

Tentative Agreement, May 23, 2016
Tumwater Education Association / Tumwater School District
May 26, 2016 Ratification Meeting

~~Strikethrough~~ indicates current language that is deleted.

Underscore indicates new language to be added.

NOTE: is clarifying information.

1 **ITEM #1**

2 ARTICLE 24 – INSURANCE BENEFITS

3
4 **A. Insurance Benefits and Retiree Subsidy**

5 For each year of the contract the District shall provide the state health benefit allocation per FTE,
6 (minus retiree subsidy) toward the payment of premiums for approved insurance plans. Employees
7 who are less than a full (1.0) FTE shall receive prorated allocations.

8
9 **Health Benefits Assistance Pooling**

10 In addition, the District shall contribute to the TEA Health Benefits Pool as follows:

11 <u>2015-2016</u>	<u>\$848</u> per FTE per year
12 <u>2016-2017</u>	<u>\$848</u> per FTE per year

13
14 Insurance benefits will be pooled according to state regulations.

15
16 **ITEM #2**

17 • For the 2015-2016 school year, 23 TRI (“time, responsibility, and incentive”) (see RCW
18 28A.400.200(4)) days at per diem rate (18 SELF-directed, 3 SITE-directed, 1 District-directed, and 1
19 Opening Day). NOTE: This adds 6 new SELF-directed days, which must be documented and turned in
20 for payment.

21
22 • For the 2016-2017 school year, 27.5 TRI (“time, responsibility, and incentive”) (see RCW
23 28A.400.200(4)) days at per diem rate (22 SELF-directed, 3 SITE-directed, 1.5 District-directed, and 1
24 Opening Day). NOTE: This adds 4 new SELF-directed days and .5 District-directed day.

25
26 All days shall be paid at the current salary and funded days based on the SAM for the year indicated.

27
28 **ITEM #3**

29 Article 25

30 **25.C.3 National Holidays**

31 **Holiday Early Release Days**

32
33 The parties agree that the District calendar will include one (1) holiday early release day (half-day) on the
34 day-before Thanksgiving break.

35
36 **ITEM #4**

37 Article 37 D.1

38 **Equitable Class Loads**

39 The two parties recognize that individual and combined student needs can disproportionately impact the
40 learning environment in a classroom. In order to enhance learning opportunities for all students, the
41 parties agree that every reasonable effort shall be made to distribute class loads in an equitable manner
42 that takes high-impact factors into account. High impact factors may include: total class and caseload;
43 student attendance, behavior and discipline patterns; teacher experience and expertise; environment and

1 minutes of service consideration; HiCap; ELL; and/or, McKenny Vento enrollment. Concerns about the
2 equitable distribution of students will be discussed initially with the building administrator. The parties
3 will include the program administrator if appropriate. If concern is not resolved the parties may refer to
4 Article 2.

5
6 Article 37 E.1

7 **Equitable Class Loads and Electives**

8 The two parties recognize that individual and combined student needs can disproportionately impact the
9 learning environment in a classroom. In order to enhance learning opportunities for all students, the
10 parties agree that every reasonable effort shall be made to distribute class loads in an equitable manner
11 that takes high-impact factors into account. High impact factors may include: total class and caseload;
12 student attendance, behavior and discipline patterns; teacher experience and expertise; environment and
13 minutes of service consideration; HiCap; ELL; and/or, McKenny Vento enrollment. Concerns about the
14 equitable distribution of students will be discussed initially with the building administrator. The parties
15 will include the program administrator if appropriate. If concern is not resolved the parties may refer to
16 Article 2.

