

Valley-Edinburg Public Schools
For the school years
2021-2022, 2022-2023

In this document the word Teacher will refer to any contracted teacher and the word Board will refer to the School Board of the Valley-Edinburg School District #118.

Should any article, section, or clause of this Contract be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Contract to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Contract if not affected by the deleted article, section, or clause.

Provision – Salary:

- A. A base salary of \$44,000 for 2021-2022 and \$45,000 for 2022-2023 (See salary schedules, pages 5, 6, & 7).
- B. Yearly increments of \$475, unlimited steps.
- C. Educational increment:
 - 1. An educational increment of \$500 will be paid for eight credit hours earned as per salary schedule.
 - 2. Documentation for proof of hours earned must be submitted to the Superintendent by September 1 of the contracted year, in order for the teacher to receive the educational increment for that year. Documentation must be in the form of a continuing education transcript showing credits earned.
 - 3. A one-time yearly payment of \$50 will be made by the Valley-Edinburg School District to each teacher upon receipt and payment for credit of course work completed by September 1. There will not be reimbursement if the District pays for the class or credit.
 - 4. Both undergraduate and graduate credits will apply to lateral movement on the salary schedule.
- D. The number of steps a new teacher may bring into the District for teaching experience outside the Valley-Edinburg School District may be decided by mutual agreement between the school board and the new teacher.
- E. NDEA dues shall be taken out of the teachers checks upon written request.
- F. Teachers have the option of taking one self-funded tax sheltered annuity (403B plan) to be deducted from their salary from an approved vendor list.
- G. Any secondary teacher, (a teacher who holds a secondary license), who has more than six 7-12 grade level preparations will receive \$3,000 for each additional preparation beyond six. Study halls are not considered part of the six. Additional classes are to be approved by the Superintendent, Board, and Teacher.
- H. A teacher who is required to travel between schools during the school day will receive the state recommended mileage rate on the basis of 7.5 miles per day between Hoople and Crystal and/or 15 miles per day between Crystal and Edinburg, and/or 14 miles per day between Hoople and Edinburg. This will be on an individual basis.

- I. Each teacher will be paid over the course of twelve months. Each teacher will receive a lump-sum payment, payable during the last regular payroll of May, for the three summer months (June, July, August). Each teacher will be allowed to choose to have his or her salary paid once a month or twice a month. Payments will be paid on the 11th and/or 26th of each month by direct deposit. All teachers will receive a payment on the 11th of September. If the payment date falls on a weekend or during a holiday, payment will be made the school day before (i.e. if the 11th falls on a Sunday, payment will be made the Friday before).
- J. Extra-curricular contracts will be issued separately from teaching contracts.
- K. Each Teacher will receive one pass for athletic games for themselves and their spouse.

Provision - Fringe Benefits:

- A. The Board shall pay a single health insurance plan, 59% of a single-dependent plan or 40% of a full-family plan for each full time teacher employed by the District that is qualified for and is enrolled in the District's group health insurance plan. The Board will pay for only one health insurance policy per contract. There will be no cash settlement in lieu of insurance. Part-time employees will be prorated.
- B. Anyone who does not take the benefit provided in Section A ~~will receive no monetary compensation but~~ is eligible for a District contribution of up to \$2750 to a section 125 plan or may choose to receive the \$2750 as a taxable cash payment. A section 125 plan is available to other employees but no contribution will be made by the District. Part-time teachers will be prorated.
- C. The Board will pay 12.75% of TFFR. Teachers will contribute 11.25% of TFFR. The Board will tax shelter Teachers' Retirement payments for the teachers.
- D. Paid Leave Provisions
 - A. Sick leave terms:
 - 1. At the beginning of each school year, each teacher shall be credited with ten (10) days of leave at full salary for personal illness or injury, personal medical appointments, serious illness approved by a doctor, quarantine, maternity, pregnancy, miscarriage, childbirth, or recovery there from. Sick leave shall also be allowed for illness or injury in the immediate family of the teacher. Unused days of sick leave shall be allowed to accumulate to 92 days. Each teacher will be paid \$15 per day for unused sick leave each year beyond the maximum amount of 92 days.
 - 2. Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days. The District shall pay to such teacher the difference between his/her salary and the benefits received from Workman's Compensation for the duration of such absence.
 - 3. Each teacher shall be given a written accounting of his/her accumulated sick leave days at the beginning of each school year.
 - 4. Teachers who work part-time daily shall be granted 10 of their working days, accumulative to 92 part-time days. Teachers who work part-time but not daily shall be granted sick leave days proportionate to their assignment, accumulative to 92 part-time days. (Example: A teacher that works part of a day every day, will receive 10 of their working days. A teacher that works one day a week would receive 2 of their working days.)
 - 5. Sick leave will be pro-rated for any year not completed.

