

Master Contract

between

The Board of School Trustees

of the

Liberty-Perry Community School Corporation

and the

Liberty-Perry Classroom  
Teachers Association

for the

2023-2024

School Year

### Term of Agreement

This contract shall be effective as of August 4, 2023 through June 30, 2025. This contract shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

Whenever any notice is required to be given either of the parties to this contract to the other party, either shall do so by registered letter at the following address:

If by the Board of Association at:

Liberty-Perry Classroom Teachers Association  
P.O. Box 336  
Selma, IN 47383

If by the Association to the Board at:


Liberty-Perry Community School Board:  
Selma, IN 47383

This Contract is made and entered into at Selma, Indiana on this 10th day of October 2023 at 7:30 a.m. by and between the board of School Trustees of the Liberty-Perry Community School Corporation, County of Delaware, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Liberty-Perry Classroom Teachers Association, party of the second part, heretofore referred to as the "Association."

1. The public hearing was held on September 12, 2023, at 6:30 p.m. (in compliance with 20-29-6-1(b), and electronic participation from the parties and/ or public was not permitted
2. A public meeting was held on October 3, 2023, at 6:30 p.m. (in compliance with IC 20-29-6-19) to discuss the tentative agreement and electronic participation from the governing body and or public was not permitted.

This Contract is so attested to by the parties whose signatures appear below:


Board of School Trustees of the  
Liberty-Perry Community School  
Corporation

  
Bob Cook, President

  
Bryan Rausch, Board  
Negotiating Team

Liberty-Perry Classroom  
Teachers Association

  
Todd Howell, President

  
Todd Howell, Association  
Negotiating Team

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Contract Between Board of School Trustees,  
Liberty-Perry Community School Corporation  
and the  
Liberty-Perry Community Classroom Teachers Association

**Recognition and Definitions**

.01 Parties Named: This agreement is made and entered into between the Board of School Trustees, Liberty-Perry Community School Corporation, Selma, Indiana, hereinafter called the "employer" and the Liberty-Perry Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "association."

.02 Definitions

- A. The term "teacher," when used in the contract, shall refer to all certified personnel except supervisors and substitute teachers.
- B. The term "Employer" and "Association" shall include authorized officers, representatives, and agents.
- C. The term "School Corporation," when used in this Contract, shall refer to the Liberty-Perry Community School Corporation of the County of Delaware of the State of Indiana.
- D. "Retirement" is defined as:
  - 1. leaving employment with the School Corporation,
  - 2. having reached age 55 and
  - 3. completing 10 years of service with the School Corporation

.03 Association Recognized: The Employer hereby recognizes the Association as exclusive representative of all teachers in certified teaching positions in the school corporation.

**Salary and Wages**

.10 Compensation Plan

The employer will pay the Teacher Retirement Fund (TRF\*) to the state of Indiana for all teachers.  
(Appendix A1, A2)

1. General Eligibility

a. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.

2. Factors and Definitions

a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.

b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.

The Liberty-Perry School Board and Liberty-Perry Classroom Teachers Association have bargained a \$140,000 base salary increase to be distributed to all teachers (eligible bargaining members). This increase will be distributed as follows:

33% Years of Experience (Must have worked in the district 120 days the previous school year)

67% Final Results of the Teacher Evaluation Model = effective or highly effective

Redistribution Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a base salary increase.

Teachers that are enrolled in Liberty-Perry HSA health insurance for the first time will be given \$500 for the 2023-2024 school year on January 20, 2024 (Plans 3 and 4). Teachers that were on a qualifying HSA plan (Plans 3 and 4) prior to July 1, 2023, do not qualify. Teachers moving to a qualified HSA plan must fill out and submit the proper paperwork to the administrative office by January 5, 2024 to qualify for the stipend.

