

MASTER TEACHER CONTRACT – POWERS LAKE PUBLIC SCHOOLS

A. Effect of Contract

The board and the teachers agree that the terms and conditions set forth in this contract represent the full and complete understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made a part of this contract. This contract shall not be interpreted or applied to deprive teachers of professional and/or employment advantages heretofore enjoyed unless expressly stated herein.

B. Savings Clause

If any provision of this contract or any application thereof is held to be contrary to law by a court of competent jurisdiction, then such provision or application shall be deemed invalid to the extent required by such decision. All other provisions of applications shall continue in full force and effect for the duration of the contract. If such provisions exist which are declared illegal, at the request of either party negotiations shall immediately commence in order to alter said section(s) providing the benefit(s) according to the intent of the parties.

C. Individual Contracts

Individual contracts shall not be inconsistent with the terms and conditions of this contract. The Board will notify the Powers Lake teachers if they will be issuing an individual contract, off the salary schedule, for a hard to fill position as identified by the state.

D. Amendments

Amendments hereto may be made within (30) thirty days of written notice by the party proposing such amendment and upon agreement reached under the procedures used in obtaining this contract.

E. Duration Clause

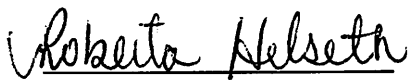
This contract shall be in effect from July 1, 2022 to June 30, 2024 and shall be renewed and will continue in force for additional periods of one year unless either party gives notice to the other party, no later than 60 days prior to the anniversary date of its desire to reopen certain provisions. In the event a successor agreement is not agreed upon before the termination date of this contract, all provisions of this contract shall remain in full force and effect until an agreement is reached. All salaries, benefits, and working conditions agreed upon in the successor contract will be retroactive to the termination date of this contract.

This agreement is signed this 20th day of April, 2022.

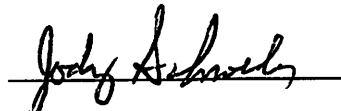
In witness thereof:

APPROVED BARGAINING UNIT

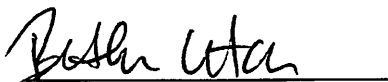
PL BOARD OF EDUCATION



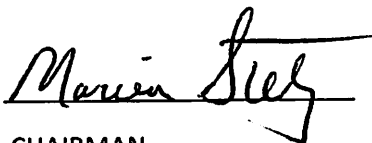
NEGOTIATOR



CHAIRMAN



NEGOTIATOR



CHAIRMAN

## APPROVED PROVISIONS

1. Personal leave of 40 hours (5 days) shall be granted per year to full time teachers. Teachers that sign a part-time contract (less than 182 days) shall receive a pro-rated amount of personal leave. Personal leave may accumulate to a maximum of 40 hours (5 days). Additional personal days of 16 hours (2 days) may be granted with the discretion of the superintendent and/or principal. Personal leave will only be granted if a qualified substitute can be secured and cannot be taken the first five (5) or the last five (5) days of school (with exceptions allowed at the discretions of the superintendent). Expense of the substitute will be the responsibility of the School District. The pay for the substitute teacher will be deducted from said instructor's paycheck. If a substitute teacher cannot be found, the said instructor cannot have the leave. If five (5) days have been accumulated, additional personal days that have accumulated but not been used will be paid at the current substitute rate per day at the end of the year.
2. Staff members shall be allowed 24 hours funeral leave. Teachers that sign a part-time contract (less than 182 days) shall receive a pro-rated amount of funeral leave. The days may be used for time off surrounding the funeral of immediate family members (immediate family shall include spouse, parents, grandparents, in-laws, brothers, sisters, or children of the teacher) and may be used for funerals for non-immediate family members at the discretion of the superintendent.
3. Each teacher in the Powers Lake School will be allowed a personal sick bank.

### **Personal Sick Bank**

Full time teachers will start each school year with 120 sick hours (15 days). Teachers that sign a part-time contract (less than 182 days) shall receive a pro-rated amount of sick hours. For each illness, dental appointment, medical appointment, optometrist, chiropractor, death of a grandparent, parent, significant other, sibling, or child(ren), immediate family accident (grandparent, parent, significant other, sibling, or child(ren)), or life threatening illness (grandparent, parent, significant other, sibling, or child(ren)), or a situation which requires immediate attention to prevent major loss, or other will be taken from the personal sick bank.

The Personal Sick Bank is cumulative to 720 hours (90 days). The Personal Sick Bank may be used for pregnancy leave or adoption proceedings. However, a teacher shall only be allowed to use 240 hours (6 weeks) of their Personal Sick Bank, even if they have accumulated 720 hours (90 days), for pregnancy leave or adoption proceedings.

