

**LABOR RELATIONS AGREEMENT**  
between  
**USD 387**  
and  
**ALTOONA-MIDWAY TEACHERS**  
for  
**2018-2019**



# PREAMBLE

This agreement is entered into between the Board of Education on behalf of the Altoona-Midway School District USD 387, herein referred to as the District, and the Altoona-Midway Teachers Association (AMTA), herein referred to as the Association. The term "Employee" shall mean all non-supervisory certificated represented by the Association in the bargaining unit.

## **I. RECOGNITION OF AMTA**

The District hereby recognizes the Association as the sole and exclusive bargaining representative for all non-supervisory certificated employees under contract or on Board approved leave. Such representation shall exclude the superintendent, principals and substitutes, except if a substitute works for twenty or more continuous school days.

## **II. A.M.T.A. RIGHTS AND RESPONSIBILITIES**

### **A. EXCLUSIVITY**

Throughout this Agreement, certain rights and functions are accorded and ascribed to the Association which are in addition to the rights and functions provided for in the rules, regulations, policies, resolutions and practices of the District. These rights and functions are afforded to the Association as the legal representative for all employees covered under this Agreement.

### **B. PRIVILEGES**

#### Use of District Buildings, Equipment, and Bulletin Boards

Consistent with District policy, the local Association shall have an opportunity to use District buildings and equipment for official Association business. Such building use shall be with the prior approval of the building principal, shall be outside the teacher workday, excluding lunchtime, and will not interfere with previously scheduled building use.

The Association shall reimburse the District for materials and supplies, repairs, and other costs incidental to Association use of the District machines and/or equipment. The District shall provide the Association with bulletin board space in the faculty room in each building to post notices of activities and matters of Association concern. The Association shall not post materials that are defamatory and/or libelous to any employee, representative, or elected official of the District. An Association officer to note the document as being an official Association document shall initial all communications/notices.

The local Association may use the teacher mailboxes and the District email and Internet system for official Association notices. Notices may not contain political campaign materials or libelous statements. The local Association may use the teacher mailboxes for official Association notices so long as such distribution is not provided by the District's mail service.

### Access and Association Business

Duly authorized representatives of the Association shall be permitted to transact Association business on school property, provided that Association representatives shall make their presence known to the building principal upon arrival. In no event shall Association business interfere with or interrupt the assigned duties of any teacher nor interrupt normal school operations. Official Association business shall not be conducted during school hours.

### Availability of Information

The Association will be allowed access to public information. Association requests for information shall not interfere with and/or interrupt normal school district operations. The District shall meet all such requests in a timely manner. The Association shall reimburse the District for any costs incurred by the District in the development and delivery of the public information requested.

### C. CONSULTATION

An Association officer will receive a copy of the Board Agenda before the scheduled Board meetings. The Association will have access to copies of the Board minutes, as available, after each Board meeting. The District may place on the agenda (at the Board President's discretion) each regular Board meeting, as an item for consideration under "New Business" on the agenda, any matters brought to its attention by the Association.

### D. ORIENTATION PROGRAM

The Association shall be given time on the first day of the work year to present Association programs to all employees within the bargaining unit. The length of this time will be agreed upon between the Association President and the Superintendent.

### E. DUES DEDUCTIONS AND REPRESENTATION FEES

#### Association Dues

The Association, which is the legally recognized exclusive bargaining representative of the employees as described in the "Recognition" clause of this Labor Relations Agreement shall have the right to have deducted from the salary of members of the Association (upon receipt of a written authorization form) an amount equal to the fees and dues required for membership in the Association. The dues deduction form and authorization shall remain in effect from year to year, unless withdrawn in writing by the employee. Dues deduction forms must be delivered to the business office on a district approved date. The deductions authorized above shall be made in twelve (12) equal amounts from each paycheck beginning the pay period in September through the pay period in August of each year. The Employer agrees to remit to the Association all monies so deducted, accompanied by a list of employees from whom the deductions were made.

No member of the bargaining unit will be required to pay dues during the term of service to the Association.

