

2021-2023
PINGREE-BUCHANAN PUBLIC SCHOOLS
MASTER AGREEMENT

1. **In-Service Hours**

Our requirement for continuing education is the same as the State Department's requirements for accreditation.

In-service hours may replace one-half of the eight semester hours required every five years for accreditation at the rate of sixteen (16) hours in-service equals one semester hour.

2. **Salary Placement**

Placement on the salary schedule will be determined by credits and degrees earned as of the second week of school of the contract year.

Hours earned to advance on the salary schedule should be in a teacher's minor or major area or for accreditation purposes and approved by administration.

3. **Personal Leave**

Teachers shall be entitled to three personal leave days per year. \$100.00 will be paid to teachers for each personal day not used or teachers may carryover two (2) unused days to the next year not to exceed five (5) days.

Personal days should not have to be used for school related activities. Adopted May 2012.

Personal Leave Restrictions:

1. Administration and secretary should be informed as early as possible.
2. No more than two teachers at a time unless approved by administration.
3. A school day is eight (8) hours of personal leave. It is preferred that personal leave shall be granted in amounts of one-half day or more to facilitate the hiring of substitute teachers. If satisfactory subs cannot be found, leave may be denied.
4. Extended time off for teachers during the school year is discouraged. Requests for additional time off shall be made before the School Board. Extended time off without pay approved by the school board will result in said employee also being responsible for the pay of a substitute upon the fifth extended day granted by the board. During the first five extended days granted by the board, the district will pay for the substitute.
5. Employees who are not full-time will be granted personal leave based on the % of time they are employed.
6. Administration is responsible for hiring subs.

4. **Professional Leave**

Professional leave of three (3) days per year will be allowed each certified staff member, subject to advance approval of the administration.

1. Attending conferences, workshops, clinics, or in-services in your major or minor field.
2. Attending conferences, workshops, clinics, or in-services that can be used in your classroom.
3. Visiting other classrooms to enhance professional growth.
4. Attending other colleges or universities for advanced study requirements.

5. **Sick Leave**

Sick leave of ten (10) days per year accumulative to ninety (90) days is allowed. When a teacher leaves or retires they will be reimbursed \$10.00 a day for each unused sick day. Sick Leave may be used for dental and doctor appointments.

1. Sick leave should be limited to one-half day or less if school time has to be used for appointments.

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2. The administration has the right to ask for written confirmation of appointments.
3. Sick leave may be used if a parent or immediate family is ill.

Donation of Sick Leave Days:

Voluntarily, employees may donate any amount of accumulated sick leave days to an employee of the Pingree-Buchanan School District who has exhausted his or her own personal and sick leave days.

Procedures for donation of sick leave days are as follows:

1. Sick leave days shall be donated on the basis of highest total accumulated sick leave totals being used first; until sick leave days are used, they are not donated; days shall not be banked but shall be donated on an individual basis as needed, i.e., days offered for donation but unused shall revert to the employee.
2. Based on total accumulated sick leave days available, the total days offered and usable shall be donated by the first individual, then on to the second, third, etc., as needed.
3. Other than on an individual basis and for sick leave absences only and then offering shall only be on an individual basis in writing, sharing of benefits shall not be permitted.

6. Bereavement/Funeral Leave

Funeral leave will be granted for a death in the family. A maximum of four (4) days may be granted as mutually agreed upon by the Superintendent and employee.

With the approval of the superintendent a maximum of two (2) days of bereavement leave may be granted upon the request of the teacher. Bereavement leave for other than family may be extended one day for travel. The superintendent will be permitted the discretion of allowing additional time for exceptionally difficult situations.

7. Emergency Leave

Emergency leave of three (3) days per staff member for crisis situations. Emergency leave can consist of, but not limited to, family/personal crisis situations, illness of family which requires bed-side attendance.

8. Maternity Leave

An employee who becomes pregnant shall request a leave of absence which shall become effective at such a reasonable period as may be necessary to secure a qualified substitute by the mutual agreement of the superintendent and employee.

Such leave shall be without pay except for that portion which may qualify as sick leave as mutually agreed upon by the superintendent and employee.

Sick leave days can be used for maternity leave with a limit of six (6) weeks for a natural birth and eight (8) weeks for a Cesarean birth. Any additional days absent would be without pay unless a doctor's excuse is provided.

