

Minutes

USD #112 Board of Education met in regular session Monday evening, September 9, 2019 at 6:00 p.m. in the Central Plains Jr-Sr High School Cafeteria in Claflin, KS, with the following attending:

Board Members:

Michelle Brokes
Jacob Charvat
Tony Zink
Brad Schiermeyer
Tami Schepmann
Jerry Bieberle (arrived at 6:09 p.m.)
Cherlyn Maier (absent)

Roll

Also attending were Greg Clark, Superintendent, Diane Ney, Clerk, Darlene Lank, Treasurer, Jane Oeser, Central Plains Elementary Principal, Toby Holmes, Central Plains Jr-Sr High School Principal, and the attached list of patrons.

On motion by Brad Schiermeyer and seconded by Tami Schepmann, the board voted 5-0 to approve the agenda, with the following addition: Item 10A) – Executive Session for Personnel.

Approve
Agenda

On motion by Tami Schepmann and seconded by Jacob Charvat, the board voted 5-0 to approve the minutes of the August 12, 2019 board meeting and budget hearing minutes.

Approve
Minutes

On motion by Jacob Charvat and seconded by Tami Schepmann, the board voted 5-0 to approve all invoices in the amount of \$484,795.81.

Approve
Invoices

Jacob Charvat left the meeting at 6:08 p.m.

Jerry Bieberle arrived to the meeting at 6:09 p.m.

On motion by Tony Zink and seconded by Brad Schiermeyer, the board voted 5-0 to approve the treasurer's report as presented.

Approve
Treasurer's
Report

The board of education reviewed the cash summary report and the bank balances were reconciled with the treasurer's report as of August 31, 2019.

Bank
Reconciliation

Michelle Brokes welcomed everyone in attendance.

Jacob Charvat returned to the meeting at 6:13 p.m.

Don Siemsen and Mike Peschka addressed the board in Public Forum. Topics included the following: the vote to close Bushton, Futures Committee, Wilson enrollment numbers, future of the district, educating all students, future of Wilson Schools, and appreciation to the board of education.

Public
Forum

Tony Zink encouraged all those in attendance to stay for the entire meeting, as the Futures Committee will be discussed later in the meeting.

Building reports, given by the administrators, were as follows:

Mr. Holmes reported on the bank reconciliation; fall activities in full swing with the following participant numbers: 20- HS Football, 17 -HS Volleyball, 9-Cross Country, 7-Tennis, 20 JH Football, and 16 JH Volleyball; Sophomore magazine sales have begun; FFA trip to the Kansas State Fair; upcoming inservice activities; and the upcoming Sept. 20th official count day, with the following number of students: 14 Seniors, 22 Juniors, 12 Sophomores, 16 Freshman, 16 - 8th Graders and 29 - 7th Graders.

Principals'
Reports

Mrs. Oeser reported on the bank reconciliation; beginning of the year testing; 5th and 6th grade job applications for various odd jobs throughout the building; recent 4th grade Barton County Ag Day; upcoming visit to the Claflin Community Center; Cheyenne Bottoms Wetlands field trip; upcoming book fair and PTO taco supper; and the Best Foot Forward program.

On motion by Jacob Charvat and seconded by Brad Schiermeyer, the board voted 6-0 to approve the payment of \$3,000 each, to the CPHS – Claflin yearbook fund and the Wilson High School yearbook fund.

Approve
Yearbook
Payments

On motion by Tami Schepmann and seconded by Jacob Charvat, the board voted 6-0 to approve the attached list of additional substitutes.

Approve
Substitutes

On motion by Tony Zink and seconded by Jacob Charvat, the board voted 6-0 to go into Executive Session at 6:28 p.m., for 12 minutes, with Greg Clark, to discuss matters relating to employees, pursuant to non-elected personnel exception under KOMA, and return to open meeting at 6:40 p.m.

Executive
Session

The board returned to open meeting at 6:40 p.m.

On motion by Tami Schepmann and seconded by Tony Zink, the board voted 5-1 to approve all supplemental positions as presented. (see attached list). Jacob Charvat voted no.

Approve
Supplemental
Positions

On motion by Tony Zink and seconded by Jacob Charvat, the board voted 6-0 to approve the resignation of Greg Garner, custodian at CPJSHS-Claflin.

Approve
Resignation

On motion by Tami Schepmann and seconded by Jerry Bieberle, the board voted 6-0 to approve John Lampe as custodian/maintenance at CPJSHS-Claflin.

