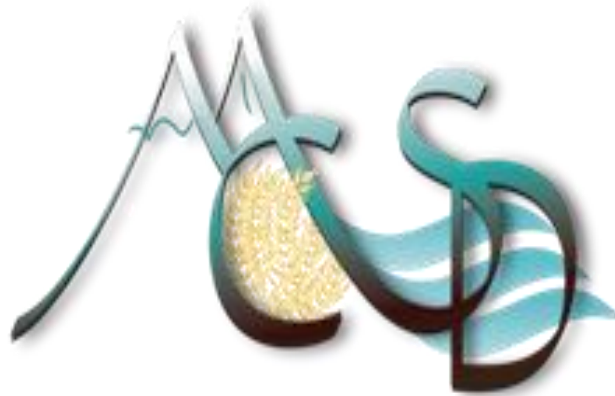


**Morrow County School District**  
**and**  
**Morrow County Education Association**



**July 1, ~~2016~~ 2017 to June 30, 2019**

***Morrow County School District does not discriminate on the basis of race, religion, color, national origin, disability, marital status, genetic testing, age or sex in providing employment, education or access to education services, activities and programs in accordance with Title VI, Title IX and other civil rights and discrimination issues; Section 504 of the Rehabilitation Act of 1973 as amended; and the Americans with Disabilities Act of 1990.***

## ARTICLE 11

### VACANCIES, PROMOTIONS & TRANSFERS

#### A. Vacancies are classified as three levels.

1. Level I - In-district building level vacancy. Level I vacancies are only posted in the building which they occur **for a minimum of 3 days**.
2. Level II - In-district vacancy. Level II vacancies are posted in-district only **for a minimum of 5 days**.
3. Level III - MCSD vacancy. Level III vacancies are posted both in and out of district.
  - a) All vacancies shall be posted as they occur and will be posted in a place accessible to bargaining unit members and sent via electronic notification from the district office. It is the discretion of the administration to post vacancies at any of the three levels.
  - b) The district shall continue to receive applications/letters of interest for vacancies for a minimum of seven (7) calendar days after it provided notice of said vacancies.

#### B. Applications for Vacancies

1. Employees interested in filling vacancies as provided herein shall have the responsibility to contact the personnel office and apply for the position prior to the closing date for applications. In-district applicants shall apply with letter of interest outlining their interest and experience.
2. Employees who have indicated their interest in a vacancy as provided herein and who meet the minimum qualifications for the vacancy shall be provided an interview for same.

#### C. Involuntary Transfer

1. When an employee is involuntarily transferred, he/she will have the opportunity to make known to the appropriate administrators his/her wishes regarding a new assignment.
2. Notice of an involuntary transfer will be given to the employee as soon as possible.
3. If an employee is involuntarily transferred during the school year (when students are in school), the District will provide one (1) day for relocation and preparation. If the transfer is to a different school within the District during the school year, then one (1) additional day may be granted if needed, at the discretion of the administration.

## ARTICLE 12

### EMPLOYEE HOURS AND CONDITIONS

#### A. Employee Hours

Regular building hours for teachers shall be eight and one half (8½) hours. On the last student day of the week and the day preceding a school vacation period, teachers may leave one-quarter hour after dismissal of students. Teachers shall request permission from their administrator when deviation from these hours is necessary. Modification to the workday for PLCs or similar workgroups may be made at the building level by a two-thirds (2/3) majority vote of teachers.

#### B. Employee Loads

1. No secondary employee shall be assigned more than six (6) different preparations per term unless an employee volunteers to do so.
2. All secondary employees will have one (1) regular class period for the specific purpose of preparing for teaching assignments.
3. All elementary employees shall be provided with an unassigned thirty (30) minutes continuous preparation time within the student contact day. The specific organization of that time shall be mutually agreed to by the building administrator and the teaching staff at each level. If a situation exists where the individual employee prefers an alternate preparation time, it may be mutually agreed to by the employee and the building administrator, but not during assigned time in school with pupils.
4. If an employee is assigned by the administration to cover classes or duties for an absent employee **during their preparation period**, the assigned employee will receive the hourly extended contract rate for each full class period covered. The administrator may make other mutually acceptable arrangements with the employee to replace the time spent covering an absent employee's classes or duties.
5. **If an employee(s) is assigned by an administrator to absorb an absent employee's class into a grade-level classroom, then the employee(s) who covered the class shall be paid for the coverage time at the district-adopted substitute hourly rate. The paid amount shall be divided equitably among the covering employee(s).**

#### C. All licensed personnel will have a duty-free continuous 30 minute lunch break within the normal school day.

#### D. An employee engaged in negotiations on behalf of the Association with any representatives of the District or participating in but not preparing for any professional grievance negotiation during the school day shall be released from regular duty without loss of salary.

