

# **BREMEN PUBLIC SCHOOLS**

Bremen, Indiana

## **MASTER CONTRACT FOR CERTIFIED TEACHERS**

agreement between

**THE BOARD OF SCHOOL TRUSTEES  
OF  
BREMEN PUBLIC SCHOOLS**

AND

**THE BREMEN EDUCATION ASSOCIATION**

**EFFECTIVE**

**JULY 1, 2018**

**TO**

**JUNE 30, 2019**

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## **ARTICLE I RECOGNITION**

- 1.1 The Board of School Trustees of Bremen Public Schools, hereinafter referred to as BOARD, hereby recognizes the Bremen Education Association, hereinafter referred to as BEA, as the exclusive representative of the members, hereinafter referred to as teachers, of the following bargaining unit.
- 1.2 Per the IEERB affirmation dated June 14<sup>th</sup>, 2016, the bargaining unit of Bremen Education Association exclusive representative and Bremen Public School Corporation school employer is the following:

All certificated personnel under a certified contract with Bremen Public Schools, with the exception of all Central office personnel, building level administrators, and athletic directors.

## **ARTICLE 2 BARGAINING UNIT RIGHTS**

Teachers shall have the following rights through the BEA, their exclusive representative:

- 2.1 When any member of the BEA or any teacher represented by the BEA is required by the BOARD or administration to meet with the BOARD or administration during the regular school day, said BEA member or teacher shall be allowed to attend said meeting without loss of pay or use of leave benefits.
- 2.2 The BEA president shall be allowed two (2) days per school year for the conduct of BEA business. Such days may be taken in one-half day increments, and the BEA shall pay the cost of the substitute.

## **ARTICLE 3 EXTENDED DAY**

- 3.1 In the event that a teacher should agree to accept an extended day schedule for the purpose of classroom instruction, said teacher's salary shall be increased by the result of the following calculation:

$$(A / B / \text{six (6) hours} = \text{hourly rate}) \times C \times D = E$$

A = Regular contract salary amount, less any additional compensation

B = Number of days in a regular contract

C = Hours per day (including fractions of an hour) extended schedule will be conducted

D = Number of days extended schedule will be conducted

E = Dollar amount to be added to base salary

This does not apply to FLEXIBLE SCHEDULES, which are simply adjustments to a normal schedule. (For example, some teachers may agree, upon administrative approval to come in early and leave early, or come in late and stay late.)

## **ARTICLE 4 DEDUCTIONS**

The BOARD will deduct from the paycheck as regulated by the following guidelines:

### **4.1 DEDUCTIONS DETAILS:**

The Board shall grant teachers the right to voluntary payroll deductions of the Board's and/or the Board's administrative representative's discretion. Examples of such deductions may include, but are not limited to the following: Insurance premiums (LTD, medical, dental, vision, life, cancer, accident), health savings accounts, United Way donations, and 403B contributions.

## ARTICLE 5 LEAVES OF ABSENCE

### 5.1 SICK LEAVE

Teachers will be allotted eleven (11) sick leave days during their first year of employment and allotted nine (9) days for each subsequent year of service. Unused sick leave days will accumulate and be credited to the teacher for use in future years up to a maximum of one hundred eighty five (185) days plus the current year's allotment totaling 194 sick days to start any contract year.

All allotted sick days for the current school year may be used for personal sick leave or that of family members. For the purpose of this ARTICLE, the teacher's family shall include all persons domiciled in the teacher's residence. Additionally, included in the teacher's family are the teacher's spouse and the teacher's or spouses' children, siblings, parents, grandparents and grandchildren, regardless of domicile.

- a. Teachers employed to teach summer school classes may be absent from work, with pay, on account of illness or quarantine for one (1) day during the period of summer school employment. Teachers may use up to one (1) additional day of their accumulated sick leave.
- b. Teachers who have been employed in a certified commissioned school prior to being employed in the Bremen Public Schools shall have their accumulated sick leave from the previous corporation transferred into Bremen starting with twenty-five (25) days to be made immediately available during the first year of employment. Subsequent years will allow the transfer of remaining days at the rate of twenty-five (25) days per school year until all days have been transferred or the established maximum allowed has been reached.
- c. Teachers will be allowed up to five (5) paid days for Emergency Family Leave per school year in case of severe illness or accident in the immediate family of the teacher. Emergency Family Leave days cannot accumulate. This leave shall be granted if the following conditions are met.
  1. It meets the definition for family member as defined within this ARTICLE.
  2. Prior to receiving Emergency Family Leave, the teacher must have exhausted all of the current year's family illness allocations.
  3. To be eligible, any remaining personal days combined with unpaid days must be utilized to equal a total of 5 days.
  4. The teacher submits a written request to the superintendent explaining the circumstances.
- d. All or any part of a maternity leave taken because of temporary disability may be charged at the teacher's discretion, to available accumulated sick leave days, including the current years allotment of sick leave days, provided the attending physician certifies

that the employee is unable to perform regular duties.