Approve
Custodian

On motion by Tony Zink and seconded by Tami Schepmann, the board voted 6-0 to go into Executive Session at 6:45 p.m., for 15 minutes, to include Greg Clark and John Sherman, via phone, to discuss employees' salaries, pursuant to non-elected personnel exception under KOMA, and return to open meeting at 7:00 p.m.

Executive
Session

The board returned to open meeting at 7:00 p.m. and on motion by Tony Zink and seconded by Jacob Charvat, the board voted 6-0 to go back into Executive Session at 7:00 p.m., for 15 minutes, to include Greg Clark and John Sherman, via phone, to discuss employees' salaries, pursuant to non-elected personnel exception under KOMA, and return to open meeting at 7:15 p.m.

Executive
Session (cont)

The board returned to open meeting at 7:15 p.m.

On motion by Tony Zink and seconded by Tami Schepmann, the board voted 6-0 to approve the 2019-2020 Negotiated Agreement and Salary Schedule as presented, which includes a \$600 increase to the base salary and one step added to all columns.

Approve 2019-20
Negotiated
Agreement and
Salary
Schedule

On motion by Jacob Charvat and seconded by Brad Schiermeyer, the board voted 6-0 to approve a 3.1% salary increase to all classified staff for the 2019-2010 school year and those that have 40 days of sick leave or more can convert two of those days to personal leave.

Approve Salary
Increase for
Classified
Staff

On motion by Tony Zink and seconded by Jacob Charvat, the board voted 6-0 to approve a salary increase for the Central Plains Elementary Principal and Central Plains Jr-Sr High School principal, in the amount of \$1,000 annually for the 2019-2020 school year.

Approve Salary
Increase for
Principals -
CPJSHS & CPES

Mr. Clark reported on the following:

- A. Futures Committee update and the district information provided for the committee along with other information requested by the committee. Tony Zink spoke on the Futures Committee and the purpose or role of the committee moving forward as a district.
- B. CPJSHS Students will attend an assembly, hosted by the Lyons School District on the harm of vaping, and encouraging students to make good choices.
- C. Reviewed the Communities That Care data with the board, that covers alcohol, drug use and suicide prevention.
- D. Updated Board Goals for the 2019-2020 school year, which covers curriculum, fiscal responsibilities, facilities, and a safe learning environment.

Superintendent's
Report

On motion by Tony Zink and seconded by Brad Schiermeyer, the board voted 6-0 to take a break at 7:54 p.m. and return to the meeting at 8:00 p.m.

Break

The board returned to the regular meeting at 8:00 p.m.

On motion by Tony Zink and seconded by Brad Schiermeyer, the board voted 6-0 to go into Executive Session at 8:00 p.m., for 30 minutes, to include Greg Clark, with John Sherman to be on call, to discuss the potential sale of district real property, under attorney/client privilege, pursuant the exception for real property under the KOMA and return to open meeting at 8:30 p.m.

Executive
Session

The board returned to open meeting at 8:30 p.m. and on motion by Tony Zink and seconded by Brad Schiermeyer, the board voted 6-0 to go back into Executive Session at 8:30 p.m., for 20 minutes, to include Greg Clark, with John Sherman to be on call, to discuss the potential sale of district real property, under attorney/client privilege, pursuant the exception for real property under the KOMA and return to open meeting at 8:50 p.m.

Executive
Session (cont)

The board returned to open meeting at 8:50 p.m.

On motion by Jacob Charvat and seconded by Tami Schepmann, the board voted 5-1 to instruct the superintendent to offer the district facility at Bushton to the City of Bushton for \$1.00. Jerry Bieberle voted no.

Motion to sell
building at
Bushton to
the City of
Bushton

After further discussion, on motion by Tony Zink and seconded by Tami Schepmann, the board voted 5-1 to amend the previous motion to state as follows: instruct the superintendent to offer the district facility at Bushton to the City of Bushton for \$1.00. The city of Bushton will have the right of first refusal until 11:59 p.m. on November 10, 2019. Jerry Bieberle voted no. The amended motion passed 5-1 with Jerry Bieberle voting no.

Approve to
amend previous
motion to add
right of first
refusal

Open agenda items included the report of a patron falling on the bleachers at the football field in Claflin and the administration was made aware of the situation, and the representation of district patrons on the Futures Committee.

