

Negotiated Agreement

Between

Bottineau School Board

and the

Bottineau Education Association

July 1, 2022 – June 30, 2023

Approved: May 6, 2022

Bottineau Public School Mission Statement

"We are educating the whole student for their future endeavors."

THE BOTTINEAU SCHOOL BOARD AND THE BOTTINEAU EDUCATION
ASSOCIATION

Table of Contents

Article 1, Recognition Clause	4
Article 2, Duration	4
Article 3, Teacher Employment	4
Physical Examination (Repealed May of 2018).....	4
Contracts.....	4
Extra Duties.....	5
Professional Growth	5
Intent for Academic Credits	5
Reimbursement.....	5
Licensure Requirements.....	5
Failure to Comply	5
Preparation Time.....	5
Part-Time Staff.....	5
Teacher Experience	5
Article 4, Leaves	6
Definitions	6
Sick Leave.....	6
Personal Leave.....	6
Leave of Absence.....	6
Maternity Leave	7
Paternity Leave.....	7
Bereavement Leave.....	7
Emergency Leave	7
Professional Leave	7
Educational Conferences or Workshops.....	8
Extended Educational Training	8
Article 5, Fringe Benefits	8
Article 6, Social Security	8
Article 7, Teacher’s Fund for Retirement (TFFR)	8
Article 8, Worker’s Compensation	9
Article 9, Unemployment Compensation (Repealed May of 2018)	9
Article 10, Liability Insurance	9
Article 11, Payroll Deduction of Dues	9
Article 12, Direct Deposit	9
Article 13, In-Staff Substitute Pay	9
Article 14, Liquidated Damages	9

Article 15, Salary Schedule (See Exhibit A)	10
Article 16, Extra-Curricular Pay Schedule (See Exhibit B)	10
Article 17, Grievance Procedure	10
Article 18, Reduction in Force	11
Article 19, Use of Building	12
Article 20, Issuance of Contracts	13
Article 21, Savings Clause	13
Article 22, Ratification	13
Exhibit A, Salary Schedule	14
Exhibit B, Extra-curricular Pay Schedule	15-16

THE BOTTINEAU SCHOOL BOARD AND THE BOTTINEAU EDUCATION ASSOCIATION

ARTICLE 1 RECOGNITION CLAUSE

The School Board of the Bottineau Public School District No. 1, hereinafter referred to as the "District" or "Board" recognizes the Bottineau Education Association #211, hereinafter referred to as the "BEA" or "Association" do both hereby agree to abide by the North Dakota Century Code chapter 15.1-16 concerning North Dakota teacher-school board negotiations.

ARTICLE 2 DURATION

This agreement, shall become effective on July 1, 2022, or at the close of this year's negotiation, whichever is later. This agreement shall remain in effect until June 30, 2023.

It may be amended by mutual agreement of the same parties who entered into it originally. It will be renewed automatically for a period of one (1) year from the expiration date unless one of the parties shall have notified the other at least sixty (60) days before the expiration date that it will not accept renewal, in which case it will be renegotiated.

ARTICLE 3 TEACHER EMPLOYMENT

- 1) **PHYSICAL EXAMINATION** – Repealed May of 2018
- 2) **CONTRACTS**
 - a) The contract shall read 182 days of which three days shall be structured for in-service programs, orientation and/or workshops. Of the above said days, two days will be a full day and the remaining day will be divided into two half day sessions. All full-time and part-time teachers shall attend said in-service/workshop/orientation sessions. Said in-service shall count towards the 64 clock hours needed for five-year period that has been established for each teacher.
 - b) The Administration and Board shall assign teachers to instruct in those areas for which they are highly qualified.
 - c) **Compliance of Individual Contract:** All individual contracts must be in compliance with the negotiated agreement.

3) EXTRA DUTIES

- a) When teachers are assigned extra duties, as club and class advisors, such duties will be reflected on the individual contracts. Teachers will be the class advisors to the class which contains their (T-A) advisees; the advisors on a shared basis shall supervise homecoming activities and class events.
- b) Ticket selling and taking will be assigned at the beginning of each school year. Season passes will be given to staff members for selling and taking tickets. Event and bus chaperoning will be on a volunteer basis. If there are not enough volunteers, these duties will be assigned by Administration.

