

Edgeley Public School District #3

The negotiations process has been finalized for school years 2017-2018 and 2018-2019. It is stipulated that \$525 will be added to the base for both years (\$35,725 and \$36,250 respectively) and \$200 will be added to the annual Cafeteria Plan Benefit for both years (\$7,300 and \$7,500 respectively). Contracts will be issued no earlier than April 1st.

2017-18 SALARY SCHEDULE

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	35,725.00	36,075.00	36,425.00	36,775.00	37,125.00	37,475.00	37,825.00	39,325.00	39,775.00	40,225.00
1	36,175.00	36,525.00	36,875.00	37,225.00	37,575.00	37,925.00	38,275.00	39,775.00	40,225.00	40,675.00
2	36,625.00	36,975.00	37,325.00	37,675.00	38,025.00	38,375.00	38,725.00	40,225.00	40,675.00	41,125.00
3	37,075.00	37,425.00	37,775.00	38,125.00	38,475.00	38,825.00	39,175.00	40,675.00	41,125.00	41,575.00
4	37,525.00	37,875.00	38,225.00	38,575.00	38,925.00	39,275.00	39,625.00	41,125.00	41,575.00	42,025.00
5	37,975.00	38,325.00	38,675.00	39,025.00	39,375.00	39,725.00	40,075.00	41,575.00	42,025.00	42,475.00
6	38,425.00	38,775.00	39,125.00	39,475.00	39,825.00	40,175.00	40,525.00	42,025.00	42,475.00	42,925.00
7	38,875.00	39,225.00	39,575.00	39,925.00	40,275.00	40,625.00	40,975.00	42,475.00	42,925.00	43,375.00
8	39,325.00	39,675.00	40,025.00	40,375.00	40,725.00	41,075.00	41,425.00	42,925.00	43,375.00	43,825.00
9	39,775.00	40,125.00	40,475.00	40,825.00	41,175.00	41,525.00	41,875.00	43,375.00	43,825.00	44,275.00
10	40,225.00	40,575.00	40,925.00	41,275.00	41,625.00	41,975.00	42,325.00	43,825.00	44,275.00	44,725.00
11		41,025.00	41,375.00	41,725.00	42,075.00	42,425.00	42,775.00	44,275.00	44,725.00	45,175.00
12		41,475.00	41,825.00	42,175.00	42,525.00	42,875.00	43,225.00	44,725.00	45,175.00	45,625.00
13			42,275.00	42,625.00	42,975.00	43,325.00	43,675.00	45,175.00	45,625.00	46,075.00
14			42,725.00	43,075.00	43,425.00	43,775.00	44,125.00	45,625.00	46,075.00	46,525.00
15				43,525.00	43,875.00	44,225.00	44,575.00	46,075.00	46,525.00	46,975.00
16				43,975.00	44,325.00	44,675.00	45,025.00	46,525.00	46,975.00	47,425.00
17					44,775.00	45,125.00	45,475.00	46,975.00	47,425.00	47,875.00
18					45,225.00	45,575.00	45,925.00	47,425.00	47,875.00	48,325.00
19						46,025.00	46,375.00	47,875.00	48,325.00	48,775.00
20						46,475.00	46,825.00	48,325.00	48,775.00	49,225.00
21							47,275.00	48,775.00	49,225.00	49,675.00
22							47,725.00	49,225.00	49,675.00	50,125.00
23								49,675.00	50,125.00	50,575.00
24								50,125.00	50,575.00	51,025.00
25									51,025.00	51,475.00
26									51,475.00	51,925.00
27										52,375.00
28										52,825.00