Open agenda
items

The board reviewed tentative agenda items for the October school board meeting which will include the following: Hall of Fame nominations, audit report, and Capital Outlay update. The meeting will be held at Wilson.

Future agenda
items

On motion by Brad Schiermeyer and seconded by Tony Zink, the board voted 6-0 to adjourn the meeting at 9:04 p.m.

Meeting
adjourned


Clerk


President

If you wish to address the board, please sign below. Thank you!

USD #112 Board of Education
September 9, 2019 Regular Board Meeting

Public Forum

PLEASE PRINT:

Name

Don Sievertz
Mike Peschke

PLEASE PRINT:

Name

USD #112 Board of Education
September 9, 2019 – Regular Board Meeting
Guest Registration

PLEASE PRINT:

Name

Alan Rusch
Kelly Thieden
Shelly Sebesta
Dad & Mom
Patsy & Harold Siemsen
Pang Riggs
Mike Teschke
Joe Torgesen
Dora Stueder
Dennis Johnson

PLEASE PRINT:

Name

OTHER SUBSTITUTE RECOMMENDATIONS

Board of Education Meeting – Sept. 9, 2019

- **Katie Broce** - 412 29th St., Wilson, KS 67490 – Substitute Cook district wide.
- **Donna Ptacek** – Po Box 269, Wilson, KS 67490 – Substitute Cook for Wilson Schools.
- **Karen Peschka** –2320 Avenue I, Wilson, KS 67490 – Substitute Cook for Wilson Schools.
- **Pat Crenshaw** – 717 28th St., Wilson, KS 67490 – Substitute Bus Driver for Wilson Schools.
- **Kathryn Couch** - 421 28th St., Wilson, KS 67490 – Substitute Cook and Para for Wilson Schools.
- **Pat Stiles** – PO Box 47, Claflin, KS 67525 – Substitute Bus Driver for Central Plains Schools – Holyrood and Claflin
- **Jerald Zelenka** – 518 30th St., Wilson, KS 67490– Substitute Bus Driver district wide
- **Dennis Zink** – 600 S. Main St., Bushton, KS 67427 – Substitute Bus Driver for Central Plains Schools –Holyrood and Claflin
- **Charlett Bruce** – 3008 Avenue E, Wilson, KS 67490 – Substitute Cook at Wilson
- **Linda Nicholas** – 402 9th St., Geneseo, KS 67444 – Substitute Para for Central Plains Schools – Holyrood, and Claflin
- **Kristi Beran** – 1383 Kinzel St., Odin, KS 67525 – SPED - Substitute Bus Driver for Central Plains - Holyrood and Claflin.

Updated Supplemental List for Board Approval

9/9/19

Don Bristow-Asst. WHS Track

Megan Zelenka-Wilson Asst. Jr. High Boys BB and Asst Jr. High Volleyball

Leland Francis-Wilson Jr. High Asst. Football and Head Jr. High Boys Track

Jeff Potter-Central Plains Head Golf Coach

Megan Cates-Central Plains Dance Sponsor

Alice Peterka-District PDC Chair

UNIFIED SCHOOL DISTRICT

No. 112

CENTRAL PLAINS

NEGOTIATED AGREEMENT

2019 – 2020

UNIFIED SCHOOL DISTRICT No. 112 NEGOTIATED AGREEMENT

THIS NEGOTIATED AGREEMENT has been negotiated and agreed to by the Board of Education of Unified School District No. 112 Ellsworth County State of Kansas, "Central Plains" or the "District" and the USD No. 112 Teachers Association. This Agreement is effective for the July 1, 2019 through June 30, 2020 school year.

A. Salary and Salary Schedule.

1. The teacher Salary Schedule for 2019-2020 is attached as Exhibit 1. Teachers are entitled to steps and movement on the Salary Schedule. A teacher moving from the bottom step on the BA + 40 column to the MA or a MA plus column will be placed at the existing appropriate step for that column. New steps will be added to each column (2019-2020).
2. The base salary and salary schedule are subject to the following additional terms and conditions:
 - a. The base salary and the salary schedule are subject to the district receiving adequate funding.
 - b. The salary schedule applies to teachers grades PK through 12.
 - c. Approved hours accepted to determine movement on the salary schedule must be in the teacher's field of specialization, or in the education department of a college or university.
 - d. Teachers working less than full-time will be paid a salary based upon a pro-rated equivalent to a full-time teacher.
 - e. Teachers may move, from their current placement, only one vertical and one horizontal step on the salary schedule in any one school year, unless horizontal movement is based upon obtaining a Master's degree, in which event the teacher may move from any column in the bachelor's column to the master's column. Degrees and hours for movement on the salary schedule will be those on file with the clerk's office prior to September 1 of the applicable school year.

