

Edgeley Public School District #3

The negotiations process has been finalized for school years 2021-2022 and 2022-2023. It is stipulated that \$2,000 will be added to the base in 2021-22 and \$1,000 in 2022-23 (\$40,750 and \$41,750 respectively) and \$1,000 will be added to the annual Cafeteria Plan Benefit in 2021-22 and \$0 in 2022-23 (\$9,000 and \$9,000 respectively). Contracts will be issued no earlier than April 1st.

2021-22 SALARY SCHEDULE

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	<u>40,750.00</u>	41,100.00	41,450.00	41,800.00	42,150.00	42,500.00	42,850.00	44,350.00	44,700.00	45,050.00
1	41,200.00	41,550.00	41,900.00	42,250.00	42,600.00	42,950.00	43,300.00	44,800.00	45,150.00	45,500.00
2	41,650.00	42,000.00	42,350.00	42,700.00	43,050.00	43,400.00	43,750.00	45,250.00	45,600.00	45,950.00
3	42,100.00	42,450.00	42,800.00	43,150.00	43,500.00	43,850.00	44,200.00	45,700.00	46,050.00	46,400.00
4	42,550.00	42,900.00	43,250.00	43,600.00	43,950.00	44,300.00	44,650.00	46,150.00	46,500.00	46,850.00
5	43,000.00	43,350.00	43,700.00	44,050.00	44,400.00	44,750.00	45,100.00	46,600.00	46,950.00	47,300.00
6	43,450.00	43,800.00	44,150.00	44,500.00	44,850.00	45,200.00	45,550.00	47,050.00	47,400.00	47,750.00
7	43,900.00	44,250.00	44,600.00	44,950.00	45,300.00	45,650.00	46,000.00	47,500.00	47,850.00	48,200.00
8	44,350.00	44,700.00	45,050.00	45,400.00	45,750.00	46,100.00	46,450.00	47,950.00	48,300.00	48,650.00
9	44,800.00	45,150.00	45,500.00	45,850.00	46,200.00	46,550.00	46,900.00	48,400.00	48,750.00	49,100.00
10	<u>45,250.00</u>	45,600.00	45,950.00	46,300.00	46,650.00	47,000.00	47,350.00	48,850.00	49,200.00	49,550.00
11		46,050.00	46,400.00	46,750.00	47,100.00	47,450.00	47,800.00	49,300.00	49,650.00	50,000.00
12		46,500.00	46,850.00	47,200.00	47,550.00	47,900.00	48,250.00	49,750.00	50,100.00	50,450.00
13		46,950.00	47,300.00	47,650.00	48,000.00	48,350.00	48,700.00	50,200.00	50,550.00	50,900.00
14		<u>47,400.00</u>	47,750.00	48,100.00	48,450.00	48,800.00	49,150.00	50,650.00	51,000.00	51,350.00
15			48,200.00	48,550.00	48,900.00	49,250.00	49,600.00	51,100.00	51,450.00	51,800.00
16			48,650.00	49,000.00	49,350.00	49,700.00	50,050.00	51,550.00	51,900.00	52,250.00
17			49,100.00	49,450.00	49,800.00	50,150.00	50,500.00	52,000.00	52,350.00	52,700.00
18			<u>49,550.00</u>	49,900.00	50,250.00	50,600.00	50,950.00	52,450.00	52,800.00	53,150.00
19				50,350.00	50,700.00	51,050.00	51,400.00	52,900.00	53,250.00	53,600.00
20				50,800.00	51,150.00	51,500.00	51,850.00	53,350.00	53,700.00	54,050.00
21				51,250.00	51,600.00	51,950.00	52,300.00	53,800.00	54,150.00	54,500.00
22				<u>51,700.00</u>	52,050.00	52,400.00	52,750.00	54,250.00	54,600.00	54,950.00
23					52,500.00	52,850.00	53,200.00	54,700.00	55,050.00	55,400.00
24					52,950.00	53,300.00	53,650.00	55,150.00	55,500.00	55,850.00
25					53,400.00	53,750.00	54,100.00	55,600.00	55,950.00	56,300.00
26					<u>53,850.00</u>	54,200.00	54,550.00	56,050.00	56,400.00	56,750.00
27						54,650.00	55,000.00	56,500.00	56,850.00	57,200.00
28						55,100.00	55,450.00	56,950.00	57,300.00	57,650.00
29						55,550.00	55,900.00	57,400.00	57,750.00	58,100.00
30						<u>56,000.00</u>	56,350.00	57,850.00	58,200.00	58,550.00
31							56,800.00	58,300.00	58,650.00	59,000.00
32							57,250.00	58,750.00	59,100.00	59,450.00
33							57,700.00	59,200.00	59,550.00	59,900.00
34							<u>58,150.00</u>	59,650.00	60,000.00	60,350.00
35								60,100.00	60,450.00	60,800.00
36								60,550.00	60,900.00	61,250.00
37								61,000.00	61,350.00	61,700.00
38								<u>61,450.00</u>	61,800.00	62,150.00
39									62,250.00	62,600.00
40									62,700.00	63,050.00
41									63,150.00	63,500.00
42									<u>63,600.00</u>	63,950.00
43										64,400.00
44										64,850.00
45										65,300.00
46										<u>65,750.00</u>