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<b>2018-2019</b>	*Base increased \$100		<b>ARTICLE I –Salary Schedule</b>					
	<b>Column #1</b>	<b>Column #2</b>	<b>Column #3</b>	<b>Column #4</b>	<b>Column #5</b>	<b>Column #6</b>	<b>Column #7</b>	
	BA/BS	BA/BS + 15 Hrs	BA/BS + 24 Hrs	BA/BS + 40 Hrs	MA/MS	MA/MS + 15 Hrs	MA/MS + 30 Hrs	
Step #1	\$35,000	\$35,600	\$36,200	\$36,800	\$37,400	\$38,000	\$38,600	
Step #2	\$35,600	\$36,200	\$36,800	\$37,400	\$38,000	\$38,600	\$39,200	
Step #3	\$36,200	\$36,800	\$37,400	\$38,000	\$38,600	\$39,200	\$39,800	
Step #4	\$36,800	\$37,400	\$38,000	\$38,600	\$39,200	\$39,800	\$40,400	
Step #5	\$37,400	\$38,000	\$38,600	\$39,200	\$39,800	\$40,400	\$41,000	
Step #6	\$38,000	\$38,600	\$39,200	\$39,800	\$40,400	\$41,000	\$41,600	
Step #7	\$38,600	\$39,200	\$39,800	\$40,400	\$41,000	\$41,600	\$42,200	
Step #8	\$39,200	\$39,800	\$40,400	\$41,000	\$41,600	\$42,200	\$42,800	
Step #9	\$39,800	\$40,400	\$41,000	\$41,600	\$42,200	\$42,800	\$43,400	
Step #10	\$40,400	\$41,000	\$41,600	\$42,200	\$42,800	\$43,400	\$44,000	
Step #11	Frozen	\$41,600	\$42,200	\$42,800	\$43,400	\$44,000	\$44,600	
Step #12		\$42,200	\$42,800	\$43,400	\$44,000	\$44,600	\$45,200	
Step #13		\$42,800	\$43,400	\$44,000	\$44,600	\$45,200	\$45,800	
Step #14		Frozen	\$44,000	\$44,600	\$45,200	\$45,800	\$46,400	
Step #15			\$44,600	\$45,200	\$45,800	\$46,400	\$47,000	
Step #16			\$45,200	\$45,800	\$46,400	\$47,000	\$47,600	
Step #17			Frozen	\$46,400	\$47,000	\$47,600	\$48,200	
Step #18				\$47,000	\$47,600	\$48,200	\$48,800	
Step #19				Frozen	\$48,200	\$48,800	\$49,400	
Step #20					Frozen	\$49,400	\$50,000	
Step #21						Frozen	\$50,600	
							Frozen	

A. Experienced teachers may count previous experience as follows: One (1) year from other school systems will equal one (1) year but limited to a maximum of five years. The board shall have the option to accept all years of previous teaching experience in order to fill vacancies of critical teacher needs.

- B. Vertical movement or horizontal movement on the salary schedule shall be limited to one (1) step and/or column. Graduate credit or approved in-service points justifying horizontal movement shall be submitted by August 25<sup>th</sup>. Exception: May move from BA/BS+15 to MA/MS in one year. All undergraduate hours and hours out of teaching field must have prior administrative approval. Hours and points used for recertification can be used for horizontal movement.
- C. Salary considerations and extended contracts for special assignment and extended work year will be approved by the Board of Education for each contract period. Administration requested approved assignments will be paid at an hourly rate of \$15.00 or based on daily salary rate for extended contracts.
- D. Payroll procedures for USD certified employees will be made on the 15th of each month. If the 15th falls on a non-working day, then payday will be on the last working day prior to the 15<sup>th</sup>.

## **ARTICLE II – Professional Improvement**

- A. There will be (2) two days allowed each teacher for professional improvement with approval of administration. The district will pay for substitute. Approval for additional days **may** be approved for In-service professional days that would be beneficial to the curricular program of USD 387. If you are serving in a leadership position in your organization, special consideration may be given by administration.
- B. The district will reimburse \$100 per graduate credit hour (up to a maximum of \$400 per school year) payable upon a signing of next year teacher's contract. These hours should be used toward a degree program or toward a certification. Hours should be earned within an educational discipline and recommended by the PDC committee and submitted to the district administration for approval by August 25<sup>th</sup> for reimbursement.
- C. Grant Writing Pay: The Board will compensate teachers for successfully procuring grants benefiting USD 387 programs and approved by the building principal and superintendent. No compensation will be provided if included in the grant. Matching grants must have administration approval prior to completing the application. No Donors Choose, Go Fund Me, or other crowdsourcing will be compensated. The one-time per grant payment shall be based on the amount of the grant as follows:

<u>Grant Amount</u>	<u>Payment</u>
\$100-\$999	\$25.00
\$1000-\$4999	\$50.00
\$5000-\$9,999	\$75.00
\$10,000-\$19,999	\$150.00
\$20,000 and over	\$200.00

**ARTICLE III – Leave** (Leave balances will be provided on employees’ pay stub – per accounting software availability.)

**A. Universal Leave** - On the first day of orientation, each teacher shall be credited with thirteen (13) days of “universal leave” with full pay. Universal leave includes days that were formerly termed sick leave or personal leave. Other than an illness, any universal leave time of three or more consecutive days must be pre-approved by administration. If universal leave is due to illness three or more consecutive days, administration may request doctor’s verification of the illness. Incremental use of leave days may be taken in one (1) hour increments. Teachers may accumulate leave previously referred to as sick days from year to year to a maximum of 60 days. At the end of each school year, any unused universal leave days will be added to accumulated universal leave to a the maximum of 60 days. District will buy back any leave time after 9 days (i.e. days 10, 11, 12, & 13) of the current school year at the rate of \$100 per day. If days are accumulated beyond 60 days, no buyback compensation will be provided. Employees not returning to the district will be compensated at a rate of \$50 per day up to 4 days of the current school year. **Grandfather clause: Employees that have more than the maximum of 30 days may fall under ‘grandfather clause’ and may cash in at the end of the school year or at the time the teacher leaves the district at a rate of \$35.00 per day for any days past the 30-day maximum. This clause only applies to employees hired before August 1, 2008.**

**B. Bereavement Leave** - Three (3) days per year, non-accumulative, per incident. Leave may be used in no less than one-hour increments for attendance at a funeral with appropriate notification to the building principal.

**C.** Leave shall be subject to the following limitations. Exceptions must be in writing and submitted to the building principal and superintendent for approval:

1. Any leave in excess of three (3) days must be approved in writing by the building principal and superintendent and/or his designee at least twenty-four (24) hours in advance. In case of emergency, the superintendent may waive prior notification. In the event a request for personal leave is denied, notice will be given the teacher promptly.
2. Leave may not be taken during the final two (2) weeks of school without the authorization of building principal.
3. Leave cannot be taken the day before a vacation begins, nor on the day after a vacation period ends.

4. Leave cannot be taken on days scheduled for district in-service/staff development.
5. Leave cannot be taken on days scheduled for Parent/Teacher Conferences.
6. Leave cannot be taken on specials days such as days scheduled for class field trips, fun days, etc.
7. Leave cannot be taken on days designated on official school calendar as make up days lost because of inclement weather.
8. Superintendent may grant leave in exception to the above policies under extenuating circumstances.

D. **Salary Deduction** – Whenever a teacher is absent from work for reasons other than those covered by universal leave and/or bereavement leave or other approved reasons, there shall be a deduction made for each day of absence at the teacher's daily salary rate. This deduction will be made whether a substitute is hired or not.

#### **ARTICLE IV - Medical Leave Pool**

The purpose of the medical leave pool is to provide a continuing income for employees who are faced with illness or injury to themselves, their spouse, or dependent children and have used all of their universal leave. (Medical leave pool balance will be provided on employees' monthly pay stub.)

##### **Formulation and Administration of the Pool:**

1. Each employee who wishes may contribute universal leave days to the medical leave pool. Such contributions shall be deducted from the employee's universal leave accumulation. Days contributed or offered to the pool become a permanent part of the pool and will not be refunded.
2. An application for contribution to the medical leave pool will be made available to each employee on the first day of each contract year. The completed form will be due in the central office on the same day as the other enrollment forms. Contributions offered may not exceed one (1) day per contract year.
3. Only those employees who contributed to the pool will be eligible to draw from the pool. Employees may only draw from the pool for the year they have offered to contribute.
4. Any days remaining in the pool as of June 30 will be carried over to the next year and contributions added until the limit of eighty (80) days are in the pool.
5. Once the pool reaches the limit of eighty (80) days, employees will then be asked to offer one day per year to keep the days available. The committee shall randomly draw contribution forms on years the pool falls below eighty (80) days. If employee's day is drawn at random, the employee must be notified by the district in writing within 5 days.
6. Before using this medical leave pool, each employee shall have depleted his/her accumulated universal leave days.
7. Any employee that wishes to use the medical leave pool must present a written request to draw from the pool. The medical leave committee may require a



