

**2011-2012
COLLECTIVE BARGAINING AGREEMENT
between Millard Public Schools
and the Millard Education Association**

THIS AGREEMENT made and entered into this ___day of _____,2011 by and between School District Number 17, Douglas County, Nebraska, also known as the Millard School district (hereinafter called "District"), and the **Millard Education Association** (hereinafter called "Association").

WHEREAS, the parties have from time to time met and negotiated the terms and conditions of employment for teachers for the 2011-12 school year; and

WHEREAS, the parties have reached an agreement with respect to the terms and conditions of the employment for teachers for the 2011-12 school year;

NOW, THEREFORE, in consideration of the covenants and conditions as hereinafter set forth, the parties agree as follows:

**ARTICLE I
RECOGNITION**

The District hereby agrees to recognize the Millard Education Association as the exclusive bargaining agent for the certificated staff employed by the District defined as "teachers" under Nebraska Rev. Stat. §79-101 for the purpose of negotiating collectively on those terms and conditions of employment required by law.

**ARTICLE II
PROCEDURE AND PROTOCOL**

The parties hereby agree that negotiation shall be commenced, conducted and completed according to the procedure and protocol set forth and described in Appendix "A", which is attached hereto and made a part of this agreement.

**ARTICLE III
TERMS AND CONDITIONS**

1. Term of Contract:

The term of the contract shall begin on August 1, 2011 and terminate on July 31, 2012 and shall consist of 193 teacher days. The district may require any teacher covered by this agreement to work up to two additional days as needed; each teacher who works the additional day(s) shall be compensated at his or her daily rate. Each teacher required to work additional day(s) shall be given a minimum of 90 days written advance notice. A teacher may be excused without pay from working the additional day(s) by providing good cause; good cause shall include any of the leave of absence reasons set forth in Board Policy and Rule. Failure to show good cause may result in disciplinary action. Each new teacher hire who attends new teacher workshops outside the regular teacher calendar shall be compensated for each day of attendance at a rate of \$200 per day.

If upon the expiration of this agreement on the 31st day of July, 2012 the parties hereto have not agreed to a collective bargaining agreement for the school year 2012-13, the terms of this agreement shall continue in full force and effect so long as the parties are continuing to engage in good faith collective bargaining.

2. Salary / Compensation:

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The salary ranges for 2011-12 are attached hereto as Appendix B and by reference incorporated and made a part of the contract.

Placement on the salary range: For the 2011-12 school year, the District shall pay each full-time teacher employed by the District during the 2010-11 school year an increase of 0.75%. The 0.75% will be paid regardless of the loss of one day. Any other changes in days will be adjusted proportionately. A teacher's daily rate of pay is his or her annual salary divided by the number of contract days. To be eligible for the increase the teacher must have been employed at least 90 days during 2010-11. The salary will be adjusted proportionately according to changes in the individual teacher's F.T.E and/or contract days. A teacher returning from a leave of absence shall receive an increase over and above the daily rate paid during the year he or she was last employed.

Additional Days: Each teacher who is required to work extra days beyond the contracted days specified in this agreement will be compensated at his or her regular daily rate of pay, provided, however, that the District may set pay rates without reference to salary per diem under any of the following conditions:

- (a) when non-teaching duties are offered and accepted during non-contract days (e.g. painting, maintenance, moving furniture, configuration and setup of computers, etc.), the rate of pay shall be at the sole discretion of the District;
- (b) when non-required direct delivery of instruction is offered and performed as additional days (e.g. summer school), the District may set a rate of pay which shall not be less than \$250 per day;
- (c) when non-required duties related to teaching are offered and performed as additional days (e.g. curriculum writing, required staff development, assessment development), the District may set a rate of pay which shall not be less than \$200 per day; and
- (d) supervision duties during the year shall be at the extra duty rate provided in Appendix C.
- (e) The District may offer optional staff development during off-contract time. Optional staff development may be offered with or without a monetary incentive (or other incentive), as offered by the District, for the employee to participate.
- (f) In the event duties are performed for less than a full day, the District may set a comparable hourly rate by dividing the daily rate by eight (8) or a one-half daily rate set by dividing the daily rate by 2. In no event shall the total an hourly rate or a one-half daily rate exceed the daily rate for any one day worked.