4) PROFESSIONAL GROWTH

- a) **Intent for Academic Credits** – A Pre-summer school intent will be submitted to the Superintendent prior to the final ending of the school year if the courses and credits will establish a new pay schedule for the teacher. The completed course and credits must be received by the Superintendent prior to the first day of school.
- b) **Reimbursement** – The District will reimburse teachers up to \$100 per semester hour earned in their teaching field when not reimbursed from another source. Reimbursement is limited to two (2) semester hours, \$200 per fiscal year per teacher. Each college credit must be completed by the first day of school.
- c) **Licensure Requirements** - All teachers must comply with the licensure requirements of the North Dakota Education Standards and Practices Board.
- d) **Failure to Comply**—A teacher failing to meet the licensure, District and State required, after one (1) year, is to be frozen at the last salary step earned. After two (2) years a teacher will be subject to contemplation of non-renewal of contract.

5) PREPARATION TIME – Each teacher will have during the student school day at least one duty free class period, in addition to his/her lunch period. Elementary teachers also have the use of time in which their students are with teaching specialists. Teaching specialist areas include music, physical education, art, library, and computer science classes. Teachers will not be assigned other duties during his/her preparation period unless they so choose.

6) PART-TIME STAFF

- a) Teachers contracted for less than full-time employment will be advanced to the next step on the salary schedule each year in the same manner as a full-time employee.
- b) If part-time employment changes to full-time employment, the employee is placed on the salary step for the accumulated percentage of time worked within the district credited to the nearest whole number.
- c) Repealed May of 2018
- d) Shall receive prep time appropriate to their assignment.

7) TEACHER EXPERIENCE

- a) Teachers with prior teaching experience shall be given full credit for such prior experience and shall be placed on the appropriate step of the salary schedule commensurate with said prior experience. Included in such prior experience credit shall be years of teaching service in the Armed Forces of the United States, in the National Teacher Corps, or time spent on academic scholarships that have been earned as a result of prior teaching experience.

ARTICLE 4
LEAVES

DEFINITIONS:

Immediate Family: Parent, Siblings, Spouse, Domestic Partner, Child(ren), Step-child(ren), adopted child(ren), or Foster child(ren), Biological Grandparent, Biological Grand child (ren), and **In-laws (Mother, Father Brother, Sister).**

Serious Illness: As it relates to this section shall have the same meaning as "serious health condition" under the Family Medical Leave Act.

- 1) **SICK LEAVE** - Includes illness of the individual employee and serious illness in the employee's immediate family.
 - a) Ten (10) days per year will be allowed accumulative to 120 days,
 - b) Payment For Unused Sick Leave - At the beginning of each school year, ten (10) days of sick leave shall be added to each teacher's accumulative total. At the end of the school year, the teacher shall be paid \$50 per day for all days exceeding 120, less deductions as required by law.
 - c) Absences beyond Sick Leave allowances will be carried as a full deduction for all time missed. This may be subject to consideration of the Board in certain cases where it may be felt that this consideration would be fair and reasonable.
 - d) Upon retirement a teacher will be paid \$100.00 per day for any accumulated sick leave days up to a maximum of \$4,000.00, less deductions as required by law.
 - e) Sick leave may be used in lieu of a personal day, for a funeral not covered under Bereavement, up to two (2) days may be granted at the discretion of the Superintendent.

2) **PERSONAL LEAVE**

- a) The District will grant the following number of personal leave days per year for all certified staff (non-accumulative). Years of Service are to include only those years of service taught in the District.

Years of Service	Days of Personal Leave
<u>Bottineau Public School District</u>	<u>Earned per Year</u>
0-4	3
5-9	4
10-14	5
15+	6

- b) Each year, the District will be responsible for the cost of the substitute for the number of days used. At the end of the school year any unused personal days will be reimbursed to the teacher at \$200.00 per day, less deductions as required by law. When a teacher chooses to use personal leave, a request form must be completed. The date is approved by the Principal and then approved by the Superintendent.
- c) Absences beyond Personal Leave allowances will be carried as a full deduction for all time missed. This may be subject to consideration of the Board in certain cases where it may be felt that this consideration would be fair and reasonable.

