

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

BOARD OF EDUCATION

AND THE

**HIGH MOUNT FEDERATION OF TEACHERS
LOCAL #2175, IFT/AFT, AFL-CIO**

High Mount School District #116

2010-2011

2011-2012

2012-2013

This copy of your Working Agreement

brought to you as a

service of the

High Mount Federation of Teachers

Local #2175, IFT/AFT

TABLE OF CONTENTS

PREAMBLE.....	1
ARTICLE I - UNION RECOGNITION.....	1
ARTICLE II - CURRICULUM COMMITTEE	1
ARTICLE III - TEACHER RIGHTS AND WORKING CONDITIONS.....	2
ARTICLE IV - LEAVE POLICY	5
ARTICLE V - FRINGE BENEFITS.....	7
ARTICLE VI - GRIEVANCE PROCEDURE.....	8
ARTICLE VII - NO STRIKE.....	10
ARTICLE VIII - SENIORITY	10
ARTICLE IX - TECHNICAL CLAUSES.....	10
ARTICLE X - FAIR SHARE.....	11
ARTICLE XI - SALARY.....	12
ARTICLE XII - TERMS OF AGREEMENT	14
*2010-2011, 2011-2012, 2012-2013 SALARY SCHEDULE ATTACHED	

PREAMBLE

The Board of Education and the American Federation of Teachers recognize that they have a common responsibility beyond their collective bargaining relationship.

The Board of Education and the American Federation of Teachers wish to declare their mutual intent to work together toward the achievement of common aims of educational excellence.

The Board of Education and the American Federation of Teachers will strive to achieve a mutually acceptable formulation of general objectives and of long-term educational goals and programs in areas of mutual concern, as the recruitment of well-qualified teachers, the improvement of instruction, the reduction of class size, and the development of a more effective curriculum.

It is hoped that this joint effort will contribute in significant measure to the advancement of public education in the High Mount School District.

Agreement made and entered into by and between the Board of Education of High Mount School District (hereinafter referred to as the "Board") and American Federation of Teachers, Local 2175, AFL-CIO (hereinafter referred to as the "Union").

Whereas the Board has voluntarily endorsed the practices and procedures of collective bargaining as a peaceful, fair and orderly way of conducting its relations with its employees insofar as such practices and procedures are appropriate to the special functions and obligations of the Board, are permitted by law and are consonant with the paramount interests of the school children, the school systems and the public; and

Whereas the Board and its designated representatives have met with representatives of the Union and fully considered and discussed with them, in behalf of the teachers in the bargaining unit, all matters which the Board has agreed to negotiate relating to conditions of employment of teachers in District 116, it is agreed as follows:

ARTICLE I - UNION RECOGNITION

The Board recognizes the Union as the sole and exclusive bargaining agent for all teachers in High Mount School District 116. The Board will take no action in violation of, or inconsistent with, any provision of this Agreement.

ARTICLE II-CURRICULUM COMMITTEE

1. The Curriculum Committee will consist of the following:
 - A. Members of the Board of Education Curriculum Committee
 - B. Principal and/or Superintendent
 - C. Members of the Union Educational Development Committee

The committee will meet to discuss curriculum reform or improvements. The meetings will be set by members of the committee. The purpose of this committee is to make known the faculty's view concerning methods of improving education.

ARTICLE III - TEACHER RIGHTS AND WORKING CONDITIONS

1. The school year for all teachers shall be consistent with the School Code. Computation of salaries will be based on 180 days.
2. No teacher shall be required to participate in any school-sponsored activity on Sunday. Staff members will be encouraged to attend one Christmas concert and shall assist at one sporting event. Conflicts will be considered on an individual basis.
3. Teachers employed part-time shall receive prorated sick and personal leave. Part-time teachers working more than 675 hours in one school year shall receive half of the incremental salary increase so designated on the schedule.
4. Advancement on the salary schedule is dependent on continued satisfactory service including the following items:
 - A. Teachers are to be at their assigned positions during regular working hours (this does not preclude their right to use the lounge during those periods when they are not supervising pupils.) Teachers may leave the premises during their regular lunch period.
 - B. Teachers shall not conduct any personal business, of other than an emergency nature, either by personal contact or by electronic means during teaching time as outlined in school board policy.
 - C. Planning and preparing for their classes.
 - D. Teaching pupils daily using approved curriculum.
 - E. Evaluating pupil progress and discussing with their colleagues the effectiveness of their own planning and implementation of their plans
 - F. Reporting their evaluation to the Administrator and to the parents of the children whom they teach at appropriate times during the school year.
 - G. Providing conference time with students and parents.
 - H. Assuming other responsibilities for the education, health, safety and welfare of their pupils.
 - I. Providing professional service to the school community for the purpose of assisting and aiding in the development and implementation of quality education in High Mount School District #116.
 - J. Discipline is the responsibility of all teaching personnel of the school. Within the framework of the discipline policy of the Board of Education, a consistent and reasonable procedure shall be established in each classroom.
 - K. Teachers must fulfill recertification requirements as prescribed by the State of Illinois.