Edgeley Public School District #3

2017-18 COMPARATIVE SALARY SCHEDULE

****SALARY INCLUDING 6% TFFR COMPENSATION PAID BY DISTRICT****

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	37,868.50	38,239.50	38,610.50	38,981.50	39,352.50	39,723.50	40,094.50	41,684.50	42,161.50	42,638.50
1	38,345.50	38,716.50	39,087.50	39,458.50	39,829.50	40,200.50	40,571.50	42,161.50	42,638.50	43,115.50
2	38,822.50	39,193.50	39,564.50	39,935.50	40,306.50	40,677.50	41,048.50	42,638.50	43,115.50	43,592.50
3	39,299.50	39,670.50	40,041.50	40,412.50	40,783.50	41,154.50	41,525.50	43,115.50	43,592.50	44,069.50
4	39,776.50	40,147.50	40,518.50	40,889.50	41,260.50	41,631.50	42,002.50	43,592.50	44,069.50	44,546.50
5	40,253.50	40,624.50	40,995.50	41,366.50	41,737.50	39,956.70	42,479.50	44,069.50	44,546.50	45,023.50
6	40,730.50	41,101.50	41,472.50	41,843.50	\$42,214.50	42,585.50	42,956.50	44,546.50	45,023.50	45,500.50
7	41,207.50	41,578.50	41,949.50	42,320.50	42,691.50	43,062.50	43,433.50	45,023.50	45,500.50	45,977.50
8	40,504.75	42,055.50	42,426.50	42,797.50	43,168.50	43,539.50	43,910.50	45,500.50	45,977.50	46,454.50
9	42,161.50	42,532.50	42,903.50	43,274.50	43,645.50	44,016.50	44,387.50	45,977.50	46,454.50	46,931.50
10	42,638.50	43,009.50	43,380.50	43,751.50	44,122.50	44,493.50	44,864.50	46,454.50	46,931.50	47,408.50
11		43,486.50	43,857.50	44,228.50	44,599.50	44,970.50	45,341.50	46,931.50	47,408.50	47,885.50
12		43,963.50	44,334.50	44,705.50	45,076.50	45,447.50	45,818.50	47,408.50	47,885.50	48,362.50
13			44,811.50	45,182.50	45,553.50	45,924.50	46,295.50	47,885.50	48,362.50	48,839.50
14			45,288.50	45,659.50	46,030.50	46,401.50	46,772.50	48,362.50	48,839.50	49,316.50
15				46,136.50	46,507.50	46,878.50	47,249.50	48,839.50	49,316.50	49,793.50
16				46,613.50	46,984.50	47,355.50	47,726.50	49,316.50	49,793.50	50,270.50
17					47,461.50	47,832.50	48,203.50	49,793.50	50,270.50	50,747.50
18					47,938.50	48,309.50	48,680.50	50,270.50	50,747.50	51,224.50
19						48,733.50	49,157.50	50,747.50	51,224.50	51,701.50
20						49,263.50	49,634.50	51,224.50	51,701.50	52,178.50
21							50,111.50	51,701.50	52,178.50	52,655.50
22							50,588.50	52,178.50	52,655.50	53,132.50
23								52,655.50	53,132.50	53,609.50
24								53,132.50	53,609.50	54,086.50
25									54,086.50	54,563.50
26									54,563.50	55,040.50
27										55,517.50
28										55,994.50

Edgeley Public School District #3

2017-18 EXTRACURRICULAR SCHEDULE

1. Junior Class Advisor, Pep Band, Cheerleading, All School Play, Speech
2. One-Act Play, Science Olympiad, Science Fair, Yearbook/Annual, Elem Sports
3. Asst Golf, Asst CrossCountry, JrHi sports, Extracurricular Music, FBLA, FCCLA
4. Head Golf, Head CrossCountry, Asst BBB, Asst GBB, Asst FB, Asst Wrestling, Asst VB, Asst Track
5. Head BBB, Head GBB, Head FB, Head Wrestling, Head VB, Head Track
6. Activity Director

Base Salary	\$ 35,725.00					
Experience	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
% Multiplied	2.50%	4.25%	6.00%	8.00%	11.00%	13.00%
0	893	1518	2144	2858	3930	4644
1	929	1554	2179	2894	3965	4680
2	965	1590	2215	2929	4001	4716
3	1000	1625	2251	2965	4037	4751
4	1036	1661	2286	3001	4073	4787
5	1072	1697	2322	3037	4108	4823
6	1107	1733	2358	3072	4144	4859
7	1143	1768	2394	3108	4180	4894
8	1179	1804	2429	3144	4216	4930
9	1215	1840	2465	3180	4251	4966
10	1250	1876	2501	3215	4287	5002
11	1286	1911	2536	3251	4323	5037
12	1322	1947	2572	3287	4358	5073
13	1358	1983	2608	3322	4394	5109
14	1393	2018	2644	3358	4430	5144
15	1429	2054	2679	3394	4466	5180
16	1465	2090	2715	3430	4501	5216
17	1500	2126	2751	3465	4537	5252
18	1536	2161	2787	3501	4573	5287
19	1572	2197	2822	3537	4609	5323
20	1608	2233	2858	3573	4644	5359
21	1643	2269	2894	3608	4680	5394
22	1679	2304	2929	3644	4716	5430
23	1715	2340	2965	3680	4751	5466
24	1751	2376	3001	3715	4787	5502

Experience schedule will be extended as needed at 0.1% increase per year.

