

**MASTER CONTRACT AGREEMENT  
2021-2023**

1) A nine-month salary base of \$42,350 as per attached schedule for the 2021-2022 school year and a nine-month base salary of \$43,450 for the 2022-2023 school year. Lane changes for professional growth are allowed as per board policy. Career increment limited to eight years.

2) **Online Class Stipend** – Instructors will receive a stipend for teaching online classes at \$500 per online class per semester.

3) **Youth Group Payment** – Youth group advisors will be compensated on the basis of merit and service. Advisors will only be eligible for base and years of service pay upon membership verification which shall be confirmed by the youth group roster being filed with the State Office. The minimum criteria to receive the base amount are attendance at two state sponsored events. Attendance at one event would create a base of \$250; none, \$0. The amount will be calculated on the following basis.

Base amount	\$500
Performance	Up to \$2,500

The payment will be made in June of the corresponding year. Determination of the dollar amount will be on the basis of evaluations by the Director. Consideration for up to \$500 in incentive pay for the 2020-21 school year to be given for national qualifying teams.

4) **Sick Leave** - All employees are expected to notify the Director at the earliest opportunity when illness is of a confining nature. This is important in order that provisions may be made for someone to carry out the absent person's duties. Substitutes are engaged by the Director and paid by the Center. The employee will also keep the Director informed when he/she will be able to return. Sick leave may be used for medical appointments outside of contract time subject to Director's approval. Sick leave of more than three consecutive absences or for nonelective exams will be granted upon the presentation of doctor's written verification as to the cause for absence, if so requested by the Doctor. The Center Board reserves the right to a second medical opinion to be paid for at the expense of the Center Board. Sick leave shall be granted for elective exams only after personal leave is expended.

Ten (10) sick leave days will be granted to each employee of the Southeast Region Career & Technology Center. These days are for unavoidable absences due to illness during the school year. Unused sick leave days in any school year will be cumulative to one hundred ten (110) days. For employees rehired after a reduction in force, sick leave will be reinstated on a prorated basis. Sick leave time includes death in the immediate family, i.e. father, mother, brother, sister,

- c. Single with Dependent coverage
- d. Single coverage

Staff members on part-time contracts will be provided health insurance on a prorated basis in relationship to percentage of time employed.

Persons electing to not take one of the medical insurance options may have a tax-sheltered annuity paid by the Center Board in the amount of \$200 per month (12 months) prorated as to percentage of time employed.

The election of a staff member to take one of the insurance options or the annuity option shall be given to the Center Director in writing three (3) weeks prior to the first payroll date of each new school year. The Center staff will assume 2.5% of the total health insurance premium, i.e. for every \$100 in premium the staff pays \$2.50.

Staff members who elect to receive Health Insurance will have the following amounts contributed to their Health Saving Account (H.S.A.). The Board's contribution amount will be determined based on the amount each employee elects to put in the H.S.A. on dollar for dollar match with the Board contribution not to exceed the following amounts.

Single	\$1,000
Single Plus Dependent	\$1,500
Family/2 Adult Family	\$2,000

All employee contributions to their H.S.A. will be on a monthly payroll deduction.

7) **Long Term Disability Insurance** – The Center Board will provide employees that work 30 or more hours long-term disability insurance with a 90-day elimination period. Instructors that work less than 30 hours will be provided up to 10 days' compensation at their regular salary in the event of a disability.

8) **Travel** – Approval of travel to meeting, workshops, etc., must be requested at least one week in advance of the event. When travel is approved by the Administration, travel expenses will be reimbursed at the rate set by the State in accordance with Board policy. Completed travel vouchers and required receipts must be turned in.

9) **Co-op Payments** – Instructors shall receive \$75 per student to a maximum of \$1,000 per instructor per year for students completing approved Cooperative Work Experience Programs. Director's approval of the work station and completion of the required documentation is a prerequisite to any such payments. Co-op payments shall be prorated to the co-op credit earned

<b>Southeast Region Career and Technology Center</b>									
<b>Salary Schedule</b>									
<b>2021-2022</b>									
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
	<b>Lane</b>	<b>BS</b>	<b>BS +15</b>	<b>BS +30</b>	<b>AS/BS</b>	<b>MS</b>	<b>MS +15</b>	<b>MS +30</b>	<b>MS +45</b>
<b>Steps</b>	<b>0</b>	42350	43475	44600	45325	46850	48000	49150	50300
	<b>1</b>	42940	44090	45240	45990	47540	48720	49900	51080
	<b>2</b>	43530	44705	45880	46655	48230	49440	50650	51860
	<b>3</b>	44120	45320	46520	47320	48920	50160	51400	52640
	<b>4</b>	44710	45935	47160	47985	49610	50880	52150	53420
	<b>5</b>	45300	46550	47800	48650	50300	51600	52900	54200
	<b>6</b>		47165	48440	49315	50990	52320	53650	54980
	<b>7</b>		47780	49080	49980	51680	53040	54400	55760
	<b>8</b>		48395	49720	50645	52370	53760	55150	56540
	<b>9</b>			50360	51310	53060	54480	55900	57320
	<b>10</b>			51000	51975	53750	55200	56650	58100
	<b>11</b>			51640	52640		55920	57400	58880
	<b>12</b>				53305			58150	59660
<b>9 Month Base</b>		<b>42350</b>			<b>Career Increments</b>				
<b>Lane 1 Step (BS)</b>		<b>590</b>			<b>Lane 3</b>		<b>\$300</b>		
<b>Lane 2 Step (BS+15)</b>		<b>615</b>			<b>Lane 4</b>		<b>\$350</b>		
<b>Lane 3 Step (BS+30)</b>		<b>640</b>			<b>Lane 8</b>		<b>\$400</b>		
<b>Lane 4 Step (AS/BS)</b>		<b>665</b>							
<b>Lane 5 Step (MS)</b>		<b>690</b>			<b>Career Increments Limited to Eight Years</b>				
<b>Lane 6 Step (MS+15)</b>		<b>720</b>							
<b>Lane 7 Step (MS+30)</b>		<b>750</b>							
<b>Lane 8 Step (MS+45)</b>		<b>780</b>							
<b>BS Lane Changes</b>		<b>1125</b>							
<b>BS to MS Lane</b>		<b>2250</b>							
<b>MS Lane Change</b>		<b>1150</b>							
<b>AS/BS Lane Change</b>		<b>725</b>							

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<b>Steps</b>	<b>0</b>	43450	44575	45700	46425	47950	49100	50250	51400
	<b>1</b>	44040	45190	46340	47090	48640	49820	51000	52180
	<b>2</b>	44630	45805	46980	47755	49330	50540	51750	52960
	<b>3</b>	45220	46420	47620	48420	50020	51260	52500	53740
	<b>4</b>	45810	47035	48260	49085	50710	51980	53250	54520
	<b>5</b>	46400	47650	48900	49750	51400	52700	54000	55300
	<b>6</b>		48265	49540	50415	52090	53420	54750	56080
	<b>7</b>		48880	50180	51080	52780	54140	55500	56860
	<b>8</b>		49495	50820	51745	53470	54860	56250	57640
	<b>9</b>			51460	52410	54160	55580	57000	58420
	<b>10</b>			52100	53075	54850	56300	57750	59200
	<b>11</b>			52740	53740		57020	58500	59980
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