

**Schedule A-1  
Salary Schedule**

**Kelloggsville Public Schools  
2007-08**

**Base Percent Increase 2%**

Step	BA	Factor BA	BA+20	Factor BA+20	MA	Factor MA	MA+15	Factor MA+15	MA+30	Factor MA+30	ED.S.	Factor ED.S.
Base	\$38,089		\$39,232	1.03	\$42,279	1.11	\$43,421	1.14	\$45,326	1.19	\$46,087	1.21
1	\$40,374	1.06	\$41,136	1.08	\$44,183	1.16	\$45,326	1.19	\$47,230	1.24	\$47,611	1.25
2	\$41,898	1.10	\$42,660	1.12	\$46,087	1.21	\$47,230	1.24	\$49,135	1.29	\$49,896	1.31
3	\$43,802	1.15	\$44,945	1.18	\$48,373	1.27	\$49,896	1.31	\$51,801	1.36	\$52,182	1.37
4	\$46,087	1.21	\$46,849	1.23	\$50,658	1.33	\$52,182	1.37	\$54,086	1.42	\$54,848	1.44
5	\$47,992	1.26	\$49,135	1.29	\$53,324	1.40	\$54,467	1.43	\$56,371	1.48	\$57,133	1.50
6	\$50,277	1.32	\$51,420	1.35	\$55,610	1.46	\$56,752	1.49	\$59,038	1.55	\$60,561	1.59
7	\$52,563	1.38	\$53,705	1.41	\$58,276	1.53	\$59,419	1.56	\$61,704	1.62	\$63,989	1.68
8	\$54,848	1.44	\$55,991	1.47	\$60,942	1.60	\$62,466	1.64	\$64,751	1.70	\$65,132	1.71
9	\$57,133	1.50	\$58,276	1.53	\$63,608	1.67	\$65,132	1.71	\$67,417	1.77	\$68,179	1.79
10	\$59,419	1.56	\$60,561	1.59	\$66,275	1.74	\$67,417	1.77	\$70,083	1.84	\$71,226	1.87
15	\$61,323	1.61	\$63,989	1.68	\$68,560	1.80	\$70,464	1.85	\$73,131	1.92	\$74,273	1.95
20	\$63,227	1.66	\$65,894	1.73	\$70,845	1.86	\$72,369	1.90	\$75,035	1.97	\$76,178	2.00
25	\$64,751	1.70	\$67,417	1.77	\$72,369	1.90	\$74,654	1.96	\$77,320	2.03	\$77,701	2.04
26	\$65,132	1.71	\$67,798	1.78	\$72,750	1.91	\$75,035	1.97	\$77,701	2.04	\$78,082	2.05
27	\$65,513	1.72	\$68,179	1.79	\$73,131	1.92	\$75,416	1.98	\$78,082	2.05	\$78,463	2.06
28	\$65,894	1.73	\$68,560	1.80	\$73,511	1.93	\$75,797	1.99	\$78,463	2.06	\$78,844	2.07
29	\$66,275	1.74	\$68,941	1.81	\$73,892	1.94	\$76,178	2.00	\$78,844	2.07	\$79,225	2.08
30	\$66,655	1.75	\$69,322	1.82	\$74,273	1.95	\$76,559	2.01	\$79,225	2.08	\$79,606	2.09

06-07  
Base \$37,342 1.0200 \$38,089 = 07-08  
Base

1. All % for 07-08 are applied to \$38,089 which is the base for degree teachers without experience.







SCHEDULE A-2

PROFESSIONAL GROWTH SCHEDULE

A. Tuition Reimbursement – The Board will pay the actual cost of tuition for pre-approved classes taken up to a maximum of the charge for the credit hours (but not over) with the total amount available to the district per year as follows (see item G below for reimbursement process);

2007-08	\$15,000
2008-09	\$16,000
2009-10	\$17,000
2010-11	\$18,000

If a class is taken from an institution other than Grand Valley State University or Western Michigan University, the Board will pay the above plus thirty (30) percent of any additional tuition cost if funds are available.

1. Reimbursement for classes shall begin when a teacher has furnished to the Superintendent evidence of a Permanent, Continuing, or Professional certificate.
2. No reimbursement will be paid for classes that are reimbursed by another source.
3. The Superintendent, prior to enrollment in the class, must approve all credits and C.E.U.'s. The courses must be related to the employee's assignment or be part of a pre-approved (by the Superintendent or designee), planned program. The intent is for the Superintendent (or designee) and the employee to meet and discuss said program.
4. All payments will be made June 30 following the successful completion of the course as evidenced by a transcript or grade card and receipt of payment.
5. The district shall reimburse a maximum of three semester hours per employee per semester, assuming four (fall, winter, spring and summer) semesters in an academic year, not to exceed 12 credits in a year. The Superintendent may grant exceptions regarding the three-semester hour limit.

In the event a teacher receives payment in July and does not return in the fall, the teacher shall be responsible for the repayment of the funds to the district. In the event the teacher is still on payroll, such funds may be payroll deducted by the district pursuant to the authority set forth in M.C.L.A. 408.477.

B. Permanent or Continuing Certificate Required – A teacher must have a Permanent or Continuing certificate, or qualify for a Permanent or Continuing certificate, to qualify for the professional growth schedules. (BA-20 means 20 credit hours beyond the BA degree).

Schedule A-2 (continued)

- C. Timeline for Salary Advancement - Notification of the satisfaction of the requirements for advancement on salary schedule or placement on the longevity steps shall be presented to the Superintendent, in writing, in order for the teacher to receive compensation for that year. Transcripts must be presented to the Superintendent as per the following timelines:

SEMESTER	NOTIFICATION TO SUPERINTENDENT	TRANSCRIPT
First	August 1	September 1
Second	December 1	January 10

The Superintendent may waive the transcript deadline under unusual conditions.

- D. Outdated Course Work – Credits earned since the summer of 1984 will count towards professional growth salary schedule placement.
- E. Undergraduate Classes – Recognizing there may be undergraduate classes of substantial benefit to the school district, the Board agrees to pay for such classes upon the recommendation of the Superintendent.
- F. C.E.U.'s – C.E.U.'s (Continuing Education Units) can be applied for qualification on the professional growth schedules. Three (3) C.E.U.'s are equal to one (1) semester hour of college credit. The Superintendent prior to enrollment must approve C.E.U.'s. This approval requires completion of the professional growth card and submission to the Superintendent.
- G. Payment Formula:

$$X = T/a$$

T = Total Budget per year (\$15,000/\$16,000/\$17,000/\$18,000)

X = reimbursement allowed for teachers

a = number of credits taken by teachers

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2007-08  
2%**

Base =		\$38,089			Formula =% x Base							
Position	%	Step 1	%	Step 2	%	Step 3	%	Step 4	%	Step 5	Notes:	
Recess Supv.	4.00%	\$1,524									Per Year	
Safety Squad	3.00%	\$1,143	4.00%	\$1,524	5.00%	\$1,904					Per Year	
Athletic Director	18.00%	\$6,856	19.00%	\$7,237	20.00%	\$7,618	21.00%	\$7,999	22.00%	\$8,380		
Soccer Head Coach	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190		
Soccer Asst.	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047		
Baseball Varsity	11.00%	\$4,190	11.50%	\$4,380	12.00%	\$4,571	12.50%	\$4,761	13.00%	\$4,952		
Baseball JV	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047	8.50%	\$3,238	9.00%	\$3,428		
Basketball Varsity	15.00%	\$5,713	16.00%	\$6,094	17.00%	\$6,475	18.00%	\$6,856	19.00%	\$7,237		
Basketball JV	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190		
Basketball 9th	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190		
Basketball - MS	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047		
Basketball - MS Asst	3.00%	\$1,143	3.50%	\$1,333	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904		
Cross Country - Varsity	11.00%	\$4,190	11.50%	\$4,380	12.00%	\$4,571	12.50%	\$4,761	13.00%	\$4,952		
Cross Country - Asst	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047	8.50%	\$3,238	9.00%	\$3,428		
Cross Country - MS	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047		
Cross Country-MS Asst	3.00%	\$1,143	3.50%	\$1,333	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904		
Football - Varsity	15.00%	\$5,713	16.00%	\$6,094	17.00%	\$6,475	18.00%	\$6,856	19.00%	\$7,237		
Football - Asst. Varsity	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190		
Football - JV	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190		
Football - General Asst	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190		
Football - 9th	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190		
Golf - Head Coach	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190		
Golf - Asst.	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047		
Tennis - Head Coach	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190		
Tennis - Asst.	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047		
Track - Head Coach	11.00%	\$4,190	11.50%	\$4,380	12.00%	\$4,571	12.50%	\$4,761	13.00%	\$4,952		
Track - Asst.	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047	8.50%	\$3,238	9.00%	\$3,428		
Track - MS	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047		
Track - MS Asst.	3.00%	\$1,143	3.50%	\$1,333	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904		
Wrestling - Head Coach	12.00%	\$4,571	13.00%	\$4,952	14.00%	\$5,332	15.00%	\$5,713	16.00%	\$6,094		
Wrestling - Asst.	8.00%	\$3,047	8.50%	\$3,238	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809		
Wrestling - MS	5.00%	\$1,904	5.50%	\$2,095	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666		
Wrestling - MS Asst.	3.00%	\$1,143	3.50%	\$1,333	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904		
Softball - Varsity	11.00%	\$4,190	11.50%	\$4,380	12.00%	\$4,571	12.50%	\$4,761	13.00%	\$4,952		
Softball - JV	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047	8.50%	\$3,238	9.00%	\$3,428		
Volleyball - Varsity	12.00%	\$4,571	13.00%	\$4,952	14.00%	\$5,332	15.00%	\$5,713	16.00%	\$6,094		
Volleyball - JV	8.00%	\$3,047	8.50%	\$3,238	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809		
Volleyball - MS	5.00%	\$1,904	5.50%	\$2,095	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666		
Volleyball - MS Asst.	3.00%	\$1,143	3.50%	\$1,333	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904		
Football - Faculty Mgr.	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904						
Basketball-Faculty Mgr	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904						