5. Teachers shall be required to attend meetings called by the Administrator. Normally there will be a maximum of two (2) meetings per month, but more may occasionally be required. These meetings shall be shared on school time and teacher time.
6. Teachers are expected to provide reasonable care of school equipment. However, they shall not be expected to do major repair or replacement work on equipment or projects unless caused by their willful or wanton neglect.
7. Any teacher who is considered by the Superintendent to be physically or mentally unable to handle assigned duties shall be instructed to take sick leave.
8. The Superintendent and the Board have complete authority over assignment of teaching positions. However, requests from teachers currently on staff will be given serious consideration in filling vacancies at other grade levels or subject areas in which they are fully qualified.
9. Teachers will be notified in advance when at least one of their presentations will be evaluated. All other visits will be made by the Administrator without prior notification and become part of the overall evaluation. Once an evaluation has occurred, the Administrator must provide a written copy to the bargaining unit member within twenty (20) working days. All observations and evaluations must be received by the bargaining unit member and signed before becoming part of the personnel file and being reviewed by the Board of Education.

If a teacher is observed during the first or last week of school, or during the week prior to Christmas vacation, the teacher shall have the option of requiring another observation during some other time period.

10. Teachers will be informed as far in advance as is feasible whenever changes are planned in their assigned duties, i.e. grade level or subject matter areas to be taught.
11. The teacher shall have the right to use materials and resources, and to structure learning activities, according to his professional judgment, subject to the approval of the Administrator. Teacher shall participate in the selection of books.
12. Teachers will be required to collect money for fees and activities.
13. Students will not be unnecessarily withdrawn from class during normal school hours to make preparation for social events; when it does become necessary, the teacher will be notified prior to the beginning of the applicable class session.

14. Any student striking or assaulting a teacher shall be disciplined in accordance with the School Code.
15. Two copies of the Board minutes shall be made available to the Union President on the day they are prepared by the Board secretary.
16. All Union correspondence received at High Mount School shall be placed in the mailbox of the President of the Union. Union officers may use the teachers' school mailboxes for distribution of non-bulky union material.
17. The Union may hold meetings in the teachers' lounge, the library, or a classroom whenever said rooms are not scheduled for other official activities. No meetings will be held during school hours.
18. No member of the faculty shall be coerced directly or indirectly for or against joining or continuing membership in the Union. No member of the faculty shall be discriminated against because of membership or non-membership in the Union. However, all certified faculty are subject to the agreement on Fair Share, which is included as part of the contract agreement.
19. The Superintendent shall appoint any and all persons for extracurricular positions and such appointments, if made, shall be made annually, on a voluntary basis and no person so appointed shall have any tenure in such a position for any succeeding school year. All appointments and dismissals are subject to approval by the Board. No one shall be dismissed from such a position without just cause.
20. Any teacher hired effective September 1, 2004 shall receive educational credit up to a Masters' Degree + 1 year of experience or B.S. with 4 years of experience if so entitled to either. Years of experience must be obtained in a public school or school operated by the Department of Education. A Masters Degree must be obtained from a credited college or university.
21. Substitute teachers shall earn the basic rate set forth by the Board of Education each year. Teachers retired from High Mount School shall earn the basic rate plus \$5.00 for each day of substitution. Substitutes working 21 days or more during one school year will earn the basic rate plus \$5.00 for each day beyond the first twenty days. Substitutes working beyond twenty (20) consecutive days in the same position will earn the basic rate plus \$25.00 for each day past the 20th day and as long as the substitute remains in the same position. If administration is unable to hire a candidate with applicable credentials during a good faith search, then an increased rate may be offered by the Board to prospective candidates not to exceed contractual rates.
22. The Superintendent shall determine the number of teachers needed to supervise extracurricular activities.