17
18 **ITEM #5**

19 Article 38 E

20 **Placement Considerations**

21 The Association and the District agree that great care needs to be given to the placement process when
22 assigning special needs students to classes. Placement decisions by the IEP process shall consider student
23 needs, teacher and classroom factors, and the resources available for support of accommodations.
24 Teachers serving students with special needs or 504 plans will receive necessary support including
25 training, equipment, facilities and personnel. If a teacher has concerns about the appropriateness of a
26 special education student's IEP or 504 plan, including the placement and/or level of services being
27 provided and/or whether the student is benefitting from her/his IEP or 504 plan, the teacher should bring
28 this concern to the IEP or 504 team. If unresolved, the matter may be referred to Article 2.

29
30 **ITEM #6**

31 Article 38, NEW 38.I

32 **Paraprofessional Support Option in Self Contained Classrooms:**

33 The parties agree that when a Special Education teacher in a self-contained program receives a minimum
34 of six (6) hours of paraprofessional support (per Article 38,) the paraprofessional(s) will be scheduled in
35 such a manner to provide a full six (6) hours of support

36
37 **ITEM #7**

38 Article 23, NEW 23.G

39 **In-Service Compensation Outside the Workday**

40 The parties agree that employees will be paid at their curriculum rate for in-service training occurring
41 outside the-normal work day if the district requires the employee to attend. This would not include in-
42 service trainings employees attend in order to meet other requirements (i.e. certification, licensure)

43
44 **ITEM #8**

45 Article 27.F

46 **F. Classroom Visits**

47 Building administration shall give prior notice in instances where there is a need for classroom
48 visitations by outside investigators, mediators, or consultants during in-class hours.

1 **ITEM #9**

2 **Certificated Moving Fund**

3 Article 41D

4 \$150 \$300 per 1.0 FTE elementary teacher

5 \$100 \$200 per 1.0 FTE secondary teacher

6
7 **ITEM #10**

8 **ARTICLE 17 – DUE PROCESS**

9 **A. Just Cause and Progressive Discipline.**

10
11 No employee shall be reprimanded, disciplined, adversely affected or deprived of any professional
12 advantage without just cause. It is expressly understood that the District will follow a policy of
13 progressive discipline.

14
15 Prior to issuing discipline, non-disciplinary, documented verbal warnings and Letters of Direction
16 may be issued. Documentation of a verbal warning will be limited in description, but will serve to
17 verify the date and nature of the event, and the conversation which occurred between the employee
18 and supervisor.

19
20 The District may issue a Letter of Direction to an employee where appropriate. The Letter of
21 Direction shall guide and advise the employee on future conduct, be non-disciplinary in nature,
22 contain no findings of wrong-doing on the part of the employee, and will not include a suggestion that
23 future acts of a similar nature will be disciplinary.

24
25 Employees may have Association representation during a verbal warning conversation, as well as
26 when receiving a Letter of Direction. Documentation of a verbal warning and a Letter of Direction
27 may be placed in a building level administrative working file with the employees' knowledge of such
28 placement, indicated by the employees' signature and a time/date stamp.

29
30 ~~Such~~ Discipline shall include: (1) ~~written verbal~~ warning(s), (2) Letter(s) of Reprimand, (3)
31 suspension(s), and (4) discharge. Any disciplinary action taken against an employee shall be appropriate
32 to the behavior which precipitates said action.

33
34 **ITEM #11**

35 Article 43.G.2

36 **Co-Curricular compensation schedule (see Appendix B)**

37
38 **1. Co-Curricular Base Salary.**

39 For each year of this Agreement, the Co-Curricular Base Salary will increase by the same
40 percentage as the Cost-of-Living-Adjustment (COLA) determined that year by the state.

41 a. **2008-09:** The Co-Curricular Base Salary will be \$30,183.

42 b. **Starting 2009:** The Co-Curricular Base Salary will be increased by the same percentage as
43 the Cost-of-Living-Adjustment (COLA) determined that year by the state.