.11 Newly hired teachers without any experience employed by Liberty-Perry Schools with training other than a Master's Degree will be paid with a starting salary of Forty-six thousand nine hundred twenty-seven (\$46,927). Those teachers with a Master's Degree will start their first year with a salary of Forty-seven thousand three-hundred forty-six dollars (\$47,346). **The Liberty-Perry Schools salary range for teachers is \$46,927 - \$77,470. Teachers will be paid on the 5th and 20<sup>th</sup> each month for a total of 24 pays.**

Newly hired Teachers with prior experience will be paid at the starting salary level as follows for any experience prior to the 2012-13 school year at the experience level on the bachelor or Masters columns of the Newly Hired Teachers Salary Schedule (Appendix A) with the exception of a speech and language pathologist.

Base pay for newly hired teachers represented by the bargaining unit may be increased up to two thousand five hundred dollars (\$2,500) when mutually determined by the Superintendent and the employee, subject to the approval of the Board of Directors of Liberty-Perry Schools.

.12 Extra-Curricular: The employer will pay TRF to the state of Indiana on extra-curricular earnings for all teachers holding positions on the Extra-Curricular Schedule. (Appendix B) Teachers shall receive from the School Corporation all retroactive extra-curricular earnings on the 2<sup>nd</sup> pay after teacher and board ratification.

.14 Pay for Mileage Between Buildings: Any teacher who is not provided with a car and is regularly required to teach in two buildings during the regular student day on the same day, thus incurring costs due to established schedule, shall be reimbursed at the current rate set forth by the Internal Revenue Service. Such reimbursement does not include to and from extra-curricular activities. Each concerned teacher will submit a documented claim form, as per State Board of Accounts, to the superintendent each month. Such documented claim forms shall be submitted to the central office within 30 days following semester ending, or the teacher will relinquish mileage pay for the preceding month. If such teacher is required to drive to another building to attend a teacher's meeting, the person shall be reimbursed at the established rate.

#### **Wage Related Benefits**

.16 Severance Pay: Teachers shall receive severance pay based upon accumulated sick leave and the following regulations:

- A. A teacher must be leaving employment with the Liberty-Perry School Corporation
- B. A teacher must have completed 10 years, or the equivalent, of continuous full-time employment with the Liberty-Perry School Corporation. Granted leaves do not interrupt continuous years of service, nor do they add to continuous years of service.
- C. A teacher must be retiring from Liberty-Perry School Corporation
- D. The amount of severance pay shall be the teacher's accumulated sick leave times the established rate. Sick leave days accumulated prior to the 2003-2004 school year shall be paid

at a rate of twenty-five (25) dollars per day up to and including ninety (90) days and fifteen (15) dollars per day for all days beyond ninety (90) days. Sick leave days accumulated after the beginning of the 2003-2004 school year shall be paid at a rate of forty (40) dollars per day up to and including ninety (90) days and twenty-five (25) dollars per day for all days beyond ninety days. Any sick days used after the beginning of the school year will be deducted from those accumulated after the beginning of the 2003-2004 school year.

- E. In the event of death during the teaching service of a teacher who has met the conditions of .16B, the teacher's severance pay shall be paid to the teacher's stated beneficiary, or, if none is named, the teacher's estate.

.17 Retirement Group Health Insurance

Immediately following retirement, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

- a. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the premium payment to be made monthly for each succeeding year.
- b. Upon retirement, the teacher shall have provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

.18 Insurance Benefits

- A. Medical: The Board shall contribute toward the cost of hospital, surgical and medical care type insurance for each teacher employed under regular contract up to the amounts specified below. Said amounts will be paid to such insurance company or companies as are approved by the Board with the teacher paying not less than one dollar (\$1.00) per year.

Teachers enrolled in the School Corporation's medical insurance shall have the maximum board payments of:

Single	\$5,384
Single + Child	\$8,704
Single + Spouse	\$11,509
Family	\$15,816

If married teachers are both employed in the system, each teacher may receive up to the total cost of a single policy less One Dollar (\$1.00) or \$12,821 per teacher toward a (1,2,3,4) a family insurance plan. Teachers must share the same plan.

