



**ASHLEY SCHOOL
DISTRICT #9**

MASTER CONTRACT

EFFECTIVE

2021-2022

2022-2023



**ASHLEY SCHOOL DISTRICT #9
MASTER TEACHING CONTRACT**

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**ASHLEY PUBLIC SCHOOL CERTIFIED STAFF CONTRACT
2021/2022 & 2022/2023**

This Agreement is entered into this **15th day of April, 2021**, and between the Ashley School Board, School District Number 9, Ashley, North Dakota, hereinafter called the "Board" and the Ashley Education Association, hereinafter called the "Association".

PREAMBLE

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the school district is their mutual aim and that the character of such education depends upon the quality and morale of the teaching service, and

WHEREAS, the members of the teaching profession are particularly qualified to meet and confer in formulating policies and programs designed to improve educational standards, and recognizes powers, expressed, implied, or granted by statute to the district and administration, and

WHEREAS, the Board has an obligation by law to bargain with the exclusive representative of public employees with respect to wages, hours, fringe benefits, and other conditions of employment, but reserves the right to assign new duties and classes for which a certified teacher is qualified as provided by law and

WHEREAS, the parties have reached certain understandings which they desire to confirm in the Agreement.

In consideration of the foregoing mutual conveyance, it is hereby agreed as follows:

ARTICLE 1

RECOGNITION

1.1 Association Recognition

The Board hereby recognizes the Association as the sole and exclusive representative for bargaining with respect to wages, hours, fringe benefits and other conditions of employment for all employees in the appropriate unit. The Board agrees not to bargain with or recognize teacher's organizations other than the Association for the duration of this agreement.

1.2 Appropriate Unit Definition

The appropriate unit shall consist of all employees hired in a teaching (Certified staff) position in the District.

1.3 Exclusive Rights of Association

The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the teachers, and to no other competing organization for the duration of this agreement.

1.4 Savings Clause

If any provision of the Agreement or any application thereof to any certified teacher is finally held to be contrary to law, then such provision or application shall be deemed invalid to the extent required by such decision, but all other provisions or applications shall continue in full force and effect.

1.5 Management

All terms of employment not covered by this Master Agreement shall continue to be subject to the District's direction and control. As per those powers, express or implied, in North Dakota Century Code **15.1-09-33**. This agreement shall not be interpreted or applied to deprive teachers of professional and/or employment advantages heretofore enjoyed unless expressly stated herein.

1.6 Board Packet

The Association President or designee will be given a copy of the Board packet as prepared for regular and special board meetings prior to the meeting.

1.7 Annual Report

The Association President or designee will be given a copy of the district's annual Business Manager's financial report upon its completion.

ARTICLE 2

LEAVES

2.1 Sick Leave

At the beginning of each school year, each certified teacher shall be credited with ten (10) days of leave at full salary for personal illness or disability, personal medical appointments, medical appointments of dependants, or attending to a grave illness of a family member, quarantine or communicable disease in the immediate family. Sick leave may be used for absences necessitated by pregnancy, miscarriage, childbirth and recovery therefrom or adoption of a child. Unused days of sick leave shall be allowed to accumulate to 90 days. Unused sick days will be paid out upon leaving the district at a rate of \$30 per day for any accumulation over 50 days. Upon leaving the district, a teacher who has not accumulated 50 sick days may donate 5 days to the sick bank, not exceeding an 80-day balance in the sick bank.

Sick Bank

The purpose of the sick bank is to aid those AEA members who have used up their personal sick days and have a need for additional sick days due to catastrophic, life threatening or major illness or injury to a participant in the sick leave bank, their spouse, children, or parents, or for maternity leave. Only members of the AEA would be allowed to contribute or withdraw days from the bank.

Each AEA member will be allowed to contribute a maximum of 3 days of their sick leave per year to the sick bank. There will be a maximum of 100 days total in the sick bank. The AEA must notify the business manager by September 1 of each school year of how many days, if any, each AEA member will be donating to the sick bank.