Teachers starting the year with 720 sick hours (90 days) will be allowed to replenish days used during the current year with up to 120 sick hours allowed at the beginning of the year but shall not exceed 720 sick hours (90 days) at any time.

4. Any teacher returning to college for one year to further his/her education shall be granted a one-year leave-of-absence without pay, provided a replacement is found by the School Board and the leave request is made by May 1. Other types of leave are available in accordance with district procedure. All leaves are subject to School Board approval.
5. Teachers will be placed on the most current salary schedule according to their actual years of teaching experience and according to their level of education and coursework, with the following provisions:
  - a. The maximum salary will be the highest step stated in the lane for which the teacher qualifies:  
and

- b. The School Board, through its superintendent, shall be responsible for evaluating coursework taken for determining placement of the teacher in the appropriate schedule lane.
6. Courses completed after the signing of contracts and before the first day of the school term shall be counted on that year's contract. The salary will be adjusted for additional education once the administration is furnished with a transcript from an accredited college as proof. Additional education must be courses that enhance the field of teaching.
  7. Once a contract is signed, it is assumed that teachers will not request a release during the term of contract. It is mutually acknowledged that the 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 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 percentage of the contract shall be paid by a teacher requesting a release from contract if approved by the School Board: 2% of the base salary penalty to begin after the contract due date, 6% of the base salary after July 1<sup>st</sup>, 12% of the base salary after August 1<sup>st</sup>. The School Board reserves the right to waive the penalty at their discretion. The letter from teacher in which release is requested must be accompanied by a cashier's check, bank draft, or certified check in the proper amount.
  8. The duration of a regular school day is 8:00 am – 3:45 pm. Full-time teachers in grades 6-12 will be allowed one (1) preparation period during the academic day, which shall be prorated for part-time staff members. Preparation time may vary from quarter-to-quarter but will equal the above on an annual basis. Elementary teachers teaching a blended classroom will receive a stipend of \$500.00.
  9. If a teacher offers the School Board their resignation due to retirement on or before February 1<sup>st</sup>, a one-time payment of \$1000 will be made to the retiring teacher. Payment will be made to the teacher in their last paycheck of the year.
  10. Teachers who fulfill the principal's requirements will receive their last paychecks for the school year by mail by the fourth workday after the last day of school.
  11. Each employee shall be allowed to contribute in the form of salary reduction to a school selected tax deferred annuity and/or disability insurance plan as provided in the section 403(b) of the IRS code.
  12. The Powers Lake School District shall provide \$9,250.00 annually as a benefit in lieu of health insurance to full time teachers for the **2022/2023** school year. The benefit in lieu of health insurance will increase to \$9,750 for the **2023/2024** school year. Teachers that sign a part-time contract (less than 182 days) shall receive a pro-rated amount.
  13. The School District shall pay Teacher Fund for Retirement at 18.75%, employee contribution is 5.75% for the school year **2022/2023**. The School District shall pay Teacher Fund for Retirement at 21.75%, employee contribution is 2.75% for the school year **2023/2024**. The Powers Lake School Board shall have the power to accept or reject the implementation and/or continuance of the additional employer contribution based upon financial considerations of the District. The Board shall inform the teachers of the change/cancellation of the additional employer contribution as soon as possible. If the change/cancellation occurs during a two-year contract, the negotiation process shall resume. Any change/cancellation of the additional employer contribution must occur after the current fiscal year is complete.
  14. Teachers agree to grievance policy DGAA as written in the Powers Lake Personnel Handbook.

