

MARAIS DES CYGNES VALLEY

USD 456

P.O. Box 158, Melvern, Kansas 66510

2023-2024

Negotiated Agreement

Article I

Professional Credentials

1. An up-to-date transcript must be on file with the Superintendent
2. Staff shall notify the BOE of intent to make column movement no later than April 1 of the year prior to the change taking effect. College transcripts listing credit to be counted toward meeting professional growth requirements and/or salary schedule advancement must be filed in the Board Office by each faculty member on or before **September 1st** of each school year. If such transcripts or other documents are not received or suitable arrangements made by this date, the credit will not be recognized for the current year.

Article II

Work Day

1. The work day for teachers will be 7:45 a.m. to 3:45 p.m. On Fridays, teachers may leave as soon as their responsibilities to the students are complete. Attendance at faculty meetings is required and is aside from this policy. Student contact day will be 8:00 a.m. to 3:30 p.m. Up to 3 days will be forgiven should school need to be cancelled due to weather or emergencies. District and building administration will meet annually with the district Professional Development Council to discuss establishing the professional development schedule for the coming school year. Emphasis will be placed on relevant and staff collaborative activities that will provide the best outcomes for students.
2. Contract Days – The total contract days for certified staff shall not exceed 175 days.
3. Of the first days of Teacher Inservice, a total of one day will be reserved for teachers to work in their classrooms.
4. Afternoon bus duty will begin at the end of the school day and will end when all buses have left the school grounds. Classified staff will be hired to supervise p.m. bus duty. If no classified staff is available, certified staff will rotate coverage.
5. Certified staff have the flexibility to leave during contracted time (preferably during plan time) for reasons other than school related responsibilities. If certified staff are gone longer than 1 (one) hour in duration, discretionary leave will be assessed.

Article III

Salaries

1. See attached salary schedule with a base of \$43,000 for beginning teacher.
2. Placement on salary schedule will be based on full credit for previous professional teaching experience.
3. The Board of Education and Teachers Association agree that no change will be made in the extra curricular assignments as stated on the contract of any individual teacher without the consent of the teacher and the Board of Education.

4. The Board of Education shall attempt to hire all new staff members in accordance with the salary schedule. However, the Board reserves the right, if necessary due to circumstances such as a shortage in a certain teaching area or other similar factors, to place a teacher on the schedule at a salary higher than called for by his training and experience. If the Board exercises this option, they will notify the teachers association in writing after the fact.
5. No teacher shall be allowed more than two (2) vertical steps per year, after this schedule is in effect.
6. Supplemental duties will be paid as "Designated Percent" times (X) the amount located in the first column of the salary schedule corresponding with the number of years of sponsoring/coaching that activity. (The first column may have to be extended downward {Ghost Column} only for figuring supplemental salaries.)
7. If it becomes necessary to add supplemental personnel, it shall be done for the contract year only and will be reviewed by the Board and Teachers Association before the next contract year. Open positions shall be posted in the Melvern and Quenemo offices.
8. Teachers who earn credit hours through the Professional Development Council, may convert those hours to college credit according to state guidelines and be counted as any other hours on the salary schedule.
9. Each certified employee shall be paid in twelve (12) equal installments on or before the 15th of each month.
10. The Board of Education reserves the right to review the salary schedule annually.
11. Teachers who have completed a minimum of sixteen (16) years of **consecutive, full-time experience** in the MdCV school district and who have obtained a BS + 20 or higher shall receive a longevity stipend of \$1,000 added to their contract the following year and every year thereafter.

Article IV

Leaves

1. Each employee shall have 12 discretionary leave days each year. Teachers shall properly file a form of notification in advance of discretionary leave. Discretionary leave days may not be used on a scheduled inservice workday without written permission from the building administrator, or superintendent. At the conclusion of each school year, remaining discretionary days can be credited up to 12 days for accumulated sick leave. Sick leave will have a maximum of 65 days.

