_\_\_ Date \_\_\_\_\_  
(signature of grievant)

F. Disagreement with principal \_\_\_\_\_ Date \_\_\_\_\_  
(signature of grievant)

If E. above is signed, do not complete the remainder of the form.

Level Two: With Superintendent

A. Date of formal request to Superintendent \_\_\_\_\_  
(Must be on form and within ten (10 days) of the level one meeting; it can be additional communications other than the form.)

B. A written documentation shall be provided and be attached with the following information in details:

1. A statement of facts and circumstances;
2. A list of witnesses;
3. A description of documents to support grievance;
4. The specific term or condition of the agreement which has allegedly been violated; and the remedies desired to correct the alleged violation; and
6. Principal's written decision if different from Level One and in addition to information in Level One above.

C. Dates: Written \_\_\_\_\_ Date received by Superintendent \_\_\_\_\_

D. Decision of Superintendent: due ten (10) days after meeting with the Superintendent.

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Superintendent's Signature \_\_\_\_\_ Date \_\_\_\_\_

E. Agreement with the Superintendent

\_\_\_\_\_  
(Grievant Signature)

Date \_\_\_\_\_

F. Disagreement with the Superintendent

\_\_\_\_\_  
(Grievant Signature)

Date \_\_\_\_\_

If item E is signed above, do not complete the remainder of form.

Level Three: With Board of Education

- A.     Date: filed with the Clerk of the Board \_\_\_\_\_  
          (Within five (5) days of Superintendent's decision or within fifteen (15) days if there has  
          been no response at Level 2)
  
- B.     Date of hearing before the hearing officer or date of hearing at regular or special Board  
          meeting in executive session of the Board \_\_\_\_\_

C.     Those that have appeared and spoke for the Grievant and/or District:

For Grievant

For the District

_____	_____
_____	_____
_____	_____
_____	_____

- D.     Decision of the Board of Education: must be given within thirty (30) days of hearing.  
\_\_\_\_\_  
\_\_\_\_\_



## Appendix B SCHEDULED ACADEMIC LEAVE CONTRACT

**This contract applies only:**

- **to those teachers who are taking academic college courses not required by the district;**
- **in the case that a teacher must leave to attend an academic college course before the end of the last class period of the school day**

Semester \_\_\_\_\_ Year \_\_\_\_\_

Teacher \_\_\_\_\_

Describe the coursework you are pursuing, and the nature of your request:

Supply documentation from course instructor concerning course scheduling: (Attach)

What day(s) of the week would you leave early? \_\_\_\_\_ what time? \_\_\_\_\_

What are the beginning date and end date for class attendance? \_\_\_\_\_

What arrangements could be made for classroom coverage?

Up to two (2) of your leave days per year may be used in one (1) hour increments if it is necessary for you to leave school early to attend a college class. Your absences will be recorded and, at the end of the school year, time missed will be rounded up to the nearest half day. Teachers taking courses required by the district who need to leave during the last hour of the day will be granted professional leave.

If another teacher has agreed to cover your class on these days, they must sign their agreement to this document.

Cooperating teacher's signature \_\_\_\_\_ Date \_\_\_\_\_

Teacher's signature \_\_\_\_\_ Date \_\_\_\_\_

Principal's signature \_\_\_\_\_ Date \_\_\_\_\_

Superintendent's signature \_\_\_\_\_ Date \_\_\_\_\_

## Supplemental DUTY SALARY SCHEDULE

<u>POSITION</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Increment</u>
<b><u>ATHLETICS*</u></b>			
BASKETBALL -- Boys			
Head	\$4,500	\$5,950	\$200
Assistant(s)	\$2,300	\$3,050	\$100
9th Head	\$2,300	\$3,050	\$100
J. H. Head	\$2,000	\$3,050	\$200
J. H. Assistant(s)	\$1,500	\$2,050	\$100
BASKETBALL --Girls			
Head	\$4,500	\$5,950	\$200
Assistant	\$2,500	\$3,050	\$100
9th Head	\$2,500	\$3,050	\$100
J. H. Head	\$2,000	\$3,050	\$200
J. H. Assistant(s)	\$1,400	\$2,050	\$100
CROSS COUNTRY			
Head	\$2,000	\$2,550	\$100
FOOTBALL			
Head	\$4,500	\$5,950	\$200
Assistant(s)	\$2,300	\$3,050	\$100
J. H. Head	\$2,000	\$3,050	\$200
J. H. Assistant(s)	\$1,400	\$2,050	\$100
GOLF			
Head	\$2,000	\$2,550	\$100
Assistant(s)	\$1,000	\$1,550	\$100
TENNIS --Boys			
Head	\$2,000	\$3,050	\$200
Assistant(s)	\$1,500	\$2,050	\$100
TENNIS --Girls			
Head	\$2,000	\$3,050	\$200
Assistant(s)	\$1,500	\$2,050	\$100
TRACK			
Head Boys and Girls	\$3,800	\$4,850	\$200