Payment for additional graduate hours: Each teacher who completes graduate semester credit hours from an accredited institution of higher learning shall receive a salary increase of \$165 for each credit hour. This increase will be added to the teacher's salary and become a part of his or her salary for future salary computations. The teacher must receive prior approval from the District for each specific course and institution (see Appendix D for additional terms and conditions). Maximum Credit hours shall be as follows:

Bachelor's: The maximum number of credit hours recognized for additional salary payment above a Bachelor's degree shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).

Master's: The maximum number of credit hours recognized for additional salary payment above a Master's degree, shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).

Educational Specialist: The maximum number of credit hours recognized for additional salary payment above an Educational Specialist degree, shall not exceed 3; provided however, the 3 credit hours must have

been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).

Doctorate: The maximum number of credit hours recognized for additional salary payment above a Doctorate degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).

Calculation Restrictions: In all salary ranges, (Bachelor's, Master's, Educational Specialist, and Doctoral), credit hours used for salary determination must not have previously been used to calculate salary. Credit hours used for salary determination must have been obtained after the date the preceding degree was earned as evidenced by the official college transcript.

Payment for Masters Degree: Each employee who received a Masters degree from an accredited institution of higher learning prior to September 1, 2005 shall receive a \$2,000 Masters Stipend and each employee who received a Masters from an accredited institution of higher learning after September 1, 2005 shall receive an \$800 Masters Stipend.

No teacher shall be eligible for more than one Masters Stipend. The Masters Stipend shall be decreased proportionately for persons less than one F.T.E.

The Masters Stipend will be tracked separately and will not be considered a part of salary for purposes of future salary computations, daily rate calculation, or the Voluntary Separation Program.

Employees must complete the Masters degree prior to September 1 of the current school year and must file an official college transcript with the Human Resources Office prior to December 15 of the school year in order to qualify for the Masters Stipend.

Payment for PhD/EdD Degree: Each teacher who completes an EdD or PhD degree from an accredited institution of higher learning shall receive a salary increase of \$1000; provided, however, the teacher has received prior approval for the degree from the District and provided the degree has not previously been used for salary determination. This increase will be added to the teacher's salary and become a part of his or her salary for future salary computations.

Initial Salary Placement: Teachers new to the District shall be given credit for graduate hours and years of previous teaching experience with limitations. Initial salary placement for years of service and for education attained prior to September 1, 2004 shall be based on a schedule maintained by the District based on the 2004-05 step and lane as increased over time commensurate with historical District teacher pay increases. Initial salary placement for years of service for education attained after September 1, 2004 shall be based on \$165 per graduate credit hour.

Credit hours used for salary placement after the initial year of hire must be earned after September 1 of the school year for which the teacher was initially hired.

The salary will be adjusted proportionately according to the individual teacher's F.T.E and/or contract days.

Critical Shortage Program: The District may determine critical shortage teaching areas and may determine a stipend to be offered to candidates who accept job offers in those areas. Eligible stipend recipients shall include any teacher employed by the district in a non-critical shortage area who is selected to fill a critical shortage area position. The stipend will be distributed over a one-year period providing the recipient remains employed by the district in the critical shortage area during the entire one-year period. Recipients who cease to be employed by the District in the critical shortage area shall forfeit all future stipend payments on the day their assignment ends. The policies, procedures, implementation and all decisions related thereto shall be the sole responsibility of the District; provided however, the District will review the program with the Association prior to implementation.

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Extra Duty Compensation: The schedule for extra duty compensation is attached hereto as Appendix C and by reference incorporated and made a part of the contract. The District shall establish the procedures and rules for administration and payment of longevity stipends. Extra duty may be paid proportionately over the remaining contract beginning when the extra duty is assigned and when the District Human Resources office is notified of the extra duty assignment and ending in June. Extra duty may also be paid in annual or semi-annual amounts at specific dates set by the District. The choice of which extra duties will be paid proportionately and which will be paid in lump sum amounts will be at the discretion of the District, with input from the Association. In the event a teacher is permitted to withdraw from an extra duty assignment, any payments previously paid will be deducted from the employee's compensation.

