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MASTER AGREEMENT

between the

MADISON-PLAINS
BOARD OF EDUCATION

and the

MADISON-PLAINS EDUCATION
ASSOCIATION/OEA/NEA

July 1, 2012 through June 30, 2015

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ARTICLE I NEGOTIATIONS PROCEDURE

A. RECOGNITION

The Madison-Plains Board of Education, hereinafter referred to as the "Board" recognizes the Madison-Plains Education Association and its affiliates the Ohio Education Association (OEA) and National Education Association (NEA), hereinafter referred to as the "Association" as the sole and exclusive bargaining representative for all certificated/licensed personnel employed under a regular teaching contract (except substitutes, aides, tutors, superintendent, principals, assistant principals, and supervisors as defined in section 4117.01(F) and the management level personnel as defined in section 4117.01(K) of the Ohio Revised Code) presently employed or who will be employed by the Board of Education during the term of this Collective Bargaining Agreement. Head Teachers employed under teaching contracts are included in the bargaining unit. Should Head Teachers or Athletic Directors be employed under section 3319.02 of the Ohio Revised Code, then they shall be excluded from the bargaining unit.

B. SCOPE OF NEGOTIATIONS

The scope of bargaining between the Board of Education and the Association shall be established by Section 4117.08 of the Ohio Revised Code. Section 4117.08 (A) states that all matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a Collective Bargaining Agreement are subject to collective bargaining between the Madison-Plains Education Association and the Board of Education of the Madison-Plains School District.

C. NEGOTIATIONS PROCEDURES

1. Submission of Proposals

Upon written request of the Association or Board between March 1 through and including March 31 of the year the contract is set to expire to the Superintendent or his/her designated representative or by the Superintendent to the President of the Madison-Plains Education Association. Three days of negotiations will be scheduled. The meeting place and time will be mutually acceptable to both parties. However, both parties agree that the first bargaining session for a successor agreement shall take place before April 15 of the last year of the contract. The second bargaining session for a successor agreement shall take place before May 15 of the last year of the contract. If necessary, the third negotiation session shall take place prior to the first day of school. The parties shall exchange their respective written proposal prior to their initial session, No new items shall be submitted thereafter except upon mutual agreement of the teams.

2. Negotiating Teams

The Board and the Association shall be represented at all negotiations by a team of negotiators of from three (3) to five (5) members each.

3. Negotiations Period

Both parties shall negotiate in "good faith" and strive to bring negotiations to a successful conclusion at the earliest possible date, but in no event shall negotiations extend beyond the expiration date of the contract unless mutually agreed upon by both parties.

4. Caucus

Either party may call for a caucus at any time.

5. Progress Reports

Progress reports may be made to the represented bodies by either negotiation team at the discretion of its team.

6. The negotiating teams may establish procedures which are deemed necessary for the conduct of negotiations.

7. Reaching Agreement

As tentative agreement is reached on each issue, it shall be so noted and initialed by each party. When consensus is reached covering all areas under discussion, the proposed total agreement shall be reduced to writing as a Tentative Agreement and submitted to the Association and the Board for approval. When approved by both parties, the Agreement shall be signed by the Presidents of the Board and the Association and shall be binding on both parties.

Official copies of the Negotiated Agreement shall be reproduced on a CD and distributed to all members. The Board will pay for the cost of reproducing the contract on a CD.

D. DISPUTE RESOLUTION

Pursuant to section 4117.14(C)(1) and 4117.14(E) of the Ohio Revised Code, the parties have established this mutually agreed upon Negotiations and Dispute Resolution Procedures which supersede the procedures listed in section 4117.14 (C)(2)-(6) and any other procedures to the contrary. Nothing herein shall be construed as a waiver of the Association's rights provided in 4117.14(D)(2) of the Ohio Revised Code.

In the event agreement is not reached thirty (30) days prior to the expiration of the Collective Bargaining Agreement, the Board and the Association shall meet in an attempt to agree on a mediator. If agreement is not reached in three (3) calendar days then the Association and the Board of Education shall jointly request the services of a mediator from the Federal Mediation and Conciliation Service (FMCS) unless the parties agree to an alternate mediation service.

The mediator shall meet with the parties or their representatives either jointly or separately, and shall take such steps as he/she may deem appropriate to persuade the parties to resolve their difference and to effect a mutually acceptable agreement. The mediator shall not, without the consent of both parties, recommend terms of settlement.

The mediator is without power to extend the period of mediation beyond the expiration date of the contract without the expressed consent of the parties.

ARTICLE II MANAGEMENT RIGHTS

The Board retains all rights to manage, direct and control its business and to make any and all rules, regulations, and policies necessary to maintain the orderly and efficient operation of the schools, except as limited by the specific written terms of the Collective Bargaining Agreement. These include the right to:

- A. Determine matters of inherent managerial policy which include, but are not limited to, areas of discretion of policy such as the functions and programs of the public employer, standards of services, its overall budget, utilization of technology, and organizational structure;
- B. Direct, supervise, evaluate, or hire employees;
- C. Maintain and improve the efficiency and effectiveness of governmental operations;
- D. Determine the overall methods, process, means, or personnel by which governmental operations are to be conducted;
- E. Suspend, discipline, demote, or discharge for just cause, or lay-off, transfer, assign, schedule, promote, or retain employees;
- F. Determine the adequacy of the work force;
- G. Determine the overall mission of the employer as a unit of government;
- H. Effectively manage the work force;
- I. Take action to carry-out the mission of the public employer as a governmental unit.

The exercise of any of the foregoing management rights requires neither prior negotiation with, nor agreement of the Association. However, the parties shall bargain the impact of any management decision prior to a change that affects wages, hours, or the terms and conditions of employment.

ARTICLE III ASSOCIATION RIGHTS

A. GENERAL PROVISIONS

Inasmuch as the Madison-Plains Education Association/OEA/NEA is recognized as the sole and exclusive organization representing certificated/licensed personnel in the district, the Board recognizes the Association has the following rights exclusive of any other employee organization representing teachers provided it does not disrupt the normal operations of the school:

1. To use the facilities of any building for Association meetings provided that no other school related activities are scheduled for the area and time requested and provided that the Association has notified the building administrator in advance in accordance with the district's facilities use policy.
2. To use Board-owned equipment on school property routinely available to any regular teacher employee, for example: audio-visual equipment, computers, etc. The Association shall be responsible for damage to Board equipment provided, however, that such damage was due to Association negligence and not normal wear and tear. Board purchased consumable materials used by the Association (i.e., paper) shall be paid for by the Association at Board cost.
3. To be assigned bulletin board space for use in each building. The Association shall have the right to post notices of its activities and matters of Association concern on such bulletin boards. The Association assumes responsibility for all Association material that are posted.
4. To use the inter-school mail and email system in the school's offices to distribute Association materials.
5. Duly designated representatives of the Association and/or OEA representative may visit schools in the district during duty-free lunch periods, before and after each school's regularly scheduled student day, and during his/her daily planning period. However, such visitation shall not interfere with a bargaining unit member's performance of his or her duties.
6. The Association representative may make announcements to the instructional staff at the end of building meetings.
7. To be placed on the agenda of any regular or special Board of Education meeting.

8. Prior to each regular or special Board of Education meeting, and at the same time and manner as provided the Board members to be provided with a copy of;
 - a. the Board agenda
 - b. the minutes of the prior regular or special meeting within the prior thirty (30) days
9. Upon request, the Board shall provide the Association any routinely prepared financial information.
10. Upon request, the Board will provide the Association with a copy of any available Directory of Employees in the form that it is published.
11. The Association President shall be placed on the agenda during teacher orientation for the purpose of making brief remarks of introduction and welcome.
12. Upon request, to have a list of newly employed or re-employed teachers delivered to the Association President.
13. The Board shall grant release time to employees who are subpoenaed to attend grievance and/or arbitration proceedings.
14. The MPEA President (or his/her designee) shall serve on interview committees pertaining to the selection of principals, curriculum director and special education director. The superintendent reserves the right to include additional MPEA members to serve on said committee, if a committee process is used. The superintendent retains all rights to committee make up, interview dates and notification.

B. FAIR SHARE FEE

1. Pursuant to Section 4117.09(C) of the Ohio Revised Code and as a condition of employment, each bargaining unit member as defined in Article I of this Contract who is not a member of the Association by the thirtieth (30th) calendar day of each school year or by the thirtieth (30th) calendar day after his/her initial employment with the Board, shall have equal payroll deductions beginning with the first (1st) payroll after January 15th and ending with the last pay in August, a Fair Share Fee which shall be equal to dues paid by members of the Association and its unified affiliates. The Association will provide a list of names to the Board Treasurer of those unit members who are not members of the Association and the total Fair Share Fee to be deducted for each.

2. The Association represents to the Board that an internal rebate procedure has been established in accordance with Section 4117.09(C) of the Ohio Revised Code for challenging the amount of the representation fee. This procedure will be given to each member of the bargaining unit who does not join the Association. This procedure and notice thereof shall be in compliance with all applicable state and federal laws and the Constitutions of the United States and the State of Ohio. The procedure shall provide for a reasonably prompt decision by an impartial decision-maker in the event any monies are disputed. Upon timely demand, non-members may apply to the Association for an immediate advance reduction of the fair share fee pursuant to the internal procedure adopted by the Association. The advance reduction shall be the proportionate amount of monies expended for partisan political or ideological purposes not germane to the Association's work in the realm of collective bargaining. The Association shall escrow all monies that might reasonably be disputed.
3. The Association agrees to hold the Board harmless in any suit, claim or administrative proceeding arising out of or connected with the imposition, determination or collection of Fair Share Fee and to indemnify the Board for any liability imposed on it as a result of any such suit, claim or administrative proceeding provided the following conditions are met:
 - a. The Board shall notify the MPEA President in writing within ten (10) workdays, exclusive of holidays, of any claim made or action filed against the Board of which indemnification may be claimed.
 - b. The MPEA/OEA/NEA has the right to designate counsel to represent and defend the Board.
 - c. The Board agrees to:
 - (1) give full and complete cooperation and assistance to the MPEA/OEA/NEA and its counsel at all levels of the proceeding,
 - (2) permit the MPEA/OEA/NEA to intervene as a party if so desired, and/or
 - (3) to not oppose MPEA/OEA/NEA applications to file briefs amicus curiae in the action.
 - d. The action brought against the Board must be a direct consequence of the Board's good faith compliance with the Fair Share Fee contract provision provided, however, that there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply (except due to a legal order) or misapplies the Fair Share Fee contract provision.

4. As used in this article, the term "Board" includes the Board of Education of the Madison-Plains School District, its members, the Treasurer, Superintendent and all members of the administrative staff.
5. The Association shall keep the Board's Treasurer apprised of which members of the bargaining unit are not members of the Association, and of the total amount of the Fair Share Fee to be deducted from each.
6. If a unit member's employment ends or if he/she assumes unpaid status with the Board before all the deductions have been made, the unpaid balance shall be deducted from his/her final paycheck prior to assumption of unpaid status. Following completion of each deduction, the Board's Treasurer shall remit the amount which was deducted to the Treasurer of the Association by check, payable to the "Madison-Plains Education Association." Each such check shall be accompanied by a list of bargaining unit members from whose pay deductions were made and the amount deducted from the pay of each such unit member.

**ARTICLE IV
TEACHER CONTRACTS**

A. SEQUENCE OF LIMITED CONTRACTS

1. Limited contracts issued after the effective date of this Agreement to all members of the bargaining unit who are not eligible for extended limited contracts shall have the following duration:

First and second contract	1 Year
Third contract	2 Years
Fourth and subsequent contract	3 Years

2. A bargaining unit member may be given a one (1) year contract in lieu of a multi-year contract for performance deficiencies identified in the evaluation procedure in Article VI of this Agreement. Such interruption of the sequence outlined above shall occur only once. Then, if the bargaining unit member is re-employed, the normal sequence will continue.
3. 1st year contract tied to a mandatory fifteen (15) hour resident educator program. (Mentor paid \$15/hour) (See Appendix G).

2nd year resident educator program is mandatory or voluntary, as recommended by the building principal.

B. CONSIDERATION FOR CONTINUING CONTRACT

1. The Superintendent will provide a form requesting from the unit member written information regarding: recent education, certificates/licenses held, subjects and/or grades taught in the same or other buildings, and any other information the unit member desires to submit in support of his/her request for continuing contract, such as service on building or district-wide committees, references and evidence of instructional effectiveness. (See Appendix A.)
2. A bargaining unit member who is eligible for continuing contract shall be considered for a continuing contract after proper and appropriate notice to the Superintendent at the conclusion of the bargaining unit member's current limited contract. Notwithstanding the above, a bargaining unit member who desires to be eligible for a continuing contract in a year other than the expiration of a limited contract may be considered by the Superintendent after proper and appropriate notice. The refusal by the Superintendent to either consider or grant continuing contract status to the bargaining unit member is made at the sole and exclusive discretion of the Superintendent, and is not subject to the grievance procedure.

C. NON-RENEWAL OF LIMITED CONTRACTS

1. The procedures in this section shall apply starting with consideration for his/her fourth and subsequent teacher contracts. It is the express intention of the Board and Association that the language in this Article replace the requirements contained in ORC §§3319.11 and 3319.111.
2. If the Superintendent intends to recommend the non-renewal of the contract of a bargaining unit member, he/she shall on or before 1st of June deliver or cause to be delivered to the bargaining unit member a written notification of that intent. The Superintendent shall put the reason(s) for his/her recommendation in writing to be presented at a scheduled meeting with the bargaining unit member. The bargaining unit member may be accompanied by a representative of his/her choice at the time of the scheduled meeting.
3. Prior to official Board action, bargaining unit members whose contracts are being recommended for non-renewal shall be notified of the date when the Board intends to act on the Superintendent's recommendation.
4. If the Board non-renews a bargaining unit member's contract against the Superintendent's recommendation, the Board shall give the bargaining unit member written reason(s) for such action in executive session and the bargaining unit member may be accompanied by a representative of his/her choice in such session.
5. If the bargaining unit member referred to in paragraph 4. above is not present at the Board meeting when official action is taken to non-renew the bargaining unit member's contract, the bargaining unit member, upon request, will be given reason(s) for the Board's action in executive session no later than the next regular Board meeting.
6. No member of the bargaining unit shall be non-renewed without just cause. This refers to people in fourth and subsequent years.

**ARTICLE V
REDUCTION IN FORCE**

A. DEFINE RIF

A Reduction in Force (RIF) shall have occurred when the employer reduces or eliminates a bargaining unit position.

B. RIF PLANNING

In determining the position(s) to be reduced, eliminated, or not filled, the following sequence shall be used:

1. Position(s) vacated as a result of voluntary resignation, retirement, or death will not be filled.
2. The Board of Education shall act on all continuing contracts prior to implementation of this procedure.
3. RIF may only occur at the end of a school year and contract suspensions must be effective before the first work day of the next school year. For this section, school year is defined as days teachers are scheduled to be at work.

C. NOTIFICATION OF ANTICIPATION RIF

1. Prior to May 1 the employer shall notify the union president of any RIF to be implemented for the next school year. This shall be the only time RIF shall be implemented. The notification shall include the reason(s) for the RIF; the anticipated position(s) to be reduced or eliminated; the anticipated name(s) of the employees to be affected, the anticipated date of employer action to implement the RIF and the effective date of the RIF. The employer shall notify the employee to be laid off due to a RIF 30 days advance written notification prior to the implementation of the RIF. The notice shall state the reason for the RIF and the effective date of the suspension.
2. Within ten (10) days of receipt of the written notification, representatives of the employer and the union shall meet to review and discuss the proposed RIF.

D. IMPLEMENTATION PROCEDURE

Implementation Date is the date when the Board of Education votes to have a reduction in force (RIF). If it is deemed necessary by the Board to reduce staff, the Board shall proceed to suspend contracts for teachers who have been evaluated in accordance with the evaluation procedure. Suspension of contracts shall be recommended by licensure/certification area and order shall be based on the following order:

First, position(s) vacated as a result of voluntary resignation, retirement, or death will not be filled. When notification of position opening(s) as a result of voluntary resignation, retirement, or death is received by the District after May 1 but before the first teacher work day of the next school year, those positions do not have to be filled or RIFed.

Second, limited contract teachers shall be reduced first utilizing the following order:

1. Licensure/Certification
2. Competency as determined by formal evaluation
3. When evaluations are comparable, seniority in the District shall prevail.
4. For the purpose of determining “comparable final evaluation rating”, anyone with an evaluation rating of Accomplished, Proficient or Developing will be considered comparable until the end of the 2014-15 school year. Thereafter, the district’s evaluation instrument will determine “comparable final evaluation rating”.
5. A teacher must be evaluated for two (2) school years, before s/he can obtain a “comparable final evaluation rating” that would allow her/him any rights over a more senior bargaining member during a RIF situation.

Third, continuing contract teachers shall be reduced by utilizing the following order:

1. Licensure/Certification
2. Competency as determined by formal evaluation
3. When evaluations are comparable, seniority in the District shall prevail.
4. For the purpose of determining “comparable final evaluation rating”, anyone with an evaluation rating of Accomplished, Proficient or Developing will be considered comparable until the end of the 2014-15 school year. Thereafter, the district’s evaluation instrument will determine “comparable final evaluation rating” until the end of the 2014-15 school year. Thereafter, the district’s evaluation instrument will determine “comparable final evaluation rating”.
5. Layoff shall occur by suspension of contract.
6. An employee to be laid off due to RIF shall be given thirty (30) days advance written notification prior to the implementation of the RIF. The union shall be sent a copy of said notification at the same time. The notice shall state the reason for RIF, the effective date of contract suspension, and the date of the employer's action to implement the RIF.
7. Using the criteria in this provision, the District will establish the order in which members’ contracts are suspended and will recall members in reverse order.

8. Reasons for all RIFs shall not be arbitrary, capricious, or discriminatory.

E. BUMPING RIGHTS

1. A bargaining unit member(s) whose position(s) are RIFed shall have the right to bump the least senior person with a comparable evaluation in an area for which they hold a certificate/license. If the bumping employee has more than one area of certification/licensure, the employee to be displaced will be the employee with the least district seniority in any of the bumping employee's areas of certification/licensure with a comparable evaluation. The bargaining unit member being bumped may in turn bump another bargaining unit member using the same criteria until all bumping is completed. The actual change in teaching assignments will be accomplished through assignment and/or transfer by the Superintendent.
2. Written notice of intent to exercise bumping rights must be given to the Superintendent or designee in writing, within five (5) days of receipt of the written notice of intent to RIF notification. A copy should be sent to the union president. Within five (5) days of receipt of written notice of intent to exercise bumping rights, the Superintendent or designee will provide notification in writing to the displaced employee, using the same criteria until all bumping is completed, and send a copy to the union president. All written notifications will be sent the same day using electronic mail and certified mail.

F. LAYOFF RIGHTS

An employee on RIFed or layoff status shall have the following rights:

1. The right to continue receipt of group insurance coverage at the employee's expense in accordance with COBRA.
2. Time spent on layoff SHALL not contribute to the accrual of seniority, but shall not constitute a break in seniority.
3. Credit for salary placement, upon recall, for the same or similar work performed while on layoff status.
4. The right to be notified by e-mail and postal mail of all postings for bargaining unit positions. The bargaining unit member is responsible for notifying the administrative office in writing any changes to e-mail and postal mailing address(es).
5. The unchallenged right to unemployment compensation benefits when that employee has not been offered an equivalent bargaining unit position during layoff.
6. Recognition of additional certification, license, or entry-level requirements earned or reported while on layoff status for recall purposes, provided such information is filed with the employer prior to recall.

7. The right to priority status on the substitute list upon request.

G. RECALL RIGHTS

1. Laid off employees shall be recalled in reverse order of layoff, in keeping with contract status and certification/licensure. The union shall be sent a copy of said notification at the same time. The notice shall state the area of licensure/certification needed for the recalled assignment, the assignment, the effective date of contract resumption, and whether the assignment constitutes a full workday or a fraction thereof, which, if so, shall be specified.
2. Any employee shall be considered to have recall rights if the employee is either laid off or is working in a position of lower pay or fewer hours than the position he/she held prior to the reduction in force.
3. The employee shall be notified in writing by certified mail of an offer of recall and given ten (10) days to accept such offer and shall be granted a minimum of five (5) days from date of acceptance to report to work. It is the employee's responsibility to notify the Administration of any change of address.
4. This procedure shall continue until all employees on layoff status have been recalled to an equivalent (full-time to full-time and part-time to part-time) position within the staff member's current certification/licensure, or have retired under the State Teachers Retirement System (STRS), or have voluntarily resigned. Position is the duties the employee would be doing (i.e., teacher, guidance counselor, etc.). Assignment is the specific job the employee would be doing (i.e., 2nd grade teacher, high school chemistry teacher, etc.). The District Treasurer maintains the recall list.
5. Any bargaining unit member who gains additional certifications/licenses while on the recall list will be credited at the time of submission to the Superintendent.
6. Recall eligibility shall expire thirty-six months after the date on which the board took action to place the teacher on layoff.

H. LIMITATIONS

1. No new hire shall be employed in a bargaining unit position until all laid off employees who are certified/licensed in the area(s) of the open position(s) have been offered such position(s).
2. No transfer or reassignment shall be made during a period of RIF that prevents the recall of an employee on layoff status. No vacancy shall be posted until all eligible employees have been recalled.
3. No current, non-bargaining unit employee shall be assigned to fill a bargaining unit position while an eligible employee remains on layoff status.
4. Work previously performed by laid off employees shall not be subcontracted.

5. Qualifications for a bargaining unit position shall not be upgraded to prevent the recall of a laid off employee.

I. TERMINATION OF RIF

The RIF shall be terminated when no employee remains on layoff status or all requirements above have been satisfied.

J. DEFINE SENIORITY

The length of continuing service in the bargaining unit from the most recent date of entrance in the bargaining unit.

ARTICLE VI EVALUATION

During the 2012/2013 school year, all teachers will be evaluated under the new evaluation system which will be limited to teacher performance. Starting in the 2013/14 school year, both performance and a value added component will be included in the summative evaluation.