6. Once a year a sick day may be used as a bereavement day.

B. Personal leave terms:

1. Each teacher shall be granted five (5) days of personal leave per year under the provisions below.
 - a. Notice must be given to the Superintendent two days prior to the time of leave, exceptions may be made at the discretion of the Superintendent or building principals.
 - b. Except with special permission by the administration, personal leave cannot be taken within five days of Thanksgiving, Christmas, or Easter vacation, or the last two weeks prior to the last day of school.
 - c. Teachers who work part-time daily will be allowed five (5) of their working days of personal leave per year. Teachers who work part-time but not daily will be allowed days of personal leave per year proportionate to their assignment. (Example: A teacher that works part of a day every day, will receive 5 of their working days. A teacher that works one day a week would receive 1 of their working days.)
 - d. Personal leave is not accumulative.
 - e. Unused personal days will be reimbursed at \$125.00 per day at the end of each contract year.

C. Court leave terms:

1. Each teacher will be granted leave for jury duty.
2. Each teacher will turn over his/her salary for the court duty to the school except for his/her mileage payment.

D. Professional leave:

1. Each teacher may be granted days of professional leave per year at administrations discretion.

E. Long-term Leave terms:

1. After completion of teaching five years in the Valley-Edinburg Public School system, the Board may grant one year of leave to certified staff. Leave will be without pay, employee benefits, and any other employment privileges. The teacher must present the request in writing to the board on or before April 15th and must notify the board in writing by April 15th of the following year of their intent to return. Failure to submit written notice to return shall be deemed a voluntary resignation.

Length of School Year:

1. During the 2021-2022 and 2022-2023 school years, the number of contracted days will be one hundred eighty-four (184). One hundred seventy-five (175) will be student contact days, three (3) holidays, two (2) parent-teacher comp days, and four (4) professional development days, one being for technology.

Individual Contracts:

Any contract between the Board and the teacher shall be expressly subject to the terms and conditions of this Agreement. If the individual contract contains any language inconsistent with this Agreement, this Agreement for its duration shall be controlling.

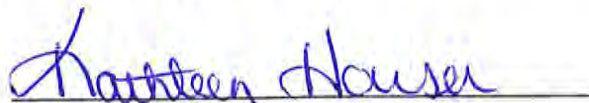
Duration and Effectiveness Terms:

All other items previously agreed upon by the Valley-Edinburg Board of Education and the Valley-Edinburg Teachers' Association which have not been superseded by this agreement will remain unchanged and in effect. This agreement shall be effective as of July 1, 2021 and will continue and remain in full force until June 30, 2023, and shall automatically be renewed and will continue in force for additional periods of two years unless either party gives written notice to the other party, not later than ninety (90) days 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 the terms of these provisions. In the event a successor agreement is not agreed upon before the termination date of this agreement, all provisions of this Agreement shall remain in full force and effect until changed by mutual agreement. All salaries, benefits, and working conditions agreed upon in the successor agreement will become retroactive to the anniversary date of this agreement.

This agreement is signed this 16th day of March, 2021.

In witness thereof:

For the Teacher's Association of
Valley-Edinburg Public Schools



President

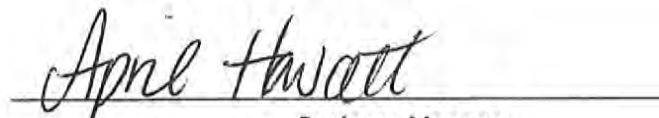
For the School Board of
Valley-Edinburg Public Schools



