

**CONTRACT BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
NORTHWESTERN SCHOOL CORPORATION
AND
THE NORTHWESTERN CORPORATION
EDUCATION ASSOCIATION**

**This contract is entered into this
31st day of August, 2015- by and between
The Board of School Trustees of the Northwestern
School Corporation, hereinafter referred to
as the “Board,” and the Northwestern
Corporation Education Association,
herein-after referred to as the “Association.”**

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ARTICLE I
ASSOCIATION RECOGNITION

The Board of School Trustees hereby recognizes the Northwestern Corporation Education Association as the exclusive and sole bargaining representative of all certificated employees as defined in I. C. 20-29, except for the Superintendent, Assistant Superintendent, Directors, Principals, and Assistant Principals. The Board agrees not to negotiate with any teachers' organization other than the Northwestern Corporation Education Association for the duration of this agreement. The rights and privileges of the Association, acting as the representative of teachers, as set forth in this Contract, shall be granted only to the Association in accordance with I.C. 20-29.

ARTICLE II
LEAVES

A. Sick Leave

1. Ten (10) days for all teachers serving in the corporation.
2. Teachers who are contracted for at least four weeks of summer school will receive an additional day of sick leave per contracted summer session.
3. Unused sick leave shall accumulate to a total of one hundred seventy-five (175) days—inclusive of current year.
4. A voluntary sick leave bank shall be established. Rules and regulations concerning the administration of the sick leave bank shall be by mutual consent of the board and the Association. Each new teacher and any teacher who requests a copy will be provided a copy of these rules and regulations by the Association. Upon retirement, 10 days of the teacher's accumulated sick leave is donated to the sick bank unless the teacher notifies the corporation otherwise.

B. Family Illness

Teachers shall be allowed up to ten (10) days per school year (deducted from sick leave) in case of serious illness, major surgery, or serious accident involving a member of the immediate family. The term "immediate family" shall be construed to mean spouse, children, parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers, sisters, and others living in the home with the teacher. In the event emergency conditions arise, an extension of Family Illness Leave shall be determined on individual merit, provided that, in all cases of approved extension by the Superintendent, an application will be submitted before or immediately upon return, stating clearly all details regarding the emergency.

C. Absence Due to Injury

If an accident is incurred while the teacher is performing his assigned professional duties during the school day or at an assigned extracurricular assignment at school, days off will not be charged against the teacher's sick leave days. The Board shall pay the difference between the teacher's salary and benefits received under Worker's Compensation Act, for a period not to exceed one hundred twenty (120) days.

D. Leave for Temporary Disability

A teacher who becomes temporarily disabled will be granted a leave of absence for the duration of such disability as certified by the attending physician but not exceeding one (1) year except in the case of pregnancy which shall be governed by Indiana Code 20-28-10-5. Child adoption leave will be treated in the same manner as childbirth leave. The teacher may use accumulated sick leave during such leave of

absence, but shall not otherwise be entitled to pay. A second full year of leave shall not be granted unless approved by the board due to extenuating circumstances.

E. Bereavement

1. In case of the death of a teacher's spouse, child, parent, or a parent of the teacher's spouse, the teacher shall be allowed seven (7) calendar days leave with pay, in the current school year, excluding weekends and holidays, beginning on the calendar day following the day of death. In case of the death of the following immediate family members, the teacher shall be allowed five consecutive (5) calendar days leave with pay in the current school year, excluding weekends and holidays, beginning on the calendar day following the day of death:

- a grandparent of the teacher or the teacher's spouse,
- a grandchild of the teacher or the teacher's spouse,
- a brother or sister of the teacher or the teacher's spouse,
- a brother-in-law or sister-in-law of the teacher or the teacher's spouse,
- any other person who, at the time of death, was residing in the teacher's home.

In the case of the death of an aunt, uncle, niece, or nephew of the teacher or teacher's spouse, the teacher shall be granted one (1) calendar day leave with pay in the current school year, excluding weekends and holidays for the teacher to attend the funeral.

2. In the event of simultaneous deaths of persons identified above, the applicable leave shall be granted for each decedent.
3. One (1) day leaves may be granted by the Superintendent for funerals of others than members of the immediate family. Such leave shall be deducted from the accumulated sick leave of the teacher. Additional days may be granted by the Superintendent depending upon travel and circumstances.

F. Personal Business Leave

A teacher shall be entitled to three (3) days of personal business leave per year.

1. Unused personal business leave days shall be permitted to accumulate to a total of five (5) days.
2. Days in excess of five (5) days will be transferred to sick leave. These days shall not increase the maximum total accumulated sick leave of one hundred seventy-five (175) days—inclusive of current year.
3. In order to take a personal business leave day on the school day immediately before or immediately after a school break or recess, a teacher shall provide written notice to the Principal. This notice must be received by the Principal or his designee at least three (3) school days prior to the school break or recess. This requirement shall be waived in the event of emergency personal business.