2022-2023 POWERS LAKE PUBLIC SCHOOL SALARY SCHEDULE									
BASE		\$43,605.00							
INCREMENT	DOWN	\$ 500.00							
	ACROSS	\$ 550.00							
EXPERIENCE	BS	BS+10	BS +20	BS+30	BS+40	Master's	Master's+10	Master's+20	Master's+30
1	\$43,605.00	\$44,155.00	\$44,705.00	\$45,255.00	\$45,805.00	\$46,805.00	\$47,355.00	\$47,905.00	\$48,455.00
2	\$44,105.00	\$44,655.00	\$45,205.00	\$45,755.00	\$46,305.00	\$47,305.00	\$47,855.00	\$48,405.00	\$48,955.00
3	\$44,605.00	\$45,155.00	\$45,705.00	\$46,255.00	\$46,805.00	\$47,805.00	\$48,355.00	\$48,905.00	\$49,455.00
4	\$45,105.00	\$45,655.00	\$46,205.00	\$46,755.00	\$47,305.00	\$48,305.00	\$48,855.00	\$49,405.00	\$49,955.00
5	\$45,605.00	\$46,155.00	\$46,705.00	\$47,255.00	\$47,805.00	\$48,805.00	\$49,355.00	\$49,905.00	\$50,455.00
6	\$46,105.00	\$46,655.00	\$47,205.00	\$47,755.00	\$48,305.00	\$49,305.00	\$49,855.00	\$50,405.00	\$50,955.00
7	\$46,605.00	\$47,155.00	\$47,705.00	\$48,255.00	\$48,805.00	\$49,805.00	\$50,355.00	\$50,905.00	\$51,455.00
8	\$47,105.00	\$47,655.00	\$48,205.00	\$48,755.00	\$49,305.00	\$50,305.00	\$50,855.00	\$51,405.00	\$51,955.00
9	\$47,605.00	\$48,155.00	\$48,705.00	\$49,255.00	\$49,805.00	\$50,805.00	\$51,355.00	\$51,905.00	\$52,455.00
10	\$48,105.00	\$48,655.00	\$49,205.00	\$49,755.00	\$50,305.00	\$51,305.00	\$51,855.00	\$52,405.00	\$52,955.00
11	\$48,605.00	\$49,155.00	\$49,705.00	\$50,255.00	\$50,805.00	\$51,805.00	\$52,355.00	\$52,905.00	\$53,455.00
12	\$49,105.00	\$49,655.00	\$50,205.00	\$50,755.00	\$51,305.00	\$52,305.00	\$52,855.00	\$53,405.00	\$53,955.00
13		\$50,155.00	\$50,705.00	\$51,255.00	\$51,805.00	\$52,805.00	\$53,355.00	\$53,905.00	\$54,455.00
14		\$50,655.00	\$51,205.00	\$51,755.00	\$52,305.00	\$53,305.00	\$53,855.00	\$54,405.00	\$54,955.00
15		\$51,155.00	\$51,705.00	\$52,255.00	\$52,805.00	\$53,805.00	\$54,355.00	\$54,905.00	\$55,455.00
16		\$51,655.00	\$52,205.00	\$52,755.00	\$53,305.00	\$54,305.00	\$54,855.00	\$55,405.00	\$55,955.00
17		\$52,155.00	\$52,705.00	\$53,255.00	\$53,805.00	\$54,805.00	\$55,355.00	\$55,905.00	\$56,455.00
18			\$53,205.00	\$53,755.00	\$54,305.00	\$55,305.00	\$55,855.00	\$56,405.00	\$56,955.00
19			\$53,705.00	\$54,255.00	\$54,805.00	\$55,805.00	\$56,355.00	\$56,905.00	\$57,455.00
20			\$54,205.00	\$54,755.00	\$55,305.00	\$56,305.00	\$56,855.00	\$57,405.00	\$57,955.00
21				\$55,255.00	\$55,805.00	\$56,805.00	\$57,355.00	\$57,905.00	\$58,455.00
22				\$55,755.00	\$56,305.00	\$57,305.00	\$57,855.00	\$58,405.00	\$58,955.00
23				\$56,255.00	\$56,805.00	\$57,805.00	\$58,355.00	\$58,905.00	\$59,455.00
24				\$56,755.00	\$57,305.00	\$58,305.00	\$58,855.00	\$59,405.00	\$59,955.00
25				\$57,255.00	\$57,805.00	\$58,805.00	\$59,355.00	\$59,905.00	\$60,455.00
26				\$57,755.00	\$58,305.00	\$59,305.00	\$59,855.00	\$60,405.00	\$60,955.00
27				\$58,255.00	\$58,805.00	\$59,805.00	\$60,355.00	\$60,905.00	\$61,455.00
28				\$58,755.00	\$59,305.00	\$60,305.00	\$60,855.00	\$61,405.00	\$61,955.00
29				\$59,255.00	\$59,805.00	\$60,805.00	\$61,355.00	\$61,905.00	\$62,455.00
30				\$59,755.00	\$60,305.00	\$61,305.00	\$61,855.00	\$62,405.00	\$62,955.00
31				\$60,255.00	\$60,805.00	\$61,805.00	\$62,355.00	\$62,905.00	\$63,455.00
32				\$60,755.00	\$61,305.00	\$62,305.00	\$62,855.00	\$63,405.00	\$63,955.00
33				\$61,255.00	\$61,805.00	\$62,805.00	\$63,355.00	\$63,905.00	\$64,455.00
34				\$61,755.00	\$62,305.00	\$63,305.00	\$63,855.00	\$64,405.00	\$64,955.00
35				\$62,255.00	\$62,805.00	\$63,805.00	\$64,355.00	\$64,905.00	\$65,455.00
36					\$63,305.00	\$64,305.00	\$64,855.00	\$65,405.00	\$65,955.00
37					\$63,805.00	\$64,805.00	\$65,355.00	\$65,905.00	\$66,455.00
38					\$64,305.00	\$65,305.00	\$65,855.00	\$66,405.00	\$66,955.00
39					\$64,805.00	\$65,805.00	\$66,355.00	\$66,905.00	\$67,455.00
40					\$65,305.00	\$66,305.00	\$66,855.00	\$67,405.00	\$67,955.00
41					\$65,805.00	\$66,805.00	\$67,355.00	\$67,905.00	\$68,455.00
42					\$66,305.00	\$67,305.00	\$67,855.00	\$68,405.00	\$68,955.00
43					\$66,805.00	\$67,805.00	\$68,355.00	\$68,905.00	\$69,455.00
44					\$67,305.00	\$68,305.00	\$68,855.00	\$69,405.00	\$69,955.00
45					\$67,805.00	\$68,805.00	\$69,355.00	\$69,905.00	\$70,455.00
46					\$68,305.00	\$69,305.00	\$69,855.00	\$70,405.00	\$70,955.00
47					\$68,805.00	\$69,805.00	\$70,355.00	\$70,905.00	\$71,455.00
48					\$69,305.00	\$70,305.00	\$70,855.00	\$71,405.00	\$71,955.00
49					\$69,805.00	\$70,805.00	\$71,355.00	\$71,905.00	\$72,455.00
50					\$70,305.00	\$71,305.00	\$71,855.00	\$72,405.00	\$72,955.00

