

TEACHER NEGOTIATED AGREEMENT

July 1, 2017 – June 30, 2018



**Grand Forks School Board
Grand Forks Education Association**

TABLE OF CONTENTS

Preamble.....	1
ARTICLE I - WORKING RELATIONS AGREEMENT.....	1
Section 1 Definitions	1
Section 2 Scope of Negotiations	1
Section 3 Procedures.....	1
Section 4 Agreement	2
Section 5 Disagreement.....	2
Section 6 Equal Employment Statement	3
ARTICLE II - SALARY SCHEDULE.....	3
Section 1 Basic Salary – Regular School Year	3
Section 2 Lane Changes.....	3
Section 3 Special Provision: Part-time Teachers	4
Section 4 Summer Work	4
Section 5 Curriculum Writing.....	4
ARTICLE III- EXTRACURRICULAR ACTIVITIES	5
Section 1 Policy	5
Section 2 Extracurricular Pay	5
ARTICLE IV - CREDITS FOR CONTINUATION OF CONTRACT	5
ARTICLE V - LEAVES OF ABSENCE.....	6
Section 1 Long-Term Leaves of Absence	6
1. Educational Training and Other Professional Growth Experience	6
2. Health Restoration.....	7
3. Child Care Leave.....	8
Section 2 Intermediate Term Leaves of Absence	8
1. Jury Duty and Subpoenas	8
2. Non-Partisan Activity	9
3. Political Activity and Public Office	9
4. Family Illness.....	9
5. Bereavement.....	10
6. Professional Growth	10
7. Released Time for Fee Basis Work.....	10
8. Association Activities	10
9. Personal Leave	10
10. Emergency Leave.....	11
Section 3 Short Term Leaves of Absence	11
Section 4 Release Time	11
ARTICLE VI – PROCEDURES IDENTIFICATION/ REFERRAL/TREATMENT (Alcohol/Chemical Dependency).....	12
ARTICLE VII – BENEFITS.....	12
Section 1 Health Insurance	12
Section 2 Life Insurance.....	13
Section 3 Income Protection and Sick Leave	13
Section 4 Grand Forks Air Force Base Stipend	14
Section 5 Conversion Rights and Waiver of Premium	15
Section 6 Shared Teacher Travel Pay.....	15
Section 7 Worker’s Compensation	15
Section 8 Federal Family and Medical Leave Act	15
Section 9 Employee Social Security Numbers.....	15
ARTICLE VIII – WORKDAY.....	15
Section 1 Length of Day.....	15
Section 2 Duty Free Lunch.....	16
Section 3 Teacher Preparation Time.....	16
Section 4 Sixth Period of Classroom Instruction	16
Section 5 Combination Classrooms	16
ARTICLE IX – CONTRACT DAYS.....	16
ARTICLE X – CREDIT FOR EXPERIENCE	17
ARTICLE XI – MISCELLANEOUS PROVISIONS	17
Section 1 Effect of Agreement.....	17
Section 2 Saving Clause.....	17
Section 3 Individual Contracts.....	17
Section 4 Amendments.....	18
Section 5 Grievance.....	18
ARTICLE XIII – DURATION.....	18
RATIFICATION.....	19
Appendix A-1 2017-2018 Salary Schedule.....	20
Appendix A-2 2017-2018 Extracurricular Salary Schedule	21

PREAMBLE

The School Board of the Grand Forks School District and the Grand Forks Education Association do hereby agree that the welfare of the children of the Grand Forks School District is paramount in the operation of the schools and will be promoted by both parties. The parties do hereby agree as follows:

ARTICLE I – WORKING RELATIONS AGREEMENT

Section 1: Definitions

- A. The Grand Forks Public School District #1 Board or representatives shall be referred to as the BOARD.
- B. The superintendent and/or his/her representatives shall be referred to as the ADMINISTRATION.
- C. The representatives of the Grand Forks Education Association shall be referred to as the ASSOCIATION.
- D. The BOARD TEAM and GFEA TEAM shall each consist of members mutually agreed upon.
- E. The "teachers" represented by the Association in this Negotiated Agreement are defined as certificated or professional personnel, excluding therefrom the superintendent, assistant superintendents, principal, associate principals, supervisory personnel, substitutes, and classified personnel.
- F. The provisions of this Agreement, including but not limited to fringe benefits, shall apply to all teachers employed by the District in direct proportion to their percentage of employment in the District unless otherwise stated herein.

Section 2: Scope of Negotiations

The parties will negotiate with regard to statutorily defined items for negotiations as set forth in the North Dakota Century Code and the decisions of the Supreme Court of North Dakota.

Section 3: Procedures

- A. Directing Requests
Requests for meetings from the ASSOCIATION will normally be made to the ADMINISTRATION. Requests from the ADMINISTRATION or the BOARD will be made to the president of the ASSOCIATION. Requests will normally be made in writing and contain the reasons for the requests.
- B. Meetings
An organizational meeting between the negotiations units of the BOARD and the ASSOCIATION will be held at a site mutually agreed to by the parties prior to the first week of March. Subsequent meetings will be scheduled upon agreement of both parties.
- C. Agenda
All proposals and language of proposals must be placed on the agenda at the first meeting between the negotiating TEAMS. Items may not be added without the agreement of both parties.
- D. Agreement on Proposals
As agreements are reached between the parties, they shall be reduced in writing and initialed, certifying tentative approval by the spokespersons of the bargaining units. Following the completion of negotiations, all agreements shall be subject to the approval of the BOARD and the ASSOCIATION.

E. Assistance

The parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Consultants may be used in the deliberations. In any case where the parties have jointly agreed to secure the services of any individual or group on an advisory basis, costs and expenses which may be incurred in securing and utilizing such services shall be shared equally between the BOARD and the ASSOCIATION.

F. Study Committee

By mutual consent, ad hoc study committees may be appointed to research, study, and develop projects, programs, and reports; and to make recommendations on matters under consideration. The committee shall report its findings to the parties.

G. Exchange of Information

The BOARD, ADMINISTRATION, and the ASSOCIATION agree to furnish, upon reasonable request, any information concerning the district that will assist in developing intelligent, accurate, and constructive programs.

H. Filing of Recognition

Not later than October 1 of each year, the ASSOCIATION shall file with the school board a statement signed by the president of the organization setting forth the following information:

1. The name and mailing address of the ASSOCIATION and a complete list of names, titles and mailing addresses of each officer.
2. The name of each standing committee with the name and mailing address of the chairperson.
3. The name and mailing address of each state and national association or organization with which it is directly affiliated.
4. Proof of the number of teachers of the district who are active members of the ASSOCIATION and in good standing on the date of filing the statement.
5. The names of the individuals authorized to represent the ASSOCIATION and its members in appearances before the school board and in its dealings with the superintendent or his designated representatives.