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The negotiations process has been finalized for school years 2017-2018 and 2018-2019. It is stipulated that \$525 will be added to the base for both years (\$35,725 and \$36,250 respectively) and \$200 will be added to the annual Cafeteria Plan Benefit for both years (\$7,300 and \$7,500 respectively). Contracts will be issued no earlier than April 1st.

2018-2019 SALARY SCHEDULE

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	36,250.00	36,600.00	36,950.00	37,300.00	37,650.00	38,000.00	38,350.00	39,850.00	40,300.00	40,750.00
1	36,700.00	37,050.00	37,400.00	37,750.00	38,100.00	38,450.00	38,800.00	40,300.00	40,750.00	41,200.00
2	37,150.00	37,500.00	37,850.00	38,200.00	38,550.00	38,900.00	39,250.00	40,750.00	41,200.00	41,650.00
3	37,600.00	37,950.00	38,300.00	38,650.00	39,000.00	39,350.00	39,700.00	41,200.00	41,650.00	42,100.00
4	38,050.00	38,400.00	38,750.00	39,100.00	39,450.00	39,800.00	40,150.00	41,650.00	42,100.00	42,550.00
5	38,500.00	38,850.00	39,200.00	39,550.00	39,900.00	40,250.00	40,600.00	42,100.00	42,550.00	43,000.00
6	38,950.00	39,300.00	39,650.00	40,000.00	40,350.00	40,700.00	41,050.00	42,550.00	43,000.00	43,450.00
7	39,400.00	39,750.00	40,100.00	40,450.00	40,800.00	41,150.00	41,500.00	43,000.00	43,450.00	43,900.00
8	39,850.00	40,200.00	40,550.00	40,900.00	41,250.00	41,600.00	41,950.00	43,450.00	43,900.00	44,350.00
9	40,300.00	40,650.00	41,000.00	41,350.00	41,700.00	42,050.00	42,400.00	43,900.00	44,350.00	44,800.00
10	40,750.00	41,100.00	41,450.00	41,800.00	42,150.00	42,500.00	42,850.00	44,350.00	44,800.00	45,250.00
11		41,550.00	41,900.00	42,250.00	42,600.00	42,950.00	43,300.00	44,800.00	45,250.00	45,700.00
12		42,000.00	42,350.00	42,700.00	43,050.00	43,400.00	43,750.00	45,250.00	45,700.00	46,150.00
13			42,800.00	43,150.00	43,500.00	43,850.00	44,200.00	45,700.00	46,150.00	46,600.00
14			43,250.00	43,600.00	43,950.00	44,300.00	44,650.00	46,150.00	46,600.00	47,050.00
15				44,050.00	44,400.00	44,750.00	45,100.00	46,600.00	47,050.00	47,500.00
16				44,500.00	44,850.00	45,200.00	45,550.00	47,050.00	47,500.00	47,950.00
17					45,300.00	45,650.00	46,000.00	47,500.00	47,950.00	48,400.00
18					45,750.00	46,100.00	46,450.00	47,950.00	48,400.00	48,850.00
19						46,550.00	46,900.00	48,400.00	48,850.00	49,300.00
20						47,000.00	47,350.00	48,850.00	49,300.00	49,750.00
21							47,800.00	49,300.00	49,750.00	50,200.00
22							48,250.00	49,750.00	50,200.00	50,650.00
23								50,200.00	50,650.00	51,100.00
24								50,650.00	51,100.00	51,550.00
25									51,550.00	52,000.00
26									52,000.00	52,450.00
27										52,900.00
28										53,350.00