## ARTICLE 15

### SCHOOL CALENDAR AND SCHOOL WORKYEAR

- A. The school calendar will be established by the District after consulting with employees.
- B. If the last day of school prior to the Christmas vacation falls on December 23<sup>rd</sup> or December 24<sup>th</sup>, dismissal time will be 1:30pm.
- C. For the 2016-17 school year, and for each additional year in the life of this contract, for which the four (4) day student week is continued, there will be 150 student contact days; **six (6)** eight (8) hour employee in-service days; **seven (7)** eight (8) hour employee work days; four (4) paid holidays – **Labor Day, Veteran’s Day, Memorial Day, President’s Day**; **four (4)** additional four (4) hour Fridays (2 work days and 2 in-service days); **16** hours total for conferences and 2 hours for Open House to be added by the building principal.
- D. There will be parent/teacher conference time following each first and third nine week grading period, or as determined by staff and administration at the building level, with emphasis directed at maximizing parent participation.
- E. It is understood that teacher presence is highly valued at student/parent activities. Teachers’ participation in their building’s student/parent events is strongly encouraged.
- F. For purposes of accounting leave: A day will be considered eight (8) hours and a half-day four (4) hours.
- G. In the event that there is a snow day on a work day – the district will set aside a makeup day within the calendar. For each full snow day, staff will be expected to work half of that time. (Example – 1 snow day; staff work 4 hours on the set aside day; 2 snow days; staff work 8 hours on the set aside day).
- H. Beginning with the 2016/17 school year, inclement weather will no longer be counted as instructional time. ~~All inclement weather student days must be made up. The district will earmark four (4) student make-up days in the district calendar to be used if needed.~~ **Student contact inclement weather days will be made up on a 2-for-1 basis with students and staff making up every other one beginning with the first inclement weather day (1<sup>st</sup>, 3<sup>rd</sup>, 5<sup>th</sup>, etc.). The District will earmark tentative make-up days in the district calendar to be used if needed.**

## ARTICLE 19

### PROFESSIONAL COMPENSATION

- A. Salary Schedules
  - 1. The basic salaries of employees covered by this Agreement shall be set forth in Appendix A. A step increase will be granted to those who are eligible.
  - 2. Appendices B -- F are included for extended responsibility and extra pay, respectively.
- B. Effective with this Agreement, beginning with the 2014-15 school year, employees entering the District shall be given full credit for full-time, contracted and licensed past experience in other districts. Current employees, who did not receive full credit for past service, will be grandfathered in and moved to the step they would be on if not limited to 8 years of experience. Returning PERS retirees and any out of state retirees are restricted to receiving credit for a maximum of 8 years of prior full-time, contracted and licensed service and will be placed on the 9<sup>th</sup> step of the salary schedule in the column corresponding to their training and education. If a retiree is rehired for subsequent years, he/she will be placed once again at the 9<sup>th</sup> step and will not advance on the salary schedule. Morrow County School District retirees may request to work the remainder of the current school year (if retiring mid-year) or one additional year if retiring effective June 30th at their full salary. After that year, they would have to reapply for the position and interview annually. If selected, at that point, the employee would be placed on the 9<sup>th</sup> step of the salary schedule in the column corresponding to their training and education.
- C. For movement on the salary schedule: Hours earned toward advancement on this salary schedule shall be upper division or graduate hours; in-district credit as approved by the principal, and the superintendent or designee; or, lower division credit that relates to district goals.
- D. Any employee who intends to advance horizontally on the salary schedule must notify the clerk by March 15<sup>th</sup> preceding the year in which the advance will occur.
- E. When an employee has earned the right to a higher salary by reason of increased professional training, the change shall be made at the start of the school year. Certificate of earned credits for this purpose shall be by transcript or by certificate of completion and filed in the Superintendent's office by November 1<sup>st</sup>. The district will not accept online grades.
- F. All placements on the salary schedule are based on a BA degree and a legal Oregon Teaching License. For purposes of this schedule, the columns and their degree designation assume that the teaching license was earned at the time of the granting of the degree and that hours granted beyond the degree are also hours beyond the earning qualifications for teaching.
- G. If a regular pay date during the school term falls on a day when school is not in session, employees shall receive pay on the last day of the school session. Each employee shall receive 2 of his/her summer paychecks on the last work day that school is in session, one of which will be paper and the 3<sup>rd</sup> either by mail or direct deposit within 5 business days. Unused personal leave will be included, or cost of third personal day used will be deducted from the employees final check of the school year (10 month pay employees – last working day; 12 month pay employees – 3<sup>rd</sup> and final check of the school year.)