In the event of an employee's death prior to the eligibility for Medicare benefits, the School Corporation will make a like contribution for a single spouse toward the single plan until such time that the employee would have been eligible for Medicare benefits. The employee or spouse may purchase an insurance policy that will cover their dependents at the insured's expense. The insured will pay the difference between the amount of the School Corporation's contribution as provided above and the cost of the appropriate policy each month. The Central office will establish the date for payment of this amount and payment must be received on or before the date for the policy to remain in effect.

Teachers shall receive from the School Corporation all retroactive insurance premium refunds to June 1, 2007 on the 2<sup>nd</sup> pay period after teacher and school board ratification.

A. Life

The Board agrees to purchase life insurance to total \$40,000.00 with double indemnity for accidental death for each teacher. The teacher will contribute a minimum of One Dollar (\$1.00) to the insurance plan.

.19 Flexible Fringe Benefit Plan - Section 125 Plan: The School Corporation will maintain a Flexible Fringe Benefit Plan pursuant to Section 125 of the Internal Revenue Code of 1986 in which up to Two Thousand Dollars (\$2,000.00) of the teacher's regular salary will be included in the Flexible Fringe Benefit Plan by which a teacher may elect a contribution toward any insurance programs offered by the School Corporation.

.20 Premium Refund or Holiday: In case of a premium refund or holiday, current certified teaching staff will receive fifty percent of the savings realized from the teacher portion of the insurance policy premiums. The savings shall be divided equally among current certified teaching staff.

**Leaves**

.22 Sick Leave: Sick leave shall be credited annually to each teacher on the first day of the employment year as follows: ten (10) days of sick leave protection to be provided the first year of employment. After the first year, seven (7) days of sick leave shall be added annually to the unused balance of each teacher's sick leave protection with unlimited accumulation.

.23 Teachers who are contracted to teach a full session (80 hours) of summer school shall be given an additional one and one-half (1 1/2) sick leave days per year. Teachers who are contracted to teach less than a full session (20-79) hours of summer school shall receive an additional sick leave day (1) per year. If not used during the summer, these days will accumulate as regular sick leave days.

.24 In the case of extended injury or illness of a teacher in which that teacher has exhausted his/her sick leave, the teacher shall be granted an unpaid leave of absence through the contract year following the year in which he/she was injured or ill. This leave is without pay; however, the teacher shall have the right to participate in the School Corporation's group insurance programs as established by this carrier, by the teacher paying the entire cost of the insurance premiums.

The teacher's position shall be held open for one contract year beyond the year in which he/she was injured or ill and the teacher returns during or at the end of this period shall be given his/her former position or some other mutually agreeable position. The teacher shall notify the School Corporation, in writing, prior to April 1 of his/her intention to return or resign from their position.

.25 Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher's sick leave protection upon return to employment within the district.

.26 Teachers shall be given a written accounting of accumulated sick leave protection on or before October 1 of each school year.

.27 Sick Leave Donation: Teachers shall be given the opportunity to donate one sick leave day per semester (a total of two per school year) to teachers in need of such donation. In order to qualify for the sick leave donation, the teacher must have exhausted all his/her sick leave time as well as personal leave time. The teacher requesting the donated days may receive the maximum of thirty (30) days per year. Once a teacher has days donated, that teacher may keep those donated days for the remaining school year. Should the need for the donated leave days end before the use of the donated sick leave days, the days will revert to the original donor. The governing of all leave donations will be handled by the Teachers' Association, and the assignment of those donated days will be handled by the Central Office.

.28 Family Illness Leave: All teachers shall be allowed up to three (3) days in addition to their accumulated sick leave for hospitalization, surgery, accident, or illness in the immediate family which shall include mother, father, step-mother, step-father, mother-in-law, father-in-law, brother, sister, children, step-children, grandparents, grandchildren or certified spouse.