Section 4: Agreement

When agreement is reached, it shall be reduced to writing, and, when approved by the ASSOCIATION and the BOARD and signed by the parties, become a part of the official minutes of the BOARD. The agreement shall constitute a modification of the Articles of this agreement and when necessary, provision in the Agreement shall be reflected in individual contracts. The Agreement shall not discriminate against any member of the staff, regardless of membership or non-membership in the ASSOCIATION.

Section 5: Disagreement *(Revised 2009)*

Under the terms of the 1969 Professional Negotiations Legislation (N.D.C.C. 15.1-16) certain legal procedures are established for the resolution of the impasse.

Upon agreement of both the ASSOCIATION and the BOARD, the advisory arbitration step provided below may be omitted and the formal impasse procedure (as described in N.D.C.C. 15.1-16) will be in effect.

In the event that the advisory arbitration step has not been implemented prior to the 45th calendar day after the first meeting of the ASSOCIATION and the BOARD, advisory arbitration shall be deemed waived and omitted. The advisory arbitration step may be implemented by

unilateral declaration of either the ASSOCIATION or the BOARD at any time prior to the 45th calendar day after the first meeting of the negotiating units.

When implemented, the following advisory arbitration steps shall be followed:

In the event the teams cannot reach agreement upon matters under discussion, an Advisory Arbitration Panel shall be established as follows:

1. No later than the next regularly scheduled board meeting, and after the declaration of the need for arbitration, the BOARD shall select one arbitrator and the ASSOCIATION shall select one arbitrator.
2. These arbitrators shall in turn by mutual agreement select a third arbitrator to serve as chairperson of the Arbitration Panel.
3. The arbitrators shall promptly review those matters upon which tentative agreement has not been reached. As necessary the arbitrators may conduct hearings with the negotiating TEAMS, either separately or jointly or both.
4. The arbitrators shall issue their decisions no later than ten (10) calendar days from the date of closing of hearings, or, if the hearings have been waived, then within fifteen (15) calendar days from the date the chairperson has been selected.
5. The decision of the arbitrators shall be in writing and shall set forth the findings of fact, reasoning, and conclusions on the issues submitted.
6. The decision of the arbitration panel shall be advisory to the negotiating TEAMS.
7. Costs and expenses which may be incurred in securing and utilizing the services of the third party arbitrator shall be shared equally between the BOARD and the ASSOCIATION; it being understood that the costs and expenses of the arbitrator selected by the BOARD, and the arbitrator selected by the ASSOCIATION, shall be the sole responsibility of the selecting party.

Section 6: Equal Employment Statement

The provisions of this Agreement shall apply to all employees covered by this Agreement without discrimination on account of race, color, national origin, sex, or creed.

ARTICLE II – SALARY SCHEDULE

Section 1: Basic Salary - Regular School Year *(Revised 2017)*

The basic salaries of teachers covered by this Agreement are set forth in Appendices A-1 as attached and incorporated in this Agreement. Appendix A-1 shall be the salary schedule in effect during the 2017-2018 contract year.

Section 2: Lane Changes *(Revised 2013)*

Only college or university credits, which are graduate level credits (numbered 500 or above) or part of an approved graduate program, may be used for horizontal movement on the salary schedule. These credits must be in coursework or subject areas that are directly applicable to the field of education. Credits will be counted on a semester basis. Quarter credits will be converted to semester credits as follows: 1 quarter credit = 2/3 semester credit. Only credits earned after the completion of a Masters degree will be counted in qualifying for horizontal movement from the MA/MS lane.

Lane change procedure:

1. Lane change request forms must be submitted to the Human Resources Office no later than September 1.
2. Official transcripts showing credits earned must be submitted with the lane change form.
3. Transcripts will be reviewed by the Human Resources Manager and if approved, a revised contract will be issued and a salary adjustment will be made on the September 15 paycheck.
4. If the issuance of summer session grade transcripts is delayed or the course has not yet been recorded on a transcript by September 1, the teacher must still submit the lane change form by September 1 and official transcripts must be received in the Human Resources Office by October 1. In this case, the salary adjustment will be made on the October 15 paycheck retroactive to the start of the contract year.

Section 3: Special Provision: Part-time Teachers *(Revised 2007)*

For placement on the salary schedule, part-time (less than 100% contract) teachers will be granted one step for each year of employment in the Grand Forks Public School District regardless of the percentage of employment beginning July 1, 1989. However, when part-time teachers are placed in full-time employment, their full-time equivalent years of experience will be calculated and placement on the salary schedule in full-time employment will be at the nearest lower step.

Section 4: Summer Work *(Revised 2017)*

The salary for teachers employed by the district for summer work shall be paid according to the following schedule:

For the 2017-2018 School Year:

<u>Years of Experience*</u>	<u>Teachers with BA</u>	<u>Teachers with MA</u>
0-5	\$23.00	\$24.00
6-10	\$25.00	\$26.00
11+	\$29.00	\$30.00

*This includes all the years, up to eleven, that a teacher may bring from other districts plus the actual years of experience in the Grand Forks Public Schools as of June 1 of the current year.

Section 5: Curriculum Writing *(Revised 2017)*

The hourly salary for teachers employed by the district for curriculum writing shall be \$25.00 per hour for the 2017-2018 school year.

ARTICLE III – EXTRACURRICULAR ACTIVITIES

The purpose of this policy is to help assure the orderly progress of the school activity program, serving insofar as possible the mutual interest of both parties to a contract. A basic assumption is, other things being equal, that the orderly progress of these programs is best served when involved personnel remain over a reasonable period of years.

Section 1: Policy

Any teacher employed by the school district who accepts as a part of his/her contracted employment an extracurricular assignment, which is included in the extracurricular schedules, will be considered to be holding a "joint contract." Arbitrary resignation from any part of such joint contract invalidates all parts of said contract.

Should resignation of a part of a joint contract occur and the teacher be continued in the other part or parts of such contract, he/she will not be penalized on the applicable schedule or schedules.

After serving the school district in an extracurricular position for a period of five (5) years, a teacher may resign his/her extracurricular assignment giving his/her building principal notice in writing, stating reasons for his/her action. In the event no replacement can be obtained, the individual will continue in the extracurricular position, but in no event longer than two (2) contract years following the year in which notice was given without his/her full consent.