- H. Any balance in the Board's contractual salary, due to an employee not returning to the District, shall be paid on the last workday of the school term unless otherwise provided by the written consent of the teacher.
- I. Each employee shall be paid on the basis of twelve (12) or ten (10) equal payments, whichever the employee should select.
- J. The District and the Association recognizes that teachers offering Early College Credit (e.g Eastern Promise & CTE Dual Credit) incur an additional workload. Teachers who teach these classes are expected to participate in PLC meetings, common scoring sessions, and curriculum development as appropriate. Teachers will be offered a flat compensation of \$100 per credit for the course(s) being offered. Compensation is for each course offered, not the number of times the course is offered. Compensation will be received with the employee's last check of the school year. Staff administering a challenge test are not eligible for this compensation. Non instructed courses will not be compensated.
- K. **The District shall pay the 6% employee contribution on behalf of the employee to the Public Employee Retirement System.**

## **ARTICLE 21 INSURANCE**

- A. The District shall provide each regular licensed employee and his/her family with insurance benefits. The Association and the District shall pick the insurance carrier and coverage given the constraints in Section B herein. The district and the association will explore comparable coverage in the state pool, without increasing out-of-pocket expense, and within the cap.
- B. The District's contribution towards the total cost of premiums for insurance coverage as provided in this contract shall be:
  - 1. From October 1, ~~2016~~ **2017** to the September 30, ~~2017~~ **2018** the District's obligation toward the premium cost shall not exceed ~~\$1275~~ **\$1318** per employee per month. Additionally money will be added to an "insurance pool" based on the number of opt-out VEBA participants (See "F" below).

For staff members who elect Health Plan H – 100% of the difference between the cost of the insurance for Plan H and the ~~\$1275~~ **\$1318** cap will be put into a Health Savings Account (HSA).
  - 2. For new licensed staff hired for the 2012-13 school year and beyond, the district will pro-rate the district's contribution for the total cost of health insurance premiums as provided in this contract, based on the assignment FTE of the employee in a regular teaching position. (i.e., .75 FTE will receive 75% of benefits; .50 FTE will receive 50% of benefits, etc.).

- C. Insurance benefits, as provided, shall be effective for the entire term of the Agreement. In the event that no new Agreement has been realized by June 30, 2019, the parties stipulate that the benefits provided and the Board's contribution towards the costs of premiums for benefits shall remain in effect at the "status quo" until such time as a successor Agreement is ratified.
- D. The District will provide insurance for repair or replacement of personal items which are used as teaching aids and which are itemized and listed on the District's insurance policy with a \$25.00 deductible. This will be a part of the District's insurance program.
- E. The District maintains the right to determine the method of premium payment for all insurance agreed upon at the most reasonable cost to the District provided that the method chosen does not reduce the insurance benefit to the individual employee.
- F. Subject to the rules and regulations of the insurance carrier, OEGB, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage, and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% (~~\$637.50~~ **\$659**) of the employee's maximum District insurance contribution as a contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District or the employee.

Of the remaining ~~\$637.50~~ **\$659** one hundred percent (100%) or ~~\$637.50~~ **\$659** will go into an insurance pool and will be divided among the remaining active employees enrolled in OEGB plans. Opt-out decisions must be made at annual enrollment and the "pool" will be based upon opt-outs at annual enrollment.

Eligible employees who do not maintain and provide proof annually of another employer-sponsored group medical plan will not be permitted to opt-out of District sponsored group insurance coverage.

Around April 1<sup>st</sup> of each year the parties agree to a limited re-opener to discuss salary and the insurance cap for the following year.

