

Board of Education Proposal June 16, 2011

Ground Rule: The parties agree to meet at WHS. The meeting will be conducted in accordance with the Open Meetings Act and will be conducted in open session.

Proposal: The proposal attached represents the Board's intention to maintain reasonable class sizes, maintain all programs and adequate student support services, and avoid further layoffs in spite of substantial revenue reductions beyond the control of the Board of Education. Below is a list of the sections of the existing Master Agreement which have been modified to reflect the Board's proposal:

Article IV	Professional Compensation
Article XII	Insurance Protection
Article XIII	Evaluation of Teachers
Article X	Sick Leave
Appendix A	Extracurricular Duty Salary Schedule
Appendix B	Salary Schedule
Appendix D	Calendar

Note: All components of this proposal are subject to and will be modified in order to comply with legislation or Michigan law. All items included in this proposal may be modified by the Board at any time during the collective bargaining process.

ARTICLE IV - PROFESSIONAL COMPENSATION

Notes:

- ✓ The Board of Education and the NTA must determine a method of compensation that satisfies section 1250 of the Revised School Code and it must be reflected within this Master Agreement.
- ✓ With the exception of NTA members whose time will be reduced or increased for 2011-12, members will be paid at the same "step" and "lane" as paid in 2010-11.
- ✓ The "salary schedule" attached reflects a change to the base pay. The Board of Education encourages the NTA to consider alternative modifications of the "grid" to the extent that the modifications result in the same net cost.

A. The salaries of teachers covered by this Agreement are set forth in the Salary Schedule Appendices (except as otherwise specifically provided).

B. Prior to taking graduate hours which are intended for advancement on the salary schedule, the teacher and their principal and/or the Superintendent will meet to discuss the teacher's professional growth including their advanced degree intentions and course work contemplated. Advancement on the salary schedule will be subject to the following conditions:

1. (A) As long as the graduate program is related to professional development in the field of education or district needs, the teacher may choose his/her own degree program.

(B) Once a specific graduate program has been chosen, graduate hours which are requirements for such an advanced degree will be credited toward advancement on the salary schedule.

2. Graduate hours taken for improvement in the education field will be credited so long as they are related to professional development or district needs.

3. Satisfactory work (Grade B or better) beyond the B.A. or B.S. degree earned from an accredited graduate school as of the specified date will apply toward a higher index bracket commencing that year.

4. All approved graduate hours taken but not counted towards a Master's Degree will be counted for placement on the Master's + 15 or Master's +30 salary schedule. This will be granted for all teachers hired before August 1, 1996. Any employees hired after August 1, 1996 will only get credit for approved hours earned after receiving their Master's Degree.

C. Years of teaching for salary schedule advancement is based on actual years of full-time teaching experience in the District as of the specified date (except as otherwise provided) and excludes leaves or other periods of approved absence in excess of forty-five (45) working (teaching) days per school year. Employees absent in excess of such forty-five (45) days per year shall have such year of teaching calculated on a prorated basis, determined by dividing the number of working (teaching) days actually worked during the school year by the total number of working (teaching) days in such school year. For purposes of this paragraph, paid sick leave days used by the teacher during the school year will be deemed working (teaching) days. Employees who are employed in part-time positions shall accrue "years of teaching on a pro rata basis determined by dividing such part-time employees hours/days actually worked by the normal annual schedule of hours/days worked by regular full-time employees."

D. Credit for teaching outside the district will be paid up to four (4) years, or alternatively all years can be negotiated individually.

~~E. Teachers of Vocational courses shall be compensated \$450 in addition to the step they have attained. This payment shall be made to certified vocational teachers who have had 4,000 hours of work experience (as a qualification for~~

certification) and who are assigned to teach an added cost reimbursed vocational program which is designed to provide students with an entry level vocational skill.

F. Special compensation shall be provided as follows:

1. Teachers participating on School Improvement Committees throughout the school year shall receive an honorarium of \$200 payable at the end of such school year.
2. Compensation for teachers who are working on special projects shall be as follows:
 - a) Attendance at workshops or conferences on non-session days- \$75/day (weekends or recess breaks) that are approved by the Superintendent
 - b) Teachers working on curriculum development - regular per diem rate

G. The number of teachers to be paid off in June shall not exceed twenty-five (25) per year. Request for June payoff shall be made thirty (30) days in advance to the Business Manager. Payment will be made on the first payday after the close of the school year. To the extent permitted by law, income tax withholding will be calculated at the normal two-week payroll rate, unless otherwise requested in writing by the teacher.