B. Supplemental Positions and Salaries.

1. The supplemental positions and their respective salaries for the 2019-2020 school year are listed in the attached Exhibit 2.
2. In addition to the supplemental salary listed in Exhibit 2, teachers performing their supplemental job duty on a Saturday will receive \$100.00 pro-rated for the days when 4 hours or less are worked based on an 8 hour day. If more than 4 hours are worked the teacher will receive the full \$100.00 for the day. (Adopted 2013-2014)
3. The Board and Teachers will work together to form a Supplemental Salary Schedule Review Committee, with the purpose of addressing inequities which may exist in the current Supplemental Salary Schedule. The committee will work to have a report for next year's negotiations (2018-2019 negotiations).

C. Health Insurance Defined Benefit.

Full-time teachers will receive a health insurance defined benefit of \$494.00 per month. Teachers working less than full-time will receive a defined benefit based upon a prorated equivalent to a full-time teacher.

D. Extra Duty Compensation.

1. **Athletic Event Workers:** Reimbursement for district employees will be \$12 per

hour for taking tickets at athletic events (gatekeepers). Additionally, basketball scorekeepers will be paid \$12 per hour and volleyball scorekeepers and line judges will be paid \$12 per hour.

2. **Academic Worker Compensation:** Forensics helpers and Scholars Bowl helpers and others recognized by the administration that travel or assist with a team, and are not otherwise compensated by the District will be paid \$12 per hour.
3. **Lead And Assistant Lead Teacher:** The administrative staff may seek the service of a lead teacher and an assistant lead teacher in each building in the district. Teachers agreeing to serve as lead teachers will receive a salary enhancement of \$1,040. Teachers agreeing to serve as assistant lead teachers will receive a salary enhancement of \$781.00. All salary enhancements will be payable monthly over the term of the teacher's contract.

E. TEACHER DEFINITION AND CONTRACT.

1. **Teacher Definition.** The words teacher or teachers as used in this Agreement will mean professional, certified staff that are licensed by the State of Kansas/Department of Education in order to perform their contractual duties in the District (Adopted 2014-2015).
2. **Contracted Days:** Teacher contract days will be a minimum of 184 days for the 2019-2020 school year.
3. **Teacher Duty Day:** The duty day is defined as the time that the school's instructional program is in session, which includes on-duty time for teachers, which will generally consist of 30 minutes (15 minutes before the beginning of classes and 15 minutes after the close of classes). Except at the Claflin Jr. – Sr. High School where the 30 minutes will be shortened to 25 minutes (10 minutes before the beginning of classes and 15 minutes after the close of classes). The duty day will be enforced unless a teacher requests to leave early and the principal grants the request.
4. **Covering Classes:** In emergency situations, when a substitute cannot be secured, a teacher may be asked by administration to substitute for another. The Board expects and encourages the administration and professional staff to work cooperatively in the endeavor without additional compensation.
5. **Faculty Meetings:** All faculty meetings are mandatory. Teachers may be excused with permission of the building principal.
6. **Traveling Teachers:** Traveling teachers will be paid mileage at the rate set by the USD #112 Board of Education.

F. LEAVE.

1. **Sick Leave:** Teachers absent from duty because of illness or illness in the immediate family shall be allowed annual sick leave on full daily pay at the rate of ten (10) days per year, accumulated to 80 days. The district will compensate teachers at the rate of \$70.00 per day for unused sick leave in excess of 70 days, with the payment being made to the teacher in the June paycheck. The number of sick leave days available to the teacher will then be reduced by the number of days bought back. The days available for buy back will never exceed 10 days (the maximum 80 accumulated days less a maximum buy back of 10 days for those days in excess of 70).

Additionally, a teacher may use up to 5 days of the teacher's accumulated sick leave, to provide care, comfort, or assistance to an extended family member. When accumulated sick leave is used for the purpose of providing care, comfort, or assistance to an extended family member, it is agreed the teacher's salary, as set forth on the salary schedule, will be reduced for the next appropriate pay period by the amount the district pays for a substitute for the teacher, to cover the teacher's classes, in accordance with the standard substitute payment rate established by the District. (Adopted 2013-2014)

2. **Personal Leave:** Teachers will be granted three (3) days per year for personal leave. The leave may be taken on not less than an hourly basis with each full contract day being deemed to have eight (8) hours. The district will compensate teachers at the rate of \$70.00 per day for unused personal leave, with the payment being made to the teachers in their June paycheck.