Edgeley Public School District #3

2021-22 COMPARATIVE SALARY SCHEDULE

****SALARY INCLUDING 6% TFFR COMPENSATION PAID BY DISTRICT****

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	43,195.00	43,566.00	43,937.00	44,308.00	44,679.00	45,050.00	45,421.00	47,011.00	47,382.00	47,753.00
1	43,672.00	44,043.00	44,414.00	44,785.00	45,156.00	45,527.00	45,898.00	47,488.00	47,859.00	48,230.00
2	44,149.00	44,520.00	44,891.00	45,262.00	45,633.00	46,004.00	46,375.00	47,965.00	48,336.00	48,707.00
3	44,626.00	44,997.00	45,368.00	45,739.00	46,110.00	46,481.00	46,852.00	48,442.00	48,813.00	49,184.00
4	45,103.00	45,474.00	45,845.00	46,216.00	46,587.00	46,958.00	47,329.00	48,919.00	49,290.00	49,661.00
5	45,580.00	45,951.00	46,322.00	46,693.00	47,064.00	45,283.20	47,806.00	49,396.00	49,767.00	50,138.00
6	46,057.00	46,428.00	46,799.00	47,170.00	47,541.00	47,912.00	48,283.00	49,873.00	50,244.00	50,615.00
7	46,534.00	46,905.00	47,276.00	47,647.00	48,018.00	48,389.00	48,760.00	50,350.00	50,721.00	51,092.00
8	47,011.00	47,382.00	47,753.00	48,124.00	48,495.00	48,866.00	49,237.00	50,827.00	51,198.00	51,569.00
9	47,488.00	47,859.00	48,230.00	48,601.00	48,972.00	49,343.00	49,714.00	51,304.00	51,675.00	52,046.00
10	47,965.00	48,336.00	48,707.00	49,078.00	49,449.00	49,820.00	50,191.00	51,781.00	52,152.00	52,523.00
11		48,813.00	49,184.00	49,555.00	49,926.00	50,297.00	50,668.00	52,258.00	52,629.00	53,000.00
12		49,290.00	49,661.00	50,032.00	50,403.00	50,774.00	51,145.00	52,735.00	53,106.00	53,477.00
13		49,767.00	50,138.00	50,509.00	50,880.00	51,251.00	51,622.00	53,212.00	53,583.00	53,954.00
14		50,244.00	50,615.00	50,986.00	51,357.00	51,728.00	52,099.00	53,689.00	54,060.00	54,431.00
15			51,092.00	51,463.00	51,834.00	52,205.00	52,576.00	54,166.00	54,537.00	54,908.00
16			51,569.00	51,940.00	52,311.00	52,682.00	53,053.00	54,643.00	55,014.00	55,385.00
17			52,046.00	52,417.00	52,788.00	53,159.00	53,530.00	55,120.00	55,491.00	55,862.00
18			52,523.00	52,894.00	53,265.00	53,636.00	54,007.00	55,597.00	55,968.00	56,339.00
19				53,371.00	53,742.00	54,113.00	54,484.00	56,074.00	56,445.00	56,816.00
20				53,848.00	54,219.00	54,590.00	54,961.00	56,551.00	56,922.00	57,293.00
21				54,325.00	54,696.00	55,067.00	55,438.00	57,028.00	57,399.00	57,770.00
22				54,802.00	55,173.00	55,544.00	55,915.00	57,505.00	57,876.00	58,247.00
23					55,650.00	56,021.00	56,392.00	57,982.00	58,353.00	58,724.00
24					56,127.00	56,498.00	56,869.00	58,459.00	58,830.00	59,201.00
25					56,604.00	56,975.00	57,346.00	58,936.00	59,307.00	59,678.00
26					57,081.00	57,452.00	57,823.00	59,413.00	59,784.00	60,155.00
27						57,929.00	58,300.00	59,890.00	60,261.00	60,632.00
28						58,406.00	58,777.00	60,367.00	60,738.00	61,109.00
29						58,883.00	59,254.00	60,844.00	61,215.00	61,586.00
30						59,360.00	59,731.00	61,321.00	61,692.00	62,063.00
31							60,208.00	61,798.00	62,169.00	62,540.00
32							60,685.00	62,275.00	62,646.00	63,017.00
33							61,162.00	62,752.00	63,123.00	63,494.00
34							61,639.00	63,229.00	63,600.00	63,971.00
35								63,706.00	64,077.00	64,448.00
36								64,183.00	64,554.00	64,925.00
37								64,660.00	65,031.00	65,402.00
38								65,137.00	65,508.00	65,879.00
39									65,985.00	66,356.00
40									66,462.00	66,833.00
41									66,939.00	67,310.00
42									67,416.00	67,787.00
43										68,264.00
44										68,741.00
45										69,218.00
46										69,695.00

