

## Issues of Concern for the Certified Contract:

C. Part-time Teachers: The average amount of hours on the school grounds for a teacher per day, multiplied by the number of days worked in the school year, divided by 1,040 hours, will determine a seniority/pay scale coefficient. A teacher's pay will be the exact decimal multiplied by the amount on the salary schedule that the teacher is qualified to receive according to the contract. Two years of less than 0.5 experience would count as one full year for seniority/pay. If the coefficient is 0.5 or greater, then the teacher will receive one year for moving on the salary scale and seniority list. Teachers who are asked by the District and who voluntarily agree to teach a class at grades 7-12 during their preparation period will use the formula in this section.

### ARTICLE 8 - TEACHER WORKLOAD AND CONDITIONS

A. Basic Teacher Work Day: The basic work day for teachers will be 8:00 a.m. to 4:00 p.m. Monday through Thursday. Dismissal on the last student day of the week will be with the departure of buses. Exceptions during the work week are Child Study Teams and Individual Education Plan meetings with parents and P.I.R. activities and staff meetings.

D. Lunch Break: All K-8 teachers shall receive a daily, duty free, uninterrupted lunch/noon recess of forty minutes or the student lunch period, whichever is greater. In the event that more supervision is needed, the elementary teachers will be given the option to cover noon-time duty (see E, below).

### ARTICLE 9 - TEACHER WORK YEAR

1. The basic teacher work year is 187 days, of which 177 are pupil-instruction days, seven are pupil instruction related days, and 3 are teacher development days. The Board shall establish an advisory committee to evaluate the District's professional development plan and recommend plans for subsequent years.

2. Extra Duty Compensation-Extra Duties will be defined as obligations outside the contract work day and/or outside the work year (outside the one hundred eighty-seven (187) day contract such as evenings, weekends, holidays, unscheduled work days and/or summers). These assignments shall be paid an hourly rate (\$25.00 per hour) based on hours the bargaining unit member is directly supervising and/or instructing students or performing assigned school work or with the mutual agreement of the teacher and their supervisor, result in pre-arranged early release time for the equivalent to the time vested in the activity.

These duties may include Curriculum Committee Work, RTI, STEM night, Family Literacy Night, Professional Development Instructor, and Concerts. This does not apply to duties on Appendix C. Extra-Curricular Schedule or athletic event workers.

3. Peer Coverage (In-staff Substitutes)-Teachers who are assigned by their administrator or the district substitute coordinator to cover a class on their prep, and/or combine classes when no substitutes are available in the district for the teacher whose class they are assigned to cover, **will be compensated at a rate of \$15.00 per hour**. Teacher and administrator will sign a time card to submit for payment to the business office. Payments for this service shall be made the month following substitute duty. *(how does this change now that classes are likely more than 1 hour)*

ARTICLE 12 - LEAVES OF ABSENCE Introduction: All leaves granted under this provision will be in units of a **full day or half day**. Personal and professional leaves will be granted at the discretion of the Superintendent during the opening week or closing week of the school year, the closing week of the first semester and the opening week of the second semester, and the day before or the day after any holiday or vacation. The Superintendent may deny personal or professional leave at the time of request, if the Superintendent determines that such leave will limit the provision of educational services to students.

A. Basic Salary Schedule:

1. The adopted salary schedule (Appendix B) lists **the basic salary for 187 duty days**.

B. Extended School Year:

1. **Compensation for an extended school year will include the basic salary plus 1/187 of the basic amount for each additional day.**

2. **The individual contract of employment lists the basic (187 day) salary plus the pay for additional days.**