## ARTICLE 24

### PAID LEAVES OF ABSENCE

#### A. Personal Leave \*

1. Each licensed employee will be granted twenty-four (24) hours non-cumulative personal leave per year. The first sixteen (16) hours of the leave will be at no cost to the employee. The licensed employee will provide a minimum of two (2) days notice, if possible, before taking such leave. The third day of leave will be at the cost to the employee equal to the District's cost of an appropriate substitute. In the event that the teacher is on approved OFLA/FMLA/ADA/Workers Comp leave, the cost of the 3<sup>rd</sup> day will be borne by the district. The Board agrees to reimburse employees who do not take the first and second day of leave an amount equal to a substitute teacher's pay for each unused day.
2. Good Cause: Other leaves of absence with pay may be granted by the Board for good reason.

#### B. Bereavement

Up to 32 hours bereavement leave, per event, will be granted upon the death of a member of the immediate family or death of a person who, because of close association, is perceived as a family member.

Definition of "Family Member" means spouse ("spouse" means individuals in a marriage including "common law" marriage and same-sex marriage), custodial parent, noncustodial parent, adoptive parent, stepparent or foster parent, biological parent, child of the employee (biological, adopted, foster or step child, a legal ward or child of the employee standing in loco parentis) or a person with whom the employee is or was in a relationship of "in loco parentis", grandparent, grandchild, parents-in-law or the parents of the employee's registered domestic partner.

In the event of a death involving other than those mentioned above, only the superintendent may approve the request for leave.

#### C. Paid Oregon Sick Time \*

In accordance with the Oregon Sick Time statute, the district agrees to pay up to forty (40) hours per year of paid sick time. This leave may be used in the case of mental or physical illness, injury or health condition, need for medical diagnosis, treatment of a mental or physical illness, injury or health condition, or need for preventative medical care for self or for care of family member for reasons listed above. Paid sick time may also be used for the death of a family member, bereavement, or participation in a legal or civil proceeding related to domestic violence, harassment, sexual assault, or stalking. This paid sick time will be front-loaded to the employee at the beginning of each year. ~~The employee may carry up to forty (40) hours of unused sick time from one year to the subsequent year.~~



#### D. Abnormal Situations

In the event school is closed due to inclement weather and students are not asked to report, teachers shall not be required to report to work nor shall they suffer a loss of pay. The District shall, however, have the right to make up such days without additional compensation.

In situations where an employee cannot report to work because of flood, storm, or other acts of God, he/she will be paid if he/she has made every reasonable effort to anticipate such emergency and to make the necessary arrangements to be available for work. In these cases the employee will notify the District as soon as possible of his/her absence.

#### E. Jury Duty and Court Appearances

1. Employees called to jury duty will be paid their regular salary. Payments received for jury service shall be forwarded to the District Office.
2. Employees under subpoena to testify as a witness before a court, or other bona fide judicial body will be paid their regular salary. Payments received for service as a witness will be forwarded to the District Office.

\*Proration of Leave: Leave marked with an "\*" in this article will be prorated for those employees who by contract or by unpaid leave work less than a full year for the District. This proration will not be retroactive. It will only impact leave available during the shortened contract or at the onset of unpaid leave.

## ARTICLE 26

### PROFESSIONAL & EDUCATIONAL DEVELOPMENT

#### Tuition Reimbursement

During the fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>), 25% of the current licensed staff will be reimbursed up to a maximum of nine (9) quarter hours for approved course work as outlined:

- ~~Three (3) quarter credit hours earned: no commitment to the district.~~
- ~~Four—five (4-5) quarter credit hours earned: employee agrees to continue to work for the district for a minimum of one (1) additional year.~~
- ~~Six—eight (6-8) quarter credit hours earned: employee agrees to continue to work for the district for a minimum of two (2) additional years.~~
- ~~Nine (9) quarter credit hours earned: employee agrees to continue to work for the district for a minimum of three (3) additional years.~~

If the employee resigns prior to fulfilling the agreement, repayment of tuition reimbursement to the district will be taken out of employees last checks.