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2007-08  
2%**

MS Faculty Mgr.	5.00%	\$1,904	5.50%	\$2,095	6.00%	\$2,285	6.50%	\$2,476			
Girls - Faculty Mgr.	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047	8.50%	\$3,238			
Cheerleading-Vars/Fall	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047	
Cheerleading-JV/Fall	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904	5.50%	\$2,095	6.00%	\$2,285	
Cheerleading-Var/Winter	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047	
Cheerleading-JV/Winter	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904	5.50%	\$2,095	6.00%	\$2,285	
Cheerleading - 9th	3.00%	\$1,143	3.50%	\$1,333	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904	
Cheerleading - 8th	2.50%	\$952	3.00%	\$1,143	3.50%	\$1,333	4.00%	\$1,524	4.50%	\$1,714	
Cheerleading - 7th	2.50%	\$952	3.00%	\$1,143	3.50%	\$1,333	4.00%	\$1,524	4.50%	\$1,714	
Bowling Coach	9.00%	\$3,428	9.50%	\$3,618	10.00%	\$3,809	10.50%	\$3,999	11.00%	\$4,190	
Dance Team-Head Coach	5.00%	\$1,904	5.50%	\$2,095	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	
Dance Team-Asst	3.00%	\$1,143	3.50%	\$1,333	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904	
HS Student Council	2.50%	\$952	3.00%	\$1,143	3.50%	\$1,333					
MS Student Council	1.50%	\$571	2.00%	\$762	2.50%	\$952					
Academic Team Coach	1.50%	\$571	2.00%	\$762	2.50%	\$952					Interscholastic
HS Forensics Coach	6.00%	\$2,285	6.50%	\$2,476	7.00%	\$2,666	7.50%	\$2,857	8.00%	\$3,047	
HS/MS Noon Supervisor	3.00%	\$1,143	4.00%	\$1,524	5.00%	\$1,904					
Play Director - Fall	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904	5.50%	\$2,095	6.00%	\$2,285	
Play Director - Spring	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904	5.50%	\$2,095	6.00%	\$2,285	
HS Auditorium Director	4.00%	\$1,524	4.50%	\$1,714	5.00%	\$1,904	5.50%	\$2,095	6.00%	\$2,285	Full Year
Play - Technical	1.50%	\$571	2.00%	\$762	2.50%	\$952					Per Season (Fall & Spring)
Play - Set Construction	1.50%	\$571	2.00%	\$762	2.50%	\$952					Per Season - 1 position
Close Up Advisor	3.00%	\$1,143	4.00%	\$1,524	5.00%	\$1,904					
Yearbook Supervisor	6.00%	\$2,285	7.00%	\$2,666	8.00%	\$3,047					
Band Director	12.00%	\$4,571	14.00%	\$5,332	16.00%	\$6,094					
Band - Asst. Director	5.00%	\$1,904	6.00%	\$2,285	7.00%	\$2,666					
Vocal Music Director	3.00%	\$1,143	4.00%	\$1,524	5.00%	\$1,904					HS/MS Principal Recommendation
Counselor - MS/HS	13.00%	\$4,952									To include 8 additional days and 6th hour -- If assigned by the Supt.
Teacher Leader Projects	3.00%	\$1,143									By appointment of Principal -- For school year
K-5 Grade Level Leaders	1.00%	\$381									As appointed by the Supt. For school year
HS/MS Media	10.00%	\$3,809	11.50%	\$4,380	13.00%	\$4,952					To include 8 additional days & 6th hour --if assigned by Supt.
Media Projects	0.075%	\$28.57									Projects assigned by Supt. Paid at hourly rate
Community Ed Director	12.00%	\$4,571	14.00%	\$5,332	16.00%	\$6,094					If position held by KEA member & not part of regular assignment
Community Ed-Faculty Mgr	3.00%	\$1,143	4.00%	\$1,524	5.00%	\$1,904					Per Semester
Community Ed Teacher	0.055%	\$20.95									Per hour
Recreation Director	8.00%	\$3,047	9.00%	\$3,428	10.00%	\$3,809					If position held by KEA member & not part of regular assignment
Recreation Faculty Mgr	1.50%	\$571	2.00%	\$762	2.50%	\$952					Per sport season (fall - winter - spring)
Recreation Instructor	0.050%	\$19.04									Per hour
Intramurals/After School	0.050%	\$19.04									Per hour
Driver Education Teacher	0.075%	\$28.57									Per hour
Driver Ed Coordinator	2.50%	\$952									If there is a position
Teaching as Substitute	0.075%	\$28.57									K-12 Teachers
Teacher Training	0.075%	\$28.57									

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2007-08  
2%**

12th Grade Sponsor	4.00%	\$1,524									
11th Grade Sponsor	4.00%	\$1,524									
10th Grade Sponsor	2.00%	\$762									
9th Grade Sponsor	2.00%	\$762									
Steps: Base - 2	8.00%	\$3,047									1. Teacher must submit written proof MA required 60 semester hours.
Steps: 3 - 4	9.00%	\$3,428									Supt. will detail required evidenc.
Step: 5	8.00%	\$3,047									2. Stipend only payable if teacher is MA level: MA +15, MA+30, ED.S excluded
Steps: 6 - 7	9.00%	\$3,428									from stipend.
Steps: 8 - 9 - 10	10.00%	\$3,809									3. The 60 hour MA is assigned to the MA level and will move only to the
Step: 15	11.00%	\$4,190									ED.S. column -- ED.S. degree must be completed to move to column.
Step: 20	12.00%	\$4,571									The 60 hour MA is excluded from the MA +15 and MA+30 scales.
Steps: 25 - 30	13.00%	\$4,952									

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2008-09  
2%**

Base =		\$38,851			Formula: % x Base							
Position	%	Step 1	%	Step 2	%	Step 3	%	Step 4	%	Step 5	Notes:	
Recess Supv.	4.00%	\$1,554									Per Year	
Safety Squad	3.00%	\$1,166	4.00%	\$1,554	5.00%	\$1,943					Per Year	
Athletic Director	18.00%	\$6,993	19.00%	\$7,382	20.00%	\$7,770	21.00%	\$8,159	22.00%	\$8,547		
Soccer Head Coach	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274		
Soccer Asst.	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108		
Baseball Varsity	11.00%	\$4,274	11.50%	\$4,468	12.00%	\$4,662	12.50%	\$4,856	13.00%	\$5,051		
Baseball JV	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108	8.50%	\$3,302	9.00%	\$3,497		
Basketball Varsity	15.00%	\$5,828	16.00%	\$6,216	17.00%	\$6,605	18.00%	\$6,993	19.00%	\$7,382		
Basketball JV	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274		
Basketball 9th	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274		
Basketball - MS	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108		
Basketball - MS Asst	3.00%	\$1,166	3.50%	\$1,360	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943		
Cross Country - Varsity	11.00%	\$4,274	11.50%	\$4,468	12.00%	\$4,662	12.50%	\$4,856	13.00%	\$5,051		
Cross Country - Asst	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108	8.50%	\$3,302	9.00%	\$3,497		
Cross Country - MS	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108		
Cross Country-MS Asst	3.00%	\$1,166	3.50%	\$1,360	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943		
Football - Varsity	15.00%	\$5,828	16.00%	\$6,216	17.00%	\$6,605	18.00%	\$6,993	19.00%	\$7,382		
Football - Asst. Varsity	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274		
Football - JV	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274		
Football - General Asst	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274		
Football - 9th	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274		
Golf - Head Coach	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274		
Golf - Asst.	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108		
Tennis - Head Coach	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274		
Tennis - Asst.	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108		
Track - Head Coach	11.00%	\$4,274	11.50%	\$4,468	12.00%	\$4,662	12.50%	\$4,856	13.00%	\$5,051		
Track - Asst.	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108	8.50%	\$3,302	9.00%	\$3,497		
Track - MS	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108		
Track - MS Asst.	3.00%	\$1,166	3.50%	\$1,360	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943		
Wrestling- Head Coach	12.00%	\$4,662	13.00%	\$5,051	14.00%	\$5,439	15.00%	\$5,828	16.00%	\$6,216		
Wrestling - Asst.	8.00%	\$3,108	8.50%	\$3,302	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885		
Wrestling - MS	5.00%	\$1,943	5.50%	\$2,137	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720		
Wrestling - MS Asst.	3.00%	\$1,166	3.50%	\$1,360	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943		
Softball - Varsity	11.00%	\$4,274	11.50%	\$4,468	12.00%	\$4,662	12.50%	\$4,856	13.00%	\$5,051		
Softball - JV	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108	8.50%	\$3,302	9.00%	\$3,497		
Volleyball - Varsity	12.00%	\$4,662	13.00%	\$5,051	14.00%	\$5,439	15.00%	\$5,828	16.00%	\$6,216		
Volleyball - JV	8.00%	\$3,108	8.50%	\$3,302	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885		
Volleyball - MS	5.00%	\$1,943	5.50%	\$2,137	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720		
Volleyball - MS Asst.	3.00%	\$1,166	3.50%	\$1,360	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943		
Football - Faculty Mgr.	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943						
Basketball-Faculty Mgr	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943						