In order to withdraw sick days from the sick bank, an AEA member must have expended all personal and emergency leave as well as personal sick leave and would then need to receive approval from the AEA. Only members who have contributed days to the sick bank will be allowed to withdraw days. Each contributing AEA member will be limited to a maximum withdrawal of 30 days per year. Each contributing AEA member will also be limited to a maximum of 100 days missed per year. Upon receiving approval from the AEA, the AEA member will need to receive approval from the Administration before the withdrawal will be allowed. Upon approval from the Administration, the sick days will be withdrawn from the sick bank and given to the AEA member. If the AEA member does not use the total number of days that they have

withdrawn, they will be placed back in the sick bank. If, after three years, both the AEA and the Ashley School Board decide that this sick bank is not working, it may be eliminated with the consent of both parties. If the sick bank is eliminated, each AEA member that contributed days to the sick bank will have their sick days returned to them. If there are not enough days in the sick bank to return every day that each AEA member has contributed, the number of days in the sick bank will be prorated back to the contributing AEA members. The business manager will be in charge of administering the sick bank.

2.2 Emergency Leave

One (1) day at full salary will be allowed each teacher for any unavoidable circumstances. Additional time, if requested by the teacher shall be deducted first from unused personal leave, then from the teacher's earned sick leave.

2.3 Personal Leave

Two (2) days per year not to exceed a maximum accumulation of **six (6)** days at full salary will be provided each teacher for personal reasons. No reasons are necessary. At least seven (7) calendar days prior notice must be given to the Superintendent prior to taking leave. No personal leave may be taken in the first or last five scheduled days of the school year. Unused personal days shall be paid out at full salary rate at the end of each school year, depending on carry-over status. (Example—if a teacher has a balance of **5** on the last day of the current school year, they would be paid for 1 day so when the next year's personal days are posted, they would not exceed the maximum and would not lose any days). If a teacher leaves the district, unused personal days will be paid out at their regular rate of pay.

2.4 Leave of Absence

A leave of absence may be granted to a teacher after seven (7) years of continuous teaching in the District, upon recommendation from the Superintendent and approval by the Board. A request for a leave of absence must be submitted to the Superintendent by April 1st of the calendar year in which the leave is to be started. A teacher granted a leave of absence may agree to return and teach in the Ashley school district for the contract year following this leave at a position of comparable responsibilities and remuneration. The teacher will retain accrued years of experience for one school year. At the teacher's expense, the teacher may remain on the District's health plan with approval of the District's health insurance carrier.

2.5 Professional Leave

Temporary leave up to five (5) days at full salary is provided for each teacher for visitation of other schools, attendance at educational conferences, serving on committees, and attendance at professional association committee meetings, conferences, conventions and assemblies, with the approval of the Board and Superintendent. The Superintendent could grant more days with Board approval. A travel stipend for all leave under this provision will be negotiated on an individual basis and be dependant upon available funding. It is recognized that grants and other special funding and/or special needs may provide or require more funding for some educational areas than is available for the remaining areas. This provision does not apply to NDU conventions.

2.6 Leave Status

Available Sick leave, Emergency leave and Personal leave shall be indicated on the monthly pay stub of each certified teacher's paycheck.

2.7 Funeral Leave

Employees will be granted the necessary time off due to each death in the immediate family (father, mother, brother, sister, son, daughter, grandchild). The relationship and funeral arrangements will determine the leave granted. Funeral leave applies equally to relatives whether by blood or by marriage. Funeral leave for the above and those other than the immediate family will be set at the discretion of the Superintendent. All funeral release time will be deducted from earned sick leave. One (1) funeral day that is non-accumulative will be allowed for a non-relative member.

ARTICLE 3

COMPENSATION

3.1 Salary Schedule

The attached salary schedules and their language will be followed for the duration of this contract.