.29 Faculty personnel who leave employment of the School Corporation shall not forfeit their unused days of sick leave. If the faculty member reenters the services of the School Corporation at a later date and has not utilized those previously accumulated sick leave days when employed in the interval by another school corporation, those previously accumulated sick leave days will be restored to the teacher's sick leave accumulation.

.30 Personal Leave: Personal leave shall be granted to each teacher in the amount not to exceed three (3) days per year. Notification of intent to use personal leave shall be made two (2) days prior to actual absence from duty except where conditions of an emergency nature exist. Unused personal leave shall not accumulate as personal leave but shall accumulate from year to year as additional sick leave protection. Staff members with 20+ years of experience shall be given an additional personal day each school year.

.31 Professional Leave: Teachers may, upon written application to the superintendent, and approval of the superintendent, be granted leave with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

.32 Death Leave: Death leave shall be used for deaths within the immediate family of the school employee. Each employee shall be entitled to a maximum of five (5) contractual days to be taken within a ten day period after the date of death. Immediate family shall consist of:

Brother	Foster Child	Sister	Step-Father
Daughter	Grandchild	Son	Step-Mother
Daughter-in-law	Husband	Son-in-Law	Step-Sister
Father	Mother	Step-Brother	Wife
Father-in-law	Mother-in-Law	Step-Child	

or any person living within the household immediately prior to death. Two (2) days death leave may be used for the death of an aunt, uncle, grandparent, brother-in-law, sister-in-law, nephew, or niece to be taken within a ten day period after the date of death. One (1) day death leave may be used to be a pallbearer or to attend a funeral of a close friend upon prior notification to the building principal.



.33 Jury Duty Leave: When requested, a teacher may serve on jury duty. The Board shall pay the teacher his full salary provided that such teacher returns to the Board any per diem pay received for serving on jury duty.

.34 Court Leave: Paid court leave, with the exception of those cases in which the teacher is bringing suit against the school corporation, will be granted to teachers for the time necessary to make appearances in court proceedings resulting from activities relating to the teacher's employment with the school corporation. In criminal cases where the teacher is subpoenaed to testify, the teacher shall be granted up to two (2) days per year.

.35 Maternity Leave: A teacher who is pregnant shall be entitled upon written request, to a leave of absence for up to a period of one (1) school year. This leave shall begin at such time as is determined by the teacher and her attending physician. The pregnant teacher, upon written request, may use accumulated leave days. The expected length of the leave shall be established by the teacher and passed on to the superintendent in writing at least thirty (30) days before the leave begins. Once the superintendent is notified of the leave request, the Corporation will provide the teacher with a list of benefits provided in the Family Medical Leave Act.

.36 Paternity Leave: When a child is born to the wife of a teacher, he shall be granted up to three (3) days paternity leave. These days shall be deducted from his accumulated sick leave.

.37 Adoption Leave: A teacher shall, upon written request, be entitled to a leave of absence for up to a period of one (1) school year. The teacher may use accumulated sick leave days up to thirty (30) school days, which must be taken within a period of five (5) school days before receiving the child to thirty (30) school days after receiving the child. In a situation where both parents are teachers in the School Corporation, they may use only thirty (30) sick days collectively for adoption leave.

#### **Other Benefits**

.47 Corporate Passes: Teachers shall be issued non-transferable passes that will admit them and a guest, free of charge, to all events sponsored by the School Corporation. Athletic contests scheduled as School Corporation home contests are included within the terms of this benefit. Functions sponsored by the community education program, booster organizations, parent-teacher organizations or other similar non-school corporation groups are beyond the province of the Board and are excluded from the terms of this benefit.

.49 Personal Property Injury: In case of an assault by a student on a teacher in the performance of his/her duties, causing injury to him/her or damage to his/her personal property such as his/her clothing, glasses, car, etc., the Board shall make an equitable financial adjustment with the teacher for any reasonable expense incurred by and payable by the teacher. Total payments under this section will not exceed \$1000 per teacher per incident. The teacher shall cooperate with the Board in its efforts to recover the amount of said payment.

