

**PAPILLION-LA VISTA PUBLIC SCHOOLS
2016-17
TEACHER AGREEMENT**

THIS AGREEMENT made and entered into this 8th day of February, 2016, by and between the Board of Education of the School District of Papillion-La Vista in the County of Sarpy, in the State of Nebraska (hereinafter referred to as the “Board” or “District” as the context may require) and Papillion-La Vista Education Association (hereinafter referred to as the “Association”). This agreement shall be effective for the 2016-2017 contract year.

1. REPRESENTATIVE UNIT

A. The District recognizes the Papillion-La Vista Education Association as the sole and exclusive representative for all the certificated teachers of the Papillion-La Vista School District.

2. CONTRACT YEAR / WORKDAYS

A. Annual Employment Period: The annual employment period for each teacher will be 190 contract days including days with students in attendance. Additional days required of new hires for orientation will be paid at 1/190th of that teacher’s annual pay.

3. SALARY SCHEDULE /PLACEMENT

A. The salary schedule for the teachers of the District shall be in accordance with Exhibit “A” attached. Base salary for the 2016-2017 school year is \$35,365. (See Exhibit A).

B. Teachers will advance one step vertically on the newly adopted salary schedule for the 2016-2017 school year.

C. There will be horizontal movement for additional hours earned in accordance with this Agreement for the 2016-2017 school years.

D. Credit hours used for salary determination and for advancement in the BA+ range must have been earned after the BA Degree was earned. Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours. Graduate credit must be issued by a college with regional accreditation (such as North Central Accreditation), or course work must be approved by the Human Resources Administrator PRIOR to enrolling in the class. Graduate hours approved for salary schedule placement, and individual teacher’s degree program for which previous coursework has been approved for salary schedule placement before 2013-14, will be grandfathered.

E. Any hours that are to be applied to the salary index that are taken after September 1, 1974, must be education-related graduate hours or approved undergraduate hours for additional endorsements or specialties. These will be approved by the Superintendent of Schools or his designate. In the case of a dispute over the approval of hours, the final decision shall be made by a review board comprised of two administrators appointed by

the Superintendent of Schools, the Association President, and another Association Officer.

F. Teachers who acquire the necessary additional hours of college credit shall report those hours to the district by September 1 and be placed on the appropriate step and column of the salary schedule. Any adjustment for prior months shall be reflected in the October paycheck. All remaining paychecks will reflect appropriate placement.

G. Additional compensation will be paid to specific teachers from the Supplementary Salary Schedule as agreed to and attached as Appendix "B" to this Agreement.

H. Effective with the 2011-12 and 2012-13 contracts, new hires to the district coming in with zero years of previous experience will be placed on Step one (1) and will move vertically thereafter as the salary schedule allows. New hires for the 2011-12 contract year and for the 2012-13 contract year with one or more years of experience will be placed on a step commensurate with, and up to 12 years of their actual previous experience plus one step, in the column appropriate with their educational attainment, up to and including Step 13.

I. For any non-contract days for which an employee is required to be in attendance, the teacher will receive 1/190th of his or her salary for each day the contract is extended.

J. Any teacher who is on Step 17 (L1) will earn a 2.0% of the base longevity increase. Such teacher will then earn an additional 1.0% of the base longevity increase for Steps 18 (L2) through 21 (L5). Any teacher who is on Step 22 (L6), in columns MA+9 or higher will earn an additional 2.0% of the base longevity increase. Such teacher will then earn an additional 1.0% of the base longevity increase for Steps 23 (L7) through 26 (L10). (See Appendix A)

K. Part-time employees will receive prorated salary and benefits at the same fraction as their full-time equivalency employment. The employee shall have the option to pay for the additional coverage not covered by the district as is allowed by the benefit carrier contracts. Salary advancement will be credited at the rate of one year of experience for each year of 50% or greater employment.

M. When an error has been made in salary or a benefit deduction, the salary/deduction shall be corrected for the current contract year and the previous contract year, only.

4. NURSES

For the purposes of this negotiated agreement, the reference to "NURSE" is defined as Registered Nurses who serve in the role of "School Nurse". Registered nurses hired specifically to provide Special Education Health Services to medically fragile students are not included in the bargaining unit and are not subject to the terms and conditions of the negotiated agreement with teachers. Registered Nurses employed by Papillion-La Vista School District to teach high school courses are members of the bargaining unit and are subject to the terms and conditions of the negotiated agreement. Further, certified nursing assistants, certified medical assistants, and Licensed Practical Nurses are not included in the bargaining unit.

Nurses who have a three-year nursing degree shall receive 100 percent of the first column of the Bachelor Degree schedule. Nurses who have a three-year nursing degree shall obtain a bachelor's degree prior to being granted horizontal movement for graduate hours. Nurses who have at least a four-year degree shall be placed on the teachers' salary

schedule. Horizontal movement shall be granted for graduate hours that relate to their nursing position.

5. PLAN TIME COMPENSATION

A. The District recognizes the importance of plan time and will strive to provide daily plan time for all teachers. Teachers covering for absent colleagues when a substitute is not in place shall be reimbursed for each planning period lost. Compensation will be paid at \$28.00 for each planning period of 50 minutes or proportion thereof. The building administrator will have the sole responsibility to file the time sheets for reimbursement.

B. Teachers requesting to leave school for less than a full day will be given permission only by the administrator. If another teacher is asked by the administrator to take the absent teacher's place, the covering teacher will be reimbursed. Reimbursement for that teacher will be \$28.00 for each planning period of 50 minutes or proportion thereof. The building administrator will have the sole responsibility to file the time sheets for reimbursement.