3.2 Further Education

The board will pay **one hundred twenty-five (\$125.00)** dollars per semester hour for advanced educational training, not to exceed six (6) semester hours within a five (5) year period for all certified teachers. The hours of training must be in the certified teacher's present teaching assignment or related directly to it to receive compensation. If any course seems questionable, prior approval of the Superintendent should be received. All payment requests for advanced educational training along with proof of completion shall be submitted for payment to the Superintendent. Requests for payment will be approved by the Board at a regular monthly meeting.

3.3 Recognition for Experience

Placement on the salary schedule will be at the level of teaching experience. The Superintendent shall have the discretion to allow additional years of experience for placement on the salary schedule.

3.4 Mileage

All approved mileage expense will be reimbursed at the board approved rate.

3.5 Salary

Base pay will be **\$41,200 for the 2021/2022 school year and \$41,950 for the 2022/2023 school year**. Extra-curricular salaries will follow the attached schedule for the duration of this contract. Teaching contracts will not be issued prior to March 1st.

3.6 Grant Pay

With prior approval of the Board, the Administration may offer a stipend to a teacher who seeks compensation for writing a successful grant application that will benefit the school district.

3.7* Pay Periods

Salaries will be paid in nine (9) or twelve (12) installments with notification given to the business manager upon return of the signed contract. In the event the first of the month occurs on a Saturday, Sunday, or holiday, the check will be distributed on the preceding school day. Any payroll deductions shall be made over the installment period selected by the teacher.

3.8 Extended Contracts

Certified teachers working beyond a nine month term will be paid at their regular rate of pay. Extended employment hours shall be from 8:00-12:00 and 1:00-4:00 unless other arrangements are made with the Superintendent.

3.9 New Teachers

Any new certified teachers hired before negotiations are completed will be hired at the board's most recent proposed base. In the event the base settled upon at the end of negotiations is higher or lower than that offered to the certified teacher, adjustments shall be made before the first employment payment is made.

3.10 Dues Payroll Deduction

The Board will use the payroll deduction method for collection of dues for NDU over a nine month period for those certified teachers who are members of the local association and who request such deductions be made in writing to the business manager.

3.11 Substitute Teacher Pay

For 7-12 Classroom Assignments—A certified teacher, who at the request of the school administration gives up their prep time or assigned duties to substitute for another teacher, shall be paid the sum of \$20.00 for each classroom period covered. Teachers who have an assigned study hall will not receive the sub pay for supervising students sent from another class to the study hall.

For K-6 Classroom Assignments—A certified teacher, who at the request of the school administration gives up their prep time or assigned duties to substitute for another teacher, shall be paid the sum of \$15.00 for 15-30 minutes, \$17.50 for 31-45 minutes, and \$20.00 for 45-60 minutes of class time covered.

Teachers should submit a claim form for the substitute pay to the appropriate principal by the end of each week. The principal will then submit the form to the business manager for payment. All forms submitted by the 20th of each month will be paid with the employee's next paycheck. Forms submitted after the 20th will be paid with the following month's paycheck.

3.12 Extra-Curricular Contracts

Extra-curricular contracts will be for one-year duration. Each activity will be issued a separate contract.

ARTICLE 4

BENEFITS

4.1 Health Insurance

The Board will offer group health insurance as a fringe benefit. If the certified teacher chooses a single health insurance plan, the district will pay the full cost of the \$500 deductible plan premium. If a certified teacher chooses additional health insurance coverage for dependents, the district will contribute **\$8,500** towards that premium. If a husband/wife are both employed as certified teachers, each employee would receive the **\$8,500** contribution. If the teacher's family or single with dependent plan is less than the district's contribution, there is no cash option for the difference. The rates shall be the rate in effect as of October 1st of the coming school year. Certified teachers working less than full time will be prorated accordingly.

4.2 Limitation of Coverage

Only those certified teachers choosing to belong to either plan (Group Health Insurance Plan; art. 4.1 and Disability Plan; art. 4.3) would be covered and those not wishing to join would not be covered. No payment shall be made for any other insurance except for the group plan.

4.3 Disability Insurance

The Board will offer a disability insurance plan to all certified teachers of the district who choose to participate, as a fringe benefit with the district paying the full premium. The disability insurance company will stipulate a ninety (90) day waiting period payment of seventy five percent (75%) of one's salary to a maximum of \$2,500.00 per month.