- written statement from the employee's physician certifying that he/she is incapable of performing his/her duties as a result of the prolonged illness/injury.
8. Applications shall be reviewed for approval or disapproval by majority vote by the medical leave committee consisting of the following:
    - a. President, Altoona-Midway Teachers Association
    - b. One teacher from the elementary school building
    - c. One teacher from the middle school building
    - d. One teacher from the high school building
    - e. Superintendent of USD 387
  9. Individuals receiving days from the pool will only be granted the days needed for the medical instance(s) as approved by the committee. Committee will provide documentation to the district office.
  10. Only one application per medical instance per year is required unless otherwise requested from the medical leave pool committee. Documentation must be provided to receive requested days. Days may or may not be taken consecutively depending upon the medical instance. However, each day must be approved by committee in order to receive compensation.
  11. A one-time maternity/paternity leave would automatically qualify for 20 days from the sick leave pool prior to using employee's accumulated leave.
  12. Medical leave pool application can be found in addendum A.

## **ARTICLE V – TEACHER DISCIPLINE AND GRIEVANCE PROCEDURES**

**Teacher Discipline** – The teacher association and individual teachers recognize the right of the administration and the Board of Education to discipline a teacher for good cause as determined by the Board of Education. “Good cause” is defined as any reason put forward by the administration or board in good faith and which is not arbitrary, irrational, or irrelevant to the Board of Education's task of building up and maintaining an efficient school system. No retaliation by the disciplined teacher toward any “Whistle Blowers” will be tolerated. Any retaliation will give cause for immediate dismissal of contract.

### **Grievance Procedures**

#### **A. Purpose**

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to problems, which may result from interpretations of the negotiated agreement. Both parties agree that these proceedings shall be kept as confidential and informal as possible.

#### **B. Definitions**

1. Grievance shall mean a complaint based upon an alleged violation of the terms and conditions of this agreement. The grievant shall file the grievance according to Level I within 30 days of the date the grievant was aware of the alleged violation of this agreement.

2. Grievant shall mean a teacher of Unified School District No. 387, Wilson County, Kansas having a grievance.
3. Days shall mean those days the central administrative office is open unless otherwise indicated.

### C. Procedures

#### Level 1:

A grievant shall first take up his/her grievance with his/her immediate administrative supervisor in a private informal conference. In the event the aggrieved person is unsatisfied with the decision, or if no decision is reached within five (5) days after the supervisor has been notified, the grievant may file the grievance, in writing, with the immediate administrative supervisor. The written grievance shall be filed within five (5) days of the administrator's decision or within ten (10) days of the date the administrator was first notified of the grievance if the administrator does not make a decision within the five (5) -day period.

Within five (5) days after the receipt of the written grievance, the administrative supervisor shall meet with the grievant in an effort to resolve the grievance. An association representative may accompany the grievant. If an association representative is to be included in the meeting or any future meeting, the grievant shall make such fact known to the administrator not less than twenty-four (24) hours prior to the meeting. The administrator shall submit his/her written decision to the grievant within five (5) days after the meeting.

If the grievant is not satisfied with the decision, he/she may notify the immediate administrative supervisor of his/her intent to continue the grievance at Level 2.

The request to appeal the decision shall be in writing and shall occur within five (5) days of the receipt of the administrator's decision.

#### Level 2:

In the event that the aggrieved person is not satisfied with the disposition of his/her grievance at Level 1, he/she may file the grievance, in writing, with the superintendent. A copy of the grievance, the written decision, and the notice to pursue resolution at Level 2 must be filed with the superintendent. Within ten (10) days after receipt of the written grievance, the superintendent shall meet with the grievant in an effort to resolve the grievance. An association representative may accompany the grievant. The superintendent shall issue a written decision concerning the grievance within ten (10) days of the meeting.

If the grievant is not satisfied with the decision of the superintendent, he/she may notify the superintendent of his/her intent to continue the grievance at Level 3. Such notification shall be in writing and shall occur within five (5) days from the receipt of the superintendent's written decision.