44 c. **2016-17:** The Co-Curricular Base Salary will be adjusted to bring it up to a base of \$35,700
45
46
47

1 **ITEM #12**

2 **Article 44 – DURATION OF AGREEMENT**

3
4 This Agreement shall be effective upon ratification by the Association and the District and shall continue
5 in effect until the 31st day of August, 2017. The Agreement shall be reopened at any time upon mutual
6 agreement of the parties with the exception of the following:

7
8 This Agreement may be reopened at the request of either party for the purpose of negotiation legislative
9 impacts on the Collective Bargaining Agreement.

10
11 The intent of either party to negotiate a successor agreement shall be made known by March 1, 2017, but
12 not later than April 15, 2017.

13
14 **ITEM #13**

15 Article 1.E.1

16 **E. Site Team/Leadership Funding.**

- 17
18 1. In recognition of both parties' joint commitment to site-based decision making, funding will be
19 provided for site teams at the following levels. Sites may determine the number of site team
20 members and the actual amount of compensation provided each member. Sites wishing to
21 supplement site team funds from the building budget, or wishing to use time-sheets instead of
22 stipends as the manner of payment to site team members. ~~Shall submit a request to the Article 2~~
23 ~~Group~~

24
25 **ITEM #14**

26 **ARTICLE 21 -- TEACHING HOURS - LENGTH OF WORKDAY**

27
28 **A. Normal Work Day Defined.**

29 The normal day for an employee shall not exceed seven and one-half (7-1/2) hours.

30
31 **B. Regular School Day Defined.**

32 The time between the beginning of the first class of the day to the end of the last class of the day shall
33 constitute a regular school day. The total length of the regular school day shall not exceed six and
34 one-half (6-1/2) hours. This time shall have included within it a continuous thirty (30) minute duty-
35 free lunch period. In addition, employees teaching in the elementary positions shall be provided two
36 (2) fifteen (15) minute relief periods each day, one occurring during mid-morning and the other
37 occurring during mid-afternoon. All components of time above shall be prorated by FTE for any less
38 than full time employee.

39
40 **C. Planning Time.**

- 41 1. Each employee shall be provided with planning time. This time will not be unreasonably
42 interrupted. Reasonable interruption shall consist of parent, student, staff or evaluation
43 conferences and will be scheduled in advance when possible.
- 44 2. Through the Article 2 process, the District and the Association agree to discuss the needs for
45 planning time and explore options for providing assistance.

46
47 **D. Secondary Planning.**

48 Full time employees teaching in grade 7 through grade 12 positions shall have a continuous planning
49 period equal to the regular scheduled period during a regular normal work-day. Part time employees
50 planning period shall be prorated by FTE.

1 E. **Elementary Planning.**

- 2 1. Each full time employee will have a minimum of 200 minutes per 5 day week for planning time.
3 This planning time shall be scheduled within the student day in blocks of not less than thirty (30)
4 minutes per day.
5
6 2. On ACT days, planning time will be provided to all employees and shall be scheduled within the
7 student day in blocks of not less than twenty-five (25) minutes per day. 200 minutes of planning
8 time for the week, per Article 21 Section E.1 shall remain.
9
10 3. On other reduced schedule days (including, but not limited to, conference days, late starts, non-
11 ACT early release), site teams will develop adjusted schedules.

12
13 **Article 38.H.4**

14 **4. Pre-School Program. NOTE: See 16/17 Draft Pre-School sample Schedule**

15 Planning time for the Tumwater Pre-school program shall be scheduled for each Friday of the month.
16 Each employee will have a minimum of 200 minutes per week for planning time. Except in mutually
17 agreed upon circumstances, Program/District Time may be accessed for district program needs up to
18 twice per week. Additionally, any unused Program/District Time shall be provided for employee
19 planning time.
20

21 This time will not be unreasonably interrupted. Reasonable interruption shall consist of parent, student,
22 staff or evaluation conferences and will be scheduled in advance when possible.