9. Paternity Leave

Male employees will be allowed two-week paternity leave. Sick days can be used. If no sick days are available, employee will take leave without pay.

10. Pay Period

Payday shall be on the 1st day and 15th day of each month. Teachers may be paid on a twenty (10-month contract salary) or twenty-four (12-month contract salary) bi-month basis. June, July, and/or August paychecks will not be issued until all necessary reports are completed for the year. Adopted April 2019. Explained further April 2019.

11. Activities Conducted During School Hours

Any activity conducted during school hours is not considered an extra-curricular activity.

12. Teacher's Fund for Retirement (TFFR)

The district will pay the employers portion of TFFR and teachers will pay the employee portion of TFFR for certified staff, based on their annual salary.

13. Contract Days

There are 184 teacher contract days. If any teacher is required to work beyond the normal contract year, he or she will be compensated at the teacher's daily rate of pay. This does not include extracurricular activities.

14. Teacher Prep Time

All teachers will be provided with prep time during student hours (8:30-3:10) without official duties. Teachers will not be required to supervise recess or lunch in order to meet this requirement.

15. Sub Teaching

Elementary and High School Teachers who cover another's class shall be paid \$20.00 per class period or per hour, when using own preparation period to substitute. Adopted May 2012. Explained further April 2019.

16. Mileage

Mileage will be paid at the state rate for the use of a personal car if used for approved school activities.

17. Health, Vision, and Dental Insurance

Single policies of health, dental and vision insurance are available for teachers at the minimum of 50% time. Adopted April 2019.

18. Parent-Teacher Conferences Compensation Days

Comp days for conferences should not be taken away for storm days or any other reasons. Adopted May 2012.

19. Savings Clause

If any provision of this Agreement or any application thereof to any 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. If such provisions exist which are so held the request of either party negotiations shall immediately commence to alter said section(s) providing he benefit(s) according to the intent of the parties.

20. Class Advisors

Increase Freshmen Advisor to \$100.00 and the Sophomore Advisor to \$150.00 per year. Adopted May 2012. Explained further April 2019.

- | | |
|---|--|
| ➤ 12 th Grade Advisor - \$500 base | ➤ 9 th Grade Advisor - \$100 base |
| ➤ 11 th Grade Advisor - \$500 base | ➤ 8 th Grade Advisor - \$50 base |
| ➤ 10 th Grade Advisor - \$150 base | ➤ 7 th Grade Advisor - \$50 base |

21. Room Fund

Room Fund will increase \$50.00 per teacher to \$150.00 total. Adopted June 27, 2011.
Room Fund will increase to \$200.00 per teacher, adopted July 25th, 2017.

22. Ticket Takers

Teachers shall be compensated \$25.00 to take tickets at games with two teachers at each game. Adopted March 2015.

23. Prom Advisor

Prom Advisor will increase from \$100.00 to \$500.00. Adopted May 14th, 2014.

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24. Duration Clause

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This Agreement shall be effective on July 1, 2021 and shall automatically be renewed and will continue in force for additional periods of two years unless either party gives notice to the other party, not later than 20 prior to the anniversary date, of its desire to reopen certain provisions of this Agreement and/or additions to this Agreement, and to negotiate over terms of these provisions. In the event a successor agreement is not agreed upon before the anniversary date of this Agreement, all provisions of this Agreement shall remain in full force and effect until a mutual agreement is reached. All salaries, benefits, and working conditions agreed upon in the successor agreement will be retroactive to the anniversary date of this agreement.

This agreement is signed this 30th day of June 2021.