.50 Background Checks: The district will conduct background checks as required by state and federal law at no cost to the teacher.

#### **Summer School**

.51 The teacher will be compensated at his/her base rate for that time of actual instruction for summer school.

On a daily basis, each summer school teacher shall be compensated for 30 continuous minutes of preparation time at his/her hourly rate, provided they are teaching 4 hours per day.

#### **Teacher Association**

.76 **Release Time for the Association President:** When the president or his designee is requested by the Administration to engage in Association activities directly relating to the Association's duties as a representative of the teachers which cannot be performed other than during normal school hours, or are the result of an emergency situation, the Association's representative shall be given such time without loss of pay.

#### **Grievance Procedure**

.84 **Grievance Defined:** A "grievance" is a claim by one (1) or more teachers of a violation, a misapplication, a misinterpretation, or an inequitable application of a specific provision of this contract or rules, regulations, and/or policies of the school board, and rights given by Indiana and Federal Law.

.85 **Purpose:** The purpose of this Grievance Procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication, misinterpretation, or an inequitable application of the provisions of this contract, or rules, regulations, and/or policies of the school board. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

.86 **Grievance Adjustment:** Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this contract, and the Association has been given an opportunity to be present at such hearing if the grievant so requests.

.87 **Maximum Days Per Level:** The number of days at each level shall be the maximum and every effort shall be made to expedite the process. The time limits may be extended only by the mutual consent in writing by each party or their agent.

- .88 **Step One**      The teacher who feels that he/she has been subject to a violate misapplication, misinterpretation, or an inequitable application of the provisions of this contract, rules, regulations and/or policies of the school board may initiate this procedure in one of the following ways:
- A.      He or she may approach the immediate supervisor concerned and discuss the matter in his own behalf within five (5) working days following the act or knowledge thereof or condition which is the basis of the grievance. The supervisor and grievant shall seek to resolve the grievance;
  - B.      He or she may request that a representative of the Association accompany him in approaching his immediate supervisor. In such case, the supervisor shall not initiate any consultation with the grievant concerning the grievance prior to any scheduled meeting at which the representative is to be present. The supervisor shall be notified in writing as to the nature of the grievance prior to the scheduled meeting (Appendix E).
  - C.      Within three (3) working days after grievant's presentation of the grievance, the immediate supervisor shall orally answer the grievant.

- .89     Step Two     In the event that Steps 1A or 1B above are unsuccessful, the teacher may file a formal grievance in writing on the form shown in Appendix F. This form shall be filed in quadruplicate with one (1) copy to the immediate supervisor, one (1) copy to the Association, one (1) copy to the grievant, and one (1) copy for the Superintendent. A formal grievance shall be filed as soon as possible, but in no event longer than ten (10) days after disclosure of the fact giving rise to the grievance. Within five (5) working days of the filing of the formal grievance in writing, a meeting shall take place between the immediate supervisor concerned; the grievant and the Association representative; and an answer to the grievance shall be given to the grievant in writing within five (5) working days following the meeting.
- .90     Step Three     If the grievance is not appealed from the written answer within five (5) working days after receipt of such answer, the principal's decision will be final.
- .91     Step Four     If the teacher does not accept the principal's written answer, the grievance may be appealed to the Superintendent by sending such notice in writing to him within five (5) working days from the date of the principal's written decision.
- .92     Step Five     Within five (5) working days of receipt of the written appeal, the Superintendent and/or his designated representative, will arrange for a conference to satisfactorily resolve the grievance. Such conference shall be scheduled with grievant and the Association representative at a time when there is no disruption of normal school routine and duties of the teacher; and an answer to the grievance shall be given to the grievant in writing within five (5) working days following the meeting.
- .93     Step Six     Such answer shall be final and binding unless appealed in writing to the Board within ten (10) calendar days from the date of the Superintendent's written decision.
- .94     Step Seven     The Board, no later than its next regular meeting or three (3) calendar weeks, may hold a hearing on the grievance, review the grievance in executive session, or give such other consideration as it may deem appropriate. A written answer shall be given by the Board to the grievant no later than five (5) working days following the meeting.
- .95     Step Eight     If the grievance is not resolved to the satisfaction of the aggrieved by the Board or if no disposition has been made within the time period, the grievance may be submitted to arbitration before an impartial arbitrator. Upon the grievant and/or the Association giving written notice to the Board within five (5) working days of the expiration of the time period, a letter with a copy to the Superintendent shall be sent to the American Arbitration Association requesting arbitration. Both parties agree that the American Arbitration Association shall conduct the arbitration according to its rules. This arbitration shall be advisory on both parties.