## 5.2 SICK LEAVE BANK

A voluntary sick leave bank shall be maintained for the personal benefit of all teachers who elect to join the sick leave bank. Loans from the sick leave bank (BANK) are available only for situations involving personal illness of the teacher. Loans will not be granted for cases concerning illness of family members. This sick leave bank will be regulated by the following conditions and procedures.

### a. Structure

1. The annual enrollment period for new membership in the BANK shall close on the thirtieth (30TH) calendar day following the first student day of each school year. Teachers desiring to voluntarily join the BANK may do so during this time frame by submitting a completed application to the superintendent. Teachers employed after the annual enrollment period has closed may join the BANK by submitting a completed application to the superintendent no later than the thirtieth (30TH) calendar day following the date of their employment.
2. Teachers desiring to have membership in the BANK must donate two (2) of their individual personal sick leave days to the BANK. To continue membership thereafter, members must donate one (1) day of individual sick leave to the BANK each year unless the beginning balance of days in the BANK is two hundred (200) or more days. For the purposes of this provision, the beginning balance will be determined after new membership donations and loan repayments have been credited to the BANK.
3. If, at any point in time, the balance of days in the BANK is reduced to thirty (30) days or less, each member of the BANK will automatically be assessed one (1) day of personal sick leave to replenish the BANK, unless the member indicated, in writing, a desire to terminate membership. Written notice of the need to replenish the BANK will be given to all members prior to the assessment being effected. Members desiring to terminate membership must inform the superintendent, in writing, within five (5) workdays after receipt of said notice.
4. Membership in the sick leave bank shall be automatically continued from one school year to the next, unless the member indicated, in writing, his election to withdraw from the BANK. Such withdrawal must be indicated during the annual enrollment period or in accordance with the provisions in paragraph 3 above. Once a member has withdrawn, he/she must follow the procedures for enrollment of new members.
5. All sick leave days donated to the BANK lose their identity and are considered a permanent contribution. They are not transferable in any sense.

b. Procedure

1. A current member of the BANK may request a loan from the BANK only after all of said member's accumulated sick leave and personal business leave days have been used and after said member has been absent, without pay, an additional five (5) days.
2. Application for a loan must be made in writing to the superintendent and must include a physician's certificate stating the nature and estimated length of disability. The application must be submitted by the member or a personal representative in cases where the member is unable to do so. The superintendent shall contact the BEA President as soon as possible so that a COMMITTEE may be formed. (COMMITTEE as defined in BPS Employee Handbook)
3. An application will be acted upon by the COMMITTEE and the Chairperson of the COMMITTEE shall inform the applicant and the superintendent, in writing, of the decision within five (5) days following the Committee's action. The decision of the COMMITTEE shall be final.
4. Loans shall be limited to a maximum of thirty (30) days per application.

c. Repayment of Loan

1. A loan recipient who remains in the employment of Bremen Public Schools shall repay the BANK the borrowed days at the minimum rate of three (3) days per school year until the loan is repaid. The minimum of three (3) days shall be transferred to the BANK at the beginning of each school year. At the member's option, an additional loan payment may be made at the end of the year in an amount up to one-half (1/2) of the member's accumulated sick leave.
2. A loan recipient who leaves the Bremen Public Schools with the loan unpaid must transfer all accumulated sick leave, up to the amount of the unpaid loan, to the BANK before being credited with sick leave, which may be transferred to another corporation. Should such employee return to employment with Bremen Public Schools, any remaining loan balance must be repaid as specified in number 1 above.
3. A loan recipient who retires or becomes totally disabled shall be exempt from repayment of any outstanding loan balance.



### 5.3 PERSONAL BUSINESS LEAVE

Each teacher shall be awarded three (3) personal days, with pay, for the transaction of personal business or civic affairs.