H. Teachers shall be paid on a bi-weekly basis, every other Thursday. The following options are available:

1. 26 pays per year, starting in September, ending in August.
2. Salary divided into 26 pays, with the option to have the balance of contract paid in a lump sum on the first pay in June. Request for June payoff must be made in writing to the Business Office prior to May 1st each year. To the extent permitted by law, income tax withholding shall be calculated at the two-week payroll rate, unless otherwise requested by the teacher.
3. Salary divided by 20 pays, starting in September. Requests for Option 3 must be made in writing to the Business Office by August 15th each year.

The number of teachers who choose Option 2 or 3 shall not exceed 30 per fiscal year (July 1 through June 30). Applications will be approved on a first-come, first-serve basis. Deductions for insurance, TSA's, Savings Bonds, etc., will be deducted on the final payment for a three month period.

I. The salary of the school nurse will be as follows:

1. A person employed as a School Nurse by the district who holds a valid Michigan Registered Nurses License at the time of employment, but has not yet earned a B.S. in nursing will be paid on the following schedule:
 - a) Interim School Nurse Certificate: 90% of appropriate step of the B.A. level
 - b) Standard School Nurse Certificate: 95% of appropriate step of the B.A. level
2. A person employed as a School Nurse by the District who holds at least a Bachelor's Degree in nursing and a Professional School Nurse Certificate will be placed on the salary schedule with credit given for years of school nursing experience (up to 15 years) and graduate credits (Grade "B" or better) earned after the Bachelor's Degree was conferred. The School Nurse will then progress both vertically and horizontally on the salary as a teacher does when the necessary qualifying graduate credits are obtained.
3. If the school nurse is employed less than full-time, additional hours assigned by the superintendent during the normal School Year (see Calendar Appendix) shall be compensated at the full-time nurse per diem rate according to proper step placement.

J. Teachers required by the District to work during summer vacation who perform their normal duties shall be paid for such work at their normal per diem rate for such duties. Teachers who perform work during their summer vacation, but are not required by the district to do so, whether or not such duties may be similar to certain of their teaching duties, shall be

compensated at rates agreeable between the District and such teachers, such work not being covered by this Agreement. Performance of such duties by teachers will be voluntary, and such opportunities will be posted in advance, with the rate for the position indicated in such posting.

K. Noon duty supervisor, afternoon detention, and Saturday school supervision shall be compensated at the rate of \$16.50 per hour.

L. 1. Teachers who substitute for other teachers during normal prep time shall be compensated at one-sixth (1/6) of a substitute teacher's daily rate, or one-sixth (1/6) compensatory leave day at option of the teacher, maximum two (2) days off per year. In cases where "comp time" is used that requires a substitute teacher to be hired, time taken must be in minimum increments of half-days.

2. Teachers whose work day is required to be longer than the normal building schedule on a daily basis will be compensated hourly at their per diem rate, or, at the teacher's option, will be allowed compensatory time equivalent to the additional time worked.

M. The NTA Professional Negotiations Team shall negotiate and approve all letters of understanding.

ARTICLE XII - INSURANCE PROTECTION

A. 1. **The district will be the insurance policy holder. For each eligible full-time teacher, the district will contribute to the cost of insurance. The amount paid by the district will be capped at \$13,000 for full family, \$11,500 for two-person and \$5200 for single subscriber coverage. The District agrees to pay the full premium necessary for insurance coverage for each eligible full time teacher and their family. The cap supersedes any and all subsections below. (Note: The union may modify the subsections of this article in order to reach this cap.)** Each eligible employee may elect **a plan comparable to** either MESSA PAK Plan A or Plan B insurance coverage as follows: Plan A: Choices II, Delta Dental 100: 80/80/80: \$1,300, vision VSP-3, negotiated life \$30,000 AD&D, or Plan B: Delta Dental 100: 80/80/80: \$1,300, vision VSP-3, negotiated life \$40,000 AD&D plus up to \$350* in MESSA variable options and/or MEAFS annuities, such programs to these in effect on the date of this agreement **or totally comparable programs.**

The co-pay for prescriptions will be the preferred plan \$5.00/\$10.00.