23. There will be a minimum of six (6) half-day School Improvement Days throughout the year. Students will be dismissed at 11:30 A.M. Meetings will be in session from 12:30 P.M. to 4:00 P.M. The agendas for the School Improvement Days will be established with recommendations from the Curriculum Committee.
24. The length of the school day for teachers will be seven (7) hours and twenty-five (25) minutes including a 45 minute duty free lunch period. The day shall begin twenty (20) minutes before the first bell and end twenty-five (25) minutes after the last bell. Teachers may leave fifteen (15) minutes following pupil dismissal on the last working day of the week unless a conference is scheduled at that time.
25. The calendar shall include three (3) parent/teacher conference sessions to be mutually agreed upon by the administration and staff: Two (2) Fall sessions and one (1) Winter session.
26. Teachers on leave will not be assigned a stipend position.
27. Any services provided by the staff based on individual arrangements will be done after school hours. Such items would be music lessons, tutoring, etc.

ARTICLE IV - LEAVE POLICY

1.
 - a) Teachers will receive twelve (12) days of sick leave per year, with an option of tenured teachers to borrow five (5) days from the following year, and will be authorized to accrue a maximum of two-hundred thirty-eight (238) days. The Board of Education may require a physician's certification of illness.
 - b) Four (4) days per year of paid leave may be granted for personal business subject to the approval of the Superintendent. Any additional days used will be subtracted from accumulated sick leave. Anyone using more than one (1) personal day will not be eligible for perfect attendance.
2. Teachers will be authorized to visit other schools two (2) days each year. With the approval of the Superintendent, they may attend other professional activities instead. When a fee is assessed for an institute or workshop, the Board will pay registration fees as well as mileage and lunch. This applies to both credit and noncredit institutes. Reimbursement for workshops will run from September 1 to August 31. Institute or workshops taken during this time and paid by the district will count toward two professional days. The district will pay a maximum of \$200.00 per (individual) teacher. Cost above this amount will be borne by the teacher. This benefit will not be available to teachers after they have been notified of their layoff/RIFing.

3. Teachers will be authorized three (3) days of leave per year to attend funerals, limited to the immediate family. The term immediate family shall be interpreted to include wife, husband, son, daughter, father, mother, sister, grandfather, grandmother, aunt, uncle and corresponding in-laws. Accumulated sick leave may be used if additional days are needed. The number of additional days needed to be agreed by the Superintendent and the teacher.
4. Teachers required to perform jury duty service will receive full salary during such service, less any compensation paid for jury service.
5. A faculty member who is drafted or otherwise involuntarily called to military service will be granted a military leave (without pay) for said service. Said individual will be advanced on the salary schedule during his/her military service for a maximum of draft duration. On separation, he/she will be reinstated.
6. Teacher absences resulting from assault while performing any school duties shall not be charged sick leave.
7. Leaves of Absence Policy is as follows:
 - A. A teacher who has attained tenure in the district may be granted a leave of absence without pay, and without the loss of accrued sick leave, for a period of one year and the remaining months of the following school year. A teacher requesting medical leave must give the Board a written statement from the doctor indicating the time and reason an employee is unable to work. If an employee requests an extension of the leave beyond the time of the doctor's statement, an unpaid leave may be granted upon the approval of the Board.
 - B. The teacher desiring such leave shall give written notice to the Superintendent for his/her recommendation and presentation to the Board of Education at least four (4) months prior to the anticipated date of the start of the leave.
 - C. Teachers returning from leave shall resume their duties at the beginning of a school year, except when the teacher and the Board of Education mutually agree on some other return date.
 - D. A teacher shall give written notice of intent to return from leave by March 1 of the school year prior to return.
 - E. A teacher returning from leave shall be returned to their former position or a comparable one.
8. At any time during the school year, any teacher may, on request to the Superintendent's office, obtain the number of days of sick leave accrued.
9. After fourteen (14) years of service, a personal day may be taken prior to or following a holiday weekend other than Thanksgiving or Christmas. Requests

must be made at least five (5) days in advance and subject to administration approval. A limit of two staff members will be approved per holiday.