G. Court Leave

Any teacher who is called for jury duty or is a court witness as a direct result of his duties as a teacher in the Northwestern School Corporation shall receive the necessary leave to fulfill his obligation. The school corporation will pay the difference between his regular daily salary and compensation received for jury duty. This leave shall not be deducted from sick leave or personal business leave.

H. Political Leave

A leave of absence without pay for a period of six (6) weeks may be granted to any teacher upon written request for the purpose of personally campaigning for a public office. If the teacher is elected to a public office and the work of the public office would interfere with the task of teaching, the teacher shall be granted a leave of absence without pay for a period of time to enable the teacher to serve one (1) full term in the office to which he was elected.

I. General Leave of Absence

J. A permanent teacher may be granted a leave of absence without pay for a maximum of one (1) year for renewal of professional training, travel, or research relative to his profession.

K. Professional Conference Leave

1. A teacher may request up to 4 days of leave to attend approved workshops, clinics, conferences or school visitations. Emergency requests that do not meet the time requirements may be approved by the Superintendent. The requests will be considered by the principal and/or Superintendent.
2. The corporation will pay the approved mileage rate as established by current Internal Revenue Service rates. Registration fees and lodging will be paid by the corporation if approved and deemed necessary.

L. Other Leaves

All other leaves of absence will be decided by the Board individually on the merits of each case.

M. Return from Leave

A teacher returning from a leave of absence shall be given either his former position or another position within the scope of his certificate. The seniority and accumulated benefits held by the teacher prior to the leave shall be frozen for his use upon return. Teachers who intend to return from a year-long leave shall notify the Superintendent not later than March 1st of the year the teacher is on leave.

N. Special Leave

Professional leave not to exceed three (3) days per school year may be granted by the Superintendent to the President of the Association or his representative to lobby or to attend conferences, workshops, or hearings. The Association shall pay the cost of the substitute.

O. Family Leave

A teacher who qualifies for family leave under the provisions of Section 104 of the Family Medical Leave Act, shall be granted a temporary leave of absence without pay. Extensions to such leave may be granted by the Superintendent.

ARTICLE III

COMPENSATION, EXPENSES FRINGE BENEFITS, AND RETIREMENT

- A. The Compensation Model which is effective July 1, 2015-June 30, 2017, is set forth in Appendix "A."
- B. Additional pay for Extra Duties and Responsibilities for 2015-16 and 2016-17 are set forth in Appendix "B".
- C. A teacher who is authorized by the school Superintendent to use his own automobile in pursuance of assigned duties shall be reimbursed at the current rate established by the Internal Revenue Service. A teacher who drives his own automobile five (5) miles or more:

1. From the school at which he teaches to a meeting at which his attendance is required by corporation administrators, or;
 2. From such a meeting to the school at which he teaches.
- D. A teacher shall be compensated at the rate of \$34 per hour for non-classroom instruction related activities as approved by the superintendent (not considered a function of their job as a regular classroom teacher). These activities shall include, but not be limited to, curriculum writing and homebound instruction.

E. Insurance Benefits

The carrier for the insurance plan shall be determined jointly by the Association and the Board with the understanding that, once a carrier has been agreed upon jointly, any change of said carrier must be approved by both the Association and the Board. A committee is hereby established to oversee the implementation of the insurance programs. The committee shall consist of three (3) members selected by the Association and three (3) members selected by the Board consisting of a Board member and two representatives appointed by the Board. The committee shall make recommendations to both the Board and Association, who must mutually agree on the recommendations. The Board will provide the following insurance benefits:

1. A health insurance plan which provides individual and/or family type medical and hospitalization care and which includes surgical and major medical provisions.
 2. The Board will provide a \$100,000 term life policy paid for by the Board. An additional increment of \$50,000 will be available from the cafeteria plan at the teachers' expense, to the maximum provided by the insurance carrier (unused stipend can be used for additional premium).
 3. Income protection plan.
 4. Dental insurance program.
 5. Vision insurance plan.
- F. The board will contribute toward the purchase of insurance benefits. In 2015-2016 through 2016-17, the corporation stipend toward insurance will be as follows: \$10,900 for teachers who select a family health plan; or \$6,250 for teachers who select a single health plan or do not participate in the group health plan.

Health Savings Plan: Bargaining Unit members electing to participate in the Health Savings Plan shall have 50% of the unused stipend deposited into the Health Savings Plan of the individual teacher prior to the end of the contract year. Current (as of July 1, 2015) married teachers who are both employed by the school corporation may continue to receive two family plans. All teachers married or employed after July 1, 2015 may elect one family plan stipend and the spouse will receive the corporation single stipend.