3) **LEAVE OF ABSENCE**

- a) A teacher who becomes seriously ill or has a legitimate reason for taking a leave of absence may request such a leave without pay. This leave may be granted for a part of one school year or part of two school years, not exceeding the maximum of one calendar year (365 days).

- b) A teacher shall not earn sick leave days while on leave without pay.
 - c) Sick Leave and experience increments will not accumulate during the year's absence.
 - d) The teacher on leave shall notify the superintendent no earlier than February 15th and no later than March 15th whether or not he/she accepts or rejects reemployment. Failure on part of the teacher to accept said offer with such time shall be deemed to be a rejection of the offer.
- 4) **MATERNITY LEAVE** - The beginning date of leave for pregnancy/childbirth shall be determined by a letter of advice from the teacher's physician determining that she can no longer safely perform the duties of her teaching assignment.
- a) A teacher expecting a new child shall be entitled upon request to a leave of absence. Said teacher shall notify the Superintendent in writing of her desire to take such leave, except in case of emergency, give such notice sixty (60) days prior to the anticipated date of her leave.
 - b) A teacher shall be entitled to use accrued sick leave for the period she is absent from work, due to pregnancy, childbirth or adoption.
 - c) The District will follow the guidelines required by the Family Medical Leave Act (FMLA). The period of leave for pregnancy/child birth shall not exceed 12 weeks during a 12-month period.
 - d) Upon returning from maternity leave the teacher shall retain all credit for experience that had accrued up to the time of her leave but these benefits shall not accrue during a period of leave without pay.
- 5) **PATERNITY LEAVE** - The beginning date of leave for paternity or adoption shall be determined by the birth or placement of a child.
- a) Leave ends ten (10) working days following the beginning date of said leave.
 - b) A teacher expecting a new child shall be entitled upon request to a leave of absence. Said teacher shall notify the Superintendent in writing of his desire to take such leave, except in case of emergency, give such notice sixty (60) days prior to the anticipated date of his leave.
 - c) A teacher shall be entitled to use accrued sick leave for the period he is absent from work, due to the birth of a child or adoption.
 - d) Upon returning from paternity leave the teacher shall retain all credit for experience that had accrued up to the time or her leave but these benefits shall not accrue during a period of leave without pay.
- 6) **BEREAVEMENT LEAVE**
A teacher shall be granted three (3) days. **Additional days** may be granted at the discretion of the superintendent.
- 7) **EMERGENCY LEAVE** - May be granted at the discretion of the Superintendent. No salary deduction will be made for emergency leave. Emergencies may be defined as:
- a) A serious illness/injury that may be life threatening
 - b) Inability to reach school because of inclement weather due to no travel advised
 - c) Household emergencies
- 8) **PROFESSIONAL LEAVE** - Teachers of the District may be granted a leave from regular teaching responsibilities for the purpose of participating in an education conference or workshop.
- a) Educational Conferences or Workshops:
 - i) Must be directly related to the teaching field of the teacher or professional association.
 - ii) Procedure to be followed when applying for leave:

- (1) Request submitted to principal for review. If accepted said request will be submitted to superintendent.
 - (2) Request submitted to superintendent
 - (3) Teacher will be notified of action taken. If denied, a second review will occur at a conference between the teacher and superintendent.
 - iii) Leave will range from one (1) to five (5) days depending on the nature and duration of the conference/workshop.
 - iv) If a professional activity is approved there will be no loss of salary, and the cost of the substitute will be assumed by the district. Additional expenses will be assumed by the teacher.
 - v) Upon return the teacher must submit proper documentation in order to be reimbursed for any outside expenses.
- b) Extended Educational Training:
- i) Must have a minimum of three (3) years experience with the District
 - ii) Must be directly related to the teaching field of the teacher or professional association.
 - iii) Request must be in written form to include name of institution of higher learning and state this is a leave request without pay, and must be submitted to the superintendent by May 15th
 - iv) Shall be limited to one (1) year
 - v) Procedure to be followed when applying for leave:
 - (1) Request submitted to principal for review. If accepted said request will be submitted to superintendent.
 - (2) Request submitted to superintendent
 - (3) Teacher will be notified of action taken. If denied, a second review will occur at a conference between the teacher and superintendent

ARTICLE 5
FRINGE BENEFITS

GROUP HEALTH INSURANCE - For the 2022-23 contract year, the District agrees to pay no more than 110% of the amount paid in the 2021-22 school year towards a single policy premium. In the event the increase is greater than 110% or the District loses its "Grandfathered" status, negotiations would be reopened for this item only. To receive this benefit, teachers must elect to receive coverage thru the District. Employees employed on a half-time basis are to receive 50% of the benefits of the contract.