In addition to the 3 days personal leave per year, stated above, teachers who have 40 days or more days of accumulated sick leave before the start of the then applicable school year, will receive 2 additional days of personal leave. The 2 additional days of personal leave, for qualifying teachers will be made available by converting two of the teacher's sick leave days, for the upcoming school year, to personal days. It is understood that the teacher will still have a total of 13 days of combined sick and personal leave in any one school year. It is further understood that no teacher will be compensated for more than 3 days of unused personal leave in any one year.

The appropriate building principal or principals and the superintendent shall be notified when possible prior to the use of personal leave. Teachers agree not to use personal leave the first week of school, the last week of school, or the day preceding a vacation or holiday, or the day or days immediately following a vacation or holiday, or the last 10 school days in May. Teachers may not use personal leave on days of scheduled district in-service or parent/teacher conferences. An emergency may allow exceptions with the approval of the superintendent.

3. **Leave for Death In Immediate Family:** If there is a death in the immediate family, five (5) days may be allowed to attend to the necessary details. If there is a death in the extended family, three (3) days may be allowed to attend to

the necessary details. In appropriate circumstance the Superintendent in the Superintendent's sole discretion may authorize additional leave days. All such leave days shall be deducted from accumulated sick leave days.

4. **Definitions – Immediate and Extended Family.** Immediate family is defined as: husband, wife, children, stepchildren, teacher's parent, brother, sister and other persons for whom the teacher is legally responsible. Extended family is defined as father-in-law, mother-in-law, stepmother, stepfather, brother-in-law, sister-in-law, grandparents, grandchildren, grandparents-in-law, son-in-law, daughter-in-law. (Revised 2013-2014)
5. **Excessive Sick Leave:** In addition to any other rights the Board may have or any day an employed teacher is absent from school in excess of accumulated sick leave, the teacher will have one/one hundred eighty-fourth (1/184) per day of his/her salary deducted from the salary for that month.

G. CATASTROPHIC SICK LEAVE.

In the event of an extraordinarily lengthy or catastrophic illness, a certified employee may receive donations of sick leave days of up to a maximum of twenty-five (25) days from other certified employees. Use of sick leave under this policy shall be limited to emergency situations such as prolonged illness or serious injury of the employee or his/her immediate family as defined elsewhere in the agreement. "Short-term" illness for the employee, or employee's immediate family, such as colds or flu, is not covered in this policy. Sick leave days may be donated to a certified employee only after the employee has used all of his/her accumulated leave. When a certified employee has used all of his/her accumulated leave days, the Clerk of the Board will notify the Teacher Association's President, who will in turn notify the membership. The standard district "Request for Leave" form will be submitted by the employee donor clearly stating the name of the employee recipient and the number of donated days. At the time an employee becomes eligible for use of donated sick leave days, the superintendent may request written verification of the need for catastrophic sick leave.

H. BOARD'S RIGHTS CLAUSE.

1. The Board, on its own behalf, and on the behalf of the electors of the school district, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Kansas and of the United States.
2. The exercise of the powers, rights, authority, duties, and responsibilities by the Board; the adoption of policies, rules, regulations, and practices in furtherance thereof; and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of the Agreement, and then only to the extent such specific and express terms thereof are in compliance with the Constitution and laws of the State of Kansas and the Constitution of the United States.

I. PROFESSIONAL EMPLOYEE EVALUATION.

All evaluation procedures shall meet the requirements of K.S.A. 72-9001 through K.S.A. 72-9006.

The principal will inform the teachers of the timeline for evaluations. The evaluation process as submitted to and approved by the State Board of Education will be used. The evaluated licensed staff member and principal will review the evaluation and sign to verify that the evaluation was discussed in accordance with the procedures of the evaluation process. The evaluated staff member may submit to the principal a rebuttal within two weeks (14 days) of signing the evaluation document.

J. SCHOOL CALENDAR.

Teachers will have the opportunity to provide input for the annual school calendar. They will be given a copy of the school calendar by February 1 of each school year. Such input will be provided to the superintendent and principals prior to the March meeting of the Board of Education of USD #112.