10. Teachers/Social Worker who are required to write IEP's will receive a minimum of two (2) days leave to plan and hold meetings. Planning sessions to be held on school grounds unless otherwise authorized by Administration. Additional days may be provided based on the number of IEP's that need to be written, at the discretion of Administration. All IEP leave days must be requested in a timely fashion and approved by Administration.
11. If an employee is absent on any school day for which he/she is not otherwise entitled to a paid absence, his/her annual pay shall be reduced by the daily rate of pay for each absence. All of the employee's personal days must be used prior to an approved "dock day." These dock days may not be attached to bypass Article IV, Item 9. An employee is strongly encouraged to use no more than three dock days per school year. Any dock day must be approved by an administrator.

ARTICLE V - FRINGE BENEFITS

1. The Board of Education will pay for health, dental, and vision insurance for each full time teacher as well as unlimited major medical coverage. Said insurance shall be under the group insurance carried by the Board of Education on all its employees with the placing of this insurance to a company or companies left entirely to the discretion of the Board.
2. The Board of Education will also provide a \$10,000.00 group term life insurance policy for each full time teacher. It is understood that any or all dividends accruing from the above-described insurance shall be credited to the Board of Education.
3. Teachers earning additional college credit hours shall be reimbursed by the Board for the cost of their tuition and fees upon receipt of an official transcript indicating successful completion (grade of B or higher) of the course. Reimbursement must be requested within six months of completion of the approved course. Adjustments to this time line may be made on an individual basis.
 - a. Reimbursement shall be equal to the current tuition rates for Illinois residents at an Illinois State accredited college or university, not to exceed one thousand five-hundred dollars (\$1,500.00) in any one school year.
 - b. Courses must be toward a higher degree in Education or in subject matter areas related to presently assigned teaching duties; in this regard, courses must be approved by the Administration prior to enrollment on a properly completed form prior to the start of the course.
4. A bonus of two hundred (\$200.00) for a full year of attendance with no absences of any kind will be paid the teacher at the end of the school year. Days lost due to death in the immediate family or to attend professional meetings, shall not

preclude eligibility. Only one Superintendent-approved personal day can be used in order to maintain eligibility.

5. Teachers will be given credit for attending workshops, seminars, conferences, and continuing education courses with proper documentation by completing the Course/Workshop Approval Form. Teachers will maintain their own personal records. These courses must be held after regular school hours on the weekdays, on the weekends, in the summer months, or on holidays to receive credit on the salary schedule. Credit granted will be based on the following formula:

Twenty workshop/seminar/conference hours=1 semester graduate hour

6. Staff members turning in tuition cards will receive \$100.00 credit to purchase personal educational materials or to apply to one of the two professional days costing more than \$100.00 or \$100.00 credit for additional tuition reimbursement over the \$1,100 tuition limit. Cards will be used by administration for those staff members working towards a master's degree, with a priority given to those who have, or are about to exhaust the \$1,500.00 limit for tuition reimbursement.

ARTICLE VI - GRIEVANCE PROCEDURE

A grievance is a complaint involving a work situation in which there exists a lack of policy, a policy or practice that is improper or unfair, or that there has been a deviation from, or the misinterpretation or misapplication of a practice or policy, or that there has been a violation, misinterpretation, misapplication, inequitable or otherwise improper application of any provision of this agreement and/or policy of this School District.

Procedure for adjustment of grievances.

Step 1

A teacher with a grievance shall first discuss the matter with the Superintendent, with the objective of resolving the matter informally.

Step 2

Union Grievance Committee. The individual suffering the grievance will present evidence of said grievance in writing to any member of the Union Grievance Committee. The Union Grievance Committee shall decide upon the validity of the written grievance. Validity shall be established by 2/3 vote.

Step 3

In the event the matter is not resolved by steps one (1) and two (2); the problem stated in writing shall be submitted to the Superintendent. After receipt of the grievance from the Grievance Committee the Superintendent shall state his/her decision in writing, with supporting reasons and shall furnish one copy to the Grievance Committee within five (5) school days.

Step 4

In the event the matter is not resolved at step (3) the grievance shall be submitted in writing to the Board of Education within five (5) school days. After the receipt of the grievance the Board of Education shall hold a hearing to resolve the matter. At this private hearing, the teacher may be represented by Union representatives and/or legal counsel. Within two (2) school days after the hearing the Board shall submit its decision.

Step 5

If the Union is not satisfied with the disposition of the grievance at Step (4) or the time limits expire without the issuance of the Board's decision, the grievant may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step (4) answer, then the grievance shall be deemed withdrawn.

