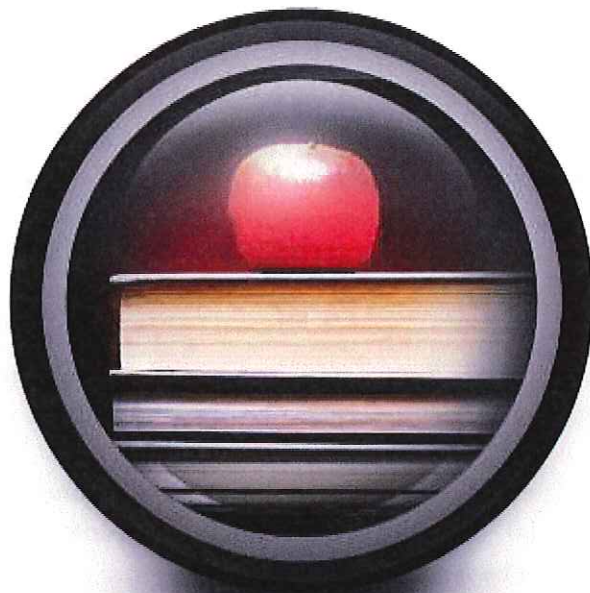


# ***Washburn School District #4 Negotiated Agreement***

**2017-2018  
&  
2018-2019**



**WASHBURN SCHOOL DISTRICT #4  
2017-2018 & 2018-2019  
PROFESSIONAL NEGOTIATIONS AGREEMENT**

**I. Recognition**

The Washburn Public School Board, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Washburn Education Association, hereinafter referred to as the Association, as the exclusive representative of all the certified personnel employed, or to be employed, except for superintendent and principals, for the purpose of negotiating on matters of mutual concern.

The Association recognizes the Board as the elected representatives of the people of Washburn School District and as the employer of the certified personnel of this district.

Both named parties recognize North Dakota Century Code 15-38.1 as the basis for negotiations in North Dakota Public Schools and do hereby agree to operate in accordance with said law.

**II. Articles**

1. **Committee:** The Negotiating Committee shall consist of three members appointed by the Board and three members appointed by the Association, hereinafter referred to as the Committee.
  
2. **Meetings:** Regular meeting times shall be mutually agreed upon. Special meetings can be called upon written request of either party and shall be held at a mutually convenient date within ten days of the request. Request for special meetings shall include specific reasons for the request. All requests for meetings will be channeled through the other party's designated contact person. Meetings shall not exceed two hours unless agreed to by the Board and the Association.
  
3. **Exchange of Information:** Both parties agree to make available, upon request, all information necessary for making proper and sound decisions on matters to be negotiated.
  
4. **Assistance:** The parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions except during negotiation deliberations. Clerical help may also be provided.
  
5. **Ratification:** After arriving at agreement with respect to any matter, the Committee shall frame a written agreement, including recommendations, to be submitted to the Board and the governing body of the Association. Upon acceptance and approval of such recommendations by both parties, it shall then become effective, and a part of this document.

6. Agreements: All agreements entered into shall become a written part of the contract or by referral to addendum.

**III. Duration**

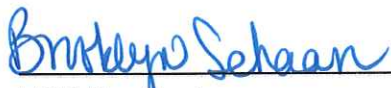
This Professional Negotiations Agreement shall be in effect for the 2017-2018 and 2018-2019 school years. It shall be in effect immediately upon ratification of both parties and remain in effect until July 1, 2019.

It may be amended by mutual agreement of the same parties who entered into it originally. It will be renewed automatically for a period of one year from the expiration date each year unless one of the parties shall have notified the other at least sixty days before the expiration date that it will not accept renewal, in which case it will be renegotiated.

**IV. Contract Saving Clause**

Should any article, section, or clause of the Agreement be declared illegal by a court of competent jurisdiction or otherwise contrary to law, said article, section, or clause shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of this Agreement.

Dated at Washburn, North Dakota, this 1<sup>st</sup> day of June, 2017.