*Exception: If an employee is involuntarily terminated, no money will be owed for any Tuition Reimbursements made by the District. Special circumstances may warrant the Superintendent to waive a portion or all of the money received by a teacher under the Tuition Reimbursement in this article. Layoff situations are exempted from this provision. Staff on leave must return to work before any payment is made.*

Rate of payment will not exceed the actual tuition at an Oregon state college rate for up to 9 credits. Any non-state college course taken will be paid at the average rate of tuition only of the 6 Oregon state colleges. All credits must be received and reimbursement applied for in the same fiscal year. Any payment for coursework made between June 1<sup>st</sup> and June 30<sup>th</sup> for summer term will be recognized as being in the new fiscal year.

Reimbursement will be on a first come, first served basis, with all applications made no later than May 15<sup>th</sup> of each year for credits earned that school year. If more than 25% of staff apply for reimbursement in any given year, those not funded under the "first come, first served" scenario, will be guaranteed payment the subsequent year, not to exceed 9 credits of payment. By May 15<sup>th</sup> of each year the District & the Association will determine the amount of money left in the tuition reimbursement pool, and, if there are remaining funds, will equitably distribute the remaining money to those employees with approved, but unreimbursed tuition requests.

The District will reimburse for tuition under the following guidelines:

- 1) ~~Upper division or graduate level coursework required by Teacher Standards & Practices Commission for full Oregon licensure and/or to be considered highly qualified (HQ) under NCLB legislation; Verification required for approval; or~~
- 2) ~~Coursework taken as part of a master's program in the education field; or~~
- 3) ~~Upper division and/or graduate level credit that is germane to the teaching assignment and/or in line with school and/or district goals; or~~
- 4) ~~Upper division or graduate level coursework that is at the discretion of the district and taken for the upgrading of a license (i.e., adding additional endorsements, administrative licensure, etc); or~~
- 5) ~~The teacher must obtain written approval from the superintendent, assistant superintendent or human resources director, on the district approval form, prior to~~

~~the start of the any coursework for undergraduate/lower division or graduate credit not met by 1-4 above (i.e., lower division language classes, computer courses, etc.)~~

~~In addition to the coursework restrictions provided above, the following requirements must be satisfied by the employee before reimbursement will occur:~~

- ~~1) The teacher must submit an itemized receipt for the amount of tuition paid.~~
- ~~2) The employee must submit a transcript or grade slip indicating a "pass" grade or better. No online grades will be accepted. The transcript may be unofficial.~~
- ~~3) The employee may submit for tuition reimbursement prior to receiving a transcript, but must do this on or before May 15<sup>th</sup> for credits earned that school year.~~

The District will set aside \$60,000 annually for tuition reimbursement opportunities for qualified staff.

**NOTE:**

- For institutions on the semester system, each two semester hours shall be considered three quarter hours.
- The reimbursement year shall be considered July 1 through June 30.

Reimbursement Rate

Rate of payment will not exceed the actual tuition at an Oregon state college rate for up to 9 quarter credits. Any non-state college course taken will be paid at the average rate of tuition only of the 6 Oregon state colleges. All credits must be received and reimbursement applied for in the same fiscal year. Any payment for coursework made between June 1<sup>st</sup> and June 30<sup>th</sup> for summer term will be recognized as being in the new fiscal year.

Application Period

Reimbursement will be on a first-come, first served basis, with all applications made no later than May 15<sup>th</sup> of each year for credits earned that school year.

Eligibility

The District will reimburse for tuition under the following guidelines:

- 1) Upper division or graduate level coursework required by Teacher Standards & Practices Commission for full Oregon licensure and/or to be considered highly qualified (HQ) under NCLB legislation; Verification required for approval; or
- 2) Coursework taken as part of a master's program in the education field; or
- 3) Upper division and/or graduate level credit that is germane to the teaching assignment and/or in line with school and/or district goals; or
- 4) Upper division or graduate level coursework that is at the discretion of the district and taken for the upgrading of a license (i.e., adding additional endorsements, administrative licensure, etc); or
- 5) The teacher must obtain written approval from the superintendent, assistant superintendent or human resources director, on the district approval form, prior to the start of the any coursework for undergraduate/lower division or graduate credit not met by 1-4 above (i.e., lower division language classes, computer courses, etc.)

Proof of Completion

In addition to the coursework restrictions provided above, the following requirements must be satisfied by the employee before reimbursement will occur:

- 1) The teacher must submit an itemized receipt for the amount of tuition paid.