The deductible option will be \$100/\$200 In-Network or \$250/\$500 Out-of-Network.

The co-payment option will be \$20 for Office Visits and \$25 for Urgent Care/\$50 Emergency Room.

* TSA will remain at \$350 per month for less than ten (10) members electing the option of pak B. If ten (10) or eleven (11) members choose pak B, then the TSA is \$400/month. If 12-14 members choose pak B, then the TSA is \$450/month. For 15 or more members choosing pak B, the TSA is \$500/month.

2. Eligible part-time teachers may select one of the following fixed options:

a) They may, as in the past, apply the equivalent of a prorated portion of the applicable (single, family, etc.) premium for Choices II insurance toward Choices II health insurance premiums, or

b) They may apply the equivalent of a prorated portion of the single subscriber premium for Choices II insurance toward premiums for the dental (Delta Dental 100: 80/80/80: \$1,300) / vision (VSP-3) insurance package.

Proration is determined by dividing such part-time employee's hours/days actually worked by the normal annual schedule of hours/days worked by regular full-time employees and multiplying by the applicable premium.

3. A committee will be formed, with representatives of the District and the Professional Negotiations Team, to review insurance coverages and costs. Such committee will meet upon written request of either party.

B. The Association will participate in any discussion on anticipated change of carrier. A joint presentation of all carriers being considered will be held before the change of carrier occurs. The Association may make recommendations to the Board concerning such anticipated change of carrier, including any areas in which the Association does not believe the coverage to be comparable. If the Association does not agree the contemplated coverage is totally comparable to the required coverage, and intends to grieve, the grievance must be filed directly at Step 3 of the Grievance Procedure within seven (7) calendar days of decision by the Board. If the matter is processed through arbitration the Board agrees not to change the carrier unless a ruling is received from the arbitrator.

C. If the teacher is under contract from the start of the school year (or from the start of their contract year if hired as a permanent employee for the balance of the school year) until the beginning of absence necessitated by illness or injury, and if such teacher has exhausted paid sick leave accrual, payment of premiums necessary for the above mentioned insurance protection shall continue through the balance of the teacher's contract year as hereafter defined.

D. The District shall continue payment of insurance premiums for all teachers employed during the school year, who have completed their full contractual obligation for teaching such school year, to permit insurance coverage for the balance of the teachers' contract year, such contract year being the twelve (12) month period commencing at the start of the fall session of the school year and continuing through August 31 of the following calendar year. Teachers who have not completed their full contractual obligations will have such insurance premiums paid on their behalf through the end of the calendar month in which they last actually worked for the district.

E. Additional programs available through the District's insurance carriers shall be available at the employee's cost, through advance payroll deduction, and shall be limited to the following; additional life, health, income protection and TDA benefits, unless ten (10) or more members subscribe to an additional program.

F. Except as otherwise herein provided, for approved leaves of absence not extending beyond the end of the calendar month the District will continue to pay such insurance premiums for insurance coverage through the end of such month. For leaves which extend beyond the end of the calendar month the teacher must pay such premiums for coverage commencing at the end of such month, and for the duration of such leave.

G. Except as otherwise provided, the District's obligation hereunder shall exist with respect to any employee only while they are in the active service of the District, continue to serve as a full-time employee of the District, and continue to have earnings from the District for hours actually worked and shall terminate when they retire, quit, are discharged, are laid off, or for any other reason terminate active employment with the District.

H. The District, by payment of the premiums for insurance coverage as herein specified, shall be relieved of any further obligation or liability with respect to such benefits or coverage.

I. An employee, to be eligible for benefits, must make proper application with the District, and must keep the District informed of any changes in family, coverage desired, beneficiaries or other information affecting insurance status. The effective date for coverage, or for changes in coverage, will be the earliest date permitted by the insurance carrier following notification of such change by the District (or the employee's eligibility date, if later). Any employee whose benefits have been terminated must make proper application for resumption of benefits before benefits will again be provided. The District will make available necessary insurance information, including application forms and claims material provided by the insurance carrier.