Fringe benefits of sick leave days, personal business, family illness, and insurance benefits shall be prorated for teachers who have contracts of fewer than 184 days or less than a full-time position. All other contractual benefits shall be available for use by these teachers. Teacher participation in insurance programs is dependent upon established eligibility requirements of the insurance carriers (effective March 25, 1993).

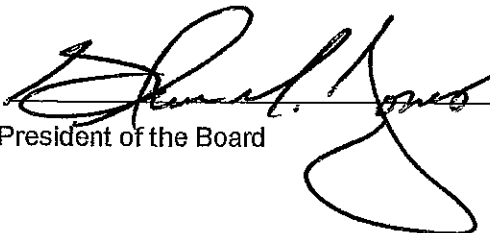
All other contractual benefits shall be available for use during summer school. However, if a summer school teacher misses more than 10% of the scheduled summer school time, the teacher will forfeit the remainder of the summer school contract. Exceptions to this forfeiture may be granted by the Superintendent.

- G. Any teacher employed by the Northwestern School Corporation retiring from teaching in Indiana schools who meets the requirements of the Indiana Retirement Fund for full retirement benefits, or who must retire because of disability or health reasons, shall notify the Superintendent in writing prior to March 1 of said school year.
- H. Any teacher who here after retires from employment from the school corporation and who has at retirement reached fifty-five (55) years of age may after retirement and at his cost continue as a participant in any available insurance programs effective under this article until the last day of the month preceding his sixty-fifth (65th) birthday, provided:
1. He chooses to continue as a participant during the first year following said retirement so that there is no break in said participation;
 2. Having chosen to continue as a participant he may only terminate participation as of September 1st of any year; and
 3. Having terminated his participation he may not thereafter become a participant.
 4. The requirement of fifty-five (55) years of age may be waived by the Board in case of unusual circumstances.
- I. Transitional retirement benefits are outlined as follows:
1. The lump sum retirement was translated into a current dollar benefit based upon an actuarial study. This amount was deposited in the 401(a) account of the teachers in the transition group by October 1, 2004, and becomes the property of the teacher upon separation from service with the school corporation. In the event the teacher separates from employment in the school corporation by resigning pending disciplinary action or is terminated from teaching by school board action, the dollars will revert back to the retirement pension bond fund of the school corporation for future retirement distributions. The Board agrees to maintain this qualified 401 (a) Annuity Plan (hereinafter referred to as the "401 (a) Plan") for all certified employees currently in the 401(a) Plan.
- J. The Board shall also maintain 403 (b) Plan (hereinafter referred to as the "403 (b) Plan") for all certified employees covered under this collective bargaining agreement. The 403 (b) Plan will include provisions for pre-tax salary reduction contributions which will be matched by equal Board contributions to the 401 (b) Plan. The Board contributions commenced with the 1998-99 contract year and continue each contract year thereafter. In 2015-16 and 2016-17 the maximum contribution that will be made to the 403 (b) Plan by the Board will be \$1,000 per year.
- K. The parties agree that the 401 (a) Plan and the 403 (b) Plan shall replace the Early Retirement Incentive Plan which existed in the previous contracts. An investment committee consisting of three members appointed by the Association and three members appointed by the Board shall review the 403 (b) plan regularly. Any recommendations for change must be made to both the Board and Association who must mutually agree on any changes. The parties further agree that all contributions made to the 403 (b) Plan by the Board shall be considered as additional funds and be counted as part of any salary increases negotiated for the certified employees. The 403 (b) Plan shall:
1. Be subject to all applicable Internal Revenue regulations.
 2. Have no contract initiation fees charged to the employee.
 3. Have no administrative or Plan Document charge to the Board.