Edgeley Public School District #3

2018-2019 COMPARATIVE SALARY SCHEDULE

****SALARY INCLUDING 6% TFFR COMPENSATION PAID BY DISTRICT****

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	38,425.00	38,796.00	39,167.00	39,538.00	39,909.00	40,280.00	40,651.00	42,241.00	42,718.00	43,195.00
1	38,902.00	39,273.00	39,644.00	40,015.00	40,386.00	40,757.00	41,128.00	42,718.00	43,195.00	43,672.00
2	39,379.00	39,750.00	40,121.00	40,492.00	40,863.00	41,234.00	41,605.00	43,195.00	43,672.00	44,149.00
3	39,856.00	40,227.00	40,598.00	40,969.00	41,340.00	41,711.00	42,082.00	43,672.00	44,149.00	44,626.00
4	40,333.00	40,704.00	41,075.00	41,446.00	41,817.00	42,188.00	42,559.00	44,149.00	44,626.00	45,103.00
5	40,810.00	41,181.00	41,552.00	41,923.00	42,294.00	40,513.20	43,036.00	44,626.00	45,103.00	45,580.00
6	41,287.00	41,658.00	42,029.00	42,400.00	\$42,771.00	43,142.00	43,513.00	45,103.00	45,580.00	46,057.00
7	41,764.00	42,135.00	42,506.00	42,877.00	43,248.00	43,619.00	43,990.00	45,580.00	46,057.00	46,534.00
8	41,045.50	42,612.00	42,983.00	43,354.00	43,725.00	44,096.00	44,467.00	46,057.00	46,534.00	47,011.00
9	42,718.00	43,089.00	43,460.00	43,831.00	44,202.00	44,573.00	44,944.00	46,534.00	47,011.00	47,488.00
10	43,195.00	43,566.00	43,937.00	44,308.00	44,679.00	45,050.00	45,421.00	47,011.00	47,488.00	47,965.00
11		44,043.00	44,414.00	44,785.00	45,156.00	45,527.00	45,898.00	47,488.00	47,965.00	48,442.00
12		44,520.00	44,891.00	45,262.00	45,633.00	46,004.00	46,375.00	47,965.00	48,442.00	48,919.00
13			45,368.00	45,739.00	46,110.00	46,481.00	46,852.00	48,442.00	48,919.00	49,396.00
14			45,845.00	46,216.00	46,587.00	46,958.00	47,329.00	48,919.00	49,396.00	49,873.00
15				46,693.00	47,064.00	47,435.00	47,806.00	49,396.00	49,873.00	50,350.00
16				47,170.00	47,541.00	47,912.00	48,283.00	49,873.00	50,350.00	50,827.00
17					48,018.00	48,389.00	48,760.00	50,350.00	50,827.00	51,304.00
18					48,495.00	48,866.00	49,237.00	50,827.00	51,304.00	51,781.00
19						49,290.00	49,714.00	51,304.00	51,781.00	52,258.00
20						49,820.00	50,191.00	51,781.00	52,258.00	52,735.00
21							50,668.00	52,258.00	52,735.00	53,212.00
22							51,145.00	52,735.00	53,212.00	53,689.00
23								53,212.00	53,689.00	54,166.00
24								53,689.00	54,166.00	54,643.00
25									54,643.00	55,120.00
26									55,120.00	55,597.00
27										56,074.00
28										56,551.00

Edgeley Public School District #3

2018-19 EXTRACURRICULAR SCHEDULE

1. Junior Class Advisor, Pep Band, Cheerleading, All School Play, Speech
2. One-Act Play, Science Olympiad, Science Fair, Yearbook/Annual, Elem Sports
3. Asst Golf, Asst CrossCountry, JrHi sports, Extracurricular Music, FBLA, FCCLA
4. Head Golf, Head CrossCountry, Asst BBB, Asst GBB, Asst FB, Asst Wrestling, Asst VB, Asst Track
5. Head BBB, Head GBB, Head FB, Head Wrestling, Head VB, Head Track
6. Activity Director

Base Salary	\$ 36,250.00					
Experience	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
% Multiplied	2.50%	4.25%	6.00%	8.00%	11.00%	13.00%
0	906	1541	2175	2900	3988	4713
1	943	1577	2211	2936	4024	4749
2	979	1613	2248	2973	4060	4785
3	1015	1649	2284	3009	4096	4821
4	1051	1686	2320	3045	4133	4858
5	1088	1722	2356	3081	4169	4894
6	1124	1758	2393	3118	4205	4930
7	1160	1794	2429	3154	4241	4966
8	1196	1831	2465	3190	4278	5003
9	1233	1867	2501	3226	4314	5039
10	1269	1903	2538	3263	4350	5075
11	1305	1939	2574	3299	4386	5111
12	1341	1976	2610	3335	4423	5148
13	1378	2012	2646	3371	4459	5184
14	1414	2048	2683	3408	4495	5220
15	1450	2084	2719	3444	4531	5256
16	1486	2121	2755	3480	4568	5293
17	1523	2157	2791	3516	4604	5329
18	1559	2193	2828	3553	4640	5365
19	1595	2229	2864	3589	4676	5401
20	1631	2266	2900	3625	4713	5438
21	1668	2302	2936	3661	4749	5474
22	1704	2338	2973	3698	4785	5510
23	1740	2374	3009	3734	4821	5546
24	1776	2411	3045	3770	4858	5583