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2008-09  
2%**

MS Faculty Mgr.	5.00%	\$1,943	5.50%	\$2,137	6.00%	\$2,331	6.50%	\$2,525			
Girls - Faculty Mgr.	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108	8.50%	\$3,302			
Cheerleading-Vars/Fall	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108	
Cheerleading-JV/Fall	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943	5.50%	\$2,137	6.00%	\$2,331	
Cheerleading-Var/Winter	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108	
Cheerleading-JV/Winter	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943	5.50%	\$2,137	6.00%	\$2,331	
Cheerleading - 9th	3.00%	\$1,166	3.50%	\$1,360	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943	
Cheerleading - 8th	2.50%	\$971	3.00%	\$1,166	3.50%	\$1,360	4.00%	\$1,554	4.50%	\$1,748	
Cheerleading - 7th	2.50%	\$971	3.00%	\$1,166	3.50%	\$1,360	4.00%	\$1,554	4.50%	\$1,748	
Bowling Coach	9.00%	\$3,497	9.50%	\$3,691	10.00%	\$3,885	10.50%	\$4,079	11.00%	\$4,274	
Dance Team-Head Coach	5.00%	\$1,943	5.50%	\$2,137	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	
Dance Team-Asst	3.00%	\$1,166	3.50%	\$1,360	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943	
HS Student Council	2.50%	\$971	3.00%	\$1,166	3.50%	\$1,360					
MS Student Council	1.50%	\$583	2.00%	\$777	2.50%	\$971					
Academic Team Coach	1.50%	\$583	2.00%	\$777	2.50%	\$971					Interscholastic
HS Forensics Coach	6.00%	\$2,331	6.50%	\$2,525	7.00%	\$2,720	7.50%	\$2,914	8.00%	\$3,108	
HS/MS Noon Supervisor	3.00%	\$1,166	4.00%	\$1,554	5.00%	\$1,943					
Play Director - Fall	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943	5.50%	\$2,137	6.00%	\$2,331	
Play Director - Spring	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943	5.50%	\$2,137	6.00%	\$2,331	
HS Auditorium Director	4.00%	\$1,554	4.50%	\$1,748	5.00%	\$1,943	5.50%	\$2,137	6.00%	\$2,331	Full Year
Play - Technical	1.50%	\$583	2.00%	\$777	2.50%	\$971					Per Season (Fall & Spring)
Play - Set Construction	1.50%	\$583	2.00%	\$777	2.50%	\$971					Per Season - 1 position
Close Up Advisor	3.00%	\$1,166	4.00%	\$1,554	5.00%	\$1,943					
Yearbook Suprvisor	6.00%	\$2,331	7.00%	\$2,720	8.00%	\$3,108					
Band Director	12.00%	\$4,662	14.00%	\$5,439	16.00%	\$6,216					
Band - Asst. Director	5.00%	\$1,943	6.00%	\$2,331	7.00%	\$2,720					
Vocal Music Director	3.00%	\$1,166	4.00%	\$1,554	5.00%	\$1,943					HS/MS Principal Recommendation
Counselor - MS/HS	13.00%	\$5,051									To include 8 additional days and 6th hour -- If assigned by the Supt.
Teacher Leader Projects	3.00%	\$1,166									By appointmet of Principal -- For school year
K-5 Grade Level Leaders	1.00%	\$389									As appointed by the Supt. For school year
HS/MS Media	10.00%	\$3,885	11.50%	\$4,468	13.00%	\$5,051					To include 8 additional days & 6th hour - -if assigned by Supt.
Media Projects	0.075%	\$29.14									Projects assigned by Supt. Paid at hourly rate
Community Ed Director	12.00%	\$4,662	14.00%	\$5,439	16.00%	\$6,216					If position held by KEA member & not part of regular assignment
Community Ed-Faculty Mgr	3.00%	\$1,166	4.00%	\$1,554	5.00%	\$1,943					Per Semester
Community Ed Teacher	0.055%	\$21.37									Per hour
Recreation Director	8.00%	\$3,108	9.00%	\$3,497	10.00%	\$3,885					If position held by KEA member & not part of regular assignemnt
Recreation Faculty Mgr	1.50%	\$583	2.00%	\$777	2.50%	\$971					Per sport season (fall - winter - spring)
Recreation Instructor	0.050%	\$19.43									Per hour
Intramurals/After School	0.050%	\$19.43									Per hour
Driver Education Teacher	0.075%	\$29.14									Per hour
Driver Ed Coordinator	2.50%	\$971									If there is a position
Teaching as Substitute	0.075%	\$29.14									K-12 Teachers
Teacher Training	0.075%	\$29.14									

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2008-09  
2%**

12th Grade Sponsor	4.00%	\$1,554									
11th Grade Sponsor	4.00%	\$1,554									
10th Grade Sponsor	2.00%	\$777									
9th Grade Sponsor	2.00%	\$777									
Steps: Base - 2	8.00%	\$3,108									1. Teacher must submit written proof MA required 60 semester hours.
Steps: 3 - 4	9.00%	\$3,497									Supt. will detail required evidenc.
Step: 5	8.00%	\$3,108									2. Stipend only payable if teaher is MA level: MA +15, MA+30, ED.S excluded
Steps: 6 -7	9.00%	\$3,497									from stipend.
Steps: 8 -9 - 10	10.00%	\$3,885									3. The 60 hour MA is assignedto the MA level and will move only to the
Step: 15	11.00%	\$4,274									ED.S. column - - ED.S. degree must be completed to move to column.
Step: 20	12.00%	\$4,662									The 60 hour MA is excluded from the MA +15 and MA+30 scales.
Steps: 25 - 30	13.00%	\$5,051									

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2009-10  
2.5%**

Base =		\$39,822			Formula = % x Base							
Position	%	Step 1	%	Step 2	%	Step 3	%	Step 4	%	Step 5	Notes:	
Recess Supv.	4.00%	\$1,593									Per Year	
Safety Squad	3.00%	\$1,195	4.00%	\$1,593	5.00%	\$1,991					Per Year	
Athletic Director	18.00%	\$7,168	19.00%	\$7,566	20.00%	\$7,964	21.00%	\$8,363	22.00%	\$8,761		
Soccer Head Coach	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380		
Soccer Asst.	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186		
Baseball Varsity	11.00%	\$4,380	11.50%	\$4,580	12.00%	\$4,779	12.50%	\$4,978	13.00%	\$5,177		
Baseball JV	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186	8.50%	\$3,385	9.00%	\$3,584		
Basketball Varsity	15.00%	\$5,973	16.00%	\$6,372	17.00%	\$6,770	18.00%	\$7,168	19.00%	\$7,566		
Basketball JV	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380		
Basketball 9th	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380		
Basketball - MS	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186		
Basketball - MS Asst	3.00%	\$1,195	3.50%	\$1,394	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991		
Cross Country - Varsity	11.00%	\$4,380	11.50%	\$4,580	12.00%	\$4,779	12.50%	\$4,978	13.00%	\$5,177		
Cross Country - Asst	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186	8.50%	\$3,385	9.00%	\$3,584		
Cross Country - MS	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186		
Cross Country-MS Asst	3.00%	\$1,195	3.50%	\$1,394	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991		
Football - Varsity	15.00%	\$5,973	16.00%	\$6,372	17.00%	\$6,770	18.00%	\$7,168	19.00%	\$7,566		
Football - Asst. Varsity	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380		
Football - JV	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380		
Football - General Asst	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380		
Football - 9th	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380		
Golf - Head Coach	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380		
Golf - Asst.	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186		
Tennis - Head Coach	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380		
Tennis - Asst.	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186		
Track - Head Coach	11.00%	\$4,380	11.50%	\$4,580	12.00%	\$4,779	12.50%	\$4,978	13.00%	\$5,177		
Track - Asst.	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186	8.50%	\$3,385	9.00%	\$3,584		
Track - MS	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186		
Track - MS Asst.	3.00%	\$1,195	3.50%	\$1,394	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991		
Wrestling- Head Coach	12.00%	\$4,779	13.00%	\$5,177	14.00%	\$5,575	15.00%	\$5,973	16.00%	\$6,372		
Wrestling - Asst.	8.00%	\$3,186	8.50%	\$3,385	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982		
Wrestling - MS	5.00%	\$1,991	5.50%	\$2,190	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788		
Wrestling - MS Asst.	3.00%	\$1,195	3.50%	\$1,394	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991		
Softball - Varsity	11.00%	\$4,380	11.50%	\$4,580	12.00%	\$4,779	12.50%	\$4,978	13.00%	\$5,177		
Softball - JV	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186	8.50%	\$3,385	9.00%	\$3,584		
Volleyball - Varsity	12.00%	\$4,779	13.00%	\$5,177	14.00%	\$5,575	15.00%	\$5,973	16.00%	\$6,372		
Volleyball - JV	8.00%	\$3,186	8.50%	\$3,385	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982		
Volleyball - MS	5.00%	\$1,991	5.50%	\$2,190	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788		
Volleyball - MS Asst.	3.00%	\$1,195	3.50%	\$1,394	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991		
Football - Faculty Mgr.	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991						
Basketball-Faculty Mgr	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991						