- A. Not later than July 1, 2013, the Evaluation Committee of the Madison Plains Board of Education and the Education Association shall adopt a standards-based teacher evaluation policy that conforms with the evaluation of teachers developed under Section 3319.112 of the ORC.
1. All evaluation procedures, including the development of a student assessment system, shall be included in the Collective Bargaining Agreement through a Memorandum of Understanding when they are completed. Said procedures shall be implemented through a no-fault pilot program during the 2012-2013 school year. The Evaluation Committee shall review and make changes to the procedures as deemed necessary to meet the evaluation philosophy of the District.
 2. All staff involved in the pilot program and thereafter shall be trained in the evaluation processes, procedures and tools.
 3. All evaluators shall be administrators of the Madison Plains School District and shall be trained and licensed as evaluators by the State of Ohio.
 4. A bargaining unit member, the administration or the Board may request additional evaluation to be conducted by any qualified administrator.
 5. At the end of the pilot program, the Evaluation Committee shall decide, based on the results of the program, to roll out the Evaluation Procedure district wide.
 6. The Board and the RTTT/OTES Transformation Committee shall produce the final evaluation model.
 7. In the event of legislative action by the Ohio General Assembly that impacts in any way on this topic, the parties of the Master Agreement agree to reconvene bargaining to make the appropriate adjustments required.
 8. Prior to making any changes to the employee evaluation process and/or to the employee evaluation instrument, the employer shall make written notification to the association of its intent to make any and all recommended changes.

9. In addition to the employer's written notification to the association president of any and all recommended changes of the employee evaluation provision, the employer also shall include specific written rationale for making the recommended changes to the procedure and/or to the employee evaluation instrument. All final changes shall be made by the formal collective bargaining process.
10. The obligation for in-term bargaining for changes in the evaluation process shall be triggered by employer changes to the Board adopted Evaluation Policy affecting the terms and conditions of employment not addressed.
11. In term bargaining process for changes in the evaluation process shall be limited to thirty (30) calendar days commencing with the first meeting.
12. Should in term bargaining fail to produce agreement on the issue(s), the issue(s) are submitted to mediation through the services of the Federal Mediation and Conciliation Service (FMCS) to assist the parties in negotiations. If a party calls for FMCS involvement, the party shall join in a joint request.
13. When it appears that no progress can be accomplished by FCMS or any mutually agreed to extensions, the matter will be submitted to final and binding arbitration. The arbitrator shall be selected from, and according to, voluntary rules and regulations of the American Arbitration Association.
14. The arbitrator shall make a written decision limited to the matters unresolved between the parties and shall not be in conflict with other provisions of the Negotiated Agreement. The decision of the arbitrator shall be final and binding. The cost of the arbitrator shall be shared equally between parties.

B. PURPOSES OF EVALUATION

1. To improve instruction.
2. To help the bargaining unit member achieve greater effectiveness in his/her area of certification/licensure.
3. To provide definite, written records of the bargaining unit member's performance to be used along with other relevant information as documented in the member's personnel file:
 - a. As evidence of the bargaining unit member's performance.
 - b. In advancement of position and awarding of continued employment.

- c. As reference material for recommendations to other systems.
- d. To serve as written documentation in cases of non-renewal.

C. EVALUATION PROCEDURE

1. In the year that the teachers are to be evaluated, such written evaluations shall be provided no later than December 1st for the first evaluation and no later than March 1st for the second evaluation. Each formal written evaluation of a bargaining unit member shall require a minimum of two (2) observations. The required observations shall be planned for a minimum of thirty (30) minutes duration unless unforeseen circumstances occurring after the commencement of the observation preclude completion of a full thirty (30) minutes. If the unit member elects to have another observation under such circumstances, the bargaining unit member shall be re-observed and a new observation report shall be prepared. Any additional observations shall be of at least fifteen (15) minutes duration. One of the two (2) required observations will be scheduled by giving the unit member, at least two (2) days prior notice. Observations will begin after the second (2nd) full week of school. Each observation will be followed by a conference within ten (10) school days of the observation to discuss the observation and contents of the observation form. The bargaining unit member will receive a copy of the observation form at the time of the conference or, if the unit member requests, the unit member shall be given a copy of the observation form prior to the conference so that it may serve as a basis for discussion.
2. If any category of the observation form is marked unsatisfactory, the observer shall attach a written statement of specific problems observed which led to the unsatisfactory rating and offer specific suggestions and the means by which the teacher may obtain assistance in making improvement and shall provide for a reasonable opportunity to make the recommended changes.
3. A bargaining unit member who disagrees with the content of a written observation report may respond in accordance with Article VIII, paragraph B. of this Agreement.
4. All monitoring or observation of the work performance of a bargaining unit member will be conducted openly and with full knowledge of the unit member. The use of eavesdropping by public address, or audio systems, and similar surveillance devices will be strictly prohibited.
5. A conference to discuss the evaluation will be held within ten (10) school days after completion. The bargaining unit member will receive a copy of the final evaluation form at the time of the conference or prior to the conference if the unit member specifically requests.
6. A joint committee will begin meeting not later than August 1, 1999 and meet at least weekly thereafter to draft a new Evaluation/Criteria

Instrument (Appendix B) and, a teacher job description. The Evaluation/Criteria Instrument shall reflect the new teacher job description.

The joint committee shall consist of the following:

- a. One (1) teacher from each school building as appointed by the Association,
- b. The Superintendent,
- c. One (1) member of the Board of Education,
- d. One (1) administrator as appointed by the Superintendent,
- e. The President of the Association or designee.

The joint committee will attempt to complete a new Evaluation/Criteria Instrument and a new job description by September 1, 1999. Any recommendations from the joint committee shall be ratified by the Association membership and the Board of Education. Upon ratification, the new Evaluation/Criteria Instrument and the job description shall be made part of the Collective Bargaining Agreement as though fully written therein.

If the committee is unable to agree on a new Evaluation/Criteria Instrument and/or a job description by September 1, 1999, or if the committee's recommendations are not approved by the Board of Education or the Association membership, the Evaluation/Criteria Instrument shall remain unchanged as contained in Appendix B of the Agreement and no job description will be adopted by the Board of Education.

All teachers on the committee will receive \$150.00 stipend.

7.
 - a. A timeline that was created by the OTES/RTTT Team will be followed for Evaluations and is attached hereto as Appendix B
 - b. Frequency of Evaluations –
 - i. Teachers that are new to the district will be formally observed 3 times a year.
 - ii. Teachers that have been in the district for at least one year will be observed twice a year unless they are on an improvement plan.
 - iii. During each semester a minimum of 8 walkthroughs with a maximum time of 4 minutes per each walkthrough shall be conducted, with a copy of the walkthrough information being given to the teacher within 24 hours of the walkthrough.

- c. Teachers will be given a summative evaluation of their performance by April 30th. For the 2012-2013 school year performance only will be considered, however, value added may be shared with the teachers. Beginning with the 2013-2014 school year the summative evaluation will include both performance and a value added component.
- d. Exception:
 - i. A Teacher who is rated “accomplished” two years in a row using the Madison-Plains Evaluation system, will be observed once a year, following the May 1 Completion of the Evaluation. However the Student Value added score will be included in the evaluation. The district will use the average score for “Accomplished” in this computation.
 - ii. A Teacher who is under consideration for nonrenewal must have at least three formal observations instead of two, and informed by the Superintendent that they will not be renewed, by June 1st.

D. EXPEDITED GRIEVANCE CHALLENGE – TEACHER EVALUATION

If an employee believes the evaluator has violated the procedure or that the evaluator’s judgment or conclusion is arbitrary, capricious or unreasonable, the employee must file a written grievance at Level 1 within ten calendar days as defined by the employees receipt of the signed and final version of a written evaluation for the particular school year or part of a school year.

The Superintendent and/or designee(s) shall meet within ten (10) calendar days of a written evaluation grievance with the Association President and/or OEA consultant and discuss the grievance(s) to attempt to understand and resolve the grievance(s), within ten(10) calendar days of such meeting if the matter remains unresolved the Association may appeal directly to arbitration. The Association shall notify the Superintendent in writing of his/her intent to submit the matter for arbitration.

For the purposes of a RIF, evaluations will be weighed as followed: Accomplished 4, Proficient 3, Developing 2 and Ineffective 1. The scores of the last three evaluations will added together to obtain a medium score which will be used to determine the order of a layoff during a RIF situation. However, if a teacher has less than three (3) years of continuing service in the bargaining unit, but has been properly evaluated for two (2) consecutive school years, then his/her score will be added together to obtain a medium score which will be used and compared to those bargaining unit members that have three (3) years of evaluations to determine the order of a layoff during a RIF situation. However, the Evaluation Committee shall have the authority to review and make changes to this paragraph and Article 5-second paragraph,#5 as deemed necessary to meet the evaluation philosophy of the District.

E. EVALUATION CRITERIA

1. A committee will be formed during the last year of the contract to review an observation form and evaluation instrument. The committee shall consist of an equal number of bargaining unit members and administrators. Upon approval of a majority of the committee, the observation form and evaluation instrument shall be attached to this Agreement and be incorporated herein.
2. The evaluation will cover all aspects of unit member's professional service, including, but not limited to classroom performance. The private life of the bargaining unit member shall not be appropriate subject matter for evaluation except as it affects the performance of professional duties.
3. All observations and evaluations shall be consistent with the terms of this Agreement and shall be done on the observation form and evaluation instrument included herein. (See Appendix B)

F. APPLICATION

1. These procedures shall not apply to supplemental or extended service contracts.
2. The parties may mutually agree to extend the time deadlines under this Article. It shall automatically be extended due to the absence of any of the participants by the number of days in the absence.
3. It is the express intention of the Board and Association that the language in this Article replace the requirements contained in ORC §§3319.11 and 3319.111.

**ARTICLE VII
TRANSFERS AND ASSIGNMENTS**

- A. Bargaining unit members shall be notified of District openings in special areas, and in teaching and administrative positions. Job vacancies shall be posted on District web sites, email, and ONE Call or its equivalent.

Bargaining unit members shall have ten (10) calendar days from the date of posting during the school year or the date of mailing in June, July, or August.

Notification of vacancies shall include the following:

1. Position(s) available,
 2. Certification/licensure required,
 3. Deadline for application,
 4. Effective starting date, and
 5. Any additional pertinent information.
- B. A position is considered vacant when a new bargaining unit position is created or when an employee dies, resigns, retires, is terminated, promoted, or transferred. However, the Board shall determine whether and when a vacancy shall be filled.
- C. Bargaining unit members may request, in writing, transfer to another building and/or another assignment. Such written requests shall be directed to the Superintendent.
- D. The Superintendent shall provide written notification with reasons of approval or denial of such transfer requests within thirty (30) calendar days of the request or ten (10) calendar days before the start of the school year for which the transfer request was made whichever is sooner.
- E. Transfers shall be consistent with the educational needs of the school district and shall not be arbitrary or capricious.
- F. Though it is expected that an attempt will be made to make transfers on a voluntary basis, involuntary transfers shall be made only after a conference with the bargaining unit members involved, principal and Superintendent, but shall be done so within seven (7) working days after July 10th, except for unusual circumstances.
- G. A bargaining unit member being involuntarily transferred shall be told of the reasons for the transfer. These reasons will be reduced to writing at the request of the bargaining unit member.
- H. No vacant bargaining unit position may be filled outside the bargaining unit if there is a properly certificated/licensed applicant from within the unit.

- I. Bargaining unit members shall be assigned within their areas of certification.
- J. Whenever it is necessary to change assignments within a building, the principal shall first attempt to make the necessary changes on a voluntary basis to the mutual satisfaction of the bargaining unit members at the affected grade levels. If this is not possible then the principal shall make the necessary changes and the provisions of paragraphs A - D shall not apply. Bargaining unit members may request reassignment within the building in writing. Such requests shall be directed to the principal. Any vacancy existing after reassignments within the building have been completed will be posted as required by this Article.

**ARTICLE VIII
PERSONNEL RECORDS**

- A. There shall be one (1) official personnel record of each bargaining unit member which shall be confidential and shall be maintained in the Central Office.
- B. Any bargaining unit member shall have the opportunity to read any material which may be considered critical of the bargaining unit member's conduct or service before it is placed in his/her personnel file. A bargaining unit member shall acknowledge that the material has been read by affixing his/her signature to the copy to be filed. The signature shall not indicate agreement with the content of the material, but indicates only that the material has been inspected by that individual. Bargaining unit members shall also have the opportunity to reply to such critical material in a written statement to be attached to the file copy.
- C. Bargaining unit members shall be informed of any complaint by a parent and/or student which is directed toward them which will become a matter of record by placement of such in his/her personnel file. Anonymous letters or materials shall not be placed in a unit member's file.
- D. A bargaining unit member shall have the right to inspect his/her personnel file and may exercise the right to be accompanied by a representative of choice. The Administration may require twenty-four (24) hours' notice when, in its judgment, it deems such advance appointment is necessary. A bargaining unit member shall have the right to copies of any of the contents of his/her personnel file, however, he/she shall be assessed the actual cost for such services as established by the Board of Education.
- E. All bargaining unit members shall be notified immediately of any request by the public to review or receive copies of any public record, as defined by ORC 149.43, and shall be notified of the person(s) making the request.
- F. Each member of the bargaining unit shall have the right to indicate those documents and/or other materials in his/her personnel file which he/she believes to be irrelevant, untimely, incomplete, and/or inaccurate. The member shall have the right to request that the irrelevant, untimely, incomplete, and/or inaccurate materials be removed from the file and destroyed. Such request shall be reviewed by the Superintendent. If the Superintendent does not agree to remove the materials, the member shall have the right to initiate a grievance at Level Three. However, an administrator's exercise of his/her subjective judgment in matters such as evaluation and observation may not be taken to Level Three under this Article.

**ARTICLE IX
GRIEVANCE PROCEDURE**

A. PURPOSE

The purpose of this procedure shall be to obtain at the lowest administrative level and in the shortest period of time, equitable solutions to grievances which may arise from time to time.

B. GRIEVANCE DEFINED

1. A grievance is defined as an alleged violation, misapplication, or misinterpretation of this written, Negotiated Agreement between the Association and the Board.
2. A grievant shall mean a bargaining unit member, and/or a group of members of the bargaining unit, and/or the Association, who allege(s) some violation, misinterpretation, or misapplication of the aforementioned agreement. A group grievance shall be signed by each of those bargaining unit members who are presenting themselves as parties to the grievance Association grievances shall be signed by the President of the Association or, in the event of that officer's absence or diminished capacity, by his/her designee. Group grievances shall be filed at the Superintendent's level unless the parties to a group grievance all work under the direction of the same principal or other immediate supervisor. Association grievances shall be filed at the Superintendent's level unless the building principal has the authority to resolve the grievance. No more than two (2) individual grievants to the group grievance shall represent the group at each level of the grievance procedure.

C. GENERAL PROVISIONS

1. The Grievance Procedure shall be available to all members of the bargaining unit and no reprisals of any kind shall be taken against any individual on the basis of their initiation of, or participation in, the use of the Grievance Procedure.
2. An individual grievance shall be initiated by the person(s) allegedly aggrieved, or by the Association on behalf of the person(s) allegedly aggrieved.
3. A grievant or administrator may have another person present, either as an observer or as a representative, at each formal step of the Grievance Procedure. Such observer or representative need not be the same individual at each or all steps of the Grievance Procedure, and may be another member of the bargaining unit or administration, or an officer or agent of the Association.

4. Failure of the grievant to proceed within the specified time limits to the next step of the procedure shall mean the grievance has been resolved by the answer stated in the previous step.
5. Failure of the administration to respond in the time limit stated shall move the grievance under consideration to the next step.
6. Time limitations specified shall be considered as maximum unless otherwise extended by mutual written agreement by the parties to the grievance and/or their duly constituted representatives.
7. Nothing contained in this procedure shall be construed as limiting the rights of a bargaining unit member from approaching the Board following the Superintendent's disposition or from using other professional or legal rights in seeking resolution to a complaint or problem.

A grievant's exercising the option of having a Board hearing will constitute an automatic extension of the time by which arbitration must be requested to five (5) days beyond the date of the Board's decision on the issue(s). The Board shall issue its decision within ten (10) days of the Board hearing. Such hearing is to be held within thirty (30) days of the hearing request.

8. A day shall mean any day other than weekends, holidays, and any other days when, by established schedule or emergency, no administrative staff or the grievant(s) is on duty.
9. Any party to a grievance may have present at a hearing of the grievance any such persons who may provide information and/or assistance related to arriving at an understanding and/or resolution of such grievance.
10. Copies of all grievances filed and decisions rendered at each step shall be provided to the grievant and to the Association.

D. INITIATING AND PROCESSING A GRIEVANCE (SEE APPENDIX C)

1. Informal Step

A grievance may be discussed informally with the appropriate administrator prior to initiation of a formal grievance. Nothing contained in this procedure shall be construed to limit the rights of members of the bargaining unit having a complaint or problem to discuss the matter of concern informally with members of the administration through normal channels of communication, nor the right of members of the administration to initiate informal discussions with members of the bargaining unit relative to matters perceived to be of concern.

2. Step One - Principal/Supervisor

A copy of the written grievance shall be submitted to the grievant's immediate administrator within thirty (30) days of the act or condition upon which the grievance is based.

At a mutually agreeable time within ten (10) days of the filing of the grievance, the Principal/Supervisor shall schedule and hold a hearing of the grievance which shall be limited to discussion of the issue(s) being grieved and the appropriate relief.

Within ten (10) days of the hearing, the administrator shall provide the grievant with a written response stating his/her disposition of the grievance.

3. Step Two - Superintendent

If the grievant is not satisfied with the response received in Step One, he/she may within ten (10) days of receipt of such written response submit the written grievance to the Superintendent as a request for a Step Two hearing.

At a mutually agreeable time within ten (10) days of the filing of the grievance, the Superintendent shall schedule and hold a hearing of the grievance which shall be limited to discussion of the issue(s) being grieved and the appropriate relief.

Within ten (10) days of the hearing, the Superintendent shall provide the grievant with a written response stating his/her disposition of the grievance.

4. Step Three - Binding Arbitration

a. If the grievant is not satisfied with the response received from the Superintendent in Step Two, he/she may, within ten (10) days of the receipt of such written response, request the Madison-Plains Education Association to support arbitration of said grievance.

b. If the Madison-Plains Education Association elects to support arbitration of said grievance, the Association President or his/her designee shall so inform the Superintendent, in writing, within fifteen (15) days of the grievant's receipt of the written disposition of said grievance made by the Superintendent at Step Two of the Grievance Procedure.

c. No member of the bargaining unit shall have the authority or the power to initiate or prosecute the arbitration of a grievance without the expressed approval and representative participation of the Madison-Plains Education Association.

- d. The arbitrator shall be mutually selected by the Superintendent and the Association from names submitted by the American Arbitration Association (AAA) according to the voluntary rules and regulations of the American Arbitration Association.
 - e. The parties to the grievance and to this Agreement shall submit themselves to the authority of the arbitrator to hold such hearings as he/she deems necessary for finding of fact and rendering a decision to the grievance as stated on the initial grievance form in accordance with the rules, regulations, and procedures of the American Arbitration Association (AAA).
 - f. The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this Collective Bargaining Agreement, nor add to, detract from or modify the language therein in arriving at his/her decision concerning any issue presented that is proper within the limitations expressed herein. The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall have no authority to decide any other issue(s) not so submitted to him/her or to submit observations or declarations of opinion which are not directly essential in reaching his/her decision.
 - g. The decision of the arbitrator shall be final and binding for all parties.
5. The loser, to be specifically designated by the arbitrator, shall pay the fees and expenses of the arbitrator and any expenses incidental to the arbitration proceeding. Each party, however, shall be responsible for the fees and expenses of its representative(s).
6. Costs of a reporter and/or copies of a transcript of the arbitration hearing shall be borne by the party(ies) requesting service and/or receiving copies of the transcript.

ARTICLE X
SCHOOL DAY, SCHOOL YEAR, SCHOOL CALENDAR AND CONSOLIDATION

A. SCHOOL DAY

1. The length of the school day shall be the same for all bargaining unit members in the Madison-Plains School District. The length of the day shall not exceed 460 minutes. All bargaining unit members shall have a minimum of 225 minutes of uninterrupted preparation time per week, with not less than thirty (30) consecutive minutes of such uninterrupted preparation time scheduled each work day. The school district will notify all employees of the start and end time of their respective school building at least fifteen (15) calendar days prior to the first day of school year, unless the start and end time for their building does not change from the prior school year. The established work hours for staff are 7:21 am to 2:51 pm. However, variations from these hours require approval of the employee's immediate supervisor.
 - a. Preparation time shall be considered uninterrupted when an elementary/intermediate bargaining unit member has not been displaced from their preparation time more than two (2) times per year.
 - b. Preparation time shall be considered uninterrupted when a junior high school or high school bargaining unit member has not been displaced from their preparation time more than four (4) times per year.
2. All bargaining unit members will have a thirty (30) minute duty-free lunch period.

B. SCHOOL YEAR

School Year shall be 184 days.

1. One (1) day for general and in-service activities.
2. Seven and one-half (7-½) hours of in-service in areas that will enhance professional growth in each bargaining unit members' area of certification/licensure. The Superintendent and our Local Professional Development Committee must approve the in-service hours. The in-service may extend to several in-service meetings over the school year. Proper documentation must be forwarded to the Superintendent's office when completed. Any member not recording the proper number of in-service hours will be scheduled for 7-½ hours of in-service by the Administration starting in May-June.
3. One (1) work day at the close of the school year.

4. One (1) day for all newly employed members in addition to three (3) scheduled in-service meetings during the school year.
5. Elementary teachers shall be released at least 1 (one) full day from their regular duties with pay to grade, diagnostic tests
6. The regular contractual year for unit members shall consist of a maximum of 184 days. All unit members shall work and be compensated for two (2) extra work days according to their daily salary schedule in effect for that school year. Two (2) days will be used for in-service Highly Qualified Professional Development.
7. The Board will annually put on the calendar and provide the teacher with three uninterrupted sixty (60) minutes of early dismissal days to begin before the scheduled dismissal time for students for the purpose of grading and recordkeeping at the end of each quarter.