National Board Certification for Professional Teaching Standards (NBCPTS): Each teacher holding an unexpired NBCPTS issued prior to July 31, 2012 shall be paid a stipend of \$2,000 by the District for the time remaining on that teacher's certification. No new stipends (or renewals of stipends) will be permitted after July 31, 2012.

3. Insurance:

The District shall provide each full-time teacher with health, dental, \$50,000 term life, and long-term disability coverage and benefits. Health Plan benefits are outlined in Appendix "F" which is attached hereto and by reference incorporated in and made a part of this Contract. Dental plan benefits are outlined in Appendix G. The District may set the District's contribution amounts towards Benefit Premiums. The amount of the District Premium contributions shall be made available to Teachers.

Health Insurance: For each eligible full-time teacher who participates in the employee wellness plan, the District shall pay the full cost for single or family health coverage. For each full-time employee who does not participate in the wellness plan or who does not meet the criteria in the wellness plan, the District may charge the employee a maximum of 10% of the District designated premium amount for the single or family health coverage. The District may deduct the wellness charge beginning in September for each full time employee who elects to not participate in the wellness plan. The District may deduct the wellness charge beginning in March for any participant in the wellness plan who has not, as of February 10, met the criteria of the wellness plan. The District shall rebate the deducted amount(s) upon verification that the employee has fully participated in the plan by July 10.

Emergency Room: The District may change the terms of the plan to include a penalty of up to \$100 for each non-qualified emergency room visit.

Wellness Program: The District may develop a wellness program. The policies, procedures, implementation and all decisions related to wellness program shall be the responsibility of the District; provided, however, that the District will develop the program with input from the Association. Any employee who is exempted from the wellness program due to requirement of law (e.g. Americans with Disabilities Act), will not be charged designated premium amounts for non-participation or failure to meet the criteria of the wellness plan.

Dental Insurance: The District shall pay the full cost of single dental coverage; the teacher may purchase family dental coverage by paying the additional premium through payroll deduction.

Life Insurance: The District shall pay the full cost of \$50,000 term life coverage.

Long-Term Disability Plan: Each full-time teacher shall participate in the long-term disability plan and the teacher shall pay the full premium through payroll deduction; the premium shall not be paid through the District's Section 125 plan.

Married Employees both Employed by the District: If two District employees are married to each other and each qualifies for District paid family health insurance, then the District shall provide and pay the premium for one family health plan and one family dental plan; provided neither of the employees is eligible for nor elects to participate in "cash option."

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Part-time teachers: The District shall provide the same health, and dental insurance coverage and benefits for part-time teachers (who are employed as one-half F.T.E. or more, defined as at least 20 hours per week) as for full-time teachers. The District shall contribute an amount equal to one-half of the amount it contributes on behalf of a full-time teacher (including a proportionate employee charge for each employee who does not participate in the wellness plan or who does not meet the criteria in the wellness plan); provided, however that the part-time teacher elects coverage and pays the balance of the premiums for such coverage. The District shall provide each part-time teacher with a \$50,000 term life insurance policy and will pay the full premium. Additionally, each part-time teacher who is employed at least 17.5 hours per week or more shall participate in the District's long-term disability plan and the teacher shall pay the premium.

Cash Option: Each full-time teacher who was employed by the District during the 1996-97 school year and who has been continuously employed by the district thereafter, shall be eligible to exercise a cash option of \$325.28 per month in lieu of health and dental insurance in accordance with the cash option plan adopted by the District. Any such teacher electing cash option may, at his or her option, purchase single or family dental coverage. Any such teacher electing cash option may, at his or her option, receive a reduced cash option of \$157.40 per month and the district will pay the premium for single health and dental. Continuous service shall include school-years during which a teacher was on an approved leave of absence. Any teacher who discontinues cash-option shall not be allowed to elect cash-option at a later date, even if the teacher was continuously employed from the 1996-97 school year. Any teacher who elects cash-option of \$157.40 per month may not elect cash option of \$325.28 at a later date even if the teacher was continuously employed from the 1996-97 school year.