Edgeley Public School District #3

2021-22 EXTRACURRICULAR SCHEDULE

1. Junior Class Advisor, Pep Band, Cheerleading, All School Play, Speech, Student Senate
2. One-Act Play, Science Olympiad, Science Fair, Yearbook/Annual, Elem Sports
3. Asst Golf, Asst CrossCountry, JrHi sports, Extracurricular Music, FBLA, FCCLA, FFA
4. **Head Girls' Golf**, Head Boys' Golf, Head CrossCountry, Asst BBB, Asst GBB, Asst FB, Asst Wrestling, Asst VB, Asst Track
5. Head BBB, Head GBB, Head FB, Head Wrestling, Head VB, Head Track
6. Activity Director

Base Salary	\$ 40,750.00					
Experience	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
% Multiplied	2.50%	4.25%	6.00%	8.00%	11.00%	13.00%
0	1019	1732	2445	3260	4483	5298
1	1060	1773	2486	3301	4523	5338
2	1100	1813	2527	3342	4564	5379
3	1141	1854	2567	3382	4605	5420
4	1182	1895	2608	3423	4646	5461
5	1223	1936	2649	3464	4686	5501
6	1263	1976	2690	3505	4727	5542
7	1304	2017	2730	3545	4768	5583
8	1345	2058	2771	3586	4809	5624
9	1386	2099	2812	3627	4849	5664
10	1426	2139	2853	3668	4890	5705
11	1467	2180	2893	3708	4931	5746
12	1508	2221	2934	3749	4972	5787
13	1549	2262	2975	3790	5012	5827
14	1589	2302	3016	3831	5053	5868
15	1630	2343	3056	3871	5094	5909
16	1671	2384	3097	3912	5135	5950
17	1712	2425	3138	3953	5175	5990
18	1752	2465	3179	3994	5216	6031
19	1793	2506	3219	4034	5257	6072
20	1834	2547	3260	4075	5298	6113
21	1875	2588	3301	4116	5338	6153
22	1915	2628	3342	4157	5379	6194
23	1956	2669	3382	4197	5420	6235
24	1997	2710	3423	4238	5461	6276

Experience schedule will be extended as needed at 0.1% increase per year.

