

Article 3: NOTIFICATION OF TERMS OF AGREEMENT

The Board shall post the Negotiated Agreement on the district's website and send an electronic copy of the Agreement to all teachers once the terms of the Agreement become ratified. (2008) A printed copy of the Negotiated Agreement will be located in each building's office.

Article 5: WORK DAY

On days when school is dismissed early for in-service, the duty day will end at 3:30 P.M. Part-time teachers not regularly on duty when afternoon in-service is scheduled will be expected to be in attendance but will be compensated for their time on a pro-rata basis. The district may use up to ~~2 hours~~ **1 hour** of 2 teacher prep days for accreditation or building meetings as needed.

Article 10: METHOD OF PAYMENT

Add Section E to include Record Keeping & Discrepancies

Suggested language:

If the District Office or Business Manager receives an employee timesheet that has been approved and signed by the building administrator, if there is any issue that would stop the employee from being compensated as listed on the timesheet, then the business office manager or superintendent will contact the employee to notify them of the discrepancy and advise the employee of the changes that will be made to their expected direct deposit.

Article 11: Payroll Deductions and reductions.

Strike #3 529 Plan – not currently offered.

Article 12: NOTIFICATION OF ASSIGNMENT AND VACANCIES

Change language to:

*A. Teachers will be notified by the building principal of their teaching assignments for the next school year **electronically** before June 1st. If it becomes necessary to make adjustments in assignments after June 1st, the building principal will consult with the affected teacher and the Superintendent of Schools prior to making the adjusted teaching assignment. (2014)*

SECTION E. Liquidated Damages

1. In the event of a breach of the employment contract by the employee, the employee agrees to pay the Board the sum of:

- 2.5% of the BS step 1 (base) contract if the employee notifies the Board ~~within~~ after 14 days after the 3rd Friday in May
- 5% of the BS step 1 (base) contract if the employee notifies the Board after June 15th.

SALARY SCHEDULE: (Added \$1250 to each cell - Chart below is updated, and reflects a new base of \$42,250 up from \$41,000)

	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	MS+40	
25									63,950	64,750	25
24						1,250	61,750	62,550	63,350	64,150	24
23						60,350	61,150	61,950	62,750	63,550	23
22						59,750	60,550	61,350	62,150	62,950	22
21				56,650	58,350	59,150	59,950	60,750	61,550	62,350	21
20				56,050	57,750	58,550	59,350	60,150	60,950	61,750	20
19				55,450	57,150	57,950	58,750	59,550	60,350	61,150	19
18				54,850	56,550	57,350	58,150	58,950	59,750	60,550	18
17				54,250	55,950	56,750	57,550	58,350	59,150	59,950	17
16				53,650	55,350	56,150	56,950	57,750	58,550	59,350	16
15	50,650	51,450	52,250	53,050	54,750	55,550	56,350	57,150	57,950	58,750	15
14	50,050	50,850	51,650	52,450	54,150	54,950	55,750	56,550	57,350	58,150	14
13	49,450	50,250	51,050	51,850	53,550	54,350	55,150	55,950	56,750	57,550	13
12	48,850	49,650	50,450	51,250	52,950	53,750	54,550	55,350	56,150	56,950	12
11	48,250	49,050	49,850	50,650	52,350	53,150	53,950	54,750	55,550	56,350	11
10	47,650	48,450	49,250	50,050	51,750	52,550	53,350	54,150	54,950	55,750	10
9	47,050	47,850	48,650	49,450	51,150	51,950	52,750	53,550	54,350	55,150	9
8	46,450	47,250	48,050	48,850	50,550	51,350	52,150	52,950	53,750	54,550	8
7	45,850	46,650	47,450	48,250	49,950	50,750	51,550	52,350	53,150	53,950	7
6	45,250	46,050	46,850	47,650	49,350	50,150	50,950	51,750	52,550	53,350	6
5	44,650	45,450	46,250	47,050	48,750	49,550	50,350	51,150	51,950	52,750	5
4	44,050	44,850	45,650	46,450	48,150	48,950	49,750	50,550	51,350	52,150	4
3	43,450	44,250	45,050	45,850	47,550	48,350	49,150	49,950	50,750	51,550	3
2	42,850	43,650	44,450	45,250	46,950	47,750	48,550	49,350	50,150	50,950	2
1	42,250	43,050	43,850	44,650	46,350	47,150	47,950	48,750	49,550	50,350	1
	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	MS+40	

Article 17: SUPPLEMENTAL SALARY SCHEDULE

Adding Supplemental Contract for: **Jr High Yearbook Supplemental at 2%**

Modify Supplemental Contracts for:

- Raise HS KAY club Sponsor to **5%**
- Raise HS Golf to **12%**

Language Change for supplemental contracts:

3. The Athletic Directors will coordinate posting vacancies for Supplemental contracted positions and they shall be announced and applied for in the same manner as teaching positions. Information included with vacancy notices will include annual postings district-wide for positions currently held by Rule 10 coaches/sponsors. The board will determine the employment of positions currently held by Rule 10 coaches/sponsors. (2018)

Article 18: Extra Duty

Professional Duty Hours

Student Tutorial – \$20.50

PDC Committee Work – **\$16.00**

District/Building/Grade Level Work – **\$16.00**

~~Supervision of study sessions and or~~ Detention – \$15.50

Curriculum training deemed necessary by the curriculum director – \$20

Article 19: Benefits Program

*The Board will contribute the cost of a single membership (base option) or ~~\$550~~ **\$600** per month, whichever is less toward each eligible teacher's membership in the school district health plan.*

MEMORANDUM OF UNDERSTANDING

For the 2022-2023 school year, it is understood by both the Santa Fe Trail Education Association and the Board of Education that the following addition will be made to Article 5: WORK DAY to include:

Once a week during the 2022-2023 Contract Year, teachers will report to their building from 7:15-7:45 am for a 30-minute mandatory collaboration meeting, which they may add to their timesheet at a rate of \$16 per hour. This collaboration time will include but not be limited to:

- Development of school goals for student growth in the areas of academics and social-emotional development that align with BOE goals.
- Development of school action plans to achieve those goals
- Determination of data points and analysis process that will display student growth or areas of improvement for academics and social-emotional development
- Use chosen data to drive instructional decisions
- Development of school action plans to celebrate student achievement and growth in academics and social-emotional development for ALL students.

Each collaboration session will be documented with a formal agenda and minutes that are developed by the administration and faculty. These agendas need to be consistent but flexible as teaming may vary during collaboration time (grade levels, content areas, SIT, all faculty, and staff, etc.). Agendas will include norms that establish focus areas around student learning, data-driven action plans, evidence-based practices and resources, and professionalism.