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2009-10  
2.5%**

MS Faculty Mgr.	5.00%	\$1,991	5.50%	\$2,190	6.00%	\$2,389	6.50%	\$2,588			
Girls - Faculty Mgr.	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186	8.50%	\$3,385			
Cheerleading-Vars/Fall	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186	
Cheerleading-JV/Fall	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991	5.50%	\$2,190	6.00%	\$2,389	
Cheerleading-Var/Winter	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186	
Cheerleading-JV/Winter	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991	5.50%	\$2,190	6.00%	\$2,389	
Cheerleading - 9th	3.00%	\$1,195	3.50%	\$1,394	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991	
Cheerleading - 8th	2.50%	\$996	3.00%	\$1,195	3.50%	\$1,394	4.00%	\$1,593	4.50%	\$1,792	
Cheerleading - 7th	2.50%	\$996	3.00%	\$1,195	3.50%	\$1,394	4.00%	\$1,593	4.50%	\$1,792	
Bowling Coach	9.00%	\$3,584	9.50%	\$3,783	10.00%	\$3,982	10.50%	\$4,181	11.00%	\$4,380	
Dance Team-Head Coach	5.00%	\$1,991	5.50%	\$2,190	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	
Dance Team-Asst	3.00%	\$1,195	3.50%	\$1,394	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991	
HS Student Council	2.50%	\$996	3.00%	\$1,195	3.50%	\$1,394					
MS Student Council	1.50%	\$597	2.00%	\$796	2.50%	\$996					
Academic Team Coach	1.50%	\$597	2.00%	\$796	2.50%	\$996					Interscholastic
HS Forensics Coach	6.00%	\$2,389	6.50%	\$2,588	7.00%	\$2,788	7.50%	\$2,987	8.00%	\$3,186	
HS/MS Noon Supervisor	3.00%	\$1,195	4.00%	\$1,593	5.00%	\$1,991					
Play Director - Fall	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991	5.50%	\$2,190	6.00%	\$2,389	
Play Director - Spring	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991	5.50%	\$2,190	6.00%	\$2,389	
5 Auditorium Director	4.00%	\$1,593	4.50%	\$1,792	5.00%	\$1,991	5.50%	\$2,190	6.00%	\$2,389	Full Year
Play - Technical	1.50%	\$597	2.00%	\$796	2.50%	\$996					Per Season (Fall & Spring)
Play - Set Construction	1.50%	\$597	2.00%	\$796	2.50%	\$996					Per Season - 1 position
Close Up Advisor	3.00%	\$1,195	4.00%	\$1,593	5.00%	\$1,991					
Yearbook Suprvisor	6.00%	\$2,389	7.00%	\$2,788	8.00%	\$3,186					
Band Director	12.00%	\$4,779	14.00%	\$5,575	16.00%	\$6,372					
Band - Asst. Director	5.00%	\$1,991	6.00%	\$2,389	7.00%	\$2,788					
Vocal Music Director	3.00%	\$1,195	4.00%	\$1,593	5.00%	\$1,991					HS/MS Principal Recommendation
Counselor - MS/HS	13.00%	\$5,177									To include 8 additional days and 6th hour - - if assigned by the Supt.
Teacher Leader Projects	3.00%	\$1,195									By appointmet of Principal -- For school year
K-5 Grade Level Leaders	1.00%	\$398									As appointed by the Supt. For school year
HS/MS Media	10.00%	\$3,982	11.50%	\$4,580	13.00%	\$5,177					To include 8 additional days & 6th hour - -if assigned by Supt.
Media Projects	0.075%	\$29.87									Projects assigned by Supt. Paid at hourly rate
Community Ed Director	12.00%	\$4,779	14.00%	\$5,575	16.00%	\$6,372					If position held by KEA member & not part of regular assignment
Community Ed-Faculty Mgr	3.00%	\$1,195	4.00%	\$1,593	5.00%	\$1,991					Per Semester
Community Ed Teacher	0.055%	\$21.90									Per hour
Recreation Director	8.00%	\$3,186	9.00%	\$3,584	10.00%	\$3,982					If position held by KEA member & not part of regular assignemnt
Recreation Faculty Mgr	1.50%	\$597	2.00%	\$796	2.50%	\$996					Per sport season (fall - winter - spring)
Recreation Instructor	0.050%	\$19.91									Per hour
Intramurals/After School	0.050%	\$19.91									Per hour
Driver Education Teacher	0.075%	\$29.87									Per hour
Driver Ed Coordinator	2.50%	\$996									If there is a position
Teaching as Substitute	0.075%	\$29.87									K-12 Teachers
Teacher Training	0.075%	\$29.87									

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2009-10  
2.5%**

12th Grade Sponsor	4.00%	\$1,593									
11th Grade Sponsor	4.00%	\$1,593									
10th Grade Sponsor	2.00%	\$796									
9th Grade Sponsor	2.00%	\$796									
Steps: Base - 2	8.00%	\$3,186									1. Teacher must submit written proof MA required 60 semester hours.
Steps: 3 - 4	9.00%	\$3,584									Supt. will detail required evidenc.
Step: 5	8.00%	\$3,186									2. Stipend only payable if teacher is MA level: MA +15, MA+30, ED.S excluded
Steps: 6 -7	9.00%	\$3,584									from stipend.
Steps: 8 -9 - 10	10.00%	\$3,982									3. The 60 hour MA is assigned to the MA level and will move only to the
Step: 15	11.00%	\$4,380									ED.S. column - - ED.S. degree must be completed to move to column.
Step: 20	12.00%	\$4,779									The 60 hour MA is excluded from the MA +15 and MA+30 scales.
Steps: 25 - 30	13.00%	\$5,177									

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2010-11  
2.75%**

Base =		\$40,917			Formula % x Base							
Position	%	Step 1	%	Step 2	%	Step 3	%	Step 4	%	Step 5	Notes:	
Recess Supv.	4.00%	\$1,637									Per Year	
Safety Squad	3.00%	\$1,228	4.00%	\$1,637	5.00%	\$2,046					Per Year	
Athletic Director	18.00%	\$7,365	19.00%	\$7,774	20.00%	\$8,183	21.00%	\$8,593	22.00%	\$9,002		
Soccer Head Coach	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501		
Soccer Asst.	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273		
Baseball Varsity	11.00%	\$4,501	11.50%	\$4,705	12.00%	\$4,910	12.50%	\$5,115	13.00%	\$5,319		
Baseball JV	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273	8.50%	\$3,478	9.00%	\$3,683		
Basketball Varsity	15.00%	\$6,138	16.00%	\$6,547	17.00%	\$6,956	18.00%	\$7,365	19.00%	\$7,774		
Basketball JV	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501		
Basketball 9th	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501		
Basketball - MS	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273		
Basketball - MS Asst	3.00%	\$1,228	3.50%	\$1,432	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046		
Cross Country - Varsity	11.00%	\$4,501	11.50%	\$4,705	12.00%	\$4,910	12.50%	\$5,115	13.00%	\$5,319		
Cross Country - Asst	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273	8.50%	\$3,478	9.00%	\$3,683		
Cross Country - MS	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273		
Cross Country-MS Asst	3.00%	\$1,228	3.50%	\$1,432	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046		
Football - Varsity	15.00%	\$6,138	16.00%	\$6,547	17.00%	\$6,956	18.00%	\$7,365	19.00%	\$7,774		
Football - Asst. Varsity	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501		
Football - JV	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501		
Football - General Asst	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501		
Football - 9th	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501		
Golf - Head Coach	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501		
Golf - Asst.	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273		
Tennis - Head Coach	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501		
Tennis - Asst.	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273		
Track - Head Coach	11.00%	\$4,501	11.50%	\$4,705	12.00%	\$4,910	12.50%	\$5,115	13.00%	\$5,319		
Track - Asst.	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273	8.50%	\$3,478	9.00%	\$3,683		
Track - MS	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273		
Track - MS Asst.	3.00%	\$1,228	3.50%	\$1,432	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046		
Wrestling- Head Coach	12.00%	\$4,910	13.00%	\$5,319	14.00%	\$5,728	15.00%	\$6,138	16.00%	\$6,547		
Wrestling - Asst.	8.00%	\$3,273	8.50%	\$3,478	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092		
Wrestling - MS	5.00%	\$2,046	5.50%	\$2,250	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864		
Wrestling - MS Asst.	3.00%	\$1,228	3.50%	\$1,432	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046		
Softball - Varsity	11.00%	\$4,501	11.50%	\$4,705	12.00%	\$4,910	12.50%	\$5,115	13.00%	\$5,319		
Softball - JV	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273	8.50%	\$3,478	9.00%	\$3,683		
Volleyball - Varsity	12.00%	\$4,910	13.00%	\$5,319	14.00%	\$5,728	15.00%	\$6,138	16.00%	\$6,547		
Volleyball - JV	8.00%	\$3,273	8.50%	\$3,478	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092		
Volleyball - MS	5.00%	\$2,046	5.50%	\$2,250	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864		
Volleyball - MS Asst.	3.00%	\$1,228	3.50%	\$1,432	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046		
Football - Faculty Mgr.	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046						
Basketball-Faculty Mgr	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046						

**Schedule A-3  
Extra Duty**

**Kelloggsville Public Schools  
2010-11  
2.75%**

MS Faculty Mgr.	5.00%	\$2,046	5.50%	\$2,250	6.00%	\$2,455	6.50%	\$2,660			
Girls - Faculty Mgr.	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273	8.50%	\$3,478			
Cheerleading-Vars/Fall	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273	
Cheerleading-JV/Fall	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046	5.50%	\$2,250	6.00%	\$2,455	
Cheerleading-Var/Winter	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273	
Cheerleading-JV/Winter	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046	5.50%	\$2,250	6.00%	\$2,455	
Cheerleading - 9th	3.00%	\$1,228	3.50%	\$1,432	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046	
Cheerleading - 8th	2.50%	\$1,023	3.00%	\$1,228	3.50%	\$1,432	4.00%	\$1,637	4.50%	\$1,841	
Cheerleading - 7th	2.50%	\$1,023	3.00%	\$1,228	3.50%	\$1,432	4.00%	\$1,637	4.50%	\$1,841	
Bowling Coach	9.00%	\$3,683	9.50%	\$3,887	10.00%	\$4,092	10.50%	\$4,296	11.00%	\$4,501	
Dance Team-Head Coach	5.00%	\$2,046	5.50%	\$2,250	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	
Dance Team-Asst	3.00%	\$1,228	3.50%	\$1,432	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046	
HS Student Council	2.50%	\$1,023	3.00%	\$1,228	3.50%	\$1,432					
MS Student Council	1.50%	\$614	2.00%	\$818	2.50%	\$1,023					
Academic Team Coach	1.50%	\$614	2.00%	\$818	2.50%	\$1,023					Interscholastic
HS Forensics Coach	6.00%	\$2,455	6.50%	\$2,660	7.00%	\$2,864	7.50%	\$3,069	8.00%	\$3,273	
HS/MS Noon Supervisor	3.00%	\$1,228	4.00%	\$1,637	5.00%	\$2,046					
Play Director - Fall	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046	5.50%	\$2,250	6.00%	\$2,455	
Play Director - Spring	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046	5.50%	\$2,250	6.00%	\$2,455	
MS Auditorium Director	4.00%	\$1,637	4.50%	\$1,841	5.00%	\$2,046	5.50%	\$2,250	6.00%	\$2,455	Full Year
Play - Technical	1.50%	\$614	2.00%	\$818	2.50%	\$1,023					Per Season (Fall & Spring)
Play - Set Construction	1.50%	\$614	2.00%	\$818	2.50%	\$1,023					Per Season - 1 position
Close Up Advisor	3.00%	\$1,228	4.00%	\$1,637	5.00%	\$2,046					
Yearbook Suprvisor	6.00%	\$2,455	7.00%	\$2,864	8.00%	\$3,273					
Band Director	12.00%	\$4,910	14.00%	\$5,728	16.00%	\$6,547					
Band - Asst. Director	5.00%	\$2,046	6.00%	\$2,455	7.00%	\$2,864					
Vocal Music Director	3.00%	\$1,228	4.00%	\$1,637	5.00%	\$2,046					HS/MS Principal Recommendation
Counselor - MS/HS	13.00%	\$5,319									To include 8 additional days and 6th hour -- if assigned by the Supt.
Teacher Leader Projects	3.00%	\$1,228									By appointment of Principal -- For school year
K-5 Grade Level Leaders	1.00%	\$409									As appointed by the Supt. For school year
HS/MS Media	10.00%	\$4,092	11.50%	\$4,705	13.00%	\$5,319					To include 8 additional days & 6th hour --if assigned by Supt.
Media Projects	0.075%	\$30.69									Projects assigned by Supt Paid at hourly rate
Community Ed Director	12.00%	\$4,910	14.00%	\$5,728	16.00%	\$6,547					If position held by KEA member & not part of regular assignment
Community Ed-Faculty Mgr	3.00%	\$1,228	4.00%	\$1,637	5.00%	\$2,046					Per Semester
Community Ed Teacher	0.055%	\$22.50									Per hour
Recreation Director	8.00%	\$3,273	9.00%	\$3,683	10.00%	\$4,092					If position held by KEA member & not part of regular assignemnt
Recreation Faculty Mgr	1.50%	\$614	2.00%	\$818	2.50%	\$1,023					Per sport season (fall - winter - spring)
Recreation Instructor	0.050%	\$20.46									Per hour
Intramurals/After School	0.050%	\$20.46									Per hour
Driver Education Teacher	0.075%	\$30.69									Per hour
Driver Ed Coordinator	2.50%	\$1,023									If there is a position
Teaching as Substitute	0.075%	\$30.69									K-12 Teachers
Teacher Training	0.075%	\$30.69									