Signed:   
WEA President

Signed:   
School Board President

  
WEA Secretary

  
School Business Manager

## **I. Master Contract, Professional Agreement**

- A. The school district shall implement a master professional contract.
- B. An undated copy of this Agreement shall be given to each teacher within one month of completion of negotiations. If negotiations are not completed, a copy of the master contract from the year before will be issued to each new teacher.
- C. This professional agreement shall include all those items and subsequent changes which have been agreed upon since 1970-71 between the School Board and the representative Teachers' Association.
- D. This professional agreement shall henceforth be a true and accurate record of all agreements between the association and the board.
- E. A school board policy handbook will be available for teachers viewing in the teachers lounge and also one will be given to the WEA Chairperson for utilization.

## **II. Grievance Procedure**

The school district shall implement a grievance procedure to enable teachers to express a complaint about the administration of school policies with the assurance that the complaint will receive prompt attention.

The Grievance Procedure shall include an informal initial step followed by formal follow-up steps as follows:

### **A. Initial Step - Informal**

- 1. Teacher with a grievance shall first discuss it with his/her principal or appropriate superior by
  - a. Expressing the complaint directly to the superior, or
  - b. Appearing together with the local association representative before his superior for the purpose of expressing said complaint.

### **B. Formal Steps:**The following steps will be used in any complaint or grievance against the Washburn Public School System.

- 1. The complainant must present in written form within ten days (two working weeks) the complaint to the responsible person designated as the Grievance Officer (Superintendent).
- 2. The responsible person has a working week (five days) in which to investigate and respond.
- 3. If the complainant is not satisfied at this level, an appeal may be made within ten days (two working weeks) to the local Board of Education which will hear the complaint at the next regular meeting or within three weeks. Local Board hearings will be conducted so as to accord due process to all parties involved in the complaint such as written notice of hearing dates and specific charge, right to counsel, right to present witnesses, right to cross-examine, and right to present written statements.

The decision of the Washburn Public School Board of Education shall be by a majority of the members at a meeting which shall be public.

4. The local Board of Education will respond to the complainant within thirty (30) calendar days.
5. If the complainant is not satisfied with the decision of the Washburn Public School Board of Education, the matter may be referred to an impartial mediator. The mediator shall be chosen by mutual agreement by the Washburn Education Association and the School Board. Each group shall provide a list of five names each, and, through mutual elimination of names, agree upon one. The mediator shall review both sides of the question and shall report recommendations for settlement, within five days. The recommendations shall be submitted to both parties and shall be made public. They shall not be binding upon the Board of Education.

### **III. Evaluation of Teachers**

- A. The School Board shall provide for formal classroom evaluation for each teacher, through its administrators, as outlined in the North Dakota Century Code.
- B. The teacher shall have the opportunity to see, sign, and make a written response to any evaluation which will become part of his/her personal record.
- C. A post-conference shall be scheduled at a mutually agreed upon time and date. Said conference should take place within 10 school days of the classroom evaluation.

### **IV. Reduction in Force**

Any reduction in force due to decrease in student enrollment or lack of funds will be discussed by the Administration or Board by April 1st with the WEA. This discussion will include but not be limited to such problems as the criteria used for the determination of those who will be dismissed and their re-employment rights. The WEA acknowledges that the Board has the full responsibility and sole discretion to make such reduction in force for any reason whatever and that the purpose of the discussion shall only be to bring to the attention of the Board such information or suggestions that the WEA wish the Board would consider prior to their final determination.

### **V. Leaves of Absence**

- A. **Sick Leave:** The School Board shall establish days per school year as paid sick leave days.
  1. Sick Leave may be used by employees for their immediate family (family members residing in the household) and adult children and parents.
  2. These days shall be available at the beginning of the school year.
  3. There will be 10 days of sick leave allotted per school year. A teacher may carry over a maximum of 90 sick leave days, for a maximum total accumulation of 100 days.
  4. Prior to payment of sick leave, when the administration determines sick leave is extensive or excessive, the Board reserves the right to require the attending physician to certify in writing the period of time for which the teacher is physically

disabled and, in addition, require an accompanying statement of the attending physician describing the actual physical disability.