Sick leave may be used for illness in immediate family (defined as father, mother, brother, sister, son, daughter, husband, wife, grandfather, grandmother, grandson, granddaughter, aunts, uncles, nephews, nieces, and in-laws) or death of a loved one.

When utilizing the accumulated sick days, staff must provide appropriate notification for each instance of use. Professional employees will be allotted use of 3 days of sick leave during the course of a school year without documentation. Upon use of the 4th day of sick leave and thereafter, the professional employee will be required to provide a medical certificate or other administratively acceptable evidence for approval. Unused leave over 65 days will be paid annually at the rate of \$150 a day. Payment will be made in June.

2. Teachers will be granted (2) two professional days of leave each school year, or more, if deemed necessary, subject to prior approval of the Superintendent. Teachers shall not receive compensation, beyond mileage and meals, while using a professional leave day.

3. Leave time that exceeds the individual's allotted discretionary leave or sick leave shall require a deduction of 1/175 x the individual's base salary.

4. The purpose of catastrophic leave is to provide temporary protection for employees of District 456 from the loss of salary due to catastrophic illness, accident or major surgery to themselves. This leave will be used only after the individual employee's personal accumulated sick leave has been exhausted.

5. K-NEA Meetings-U.S.D. 456 will allow up to five (5) representatives to attend and allow one day non-deductible leave for each representative. Administration requests at least one week prior notification. This will be monitored by the superintendent and the leadership of the teacher's association.
6. Jury Leave/Civic Duty Leave – Teachers shall not be charged a personal leave day if required to serve on a jury. Any compensation shall be retained by the employee.

Membership

Membership in the USD 456 catastrophic leave bank is available to all employees of the district. Annual membership for catastrophic leave is accomplished by voluntarily contributing one (1) day of non-refundable discretionary leave to the bank each September. Membership will run from September to September. All employees not choosing to contribute to catastrophic leave shall not be eligible for participation.

New staff shall be allowed to contribute to the catastrophic leave bank for membership. Any new employee hired after the beginning of the school year may join within ten (10) working days of their initial employment.

If the school year begins with the number of days in the pool below a sufficient amount, additional days to the pool will be donated first by those employees who have not donated days and wish to do so. If additional days are needed to reach a sufficient amount, the remaining participants will donate 1 day per year until the amount has been met.

Eligibility

The member requesting additional days must have used all of his/her leave days.

The member, due to accident, illness or major surgery, must be completely and continuously disabled or prevented from performing his/her regular duties in excess of five (5) school days. The catastrophic leave pool will be retroactive to the five (5) school days prior to receiving catastrophic leave days.

The member shall submit a written statement from the member's physician that certifies he/she is incapable of performing his/her duties as a result of an accident, catastrophic illness or major life-threatening surgery. The physician shall certify in writing the number of days absence the given illness or disability requires.

Limitations

Child care, normal pregnancy (including cesarean), non-life threatening elective surgery, short term illnesses such as common colds, influenza, etc. will not be considered for awarding of catastrophic leave days. This catastrophic leave pool is for employee members and members of their household.

Requests

A written request for catastrophic leave days shall be forwarded to the Superintendent by the end of the month of the depletion of the member's leave accumulation. Requests may be filed on behalf of the incapacitated member by any member of the catastrophic leave committee. The Superintendent shall notify the catastrophic leave committee of the request and set a meeting for determination before the next pay period.

Catastrophic Leave Committee

Membership: The catastrophic leave shall be administered by a catastrophic leave committee consisting of the School Superintendent, Building Principal of the member requesting days, two certified teachers (1 each from Quenemo and Melvern) who are members of MdCV TA and appointed by the MdCV TA president, and one classified employee.

Hearing

The requesting member may appear before the committee and may provide medical records to support the request for days from the pool or the committee will act on the information provided by the Superintendent.

Determination

The catastrophic leave committee will determine the eligibility for use of the pool and the amount of leave to be granted. The following general criteria shall be considered by the Committee in administering the pool and in determining the amount of leave:

- Medical evidence of serious illness or related information
- Prior uses of sick leave

Action To Be Taken: Voting will be in secret. A majority vote is required to approve a request for catastrophic leave days.