C. SCHOOL CALENDAR

The Madison-Plains school calendar will be established with consideration of the county calendar. Inclusive in the calendar year shall be parent/teacher conference days. The elementary/intermediate and junior high school/high school shall hold conferences on the same days from the end of the contract time for a period of four (4) hours on the first day, and three (3) hours on the second day.

1. Association shall have input into the development of the calendar.
2. The following days will be used as make-up days, if needed, due to calamity days. Teacher workday and the day(s) following the last regularly scheduled school day.

D. CONSOLIDATION

Should the board become involved in discussions with other board(s) of education or outside agencies regarding consolidation, the board shall include the Madison-Plains Education Association in their discussions. The MPEA shall have all rights to bargain over the effects of such consolidation and all rights under ORC 4117.

ARTICLE XI TEACHING CONDITIONS

A. TEACHING ENVIRONMENT

1. The following facilities will be provided:
 - a. A separate desk, chair and file cabinet, and some lockable space within the classroom;
 - b. A separate lunch area;
 - c. Separate (men and women) restroom and lavatory facilities not available to students where possible within existing facilities;
 - d. A telephone accessible for bargaining unit members' use in an area as private as possible for school business and personal phone calls of an emergency nature;
 - e. A joint faculty lounge;
 - f. Use by bargaining unit members of copying machines and computing equipment, when such equipment is not in use for other school purposes. This privilege can be denied to a bargaining unit member who has demonstrated an inability to use the equipment properly.

- 2 Adequate equipment, supplies and resource materials will be provided. A \$250.00 building budget authority will be allocated to each teacher for expenditure of instructional supplies, materials and classroom equipment. Unspent allocations shall be carried over to the next fiscal year, with a maximum carryover of \$500. The carryover shall not exceed a two year period.

As required by law, such supplies, materials and classroom equipment that is purchased by the board, remains the board's property.

The building principal shall maintain authority to approve the requisition for instructional supplies materials and classroom equipment. Such instructional supplies, materials and equipment shall be requisitioned, received and paid for by the close of each fiscal year.

The Madison-Plains Education Association and Madison-Plains Board of Education agree to compile a list of supplies, equipment and resource materials that have been customarily provided to teachers that will not be counted, against the \$250.00 credited to each teacher pursuant to the above paragraph.

3. All daily routine announcements over the school public address system should be made during the homeroom period or designated announcement period. Use at other times shall only be in emergency situations.

B. CLASS SIZE

The Board and the Association agree that class size is an important factor in the quality of education services. The Board and Association therefore agree that:

1. The class size maximums will be as follows:

K-2nd grade	22 to 1
3-5th grade	26 to 1
6-12 th grade	160 students per year for instructional purposes only (excludes "specials" such as music, physical education, etc.)

The Board recognizes the increased responsibility placed upon a bargaining unit member when more than one recognized handicap/disabled student is assigned to his/her class.

All teachers with special needs students in their classrooms shall be trained to deal with the "special needs" of these students during in-service training or at an outside training session at additional hourly rated found in Article 14(M).

Each semester, remuneration for excesses in class size provision will be \$250 per student over the class maximums not to exceed nine (9) students.

- a. The teacher shall submit, each semester to the Principal, a completed Excess Class Size Payment Voucher (Appendix "O") showing the highest number of students on the class roster during that semester.
- b. The Principal must receive the Excess Class Size Payment Voucher by February 15 for payment of any overage incurred during the first semester. The teacher shall receive payment by March 15 of that same year.
- c. The Principal must receive the Excess Class Size Payment Voucher by the close of Check-Out Day for payment of any overage incurred during the second semester. The teacher shall receive payment by June 30 of that same year.

2. Assignment of pupils and teachers to buildings and classrooms is the responsibility of the Superintendent or his/her designee. In making such decisions the Superintendent shall give consideration to the overall needs of the District, including facility limitations, financial considerations, transportation requirements, educational or curricular considerations, individual desires, and strengths and qualifications of pupils and teachers.
3. Bargaining unit members are encouraged to report special problems, considerations, situations, or ideas to the administration as early as possible. Such reports shall be given priority treatment by the administration.
4. Special area elementary teachers will have a work load expectation of thirty-seven (37) classes per week. The superintendent, at his discretion, may assign additional classes to the special area teacher's workload. The teacher will receive an extended limited contract at his/her pro-rata per diem for the additional workload.

C. LEAST RESTRICTIVE ENVIRONMENT

1. Individual Education Program (IEP) and 504 Plan Team
 - a. Employees, as determined by the administrative staff, whose duties would be materially impacted by an IEP or 504 Plan, shall be invited to attend and participate at the respective development and review meetings.
 - b. Every effort will be made to insure that employees are not deprived of instructional planning time to participate in development meetings, but the participants shall be released from other assignments for this purpose.
2. The Board shall provide necessary training/inservice for employees whose duties are materially impacted by IEP or 504 Plan students, and it will be student specific when necessary.
3. Care Procedures
 - a. Bargaining unit members, other than qualified school nurses, will not be required to perform any "Medical Services" for students. Medical/Services are those services defined by Federal and/or State statute.
 - b. No bargaining unit member (except Multi-handicapped teacher or others specifically trained) shall be required to perform hygienic custodial care service.

D. PUBLIC CRITICISM

Criticism of a bargaining unit member by a supervisor, administrator, or other agent of the employer shall not be made in the presence of pupils, parents of pupils, other bargaining unit members, or at public gatherings. Legitimate complaints made by the public concerning bargaining unit members initially shall be directed to the unit member for attempted resolution unless immediate administrative action is necessary to address the problem. Likewise, bargaining unit member complaints shall first be directed to the party who has engaged in the conduct complained of. Should a complaining party bring a concern to the Board, an affected bargaining unit member shall be so informed and shall have the right to be present during the complaining party's presentation and/or provide the Board information concerning the issue.

E. NON-TEACHING DUTIES

Non-teaching duties (cafeteria duty, playground duties, bus duty, study hall duty, etc.) may be required during the regular teacher day of any bargaining unit member(s) as part of their regular assignment. Duties that are assigned to bargaining unit members during the school day shall be distributed in a fair and equitable manner district-wide, within each building. Except in an emergency, bargaining unit members shall not be required to supervise students after the normal departure time of students.

The parties' intent is to eventually have alternative methods to cover non-teaching duties.

F. EMERGENCY WEATHER DAYS

When schools are closed on a day-to-day emergency basis because of inclement weather, snow, ice, utility breakdown, etc., bargaining unit members will not be required to report for duty. When the buildings are open, the bargaining unit members may go to their buildings to continue planning and preparation for the reopening of school.

G. ACADEMIC RESPONSIBILITY AND DISCRETION

A bargaining unit member shall follow the prescribed course of study and utilize established and effective teaching methods. Further, a unit member shall present material appropriate to the level and abilities of the students involved. Consistent with the foregoing, a bargaining unit member shall be permitted to exercise appropriate professional judgment and discretion in the conduct of his/her teaching duties.

H. HEALTH AND SAFETY

In accordance with Chapter 4117, a bargaining unit member shall not be required or expected to teach in facilities which endanger his/her personal health or safety.

I. EDUCATION SPECIALIST

1. Elementary/Intermediate (K-6) Music, Art, Physical Education

The Board of Education shall provide the services of not less than two (2) elementary music, one (1) art, two (2) physical education specialists relieving the respective grade level teachers in these subject areas. Article XIV, G will be applied in the unavoidable absence of the respective subject area specialist.

2. Technology Specialist

Elementary/Intermediate(K-6)

The Board of Education shall provide the services of an elementary/intermediate (K-6) technology specialist.

Junior High (7-8)

The Board of Education shall provide the services of a junior high school (7-8) technology specialist. Relieving the respective grade level teachers in these subject areas. Article XIV, G will be applied in the unavoidable absence of the respective subject area specialist.

J. SMOKING POLI CY

It is the policy of the Board of Education to provide a safe, smoke-free work and learning environment for all employees and students. Buildings and Board-owned vehicles will remain smoke-free environments.

ARTICLE XII STAFF MEETINGS

The building principals may schedule up to ten (10) faculty meetings per year which may extend up to one (1) hour beyond the student day.

Bargaining unit members will be notified at least forty-eight (48) hours in advance if the building principal plans to schedule the meeting and will be informed of the agenda for said meeting.

In emergency situations, a special faculty meeting may be scheduled by the principal but under no circumstances shall more than "one" emergency meeting be scheduled per month. The restrictions in this article shall not apply to meetings held during the regular school day.

**ARTICLE XIII
LEAVE PROVISIONS**

A. SICK LEAVE

1. All bargaining unit members shall accrue sick leave at the rate of one and one-fourth (1-1/4) days per month. Sick leave may be used for absence due to illness, injury, illness due to pregnancy, exposure to contagious disease, illness or death in the bargaining unit member's immediate family (as restricted below) or for any emergency which warrants sick leave privileges as determined by the Superintendent. Immediate family is defined as: spouse, children, siblings, parents (or someone who served in a similar capacity), grandparents, parents-in-law, aunts, uncles, or any person living within the home. A maximum of five (5) sick leave days may be used for illness concerning grandparents, parents-in-law, aunts, uncles and/or siblings. A maximum of five (5) sick leave days may be used for a death in the immediate family.
2. In very unusual circumstances where conditions are beyond the control of the bargaining unit member, the Superintendent may determine that an emergency exists. Should such occur, the bargaining unit member may be absent from work and the time will be subtracted from his/her sick leave accumulation. The Superintendent will be the administrative officer who will determine whether or not the emergency exists. Each individual case will stand on its own merits.
3. Sick leave which has been accumulated while in the employ of another Ohio public school district and/or Ohio public agency within the immediate ten (10) years prior to employment with the Madison-Plains Local Board of Education may be transferred up to a maximum of 185 days. It shall be the responsibility of the bargaining unit member to notify the Board Treasurer in writing of such sick leave credit within his/her first month of employment.
4. Upon return to school following the use of sick leave, bargaining unit members shall file with the principal or Superintendent a written report (Appendix D). At the discretion of the Superintendent, a physician's statement may be requested for absence of more than three (3) occurrences in a month. An occurrence is defined as a separate break in the use of sick leave days.

When sick leave is used, and exceeds more than (5) five consecutive school days, a doctor's excuse or sick leave form will be required. For all absences, it is the employee's responsibility to notify his/her supervisor of absences at the earliest reasonable time. If days of absence in excess of thirty (30) are required. Further documentation may be required in the form of an FMLA request form. A letter requesting extended leave, or a doctor's certification of the need for extended absence.

5. Where sick leave is used due to a major illness (in pregnancy, childbirth, heart disorder, injury, etc.) exceeds more than thirty (30) consecutive school days, a doctor's excuse will be requested. Additional days beyond the thirty (30) days will be granted only after physician's statement clearly states the cause(s) and need for additional sick days.
6. Bargaining unit members shall not be counted absent when excused to attend professional meetings or for school business. In such cases the substitute will be paid by the Board of Education.
7. Bargaining unit members will not be counted absent when school is closed because of epidemics or calamities.
8. Bargaining unit members' medical coverage will be extended for two (2) months at Board expense after sick leave benefits have run out.
9. Sick leave is cumulative to a maximum of 280 days. Sick leave days may be used in half or full day increments only.
10. Falsification or abuse of sick leave shall be grounds for disciplinary action, including suspension or termination.

B. SICK LEAVE BANK

1. Between September 1 and October 1 of each school year, each member of the bargaining unit will be given the opportunity to enroll in the Sick Leave Bank by completing an enrollment form distributed by the Madison-Plains Education Association. Each individual may donate a maximum of five (5) days. An additional contribution period may be opened when the number of days left in the sick leave bank falls below fifty (50) days. The Madison-Plains Education Association will compile and maintain a record of all contributors and the amount of days contributed.
2. Eligibility for use of the Sick Leave Bank
 - a. Only those participating members may use the bank.
 - b. Membership is acquired by donating at least one (1) day to the sick leave bank during the enrollment period at least once every three (3) school years. First year teachers who do not have any sick leave days to donate may become automatic members. This special membership limits use to ten (10) working days except under unusual circumstances.
 - c. All accumulated sick leave including all sick, personal and any advances of sick days must be exhausted. This documentation should be obtained before applying for sick bank days. You need to call the board office and ask them to forward this information to the MPEA vice-president.

- d. Must supply an SBL application and a signed physician's statement, to be received within five (5) days of the need for SLB days to the SBL chairmen or MPEA president. This statement should describe the nature of the illness, its expected duration, and the period of time during which the staff member should be relieved of his/her duties. See Appendix M
- e. The SLB was created for the employee's personal illness/injury only. (Requests involving the employee's immediate family will be considered on a case by case basis.)
- f. Only twenty-five (25) working days will be approved at one time. Maximum limit is fifty (50) working days in a school year. Any requests over fifty (50) working days will be considered by the superintendent on an individual case basis. The decision by the superintendent to grant additional days in excess of fifty (50) working days is non-grievable.
- g. While a member is using days from the sick bank, he/she is not permitted to attend any after-school or extra-curricular activities.

3. Procedures

- a. Applications for use of the Sick Leave Bank will be given to the Vice-President of the Madison-Plains Education Association. Each application will list the name of the bargaining unit member requesting the days, the number of days requested, the dates the days will be used, the reason for the request, and, if necessary, an evidence of need.
- b. The request will be reviewed by the Sick Leave Bank Committee of the Madison-Plains Education Association and decision reached by majority vote of that Committee. A letter of notification of the granting or rejecting of the request and, if appropriate, the number of days granted, will be delivered to the applicant within ten (10) days of the request.
- c. Additional days may be requested in the same manner.
- d. Within five (5) days of the granting of days from the Sick Leave Bank, the Madison-Plains Education Association will notify the Board Treasurer the number of days granted and the name of the grantee. The days will immediately be posted to the applicant's sick leave accumulation account.
- e. All days donated and used through the Sick Leave Bank will be deducted from the bargaining unit member's accumulation at the end of the school year, but no later than June 30th. Additionally, any days not used will be returned to the SLB at the end of the school year.

- f. The sick leave bank committee will furnish quarterly reports to the treasurer. Notice of sick bank committee approvals will be sent to the treasurer within one week of said approval, and the recipient will furnish additional sick leave forms or other documentation as specified above.
4. The Madison-Plains Education Association holds the Board harmless against any and all claims relating to the Sick Leave Bank.

C. LEAVES OF ABSENCE FOR PERSONAL ILLNESS OR PROFESSIONAL STUDY

A leave of absence is defined as a period of extended absence from duty by a member of the bargaining unit for which a written request was submitted and approval given by the local Superintendent and the Board. By law, section 3319.13, the Board of Education may grant a leave of absence for a period of not more than two (2) years for educational, professional or other purposes and shall grant such leave where illness or other disability is the reason for the request. Upon return to service of a bargaining unit member at the expiration of the leave of absence, he/she shall resume the contract status held prior to such leave. No leave of absence shall be granted for employment in another business or occupation. No leave of absence shall count as a year of experience on the salary schedule.

The local Superintendent is authorized to fix a date upon which a bargaining unit member on leave of absence must indicate his/her intention to return to duty. The leave of absence becomes a resignation if the bargaining unit member fails to comply with the local Superintendent's request. Bargaining unit members who have served in the Madison-Plains Schools for not less than two (2) years may be granted leave of absence for not more than one (1) year for the purpose of approved study.

D. MATERNITY OR CHILD CARE LEAVE

The Board of Education shall grant a leave of absence for maternity or child care, without pay, to any regularly employed bargaining unit member.

1. A bargaining unit member may request a leave of absence without pay for the purpose of maternity or child care. The written request must be submitted to the Superintendent at least thirty (30) days prior to the start of the requested leave of absence except in emergency situations. The request shall state the anticipated length of absence desired by the bargaining unit member.
2. The duration of a maternity or child care leave of absence shall be no longer than one (1) year, plus any remaining portion of the school year which may then be in progress, but may be renewed by the Board upon request of the bargaining unit member. The unit member shall notify the Superintendent of intent to return from leave no later than March 1, if the intent is to return for the ensuing school year.

Upon returning to the employment of the Board, the bargaining unit member shall return to the same position held at the time the leave commenced, if available, otherwise to an equivalent position within the bargaining unit member's field of certification/licensure. The right to return from leave other than the beginning of the school year shall be dependent upon an available opening in the unit member's field of certification/licensure.

3. Maternity or child care leave shall be curtailed or terminated if requested by the bargaining unit member, prior to the expiration of the full term for which the Board granted the leave, in case of circumstances eliminating the necessity for such leave, as soon as a position for which the unit member is certified/licensed becomes available.
4. Bargaining unit members shall have the right to continue to participate in all fringe benefits programs at the bargaining unit member's expense during the leave period as provided for under COBRA.
5. The continuing contract status of any such bargaining unit member shall not be adversely affected by maternity or child care leave, but the normal annual salary increment shall not be granted unless one-hundred and twenty (120) days of the contract have been fulfilled.

E. PROFESSIONAL CONFERENCE/VISITATION LEAVE

1. Professional days may be used only for educational conferences related to the bargaining unit member's assignment or for visitation to exemplary programs. Such leaves must be approved by the principal.
2. The bargaining unit member shall inform the Principal at least one (1) week in advance of the pending absence.
3. A Professional Day shall be for the purpose of:
 - a. Visitation to view instructional techniques or programs.
 - b. Conventions, conferences, workshops or seminars conducted by colleges, universities, the OEA, the NEA or the Association, or affiliated departments thereof, or by the state educational department or a national department, or a national subject matter organization. The teacher may be required to file a written report within one (1) week of attendance at such visitation, conference, workshop, or seminar.

F. PERSONAL LEAVE

1. Three (3) days of personal leave per year with pay shall be available to each bargaining unit member upon request.
 - a. Notification shall be given via KIOSK for Personal Leave to the building principal five (5) days in advance, unless in an emergency situation, as determined by the Superintendent.
 - b. Personal leave shall not be cumulative.
 - c. Three (3) days of personal leave shall be authorized subject to the following conditions:
 - (1) Such leave shall not be used to work a second job.
 - d. The Superintendent may grant an exception to any of the above restrictions.
 - e. Fraudulent use of personal leave shall be considered grounds for reprimand and/or suspension without pay and may result in termination proceedings.
 - f. Not more than twenty percent (20%) of the bargaining unit members from any one building shall be granted personal leave on any one day.
 - g. Such leave will not be used to extend a school recess, vacation, or holiday. Under special/unique circumstances, including but not limited to, graduations, weddings, births and similar like events, this provision shall be waived by the Superintendent.
 - i. Prior to the last regularly scheduled school day, the employee shall notify the Treasurer of the option(s) selected for compensation of unused personal leave. The employee shall be permitted to exercise two of the three options in any one school year. A copy of the Unused Personal Leave Selection Form (Appendix "M") will be provided to each employee. The elected options are (to the nearest 1/2 day):
 - (1) All unused personal leave days may be added to bargaining unit members' sick leave accumulation at the end of the school year.
 - (2) Roll up to one (1) day of unused personal leave to the following year;
 - (3) Cash payment for unused personal leave to be paid at a per diem rate using the BA Base, payable to the employee the last pay in June.

G. MILITARY LEAVE OF ABSENCE

1. In accordance with the provisions of Ohio Revised Code 3319.14, military leave of absence will be granted to any regular contract bargaining unit member who is drafted or recalled to active duty with any branch of the Armed Services of the United States.
2. A bargaining unit member returning from military service will be returned to a position comparable to that held before leave and given full credit on the salary schedule for such service.
3. Voluntary re-enlistment immediately terminates military leave granted by the Board.

H. ASSAULT LEAVE

In case of an assault on a bargaining unit member on school property or at a school related activity, in the course of the unit member's employment, including co-curricular activities, which results in the bargaining unit member's being disabled from performing teaching duties for which the unit member is qualified, the Board shall grant five (5) work days Assault Leave without charge to Sick Leave. This will be the first five (5) days of absence. Additional days of Assault Leave not chargeable to sick leave may be granted by the Superintendent or his/her designee.

I. ATTENDANCE IN COURT (SUBPOENA OR JURY SUMMONS)

1. Absence in Response to Subpoena or Jury Summons
 - a. A bargaining unit member who is summoned for jury duty during normal teaching hours or who is party to a court case or administrative hearing who is subpoenaed to appear in a court or administrative hearing during normal teaching hours will be granted a leave of absence from normal teaching duties to permit compliance, provided the bargaining unit member meets the following:
 - (1) Notifies the Superintendent within two (2) days after receipt of the jury summons or subpoena.
 - (2) Submits a statement signed by the bargaining unit member to the Treasurer stating:
 - (a) the date and time in attendance at the proceeding,
 - (b) the actual amount of compensation which was received as a result of the appearance or, if no compensation was received, a statement so stating.

(3) The amount of any witness fee or other compensation, except that which is paid specifically for expenses incurred by reason of the subpoena or summons, must be remitted by the bargaining unit member to the office of the Treasurer before the end of the pay period in which the absence occurs.

b. In cases in which the bargaining unit member is a party in an action arising out of such bargaining unit member's employment with the Board, the Superintendent may authorize absence with no loss of salary in accordance with the provisions of this Section. The decision of the Superintendent with respect to such matters shall be final.

J. FAMILY AND MEDICAL LEAVE

Employees who qualify shall be entitled to a leave of absence under the Family and Medical Leave Act of 1993 (FMLA). Such leave shall not limit or lessen the leave provisions of this Agreement. To the extent that provisions of the FMLA are covered by paid leave provisions of this Agreement, the twelve (12) weeks of leave and benefit coverage to which an employee is entitled under the FMLA shall run concurrently with existing paid leave benefits.