For the 2018-2019 school year only, in addition to the standard allocation of 3 personal days, each employee will be given 2 additional personal days to fully fund his/her allocation of banked personal days (2). As a result, each employee will have a total of 5 personal days. Future employees will start their employment with five (5) personal days granted in the same manner with the intent to revert to the standard three (3) in subsequent years.

Certified employees will be allowed to bank up to two (2) personal unused personal days potentially providing access to a maximum of five (5) days in the following year.

- a. Any leftover personal days at the end of each school year will be rolled over into personal days for use in the next school year, but not exceeding the allotment of two (2) banked personal days. Any personal days over the allotted two (2) banked personal days will roll over to sick days.
- b. For employees who have reached the 185 sick leave day cap, unused personal days will be purchased back at the current licensed substitute rate.
- c. Employees may use up to all five (5) days consecutively with prior approval of building principal, but not more than one (1) day to extend any scheduled school break or holiday. Personal day requests adjacent to a scheduled break will be filled on a first come, first serve basis. Such requests may be denied based upon the availability of substitutes at the discretion of the superintendent.
- d. Personal leaves requested with less than twenty-four hours notice (24) may be denied on the basis of substitute availability.
- e. Personal business leave may not be divided into less than half-day units.
- f. All personal business days must be used prior to submitting a request, to the Superintendent, for unpaid leave.

#### Personal Unpaid Leave

Employees who require additional days of personal leave for reasons not included in this contract, upon written request to the superintendent, may be granted additional days for which they will sacrifice pay as defined below for that period of time at the rate at which they have been contracted.

Definition of pay: In the event that an employee is granted unpaid leave, the employee will surrender 1.17 x his/her daily rate.

#### 5.4 BEREAVEMENT LEAVE

A teacher may be absent from work, with pay, because of a death of the teacher's spouse, for not more than ten (10) days within 30 days following the death. A teacher may be absent from work, with pay, because of a death in the teacher's family, as defined in ARTICLE 5.1, for not more than five (5) days within 30 days following the death. A teacher may be absent from work with pay because of the death of a close friend or relative not included in the above definition of the teacher's family for one (1) day. Requests for bereavement leave, outside the scope of the defined policy, may be made in writing to the superintendent and addressed on a case-by-case basis.

#### 5.5 MILITARY LEAVE

If military service is required of a teacher because of a National Guard or Reserve encampment or a period of active duty for training or due to any emergency situation during the school year, the teacher required to participate shall be granted a temporary leave of absence. During such leave, the employee will receive his regular salary for a period not to exceed fifteen (15) days in any one calendar year.

#### 5.6 ASSAULT

Appearance before a judicial body or legal authority as a result of assault by a student or outsider in the course of their duties as a teacher will not result in loss of wages or in reduction of accumulated sick leave of the teacher.

## ARTICLE 6 COMPENSATION

### 6.1 COMPENSATION DETAILS

Funding for this model is based upon two sources:

**Certified Salary Savings Reallocation** – This is the calculated savings difference between the cost of retiring and resigning bargaining unit members and their corresponding replacements.

**Enrollment-Driven Funding** –Sixty-five percent (65%) of new revenue

New revenue is defined as revenue generated by Tuition Support, Special Education Grant, Vocational Grant and Complexity Index Grant that is in excess of the funding from the 2017-18 contract year.

Using these two sources as a beginning point of negotiation, the BEA and the BOARD have agreed upon the following tiered salary increase to “Reduce the Gap” based upon Academic Needs of Students to increase retention of existing teachers.

- a) Salaries for teachers new to Bremen will be determined based on data available and will be determined by the Superintendent utilizing the base salary calculation tool located in the Appendix B. This document places limitations on the Superintendent’s discretion for pay determination.
- b) Beginning salary range \$34,000 to \$68,000 (carried over from 2017-2018), not including current year increases or TRF contributions.
- c) Average and Gap:
  - a. The average of the minimum and maximum teacher salary = \$51,000.
  - b. The gap between the minimum and average salaries = \$17,000.
- d) Base Salary Increases
  - a. General Eligibility: To be eligible for a salary increase, a teacher must have received a rating of highly effective or effective on his/her 2017-18 evaluation conducted at Bremen Public Schools. Any teacher who received a rating of ineffective or improvement necessary remains at his/her prior year salary.
  - b. Factors and definitions
    - i. Evaluation – Teachers receiving an evaluation rating of Effective or Highly Effective receive \$500
    - ii. Academic Needs - The salary increase for academic need is to reduce the gap to attempt to improve retention of certified staff members is detailed as following:

- Teachers whose current salary is between \$34,000 and \$39,999= \$3,250
  - Teachers whose current salary is between \$40,000 and \$49,000 = \$2,250
  - Teachers whose current salary is between \$49,001 and \$59,999 = \$1,250
  - Teachers whose current salary is between \$60,000 and above = \$500
- e) Redistribution: Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.
- f) New minimum and maximum, Average, and Gap after salary increases are implemented New minimum and new maximum = \$37,250 (2017 lowest salary \$34,000 + \$3250) to \$68,500 (2017 highest salary + \$500). The average of the new minimum and maximum salary = \$52,875.
- g) The gap between the new minimum and average salaries = \$15,625. The gap has been reduced by \$1,375

## 6.2 ADDITIONAL COMPENSATION – Extracurricular Schedule – (See Appendix A)

- a. The parties agree that the Extracurricular Assignment Schedule, in Appendix A, shall constitute the pay for such assignments during this contract.
- b. Teachers shall be paid according to their experience in the activity or related experience.
- c. Adjunct persons shall be paid the amount shown on the schedule.

## 6.3 CURRICULAR RESPONSIBILITIES AND PROFESSIONAL DEVELOPMENT

Approved curriculum projects or professional development activities completed outside the regular school hours will be compensated at the rate of \$20.00 per hour up to a maximum of \$140 per full day as determined by the administrator. Formal coursework for graduate level credit and activities directly relating to maintaining teaching qualifications/certifications/licensure are not eligible for this compensation.

## **ARTICLE 7 FRINGE BENEFITS**

### **7.1 SEVERANCE PAY AT TIME OF RETIREMENT**

Severance pay shall be granted to a retiring teacher at the rate of seventy-five dollars (\$75) per year of service in Bremen Public Schools. Additionally, if a teacher has accumulated ninety (90) days or more of sick leave, he/she shall be reimbursed at the rate of thirty dollars (\$30) per day if the following conditions are met:

- a. The BOARD requires teachers to submit, in writing, their retirement notifications prior to March 1, 2018. This notice is required to allow the corporation adequate time to recruit and select the best possible replacement. After this deadline, the Board may waive this requirement for timely notice, at its discretion, if, in the opinion of the BOARD the circumstances surrounding the retirement justify such waiver.
- b. To receive severance pay, the teacher must have a minimum of fifteen (15) years of service in Bremen Public Schools.

The added compensation for severance pay will be considered a part of the teacher's final contract salary and will be paid to the teacher on the payday following the last day of the teacher's employment.

Upon the demise of any teacher eligible for severance pay, said severance pay such teacher would have received shall be paid in a lump sum to any person or organization as may have been designated by said teacher in writing to the BOARD. In the absence of said written designation, the severance pay shall be paid to the primary beneficiary listed on the teacher's group life insurance policy with Bremen Public Schools.

Teachers may also be eligible for early retirement benefits as determined by the Corporation 457 plan as detailed in Board Policy 420.

### **7.2 LIFE INSURANCE**

Each teacher so choosing will be provided with fifty thousand dollars (\$50,000) of term life insurance coverage. The cost to the teacher for said insurance shall be one dollar (\$1.00).

### **7.3 LONG TERM DISABILITY**

Each teacher so choosing will be provided with Long Term Disability Insurance (LTD) coverage. The cost to the teacher for said insurance shall be one dollar (\$1.00).

### **7.4 HEALTH INSURANCE**

The BOARD shall provide the following maximum amounts toward the premium cost of health insurance for each teacher enrolled in a group health insurance program established for Bremen Public Schools. Each teacher may select any group health insurance coverage approved by the BOARD, provided enrollment requirements are fulfilled. In all cases, the Board's contribution toward the cost of insurance premiums shall not exceed the actual cost of the premium, less one dollar (\$1.00).

a. Maximum Board Contribution:

Single Plan	\$5,951
Family Plan	\$10,728

b. In the event of any rebate or refund of premiums, one hundred percent (100%) will be used to offset premium increases paid to the medical carrier.