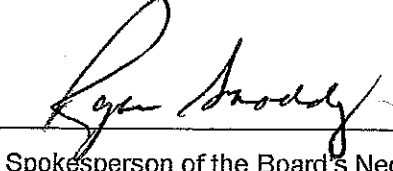
ARTICLE V
TERM OF AGREEMENT

- A. *The Board and the Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association, therefore, agrees that during the life of this Agreement there shall be no strikes as defined in IC 20-29-2-16. The Board agrees that during the life of this Agreement there shall be no lock-out.*
- B. *This contract supersedes and cancels all previous contracts and agreements, verbal or written or based on alleged past practices between the school employer and the Association, and constitutes the entire agreement between the parties.*
- C. *The Board and the Association agree that any part of this Agreement may be reopened for bargaining with the mutual consent of the parties.*
- D. *The Board and the Association agree to work collaboratively during the term of this agreement to address issues related to the salary schedule, compensation, teacher evaluation, and merit pay that may be enacted by the state legislature or Department of Education. The parties agree that additional funds are not available and adjustments must be made from the current compensation levels.*
- E. *If any provisions of this contract or any application of this contract to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.*
- F. *This Agreement shall be effective as of (date to be determined), and shall continue in effect through June 30, 2017 for all financial benefits and language sections in the contract.*
- G. *Whenever any notice is required to be given by either of the parties of this Agreement to the other party, either shall do so by registered letter at the following addresses: If by the Association to the Board at: 3075 N. Washington Street, Kokomo, IN 46901. If by the Board to the Association at: President of NCEA, c/o Northwestern School Corporation, 3075 N. Washington Street, Kokomo, IN 46901.*

Accepted by the Board of School Trustees of the Northwestern School Corporation

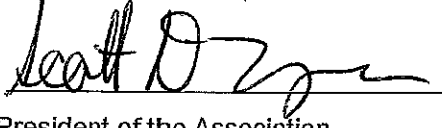


President of the Board



Spokesperson of the Board's Negotiating Committee

Accepted by the Northwestern Corporation Education Association



President of the Association



Co-President of the Association

APPENDIX A- Northwestern Compensation Model

2015-2016 is a transition year. It is the first year of a contract under the 2011 changes to collective bargaining.

1. Beginning teacher salary will be \$34,000.
2. For 2015-16, there will be a 2% increase to base salary of each staff member. This is being utilized as part of the transition year flexibility.
3. Teachers who are evaluated as Needs Improvement or Ineffective (bottom 2 categories in the state adopted evaluation model), or Negatively Impacts Student Growth are not eligible to receive any salary increase.
4. For the 2016-17 school year, teacher compensation will be based upon performance with teachers earning points for specific performance.
 - a. 80 points may be earned according to the following categories (based upon 15-16 data):
 - i. Teacher Evaluation 50 points (added to the base)
 - ii. Experience 10 points (added to the base)
 - iii. Education 10 points (added to the base)
 - iv. Leadership 10 points (added to the base)
5. The salary range will be from \$34,000 - \$65,000.
6. The teacher must be under contract the following year (or have retired from the school corporation prior to the beginning of the next school year) to be eligible for pay based upon points earned (merit pay). Teachers who were eligible for merit pay will have those funds deposited into their 403(b) account as a post-employment contribution.
7. Pay increases will be calculated for 2016-17 by distributing a total of 55% of the new money certified by the Department of Education to teachers based on eligible employees and points attained.
8. Compensation earned by a teacher on a partial contract will be awarded on a pro-rata basis.
9. Newly hired teachers will be placed using the salary placement scale (formerly known as the 2011-2015 Salary Schedule based on experience and education. The superintendent will be given leeway in new hire salary placement of two years on either side of the years of experience the new hire has obtained at time of hiring. The exception being that no full time new teacher will start lower than \$34,000.

Definitions for the Compensation Plan

Points awarded for the 2016-2017 contract year are based upon 2015-2016 data:

1. 80 points available to each teacher
2. 50 points based upon summative evaluation data.
3. 10 points based upon education from 2015-16.
 - a. Previously earned master's degree
 - b. Successful completion of 3 hours of graduate credit in education or content area of teacher
 - c. 20 documented Professional growth points
4. 10 points based upon experience (120 days of service as defined by INPRS).
5. 10 points based upon leadership, defined as follows:
 - a. A teacher who participates in leadership activities in the school or school corporation may receive up to 10 points, with 5 points being awarded for up to 2 leadership activities. The teacher shall be responsible for documenting his/her Instructional Leadership Activities. The Building Principal shall provide written verification to the Superintendent by June 15th that the teacher assigned to his/her building has satisfied the requirement. Examples of leadership include but are not limited to:
 - i. 98% attendance rate, four days or fewer missed due to personal illness or personal business
 - ii. National Board Certification
 - iii. Unpaid building, corporation, or state level committee participation approved by the building principal
 - iv. Serving as a new teacher mentor with approval of building principal
 - v. Leading professional development sessions or learning communities with pre-approval of the building principal
 - vi. Supervision of a student teacher
 - vii. Other activities approved by the building principal