ARTICLE 6
SOCIAL SECURITY

Federal law mandates that Social Security shall be deducted from gross salary and an equal amount will be matched by the District.

ARTICLE 7
TEACHER'S FUND FOR RETIREMENT (TFFR)

The District shall pay its share to TFFR as required by law and shall pay 11.75% for 2022-23 of the teachers TFFR share.

ARTICLE 8
WORKER'S COMPENSATION

Employees are covered by Worker's Compensation in case of injuries resulting from an accident while on duty. Contact Business Manager for more information.

ARTICLE 9
UNEMPLOYMENT COMPENSATION

Repealed at negotiations May of 2018.

ARTICLE 10
LIABILITY INSURANCE

The District will provide liability insurance coverage for all employees, while acting in their official capacity as district employees

ARTICLE 11
PAYROLL DEDUCTION OF DUES

The District will provide for payroll deduction of dues for the local, state and national teachers associations, provided that a majority of the teachers in the BEA have voted in favor of payroll deduction of dues and that the individual teacher has made a request in writing to the Business Manager.

ARTICLE 12
DIRECT DEPOSIT

The District will provide direct deposit of all employee checks. The School Business Manager will arrange for employee checks to be deposited into all employee bank accounts.

ARTICLE 13
IN-STAFF SUBSTITUTE PAY

Teachers assigned by the administration to cover the major portion of a class or study hall during their designated preparation period shall be paid at the rate of \$20.00 per period.

ARTICLE 14
LIQUIDATED DAMAGES

Once a contract is signed, it is assumed that a teacher will not breach or request a release during the term of the contract. It is mutually acknowledged that termination of a contract by a teacher prior to its completion results in damages to the District. While it is extremely difficult to calculate the actual cost to the District as a result of a release from or breach of contract, the District established the following liquidated damages for board approved release from contract and for breaches of contract. The board has the discretion to waive all or a portion of the liquidated damages.

Time of Release (Percentage is based on a base salary)

Date of contract for upcoming school year signed before July 1st - 3%
On or after July 1st - 7%

ARTICLE 15
SALARY SCHEDULE

Reference Exhibit A, on page 14

ARTICLE 16
ACTIVITIES PAY SCHEDULE

Reference Exhibit B, on page 15

ARTICLE 17
GRIEVANCE PROCEDURE

- 1) Purpose - To enable teachers to express a complaint about the administration of the agreement with the assurance that the complaint will receive prompt attention by persons who can remedy it if necessary.
- 2) Definition of Grievance - Any disagreement regarding the interpretation of application of a specific provision of this agreement.
- 3) Procedure - Any party to the grievance may retain and have present counsel at any of the steps. Grievances shall be processed in accordance with the following procedures
 - a) Level One (1)
 - i) An earnest effort shall be made to settle the matter informally between the teacher and his/her principal.
 - ii) If the matter is not resolved, the grievance shall be presented in writing by the teacher to the principal within fifteen (15) calendar days after the facts upon which the grievance is based first occur or first become known. The principal shall give his/her written answer within seven (7) calendar days of the time the grievance was presented to him/her in writing.
 - b) Level Two (2)
 - i) If the aggrieved person is not satisfied with the disposition of his grievance at Level One (1), or if no decision has been rendered within seven (7) calendar days after presentation of the written grievance, he/she may file the grievance in writing with the superintendent.
 - ii) Within ten (10) calendar days after receipt of the written grievance by the superintendent, the superintendent and/or proper assistant may meet with the aggrieved person in an effort to resolve the grievance. The superintendent and/or proper assistant shall render a decision in writing to the griever with five (5) calendar days after he has met with the aggrieved person.
 - iii) If the aggrieved person is not satisfied with the superintendent's disposition of his grievance, he/she may within ten (10) calendar days after receipt of the superintendent's disposition, file a grievance in writing with the Board.
 - iv) Within ten (10) calendar days after submission of the written grievance, the griever may request and be granted a meeting with the Board for the purpose of discussing the grievance. The Board shall render a decision in writing within twenty (20) calendar days after submission of the grievance to the Board. The decision of the Board is the final step of the grievance procedure.
- 4) Level One (1) or Level Two (2) of the procedure may be bypassed provided that the superintendent agrees and the grievance brought directly to the Board.
- 5) The numbers of days indicated at each level are maximum time limits. A reasonable effort shall be made to expedite the process.