C. Teachers may secure, in agreement with the principal, another teacher to cover a class or part of a class without loss of accumulated leave. The teacher who agrees to cover the class will not receive district compensation.

6. INSURED BENEFITS

A. Term Life Insurance – The board will pay the premium, which provides \$20,000 of group term life insurance for each employee. An employee may purchase additional term life insurance at his/her own expense as may be permitted by the terms of the insurance policy.

B. Income Protection – The district shall pay the premium for a 60 calendar-day elimination period, long term disability insurance. The insurance coverage will be at 60% for each employee, based on the employee's salary and health insurance premium.

C. Health Insurance –

(1) Health Insurance Plan Provider and Deductible: The Board of Education, in its sole discretion, shall determine the group health and dental insurance provider, plan, and definition of dependent for the 2016-2017 contract year, and make such health and dental insurance plan available to all employees subject to this agreement. Such health insurance plan shall:

(a) provide all employees electing to enroll in health and dental insurance a \$900 annual deductible for the employee health insurance plan accompanied by a separate \$900 annual deductible for the employee's dependents, with health and dental insurance benefits generally equivalent to those set forth on Appendix C and the Health and Dental Insurance Benefit Summary Agreement for the 2016-2017 Plan Year entered into by the School District and the Association which are incorporated herein by this reference; and

(b) make available to employees electing to enroll in health and dental insurance an HSA-eligible \$3,500 high deductible health plan (HDHP), and dental insurance benefits generally equivalent to those set forth on Appendix D and the Health and Dental Insurance Benefit Summary

Agreement for the 2016-2017 Plan Year entered into by the School District and the Association which are incorporated herein by this reference. Married employees may elect two single HDHP health insurance policies rather than Employee and Spouse family coverage when: both spouses are employed by the district, each is individually eligible for health insurance, and the district pays the health insurance premium. If children are covered by either of the married employees, both spouses and their children will be covered under one family policy.

(2) Coverage Provided to Employees and Employee Contribution to Premiums:

- (a) School District Provided Self-Only (Employee) Health Insurance: The Board of Education shall pay 100% of the premium for the self-only (Employee) health and dental insurance coverage, and the level of dependent health insurance coverage for which an employee may qualify should they elect to receive such dependent coverage subject to the employee's contribution toward the total cost of the dependent health insurance premium set forth in subparagraph b. below. For each employee receiving self-only coverage through the HDHP, the Board of Education shall contribute to a health savings account held in that employee's name an amount equal to 100% of the difference between the HDHP premium cost and the cost of self-only coverage through the lower deductible plan. For each employee receiving dependent coverage through the HDHP, the Board of Education shall contribute to a health savings account held in that employee's name an amount equal to 93% of the difference between the HDHP premium cost and the cost of dependent coverage through the lower deductible plan.
- (b) Employee Contribution to Dependent Health Insurance Premium: Employees electing to take dependent health insurance coverage will contribute to the monthly premium costs of such coverage an amount not to exceed seven percent (7%) of the total cost of Employee/Child(ren), Employee/Spouse, or Employee/Spouse and Child(ren) dependent health insurance monthly premium costs for the level of insurance elected by the employee per month but in no event shall the Employee contribute more than the following amounts:

Level of Dependent Health Insurance Coverage	Employee Contribution Toward Monthly Premium
Employee/Child(ren)	\$72.90
Employee/Spouse,	\$82.75
Employee/Spouse and Child(ren)	\$111.12

If the employee and his/her spouse are employed by the district and both qualify for the insurance program, they will be provided dependent coverage with no participation in the premium cost.

D. Dependent Dental Insurance: Employees electing to take dependent dental insurance shall pay the full cost of that portion of the monthly premium for the level of coverage elected that exceeds the monthly premium cost for self-only (Employee) dental

insurance, but in no event shall the Employee contribute more than the following amounts:

Level of Dependent Dental Insurance Coverage	Employee Contribution Toward Monthly Premium
Employee/Child(ren)	\$22.54
Employee/Spouse,	\$29.18
Employee/Spouse and Child(ren)	\$48.32

Any premium costs necessary to maintain dependent dental coverage that exceeds the employee contribution limits set forth herein shall be paid by the School District.

Teachers on Extended Leave: When teachers take an extended leave, their insurance premium will be paid for the month in which they leave plus the following month. Nothing in this Agreement shall be construed to in any way modify or limit an employee's rights under the Family and Medical Leave Act of 1993 (FMLA).

E. The teachers who are employed at less than full time (1.0 FTE) but at least 0.4 FTE shall be provided the option of extending, through payroll deduction from their salary, individual coverage to full family coverage for both dental and/or health insurance for themselves and their eligible family members. The District will pay 100% of the Single Coverage Premium or the FTE prorated family premium, whichever is greater.

F. New employees are not covered by Health Insurance until September 1. If hired after the start of the school year, coverage begins on the first day of the month following employment.

7. ACCUMULATED LEAVE

A. Accumulated leave with pay shall be granted on the basis of one (1) eight-hour day per calendar month (12 days / 96 hours per year) for each full-time employee, and pro-rated accordingly for part-time employees and those hired after September 1st. Accrued accumulated leave will be posted on each monthly payroll advice, and leave balances will be made available to employees online in the Employee Access Center. Personal leave as described in Subsection I of Section 7 shall be accrued at the beginning of each contract year. Additional annual allotment of accumulated leave shall be accrued proportionately during the remaining months of the contract year. Teachers may access unearned accumulated leave, not to exceed the total accumulated leave for the contract year. Use of unearned accumulated leave will be recorded on payroll advice as a negative leave balance.