2021-2022 Salary Schedule

0 is considered first year teacher

Base Salary:	\$40,500
Horizontal Steps:	\$550
Masters:	\$1,200
Vertical Steps:	\$750

Step	BS	BS + 16 SH	BS + 24 SH	BS + 36 SH	Masters
0	\$ 40,500	\$ 41,050	\$ 41,600	\$ 42,150	\$ 43,350
1	\$ 41,250	\$ 41,800	\$ 42,350	\$ 42,900	\$ 44,100
2	\$ 42,000	\$ 42,550	\$ 43,100	\$ 43,650	\$ 44,850
3	\$ 42,750	\$ 43,300	\$ 43,850	\$ 44,400	\$ 45,600
4	\$ 43,500	\$ 44,050	\$ 44,600	\$ 45,150	\$ 46,350
5	\$ 44,250	\$ 44,800	\$ 45,350	\$ 45,900	\$ 47,100
6	\$ 45,000	\$ 45,550	\$ 46,100	\$ 46,650	\$ 47,850
7	\$ 45,750	\$ 46,300	\$ 46,850	\$ 47,400	\$ 48,600
8	\$ 46,500	\$ 47,050	\$ 47,600	\$ 48,150	\$ 49,350
9	\$ 47,250	\$ 47,800	\$ 48,350	\$ 48,900	\$ 50,100
10	\$ 48,000	\$ 48,550	\$ 49,100	\$ 49,650	\$ 50,850
11	\$ 48,750	\$ 49,300	\$ 49,850	\$ 50,400	\$ 51,600
12	\$ 49,500	\$ 50,050	\$ 50,600	\$ 51,150	\$ 52,350
13	\$ 50,250	\$ 50,800	\$ 51,350	\$ 51,900	\$ 53,100
14	\$ 51,000	\$ 51,550	\$ 52,100	\$ 52,650	\$ 53,850
15	\$ 51,750	\$ 52,300	\$ 52,850	\$ 53,400	\$ 54,600
16	\$ 52,500	\$ 53,050	\$ 53,600	\$ 54,150	\$ 55,350
17	\$ 53,250	\$ 53,800	\$ 54,350	\$ 54,900	\$ 56,100
18	\$ 54,000	\$ 54,550	\$ 55,100	\$ 55,650	\$ 56,850
19	\$ 54,750	\$ 55,300	\$ 55,850	\$ 56,400	\$ 57,600
20	\$ 55,500	\$ 56,050	\$ 56,600	\$ 57,150	\$ 58,350
21	\$ 56,250	\$ 56,800	\$ 57,350	\$ 57,900	\$ 59,100
22	\$ 57,000	\$ 57,550	\$ 58,100	\$ 58,650	\$ 59,850
23	\$ 57,750	\$ 58,300	\$ 58,850	\$ 59,400	\$ 60,600
24	\$ 58,500	\$ 59,050	\$ 59,600	\$ 60,150	\$ 61,350
25	\$ 59,250	\$ 59,800	\$ 60,350	\$ 60,900	\$ 62,100
26	\$ 60,000	\$ 60,550	\$ 61,100	\$ 61,650	\$ 62,850
27	\$ 60,750	\$ 61,300	\$ 61,850	\$ 62,400	\$ 63,600
28	\$ 61,500	\$ 62,050	\$ 62,600	\$ 63,150	\$ 64,350
29	\$ 62,250	\$ 62,800	\$ 63,350	\$ 63,900	\$ 65,100
30	\$ 63,000	\$ 63,550	\$ 64,100	\$ 64,650	\$ 65,850
31	\$ 63,750	\$ 64,300	\$ 64,850	\$ 65,400	\$ 66,600
32	\$ 64,500	\$ 65,050	\$ 65,600	\$ 66,150	\$ 67,350
33	\$ 65,250	\$ 65,800	\$ 66,350	\$ 66,900	\$ 68,100
34	\$ 66,000	\$ 66,550	\$ 67,100	\$ 67,650	\$ 68,850
35	\$ 66,750	\$ 67,300	\$ 67,850	\$ 68,400	\$ 69,600

2022-2023 Salary Schedule

0 is considered first year teacher

Base Salary:	\$40,500
Horizontal Steps:	\$550
Masters:	\$1,200
Vertical Steps:	\$750

