

AGREEMENT

Between

SCHOOL BOARD

of

Apple Creek Public School District #39

and

Apple Creek Education
Association

2021-2023

I. RECOGNITION

The School Board of Apple Creek Public School District #39, hereinafter referred to as the District, recognizes the Apple Creed Education Association, hereinafter referred to as the Association, as the bargaining agent for licensed staff employed, or to be employed, as professional classroom teachers.

ARTICLE II. SAVINGS CLAUSE

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.

ARTICLE III. DURATION OF AGREEMENT

3.1 The provisions of each Article of this Agreement, except as otherwise specifically provided, shall be effective as of July 1, 2021 to June 30, 2023 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 the contract anniversary date. *The underlined portion is subject to change per final wording of SB2215 of 2021 session. If such notification occurs, the entire Agreement shall be renegotiated. Changes may be made at any time by mutual consent.

3.2 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.

3.3 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 Education Association and the Apple Creek School Board.

SCHOOL BOARD

EDUCATION ASSOCIATION

President

President

ARTICLE IV. WORK CONDITIONS AND CONTRACTS

4.1 Work Year

The work year for members of the bargaining unit, except as otherwise modified in this agreement, shall consist of:

- a. 185 days, of which 175 shall be pupil contact days, and at least 3 days shall be professional development days.

4.2 Work Day

A student school day shall begin at 8:30a.m. and end at 3:00 p.m. Teachers shall fulfill an 8 hour workday. A teacher school day shall begin at 7:30 a.m. and end at 3:30p.m. or 8a.m. to 4p.m. Exceptions approved by the principal.

4.3 Extra Duties

- a. Extra duty that occurs during the school day, such as noon duty, recess duty, and ramp duty shall be equally shared between teachers and noon duty shall be supervised by lunch supervisor. Substitutions of duty in case of absence, appointed by the principal.
- 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. All full and part-time teachers shall be responsible for seeing that their classroom is clean and presentable daily.

ARTICLE V. LEAVE

5.1 Sick Leave

Licensed teachers shall receive paid sick leave. Sick leave may be used for illness of the employee or her/his family member (see Funeral Leave for Family Member description.) A doctor's certificate may be required at any time, at the discretion of the administration. Doctor's appointments will be treated as sick leave. Maternity leave and/or pregnancy-related medical absence will be deducted from accumulated sick leave.

Sick leave will be accrued at a rate of ten (10) days per year for full time teachers. A maximum of fifty (50) days may be carried over to the next year. After five (5) days of continuous sick leave a doctor's excuse will be required.

Any unused portion at the end of the contract year, above the fifty days allowed for carryover, will be paid back to the employee at a rate of \$25.00 per day.

5.2 Full-Time Licensed Teacher Personal Leave

The district will grant full-time teachers three (3) days of personal leave each school year, which may be taken without reduction in pay for full-time teachers. One-week advance notification to the principal must be given. Personal leave may not be taken on Track and Field Day or the day of the school picnic, first ten days of school year, last ten days of school year or during designated contracted professional development days unless emergency or extreme case determined by principal, or school board. Any unused balance of personal leave, up to five (5) days, may be carried over into the next school year. Any additional leave will be without pay. Form ACSB-5R must be completed and approved before leave is taken. Teachers with more than 5 days of accumulated personal leave at the end of the contract year will be paid back to the employee at a rate of \$25 per day for each day exceeding 5 days.

5.3 Professional Leave

Professional Leave may be granted if the full-time teacher notifies the School Board in advance, it meets with the Board's approval, and it applies to the teacher's area. If time does not allow, the teacher must receive permission from the Principal.

ARTICLE VI. SALARIES/BENEFITS

6.1 Salary Schedule

The salary schedule of the Apple Creek School District shall apply to all certified full time and part-time teachers. The salary will be negotiated, 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.

6.2 Pay

- a. All full and part-time teachers will be paid on the 15th and the last working day of each month, or on such dates as agreed to by the Association and the Board.
- b. 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.
- c. Deductions withheld from full and part-time teacher's checks include: Teacher's Retirement, federal income tax, state income tax, Social Security, and Medicare.
- d. 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.