B. Earned leave may be accumulated from year to year until a teacher has accumulated a maximum of one hundred twenty (120) days.

C. Accumulated Leave Buy-back Program: Teachers who have unused accumulated leave beyond the 120-day maximum at the end of a contract year will be eligible to annually sell back up to 12 unused days down to the 120-day maximum. Each day would be compensated at a rate of 1/2 the current daily substitute rate of pay.

D. When a teacher separates from the district, that teacher shall be paid for unused accumulated leave at the rate of one-half (1/2) of the district's current daily pay for substitute teachers, not to exceed ninety (90) days.

E. After three (3) consecutive days of an employee's absence for illness, the District may request a licensed physician's certificate for the absence to be counted as accumulated leave.

F. Accumulated leave may be taken for personal illness as well as for an illness of the individual's family – (father, mother, grandfather, grandmother, father-in-law, mother-in-law, spouse, child, grandchild, brother, sister or legal dependent). Additional absences will be considered under the personal leave section of this agreement.

G. If an individual has exhausted his/her accumulated leave days due to personal illness or incapacitation or a dependent's illness or incapacitation (spouse or minor child for whom the employee is legally and financially responsible), the individual shall retain all employment rights and the district shall continue to pay all insurance premiums provided for in this contract during the time the employee is eligible as defined by the Family Medical Leave Act.

H. A teacher shall be allowed to use available accumulated leave when he/she is adopting a child. Leave will be granted upon completion and approval of the Family and Medical Leave application.

I. Personal leave is for activities of an unusual nature that cannot be scheduled outside the teacher's regular duty day. Teachers shall apply for Personal Leave by submitting a request in writing (without explanation or reason) to the building administrator. The administrator shall acknowledge and submit the application to the Assistant Superintendent of Human Resources for his/her approval.

The number of Personal Leave requests granted will not exceed 4% of the district teaching staff on any given contract day, and the number of Personal Leave requests granted per building will not exceed eight percent (8%). Paid leave of absence shall be granted for personal leave and deducted from accumulative leave on the following basis:

- Teachers currently fulfilling years 1-10 years of service to the district may apply for 2 personal days per year.
- Teachers currently fulfilling years 11-20 years of service to the district may apply for 3 personal days per year.
- Teachers currently fulfilling years 21 or more years of service to the district may apply for 4 personal days per year.

8. EXTENDED LEAVE

A. A teacher who is not able to continue his/her teaching duties, due to personal or family reasons, will be granted leave of absence without pay.

- i. Extended leave for one semester without pay will be granted if it is requested in writing. The district will arrange for a substitute and the person requesting leave will be returned to a position comparable to when the leave commenced and be advanced on the salary schedule as other certificated staff without any limitations because of the leave granted. The employee will retain all seniority and accumulated leave. Comparable position is defined as a position for which an individual is appropriately certificated, endorsed, or has previously taught or served.
- ii. If the teacher's request is for a one-year leave of absence, the leave may be granted. If such leave is granted, the teacher will be able to return to a comparable position in the district. The district may deny a one year

request on the basis of availability of a substitute, a predicted RIF, or if the number of requests cause undue hardship on the district or a particular building. The district will maintain all seniority and accumulated sick leave for the employee. In order to initiate this type of leave, a form must be signed, as provided by the Superintendent of Schools, requesting extended leave. This form indicates the amount of leave requested will not exceed two school semesters. (The statement above “without pay” also includes all salary and fringe benefits, unless otherwise specified in this section). The District must be notified of the intent to return from a leave of absence by February 1. If notification is not received, resignation is posted and reapplication with the District must occur.

9. ASSOCIATION LEAVE

A. The Association shall be granted forty (40) days total leave per year for the membership, provided that the Association shall assume and pay the cost of the engagement of any substitute teacher or teachers required on such occasions with coordination with the teacher’s building administrator.

B. An employee who is elected to a NEA/NSEA office or PLEA President shall, upon written application to the employer, be granted a leave of absence without pay of up to six (6) consecutive years. The leave of absence shall be granted without loss of accrued employment benefits that have been earned prior to the leave of absence unless the position no longer exists, in which case the employee shall be placed in the first available position for which he/she is qualified. Insurance benefits may be continued by the employee upon payment of the premiums to the employer and acceptance by the carrier. The District will recognize time served in the PLEA President position for salary schedule advancement. The employee will retain all seniority and accumulated leave.

10. BEREAVEMENT LEAVE

A. Absence from work will be allowed so that the employee may have five (5) consecutive workdays following the death of an immediate relative without loss of pay. This rule applies only to an immediate relative, interpreted to be as follows: an employee’s spouse, parent, child, brother, sister, grandchild, mother-in-law, father-in-law, or any other individual who is a permanent resident in the employee’s home.

B. The employee shall be granted three (3) consecutive workdays without loss of pay for the purpose of attending the funeral of the employee’s grandparent, brother-in-law, sister-in-law, daughter-in-law, son-in-law, nephew, niece, aunt, uncle, or grandparent-in-law.

C. Additional absences will be considered under the Accumulated Leave of this Agreement.

11. SABBATICAL LEAVE

A. No more than two (2) Sabbatical Leaves will be granted in any one fiscal year. A teacher, to be eligible for Sabbatical Leave, shall have served in the Papillion-La Vista School District five (5) consecutive years. The only reimbursement for Sabbatical Leave will be the payment of the family health/single dental insurance premium for the individual involved, to the level agreed to in this negotiated agreement. The person

receiving Sabbatical Leave will be returned to a position comparable to when the leave commenced and be advanced on the salary schedule as other certificated staff without any limitations because of the leave granted. Comparable position is defined as a position for which an individual is appropriately certificated, endorsed, or has previously taught or served.