Nothing in the foregoing statement shall be deemed to prevent a teacher holding a joint contract from requesting a change when he/she determines the facts strongly support the need for a change. Normally, these exceptions would occur at the time when contracts for the coming year are under consideration.

Section 2: Extracurricular Pay *(Revised 2017)*

The extracurricular weekly base salary is .85% (.0085) of the negotiated teacher base salary. The experience increment is \$6.00 per week for each year of experience in a specific area not to exceed a maximum of fifteen (15) years experience. The weekly experience pay may not exceed the weekly base pay. Out-of-district experience must have been earned while a certified employee of another school district in order to be recognized for experience increment.

Changes in weekly base pay or the experience increment shall be mutually agreed to by the Board and the Association. The number of weeks for each activity will be established by the district.

The extracurricular salary schedule for the 2017-2018 contract year is listed in Appendix A-2.

ARTICLE IV - CREDITS FOR CONTINUATION OF CONTRACT

(Revised 2011)

To maintain his/her position, a teacher shall be required to comply with the professional growth requirements of the accreditation standards established by the Education Standards and Practices Board. Social Workers, Occupational Therapists, and Physical Therapists covered by this agreement shall be subject to the same requirements.

- A. All life-certificated teachers will be assigned a 5-year cycle regarding credits for continuation of contract starting on September 1 following the teacher's date of hire or the life certificate date of issuance if the teacher is already employed. Social Workers, Occupational Therapists, and Physical Therapists covered by this agreement will begin their five-year cycle based on their date of hire.

Any Teacher, Social Worker, Occupational Therapist, or Physical Therapist whose 5-year cycle began prior to September 1, 2011 will be required to earn 4 credits by the ending date of their cycle.

Any Teacher, Social Worker, Occupational Therapist, or Physical Therapist whose 5-year cycle begins September 1, 2011 or after will be required to earn 6 credits by the ending date of their cycle.

- B. Employees covered by this agreement that fail to meet the requirements shown above and/or are placed on probationary certification by Education Standards and Practices Board will have their salary frozen for the following contract year. The contract year after which their salary is frozen, the teacher will be placed on the salary schedule according to where they would have been placed had their salary not been frozen.

ARTICLE V - LEAVES OF ABSENCE

Leaves of absence will be classified as long term, intermediate-term, or short-term.

Section 1: Long-Term Leaves of Absence

The number of teachers on long-term leaves of absence at any given time shall not be in excess of 2% of the teaching staff employed by the district. A person granted a long-term leave of absence shall not be entitled to receive any salary or fringe benefits during the entire term of the leave of absence.

Teachers applying for the first time for leave, pursuant to Long-Term Leaves #1 and #3 shall be given priority over those teachers requesting either an extension of a granted leave or an additional leave after having previously been granted a long-term leave.

1. Educational Training and Other Professional Growth Experience

Leaves of absence for educational training and other professional growth experience may be granted to teachers under the following conditions:

- A. A teacher must have a minimum of three (3) years of experience within the Grand Forks Public School District.
- B. Eligible teachers must apply to the superintendent of schools and all such leaves shall be subject to approval of the school board.
- C. Educational training leaves and other professional growth experiences shall be for a minimum of one school (academic) year and will not exceed two years.
- D. Teachers on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the office of the superintendent no later than March 7 of the calendar year in which said leave is to be completed, but reassignment to the same school or teaching area or grade is not

guaranteed. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.

- E. Teachers returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
- F. If a teacher cannot satisfy the requirements of Paragraph A of this leave provision, it is still possible for a teacher to initiate a request for leave. However, teachers fully eligible will be given preference. Further, any teacher not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the teacher is fully eligible.
- G. Teachers using Educational Training Leave shall not be allowed to teach in another school district. Failure to notify the board of any change in status from the original application to a teaching position shall result in revocation of the leave. Leave must be applied for by July 1.

2. **Health Restoration**

A teacher applying for leave for restoration of health must comply with the following regulations:

- A. Upon application for leave for restoration of health, the teacher shall present a written statement by a medical doctor to the effect that such leave is necessary for health purposes, stating the length of time such leave of absence is necessary. Leaves under this paragraph may be granted for a period of time consistent with the medical doctor's statement but not to exceed twelve (12) months.

The duration of this leave shall be specified in the grant of leave, and the school board shall not, in any event, be required to permit the teacher to return to his or her employment prior to the date designated in the grant of health restoration leave.

- B. Leave for health restoration as granted above may be continued, upon request of the teacher and in accordance with a written statement from a medical doctor to the effect that such extension is necessary for health purposes, for a designated period of time not to exceed one (1) year. Such extension, if granted, shall be upon the same conditions as in Paragraph A above.
- C. At the conclusion of the leave of absence, a statement must be submitted from a medical doctor showing that the health of the teacher concerned is such that he or she is able to return as a full-time employee.
- D. Teachers on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the office of the superintendent, no later than March 7 of the calendar year in which said leave is to be completed, but reassignment to the same school or teaching area or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
- E. Health Restoration Leave is not available to those persons on a disability compensation plan, i.e. insurance, TFFR, social security.

3. Child Care Leave

A child care leave may be granted by the school board subject to the following provisions and for the purpose of preparing and providing parental care for a natural or adopted child or children of the teacher for an extended period of time:

- A. A teacher making application for child care leave shall inform the superintendent of schools in writing of intention to take the leave at least three (3) calendar months before the commencement of the intended leave, subject to the board's right to waive the three-month provision in emergency situations.
- B. The school board may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are coincident with some natural break in the school year (e.g. semester break, end of a grading period, end of the school year, or the like.)
- C. In making a determination concerning the commencement and duration of a child care leave, the school board shall not, in any event, be required to:
 - 1. Grant any leave more than twelve (12) months in duration.
 - 2. Permit the teacher to return to his or her employment prior to the date designated in the request for child care leave.
- D. A teacher returning from child care leave shall be reemployed in the school system, provided that written notice of intent to return is received in the office of the superintendent no later than March 7 in the calendar year in which said leave is to terminate, if that leave is to terminate as of the first day of the next school year, or no later than sixty (60) days prior to the termination date of any leave which is scheduled to terminate during the course of a school year then in progress. Said reemployment is not guaranteed to be at the same school or teaching area or grade. Failure to submit written notice of intent to return, on or before the date set forth herein, shall be deemed to be a voluntary resignation and a waiver of the right of reemployment.
- E. Failure of the teacher to return pursuant to the date determined under this section shall constitute a voluntary resignation, unless the school board and the teacher mutually agree to an extension in the leave.
- F. A teacher who returns from child care leave within the provisions of this section shall retain all previous experience credit for pay purposes. However, the teacher shall not accrue additional experience credit for pay purposes or leave time during the period of absence for child care leave.
- G. If the reason for child care leave is occasioned by adoption, an adopting teacher will also provide at the time of the leave application a statement as to the expected date of placement.