.96 The Board and the Association agree that neither party shall be permitted to assert in such arbitration proceedings any grounds or to rely on any evidence not previously disclosed to the other party.

.97 The cost of the American Arbitration Association arbitrator shall be shared equally by the parties involved.

.98 Grievance Filed After May 15: If a grievance is filed after May 15th of any year and strict adherence to the time limits might result in a hardship on any party, both parties shall make every effort to process the grievance prior to the end of the school term or as soon as possible thereafter.

Appendix A  
New to the District Salary Schedule

YRS	BACHELORS	MASTERS
0.00	\$46,927.00	\$47,346.00
0.50	\$47,328.00	\$47,856.00
1.00	\$47,730.00	\$48,383.00
1.50	\$48,130.00	\$48,902.00
2.00	\$48,532.00	\$49,421.00
2.50	\$48,944.00	\$49,939.00
3.00	\$49,334.00	\$50,458.00
3.50	\$49,736.00	\$51,015.00
4.00	\$50,137.00	\$51,409.00
4.50	\$50,538.00	\$52,014.00
5.00	\$50,939.00	\$52,532.00
5.50	\$51,341.00	\$53,051.00
6.00	\$51,742.00	\$53,569.00
6.50	\$52,143.00	\$54,088.00
7.00	\$52,584.00	\$54,606.00
7.50	\$52,946.00	\$55,125.00
8.00	\$53,347.00	\$55,644.00
8.50	\$53,748.00	\$56,162.00
9.00	\$54,150.00	\$56,681.00
9.50	\$54,551.00	\$57,199.00
10.00	\$54,952.00	\$57,628.00
10.50	\$55,353.00	\$58,237.00
11.00	\$55,755.00	\$58,755.00
11.50	\$55,755.00	\$59,311.00
12.00	\$55,755.00	\$59,866.00
12.50	\$55,755.00	\$60,422.00
13.00	\$55,755.00	\$60,977.00
13.50	\$55,755.00	\$61,533.00
14.00	\$55,755.00	\$62,098.00
14.50	\$55,755.00	\$62,645.00
15.00	\$55,755.00	\$63,200.00
15.50	\$55,755.00	\$63,756.00
16.00	\$55,755.00	\$64,311.00
16.50	\$55,755.00	\$64,867.00
17.00	\$55,755.00	\$65,423.00
17.50	\$55,755.00	\$65,978.00
18.00	\$55,755.00	\$66,534.00
18.50	\$55,755.00	\$67,090.00
19.00	\$55,755.00	\$67,645.00
19.50	\$55,755.00	\$68,645.00
20.00	\$55,755.00	\$69,645.00