**NORTHWESTERN SCHOOL CORPORATION
2015-16
SALARY PLACEMENT SCHEDULE**

YEARS OF EXP	SCHEDULE A		SCHEDULE B		SCHEDULE C		SCHEDULE D		SCHEDULE E		SCHEDULE F		SCHEDULE G	
	BACHELOR'S		BACH. +6		BACH. +12		BACH +18		BACH. +30		BACH +45 INC MASTERS		BACH +60 INC MASTERS	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY
0	1.00	\$ 34,000	1.02	\$ 34,000	1.04	\$ 34,000	1.06	\$ 34,000	1.08	\$ 34,000	1.12	\$ 34,653	1.16	\$ 35,890
1	1.04	\$ 34,000	1.06	\$ 34,000	1.08	\$ 34,000	1.10	\$ 34,034	1.12	\$ 34,653	1.16	\$ 35,890	1.20	\$ 37,128
2	1.08	\$ 34,000	1.10	\$ 34,034	1.12	\$ 34,653	1.14	\$ 35,272	1.16	\$ 35,890	1.20	\$ 37,128	1.24	\$ 38,366
3	1.12	\$ 34,653	1.14	\$ 35,272	1.16	\$ 35,890	1.18	\$ 36,509	1.20	\$ 37,128	1.24	\$ 38,366	1.28	\$ 39,603
4	1.16	\$ 35,890	1.18	\$ 36,509	1.20	\$ 37,128	1.22	\$ 37,747	1.24	\$ 38,366	1.28	\$ 39,603	1.32	\$ 40,841
5	1.20	\$ 37,128	1.22	\$ 37,747	1.24	\$ 38,366	1.26	\$ 38,984	1.28	\$ 39,603	1.32	\$ 40,841	1.36	\$ 42,078
6	1.24	\$ 38,366	1.26	\$ 38,984	1.28	\$ 39,603	1.30	\$ 40,222	1.32	\$ 40,841	1.36	\$ 42,078	1.40	\$ 43,316
7	1.28	\$ 39,603	1.30	\$ 40,222	1.32	\$ 40,841	1.34	\$ 41,460	1.36	\$ 42,078	1.40	\$ 43,316	1.44	\$ 44,554
8	1.32	\$ 40,841	1.34	\$ 41,460	1.36	\$ 42,078	1.38	\$ 42,697	1.40	\$ 43,316	1.44	\$ 44,554	1.48	\$ 45,791
9	1.36	\$ 42,078	1.38	\$ 42,697	1.40	\$ 43,316	1.42	\$ 43,935	1.44	\$ 44,554	1.48	\$ 45,791	1.52	\$ 47,029
10	1.40	\$ 43,316	1.42	\$ 43,935	1.44	\$ 44,554	1.46	\$ 45,172	1.48	\$ 45,791	1.52	\$ 47,029	1.56	\$ 48,266
11	1.44	\$ 44,554	1.46	\$ 45,172	1.48	\$ 45,791	1.50	\$ 46,410	1.52	\$ 47,029	1.56	\$ 48,266	1.60	\$ 49,504
12	1.48	\$ 45,791	1.50	\$ 46,410	1.52	\$ 47,029	1.54	\$ 47,648	1.56	\$ 48,266	1.60	\$ 49,504	1.64	\$ 50,742
13	1.52	\$ 47,029	1.54	\$ 47,648	1.56	\$ 48,266	1.58	\$ 48,885	1.60	\$ 49,504	1.64	\$ 50,742	1.68	\$ 51,979
14	1.56	\$ 48,266	1.58	\$ 48,885	1.60	\$ 49,504	1.62	\$ 50,123	1.64	\$ 50,742	1.68	\$ 51,979	1.72	\$ 53,217
15			1.62	\$ 50,123	1.64	\$ 50,742	1.66	\$ 51,360	1.68	\$ 51,979	1.72	\$ 53,217	1.76	\$ 54,454
16			1.66	\$ 51,360	1.68	\$ 51,979	1.70	\$ 52,598	1.72	\$ 53,217	1.76	\$ 54,454	1.80	\$ 55,692
17			1.70	\$ 52,598	1.72	\$ 53,217	1.74	\$ 53,836	1.76	\$ 54,454	1.80	\$ 55,692	1.84	\$ 56,930
18			1.74	\$ 53,836	1.76	\$ 54,454	1.78	\$ 55,073	1.80	\$ 55,692	1.84	\$ 56,930	1.88	\$ 58,167
19			1.78	\$ 55,073	1.80	\$ 55,692	1.82	\$ 56,311	1.84	\$ 56,930	1.88	\$ 58,167	1.92	\$ 59,405
20			1.82	\$ 56,311	1.84	\$ 56,930	1.86	\$ 57,548	1.88	\$ 58,167	1.92	\$ 59,405	1.96	\$ 60,642

APPENDIX B – EFFECTIVE 2015-16 through 2016-17

**ADDITIONAL PAY FOR EXTRA DUTIES AND RESPONSIBILITIES
NORTHWESTERN SCHOOL CORPORATION**

A freshman team in football must play in order for an assistant freshman coach to receive pay. A “C” assistant coach in high school swimming and track will only be paid if there is a dual head coach working