Section 2: Intermediate Term Leaves of Absence

Intermediate term leaves of absence, when approved will be at full pay for the teacher unless otherwise provided herein:

1. Jury Duty and Subpoenas

Teachers subpoenaed as witnesses, in legal actions other than those in which the school district and a teacher of the Association are opposing parties, and teachers called for jury duty shall be responsible for the organization and coordination of their regular school

responsibilities and shall receive regular salary payment during the time of their service; any witness fees or compensation for jury duty shall be in addition to their regular salary.

Teachers subpoenaed by the school district in any legal action shall be subject to the same conditions and entitled to the same compensation as teachers subpoenaed in matters where the school district and a teacher or the Association are not opposing parties.

2. Non-Partisan Activity

Teachers involved in certain types of non-partisan activity, related to professional activities including, but not limited to, Education Standards and Practices Board, TFFR, and State Department of Public Instruction appointments, and national or regional educational subject matter organizations, of an intermediate term of duration, shall be given the same consideration as those involved in Intermediate Term Leave #1 above. The teachers shall request such consideration from the superintendent of schools, who shall either approve or deny the request.

3. Political Activity and Public Office

A. Legislative Leave

When service in the Legislature during a regular or special legislative session requires a leave, the leave shall be granted without loss of experience or benefit, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day (contracted salary divided by the number of days in the school year; except that the reduction in pay for attendance by a teacher/legislator at interim committee meetings of the Legislature shall be equal to the per diem reimbursement received by such teacher/legislator) and said teacher/legislator shall be responsible for the organization and coordination of their regular school responsibilities. Teachers/Legislators shall coordinate the details of their leave with their supervisor. These arrangements shall receive final approval from the superintendent.

B. Other Elective Office

Leaves for other elective offices including, but not limited to, service on the City Council, Board of County Commissioners, Park Board, and the like, may be granted by the superintendent without loss of credit for experience or benefits, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day, as defined in this section.

4. Family Illness *(Revised 2013)*

In case of illness of a member of the teacher's immediate family, a maximum of six (6) days of leave of absence with full pay may be granted per school year. The immediate family shall be defined to include spouse/partner, parents of both, son, daughter, sister, brother, step-parents, step-brother, step-sister, step-children or custodial grandchildren.

This illness provision may include a father's leave for the birth of a child and the leave of parents immediately following the adoption of a child. The teacher must discuss this leave with the building principal as soon as the need for the leave becomes apparent to the teacher.

In catastrophic situations, involving immediate family as defined in paragraph 1 of the leave, the superintendent may grant additional days provided the teacher has first utilized his/her personal leave.

5. **Bereavement** *(Revised 2015)*

A. **Immediate Family**

Immediate family bereavement leave, up to but not exceeding five (5) days per school year, may be granted. This bereavement leave may be used only in the event of death in the immediate family. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/step-children, son-in-law, daughter-in-law, grandchildren, brother/step-brother, sister/step-sister, brother-in-law, sister-in-law, aunts, uncles, nieces, or nephews. Upon request, where the five (5) days of immediate family bereavement leave are expended, the principal may recommend an extension of the bereavement leave to the superintendent who shall have authority to grant up to an additional five (5) days of bereavement leave per school year.

B. **Other Relatives and Close Friends**

In the event of the death of other relatives or close friends, up to one (1) day per year bereavement leave will be granted. This day can be used in ½-day increments.

6. **Professional Growth**

Intermediate term leave of absence for the purpose of professional growth may be granted to teachers by the administration and/or the school board for the following reason:

- A. Released time to visit other classrooms and schools.
- B. Released time to attend conferences, workshops, and conventions.
- C. Released time for membership on board-assigned committees.

7. **Released Time for Fee Basis Work**

Released time for the purpose of allowing a teacher to perform professional services outside the school district on a fee basis may be granted by the building principal or the superintendent of schools. The teacher's salary may be reduced at the discretion of the superintendent of schools.

8. **Association Activities**

Each year the Grand Forks School District will provide to the Grand Forks Education Association, without loss of pay, a total of fifteen (15) days for Association activities. A maximum of five (5) days can be carried over to the next school year.

The individual requesting this leave will inform his/her immediate supervisor two (2) working days prior to the date of such leave. In addition, the president of the Grand Forks Education Association will account to the superintendent for all Association activity days used in order to comply with maximum day provisions set forth in this article.

If a school board meeting is scheduled during the work day, the superintendent may, at his/her discretion, make the arrangements necessary to provide for the Association president to attend the meeting without forfeiture of Association activity days.

Leave for any individual under this article will be granted a minimum of a half (1/2) day.

9. **Personal Leave** *(Revised 2017)*

Two (2) personal leave days shall be granted per year cumulative to a maximum of six (6) days. Starting with the 11th year of teaching in Grand Forks Public Schools, three (3) personal leave days shall be granted per year cumulative to a maximum of six (6) days. Personal Leave shall be subject to the following provisions:

- A. No more than 10% of an attendance unit staff or one (1) person (whichever is greater) will be permitted leave on any one day.
- B. Request for personal leave must be filed via AESOP three (3) days prior to the anticipated leave and approved by the principal/supervisor. The principal/supervisor may waive the three (3) days provision in emergency situations.
- C. Personal leave shall not be granted the first five (5) days of the contract term (188 days), on parent-teacher conference days, or on the last five (5) days of the school term unless waived by the superintendent of schools.
- D. Grand Forks Public Schools values all professional development, therefore, no more than one personal leave day per school year will be granted on a professional development day without the approval of the superintendent.

10. Emergency Leave (Revised 2015)

Up to two (2) days of paid time off per year will be allowed for emergencies. An emergency will be defined as a crisis over which the individual has no control, and cannot be attended to during non-school hours. Emergency leave includes, but is not limited to, weather-related situations, flooding, accidents, and household emergencies. Emergency leave does not include events that would be covered under sick leave, family illness, or bereavement leaves. The employee will enter the request via AESOP or contact the building principal or his/her designee. The superintendent will decide whether or not the leave is approved and will notify the employee of the decision with an explanation via email.