5. Sick leave may be used for doctor, dental, or optometric appointments when approved in advance by the administration. Teachers will try to cooperate and schedule appointments so that a minimal amount of school will be missed.
6. Sick leave days may be used for maternity leave.
7. Unused Accumulated Sick Leave will be reimbursed at \$20 per day at the end of an individual's employment, not to exceed \$1,000.
8. The Washburn School Board Policy Manual contains a sick leave sharing policy for teaching staff. A teacher who is considering a request for additional sick leave should consult the policy manual, which will be made available electronically to each staff member.

B. Personal Leave: The School Board shall establish days per school year as paid personal leave days.

1. All certified teachers shall be granted three days personal leave per school year. A certified teacher may carry over a maximum of five days for a total accumulation of eight days.
2. The teacher agrees to notify the administration at least two school days (unless less time is authorized by the administration) prior to using such leave.
3. When a teacher leaves the system, any unused personal leave will be reimbursed (bought back) by the school board at \$40 per day.
4. A returning teacher who has more than five personal days remaining at the end of the school year will be reimbursed for the additional days that would be lost in the carry-over. The reimbursement will be equivalent to the current substitute teacher pay rate. The reimbursement will be made in the fall of the following school year provided the teacher has signed a contract to return.

C. Professional Leave: The School Board realizes the importance of professional growth and therefore, teachers are encouraged to take advantage of membership in professional associations to attend professional meetings, and to visit classes in other schools when attendance at such functions will clearly benefit the school system. Leave will be granted under the discretion of the administration.

1. When attendance at such functions will necessitate an absence from school, the teacher must secure approval in advance from the principal and superintendent.
2. Excepting the annual Teachers' Convention, teachers will be reimbursed for reasonable expenses (such as fees and transportation) at the request and /or with the advance approval of the principal and the superintendent.
3. Any number of professional leave days may be granted at the discretion of the administration.

D. Emergency Leave: A teacher with an emergency should contact the Administration. However, grant of paid leave shall be at the discretion of the Board.

- E. Maternity Leave: The School Board shall grant an unpaid maternity leave to any teacher who makes a written application to the principal for leave that exceeds three days.
1. The term of such maternity leave shall be determined by an agreement between the Board and the teacher.
  2. The teacher hired as substitute shall receive a terminal contract ending upon the return of the regular teacher.
  3. Maternity leave is not eligible for sick leave sharing.
- F. Funeral Leave: In the event of the death and burial of a near relative; wife, husband, parents, grandparents, past guardian, brother, sister, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt, uncle, and others. Each regularly employed teacher shall be allowed a maximum of three school days (or more at the discretion of the administration) without salary deduction to attend the funeral and to make final arrangements. Funeral leave will be granted by Administrative decision.
- G. Parent Leave: Three days of paid leave is to be granted to new parents, fathers or mothers, birthing or adopting. A leave request shall be submitted to the administration and school board prior to the expected leave dates. The parent leave is limited to three days per calendar year per individual.

#### **VI. Non-Teaching Duties and Extra-Curricular Activities**

- A. Compensation for school noon duty (inside or outside) shall be a free school meal on the day of the duty.
- B. Teachers shall be reimbursed based on the hourly minimum wage for taking tickets at school activities.
- C. Payment to professional staff for extra-curricular duties shall be according to the attached schedule.
- D. Payment to School Improvement Chairperson(s) shall be a total of \$1500 for an annual paid position. If the position is filled by two people, it will be split, with each receiving half the amount.

#### **VII. Fringe Benefits**

The School Board shall give the teaching staff the option of receiving 100% of a single plan in the district's health insurance program, or an amount equivalent to 100% of a single premium as an approved benefit in the district's flexible benefit program. The cash option for the school year will be 92.8% of the actual cost of a full single premium.

\*Teachers Retirement is not assessed on any Fringe Benefits.

#### **VIII. Part-Time Teacher Benefits**

Leaves of absence and non-taxable benefits shall be accorded proportionately to part-time teachers.

## **IX. Salary Schedule**

The school district shall pay all professional staff according to the attached salary schedule.

