

2019-2020 and 2020-2021
Contract Terminates June 30, 2021

Collective Bargaining Agreement
Between the
Board of Trustees of the DeKalb County
Eastern Community School District
And the Eastern DeKalb Education Association

This Agreement is entered into by and between the DeKalb County Eastern Community School District, by its Board of School Trustees, and the Eastern DeKalb Education Association of the DeKalb County Eastern Community School District through the duly elected officers.

It is agreed by and between the parties to this Agreement that upon the affixing of final signatures to this Agreement it shall be the final negotiations of all issues of collective bargaining pursuant to the provisions of all of the terms and conditions of said Agreement without change, alteration or amendment. The parties further mutually agree that the teachers shall not participate in any strike, work stoppage or lock out during the life of said Agreement. This agreement will be for the 2019-20 and 2020-21 contract years. This agreement will terminate June 30, 2021.

ARTICLE I
Definitions

- A. The term "teacher" when used in this Agreement shall refer to all full-time certificated teaching personnel employed and assigned in the schools of DeKalb County Eastern Community School District of Indiana, excluding the Superintendent, Assistant Superintendent, Principals, and Assistant Principals. "Teachers" also include those workplace specialist assigned to Impact Institute and teachers working through the Northeast Indiana Special Education Cooperative who derive salary and benefits through DeKalb County Eastern C.S.D.
- B. The term "Board" shall mean the School Board of the DeKalb County Eastern Community School District of Indiana.
- C. The term "Association" shall mean the Eastern DeKalb Education Association.
- D. The term "School Corporation" shall refer to the DeKalb County Eastern Community School District of the State of Indiana.

- E. The term "Agreement" contains all language that dictates Board and Association rights and responsibilities.

ARTICLE II Teaching Conditions

A. Legal Action

A teacher must immediately report in writing to the Superintendent any criminal or civil action or any threat of criminal or civil action against themselves and/or the School Corporation coming to their attention, arising out of or in the course of their employment. In the event that the teacher is in need of legal counsel or representation for any such matter when the School Corporation or Board is not bringing the action or threatening the action against the teacher or is not involved as plaintiff or complainant, the teacher shall be provided with the services of the school attorney, at the Board's expense, and the school attorney shall advise the teacher of his or her rights and obligations with respect to such litigation or threatened litigation and render such legal assistance as may be needed. Time expended by the teacher in legal consultations with the school attorney, school administration, Board, judicial or administrative agencies, in court or in depositions shall result in no loss of salary, reduction in accumulative leave or loss of other benefits, if such time is spent during regular school hours, and no additional wages, salary, or pay shall be due the teacher from the School Corporation for the time spent above and beyond working hours.

B. Continuing Education

The School Board will reimburse teachers who are seeking advance degrees or certification up to \$300 a credit hour under the following conditions:

- 1) The teacher submits a course of study and a timeline of completion to the Superintendent for approval prior to enrollment
- 2) Any changes to this course of study has to be pre-approved by the Superintendent
- 3) Coursework will directly benefit the school corporation and students of whom we serve.
- 4) Coursework approval will be limited to:
 - a. Programs that meet the Higher Learning Commission standards for teaching of dual credit programs;
 - b. Programs that meet high demand areas in the school such as but not limited to:
 - i. School Psychology
 - ii. Speech Pathology
 - iii. Special Education
 - iv. Math and science
 - v. Administration
- 5) The teacher must receive a grade of 3.0 or higher on a 4 point scale

- 6) Reimbursement will occur at the end of the course when the grade is submitted to the superintendent.
- 7) Failure to complete the approved course of study may result in the reimbursement of all tuition funds to the school corporation.
- 8) Upon completion of the approved degree or certification, the teacher will advance three steps on the salary schedule. (See Article VII Section 2)
- 9) The teacher must remain with the school corporation for at least five (5) years after completing the course of study or earning the degree. Failure to complete the five (5) years will require the teacher to reimburse the School Corporation 100% of the credit hour costs.

ARTICLE III Leaves

It is agreed that the School Corporation will provide a variety of different kinds of leaves, available to teachers. These leaves are described as follows:

A. Annual Allotment

The School Corporation will provide twelve (12) days of flexible leave per teacher per year. When using flexible leave for personal business, the teacher shall submit a written statement prior to the intended leave to the Principal, who will initial the request and submit it to the Superintendent. The statement will state the date of the leave and the reason. The teacher will make the subjective determination of what is personal business. However, granting of this leave for personal business use will be dependent upon availability of substitute teachers. A teacher absent from work during the school year due to a verified battery by a DeKalb Eastern student or his/her representative as a result of a school related incident shall not be charged with loss of flexible leave days for a period up to five (5) school days.