K. UNPAID LEAVE OF ABSENCE PROCEDURE

The following procedure will be utilized by the Madison-Plains Board of Education in determining placing employees on unpaid medical leaves of absence:

1. An employee, who has exhausted his/her sick leave balance, sick leave days granted through the sick leave bank and FMLA benefits, is eligible for unpaid medical leave of absence per ORC 3319.13.
2. Request for unpaid medical leave of absence per ORC 3319.13 will list the name of the Bargaining Unit Member, beginning and ending dates of the leave and clearly stating if the unpaid leave of absence is for illness or other disability as the reason for the request per ORC 3319.13.
3. The board will take formal action to place the employee on an unpaid medical leave of absence pursuant to ORC 3319.13, with the starting and ending date of the leave.
4. In the event that an employee requests consideration from the sick leave bank, such request and days granted will be in accordance with the Master Agreement prior to making a written request to the Board for an unpaid leave of absence pursuant to ORC 3319.13.

L. ABSENCE NOT COVERED BY LEAVE

Any absence not covered by one of the leave provisions of this article shall be without pay. Each day of such unpaid leave shall be deducted from an employee's salary at the employee's current per diem rate for each day of absence.

**ARTICLE XIV
SALARY AND BENEFITS**

A. SALARY AND INDEX

1. The B. A. Base salary at Step 0 shall be:

1.25% increase on the base for 2012-13, 2013-14, and 2014-15

\$30,524 for 7/1/12

\$30,905 for 7/1/13

\$31,292 for 7/1/14

The index attached as Appendix E and the salary schedules attached as Appendix F, shall be in effect from July 1, 2012 to June 30, 2015

2. \$600 will be added to each bargaining unit member's compensation upon reaching the 27th Step of the salary schedule and an additional \$600.00 will be added for each additional year thereafter. This longevity compensation shall augment the bargaining unit member's daily rate of pay for purposes of determining annual salary, severance, retirement, leave pay and extended duty pay.
3. Bargaining unit members receiving National Board Teaching Certification shall receive a one-time \$2,000 bonus, payable within 30 days of submission of certificate to the Treasurer.

B. PAYROLL PRACTICES

1. Pay Periods

Pay for bargaining unit members shall be in twenty-four (24) equal installments. Payments shall be made on the 5th and 20th of each month or the previous workdays if the 5th or 20th falls on a holiday or weekend. Payment will be made in accordance with practice set forth in paragraph 2 below.

2. Payroll

- a. Deductions for any authorized deductions (other than payroll deductions for professional association and political contributions) will be calculated and deducted in equal installments according to the bargaining unit member's pay plan.
- b. During the school term, salary checks/notices ordinarily shall be available no earlier than 10:00 a.m. on the appropriate dates applicable each month. Employees receiving a paper check are responsible for picking up their check prior to 4:00 p.m. Salary checks/notices shall be enclosed in an envelope and shall not be shown to others by those responsible for their distribution.

- c. During the school year vacation periods, salary checks/notices that would fall due during the Christmas holiday period shall be dated and distributed on the last working day preceding the vacation. During other vacation periods, salary checks/notices shall be sent by first class mail to the address currently on file with the treasurer.
- d. Each pay stub will include those deductions required by law and member authorized deductions
- e. Salary payments for supplemental positions that are of an annual basis shall be automatically paid in two (2) equal installments on the first pay in December and by the last pay in June.
- f. Salary payments for supplemental positions that are one season in length shall be automatically paid by the second pay date following the Treasurer's receipt of the completed activity's responsibility/payment request form.
- g. Each employee may adjust salary payments for all supplemental positions by submitting a revised W-4 (federal withholding) and IT-4 (state withholding) to the office of the Treasurer. These forms can be obtained at the Treasurer's office and must be submitted fifteen (15) school days prior to the scheduled pay date of the supplemental.
- h. All employees hired after July 1, 2009 will be required to utilize electric deposit. Bargaining unit members hired prior to July 1, 2009 shall have the option of direct deposit of their paychecks.
- i. Salary shall be computed in the following manner:

The annual salary shall be determined by multiplying the base salary by the index factor for the appropriate column and step. The annual salary shall then be rounded up to the next full dollar. To determine the daily rate of pay, the annual salary shall be divided by the number of days in the NORMAL contract year (184 days) and then rounded up or down to the nearest penny.

3. Membership Dues Deduction

- a. Membership dues of the Association and its district, state, and national affiliates, shall be deducted in twenty (20) equal installments beginning with the second paycheck of October of each school year on the basis of deduction authorizations supplied by the Association to the Treasurer.

- b. The enrollment and withdrawal period for such deduction shall be from September 15 to September 30 each year. Written notification of enrollment or withdrawal shall be provided to the Treasurer during this period. Authorization shall be on a continuing basis from year to year unless a request for withdrawal is submitted in writing to the Treasurer of the Board, with a copy to the Association. Those joining the bargaining unit after September 30 shall have fifteen (15) days from the date the Board employees them to authorize dues deduction.
- c. The balance of annual deductions shall be deducted from available earnings in the final paycheck of a member resigning his/her position, receiving a leave of absence, or terminating his/her employment.

4. Credit Union Deduction

The Board will maintain its present payroll deductions for credit union.

5. Annuity Deductions

Monthly annuity deductions shall be made for all those bargaining unit members presently enrolled, and new companies shall be added if five (5) or more bargaining unit members wish to enroll.

6. IRS 125 Plan

- a. The Board shall have in place an IRS Section 125 Plan to include employee portion of any insurance premiums, employee-paid medical expenses, and child care expenses.
- b. The administrative cost of the Section 125 Plan shall be paid by the Board.

C. CREDIT FOR EXPERIENCE

- 1. Bargaining unit members shall receive credit for years of service on the salary schedule as follows:
 - a. Up to ten (10) years of teaching service as a certified/licensed teacher with each year consisting of at least one-hundred twenty (120) days under a teacher's contract.
 - b. Up to five (5) years of military service. (For purposes of calculation, a particular year of active military service of eight (8) continuous months or more in the armed forces shall be counted as a full year).
 - c. Years of service shall be the sum of service in sub-paragraphs a., and b., above, not to exceed a maximum of fifteen (15) total years.

- d. If a bargaining unit member leaves after service in the Madison-Plains Local School District and is subsequently reemployed by the Board, the unit member shall receive the greater of:
 - (1) full credit for all full-time Madison-Plains years of service; or
 - (2) a maximum of fifteen (15) years of credit, calculated under sub-paragraph c., above.
- e. In addition, up to ten (10) years of out-of-state public or non-public school teaching experience as a certified/licensed teacher may be granted with the approval of the Board, except that a new teacher shall receive a total of not more than fifteen (15) years.
- g. No credit shall be given for fractional units of experience. Credit will be given for regular part-time experience of two-thirds (2/3) time or more which consists of at least one-hundred twenty (120) days in a school year. Likewise, bargaining unit members working at least half (1/2) time but less than two-thirds (2/3) time for at least ninety (90) days, credit shall be granted on the basis of one (1) step for each such two (2) consecutive years of service.

D. SALARY ADJUSTMENT

Each bargaining unit member who has completed training at an accredited college or university that would qualify him or her for a higher category on the salary schedule shall file with the Treasurer of the Board official transcripts verifying completion of such training. The following provisions shall apply:

- 1. If official documentation (grade slips, letter from college or university, and/or transcript) is provided prior to or on September 1, the bargaining unit member's salary will be adjusted effective the beginning of the school year. The bargaining unit member's adjusted salary will be reflected no later than the first October paycheck.
- 2. If official documentation is provided after September 1, but prior to or on February 15, the adjustment shall be effective the 13th pay. The bargaining unit member's adjusted salary will be reflected beginning with the 13th paycheck.
- 4. If documentation other than an official transcript is submitted by September 1 or February 15, the bargaining unit member must supply the transcript within thirty (30) days of the deadline or the adjustment will be voided and any increased payments shall be refunded to the District.

E. EXTENDED TIME

Any bargaining unit member whose contractual obligations require that bargaining unit member to work an extended year shall receive a supplemental contract specifying the length of service and will be paid at the individual bargaining unit member's per diem rate of pay. The bargaining unit member's regular salary divided by the total regular work days per year equals the bargaining unit member's per diem rate of pay.

F. SEVERANCE PAY

1. Upon retirement, any bargaining unit member of the Madison-Plains School District will be eligible at the time of official retirement with the STRS or PERS to be paid cash for one-fourth (1/4) of his/her accrued sick leave as shown in the unit member's sick leave file in the office of the Treasurer of the Board of Education. Such payment shall be limited to a maximum of seventy days (70) days. This will be based on the bargaining unit member's salary rate of pay at the time of retirement, it will also eliminate all sick leave credit accrued by the unit member. Severance pay will be paid only in the year that the bargaining unit member has ceased his/her contract with the Madison-Plains School District. Severance pay shall be a one-time, lump sum payment to eligible unit members according to the following provisions:
 - a. Eligibility - An employee's eligibility for severance pay shall be determined as of the final date of employment. The criteria are:
 - (1) The individual retires from the school system.
 - (2) Retirement-disability or service under any state or municipal retirement as of the last date of employment.
 - (3) The individual must be eligible for disability or service retirement as of the last date of employment.
 - (4) The individual must within 120 days of the last day of employment prove acceptance into the retirement system by having received and cashed his/her first retirement check.
 - (5) Must have not less than ten (10) years of service with this school district, the state, or its political subdivisions. However, all employees hired after July 1, 2009 must not have less than (10) years of service with this school district.
 - (6) Must sign for severance check certifying all eligibility requirements have been met.

- b. If an employee expires before his/her scheduled date of retirement, the employee's estate or indicated beneficiary shall receive severance benefits payable within sixty (60) days of the employee's death.

G. COVERING OTHER CLASSES THAN ASSIGNED

- 1. In all cases of a bargaining unit member's classroom absence, principals shall make all efforts to secure the necessary substitute teachers. Only when a qualified substitute is not available or an emergency arises during the school day will bargaining unit members be required by the principal to cover the classes of an absent teacher. The principal shall bargaining unit members to cover classes of an absent teacher on an equitable basis.
 - a. This procedure will be followed in order to assure equity among bargaining unit members who substitute:
 - (1) Teachers will be placed on a rotation with other teachers who have the same planning period. When approached to substitute, an individual teacher may decline the offer without retribution, if he/she requires the use of that time for personal planning on the day requested. A teacher who uses his/her planning period to substitute or is covering more than their assigned class will be compensated according to the amount established in Paragraph 1b.
 - (2) If no teacher agrees to use his/her planning period to substitute, then the students belonging to the absent teacher will be sent to study hall. The study hall teacher will be compensated according to the amount established in Paragraph 1b.
 - (3) If the study hall is filled to capacity, then the students belonging to the absent teacher will be sent to the library. The certificated librarian will be compensated according to the amount established in Paragraph 1b.
 - b. Compensation for bargaining unit members so required and assigned shall be at the rate of twenty dollars (\$20.00) per class period at the secondary level and per class period equivalent at the elementary level. Beginning with the third consecutive substitution of the same class the bargaining unit member shall be compensated at the rate of twenty-nine dollars (\$29.00) per class period at the secondary level and per class period equivalent at the elementary level.

- (1) The principal shall keep a record of times when each bargaining unit member has been assigned such teaching responsibilities, as provided above. Payment shall be made on the next payroll date.
- (2) Upon approval of the principal, bargaining unit members may mutually agree to cover one another's class periods without pay.

H. TRAVEL REIMBURSEMENT

All bargaining unit members required to use a personal vehicle to perform assigned duties shall be reimbursed for mileage. This includes itinerant bargaining unit members who travel between buildings during the school day.

Travel expenses will be paid at the then current IRS mileage allowance. Bargaining unit members shall submit monthly travel sheets and return them through their building principal or supervisor to the Treasurer. Reimbursement shall be within thirty (30) days of submission of the Travel Sheet.

I. TUITION REIMBURSEMENT

The Board agrees to establish a fund of \$50,000 to be used to compensate bargaining unit members for full tuition costs for courses taken at an accredited university/college and for costs associated with a bargaining unit members' base license. A bargaining unit member shall submit this form only one (1) quarter or semester in advance (this includes classes taken summer, fall, winter, and spring). (See Appendix H)

Reimbursement for college courses shall be distributed equally and proportionately according to the course load of all bargaining unit members at the end of each school year. Classes taken the following summer, etc., will be reimbursed from the next fiscal year's fund. Upon completion of a course, the bargaining unit member shall provide proof of completion and cost to the board treasurer to receive payment.

To receive payment, a bargaining unit member must return to the Madison-Plains School District for the following complete year. Any bargaining unit member who receives tuition reimbursement of \$2,000 or more must remain employed by Madison-Plains for two (2) consecutive school years. If the member fails to return the next school year, he/she agrees to repay the tuition reimbursement by payroll deduction to the Madison-Plains Treasurer. Payment will be included in the bargaining unit member's second (2nd) pay in September.

J. **INSURANCE**

1. Hospital/Surgical/Major Medical

The Board shall provide hospitalization, surgical and major medical insurance for each member of the bargaining unit who is eligible and makes application.

The Board will provide eighty percent (80%) of the cost of single or family premium coverage. The program will provide for eighty-percent (80%) of the coverage paid for by the board. The bargaining unit member will be responsible twenty percent (20%) of the cost. Subject to the exceptions and limitations listed in Appendix I.

The benefit level as depicted on September 18, 2012 chart as "Original 80%/20% Plan". See Append Q

A. Insurance Committee

There shall be formed an insurance committee charged with developing alternatives that could create cost savings to the Board and members of the Association. The committee shall consist of three MPEA members, three OAPSE members and three members from the Board and administration for a total of nine members.

The parties agree to the following:

- 1 The Treasurer shall send a complete copy all Requests for Qualifications (RFQ) and Requests for Proposals (RFP) that have been issued to either insurance brokers, consultants and insurance carrier. Upon receiving a response or reply regarding their RFQ and/or RFP the Treasurer shall send a complete copy to all members of the insurance committee.
2. The committee shall conduct interviews regarding the selection of a consultant and/or broker.
3. The Committee shall meet with the broker/consultant for updates or as necessary to discuss and explore alternatives to the current health care plan and present the alternatives to the insurance committee.
- 4 During the year the parties' CBA expires, the broker/consultant shall meet with the insurance committee every three months to discuss and explore alternatives to the current health care plan and present the alternatives to it.

5. The committee shall not be empowered to add to, subtract from, or modify any of the provisions of this Agreement, nor add to, detract from or modify the language herein. At all times, the committee shall meet to discuss possible alternatives to the parties' current health care plan. However, should the Board/ Administration and its agents become aware of any rate changes by their current insurance carrier they shall immediately notify the Insurance Committee as well as the respective President of both the OAPSE and MPEA of such change.
6. The Board may change insurance carriers, at its sole discretion, provided there is no less or lapse of coverage unless otherwise mutually agreed.
7. The carrier for medical insurance shall be the choice of the Board, provided that said coverage shall not be less than in effect as of the date of the signing of the Agreement.
8. The Association shall be notified of any change (30) days prior to the effective date of any policy change and be given the right to meet and confer with the Superintendent or his/her designees on any such change.
9. Beginning in the 2014-15 school year, if the insurance premium increases more than ten percent (10%) in a year, the Insurance Committee shall meet and determine what plan design changes to make, if any, to bring the insurance increase below the ten percent (10%). The Insurance Committee may develop options or recommendations on plan design changes, higher contribution rates or a combination of both etc which must thereafter be approved by the Association. If the Insurance Committee fails to make such recommendations to the Association or if the Association does not agree to such changes that prevent the insurance premium increases from going above the ten percent (10%) increase, then the Board may make only those necessary changes to the plan design to bring the premium increase below 10%. However, if the Board chooses to not lower the premium increase to below 10%, then both the Association and the Board will each pay fifty (50%) of the increase that exceeds the ten percent (10%) increase in premiums.

B. IRS 125 Section Plan Implementation

The Board shall fund an IRS section 125 Plan with \$325 for the bargaining unit member carrying medical insurance by September 30th.

C. Opt-Out Benefits Provision

Eligible members may elect to opt-out of the Board approved health insurance plan and as such shall receive an incentive payment amounting to \$1,000 for either the single plan or for the family plan each year. To be considered eligible, the employee must carry Medical Insurance for at least 12 months before discontinuing coverage.

The incentive payment will be pro-rated for employees who opt-out of the insurance program for less than the full-year.

Any eligible unit member who elected to opt-out of the health insurance plan provided by this agreement who involuntarily loses other insurance coverage through the unemployment of spouse, or divorce from spouse or other qualifying events will be permitted to re-enroll in the Board approved health plans). The incentive payment will be pro-rated for employees who opt-out of the insurance program for less than the full contract year. Discontinuing coverage will make an employee ineligible for the Employer funded 125 plan.

Anyone who elected to opt-out of the Board approved health insurance plan provided by this agreement may enroll in the Board approved health insurance plan(s) during the next annual open enrollment period.

Eligible member opting-out of the health insurance provided in this agreement shall be reimbursed in accordance with the above provision in two installments paid in the last pay in December and the last pay in June

2. Life Insurance

The Board will provide a life insurance policy in the amount of \$40,000.00 for each bargaining unit member who is eligible and makes application for such insurance. The premium for said policy shall be fully paid by the Madison-Plains Board of Education. A bargaining unit member who is on leave or is retiring shall have the right to retain coverage by paying the premium to the company.

3. Dental Insurance

The Board will provide comprehensive Dental Insurance Program for each member of the bargaining unit and their families who are eligible and make application for such insurance. The Board shall pay the full premium cost of such coverage and any increase thereof.

4. Prescription Drug Plan

The Board will provide comprehensive Prescription Drug Plan for each member of the bargaining unit and their families who are eligible and make application for such insurance. As of January 1, 2010, the co-payment for a 30 day supply for each prescription shall be \$10.00 for Tier 1 drugs; \$30.00 for Tier 2 drugs and \$50.00 for Tier 3 drugs. The mail order co-payment for a 90 day supply for each prescription shall be \$20.00 for Tier 1 drugs; \$60.00 for Tier 2 drugs, and \$100.00 for Tier 3 drugs.

5. Vision Program

The Board shall provide a comprehensive Vision Program for each member of the bargaining unit and their families who are eligible and make application for such insurance. The Board shall pay 80% of the full cost of the program, and any increase thereafter. Amount of coverage will be increased for one (1) eye exam once every twelve (12) months.

6. Joint Insurance Committee

A joint insurance committee shall be formed at the beginning of the school year in which this Agreement will expire. The purpose of this committee will be to investigate insurance issues and options prior to bargaining. The final outcome will only be determined through the negotiations process.

K. STRS PICK-UP OF RETIREMENT CONTRIBUTION UTILIZING THE SALARY REDUCTION METHOD

The Madison-Plains Board of Education agrees with the Madison-Plains Education Association to STRS "pick-up" utilizing the salary reduction method contributions to the State Teachers' Retirement System (STRS) paid upon behalf of bargaining unit members, at no cost to the Board, under the following terms and conditions:

1. The amount to be "picked-up" on behalf of each bargaining unit member shall be the percentage designated by STRS of the unit member's gross annual compensation. The bargaining unit member's annual compensation shall be reduced at no cost to the Board by an amount equal to the amount "picked-up" by the Board for the purpose of State and Federal tax only.
2. The pick-up percentage shall apply uniformly to all members of the bargaining unit.
3. No bargaining unit member covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pick-up.

4. Payment for all paid leaves, sick leave, personal leave, severance and supplementals including unemployment and Worker's Compensation shall be based on the bargaining unit member's daily gross pay prior to reduction as basis (e.g., gross pay divided by the number of days in a teacher's contract.)

Each bargaining unit member will be responsible for compliance with Internal Revenue Service (IRS) salary exclusion allowance regulations with respect to the "pick-up" in combination with other tax deferred compensation plans.

If the foregoing "pick-up" provisions are nullified by subsequent Internal Revenue Service Rulings, Ohio Attorney General Opinions, or other governing regulations, the Board will be held harmless and this Article of the Agreement shall be declared null and void.

L. TUITION WAIVER

Bargaining unit members' children shall be entitled to attend the Madison-Plains School District tuition-free in accordance with the board's open enrollment policy. In the event that a bargaining unit member's child is not eligible for enrollment under the district's open enrollment policy, the child will be eligible to attend free in accordance with Ohio Revised Code.

M. ATTENDANCE AT MEETINGS

Bargaining unit members shall be paid at the rate of \$25.00 per hour when it is necessary to attend meetings outside the workday such as, but not limited to, IEP meetings and SST meetings. See Appendix F.

N. RETIREMENT INCENTIVE PLAN

Employees who have completed thirty (30) years of teaching, according to STRS calculations, by the end of the school year, shall announce their retirement by January 1, of that school year, shall be compensated at a rate of \$21,000. Said payment shall be deferred as follows: \$7,000 payable the first January 15 following retirement, \$7,000 payable the second January 15 following retirement and \$7,000 payable the third January 15 following retirement.

The retirement must occur during the school year in which the employee has completed their 30th year of service. Employees reaching the qualifying service during the school year must elect to continue teaching to the end of the school year to be eligible for the retirement incentive plan.

For implementation purposes only, anyone who has completed a minimum of thirty (30) years of teaching, according to the STRS calculations, shall be eligible to exercise this incentive during the 2001-02 school year.

O. ONLINE CLASSES

1. Bargaining unit members shall be paid at the rate of \$25 per hour as outlined in Article 14(M) and the time will be based upon the suggested time required for the class(es) listed on the online class website. After completing the necessary classes, bargaining unit members shall receive their payment no later than the second paycheck of the month of October.

or

2. The bargaining unit member shall receive Professional Development hours toward their individual 7.5 hours of required in-service contract hours. The time will be based upon the time required for the class(es) listed on the online class website. The necessary forms should be filed by October 1. (See Appendix N).

Regardless of choice, the bargaining unit member can count these classes for contact hours.

P. OPEN HOUSE AND CURRICULUM NIGHT

Bargaining unit members shall attend and be compensated for attending open houses and curriculum night at the rate of \$25.00 per hour unless excused or approved by the employee's immediate supervisor.