23
24 **ITEM #15**

25 **ARTICLE 2 -- AGREEMENT ADMINISTRATION AND PARTNERSHIP-BUILDING**

26
27 **A. Article 2 Group Defined.**

28 A joint Association-District committee known as the Article 2 Group will consist of the
29 Superintendent and her/his designee(s), and Association representatives chosen and designated by the
30 Association. The Article 2 group shall meet at least twice a month (exclusive of summer, and one
31 day in September and one day in June) during each year of this Agreement to review and discuss
32 current school issues and practices in the district and the administration of this Agreement, including
33 its commitment to building a strong partnership to achieve our shared goal of quality education in
34 Tumwater.
35

36 **ITEM #16**

37 **ARTICLE 6 -- INDIVIDUAL EMPLOYMENT CONTRACTS**

38 **G. Curriculum Rate of Pay.**

- 39
40 1. The Curriculum Rate of Pay shall be tied to the ~~182-day~~ salary schedule base. ~~If the Legislature~~
41 ~~reverts to the 180-day salary schedule, the Curriculum Rate of Pay shall be based on the 180-day~~
42 ~~salary schedule base.~~
43 2. Employees hired under supplemental contracts for professional curriculum development,
44 committee work and/or related in-service, shall be paid an hourly rate equal to .001 of the salary
45 schedule base (see Appendix A) for time reported. Instructional time shall be paid at the
46 employee's per diem hourly rate, while an agreed-upon amount of preparation time will be paid at
47 the curriculum rate. The amount of preparation time may vary according to the assignment/task
48 to be performed.

1 **ITEM #17**

2 **ARTICLE 6 -- INDIVIDUAL EMPLOYMENT CONTRACTS**

3 **J. Summer School Program.**

4 Summer school classes shall have a ~~minimum of fifteen (15) students per class for basic or vocational~~
5 ~~education; and a~~ maximum of twenty-eight (28) students per class for basic education and twenty-
6 four (24) for ~~vocational~~ career and technical education.

7 **ITEM #18**

8 **ARTICLE 16 -- ACADEMIC FREEDOM**

9 **C. Use of Mechanical or Electronic Devices within a Classroom or Work Area.**

10
11
12 6. No recording device shall be installed in any classroom or work area, or brought in on a
13 temporary basis, without a ~~proper~~ request being submitted on a Video/Audio Recording Request
14 Form. The intercom system shall not be used to monitor a classroom or work area without the
15 permission of all employees in that area. The District will communicate to employees when installing
16 security cameras in schools and upon request of the Association President, do an annual review for
17 staff at each facility of all camera locations, inside and outside the facility.

18
19 Electronic discovery and/or monitoring of employees may be used only to investigate facts directly
20 related to a specific complaint against an employee as further described herein in this paragraph.
21 Electronic discovery and/or monitoring may be used only retrospectively to investigate the accuracy
22 of a complaint or allegation, or to confirm or refute a defense against such a complaint or allegation.
23 Prior to any such use of electronic discovery the employer shall provide notice to the individual
24 employee.

25 **ITEM #19**

26 **ARTICLE 18 -- PERSONNEL FILE**

27 **A. Employee Rights Regarding Personnel File and Other Administrative Working Files.**

28 Employees or former employees shall, upon request, have the right to inspect all contents of their
29 complete personnel file kept within the District as well as employment references leaving the District.
30 Upon request, a copy of any documents contained therein shall be afforded the employee. The cost of
31 more than ten (10) copies shall be paid by the employee at the current rate. Any building level
32 administrative working file(s) ~~shall be kept for evaluation observation notes only and~~ shall be available
33 for inspection on the employee's request. ~~No other secret, duplicate, alternate, or other personnel file~~
34 ~~shall be kept anywhere in the District.~~ Contents of any working files may be viewed annually by the
35 supervisor and employee upon the request of the employee at any time.