4.4 Teacher's Fund for Retirement

The district is under TFFR Employer Payment Plan Model 1. The teacher pays their 11.75% member contributions through a tax-deferred salary reduction and the district pays the 12.75% employer contribution.

4.5 Social Security

Social Security deductions shall apply to all new teachers entering the system and to all present certified teachers who opted to participate in the plan.

4.6 Professional Dues

The Board will make one payment per year per staff member of up to \$50. The professional association selected by the teacher shall be in the teacher's major field of study. Dues paid to any other professional association shall be by approval of the Superintendent. Request for payment shall be completed by January 1 of each school year.

ARTICLE 5

RETIREMENT

5.1 Early Retirement

Definition and General Provisions

1. Early retirement is a plan whereby certified professional staff receive a pre-determined payment if they choose to retire early. The payment is a proportion of the current annual salary at the time of early retirement.
2. Early retirement is fully voluntary and no professional staff member shall be required to retire early under the provisions of this policy.
3. Professional staff members who elect to avail themselves of this policy are personally responsible for determining what effect early retirement will have on their coverage under the Teacher's Fund for Retirement, Social Security and any other program for which they may be eligible.
4. A complete application and subsequent approval by the School Board of a professional staff member's early retirement request shall constitute a legally binding resignation and a waiver of the person's continuing contract and nonrenewal right.
5. All fringe benefits provided by the School District to professional staff members are discontinued at the conclusion of employment with the School District, except that the termination date of fringe benefits may be extended to comply with the provisions of the various group plans and companies providing coverage. However, no insurance carrier will be required by the School District to provide conversion programs for retirees unless it is a current condition of the contract with such carrier and in accordance with state/federal statutes.
6. On the effective date of early retirement, a professional staff member electing early retirement is no longer considered an employee of the School District and therefore is entitled to none of the benefits or privileges provided employees except as provided in this document or by specific action of the School Board. Retirees may be eligible as a substitute teacher, at the regular substitute teacher's pay but are not eligible for advancement on the salary schedule.

7. The School District will provide information to interested professional staff members on the various aspects of early retirement upon request.

B. Requirements

1. Professional staff members who have reached eligibility for TFFR by either the Rule of 85 or age 65 plus 3 years teaching experience (the earliest of) and have 15 years continuous contracted full or part-time employment in the Ashley School District may apply for early retirement under the provisions of this policy. The applicant's eligibility as of June 30 in the calendar year of retirement will be used in determining the qualification and payment amount due. The person applying for early retirement shall receive 70% until Year of Eligibility + 1, wherein they will follow the established schedule already set forth in the policy book.
2. Professional staff members choosing to avail themselves of the District's early retirement policy may make application at any time during a given school year, but the application form (as provided by the business manager) must be received in the Superintendent's office no later than March 1 of the calendar year in which the person plans to retire.
3. Any official School Board action regarding early retirement requests shall specify the following:
 - a. acceptance or rejection of the request
 - b. effective date of early retirement, if approved
 - c. total dollar amount of early retirement payment which will be paid by the School Board
4. The application form and agreement shall include:
 - a. A waiver of all rights to a continuing contract and all fringes and benefits and a statement that this waiver applies only to rights or claims arising on or before the date the agreement is executed.
 - b. Advice to consult with an attorney prior to execution of the application agreement.
 - c. Notice of the employee's right to revoke the agreement within 7 days of signing it.

C. Early Retirement Payment

1. The amount of early retirement payment shall be calculated using this schedule:

<u>Year of Retirement</u>	<u>Percentage</u>
Rule of 90 (Year of Eligibility-new hires 07/08)	70%
Rule of 85 (Year of Eligibility-hired prior to 07/08)	70%
Year of Eligibility +1	65%
Year of Eligibility +2	60%
Year of Eligibility +3	55%
Year of Eligibility +4	50%
Year of Eligibility +5	40%
Year of Eligibility +6	30%
Year of Eligibility +7	0%

2. Employees applying for early retirement will receive health insurance benefits for one year beyond the anniversary date of October 1 at fifty percent (50%) of the rate specified in the current year contract (benefit must be used for health insurance coverage as per current group health policy).