- A. The salary schedule for 2017-2018 and 2018-2019 shall consist of 0-13 increment levels in the 4 year degree lane. The "0" level shall be the base salary. The 4 year + 12 semester hours lane shall consist of 0-22 increment levels; the 4 year + 24 semester hours lane shall consist of 0-24 increment levels; the 4 year + 36 semester hours lane shall consist of 0-27 increment levels; the 4 year + 48 semester hours lane, the Master's Degree lane, and the Masters + 12 semester hours lane shall consist of 0-29 increment levels.
- B. The salary schedule shall consist of seven lanes: The 4 year; the 4 year + 12 sem.; the 4 year + 24 sem.; the 4 year + 36 sem.; the 4 year + 48 sem, the Master's Degree, and the Master's + 12 sem.
- C. Credit hours earned beyond the 4 year degree, for which the teacher expects monetary recognition on the salary schedule, shall be credits approved by the Superintendent.
- D. Teachers coming into the system may be credited at the time of hiring with fifteen (15) levels in the current salary schedule for satisfactory teaching experience. Credit may be allowed on the basis of one step for each year.
- E. In 2017-2018 the base salary shall be \$40,000. In 2018-2019 the base salary shall be \$41,000.
- F. The increment for experience shall be \$515.00 for all levels of experience. Teachers will be allowed one (1) step for each year of the two-year agreement if steps are existing on the salary schedule.
- G. The payment for educational lanes shall be \$400.00 for each educational lane with the exception of the Masters Degree lane and Masters + 12 semester hours, which will be \$700.
- H. Teachers having reached past the last step in each lane of the salary schedule shall be placed at the last step in their respective lane for purposes of determining subsequent salary considerations.
- I. The School Board shall make a payment of \$80/sem. hr. for additional study immediately upon qualification and with the prior approval of the administration. This payment shall not take place until the teacher has acquired a 4 yr. degree.
- J. Combination Rooms: A full-time combination room teacher will receive \$2,400 for the extra responsibilities associated with teaching two grades. Compensation is available only to teachers who have a combination room in a primary responsibility and will be prorated according to the contracted time. For the purposes of this section a combination room is



defined as a K-6 classroom in which two or more grade levels are present at the same time, with the teacher being responsible for the instruction of both grade levels.

- K. For 2017-2018 and 2018-2019, the Salary Schedule is based on a 184 day contract.
  - a. One hundred and seventy-five (175) days of instruction
  - b. Three holidays
  - c. Two full parent-teachers' conference days
  - d. Two days for professional development activities
  - e. Two days for teacher preparation, during which time teachers have time to participate in staff meetings and work in their classrooms.
  
- L. NDUnited-NEA dues shall be deducted from the payroll upon the request of the teacher.

**X. Plan for Employer Payment of Member Assessments to the North Dakota Teachers' Fund for Retirement**

In accordance with Section 414 (h) (2) of the Internal Revenue Code (and revenue rulings 81-35 and 81-36) the Washburn School District shall reduce each teacher's contract salary by an amount equal to each teacher's assessment due the North Dakota Teachers' Fund for Retirement and directly make payment, that amount, to said fund on behalf of each teacher.