Possible Actions To Be Taken:

1. Request is denied
or
2. An initial grant of catastrophic leave to an eligible employee shall be from one (1) to twenty (20) working days. Upon completion of the twenty (20) working day period, additional entitlement may be extended by the committee, up to a maximum of 40 working days, upon demonstration of need by the applicant.

All decisions of the committee are to be in writing and given to the Superintendent within 2 days of that decision.

Decisions of the committee are final and may not be appealed or be subject to grievance or arbitration.

Records: The records shall be forwarded and maintained in the Superintendent's Office.

7. Breach of Contract

- A. The Board of Education must notify a teacher of a contract non-renewal by the third Friday in May. A teacher under contract to USD 456 will be released from their contract, two **weeks after the third Friday of May**, under the following conditions:

1. The teacher must submit a letter of resignation.
2. Accompanying the resignation letter will be a check for \$2,000 or an authorization to deduct the applicable amount from the teacher's last paycheck.
3. No letter of resignation will be considered by the Board of Education unless it is accompanied by the applicable check or authorization for deduction.
4. A teacher will not be subject to penalty if they are not able to fulfill their contract as determined and verified by a physician and an acceptable replacement is found.
5. A teacher will not be subject to penalty if they are not able to fulfill their contract due to a move required by the teacher's spouse's employment and an acceptable replacement is found.

Fringe Benefits

1. Fringe Benefit Pool: Contingent upon proof of the existence of a fringe benefit pool administrative agency, the Board shall pay to an appropriate fringe benefit agency selected by the MDCV Teacher's Association, with approval of the Board, an amount as designated by the employee to be allocated to the various fringe benefits offered in the pool. The benefits shall include those benefits as allowable by the Internal Revenue Code.

Each teacher shall inform the Clerk of the Board of how he/she wishes to allocate the sum among the benefits offered in the pool prior to the preparation date of the first payroll.

The Board shall provide each employee with a description of the benefit coverage provided prior to the beginning of each plan year, which shall include a clear description of conditions and limits of coverage as provided above. When requested by the employee, the Board shall provide applications and, when necessary, information about the program. No additional companies will be allowed to provide fringe benefits.

The district will provide an opportunity for all employees to participate in the cafeteria salary reduction plan.

2. When it is necessary for a professional employee to have TB testing as required by law, the Board shall reimburse the employee up to \$25.00 upon presentation of a bill or paid receipt.
3. The district will provide a single health and dental insurance plan to each qualified employee. There will be no "cash-in lieu-of" provision.

Article VI

Retirement

1. Staff who provide written notification to the Superintendent by January 1 of the current school year of their intent to retire and newly receive KPERS benefits shall be entitled to a \$500 stipend. This will be payable upon their June paycheck from the district.

2. Upon retirement, the district will pay unused sick leave to eligible staff according to the terms listed in Article IV. The following conditions must exist before the individual is eligible to collect pay for unused sick leave: (1) must meet all criteria of KPERS retirement; (2) Individual must retire from the district and withdraw KPERS moneys as per individual program; (3) Proof of withdrawal of KPERS retirement funds, or application for their withdrawal must be presented to the Clerk of the Board. Pay for unused sick leave upon retirement will be made prior to September 1 providing all the criteria above have been met.

Article VII

Compensation

The district will pay a stipend in the amount of \$50 per day for teachers attending summer workshops. This workshop must have prior approval from the building principal and the superintendent. The district will have a limit of \$3000 for the summer. Also, there will be a \$500 limit for any one teacher. In the case where an additional stipend is paid to the teacher, the teacher may not apply for a stipend from USD 456.

Expense Reimbursement

1. Mileage for Board authorized travel shall be compensated at a rate equal to the State of Kansas' mileage reimbursement as set in July and January of each year.
2. Hotel/Motel, Food, Transportation and Registration will be paid for at the rate of \$30/day for meals (or if partial day, \$7.50 for breakfast, \$10 for lunch, and \$12.50 for dinner). \$85.00 lodging for professional meetings if approved in advance by the principal and superintendent. Prices of food and lodging can be adjusted in consideration of the location of said approved meeting.