J. If employees wish to continue coverage during periods when the District's obligation does not exist they shall have sole responsibility for making arrangements necessary for continuance of such coverage at their own expense. The District will notify insurance carriers of changes requested by employees within a reasonable period following notice to the District. It is, however, the employee's obligation to assure that proper and complete information has been provided and that they are receiving the desired insurance benefits. It is also the employee's responsibility to make adequate provision for any required advance payment of premiums when such responsibility for premiums is that of the employee. Accordingly, although the District will make reasonable efforts to notify employees prior to termination of their benefits, where the obligation for payment of such premiums is that of the employee the District may automatically terminate insurance benefits, due to the employee's non-payment of necessary premiums, with or without prior notice to the employee.

ARTICLE XIII - EVALUATION OF TEACHERS

A. The evaluation of the performance of each teacher in the school system is the responsibility of the administration and will be done in accordance with the law. In such evaluations, all monitoring or observations of teachers shall be conducted openly.

B. Evaluations shall only be conducted by a building principal or other qualified administrator as designated by the Board of Education. Each written review of the teacher's job performance shall be based on at least thirty (30) consecutive minutes of classroom observation. No evaluations will be conducted during the last two (2) weeks of school. No evaluation will be conducted by individuals who are both administrators and members of the Association.

C. The performance of all teachers shall be evaluated in writing as follows:

1. Probationary teachers employed by the District for at least one full school year will be provided with at least an annual year-end performance evaluation each year during their probationary period, such year-end performance evaluation being based upon at least two classroom observations held at least sixty (60) days apart, unless a shorter interval between the two classroom observations is mutually agreed upon by the teacher and the administration. Observations will be timed so that an opportunity is available when appropriate for remedial measures each semester.

2. Tenure teachers shall be evaluated in writing at in accordance with the law least once every three (3) years. A personal meeting will be held with each tenure teacher within ten (10) school days after the observation to review his job performance as described in the written evaluation utilizing Section D criteria.

D. The written evaluation shall be based on the following criteria:

1. Knowledge of subject matter.
2. Effectiveness of teaching methods.
3. Appropriateness and effectiveness of classroom control and discipline.
4. Ability to establish rapport and a positive working relationship with students.
5. Performance/achievement of students will be a significant factor

Areas where improvement is needed should be described and recommendations for improvement should be made. Subsequent evaluations should address improvements made and deficiencies that persist.

E. Three (3) copies of the written evaluation shall be submitted to the teacher, two (2) to be signed and returned to the administrator and the other to be retained by the teacher. In the event that the teacher feels that the evaluation is incomplete or unjust, the teacher may object in writing and have those objections attached to the evaluation report.

F. Failure of the District to comply with legal requirements concerning teacher evaluation will be conclusive evidence that the teacher's performance for that school year was satisfactory to the extent required by law.

G. Association representatives shall be involved in the development and periodic review of the evaluation instrument.

H. Teachers shall have the right upon request to review the contents of their personnel file. A representative of the Association may accompany teachers in this review.

I. No employee who has completed his/her probationary period will be disciplined without just cause. Such discipline may include, but is not limited to, oral warning, written warning, suspension and/or discharge. Documented oral warning will not be considered written warning. When appropriate the district intends to follow the principle of progressive discipline but, depending upon the nature of the offense, such discipline may include immediate suspension or discharge.

J. A verbal reprimand given to a teacher will be done in private and with an association representative present.

K. Teachers shall at all times be entitled to have present a representative of the Association when they are being reprimanded, warned or disciplined for any infraction of discipline or delinquency in professional performance. When

request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.

ARTICLE X - SICK LEAVE

A. Each teacher shall be granted ~~eleven (11)~~ **eight (8)** days sick leave per year. The unused portion shall accumulate to a maximum of two hundred (200) days. **For all teachers hired after June 30, 2011, the maximum days that may be accrued will be one hundred (100).** The leave days may be used for the following reasons and subject to the following conditions:

1. Personal Illness or Disability - The teacher may use all or any portion of their leave to recover from their own illness or disability. Such leave may also be used for medical and dental appointments of the teacher, for that portion of the day that is necessary, and where the teacher's presence is necessary for such appointments of their spouse, children, parents or other members of their household, for whom the teacher has responsibility, which cannot be made outside the school day, provided prior approval for the specific day has been obtained from their principal.