**ARTICLE XV
SUPPLEMENTAL CONTRACTS**

- A. Supplemental contracts are issued for those positions defined as extended service directly related to contractual duties and/or for those positions defined as supplemental.
- B. Bargaining unit members employed under supplemental contracts for extended service directly related to their regular contractual duties shall receive a salary of their regular per diem rate for each day worked beyond the established school year.
- C. Compensation rates for supplemental positions not related to regular contractual duties (i.e. coaching, chaperoning, etc.) will be based upon a supplemental pay schedule set forth in Appendix B. The schedule shall be calculated using the BA Base - Step 0 of the Salary Schedule. Beginning with the 2007-2008 contract year and every year thereafter, the base rate for calculating supplementals shall increase Three Percent (3%).
- D. The compensation rates established in paragraph C. above shall be determined by a joint committee comprised of an equal number of bargaining unit members and administrators.
- E. A supplemental contract shall automatically expire at the end of its term without further action or notice by the Board. If an employee wishes to be considered for that position the following school year, he/she should submit a letter to the principal/athletic director according to the following schedule:

Fall/Winter Athletic Positions	April 1
Band/Choral/Asst. Band Directors/Flag Corps	April 1
Spring Athletic Positions	June 1
Academic Supplementals	June 1

- F. A maximum of five (5) years experience will be awarded to an individual the first time that a supplemental contract is issued to him/her while this supplementary salary schedule is in effect. This refers to any person who is currently or who has been previously under supplemental contract for that sport/activity at any level.
- G. Bargaining unit members shall be placed on this supplemental salary scale (see Appendix J) based on their experience at Madison-Plains, whether it is consecutive or nonconsecutive experience, in that activity at any level. Madison-Plains bargaining unit members have priority to be hired over non-bargaining unit members and non-employees, regardless of experience in accordance with the Ohio Revised Code.

Certificated/licensed and non-bargaining unit members of Madison-Plains receive 100%.

Non-employees of Madison-Plains (certificated and non-certificated) start at 50%, but they will be able to negotiate with the Superintendent and they could earn as much as 100%.

H. Qualifications

The Board will seek input from the Association to clearly define qualification criteria prior to the posting of any supplemental position.

Once a supplemental is posted, the qualifications can't be changed without the mutual agreement between the Association and the Board.

ARTICLE XVI
CRIMINAL RECORDS CHECK

It is acknowledged by the Madison-Plains Education Association/OEA/NEA that the Board may employ individuals prior to receipt of a Criminal Records Investigation Report, as required by the Ohio Revised Code. It is expressly agreed between the Board and the Madison-Plains Education Association/OEA/NEA that the Board may discharge any employee who is employed prior to receipt of the Criminal Records Check, if the subsequent Criminal Records Check contains a report of any of the offenses outlined in Ohio Revised Code which prohibit, by law, the Board from employing the individual. If any discharge of a teacher must occur, the mandates of ORC §3319.16 (Termination Statute) shall not be required.

ARTICLE XVII
JOINT LABOR MANAGEMENT COMMITTEE

A Joint Labor Management Committee (JLMC) shall be formed that consists of the MPEA President, a representative of each building (appointed by the MPEA President), the Superintendent and two administrators (appointed by the Superintendent).

The JLMC will meet at least quarterly and as needed on a more frequent basis as determined by the MPEA President and Superintendent.

The JLMC will have no authority to alter, amend, or modify existing language of the Master Agreement, and the JLMC will not negotiate matters pertaining to terms and conditions of employment.

ARTICLE XVIII
LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

There shall be a Local Professional Development Committee (LPDC) composed of a minimum of five (5) members with District-wide responsibility to perform the functions required by Section 3319.22 of the Ohio Revised Code and the administrative rules adopted under that statute. Two (2) members shall be appointed by the Superintendent from the District's administrative staff, and five (5) members shall be appointed by the Association from within the Bargaining Unit. The Association will make its best effort to obtain one member from each building. Vacancies will be filled by the Superintendent or Association whichever applies. The Committee shall determine the length of terms and frequency, time and place of meetings.

Committee members who are part of the bargaining unit shall be paid a stipend in the amount of \$1,500.00 annually.

**ARTICLE XIX
IMPLEMENTATION AND DURATION**

A. NO STRIKE OR LOCKOUT

It is agreed by the Board and the Association that neither party will sponsor or encourage concerted actions such as strikes or lockouts during the life of this Agreement as long as all parties operate in keeping with the stated provision of the Agreement and Chapter 4117 of the Ohio Revised Code.

B. WAIVER OF NEGOTIATIONS

1. It is agreed that, during the course of negotiations leading to the execution of this Contract, the parties have had the full opportunity to submit all items of interest to the parties respectively.
2. This Contract, therefore, contains the full and complete agreement between the parties on all negotiated items and during the term of this Contract, except as otherwise expressly stated within this Contract, neither party shall be required to negotiate any issue regardless of whether or not such issue has been incorporated into this Contract or was discussed in negotiations leading to the execution of this Contract.

C. SEVERABILITY

1. This Contract supersedes and prevails over all statutes of the State of Ohio (except as specifically set forth in Section 4117.10(A) Ohio Revised Code), all Civil Service Rules and Regulations, Administrative Rules of the Director of State Personnel and all policies, rules, and regulations of the Board. However, should the State Employment Relations Board (SERB) or any court of competent jurisdiction, determine, after all appeals or times for appeal have been exhausted, that any provision herein is unlawful, such provision shall be automatically terminated but all other provisions of the Contract shall remain in full force and effect.
2. The parties shall meet within ten (10) days after the final determination to bargain over its impact and to bring the Contract into compliance. If the parties fail to reach agreement over the affected provision, the statutory dispute settlement procedure shall be utilized to resolve the dispute.

D. MAINTENANCE OF STANDARDS

The parties recognize that maintaining a quality program for the Madison-Plains Local School District is the objective of all concerned. Therefore, all material conditions of employment and educational programs not covered by another article in this Agreement shall be maintained at not less than the highest minimum standards in effect at 7/1/96, provided that such conditions shall be improved for the benefit of employees as required by the express provisions of this contract.

A material change is one which significantly alters or changes a bargaining unit member's employment or conditions of work. This Contract shall not be interpreted or applied to deprive employees of advantages heretofore enjoyed unless otherwise expressly stated herein. The Association agrees that the bargaining unit member has the right to elect to an unfair labor practice or a grievance under this Article, but not both.

E. DURATION

This Agreement between the Madison-Plains Board of Education and the Madison-Plains Education Association shall be effective at 11:59 P.M. on June 30, 2012, and remain in full force and effect until midnight June 30, 2012.

F. NO REPRISALS

The parties recognize that the interests of both the Board and the Association will be best served by directing their efforts toward rebuilding their relationship. Both the Board and the Association commit to making a good faith effort at enhancing their relationship and concentrating their energies on moving the district forward. It is hereby agreed that no reprisals of any kind shall be taken by the Board or Association or any agents, officers, or members of the Association or the Board for any actions that may have occurred in relation to the negotiation of this agreement or potential work action.

FOR THE BOARD

FOR THE ASSOCIATION

PRESIDENT

PRESIDENT

TREASURER

NEGOTIATIONS TEAM CHAIR

SUPERINTENDENT

MPEA/OEA/NEA-
Labor Relations Consultant

REQUEST FOR CONTINUING CONTRACT
Madison-Plains Local School District
55 Linson Road
London, Ohio 43140

NAME _____ BUILDING _____

GRADE _____ SUBJECT _____

Certificates presently held _____

How long have you been in Madison-Plains Local School District? _____

Have you ever held a continuing contract before? _____ Yes _____ No

If Yes, Where? _____

Refer to Article IV - Section B-1 for any other information you want to submit in support of your request for continuing contract.

CLASSROOM OBSERVATION / EVALUATION RECORD

During the 2012/2013 school year, all teachers will be evaluated under the new evaluation system which will be limited to teacher performance. Starting in the 2013/14 school year, both performance and a value added component will be included in the summative evaluation.

Not later than July 1, 2013, the Evaluation Committee of the Madison Plains Board of Education and the Education Association shall adopt a standards-based teacher evaluation policy that conforms with the evaluation of teachers developed under Section 3319.112 of the ORC.

The Evaluation Committee shall review and make changes to the procedures as deemed necessary to meet the evaluation philosophy of the District. Once the Evaluation Committee decides upon a final and complete evaluation system which will include all evaluation procedures, including the development of a student assessment system, it shall be included and incorporated in the parties' Collective Bargaining Agreement through a Memorandum of Understanding.

**MADISON PLAINS EDUCATION ASSOCIATION
GRIEVANCE FORM**

Grievance # _____

Name of Grievant: _____

Building: _____

A. Date of Occurrence: _____

B. Date of informal discussion: _____

C. Statement of Grievance: _____

D. Relief Sought: _____

Signature of Grievant

Date

Signature of Association President

Date

STEP ONE

A. Signature of Grievant _____ Date _____

B. Date submitted to Principal or Designee: _____

C. Disposition of Principal: _____

Signature of Principal Date

STEP TWO

A. Signature of Grievant _____ Date _____

A. Date submitted to Superintendent or Designee: _____

B. Disposition of Superintendent or Designee: _____

Date

Signature of Superintendent

STEP THREE

Date: _____

REQUEST FOR ASSISTANCE OF AMERICAN ARBITRATION ASSOCIATION

To: AMERICAN ARBITRATION ASSOCIATION

Address: _____

City, State, Zip: _____

The undersigned parties to an arbitration agreement contained in a written contract dated July 1, 1988, provided for binding arbitration, hereby request binding arbitration thereunder.

Specification of the act or condition upon which the grievance is based:

The contractual clause alleged to have been a misinterpreted, violated or misapplied:

Relief sought: _____

Signature of Grievant

Signature of Superintendent

Name of Grievant

Name of Superintendent

Address

Address

City, State, Zip Code

City, State, Zip Code

Area Code & Telephone Number

Area code & Telephone Number

* Grievant: fill out Demand for Arbitration form and submit to the Superintendent for his/her signature.

MADISON-PLAINS LOCAL SCHOOLS
55 Linson Rd.
London, Ohio 43140

<p><u>FOR OFFICE USE:</u></p> <p>Date of Request: _____</p> <p>Time Received: _____</p> <p>Initials: _____</p>

LEAVE OF ABSENCE

NAME: _____ **DATE:** _____

POSITION: _____ **LOCATION:** _____

Request leave beginning: _____ **a.m./p.m.** **Month/Day:** _____

Leave ending: _____ **a.m./p.m.** **Month/Day:** _____

Reason for leave request: (check one of the following)

- _____ 1. Sick Leave
- _____ 2. Personal Leave
- _____ 3. Professional Leave (Reason: _____)

PLEASE CHECK ONE:

_____ Treasurer's Office to send registration (Allow for registration deadline and Treasurer's Office processing) (2-3 weeks)

_____ I will submit my registration and payment (Expenses statement to follow)

_____ 4. Child Care Leave

_____ 5. Military Leave

_____ 6. Assault Leave

_____ 7. Court/Jury Service

_____ **TOTAL DAYS USED**

Signature of Employee

Signature of Principal

() Approved () Not Approved

Signature of Superintendent

NOTE: NOTICE OF ACTION ON PERSONAL/PROFESSIONAL DAYS WILL BE RETURNED TO THE EMPLOYEE.

Madison-Plains Local School District

CERTIFIED STAFF SALARY SCHEDULE

2012-2013

BASE INCREASE 1.25%

BASE SALARY \$ 30,524

YEARS	BA		BA+150		MA		MA+15		MA+30	
0	1.0000	\$ 30,524	1.0500	\$ 32,050	1.1500	\$ 35,102	1.2000	\$ 36,629	1.2500	\$ 38,155
1	1.0509	\$ 32,078	1.1009	\$ 33,604	1.2009	\$ 36,656	1.2509	\$ 38,182	1.3009	\$ 39,708
2	1.1018	\$ 33,631	1.1518	\$ 35,157	1.2518	\$ 38,210	1.3018	\$ 39,736	1.3518	\$ 41,262
3	1.1527	\$ 35,185	1.2027	\$ 36,711	1.3027	\$ 39,763	1.3527	\$ 41,290	1.4027	\$ 42,816
4	1.2036	\$ 36,738	1.2536	\$ 38,265	1.3536	\$ 41,317	1.4036	\$ 42,843	1.4536	\$ 44,369
5	1.2545	\$ 38,292	1.3045	\$ 39,818	1.4045	\$ 42,871	1.4545	\$ 44,397	1.5045	\$ 45,923
6	1.3054	\$ 39,846	1.3554	\$ 41,372	1.4554	\$ 44,424	1.5054	\$ 45,951	1.5554	\$ 47,477
7	1.3563	\$ 41,399	1.4063	\$ 42,926	1.5063	\$ 45,978	1.5563	\$ 47,504	1.6063	\$ 49,030
8	1.4072	\$ 42,953	1.4572	\$ 44,479	1.5572	\$ 47,532	1.6072	\$ 49,058	1.6572	\$ 50,584
9	1.4581	\$ 44,507	1.5081	\$ 46,033	1.6081	\$ 49,085	1.6581	\$ 50,612	1.7081	\$ 52,138
10	1.5090	\$ 46,060	1.5590	\$ 47,587	1.6590	\$ 50,639	1.7090	\$ 52,165	1.7590	\$ 53,691
11	1.5599	\$ 47,614	1.6099	\$ 49,140	1.7099	\$ 52,193	1.7599	\$ 53,719	1.8099	\$ 55,245
12	1.6108	\$ 49,168	1.6608	\$ 50,694	1.7608	\$ 53,746	1.8108	\$ 55,273	1.8608	\$ 56,799
13	1.6617	\$ 50,721	1.7117	\$ 52,248	1.8117	\$ 55,300	1.8617	\$ 56,826	1.9117	\$ 58,352
14	1.7126	\$ 52,275	1.7626	\$ 53,801	1.8626	\$ 56,854	1.9126	\$ 58,380	1.9626	\$ 59,906
15	1.7635	\$ 53,829	1.8135	\$ 55,355	1.9135	\$ 58,407	1.9635	\$ 59,934	2.0135	\$ 61,460
16	1.7635	\$ 53,829	1.8135	\$ 55,355	1.9135	\$ 58,407	1.9635	\$ 59,934	2.0135	\$ 61,460
17	1.7635	\$ 53,829	1.8135	\$ 55,355	1.9135	\$ 58,407	1.9635	\$ 59,934	2.0135	\$ 61,460
18	1.7635	\$ 53,829	1.8135	\$ 55,355	1.9135	\$ 58,407	1.9635	\$ 59,934	2.0135	\$ 61,460
19	1.7635	\$ 53,829	1.8135	\$ 55,355	1.9135	\$ 58,407	1.9635	\$ 59,934	2.0135	\$ 61,460
20	1.8144	\$ 55,382	1.8644	\$ 56,909	1.9644	\$ 59,961	2.0144	\$ 61,487	2.0644	\$ 63,013
21	1.8144	\$ 55,382	1.8644	\$ 56,909	1.9644	\$ 59,961	2.0144	\$ 61,487	2.0644	\$ 63,013
22	1.8144	\$ 55,382	1.8644	\$ 56,909	1.9644	\$ 59,961	2.0144	\$ 61,487	2.0644	\$ 63,013
23	1.8144	\$ 55,382	1.8644	\$ 56,909	1.9644	\$ 59,961	2.0144	\$ 61,487	2.0644	\$ 63,013
24	1.8144	\$ 55,382	1.8644	\$ 56,909	1.9644	\$ 59,961	2.0144	\$ 61,487	2.0644	\$ 63,013
25	1.8653	\$ 56,936	1.9153	\$ 58,462	2.0153	\$ 61,515	2.0653	\$ 63,041	2.1153	\$ 64,567

Note: \$600.00 will be added to each bargaining unit member's compensation upon reaching the 27th step of the salary schedule and an additional \$600.00 will be added for each additional year thereafter.

CERTIFIED STAFF SALARY SCHEDULE

2013-2014

BASE INCREASE 1.25%

BASE SALARY \$ 30,905

YEARS	BA		BA+150		MA		MA+15		MA+30	
0	1.0000	\$ 30,905	1.0500	\$ 32,451	1.1500	\$ 35,541	1.2000	\$ 37,086	1.2500	\$ 38,632
1	1.0509	\$ 32,478	1.1009	\$ 34,024	1.2009	\$ 37,114	1.2509	\$ 38,660	1.3009	\$ 40,205
2	1.1018	\$ 34,052	1.1518	\$ 35,597	1.2518	\$ 38,687	1.3018	\$ 40,233	1.3518	\$ 41,778
3	1.1527	\$ 35,625	1.2027	\$ 37,170	1.3027	\$ 40,260	1.3527	\$ 41,806	1.4027	\$ 43,351
4	1.2036	\$ 37,198	1.2536	\$ 38,743	1.3536	\$ 41,834	1.4036	\$ 43,379	1.4536	\$ 44,924
5	1.2545	\$ 38,771	1.3045	\$ 40,316	1.4045	\$ 43,407	1.4545	\$ 44,952	1.5045	\$ 46,497
6	1.3054	\$ 40,344	1.3554	\$ 41,889	1.4554	\$ 44,980	1.5054	\$ 46,525	1.5554	\$ 48,070
7	1.3563	\$ 41,917	1.4063	\$ 43,462	1.5063	\$ 46,553	1.5563	\$ 48,098	1.6063	\$ 49,643
8	1.4072	\$ 43,490	1.4572	\$ 45,035	1.5572	\$ 48,126	1.6072	\$ 49,671	1.6572	\$ 51,216
9	1.4581	\$ 45,063	1.5081	\$ 46,608	1.6081	\$ 49,699	1.6581	\$ 51,244	1.7081	\$ 52,789
10	1.509	\$ 46,636	1.559	\$ 48,181	1.659	\$ 51,272	1.709	\$ 52,817	1.759	\$ 54,363
11	1.5599	\$ 48,209	1.6099	\$ 49,755	1.7099	\$ 52,845	1.7599	\$ 54,390	1.8099	\$ 55,936
12	1.6108	\$ 49,782	1.6608	\$ 51,328	1.7608	\$ 54,418	1.8108	\$ 55,963	1.8608	\$ 57,509
13	1.6617	\$ 51,355	1.7117	\$ 52,901	1.8117	\$ 55,991	1.8617	\$ 57,537	1.9117	\$ 59,082
14	1.7126	\$ 52,929	1.7626	\$ 54,474	1.8626	\$ 57,564	1.9126	\$ 59,110	1.9626	\$ 60,655
15	1.7635	\$ 54,502	1.8135	\$ 56,047	1.9135	\$ 59,137	1.9635	\$ 60,683	2.0135	\$ 62,228
16	1.7635	\$ 54,502	1.8135	\$ 56,047	1.9135	\$ 59,137	1.9635	\$ 60,683	2.0135	\$ 62,228
17	1.7635	\$ 54,502	1.8135	\$ 56,047	1.9135	\$ 59,137	1.9635	\$ 60,683	2.0135	\$ 62,228
18	1.7635	\$ 54,502	1.8135	\$ 56,047	1.9135	\$ 59,137	1.9635	\$ 60,683	2.0135	\$ 62,228
19	1.7635	\$ 54,502	1.8135	\$ 56,047	1.9135	\$ 59,137	1.9635	\$ 60,683	2.0135	\$ 62,228
20	1.8144	\$ 56,075	1.8644	\$ 57,620	1.9644	\$ 60,711	2.0144	\$ 62,256	2.0644	\$ 63,801
21	1.8144	\$ 56,075	1.8644	\$ 57,620	1.9644	\$ 60,711	2.0144	\$ 62,256	2.0644	\$ 63,801
22	1.8144	\$ 56,075	1.8644	\$ 57,620	1.9644	\$ 60,711	2.0144	\$ 62,256	2.0644	\$ 63,801
23	1.8144	\$ 56,075	1.8644	\$ 57,620	1.9644	\$ 60,711	2.0144	\$ 62,256	2.0644	\$ 63,801
24	1.8144	\$ 56,075	1.8644	\$ 57,620	1.9644	\$ 60,711	2.0144	\$ 62,256	2.0644	\$ 63,801
25	1.8653	\$ 57,648	1.9153	\$ 59,193	2.0153	\$ 62,284	2.0653	\$ 63,829	2.1153	\$ 65,374

Note: \$600.00 will be added to each bargaining unit member's compensation upon reaching the 27th step of the salary schedule and an additional \$600.00 will be added for each additional year thereafter.