36 **ITEM #20**

37 **ARTICLE 18 -- PERSONNEL FILE**

38
39
40
41 **E. Employee Rights Regarding Placement in Personnel File of Derogatory Materials from Non-**
42 **Professional Sources.**

43 Derogatory statements from non-professional sources shall not be included in any file, except in such
44 cases where the employee has been notified that such material is intended to be used as the basis for a
45 subsequent discipline action. That material may be included within a separate, temporary case or
46 building level administrative working file until the end of the school year.

1 **ITEM #21**

2 **D. Enrollment Deadlines.**

3 Employees shall be eligible to enroll in insurance programs during the annual open enrollment period
4 ~~until the tenth day of October~~; however, new employees may enroll within thirty (30) days of their
5 initial employment date.
6

7 **E. Insurance Benefit Pool.**

8 To gain maximum utilization of the State insurance appropriation, the District agrees to do an
9 analysis of employee insurance plan enrollment each year. The District will determine whether the
10 maximum amount committed by the District will be expended by payment of the premium for plans
11 in which employees have enrolled.
12

13 **1. Insurance Pool.**

14 Any amount of an employee's insurance allocation that is not used by the individual employee shall
15 be allocated to an insurance pool. ~~Open enrollment shall be ongoing through October 10th. The~~
16 ~~initial annual medical benefit pool calculation shall be based on information received by September~~
17 ~~10th, and then adjusted based on information received by October 10th.~~ The new pool amount shall
18 be allocated based on each employee's FTE up to the cost of his/her insurance program.
19 Recalculating the allocation of the insurance pool contributions may occur at various points
20 throughout the year for the purpose of accommodating new hires and changes in coverage as applied
21 for by employees.
22

23 **ITEM #22**

24 **ARTICLE 25 -- CALENDARS FOR DISTRICT AND EMPLOYEE BASE CONTRACT YEAR**

25 ~~E. Semester Early Release Day 2013-2014.~~

26
27 ~~The parties agree that for the 2013-2014 school year, use of contracted time in the building after~~
28 ~~student release on the last day of the 1st semester, which will be a 1/2 day Early Release, will be~~
29 ~~determined by the employee.~~
30

31 **ITEM #23**

32 **ARTICLE 26 -- LEAVES**

33 **B. Parental Leave.**

- 34
- 35 1. An employee granted maternity absence shall be eligible for paid illness, injury, or emergency
36 leave for the period that employee is unable to work due to the pregnant condition or
37 complication related to the pregnancy. The employee's attending physician must certify that the
38 pregnancy or complications prevent the employee from working for a specified length of time.
39 This leave is based on this specified length of time.
40
 - 41 2. Up to five (5) days of illness, injury, or emergency leave per year event may be used for parental
42 leave by an employee in the case of childbirth by the ~~spouse, or domestic~~ partner of the
43 employee.
44
45

1 **ITEM #24**

2 **ARTICLE 26 -- LEAVES**

3
4 **J. Additional Days for Personal Commitments and Transactions.**

5 All additional days beyond the two (2) days granted or up to five (5) days cumulative for
6 nonscheduled leave not otherwise provided by this Article are without pay. Employees are expected
7 to transact personal business after school hours, on weekends, or during vacation periods. Absences
8 for reasons not authorized by this Article will be considered a breach of contract.

9
10 **ITEM #25**

11 **ARTICLE 26 -- LEAVES**

12 **O. Shared or Donated Leave.**

- 13
14 1. One district pool will be established for the purpose of sharing leave among employees according
15 to the provisions of WAC 392-126-~~004~~104.

16
17 **Note: No changes in 2.**

- 18
19 3. The Superintendent or his/her designee shall appoint yearly a committee comprised of one
20 representative from each bargaining unit and one representative from each non-represented group
21 (District Office Support Staff, Principal/District Office Administrators, Skills Center) to
22 determine eligibility for shared leave. ~~the amount of leave, if any, which a staff member may~~
23 ~~receive under this policy.~~ The Superintendent or his/her designee shall be a member of the
24 committee.