Direct Bill: In order to be eligible for the Direct Bill Plan as an early retiree, the employee, the spouse and dependents each must have had a minimum number of months of continuous coverage under the District's Health and/or Dental Plan at the time continued coverage begins. The minimum number of months of continuous coverage required is 60 months

4. Leave of Absence:

Paid Leave: During each school year covered by this contract, each full-time teacher shall receive twelve (12) days leave, and further be allowed any unused and accumulated leave from the previous year to a maximum total of ninety-two (92) days of leave at full pay. Such leaves shall be taken only for reasons of: personal illness, family illness, family death, and business and emergency. The rules for use of leave are established in Board Policy and Rule.

Business and Emergency Leave: Up to three days of a teacher's accumulated paid leave per year may be used for business and emergency leave; and a maximum of one business and emergency leave day per year may be taken for any or no reason whatsoever; subject to limitations on permissible dates of leave, limitations on number of teachers eligible for leave on any given day, and application procedures developed by the District. In addition to the sufficient grounds currently listed in Board Rule, Business and Emergency Leave may be approved for: (a) District approved college course work; (b) graduations, college visits, or competitions in which the employee's children participate; (c) serious illness of a friend or non-immediate family member; and (d) weddings of a friend or non-immediate family member (subject to single day restrictions in Board Rule). Additional clarification of business and emergency leave consistent with these parameters may be established in Board Policy or Rule.

Part-time teachers shall be allowed leave on a prorated basis equivalent to that portion of the total of twelve (12) days leave which is, equal to the proportion of his or her hours of part-time employment to the total regular employment hours per school year, and further be allowed any unused and accumulated leave from the previous school year to an equivalent total not to exceed what that proportion is to the ninety-two (92) days for regular full-time employees. Use of paid leave by part-time teachers shall only be allowed on a prorated basis. Effective August 1, 1994, a teacher whose employment status changes from full-time to part-time and whose accumulated leave is greater than the maximum allowable prorated amount shall have the excess amount placed in reserve until such time that the employee's full-time equivalency increases. When the employee's full-time equivalency increases, some or all of the reserve leave shall again be part of the accumulated leave up to the maximum allowable prorated amount.

Extended Personal Illness Leave: Extended paid leave shall be provided to teachers as follows:

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a) **Borrowed Personal Illness Leave:** Each eligible teacher who has used his or her current and accumulated paid leave may borrow up to ten (10) days from the next school year's paid leave allotment. If the teacher resigns before receiving sufficient additional paid leave days during the succeeding year(s) to repay the borrowed leave, the teacher shall be required to repay the District for the salary received for the borrowed leave. The salary repayment will be at the teacher's daily rate at the time of repayment for each borrowed day of paid leave and shall, if possible, be deducted from the employee's last paycheck. Should personal illness be the reason leading to resignation or termination of the teacher, the teacher shall not be required to pay back the salary for the borrowed days.

b) **Substitute Deduct Pay:** A teacher who will qualify for long-term disability and who has fully used all of his or her paid leave and any applicable borrowed personal illness leave, as identified in Paragraph (a) above, prior to being eligible to receive long-term disability benefits, will be eligible for substitute-deduct leave. During substitute-deduct leave, the teacher shall continue to receive his/her salary reduced by the cost to the District of the substitute employed to replace the teacher.

In the event the District and the teacher, after receiving any information which determines that a teacher may qualify for long-term disability (and the teacher elects substitute-deduct leave prior to being approved for long-term disability) and the insurance carrier subsequently denies the long-term disability request, the teacher will be responsible for reimbursing the District the total amount of payments made to the teacher during the substitute-deduct leave. Such reimbursement will be through payroll reduction, if possible.

c) **Procedures:** The procedures and rules for administration of extended personal illness leave shall be established by the District.