3. The early retirement payment as prescribed in the Early Retirement Contract will be paid after July 1 of the year the early retirement is effective. The retiree may elect to defer all or a portion of the payment to January of the year following retirement. The School District is not required to make payment due the retiree in more than two (2) installments.

4. The early retirement payment provided for in this policy is based on a proportion of the professional staff member's current annual salary at the time application is made. The current annual salary is determined by the amount or length of contract normally associated with the position. It shall not include salary amounts paid for extra duty/extra-curricular activities or summer employment.

5.2 Continuation of Health Care Coverage

Retirees are eligible for COBRA coverage upon separation. Period of coverage will be determined by COBRA law (currently 18 months).

ARTICLE 6 **TEACHER EVALUATION**

6.1 Evaluation Procedure

The performance of all teachers shall be evaluated by an administrator formally in writing twice a year for the first three years of teaching and once a year thereafter. The administrator continues to have the option of doing evaluations more often if they choose to. These written performance reviews shall be completed each year and made available to the teacher no later than December fifteenth (15th) for the first review, and March fifteenth (15th) for the second review. Additional evaluations may be made at the teachers request or at the discretion of the administrator. Evaluation is a continuing process and will not be limited to just the two formal evaluations. The written report of the evaluation and conference following each evaluation shall be submitted to the teacher prior to its being placed in the teacher's personnel file. In the event that the teacher does not concur with the administration report, the teacher shall be offered the opportunity to write a rebuttal which shall be attached to the evaluation report prior to its being placed in the teacher's personnel file.

The teacher must sign the evaluation to acknowledge that the teacher did in fact meet with the administrator and did read the evaluation. This signature does not imply agreement with the evaluation. After the evaluation session, the teacher shall be given a copy of the written evaluation for his/her personal file.

The evaluation process, whether formal or informal, has several purposes:

- 1) to meet the statutory requirements with regard to the formal evaluation of all staff credentialed through the teacher certification process.
- 2) to maintain systematic and ongoing communication with the staff and to monitor the instructional process.
- 3) to assist with the process of professional growth of all staff.
- 4) to provide the staff with an assessment of their overall performance.

ARTICLE 7

GRIEVANCE PROCEDURE

7.1 Grievance Procedure for Non-administrative Certified Personnel

Teachers, individually or as a group, have the right to submit a written complaint to the principal. The principal shall respond in writing to the complainant within five (5) working days.

If the complaint is not resolved in the first step, a formal written and signed complaint may be filed with the superintendent within thirty (30) days. The superintendent shall respond in writing to all formal complaints within thirty (30) days.

If an equitable resolution of a filed, formal, written complaint has not been obtained within thirty (30) days of filing, the complainant or complainants shall have the right to appeal the decision to the school board with right of representation. The school board shall respond in writing within thirty (30) days. Reprisals shall not be taken by either party against a party of interest or any participant in the grievance procedure by reason of such participation.

ARTICLE 8

TEACHER ASSIGNMENTS

8.1 Teaching Assignments

All certified teachers shall be given written notice of their teaching assignment for the forthcoming year. In the event that changes in such teaching assignments or schedule are proposed, all certified teachers affected shall be notified as soon as the Board and/or administration has determined that proposed change. The possibility of additional changes of teaching positions exists until all positions are filled.

8.2 Lunch/Hall Duty

Teachers assigned to lunch duty and hall duty in the elementary (K-6) and junior/senior high school (7-12) shall receive a free lunch for the assigned duty day. Reimbursement to food services will be encumbered by the School District.

8.3 Lunch

Teachers are to have a minimum of 25 minutes for lunch without student responsibility. Lunch is not to be considered as preparation time.