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2022-23 SALARY SCHEDULE

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	<u>41,750.00</u>	42,100.00	42,450.00	42,800.00	43,150.00	43,500.00	43,850.00	45,350.00	45,700.00	46,050.00
1	42,200.00	42,550.00	42,900.00	43,250.00	43,600.00	43,950.00	44,300.00	45,800.00	46,150.00	46,500.00
2	42,650.00	43,000.00	43,350.00	43,700.00	44,050.00	44,400.00	44,750.00	46,250.00	46,600.00	46,950.00
3	43,100.00	43,450.00	43,800.00	44,150.00	44,500.00	44,850.00	45,200.00	46,700.00	47,050.00	47,400.00
4	43,550.00	43,900.00	44,250.00	44,600.00	44,950.00	45,300.00	45,650.00	47,150.00	47,500.00	47,850.00
5	44,000.00	44,350.00	44,700.00	45,050.00	45,400.00	45,750.00	46,100.00	47,600.00	47,950.00	48,300.00
6	44,450.00	44,800.00	45,150.00	45,500.00	45,850.00	46,200.00	46,550.00	48,050.00	48,400.00	48,750.00
7	44,900.00	45,250.00	45,600.00	45,950.00	46,300.00	46,650.00	47,000.00	48,500.00	48,850.00	49,200.00
8	45,350.00	45,700.00	46,050.00	46,400.00	46,750.00	47,100.00	47,450.00	48,950.00	49,300.00	49,650.00
9	45,800.00	46,150.00	46,500.00	46,850.00	47,200.00	47,550.00	47,900.00	49,400.00	49,750.00	50,100.00
10	<u>46,250.00</u>	46,600.00	46,950.00	47,300.00	47,650.00	48,000.00	48,350.00	49,850.00	50,200.00	50,550.00
11		47,050.00	47,400.00	47,750.00	48,100.00	48,450.00	48,800.00	50,300.00	50,650.00	51,000.00
12		47,500.00	47,850.00	48,200.00	48,550.00	48,900.00	49,250.00	50,750.00	51,100.00	51,450.00
13		47,950.00	48,300.00	48,650.00	49,000.00	49,350.00	49,700.00	51,200.00	51,550.00	51,900.00
14		<u>48,400.00</u>	48,750.00	49,100.00	49,450.00	49,800.00	50,150.00	51,650.00	52,000.00	52,350.00
15			49,200.00	49,550.00	49,900.00	50,250.00	50,600.00	52,100.00	52,450.00	52,800.00
16			49,650.00	50,000.00	50,350.00	50,700.00	51,050.00	52,550.00	52,900.00	53,250.00
17			50,100.00	50,450.00	50,800.00	51,150.00	51,500.00	53,000.00	53,350.00	53,700.00
18			<u>50,550.00</u>	50,900.00	51,250.00	51,600.00	51,950.00	53,450.00	53,800.00	54,150.00
19				51,350.00	51,700.00	52,050.00	52,400.00	53,900.00	54,250.00	54,600.00
20				51,800.00	52,150.00	52,500.00	52,850.00	54,350.00	54,700.00	55,050.00
21				52,250.00	52,600.00	52,950.00	53,300.00	54,800.00	55,150.00	55,500.00
22				<u>52,700.00</u>	53,050.00	53,400.00	53,750.00	55,250.00	55,600.00	55,950.00
23					53,500.00	53,850.00	54,200.00	55,700.00	56,050.00	56,400.00
24					53,950.00	54,300.00	54,650.00	56,150.00	56,500.00	56,850.00
25					54,400.00	54,750.00	55,100.00	56,600.00	56,950.00	57,300.00
26					<u>54,850.00</u>	55,200.00	55,550.00	57,050.00	57,400.00	57,750.00
27						55,650.00	56,000.00	57,500.00	57,850.00	58,200.00
28						56,100.00	56,450.00	57,950.00	58,300.00	58,650.00
29						56,550.00	56,900.00	58,400.00	58,750.00	59,100.00
30						<u>57,000.00</u>	57,350.00	58,850.00	59,200.00	59,550.00
31							57,800.00	59,300.00	59,650.00	60,000.00
32							58,250.00	59,750.00	60,100.00	60,450.00
33							58,700.00	60,200.00	60,550.00	60,900.00
34							<u>59,150.00</u>	60,650.00	61,000.00	61,350.00
35								61,100.00	61,450.00	61,800.00
36								61,550.00	61,900.00	62,250.00
37								62,000.00	62,350.00	62,700.00
38								<u>62,450.00</u>	62,800.00	63,150.00
39									63,250.00	63,600.00
40									63,700.00	64,050.00
41									64,150.00	64,500.00
42									<u>64,600.00</u>	64,950.00
43										65,400.00
44										65,850.00
45										66,300.00
46										<u>66,750.00</u>