B. Unused Leave

1. At the end of each school year, unused Flexible Leave Days shall be added to the given teacher's Accumulated Days until it equals 30 days. Accumulated Days may be used for personal illness or to care for anyone recorded on the Family Relationship Form. Use of these days shall be requested in writing and accompanied by a physician's statement. Unused days have no monetary value upon resignation or retirement from the school district.

2. At the end of each school year and provided the maximum limit of Accumulated Days for a given teacher has been reached, the Board will make a contribution to the given teacher's 401 (a) account at a rate of .003 times the teacher's annual salary (excluding extra duty pay) times each of the first six (6) unused Flexible Leave Day above the given teacher's maximum limit of Accumulated Leave Days limit. This

contribution will increase to .006 times the teacher's annual salary (excluding extra duty pay) times for each of the unused days at day seven (7) and beyond.

C. Reporting Illness

In case of illness, the teacher involved shall telephone, as directed by the Principal, and report said illness upon the realization of said illness. This reporting should be no later than 6:45 a.m. or as directed by the Principal. Teachers who know they are not going to be well enough one day to teach the following day should so communicate to the Principal before the substitute teacher has a chance to leave the building.

D. Professional Leave

This leave is non-accumulative released time to attend professional meetings. Teachers may have release without loss of compensation to attend professional meetings. Once this leave has been sanctioned by the Superintendent in writing, approved professional leave expenses will be paid. Designation for reimbursement will be made on the leave form when it is approved by the Superintendent.

E. Death Leave

This leave is non-accumulative. Each employee shall be entitled to be absent from work without loss of pay as the result of a death in the immediate family, and this leave may not extend for a period of more than five (5) consecutive school/work days beyond such death. Immediate family shall include parents and stepparents, sister, brother, or miscarriage. **Employee shall be entitled to be absent from work without loss of pay as the result of a death of a spouse, child or stepchild, and this leave may not extend for a period of more than ten (10) consecutive school/work days beyond such death.** If the employee is married, this leave shall also include the immediate family of the marriage partner. The employee shall clear such leave with the building principal and the principal will notify the Superintendent the same day. This leave will not be granted unless the applicant has submitted a Family Relationship Form as provided by the Superintendent prior to such death. Should the employee not exhaust the before mentioned days, the employee may use up to two (2) days to settle matters directly pertaining to the settlement of the estate provided these days are taken within the same school year in which the death occurred. In addition to the above, two (2) days shall be allowed for the employee's attendance at the burial of a grandparent, grandchild, or sister/brother-in-laws. At the discretion of the Superintendent or designee, one day may be allowed for anyone not on the above list.

F. Leave for Jury Duty

This leave is non-accumulative. The Board will pay a teacher who has to serve on jury duty the difference between what the court pays said teacher and the teacher's daily wage. The teacher serving on jury duty must notify the Principal when such jury

duty is assigned, and the teacher must furnish the Superintendent with proof of the amount paid by the court.

G. Leave for Court Appearance

In the event that any teacher is subpoenaed to appear in any court proceeding other than a suit against the School Corporation or its Board members acting in their official capacity or any of its agents acting in their official capacity, the teacher shall be entitled to receive the difference in what is paid to him or her by the court and his or her regular pay for a period not to exceed five (5) days.

H. Military Leave

It is agreed by the parties that teachers shall be afforded all of the rights and privileges of the Uniformed Services Employment and Reemployment Rights Act (USERRA) 38 U.S.C. SS 4301 et seq.

I. Foreign Teacher Exchange

A teacher may participate in a foreign teacher exchange program in his or her certified subjects upon prior approval of the Board with the right to return within two (2) school years upon notice to the Board at least ninety (90) days prior to the termination of any contract, and notice of intent to return on or before May 1 of the school year preceding the school year of their intended return provided the position is open.

J. Extended Leave of Absence Without Pay

A teacher may be granted a leave of absence without pay for a period of not more than one (1) year when justifiable reasons exist, including, but not limited to, health, education, personal reasons, child adoption, child care, and campaigning or serving in public office, with notice to the Board prior to May 1 of the school year preceding the year of intended leave. In the event the teacher does not return, leave and rights to the job will lapse. In the event that such leave is granted, it must be terminated before the first day of a school semester so the teacher returns to work on the first day of a regular school semester. Notice of intent to return must be made sixty (60) days before the end of the semester preceding the semester of return.