## 7.5 VISION INSURANCE

The BOARD shall provide the following amounts toward the premium cost of Vision Insurance for each teacher enrolled in a group vision insurance plan established for Bremen Public Schools. Each teacher may select any vision insurance coverage approved by the BOARD, provided enrollment requirements are fulfilled. In all cases, the Board's contribution toward the cost of insurance premiums shall be the actual cost of the premium, less one dollar (\$1.00).

a. In the event of any rebate or refund of premiums, one hundred percent (100%) will be used to offset premium increases paid to the insurance carrier.

## 7.6 DENTAL INSURANCE

The BOARD shall provide the following maximum amounts toward the premium cost of dental insurance for each teacher enrolled in a group dental insurance program established for Bremen Public Schools. Each teacher may select the single coverage approved by the BOARD, provided enrollment requirements are fulfilled. In all cases, the Board's contribution toward the cost of insurance premiums shall be the actual cost of the premium, less one dollar (\$1.00).

a. In the event of any rebate or refund of premiums, one hundred percent (100%) will be used to offset premium increases paid to the insurance carrier.

## 7.7 SECTION 125

The BOARD shall pay the annual enrollment fees to allow teacher participation in a Section 125 program. Some of the features to be included in the Section 125 program shall include the availability of premium conversion, unreimbursed medical account, and dependent care account, provided any enrollment requirements are fulfilled.

## 7.8 LIABILITY INSURANCE

Teachers shall be included under corporation liability insurance that shall be for an amount of at least one million dollars (\$1,000,000).

## 7.9 TRAVEL REIMBURSEMENT

Within limits established by the BOARD and/or administration, teachers shall be reimbursed for actual costs incurred because of travel approved, in advance, by the BOARD and/or administration. Travel expenses, subject to reimbursement, shall be limited to the costs of registration fees, meals, lodging, and transportation to and from Bremen and the point of destination. Use of a personal vehicle for transportation, while on approved travel, will be reimbursed at the rate current rate per mile established by the Internal Revenue Completed claim forms (approved by the State Board of Accounts) and valid receipts must be submitted to the superintendent before reimbursement will be made.

## ARTICLE 8 GRIEVANCE PROCEDURE

### 8.1 DEFINITIONS

- a. **Grievance** -A grievance is a claim by a teacher, or by the BEA when acting on behalf of a group or class of teachers, that there has been a violation, misinterpretation, or misapplication in the implementation of a specific ARTICLE or section of an article of this agreement.
- b. **Grievant** - The term grievant shall mean the teacher who is seeking remedy for an alleged grievance. When a grievance has been filed in behalf of a group or call of teachers by the BEA, the term grievant shall mean the BEA.
- c. **Griever** - The term griever shall mean the person whose action or lack of action is the basis for the alleged grievance.
- d. **Day** - For the purpose of this ARTICLE, all uses of the words “day” or “days” shall mean teacher contract days or weekdays not designated as school holidays when school is not in session.
- e. **Written Grievance** - The term “written grievance” shall mean a written statement of the grievance which must include:
  - 1. The name(s) of the grievant(s)
  - 2. The name(s) of the griever(s)
  - 3. Identification of the specific provision(s) of this agreement which the grievant asserts has/have been violated, misinterpreted, or misapplied
  - 4. A description of the facts of the basis for the grievance and why the grievant believes such action or lack of action is a violation, misinterpretation, or misapplication of this agreement
  - 5. The date the basis for the alleged grievance occurred
  - 6. The specific remedy sought by the grievant
  - 7. The signature of the grievant. A grievance filed on behalf of a group or class of teachers by the BEA must contain the signature of the BEA president

### 8.2 MECHANICS OF THE PROCEDURES

- a. A grievant may be accompanied and/or assisted by a BEA representative and/or legal counsel at any meeting or in the production of any documents required in the grievance procedures.
- b. The griever, superintendent, and BOARD may be accompanied and/or assisted by any supportive association representative and/or legal counsel at any meeting or in the production of any documents required in the grievance procedures.