Article VIII

Teacher Due Process

Whenever a teacher who has taught three (3) continuous years in the district is given written notice of a board's intention to not renew the teacher's contract, the teacher may request a meeting with the board by filing a written request with the clerk of the board within ten (10) days from the date of receipt of the written statement of nonrenewal of a contract. The Board shall notify by written request the reason(s) for the non-renewal.

The board shall hold such a meeting within ten(10) days after the filing of the teacher's request.

meeting provided for under this section shall be held in executive session and, at such meeting, the teacher shall be afforded an opportunity to respond to the board. Neither party shall have the right to have counsel present. Within ten (10) days after the meeting, the board shall reconsider its reason or reasons for nonrenewal and shall make a final decision as to the matter.

Extra Duty

1. Certified employees will have the first opportunity to fill extra duty positions. The Administration will have a fair and equitable plan relating to extra duty for all certified employees. Extra duty positions include (but are not limited to) gate duty, scorekeeper and clock.

2. Payment of extra duty compensation at the rate of \$12.00 per hour will be made no later than December 15 and June 15. Timecards are to be turned in by the certified employee stating the activity, date and time worked, as verified by an administrator.

Article IX

The USD #456 Professional Development Council (PDC) will be:

- a. Representation of the licensed personnel in each building level (elementary, middle, high) and one administrator. Each constituent group will choose their respective representative.
- b. Composed of at least as many teaching personnel as administrators. (Number of teachers: 1 – elementary staff; 1 middle school staff; 1 high school staff; 1 administrator).
- c. Each representative will serve a 2-year term. The chair will be chosen from and by the representatives on the PDC. The chair will be elected to a 2-year term.

The PDC shall perform all duties as set forth by the Kansas Educator Licensure Regulations.

The PDC shall provide training to all staff on professional development regulations and procedures for license renewal.

Professional Responsibilities

1. The Board recognizes the desirability of teachers having a planning period daily and desires that the administration keep the practice of using personnel for substitutes during this time at a minimum. Whenever it is necessary to have a certified teacher substitute during their plan time because of the lack of a substitute being available, payment will be made to the regular teacher at the following rate: 1/7 of certified daily base pay for each regular class period. If, due to a lack of substitutes available, the teacher absorbs another teacher's class during their own regularly scheduled class and the absent teacher has taken either a full or half day's discretionary or sick leave, the absorbing teacher will be paid 1/7 of certified daily base pay for each class period they absorb. The teacher must complete and turn in a timesheet to receive payment.

2. Each certified employee shall be allowed a FULL workday at the end of each quarter for teacher-related duties.

3. Progress reports will be sent to all students each 4 ½ weeks on a 9-week grading period.

Article X

RIF (Reduction In Force)

If it should be necessary to reduce staff because of declining enrollments or economics, the Board will consider these factors:

- Needs of the District
- Teachers effectiveness as determined by the evaluation process
- Certification
- Seniority
- Total Experience
- Overall Education Plan; and
- Advanced Degrees

Seniority shall be determined by the date when the Board first agreed to employ the teacher as shown in the Board Minutes.

Prior to layoff, the board shall consider placing the employees to be laid off in other available teaching positions for which they are certified or can become provisionally certified. The last qualified person to be released shall be considered for recall first.

The list of qualified persons shall be kept up to date in compliance with state regulations. It shall be the duty of the employee to contact the Clerk of USD 456 concerning any change in status or residency.

Article XI

Evaluation

All teachers will be evaluated using the KEEP2 System provided by KSDE. The evaluation will be done in compliance with state guidelines as follows: Provide that every employee in the first two consecutive school years of employment shall be evaluated at least one time per semester by not later than the 60th school day of the semester except that any employee who is not employed for the entire semester shall not be required to be evaluated; and that every employee during the third and fourth years of employment shall be evaluated at least one time each school year by not later than February 15th; and that after the fourth year of employment every employee shall be evaluated at least once every three years by not later than February 15th in which the employee is evaluated.