K. LIQUIDATED DAMAGES.

Liquidated damages for early release from a teacher's professional contract are to be paid to Unified School District No. 112 and are assessed as follows:

July 1 and after \$1,500

Teachers will have ten (10) days after contracts are issued to sign and return them to the U.S.D. #112 office. If negotiations go to impasse, and after all avenues are exhausted and agreement has not been reached, the USD #112 Board of Education may legally issue contracts unilaterally, or without the teachers' agreement. In this situation, the statute specifies the number of days in which teachers are to return their signed contracts or they may choose to work under the previous year's contract. In cases of appeal, the decision of the Board will be final.

L. 403(b) Plan.

The district, with input from the Teachers will maintain a qualified 403(b) plan, and withhold and forward employee contributions to the plan for those who so elect.

M. Movement on the Salary Schedule.

Movement on the salary schedule using college hours shall be with graduate hours directly tied to the teacher's curriculum area, or in a Department of Education, or in an approved graduate degree plan, at an accredited college or university.

Teachers may move across the salary schedule on the bachelors' degree columns using the plan for license renewal with graduate courses, with at least half of the points in a given column being college hours and the remaining points being approved professional development points issued through the USD 112 Professional Development Plan. Movement to the masters' column cannot be done with professional development points. There must be a masters degree earned.

Movement on the masters' degree columns can be with graduate hours and with professional development points, which must be points earned for implementation of professional development attended. These are considered 2nd tier points. 3rd tier points that are earned by showing improvement based on the implementation of professional development can be used as well. Of course, movement can still take place with college hours earned at the masters' level or above. (Adopted 2015-2016).

N. Legislature Change.

In the event the Kansas Legislature would change the law to allow a reduction of current funding for the District, the board and Teachers agree to reopen negotiations to discuss all financial matters.

O. Incentive Payment for Early Retirement Notice.

The District agrees to provide teachers who are KPERS eligible for retirement (85 years/points) and who actually retire as of the end of either the 2018 – 2019 or 2019 - 2020 school year, as applicable, an incentive payment for providing the District with early notice of their retirement in the year, in which they will retire. The incentive payment will be:

a. \$1,500.00 if the notice is received by the Clerk of the District, on or before January 31, of the retirement year.

b. \$1,000.00 00 if the notice is received by the Clerk of the District, on or before February 28, of the retirement year.

The Teacher's retirement must be effective at the end of either the 2018 – 2019 or 2019-2020 school year and payment of the incentive will be made in the Teacher's June pay check in the year of retirement.

This provision will only be effective for the 2018 – 2019 and 2019 - 2020 school years and will terminate automatically as of June 30, 2020.

P. Early Retirement Benefit.

The District will pay \$500.00 per month or the cost of a single health insurance premium, whichever is less, to the district's health insurance carrier for teachers who have reached at least 63 years of age in the school year in which they elect to retire from employment with the District. The insurance benefit can only be used for insurance through an existing District plan for which the teacher remains eligible. The benefit will end when the teacher becomes ineligible to have insurance through the

District's plan or when the teacher becomes Medicare eligible. In order to obtain the benefit the teacher must have taught at least 10 years in the District or 10 combined years (combining years employed with the district and years employed in a predecessor district - USD # 354 or USD # 328 prior to consolidation), be "KPERS Eligible" and not less than 63 years of age or more than 65 years of age.

The Early Retirement Benefit provision will only be effective for the 2018 - 2019 and 2019 - 2020 school years and will terminate automatically as of June 30, 2020.

Agreed to by the Negotiations Teams on August 20, 2019.

USD No. 112 Board Of Education:

John Sherman, Chief Negotiator

USD No. 112 Teachers' Team:

Tony Brokes, Team Member

Susan Barker, Team Member


Connie Potts, Team Member


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RATIFICATION


This agreement was ratified by the respective Board of Education and Teachers' Association.