B. The teachers will be asked to sign an agreement that they will serve the District one (1) full school year for each semester of Sabbatical Leave granted. The deadline date for an application to be submitted to the Superintendent of Schools, or his/her designee, for Sabbatical Leave to be considered, is the first working day in March of the year the leave is requested.

12. PUBLIC OFFICE

A. An employee who is elected to a municipal, county, state or federal office shall, upon written application to the employer, be granted a leave of absence without pay of up to four (4) consecutive years except where prohibited by law. The leave of absence shall be granted without loss of accrued employment benefits that have been earned prior to the leave of absence unless the position no longer exists, in which case the employee shall be placed in the first available position for which he/she is qualified. Insurance benefits may be continued by the employee upon payment of the premiums to the employer and acceptance by the carrier.

13. MILITARY LEAVE

A. Any employee covered by this agreement shall be granted military leave consistent with Federal statutes.

14. JURY DUTY/ELECTION DUTY AND SUBPOENA LEAVE

A. Leave of absence with pay will be granted for jury duty. The teacher will notify the district when notification to serve on jury duty is received. Any pay received, less mileage will be reimbursed to the district.

B. Leave of absence with pay will be granted when a teacher is subpoenaed to appear in a court of law. Any pay received, less mileage, shall be reimbursed to the district.

C. Leave of absence with pay will be granted for election duty if summoned. The teacher will notify the district when notification to serve on the election board is received. Any pay received, less mileage, will be reimbursed to the district.

15. GRIEVANCE PROCEDURES

A. A claim upon an event or condition which affects the terms and conditions of employment of a teacher or group of teachers as specified in the contractual agreement between the Papillion-La Vista Education Association and the District and/or the interpretations, meaning, or application of the contractual agreement between the Papillion-La Vista Education Association and the District is a grievance.

B. A Teachers' Rights committee composed of not more than three (3) members of the Association shall be designated by the Association for the purpose of handling grievances. Meetings between this committee and the District representatives shall be arranged between these two groups on a mutually satisfactory basis. Grievances shall be handled immediately in the following manner:

- (1) Between the principal and aggrieved party, with or without a representative of the Association. This meeting shall take place within ten (10) contract days of knowledge of the incident which is the basis of the grievance.
- (2) If satisfactory adjustment of such grievance shall not thereby have been reached, the Grievant shall have the right to submit a written grievance with the Superintendent of Schools within ten (10) contract days of the conclusion of the meeting with his/her principal, as outlined above. A copy of the written grievance shall be filed with the designated member of the Association Teachers' Rights Committee.
- (3) Based on the written grievance, a hearing shall be conducted within ten (10) contract days after receipt of the written grievance. The Grievant may be represented by the Association at the hearing. The Superintendent of Schools shall within ten (10) contract days thereafter render the decision, in writing, to the Grievant and to the Association Grievance Committee.
- (4) In the event a dispute shall arise between the administration and the Association with reference to the proper interpretation or application of the provision of this contract, and if such dispute cannot be settled by mutual agreement of the parties, then, within ten (10) contract days, the District shall conduct a hearing on the grievance and shall render a decision thereon within ten (10) contract days following the hearing. The Grievant shall have the right to be represented at such a hearing by a representative of the Association. The decision of the District shall be reduced to writing, and written copies of the decision shall be provided to the Grievant, Superintendent of Schools, Principal of the Grievant, and to the local and state officers of the Association.
- (5) Any extension of time limitations of this procedure may be extended upon the written mutual agreement of both parties.

16. COMMUNICATIONS

A. The District will allow for a bulletin board and email communication from PLEA Officers to use for the posting and sharing of information to certificated staff members. The information on the bulletin board and in emails shall be limited to general information regarding meetings, elections, surveys, social activities, education activities, certificated staff vacancies, and other notices mutually agreed upon between the Association and the Superintendent of Schools or his designee.

B. The District will provide an electronic copy of all vacancy notices that may be posted by the Association President.

C. Endorsed vendors of NSEA will be allowed in District buildings before or after duty hours of employees so long as the educational process is not disrupted and employees are not required to participate in vendor activities.

D. Association meetings will be allowed in District buildings before or after the duty day so long as the educational process is not disrupted.

17. SUPPLEMENTARY SALARY SCHEDULE

A. The supplemental salaries are agreed upon and set forth in the Supplemental Salary Schedule attached to this agreement as Appendix "B". If the District decides to add a newly created position to the Supplementary Salary Schedule at any point during

the contract year, a meeting with Papillion La Vista Education Association will be called to reach agreement on compensation for that position.

B. If two or more teachers are assigned to share a duty, the payout for that position will be split based upon the number of persons and the percentage of remuneration assigned to that duty.

C. Teachers who have completed ten (10) years of experience in a particular sport, activity or duty will receive a 10% increase in the standard supplemental salary for that category.

D. Employees who are not certified teachers but are covered by this contract who hold national certification in other specialties that are equivalent to the National Board for Professional Teaching Standards Certification will receive a 5% of base increase in their salary. The school district will reimburse the examination/processing fee up to \$2,500 per individual at a maximum district total cost of \$8,000. The district will approve those representatives who qualify for reimbursement.