- c. The time limits as required in this procedure may be extended by written agreement of the grievant and griever or the grievant and superintendent, or his/her designee.
- d. If any written document as required in this procedure is not delivered until the last day for timely delivery, and if the recipient of the written document is not present for work on the last day for timely delivery, then the last day for timely delivery of said document shall be extended to the next day the recipient is present for work. If the U.S. Postal Service is used for delivery of said documents, the postmark must be no later than the final day for timely delivery as originally required by the grievance procedure.
- e. If more than one teacher is seeking remedy for the same alleged grievance, they may all co-sign the same written grievance.
- f. The grievance procedure shall terminate at any time the grievant fails to appear for a meeting or fails to comply with established time limits required in this grievance procedure. In such circumstances, the alleged grievance will be deemed to have been resolved at the next previous point of disposition by the griever or the superintendent, or his/her designee.
- g. The grievance procedure may be terminated at any time by the grievant upon written notice to the appropriate respondent at that point in time.

### 8.3 PROCEDURES

- a. **Grievant(s) Meeting:** If a teacher or BEA (grievant) believes the basis for a grievance may exist, the grievant must meet and discuss the situation with the griever(s) who are involved in the alleged grievance.
- b. **Written Grievance Submitted:** If the grievant(s) still believes that a grievance exists after the above meeting, the grievant(s) must submit a written grievance to the griever(s) no later than ten (10) days after the meeting in step a.
- c. **Griever(s) Meeting:** The griever(s) shall meet to discuss the grievance with the grievant(s) no later than five (5) days after the receipt of the written grievance step b.
- d. **Griever(s) Written Response:** The griever(s) shall deliver their written disposition of the grievance to the grievant no later than five (5) days after the meeting in step c.
- e. **Chain of Command:** Steps b., c., and d. may be repeated up the chain of command. At each level, the written grievance is submitted with reasons explaining why the grievance is not yet resolved. Each timeline is no later than five (5) days.
- f. **School Board:** If the grievance reaches the School Board,
  - 1. The written grievance with additional reasons must be addressed to the President of the Board and must be delivered to the Superintendent who shall forward it to the President of the Board.
  - 2. The grievant(s) must meet with the Board in executive session to discuss the grievance on the date of the next regular Board meeting when a legal executive session can be held.

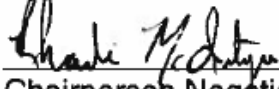
3. The final disposition will be made by the Board and the Board's written disposition will be made and delivered to the grievant(s) no later than five (5) days after the executive session.

**ARTICLE 9  
TENTATIVE AGREEMENT**

9.1 The Bremen Education Association and administrative representatives from Bremen Public Schools have reached a tentative agreement as of October 30, 2018.

IN WITNESS WHEREOF, the parties have executed this agreement, attested to by the signatures below, this October 30, 2018

**BREMEN EDUCATION ASSOCIATION**

BY:   
\_\_\_\_\_  
Chairperson Negotiations Committee

**BREMEN PUBLIC SCHOOLS**

BY:   
\_\_\_\_\_  
Superintendent of Schools

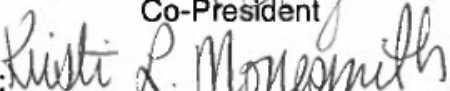
**ARTICLE 10  
TERMS OF AGREEMENT**

10.1 The provisions of this agreement shall be in effect on July 1, 2018 and shall continue in full force and effect until June 30, 2019.

IN WITNESS WHEREOF, the parties have executed this agreement, attested to by the signatures below, this November 5th, 2018.


**BREMEN EDUCATION ASSOCIATION**

BY:   
Co-President

BY:   
Co-President

BY:   
Chairperson  
Negotiations Committee

**BREMEN PUBLIC SCHOOLS  
BOARD OF SCHOOL TRUSTEES**

BY:   
President

BY:   
Secretary

BY:   
Superintendent of Schools



## APPENDIX A

## Bremen Public Schools Extra-Curricular Schedule 2017-18

### High School Athletics

	Head Coach			Assistant Coach			Freshman or 3rd Coach		
	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
<b>Tier 1</b>									
Football	6,099	6,804	7,507	3,842	4,286	4,730	2,421	2,701	2,979
Football Cont.				3,842	4,286	4,730	2,421	2,701	2,979
Girls Basketball	6,099	6,804	7,507	3,842	4,286	4,730	2,421	2,701	2,979
Girls Bball Cont.							2,421	2,701	2,979
Boys Basketball	6,099	6,804	7,507	3,842	4,286	4,730	2,421	2,701	2,979
Boys Bball Cont.							2,421	2,701	2,979
Swimming-Boys & Girls	6,099	6,804	7,507	3,842	4,286	4,730	2,421	2,701	2,979
Girls Soccer	6,099	6,804	7,507	3,842	4,286	4,730	2,421	2,701	2,979
Boys Soccer	6,099	6,804	7,507	3,842	4,286	4,730	2,421	2,701	2,979