**WASHBURN PUBLIC SCHOOL DISTRICT #4**  
**2017-2018 Extra-Curricular Salary Schedule**

Annual Pay Positions	Weeks	Years Experience		
		0-5	6-10	11+
Sr. Class Advisor		\$ 588	\$ 736	\$ 882
Jr. Class Advisor		\$ 588	\$ 736	\$ 882
Soph. Class Advisor		\$ 588	\$ 736	\$ 882
Fr. Class Advisor		\$ 588	\$ 736	\$ 882
FFA Advisor		\$ 1,873	\$ 2,497	\$ 3,121
FCCLA Advisor		\$ 1,260	\$ 1,574	\$ 1,888
St. Council Advisor		\$ 1,222	\$ 1,524	\$ 1,829
Yearbook Advisor		\$ 1,470	\$ 1,837	\$ 2,206
One Act Play (4 weeks)	(4)	\$ 434	\$ 542	\$ 652
Three Act Play		\$ 779	\$ 973	\$ 1,169
Elementary Music		\$ 250	\$ 315	\$ 373
Music (Pep Band, Concerts)		\$ 2,507	\$ 3,135	\$ 3,762
Music (Spring Jamboree)		\$ 567	\$ 708	\$ 852
<b>Weekly Pay Positions</b>				
<b>Level A - Varsity Head</b>				
Head Speech Coach	13	\$ 247	\$ 308	\$ 370
Varsity Football	12	\$ 247	\$ 308	\$ 370
Varsity Girls BB	13	\$ 247	\$ 308	\$ 370
Varsity Boys BB	13	\$ 247	\$ 308	\$ 370
Varsity VB	12	\$ 247	\$ 308	\$ 370
Varsity TR	12	\$ 247	\$ 308	\$ 370
Varsity BSB	10	\$ 247	\$ 308	\$ 370
Varsity SFB	10	\$ 247	\$ 308	\$ 370
Varsity Golf	8	\$ 247	\$ 308	\$ 370
Varsity XC	11	\$ 247	\$ 308	\$ 370
Cheer Coach	11	\$ 247	\$ 308	\$ 370
<b>Level B - Varsity Assistant</b>				
Speech Ass't	13	\$ 186	\$ 234	\$ 282
Football Ass't.	12	\$ 186	\$ 234	\$ 282
GBB Ass't.	13	\$ 186	\$ 234	\$ 282
BBB Ass't.	13	\$ 186	\$ 234	\$ 282
VB Ass't.	13	\$ 186	\$ 234	\$ 282
TR Ass't.	12	\$ 186	\$ 234	\$ 282
BSB Ass't.	10	\$ 186	\$ 234	\$ 282
SFB Ass't.	10	\$ 186	\$ 234	\$ 282
Freshman BBB	12	\$ 186	\$ 234	\$ 282
Freshman GBB	11	\$ 186	\$ 234	\$ 282
Golf Ass't.	8	\$ 186	\$ 234	\$ 282
XC Ass't.	11	\$ 186	\$ 234	\$ 282
<b>Level C - Junior High &amp; Elem.</b>				
JH FB	8	\$ 121	\$ 150	\$ 181
JH GBB	10	\$ 121	\$ 150	\$ 181
JH BBB	10	\$ 121	\$ 150	\$ 181
JH VB	9	\$ 121	\$ 150	\$ 181
Elem GBB	8	\$ 121	\$ 150	\$ 181
Elem BBB	8	\$ 121	\$ 150	\$ 181
Elem VB	8	\$ 121	\$ 150	\$ 181

**WASHBURN PUBLIC SCHOOL DISTRICT #4**  
**2018-2019 Extra-Curricular Salary Schedule**

Annual Pay Positions	Weeks	Years Experience		
		0-5	6-10	11+
Sr. Class Advisor		\$ 588	\$ 736	\$ 882
Jr. Class Advisor		\$ 588	\$ 736	\$ 882
Soph. Class Advisor		\$ 588	\$ 736	\$ 882
Fr. Class Advisor		\$ 588	\$ 736	\$ 882
FFA Advisor		\$ 1,873	\$ 2,497	\$ 3,121
FCCLA Advisor		\$ 1,260	\$ 1,574	\$ 1,888
St. Council Advisor		\$ 1,222	\$ 1,524	\$ 1,829
Yearbook Advisor		\$ 1,470	\$ 1,837	\$ 2,206
One Act Play (4 weeks)	(4)	\$ 434	\$ 542	\$ 652
Three Act Play		\$ 779	\$ 973	\$ 1,169
Elementary Music		\$ 250	\$ 315	\$ 373
Music (Pep Band, Concerts)		\$ 2,507	\$ 3,135	\$ 3,762
Music (Spring Jamboree)		\$ 567	\$ 708	\$ 852
<b>Weekly Pay Positions</b>				
<b>Level A - Varsity Head</b>				
Head Speech Coach	13	\$ 247	\$ 308	\$ 370
Varsity Football	12	\$ 247	\$ 308	\$ 370
Varsity Girls BB	13	\$ 247	\$ 308	\$ 370
Varsity Boys BB	13	\$ 247	\$ 308	\$ 370
Varsity VB	12	\$ 247	\$ 308	\$ 370
Varsity TR	12	\$ 247	\$ 308	\$ 370
Varsity BSB	10	\$ 247	\$ 308	\$ 370
Varsity SFB	10	\$ 247	\$ 308	\$ 370
Varsity Golf	8	\$ 247	\$ 308	\$ 370
Varsity XC	11	\$ 247	\$ 308	\$ 370
Cheer Coach	11	\$ 247	\$ 308	\$ 370
<b>Level B - Varsity Assistant</b>				
Speech Ass't	13	\$ 186	\$ 234	\$ 282
Football Ass't.	12	\$ 186	\$ 234	\$ 282
GBB Ass't.	13	\$ 186	\$ 234	\$ 282
BBB Ass't.	13	\$ 186	\$ 234	\$ 282
VB Ass't.	13	\$ 186	\$ 234	\$ 282
TR Ass't.	12	\$ 186	\$ 234	\$ 282
BSB Ass't.	10	\$ 186	\$ 234	\$ 282
SFB Ass't.	10	\$ 186	\$ 234	\$ 282
Freshman BBB	12	\$ 186	\$ 234	\$ 282
Freshman GBB	11	\$ 186	\$ 234	\$ 282
Golf Ass't.	8	\$ 186	\$ 234	\$ 282
XC Ass't.	11	\$ 186	\$ 234	\$ 282
<b>Level C - Junior High &amp; Elem.</b>				
JH FB	8	\$ 121	\$ 150	\$ 181
JH GBB	10	\$ 121	\$ 150	\$ 181
JH BBB	10	\$ 121	\$ 150	\$ 181
JH VB	9	\$ 121	\$ 150	\$ 181
Elem GBB	8	\$ 121	\$ 150	\$ 181
Elem BBB	8	\$ 121	\$ 150	\$ 181
Elem VB	8	\$ 121	\$ 150	\$ 181