President



Lead Negotiator



Business Manager

2021-2022 Salary Schedule

		Year									
		Credit									
		475									
		500									
		Base (BS)	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MA	MA+8	MA+16
0	A	44,000	44,500	45,000	45,500	46,000	46,500	47,000	47,500	48,000	48,500
1	B	44,475	44,975	45,475	45,975	46,475	46,975	47,475	47,975	48,475	48,975
2	C	44,950	45,450	45,950	46,450	46,950	47,450	47,950	48,450	48,950	49,450
3	D	45,425	45,925	46,425	46,925	47,425	47,925	48,425	48,925	49,425	49,925
4	E	45,900	46,400	46,900	47,400	47,900	48,400	48,900	49,400	49,900	50,400
5	F	46,375	46,875	47,375	47,875	48,375	48,875	49,375	49,875	50,375	50,875
6	G	46,850	47,350	47,850	48,350	48,850	49,350	49,850	50,350	50,850	51,350
7	H	47,325	47,825	48,325	48,825	49,325	49,825	50,325	50,825	51,325	51,825
8	I	47,800	48,300	48,800	49,300	49,800	50,300	50,800	51,300	51,800	52,300
9	J	48,275	48,775	49,275	49,775	50,275	50,775	51,275	51,775	52,275	52,775
10	K	48,750	49,250	49,750	50,250	50,750	51,250	51,750	52,250	52,750	53,250
11	L	49,225	49,725	50,225	50,725	51,225	51,725	52,225	52,725	53,225	53,725
12	M	49,700	50,200	50,700	51,200	51,700	52,200	52,700	53,200	53,700	54,200
13	N	50,175	50,675	51,175	51,675	52,175	52,675	53,175	53,675	54,175	54,675
14	O	50,650	51,150	51,650	52,150	52,650	53,150	53,650	54,150	54,650	55,150
15	P	51,125	51,625	52,125	52,625	53,125	53,625	54,125	54,625	55,125	55,625
16	Q			52,600	53,100	53,600	54,100	54,600	55,100	55,600	56,100
17	R			53,075	53,575	54,075	54,575	55,075	55,575	56,075	56,575
18	S			53,550	54,050	54,550	55,050	55,550	56,050	56,550	57,050
19	T			54,025	54,525	55,025	55,525	56,025	56,525	57,025	57,525
20	U			54,500	55,000	55,500	56,000	56,500	57,000	57,500	58,000
21	V				55,475	55,975	56,475	56,975	57,475	57,975	58,475
22	W				55,950	56,450	56,950	57,450	57,950	58,450	58,950
23	X				56,425	56,925	57,425	57,925	58,425	58,925	59,425
24	Y				56,900	57,400	57,900	58,400	58,900	59,400	59,900
25	Z				57,375	57,875	58,375	58,875	59,375	59,875	60,375
26	AA				57,850	58,350	58,850	59,350	59,850	60,350	60,850
27	BB				58,325	58,825	59,325	59,825	60,325	60,825	61,325
28	CC				58,800	59,300	59,800	60,300	60,800	61,300	61,800
29	DD				59,275	59,775	60,275	60,775	61,275	61,775	62,275
30	EE				59,750	60,250	60,750	61,250	61,750	62,250	62,750
31	FF				60,225	60,725	61,225	61,725	62,225	62,725	63,225
32	GG				60,700	61,200	61,700	62,200	62,700	63,200	63,700
33	HH				61,175	61,675	62,175	62,675	63,175	63,675	64,175
34	II				61,650	62,150	62,650	63,150	63,650	64,150	64,650
35	JJ				62,125	62,625	63,125	63,625	64,125	64,625	65,125
36	KK				62,600	63,100	63,600	64,100	64,600	65,100	65,600
37	LL				63,075	63,575	64,075	64,575	65,075	65,575	66,075
38	MM				63,550	64,050	64,550	65,050	65,550	66,050	66,550
39	NN				64,025	64,525	65,025	65,525	66,025	66,525	67,025

40	OO				64,500	65,000	65,500	66,000	66,500	67,000	67,500
41	PP				64,975	65,475	65,975	66,475	66,975	67,475	67,975
42	QQ				65,450	65,950	66,450	66,950	67,450	67,950	68,450
43	RR				65,925	66,425	66,925	67,425	67,925	68,425	68,925
44	SS				66,400	66,900	67,400	67,900	68,400	68,900	69,400
45	TT				66,875	67,375	67,875	68,375	68,875	69,375	69,875