Step	BS	BS + 16 SH	BS + 24 SH	BS + 36 SH	Masters
0	\$ 41,000	\$ 41,550	\$ 42,100	\$ 42,650	\$ 43,850
1	\$ 41,750	\$ 42,300	\$ 42,850	\$ 43,400	\$ 44,600
2	\$ 42,500	\$ 43,050	\$ 43,600	\$ 44,150	\$ 45,350
3	\$ 43,250	\$ 43,800	\$ 44,350	\$ 44,900	\$ 46,100
4	\$ 44,000	\$ 44,550	\$ 45,100	\$ 45,650	\$ 46,850
5	\$ 44,750	\$ 45,300	\$ 45,850	\$ 46,400	\$ 47,600
6	\$ 45,500	\$ 46,050	\$ 46,600	\$ 47,150	\$ 48,350
7	\$ 46,250	\$ 46,800	\$ 47,350	\$ 47,900	\$ 49,100
8	\$ 47,000	\$ 47,550	\$ 48,100	\$ 48,650	\$ 49,850
9	\$ 47,750	\$ 48,300	\$ 48,850	\$ 49,400	\$ 50,600
10	\$ 48,500	\$ 49,050	\$ 49,600	\$ 50,150	\$ 51,350
11	\$ 49,250	\$ 49,800	\$ 50,350	\$ 50,900	\$ 52,100
12	\$ 50,000	\$ 50,550	\$ 51,100	\$ 51,650	\$ 52,850
13	\$ 50,750	\$ 51,300	\$ 51,850	\$ 52,400	\$ 53,600
14	\$ 51,500	\$ 52,050	\$ 52,600	\$ 53,150	\$ 54,350
15	\$ 52,250	\$ 52,800	\$ 53,350	\$ 53,900	\$ 55,100
16	\$ 53,000	\$ 53,550	\$ 54,100	\$ 54,650	\$ 55,850
17	\$ 53,750	\$ 54,300	\$ 54,850	\$ 55,400	\$ 56,600
18	\$ 54,500	\$ 55,050	\$ 55,600	\$ 56,150	\$ 57,350
19	\$ 55,250	\$ 55,800	\$ 56,350	\$ 56,900	\$ 58,100
20	\$ 56,000	\$ 56,550	\$ 57,100	\$ 57,650	\$ 58,850
21	\$ 56,750	\$ 57,300	\$ 57,850	\$ 58,400	\$ 59,600
22	\$ 57,500	\$ 58,050	\$ 58,600	\$ 59,150	\$ 60,350
23	\$ 58,250	\$ 58,800	\$ 59,350	\$ 59,900	\$ 61,100
24	\$ 59,000	\$ 59,550	\$ 60,100	\$ 60,650	\$ 61,850
25	\$ 59,750	\$ 60,300	\$ 60,850	\$ 61,400	\$ 62,600
26	\$ 60,500	\$ 61,050	\$ 61,600	\$ 62,150	\$ 63,350
27	\$ 61,250	\$ 61,800	\$ 62,350	\$ 62,900	\$ 64,100
28	\$ 62,000	\$ 62,550	\$ 63,100	\$ 63,650	\$ 64,850
29	\$ 62,750	\$ 63,300	\$ 63,850	\$ 64,400	\$ 65,600
30	\$ 63,500	\$ 64,050	\$ 64,600	\$ 65,150	\$ 66,350
31	\$ 64,250	\$ 64,800	\$ 65,350	\$ 65,900	\$ 67,100
32	\$ 65,000	\$ 65,550	\$ 66,100	\$ 66,650	\$ 67,850
33	\$ 65,750	\$ 66,300	\$ 66,850	\$ 67,400	\$ 68,600
34	\$ 66,500	\$ 67,050	\$ 67,600	\$ 68,150	\$ 69,350
35	\$ 67,250	\$ 67,800	\$ 68,350	\$ 68,900	\$ 70,100

MPB Salary Schedule

Head Coach

Exp	Per Week	14	12	11
0	220	3,080	2,640	2,420
1	230	3,220	2,760	2,530
2	240	3,360	2,880	2,640
3	250	3,500	3,000	2,750
4	260	3,640	3,120	2,860
5	270	3,780	3,240	2,970
6	280	3,920	3,360	3,080
7	290	4,060	3,480	3,190
8	300	4,200	3,600	3,300
9	310	4,340	3,720	3,410
10	320	4,480	3,840	3,520
11	330	4,620	3,960	3,630
12	340	4,760	4,080	3,740
13	350	4,900	4,200	3,850
14	360	5,040	4,320	3,960
15	370	5,180	4,440	4,070
16	380	5,320	4,560	4,180
17	390	5,460	4,680	4,290
18	400	5,600	4,800	4,400
19	410	5,740	4,920	4,510
20	420	5,880	5,040	4,620