- 25
26 4. However, a staff member shall not receive more leave than the number of contracted days
27 remaining in the current school year. The employee shall not receive a total of more than ~~261~~
28 522 days of leave during total state employment. ~~A maximum of 60 days each school year can be~~
29 ~~drawn by one (1) employee, except by unanimous decision of the committee.~~ Requests for use of
30 sick leave days must be accompanied by a letter from the attending physician and the district
31 form (Appendix F-1). To be granted leave, the committee and physician must be in agreement.

- 32
33 5. District employees may donate leave annually as follows:
34 A staff member who has an accrued sick leave balance of more than ~~60~~ 22 days, may request a
35 transfer of a specified amount of sick leave to the district's shared leave pool. The request must
36 be made on the attached form. A staff member may ~~request to transfer no more than six (6) days~~
37 ~~of sick leave during any calendar year, and may~~ not request a transfer that would result in an
38 accrued sick leave balance of fewer than ~~60~~ 22 days. Sick leave as defined in RCW 28A.400.300
39 means leaves for illness, injury and emergencies. Leave shall be calculated on a day-donated and
40 day-received basis. All donated leave must be given voluntarily ~~and is not returnable to the~~
41 ~~donor.~~ In the situation that leave donated directly to an employee is not needed, the employee
42 who donated the leave can choose to have the unused leave returned to them or donated to the
43 shared leave pool.

1 **ITEM #26**

2 **ARTICLE 27 -- EMPLOYEE FACILITIES**

3
4 **A. Facilities Provided.**

5 Every effort shall be made to provide the following facilities and equipment:

- 6
7 1. Adequate space in each classroom in which employees may safely store instructional materials
8 and supplies;
- 9
10 2. An employee work area containing adequate equipment and supplies to aid in the preparation of
11 instructional materials;
- 12
13 3. In addition to the aforementioned work area, an appropriately furnished room, which will include
14 a telephone to be reserved for the use of the employees, as a faculty lounge. ~~The lounge shall be~~
15 ~~maintained and cleaned regularly by the custodial staff;~~

16
17 **ITEM #27**

18 **ARTICLE 28 -- ~~NON-PROFESSIONAL~~ CERTIFICATED DUTIES**

- 19
20 A. Employees shall not be required to perform the following ~~non-professional~~ certificated duties,
21 including, but not limited to, milk distribution and supervision of the cafeterias, bus loading and
22 unloading, playgrounds, collecting money from students, any custodial function, or conducting
23 searches for explosive devices.

24
25 **ITEM #28**

26 **ARTICLE 30 -- STUDENT TEACHERS**

27
28 **E. Student Teachers as Substitutes.**

29 ~~At no time shall the s~~ Student-teachers, with proper endorsement/certification, may be assigned as a
30 substitute for employees and will be compensated at the appropriate substitute rate.

31
32 **ITEM #29**

33 **Article 32 A - Evaluation of Teachers**

34 Page 32.16

35 **Step 5: Post-Observation Conference**

36
37 Following the observation and the receipt of the evaluator's notes, the teacher will reflect on the lesson
38 and complete a self-reflection using the Classroom Observation – Post Observation Reflection (Form D)
39 and complete a self-reflection using the Danielson Framework (Form E).

40 At the discretion of the teacher this self-reflection (Form D) may be submitted to the evaluator within (3)
41 three school days. When required, Form E will be submitted to the evaluator, ~~within two~~ (3) three school
42 days.

1 **ITEM #30**
2 **ARTICLE 34 - GRIEVANCE PROCEDURE**
3 Page 34.4

4
5 **F. Exceptions to Time Limits.**

6 When a grievance is submitted on or after June 1, time limits shall consist of all week days, so that
7 the matter may be resolved before the close of the school term or as soon as possible thereafter.

8 Deadlines that extend into summer break also may be extended by ~~mutual agreement of the parties.~~
9 either party to a mutually agreeable date.