Assistant(s) – Multiple Events	\$1,900	\$2,450	\$100
Assistant(s) – Single Event	\$1,000	\$1,550	\$100
J. H. Head Boys and Girls	\$3,000	\$4,050	\$200
J.H. Assistant(s)	\$1,400	\$2,050	\$100
<b>VOLLEYBALL</b>			
Head	\$4,500	\$5,950	\$200
Assistant(s)	\$2,000	\$3,050	\$100
J. H. Head	\$2,000	\$3,050	\$200
J. H. Assistant(s)	\$1,400	\$2,050	\$100
<b>WRESTLING</b>			
Head	\$4,500	\$5,950	\$200
Assistant(s)	\$2,500	\$3,050	\$100
J. H. Head	\$2,000	\$3,050	\$200
J. H. Assistant(s)	\$1,500	\$2,050	\$100
<b>BASEBALL</b>			
Head	\$2,000	\$3,050	\$200
Assistant(s)	\$1,500	\$2,050	\$100
<b>SOFTBALL</b>			
Head	\$2,000	\$3,050	\$200
Assistant(s)	\$1,500	\$2,050	\$100

\*Coaches/Sponsors will be consulted by the activities/athletic director when proposed changes in staff numbers are made.

**CLUBS\***

	<b><u>Min</u></b>	<b><u>Max</u></b>
ART CLUB	\$250	\$300
DRAMA CLUB	\$250	\$300
KAYS 2 Position(s)	\$250	\$300
MATMAIDS	\$500	\$550
M-CLUB 2 Position(s)	\$250	\$300
HISPANIC HERITAGE CLUB	\$250	\$300
SCIENCE CLUB High School	\$250	\$300
NHS	\$250	\$300
YOGOWYPI	\$250	\$300

\*Coaches/Sponsors will be consulted by the activities/athletic director when proposed changes in staff numbers are made.

**SPONSORSHIPS\***

	<b><u>Min</u></b>	<b><u>Max</u></b>
ART SHOW	\$750	\$800
HEAD CHEERLEADER SPONSOR		
Fall Cheerleading	\$1,000	\$1,050
Winter Cheerleading	\$1,500	\$1,550
CLASS SPONSORS		
Senior Class	\$300	
Junior Class		
Position(s)	\$2,550 Total	
Sophomore Class		
Position(s)	\$1,050 Total	
Freshman Class	\$300	
FORENSICS/KSCFL	\$2,500	\$2,550
DEPARTMENT CHAIR		
State and Federal Programs	\$0 if release time is granted	
District Webmaster	\$2550 Total	
F. F. A. ADVISOR	\$5,000	\$5,050
ASST. F.F.A ADVISOR	\$4,000	\$4,050
FBLA ADVISOR	\$4,000	\$4,050
ASST FBLA ADVISOR	\$1,000	\$1,500
FCCLA ADVISOR	\$4,000	\$4,050
INSTRUMENTAL MUSIC		
Head	\$4,000	\$5,750
HS Musical (if applicable)		
JH Musical (if applicable)		
Flag Line	\$500	\$550
VOCAL MUSIC		
Head	\$3,500	\$4,550
HS Musical (if applicable)		
JH Musical (if applicable)		
ELEMENTARY MUSIC		