Assistant Coach

Exp	Per Week	14	12	11
0	165.00	2,310	1,980	1,815
1	172.50	2,415	2,070	1,898
2	180.00	2,520	2,160	1,980
3	187.50	2,625	2,250	2,063
4	195.00	2,730	2,340	2,145
5	202.50	2,835	2,430	2,228
6	210.00	2,940	2,520	2,310
7	217.50	3,045	2,610	2,393
8	225.00	3,150	2,700	2,475
9	232.50	3,255	2,790	2,558
10	240.00	3,360	2,880	2,640
11	247.50	3,465	2,970	2,723
12	255.00	3,570	3,060	2,805
13	262.50	3,675	3,150	2,888
14	270.00	3,780	3,240	2,970
15	277.50	3,885	3,330	3,053
16	285.00	3,990	3,420	3,135
17	292.50	4,095	3,510	3,218
18	300.00	4,200	3,600	3,300
19	307.50	4,305	3,690	3,383
20	315.00	4,410	3,780	3,465

JH/Elementary Coach

Exp	Per Week	8	7	6	5	4
0	160.00	1,280	1,120	960	800	640
1	165.00	1,320	1,155	990	825	660
2	170.00	1,360	1,190	1,020	850	680
3	175.00	1,400	1,225	1,050	875	700
4	180.00	1,440	1,260	1,080	900	720
5	185.00	1,480	1,295	1,110	925	740
6	190.00	1,520	1,140	1,140	950	760
7	195.00	1,560	1,365	1,170	975	780
8	200.00	1,600	1,400	1,200	1,000	800
9	205.00	1,640	1,435	1,230	1,025	820
10	210.00	1,680	1,470	1,260	1,050	840
11	215.00	1,720	1,505	1,290	1,075	860
12	220.00	1,760	1,540	1,320	1,100	880
13	225.00	1,800	1,575	1,350	1,125	900
14	230.00	1,840	1,610	1,380	1,150	920
15	235.00	1,880	1,645	1,410	1,175	940
16	240.00	1,920	1,680	1,440	1,200	960
17	245.00	1,960	1,715	1,470	1,225	980
18	250.00	2,000	1,750	1,500	1,250	1,000
19	255.00	2,040	1,785	1,530	1,275	1,020
20	260.00	2,080	1,820	1,560	1,300	1,040

If their team qualifies for the post season, the coaches will be paid for additional weeks.

Volleyball & Basketball Postseason: Regionals and State

Baseball Postseason: State

Sport/Weeks

Head/Asst	Basketball/14
Head/Asst	Track/12
Head/Asst	Volleyball/12
Head/Asst	Baseball/11
Head	Cross Country/12

Sport/Weeks

JH	Basketball/8
JH	Volleyball/8
Elem.	Basketball/7

24. Extra-Curricular Activities Pay Scales

Base For Each Activity			
4th, 5th, 6th Grade Basketball (Girls & Boys) & Volleyball (Girls)	\$500	Junior & Senior Class Advisors (each)	\$500
Speech	\$1,200	Sophomore Class Advisor	\$150
Elementary Danceline (per group & only experience once)	\$300	Freshmen Class Advisor	\$100
Elementary Cheerleader Advisor	\$100	7 th & 8 th Grade Class Advisors (each)	\$50
Archery	\$1,900	Student Council	\$350
Archery Assistant	\$780	Prom Advisor	\$500
		Class / School Play	\$300
Web Master	\$1,000	Mathcounts	\$200
School Newspaper Advisor	\$500	Dual Credit Class (paid per class)	\$250
Annual Advisor	\$1,000	Acalympics	\$200
		Science Olympiad	\$100
<i>No credit for prior year's experience for a person coming into the system.</i>			
	Experience		
	0	Listed Above	
	1	Base + 25	
	2	Base + 50	
	3	Base + 75	
	4	Base + 100	
	5	Base + 125	
	6	Base + 150	
	7	Base + 175	
	8	Base + 200	

Articles from this agreement that are not included in future negotiation sessions shall automatically be renewed for the successive agreement.

Representatives of both parties attest their agreement by the signing of this document.

 Carrie Wolsky
 P-B Teacher Representative

 Date

 Steve Homes
 P-B Board President

 Date