Activity	# of Positions	Stipend	
Future Farmers of America	1	\$ 1,080.00	
Activities	20	\$ 70.00	
Honor Society (HS Prin.)	1	\$ 430.00	
Student Council - HS	2	\$ 1,075.00	
Stud. Against Driving Drunk	1	\$ 230.00	
Student Council - MS	1	\$ 540.00	
Intramural Prgm. Secondary	2	\$ 395.00	
Academic Coach - HS Coord.	1	\$ 540.00	
Academic Coach - HS	6	\$ 270.00	
Academic Coach - MS Coord.	1	\$ 540.00	
Academic Coach - MS	6	\$ 270.00	
Academic Coach - Elem. Math Bowl	2	\$ 270.00	
Academic Coach - Elem. Spell Bowl	2	\$ 270.00	
Yearbook - HS	1	\$ 1,080.00	
Yearbook - MS	1	\$ 270.00	
Honor Society (MS Princ.)	1	\$ 215.00	
Fall Drama Production	1	\$ 1,260.00	
Spring Prod. - Musical Dir.	1	\$ 1,260.00	
Spring Prod. - Choreographer	1	\$ 620.00	
Spring Prod. - Instr. Dir./Arr.	1	\$ 810.00	
Spring Prod. - Vocal Dir./Arr.	1	\$ 810.00	
Spring Prod. - Assistant	1	\$ 700.00	
Drama Director - MS	1	\$ 810.00	
Auditorium Manager	1	\$ 2,870.00	
Auditorium Sound/Light Mgr.	1	\$ 930.00	
Drama Prod. Sponsor - Elem.	4	\$ 810.00	
Student Council - NES	3	\$ 300.00	
Student Council - HES	1	\$ 300.00	
Robotics - Elem. & MS	1	\$ 1,080.00	
Robotics - Secondary	2	\$ 1,080.00	
Science Fair Coord. - HS	1	\$ 3,590.00	
Science Fair Coord. - Elem.	2	\$ 1,080.00	
Cheerleader Sponsor - MS	1	\$ 780.00	
Cheerleader Spon. - Var./JV	1	\$ 2,515.00	
Cheerleader Sponsor - Asst.	1	\$ 1,250.00	
Cheerleader Sponsor - Fresh.	1	\$ 800.00	
Athletic Events Super. (50)		\$ -	\$75.00/event
Fieldhouse Supervisor		\$ -	2 hrs/event @ 0.001 of beginning teacher pay
Conditioning Coord. - Fall	1	\$ 2,000.00	
Conditioning Coord. - Spring	1	\$ 2,000.00	
Conditioning Coord. - Summer	1	\$ 2,000.00	

Detention Super. 180 Days	2	\$ 680.00	
NEO Art & Instr. - Elem.	2	\$ 475.00	
NEO Sel. Choir Instr. - Elem.*	2	\$ 475.00	
Shop Maint. - HS*	1	\$ 300.00	
Depart. Facilitator	1	\$ 1,080.00	FACS/PE & Health
Depart. Facilitator	1	\$ 1,080.00	Fine Arts & Foreign Language
Depart. Facilitator	1	\$ 1,080.00	Science & IT
Depart. Facilitator	1	\$ 1,080.00	English and Business
Depart. Facilitator	1	\$ 1,080.00	Social Studies & Media
Depart. Facilitator	1	\$ 1,080.00	Math & Special Education
Team Leader - MS	2	\$ 1,080.00	
Class Sponsor - Freshman	1	\$ 250.00	
Class Sponsor - Sophomore	1	\$ 250.00	
Class Sponsor - Junior*	2	\$ 1,250.00	
Class Sponsor - Senior	2	\$ 350.00	
Band Dir. 10 Months - HS	1	\$ 3,950.00	
Assistant Band - HS	1	\$ 2,080.00	
Choir Instructor - HS	1	\$ 2,155.00	
Band - MS	1	\$ 1,080.00	
Jazz/Pep Band Director	1	\$ 1,800.00	
Varsity Singers	1	\$ 2,875.00	
Flag Instructor	1	\$ 1,080.00	
Percussion Instructor	1	\$ 1,080.00	
Instructional Coaches (15-16 SY)	4	\$ 600.00	
Instructional Coaches (16-17 SY)	4	\$ 1,080.00	

*Current employee to be grandfathered at 2014-2015 rate.