- 6) All documents, communications and records dealing with the processing of a grievance will be filed separately from the personal files of the participants.

ARTICLE 18
REDUCTION IN FORCE

When reduction of professionally certified staff becomes necessary because of, but not limited to, declining enrollment and program curtailment, the Board will make every effort to ensure that identified personnel be transferred to other teaching positions.

In the event of staff reductions contracts of separated personnel will be terminated in accordance with current North Dakota Century Code and district procedures established herein.

For purposes of the Reduction-in-Force procedure, seniority is defined as continuous service from the first day of school the year the teacher was hired. Seniority of part-time staff will accrue in the same manner as full-time staff. Sick leaves, professional leaves and other leaves shall not be considered an interruption of service and seniority shall continue. Leaves of absences for a school year such as educational leaves granted by the Board, will not be considered an interruption in service and years of service will remain static during such leaves.

For the purposes of this Reduction-in-Force procedure, certified is defined as having a major, minor, minor equivalency, or special certification such as reading credential or kindergarten certification, in every case except extra-curricular duties. Certified for extra-curricular assignments shall be defined as having experience in coaching or directing the sport or activity; college preparation in the sport or activity; or participation at the collegiate level in the sport or activity.

When Reduction-in-Force is necessary, Steps A through F will be applied in the order listed; however, Step D is only applied if the determined program area is a secondary 7-12 program area or K-12 Music, Art, Physical Education or Media Services program area. If the determined program area is not a secondary 7-12 program area or K-12 Music, Art, Physical Education, or Media Services, this RIF Procedure moves from Step C to Step E.

- A. The program area(s) to be reduced will be determined. Program areas, for purposes of the RIF procedure, are as follows:
- a. Elementary (K-6, Title 1)
 - b. Special Education PK-12
 - c. Secondary (K-12) Art
 - d. Secondary (7-12) Business Education
 - e. Secondary (7-12) Counselor
 - f. Secondary (7-12) English/Language Arts
 - g. Secondary (7-12) Family and Consumer Science Education
 - h. Secondary (7-12) Foreign Language
 - i. Secondary (7-12) Math
 - j. Secondary (K-12) Media Services
 - k. Secondary (K-12) Music
 - l. Secondary (K-12) Physical Education
 - m. Secondary (7-12) Science
 - n. Secondary (7-12) Social Studies
 - o. Secondary (7-12) Vocational Agriculture
 - p. Secondary (7-12) Vocational Construction Technology

- B. Teachers in the determined program area(s) not holding a regular North Dakota certificate will be identified for RIF first, provided there are certified teachers to replace and perform all of the assigned duties of the teacher identified for RIF.
- C. The teacher(s) in the determined program area with the least seniority in the Bottineau School System will be identified for RIF, provided there are certified teachers to replace and perform all of the assigned duties of the teacher identified for RIF. Teacher assignment will be used in determining teacher program areas. Should a teacher have more than one assignment, the program area will be determined by the portion of the teacher's assignment in which he/she spends the larger percentage of his/her time. If percentages in program areas taught by a teacher are equal, the teacher will designate his/her program area. A teacher who has been transferred by the administration, or been asked to transfer, will choose either the program area he/she was in or the one that he/she has been transferred to.
- D. Within the secondary 7-12, K-12 Music, Art, Physical Education, or Media Services program areas only, if the person identified for RIF has a major in another secondary 7-12, K-12 Music, Art, Physical Education, or Media Services program, and has more seniority than another teacher in that other program area, he/she will be transferred to that program area. Then the least senior teacher in that program area will be identified for RIF, provided there are certified teachers to replace and perform all the assigned duties of the teacher identified for RIF. Or if the person identified for a RIF has a minor in another secondary 7-12, K-12 Music, Art, Physical Education, or Media Services program and has more seniority than another teacher in that other program area who only has a minor, he/she will be transferred to that program area and the least senior teacher in that program area will be identified for a RIF, provided there are certified teachers to replace and perform all the assigned duties of the teacher identified for RIF. Application of this RIF procedure then commences with step B.
- E. If seniority is equal, degrees of education will be the determining factor. The teacher with the lesser degree will be identified for RIF.
- F. If degrees are equal, hours beyond the degree will be the determining factor. The teacher with the fewest hours beyond the degree will be identified for RIF.
- G. Separated personnel will be notified of all vacancies as they occur, for a period of two years after the last day of the school year in which the RIF occurred, provided an address is given.

