

## **Ellsworth Education Association Board Final Proposal**

### **2017-2018**

- Full advancement on Steps + Lanes
- 2% on-schedule salary increase
- 2% employer paid board annuity match of a member's gross contractual salary will be paid into either an existing or newly approved annuity account of the member's choice, provided the member has contributed at least 4% of his/her gross contractual salary into that plan. The district match payments shall be paid out on the last pay of the fiscal year.

### **2018-2019**

- Full advancement on Steps + Lanes
- 1% on-schedule salary increase
- If the Fall 2018 student count is greater than or equal to 260 students, there will be a \$600 one-time off-scale payment made to each member on the first pay of December 2018
- 2% employer paid board annuity match of a member's gross contractual salary will be paid into either an existing or newly approved annuity account of the member's choice, provided the member has contributed at least 4% of his/her gross contractual salary into that plan. The district match payments shall be paid out on the last pay of the fiscal year.

### **Insurance (2017-2019)**

- On an annual basis, the board shall provide an amount equal to the full legislatively established capped amounts as specified in Public Act 152 of 2011, inclusive of annual increases as identified by provisions of Public Act 152 of 2011, toward the cost of the employee's health care premium.
- At any time, the association may approach the Board to initiate changes in the medical benefit plan and/or carrier.
- Additionally, benefits fully paid by the Board for each employee shall include:
  - Delta Dental Plan 80/80/80:\$1,000; 80:\$1,300
  - Vision plan VSP3+ Platinum \*(Provider to change)
  - Negotiated Life \$50,000 with AD&D
  - LTD - Plan 66-2/3%, 90 Calendar day modified fill with \$5,000 monthly maximum on benefits.

### **4.2.B.1.e**

The teacher may use up to four days per year for personal business. These may be used for any purpose at the discretion of the teacher. A teacher planning to use a day or days for personal leave shall notify the superintendent at least one day in advance, except in cases of emergency.

Up to one personal day may be granted on the day immediately prior to or the day immediately following winter and/or spring breaks at the discretion of the superintendent. No more than two consecutive personal days may be taken, unless prior approval is given by the superintendent.

### **5.2.B**

Newly hired teachers may be given credit for experience teaching in other school districts including other public schools, community colleges, business schools, colleges and universities, parochial schools, or other educational institutions as determined by the school board. This system credit will be negotiated at the time of hire.

### **5.3**

~~B. All percentages listed in the extra-curricular salary schedule will be percentages of the B.A. schedule. The step on the schedule is to be determined by the years of experience in that particular activity.~~

E. Pay for extra duty will be in installments while the duty is being performed with the exception of athletic coaching positions. Pay for athletic coaching positions shall be made at the conclusion of the activity upon approval of the athletic director.

Schedule B – Extra Curriculum Duty

**Athletic coaching salary schedule**

Sport	Step				
	1	2 (Step 1 + 2.5%)	3 (Step 2 + 2.5%)	4 (Step 3 + 2.5%)	5 (Step 4 + 2.5%)
Varsity Volleyball	\$3,000	\$3,075	\$3,150	\$3,230	\$3,310
JV Volleyball	\$1,500	\$1,535	\$1,575	\$1,615	\$1,655
Cross Country	\$2,500	\$2,565	\$2,630	\$2,695	\$2,760
Middle School Basketball	\$1,000	\$1,025	\$1,050	\$1,075	\$1,100
Varsity Basketball	\$4,000	\$4,100	\$4,205	\$4,310	\$4,420
JV Basketball	\$2,000	\$2,050	\$2,100	\$2,155	\$2,210
Softball	\$2,500	\$2,565	\$2,630	\$2,695	\$2,760
Baseball	\$2,500	\$2,565	\$2,630	\$2,695	\$2,760
High School Track	\$2,000	\$2,050	\$2,100	\$2,155	\$2,210
Middle School Track	\$900	\$920	\$945	\$970	\$995

**VARSITY only Salary Deductions**

*The following deductions shall apply for NOT completing the described job function*

Description	Deduction
Attend a yearly coaching clinic	150
Fundraising	50
Preseason Parent Meeting	50
Organizing and running a youth clinic	150
Holding a postseason awards banquet	75
Organizing out of season training	125

Advisors

- 11th Grade Class Advisor - \$1200
- 12<sup>th</sup> Grade Class Advisor - \$500
- Middle School Student Council - \$500
- High School Student Council - \$1200
- National Honor Society Advisor - \$1200
- Quiz Bowl Mentor - \$500
- Robotics Coach (one position) - \$1500
- Mentor Teacher \$300.00/semester
- Detention Supervisor - \$25/hour
  - On a voluntary basis a teacher may serve as detention supervisor at the request of the superintendent.
- MS/HS game management - \$40/contest
  - Middle/high school basketball and high school volleyball only
  - Contest shall be understood to mean all games taking place on a given date (i.e. JV/Varsity shall count as one contest)
  - Only one staff person shall be eligible per contest
- MS/HS Lunch Supervision - \$12.50/lunch period plus free lunch
  - On a voluntary basis

- Superintendent has the right to assign a staff member on a rotating basis if there are no volunteers
- Elementary Lunch Recess Supervision - \$12.50/recess period
  - On a voluntary basis if the schedule is structured so that lunch recess is not counted as instructional time
  - Superintendent has the right to assign a certified teacher on a rotating basis if there are no volunteers
- Voluntary Professional Development - \$35/session
  - Voluntary and local afterschool one-hour professional development opportunities
  - Schedule determined by the Superintendent
- Teaching during lincer leap without a planning period - \$400
- Voluntary Summer Professional Development - \$25/hour
  - At the superintendent's request, employees may participate in up to 12 hours of district provided professional development

Other

Change salary schedule for members who coach

See attached

Letter of agreement to make sure current member coaches are grandfathered into the new salary schedule

Add robotics mentor to schedule B for \$1500 o Add quiz bowl mentor to schedule B for \$500 o

\*Clarification on Section 5.28