Newly hired teachers are those who have been employed in the district for three years or fewer. Experienced teachers are those who have been employed in the district for four or more years. Experienced teachers will be considered to be teachers in good standing unless notified in writing to the contrary.

Any teacher who is not in good standing will be notified in writing of this situation. Specific instances will be documented and discussed in a private conference with that teacher and the principal. Documentation will be placed in the teachers file concerning the problem.

The Principal will make every reasonable effort to help the teacher rectify the problem.

If that teacher remains problematic, a written plan of assistance will be developed to address those specific problems or expectations. The plan is to be specific as to the areas needing work and dates will be set to accomplish each item. Plans will be submitted to the board for approval in executive session (by direction) prior to discussion with the teacher. The teacher will be given some time to review the plan and encouraged to review it with their KNEA representative or anyone else whose advice they value. The administration will hold all information confidential.

After adequate time (approximately 2 weeks) the plan will be submitted to the Board for final approval. This will be done in executive session. After this final approval, the teacher will be held to the dates listed on the plan and every effort will be made to help the teacher achieve the items listed on the plan of assistance.

Article XII

General Provisions

1. Payroll deductions for the payment of professional dues may be requested by any employee of the district. The following procedures will govern any payroll deduction requested:
 1. Request must be in writing
 2. Deductions must be in equal installments
 3. Deductions shall be withheld from each regular payroll period
 4. Funds deducted by the school district will be paid to the treasurer of the Marais des Cygnes Valley Teacher's Association.
2. Any teacher may have a representative accompany them to any meeting with an administrator where they are concerned about the reason or purposes for the meeting. If the representative is an attorney, at least one day's advance notice is required and notice must be given that the representative is an attorney.
3. Duty Free lunch: All certified employees are allowed a duty free lunch during the scheduled student lunch period.
4. Recess and plan period: The Board of Education will direct the principals to draw up a duty roster for supervision of students at recess times that give every teacher an equal amount of recess duty. If the schedule does not allow for adequate planning time, then the building principal will make every effort to provide teachers with adequate time through duty free recess.
5. Any negotiated item not noticed by either the Board or Teachers to negotiate will remain a part of the negotiated agreement.
6. Should the Board request to modify this agreement during the term of the contract, the Marais des Cygnes Valley Teachers Association agrees to meet with the Board of Education within ten (10) days for discussion.
7. U.S.D. 456 will use Grievance Procedure as contained in appendix.

Addendum

1. During the fiscal year 2023-2024 school year, a \$1000 retention incentive will be paid to all certified staff utilizing ESSER funding. This payment is contingent upon approval from the State of Kansas.
2. Over the course of the 2023-2024 school year, a committee will be established for the purpose of exploring new salary schedule options. The committee will consist of the Superintendent and two appointees, and three certified staff members appointed by the MDCV TA president. The committee will present a recommendation to the BOE and MDCV TA negotiations teams at the conclusion of their research or the school year, whichever comes first.

GRIEVANCE PROCEDURE

USD 456
MELVERN, KANSAS
2023-2024

Definitions:

Grievance shall mean any alleged violation of the terms and conditions of an employee's contract. Grievance shall mean an employee of USD 456 having a grievance. Words denoting gender shall include both masculine and feminine, and words denoting number shall include both singular and plural. The Grievance report form, G456, shall be used at all levels of this procedure.

Procedures:

In General. The adjustment of grievances shall be accomplished as rapidly as is possible. Every effort shall be made to assure that each step of the procedure shall be accomplished within a reasonable amount of time.

Step 1. A grievant shall first take up the grievance procedure by requesting a private informal conference with his/her supervisor or principal. The supervisor or principal will then meet with the grievant. Every effort shall be made to adjust the grievance in an informal manner. The supervisor or principal will give an oral response as soon as possible. If the grievance is against the said supervisor or principal the grievant shall take up his/her grievance with the Superintendent and proceed to Step 3.