Schedule A-3  
Extra Duty

Kelloggsville Public Schools  
2010-11  
2.75%

12th Grade Sponsor	4.00%	\$1,637										
11th Grade Sponsor	4.00%	\$1,637										
10th Grade Sponsor	2.00%	\$818										
9th Grade Sponsor	2.00%	\$818										
Steps: Base - 2	8.00%	\$3,273										
Steps: 3 - 4	9.00%	\$3,683										
Step: 5	8.00%	\$3,273										
Steps: 6 - 7	9.00%	\$3,683										
Steps: 8 - 9 - 10	10.00%	\$4,092										
Step: 15	11.00%	\$4,501										
Step: 20	12.00%	\$4,910										
Steps: 25 - 30	13.00%	\$5,319										

**Schedule A-4**  
**Kelloggsville Public Schools**

2007-08

**I. Accumulated Leave Compensation as per 14.1.2**

Accuumulated Leave Days	Leave Factor	Leave Pay Per Day	Retirement Factor	Retirement Pay Per Day
1 -49	0.20	\$22.57	0.30	\$33.86
50 - 125	0.30	\$33.86	0.50	\$56.44
126 - 200	0.40	\$45.15	0.65	\$73.37
201 +	0.50	\$56.44	0.80	\$90.30
06-07 Base =	\$110.66	X	1.0200	07-08 Base \$112.87
07-08 Base =	\$112.87	X	1.0200	08-09 Base \$115.13
08-09 Base =	\$115.13	X	1.0250	09-10 Base \$118.01
09-10 Base=	\$118.01	X	1.0275	10-11 Base \$121.26

2007-08

**II Retirement Compensation for Years of Service as per 14.2.1**

Years Service	Leave Factor		Per Year Base	Per Year Service
10	0.50	X	\$112.87	\$56.44
11 - 15	0.55	X	\$112.87	\$62.08
16 - 20	0.60	X	\$112.87	\$67.72
21 - 25	0.65	X	\$112.87	\$73.37
26 - 30	0.70	X	\$112.87	\$79.01
30 +	0.75	X	\$112.87	\$84.65
06-07 Base =	\$110.66	X	1.0200	07-08 Base \$112.87
07-08 Base =	\$112.87	X	1.0200	08-09 Base \$115.13
08-09 Base =	\$115.13	X	1.0250	09-10 Base \$118.01
09-10 Base=	\$118.01	X	1.0275	10-11 Base \$121.26

**Schedule A-4**  
**Kelloggsville Public Schools**

**2008-09**

**I. Accumulated Leave Compensation as per 14.1.2**

Accumulated Leave Days	Leave Factor	Leave Pay Per Day	Retirement Factor	Retirement Pay Per Day
1 -49	0.20	\$23.03	0.30	\$34.54
50 - 125	0.30	\$34.54	0.50	\$57.56
126 - 200	0.40	\$46.05	0.65	\$74.83
201 +	0.50	\$57.56	0.80	\$92.10
06-07 Base =	\$110.66	X	1.0200	07-08 Base \$112.87
07-08 Base =	\$112.87	X	1.0200	08-09 Base \$115.13
08-09 Base =	\$115.13	X	1.0250	09-10 Base \$118.01
09-10 Base=	\$118.01	X	1.0275	10-11 Base \$121.26

**2008-09**

**II Retirement Compensation for Years of Service as per 14.2.1**

Years Service	Leave Factor		Per Year Base	Per Year Service
10	0.50	X	\$115.13	\$57.56
11 - 15	0.55	X	\$115.13	\$63.32
16 - 20	0.60	X	\$115.13	\$69.08
21 - 25	0.65	X	\$115.13	\$74.83
26 - 30	0.70	X	\$115.13	\$80.59
30 +	0.75	X	\$115.13	\$86.35
06-07 Base =	\$110.66	X	1.0200	07-08 Base \$112.87
07-08 Base =	\$112.87	X	1.0200	08-09 Base \$115.13
08-09 Base =	\$115.13	X	1.0250	09-10 Base \$118.01
09-10 Base=	\$118.01	X	1.0275	10-11 Base \$121.26

**Schedule A-4  
Kelloggsville Public Schools**

**2009-10**

**I. Accumulated Leave Compensation as per 14.1.2**

Accumulated Leave Days	Leave Factor	Leave Pay Per Day	Retirement Factor	Retirement Pay Per Day
1 -49	0.20	\$23.60	0.30	\$35.40
50 - 125	0.30	\$35.40	0.50	\$59.00
126 - 200	0.40	\$47.20	0.65	\$76.71
201 +	0.50	\$59.00	0.80	\$94.41
06-07 Base =	\$110.66	X	1.0200	07-08 Base \$112.87
07-08 Base =	\$112.87	X	1.0200	08-09 Base \$115.13
08-09 Base =	\$115.13	X	1.0250	09-10 Base \$118.01
09-10 Base=	\$118.01	X	1.0275	10-11 Base \$121.26

**2009-10**

**II Retirement Compensation for Years of Service as per 14.2.1**

Years Service	Leave Factor		Per Year Base	Per Year Service
10	0.50	X	\$118.01	\$59.00
11 - 15	0.55	X	\$118.01	\$64.90
16 - 20	0.60	X	\$118.01	\$70.80
21 - 25	0.65	X	\$118.01	\$76.71
26 - 30	0.70	X	\$118.01	\$82.61
30 +	0.75	X	\$118.01	\$88.51
06-07 Base =	\$110.66	X	1.0200	07-08 Base \$112.87
07-08 Base =	\$112.87	X	1.0200	08-09 Base \$115.13
08-09 Base =	\$115.13	X	1.0250	09-10 Base \$118.01
09-10 Base=	\$118.01	X	1.0275	10-11 Base \$121.26

**Schedule A-4**  
**Kelloggsville Public Schools**

**2010-11**

**I. Accumulated Leave Compensation as per 14.1.2**

Accumulated Leave Days	Leave Factor	Leave Pay Per Day	Retirement Factor	Retirement Pay Per Day
1 -49	0.20	\$24.25	0.30	\$36.38
50 - 125	0.30	\$36.38	0.50	\$60.63
126 - 200	0.40	\$48.50	0.65	\$78.82
201 +	0.50	\$60.63	0.80	\$97.00
06-07 Base =	\$110.66	X	1.0200	07-08 Base \$112.87
07-08 Base =	\$112.87	X	1.0200	08-09 Base \$115.13
08-09 Base =	\$115.13	X	1.0250	09-10 Base \$118.01
09-10 Base=	\$118.01	X	1.0275	10-11 Base \$121.26

**2010-11**

**II Retirement Compensation for Years of Service as per 14.2.1**

Years Service	Leave Factor		Per Year Base	Per Year Service
10	0.50	X	\$121.26	\$60.63
11 - 15	0.55	X	\$121.26	\$66.69
16 - 20	0.60	X	\$121.26	\$72.75
21 - 25	0.65	X	\$121.26	\$78.82
26 - 30	0.70	X	\$121.26	\$84.88
30 +	0.75	X	\$121.26	\$90.94
06-07 Base =	\$110.66	X	1.0200	07-08 Base \$112.87
07-08 Base =	\$112.87	X	1.0200	08-09 Base \$115.13
08-09 Base =	\$115.13	X	1.0250	09-10 Base \$118.01
09-10 Base=	\$118.01	X	1.0275	10-11 Base \$121.26

Schedule A-5  
Kelloggsville Public Schools

**Overload Relief as Per 7.1.4**

**2007-08**

Program	Article	Factor	Base	Amount per Student
Elementary	7.1.4.1	0.450	\$11.29	\$5.08
Elementary Electives	7.1.4.1	0.045	\$11.29	\$0.51
6 - 8	7.1.4.2	0.095	\$11.29	\$1.07
6 - 8 Electives	7.1.4.2	0.095	\$11.29	\$1.07
9 - 12	7.1.4.2	0.095	\$11.29	\$1.07
Discovery High School	7.1.4.3	0.085	\$11.29	\$0.96
Special Education	7.1.4.4	0.100	\$11.29	\$1.13
2006-07 Base =	\$11.07	X	1.02	2007-08 \$11.29

