

# **AGREEMENT**

**Between**

**SCHOOL BOARD**

**of**

**Apple Creek Public School District #39**

**and**

**Apple Creek Education Association**

**2018-2020**

## ARTICLE 1, WORK CONDITIONS AND CONTRACTS

### Section 1: Extra Duty

- a. Extra duty that occurs during the school day such as noon duty, recess duty, etc., shall be equally shared between full and part-time personnel.
- b. Full and part-time teachers are expected to order supplies, books, teaching materials by April 1 of each year.
- c. Full and part-time teachers are expected to attend and assist in promoting school events and activities.
- d. The work year for members of the bargaining unit, except as otherwise modified in this agreement shall consist of:
  1. 185 days of which 176 shall be pupil contact days, and at least 3 days shall be professional development days.
- e. Teachers shall arrive at school one-half (1/2) hour before school begins and leave no earlier than one-half (1/2) hour after the school days ends. School shall begin at 8:00 a.m. and end at 3:00 p.m. Exceptions approved by the Principal.
- f. All full and part-time teachers shall be responsible for seeing that their classroom is clean and presentable daily.

## ARTICLE 2, LEAVE

The district will use the Full Time Licensed Teacher Leave Policy for handling leave.

## ARTICLE 3, SALARIES/BENEFITS

### Section 1:

The salary of the Apple Creek School District shall apply to all certified full time and part time teachers. The salary will be negotiated every two (2) years by taking into account the economic conditions of the Apple Creek School District. No teacher will be asked to accept a salary lower than the previous year.

### Section 2:

All full and part time teachers will be paid on the 15<sup>th</sup> and the last working day of each month, or on such dates as agreed to by the teachers and board.

- a. The salary for the first month of the school term shall not be paid until the teacher has exhibited his/her valid teacher's certificate to the Business Manager and has recorded it in the office of the County Superintendent of Schools.
- b. Deductions withheld from full and part-time teacher's checks include Teacher's Retirement, Federal income tax, state income tax, Social Security, and Medicare.
- c. The salary for the last month of the school term shall not be paid until all term reports are made, filed and approved by the Business Manager of the School Board.
- d. The Board will pay 2/3 of the premium for a single health insurance plan with the remaining balance deducted from the teacher's salary. The plan will be solely determined by the Board with input from the staff.

## 2018-2020 TEACHER SALARY SCHEDULE

<b>Step/Years served</b>	<b>BA/BS</b>	<b>BA/BS with under 30 credits of graduate level credits</b>	<b>MA</b>	<b>MA+</b>
1	34,000	34,680	35,374	36,081
2	34,510	35,200	35,904	36,622
3	35,028	35,729	36,444	37,173
4	35,553	36,264	36,989	37,729
5	36,086	36,808	37,544	38,295
6	36,807	37,543	38,294	39,060
7	37,543	38,294	39,060	39,841
8	38,294	39,060	39,841	40,638
9	39,060	39,841	40,638	41,451
10	39,841	40,638	41,451	42,280
11	40,638	41,451	42,280	43,125
12	41,451	42,280	43,125	43,988
13	42,280	43,125	43,988	45,087
14	43,125	43,988	45,087	46,215
15	43,988	45,087	46,215	47,370
16	45,087	45,988	46,908	47,846
17	46,215	47,139	48,082	49,044
18	47,370	48,317	49,284	50,269
19	48,554	49,525	50,516	51,526
20	49,768	50,763	51,779	52,814
21	51,012	52,032	53,073	54,134
22	52,287	53,333	54,400	55,488

ARTICLE 4, GRIEVANCE PROCEDURE

The district will use the Grievance Procedure Policy for handling grievances.

ARTICLE 5, DURATION OF AGREEMENT

Section 1

The provisions of each Article of this Agreement, except as otherwise specifically provided, shall be effective as of August 16, 2018, to August 15, 2019, at which time it shall automatically renew itself for additional periods of one year unless written notification to the contrary is made by either party no later than 60 days before contract anniversary date. If such notification occurs, the entire Agreement shall be renegotiated. Changes may be made at any time by mutual consent.

Section 2

The Board and the 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 a part of this agreement.

Section 3

Should any article, section, or clause of this Agreement be found to conflict with requirements in law or 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 4

In witness whereof, signatures of the duly authorized representatives of the Association and the Board indicate that this Agreement has been ratified by the Apple Creek teachers Association and the Apple Creek School Board.

SCHOOL BOARD

EDUCATION ASSOCIATION

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President

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President