K. Absent Without Pay

An additional three (3) days may be taken without pay at the discretion of the Superintendent or his designee.

L. Extended Illness

The Board may grant a maximum of thirty (30) additional paid leave days for personal illness if the teacher has exhausted all paid leave days. Request for such additional days must be made in writing to the Board accompanied by a physician's statement to the effect that the teacher is unable to perform his or her duties. The Board or its designee may require the applicant to obtain a second opinion from another physician or medical group at the applicant's expense.

M. Emergency Leave

The District may allow employees paid leave in situations involving emergency circumstances (after employees have exhausted all applicable leaves). This leave is non-accumulative. This leave will not extend beyond two (2) days unless the Superintendent or his designee determines there are extenuating circumstances allowing additional day(s) to be considered. On all occasions when the Superintendent is not available for clearance of the said leave the designee is fully authorized to sanction or refuse to sanction such leave. The designee will notify the Superintendent in writing on the day of the occurrence. The interpretation of whether or not the employee's situation involves emergency circumstances is left entirely to the discretion of the Superintendent or his designee. Failure of an employee to clear such a leave in a reasonable time (determined by the Superintendent or his designee) will result in disciplinary action and be considered a breach of contract.

ARTICLE IV
Benefits

A. Insurance

All individuals who sign a teaching contract with the School Corporation for the 2019-2020 school year will be offered health insurance through the School Corporation as set forth in this Agreement and are afforded the following insurance programs:

The School Corporation will fund the teacher medical and hospitalization insurance coverage, teacher life insurance, LTD insurance and Section 125 plan by contributing a sum of money, herein called "insurance fund," on or before the anniversary dates.

FOR 2019-2020 AND 2020-2021 THE INSURANCE FUND SHALL BE THE SUM OF \$880,000 and \$900,000 respectively.

This money will be divided as follows:

1. The life insurance cost will be paid at one hundred percent (100%) less an annual contribution of \$1.00 per teacher, for \$50,000 life insurance with accidental death and dismemberment.
2. An IRS Section 125 plan will be available to participants, with all fees paid from the insurance fund.
3. Long-term disability insurance will be provided by the School Corporation less an annual contribution of one dollar (\$1.00) per teacher. All premiums would be paid from the insurance fund.
4. Between the dates of September 10 to October 1, the remainder of the sum will be divided among the participants who are contracted as teachers. Each single policyholder and each family policyholder shall receive the same percentage of the respective premiums. Application for participation in the medical and hospitalization coverage must be made on or before September 15. Teachers beginning employment after the anniversary date of the policy will be enrolled at the existing policyholders' premium share. Once established, the Board contribution to each teacher participant shall remain constant for the insurance premium year.
5. The Board will contribute \$18,000 to the Insurance Stabilization Fund during each year of this contract.

ARTICLE V
Retirement/Separation

A. IRS Section 401 (a) Program

1. The Board shall continue to maintain for every teacher through the current vendor an IRS Section 401 (a) account into which contributions will be made in accordance with this Collective Bargaining Agreement.
2. A teacher shall be deemed vested in the Section 401 (a) upon separation from the school district.

ARTICLE VI
EQUAL BI-WEEKLY PAYMENTS

In the event a separation from service occurs before the end of the 12-month payment period, the teacher will be entitled to payment for the amount s/he has actually earned from the beginning of the 12-month pay period until the date of separation from

service, but which has not yet been paid. This payment will be included in the final separation paycheck. (Generally a “separation of service” occurs when the employee dies, retires, resigns or otherwise has a termination of employment with the employer.)

All payroll will be issued through the Automated Clearing House (ACH) process.