2. Employees shall be allowed up to five (5) working days with pay as funeral leave days not to be deducted from sick leave for death of spouses, father or mother in-law, children and parents, and shall be allowed up to three (3) working days with pay as funeral leave days not to be deducted from sick leave in the death of step-parents, step-children, brothers, sisters, brothers-in-law, sisters-in-law, grandparents, and grandchildren, or a member of the employee's household. The principal, at his discretion, may grant additional days to be deducted from sick leave. A teacher shall be allowed up to three (3) working days to be deducted from sick leave for the death of an aunt or an uncle.

3. Leave days to be deducted from sick leave for the following purposes shall be at the discretion of the employee's Principal:

- a) Absence not to exceed one(1) day for the death of a close friend.
- b) Sickness of spouse, children, and parents or other members of their household for whom the teacher has responsibility.
- c) Absence not to exceed one (1) day to act as pall bearer in a funeral service.

B. The Board shall furnish each teacher with a written statement at the beginning of each school year setting forth their total sick leave credit.

C. A teacher who is unable to teach because of personal illness or disability and who has exhausted sick leave available may, with doctor's written recommendation, be granted upon written request leave of absence for the remainder of the school year. The leave may be renewed each year upon written request by the teacher and approval of the Board.

D. Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days, and the District shall pay to such teacher the difference between his or her salary and the benefits received under the Michigan Worker's Compensation Act for the duration of such absence not to exceed one year.

E. A teacher absent from work because of mumps, scarlet fever, measles, chicken pox, lice, scabies, or other childhood diseases due to exposure in the classroom shall suffer no loss of compensation and shall not be charged against personal sick leave.

F. Sick leave days will not be deducted from teachers when requested days coincide with emergencies which cause their schools to be closed, except for extended (five [5] calendar days or more) previously granted leave.

G. Upon retirement, disability or death of a teacher after ten (10) consecutive years of service within the system, the Board agrees to pay said teacher or beneficiary (1) unused sick leave days, at one-half (1/2) the daily Base teacher's rate, to a maximum of \$1700.00 and (2) all sick leave beyond those days needed to satisfy G.(1) at the rate of one-half (1/2) the daily sub pay to a maximum of G.(1) and G.(2) of three thousand dollars (\$3,000).

H. A teacher who exhausts sick leave will be granted a maximum of ten (10) days additional sick leave paid at their daily rate. Teachers may use this option once for catastrophic illness or injury. Unused days will not be added to accumulated sick leave, and the current substitute rate will be deducted from each days pay. The additional days will be used during one school year only. Teachers wishing to exercise the additional ten (10) day option must file a written request to the Business Manager.

I. The Board may adopt policies and procedures pursuant to the Family and Medical Leave Act (“FMLA” or the “Act”), covering, but not limited to, such matters as designation by the employee and/or the Employer of qualifying leave as FMLA leave, use of other leave or paid time off during FMLA leave, and medical certification for FMLA leave, as permitted by the Act.

ARTICLE XXII - DURATION

This Agreement shall be effective as of September 1, 2011, and shall continue in effect until August 31, 2014. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated. At least sixty (60) days prior to expiration, the parties will begin negotiations for an agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

**NICE Community Schools
Board of Education**

By

President

By

Secretary

NICE Teachers' Association

By

President

By

Chairman, Negotiation Team

Upper Peninsula Education Association

By

By

Michigan Education Association

By

By

APPENDIX A - Extracurricular Duty Salary Schedule

Payment for extracurricular activities which the Board implements during the duration of this Agreement will be discussed with the Association prior to implementation. If the Association does not agree the rate is proper, and if agreement is not reached with the Board, the Board may institute such proposed rate but the Association may grieve the reasonableness of such rate directly to Step 2 of the Grievance Procedure.