ARTICLE 19
USE OF BUILDING

The BEA is welcome to use the school facilities for their meeting prior to 8:15 a.m. or after 3:45 p.m.

ARTICLE 20
ISSUANCE OF CONTRACTS

Reference ND Century Code 15.1-15-04

ARTICLE 21
SAVINGS CLAUSE

Should any article, section, or clause of this Agreement 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 Agreement 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 Agreement if not affected by the deleted article, section or clause.

ARTICLE 22
RATIFICATION

The provisions of this negotiated agreement relative to conditions and employment of certified teacher personnel employed by the Bottineau School District will be effective as of July 1, 2022 and will continue and remain in full force and effect until June 30, 2023.

In witness thereof, duly authorized representatives of the Association and the Board hereunto set their hands and seals this _____ day of _____, _____.

BOTTINEAU PUBLIC SCHOOL DISTRICT NO. 1

By: _____

Negotiator

BOTTINEAU EDUCATION ASSOCIATION

By: _____

Negotiator

EXHIBIT A - 2022-2023 SALARY SCHEDULE

Yrs. Of Exp.	B.A.	B.A.+16	B.A +32	B.A.+48	Masters	Masters+16	Masters+32
0	42600	43335	44070	44805	45610	46415	47220
1	43200	43935	44670	45405	46210	47015	47820
2	43800	44535	45270	46005	46810	47615	48420
3	44400	45135	45870	46605	47410	48215	49020
4	45000	45735	46470	47205	48010	48815	49620
5	45650	46385	47120	47855	48660	49465	50270
6	46300	47035	47770	48505	49310	50115	50920
7	46950	47685	48420	49155	49960	50765	51570
8	47600	48335	49070	49805	50610	51415	52220
9	48250	48985	49720	50455	51260	52065	52870
10	48900	49635	50370	51105	51910	52715	53520
11	49615	50350	51085	51820	52625	53430	54235
12		51065	51800	52535	53340	54145	54950
13		51780	52515	53250	54055	54860	55665
14		52495	53230	53965	54770	55575	56380
15			54015	54750	55555	56360	57165
16			54800	55535	56340	57145	57950
17			55585	56320	57125	57930	58735
18				57105	57910	58715	59520
19							60305

**2022-2023 Salary Schedule for TFFR Reporting Purposes Only
(not part of master contract - for informational purposes only)**

Yrs. Exp.	B.A.	B.A.+16	B.A +32	B.A.+48	Masters	Masters+16	Masters+32
0	48272	49105	49938	50771	51683	52595	53507
1	48952	49785	50618	51450	52363	53275	54187
2	49632	50465	51297	52130	53042	53955	54867
3	50312	51144	51977	52810	53722	54635	55547
4	50992	51824	52657	53490	54402	55314	56227
5	51728	52561	53394	54227	55139	56051	56963
6	52465	53297	54130	54963	55875	56788	57700
7	53201	54034	54867	55700	56612	57524	58436
8	53938	54771	55603	56436	57348	58261	59173
9	54674	55507	56340	57173	58085	58997	59909
10	55411	56244	57076	57909	58822	59734	60646
11	56221	57054	57887	58720	59632	60544	61456
12		57864	58697	59530	60442	61354	62266
13		58674	59507	60340	61252	62164	63076
14		59484	60317	61150	62062	62975	63887
15			61207	62040	62952	63864	64776
16			62096	62929	63841	64754	65666
17			62986	63819	64731	65643	66555
18				64708	65620	66533	67445
19							68334