**Overload Relief as Per 7.1.4**

**2008-09**

Program	Article	Factor	Base	Amount per Student
Elementary	7.1.4.1	0.450	\$11.52	\$5.18
Elementary Electives	7.1.4.1	0.045	\$11.52	\$0.52
6 - 8	7.1.4.2	0.095	\$11.52	\$1.09
6 - 8 Electives	7.1.4.2	0.095	\$11.52	\$1.09
9 - 12	7.1.4.2	0.095	\$11.52	\$1.09
Discovery High School	7.1.4.3	0.085	\$11.52	\$0.98
Special Education	7.1.4.4	0.100	\$11.52	\$1.15
2007-08 Base =	\$11.29	X	1.02	2008-09 \$11.52

**Overload Relief as Per 7.1.4**

**2009-10**

Program	Article	Factor	Base	Amount per Student
Elementary	7.1.4.1	0.450	\$11.81	\$5.31
Elementary Electives	7.1.4.1	0.045	\$11.81	\$0.53
6 - 8	7.1.4.2	0.095	\$11.81	\$1.12
6 - 8 Electives	7.1.4.2	0.095	\$11.81	\$1.12
9 - 12	7.1.4.2	0.095	\$11.81	\$1.12
Discovery High School	7.1.4.3	0.085	\$11.81	\$1.00
Special Education	7.1.4.4	0.100	\$11.81	\$1.18
2008-09 Base =	\$11.52	X	1.025	2009-10 \$11.81

**Overload Relief as Per 7.1.4**

**2010-11**

Program	Article	Factor	Base	Amount per Student
Elementary	7.1.4.1	0.450	\$12.13	\$5.46
Elementary Electives	7.1.4.1	0.045	\$12.13	\$0.55
6 - 8	7.1.4.2	0.095	\$12.13	\$1.15
6 - 8 Electives	7.1.4.2	0.095	\$12.13	\$1.15
9 - 12	7.1.4.2	0.095	\$12.13	\$1.15
Discovery High School	7.1.4.3	0.085	\$12.13	\$1.03
Special Education	7.1.4.4	0.100	\$12.13	\$1.21
2009-10 Base =	\$11.81	X	1.0275	2010-11 \$12.13

Schedule A-5  
Kelloggsville Public Schools

**Overload Relief as Per 7.1.4**

**2007-08**

Program	Article	Factor	Base	Amount per Student
Elementary	7.1.4.1	0.450	\$11.29	\$5.08
Elementary Electives	7.1.4.1	0.450	\$11.29	\$5.08
6 - 8	7.1.4.2	0.095	\$11.29	\$1.07
6 - 8 Electives	7.1.4.2	0.095	\$11.29	\$1.07
9 - 12	7.1.4.2	0.095	\$11.29	\$1.07
Discovery High School	7.1.4.3	0.085	\$11.29	\$0.96
Special Education	7.1.4.4	0.100	\$11.29	\$1.13
2006-07 Base =	\$11.07	X	1.02	2007-08 \$11.29

**Overload Relief as Per 7.1.4**

**2008-09**

Program	Article	Factor	Base	Amount per Student
Elementary	7.1.4.1	0.450	\$11.52	\$5.18
Elementary Electives	7.1.4.1	0.450	\$11.52	\$5.18
6 - 8	7.1.4.2	0.095	\$11.52	\$1.09
6 - 8 Electives	7.1.4.2	0.095	\$11.52	\$1.09
9 - 12	7.1.4.2	0.095	\$11.52	\$1.09
Discovery High School	7.1.4.3	0.085	\$11.52	\$0.98
Special Education	7.1.4.4	0.100	\$11.52	\$1.15
2007-08 Base =	\$11.29	X	1.02	2008-09 \$11.52

**Overload Relief as Per 7.1.4**

Program	Article	Factor	Base	Amount per Student
Elementary	7.1.4.1	0.450	\$11.81	\$5.31
Elementary Electives	7.1.4.1	0.450	\$11.81	\$5.31
6 - 8	7.1.4.2	0.095	\$11.81	\$1.12
6 - 8 Electives	7.1.4.2	0.095	\$11.81	\$1.12
9 - 12	7.1.4.2	0.095	\$11.81	\$1.12
Discovery High School	7.1.4.3	0.085	\$11.81	\$1.00
Special Education	7.1.4.4	0.100	\$11.81	\$1.18
2008-09 Base =	\$11.52	X	1.02	2009-10 \$11.81

Incorrect  
Table  
See Ltr. of  
Understanding

**Overload Relief as Per 7.1.4**

Program	Article	Factor	Base	Amount per Student
Elementary Electives	7.1.4.1	0.450	\$12.13	\$5.46
6 - 8	7.1.4.2	0.095	\$12.13	\$1.15
6 - 8 Electives	7.1.4.2	0.095	\$12.13	\$1.15
9 - 12	7.1.4.2	0.095	\$12.13	\$1.15
Discovery High School	7.1.4.3	0.085	\$12.13	\$1.03
Special Education	7.1.4.4	0.100	\$12.13	\$1.21
2009-10 Base =	\$11.81	X	1.0275	2010-11 \$12.13

**Schedule A-6  
Zero Hour or Additional Class**

**Kelloggsville Public Schools**

**2007-08  
2%**

Step	BA	Factor BA	BA + 20	Factor BA + 20	M.A.	Factor M.A.	M.A. + 15	Factor MA+15	MA + 30	Factor MA + 30	ED.S.	Factor ED.S.
Base	\$6,323		\$6,512	1.03	\$7,018	1.11	\$7,208	1.14	\$7,524	1.19	\$7,651	1.21
1	\$6,702	1.06	\$6,829	1.08	\$7,334	1.16	\$7,524	1.19	\$7,840	1.24	\$7,903	1.25
2	\$6,955	1.10	\$7,081	1.12	\$7,651	1.21	\$7,840	1.24	\$8,156	1.29	\$8,283	1.31
3	\$7,271	1.15	\$7,461	1.18	\$8,030	1.27	\$8,283	1.31	\$8,599	1.36	\$8,662	1.37
4	\$7,651	1.21	\$7,777	1.23	\$8,409	1.33	\$8,662	1.37	\$8,978	1.42	\$9,105	1.44
5	\$7,967	1.26	\$8,156	1.29	\$8,852	1.40	\$9,042	1.43	\$9,358	1.48	\$9,484	1.50
6	\$8,346	1.32	\$8,536	1.35	\$9,231	1.46	\$9,421	1.49	\$9,800	1.55	\$10,053	1.59
7	\$8,725	1.38	\$8,915	1.41	\$9,674	1.53	\$9,863	1.56	\$10,243	1.62	\$10,622	1.68
8	\$9,105	1.44	\$9,294	1.47	\$10,116	1.60	\$10,369	1.64	\$10,749	1.70	\$10,812	1.71
9	\$9,484	1.50	\$9,674	1.53	\$10,559	1.67	\$10,812	1.71	\$11,191	1.77	\$11,318	1.79
10	\$9,863	1.56	\$10,053	1.59	\$11,002	1.74	\$11,191	1.77	\$11,634	1.84	\$11,824	1.87
15	\$10,180	1.61	\$10,622	1.68	\$11,381	1.80	\$11,697	1.85	\$12,140	1.92	\$12,329	1.95
20	\$10,496	1.66	\$10,938	1.73	\$11,760	1.86	\$12,013	1.90	\$12,456	1.97	\$12,645	2.00
25	\$10,749	1.70	\$11,191	1.77	\$12,013	1.90	\$12,393	1.96	\$12,835	2.03	\$12,898	2.04
26	\$10,812	1.71	\$11,254	1.78	\$12,076	1.91	\$12,456	1.97	\$12,898	2.04	\$12,962	2.05
27	\$10,875	1.72	\$11,318	1.79	\$12,140	1.92	\$12,519	1.98	\$12,962	2.05	\$13,025	2.06
28	\$10,938	1.73	\$11,381	1.80	\$12,203	1.93	\$12,582	1.99	\$13,025	2.06	\$13,088	2.07
29	\$11,002	1.74	\$11,444	1.81	\$12,266	1.94	\$12,645	2.00	\$13,088	2.07	\$13,151	2.08
30	\$11,065	1.75	\$11,507	1.82	\$12,329	1.95	\$12,709	2.01	\$13,151	2.08	\$13,215	2.09

06-07				07-08		07-08	FACTOR		
Base	\$37,342	1.0200	=	Base	\$38,089	X	0.166	=	\$6,323

1. The base for zero hour and/or additional class is computed on the base \$38,089 x a factor of 1/6 = 0.166  
 The result is: 07-08 Base \$38,089 x 0.166 = \$6,323 as the new base for 07-08

**Schedule A-6  
Zero Hour Or Additional Class**

**Kelloggsville Public Schools**

**2008-09  
2%**

Step	BA	Factor BA	BA + 20	Factor BA + 20	M.A.	Factor M.A.	M.A. + 15	Factor MA+15	MA + 30	Factor MA + 30	ED.S.	Factor ED.S.
Base	\$6,449		\$6,643	1.03	\$7,159	1.11	\$7,352	1.14	\$7,675	1.19	\$7,804	1.21
1	\$6,836	1.06	\$6,965	1.08	\$7,481	1.16	\$7,675	1.19	\$7,997	1.24	\$8,062	1.25
2	\$7,094	1.10	\$7,223	1.12	\$7,804	1.21	\$7,997	1.24	\$8,320	1.29	\$8,448	1.31
3	\$7,417	1.15	\$7,610	1.18	\$8,191	1.27	\$8,448	1.31	\$8,771	1.36	\$8,835	1.37
4	\$7,804	1.21	\$7,933	1.23	\$8,577	1.33	\$8,835	1.37	\$9,158	1.42	\$9,287	1.44
5	\$8,126	1.26	\$8,320	1.29	\$9,029	1.40	\$9,222	1.43	\$9,545	1.48	\$9,674	1.50
6	\$8,513	1.32	\$8,706	1.35	\$9,416	1.46	\$9,609	1.49	\$9,996	1.55	\$10,254	1.59
7	\$8,900	1.38	\$9,093	1.41	\$9,867	1.53	\$10,061	1.56	\$10,448	1.62	\$10,835	1.68
8	\$9,287	1.44	\$9,480	1.47	\$10,319	1.60	\$10,577	1.64	\$10,964	1.70	\$11,028	1.71
9	\$9,674	1.50	\$9,867	1.53	\$10,770	1.67	\$11,028	1.71	\$11,415	1.77	\$11,544	1.79
10	\$10,061	1.56	\$10,254	1.59	\$11,222	1.74	\$11,415	1.77	\$11,867	1.84	\$12,060	1.87
15	\$10,383	1.61	\$10,835	1.68	\$11,609	1.80	\$11,931	1.85	\$12,383	1.92	\$12,576	1.95
20	\$10,706	1.66	\$11,157	1.73	\$11,996	1.86	\$12,254	1.90	\$12,705	1.97	\$12,898	2.00
25	\$10,964	1.70	\$11,415	1.77	\$12,254	1.90	\$12,640	1.96	\$13,092	2.03	\$13,156	2.04
26	\$11,028	1.71	\$11,480	1.78	\$12,318	1.91	\$12,705	1.97	\$13,156	2.04	\$13,221	2.05
27	\$11,093	1.72	\$11,544	1.79	\$12,383	1.92	\$12,769	1.98	\$13,221	2.05	\$13,285	2.06
28	\$11,157	1.73	\$11,609	1.80	\$12,447	1.93	\$12,834	1.99	\$13,285	2.06	\$13,350	2.07
29	\$11,222	1.74	\$11,673	1.81	\$12,512	1.94	\$12,898	2.00	\$13,350	2.07	\$13,414	2.08
30	\$11,286	1.75	\$11,738	1.82	\$12,576	1.95	\$12,963	2.01	\$13,414	2.08	\$13,479	2.09