Section 3: Short Term Leaves of Absence

Short-term leaves of absence (not to exceed two hours) not covered by other leave policies included within this Negotiated Agreement, may be granted by the teacher's immediate supervisor. Requests which may be granted under this section include, but are not limited to, the funeral of a friend, necessity to conduct a business transaction which cannot be concluded after school or on a weekend, or the necessity to consult a physician (where a day of sick leave is not taken). Short-term absences will be covered by other professionals without additional compensation being paid and without employment of a substitute. If the purpose of the leave can be reasonably accomplished at another time, the request should be denied.

Section 4: Release Time

A. Local Association President

The board may grant a leave of absence, not to exceed 40% of contract, to the president of the Association. The leave request, if approved, will be subject to the following requirements:

- 1. The board is reimbursed by the Association for all but \$1,296 of the total cost of the salary and fringe benefits.
- 2. The time of the leave will be subject to the approval of the superintendent.

B. Professional Elected Offices

- 1. A teacher must have a minimum of three (3) years of experience within the Grand Forks Public School District.

2. Eligible teachers must apply to the superintendent of schools and all such leaves shall be subject to approval of the school board.
3. Professional elected office leaves will be for the length of the term but not to exceed six (6) years.
4. Teachers on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the office of the superintendent no later than May 15 of the calendar year in which said leave is to be completed, but reassignment to the same school or teaching area or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before May 15, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
5. Teachers returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
6. If a teacher cannot satisfy the requirements of Paragraph A of this leave provision, it is still possible for a teacher to initiate a request for leave. However, teachers fully eligible will be given preference. Further, any teacher not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the teacher is fully eligible.

ARTICLE VI - PROCEDURES FOR IDENTIFICATION, REFERRAL AND TREATMENT OF TEACHERS AFFLICTED WITH ALCOHOLISM, AND/OR A CHEMICAL DEPENDENCY

(Revised 2011)

Teachers who are afflicted by alcoholism and/or a chemical dependency are encouraged to seek rehabilitative assistance. If inpatient treatment is undertaken at a facility approved by the Division of Mental Health & Substance Abuse Services of the North Dakota Department of Human Services available sick leave benefits may be used for treatment as certified by the treatment program's medical director.

LIMITATIONS:

No teacher shall be granted sick leave for inpatient treatment of alcoholism and/or chemical dependency more than twice.

ARTICLE VII - BENEFITS

Section 1: Health Insurance *(Revised 2017)*

1. Health insurance will be managed locally by a committee consisting of two teachers, one classified staff member, one principal, and a district administrator. A school board member will be assigned to the committee and will serve in an advisory capacity. The Business Manager and Human Resources Manager will also serve on the committee in an advisory capacity and shall be the facilitators for meetings and other business of the committee. Committee members will be paid an annual stipend by the district of \$250.00.
2. The committee will be responsible for selecting the plan administrator and for developing the plan details. The committee will be given the authority to manage the resources of the plan as outlined in Section 1.

3. The Health Insurance Committee will meet at least two times per school year. Committee members will be responsible to report out to their constituents regarding the status of the plan. Further, minutes of the health insurance committee will be forwarded to members of the GFEA negotiation team.
4. The school district will contribute 78% and the employees 22% of the health insurance plan costs. All monies paid by current employees and retired plan members will be contributed to the plan's revenues.
5. Any monies paid to the fund are the property of the plan, for plan enhancement, premium reduction, or wellness programs.
6. The premiums will be defined by the Health Insurance Committee as per this agreement.
7. If a financial shortfall is projected to occur and plan revenues are projected to not be adequate to pay plan expenses in any given fiscal year (July 1 through June 30), the committee will recommend to cover the projected deficit through a 78% assessment to the school district and a 22% assessment to the employees as defined by item number four (4).

Section 2: Life Insurance

The Grand Forks Public School District shall provide a term life insurance policy of \$15,000 for all teachers employed half-time or more. For purposes of this section only, half-time teachers are defined as those employed a minimum of fifteen (15) hours per week.

Section 3: Income Protection and Sick Leave *(Revised 2007)*

The Grand Forks School District provides an accumulative sick leave policy and an income protection insurance plan which provides long term disability benefits.

- A. All professional employees of the Grand Forks School District who have been employed for six years in the Grand Forks system will have sixty-five (65) days of sick leave per disability related to an accident, illness, or pregnancy. Any subsequent disability commencing after six months of normal employment will be considered a new disability. The Grand Forks School District provides compensation up to the first 65 consecutive working days of disability, after that time the income protection (long-term disability) insurance plan takes effect, when applied for by the teacher and approved by the insurer.

The cost of this income protection insurance plan is provided by the Grand Forks School District. Briefly, this protection provides two-thirds (2/3) of your basic salary when you are unable to work due to disability with the exception of the exclusions listed in the master policy. Subject to the approval of your application, benefits begin ninety (90) consecutive calendar days or at the end of your accrued sick leave, whichever is greater, after the first day of your disability. The money benefit is integrated with other income benefits as outlined in the master policy.

From and after the expiration of nine months from the date on which the income protection plan begins to provide compensation to an individual or upon the expiration of the current contract year, whichever is later, all other fringe benefits provided by the Grand Forks Public School District shall terminate.

Reemployment Clause

Teachers qualifying for long term disability benefits will be assured of a position in the school system at the conclusion of the disability. This assurance will not continue for more than two full contract years after the disability begins. Reassignment to the same school, teaching area, or grade isn't guaranteed.

Long Term Disability Benefits

Life insurance and health insurance benefits will continue during the disability period but not to exceed 24 months from the time the disability begins. The school district will be responsible for the coverage at the level it was prior to the disability.

- B. Every professional employee will receive twenty (20) days of sick leave upon commencement of initial employment in the system. Accumulation of additional sick leave shall be as set forth in the Sick Leave Accumulation Chart below. Each year's accumulation will begin at the start of the contract year. Professional employees with less than six (6) years experience are participants in the income protection plan; however, a period without coverage would exist in those instances where "65 days of sick leave" had not yet been achieved.

- C. If the reason for requesting sick leave is occasioned by pregnancy, the teacher may elect to utilize sick leave to the extent accumulated, for that portion of the leave the attending physician deems medically necessary. The intent to use sick leave shall be indicated in the application for this leave. Following the delivery, a statement shall be provided to the superintendent or his/her designee by the attending physician indicating the medical necessity for the sick leave portion and the length of time needed for recuperation. A pregnant teacher will also provide, at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Sick Leave Accumulation Chart	
Previous Teaching Experience in the Grand Forks System	Sick Leave Available
0 years	20 days
1 year	20 days less days used previous year(s)
2 years	30 days less days used previous year(s)
3 years	40 days less days used previous year(s)
4 years	50 days less days used previous year(s)
5 years	60 days less days used previous year(s)
6 years	65 days sick leave disability protection

Section 4: Grand Forks Air Force Base Stipend *(Revised 2011)*

The board will pay a stipend of \$1,200 for teachers employed at the Air Base schools that do not live on base.