#### Level 3:

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level 2, the grievant may appeal the grievance to the Board of Education.

The Board of Education shall, within 30 days after receipt of the request, meet and confer with the grievant and render a decision. An association representative may accompany the grievant. The decision of the Board of Education shall be in writing and shall be issued not more than ten (10) days after the appeal hearing. The decision of the Board of Education shall be final.

#### Section IV: Supplemental Conditions

1. Upon final determination of the grievance, no documents, communications, or records dealing with the process of the grievance shall be maintained in the personnel file of any participants of the grievance unless needed to resolve the grievance.
2. Failure to file a written grievance or appeal within the time limits designated, unless mutually extended in writing, shall waive the right to appeal the grievance to the next level and the last decision shall be the final resolution of the grievance.
3. Excluded from the grievance procedure shall be matters for which law mandates another method of review.
4. No reprisals shall be taken by the board of the administration against any participant in the grievance procedure by reason of such participation.

#### **ARTICLE VI - School Calendar**

The Board of Education shall adopt a school calendar annually. An associate and board joint committee will prepare and recommend the calendar to the Board of Education on or before the February Board of Education meeting. The calendar shall include the following holidays and minimum number of days as indicated for each holiday.

**Labor Day** 1 day

**Thanksgiving** (Wed before) total of 3 days

**Winter Break:** Numbers of days off will depend on how the days fall on the calendar, but will not exceed ten days.

**Martin Luther King Day** 1 day

**President's Day** 1 day

**Spring Break** – Will take place in March for five school days but will not include Good Friday or the day after Easter.

**Good Friday** 1 day

**Memorial Day** 1 day

#### **ARTICLE VII – Duty Year & Contractual Days**

1. The school year will consist of a maximum of 1425 contact hours as determined and scheduled by the Board of Education.
2. Administration and the PDC committee will determine district in-service/professional development days.

#### **ARTICLE VIII – Duty Day**

- A. The normal duty day shall be 15 minutes before and after normal school hours including a 25 min. duty free lunch period. The duty day may be extended to include open houses, special education staffing, and faculty meetings as determined by the Board of Education and administration.
- B. The Board of Education reserves the right to vary the number of minutes in the school day, including, but not limited to, the accommodation of the students' educational program, student transportation, and other such aspects of the school operation as the board may deem appropriate.

### **ARTICLE IX – Planning time**

All teachers will be allocated planning time. Allocated planning time will normally be free of assigned tasks; exceptions are special education meetings, meetings with parents and other professional activities required by the principal. During a five day week all teachers will be assigned total planning time of not less than 230 minutes (elementary) or equivalent to five (5) periods per week (MS/HS). In addition to the normal planning time, teachers will normally have planning time before and after the student day; exceptions will be working with students needing assistance, supervisory duty, and activities required by the principal.

### **ARTICLE X – Extra Duty**

Each teacher will be paid \$50.00 for each day, or \$25.00 for each one-half day's extra duty for up to 3 days per year in regard to extra-curricular activities. Extra duty pay will not apply when a supplemental contract is in effect for the extra duty required. Administration will determine paid dates.

### **ARTICLE XI – Meetings**

**Compensation for meetings beyond the contract day** - Employees shall not be required to attend more than one (1) hour outside of the regular contracted workday per month.

This hour can be divided up however the administration sees fit. Employees shall not be required to remain after the end of the regular workday for the purpose of attending faculty or other meetings without additional compensation of \$15.00 per hour after one (1) hour meeting per month. Such meeting shall begin within 5 min. after student dismissal time and shall run for no longer than 60 minutes. Meetings shall not be called on Friday or on any day immediately preceding any holiday or other day upon which employee attendance is not required at schools.

**Notice and Agenda** - The notice of a meeting, including a written agenda, for any meeting shall be given to the employees involved at least seven (7) days prior to meetings except in an emergency. Employees shall have the opportunity to suggest items for the agenda.

### **ARTICLE XII - Substitute Pay**

Certified personnel will be compensated at a rate **of \$14.00 per hour** at the elementary school or **\$14.00 per hour** per class period at the middle or high school, not to exceed scheduled planning period per day, when a substitute is not available.