Edgeley Public School District #3

2022-23 COMPARATIVE SALARY SCHEDULE

****SALARY INCLUDING 6% TFR COMPENSATION PAID BY DISTRICT****

Step	BA+BS	BA+8	BA+16	BA+24	BA+32	BA+40	BA+48	MS	MS+8	MS+16
0	<u>44,255.00</u>	44,626.00	44,997.00	45,368.00	45,739.00	46,110.00	46,481.00	48,071.00	48,442.00	48,813.00
1	44,732.00	45,103.00	45,474.00	45,845.00	46,216.00	46,587.00	46,958.00	48,548.00	48,919.00	49,290.00
2	45,209.00	45,580.00	45,951.00	46,322.00	46,693.00	47,064.00	47,435.00	49,025.00	49,396.00	49,767.00
3	45,686.00	46,057.00	46,428.00	46,799.00	47,170.00	47,541.00	47,912.00	49,502.00	49,873.00	50,244.00
4	46,163.00	46,534.00	46,905.00	47,276.00	47,647.00	48,018.00	48,389.00	49,979.00	50,350.00	50,721.00
5	46,640.00	47,011.00	47,382.00	47,753.00	48,124.00	48,495.00	48,866.00	50,456.00	50,827.00	51,198.00
6	47,117.00	47,488.00	47,859.00	48,230.00	48,601.00	48,972.00	49,343.00	50,933.00	51,304.00	51,675.00
7	47,594.00	47,965.00	48,336.00	48,707.00	49,078.00	49,449.00	49,820.00	51,410.00	51,781.00	52,152.00
8	48,071.00	48,442.00	48,813.00	49,184.00	49,555.00	49,926.00	50,297.00	51,887.00	52,258.00	52,629.00
9	48,548.00	48,919.00	49,290.00	49,661.00	50,032.00	50,403.00	50,774.00	52,364.00	52,735.00	53,106.00
10	<u>49,025.00</u>	49,396.00	49,767.00	50,138.00	50,509.00	50,880.00	51,251.00	52,841.00	53,212.00	53,583.00
11		49,873.00	50,244.00	50,615.00	50,986.00	51,357.00	51,728.00	53,318.00	53,689.00	54,060.00
12		50,350.00	50,721.00	51,092.00	51,463.00	51,834.00	52,205.00	53,795.00	54,166.00	54,537.00
13		50,827.00	51,198.00	51,569.00	51,940.00	52,311.00	52,682.00	54,272.00	54,643.00	55,014.00
14		<u>51,304.00</u>	51,675.00	52,046.00	52,417.00	52,788.00	53,159.00	54,749.00	55,120.00	55,491.00
15			52,152.00	52,523.00	52,894.00	53,265.00	53,636.00	55,226.00	55,597.00	55,968.00
16			52,629.00	53,000.00	53,371.00	53,742.00	54,113.00	55,703.00	56,074.00	56,445.00
17			53,106.00	53,477.00	53,848.00	54,219.00	54,590.00	56,180.00	56,551.00	56,922.00
18			<u>53,583.00</u>	53,954.00	54,325.00	54,696.00	55,067.00	56,657.00	57,028.00	57,399.00
19				54,431.00	54,802.00	55,173.00	55,544.00	57,134.00	57,505.00	57,876.00
20				54,908.00	55,279.00	55,650.00	56,021.00	57,611.00	57,982.00	58,353.00
21				55,385.00	55,756.00	56,127.00	56,498.00	58,088.00	58,459.00	58,830.00
22				<u>55,862.00</u>	56,233.00	56,604.00	56,975.00	58,565.00	58,936.00	59,307.00
23					56,710.00	57,081.00	57,452.00	59,042.00	59,413.00	59,784.00
24					57,187.00	57,558.00	57,929.00	59,519.00	59,890.00	60,261.00
25					57,664.00	58,035.00	58,406.00	59,996.00	60,367.00	60,738.00
26					<u>58,141.00</u>	58,512.00	58,883.00	60,473.00	60,844.00	61,215.00
27						58,989.00	59,360.00	60,950.00	61,321.00	61,692.00
28						59,466.00	59,837.00	61,427.00	61,798.00	62,169.00
29						59,943.00	60,314.00	61,904.00	62,275.00	62,646.00
30						<u>60,420.00</u>	60,791.00	62,381.00	62,752.00	63,123.00
31							61,268.00	62,858.00	63,229.00	63,600.00
32							61,745.00	63,335.00	63,706.00	64,077.00
33							62,222.00	63,812.00	64,183.00	64,554.00
34							<u>62,699.00</u>	64,289.00	64,660.00	65,031.00
35								64,766.00	65,137.00	65,508.00
36								65,243.00	65,614.00	65,985.00
37								65,720.00	66,091.00	66,462.00
38								<u>66,197.00</u>	66,568.00	66,939.00
39									67,045.00	67,416.00
40									67,522.00	67,893.00
41									67,999.00	68,370.00
42									<u>68,476.00</u>	68,847.00
43										69,324.00
44										69,801.00
45										70,278.00
46										<u>70,755.00</u>

Edgeley Public School District #3

2022-23 EXTRACURRICULAR SCHEDULE

1. Junior Class Advisor, Pep Band, Cheerleading, All School Play, Speech, Student Senate
2. One-Act Play, Science Olympiad, Science Fair, Yearbook/Annual, Elem Sports
3. Asst Golf, Asst CrossCountry, JrHi sports, Extracurricular Music, FBLA, FCCLA, FFA
4. **Head Girls' Golf**, Head Boys' Golf, Head CrossCountry, Asst BBB, Asst GBB, Asst FB, Asst Wrestling, Asst VB, Asst Track
5. Head BBB, Head GBB, Head FB, Head Wrestling, Head VB, Head Track
6. Activity Director