	Head Coach			Assistant Coach			Freshman or 3rd Coach		
	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
<b>Tier 2</b>									
Volleyball	4,086	4,558	5,028	2,575	2,870	3,169	1,800	2,010	2,218
Wrestling	4,086	4,558	5,028	2,575	2,870	3,169	1,800	2,010	2,218
Softball	4,086	4,558	5,028	2,575	2,870	3,169	1,800	2,010	2,218
Baseball	4,086	4,558	5,028	2,575	2,870	3,169	1,800	2,010	2,218
Track-Boys & Girls	4,086	4,558	5,028	2,575	2,870	3,169	1,800	2,010	2,218
Track Cont							1,800	2,010	2,218

	Head Coach		
	0-1 Yrs	2-4 Yrs	5+ Yrs
<b>Tier 3</b>			
Girls Tennis	2,736	3,054	3,370
Boys Tennis	2,736	3,054	3,370

	Head Coach			Assistant Coach		
	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
<b>Tier 4</b>						
Cheerleading	1,835	2,046	2,258	1,284	1,432	1,580
Girls Golf	1,835	2,046	2,258			
Boys Golf	1,835	2,046	2,258			
Girls Cross Country*	1,835	2,046	2,258			
Boys Cross Country*	1,835	2,046	2,258			

#### Non Tiered

Boys Basketball	1,040
Girls Basketball	1,040
Football	1,040

\*\* Discretionary Stipend 3,000

\* Boys and Girls sports that compete in the same season and have one coach are figured at 1.5 times the tiered salary. If two separate people hold the positions, each coach is paid at the respective rate.

Discretionary Stipend: The purpose of the Discretionary Stipend is to allow for the expansion of extra-curricular programs as the need arises. The Superintendent will consider recommendations from the School Administration and, prior to approval, allow the BEA an opportunity to provide input. Compensation may be used to obtain additional coaches, directors and sponsors as participation levels dictate or as the need arises. Examples may include freshman, junior varsity athletic program, middle school feeder programs, sports without an assistant coaching stipend, open facility supervision, additional director or sponsor positions, etc.

**APPENDIX A (Continued)**

<b>Middle School Athletics</b>						
	Head Coach			Assistant Coach		
<b>Tier 1</b>	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
Football	2,230	2,640	2,932	2,230	2,640	2,932
Girls Basketball	2,230	2,640	2,932	2,230	2,640	2,932
Boys Basketball	2,230	2,640	2,932	2,230	2,640	2,932
	Head Coach			Assistant Coach		
<b>Tier 2</b>	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
Volleyball	1,671	1,980	2,199	1,671	1,980	2,199
Wrestling	1,671	1,980	2,199	1,336	1,584	1,761
	Head Coach			Assistant Coach		
<b>Tier 3</b>	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
Girls Track*	1,253	1,484	1,649	1,003	1,188	1,319
Boys Track*	1,253	1,484	1,649	1,003	1,188	1,319
Cross Country*	1,253	1,484	1,649	<b>Non Tiered</b>		HeadCoach
Cheerleading	1,253	1,484	1,649	5th Gr Girls Bball	500	
				5th Gr Boys Bball	500	
<b>Tier 4</b>	Head Coach			MS Swimming	800	
6th Gr Girls Basketball	594	703	782	MS Tennis	800	
6th Gr Boys Basketball	594	703	782	MS Xcountry Asst	400	
				MS Golf	500	
<b>Directors and Sponsors</b>						
<b>Tier 1</b>			0-1 Yrs	2-4 Yrs	5+ Yrs	*** Team Leaders
Band (1 position)			2,346	2,640	2,932	Kindergarten
Vocal (1 position)			2,346	2,640	2,932	First Grade
Yearbook-HS (1 position)			2,346	2,640	2,932	Second Grade
Drama (1 position, 2 productions per yr)			2,346	2,640	2,932	Third Grade
<b>Tier 2</b>						Fourth Grade
Auditorium (1 position)			1,571	1,769	1,965	Fifth Grade
MS Yearbook (1 position)			1,571	1,769	1,965	Six Grade
STUCO - HS (1 position)			1,571	1,769	1,965	Seventh Grade
FFA (1 position)			1,571	1,769	1,965	Eighth Grade
Prom (1 position)			1,571	1,769	1,965	HS English, Foreign Language
DECA (1 position)			1,571	1,769	1,965	HS Science, Health, PE
<b>Tier 3</b>						HS Mathematics
STUCO - MS (1 position)			1,052	1,185	1,316	HS Social Studies
Team Leaders (17 positions ***)			1,052	1,185	1,316	HS Fine Arts
Academic Coaches (11 positions ****)			1,052	1,185	1,316	HS Practical Arts
Nat'l Honor Society (1 position)			1,052	1,185	1,316	K-8 Specials
Art Club (1 position)			1,052	1,185	1,316	HS Specials
Science Club (1 position)			1,052	1,185	1,316	*** Academic Coaches
HS Intramurals (1 position)			1,052	1,185	1,316	K-8 Language Arts
Color Guard (1 position)			1,052	1,185	1,316	Math
Winter Guard (1 position)			1,052	1,185	1,316	Science
Junior National Honor Society (1 position)			1,052	1,185	1,316	Social Studies
Robotics Club (1 position)			1,052	1,185	1,316	Interdisciplinary
Coding Club (1 position)			1,052	1,185	1,316	HS Fine Arts
FFA Assistant			1,052	1,185	1,316	Language Arts
<b>Tier 4</b>			0-1 Yrs	2-4 Yrs	5+ Yrs	Math
HS Spell Bowl (1 position)			400	450	500	Science
Middle School Spell Bowl (1 position)			400	450	500	Social Studies
Elementary Spell Bowl (1 position)			400	450	500	Interdisciplinary
Summer Band			3,330	3,659	3,988	