- A. Neither the Board of Education nor the Union shall be permitted to assert any grounds or evidence before the arbitrator which has not previously been disclosed to the other party.
- B. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. His authority shall be strictly limited to deciding only the issues presented to him in writing by the School District and the Union, and his decision must be based only upon his interpretation of the meaning or application of the express relevant language of the Agreement.
- C. Each party shall bear the full costs for its representation in the grievance procedure.
- D. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Union.
- E. Each party shall share equally the cost of the arbitrator and the AAA.
- F. Failure of an employee or union to act on any grievance within the prescribed time limits will bar any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits shall be extended by mutual consent.
- G. Any investigation, handling, or processing of any grievance by the grievant shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.
- H. No Reprisals. No reprisals shall be taken by the Board or the administration against a teacher because of his participation in a grievance.
- I. A grievance may be withdrawn at any level without establishing precedent.

- J. If the Union or any employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the Board shall not be required to process the said claim or set of facts through the grievance procedure.

ARTICLE VII - NO STRIKE

During the terms of this Agreement, employees shall not participate in a strike in whole or in part. Strike means an employee's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful or proper performance of his or her duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations of public employment.

ARTICLE VIII - SENIORITY

1. Seniority order within the district shall be based on the date the Board of Education awarded tenure to the certified teacher. In the event more than one certified teacher attains tenure on the same calendar day, the initial date of continuous employment, including part time, in the district shall determine rank. In the event more than one teacher has the same initial date of continuous employment, the Board of Education, in its discretion will assign seniority based on the following factors:
 - A. Total years of teaching experience
 - B. Highest earned college degree plus hours
 - C. Years of experience in the department or grade

The seniority list will be developed annually with the Union Rep. and published annually by February 1, of each year.

ARTICLE IX - TECHNICAL CLAUSES

1. It is recognized by the Union and the Board that all provisions of this Agreement may be altered only by the consent of both parties. If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be illegal or non-binding, all other provisions remain in force, and will not be affected, so that this Agreement will remain whole with the void provision deleted and any substitute action shall be subject to appropriate consultation and negotiation between the Union and the Board.

2. Conformity to Law. No provision of this Agreement shall abrogate the statutory rights, duties, and responsibilities of the Board. The Board also reserves its rights to delegate to its administrators the responsibility for the day-to-day management of the schools in its charge.
3. Board Policy. This contract and its provisions shall be presented to the Board to become, when approved, a supplement to the Board Policy. Nothing herein provided shall serve to remove from teachers any advantageous working conditions, economic benefits or professional rights presently enjoyed under current Board Policy and not treated within this contract, nor are responsibilities and obligations of teachers under current Board Policy altered except as specified under this contract. Except as herein above otherwise provided, the Board reserves the right to amend its policies, other than as contained in this Agreement, from time to time as deemed necessary. It is further understood that this agreement shall be the foundation, until it expires, of all future negotiations between the Board and Union.
4. Good Faith Performance. The Board and the Union and their representatives, mutually agree to carry out the performance of this contract in good faith. The Board and the Union further agree to faithfully comply with case and statute law of the State of Illinois.

ARTICLE X - FAIR SHARE

1. All employees covered by this Agreement who are not members of the Union, commencing on the effective date of this Agreement, or upon their initial employment, and continuing during the term of this Agreement, and so long as they remain non-members of the Union, shall pay to the Union each quarter their fair share of the cost of the services rendered by the Union that are chargeable to non-members under state and federal law.
2. Such fair share payment by non-members shall be deducted by the Board from the earnings of the non-member employees and remitted to the Union, provided, however, that the Union shall certify to the Board a fair share amount not to exceed the dues uniformly required of members in conformity with state law and Labor Board rules.
3. The Board shall cooperate with the Union to ascertain the names of all employee non-members of the Union from whose earnings the fair share payments shall be deducted, their work locations and available space to post a notice concerning fair share.
4. The Union shall cause to be posted a notice concerning the fair share fee information required or permitted by the Labor Relations Act and Board rules.