ARTICLE VII
DEKALB COUNTY EASTERN COMMUNITY SCHOOL DISTRICT
SALARY SCHEDULE FOR CLASSROOM TEACHERS

1. The Board reserves the right to award incentive or performance pay to individual or groups of teachers as stipends. This award consideration may include: recognition of the earning of Highly Effective on the evaluation tool, improvement of test scores, development of outstanding projects, piloting programs or projects, etc. Other examples or types of work that could be considered for monetary awards along will be discussed.
2. Compensation Model
 1. **Salary Range:** The salary range, prior to any increases provided pursuant to this agreement, is \$36,000 to \$72,000 for 2018-19 school year not including current year increases or TRF contributions. The salary range for 2019-20 after increases are implemented is \$37,000 to \$73,000. The base salary range for teachers for the 2020-21 school year, after increases negotiated in this agreement, is \$38,000 to \$74,000.
 2. **General Eligibility:** Any teacher who received an evaluation rating of Ineffective or Improvement Necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
 3. **Factors and Definitions:**
 - i. Evaluation rating – The teacher received a rating of Effective or Highly Effective in the prior year.
 - ii. Educational Attainment – A teacher who possesses a content area Master’s degree. “Content area,” means any content area, as defined by IDOE, in which the teacher currently teaches or any other content area approved by the superintendent.
 - iii. Academic Needs – A teacher possesses a workplace specialist license and has at least 120 hours of additional content area training and/or has obtained three or more certifications in the licensed content area beyond those needed for the teacher’s workplace specialist license.

- iv. Experience – The teacher was employed by the school corporation for at least 120 days in the prior year.
4. **Distribution:** Salary increases are based on evaluation ratings educational attainment, academic needs, and experience as described below.

For the 2019-20 school year:

- i. Teachers who are rated effective or highly effective and who satisfy the experience factor will move on the salary schedule at their current row, resulting in a \$1,000.00 increase for the 2019-20 school year.
 - 1. \$750.00 based on the evaluation rating of the teacher
 - 2. \$250.00 based on the experience of the teacher

For the 2020-21 school year:

- ii. Teachers who are rated effective or highly effective and who satisfy the experience factor will move on the salary schedule at their current row, resulting in a \$1,000.00 increase for the 2020-21 school year.
 - 3. \$750.00 based on the evaluation rating of the teacher
 - 4. \$250.00 based on the experience of the teacher.

The parties understand that the amount of the salary increase based on evaluation rating is not the same for all teachers, resulting in a salary increase differential.

- 5. **Redistribution:** For any teacher who receives a rating of Ineffective or Needs Improvement for the 2019-20 and 2020-21 school years, their salary will remain at its current level for the subsequent school year, and the amount that any such teacher would have received will be equally redistributed via a stipend to teachers rated effective and highly effective.
- 6. All increases for this school year will be made effective from the start of the 2019-2020 school year.
- 7. The Superintendent reserves the right to place new teachers at an appropriate effectiveness step comparable to veteran teachers with comparable education and experience within current year salary range.
- 8. The Board will pay the teachers' 3% contribution to TRF.

ARTICLE VIII
PAY AND BENEFITS FOR NORTHEAST INDIANA SPECIAL EDUCATION
COOPERATIVE EMPLOYEES

A. NEISEC employees hired prior to April 11, 2019, will have the option to choose pay and benefits as stated in Addendum A of the July 1, 2019, Joint Services and Supply Fund Agreement. The Joint Services and Supply Fund Agreement is not collectively bargained with the Association.

ARTICLE IX
DEKALB COUNTY EASTERN COMMUNITY SCHOOL DISTRICT
TERMS OF AGREEMENT

- A. This Agreement entered into by and between these parties this date to continue in full force for the school years 2019-20 and 2020-21. The entire Agreement shall remain in full force and effect from school year thereafter unless either party serves written notice by certified mail upon the other of intent to terminate or renegotiate the Agreement on or before January 1 of any subsequent year.
- B. If any provision of this contract is deemed to be illegal or unconstitutional by a court of competent jurisdiction, that provision shall be struck and the balance of this contract shall remain in effect.