- 2) The employee must submit a transcript or grade slip indicating a “pass” grade or better. No online grades will be accepted.
- 3) The employee may submit for tuition reimbursement prior to receiving a transcript, but must do this on or before May 15<sup>th</sup> for credits earned that school year.

#### Service Requirement

Three years of service in the District following the receipt of tuition reimbursement is required for all recipients. In the event that an employee voluntarily terminates their employment with the District they will be required to reimburse back to the District on a pro-rated basis any tuition support received within the three-year window.

If the employee resigns prior to fulfilling the agreement, repayment of tuition reimbursement to the district will be taken out of employees last checks.

Special circumstances may warrant the Superintendent to waive a portion or all of the money received by a teacher under the Tuition Reimbursement in this article. Staff on leave must return to work before any payment is made.

#### Workshops/Conferences/Professional Events

The district will set aside \$15,000 for workshops, conferences and/or professional events for teachers. All requests must be approved by the principal and/or site council before being forwarded to the assistant superintendent for final approval. Teachers must select events that are germane to their teaching assignment or are in accordance with school and/or district goals. Licensed staff that do not receive prior approval may attend one event with the district paying no more than \$150.

### **SALARY APPENDIX A**

Salary for ~~2016-17~~ **2017-18** will be steps and columns to all who qualify, plus longevity if it is earned.

Longevity will be based on years of service in Morrow County School District will be paid on the ~~first~~ **second** pay period of the school year.

Starting at the beginning of the 10<sup>th</sup> year through the 14<sup>th</sup> year will be \$274

Starting at the beginning of the 15<sup>th</sup> year through the 19<sup>th</sup> year will be \$437

Starting at the beginning of the 20<sup>th</sup> year through the 24<sup>th</sup> year will be \$601

Starting at the beginning of the 25<sup>th</sup> year through the 29<sup>th</sup> year will be \$764

**Starting at the 30<sup>th</sup> year longevity pay will be \$929 for each year thereafter**

2016-17 Salary Schedule—Appendix C—4% added to 2015-16 schedule

Step	BA/BS+0 BA/BS+15	BA/BS+30	BA/BS+45	STD+0 MA/MS+0 -BA+60	STD+30 MA/MS+30 BA+95	STD+45 MA/MS+45
1	-\$36,790	\$37,667	\$38,609	\$39,575	\$40,562	\$41,576
2	\$37,863	\$38,766	\$39,735	\$40,728	\$41,746	\$42,790
3	\$38,969	\$39,899	\$40,897	\$41,917	\$42,967	\$44,039
4	\$40,108	\$41,061	\$42,090	\$43,142	\$44,220	\$45,325
5	\$41,279	\$42,261	\$43,320	\$44,402	\$45,512	\$46,649
6	\$42,483	\$43,496	\$44,584	\$45,698	\$46,842	\$48,012
7	\$43,724	\$44,766	\$45,886	\$47,033	\$48,209	\$49,415
8		\$46,074	\$47,225	\$48,407	\$49,616	\$50,950
9		\$47,419	\$48,603	\$49,820	\$51,065	\$52,342
10			\$50,022	\$51,275	\$52,556	\$53,870
11			\$51,484	\$52,772	\$54,091	\$55,444
12			\$52,987	\$54,313	\$55,671	\$57,063
13			\$54,536	\$55,900	\$57,295	\$58,729
14				\$57,532	\$58,969	\$60,444
15				\$59,209	\$60,692	\$62,208
16				\$62,900	\$64,473	\$66,085

2016-17 Per-Diem Schedule

Step	BA/BS+0 BA/BS+15	BA/BS+30	BA/BS+45	STD+0 MA/MS+0 BA+60	STD+30 MA/MS+30 BA+95	STD+45 MA/MS+45
1	\$216	\$221	\$226	\$232	\$238	\$244
2	\$222	\$227	\$233	\$239	\$245	\$251
3	\$228	\$234	\$240	\$246	\$252	\$258
4	\$235	\$241	\$247	\$253	\$259	\$266
5	\$242	\$248	\$254	\$260	\$267	\$273
6	\$249	\$255	\$261	\$268	\$274	\$281
7	\$256	\$262	\$269	\$276	\$282	\$289
8		\$270	\$277	\$284	\$291	\$298
9		\$278	\$285	\$292	\$299	\$307
10			\$293	\$300	\$308	\$316
11			\$302	\$309	\$317	\$325
12			\$310	\$318	\$326	\$334
13			\$319	\$327	\$336	\$344
14				\$337	\$345	\$354
15				\$347	\$355	\$364
16				\$368	\$378	\$387