**ARTICLE XIII - Employer Paid - Section 125 Cafeteria (Salary Reduction) Plan**

The regulations allow for an employee salary reduction contribution to purchase the statutory nontaxable benefits available under this plan. A \$20.00 a month match plan has been negotiated for every employee of USD 387. The plan will have a 5-year vesting schedule on the contributions made by USD 387. In simple terms, after the employee has worked 5 years for the district, 100% of the balance of the employer’s contribution for that employee will become theirs. Previous years of service with Altoona – Midway will be credited toward the vesting schedule. 100% of the employee’s balance from contributions will always be vested:-

	Benefits Authorized		State & Federal Income Tax Withheld		Social Security Withheld		KPERs	
	Yes	No	Yes	No	Yes	No	Yes	No
*1.Term Life Ins. (\$50,000 Max.)			X					
2. Health Insurance			X			X		X
**3.Salary Protection Ins. (Salary Deduction Only)			X					
4. Cancer/Dread Disease	X				X		X	X
5.Dental/Vision Insurance			X			X	X	X
6.Medical Flexible Spending Account			X			X	X	X
7. <b>Other 403(b)</b>		X		X		X	X	

\* Post-retirement life insurance coverage paid up upon retirement and which has no cash surrender value at any time prior to retirement from the service of the employer is authorized. The post-retirement life insurance plan will be treated as term life insurance.

\*\* Change due to IRS requirement that any money received as disability benefit from Salary Protection Plan becomes taxable for social security.

**ARTICLE XIV - Fringe Benefit**

Beginning with the 2018-19 school term, the district will pay \$355.00 per month towards the district's Blue Cross Blue Shield Health Insurance policy each month. Cash-in-lieu of is not an option.

## **ARTICLE XV – REDUCTION IN FORCE**

### **1. PROCEDURE FOR REDUCTION IN FORCE**

Once a determination has been made that a reduction in force will be necessary the following steps will be completed in the order listed below to determine which professional employees' positions will be reduced. This procedure will apply to non-probationary teachers.

The administration will provide pertinent information regarding the abolishment of positions to potentially impacted professional educators.

The following guidelines will be used:

a. Step 1: Qualifications

A review of licensure/endorsement will be conducted to determine which professional employees hold credentials, which qualify them for available positions in the district. Those who do not hold credential appropriate to available positions will be reduced. If additional reductions will be necessary the process will advance to step 2.

b. Step 2: Evaluations

A review of the most recent three (3) evaluations of the remaining displaced professional employees will be conducted. Employees with one or more evaluations with recommendations for probational renewal or non-renewal will be reduced. If additional reductions will be necessary the process will advance to step 3.

c. Step 3: Seniority

A review of the professional experience of the remaining displaced professional employees will be conducted. Employees will be assigned 1 point per year for credited professional experience. An additional one (1) point per year will be assigned for experience in the area to which the employee could be assigned. Reductions will be accomplished by first reducing those with the fewest points and working up the list in point order until sufficient professional employees have been reduced.

### **2. RECALL**

Any experienced professional educator, who is non-renewed as a result of the abolishment of positions, shall be reinstatement status for the next available vacancy in the professional educator's area (s) of certification, which occurs subsequent to the non-renewal for the two years immediately following the non-renewal occurred of his/her desire to be placed in reinstatement status (placed on the recall list).

- a. The non-renewed professional educator must notify the district in writing on or before May 15 of the year in which the non-renewal occurred of his/her desire to be placed in reinstatement status (placed on the recall list.)
- b. The non-renewed professional educator must notify the district in writing on or before April 10 of the year following the professional educator's non-renewal of his/her desire to remain in reinstatement status for the next available vacancy which may occur for the second year.
- c. The non-renewed professional educator who wishes to be placed or remain in reinstatement status must keep on file in the district office of human resources his/her current address and phone number. Failure to do so will result in the professional educator being taken off of reinstatement status.