EASTERN DEKALB
EDUCATION ASSOCIATION

DEKALB COUNTY
EASTERN COMMUNITY
SCHOOL DISTRICT

Darlene Diehl
President

Leon Steury
President

Date: November 8, 2019

Date: November 8, 2019

2019-2020 Salary Schedule - Base

Highly/ Effective	Salary Schedule		Highly/ Effective	Salary Schedule		Highly/ Effective	Salary Schedule
0	37,000		42	58,000		84	79,000
1	37,500		43	58,500		85	79,500
2	38,000		44	59,000		86	80,000
3	38,500		45	59,500		87	80,500
4	39,000		46	60,000		88	81,000
5	39,500		47	60,500		89	81,500
6	40,000		48	61,000		90	82,000
7	40,500		49	61,500		91	82,500
8	41,000		50	62,000		92	83,000
9	41,500		51	62,500		93	83,500
10	42,000		52	63,000		94	84,000
11	42,500		53	63,500		95	84,500
12	43,000		54	64,000		96	85,000
13	43,500		55	64,500		97	85,500
14	44,000		56	65,000		98	86,000
15	44,500		57	65,500		99	86,500
16	45,000		58	66,000		100	87,000
17	45,500		59	66,500		101	87,500
18	46,000		60	67,000		102	88,000
19	46,500		61	67,500		103	88,500
20	47,000		62	68,000		104	89,000
21	47,500		63	68,500		105	89,500
22	48,000		64	69,000			
23	48,500		65	69,500			
24	49,000		66	70,000			
25	49,500		67	70,500			
26	50,000		68	71,000			
27	50,500		69	71,500			
28	51,000		70	72,000			
29	51,500		71	72,500			
30	52,000		72	73,000			
31	52,500		73	73,500			
32	53,000		74	74,000			
33	53,500		75	74,500			
34	54,000		76	75,000			
35	54,500		77	75,500			
36	55,000		78	76,000			
37	55,500		79	76,500			
38	56,000		80	77,000			
39	56,500		81	77,500			
40	57,000		82	78,000			
41	57,500		83	78,500			

Notes:

- 1) The Superintendent reserves the right to place new teachers at an appropriate effectiveness step comparable to veteran teachers with comparable education and experience
- 2) The DeKalb County Eastern Community School Board reserves the right to award stipends at its sole discretion. These stipends are one time payments and do not add to the teacher's current base salary.
- 3) A teacher who receives a rating of needs improvement or ineffective shall not be eligible for a salary increase
- 4) DKE will pay the teachers' 3% contribution to TRF.

Beginning salary increased by \$1000.00 thus increasing all levels equally. Due to this increase effective and highly effective teachers will remain at their current effectiveness level.

Salary Range for Base = \$37,000 - 73,000

2020-2021 Salary Schedule - Base

Highly/ Effective	Salary Schedule	Highly/ Effective	Salary Schedule	Highly/ Effective	Salary Schedule
0	38,000	42	59,000	84	80,000
1	38,500	43	59,500	85	80,500
2	39,000	44	60,000	86	81,000
3	39,500	45	60,500	87	81,500
4	40,000	46	61,000	88	82,000
5	40,500	47	61,500	89	82,500
6	41,000	48	62,000	90	83,000
7	41,500	49	62,500	91	83,500
8	42,000	50	63,000	92	84,000
9	42,500	51	63,500	93	84,500
10	43,000	52	64,000	94	85,000
11	43,500	53	64,500	95	85,500
12	44,000	54	65,000	96	86,000
13	44,500	55	65,500	97	86,500
14	45,000	56	66,000	98	87,000
15	45,500	57	66,500	99	87,500
16	46,000	58	67,000	100	88,000
17	46,500	59	67,500	101	88,500
18	47,000	60	68,000	102	89,000
19	47,500	61	68,500	103	89,500
20	48,000	62	69,000	104	90,000
21	48,500	63	69,500	105	90,500
22	49,000	64	70,000		
23	49,500	65	70,500		
24	50,000	66	71,000		
25	50,500	67	71,500		
26	51,000	68	72,000		
27	51,500	69	72,500		
28	52,000	70	73,000		
29	52,500	71	73,500		
30	53,000	72	74,000		
31	53,500	73	74,500		
32	54,000	74	75,000		
33	54,500	75	75,500		
34	55,000	76	76,000		
35	55,500	77	76,500		
36	56,000	78	77,000		
37	56,500	79	77,500		
38	57,000	80	78,000		
39	57,500	81	78,500		
40	58,000	82	79,000		
41	58,500	83	79,500		

Notes:

- 1) The Superintendent reserves the right to place new teachers at an appropriate effectiveness step comparable to veteran teachers with comparable education and experience
- 2) The DeKalb County Eastern Community School Board reserves the right to award stipends at its sole discretion. These stipends are one time payments and do not add to the teacher's current base salary.
- 3) A teacher who receives a rating of needs improvement or ineffective shall not be eligible for a salary increase
- 4) DKE will pay the teachers' 3% contribution to TRF.

Beginning salary increased by \$1000.00 thus increasing all levels equally. Due to this increase effective and highly effective teachers will remain at their current effectiveness level.