10
11 **ITEM #31 NON SUBSTANTIVE CHANGES:**
12 Page 38.5 (line 25)

13 When the District average number of IEP students exceeds forty-five (45) for more than ten (10)
14 consecutive days, relief will be provided at the rate of \$750 per semester (prorated to reflect the actual
15 time of the overload) for each OT and PT per FTE. Such payment will be made in a lump sum at the first
16 pay period following the end of the ~~trimester~~ semester.

17
18 UPDATE APPENDIX K TO INCLUDE THE REVISED/COMBINED FORMS LISTED ON M.O.U.

- 19 1. Combined/revised Appendix K-3, Form B and Appendix K-4, Form C into one (1) form labeled
20 Appendix K-3, Form B – dropped K-4, Form C
- 21
- 22 2. Revised Appendix K-5, Form D
- 23
- 24 3. Revised Appendix K-8, Form G
- 25
- 26 4. Revised Appendix K-9, Form H into 2 forms labeled: Form H-Comprehensive and Form H-Focused
27 all under Appendix K-9
- 28
- 29

COMPENSATION SCHEDULE
C0-CURRICULAR ASSIGNMENTS
TUMWATER SCHOOL DISTRICT - **BARGAINED TEA SALARIES**
2016-2017
ACADEMIC SCHEDULE

<u>ACTIVITY</u>		<u>PERCENTAGE</u>	<u>BASE</u>	<u>SALARY</u>
H.S. Annual	<i>old 12%</i>	11	35,700	3,927
H.S. Band Director		12	35,700	4,284
H.S. Choral Director		12	35,700	4,284
H.S. Debate		12	35,700	4,284
H.S. DECA		6	35,700	2,142
H.S. Drama		15	35,700	5,355
H.S. FBLA		6	35,700	2,142
H.S. Literary Magazine Editor (THS)		4	35,700	1,428
H.S. Marching Band		14	35,700	4,998
H.S. Competitive Marching Band/Marching Band		15	35,700	5,355
H.S. Newspaper		12	35,700	4,284
H.S. Orchestra	<i>old 3%</i>	5	35,700	1,785
H.S. Pep Band	<i>old 2%</i>	5	35,700	1,785
H.S. Tutor	<i>old 6.5%</i>	7	35,700	2,499
H.S. TV/Video Productions (BHHS)		8	35,700	2,856
M.S. Activities Coordinator Assistant		9	35,700	3,213
M.S. Annual/Yearbook		4	35,700	1,428
M.S. Band Director	<i>old 6%</i>	7	35,700	2,499
M.S. Choral Director	<i>old 4%</i>	7	35,700	2,499
M.S. Drama		4	35,700	1,428
M.S. Homesteaders		4	35,700	1,428
M.S. Ensemble		2	35,700	714
M.S. Orchestra Director	<i>old 3%</i>	5	35,700	1,785
Traffic Safety		6	35,700	2,142
Experience Step		2	3	4
Experience	0 - 3	4 - 6	7 - 9	10 +
Percentage	Base	+ .5%	+ 1.0%	+ 1.5%
Experience Increment	0	179	357	536