**ARTICLE XVI – EXTRA CURRICULAR COMPENSATION**

The salary shall be based on a percentage of the compensation schedule base of **\$26,000** and the **number of years of coaching or sponsorship experience in the district retroactive** in each sport/activity/sponsorship as indicated below:

	1% = \$260	1.5% = \$390	2% = \$520	2.5% = \$650
3% = \$780	3.5% = \$910	4% = \$1040	4.5% = \$1170	5% = \$1300
5.5% = \$1430	6% = \$1560	6.5% = \$1690	7% = \$1820	7.5% = \$1950
8% = \$2080	8.5% = \$2210	9% = \$2340	9.5% = \$2470	10% = \$2600
10.5% = \$2730	11% = \$2860	11.5% = \$2990	12% = \$3120	12.5% = \$3250
13% = \$3380	13.5% = \$3510	14% = \$3640	14.5% = \$3770	15% = \$3900
15.5% = \$4030	16% = \$4160	17% = \$4420	17.5% = \$4550	18% = \$4680

	<b>Position</b>	<b>Year 1</b>	<b>Year 3</b>	<b>Year 5</b>	<b>Year 7</b>	<b>Year 9</b>	<b>Year 11</b>
DT	PDP Representative	1%	1.5%	2.0%	2.5%	3.0%	3.5%

ES	Teacher Mentor	1%	1.5%	2%	2.5%	3.0%	3.5%
HS	Teacher Mentor	1%	1.5%	2%	2.5%	3.0%	3.5%
HS	Forensics	6%	7%	8%	9%	10%	11%
HS	Forensics Assistant	2%	2.5%	3.0%	3.5%	4.0%	4.5%
HS	Drama / Play	3%	3.5%	4.0%	4.5%	5%	5.5%
HS	Cheer	7%	7.5%	8%	8.5%	9%	9.5%
HS	Student Council	4%	4.5%	5%	5.5%	6%	6.6%
HS	FFA	9%	10%	11%	12%	13%	14%
HS	FCCLA	7%	8%	9%	10%	11%	12%
HS	Scholars' Bowl	4%	4.5%	5%	5.5%	6%	6.5%
HS	Football	12%	13%	14%	15%	16%	17%
HS	Football Assistant	7%	8%	9%	10%	11%	12%
HS	Volleyball	12%	12.5%	13%	13.5%	14%	14.5%
HS	Volleyball Assistant	7%	8%	9%	10%	11%	12%
HS	Basketball	12%	13%	14%	15%	16%	17%
HS	Basketball Assistant	7%	8%	9%	10%	11%	12%
HS	Track	9%	10%	11%	12%	13%	14%
HS	Track Assistant	7%	8%	9%	10%	11%	12%
HS	Softball	10%	11%	12%	13%	14%	15%
HS	Softball Assistant	6%	7%	8%	9%	10%	11%
HS	Music	5%	6%	7%	8%	9%	10%
HS	Fresh. Class Sponsor	1%	1.5%	2.0%	2.5%	3.0%	3.5%
HS	Soph. Class Sponsor	1%	1.5%	2.0%	2.5%	3.0%	3.5%
HS	Jr. Class Sponsor	4%	4.5%	5%	5.5%	6%	6.5%
HS	Sr. Class Sponsor	6%	6.5%	7%	7.5%	8%	8.5%
HS	National Honor Society	2%	2.5%	3%	3.5%	4%	4.5%
MS	Student Council	2.5%	3%	3.5%	4%	4.5%	5%
MS	Cheer	5%	5.5%	6%	6.5%	7%	7.5%
MS	Scholars' Bowl	2%	2.5%	3%	3.5%	4%	4.5%
MS	Football	8%	9%	10%	11%	12%	13%
MS	Football Assistant	5%	6%	7%	8%	9%	10%
MS	Volleyball	8%	9%	10%	11%	12%	13%
MS	Volleyball Assistant	4%	5%	6%	7%	8%	9%
MS	Basketball	7%	8%	9%	10%	11%	12%
MS	Basketball Assistant	6%	7%	8%	9%	10%	11%
MS	Track	8%	9%	10%	11%	12%	13%
MS	Music	5%	6%	7%	8%	9%	10%

**All non-contracted labor for extra-curricular activities (i.e. working attendance of programs, etc.) to be paid at an hourly rate of \$15 per hour.**

End of Agreement



#####

**Altoona-Midway Teachers Association**

**USD 387 Board of Education**

By \_\_\_\_\_  
President

By \_\_\_\_\_,

By \_\_\_\_\_  
Vice-Pres.

By \_\_\_\_\_,

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ .

I hereby signify this agreement was ratified by a majority vote of the teachers. (A copy of the negotiated agreement (i.e. salary schedule/ extracurricular compensation) will be available to teachers for reading PRIOR to signing yearly contracts.)

\_\_\_\_\_  
Acting President, Altoona-Midway Teachers Association