Base Salary	\$ 41,750.00					
Experience	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
% Multiplied	2.50%	4.25%	6.00%	8.00%	11.00%	13.00%
0	1044	1774	2505	3340	4593	5428
1	1086	1816	2547	3382	4634	5469
2	1127	1858	2589	3424	4676	5511
3	1169	1900	2630	3465	4718	5553
4	1211	1941	2672	3507	4760	5595
5	1253	1983	2714	3549	4801	5636
6	1294	2025	2756	3591	4843	5678
7	1336	2067	2797	3632	4885	5720
8	1378	2108	2839	3674	4927	5762
9	1420	2150	2881	3716	4968	5803
10	1461	2192	2923	3758	5010	5845
11	1503	2234	2964	3799	5052	5887
12	1545	2275	3006	3841	5094	5929
13	1587	2317	3048	3883	5135	5970
14	1628	2359	3090	3925	5177	6012
15	1670	2401	3131	3966	5219	6054
16	1712	2442	3173	4008	5261	6096
17	1754	2484	3215	4050	5302	6137
18	1795	2526	3257	4092	5344	6179
19	1837	2568	3298	4133	5386	6221
20	1879	2609	3340	4175	5428	6263
21	1921	2651	3382	4217	5469	6304
22	1962	2693	3424	4259	5511	6346
23	2004	2735	3465	4300	5553	6388
24	2046	2776	3507	4342	5595	6430

Experience schedule will be extended as needed at 0.1% increase per year.

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SALARY SCHEDULE GUIDELINES

1. Effective 1992-93 to move horizontally on the schedule, the 8 semester hours shall be graduate or undergraduate credits earned after the granting of a BA-BS Degree, be in the teacher's major or minor field or educationally related, and with the approval of the Administration. Effective 1989-90, to move from the Masters to the Masters + 8 lane, the 8 semester hours must be graduate credits earned after the granting of the Master's degree, and with the approval of the Administration. Written approvals for credit shall be maintained in the teacher's file.
2. Effective 2003-2004, all staff who do not receive a step because they have reached the highest salary step for years of experience will receive a \$200 yearly payment.
3. The salary for any teacher shall be for the degree that is held when the school term begins and not for any additional degree or hours earned during the school year.
4. All teachers are urged to keep competent in their respective teaching fields and are urged to take refresher courses from time to time.
5. A teacher may receive disciplinary action for any of the following: incompetence, insubordination, neglect of duty, immorality, or corporal punishment.
6. A teacher can and should expect some additional duties without extra pay; such as selling tickets, chaperoning parties, bus trips, class advisors other than junior class advisor, etc. A teacher and their spouse will be admitted free to all school sponsored fee-paying events.
7. For each teaching year of experience in another school system, provided that the prospective teacher has taught in relatively the same area of teaching; one experience unit increment on the salary schedule per year is allowed, taking all years of experience from other districts into consideration.
8. Effective 2015-16, in addition to the regular salary schedule, a comparative salary schedule illustrating the TFFR compensation paid by Edgeley School District will be included in this Agreement.

EXTRACURRICULAR PAY

Effective 2017-18, in addition to the regular salary schedule and comparative salary schedule, an Extracurricular Salary Schedule will be included in this Agreement.

Experience within and outside of the district will count to receive the .1% increase per year.

If no varsity assistant coach in the sports of football, basketball, volleyball or track is hired and if the head coach agrees to assume the extra duties, the head coach will receive an additional assistant coach pay at the base level in compensation.

Activity Director will have authority to hire an additional coach/advisor for an activity if needed. Decision to hire will be based on level of instruction required to teach necessary skills to all participants and level of supervision required to ensure the safety of participants.

Activity Director will approve Extended Season Compensation as follows:

- a. Pay \$125 per week for an extended season. This is paid to the following activities' head and assistant coaches when their seasons are extended by advancing in post-season play.
 - i. Football
 1. One week paid for each playoff game
 - ii. Volleyball and Basketball
 1. One week paid for qualifying for regional tournament
 2. One week paid for qualifying for regional semi-finals
 3. One week paid for qualifying for state tournament
 - iii. Wrestling, Track, Golf, and One-Act Play
 1. One week paid for qualifying for state tournament
- b. Pay \$125 to Activity Director when a team advances to bracketed team state tournament
 - i. Football
 1. One payment when advancing to quarter-final round
 - ii. Volleyball, Basketball, Wrestling
 1. One payment when advancing to state tournament

Edgeley Public School District #3

c. Pay \$125/day to FCCLA, FFA, or FBLA Advisor for extended season under the following conditions:

i. If Advising a District President or State Officer that attends Summer Leadership

ii. If Advising students that qualify to attend FBLA/FCCLA/FFA National Leadership Conference

iii. Advisor attending CTE Professional Development Conference

The purpose of this kind of schedule is that there will not need to be future negotiations on the entire extra-curricular schedule.