18. REDUCTION IN FORCE

A. Reductions in certificated staff may sometimes be necessary due to declining enrollment, budgetary considerations, program changes or other factors. Where possible, any reductions shall be accomplished through the normal attrition of the staff. Where normal attrition does not produce sufficient reductions, the superintendent will recommend to the Board the names of teachers to be terminated. All recommendations will follow the letter and spirit of applicable laws. In general, selections for RIF terminations will be made on the basis of least seniority. However, consideration must be given to (1) the program offerings of the district, (2) areas of certification and endorsement which may be required to maintain accreditation, (3) laws which may mandate certain employment practices, and (4) special qualifications that may require specific training and/or experience. Employees terminated through RIF will be offered re-employment by the district in any future opening for which they qualify for a period of two years. Upon re-employment, the employee shall resume the position on the salary schedule that is dictated by his/her experience, training and length of service to the district.

B. The District will provide the Association names of employees RIF'd upon notification to said employee.

19. PAYROLL DEDUCTION OF DUES

A. The District agrees to deduct from the salaries of the teachers, dues for the Association, as well as for the Nebraska State Education Association and the National Education Association, as said teachers individually and voluntarily authorize the District to deduct. The District further agrees to remit to the treasurer of the Association the dues, by the 20th of each month.

B. The Association will, on or before August 20th of each year, provide the District with the continuous membership verification of authorization list.

C. The District will notify the treasurer-membership chair of the Association of any member's termination of employment within fifteen (15) workdays.

D. The dues deductions referred to in this article will be made in ten (10) equal installments, beginning with the September pay period of the year.

E. Any FCPE (Fund for Children and Public Education) voluntary contribution deductions will be deducted, in full, from the July payroll checks. The Association will provide the District a list of individual member donations to FCPE by October of each year.

F. There will be no deductions from Association members for dues or donations from August payroll checks. August will be used by the Association to make membership adjustments for the coming school year.

20. METHOD OF PAY

A. A direct deposit system exists for direct bank deposits of the monthly paychecks. The date of the direct deposits will be the fifteenth (15th) of each month.

21. WORKPLACE SAFETY COMMITTEE REPRESENTATION

A. The parties agree to collaboratively, through the Workplace Safety Committee process, develop improved security procedures, expand training opportunities for all staff, and engage in cooperative problem solving to improve workplace safety. The Association shall elect or appoint a member to serve on the District's Workplace Safety Committee. The term of this representative shall be two (2) years, and reappointment may occur. All PLEA members shall have the opportunity to express interest in serving on the committee. The Association will develop the process of seeking interested participants and appointing or electing their representatives to serve on this committee.

22. SEVERABILITY

A. If any provision of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

B. This Agreement will continue until replaced by a successor agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this 8th day of February, 2016.

PRESIDENT, PAPHILLION-LA VISTA EDUCATION ASSOCIATION

PRESIDENT, BOARD OF EDUCATION

Appendix A
Papillion-La Vista School District
Salary and Index Schedule 2016-2017

<i>STEP</i>	<i>BA</i>	<i>BA+9</i>	<i>BA+18</i>	<i>BA+27</i>	<i>BA+36 MA</i>	<i>MA+9</i>	<i>MA+18</i>	<i>MA+27</i>	<i>MA+36 Spec.</i>	<i>PhD EdD</i>
1.000	1.000	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405
	\$35,365	\$36,956	\$38,548	\$40,139	\$41,731	\$43,322	\$44,914	\$46,505	\$48,096	\$49,688
2.000	1.040	1.085	1.130	1.175	1.220	1.265	1.310	1.355	1.400	1.445
	\$36,780	\$38,371	\$39,962	\$41,554	\$43,145	\$44,737	\$46,328	\$47,920	\$49,511	\$51,102
3.000	1.080	1.125	1.170	1.215	1.260	1.305	1.350	1.395	1.440	1.485
	\$38,194	\$39,786	\$41,377	\$42,968	\$44,560	\$46,151	\$47,743	\$49,334	\$50,926	\$52,517
4.000	1.120	1.165	1.210	1.255	1.300	1.345	1.390	1.435	1.480	1.525
	\$39,609	\$41,200	\$42,792	\$44,383	\$45,975	\$47,566	\$49,157	\$50,749	\$52,340	\$53,932
5.000	1.160	1.205	1.250	1.295	1.340	1.385	1.430	1.475	1.520	1.565
	\$41,023	\$42,615	\$44,206	\$45,798	\$47,389	\$48,981	\$50,572	\$52,163	\$53,755	\$55,346
6.000	1.200	1.245	1.290	1.335	1.380	1.425	1.470	1.515	1.560	1.605
	\$42,438	\$44,029	\$45,621	\$47,212	\$48,804	\$50,395	\$51,987	\$53,578	\$55,169	\$56,761
7.000		1.285	1.330	1.375	1.420	1.465	1.510	1.555	1.600	1.645
		\$45,444	\$47,035	\$48,627	\$50,218	\$51,810	\$53,401	\$54,993	\$56,584	\$58,175
8.000		1.325	1.370	1.415	1.460	1.505	1.550	1.595	1.640	1.685
		\$46,859	\$48,450	\$50,041	\$51,633	\$53,224	\$54,816	\$56,407	\$57,999	\$59,590
9.000			1.410	1.455	1.500	1.545	1.590	1.635	1.680	1.725
			\$49,865	\$51,456	\$53,048	\$54,639	\$56,230	\$57,822	\$59,413	\$61,005
10.000			1.450	1.495	1.540	1.585	1.630	1.675	1.720	1.765
			\$51,279	\$52,871	\$54,462	\$56,054	\$57,645	\$59,236	\$60,828	\$62,419
11.000				1.535	1.580	1.625	1.670	1.715	1.760	1.805
				\$54,285	\$55,877	\$57,468	\$59,060	\$60,651	\$62,242	\$63,834
12.000				1.575	1.620	1.665	1.710	1.755	1.800	1.845
				\$55,700	\$57,291	\$58,883	\$60,474	\$62,066	\$63,657	\$65,248
13.000				1.615	1.660	1.705	1.750	1.795	1.840	1.885
				\$57,114	\$58,706	\$60,297	\$61,889	\$63,480	\$65,072	\$66,663
14.000					1.700	1.745	1.790	1.835	1.880	1.925
					\$60,121	\$61,712	\$63,303	\$64,895	\$66,486	\$68,078
15.000					1.740	1.785	1.830	1.875	1.920	1.965
					\$61,535	\$63,127	\$64,718	\$66,309	\$67,901	\$69,492
16.00					1.780	1.825	1.870	1.915	1.960	2.005
					\$62,950	\$64,541	\$66,133	\$67,724	\$69,315	\$70,907
17.00					1.800	1.845	1.890	1.935	1.980	2.025
					\$63,657	\$65,248	\$66,840	\$68,431	\$70,023	\$71,614
18.00					1.810	1.855	1.900	1.945	1.990	2.035
					\$64,011	\$65,602	\$67,194	\$68,785	\$70,376	\$71,968
19.00					1.820	1.865	1.910	1.955	2.000	2.045
					\$64,364	\$65,956	\$67,547	\$69,139	\$70,730	\$72,321
20.00					1.830	1.875	1.920	1.965	2.010	2.055
					\$64,718	\$66,309	\$67,901	\$69,492	\$71,084	\$72,675
21.00					1.840	1.885	1.930	1.975	2.020	2.065
					\$65,072	\$66,663	\$68,254	\$69,846	\$71,437	\$73,029
22.00					1.86	1.905	1.950	1.995	2.040	2.085
					\$65,779	\$67,370	\$68,962	\$70,553	\$72,145	\$73,736
23.00						1.915	1.960	2.005	2.050	2.095
						\$67,724	\$69,315	\$70,907	\$72,498	\$74,090
24.00						1.925	1.970	2.015	2.060	2.105
						\$68,078	\$69,669	\$71,260	\$72,852	\$74,443
25.00						1.935	1.980	2.025	2.070	2.115
						\$68,431	\$70,023	\$71,614	\$73,206	\$74,797
26.00						1.945	1.990	2.035	2.080	2.125
						\$68,785	\$70,376	\$71,968	\$73,559	\$75,151