II. EXHIBIT B: ACTIVITIES PAY SCHEDULE (2022-2023)

		% of Base (40,700)	Salary (22-23)
Football:	Varsity	15.970%	6500
	Assistants	11.666%	4748
	Junior High	5.455%	2220
Girls' Basketball:	Varsity	15.970%	6500
	1 st Assistant	11.666%	4748
	H.S. Assistant	10.316%	4199
	Junior High	5.455%	2220
	Grade	4.727%	1924
Boys' Basketball:	Varsity	15.970%	6500
	1 st Assistant	11.666%	4748
	H.S. Assistant	10.316%	4199
	Junior High	5.455%	2220
	Grade	4.727%	1924
Hockey:	Varsity	15.970%	6500
	1 st Assistant	11.666%	4748
Cross-Country	Varsity	14.121%	5747
	1 st Assistant	10.425%	4243
Volleyball:	Varsity	15.970%	6500
	1 st Assistant	11.666%	4748
Track:	Varsity	14.121%	5747
	1 st Assistant	10.425%	4243
	Junior High	4.727%	1924
Baseball:	Varsity	14.121%	5747
	1 st Assistant	10.425%	4243
Golf:	Varsity	11.060%	4501
	1 st Assistant	8.303%	3379
	Junior High	4.171%	1698
Cheer Team per Season:	Fall Varsity	7.985%	3250
	Winter Varsity	7.985%	3250
	Assistant	3.520%	1433
	Jr. High	2.920%	1188
Others:	Annual	11.655%	4744
	Play Max.2 (1628)	8.000%	3256
	FFA	16.565%	6742
	FCCLA	4.140%	1685
	Pep Club	5.714%	2326
	Band	16.565%	6742
	Choir	16.585%	6742
	Elem Music Specialist (Min 2)	3.000%	1221
	Chippewa	4.140%	1685
	DECA	4.140%	1685
	Skills USA	4.140%	1685
	Student Council	4.140%	1685
	Science Club	3.070%	1249
	Math Club	3.070%	1249
	Stand for Silent	3.070%	1249
	FBLA	4.140%	1685
	Prom/Banquet	4.140%	1685
	Concessions	18.490%	7525
	Honor Society	3.070%	1249
	Spanish Club	6.140%	2499
	Speech Advisor	7.692%	3131
	(per season) Weight Room	8.930%	2821
	Senior High Science Olympiad	6.140%	2499
Junior High Science Olympiad	6.140%	2499	
Bus Chaperone		23	

Freeze activities scale payout for 2022-2023 and renegotiate the percentage for 2023-2024 school year.

Exhibit B Extra-curricular Pay Schedule
(The Schedule)

1. A committee will be formed to discuss and regulate the requirements of all parts of The Schedule
 - a. BEA staff member
 - b. Non-BEA staff member
 - c. Athletic Director
 - d. Superintendent

2. Minimum Standard Requirements would be established by the committee for each component of The Schedule.
 - a. Examples
 - i. Minimum meeting requirements,
 - ii. Reporting requirements
 1. Quarterly Reports
 2. End of Year Report,
 - iii. Documentation Requirements,
 - iv. Club salaries prorated based on requirements achieved with salary paid once per year,
 - v. Athletic salaries prorated based on weeks worked during regular season,
 - vi. Inventory accountability,
 - vii. End of the season evaluations to determine the validity of the activity and to assure accountability by the person in charge,
 - viii. The evaluation could result in mandated changes to the requirements for specific activities NOT meeting minimum requirements, based on committee recommendations up to re-assignment of the activity.

3. The Minimum Standard Requirements would be reviewed between the Supervisor of an organization and the Superintendent at the beginning of the year.

4. The Extra-curricular assignment will be placed on a Work Agreement versus being placed on the Teacher Contract.

5. In the event that the School Board/Administration determines the need to add/remove an activity as participation varies, then negotiations would reopen for that said activity only. After administration's evaluation, if an individual in charge of said activity is deemed unsatisfactory, that activity may not be offered to that individual for the following year.