5. Upon adoption of any Union internal appeal procedure, the Union shall supply the Board with a copy. In addition, the Union shall advise the Board of subsequent changes therein.
6. Upon receipt of formal notice of an objection or unfair labor practice charge to the Labor Board, the Union and the Board, hereby agree to comply with Labor Board rules. The Board shall forward the objector's fee or portion of the objector's fees being contested to the Labor Board to be placed in an escrow account pending a decision or mutually agreeable settlement between the Union and the objector(s).
7. The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any such provisions.
8. If during the term of this Agreement, the Labor Board or a court of competent jurisdiction rules any part of this Article void or not enforceable, the Union and the Board agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or ruling of said Labor Board or court.

ARTICLE XI - SALARY

See attached salary schedules. The Board will pay 9.4% of credible earnings to TRS and increases in the TRS rate for the 2010-2011, 2011-2012, and 2012-2013 school years. Members of the bargaining unit shall receive twenty-four (24) pays annually, twice each month.

A longevity payment of two-thousand four-hundred (\$2,400.00) will be paid to those teachers the year they reach their maximum step. An additional payment of seventy-five (\$75.00) will be added to the longevity amount for each year above the maximum step.

Payday shall be on the 16th and the last work day of each month, unless it falls on a Saturday or Sunday, in which event payday shall be on the preceding Friday. In the event payday falls on a holiday, payday would be on the preceding day except during the month of December.

Direct Deposit Program:

The District offers a Payroll Direct Deposit Program to all employees. All current teachers must notify the District in writing by August 15th of their enrollment status for the year. All teachers hired after August 15, 2007 will be required to enroll in the Payroll Direct Deposit Program. For those not enrolled, paychecks will be mailed to them on days of non-attendance. For those enrolled, pay stubs will be issued on paydays and mailed to them on days of non-attendance.

Retirement Incentive:

Those teachers giving a one (1) to three (3) year notice of intent to retirement, who have taught full time in the District for at least ten (10) years, and who are eligible to retire under the provisions of TRS, shall receive an increase in salary of 5% per year for his/her final 1-3 years of employment with the District. To receive this retirement pay, the teacher must submit a letter of intent to retire by April 1st of the year prior to his/her first year of retirement payments. The incentive amount will be paid with the understanding that it supersedes longevity increases. Any other increases in pay will need to be pro-rated in order to stay within the TRS 6% limitation. If a teacher is unable to retire, he/she will repay all incentive monies to the District plus 2% per annum.

Extra Curricular Schedule

The extracurricular stipends will be as presented. Incumbent position-holders shall receive an annual increase of \$50.00, with a cap on increases after twelve (12) years. Incumbents will continue at their current rate as long as the position is continuously held. If for any reason an activity does not take place during any given school year, the annual increase shall not occur and the stipend shall not be paid. Such unforeseen gaps shall not deter incumbency.

2010-2013

Lead Teacher	\$1,000 plus \$85.00 per day after 10 days of duty
Boy's Basketball Coach "A"	\$1,800
Boy's Basketball Coach "B"	\$1,800
Girl's Basketball Coach "A"	\$1,800
Girl's Basketball Coach "B"	\$1,800
Volleyball Coach "A"	\$1,800
Volleyball Coach "B"	\$1,800
Boy's Track Coach	\$ 800
Girl's Track Coach	\$ 800
Cheerleader Coach "A&B"	\$2,350
Yearbook	\$1,290
Student Council	\$1,395
Baseball Coach	\$1,300
Softball Coach	\$1,300
Soccer Coach	\$1,300
Scholar Bowl	\$ 800
Music Stipend	\$ 500
Boy's Volleyball	\$1,800
Dance Team	\$ 800
Chess Team	\$ 200
Math Team	\$ 200
Art Club	\$ 300
**Athletic Director	\$2,000

**The Athletic Director is responsible for supervising one-third (1/3) of conference games. Administration is responsible for supervising the other two-thirds (2/3) of

conference games. If an administrator is unable to attend a game, arrangements should be made in advance for a staff member (other than a coach or gate attendant) to supervise and this staff member shall be paid twenty dollars (\$20.00) per game, not to exceed fifty dollars (\$50.00) in one evening.

ARTICLE XII - TERM OF AGREEMENT

This agreement shall be in effect from the first day of the 2010-2011 school year, and it shall expire one day preceding the first day of the 2013-2014 school year.

AGREED TO THIS 21st DAY OF JUNE, 2010.

Debra Wolf

President, Board of Education

Tonna Smith

President of the Union

Michael Brink

Superintendent

Pamela Elser

Secretary of the Union