Salary Range for Base = \$38,000 - 74,000

Extra Curricular

POSITION	2019-20	2020-21
<u>Cross Country B/G</u>		
Varsity Head	\$ 3,300.00	\$ 3,300.00
Assistant	\$ 2,050.00	\$ 2,050.00
Associate 1	\$ 1,250.00	\$ 1,250.00
Associate 2	\$ 950.00	\$ 950.00
<u>Football</u>		
Varsity Head	\$ 8,300.00	\$ 8,300.00
Assistant 1	\$ 4,000.00	\$ 4,000.00
Assistant 2	\$ 3,300.00	\$ 3,300.00
Assistant 3	\$ 2,050.00	\$ 2,050.00
Associate	\$ 1,250.00	\$ 1,250.00
<u>Soccer B/G</u>		
Varsity Head	\$ 4,400.00	\$ 4,400.00
Assistant	\$ 2,350.00	\$ 2,350.00
Associate	\$ 1,250.00	\$ 1,250.00
<u>Volleyball</u>		
Varsity Head	\$ 4,400.00	\$ 4,400.00
Assistant	\$ 2,350.00	\$ 2,350.00
Associate 1	\$ 1,250.00	\$ 1,250.00
Associate 2	\$ 950.00	\$ 950.00
<u>Basketball B/G</u>		
Varsity Head	\$ 8,300.00	\$ 8,300.00
Assistant 1	\$ 4,700.00	\$ 4,700.00
Assistant 2	\$ 3,300.00	\$ 3,300.00
Assistant 3	\$ 2,350.00	\$ 2,350.00
Associate 1	\$ 1,250.00	\$ 1,250.00
Associate 2	\$ 950.00	\$ 950.00
<u>Wrestling</u>		
Varsity Head	\$ 4,400.00	\$ 4,400.00
Assistant 1	\$ 2,350.00	\$ 2,350.00
Assistant 2	\$ 2,050.00	\$ 2,050.00
Associate 1	\$ 1,250.00	\$ 1,250.00
Associate 2	\$ 950.00	\$ 950.00
<u>Baseball/Softball</u>		
Varsity Head	\$ 4,400.00	\$ 4,400.00
Assistant	\$ 2,350.00	\$ 2,350.00
Summer	\$ 1,550.00	\$ 1,550.00

Track B/G		
Varsity Head	\$ 4,400.00	\$ 4,400.00
Assistant 1	\$ 2,900.00	\$ 2,900.00
Assistant 2	\$ 2,050.00	\$ 2,050.00
Associate	\$ 1,250.00	\$ 1,250.00
Golf B/G		
Varsity Head	\$ 2,900.00	\$ 2,900.00
Associate	\$ 1,250.00	\$ 1,250.00
Cheerleading		
Varsity Head	\$ 3,600.00	\$ 3,600.00
Assistant	\$ 2,350.00	\$ 2,350.00
Associate	\$ 1,250.00	\$ 1,250.00
Weights		
Supervisor	\$ 3,600.00	\$ 3,600.00
Assistant	\$ 1,250.00	\$ 1,250.00
Summer		
Summer 1	\$ 3,600.00	\$ 3,600.00
Summer 2	\$ 1,250.00	\$ 1,250.00
Summer 3	\$ 950.00	\$ 950.00
Assistant Athletic Directors		
Fall	\$ 2,050.00	\$ 2,050.00
Fall	\$ 2,050.00	\$ 2,050.00
Winter	\$ 2,050.00	\$ 2,050.00
Winter	\$ 2,050.00	\$ 2,050.00
Spring	\$ 2,050.00	\$ 2,050.00
Spring	\$ 2,050.00	\$ 2,050.00

Leadership/Sponsorship Stipend

POSITION	2019-20	2020-21
Level 1	\$ 1,200.00	\$ 1,200.00
Level 2	\$ 1,900.00	\$ 1,900.00
Level 3	\$ 2,600.00	\$ 2,600.00
Level 4	\$ 3,300.00	\$ 3,300.00
Level 5	\$ 4,000.00	\$ 4,000.00
Level 6	\$ 4,700.00	\$ 4,700.00
Level 7	\$ 5,400.00	\$ 5,400.00
Level 8	\$ 6,100.00	\$ 6,100.00
Level 9	\$ 6,800.00	\$ 6,800.00
Level 10	\$ 7,500.00	\$ 7,500.00
Recruitment:	\$ 250.00	\$ 250.00
Special Project:	\$ 20.00	\$ 20.00

The building principal and teacher/sponsor shall review number of events/meetings, number of participants, length of commitment, and responsibilities required to determine the level of the club/organization/co-curricular/department head position.

Recruitment is paid to employees who secure additional human resources to the school district.

Special projects are paid to employees who are assigned or attend structured activities at the request of the administration (outside of employees' contractual duties).

Level 1 - 10 stipends will be divided and paid as part of the bi-weekly payroll.