# Appendix B Extra Curricular Salary Schedule

<b>Baseball</b>		<b>Track</b>	
HS Spring	\$4348.33	HS Head Coach	\$4000.00
HS Spring Assistant	\$2611.20	HS Asst Coach	\$1950.50
HS Summer Coach	\$2045.33	HS Asst Coach	\$1950.50
MS Summer Coach	\$1224.00	7th/8th Grade Boys	\$1905.26
		7th/8th Grade Girls	\$1905.26
<b>Basketball</b>		<b>Volleyball</b>	
HS Boys Head Coach	\$7062.49	HS Head Coach	\$3838.33
HS Boys Assistant	\$3422.25	HS Assistant Coach	\$1535.33
HS Boys Freshman	\$2950.90	8th Grade	\$1374.09
8th Grade Boys	\$2456.53	7th Grade	\$1374.09
7th Grade Boys	\$2456.53	6th Grade	\$1374.09
6th Grade Boys	\$1573.70		
HS Girls Head Coach	\$7062.49	<b>Wrestling</b>	
HS Girls Assistant	\$3422.25	HS Head Coach	\$3442.20
HS Girls Freshman	\$2950.90	HS Assistant Coach	\$1298.88
8th Grade Girls	\$2556.53	7th/8th Grade Coach	\$1596.74
7th Grade Girls	\$2556.30	Academic Team Coor.	\$693.97
6th Grade Girls	\$1573.70	Academic Team Sponsor	\$784.56
4th /5th Boys		Spell Bowl Sponsor	\$784.56
Intramurals	\$1205.25	Math Bowl Sponsor	\$784.56
4th /5th Girls		Art Show Director	\$237.69
Intramurals	\$1205.25	Musical Art Director	\$237.69
		Band -- Regular	\$3422.25
<b>Cheerleading</b>		Band -- Summer	\$2384.37
HS Coach	\$1414.05	Band -- Summer Assistant	\$1191.40
MS Coach	\$1040.90	Business Prof. of America	\$538.96
		Choir -- Reg. Production	\$1412.52
<b>Cross Country</b>		Choir -- Elementary	\$1412.52
HS Head Coa	\$3000.00	Class Sponsor -- Freshman	\$230.78
Asst Coach	\$1326.00	Class Sponsor --Sophomore	\$230.78
7th /8th Grade	\$1473.90	Class Sponsor -- Junior	\$555.79
		Class Sponsor -- Senior	\$555.79
<b>Soccer</b>		Drama HS -- 2 Productions	\$1573.68
HS Head Coach	\$2456.53	Musical	\$237.69
HS Assistant Coach	\$2101.20	National Honor Society	\$1040.90
MS Soccer Coach	\$1205.25	Publications	\$1040.90
		Science Club MS	\$1009.63
<b>Softball</b>		Student Council MS, ES	\$1040.94
HS Head Coach	\$4348.33	Student Council HS	\$1205.25
HS Assistant Coach	\$2611.20	Talent Show Coordinator	\$237.69
HS Summer Coach	\$2045.33	Yearbook HS	\$1205.25
		Yearbook MS	\$1040.94
HS Boys Golf	\$2163.27	Wellness Coordinator	\$1530.00
HS Girls Golf	\$2163.27	Technology Leader	\$1020.00
MS Golf	\$1205.25	Robotics Coach	\$1000.00
Rec. Director/Summer	\$2609.26		

Appendix F  
Professional Grievance Form

Note: This form is to be completed with copies provided to the following persons:

1 Grievant                      2 Association                      3 Principal                      4 Superintendent

Grievant: \_\_\_\_\_

Building: \_\_\_\_\_ Assignment: \_\_\_\_\_

Principal: \_\_\_\_\_

Date Grievance Occurred \_\_\_\_\_ Date Grievance Recorded: \_\_\_\_\_

Description of the Grievance:

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

Step Number: \_\_\_\_\_

Filed with \_\_\_\_\_  
*(Name of administrator)*                      *(Position of administrator)*

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

Position of Grievant and/or Association:

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

\_\_\_\_\_  
*(signature of grievant)*                      *(signature for Association)*

Disposition by Administrator:

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

Date: \_\_\_\_\_  
\_\_\_\_\_  
*(signature of Administrator)*