The salary schedule above is called a "4.5 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.5%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through Step 16. Step 17 (L1) and Step 22 (L6) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1 % of salary.

Appendix B2			
Extra-Duty Athletic			
9/1/2016	Base:	\$35,365.00	
Athletic Duties	%	Standard Amt.	10 Yr
		\$	Longevity
Athletic Trainer - per season	14.00%	\$4,951.10	\$5,446.21
Aquatics Director	32.50%	\$11,493.63	\$12,642.99
Head Baseball	15.00%	\$5,304.75	\$5,835.23
Asst. Varsity Baseball - JV Head	10.50%	\$3,713.33	\$4,084.66
Asst. Baseball-Sophomore/Freshman	9.50%	\$3,359.68	\$3,695.64
Head Basketball	20.50%	\$7,249.83	\$7,974.81
Asst. Varsity Basketball -JV Head	12.00%	\$4,243.80	\$4,668.18
Asst Basketball-Sophomore	10.50%	\$3,713.33	\$4,084.66
Basketball-Head-9th	9.50%	\$3,359.68	\$3,695.64
Basketball-Asst-9th	6.50%	\$2,298.73	\$2,528.60
Basketball-Head-8th	7.50%	\$2,652.38	\$2,917.61
Basketball-Asst-8th	5.50%	\$1,945.08	\$2,139.58
Basketball-Head-7th	6.00%	\$2,121.90	\$2,334.09
Basketball-Asst 7th/C Team	3.50%	\$1,237.78	\$1,361.55
Head Cross Country Boys/Girls	9.00%	\$3,182.85	\$3,501.14
Asst Cross Country Boys/Girls	8.00%	\$2,829.20	\$3,112.12
Cross Country-7th/8th Boys/Girls	3.75%	\$1,326.19	\$1,458.81
Head Football	20.50%	\$7,249.83	\$7,974.81
Asst. Football	12.00%	\$4,243.80	\$4,668.18
Football-Head JV	12.00%	\$4,243.80	\$4,668.18
Football-Asst JV	10.50%	\$3,713.33	\$4,084.66
Football-Head Sophomore	10.50%	\$3,713.33	\$4,084.66
Football-Asst Sophomore	8.50%	\$3,006.03	\$3,306.63
Football-Head 9th	9.50%	\$3,359.68	\$3,695.64
Football-Asst 9th	6.50%	\$2,298.73	\$2,528.60
Football-Head 7th/8th	7.50%	\$2,652.38	\$2,917.61
Football-Asst 7th/8th	6.00%	\$2,121.90	\$2,334.09
Head Golf - Boys/Girls	9.00%	\$3,182.85	\$3,501.14
Golf Assistant - Boys/Girls	8.00%	\$2,829.20	\$3,112.12
Head Soccer - Boys/Girls	15.00%	\$5,304.75	\$5,835.23
Asst Varsity Soccer - Head JV Boys/Girls	10.50%	\$3,713.33	\$4,084.66
Asst Soccer Soph/Frsh Boys/Girls	9.50%	\$3,359.68	\$3,695.64
Head Softball - Girls	15.00%	\$5,304.75	\$5,835.23
Softball Varsity Asst. -Head JV	10.50%	\$3,713.33	\$4,084.66
Head Swimming Boys/Girls	17.50%	\$6,188.88	\$6,807.76
Asst. Swimming Boys/Girls	8.50%	\$3,006.03	\$3,306.63
Head Tennis - Boys/Girls	9.00%	\$3,182.85	\$3,501.14
Asst Tennis Boys/Girls	8.00%	\$2,829.20	\$3,112.12
Head Track - Boys/Girls	15.00%	\$5,304.75	\$5,835.23
Asst. Track - Boys/Girls	10.50%	\$3,713.33	\$4,084.66