Teachers employed at the Air Base schools under athletic extracurricular contracts shall receive an additional stipend of \$10.00 per week for the length of said extracurricular contract.

The board will reimburse teachers up to \$50.00 for towing costs incurred while driving to and from the Air Base. The towing costs must be the result of road or weather-related incidents.

Section 5: Conversion Rights and Waiver of Premium

Health insurance coverage shall contain a provision for conversion rights and group life insurance shall contain provisions for waiver of premiums.

Section 6: Shared Teacher Travel Pay *(Revised 2013)*

Teachers who are assigned to more than one building per day will receive the shared teacher travel pay. The amount is \$2.50 per stop per day.

Section 7: Worker's Compensation (SB Policy 4144)

All employees are protected by Worker's Compensation against loss of income due to accidental injury in the performance of their official duties.

No employees shall receive the full Worker's Compensation benefit while receiving the full sick leave benefit from the Grand Forks Public School District #1. However, as long as the employee has sick leave benefits remaining, he/she will receive full pay. After the expiration of sick leave benefits and prior to the implementation of the long-term disability benefit, the only compensation received will be that which comes from Worker's Compensation.

An employee who is eligible for Worker's Compensation benefits may elect to:

1. Receive pay for accumulated sick leave, with a pay deduction made equal to the amount received from Worker's Compensation. Two-thirds (2/3) of the used sick leave will be reinstated.
2. Receive pay for accumulated sick leave, and endorse the Worker's Compensation checks to the Grand Forks School District. Two-thirds (2/3) of the used sick leave will be reinstated.
3. Receive pay for personal days with no effect on sick leave or Worker's Compensation.
4. Request a leave without pay (not to exceed one year) and receive Worker's Compensation benefits.

Section 8: Federal Family and Medical Leave Act (PL 103-3) *(Revised 2009)*

As per federal law, contracted employees will accrue up to a minimum of 12 weeks of family and medical leave. This leave will begin upon the completion of any applicable section of this agreement.

Section 9: Employee Social Security Numbers *(Revised 2015)*

The school district shall use no more than two digits of an employee's social security number for identification purposes on or for anything that may be viewed by non-essential personnel.

ARTICLE VIII - WORKDAY

Section 1: Length of Day

The total in-school workday shall consist of 8 hours.

Section 2: Duty Free Lunch

Each full-time teacher affected by this agreement shall be guaranteed a minimum of twenty-five (25) minutes each day without supervisory or classroom responsibility for the purpose of a "duty free lunch".

Section 3: Teacher Preparation Time

A. Elementary Teachers

Full-time elementary school teachers shall be provided 300 minutes of preparation time per week within the student contact schedule. The goal is to provide preparation time in a 60 minute block per day, but no block will be less than 30 minutes.

B. Secondary Teachers

Full-time middle and senior high school teachers shall be provided a minimum of 50 minutes of preparation time per day within the student contact schedule.

C. Part-time Teachers

Less than full-time teachers shall be provided preparation time within the student contact schedule which is approximately proportionate to their assignment.

D. Additional Prep-time

The Grand Forks School District will schedule three (3) half-days of teacher preparation time, during the school year, at times mutually agreed upon by GFEA and Administration. These days may be in combination with staff development days or combined to give a full day of teacher preparation. Additionally, the last day of the teacher contract will be reserved as a clerical day for teachers.

Any early dismissal days must comply with North Dakota Department of Public Instruction regulations so as to qualify for maximum state funding.

Section 4: Sixth Period of Classroom Instruction *(Revised 2009)*

If a sixth period of classroom instruction is assigned, a secondary teacher so assigned shall receive payment equal to 1/8 of the teacher base salary in addition to that contracted salary amount as determined from the applicable salary schedule. A teacher-initiated request for a sixth period of classroom instruction shall not qualify said teacher for additional compensation. For purposes of this section, a secondary teacher shall be defined as a teacher assigned to teach in a middle school or senior high school.

Section 5: Combination Classrooms *(Revised 2009)*

An elementary teacher assigned to teach a combination classroom will receive payment equal to 1/8 of the teacher base salary from the applicable salary schedule.

ARTICLE IX -CONTRACT DAYS

(Revised 2011)

Contract days for each school year will consist of 188 days. In the event school is canceled for all students in the district due to Acts of God, teachers will not be required to report to work. However, when the number of days canceled exceeds those allowed under Section 15.1-06 of the North Dakota Century Code, all teachers will be required to make up, without additional

compensation, the days necessary to ensure a minimum of 180 foundation days. Unless required as a makeup day for foundation aid, the last day will be a clerical day.

ARTICLE X - CREDIT FOR EXPERIENCE

A. Teachers new to Grand Forks and those desiring a change in salary classification must file an official transcript of credits in the Office of the Superintendent.

B. *(Revised 2015)*

Credit for teaching experience prior to entering the Grand Forks Schools shall not exceed eleven (11) years on the salary schedule (full years only will be considered). In special fields wherein qualified candidates are in demand, additional credit for actual teaching experience may be granted by special permission of the school board.

Teachers previously employed in the Grand Forks Public Schools who are reemployed may be granted the same number of years of experience credit on the salary schedule as allowed the last year taught in this school district, and may be advanced to the next step of experience credit provided that the final year of teaching was a full school year (180 days minimum).

C. Beginning with the 2003-04 school year, the district will recognize the year(s) of resident intern work with the Grand Forks Schools as year(s) of experience when determining the placement of a new teacher on the teacher salary schedule. This applies only to new teachers who were resident interns in the 2002-03 school year and after. Resident intern experience in a different school district will not be counted as a year of experience. No credit for experience for teachers who served as resident interns prior to the 2002-03 school year will be granted.

ARTICLE XI - MISCELLANEOUS PROVISIONS

Section 1: Effect of Agreement

The Board and Association agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made part of this Agreement.

Section 2: Saving Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

Section 3: Individual Contracts

Individual contracts shall not be inconsistent with the terms and conditions of this Agreement.

Section 4: Amendments

Amendments hereto may be made upon thirty (30) days written notice by the party proposing such amendment, and upon agreement reached under the procedures set forth herein.

Section 5: Grievance

The grievance procedure shall be stated in Board Policy 4120 and shall not be changed without the mutual agreement of the Association and the Board.