Agreement 2023-24		
Marysville	\$1,500	\$1,550
	<b><u>Min</u></b>	<b><u>Max</u></b>
P. D. C. CHAIR	\$1,800	\$1,850
P.D.C. Data Coordinator	\$500	\$550
P.D.C. Member	\$250	\$300
PLAYS –2		
Spring	\$1000	\$1050
Fall		
QUIZ BOWL		
Senior High	\$2050	Total
Junior High	\$1000	\$1050
MTSS/RTI – ELEMENTARY AND JUNIOR/SENIOR HIGH		
Data Coordinator	\$750	\$750
Team Member (Limit of 4)	\$500	\$550
ELL COORDINATOR		
District	\$750	\$750
TEST COORDINATOR		
District	\$1,000	\$1,050
Elementary	\$500	\$550
Junior/Senior High	\$500	\$550
STUDENT COUNCIL - SENIOR HIGH		
Senior High	\$2,000	\$2050
STUDENT COUNCIL - JUNIOR HIGH	\$1,050	Total
Position(s)		
YEARBOOK		
Senior High	\$1,500	\$1,550
SPECIAL EDUCATION – (Increment of \$200)	\$3,000	\$4,050

\*Coaches/Sponsors will be consulted by the activities/athletic director when proposed changes in staff numbers are made.

## 2023-24 Salary Schedule

	vertical - 600	horizontal - 500 vertical - 600	horizontal - 2000 vertical - 600	horizontal - 2000 vertical - 600	horizontal - 2000 vertical - 600	horizontal - 2000 vertical - 600	horizontal - 2500 vertical - 600	horizontal - 2500 vertical - 600
	BA/BS	BA/BS+15	Master	Master + 12	Master + 24	Master + 36	Master + 48	Master + 60
A	\$43,750	\$44,250	\$46,250	\$48,250	\$50,250	\$52,250	\$54,750	\$57,250
B	\$44,350	\$44,850	\$46,850	\$48,850	\$50,850	\$52,850	\$55,350	\$57,850
C	\$44,950	\$45,450	\$47,450	\$49,450	\$51,450	\$53,450	\$55,950	\$58,450
D	\$45,550	\$46,050	\$48,050	\$50,050	\$52,050	\$54,050	\$56,550	\$59,050
E	\$46,150	\$46,650	\$48,650	\$50,650	\$52,650	\$54,650	\$57,150	\$59,650
F	\$46,750	\$47,250	\$49,250	\$51,250	\$53,250	\$55,250	\$57,750	\$60,250
G	\$47,350	\$47,850	\$49,850	\$51,850	\$53,850	\$55,850	\$58,350	\$60,850
H	\$47,950	\$48,450	\$50,450	\$52,450	\$54,450	\$56,450	\$58,950	\$61,450
I	\$48,550	\$49,050	\$51,050	\$53,050	\$55,050	\$57,050	\$59,550	\$62,050
J	\$49,150	\$49,650	\$51,650	\$53,650	\$55,650	\$57,650	\$60,150	\$62,650
K	\$49,750	\$50,250	\$52,250	\$54,250	\$56,250	\$58,250	\$60,750	\$63,250
L	\$50,350	\$50,850	\$52,850	\$54,850	\$56,850	\$58,850	\$61,350	\$63,850
M		\$51,450	\$53,450	\$55,450	\$57,450	\$59,450	\$61,950	\$64,450
N		\$52,050	\$54,050	\$56,050	\$58,050	\$60,050	\$62,550	\$65,050
O			\$54,650	\$56,650	\$58,650	\$60,650	\$63,150	\$65,650
P			\$55,250	\$57,250	\$59,250	\$61,250	\$63,750	\$66,250

P\*

\$56,850	\$58,650	\$60,450	\$63,150	\$65,650	\$67,750
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Grandfather clause: Any teacher in row "P" in the 2017-2018 school year will continue to be on the "P" row on the 2018-2019 Salary Schedule + any amount added to the base each year - this will be recognized as row P\*. Teachers will stay in their 2017-2018 column and row P\*, adding the same money to the cell that is added to the base, until the teacher makes a horizontal move, in which case they will leave row P\* and move onto the current salary schedule in their new column, row P.

-Teachers in cell N-BA/BS+15 with 25 years or more service with USD 364 will receive an additional 2.25% of the base annually.

-Teachers in cell P-MS+60 and cell P\*-MS+60 will receive an additional 2.25% of the base annually.