Description	Bargaining Unit	Non Bargaining Unit	
	15-16 & 16-17	15-16 Pay	16-17 Pay
Baseball Varsity Coach	\$ 5,385.00	\$ 4,800.00	\$ 4,950.00
Baseball Assistant Coach	\$ 2,875.00	\$ 2,560.00	\$ 2,640.00
Baseball Junior Varsity Coach	\$ 2,875.00	\$ 2,560.00	\$ 2,640.00
Baseball Junior Varsity Asst.	\$ 1,080.00	\$ 960.00	\$ 990.00
Baseball MS Head Coach	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Baseball MS Assistant	\$ 1,080.00	\$ 960.00	\$ 990.00
Boys' Basketball Varsity Coach*	\$ 8,255.00	\$ 7,360.00	\$ 7,590.00
Boys' Basketball Assistant Coach	\$ 3,950.00	\$ 3,520.00	\$ 3,630.00
Boys' Basketball Special Assistant	\$ 2,875.00	\$ 2,560.00	\$ 2,640.00
Boys' Basketball Freshman Coach	\$ 2,875.00	\$ 2,560.00	\$ 2,640.00
Boys' Basketball MS Coach - 8th	\$ 2,155.00	\$ 1,920.00	\$ 1,980.00
Boys' Basketball MS Asst. - 8th	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Boys' Basketball MS Coach - 7th	\$ 2,155.00	\$ 1,920.00	\$ 1,980.00
Boys' Basketball MS Asst. - 7th	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Cross Country Varsity Coach	\$ 5,925.00	\$ 5,280.00	\$ 5,445.00
Cross Country Assistant Coach	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Cross Country MS Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Cross Country B MS Assistant	\$ 720.00	\$ 640.00	\$ 660.00
Cross Country Separate Head Coach	\$ 3,950.00	\$ 3,520.00	\$ 3,630.00
Football Varsity Coach	\$ 8,255.00	\$ 7,360.00	\$ 7,590.00
Football Assistant Coach	\$ 3,590.00	\$ 3,200.00	\$ 3,300.00
Football Assistant Coach	\$ 3,590.00	\$ 3,200.00	\$ 3,300.00
Football Assistant Coach	\$ 3,590.00	\$ 3,200.00	\$ 3,300.00
Football Freshman Coach	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Football Freshman Assistant	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Football MS Coach - 8th	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Football MS Assistant - 8th	\$ 1,080.00	\$ 960.00	\$ 990.00
Football MS Coach - 7th	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Football MS Assistant - 7th	\$ 1,080.00	\$ 960.00	\$ 990.00
Boys' Golf Varsity Coach	\$ 4,670.00	\$ 4,160.00	\$ 4,290.00
Boys' Golf Assistant Coach	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Boys' Soccer Varsity Coach	\$ 4,310.00	\$ 3,840.00	\$ 3,960.00
Boys' Soccer Assistant Coach	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Boys' Soccer Junior Varsity	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Boys' Soccer Junior Varsity Asst.	\$ 1,080.00	\$ 960.00	\$ 990.00
Boys' Soccer MS Head Coach	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Boys' Soccer MS Assistant	\$ 1,080.00	\$ 960.00	\$ 990.00
Boys' Swimming Varsity Coach*	\$ 3,950.00	\$ 3,520.00	\$ 3,630.00
Boys' Swimming Assistant Coach	\$ 2,155.00	\$ 1,920.00	\$ 1,980.00
Boys' Swimming Dual Head Coach*	\$ 5,925.00	\$ 5,280.00	\$ 5,445.00
Boys' Swimming Assistant Coach	\$ 720.00	\$ 640.00	\$ 660.00
Boys' Tennis Varsity Coach	\$ 3,950.00	\$ 3,520.00	\$ 3,630.00
Boys' Tennis Assistant Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Boys' Track Varsity Coach	\$ 4,310.00	\$ 3,840.00	\$ 3,960.00
Boys' Track Assistant Coach	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Boys' Track MS Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Boys' Track MS Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Boys' Track Dual Head Coach	\$ 6,465.00	\$ 5,760.00	\$ 5,940.00
Boys' Track MS Assistant Coach	\$ 720.00	\$ 640.00	\$ 660.00