TEACHER'S FUND FOR RETIREMENT (TFFR)

Effective 2016-17, the Edgeley School District will pay 6% of the required employee retirement contribution under Teacher's Fund for Retirement Model 2 Partial.

FRINGE BENEFITS

1. A separate written Cafeteria Plan that complies with the requirements of Section 125 and the regulations that is maintained by the District for employees. Participants in the cafeteria plan must be permitted to choose among at least one permitted taxable benefit (for example, cash, including salary reduction) and at least one qualified benefit. The Cafeteria Plan must contain elections among both taxable and nontaxable elections as well as not provide for deferral of compensation, except as specifically permitted in Section 125(d)(2)(B), (C) or (D). The amount paid by the District is **\$9,000 in both 2021-22 and 2022-23**. Anything over that amount needed for an individual's premium shall be deducted from their salary. Part-time teachers will have the benefit prorated on their contracted time. Each employee of the Edgeley Public School District shall receive up to a maximum of \$50,000 term life insurance; and the District shall provide a Group Long Term Disability Insurance Policy with a sixty (60) day waiting period.

IN-STAFF SUBBING

In-staff subbing will be paid at the rate of 1/7th of the current substitute teacher pay.

COLLEGE CREDIT IN HIGH SCHOOL

College credit in high school or a 'dual credit' course is a one-semester college course taken through a two- or four-year institution of higher education for which the student earns ½ unit of high school credit. \$1000 will be paid per course per semester to an approved instructor for teaching a dual credit/college credit in high school courses. Class offerings will be subject to prior approval by administration.

INCENTIVE FOR EXCELLENCE

\$50 for expenses will be paid for every one (1) semester hour earned in the teacher's approved field. This will be subject to prior approval by administration. Credits earned must be presented to Superintendent before the first day of school in order to receive a contract lane change for the school year.

NATIONAL CERTIFICATION

Any teacher that has a current and valid "National Board Certified Teacher" certificate from the National Board for Professional Teaching Standards shall receive a stipend of **\$750** per year. The Teacher with this certification shall present their valid certificate to the Superintendent for payment.

PROFESSIONAL DUES

The Edgeley School District will provide up to \$50 per teacher each school year to reimburse teachers for dues they pay to belong to professional organizations in their content area (academic or extracurricular). The administration must pre-approve all organizations in the teacher's content area. Teachers will pay dues to their chosen organizations; they may request reimbursement upon submitting signed proof of approval and dues payment to the Business Manager. This money will not carry over to the next year and any teacher choosing not to use it shall lose it.

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SICK LEAVE BANK POLICY

A Sick Leave Bank policy will be available for participating employees.

PERSONAL LEAVE

Each teacher shall be allowed three (3) days personal leave per year. All substitutes are to be secured by the Superintendent or building Principal. Personal leave may be taken at any time, however, the Superintendent may deny permission to a teacher for personal leave day taken just before or after a holiday or to ensure that only a limited number of teachers are absent on a given day.

At the end of the school year, any teacher who has accumulated four (4) or more days of personal leave shall be paid at the current substitute per day pay scale to reduce the number of days to two (2). Pay for this will be included in the last monthly check of the current contract year.

SICK LEAVE

Sick leave shall be ten (10) days each year cumulative to sixty-five (65) days. *In 2015-16 only, any employee's accumulated allotted sick days exceeding the maximum balance of 65 will be transferred to the Sick Leave Bank. Sick leave days are only for illness of the employee. The Board may demand a doctor's report as it considers a contract for reemployment, if the teacher has been sick frequently or for an extended period of time. Teachers who leave the school system after a minimum of fourteen (14) years' service to the District shall receive \$20 per unused sick day if not non-renewed for performance or discharged for cause.

IMMEDIATE HOUSEHOLD FAMILY SICK LEAVE

Six (6) days per year on a non-cumulative basis will be granted with approval of the Superintendent for leave needed because of immediate household family illness. Two (2) of these days may be used for illnesses related to the employee's mother, father, mother-in-law, father-in-law or child not living in the household. The Superintendent, at his/her discretion, may approve exceptions to this leave.

EMERGENCY LEAVE

Each teacher shall be allowed five (5) days emergency leave. These days are non-accumulating from year to year. Emergency leave shall be defined as leave taken because of dire illness or death in the immediate family. Immediate family shall be interpreted as husband, wife, child, father, mother, grandparents, grandchild, sister, brother, aunt, uncle, in-laws, nieces, nephews, great grandparents, great aunts, great uncles, great nieces, great nephews and great grandchildren or any other member of the family unit living in the same household, no matter what degree of relationship.