Experience schedule will be extended as needed at 0.1% increase per year.

Edgeley Public School District #3

Edgeley Public School District #3

FRINGE BENEFITS

1. A separate written Cafeteria Plan that complies with the requirements of Section 125 and the regulations that is maintained by the District for employees. Participants in the cafeteria plan must be permitted to choose among at least one permitted taxable benefit (for example, cash, including salary reduction) and at least one qualified benefit. The Cafeteria Plan must contain elections among both taxable and nontaxable elections as well as not provide for deferral of compensation, except as specifically permitted in Section 125(d)(2)(B), (C) or (D). The amount paid by the District is \$7,300 in 2017-18 and \$7,500 in 2018-19. Anything over that amount needed for an individual's premium shall be deducted from their salary. Part time teachers will have the benefit prorated on their contracted time. 12/8/06 AMENDMENT: The 2005-2006 benefit is considered paid in full even though those employees participating in Blue Cross/Blue Shield received a refund and had taxes withheld from the refunded amount.

2. Each employee of the Edgeley Public School District shall receive up to a maximum of \$50,000 term life insurance; and the District shall provide a Group Long Term Disability Insurance Policy with a sixty (60) day waiting period.

EXTRACURRICULAR PAY

Effective 2017-18, in addition to the regular salary schedule and comparative salary schedule, an Extracurricular Salary Schedule will be included in this Agreement.

Experience within and outside of the district will count to receive the .1% increase per year.

If no varsity assistant coach in the sports of football, basketball, volleyball or track is hired and if the head coach agrees to assume the extra duties, the head coach will receive an additional assistant coach pay at the base level in compensation.

Activity Director will have authority to hire an additional coach/advisor for an activity if needed. Decision to hire will be based on level of instruction required to teach necessary skills to all participants and level of supervision required to ensure the safety of participants.

Activity Director will approve Extended Season Compensation as follows:

- a. Pay \$125 per week for an extended season. This is paid to the following activities' head and assistant coaches when their seasons are extended by advancing in post-season play.
 - i. Football
 1. One week paid for each playoff game
 - ii. Volleyball and Basketball
 1. One week paid for qualifying for regional tournament
 2. One week paid for qualifying for regional semi-finals
 3. One week paid for qualifying for state tournament
 - iii. Wrestling, Track, Golf, and One-Act Play
 1. One week paid for qualifying for state tournament
- b. Pay \$125 to Activity Director when a team advances to bracketed team state tournament
 - i. Football
 1. One payment when advancing to quarter-final round
 - ii. Volleyball, Basketball, Wrestling
 1. One payment when advancing to state tournament
- c. Pay \$125/day to FCCLA or FBLA Advisor for extended season under the following conditions:
 - i. If Advising a District President or State Officer that attends Summer Leadership
 - ii. If Advising students that qualify to attend FBLA/FCCLA National Leadership Conference
 - iii. Advisor attending CTE Professional Development Conference

The purpose of this kind of schedule is that there will not need to be future negotiations on the entire extra-curricular schedule.

Edgeley Public School District #3

IN-STAFF SUBBING

In-staff subbing will be paid at the rate of 1/7th of the current substitute teacher pay.