Track -Head 7th/8th	7.50%	\$2,652.38	\$2,917.61
Asst. Track -7th/8th	5.50%	\$1,945.08	\$2,139.58
Head Volleyball	20.50%	\$7,249.83	\$7,974.81
Volleyball Varsity Asst.- Head- JV	12.00%	\$4,243.80	\$4,668.18
Volleyball-Sophomore	10.50%	\$3,713.33	\$4,084.66
Volleyball-Head 9th	9.50%	\$3,359.68	\$3,695.64
Asst. Volleyball-9th	6.50%	\$2,298.73	\$2,528.60
Volleyball-Head8th	7.50%	\$2,652.38	\$2,917.61
Asst. Volleyball 8th	5.50%	\$1,945.08	\$2,139.58
Volleyball-Head 7th	6.00%	\$2,121.90	\$2,334.09
Asst. Volleyball-7th	3.50%	\$1,237.78	\$1,361.55
Weight Training-Summer	6.00%	\$2,121.90	\$2,334.09
Weight Training-Season	6.00%	\$2,121.90	\$2,334.09
Weight Training-Jr High	4.00%	\$1,414.60	\$1,556.06
Head Wrestling	15.00%	\$5,304.75	\$5,835.23
Wrestling-JV	10.50%	\$3,713.33	\$4,084.66
Wrestling-Head 7th/8th	7.50%	\$2,652.38	\$2,917.61
Asst Wrestling-7th/8th	5.50%	\$1,945.08	\$2,139.58
Intramural Director - HS	6.00%	\$2,121.90	\$2,334.09
Intramural Director - JH	6.00%	\$2,121.90	\$2,334.09
Intramural Asst. (per season)	2.00%	\$707.30	\$778.03
Senior High School Duties	% of Base	Standard AMT	10 Yr Longevity
Team Leader	7.50%	\$2,652.38	\$2,917.61
Department Leader	9.00%	\$3,182.85	\$3,501.14
Cheerleading	9.50%	\$3,359.68	\$3,695.64
Cheerleading Asst	6.50%	\$2,298.73	\$2,528.60
Cheerleading Freshman	6.00%	\$2,121.90	\$2,334.09
Dance Team	9.50%	\$3,359.68	\$3,695.64
Dance Team Asst	6.50%	\$2,298.73	\$2,528.60
Debate	11.00%	\$3,890.15	\$4,279.17
Debate Asst.	4.00%	\$1,414.60	\$1,556.06
Speech	11.00%	\$3,890.15	\$4,279.17
Speech Asst.	4.00%	\$1,414.60	\$1,556.06
Drama	7.00%	\$2,475.55	\$2,723.11
1 Act Play/Play Production	6.00%	\$2,121.90	\$2,334.09
Fall Play	5.00%	\$1,768.25	\$1,945.08
Honor Society	8.50%	\$3,006.03	\$3,306.63
Honor Society asst.	4.25%	\$1,503.01	\$1,653.31
Instrumental Music	20.50%	\$7,249.83	\$7,974.81
Instrumental Music Asst.	6.50%	\$2,298.73	\$2,528.60
Newspaper	8.00%	\$2,829.20	\$3,112.12
Annual	8.00%	\$2,829.20	\$3,112.12
Senior Class Sponsor	4.50%	\$1,591.43	\$1,750.57
Junior Class Sponsor	4.50%	\$1,591.43	\$1,750.57
Sophomore Class Sponsor	2.25%	\$795.71	\$875.28
Freshman Class Sponsor	2.25%	\$795.71	\$875.28

Student Council	8.50%	\$3,006.03	\$3,306.63
Student Council Asst.	4.25%	\$1,503.01	\$1,653.31
Vocal Music	15.50%	\$5,481.58	\$6,029.73
Vocal Music Asst.	6.50%	\$2,298.73	\$2,528.60
Musical Director	10.00%	\$3,536.50	\$3,890.15
Musical Asst. Director	7.00%	\$2,475.55	\$2,723.11
Clubs	4.00%	\$1,414.60	\$1,556.06
Concessions	4.00%	\$1,414.60	\$1,556.06
High Ability Club	3.50%	\$1,237.78	\$1,361.55
DECA	9.00%	\$3,182.85	\$3,501.14
FBLA	9.00%	\$3,182.85	\$3,501.14
Skills USA (VICA)	9.00%	\$3,182.85	\$3,501.14
Mock Trial	4.00%	\$1,414.60	\$1,556.06
Student Innovation Club	9.00%	\$3,182.85	\$3,501.14
Flag Corps	8.00%	\$2,829.20	\$3,112.12
HAL Coordinator	4.00%	\$1,414.60	\$1,556.06
ROTC	7.00%	\$2,475.55	\$2,723.11
School Improvement (SIP) Chair	5.00%	\$1,768.25	\$1,945.08
Curriculum/Summer School/Night School	\$28.00/hr	\$28.00/hr	