**Extra-curriculars:**

For all extra-curricular positions, the annual pay listed is per duty for a single position. If a position is filled by two people, the pay will be split, with each receiving  $\frac{1}{2}$  of the amount that appears in his/her corresponding experience lane.

\* Pay for Freshman coaches only when practices are separate from Varsity and JV.

\*\* Grade coaching for a minimum of 4 nights a week at a minimum. If only practicing two nights a week,  $\frac{1}{2}$  of the listed pay will be made.

The extra-curricular weekly pay will be extended for those coaches (head and assistants-weekly paid positions only) who will be working directly with the teams that qualify for post-season play. Please note that the first level of post-season pay where basically all teams still participate has been included in the existing counted time-frame.

Coaches that are required for practice prior to school starting or must remain at school after school is out, will be paid double for each week before or after school is in session. (Volleyball, cross country, football, and football cheerleading already have that included on their weeks listed.) Those that could access extended pay in the spring are the track, golf, and baseball coaches. Also, football coaches have one additional week added for the yearly field preparation work requirements for home games.

Please note that for track, the administration will determine how many coaches will receive the extra pay due to the variances of state qualifiers that can be experienced. (Example: if only 1 or 2 people qualify, we surely wouldn't pay three coaches double pay for the 1 or 2 students for the week.) The coaches could attend the state track meet with the head coach but would not be receiving the extended pay.

Coaches are to be informed that the weeks indicated and subsequently the pay for the position may change because of NDHSAA season length changes, or other varying conditions. Final determination for payment will be made by the Administration.

\*\*\*The one act play is based on a four weeks basis as far as the schedule is concerned. (Example: 0-5 years  $\$434/4 = \$108.50$  per week. If the One act play earned the right to perform at state, the extra week or weeks of practice until that performance would be paid to the advisor based on their weekly pay for the extended time. Two weeks  $(2) \times \$108.50 = \$217$  more or  $\$434 + \$217 = \$651$  total for season.