SALARY SCHEDULE GUIDELINES

1. No teacher may advance more than one increment per year.
2. Effective 1992-93 to move horizontally on the schedule, the 8 semester hours shall be graduate or undergraduate credits earned after the granting of a BA-BS Degree, be in the teacher's major or minor field or educationally related, and with the approval of the Administration. Effective 1989-90, to move from the Masters to the Masters + 8 lane, the 8 semester hours must be graduate credits earned after the granting of the Masters degree, and with the approval of the Administration. Written approvals for credit shall be maintained in the teacher's file.
3. Effective 2003-2004, all staff who do not receive a step because they have reached the highest salary step for years of experience will receive a \$200 yearly payment.
4. The salary for any teacher shall be for the degree that is held when the school term begins and not for any additional degree or hours earned during the school year.
5. All teachers are urged to keep competent in their respective teaching fields and are urged to take refresher courses from time to time.
6. A teacher may receive disciplinary action for any of the following: incompetence, insubordination, neglect of duty, immorality, or corporal punishment.
7. A teacher can and should expect some additional duties without extra pay; such as selling tickets, chaperoning parties, bus trips, class advisors other than junior class advisor, etc. A teacher and their spouse will be admitted free to all school sponsored fee-paying events.
8. For each teaching year of experience in another school system, provided that the prospective teacher has taught in relatively the same area of teaching; one experience unit increment on the salary schedule per year is allowed, taking all years of experience from other districts into consideration.
9. Effective 2015-16, in addition to the regular salary schedule, a comparative salary schedule illustrating the TFFR compensation paid by Edgeley School District will be included in this Agreement.

EXTENDED CONTRACTS

The Edgeley School Board, in its sole discretion, has the authority to extend a contract up to twenty (20) days for a certified position provided there are three (3) or fewer qualified applicants for that position. The administration has the authority to approve work done in those twenty (20) days, and such work must include items such as summer school educational projects, tutorial programs for students or adults, night computer classes, etc.

TEACHER'S FUND FOR RETIREMENT (TFFR)

Effective 2016-17, the Edgeley School District will pay 6% of the required employee retirement contribution under Teacher's Fund for Retirement Model 2 Partial.

INCENTIVE FOR EXCELLENCE

\$50 for expenses will be paid for every one (1) semester hour earned in the teacher's approved field. This will be subject to prior approval by administration. Credits earned must be presented to Superintendent before the first day of school in order to receive a contract lane change for the school year.

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IMMEDIATE HOUSEHOLD FAMILY SICK LEAVE

Six (6) days per year on a non-cumulative basis will be granted with approval of the Superintendent for leave needed because of immediate household family illness. One (1) of these days may be used for illnesses related to the employee's mother, father, mother-in-law, father-in-law or child not living in the household.

SICK LEAVE BENEFITS

Sick leave shall be ten (10) days each year cumulative to sixty-five (65) days. *In 2015-16 only, any employee's accumulated allotted sick days exceeding the maximum balance of 65 will be transferred to the Sick Leave Bank. Sick leave days are only for illness of the employee. The Board may demand a doctor's report as it considers a contract for reemployment, if the teacher has been sick frequently or for an extended period of time. Teachers who leave the school system after a minimum of fourteen (14) years' service to the District shall receive \$20 per unused sick day if not non-renewed for performance or discharged for cause.

SICK LEAVE BANK POLICY

A Sick Leave Bank policy will be available for participating employees.

PERSONAL LEAVE BENEFITS

Each teacher shall be allowed two (2) days personal leave per year cumulative to four (4) days.

After the teacher has used the cumulative days of personal leave, he or she may be granted one (1) additional day with the approval of the Superintendent. For this additional day, the teacher will forfeit the current substitute pay. All substitutes are to be secured by the Superintendent or building Principal.

Any teacher who has accumulated four (4) days of personal leave shall be paid at the current substitute per day pay scale for one (1) personal leave day or for two (2) personal leave days, thereby reducing the cumulative days from four (4) to two (2). Pay for this day or days will be included in the last monthly check of the current contract year.

Personal leave may be taken at any time, however, the Superintendent may deny permission to a teacher for personal leave day taken just before or after a holiday or to ensure that only a limited number of teachers are absent on a given day.

PROFESSIONAL DUES

The Edgeley School District will provide up to \$50 per teacher each school year to reimburse teachers for dues they pay to belong to professional organizations in their content area (academic or extra-curricular). The administration must pre-approve all organizations in the teacher's content area.

Teachers will pay dues to their chosen organizations; they may request reimbursement upon submitting signed proof of approval and dues payment to the Business Manager.

This money will not carry over to the next year and any teacher choosing not to use it shall lose it.

ADOPTION BENEFITS

Each teacher shall be allowed ten (10) days non-cumulative Adoption Leave per year for adoption of a child into their immediate family.