<u>Extracurricular Activity</u>	<u>Percent of Current Base</u>
Boys' Varsity Basketball Coach	20%
Girls' Varsity Basketball Coach	20%
Boys' J.V. Basketball Coach	12%
Girls' J.V. Basketball Coach	12%
Boys' Freshmen Basketball Coach	12%
Girls' Freshmen Basketball Coach	12%
Boys' 8th Grade Basketball Coach	8 %
Girls' 8th Grade Basketball Coach	8 %
Boys' 7th Grade Basketball Coach	8 %
Girls' 7th Grade Basketball Coach	8 %
Varsity Football Coach	20%
Assistant Varsity Football Coach	12%
J.V. Football Coach	12%
Assistant J.V. Football Coach	10%
Freshmen Football Coach	12%
Assistant Freshmen Football Coach	10%
Varsity Wrestling Coach	14%
Assistant Wrestling Coach	10 %
Head Volleyball Coach	14%
Assistant Volleyball Coach	10%
Varsity Track Coach	12%
Assistant Varsity Track Coach	8 %
Boys' Jr. High Track Coach	8 %
Boys' Assistant Jr. High Track Coach	5.5%
Girls' Jr. High Track Coach	8 %
Girls' Assistant Jr. High Track Coach	5.5 %
Cross Country Coach	9 %
Swim Team Instructor	12 %
Assistant Swim Team Instructor	8 %
Diving Instructor	4 %
Golf Coach	9 %
Boys' Tennis Coach	9 %
Boys' Assistant Tennis Coach	6.5 %
Girls' Tennis Coach	9 %
Girls' Assistant Tennis Coach	6.5 %
High School Cheerleading Advisor/Basketball	4 %
High School Cheerleading Advisor/Football	4 %
Jr. High Cheerleading Advisor	3 %
Elementary Intramurals Advisor	2 %
Band Director	10 %
Marching Band Director	3.5 %
Chorus Director (High School)	3 %
Musical Performances Director	5 % per performance
Voices In Motion Advisor	4 %
Assistant Drama Director - Vocal High School Musical	4 %
Assistant Drama Director - Orchestra High School Musical	3 %
Assistant Drama Director – Choreographer High School Musical	3 %
Assistant Drama Director	5% per play (cap @ 15%)

Drama Director (High School)	9% per play (cap @ 27%)
Drama Club Advisor (High School)	2 %
Drama Director (Middle School)	2.5 % per play
Forensics Advisor	12 %
Assistant Forensics Advisor	9 %
Jr. High Forensics Advisor	3 %
Yearbook Advisor (High School)	9 %
Yearbook Advisor (Middle School)	3 %
Senior Class Advisor	2 %
Junior Class Advisor	4 %
Sophomore Class Advisor	2 %
Freshmen Class Advisor	2 %
Student Council Advisor	7.5 %
VICA Club Advisor (per advisor)	2.5 %
Spanish Club Advisor	2 %
Key Club Advisor	3 %
Business Club (BPA & DECA) Advisor	10 %
BPA Assistant Advisor	7.5 %
Middle School Science Olympiad	3 %
National Honor Society Advisor	2 %
Chess Advisor	3 %
High School Quiz Bowl Advisor	4 %
Junior High Quiz Bowl Advisor	2 %
Driver Education Instructor	\$17.50 per hour
North Central Evaluation Chair	\$1,000 (once every 5 yrs)
Weight Room/Gym Supervisor	2%
Shakespeare Festival Director (delete see letter of agreement May 2007)	5%
Elementary School Store Advisor	4%
WHS Science Olympiad Advisor	3%
Bowling Coach	3%