Wrestling Varsity Coach	\$ 4,670.00	\$ 4,160.00	\$ 4,290.00
Wrestling Assistant Coach	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Wrestling MS Coach	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Wrestling Assistant Coach	\$ 1,080.00	\$ 960.00	\$ 990.00
Girls' Basketball Varsity Coach	\$ 8,255.00	\$ 7,360.00	\$ 7,590.00
Girls' Basketball Assistant Coach	\$ 3,950.00	\$ 3,520.00	\$ 3,630.00
Girls' Basketball Special Assistant	\$ 2,875.00	\$ 2,560.00	\$ 2,640.00
Girls' Basketball Freshman Coach	\$ 2,875.00	\$ 2,560.00	\$ 2,640.00
Girls' Basketball MS Coach - 8th	\$ 2,155.00	\$ 1,920.00	\$ 1,980.00
Girls' Basketball MS Asst. - 8th	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Girls' Basketball MS Coach - 7th	\$ 2,155.00	\$ 1,920.00	\$ 1,980.00
Girls' Basketball MS Asst. - 7th	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Girls' Golf Varsity Coach	\$ 4,670.00	\$ 4,160.00	\$ 4,290.00
Girls' Golf Assistant Coach	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Gymnastics Varsity Coach	\$ 4,310.00	\$ 3,840.00	\$ 3,960.00
Gymnastics Assistant Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Girls' Soccer Varsity Coach	\$ 4,310.00	\$ 3,840.00	\$ 3,960.00
Girls' Soccer Assistant Coach	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Girls' Soccer Junior Varsity Coach	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Girls' Soccer Junior Varsity Asst.	\$ 1,080.00	\$ 960.00	\$ 990.00
Softball Varsity Coach	\$ 5,385.00	\$ 4,800.00	\$ 4,950.00
Softball Assistant Coach	\$ 2,875.00	\$ 2,560.00	\$ 2,640.00
Softball Junior Varsity Coach	\$ 2,875.00	\$ 2,560.00	\$ 2,640.00
Softball Junior Varsity Asst.	\$ 1,080.00	\$ 960.00	\$ 990.00
Softball MS Head Coach	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Softball MS Assistant	\$ 1,080.00	\$ 960.00	\$ 990.00
Softball MS Assistant	\$ 1,080.00	\$ 960.00	\$ 990.00
Girls' Swimming Varsity Coach*	\$ 3,950.00	\$ 3,520.00	\$ 3,630.00
Girls' Swimming Assistant Coach	\$ 2,155.00	\$ 1,920.00	\$ 1,980.00
Girls' Swimming Assistant Coach	\$ 720.00	\$ 640.00	\$ 660.00
Girls' Tennis Varsity Coach	\$ 3,950.00	\$ 3,520.00	\$ 3,630.00
Girls' Tennis Assistant Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Girls' Track Varsity Coach	\$ 4,310.00	\$ 3,840.00	\$ 3,960.00
Girls' Track Assistant Coach	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Girls' Track MS Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Girls' Track MS Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Volleyball Varsity Coach	\$ 4,310.00	\$ 3,840.00	\$ 3,960.00
Volleyball Assistant Coach	\$ 2,515.00	\$ 2,240.00	\$ 2,310.00
Volleyball Special Assistant	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Volleyball Freshman Coach	\$ 1,795.00	\$ 1,600.00	\$ 1,650.00
Volleyball MS Coach - 8th	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Volleyball MS Coach - 7th	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Volleyball MS Assistant	\$ 720.00	\$ 640.00	\$ 660.00
Co-Ed MS Tennis Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Co-Ed MS Tennis Assistant	\$ 720.00	\$ 640.00	\$ 660.00
Co-Ed MS Swimming Coach	\$ 1,440.00	\$ 1,280.00	\$ 1,320.00
Co-Ed MS Swimming Assistant	\$ 720.00	\$ 640.00	\$ 660.00
Co-Ed MS Swimming Assistant	\$ 720.00	\$ 640.00	\$ 660.00
Co-Ed MS Golf	\$ 1,080.00	\$ 960.00	\$ 990.00

*Current employee to be grandfathered at 2014-2015 rate.

APPENDIX C- EFFECTIVE 2015-2017

Instructional Coaches:

Stipend for 2015-2016: \$600, 2016-2017: \$1,080

Responsibilities of Instructional Coaches

2015-16 (four coaches, one per building)

1. Communicate and work collaboratively with all staff members (teachers and administration) to outline job description and specific objectives of the instructional coach position.
2. Assist individual teachers at the teacher's request, on topics including but not limited to: collaboration, thematic units, data analysis, project based learning, or any other innovative idea a teacher may want to try.
3. Based upon staff feedback, each coach prepare to teach 1 ten-hour class over a one week period in the summer of 2016

2016-17

1. Prepare a class for summer training. (non-classroom instructional hourly rate, NCHR)
2. Conduct summer training. (NCHR)
3. Meet with trained teachers before school in PD sessions 3 times per quarter. (part of stipend)
4. Observe trained teachers in classroom setting with students 1 time per quarter. This observation will not be for evaluative purposes.
5. Meet quarterly with Technology Coach before school. (part of stipend)

Responsibilities of teachers to be trained (2016-17, not more than four teachers per building)

1. Apply for training (first year maximum 4 teachers/building).
2. Participate in summer training class conducted by IC. (NCHR)
3. Participate in all quarterly meetings with IC during the school year.
4. Payment to teacher after verification by IC and Principal that satisfactory implementation of the training has been completed.