8.4 Full/Part Time Employment

In order to provide an effective procedure in the employment of less than full time certified staff, the following procedures and guidelines will be followed:

- 1) Junior-Senior high school part-time staff shall be compensated according to the number of periods per day employed in the school system—preparatory or otherwise—based on a seven period day. Elementary part-time pay will be based on hours, with employment time being from **8:00am to 12:00pm and from 12:00pm to 3:30pm**.
- 2) Staff working full days, but not every day shall be pro-rated on the basis of **the current contracted number of days**.
- 3) Full time will be when a certified staff person has at least five contact periods per day with students when school is in session (contact periods include instructional and/or study hall periods). Employment will be from 8:00am to 3:30pm and anything less than this time frame would be considered part-time and employment would be based on time as written in #1.
- 4) Preparation time will be determined by $\frac{1}{4}$ of a normal full period per class taught for part-time staff. A full period for preparation will be given for each instructor on the junior-senior high school level who teaches or has four or more student contact periods.
- 5) The contracted dollar amount and specific hours of employment shall be stated on each contract.

8.5 Reduction in Force

The School Board shall have the sole right to determine the necessity for and scope of a reduction-in-force for reasons including, but not limited to, lack of funds, uncertainty of funds, declining enrollment, or other reasons of necessity. This determination shall not be arbitrary or capricious.

If a decision is made to reduce teaching staff, any teacher affected thereby shall be given such notice as may be required by law. Reduction-In-Force should not be confused with decisions to recommend contemplated non-renewal for cause.

The selection of the teacher(s) to be nonrenewed because of reduction-in-force shall be made in accordance with the following criteria:

- 1) Attrition, including retirements and resignations, shall be relied on to the extent possible.
- 2) When attrition is not sufficient to alleviate the necessity for reduction-in-force, then the policy of this District shall be to retain those teachers with the greatest adaptability to meet the present and future staffing and educational needs of the District in both curricular and extra-curricular.
- 3) When two teachers within the same area of certification who are presently teaching the same subject areas are deemed to be of equal adaptability to meet the present and future staffing needs of the District, then the teacher with the superior academic and professional preparation, beyond minimum certification requirements in his or her teaching field, shall be retained.
- 4) When two teachers are deemed to be of equal adaptability and have equal academic and professional preparations within their teaching fields, then the teacher who has

taught in this District for the greater continuous period of time shall be retained.

8.6 Reduction in Force Recall

Separated personnel at their option will be placed on a recall list for two years following termination of their contract and shall have re-employment rights in vacant positions for which they are qualified. Separated personnel shall be notified by a certified letter of an opening for which their certification qualifies them. In order to be notified, the separated teacher(s) must have a current address on file in the Superintendent's office. The appropriate negotiating unit shall also be notified in writing of such openings as they occur. Should separated personnel decline to return, they will have forfeited their right to re-employment as certified personnel. Separated personnel returning from the recall list will retain accrued years of experience and remuneration.

8.7 Vacancies

All vacancies shall be posted within the school teacher work areas as soon as officially opened by the Board.

8.8 Staff Availability

All certified teaching staff shall be in their respective classrooms fifteen (15) minutes prior to their first scheduled class period daily and fifteen (15) minutes after their last scheduled class period each day, unless they have other duties directly related to the assignment of the teacher.

ARTICLE 9

TEACHER REPRESENTATION

9.1 Faculty Representation

One (1) non-administrative faculty representative at the appropriate level (elementary or secondary), selected by the Association shall be notified of the time of interview of Certified positions. Non-administrative faculty may not have access to confidential portions of the applications.

ARTICLE 10

PERSONNEL FILES

10.1 Right of Review

Teachers shall have the right to review the contents of their personal file originating after employment.

10.2 Right to Object to Materials

A teacher may submit a written notation regarding any material and the same shall be attached to the file copy of the material in question. If a teacher believes that any material, except the formal evaluations, is inappropriate or in error, he or she may seek review by the school administration of the placement of such material in the file and the school administration must grant the review. If the teacher is dissatisfied with the result of the administration's review, the teacher is entitled to, on request, receive a formal review before the school board regarding the placement of the material in the file.