07-08				08-09		08-09	Factor		
Base	\$38,089	1.0200	=	Base	\$38,851	X	0.166	=	\$6,449

1. The base for zero hour and/or additional class is computed on the base \$38,851 x a factor of 1/6 = 0.166  
 The result is: 08-09 Base \$38,851 x 0.166 = \$6,449 as the new base for 08-09

**Schedule A-6  
Zero Hour or Additional Class**

**Kelloggsville Public Schools**

**2009-10  
2.5%**

Step	BA	Factor BA	BA + 20	Factor BA + 20	M.A.	Factor M.A.	M.A. + 15	Factor MA+15	MA + 30	Factor MA + 30	ED.S.	Factor ED.S.
Base	\$6,610		\$6,809	1.03	\$7,338	1.11	\$7,536	1.14	\$7,866	1.19	\$7,999	1.21
1	\$7,007	1.06	\$7,139	1.08	\$7,668	1.16	\$7,866	1.19	\$8,197	1.24	\$8,263	1.25
2	\$7,272	1.10	\$7,404	1.12	\$7,999	1.21	\$8,197	1.24	\$8,528	1.29	\$8,660	1.31
3	\$7,602	1.15	\$7,800	1.18	\$8,395	1.27	\$8,660	1.31	\$8,990	1.36	\$9,056	1.37
4	\$7,999	1.21	\$8,131	1.23	\$8,792	1.33	\$9,056	1.37	\$9,387	1.42	\$9,519	1.44
5	\$8,329	1.26	\$8,528	1.29	\$9,255	1.40	\$9,453	1.43	\$9,784	1.48	\$9,916	1.50
6	\$8,726	1.32	\$8,924	1.35	\$9,651	1.46	\$9,850	1.49	\$10,246	1.55	\$10,511	1.59
7	\$9,122	1.38	\$9,321	1.41	\$10,114	1.53	\$10,312	1.56	\$10,709	1.62	\$11,106	1.68
8	\$9,519	1.44	\$9,717	1.47	\$10,577	1.60	\$10,841	1.64	\$11,238	1.70	\$11,304	1.71
9	\$9,916	1.50	\$10,114	1.53	\$11,040	1.67	\$11,304	1.71	\$11,701	1.77	\$11,833	1.79
10	\$10,312	1.56	\$10,511	1.59	\$11,502	1.74	\$11,701	1.77	\$12,163	1.84	\$12,362	1.87
15	\$10,643	1.61	\$11,106	1.68	\$11,899	1.80	\$12,229	1.85	\$12,692	1.92	\$12,890	1.95
20	\$10,973	1.66	\$11,436	1.73	\$12,296	1.86	\$12,560	1.90	\$13,023	1.97	\$13,221	2.00
25	\$11,238	1.70	\$11,701	1.77	\$12,560	1.90	\$12,957	1.96	\$13,419	2.03	\$13,485	2.04
26	\$11,304	1.71	\$11,767	1.78	\$12,626	1.91	\$13,023	1.97	\$13,485	2.04	\$13,552	2.05
27	\$11,370	1.72	\$11,833	1.79	\$12,692	1.92	\$13,089	1.98	\$13,552	2.05	\$13,618	2.06
28	\$11,436	1.73	\$11,899	1.80	\$12,758	1.93	\$13,155	1.99	\$13,618	2.06	\$13,684	2.07
29	\$11,502	1.74	\$11,965	1.81	\$12,824	1.94	\$13,221	2.00	\$13,684	2.07	\$13,750	2.08
30	\$11,568	1.75	\$12,031	1.82	\$12,890	1.95	\$13,287	2.01	\$13,750	2.08	\$13,816	2.09

08-09				09-10		09-10	Factor		
Base	\$38,851	1.0250	=	Base	\$39,822	X	0.166	=	\$6,610

1. The base for zero hour and/or additional class is computed on the base \$39,822 x a factor of 1/6 = 0.166  
The result is: 09-10 Base \$39,822 x 0.166 = \$6,610 as the new base for 09-10

**Schedule A-6  
Zero Hour or Additional Class**

**Kelloggsville Public Schools**

**2010-11  
2.75%**

Step	BA	Factor BA	BA + 20	Factor BA + 20	M.A.	Factor M.A.	M.A. + 15	Factor MA+15	MA + 30	Factor MA + 30	ED.S.	Factor ED.S.
Base	\$6,792		\$6,996	1.03	\$7,539	1.11	\$7,743	1.14	\$8,083	1.19	\$8,219	1.21
1	\$7,200	1.06	\$7,336	1.08	\$7,879	1.16	\$8,083	1.19	\$8,422	1.24	\$8,490	1.25
2	\$7,471	1.10	\$7,607	1.12	\$8,219	1.21	\$8,422	1.24	\$8,762	1.29	\$8,898	1.31
3	\$7,811	1.15	\$8,015	1.18	\$8,626	1.27	\$8,898	1.31	\$9,237	1.36	\$9,305	1.37
4	\$8,219	1.21	\$8,354	1.23	\$9,034	1.33	\$9,305	1.37	\$9,645	1.42	\$9,781	1.44
5	\$8,558	1.26	\$8,762	1.29	\$9,509	1.40	\$9,713	1.43	\$10,053	1.48	\$10,188	1.50
6	\$8,966	1.32	\$9,170	1.35	\$9,917	1.46	\$10,120	1.49	\$10,528	1.55	\$10,800	1.59
7	\$9,373	1.38	\$9,577	1.41	\$10,392	1.53	\$10,596	1.56	\$11,003	1.62	\$11,411	1.68
8	\$9,781	1.44	\$9,985	1.47	\$10,868	1.60	\$11,139	1.64	\$11,547	1.70	\$11,615	1.71
9	\$10,188	1.50	\$10,392	1.53	\$11,343	1.67	\$11,615	1.71	\$12,022	1.77	\$12,158	1.79
10	\$10,596	1.56	\$10,800	1.59	\$11,818	1.74	\$12,022	1.77	\$12,498	1.84	\$12,701	1.87
15	\$10,936	1.61	\$11,411	1.68	\$12,226	1.80	\$12,566	1.85	\$13,041	1.92	\$13,245	1.95
20	\$11,275	1.66	\$11,751	1.73	\$12,634	1.86	\$12,905	1.90	\$13,381	1.97	\$13,584	2.00
25	\$11,547	1.70	\$12,022	1.77	\$12,905	1.90	\$13,313	1.96	\$13,788	2.03	\$13,856	2.04
26	\$11,615	1.71	\$12,090	1.78	\$12,973	1.91	\$13,381	1.97	\$13,856	2.04	\$13,924	2.05
27	\$11,683	1.72	\$12,158	1.79	\$13,041	1.92	\$13,449	1.98	\$13,924	2.05	\$13,992	2.06
28	\$11,751	1.73	\$12,226	1.80	\$13,109	1.93	\$13,517	1.99	\$13,992	2.06	\$14,060	2.07
29	\$11,818	1.74	\$12,294	1.81	\$13,177	1.94	\$13,584	2.00	\$14,060	2.07	\$14,128	2.08
30	\$11,886	1.75	\$12,362	1.82	\$13,245	1.95	\$13,652	2.01	\$14,128	2.08	\$14,196	2.09

09-10				10-11		10-11	Factor		
Base	\$39,822	1.0275	=	Base	\$40,917	X	0.166	=	\$6,792

1. The base for zero hour and/or additional class is computed on the base \$40,917 x a factor of 1/6 = 0.166  
 The result is: 10-11 Base \$40,917 x 0.166 = \$6,792 as the new base for 10-11

**Kelloggsville Public School  
District Calendar 2007-2008  
First Semester**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>August 2007</b>						
26	27 Staff Breakfast & Meeting a.m. Workday p.m.	28 Prof. Dev.	29 Prof. Dev. a.m. Workday p.m.	30	31	
<b>September 2007</b>						
						1
2	3 Labor Day	4 1 <sup>st</sup> Day of School	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26 Count Day	27	28	29
30						
<b>October 2007</b>						
	1	2	3	4	5	6
7	8	9	10 Conferences 4-8:30 p.m.	11 Conferences 4-8:30 p.m.	12 No School	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
<b>November 2007</b>						
				1	2	3
4	5	6	7	8	9 Records a.m. Prof. Dev. p.m.	10
11	12 2 <sup>nd</sup> MP	13	14	15	16	17
18	19	20	21	22 No School Thanksgiving	23 No School	24
25	26	27	28	29	30	
<b>December 2007</b>						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24 No School	25 No School Christmas	26 No School	27 No School	28 No School	29
30	31 No School					
<b>January 2008</b>						
		1 No School New Year's Day	2 No School	3 No School	4 No School	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19