Madison-Plains Local School District

CERTIFIED STAFF SALARY SCHEDULE

2014-2015

BASE INCREASE 1.25%

BASE SALARY \$ 31,292

YEARS	BA		BA+150		MA		MA+15		MA+30	
0	1.0000	\$ 31,292	1.0500	\$ 32,856	1.1500	\$ 35,985	1.2000	\$ 37,550	1.2500	\$ 39,115
1	1.0509	\$ 32,884	1.1009	\$ 34,449	1.2009	\$ 37,578	1.2509	\$ 39,143	1.3009	\$ 40,707
2	1.1018	\$ 34,477	1.1518	\$ 36,042	1.2518	\$ 39,171	1.3018	\$ 40,736	1.3518	\$ 42,300
3	1.1527	\$ 36,070	1.2027	\$ 37,635	1.3027	\$ 40,764	1.3527	\$ 42,328	1.4027	\$ 43,893
4	1.2036	\$ 37,663	1.2536	\$ 39,227	1.3536	\$ 42,356	1.4036	\$ 43,921	1.4536	\$ 45,486
5	1.2545	\$ 39,255	1.3045	\$ 40,820	1.4045	\$ 43,949	1.4545	\$ 45,514	1.5045	\$ 47,078
6	1.3054	\$ 40,848	1.3554	\$ 42,413	1.4554	\$ 45,542	1.5054	\$ 47,107	1.5554	\$ 48,671
7	1.3563	\$ 42,441	1.4063	\$ 44,006	1.5063	\$ 47,135	1.5563	\$ 48,699	1.6063	\$ 50,264
8	1.4072	\$ 44,034	1.4572	\$ 45,598	1.5572	\$ 48,727	1.6072	\$ 50,292	1.6572	\$ 51,857
9	1.4581	\$ 45,626	1.5081	\$ 47,191	1.6081	\$ 50,320	1.6581	\$ 51,885	1.7081	\$ 53,449
10	1.509	\$ 47,219	1.559	\$ 48,784	1.659	\$ 51,913	1.709	\$ 53,478	1.759	\$ 55,042
11	1.5599	\$ 48,812	1.6099	\$ 50,377	1.7099	\$ 53,506	1.7599	\$ 55,070	1.8099	\$ 56,635
12	1.6108	\$ 50,405	1.6608	\$ 51,969	1.7608	\$ 55,098	1.8108	\$ 56,663	1.8608	\$ 58,228
13	1.6617	\$ 51,997	1.7117	\$ 53,562	1.8117	\$ 56,691	1.8617	\$ 58,256	1.9117	\$ 59,820
14	1.7126	\$ 53,590	1.7626	\$ 55,155	1.8626	\$ 58,284	1.9126	\$ 59,849	1.9626	\$ 61,413
15	1.7635	\$ 55,183	1.8135	\$ 56,748	1.9135	\$ 59,877	1.9635	\$ 61,441	2.0135	\$ 63,006
16	1.7635	\$ 55,183	1.8135	\$ 56,748	1.9135	\$ 59,877	1.9635	\$ 61,441	2.0135	\$ 63,006
17	1.7635	\$ 55,183	1.8135	\$ 56,748	1.9135	\$ 59,877	1.9635	\$ 61,441	2.0135	\$ 63,006
18	1.7635	\$ 55,183	1.8135	\$ 56,748	1.9135	\$ 59,877	1.9635	\$ 61,441	2.0135	\$ 63,006
19	1.7635	\$ 55,183	1.8135	\$ 56,748	1.9135	\$ 59,877	1.9635	\$ 61,441	2.0135	\$ 63,006
20	1.8144	\$ 56,776	1.8644	\$ 58,340	1.9644	\$ 61,469	2.0144	\$ 63,034	2.0644	\$ 64,599
21	1.8144	\$ 56,776	1.8644	\$ 58,340	1.9644	\$ 61,469	2.0144	\$ 63,034	2.0644	\$ 64,599
22	1.8144	\$ 56,776	1.8644	\$ 58,340	1.9644	\$ 61,469	2.0144	\$ 63,034	2.0644	\$ 64,599
23	1.8144	\$ 56,776	1.8644	\$ 58,340	1.9644	\$ 61,469	2.0144	\$ 63,034	2.0644	\$ 64,599
24	1.8144	\$ 56,776	1.8644	\$ 58,340	1.9644	\$ 61,469	2.0144	\$ 63,034	2.0644	\$ 64,599
25	1.8653	\$ 58,368	1.9153	\$ 59,933	2.0153	\$ 63,062	2.0653	\$ 64,627	2.1153	\$ 66,191

Note: \$600.00 will be added to each bargaining unit member's compensation upon reaching the 27th step of the salary schedule and an additional \$600.00 will be added for each additional year thereafter.

TEACHERS SCHOOL MEETINGS
Madison-Plains Local School District

Date: _____

I, _____ attended a/an _____

Meeting on _____, from _____ to _____.
(Date) (Time)

(Signature)

(Turn form into building principal)

(Signature of Principal)

Payment made _____

Account Charged _____

MADISON-PLAINS LOCAL SCHOOL DISTRICT
RESIDENT EDUCATOR PROGRAM

15 Hours Resident Educator Inservice Clarification (15 hours beyond contract time of school days)

Every quarter, a total of 3.75 hours will be used to address the following professional development topics:

- A Basic Understandings of a Teacher (Effective)
 - 1. School Year Success – 1st day, mid-year, end of year
 - 2. Effective Teacher – Positive expectations
 - a. Classroom management/discipline
 - b. Designing lessons for student mastery
 - 3. District Policy/Procedures awareness
- B Lesson Mastery
 - 1. Increase student learning
 - 2. Motivation
 - 3. Study Skills/Test Taking
 - 4. Cooperative groupings
 - 5. Lesson Plans
 - 6. Curriculum alignments
 - 7. Learning modalities
 - 8. Addressing student needs
- C. Professional Development suggestions
 - Cooperating/sharing with colleagues
 - School climate/school culture
 - Worker/leader recognition
 - Avoiding burnout
- C. Evaluation/Assessment Strategies
- E. Teaching Strategies

Clarification of Time

1st quarter Session I – 3:30 – 5:30 p.m.
 Session II – 3:30 – 5:15 p.m.

2nd quarter Session I – 3:30 – 5:30 p.m.
 Session II – 3:30 – 5:15 p.m.

3rd quarter Session I – 3:30 – 5:30 p.m.
 Session II – 3:30 – 5:15 p.m.

4th quarter Session I – 3:30 – 5:30 p.m.
 Session II – 3:30 – 5:15 p.m.

MADISON-PLAINS LOCAL SCHOOL DISTRICT
APPLICATION FOR REIMBURSEMENT FOR COLLEGE CREDITS/LICENSURE

(Submit in Duplicate)

NAME _____ DATE _____

BUILDING _____

SPECIFIC ASSIGNMENT _____ GRADE OR AREA _____

<u>COLLEGE CREDIT</u>	
College Offering Course:	_____
Course Taken:	_____ _____
Department:	_____
Hours:	_____
Quarter or Semester:	_____
Course Information:	_____ _____ _____
Reimbursement Requested:	\$ _____

<u>LICENSURE</u>	
Licensure Type:	_____
Fee Amount:	\$ _____
Fee Amount:	\$ _____
Fee Amount:	\$ _____

Application will not be approved unless the following applicable documentation is attached:

- Course Description
- Proof of Completion
- Detailed Invoice
- Proof of Payment
- Copy of New License.

Teacher's Signature _____ Date _____

- APPLICATION APPROVED
- APPLICATION NOT APPROVED

Superintendent's Signature _____ Date _____

MADISON-PLAINS LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

EMPLOYEE MEDICAL BENEFITS OVERVIEW

 MEDICAL MUTUAL [®]		Madison-Plains Local Schools Medical Benefits SuperMed Plus	
Benefits	Network	Non-Network	
Benefit Period	October 1 st through Sept. 30 th		
Dependent Age Limit	26/28 Dependent with Certification; Removal upon end of calendar year		
Pre-Existing Condition Waiting Period (Does not apply to members under the age of 19)	Initial Group Waiver, All others: 6-9		
Annual Maximum	\$5,000,000		
3 month Deductible Carryover	Does Apply		
Benefit Period Deductible - Single/Family ¹	\$5,000/\$10,000	\$5,750/\$11,500	
Coinsurance	100%	70%	
Coinsurance Out-of-Pocket Maximum (Excluding Deductible) - Single/Family	\$0/\$0	\$2,000/\$2,000	
Physician/Office Services			
Office Visit (Illness/Injury) ²	\$20 copay, then 100%	70% after deductible	
Urgent Care Office Visit ²	\$75 copay, then 100%	70% after deductible	
Surgical Services in Physician's Office	\$20 copay, then 100%	70% after deductible	
All Immunizations ³	100%	70% after deductible	
Allergy Testing and Treatment	\$20 copay, then 100%	70% after deductible	
Therapeutic Injections and Administration	\$20 copay, then 100%	70% after deductible	
Preventive Services³			
Preventive Services, in accordance with State and federal law ³	100%	70% after deductible	
Routine Physical Exams (Age 21 and over)	100%	70% after deductible	
Well Child Care Services including Exam and Immunizations (to Age 21)	100%	70% after deductible	
Well Child Laboratory Tests (to Age 21)	100%	70% after deductible	
Routine Vision Exams (One exam every two years including Refraction: Age 21 and over)	100%	70% after deductible	
Routine Hearing Exams (Age 21 and over)	100%	70% after deductible	
Routine Mammogram (One per benefit period)	100%	70% after deductible	
Routine Pap Test (One per benefit period)	100%	70% after deductible	
Routine Laboratory, X-Rays and Medical Tests (all Ages)	100%	70% after deductible	
Routine Endoscopic Services (All Ages)	100%	70% after deductible	
Therapeutic Injections and Administration	100%	70% after deductible	
Outpatient Services			
Surgical Services (other than a physician's office)	100% after deductible	70% after deductible	
Diagnostic Services (Laboratory, X-Rays and Medical Test)	100%	70% after deductible	
Diagnostic Services (CT Scan, MRI, & Nuclear Medicine)	100%	70% after deductible	
Endoscopic Services	100%	70% after deductible	
Physical/Occupational Therapy - Facility and Professional (20 visits each per benefit period)	\$20 copay, then 100%	70% after deductible	
Chiropractic Therapy - Professional Only (20 visits per benefit period)	\$20 copay, then 100%	70% after deductible	
Speech Therapy - Facility and Professional (50 visits per benefit period)	\$20 copay, then 100%	70% after deductible	
Cardiac Rehabilitation - (Facility - 36 visits per benefit period; Professional - Unlimited)	\$20 copay, then 100%	70% after deductible	
Pulmonary Rehabilitation - (Facility - 20 visits per benefit period; Professional - Unlimited)	\$20 copay, then 100%	70% after deductible	
Emergency use of an Emergency Room ⁴	\$150 copay, then 100%		
Non-Emergency use of an Emergency Room ⁵	\$150 copay, then 100%	\$150 copay, then 70%	
Inpatient Facility			
Semi-Private Room and Board	100% after deductible	70% after deductible	
Diagnostic Services (Laboratory, X-Rays and Medical Test)	100%	70% after deductible	
Professional Services	100% after deductible	70% after deductible	

Benefits	Network	Non-Network
Inpatient Facility		
Maternity	100% after deductible	70% after deductible
Inpatient Physical Rehabilitation in a Freestanding Rehab Facility (60 days per benefit period)	100%	70% after deductible
Skilled Nursing Facility (180 days per benefit period)	100% after deductible	70% after deductible
Additional Services		
Ambulance	100%	100%
Congenital Heart Disease Surgeries	100% after deductible	70% after deductible
OP Diabetic Education and Training	\$20 copay, then 100% (Professional); 100% after deductible	70% after deductible
Dental Accident (Limited to \$3,000 maximum per benefit period)	100%	
Durable Medical Equipment including Prosthetics Appliances and Orthotic Devices	100%	70% after deductible
Home Healthcare (limited to 200 visits per benefit period)	100% after deductible	70% after deductible
Hospice	100% after deductible	70% after deductible
Organ Transplants	100% after deductible	70% after deductible
Ostomy Supplies	100%	70% after deductible
Weight Loss Surgical Services including complications from Weight Loss Surgery	Not Covered	Not Covered
TMJ Services	Not Covered	Not Covered
Private Duty Nursing	Not Covered	Not Covered
Mental Health and Substance Abuse - Federal Mental Health Parity		
Inpatient Mental Health and Substance Abuse Services	\$20 Copay, then 100%	70% after deductible
Outpatient Mental Health and Substance Abuse Services	100%	70% after deductible

Note: Non-Contracting and Facility Other Providers will pay the same as Non-Network.

Deductible expenses incurred for services by a network provider will only apply to the network deductible out-of-pocket limits. Deductible expenses incurred for services by a non-network provider will only apply to the non-network deductible out-of-pocket limits.

Coinsurance expenses incurred for services by a network provider will only apply to the network coinsurance out-of-pocket limits. Coinsurance expenses incurred for services by a non-network provider will only apply to the non-network coinsurance out-of-pocket limits.

Benefits will be determined based on Medical Mutual's medical and administrative policies and procedures.

This document is only a partial listing of benefits. This is not a contract of insurance. No person other than an officer of Medical Mutual may agree, orally or in writing, to change the benefits listed here. The contract or certificate will contain the complete listing of covered services.

In certain instances, Medical Mutual's payment may not equal the percentage listed above. However, the covered person's coinsurance will always be based on the lesser of the provider's billed charges or Medical Mutual's negotiated rate with the provider.

¹Maximum family deductible. Member deductible is the same as a single deductible.

²The office visit copay applies to the cost of the office visit only.

³Preventive services include evidence based services that have a rating of "A" or "B" in the United States Preventive Services Task Force, routine immunizations and other screenings, as provided for in the Patient Protection and Affordable Care Act.

⁴Copay waived if admitted. The copay applies to room charges only. All other covered charges are not subject to deductible.

⁵Copay waived if admitted. The copay applied to room charges only. All other covered charges are subject to deductible and coinsurance.



MEDICAL MUTUAL®

Madison-Plains Local Schools
Prescription Drug Program¹
SuperMed Plus

Benefits	Copay	Day Supply
Benefit Period	October	1 st through Sept 30 th
Dependent Age Limit	Same as Medical	
Formulary Retail Program with Oral Contraceptive Coverage¹		
Generic Copayment	\$10	30
Formulary Copayment	\$30	30
Non-Formulary Copayment	\$50	30
Diabetic Supplies ¹	\$0	30
Formulary Mail Order Program with Oral Contraceptive Coverage¹		
Generic Copayment	\$20	90
Formulary Copayment	\$60	90
Non-Formulary Copayment	\$100	90
Diabetic Supplies ¹	\$0	90

Exclusions:

- Smoking Cessation Drugs
- Fertility Drugs

Note: In an effort to continue our commitment to quality care and help contain the increasing cost of prescription drug coverage, a formulary feature is included in your prescription drug benefit. A formulary drug is a FDA approved prescription medication reviewed by an independent Pharmacy and Therapeutics Committee brought together by Medco Health Solutions, Inc. Formulary drugs can assist in maintaining quality care while meeting your plan's cost containment objectives.

Benefits will be determined based upon Medical Mutual's medical and administrative policies and procedures.

This document is only a partial listing of benefits. This is not a contract of insurance. No person other than an officer of Medical Mutual may agree, orally or in writing, to change the benefits listed here. The contract or certificate will contain the complete listing of covered services.

¹Includes over-the-counter items, as well as insulin, syringes and needles, glucose monitors and meters

Madison - Plains Local Schools Plan A and VSP provide you an affordable eyecare plan.

Doctor Network..... VSP Signature

Your Coverage with a VSP Doctor

WellVision Exam® focuses on your eye health and overall wellness

• \$20.00 copay every plan year

Prescription Glasses

• \$20.00 copay

Lenses..... every other plan year

• Single vision, lined bifocal, and lined trifocal lenses

• Polycarbonate lenses for dependant children

Frame..... every other plan year

• \$130.00 allowance for a wide selection of frames

• 20% off the amount over your allowance

~OR~

Contact Lens Care

• No copay..... every other plan year

\$130.00 allowance for contacts and the contact lens exam (fitting and evaluation). If you choose contact lenses you will be eligible for a frame two plan years from the date the contact lenses were obtained.

Current soft contact lens wearers may qualify for a special program that includes a contact lens exam and initial supply of lenses.

~OR~

Extra Discounts and Savings

Glasses and Sunglasses

• Average 35 - 40% savings on all non-covered lens options

• 30% off additional glasses and sunglasses, including lens options, from the same VSP doctor on the same day as your WellVision Exam. Or get 20% off from any VSP doctor within 12 months of your last WellVision Exam

Contacts

• 15% off cost of contact lens exam (fitting and evaluation)

Laser Vision Correction

• Average 15% off the regular price or 5% off the promotional price. Discounts only available from contracted facilities.

• After surgery, use your frame allowance (if eligible) for sunglasses from any VSP doctor

~OR~

Your Coverage with Other Providers

Visit vsp.com for details, if you plan to see a provider other than a VSP doctor.

Exam.....	Up to \$50.00
Single vision lenses.....	Up to \$50.00
Lined bifocal lenses.....	Up to \$75.00
Lined trifocal lenses.....	Up to \$100.00
Frame.....	Up to \$70.00
Contacts.....	Up to \$105.00

VSP guarantees service from VSP doctors only. In the event of a conflict between this information and your organization's contract with VSP, the terms of the contract will prevail.

Madison - Plains Local Schools Buy Up Plan B and VSP provide you an affordable eyecare plan.

Doctor Network..... VSP Signature

Your Coverage with a VSP Doctor

WellVision Exam® focuses on your eye health and overall wellness

• \$20.00 copay every plan year

Prescription Glasses

• \$20.00 copay

Lenses..... every plan year

• Single vision, lined bifocal, and lined trifocal lenses

• Polycarbonate lenses for dependant children

Frame..... every other plan year

• \$130.00 allowance for a wide selection of frames

• 20% off the amount over your allowance

~OR~

Contact Lens Care

• No copay..... every plan year

\$130.00 allowance for contacts and the contact lens exam (fitting and evaluation). If you choose contact lenses you will be eligible for a frame one plan year from the date the contact lenses were obtained.

Current soft contact lens wearers may qualify for a special program that includes a contact lens exam and initial supply of lenses.

~OR~

Extra Discounts and Savings

Glasses and Sunglasses

• Average 35 - 40% savings on all non-covered lens options

• 30% off additional glasses and sunglasses, including lens options, from the same VSP doctor on the same day as your WellVision Exam. Or get 20% off from any VSP doctor within 12 months of your last WellVision Exam

Contacts

• 15% off cost of contact lens exam (fitting and evaluation)

Laser Vision Correction

• Average 15% off the regular price or 5% off the promotional price. Discounts only available from contracted facilities.

• After surgery, use your frame allowance (if eligible) for sunglasses from any VSP doctor

~OR~

Your Coverage with Other Providers

Visit vsp.com for details, if you plan to see a provider other than a VSP doctor.

Exam.....	Up to \$50.00
Single vision lenses.....	Up to \$50.00
Lined bifocal lenses.....	Up to \$75.00
Lined trifocal lenses.....	Up to \$100.00
Frame.....	Up to \$70.00
Contacts.....	Up to \$105.00

VSP guarantees service from VSP doctors only. In the event of a conflict between this information and your organization's contract with VSP, the terms of the contract will prevail.

SUMMARY OF YOUR DENTAL PLAN BENEFITS

CLASS I PREVENTIVE & DIAGNOSTIC*
<p>Oral Exams (initial or periodic) Once in any consecutive 6-month period (unless otherwise limited in the Schedule of Benefits)</p>
<p>Teeth Cleaning (Routine or Periodontal Prophylaxis) Once in any consecutive 6-month period (unless otherwise limited in the Schedule of Benefits)</p>
<p>Fluoride Treatment Once every 6 months (unless otherwise limited in the Schedule of Benefits)</p>
<p>Emergency Pain Treatments</p>
<p>Space Maintainers</p>
<p>Sealants Coverage is limited to <i>Dependent Children</i> under the age listed in the Schedule of Benefits</p>
<p>Diagnostic X-rays Panorex or full-mouth series are covered once in any consecutive 36-month period (unless otherwise limited in the Schedule of Benefits)</p>
<p>Tests & Lab Exams</p>

The deductible does not apply to Class I benefits.

Payment for Class I services applies to the Plan Year maximum listed in the Schedule of Benefits.

**The above is a general summary only. See the Schedule of Benefits for information regarding Deductibles, payment percentages and maximums that apply to your group. The Schedule of Benefits at the front of this booklet overrides any provisions listed above.*

SUMMARY OF YOUR DENTAL PLAN BENEFITS

CLASS II BASIC RESTORATIVE*
Fillings Amalgams, Silicate, Acrylic
Root Canal Therapy (Endodontics)
Repair of Bridgework & Dentures (only if done more than six months after the initial insertion)
Extractions and Oral Surgery
General or Local Anesthesia when Medically Necessary for Oral Surgery
Removal of Impacted Teeth
Treatment of Gum Disease (Periodontics)
Rebasing and Relining of Present Dentures (as limited in the Schedule of Benefits)

The deductible applies to Class II benefits.

Payment for Class II services applies to the Plan Year maximum listed in the Schedule of Benefits.

**The above is a general summary only. See the Schedule of Benefits for information regarding Deductibles, payment percentages and maximums that apply to your group. The Schedule of Benefits at the front of this booklet overrides any provisions listed above.*

SUMMARY OF YOUR DENTAL PLAN BENEFITS

CLASS III MAJOR RESTORATIVE*
Inlays, Onlays, Gold Fillings, or Crown Restorations
Installation of Fixed Bridgework
Installation of Partial or Complete Dentures
Replacement of Existing Bridgework or Dentures

The deductible applies to Class III benefits.

Payment for Class III services applies to the Plan Year maximum listed in the Schedule of Benefits.

**The above is a general summary only. See the Schedule of Benefits for information regarding Deductibles, payment percentages and maximums that apply to your group. The Schedule of Benefits at the front of this booklet overrides any provisions listed above.*

SUMMARY OF YOUR DENTAL PLAN BENEFITS

CLASS IV ORTHODONTIA*
Full-Banded Orthodontic Treatment
Appliances for Tooth Guidance
Appliances to Control Harmful Habits
Retention Appliance

The deductible does not apply to Class IV benefits.

Payment for Class IV services applies to the lifetime orthodontia maximum listed in the Schedule of Benefits.