Step 2. If the grievant is dissatisfied with the outcome of the initial private conference, the aggrieved person will request in writing a formal conference with his/her supervisor or principal. Every effort shall be made to develop an understanding of the facts and the issues in order to create a climate which will lead to a solution. The formal conference shall occur within a reasonable amount of time of such request. The principal or supervisor will respond to the grievant as soon as possible after the conference with a written response.

Step 3. If the response is not satisfactory to the grievant, the grievant will submit an appeal to the superintendent. The superintendent or the superintendent's designated representative shall confer with the grievant in an effort to arrive at a satisfactory solution. The superintendent or designee will after the conference give a written response in a timely fashion.

Step 4. If the Grievance is not adjusted to the satisfaction of the grievant under Step 3, then the grievant will make an appeal to the Board of Education by submitting written notification to the Clerk of the Board.

The Board shall, after the receipt of the written request, meet and confer with the grievant at the next scheduled Board Meeting. After the conference, the Board of Education will have a reasonable amount of time to respond to the grievant.

All involved person shall be notified of grievance resolution at all levels.

Supplemental Conditions:

All individuals involved and all other who might possibly contribute to the acceptable adjustment of a grievance, are authorized and urged to testify at any Step except 1 with full assurance that no reprisal by either party will follow by reason of such participation.

At each step of the procedure for adjusting grievances after the initial private conference(s) with the principal or supervisor, the grievant shall be entitled to be accompanied by others who might contribute to the acceptable adjustment of the grievance and/or to be represented by legal counsel. If either party is to be represented by legal counsel, twenty-four hour notification will be required.

Except by mutual consent, all discussions and hearings shall be conducted at times other than when school is in session.

It is the responsibility of the grievant to utilize the procedure for adjusting grievances as soon as he/she is aware of the grievance.

Excluded from the grievance procedures shall be all matters for which law mandates another method of review.

The filing of a grievance, except as Step 1, shall be in writing and shall be reasonably specific as to the nature of the complaint. The Grievant at all levels should, to the extent possible, describe the alleged event or acts giving rise to the grievance including the time, date and place of the event or act and the names and addresses of any witnesses.

Upon the final determination of the grievance, the documents, communication and records, excepting a record of the grievance and final adjustment thereof, and excepting records required by law to be kept and maintained, shall be destroyed.

Definitions Page

- **Administrative Employee:** Any person who is employed by the Board in an administrative capacity and is fulfilling duties for which an administrator's certificate is required pursuant to Kansas state statutes.
- **Association:** Marais des Cygnes Valley Teachers Association (MDCV TA), affiliated with Kansas National Education Association and the National Education Association.
- **Bargaining Unit:** All professional employees employed by the Board in a position that requires a certificate issued by the State Board of Education or employed in a professional educational or instructional capacity by the Board, excluding administrative, classified, and substitute employees and those hired by an outside co-op/agency.
- **Board:** The Board of Education of Unified School District 456, Osage County, Kansas.
- **Business Day:** Meaning Monday through Friday.
- **Day(s):** Except when otherwise indicated, "day(s)" shall mean calendar days.
- **District:** Unified School District 456, Osage County, Kansas.
- **Grievance:** Any complaint by a teacher, teachers, or the MDCV TA alleging violation, misinterpretation, or misapplication of any provisions contained in this Agreement, board policy, individual contract, and/or administrative regulation or practice affecting conditions of employment.
- **Grievant:** The person, persons, or the MDCV TA making the complaint.
- **Professional Employee:** Any person employed by the Board in a position that requires a certificate issued by the State Board of Education or employed in a professional educational or instructional capacity by the Board; providing, the term "professional employee" shall not include any person who is an administrative employee, or who is employed by the Board as a substitute teacher.
- **Superintendent:** Superintendent of Schools of Unified School District 456, Osage County, Kansas.
- **Teacher:** All professional employees of the District as defined in this Agreement.