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PARENTAL LEAVE

Each teacher shall be allowed ten (10) days non-cumulative parental leave per year for the birth of his/her child. Parental leave shall be governed by Family Medical Leave Act policy (DDAA). Parental leave shall be granted by the Superintendent. A parental leave request shall be granted when the requestor's personal and sick leave are depleted. When both parents are in the system, only one leave period shall be granted as per FMLA.

SAVINGS CLAUSE

If any provision of this agreement is or shall at any time become contrary to law, held illegal, void or invalid, then such provision shall not be applicable or performed or enforced except to the extent permitted by law. The remaining provisions of this agreement will not in any way be affected or impaired, but will remain binding in accordance with their terms."

DURATION CLAUSE

This Agreement will be in effect from July 1, 2017, until June 30, 2019, at which time this Agreement shall be automatically renewed unless either party gives notice to the other party not less than sixty (60) days prior to the expiration date of its desire to reopen negotiations as to certain provisions of the Agreement or additions to this Agreement. Teachers' written Declaration of Intent to Negotiate will be received no later than the date of the March regular board meeting in any negotiating year.

NATIONAL CERTIFICATION

Any teacher that has a current and valid "National Board Certified Teacher" certificate from the National Board for Professional Teaching Standards shall receive a stipend of \$500 per year. The Teacher with this certification shall present their valid certificate to the Superintendent for payment.

PROFESSIONAL LEAVE BENEFIT

Two (2) days of professional leave will be granted to each teacher or coach for workshops or clinics. The Superintendent has authority to extend the number of days. The professional leave must be within the teacher's current teaching assignment. This leave will be with the understanding that each teacher is to bring back the information that was taught at the workshop or clinic and share with similar teachers or coaches. All professional leave will be subject to approval of the Superintendent upon showing the quality and learning potential for the teachers and coaches. Teachers will be allowed to attend workshops and clinics in the summer with mileage, meals, and motels paid by the School, but the teachers will not be paid salary on these days. Varsity or junior varsity coaches will be limited to one (1) day of professional leave per sport per year. Reimbursement will be given at current state rates for mileage, meals, motel and maximum of \$100 per day for registration costs. The school will not pay for college credit if it is an additional expense to the registration cost. This professional leave benefit cannot be used for the annual NDU Conference. This policy does not include professional leave for teacher in-service or tournaments.

EMERGENCY LEAVE BENEFITS

Each teacher shall be allowed five (5) days emergency leave. These days are non-accumulating from year to year. Emergency leave shall be defined as leave taken because of dire illness or death in the immediate family. Immediate family shall be interpreted as husband, wife, child, father, mother, grandparents, grandchild, sister, brother, aunt, uncle, in-laws, nieces, nephews, great grandparents, great aunts, great uncles, great nieces, great nephews and great grandchildren or any other member of the family unit living in the same household, no matter what degree of relationship.

Emergency leave shall be granted by the Superintendent. If the five (5) days have been used up by the employee, the Superintendent, at his/her discretion may allow additional days.

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LIQUIDATED DAMAGES CLAUSE

Once a contract is signed, it is assumed that teachers will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the teacher, prior to the completion of the contract terms, results in damages to the school District which are impractical or extremely difficult to actually ascertain. In an effort to fix compensation which bears a reasonable relationship to probable damages and which is not disproportionate to reasonably anticipated damages, the following sum shall be paid by a teacher requesting a release from contract which is approved by the School Board:

Release Requested during Period from:	
May 23-June 15:	\$1,000
June 16-August 15:	\$1,600
August 16-End of Term:	\$2,000

Nothing contained herein shall be construed to mean that the Board must release the teacher upon payment of the above amount. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

The Edgeley Education Association agrees not to promote, encourage, support or engage in strikes, work slowdowns, sanctions, or other such activities. Any teacher who is involved in such action against the school district shall be fined by an amount not to exceed the current substitute pay. This amount shall be deducted at the time of the next pay period.

The Board of Education assumes the responsibility as the managerial component of the entity known as the Edgeley Public School District. The Board recognizes no threat or intention in our state negotiation law nor in any negotiation agreement they have entered into, of eroding their responsibility or power. Therefore, the position of the Board remains the authority for operation of the school district and their decision relative to all questions, including salary schedule questions, is final.

For Edgeley Education Association(s)_____

For Edgeley Board of Education(s)_____

Date _____