**The above is a general summary only. See the Schedule of Benefits for information regarding Deductibles, payment percentages and maximums that apply to your group. The Schedule of Benefits at the front of this booklet overrides any provisions listed above.*

Supplemental Salary Schedule		2012-2013																				
BA Step 0		\$ 30,524																				
Supplemental	Grade		Gender	#	0		1		2		3		4		5		6		7		8	
Athletic Program Travel coordinators	HS	E	All	2	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947
Athletic Programs Advisor	HS	E	All	1	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747
Baseball	7th	E	Boys	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Baseball	8th	E	Boys	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Baseball	Reserve	E	Boys	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976
Baseball	Varsity	E	Boys	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Baseball Asst	Varsity	E	Boys	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Basketball	7th	E	Boys	2	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Basketball	7th	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Basketball	8th	E	Boys	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Basketball	8th	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Basketball	9th	E	Boys	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976
Basketball	9th	E	Girls	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976
Basketball	Reserve	E	Boys	1	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976	10.13%	\$3,092	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663
Basketball	Reserve	E	Girls	1	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976	10.13%	\$3,092	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663
Basketball	Varsity	E	Boys	1	15.35%	\$4,684	15.73%	\$4,800	16.11%	\$4,916	16.49%	\$5,032	16.87%	\$5,148	17.25%	\$5,264	17.63%	\$5,380	18.01%	\$5,496	18.39%	\$5,612
Basketball	Varsity	E	Girls	1	15.35%	\$4,684	15.73%	\$4,800	16.11%	\$4,916	16.49%	\$5,032	16.87%	\$5,148	17.25%	\$5,264	17.63%	\$5,380	18.01%	\$5,496	18.39%	\$5,612
Basketball Asst	Varsity	E	Boys	1	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Basketball Asst	Varsity	E	Girls	1	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Cheerleading - Basketball	7th	E		1	2.93%	\$894	3.00%	\$916	3.38%	\$1,032	3.45%	\$1,053	3.68%	\$1,123	3.90%	\$1,190	4.13%	\$1,261	4.28%	\$1,306	4.43%	\$1,352
Cheerleading - Basketball	8th	E		1	2.93%	\$894	3.00%	\$916	3.38%	\$1,032	3.45%	\$1,053	3.68%	\$1,123	3.90%	\$1,190	4.13%	\$1,261	4.28%	\$1,306	4.43%	\$1,352
Cheerleading - Basketball	Freshman	E		1	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Cheerleading - Basketball	Reserve	E		1	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Cheerleading - Basketball	Varsity	E		1	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Cheerleading - Comp. Squad	HS	E		1	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Cheerleading - Football	7th	E		1	2.93%	\$894	3.00%	\$916	3.38%	\$1,032	3.45%	\$1,053	3.68%	\$1,123	3.90%	\$1,190	4.13%	\$1,261	4.28%	\$1,306	4.43%	\$1,352
Cheerleading - Football	8th	E		1	2.93%	\$894	3.00%	\$916	3.38%	\$1,032	3.45%	\$1,053	3.68%	\$1,123	3.90%	\$1,190	4.13%	\$1,261	4.28%	\$1,306	4.43%	\$1,352
Cheerleading - Football	Freshman	E		1	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Cheerleading - Football	Reserve	E		1	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Cheerleading - Football	Varsity	E		1	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Cross Country	7th & 8th	E	Co-ed	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Cross Country	Varsity	E	Boys	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Cross Country	Varsity	E	Girls	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Dance Team Coord	H.S.	E			2.93%	\$894	3.00%	\$916	3.38%	\$1,032	3.45%	\$1,053	3.68%	\$1,123	3.91%	\$1,193	4.14%	\$1,264	4.37%	\$1,334	4.60%	\$1,404
Football	7th	E		1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634

Supplemental Salary Schedule		2012-2013																				
BA Step 0		\$ 30,524																				
Supplemental	Grade		Gender	#	0		1		2		3		4		5		6		7		8	
Football	8th	E		1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Football	9th	E		1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976
Football	Reserve	E		1	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976	10.13%	\$3,092	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663
Football	Varsity	E		1	15.35%	\$4,684	15.73%	\$4,800	16.11%	\$4,916	16.49%	\$5,032	16.87%	\$5,148	17.25%	\$5,264	17.63%	\$5,380	18.01%	\$5,496	18.39%	\$5,612
Football Asst	7th	E		1	2.93%	\$894	3.00%	\$916	3.15%	\$962	3.30%	\$1,007	3.38%	\$1,032	3.45%	\$1,053	3.56%	\$1,087	3.64%	\$1,111	3.71%	\$1,132
Football Asst	8th	E		1	2.93%	\$894	3.00%	\$916	3.15%	\$962	3.30%	\$1,007	3.38%	\$1,032	3.45%	\$1,053	3.56%	\$1,087	3.64%	\$1,111	3.71%	\$1,132
Football Asst	Varsity	E		2	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863
Golf	7th & 8th	E	Co-ed	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Golf	Reserve	E	Boys	1	1.50%	\$458	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
Golf	Reserve	E	Girls	1	1.50%	\$458	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
Golf	Varsity	E	Boys	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Golf	Varsity	E	Girls	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Gymnastics	7th & 8th	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Gymnastics	Reserve	E	Boys	1	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976	10.13%	\$3,092	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663
Gymnastics	Reserve	E	Girls	1	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976	10.13%	\$3,092	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663
Gymnastics	Varsity	E	Boys	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Gymnastics	Varsity	E	Girls	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Indoor Track	7th & 8th	E	Co-ed	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Indoor Track	Varsity	E		1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Indoor Track Ass't	Varsity	E	Co-ed	1	2.93%	\$894	3.00%	\$916	3.15%	\$962	3.30%	\$1,007	3.38%	\$1,032	3.45%	\$1,053	3.56%	\$1,087	3.64%	\$1,111	3.71%	\$1,132
Soccer	7th & 8th	E	Boys	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Soccer	7th & 8th	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Soccer	HS	E	Boys	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Soccer	HS	E	Girls	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Soccer Asst	Varsity	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Softball	7th	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Softball	8th	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Softball	Reserve	E	Girls	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976
Softball	Varsity	E	Girls	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Softball Asst	Varsity	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Swimming	Reserve	E	Boys	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976
Swimming	Reserve	E	Girls	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976
Swimming	Varsity	E	Boys	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Swimming	Varsity	E	Girls	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121
Tennis	7th & 8th	E	Co-ed	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634
Tennis	Reserve	E	Boys	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976

Supplemental Salary Schedule				2012-2013																					
BA Step 0				\$ 30,524																					
Supplemental	Grade		Gender	#	0		1		2		3		4		5		6		7		8				
Tennis	Reserve	E	Girls	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976			
Tennis	Varsity	E	Boys	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121			
Tennis	Varsity	E	Girls	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121			
Track	7th & 8th	E	Boys	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634			
Track	7th & 8th	E	Girls		5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634			
Track	Varsity	E	Boys	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121			
Track	Varsity	E	Girls	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121			
Track Asst	Varsity	E	Boys	2	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634			
Volleyball	7th	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634			
Volleyball	8th	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634			
Volleyball	9th	E	Boys	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976			
Volleyball	9th	E	Girls	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976			
Volleyball	Reserve	E	Boys	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976			
Volleyball	Reserve	E	Girls	1	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976			
Volleyball	Varsity	E	Boys	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121			
Volleyball	Varsity	E	Girls	1	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121			
Volleyball Asst	Varsity	E	Girls	1	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289	7.88%	\$2,405	8.25%	\$2,518	8.63%	\$2,634			
Weight Room Supervisor	All	E	All	3	3.45%	\$1,053	3.60%	\$1,099	3.75%	\$1,145	3.75%	\$1,145	3.98%	\$1,215	4.13%	\$1,261	4.35%	\$1,328	4.50%	\$1,374	4.69%	\$1,432			
Wrestling	7th & 8th	E	Boys	1	4.63%	\$1,413	5.00%	\$1,526	5.38%	\$1,642	5.75%	\$1,755	6.13%	\$1,871	6.50%	\$1,984	6.88%	\$2,100	7.25%	\$2,213	7.63%	\$2,329			
Wrestling	Reserve	E	Boys	1	8.00%	\$2,442	8.38%	\$2,558	8.75%	\$2,671	9.13%	\$2,787	9.50%	\$2,900	9.88%	\$3,016	10.25%	\$3,129	10.63%	\$3,245	11.00%	\$3,358			
Wrestling	Varsity	E	Boys	1	14.14%	\$4,316	14.52%	\$4,432	14.90%	\$4,548	15.28%	\$4,664	15.66%	\$4,780	16.04%	\$4,896	16.42%	\$5,012	16.80%	\$5,128	17.18%	\$5,244			
Wrestling Asst	Varsity	E	Boys	1	5.38%	\$1,642	5.75%	\$1,755	6.13%	\$1,871	6.50%	\$1,984	6.88%	\$2,100	7.25%	\$2,213	7.63%	\$2,329	8.00%	\$2,442	8.38%	\$2,558			
Art Club	HS	C		1	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549			
Art Contest - District	HS	C		1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348			
Art Show	MS	C		1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348			
Band	MS	C		2	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549			
Band Camp	HS	C		2	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.28%	\$1,306	4.88%	\$1,490			
Band Director - Ass't	HS	C		1	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289			
Band Dir. (March, Concert, Jazz, Pep)	HS	C		2	11.25%	\$3,434	11.63%	\$3,550	12.00%	\$3,663	12.38%	\$3,779	12.75%	\$3,892	13.13%	\$4,008	13.50%	\$4,121	13.88%	\$4,237	14.25%	\$4,350			
BOLD	HS	C		1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490			
BOLD	MS	C		1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348			
Career Club	HS	C		1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490			
Career Ed Com Member	Elem/Intermed	C		4	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348			
Career Ed Com Member	HS	C		4	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348			
Career Ed Com Member	JH	C		4	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348			
Chess Club	HS	C		1	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549			

Supplemental Salary Schedule BA Step 0		2012-2013 \$ 30,524																									
Supplemental	Grade	Gender	#	0	1	2	3	4	5	6	7	8															
Choral Director	6th - 12th	C	1	8.25%	\$2,518	8.63%	\$2,634	9.00%	\$2,747	9.38%	\$2,863	9.75%	\$2,976	10.13%	\$3,092	10.50%	\$3,205	10.88%	\$3,321	11.25%	\$3,434						
Citizen Bee	HS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Civics English I Club	HS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490						
Civics English II Club	HS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490						
Class Advisor	Freshman	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490						
Class Advisor	Junior	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
Class Advisor	Senior	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
Class Advisor	Sophomore	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490						
Concessions	MS	C	1	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549						
Curric. Development Committee Mem.	All	C		0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Department Heads	HS	C		1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490						
Department Heads	MS	C		0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Drama	MS	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
Drama/Drama Club	HS	C	2	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
Drug Free Programs	MS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Ensemble Rehearsals & Sections Comp - Instrumental	HS	C	2	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Ensemble Rehearsals & Sections Comp - Vocal	HS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Envirothon	HS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Faculty Manager - Fall	All	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
Faculty Manager - Winter	All	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
Festival of the Arts	District	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
Festival of the Arts	MS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490						
Flag Corps	HS	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
French Club	HS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490						
Geography Bee Coordinator	MS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Homecoming	HS	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
Junior/Senior Prom	HS	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831						
Literary Magazine	HS	C	1	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549						
Literary Magazine	MS	C	1	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549						
LPDC Member		C	5		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500						
Math Contest	Elem/Intermed	C	5	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Math Contest	MS	C	2	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Mock Trial	HS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348						
Music Program	Elem	C	1	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549						
Music Band/Orchestra Dir. (Per play)	HS	C	1	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549						
Musical Choir Director (Per play)	HS	C	1	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549						

Supplemental Salary Schedule		2012-2013																											
BA Step 0		\$ 30,524																											
Supplemental	Grade	Gender	#	0	1	2	3	4	5	6	7	8																	
National Honor Society	HS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490								
Newspaper	HS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490								
Newspaper	MS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490								
Outdoor Ed Coordinator	MS	C	2	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549								
Outdoor Ed Trip Advisor	MS	C	4	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Outside Education (per occurrence)	Elem	C		0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Piano Accompanist (Per performance)	HS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Power of the Pen	MS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Quick Recall	HS	C	1	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289								
Right-to-Read Building Coordinator	All	C	5	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Right-to-Read District Coordinator	All	C	1	1.20%	\$366	1.28%	\$391	1.35%	\$412	1.43%	\$436	1.50%	\$458	1.58%	\$482	1.65%	\$504	1.73%	\$528	1.80%	\$549								
Science Club Advisor	HS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490								
Science Fair	Elem/Intermed	C	4	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Science Fair	HS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Science Fair	JH	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Science Olympiad	Elem	C	4	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Science Olympiad	HS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Science Olympiad	MS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Spanish Club	HS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490								
Spelling Bee	All	C	7	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
SST Coordinator	Elementary	C	4	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289								
SST Coordinator	Intermediate	C	2	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289								
Student Council	HS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490								
Student Council	MS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Student of the Month	Elementary	C	2	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Student of the Month	High School	C	2	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Student of the Month	Intermediate	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Student of the Month	Junior High	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Study Abroad Coordinators	HS	C	2	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490								
Technology Club	HS	C	1	1.88%	\$574	2.25%	\$687	2.63%	\$803	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490								
Yearbook	HS	C	1	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831	6.38%	\$1,947	6.75%	\$2,060	7.13%	\$2,176	7.50%	\$2,289								
Yearbook	Junior High	C	1	3.00%	\$916	3.38%	\$1,032	3.75%	\$1,145	4.13%	\$1,261	4.50%	\$1,374	4.88%	\$1,490	5.25%	\$1,603	5.63%	\$1,719	6.00%	\$1,831								
Youth-to-Youth (anti-drug)	HS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								
Youth-to-Youth (anti-drug)	MS	C	1	0.68%	\$208	0.75%	\$229	0.83%	\$253	0.86%	\$263	0.92%	\$281	0.95%	\$290	1.05%	\$321	1.10%	\$336	1.14%	\$348								

Supplemental Salary Schedule
BA STEP 0

2013-2014
\$ 30,905

Supplemental	Grade		Gender	#	0	1	2	3	4	5	6	7	8									
Athletic Program Travel coordinators	HS	E	All	2	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972
Athletic Programs Advisor	HS	E	All	1	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781
Baseball	7th	E	Boys	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Baseball	8th	E	Boys	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Baseball	Reserve	E	Boys	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Baseball	Varsity	E	Boys	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Baseball Asst	Varsity	E	Boys	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Basketball	7th	E	Boys	2	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Basketball	7th	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Basketball	8th	E	Boys	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Basketball	8th	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Basketball	9th	E	Boys	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Basketball	9th	E	Girls	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Basketball	Reserve	E	Boys	1	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013	10.13%	\$3,131	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709
Basketball	Reserve	E	Girls	1	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013	10.13%	\$3,131	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709
Basketball	Varsity	E	Boys	1	15.35%	\$4,742	15.73%	\$4,860	16.11%	\$4,977	16.49%	\$5,095	16.87%	\$5,212	17.25%	\$5,330	17.63%	\$5,447	18.01%	\$5,564	18.39%	\$5,682
Basketball	Varsity	E	Girls	1	15.35%	\$4,742	15.73%	\$4,860	16.11%	\$4,977	16.49%	\$5,095	16.87%	\$5,212	17.25%	\$5,330	17.63%	\$5,447	18.01%	\$5,564	18.39%	\$5,682
Basketball Asst	Varsity	E	Boys	1	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Basketball Asst	Varsity	E	Girls	1	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Cheerleading - Basketball	7th	E		1	2.93%	\$906	3.00%	\$927	3.38%	\$1,045	3.45%	\$1,066	3.68%	\$1,137	3.90%	\$1,205	4.13%	\$1,276	4.28%	\$1,323	4.43%	\$1,369
Cheerleading - Basketball	8th	E		1	2.93%	\$906	3.00%	\$927	3.38%	\$1,045	3.45%	\$1,066	3.68%	\$1,137	3.90%	\$1,205	4.13%	\$1,276	4.28%	\$1,323	4.43%	\$1,369
Cheerleading - Basketball	Freshman	E		1	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Cheerleading - Basketball	Reserve	E		1	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Cheerleading - Basketball	Varsity	E		1	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Cheerleading - Comp. Squad	HS	E		1	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Cheerleading - Football	7th	E		1	2.93%	\$906	3.00%	\$927	3.38%	\$1,045	3.45%	\$1,066	3.68%	\$1,137	3.90%	\$1,205	4.13%	\$1,276	4.28%	\$1,323	4.43%	\$1,369
Cheerleading - Football	8th	E		1	2.93%	\$906	3.00%	\$927	3.38%	\$1,045	3.45%	\$1,066	3.68%	\$1,137	3.90%	\$1,205	4.13%	\$1,276	4.28%	\$1,323	4.43%	\$1,369
Cheerleading - Football	Freshman	E		1	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Cheerleading - Football	Reserve	E		1	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Cheerleading - Football	Varsity	E		1	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Cross Country	7th & 8th	E	Co-ed	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Cross Country	Varsity	E	Boys	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Cross Country	Varsity	E	Girls	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Dance Team Coord	H.S.	E			2.93%	\$906	3.00%	\$927	3.38%	\$1,045	3.45%	\$1,066	3.68%	\$1,137	3.91%	\$1,208	4.14%	\$1,279	4.37%	\$1,351	4.60%	\$1,422
Football	7th	E		1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Football	8th	E		1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667

Supplemental Salary Schedule
BA STEP 0

2013-2014
\$ 30,905

Supplemental	Grade		Gender	#	0	1	2	3	4	5	6	7	8									
Football	9th	E		1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Football	Reserve	E		1	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013	10.13%	\$3,131	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709
Football	Varsity	E		1	15.35%	\$4,742	15.73%	\$4,860	16.11%	\$4,977	16.49%	\$5,095	16.87%	\$5,212	17.25%	\$5,330	17.63%	\$5,447	18.01%	\$5,564	18.39%	\$5,682
Football Asst	7th	E		1	2.93%	\$906	3.00%	\$927	3.15%	\$974	3.30%	\$1,020	3.38%	\$1,045	3.45%	\$1,066	3.56%	\$1,100	3.64%	\$1,125	3.71%	\$1,147
Football Asst	8th	E		1	2.93%	\$906	3.00%	\$927	3.15%	\$974	3.30%	\$1,020	3.38%	\$1,045	3.45%	\$1,066	3.56%	\$1,100	3.64%	\$1,125	3.71%	\$1,147
Football Asst	Varsity	E		2	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899
Golf	7th & 8th	E	Co-ed	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Golf	Reserve	E	Boys	1	1.50%	\$464	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
Golf	Reserve	E	Girls	1	1.50%	\$464	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
Golf	Varsity	E	Boys	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Golf	Varsity	E	Girls	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Gymnastics	7th & 8th	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Gymnastics	Reserve	E	Boys	1	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013	10.13%	\$3,131	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709
Gymnastics	Reserve	E	Girls	1	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013	10.13%	\$3,131	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709
Gymnastics	Varsity	E	Boys	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Gymnastics	Varsity	E	Girls	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Indoor Track	7th & 8th	E	Co-ed	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Indoor Track	Varsity	E		1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Indoor Track Ass't	Varsity	E	Co-ed	1	2.93%	\$906	3.00%	\$927	3.15%	\$974	3.30%	\$1,020	3.38%	\$1,045	3.45%	\$1,066	3.56%	\$1,100	3.64%	\$1,125	3.71%	\$1,147
Soccer	7th & 8th	E	Boys	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Soccer	7th & 8th	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Soccer	HS	E	Boys	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Soccer	HS	E	Girls	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Soccer Asst	Varsity	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Softball	7th	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Softball	8th	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Softball	Reserve	E	Girls	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Softball	Varsity	E	Girls	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Softball Asst	Varsity	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Swimming	Reserve	E	Boys	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Swimming	Reserve	E	Girls	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Swimming	Varsity	E	Boys	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Swimming	Varsity	E	Girls	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Tennis	7th & 8th	E	Co-ed	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Tennis	Reserve	E	Boys	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Tennis	Reserve	E	Girls	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013

**Supplemental Salary Schedule
BA STEP 0**

**2013-2014
\$ 30,905**

Supplemental	Grade		Gender	#	0	1	2	3	4	5	6	7	8									
Tennis	Varsity	E	Boys	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Tennis	Varsity	E	Girls	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Track	7th & 8th	E	Boys	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Track	7th & 8th	E	Girls		5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Track	Varsity	E	Boys	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Track	Varsity	E	Girls	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Track Asst	Varsity	E	Boys	2	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Volleyball	7th	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Volleyball	8th	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Volleyball	9th	E	Boys	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Volleyball	9th	E	Girls	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Volleyball	Reserve	E	Boys	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Volleyball	Reserve	E	Girls	1	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013
Volleyball	Varsity	E	Boys	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Volleyball	Varsity	E	Girls	1	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172
Volleyball Asst	Varsity	E	Girls	1	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318	7.88%	\$2,435	8.25%	\$2,550	8.63%	\$2,667
Weight Room Supervisor	All	E	All	3	3.45%	\$1,066	3.60%	\$1,113	3.75%	\$1,159	3.75%	\$1,159	3.98%	\$1,230	4.13%	\$1,276	4.35%	\$1,344	4.50%	\$1,391	4.69%	\$1,449
Wrestling	7th & 8th	E	Boys	1	4.63%	\$1,431	5.00%	\$1,545	5.38%	\$1,663	5.75%	\$1,777	6.13%	\$1,894	6.50%	\$2,009	6.88%	\$2,126	7.25%	\$2,241	7.63%	\$2,358
Wrestling	Reserve	E	Boys	1	8.00%	\$2,472	8.38%	\$2,590	8.75%	\$2,704	9.13%	\$2,822	9.50%	\$2,936	9.88%	\$3,053	10.25%	\$3,168	10.63%	\$3,285	11.00%	\$3,400
Wrestling	Varsity	E	Boys	1	14.14%	\$4,370	14.52%	\$4,487	14.90%	\$4,605	15.28%	\$4,722	15.66%	\$4,840	16.04%	\$4,957	16.42%	\$5,075	16.80%	\$5,192	17.18%	\$5,309
Wrestling Asst	Varsity	E	Boys	1	5.38%	\$1,663	5.75%	\$1,777	6.13%	\$1,894	6.50%	\$2,009	6.88%	\$2,126	7.25%	\$2,241	7.63%	\$2,358	8.00%	\$2,472	8.38%	\$2,590
Art Club	HS	C		1	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
Art Contest - District	HS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Art Show	MS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Band	MS	C		2	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
Band Camp	HS	C		2	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.28%	\$1,323	4.88%	\$1,508
Band Director - Ass't	HS	C		1	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318
Band Dir. (March, Concert, Jazz, Pep)	HS	C		2	11.25%	\$3,477	11.63%	\$3,594	12.00%	\$3,709	12.38%	\$3,826	12.75%	\$3,940	13.13%	\$4,058	13.50%	\$4,172	13.88%	\$4,290	14.25%	\$4,404
BOLD	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
BOLD	MS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Career Club	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Career Ed Com Member	Elem/Intermed	C		4	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Career Ed Com Member	HS	C		4	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Career Ed Com Member	JH	C		4	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Chess Club	HS	C		1	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
Choral Director	6th - 12th	C		1	8.25%	\$2,550	8.63%	\$2,667	9.00%	\$2,781	9.38%	\$2,899	9.75%	\$3,013	10.13%	\$3,131	10.50%	\$3,245	10.88%	\$3,362	11.25%	\$3,477