**WASHBURN PUBLIC SCHOOL DISTRICT #4  
2017-2018 SALARY SCHEDULE**

<u>Lanes</u>	<u>BS</u>	<u>BS + 12</u>	<u>BS + 24</u>	<u>BS + 36</u>	<u>BS + 48</u>	<u>Masters</u>	<u>Ma + 12</u>
Step 0	\$40,000.00	\$40,400.00	\$40,800.00	\$41,200.00	\$41,600.00	\$42,300.00	\$43,000.00
Step 1	\$40,515.00	\$40,915.00	\$41,315.00	\$41,715.00	\$42,115.00	\$42,815.00	\$43,515.00
Step 2	\$41,030.00	\$41,430.00	\$41,830.00	\$42,230.00	\$42,630.00	\$43,330.00	\$44,030.00
Step 3	\$41,545.00	\$41,945.00	\$42,345.00	\$42,745.00	\$43,145.00	\$43,845.00	\$44,545.00
Step 4	\$42,060.00	\$42,460.00	\$42,860.00	\$43,260.00	\$43,660.00	\$44,360.00	\$45,060.00
Step 5	\$42,575.00	\$42,975.00	\$43,375.00	\$43,775.00	\$44,175.00	\$44,875.00	\$45,575.00
Step 6	\$43,090.00	\$43,490.00	\$43,890.00	\$44,290.00	\$44,690.00	\$45,390.00	\$46,090.00
Step 7	\$43,605.00	\$44,005.00	\$44,405.00	\$44,805.00	\$45,205.00	\$45,905.00	\$46,605.00
Step 8	\$44,120.00	\$44,520.00	\$44,920.00	\$45,320.00	\$45,720.00	\$46,420.00	\$47,120.00
Step 9	\$44,635.00	\$45,035.00	\$45,435.00	\$45,835.00	\$46,235.00	\$46,935.00	\$47,635.00
Step 10	\$45,150.00	\$45,550.00	\$45,950.00	\$46,350.00	\$46,750.00	\$47,450.00	\$48,150.00
Step 11	\$45,665.00	\$46,065.00	\$46,465.00	\$46,865.00	\$47,265.00	\$47,965.00	\$48,665.00
Step 12	\$46,180.00	\$46,580.00	\$46,980.00	\$47,380.00	\$47,780.00	\$48,480.00	\$49,180.00
Step 13	\$46,695.00	\$47,095.00	\$47,495.00	\$47,895.00	\$48,295.00	\$48,995.00	\$49,695.00
Step 14		\$47,610.00	\$48,010.00	\$48,410.00	\$48,810.00	\$49,510.00	\$50,210.00
Step 15		\$48,125.00	\$48,525.00	\$48,925.00	\$49,325.00	\$50,025.00	\$50,725.00
Step 16		\$48,640.00	\$49,040.00	\$49,440.00	\$49,840.00	\$50,540.00	\$51,240.00
Step 17		\$49,155.00	\$49,555.00	\$49,955.00	\$50,355.00	\$51,055.00	\$51,755.00
Step 18		\$49,670.00	\$50,070.00	\$50,470.00	\$50,870.00	\$51,570.00	\$52,270.00
Step 19		\$50,185.00	\$50,585.00	\$50,985.00	\$51,385.00	\$52,085.00	\$52,785.00
Step 20		\$50,700.00	\$51,100.00	\$51,500.00	\$51,900.00	\$52,600.00	\$53,300.00
Step 21		\$51,215.00	\$51,615.00	\$52,015.00	\$52,415.00	\$53,115.00	\$53,815.00
Step 22		\$51,730.00	\$52,130.00	\$52,530.00	\$52,930.00	\$53,630.00	\$54,330.00
Step 23			\$52,645.00	\$53,045.00	\$53,445.00	\$54,145.00	\$54,845.00
Step 24			\$53,160.00	\$53,560.00	\$53,960.00	\$54,660.00	\$55,360.00
Step 25				\$54,075.00	\$54,475.00	\$55,175.00	\$55,875.00
Step 26				\$54,590.00	\$54,990.00	\$55,690.00	\$56,390.00
Step 27				\$55,105.00	\$55,505.00	\$56,205.00	\$56,905.00
Step 28					\$56,020.00	\$56,720.00	\$57,420.00
Step 29					\$56,535.00	\$57,235.00	\$57,935.00