Emergency leave shall be granted by the Superintendent. Emergency leave for others not listed above may be granted by the Superintendent. If the five (5) days have been used up by the employee, the Superintendent, at his/her discretion may allow additional days.

PROFESSIONAL LEAVE

Two (2) days of professional leave will be granted to each teacher or coach for workshops or clinics. The Superintendent has authority to extend the number of days. The professional leave must be within the teacher's current teaching assignment. This leave will be with the understanding that each teacher is to bring back the information that was taught at the workshop or clinic and share with similar teachers or coaches. All professional leave will be subject to approval of the Superintendent upon showing the quality and learning potential for the teachers and coaches. Teachers will be allowed to attend workshops and clinics in the summer with mileage, meals, and motels paid by the School, but the teachers will not be paid salary on these days. Varsity or junior varsity coaches will be limited to one (1) day of professional leave per sport per year. Reimbursement will be given at current state rates for mileage, meals, motel and maximum of \$100 per day for registration costs. The school will not pay for college credit if it is an additional expense to the registration cost. This professional leave benefit cannot be used for the annual NDU Conference. This policy does not include professional leave for teacher in-service or tournaments.

ADOPTION LEAVE

Each teacher shall be allowed ten (10) days non-cumulative Adoption Leave per year for adoption of a child into their immediate family.

Edgeley Public School District #3

PARENTAL LEAVE

Each teacher shall be allowed ten (10) days non-cumulative parental leave per year for the birth of his/her child. Parental leave shall be governed by Family Medical Leave Act policy (DDAA). Parental leave shall be granted by the Superintendent. A parental leave request shall be granted when the requestor's personal and sick leave are depleted. When both parents are in the system, only one leave period shall be granted as per FMLA.

EXTENDED CONTRACTS

The Edgeley School Board, in its sole discretion, has the authority to extend a contract up to twenty (20) days for a certified position provided there are three (3) or fewer qualified applicants for that position. The administration has the authority to approve work done in those twenty (20) days, and such work must include items such as summer school educational projects, tutorial programs for students or adults, night computer classes, etc.

SAVINGS CLAUSE

If any provision of this agreement is or shall at any time become contrary to law, held illegal, void or invalid, then such provision shall not be applicable or performed or enforced except to the extent permitted by law. The remaining provisions of this agreement will not in any way be affected or impaired, but will remain binding in accordance with their terms."

DURATION CLAUSE

This Agreement will be in effect from **July 1, 2021, until June 30, 2023**, at which time this Agreement shall be automatically renewed unless either party gives notice to the other party not less than sixty (60) days prior to the expiration date of its desire to reopen negotiations as to certain provisions of the Agreement or additions to this Agreement. Teachers' written Declaration of Intent to Negotiate will be received no later than the date of the March regular board meeting in any negotiating year.

LIQUIDATED DAMAGES CLAUSE

Once a contract is signed, it is assumed that teachers will not request a release during the term of the contract. It is mutually acknowledged that termination of a contract by the teacher, prior to the completion of the contract terms, results in damages to the school District which are impractical or extremely difficult to actually ascertain. In an effort to fix compensation which bears a reasonable relationship to probable damages and which is not disproportionate to reasonably anticipated damages, the following sum shall be paid by a teacher requesting a release from contract which is approved by the School Board:

Release Requested during Period from:	
May 23-June 15:	\$1,000
June 16-August 15:	\$1,600
August 16-End of Term:	\$2,000

Nothing contained herein shall be construed to mean that the Board must release the teacher upon payment of the above amount. The School Board may, in its sole discretion and by reason of extenuating circumstances, waive part or all of such liquidated damages.

The Edgeley Education Association agrees not to promote, encourage, support or engage in strikes, work slowdowns, sanctions, or other such activities. Any teacher who is involved in such action against the school district shall be fined by an amount not to exceed the current substitute pay. This amount shall be deducted at the time of the next pay period.

The Board of Education assumes the responsibility as the managerial component of the entity known as the Edgeley Public School District. The Board recognizes no threat or intention in our state negotiation law nor in any negotiation agreement they have entered into, of eroding their responsibility or power. Therefore, the position of the Board remains the authority for operation of the school district and their decision relative to all questions, including salary schedule questions, is final.

For Edgeley Education Association(s) Brandenburg

Date 4-19-21

For Edgeley Board of Education(s) Jane Mitchell

Date 4-16-2021