10.3 Signing Materials

If the employee is asked to sign materials placed in their file, the employee may do so, however, such signature shall be understood to indicate their awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material.

10.4 Complaints

Any complaint made against a teacher or person for whom the teacher is administratively responsible, by any parent, student, or other person, shall promptly be called to the attention of the teacher if said complaint is to be placed in the teacher's personal file.

10.5 Review by Public

Any person requesting to see the personnel file of any teacher shall make the request in writing to the superintendent. Written requests shall become a part of the file. The superintendent or other designated administrator shall be present during review of the file. Copies of any documents in the file shall not be made available. The teacher shall be notified that the file will be reviewed or has been reviewed.

10.6 Medical and Employee Assistance Records

Records of medical treatment or use of employee assistance programs is not part of the personnel file record and shall not be released without written consent of the employee.

ARTICLE 11

EFFECT OF AGREEMENT

11.1 Duplication and Distribution

Every certified employee will be given, by the District, a written copy of the Master Contract at the time of contract of employment by the district.

11.2 2021/2022 & 2022/2023 Negotiations

Negotiations for **2021/22 and 2022/23** are completed with this agreement and the attached **2021/22 & 2022/23** extra-curricular schedule and the attached **2021/22 & 2022/23** salary schedules.

11.3 Duration Clause

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 March 1. If such notification occurs, the entire Agreement will be subject to negotiations. Changes may be made at any time by mutual consent.


11.4 Date and Signatures

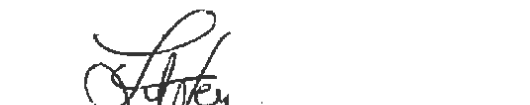
The Agreement is signed this **15th day of April, 2021**.

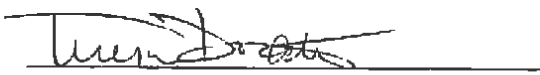
IN WITNESS THEREOF:

For the Ashley Education Association

For the Board of Ashley School District #9


Chief Negotiator, AEA


Chief Negotiator, ASB


Business Manager

ASHLEY PUBLIC SCHOOL DISTRICT #9
SALARY SCHEDULE

1. All hours for the first year will be accepted if verified by a college transcript, but these hours must be converted to semester hours for lanes. Thereafter, all hours must be in a major, minor, or credential field and/or have approval of the superintendent.
2. Staff with one year of experience or new staff members coming on schedule will be placed by years of experience allowed to be brought into the system and the number of semester hours earned in their field. Teachers entering with part-time experience will be determined at the discretion of the superintendent. These hours will be determined by the superintendent and the decision is final.
3. No more than one lane change can be made per year.
4. Degree and credits must be earned by August 31 for salary schedule purposes and will be applied to the next contract year.
5. Components of the salary schedule:
 - a. Lanes:
 1. Six (6) lanes identified by the following headings:
 - BA/BS**
 - BA/BS +12 hours**
 - BA/BS +24 hours**
 - BA/BS +32 hours**
 - BA/BS +40 hours or MA/Med.**
 - MA +12 hours**
 2. Lanes will increase \$500
 3. Masters +12 Lane: When moving from the BA/BS +40/MA Lane to the Masters +12 Lane, the individual will receive \$500 for moving into the lane and \$450 for moving down a step. They will then receive a \$450 step every year after that.
 - b. Steps:
 1. Steps will increase \$400 with the final lane (MA +12 hours) having an additional \$50 increase
 2. Lanes will end at the following steps:
 - BA/BS** ends after step 13
 - BA/BS +12 hours** ends after step 24
 - BA/BS +24 hours** ends after step 26
 - BS/BS +32 hours** ends after step 27
 - BA/BS +40 hours or MA/Med.** ends at step **31**
 - MA +12 hours** ends at step **31**