ARTICLE XII - DURATION

(Revised 2013)

The provisions of each Article attached hereto, except as otherwise specifically provided, shall be effective as of July 1, 2015 to June 30, 2017 at which time it shall automatically renew itself unless written notification to the contrary is made by either party at least sixty (60) days prior to the anniversary date of the Agreement. If such notification occurs, the Agreement shall be renegotiated. Changes may be made at any time by mutual consent.

RATIFICATION

IN WITNESS THEREOF, signatures of duly authorized representatives of the Association and the Board indicate that this Agreement has been ratified by the Grand Forks Education Association and the Grand Forks School Board.

Grand Forks Education Association
Dated _____

Grand Forks School Board
Dated _____

Tom Young

Doug Carpenter

Kyle Entzel

Amber Flynn

Nicole Polum

Cynthia Shabb

Paul Strande

Matt Spivey

Penny Tandeski

Adam Tunseth

Grand Forks Public Schools

**SALARY SCHEDULE
2017 – 2018**

STEP	BA/BS	BA+15	BA+30	BA+45	MAIMS	MA+15	MA+30	MA+45
1	40,000	41,061	42,122	43,183	44,509	45,570	46,631	47,692
2	40,742	41,803	42,864	43,925	45,252	46,313	47,374	48,435
3	41,485	42,546	43,607	44,668	45,994	47,055	48,116	49,177
4	42,228	43,289	44,350	45,411	46,737	47,798	48,859	49,920
5	42,970	44,031	45,092	46,153	47,480	48,541	49,602	50,663
6	43,713	44,774	45,835	46,896	48,222	49,283	50,344	51,405
7	44,456	45,517	46,578	47,639	48,965	50,026	51,087	52,148
8	45,198	46,259	47,320	48,381	49,708	50,769	51,830	52,891
9	45,941	47,002	48,063	49,124	50,450	51,511	52,572	53,633
10	46,684	47,745	48,806	49,867	51,193	52,254	53,315	54,376
11	47,427	48,488	49,549	50,610	51,936	52,997	54,058	55,119
12	48,169	49,230	50,291	51,352	52,679	53,739	54,800	55,861
13	48,912	49,973	51,034	52,095	53,421	54,482	55,543	56,604
14	49,655	50,716	51,777	52,838	54,164	55,225	56,286	57,347
15	51,140	52,201	53,262	54,323	55,649	56,710	57,771	58,832
16	52,625	53,686	54,747	55,808	57,135	58,196	59,257	60,318
17	54,111	55,172	56,233	57,294	58,620	59,681	60,742	61,803
18	55,596	56,657	57,718	58,779	60,105	61,166	62,227	63,288
19	57,082	58,143	59,204	60,265	62,652	63,713	64,774	65,835
20	58,567	59,628	61,220	62,281	64,137	65,198	66,259	67,320
21	60,052	61,113	62,705	63,766	65,623	66,684	67,745	68,806
22	61,538	62,599	64,190	65,251	67,108	68,169	69,230	70,291
23	63,023	64,084	65,676	66,737	68,593	69,654	70,715	71,776
24	64,509	65,570	67,161	68,222	70,079	71,140	72,201	73,262
25	66,494	67,555	69,147	70,208	72,064	73,125	74,186	75,247

EXTRACURRICULAR SALARY SCHEDULE

2017-2018

Base Extracurricular = .0085 of Teacher Base Salary (\$40,000)

POSITION	% BASE	WEEKS	WEEKLY BASE	SEASON TOTAL
Senior High Head Coach/Director				
Dance Line	0.55	16	\$187.00	\$2,992.00
Debate	0.62	25	\$210.80	\$5,270.00
Drama Production 1	1.00	9	\$340.00	\$3,060.00
Drama Production 2	1.00	9	\$340.00	\$3,060.00
Drama Production 3	1.00	9	\$340.00	\$3,060.00
Drama Production 4	1.00	9	\$340.00	\$3,060.00
Instrumental Music	0.47	36	\$159.80	\$5,752.80
Musical Production	1.00	10	\$340.00	\$3,400.00
Newspaper	0.37	40	\$125.80	\$5,032.00
Pep Band/Performance	0.28	20	\$95.20	\$1,904.00
Speech	0.62	25	\$210.80	\$5,270.00
Strings	0.37	36	\$125.80	\$4,528.80
Student Congress	0.62	6	\$210.80	\$1,264.80
Vocal Music	0.47	36	\$159.80	\$5,752.80
Yearbook	0.41	36	\$139.40	\$5,018.40
Senior High Assistant Coach/Advisor				
Dance Line	0.30	16	\$102.00	\$1,632.00
Debate	0.24	25	\$81.60	\$2,040.00
Drama Production 1	0.67	9	\$227.80	\$2,050.20
Drama Production 2	0.67	9	\$227.80	\$2,050.20
Drama Production 3	0.67	9	\$227.80	\$2,050.20
Drama Production 4	0.67	9	\$227.80	\$2,050.20
Instrumental Music	0.33	36	\$112.20	\$4,039.20
Musical-Orchestra	0.41	10	\$139.40	\$1,394.00
Musical-Technical	0.60	10	\$204.00	\$2,040.00
Musical-Vocal	0.65	10	\$221.00	\$2,210.00
Speech	0.24	25	\$81.60	\$2,040.00
Vocal Music	0.33	36	\$112.20	\$4,039.20
Middle School Coach/Director				
Debate	0.17	19	\$57.80	\$1,098.20
Drama Play 1	0.49	3	\$166.60	\$499.80
Drama Play 2	0.49	3	\$166.60	\$499.80
Drama Play 3	0.49	3	\$166.60	\$499.80
Instrumental Music	0.22	36	\$74.80	\$2,692.80
Instrumental Music - 6th Grade	0.11	36	\$37.40	\$1,346.40
Newspaper	0.10	40	\$34.00	\$1,360.00
Operetta Director	0.67	5	\$227.80	\$1,139.00
Operetta Music Assistant	0.43	5	\$146.20	\$731.00
Operetta Tech Assistant	0.19	5	\$64.60	\$323.00
Speech	0.17	18	\$57.80	\$1,040.40
Strings	0.21	36	\$71.40	\$2,570.40
Vocal Music	0.14	36	\$47.60	\$1,713.60
Vocal Music - 6th Grade		36		\$728.00 *
Yearbook	0.11	36	37.40	\$1,346.40
Elementary Coach/Director				
Instrumental Music - 5th grade	0.11	36	\$37.40	\$1,346.40
Strings	0.21	36	\$71.40	\$2,570.40
Vocal Production	0.30	4	\$102.00	\$408.00 **
Vocal Music	0.14	36	\$47.60	\$1,713.60 **