Reimbursement for unused Paid Leave: At the conclusion of each school year covered by this agreement, each full-time teacher shall receive reimbursement for each unused day of accumulated paid leave in excess of eighty (80) days and further shall have his or her accumulated paid leave allotment reduced to eighty (80) days. Each part-time teacher shall receive reimbursement for each unused day of accumulated paid leave in excess of that portion of eighty (80) days which is equal to the proportion of his or her hours of part-time employment to the total regular employment hours per school year and further shall have his or her accumulated paid leave allotment reduced by the number of reimbursed leave days. The rate of reimbursement shall be \$100 per day. The District shall establish procedures for payment of the leave reimbursement program.

Association President Leave: The President of the Association representing the majority of the teachers, at the request of the Association, will be given leave with pay during such President's term of office; provided however, the Association shall reimburse the District the full cost of salary and fringe benefits of the Association President. The leave shall be for no less than one semester. The Association must provide the District a ninety (90) day notice in advance of such leave request. The president will be returned to the same position held when the leave commenced and be advanced on the salary schedule as other teachers and without any limitation because of the leave granted.

5. Voluntary Separation Program:

Each teacher who has completed the equivalent of ten (10) or more full-time years of service in the District as a full-time or part-time certificated employee may participate in the Voluntary Separation Program (VSP) if the teacher is at least fifty-five (55) years of age; provided, however, that any teacher so electing to participate shall be required to complete the school year before retirement commences. VSP payments represent the purchase of a teacher's "permanent certificated/tenure rights". The procedures to administer this Program shall be established by the District. The schedule of payments to be made under this Program is as shown in "Appendix E which is attached hereto and by reference incorporated in and made a part of this Contract.

Each teacher retiring after 20 years of service in the District or who is at least 55 years of age with 10 years of service in the District shall receive \$100 per day for each day of unused accumulated paid leave at retirement. To the degree permitted by law, payment for unused paid leave at retirement will be paid as "employer contributions" to either a 403(b)/TSA account or a Health Reimbursement Arrangement (HRA) established for the employee by the District. Each employee participating in the District's Health Plan for retirees shall have these employer

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contributions made to the HRA; each employee not participating in the District's Health Plan for retirees shall have these employer contributions made to the District-designated 403(b). The policies, procedures, implementation and all decisions related thereto shall be the sole responsibility of the District; provided however, the District will review the program with the Association prior to implementation.

6. Elementary Planning Time:

Elementary teachers shall have a minimum of 300 minutes, during student contact time, of preparation/conference/planning time during a two-week instructional period. Elementary teachers include all teachers who work in an elementary building.

7. Compensation for Lost Planning Time:

A teacher covered by this agreement shall not be required to cover a class for another teacher during his or her personal planning time when a substitute is authorized and available. In an emergency situation a teacher having personal planning time may be required by his or her principal or designee to cover a class. The teacher losing the personal planning time shall be paid for each clock hour (or portion thereof, rounded to the nearest one-fourth hour) at the rate of \$25 per hour. If no teacher with planning time is available students may be reassigned to other teacher's classes, such reassignment shall be divided equally among all teachers in the building over the course of the year.

8. Facility Use:

The Association shall be permitted to place in mailboxes provided for individual staff members MEA/NSEA newsletters, circulars, notices and other materials relating to the Association and its operations. The Association shall be permitted to post or place any material relating directly to Association business on the bulletin boards located in faculty lounges. No local, state or national political campaign material for public office or any other material which violates the Policies or Rules of the District will be permitted to be either distributed through the staff mailboxes or placed on faculty lounge bulletin boards.

IN WITNESS THEREOF, the parties have duly executed this agreement as of the day and year first above written.