Supplemental Salary Schedule
BA STEP 0

2013-2014
\$ 30,905

Supplemental	Grade		Gender	#	0	1	2	3	4	5	6	7	8									
Citizen Bee	HS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Civics English I Club	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Civics English II Club	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Class Advisor	Freshman	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Class Advisor	Junior	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Class Advisor	Senior	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Class Advisor	Sophomore	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Concessions	MS	C		1	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
Curric. Development Committee Mem.	All	C			0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Department Heads	HS	C			1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Department Heads	MS	C			0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Drama	MS	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Drama/Drama Club	HS	C		2	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Drug Free Programs	MS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Ensemble Rehearsals & Sections Comp - Instrumental	HS	C		2	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Ensemble Rehearsals & Sections Comp - Vocal	HS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Envirothon	HS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Faculty Manager - Fall	All	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Faculty Manager - Winter	All	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Festival of the Arts	District	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Festival of the Arts	MS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Flag Corps	HS	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
French Club	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Geography Bee Coordinator	MS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Homecoming	HS	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Junior/Senior Prom	HS	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Literary Magazine	HS	C		1	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
Literary Magazine	MS	C		1	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
LPDC Member		C		5		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500
Math Contest	Elem/Intermed	C		5	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Math Contest	MS	C		2	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Mock Trial	HS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Music Program	Elem	C		1	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
Music Band/Orchestra Dir. (Per play)	HS	C		1	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
Musical Choir Director (Per play)	HS	C		1	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
National Honor Society	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508

Supplemental Salary Schedule **2013-2014**
BA STEP 0 **\$ 30,905**

Supplemental	Grade		Gender	#	0	1	2	3	4	5	6	7	8									
Newspaper	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Newspaper	MS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Outdoor Ed Coordinator	MS	C		2	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
Outdoor Ed Trip Advisor	MS	C		4	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Outside Education (per occurrence)	Elem	C			0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Piano Accompanist (Per performance)	HS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Power of the Pen	MS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Quick Recall	HS	C		1	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318
Right-to-Read Building Coordinator	All	C		5	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Right-to-Read District Coordinator	All	C		1	1.20%	\$371	1.28%	\$396	1.35%	\$417	1.43%	\$442	1.50%	\$464	1.58%	\$488	1.65%	\$510	1.73%	\$535	1.80%	\$556
Science Club Advisor	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Science Fair	Elem/Intermed	C		4	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Science Fair	HS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Science Fair	JH	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Science Olympiad	Elem	C		4	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Science Olympiad	HS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Science Olympiad	MS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Spanish Club	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Spelling Bee	All	C		7	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
SST Coordinator	Elementary	C		4	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318
SST Coordinator	Intermediate	C		2	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318
Student Council	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Student Council	MS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Student of the Month	Elementary	C		2	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Student of the Month	High School	C		2	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Student of the Month	Intermediate	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Student of the Month	Junior High	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Study Abroad Coordinators	HS	C		2	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Technology Club	HS	C		1	1.88%	\$581	2.25%	\$695	2.63%	\$813	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508
Yearbook	HS	C		1	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854	6.38%	\$1,972	6.75%	\$2,086	7.13%	\$2,204	7.50%	\$2,318
Yearbook	Junior High	C		1	3.00%	\$927	3.38%	\$1,045	3.75%	\$1,159	4.13%	\$1,276	4.50%	\$1,391	4.88%	\$1,508	5.25%	\$1,623	5.63%	\$1,740	6.00%	\$1,854
Youth-to-Youth (anti-drug)	HS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352
Youth-to-Youth (anti-drug)	MS	C		1	0.68%	\$210	0.75%	\$232	0.83%	\$257	0.86%	\$266	0.92%	\$284	0.95%	\$294	1.05%	\$325	1.10%	\$340	1.14%	\$352

**Supplemental Salary Schedule
BA STEP 0**

**2014-2015
\$ 31,292**

Supplemental	Grade		Gender	#	0		1		2		3		4		5		6		7		8	
Athletic Program Travel coordinators	HS	E	All	2	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996
Athletic Programs Advisor	HS	E	All	1	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816
Baseball	7th	E	Boys	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Baseball	8th	E	Boys	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Baseball	Reserve	E	Boys	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Baseball	Varsity	E	Boys	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Baseball Asst	Varsity	E	Boys	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Basketball	7th	E	Boys	2	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Basketball	7th	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Basketball	8th	E	Boys	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Basketball	8th	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Basketball	9th	E	Boys	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Basketball	9th	E	Girls	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Basketball	Reserve	E	Boys	1	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051	10.13%	\$3,170	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755
Basketball	Reserve	E	Girls	1	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051	10.13%	\$3,170	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755
Basketball	Varsity	E	Boys	1	15.35%	\$4,802	15.73%	\$4,921	16.11%	\$5,040	16.49%	\$5,158	16.87%	\$5,277	17.25%	\$5,396	17.63%	\$5,515	18.01%	\$5,634	18.39%	\$5,753
Basketball	Varsity	E	Girls	1	15.35%	\$4,802	15.73%	\$4,921	16.11%	\$5,040	16.49%	\$5,158	16.87%	\$5,277	17.25%	\$5,396	17.63%	\$5,515	18.01%	\$5,634	18.39%	\$5,753
Basketball Asst	Varsity	E	Boys	1	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Basketball Asst	Varsity	E	Girls	1	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Cheerleading - Basketball	7th	E		1	2.93%	\$917	3.00%	\$939	3.38%	\$1,058	3.45%	\$1,080	3.68%	\$1,152	3.90%	\$1,220	4.13%	\$1,292	4.28%	\$1,339	4.43%	\$1,386
Cheerleading - Basketball	8th	E		1	2.93%	\$917	3.00%	\$939	3.38%	\$1,058	3.45%	\$1,080	3.68%	\$1,152	3.90%	\$1,220	4.13%	\$1,292	4.28%	\$1,339	4.43%	\$1,386
Cheerleading - Basketball	Freshman	E		1	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Cheerleading - Basketball	Reserve	E		1	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Cheerleading - Basketball	Varsity	E		1	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Cheerleading - Comp. Squad	HS	E		1	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Cheerleading - Football	7th	E		1	2.93%	\$917	3.00%	\$939	3.38%	\$1,058	3.45%	\$1,080	3.68%	\$1,152	3.90%	\$1,220	4.13%	\$1,292	4.28%	\$1,339	4.43%	\$1,386
Cheerleading - Football	8th	E		1	2.93%	\$917	3.00%	\$939	3.38%	\$1,058	3.45%	\$1,080	3.68%	\$1,152	3.90%	\$1,220	4.13%	\$1,292	4.28%	\$1,339	4.43%	\$1,386
Cheerleading - Football	Freshman	E		1	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Cheerleading - Football	Reserve	E		1	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Cheerleading - Football	Varsity	E		1	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Cross Country	7th & 8th	E	Co-ed	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Cross Country	Varsity	E	Boys	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Cross Country	Varsity	E	Girls	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Dance Team Coord	H.S.	E			2.93%	\$917	3.00%	\$939	3.38%	\$1,058	3.45%	\$1,080	3.68%	\$1,152	3.91%	\$1,224	4.14%	\$1,295	4.37%	\$1,367	4.60%	\$1,439
Football	7th	E		1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700

**Supplemental Salary Schedule
BA STEP 0**

**2014-2015
\$ 31,292**

Supplemental	Grade		Gender	#	0	1	2	3	4	5	6	7	8									
Football	8th	E		1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Football	9th	E		1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Football	Reserve	E		1	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051	10.13%	\$3,170	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755
Football	Varsity	E		1	15.35%	\$4,802	15.73%	\$4,921	16.11%	\$5,040	16.49%	\$5,158	16.87%	\$5,277	17.25%	\$5,396	17.63%	\$5,515	18.01%	\$5,634	18.39%	\$5,753
Football Asst	7th	E		1	2.93%	\$917	3.00%	\$939	3.15%	\$986	3.30%	\$1,033	3.38%	\$1,058	3.45%	\$1,080	3.56%	\$1,114	3.64%	\$1,139	3.71%	\$1,161
Football Asst	8th	E		1	2.93%	\$917	3.00%	\$939	3.15%	\$986	3.30%	\$1,033	3.38%	\$1,058	3.45%	\$1,080	3.56%	\$1,114	3.64%	\$1,139	3.71%	\$1,161
Football Asst	Varsity	E		2	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935
Golf	7th & 8th	E	Co-ed	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Golf	Reserve	E	Boys	1	1.50%	\$469	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
Golf	Reserve	E	Girls	1	1.50%	\$469	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
Golf	Varsity	E	Boys	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Golf	Varsity	E	Girls	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Gymnastics	7th & 8th	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Gymnastics	Reserve	E	Boys	1	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051	10.13%	\$3,170	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755
Gymnastics	Reserve	E	Girls	1	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051	10.13%	\$3,170	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755
Gymnastics	Varsity	E	Boys	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Gymnastics	Varsity	E	Girls	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Indoor Track	7th & 8th	E	Co-ed	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Indoor Track	Varsity	E		1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Indoor Track Ass't	Varsity	E	Co-ed	1	2.93%	\$917	3.00%	\$939	3.15%	\$986	3.30%	\$1,033	3.38%	\$1,058	3.45%	\$1,080	3.56%	\$1,114	3.64%	\$1,139	3.71%	\$1,161
Soccer	7th & 8th	E	Boys	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Soccer	7th & 8th	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Soccer	HS	E	Boys	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Soccer	HS	E	Girls	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Soccer Asst	Varsity	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Softball	7th	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Softball	8th	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Softball	Reserve	E	Girls	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Softball	Varsity	E	Girls	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Softball Asst	Varsity	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Swimming	Reserve	E	Boys	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Swimming	Reserve	E	Girls	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Swimming	Varsity	E	Boys	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Swimming	Varsity	E	Girls	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Tennis	7th & 8th	E	Co-ed	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Tennis	Reserve	E	Boys	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051

**Supplemental Salary Schedule
BA STEP 0**

**2014-2015
\$ 31,292**

Supplemental	Grade		Gender	#	0	1	2	3	4	5	6	7	8									
Tennis	Reserve	E	Girls	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Tennis	Varsity	E	Boys	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Tennis	Varsity	E	Girls	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Track	7th & 8th	E	Boys	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Track	7th & 8th	E	Girls		5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Track	Varsity	E	Boys	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Track	Varsity	E	Girls	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Track Asst	Varsity	E	Boys	2	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Volleyball	7th	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Volleyball	8th	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Volleyball	9th	E	Boys	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Volleyball	9th	E	Girls	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Volleyball	Reserve	E	Boys	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Volleyball	Reserve	E	Girls	1	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051
Volleyball	Varsity	E	Boys	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Volleyball	Varsity	E	Girls	1	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224
Volleyball Asst	Varsity	E	Girls	1	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347	7.88%	\$2,466	8.25%	\$2,582	8.63%	\$2,700
Weight Room Supervisor	All	E	All	3	3.45%	\$1,080	3.60%	\$1,127	3.75%	\$1,173	3.75%	\$1,173	3.98%	\$1,245	4.13%	\$1,292	4.35%	\$1,361	4.50%	\$1,408	4.69%	\$1,468
Wrestling	7th & 8th	E	Boys	1	4.63%	\$1,449	5.00%	\$1,565	5.38%	\$1,684	5.75%	\$1,799	6.13%	\$1,918	6.50%	\$2,034	6.88%	\$2,153	7.25%	\$2,269	7.63%	\$2,388
Wrestling	Reserve	E	Boys	1	8.00%	\$2,503	8.38%	\$2,622	8.75%	\$2,738	9.13%	\$2,857	9.50%	\$2,973	9.88%	\$3,092	10.25%	\$3,207	10.63%	\$3,326	11.00%	\$3,442
Wrestling	Varsity	E	Boys	1	14.14%	\$4,425	14.52%	\$4,544	14.90%	\$4,663	15.28%	\$4,781	15.66%	\$4,900	16.04%	\$5,019	16.42%	\$5,138	16.80%	\$5,257	17.18%	\$5,376
Wrestling Asst	Varsity	E	Boys	1	5.38%	\$1,684	5.75%	\$1,799	6.13%	\$1,918	6.50%	\$2,034	6.88%	\$2,153	7.25%	\$2,269	7.63%	\$2,388	8.00%	\$2,503	8.38%	\$2,622
Art Club	HS	C		1	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563
Art Contest - District	HS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Art Show	MS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Band	MS	C		2	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563
Band Camp	HS	C		2	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.28%	\$1,339	4.88%	\$1,527
Band Director - Ass't	HS	C		1	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347
Band Dir. (March, Concert, Jazz, Pep)	HS	C		2	11.25%	\$3,520	11.63%	\$3,639	12.00%	\$3,755	12.38%	\$3,874	12.75%	\$3,990	13.13%	\$4,109	13.50%	\$4,224	13.88%	\$4,343	14.25%	\$4,459
BOLD	HS	C		1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
BOLD	MS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Career Club	HS	C		1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Career Ed Com Member	Elem/Intermed	C		4	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Career Ed Com Member	HS	C		4	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Career Ed Com Member	JH	C		4	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Chess Club	HS	C		1	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563

Supplemental Salary Schedule **2014-2015**
BA STEP 0 **\$ 31,292**

Supplemental	Grade		Gender	#	0		1		2		3		4		5		6		7		8	
Choral Director	6th - 12th		C	1	8.25%	\$2,582	8.63%	\$2,700	9.00%	\$2,816	9.38%	\$2,935	9.75%	\$3,051	10.13%	\$3,170	10.50%	\$3,286	10.88%	\$3,405	11.25%	\$3,520
Citizen Bee	HS		C	1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Civics English I Club	HS		C	1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Civics English II Club	HS		C	1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Class Advisor	Freshman		C	1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Class Advisor	Junior		C	1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Class Advisor	Senior		C	1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Class Advisor	Sophomore		C	1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Concessions	MS		C	1	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563
Curric. Development Committee Mem.	All		C		0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Department Heads	HS		C		1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Department Heads	MS		C		0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Drama	MS		C	1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Drama/Drama Club	HS		C	2	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Drug Free Programs	MS		C	1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Ensemble Rehearsals & Sections Comp - Instrumental	HS		C	2	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Ensemble Rehearsals & Sections Comp - Vocal	HS		C	1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Envirothon	HS		C	1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Faculty Manager - Fall	All		C	1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Faculty Manager - Winter	All		C	1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Festival of the Arts	District		C	1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Festival of the Arts	MS		C	1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Flag Corps	HS		C	1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
French Club	HS		C	1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Geography Bee Coordinator	MS		C	1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Homecoming	HS		C	1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Junior/Senior Prom	HS		C	1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Literary Magazine	HS		C	1	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563
Literary Magazine	MS		C	1	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563
LPDC Member			C	5		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500		\$1,500
Math Contest	Elem/Intermed		C	5	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Math Contest	MS		C	2	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Mock Trial	HS		C	1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Music Program	Elem		C	1	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563
Music Band/Orchestra Dir. (Per play)	HS		C	1	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563
Musical Choir Director (Per play)	HS		C	1	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563

Supplemental Salary Schedule **2014-2015**
BA STEP 0 **\$ 31,292**

Supplemental	Grade		Gender	#	0	1	2	3	4	5	6	7	8									
National Honor Society	HS	C		1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Newspaper	HS	C		1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Newspaper	MS	C		1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Outdoor Ed Coordinator	MS	C		2	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563
Outdoor Ed Trip Advisor	MS	C		4	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Outside Education (per occurrence)	Elem	C			0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Piano Accompanist (Per performance)	HS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Power of the Pen	MS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Quick Recall	HS	C		1	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.38%	\$1,996	7.13%	\$2,231	7.13%	\$2,231
Right-to-Read Building Coordinator	All	C		5	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Right-to-Read District Coordinator	All	C		1	1.20%	\$376	1.28%	\$401	1.35%	\$422	1.43%	\$447	1.50%	\$469	1.58%	\$494	1.65%	\$516	1.73%	\$541	1.80%	\$563
Science Club Advisor	HS	C		1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Science Fair	Elem/Intermed	C		4	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Science Fair	HS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Science Fair	JH	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Science Olympiad	Elem	C		4	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Science Olympiad	HS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Science Olympiad	MS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Spanish Club	HS	C		1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Spelling Bee	All	C		7	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
SST Coordinator	Elementary	C		4	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347
SST Coordinator	Intermediate	C		2	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.50%	\$2,347
Student Council	HS	C		1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Student Council	MS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Student of the Month	Elementary	C		2	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Student of the Month	High School	C		2	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Student of the Month	Intermediate	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Student of the Month	Junior High	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Study Abroad Coordinators	HS	C		2	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Technology Club	HS	C		1	1.88%	\$588	2.25%	\$704	2.63%	\$823	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527
Yearbook	HS	C		1	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878	6.38%	\$1,996	6.75%	\$2,112	7.13%	\$2,231	7.13%	\$2,231
Yearbook	Junior High	C		1	3.00%	\$939	3.38%	\$1,058	3.75%	\$1,173	4.13%	\$1,292	4.50%	\$1,408	4.88%	\$1,527	5.25%	\$1,643	5.63%	\$1,762	6.00%	\$1,878
Youth-to-Youth (anti-drug)	HS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357
Youth-to-Youth (anti-drug)	MS	C		1	0.68%	\$213	0.75%	\$235	0.83%	\$260	0.86%	\$269	0.92%	\$288	0.95%	\$297	1.05%	\$329	1.10%	\$344	1.14%	\$357

**MADISON-PLAINS LOCAL SCHOOL DISTRICT
UNUSED PERSONAL LEAVE SELECTION FORM**

NAME: _____ DATE: _____

EMPLOYING
UNIT _____

I have _____ days of personal leave remaining. Disburse as follows:

Fill in the number of days on each line (to the nearest one-half):
(May only use two of the options per year.)

_____ To be added to my sick leave.

_____ To be rolled to personal leave for next year (One day maximum).

_____ To be paid to me.

Signature of Employee: _____ DATE: _____

MADISON-PLAINS LOCAL SCHOOL DISTRICT
EXCESS CLASS SIZE PAYMENT VOUCHER

NAME: _____ DATE: _____

EMPLOYING UNIT _____

I request Excess Class Size Payment for _____
number of students, as my class size was (enter total number of students)
_____ on (enter date) _____.

Signature of Employee Date

Signature of Principal Date

Madison-Plains Local Schools
SICK LEAVE BANK APPLICATION
Administered by: The Madison Plains Education Association

Name: _____

Building: _____ Number of years in district: _____

Home Address: _____
Street City State Zip Code

Home Phone: _____ Alternate Phone: _____

Before Applying for the Sick Leave Bank, you must meet the following criteria:

- A. Be a member of the Madison-Plains Education Association and the MPEA Sick Leave Bank. Membership is acquired by donating at least one day to the sick leave bank during the enrollment period at least once every three school years. First year teachers who do not have any sick leave days to donate may become automatic members. This special membership limits use to 10 working days except under unusual circumstances.
B. Must have exhausted all days of leave before requesting bank days. This includes all sick, personal, and advanced sick days. Please provide documentation from the board office by calling them and asking them to forward information to the sick leave bank chairman.
C. Must supply this application and a physician's statement, to be received (and dated) within 5 days of the need for SLB days. This statement should describe the nature of the illness, its expected duration, and the period of time during which the staff member should be relieved of his/her duties. THIS MUST BE SIGNED BY THE PHYSICIAN.
D. The Sick Leave Bank was created for the employee's personal illness/injury only. (Requests involving the employee's immediate family will be considered on a case-by-case basis).
E. Only 25 working days will be approved at one time. Maximum limit is 50 days annually. Any requests of more than fifty working days will be considered by the superintendent on an individual case basis. The decision by the superintendent to grant additional days in excess of fifty working days is non-grievable.
F. While a member is using days from the sick bank, he/she is not permitted to attend any after-school or extracurricular activity.
G. Any days not used at the end of the school year will be returned to the Sick Bank.
H. Return this form to the sick leave bank chairman or the MPEA president.

After reading the above qualifications, I am applying for _____ days from the sick leave bank, for the following reason(s): (If more room is needed attach additional pages to this form)

- 1. _____
2. _____

To be used _____ to _____
Date Date

Applicant's signature: _____ Date: _____

For office use only—Verification of use of leave days

Personal days used on: _____ Advanced days used on: _____

Unpaid days used on: _____

Approved: _____ Disapproved: _____ Effective Date: _____

Reason for Disapproval:

Committee Chair: _____ MPEA President: _____
Signature Signature

MADISON-PLAINS LOCAL SCHOOL DISTRICT

ON-LINE CLASS FORM

Each bargaining unit member required to complete online classes may select one of the following two choices:

- The bargaining unit member shall be paid at the rate of \$25 per hour as noted in Article 14(M) and the time will be based upon the suggested time required for the class(es) listed on the online class website. If you choose payment, you **MUST** have completed these classes outside of the school day. **Do NOT ask for payment if you completed any of the classes during school time!!**
- The bargaining unit member shall receive Professional Development hours toward their individual 7.5 hours of required in-service. The time will be based upon the time required for the class(es) listed on the online class website. Print your certificates from your transcript, and keep them for your records. You will **not** receive certificates from LPDC.

You may use these classes for contact hours regardless of which option you chose above!!

Please go to the website:

<https://www.publicschoolworks.com/Pages/login.asp?di=303&dia=sai0a>

Log in, and then click “Staff Training” along the top of the page. Then on the left hand side of the page click on “Your Transcript.” Print a copy of this page because it shows the suggested time requirements for each class you took. **Payment and professional development hours are based on these times.** Please attach a copy of your transcript to this request.

You must submit this request (with transcript attached) to your principal by October 1st.

Payment will be received in the last check of October.

 Total Time Completed
(Listed on your transcript)

 Signature

 Print Name

 Principal Signature