JH Duties	% of Base	Standard AMT	10 Yr Longevity
Team Leader	7.50%	\$2,652.38	\$2,917.61
Team Facilitator	6.00%	\$2,121.90	\$2,334.09
Junior Honor Society	4.00%	\$1,414.60	\$1,556.06
Instrumental Music	9.00%	\$3,182.85	\$3,501.14
Instrumental Music Asst.	4.00%	\$1,414.60	\$1,556.06
Student Council	4.00%	\$1,414.60	\$1,556.06
Vocal Music	6.00%	\$2,121.90	\$2,334.09
Clubs	4.00%	\$1,414.60	\$1,556.06
Annual	4.00%	\$1,414.60	\$1,556.06
Destination Imagination	3.50%	\$1,237.78	\$1,361.55
Drug and Alcohol Free Club	4.00%	\$1,414.60	\$1,556.06
School Improvement (SIP) Chair	5.00%	\$1,768.25	\$1,945.08
ELEMENTARY Duties	% of Base	Standard AMT	10 Yr Longevity
Building Supervisor (% of Individual Base)	4.00%	grandfathered pre-2003-04	
Building Supervisor NEW (% of Teacher Base)	4.00%	\$1,414.60	\$1,556.06
Safety Patrol	4.00%	\$1,414.60	\$1,556.06
Instrumental Music	2.00%	\$707.30	\$778.03
Vocal Music (1 - 3 performances)	2.50%	\$884.13	\$972.54
Vocal Music (4 or more performances)	3.50%	\$1,237.78	\$1,361.55
Clubs	3.50%	\$1,237.78	\$1,361.55
HAL Related	3.50%	\$1,237.78	\$1,361.55
School Improvement (SIP) Chair	5.00%	\$1,768.25	\$1,945.08
Outdoor Education Director	7.00%	\$2,475.55	\$2,723.11
Curriculum/Summer School/Night School	\$28.00/hr	\$28.00/hr	

APPENDIX C
2016-17 Benefit Summary
Health Coverage - \$900 Deductible

Benefit Item	Preferred	Non-Preferred
Individual Deductible		
Deductible Option 2	\$900	\$1,800
Family Deductible Maximum	Twice Deductible	Twice Deductible
Coinsurance – All Options		
	20%	40%
Individual Out-of-Pocket Maximum		
Deductible Option 2	\$4,650	\$9,300
Family Out-of-Pocket Maximum	2x Individual	2x Individual
<i>Combined Maximum Includes Deductible, Coinsurance, and Copays for all Services Including Prescription Drugs</i>		
Lifetime Maximum		Unlimited
Office Visit Copay		
Primary Copay	\$30	Ded & Coins
Specialist Copay	\$50	Ded & Coins
Inpatient Hospital		
		Ded & Coins
Outpatient Hospital		
		Ded & Coins
Emergency Services		
Urgent Care	\$50 Copay, Ded & Coins	
Emergency Room	\$75 Copay, Ded & Coins	
Prescription Drugs		
Generic Copay	25% Coins (\$5 minimum, \$25 maximum)	
Formulary Brand Copay	25% Coins (\$40 minimum, \$80 maximum)	
Non-Formulary Brand Copay	50% Coins (\$70 minimum, \$110 maximum)	
In Network Specialty Copay(30 Day Supply)	25% Coins (\$60 minimum, \$120 maximum)	
Out of Network Specialty Copay (30 Day Supply)	50% Coins (\$170 minimum, \$340 maximum)	
Formulary Diabetic Supplies	20%	
Non-Formulary Diabetic Supplies	30%	
Ostomy Supplies	20%	
Mail Order Maximum	180 Days Supply	
Mail Order Copay	1 Copay per 30 Days Supply with 5 Copay Maximum	
Preauthorization Programs Included	Gastroprotective NSAIDS and Proton Pump Inhibitors	
Preventive Services	Covered at 100%	Ded & Coins
Mental Health and Substance Abuse		
Inpatient		Ded & Coins
Outpatient		Ded & Coins

APPENDIX D
2016-17 Benefit Summary
HSA-Eligible \$3,500 Deductible Dual Choice Plan

Benefit Item	Preferred	Non-Preferred
Subgroups with the \$900 May Choose This Plan as a Dual Option		
Individual Deductible	\$3,500	\$7,000
Family Deductible	\$6,850	\$13,700
Family Deductible Basis	Aggregate Only	Aggregate Only
Coinsurance		
	0%	20%
Individual Out-of-Pocket Maximum		
	\$3,500	\$12,000
Family Out-of-Pocket Maximum		
	\$6,850	\$23,700
<i>Combined Maximum Includes Deductible, Coinsurance, and Copays for all Services Including Prescription Drugs</i>		
Lifetime Maximum		Unlimited
Office Visit Copay		Ded & Coins
Inpatient Hospital		Ded & Coins
Outpatient Hospital		Ded & Coins
Emergency Services		Ded & Coins
Prescription Drugs		
Generic Copay		Ded Only
Formulary Brand Copay		Ded Only
Non-Formulary Brand Copay		Ded Only
In Network Specialty Copay (30 Day Supply)		Ded Only
Out of Network Specialty Copay (30 Day Supply)		Ded Only
Formulary Diabetic Supplies		Ded Only
Non-Formulary Diabetic Supplies		Ded Only
Ostomy Supplies		Ded Only
Mail Order Maximum		180 Days Supply
Mail Order Copay		Ded Only
Preauthorization Programs Included		Gastroprotective NSAIDS and Proton Pump Inhibitors
Preventive Services		
	Preferred Covered at 100%	Non-Preferred Ded & Coins
Mental Health and Substance Abuse		
Inpatient		Ded & Coins
Outpatient		Ded & Coins