Millard School District
School District No. 17
Douglas County, Nebraska

Millard Education Association

by _____

by _____

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Appendix A

Procedure and Protocol of Contract Negotiations

1. Upon notice by either party to the other, the parties agree to enter into negotiations for the purpose of entering into a contract and agreement for teacher salaries and terms and conditions of employment which are either required by law or made the subject of negotiations by agreement of the parties.
2. Either party, upon giving notice to the other party, may include with such notice its proposals to be included in the contract to be negotiated by the parties.
3. The parties shall conduct negotiations in such a manner as to permit each of the parties to provide the other party with an explanation of its proposals, presentation of relevant data, dialogue and exchange of points of view.
4. Each of the parties may make proposals and counter proposals during the negotiations.
5. Either party may utilize the services of outside consultants to assist in negotiations.
6. Both parties shall designate and appoint representatives of that party for the conduct of negotiations.
7. Unless otherwise agreed upon, the negotiations shall be conducted, in closed sessions and no releases shall be made to any of the news media as to the progress of negotiations until the contract has been accepted by both parties whereupon the media will be given a joint statement.
8. If the parties fail to reach an agreement after good faith negotiations, the parties shall proceed in accordance with law.
9. If the representatives of the parties reach an agreement, the agreement shall be reduced to writing and submitted to the Board of Education of the District and to the membership of the Association for approval and acceptance and as approved and accepted by both parties, the Agreement shall be signed by the duly authorized officers of both parties.
10. The agreement shall constitute the full and complete agreement between the parties; provided however, that the agreement shall not supersede any rules, regulations, practices or policies of the Board of Education of the District. If any provision of these proposed terms and conditions are contrary to or inconsistent with any of the rules, regulations, practices or policies of the District, such inconsistencies shall be jointly submitted in writing to the Board of Education for its consideration at the time the Contract is submitted to the Board for its acceptance or rejection.
11. If any provision of the contract or any application of the contract to any employee or groups of employees shall be found to be contrary to law, then such provisions shall not be in effect but all other terms and conditions shall continue in full force and effect.

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Appendix B

MILLARD PUBLIC SCHOOLS – TEACHER SALARY RANGES 2011-12

Salary ranges for 193 days full-time:

Degree	Minimum	Maximum
Bachelors	\$36,032	\$67,202
Masters	\$38,288	\$74,984
Educational Specialist	\$44,248	\$74,984
EdD/PhD	\$45,576	\$76,128

Appendix C
High School Extra Duty Activities

	<u>Amount</u>		<u>Amount</u>
Football (boys)		Volleyball (girls)	
Head Coach	\$6,660	Head Coach	\$4,920
Assistant Varsity	\$4,490	Asst. Coach	\$3,000
Asst. Coach	\$3,500	Softball (girls)	
Basketball (boys & girls)		Head Coach	\$4,920
Head varsity	\$6,660	Asst. Coach	\$3,000
J.V. Coach	\$4,490	Soccer (boys & girls)	
Asst. Coach	\$3,500	Head Coach	\$4,920
Track (boys & girls)		Asst. Coach	\$3,000
Head Coach	\$4,920	Golf (boys & girls)	
Asst. Coach	\$3,000	Head Coach	\$2,900
Wrestling (boys)		Tennis (boys & girls)	
Head Coach	\$4,920	Head Coach	\$2,900
Asst. Coach	\$3,000	Asst. Coach	\$2,200
Baseball (boys)		Cross Country (boys & girls combined)	
Head Coach	\$5,210	Head Coach	\$2,900
Asst. Coach	\$3,000	Asst. Coach	\$2,200
Swimming (boys & girls combined) ¹		Weight Trainer	\$5,200
Head Coach	\$5,800	Asst. Activity Director	\$5,200
Asst. Coach	\$3,000	Intramural Supervisor	
District Diving Coach		Fall	\$1,110
Head Coach	\$4,920	Winter	\$1,300
Asst. Coach	\$3,000	Spring	\$1,110
		Aquatics Director	\$10,140