Ashley Public School District #9
2021-2022 SALARY SCHEDULE

Steps	BA/BS	BA/BS +12 Hours	BA/BS +24 Hours	BA/BS +32 Hours	BA/BS +40/ MA	Masters +12
1	41200	41700	42200	42700	43200	43700
2	41600	42100	42600	43100	43600	44150
3	42000	42500	43000	43500	44000	44600
4	42400	42900	43400	43900	44400	45050
5	42800	43300	43800	44300	44800	45500
6	43200	43700	44200	44700	45200	45950
7	43600	44100	44600	45100	45600	46400
8	44000	44500	45000	45500	46000	46850
9	44400	44900	45400	45900	46400	47300
10	44800	45300	45800	46300	46800	47750
11	45200	45700	46200	46700	47200	48200
12	45600	46100	46600	47100	47600	48650
13	46000	46500	47000	47500	48000	49100
14		46900	47400	47900	48400	49550
15		47300	47800	48300	48800	50000
16		47700	48200	48700	49200	50450
17		48100	48600	49100	49600	50900
18		48500	49000	49500	50000	51350
19		48900	49400	49900	50400	51800
20		49300	49800	50300	50800	52250
21		49700	50200	50700	51200	52700
22		50100	50600	51100	51600	53150
23		50500	51000	51500	52000	53600
24		50900	51400	51900	52400	54050
25			51800	52300	52800	54500
26			52200	52700	53200	54950
27				53100	53600	55400
28					54000	55850
29					54400	56300
30					54800	56750
31					55200	57200

Ashley Public School District #9
2022-2023 SALARY SCHEDULE

Steps	BA/BS	BA/BS +12 Hours	BA/BS +24 Hours	BA/BS +32 Hours	BA/BS +40/ MA	Masters +12
1	41950	42450	42950	43450	43950	44450
2	42350	42850	43350	43850	44350	44900
3	42750	43250	43750	44250	44750	45350
4	43150	43650	44150	44650	45150	45800
5	43550	44050	44550	45050	45550	46250
6	43950	44450	44950	45450	45950	46700
7	44350	44850	45350	45850	46350	47150
8	44750	45250	45750	46250	46750	47600
9	45150	45650	46150	46650	47150	48050
10	45550	46050	46550	47050	47550	48500
11	45950	46450	46950	47450	47950	48950
12	46350	46850	47350	47850	48350	49400
13	46750	47250	47750	48250	48750	49850
14		47650	48150	48650	49150	50300
15		48050	48550	49050	49550	50750
16		48450	48950	49450	49950	51200
17		48850	49350	49850	50350	51650
18		49250	49750	50250	50750	52100
19		49650	50150	50650	51150	52550
20		50050	50550	51050	51550	53000
21		50450	50950	51450	51950	53450
22		50850	51350	51850	52350	53900
23		51250	51750	52250	52750	54350
24		51650	52150	52650	53150	54800
25			52550	53050	53550	55250
26			52950	53450	53950	55700
27				53850	54350	56150
28					54750	56600
29					55150	57050
30					55550	57500
31					55950	57950

ASHLEY SCHOOL DISTRICT
2021/22 & 2022/23 EXTRA-CURRICULAR SCHEDULE

<u>ACTIVITY</u>	<u>NEW TO SYSTEM OR ACTIVITY</u>	<u>EXPERIENCE IN SYSTEM OR OUT OF DISTRICT</u>	<u>THIRD YEAR OR MORE IN SYSTEM</u>
Yearbook	1700	1825	1975
All Drama (2 plays/half for 1)	1025	1150	1300
Speech Activities	825	950	1100
FFA	1225	1350	1500
Science Fair Advisor	1225	1350	1500
Technology Student Assoc	500	625	775
All Music	1200	1325	1475
Student Council Advisor	200	325	475
FBLA	1225	1350	1500
Sophomore/Junior Class Advisor	800	925	1075
Pee Wee Wrestling	775	900	1050
Basketball Grades 5-6	775	900	1050
Pee Wee Football	775	900	1050
Advanced Ed Chairperson (Elementary & High School & Title)	350 each chairperson		