FORM G456**GRIEVANCE REPORT FORM FOR
MARAIS DES CYGNES VALLEY USD 456 STAFF**

Grievant shall follow the procedure set forth in the Negotiated Agreement.

Grievant's Name: _____ Unified School District #456

Building
Assignment

Grievance #
Date Filed

Step 1: Informal Conference with Principal or Supervisor

A. Date: _____

Step 2: Formal Conference with Principal or Supervisor

A. Date cause of grievance occurred: _____

B. Date written request was received by Principal/Supervisor: _____

C. 1. Statement of Grievance: _____

2. Relief Sought: _____

Signature

Date

D. I will be accompanied by: _____ legal counsel _____ another person

E. Disposition by Principal or Supervisor: _____

Signature

Date

Step 3: The Appeal to the Superintendent

A. Date written request was received by Superintendent or designee: _____

B. Disposition by Superintendent or designee: _____

Signature

Date

C. Position of grievant: _____

Signature

Date

D. I will be accompanied by: _____ legal counsel _____ another person

E. Date of conference with Superintendent and/or designee: _____

Step 4: Meeting with Board of Education

- A. Date written request was received by the Board of Education Clerk: _____
- B. Date of the Board of Education Meeting: _____
- C. Position of grievant: _____

- D. I will be accompanied by: _____ legal counsel _____ another person
- E. Decision rendered by Board of Education: _____

Board President's Signature

Date: _____

**U.S.D 456 MARAIS DES CYGNES VALLEY
2023-2024**

Level 0 represents 0 years of experience

STEP	BS	BS+10	BS+20	BS+35	MASTERS	MS+10	MS+20
0	43,000	43,500	44,000	45,000	46,500	47,000	47,500
1	43300	43800	44300	45300	46800	47300	47800
2	43600	44100	44600	45600	47100	47600	48100
3	43950	44450	44950	45950	47450	47950	48450
4	44300	44800	45300	46300	47800	48300	48800
5	44650	45150	45650	46650	48150	48650	49150
6	45000	45500	46000	47000	48500	49000	49500
7	45350	45850	46350	47350	48850	49350	49850
8	45700	46200	46700	47700	49200	49700	50200
9	46050	46550	47050	48050	49550	50050	50550
10	46400	46900	47400	48400	49900	50400	50900
11	46750	47250	47750	48750	50250	50750	51250
12	47100	47600	48100	49100	50600	51100	51600
13			48450	49450	50950	51450	51950
14			48800	49800	51300	51800	52300
15			49200	50200	51700	52200	52700
16			49600	50600	52100	52600	53100
17			50000	51000	52500	53000	53500
18				51400	52900	53400	53900
19				51800	53300	53800	54300
20				52200	53700	54200	54700
21				52600	54100	54600	55100
22						55000	55500
23							55900

The district will provide a single health and dental insurance plan.

SUPPLEMENTAL COMPENSATION 2023-2024

Supplemental Compensation is determined by the following percentage as outlined in Article III, Item 11.

<u>ACTIVITY</u>	<u>PERCENTAGE</u>	<u>ACTIVITY</u>	<u>PERCENTAGE</u>
HS HEAD FB	0.110	JH HEAD FB	0.082
HS ASST. FB	0.075	JH ASST. FB	0.041
HS HEAD VB	0.110	JH HEAD VB	0.082
HS ASST. VB	0.075	JH ASST. VB	0.041
HS HEAD SOFTBALL	0.110	JH HEAD BOYS BB	0.082
HS ASST. SOFTBALL	0.075	JH ASST. BOYS BB	0.041
HS CHLDR SPONSOR	0.070	JH HEAD GIRLS BB	0.082
MUSIC	0.081	JH ASST. GIRLS BB	0.041
YEARBOOK	0.023	JH TRACK (2 POSITIONS)	0.041
STUDENT COUNCIL	0.027	JH CHLDR SPONSOR	0.030
FFA	0.101	JH QUIZ BOWL	0.014
FBLA	0.041	JH STUDENT COUNCIL	0.027
FCCLA	0.041		
CONCESSIONS	\$1675		
HS QUIZ BOWL	0.022		
SR. CLASS SPONSOR	0.022		
JR. CLASS SPONSOR	0.035		
SO. CLASS SPONSOR	0.022		
FR. CLASS SPONSOR	0.022		
JR/SR HIGH ACTIVITIES DIRECTOR	0.110(+ 10 DAYS/\$1500)		
SUMMER WEIGHT PROGRAM BOYS	\$1800		
SUMMER WEIGHT PROGRAM GIRLS	\$1800		
SUMMER COACHING	\$500		
FORENSICS	\$100/PER TOURNAMENT		
WEBSITE MANAGER	\$1000		
ACCREDITATION CO-CHAIR	\$500		