<u>ACTIVITY</u>		<u>PERCENTAGE</u>	<u>BASE</u>	<u>SALARY</u>
Activities Director	0-2 yrs	30	35,700	10,710
	<i>old 34%</i> 3-4 yrs	32	35,700	11,424
	<i>old 38%</i> 5+ yrs	36	35,700	12,852
Athletic Director	0-2 yrs	34	35,700	12,138
	<i>old 38%</i> 3-4 yrs	36	35,700	12,852
	<i>old 42%</i> 5+ yrs	40	35,700	14,280
CISPUS Coordinator		6	35,700	2,142
CISPUS Teacher-Outdoor Ed		1.6	35,700	571
Class Advisor:				
Freshman/Sophomore		<i>old 2%</i> 4	35,700	1,428
Junior		<i>old 6%</i> 5.3	35,700	1,892
Senior		<i>old 8%</i> 7.1	35,700	2,535
Counselors/Psychologists/Ed Specialist		9	35,700	3,213
Department Heads:				
Program Leader or Program Manager (double stipend if individual holds both positions)				
	1 - 4 Staff	5	35,700	1,785
	5 - 8	5.5	35,700	1,964
	9 +	6	35,700	2,142
High Schools are directed to continue to process department chair expectations				
Elementary Stipends (6 per site)		1.4	35,700	500
Health Services Coordinator	<i>old 11%</i>	12	35,700	4,284
10% for 1-4; 11% for 5-8; 12% for 9+				
Mentor Coordinator - District		12	35,700	4,284
Mentor Teacher				950
Mentee Teacher				240
Music Coordinator - District		12	35,700	4,284
Secondary Prep (Per Semester)				525
Split Classroom-Elementary (Board Approved 11/10/11 for 11-12)				5,000
Split Classes - All elementary school grade level teachers required to teach a split class shall receive compensation equal to that of a classroom teacher who is at impact for 180 school days. (Board approved 1/13/14 for 2013-14 school year)				

<u>ACTIVITY</u>		<u>PERCENTAGE</u>	<u>BASE</u>	<u>SALARY</u>
Summer School Coordinator-Secondary	<i>old 13.252%</i>	<i>14</i>	<i>35,700</i>	4,998
Summer School Coordinator-Elementary		12	35,700	4,284
Summer School Instructors-Certificated Positions:				
K-8 Level, 2 weeks, 90 minutes per day				515.00
K-8 Level, 4 weeks, 90 minutes per day				1,030.00
High School Level, 5 weeks, 150 min. day				1,716.50
Teacher in Industry (\$100 per day, maximum 5 days)				100.00
TWEC or Secondary Options Head Teacher		35	35,700	12,495

ADDITIONAL DAYS/TIME:

Enrichment Instructor	15
Health Services Coordinator	20
School Nurse	10
Couns/Psy/Ed Spec/Social Worker	10
Occupation/Physical Therapist	5
Speech/Lang Pathologist	5
Elementary Media Specialist	5
MS Media Specialist	5
HS Media Specialist	10
Voc Ed/Marketing	10

Elementary Music/Instrumental Curriculum rate per hour for actual performance time, plus one additional hour of planning time for each performance.

SLCC (Student Learning Coordination Council) Representation: one high school, one middle school, two elementary per CAAT Team and one TEA representative. Curriculum rate per hour for time worked outside the contracted day.

CAAT (Curriculum Alignment and Assessment Team(s))
Equal representation from each site. Curriculum rate per hour for time worked outside the contracted day.

Elementary Site Support Stipend	9	35,700	2,716
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MON - THURSDAY			FRIDAY		
TIME:	CATEGORY:	MINUTES:	TIME:	CATEGORY:	MINUTES:
8-8:30	WAC	30	8-8:30	WAC	30
8:30-9:15	SESSION I	45	8:30-9	PREP	30
9:15-9:30	BREAK AM	15	9-9:15	BREAK AM	15
9:30-11:15	SESSION I	105	9:15-10:05	PREP	50
11:15-11:45	LUNCH	30	10:05-12:05	CONT REQ OF PREP MET AT 12:05	120
11:45-12:15	PROGRAM/DIST TIME	30	12:05-12:35	LUNCH	30
12:15-1:15	SESSION II	60	12:35-1:30	PROGRAM/DIST TIME	55
1:15-1:30	BREAK PM	15	1:30-1:45	BREAK PM	15
1:30-3	SESSION II	90	1:45-3	ACT/PLC	75
3-3:30	WAC	30	3-3:30	WAC	30
LENGTH OF DAY:		450	LENGTH OF DAY:		450

SAMPLE OF PRESCHOOL SCHEDULE REALIZING THAT BREAKS ARE ROTATED BETWEEN STAFF FOR COVERAGE