APPENDIX B - SALARY SCHEDULE for 2011-12

Base Salary \$ 29,391.92 6% Reduction from 2010-11

**Experience
as of
8/31/2011**

	Factor	B.A. Salary	Factor	B.A.+18 Salary	Factor	M.A. Salary	Factor	M.A.+15 Salary	Factor	M.A.+30 Salary
0	1.00	\$ 29,391.92	1.05	\$ 30,861.52	1.15	\$ 33,800.71	1.25	\$ 36,739.90	1.35	\$ 39,679.09
1	1.05	\$ 30,861.52	1.10	\$ 32,331.11	1.20	\$ 35,270.30	1.30	\$ 38,209.50	1.40	\$ 41,148.69
2	1.10	\$ 32,331.11	1.15	\$ 33,800.71	1.25	\$ 36,739.90	1.35	\$ 39,679.09	1.45	\$ 42,618.28
3	1.15	\$ 33,800.71	1.20	\$ 35,270.30	1.30	\$ 38,209.50	1.40	\$ 41,148.69	1.50	\$ 44,087.88
4	1.20	\$ 35,270.30	1.25	\$ 36,739.90	1.35	\$ 39,679.09	1.45	\$ 42,618.28	1.55	\$ 45,557.48
5	1.25	\$ 36,739.90	1.30	\$ 38,209.50	1.40	\$ 41,148.69	1.50	\$ 44,087.88	1.60	\$ 47,027.07
6	1.30	\$ 38,209.50	1.35	\$ 39,679.09	1.45	\$ 42,618.28	1.55	\$ 45,557.48	1.65	\$ 48,496.67
7	1.35	\$ 39,679.09	1.40	\$ 41,148.69	1.50	\$ 44,087.88	1.60	\$ 47,027.07	1.70	\$ 49,966.26
8	1.40	\$ 41,148.69	1.45	\$ 42,618.28	1.55	\$ 45,557.48	1.65	\$ 48,496.67	1.75	\$ 51,435.86
9	1.45	\$ 42,618.28	1.50	\$ 44,087.88	1.60	\$ 47,027.07	1.70	\$ 49,966.26	1.80	\$ 52,905.46
10	1.50	\$ 44,087.88	1.55	\$ 45,557.48	1.65	\$ 48,496.67	1.75	\$ 51,435.86	1.85	\$ 54,375.05
11	1.55	\$ 45,557.48	1.60	\$ 47,027.07	1.70	\$ 49,966.26	1.80	\$ 52,905.46	1.90	\$ 55,844.65
12	1.60	\$ 47,027.07	1.65	\$ 48,496.67	1.75	\$ 51,435.86	1.85	\$ 54,375.05	1.95	\$ 57,314.24
13					1.80	\$ 52,905.46	1.90	\$ 55,844.65	2.00	\$ 58,783.84
14							1.95	\$ 57,314.24	2.05	\$ 60,253.44
15									2.10	\$ 61,723.03
16	1.65	\$ 48,496.67	1.70	\$ 49,966.26						
17					1.85	\$ 54,375.05				
18							2.00	\$ 58,783.84		
19									2.15	\$ 63,192.63
20										
21	1.70	\$ 49,966.26	1.75	\$ 51,435.86						
22					1.90	\$ 55,844.65				
23							2.05	\$ 60,253.44		
24									2.20	\$ 64,662.22

APPENDIX C - TIME SCHEDULE

Aspen Ridge Elementary / Aspen Ridge Middle School

Teachers Report	8:10 AM
Instruction Day	8:19 AM – 3:11 PM
Teachers Dismissed	3:35 PM

Westwood High School **

Teachers Report	7:55 AM
Instruction Day	8:05 AM – 3:00 PM
Teachers Dismissed	3:20 PM

** Schedule for teachers at Westwood who deviate from the established time schedule and teach an early morning class.

Teachers Report	7:05 AM
Instruction Day	7:10 AM – 2:05 PM
Teachers Dismissed	2:30 PM

APPENDIX D - CALENDAR – 2011-12

September 1, 2011	First day for teachers (P.D.) No students
September 6, 2011	First day for students
October 14, 2011	Professional Development – No students
November 24-25, 2011	Thanksgiving Break
December 22, 2009	Last school day before winter break
January 3, 2012	Classes resume after winter break
February 17 & 20, 2012	Professional Development – No students
April 2-9, 2012	Spring Break
April 10, 2012	Classes resume after spring break
May 28, 2012	Memorial Day
June 6, 2012	Last day of school (students)
June 7, 2012	Last day for teachers

Teacher Days = 180; Student Days = 175; Professional Development Days = 5 Full Days

Marking Periods and Parent-Teacher Conferences – to be determined

Teachers may earn time to use on February 20th by participating in monthly after-school technology PD.

K-12 Open House will be scheduled for September 1st 5-7pm