GRANT WRITER – THIS POSITION IS AVAILABLE TO EVERY TEACHER. EACH GRANT MUST BE APPROVED BY THE ADMINISTRATION AND THE BOARD BEFORE PROCEEDING. THE BOARD WILL PAY THE TEACHER \$100 FOR EACH BOARD APPROVED GRANT WRITTEN. THE WRITER OF EACH SUCCESSFUL GRANT WILL BE AWARDED 3% OF THE AMOUNT OF THE GRANT.

MARAIS DES CYGNES VALLEY - USD 456

2023-2024 Calendar

July 2023							January 2024						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1	31	1	2	3	4	5	6
2	3	4	5	6	7	8	7	8	9	10	11	12	13
9	10	11	12	13	14	15	14	15	16	17	18	19	20
16	17	18	19	20	21	22	21	22	23	24	25	26	27
23	24	25	26	27	28	29	28	29	30	31			
30	31						February 2024						
August 2023							S	M	T	W	T	F	S
S	M	T	W	T	F	S					1	2	3
		1	2	3	4	5	4	5	6	7	8	9	10
6	7	8	9	10	11	12	11	12	13	14	15	16	17
13	14	15	16	17	18	19	18	19	20	21	22	23	24
20	21	22	23	24	25	26	25	26	27	28	29		
27	28	29	30	31			March 2024						
September 2023							S	M	T	W	T	F	S
S	M	T	W	T	F	S						1	2
					1	2	3	4	5	6	7	8	9
3	4	5	6	7	8	9	10	11	12	13	14	15	16
10	11	12	13	14	15	16	17	18	19	20	21	22	23
17	18	19	20	21	22	23	24	25	26	27	28	29	30
24	25	26	27	28	29	30	31						
October 2023							April 2024						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7		1	2	3	4	5	6
8	9	10	11	12	13	14	7	8	9	10	11	12	13
15	16	17	18	19	20	21	14	15	16	17	18	19	20
22	23	24	25	26	27	28	21	22	23	24	25	26	27
29	30	31					28	29	30				
November 2023							May 2024						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4				1	2	3	4
5	6	7	8	9	10	11	5	6	7	8	9	10	11
12	13	14	15	16	17	18	12	13	14	15	16	17	18
19	20	21	22	23	24	25	19	20	21	22	23	24	25
26	27	28	29	30			26	27	28	29	30	31	
December 2023							June 2024						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2							1
3	4	5	6	7	8	9	2	3	4	5	6	7	8
10	11	12	13	14	15	16	9	10	11	12	13	14	15
17	18	19	20	21	22	23	16	17	18	19	20	21	22
24	25	26	27	28	29	30	23	24	25	26	27	28	29

Key

First and Last Day of School

Early Release Days

Teachers Only

No School

Other Notable Date

Student Days - 1Q=40, 2Q=39, 3Q=44, 4Q=42 - 165 Days

Teacher Days - 1Q=44, 2Q=40, 3Q=48, 4Q=43 - 175 Days

Classified PTO - 7/3-7/4, 9/4, 11/22-11/24,

12/20-12-26, 1/1, 1/15, 2/19, 3/14-3/15, 5/27, 6/19