2022-2023 Salary Schedule

		Year									
		Credit									
		475									
		500									
		Base (BS)	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MA	MA+8	MA+16
0	A	45,000	45,500	46,000	46,500	47,000	47,500	48,000	48,500	49,000	49,500
1	B	45,475	45,975	46,475	46,975	47,475	47,975	48,475	48,975	49,475	49,975
2	C	45,950	46,450	46,950	47,450	47,950	48,450	48,950	49,450	49,950	50,450
3	D	46,425	46,925	47,425	47,925	48,425	48,925	49,425	49,925	50,425	50,925
4	E	46,900	47,400	47,900	48,400	48,900	49,400	49,900	50,400	50,900	51,400
5	F	47,375	47,875	48,375	48,875	49,375	49,875	50,375	50,875	51,375	51,875
6	G	47,850	48,350	48,850	49,350	49,850	50,350	50,850	51,350	51,850	52,350
7	H	48,325	48,825	49,325	49,825	50,325	50,825	51,325	51,825	52,325	52,825
8	I	48,800	49,300	49,800	50,300	50,800	51,300	51,800	52,300	52,800	53,300
9	J	49,275	49,775	50,275	50,775	51,275	51,775	52,275	52,775	53,275	53,775
10	K	49,750	50,250	50,750	51,250	51,750	52,250	52,750	53,250	53,750	54,250
11	L	50,225	50,725	51,225	51,725	52,225	52,725	53,225	53,725	54,225	54,725
12	M	50,700	51,200	51,700	52,200	52,700	53,200	53,700	54,200	54,700	55,200
13	N	51,175	51,675	52,175	52,675	53,175	53,675	54,175	54,675	55,175	55,675
14	O	51,650	52,150	52,650	53,150	53,650	54,150	54,650	55,150	55,650	56,150
15	P	52,125	52,625	53,125	53,625	54,125	54,625	55,125	55,625	56,125	56,625
16	Q			53,600	54,100	54,600	55,100	55,600	56,100	56,600	57,100
17	R			54,075	54,575	55,075	55,575	56,075	56,575	57,075	57,575
18	S			54,550	55,050	55,550	56,050	56,550	57,050	57,550	58,050
19	T			55,025	55,525	56,025	56,525	57,025	57,525	58,025	58,525
20	U			55,500	56,000	56,500	57,000	57,500	58,000	58,500	59,000
21	V				56,475	56,975	57,475	57,975	58,475	58,975	59,475
22	W				56,950	57,450	57,950	58,450	58,950	59,450	59,950
23	X				57,425	57,925	58,425	58,925	59,425	59,925	60,425
24	Y				57,900	58,400	58,900	59,400	59,900	60,400	60,900
25	Z				58,375	58,875	59,375	59,875	60,375	60,875	61,375
26	AA				58,850	59,350	59,850	60,350	60,850	61,350	61,850
27	BB				59,325	59,825	60,325	60,825	61,325	61,825	62,325
28	CC				59,800	60,300	60,800	61,300	61,800	62,300	62,800
29	DD				60,275	60,775	61,275	61,775	62,275	62,775	63,275
30	EE				60,750	61,250	61,750	62,250	62,750	63,250	63,750
31	FF				61,225	61,725	62,225	62,725	63,225	63,725	64,225
32	GG				61,700	62,200	62,700	63,200	63,700	64,200	64,700

33	HH				62,175	62,675	63,175	63,675	64,175	64,675	65,175
34	II				62,650	63,150	63,650	64,150	64,650	65,150	65,650
35	JJ				63,125	63,625	64,125	64,625	65,125	65,625	66,125
36	KK				63,600	64,100	64,600	65,100	65,600	66,100	66,600
37	LL				64,075	64,575	65,075	65,575	66,075	66,575	67,075
38	MM				64,550	65,050	65,550	66,050	66,550	67,050	67,550
39	NN				65,025	65,525	66,025	66,525	67,025	67,525	68,025
40	OO				65,500	66,000	66,500	67,000	67,500	68,000	68,500
41	PP				65,975	66,475	66,975	67,475	67,975	68,475	68,975
42	QQ				66,450	66,950	67,450	67,950	68,450	68,950	69,450
43	RR				66,925	67,425	67,925	68,425	68,925	69,425	69,925
44	SS				67,400	67,900	68,400	68,900	69,400	69,900	70,400
45	TT				67,875	68,375	68,875	69,375	69,875	70,375	70,875