Appendix C (continued)
High School Extra Duty Activities
Amount

	<u>Amount</u>		<u>Amount</u>
Other Activities:		Academic Decathlon	\$1,740
Club sponsors	\$580	Debate	\$7,560
FBLA	\$1,110	Assistant Debate	\$3,780
DECA	\$1,450	Forensics	\$7,560
VICA	\$1,110	Assistant Forensics	\$3,780
FCCLA	\$1,110	Student Council	\$1,450
National Honor Society	\$1,450	Band Director	\$7,560
Literary magazine	\$870	Assistant Band Director	\$4,500
Annual (Yearbook)	\$3,770	Vocal Music Director	\$6,800
School newspaper	\$3,190	Assistant Vocal Music Director	\$3,400
Dance Team	\$2,320	Orchestra(Strings) Director	\$3,780
Fall Color Guard	\$1,450	Musical Director	\$3,030
Cheerleading:		Asst. Musical Director	\$1,520
Varsity	\$3,620	Drama Director	\$5,750
Junior Varsity	\$2,320	Asst. Drama Director	\$2,320
Freshman	\$2,320	Senior Class Board Sponsor	\$870
Wrestling	\$1,450	Junior Class Board Sponsor	\$1,300
FinishLynx System Operator	\$580	Sophomore class sponsor	\$290
		Freshman class sponsor	\$290
		MIT Leader	\$800
		MIT Consultant	\$800
		PAYBAC Liaison	\$580

Middle School Extra Duty Activities

	<u>Amount</u>		<u>Amount</u>
Basketball (boys & girls)		Club sponsors	\$580
Head 8th	\$1,740	Annual (Yearbook)	\$1,450
Assistant 8th	\$1,450	School Paper	\$730
C Team 8th	\$1,160	Student Council	\$1,010
Wrestling Boys		Volunteer Coordinator	\$290
Head 8th	\$1,740	Instrumental (Band) Director	\$1,740
Assistant 8th	\$1,450	Vocal Music Director	\$1,740
Track (boys & girls)		Orchestra (Strings) Director	\$1,160
Head 8th	\$1,740	Drama/Musical	\$510
Assistant 8th	\$1,450	Asst. Musical	\$410
Volleyball (girls)		MIT Leader	\$800
Head 8th	\$1,740	MIT Consultant	\$800
Assistant 8th	\$1,450	PAYBAC Liaison	\$580
Activities Director	\$6,660		
Intramural Football Boys	\$1,450		
Intramural Basketball Boys	\$730		
Intramural Basketball Girls	\$730		
Intramural Volleyball Girls	\$730		

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Appendix C (continued)
Elementary Extra Duty Activities

	<u>Amount</u>
Safety Patrol	\$1,110
Student Council	\$730
PAYBAC Liaison	\$580
Clubs:	\$580
MIT Leader	\$1,300
MIT Consultants	\$580

District Extra Duty Activities

	<u>Amount</u>
Department Head	\$2,320
Buildings with Instructional Team Leaders and Facilitators in lieu of Dept Heads, split building's allocated DH salaries	
Building Wellness Coordinators	\$580
Instrumental Music Department Head (4-12)	\$2,750
Computer Initiator (Elem, MS, HS)	\$2,320
Mentor	\$400
Staff Development Facilitator	\$860
TEAMMATES Sponsor (1 - 5 volunteer mentors)	\$290
TEAMMATES Sponsor (6 - 10 volunteer mentors)	\$580
TEAMMATES Sponsor (11 or more volunteer mentors)	\$870
IB Extended Essay Supervisor/Mentor	\$360
Building Web Page Initiator	\$1,450
Student Information System Trainer	\$870
New Staff Induction (Peer coaching and Productive Approaches)	\$290
Supervisor	\$25.00 per assignment

Appendix D

Salary Schedule – College Credit Courses for Salary Placement

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The following terms and conditions shall apply for salary range placement:

1. For purposes of determining placement on the salary range, a teacher must have each college graduate course approved by the Building Principal and the Human Resource Office prior to taking the course. In making the approval/non-approval determination the District will consider: the individual teacher's assignment, the type and level of college accreditation, and the individual course.
2. Each teacher who has been accepted into and is working on a degree program may submit his or her program to the Building Principal and Human Resource Office for approval. If approved it will be placed on file in the Human Resource Office and each individual course listed in the program will automatically be approved for future salary range placement.
3. Application forms for approval of college graduate hours are available in the Principal's office or from Human Resources.
4. Procedure for placement on the salary range:
 - a. Placement on the salary range will be determined annually based upon the teacher's status at the commencement of the school year.
 - b. Placement determinations will be based upon the teacher's official college transcript filed with the Human Resource Office. A transcript must be on file prior to December 15 of the school year in order for courses to be considered in placement on the salary range for the current school year.
 - c. Only those courses completed prior to September 1 of the current school year, as evidenced in the official college transcript, will be considered for placement on the salary range for the current school year.
 - d. Any payment due as a result of a change in placement on the salary range will be retroactive to the beginning of the school year.

Appendix E

Schedule of Payments - Voluntary Separation Program

An eligible employee who has been approved by the Board for participation in the Voluntary Separation Program shall receive a total benefit equal to his or her final salary times years of credited service times the salary factor indicated in the table below. The total benefit shall be divided into equal monthly payments as indicated in the table below:

Year of Plan Eligibility	Total Benefit Formula	Number of Equal Monthly Payments
1	Salary x Years x .070	60
2	Salary x Years x .065	60
3	Salary x Years x .060	60
4	Salary x Years x .055	60
5	Salary x Years x .050	60
6	Salary x Years x .045	60
7	Salary x Years x .040	48
8	Salary x Years x .035	36
9	Salary x Years x .025	24
10	Salary x Years x .015	12
11	Eligibility Ends	

Definitions:

Salary shall mean the employee's final school-year annual salary including longevity pay but not including payments for extra-duty, performance bonus, cash-option or hourly paid work.

A **year of credited service** shall mean:

- (a) any school year in which the employee is paid by the district for at least 135 days of full-time work; or
- (b) any two school years in which the employee is paid for the equivalent of at least 135 days of part-time work each year; or
- (c) any two school years in which the employee is paid for the equivalent of at least 67.5 days of full-time work each year.
- (d) Years of employment as a substitute shall not be counted toward years of service under this plan.

Monthly Payment Amount is the total benefit divided by the number of monthly payments

Age shall mean an employee's age on June 1 of any given school-year.

Year of Plan Eligibility is determined by the school year when the employee is first eligible to participate. When an employee first meets the qualifications described in the eligibility section of this agreement, the employee is in his or her 1st year of eligibility. The following school-year is the employee's 2nd year of eligibility; this pattern continues until the employee elects to participate or until the 11th year when the employee is no longer eligible to participate.

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Appendix F

MPS Health Plan

<i>Benefit Overview</i>	MPS PPO Plan Effective January 1, 2012
Annual Deductible In-network Individual Family Out-of-network Individual Family	\$500 \$1,000 \$1,000 \$2,000
Co-insurance % In-network Out-of-network	80% 60%
Out-of Pocket Max, NOT including deductible In-network Individual Family Out-of-network Individual Family	\$2,000 \$4,000 \$4,000 \$8,000
Prescription Drug Copay	Generic \$10 Preferred Brand \$35 Non-Preferred Brand \$60 Mail Order: 2.5 copays for 90 day supply
Lifetime Maximum	none

Appendix G

MPS Dental Plan for 2011-12

Benefit Overview		
	In-Network	Out-of-Network
Annual Deductible		
Individual	\$25	\$25
Family	\$75	\$75
Individual Annual Maximum	\$1,500 combined	
Diagnostic & Preventive (no deductible)		
Exams	100%	90%
Cleanings	100%	90%
X-rays	100%	90%
Fluoride Treatment	100%	90%
Sealants	100%	90%
Space Maintainers	100%	90%
Regular Restorative Services (deductible applies)		
Emergency treatment to relieve pain	80%	70%
Fillings, stainless crowns	80%	70%
Simple extractions, surgical services	80%	70%
Major Services (deductible applies)		
Endodontics – root canal therapy	80%	70%
Periodontics – treatment of gum disease	80%	70%
Crowns, inlays, onlays	50%	40%
Bridges and dentures	50%	40%
Repairs and adjustments	50%	40%
Orthodontics	N/A	N/A