## EXTRA CURRICULAR SCHEDULE

Salary \_\_\_\_ x .05 x Index Points

<b>Basketball</b>	<b>Index Points</b>
Head Coach	2.00
Asst. Coach/Junior Varsity	1.60
7 <sup>th</sup> & 8 <sup>th</sup> Coach	.80
5 <sup>th</sup> & 6 <sup>th</sup> Coach	.65
<b>Volleyball</b>	
Head Coach	2.00
Asst. Coach/Junior Varsity	1.60
7 <sup>th</sup> & 8 <sup>th</sup> Coach	.80
Elementary VB	25 a month
<b>Football</b>	
Head Coach	2.00
Asst. Coach/Junior Varsity	1.60
Junior High	.80
5 <sup>th</sup> & 6 <sup>th</sup> Coach	.65
<b>Track</b>	
Head-combined boys & girls	1.70
Assistant Track	1.20
Jr High Track coach	.80
<b>Advisors</b>	
Paper	.40
Yearbook	1.00
Drama(limit 2 plays, .5 per play)	1.00
Instrumental & Vocal Music	2.5
FFA	1.60
FBLA	1.15
Speech	.25
Cheerleader	.70
Senior Class	.50
Junior Class	.50
Sophomore Class	.50
Freshman Class	.20
8 <sup>th</sup> Grade Class	.10
7 <sup>th</sup> Grade Class	.10
SADD	.20
Athletic Director	3.00

\*This index will not be retroactive. When a coach takes on one team plus another team in the same sport and can practice at the same time, they will receive the index of the first assignment plus one-half of the index of the second assignment (.05 factor is calculated on the vertical base line in the first lane only)

Extra Curricular Schedule 20-21

Year of Experience	Extra Curricular				
1	\$42,540.00				
2	\$43,040.00				
3	\$43,540.00				
4	\$44,040.00				
5	\$44,540.00				
6	\$45,040.00				
7	\$45,540.00				
8	\$46,040.00				
9	\$46,540.00				
10	\$47,040.00				
11	\$47,540.00				
12	\$48,040.00				
13	\$48,540.00				
14	\$49,040.00				
15	\$49,540.00				
16	\$50,040.00				
17	\$50,540.00				
18	\$51,040.00				
19	\$51,540.00				
20	\$52,040.00				
21	\$52,540.00				
22	\$53,040.00				
23	\$53,540.00				
24	\$54,040.00				
25	\$54,540.00				
26	\$55,040.00				
27	\$55,540.00				
28	\$56,040.00				
29	\$56,540.00				
30	\$57,040.00				
31	\$57,540.00				
32	\$58,040.00				
33	\$58,540.00				
34	\$59,040.00				
35	\$59,540.00				
36	\$60,040.00				
37	\$60,540.00				
38	\$61,040.00				
39	\$61,540.00				
40	\$62,040.00				
41	\$62,540.00				
42	\$63,040.00				
43	\$63,540.00				
44	\$64,040.00				