## APPENDIX B

<b>Probationary Base Salary Calculations</b>				Name: _____				
(For use with new teachers only)								
<b>Education And Experience Points</b>				Education and Experience Points				<input style="width: 40px; height: 25px;" type="text"/>
Yrs Exp	Bachelors	Masters						
0	6	9						
1	12	16						
2	19	23						
3	26	30						
4	33	33						
5	6	9						
6	12	16						
7	19	23						
8	26	30						
9	33	33						
10	6	9						
11	12	16						
12	19	23						
13	26	30						
14	33	33						
<b>Effectiveness Rating Points</b>				Effectiveness Rating Points				<input style="width: 40px; height: 25px;" type="text"/>
Highly Effective		50						
Effective		40						
<b>Academic Need of Students Points</b>				Academic Need of Students Points				<input style="width: 40px; height: 25px;" type="text"/>
Bremen Alignment/High Need Area		10 _____						
Leadership		5 _____						
Other		2 _____						
Points	0-4 Yrs Exp	5-9 Yrs Exp	10+ Yrs Exp					
60 or fewer	36,000	39,000	42,000					
65	36,500	39,750	43,000					
70	37,000	40,500	44,000					
75	37,500	39,250	45,000					
80	38,000	42,000	46,000					
85	38,500	42,750	47,000					
90	39,000	43,500	48,000					
95	39,500	45,250	49,000					
100	40,000	45,000	55,000					
				Total Points				<input style="width: 40px; height: 25px;" type="text"/>
				Salary Recommendation				_____



**APPENDIX B (continued)**

**Potential Bremen Alignment/Needs  
(Non-Inclusive List)**

- \_\_\_\_\_ Licensed in a high demand or difficult to find area
- \_\_\_\_\_ Bilingual (or greater) language skills
- \_\_\_\_\_ Experience with ENL populations
- \_\_\_\_\_ Special education licensure and experience
- \_\_\_\_\_ Licensed in multiple areas beyond normal expectations
- \_\_\_\_\_ PLTW experience
- \_\_\_\_\_ STEM experience
- \_\_\_\_\_ Scarce availability of instructors of the given discipline in Bremen area
- \_\_\_\_\_ Proven record of student achievement
- \_\_\_\_\_ Experience leading curriculum development
- \_\_\_\_\_ Qualified to teach dual credit courses
- \_\_\_\_\_ Elementary masters in math or reading/language arts
- \_\_\_\_\_ Experience with 1:1 Environments
- \_\_\_\_\_ Past experience serving in leadership role on district committees
- \_\_\_\_\_ Experience organizing and providing professional development
- \_\_\_\_\_ Participating and leadership with community groups