**2017-18 Salary Schedule – Appendix C – 2.85% added to 2016-17 schedule**

2017-18 Salary Schedule – Appendix C – 2.85% added to 2016-17 schedule							
Step	BA/BS+0		BA/BS+30	BA/BS+45	STD+0	STD+30	STD+45
	BA/BS+15				MA/MS+0	MA/MS+30	MA/MS+45
					BA+60	BA+95	
1		\$37,839	\$38,740	\$39,709	\$40,703	\$41,718	\$42,761
2		\$38,942	\$39,871	\$40,868	\$41,889	\$42,935	\$44,009
3		\$40,079	\$41,036	\$42,063	\$43,112	\$44,191	\$45,294
4		\$41,251	\$42,232	\$43,289	\$44,372	\$45,480	\$46,617
5		\$42,455	\$43,466	\$44,555	\$45,667	\$46,810	\$47,979
6		\$43,694	\$44,736	\$45,854	\$47,000	\$48,177	\$49,380
7		\$44,970	\$46,042	\$47,194	\$48,373	\$49,583	\$50,823
8			\$47,387	\$48,571	\$49,786	\$51,030	\$52,402
9			\$48,770	\$49,989	\$51,240	\$52,520	\$53,834
10				\$51,448	\$52,736	\$54,054	\$55,405
11				\$52,951	\$54,276	\$55,633	\$57,025
12				\$54,497	\$55,861	\$57,258	\$58,689
13				\$56,090	\$57,493	\$58,928	\$60,403
14					\$59,171	\$60,650	\$62,166
15					\$60,897	\$62,422	\$63,981
16					\$64,693	\$66,310	\$67,968

2017-2018 Per Diem Schedule							
Step	BA/BS+0		BA/BS+30	BA/BS+45	STD+0	STD+30	STD+45
	BA/BS+15				MA/MS+0	MA/MS+30	MA/MS+45
					BA+60	BA+95	
1		\$ 222	\$ 227	\$ 233	\$ 239	\$ 244	\$ 251
2		\$ 228	\$ 234	\$ 239	\$ 245	\$ 252	\$ 258
3		\$ 235	\$ 240	\$ 246	\$ 253	\$ 259	\$ 265
4		\$ 242	\$ 247	\$ 254	\$ 260	\$ 266	\$ 273
5		\$ 249	\$ 255	\$ 261	\$ 268	\$ 274	\$ 281
6		\$ 256	\$ 262	\$ 269	\$ 275	\$ 282	\$ 289
7		\$ 263	\$ 270	\$ 276	\$ 283	\$ 290	\$ 298
8			\$ 278	\$ 285	\$ 292	\$ 299	\$ 307
9			\$ 286	\$ 293	\$ 300	\$ 308	\$ 315
10				\$ 301	\$ 309	\$ 317	\$ 325
11				\$ 310	\$ 318	\$ 326	\$ 334
12				\$ 319	\$ 327	\$ 335	\$ 344
13				\$ 329	\$ 337	\$ 345	\$ 354
14					\$ 347	\$ 355	\$ 364
15					\$ 357	\$ 366	\$ 375
16					\$ 379	\$ 388	\$ 398

**EXTRA DUTY PAY SCHEDULE  
APPENDIX D**

- A. **100 Hours\***
- B. **80 Hours\***
  - RTI System District-wide Coordinator
- C. **70 Hours\***
- D. **60 Hours\***
  - SPED Coordinator
  - Coordinator of Talented and Gifted
  - Music – Band
  - D.A.R.T. Coordinator
  - ELL Site Coordinator
  - RTI District Coordinator
- E. **45 Hours\***
- F. **40 Hours\***
  - Annual, Drama (2 act play) Advisor
- G. Outdoor Education Advisors \$350/year  
ELL/ESOL Endorsement - \$1500 total payable over a 3-year period (\$500/\$500/\$500)  
Spanish Speaker - \$1500 total payable over a 3-year period (\$500/\$500/\$500). Verified by test. Teachers hired to teach Spanish are not eligible for this stipend.

**\*Additional work hours required for extra-duty Appendix D**