USD No. 112 Board Of Education:

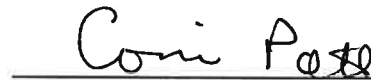

Michelle Brokes, Board President


Attest: Diane Ney, Clerk U.S.D.
No. 112

USD No. 112 Teachers' Association:


Tony Brokes, Co-President of
USD No. 112 Teachers Association


Susan Barker, Co-President of
USD No. 112 Teachers Association


Connie Potts, Team Member

Dated: September 9, 2019

Dated: September 9, 2019

Base Step	32932	2018-2019	Base Incr. Step Incr.	Dollars 600	Base Inc. 1.82% At 433
	33532	2019-2020			
	433				

Column Masters	515	Column Incr. Masters Incr.
	915	

Step	BA Column 1	BA+12 Column 2	BA+24 Column 3	BA+40 Column 4	MA Column 5	MA+18 Column 6	MA+36 Column 7
1	33532	34047	34562	35077	35992	36507	37022
2	33965	34480	34995	35510	36425	36940	37455
3	34398	34913	35428	35943	36858	37373	37888
4	34831	35346	35861	36376	37291	37806	38321
5	35264	35779	36294	36809	37724	38239	38754
6	35697	36212	36727	37242	38157	38672	39187
7	36130	36645	37160	37675	38590	39105	39620
8	36563	37078	37593	38108	39023	39538	40053
9	36996	37511	38026	38541	39456	39971	40486
10	37429	37944	38459	38974	39889	40404	40919
11	37862	38377	38892	39407	40322	40837	41352
12	38295	38810	39325	39840	40755	41270	41785
13	38728	39243	39758	40273	41188	41703	42218
14	39161	39676	40191	40706	41621	42136	42651
15		40109	40624	41139	42054	42569	43084
16		40542	41057	41572	42487	43002	43517
17		40975	41490	42005	42920	43435	43950
18		41408	41923	42438	43353	43868	44383
19			42356	42871	43786	44301	44816
20			42789	43304	44219	44734	45249
21			43222	43737	44652	45167	45682
22			43655	44170	45085	45600	46115
23				44603	45518	46033	46548
24				45036	45951	46466	46981
25				45469	46384	46899	47414
26				45902	46817	47332	47847
27				46335	47250	47765	48280
28				46768	47683	48198	48713
29				47201	48116	48631	49146
30				47634	48549	49064	49579
31					48982	49497	50012
32						49930	50445
33						50363	50878
34						50796	51311
35							51744
36							52177
37							52610
38							53043
39							53476
40							53909
41							54342
42							54775
43							55208
44							55641
45							56074
46							56507
47							56940
48							57373
49							57806
50							58239
51							58672
52							59105
53							59538
54							59971
55							60404
56							60837

USD #112 Supplemental Salary Schedu 2019-2020

NAME	2019-2020	NAME	2019-2020
Activities Director	5120	Head Cross Contry HS	1840
Head Football - HS	3897	Cheerleader - HS	2010
Football Asst. - HS	2432	Cheerleader - MS	1313
Head Football - MS	2530		
Football Asst. - MS	1512		
Head Volleyball - HS	3648	Senior Class Spon	174
Volleyball Asst. - HS	2432	Junior Class Spon	1577
Head Volleyball - MS	2530	Sopho. Class Spon.	174
Volleyball Asst. - MS	1512	Fresh.Class Spon.	174
Head Boys Basketball-HS	3897	Letter Club Sponsor	174
Asst. Boys Basketball-HS	2432	FFA Advisor	2892
Head Girls Basketball-HS	3897	KAYS Sponsor	624
Asst. Girls Basketball-HS	2432	Music - HS	2518
Head Boys Basketball-MS	2530	Natl. Honor Society	624
Asst. Boys Basketball-MS	1512	Play Director	1248
Head Girls Basketball-MS	2530	Asst. Play Director	824
Asst. Girls Basketball-MS	1512	Scholar's Bowl	1513-CPHS-C
Head Track - B&G - HS	3595		1513-Wilson
Asst. Track - B&G - HS	1676		1513 -CPMS-B
Head Track - Boys - MS	2530	Speech/Forensics	1182
Head Track - Girls - MS	2530	PDC Chair	830
Asst. Track - JH	1512	VE2 CATE Coord	520
Head Golf - HS	2455	Lead Teacher	1040
Golf Asst. - HS	1001	Asst. Lead Teacher	781
Head Baseball - HS	2728	Publications	1632
Asst. Baseball - HS	1676	STUCO - HS	624
Head Softball - HS	2728	STUCO - JH	251
Asst. Softball - HS	1676	Concessions	1560
Head Boys Tennis-HS	2455	FCCLA Advisor	1446
Asst. Boys Tennis-HS	1001	Dance Line	520
Head Girls Tennis - HS	2455		
Asst. Girls Tennis - HS	1001		