6.3 Insurance

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 Association.

ARTICLE VII. GRIEVANCE PROCEDURE

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

Salary Schedule for 2021-2022 School Year

TFFR: Teachers pay 11.75%; Employer pays 12.75%

Step	BA/BS	BA/BS+10	BA/BS+20	BA/BS+30	MA	MA+10	MA+20	MA+30
1	41000	42000	43000	44000	45000	46000	47000	48000
2	41750	42750	43750	44750	45750	46750	47750	48750
3	42500	43500	44500	45500	46500	47500	48500	49500
4	43250	44250	45250	46250	47250	48250	49250	50250
5	44000	45000	46000	47000	48000	49000	50000	51000
6	44750	45750	46750	47750	48750	49750	50750	51750
7	45500	46500	47500	48500	49500	50500	51500	52500
8	46250	47250	48250	49250	50250	51250	52250	53250
9	47000	48000	49000	50000	51000	52000	53000	54000
10	47750	48750	49750	50750	51750	52750	53750	54750
11	48500	49500	50500	51500	52500	53500	54500	55500
12	49250	50250	51250	52250	53250	54250	55250	56250
13	50000	51000	52000	53000	54000	55000	56000	57000
14	50750	51750	52750	53750	54750	55750	56750	57750
15	51500	52500	53500	54500	55500	56500	57500	58500
16	52250	53250	54250	55250	56250	57250	58250	59250
17	53000	54000	55000	56000	57000	58000	59000	60000
18	53750	54750	55750	56750	57750	58750	59750	60750
19	54500	55500	56500	57500	58500	59500	60500	61500
20	55250	56250	57250	58250	59250	60250	61250	62250
21	56000	57000	58000	59000	60000	61000	62000	63000
22	56750	57750	58750	59750	60750	61750	62750	63750
23	57500	58500	59500	60500	61500	62500	63500	64500
24	58250	59250	60250	61250	62250	63250	64250	65250
25	59000	60000	61000	62000	63000	64000	65000	66000

Salary Schedule 2022-2023 School Year

Base salary of \$41,000

TFFR: Teachers pay 11.75%; Employer pays 12.75%

Step	BA/BS	BA/BS+10	BA/BS+20	BA/BS+30	MA	MA+10	MA+20	MA+30
1	41,000	42000	43000	44000	45000	46000	47000	48000
2	41,850	42850	43850	44850	45850	46850	47850	48850
3	42,700	43700	44700	45700	46700	47700	48700	49700
4	43,550	44550	45550	46550	47550	48550	49550	50550
5	44,400	45400	46400	47400	48400	49400	50400	51400
6	45,250	46250	47250	48250	49250	50250	51250	52250
7	46,100	47100	48100	49100	50100	51100	52100	53100
8	46,950	47950	48950	49950	50950	51950	52950	53950
9	47,800	48800	49800	50800	51800	52800	53800	54800
10	48,650	49650	50650	51650	52650	53650	54650	55650
11	49,500	50500	51500	52500	53500	54500	55500	56500
12	50,350	51350	52350	53350	54350	55350	56350	57350
13	51,200	52200	53200	54200	55200	56200	57200	58200
14	52,050	53050	54050	55050	56050	57050	58050	59050
15	52,900	53900	54900	55900	56900	57900	58900	59900
16	53,750	54750	55750	56750	57750	58750	59750	60750
17	54,600	55600	56600	57600	58600	59600	60600	61600
18	55,450	56450	57450	58450	59450	60450	61450	62450
19	56,300	57300	58300	59300	60300	61300	62300	63300
20	57,150	58150	59150	60150	61150	62150	63150	64150
21	58,000	59000	60000	61000	62000	63000	64000	65000
22	58,850	59850	60850	61850	62850	63850	64850	65850
23	59,700	60700	61700	62700	63700	64700	65700	66700
24	60,550	61550	62550	63550	64550	65550	66550	67550
25	61,400	62400	63400	64400	65400	66400	67400	68400