Base Salary: \$40,000

Experience Increment: \$515

Education Lanes: BS - \$400; MA - \$700

Health Insurance: 100% of Single Premium

**WASHBURN PUBLIC SCHOOL DISTRICT #4  
2018-2019 SALARY SCHEDULE**

<u>Lanes</u>	<u>BS</u>	<u>BS + 12</u>	<u>BS + 24</u>	<u>BS + 36</u>	<u>BS + 48</u>	<u>Masters</u>	<u>Ma + 12</u>
Step 0	\$41,000.00	\$41,400.00	\$41,800.00	\$42,200.00	\$42,600.00	\$43,300.00	\$44,000.00
Step 1	\$41,515.00	\$41,915.00	\$42,315.00	\$42,715.00	\$43,115.00	\$43,815.00	\$44,515.00
Step 2	\$42,030.00	\$42,430.00	\$42,830.00	\$43,230.00	\$43,630.00	\$44,330.00	\$45,030.00
Step 3	\$42,545.00	\$42,945.00	\$43,345.00	\$43,745.00	\$44,145.00	\$44,845.00	\$45,545.00
Step 4	\$43,060.00	\$43,460.00	\$43,860.00	\$44,260.00	\$44,660.00	\$45,360.00	\$46,060.00
Step 5	\$43,575.00	\$43,975.00	\$44,375.00	\$44,775.00	\$45,175.00	\$45,875.00	\$46,575.00
Step 6	\$44,090.00	\$44,490.00	\$44,890.00	\$45,290.00	\$45,690.00	\$46,390.00	\$47,090.00
Step 7	\$44,605.00	\$45,005.00	\$45,405.00	\$45,805.00	\$46,205.00	\$46,905.00	\$47,605.00
Step 8	\$45,120.00	\$45,520.00	\$45,920.00	\$46,320.00	\$46,720.00	\$47,420.00	\$48,120.00
Step 9	\$45,635.00	\$46,035.00	\$46,435.00	\$46,835.00	\$47,235.00	\$47,935.00	\$48,635.00
Step 10	\$46,150.00	\$46,550.00	\$46,950.00	\$47,350.00	\$47,750.00	\$48,450.00	\$49,150.00
Step 11	\$46,665.00	\$47,065.00	\$47,465.00	\$47,865.00	\$48,265.00	\$48,965.00	\$49,665.00
Step 12	\$47,180.00	\$47,580.00	\$47,980.00	\$48,380.00	\$48,780.00	\$49,480.00	\$50,180.00
Step 13	\$47,695.00	\$48,095.00	\$48,495.00	\$48,895.00	\$49,295.00	\$49,995.00	\$50,695.00
Step 14		\$48,610.00	\$49,010.00	\$49,410.00	\$49,810.00	\$50,510.00	\$51,210.00
Step 15		\$49,125.00	\$49,525.00	\$49,925.00	\$50,325.00	\$51,025.00	\$51,725.00
Step 16		\$49,640.00	\$50,040.00	\$50,440.00	\$50,840.00	\$51,540.00	\$52,240.00
Step 17		\$50,155.00	\$50,555.00	\$50,955.00	\$51,355.00	\$52,055.00	\$52,755.00
Step 18		\$50,670.00	\$51,070.00	\$51,470.00	\$51,870.00	\$52,570.00	\$53,270.00
Step 19		\$51,185.00	\$51,585.00	\$51,985.00	\$52,385.00	\$53,085.00	\$53,785.00
Step 20		\$51,700.00	\$52,100.00	\$52,500.00	\$52,900.00	\$53,600.00	\$54,300.00
Step 21		\$52,215.00	\$52,615.00	\$53,015.00	\$53,415.00	\$54,115.00	\$54,815.00
Step 22		\$52,730.00	\$53,130.00	\$53,530.00	\$53,930.00	\$54,630.00	\$55,330.00
Step 23			\$53,645.00	\$54,045.00	\$54,445.00	\$55,145.00	\$55,845.00
Step 24			\$54,160.00	\$54,560.00	\$54,960.00	\$55,660.00	\$56,360.00
Step 25				\$55,075.00	\$55,475.00	\$56,175.00	\$56,875.00
Step 26				\$55,590.00	\$55,990.00	\$56,690.00	\$57,390.00
Step 27				\$56,105.00	\$56,505.00	\$57,205.00	\$57,905.00
Step 28					\$57,020.00	\$57,720.00	\$58,420.00
Step 29					\$57,535.00	\$58,235.00	\$58,935.00

Base Salary: \$41,000

Experience Increment: \$515

Education Lanes: BS - \$400; MA - \$700

Health Insurance: 100% of Single Premium