* Set payment determined when 6th grade moved to Middle School

**Used to calculate maximum payment for CODA program

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Senior High Head Coach				
Boys' Baseball	1.00	11	\$340.00	\$3,740.00
Boys' Basketball	1.00	18	\$340.00	\$6,120.00
Boys' Golf	0.90	9	\$306.00	\$2,754.00
Boys' Hockey	1.00	16	\$340.00	\$5,440.00
Boys' Soccer	1.00	12	\$340.00	\$4,080.00
Boys' Swimming	0.90	14	\$306.00	\$4,284.00
Boys' Tennis	0.90	10	\$306.00	\$3,060.00
Boys' Track	1.00	13	\$340.00	\$4,420.00
Cheerleading Advisor	0.40	33	\$136.00	\$4,488.00
Cross Country	1.00	12	\$340.00	\$4,080.00
Football	1.00	14	\$340.00	\$4,760.00
Girls' Basketball	1.00	18	\$340.00	\$6,120.00
Girls' Golf	0.90	9	\$306.00	\$2,754.00
Girls' Gymnastics	0.90	16	\$306.00	\$4,896.00
Girls' Hockey	1.00	16	\$340.00	\$5,440.00
Girls' Soccer	1.00	10	\$340.00	\$3,400.00
Girls' Softball	1.00	11	\$340.00	\$3,740.00
Girls' Swimming	0.90	14	\$306.00	\$4,284.00
Girls' Tennis	0.90	9	\$306.00	\$2,754.00
Girls' Track	1.00	13	\$340.00	\$4,420.00
Girls' Volleyball	1.00	15	\$340.00	\$5,100.00
Wrestling	1.00	15	\$340.00	\$5,100.00
Strength Coach	0.90	35	\$306.00	\$10,710.00
Senior High Assistant Coach				
Boys' Baseball	0.80	11	\$272.00	\$2,992.00
Boys' Basketball	0.80	18	\$272.00	\$4,896.00
Boys' Basketball - 9th	0.80	14	\$272.00	\$3,808.00
Boys' Golf	0.71	9	\$241.40	\$2,172.60
Boys' Hockey	0.80	16	\$272.00	\$4,352.00
Boys' Soccer	0.80	12	\$272.00	\$3,264.00
Boys' Swimming	0.71	14	\$241.40	\$3,379.60
Boys' Tennis	0.71	10	\$241.40	\$2,414.00
Boys' Track	0.80	13	\$272.00	\$3,536.00
Boys' Track - 9th	0.80	13	\$272.00	\$3,536.00
Cheerleading Advisor	0.25	33	\$85.00	\$2,805.00
Cross Country	0.80	12	\$272.00	\$3,264.00
Football	0.80	14	\$272.00	\$3,808.00
Football - 9th	0.80	10	\$272.00	\$2,720.00
Girls' Basketball	0.80	18	\$272.00	\$4,896.00
Girls' Basketball - 9th	0.80	14	\$272.00	\$3,808.00
Girls' Golf	0.71	9	\$241.40	\$2,172.60
Girls' Gymnastics	0.71	16	\$241.40	\$3,862.40
Girls' Hockey	0.80	16	\$272.00	\$4,352.00
Girls' Soccer	0.80	10	\$272.00	\$2,720.00
Girls' Softball	0.80	11	\$272.00	\$2,992.00
Girls' Swimming	0.71	14	\$241.40	\$3,379.60
Girls' Track	0.80	13	\$272.00	\$3,536.00
Girls' Track - 9th	0.80	13	\$272.00	\$3,536.00
Girls' Volleyball	0.80	15	\$272.00	\$4,080.00
Girls' Volleyball - 9th	0.80	13	\$272.00	\$3,536.00
Wrestling	0.80	15	\$272.00	\$4,080.00
Wrestling - 9th	0.80	15	\$272.00	\$4,080.00

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Middle School Head Coach				
Boys' Basketball - 7th	0.55	10	\$187.00	\$1,870.00
Boys' Basketball - 8th	0.55	10	\$187.00	\$1,870.00
Boys' Soccer	0.55	8	\$187.00	\$1,496.00
Boys' Track - 7th	0.55	7	\$187.00	\$1,309.00
Boys' Track - 8th	0.55	7	\$187.00	\$1,309.00
Cross Country - 8th	0.55	8	\$187.00	\$1,496.00
Football - 7th	0.55	8	\$187.00	\$1,496.00
Football - 8th	0.55	8	\$187.00	\$1,496.00
Girls' Basketball - 7th	0.55	10	\$187.00	\$1,870.00
Girls' Basketball - 8th	0.55	10	\$187.00	\$1,870.00
Girls' Soccer	0.55	7	\$187.00	\$1,309.00
Girls' Softball	0.55	8	\$187.00	\$1,496.00
Girls' Track - 7th	0.55	7	\$187.00	\$1,309.00
Girls' Track - 8th	0.55	7	\$187.00	\$1,309.00
Girls' Volleyball - 7th	0.55	8	\$187.00	\$1,496.00
Girls' Volleyball - 8th	0.55	8	\$187.00	\$1,496.00
Wrestling	0.55	8	\$187.00	\$1,496.00
Middle School Assistant Coach				
Boys' Basketball - 7th	0.45	10	\$153.00	\$1,530.00
Boys' Basketball - 8th	0.45	10	\$153.00	\$1,530.00
Boys' Soccer	0.45	8	\$153.00	\$1,224.00
Football - 7th	0.45	8	\$153.00	\$1,224.00
Football - 8th	0.45	8	\$153.00	\$1,224.00
Girls' Basketball - 7th	0.45	10	\$153.00	\$1,530.00
Girls' Basketball - 8th	0.45	10	\$153.00	\$1,530.00
Girls' Soccer	0.45	7	\$153.00	\$1,071.00
Girls' Softball	0.45	8	\$153.00	\$1,224.00
Girls' Volleyball - 7th	0.45	8	\$153.00	\$1,224.00
Girls' Volleyball - 8th	0.45	8	\$153.00	\$1,224.00
Wrestling	0.45	8	\$153.00	\$1,224.00
Elementary Intramurals				
Season One	0.14	Varied	\$47.60	
Season Two	0.14	Varied	\$47.60	
Season Three	0.14	Varied	\$47.60	
Season Four	0.14	Varied	\$47.60	
Season Five	0.14	Varied	\$47.60	