**Kelloggsville Public School  
District Calendar 2007-2008  
Second Semester**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>January 2008</b>						
20	21	22	23	24	25 Records a.m. Prof. Dev. p.m.	26
27	28 3 <sup>rd</sup> MP	29	30	31		
<b>February 2008</b>						
					1	2
3	4	5	6	7	8	9
10	11	12	13 Count Day	14	15	16
17	18	19	20	21	22	24
24	25	26	27	28	29	
<b>March 2008</b>						
						1
2	3	4	5 Conferences 4-8:30 p.m.	6 Conferences 4-8:30 p.m.	7 No School	8
9	10	11	12	13	14	15
16	17	18	19	20	21 Records a.m. Prof. Dev. p.m.	22
23 Easter	24 4 <sup>th</sup> MP	25	26	27	28	29
30	31					
<b>April 2008</b>						
		1	2	3	4	5
6	7 No School	8 No School	9 No School	10 No School	11 No School	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
<b>May 2008</b>						
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26 No School Memorial Day	27	28	29	30	31
<b>June 2008</b>						
1	2	3	4	5	6	7
8	9	10	11	12 Last day of school	13 Records Staff 8 a.m.-1 p.m.	14
15	16	17	18	19	20	21

**Kelloggsville Public Schools  
District Calendar 2008-2009  
First Semester**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>August 2008</b>						
24/31	25 Staff Breakfast & Meeting a.m. Workday p.m.	26 Prof. Dev.	27 Prof. Dev. a.m. Workday p.m.	28	29	30
<b>September 2008</b>						
	1 Labor Day	2 1 <sup>st</sup> Day of School	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24 Count Day	25	26	27
28	29	30				
<b>October 2008</b>						
			1	2	3	4
5	6	7	8 Conferences 4-8:30 p.m.	9 Conferences 4-8:30 p.m.	10 No School	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
<b>November 2008</b>						
						1
2	3	4	5	6	7 Records a.m. Prof. Dev. p.m.	8
9	10 2 <sup>nd</sup> MP	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27 No School Thanksgiving	28 No School	29
30						
<b>December 2008</b>						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22 No School	23 No School	24 No School	25 No School Christmas	26 No School	27
28	29 No School	30 No School	31 No School			
<b>January 2009</b>						
				1 No School New Year's Day	2 No School	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17

**Kelloggsville Public Schools  
District Calendar 2008-2009  
Second Semester**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>January 2009</b>						
18	19	20	21	22	23 Records a.m. Prof. Dev. p.m.	24
25	26 3 <sup>rd</sup> MP	27	28	29	30	31
<b>February 2009</b>						
1	2	3	4	5	6	7
8	9	10	11 Count Day	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
<b>March 2009</b>						
1	2	3	4 Conferences 4-8:30 p.m.	5 Conferences 4-8:30 p.m.	6 No School	7
8	9	10	11	12	13	14
15	16	17	18	19	20 Records a.m. Prof. Dev. p.m.	21
22	23 4 <sup>th</sup> MP	24	25	26	27	28
29	30	31				
<b>April 2009</b>						
			1	2	3	4
5	6 No School	7 No School	8 No School	9 No School	10 No School	11
12 Easter	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
<b>May 2009</b>						
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25 No School Memorial Day	26	27	28	29	30
31						
<b>June 2009</b>						
	1	2	3	4	5	6
7	8	9	10	11 Last Day of School	12 Records Staff 8 a.m. - 1 p.m.	13
14	15	16	17	18	19	20

**Kelloggsville Public School  
District Calendar 2009-2010  
First Semester**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>August 2009</b>						
23	24	25	26	27	28	29
30	31 Staff Breakfast & Meeting a.m. Workday p.m.					
<b>September 2009</b>						
		1 Prof. Dev.	2 Prof. Dev. a.m. Workday p.m.	3	4	5
6	7 Labor Day	8 1 <sup>st</sup> Day Of School	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30 Count Day			
<b>October 2009</b>						
				1	2	3
4	5	6	7	8	9	10
11	12	13	14 Conferences 4-8:30 p.m.	15 Conferences 4-8:30 p.m.	16 No School	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
<b>November 2009</b>						
1	2	3	4	5	6	7
8	9	10	11	12	13 Records a.m. Prof. Dev. p.m.	14
15	16 2 <sup>nd</sup> MP	17	18	19	20	21
22	23	24	25	26 No School Thanksgiving	27 No School	28
29	30					
<b>December 2009</b>						
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23 No School	24 No School	25 No School Christmas	26
27	28 No School	29 No School	30 No School	31 No School		
<b>January 2010</b>						
					1 No School New Year's Day	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16

**Kelloggsville Public School  
District Calendar 2009-2010  
Second Semester**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>January 2010</b>						
17	18	19	20	21	22 Records a.m. Prof. Dev. p.m.	23
24	25 3 <sup>rd</sup> MP	26	27	28	29	30
31						
<b>February 2010</b>						
	1	2	3	4	5	6
7	8	9	10 Count Day	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
<b>March 2010</b>						
	1	2	3 Conferences 4-8:30 p.m.	4 Conferences 4-8:30 p.m.	5 No School	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26 Records a.m. Prof. Dev. p.m.	27
28	29 4 <sup>th</sup> MP	30	31			
<b>April 2010</b>						
				1	2	3
4 Easter	5 No School	6 No School	7 No School	8 No School	9 No School	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
<b>May 2010</b>						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31 No School Memorial Day					
<b>June 2010</b>						
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15 Last day of School	16 Records Staff 8 a.m. - 1 p.m.	17	18	19

**Kelloggsville Public School  
District Calendar 2010-2011  
First Semester**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>August 2010</b>						
22	23	24	25	26	27	28
29	30 Staff Breakfast & Meeting a.m. Workday p.m.	31 Prof. Dev.				
<b>September 2010</b>						
			1 Prof. Dev. a.m. Workday p.m.	2	3	4
5	6 Labor Day	7 1 <sup>st</sup> Day of School	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29 Count Day	30		
<b>October 2010</b>						
					1	2
3	4	5	6	7	8	9
10	11	12	13 Conferences 4-8:30 p.m.	14 Conferences 4-8:30 p.m.	15 No school	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30
<b>November 2010</b>						
	1	2	3	4	5	6
7	8	9	10	11	12 Records a.m. Prof. Dev. p.m.	13
14	15 2 <sup>nd</sup> MP	16	17	18	19	20
21	22	23	24	25 No School Thanksgiving	26 No School	27
28	29	30				
<b>December 2010</b>						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23 No School	24 No School	25 Christmas
26	27 No School	28 No School	29 No School	30 No School	31 No School	
<b>January 2011</b>						
						1 New Year's Day
2	3 No School	4	5	6	7	8
9	10	11	12	13	14	15

**Kelloggsville Public School  
District Calendar 2010-2011  
Second Semester**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>January 2011</b>						
16	17	18	19	20	21 Records a.m. Prof. Dev. p.m.	22
23	24 3 <sup>rd</sup> MP	25	26	27	28	29
30	31					
<b>February 2011</b>						
		1	2	3	4	5
6	7	8	9 Count Day	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					
<b>March 2011</b>						
		1	2 Conferences 4-8:30 p.m.	3 Conferences 4-8:30 p.m.	4 No School	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25 Records a.m. Prof. Dev. p.m.	26
27	28 4 <sup>th</sup> MP	29	30	31		
<b>April 2011</b>						
					1	2
3	4 No School	5 No School	6 No School	7 No School	8 No School	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 Easter	25	26	27	28	29	30
<b>May 2011</b>						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30 No School Memorial Day	31				
<b>June 2011</b>						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14 Last Day of School	15 Records Staff 8 a.m. - 1 p.m.	16	17	18

## SCHEDULE B-1

### DAILY SCHEDULE TIMES

School years 2007-08, 2008-09, 2009-10, 2010-2011

#### ***Elementary School:***

Starting time	teacher	8:15 am
Class starting	student	8:45 am
Class ending	student	3:31 pm
Ending time	teacher	3:43 pm

#### ***Middle School:***

Starting time	teacher	7:45 am
Class starting	student	8:10 am
Class ending	student	3:05 pm
Ending time	teacher	3:15 pm

#### ***High School:***

Starting time	teacher	7:40 am
Class starting	student	8:00 am
Class ending	student	3:00 pm
Ending time	teacher	3:10 pm

#### ***Discovery Alternative High School:***

Starting time	teacher	7:40 am
Class starting	student	8:00 am
Class ending	student	2:55 pm
Ending time	teacher	3:10 pm

SCHEDULE C

INSURANCE

A. Election of Benefits

1. Election will be made annually during the open enrollment period.
2. There will be no change in elections during the school year unless there is a change in family status as follows:
  - a. You have married or divorced.
  - b. Your spouse or child has died.
  - c. You have a new child by birth or adoption.
  - d. Your spouse begins or terminates employment.
  - e. You or your spouse's employment status is changed from full-time to part-time, or vice-versa.
  - f. You or your spouse take an unpaid leave of absence.
  - g. You or your spouse have a significant change in your health coverage as a result of your spouse's employment.

B. Insurance Benefits – The Board agrees to furnish to all full-time teachers, who elect such coverage, the insurance protection. Employees may select the benefits that best serve their personal needs as per Section A (Election of Benefits) of this Schedule.

INSURANCE

CASH IN LIEU OF BENEFIT

A. Health: MESSA CHOICES II

Self	0%
Self-Spouse	50% of monthly premium
Self-Dependent	50% of monthly premium
Full-Family	50% of monthly premium
Prescription Card: \$5/\$10	
<b>In Network - \$0 Deductible</b>	
<b>Out of Network - Deductible \$250 per person/ \$500 per family</b>	

B. Health: MESSA SUPER CARE I

Employees may choose **Messa Super Care I**, however, they must pay the difference between the two benefit premiums.

Schedule C (continued)

CASH IN LIEU OF BENEFIT

2. Dental (Plan Specifications Schedule C-1)  
Full-Family 50% Basic and Major Services 75% of monthly premium  
will have an annual combined maximum of  
\$1,000. 50% of orthodontics for dependent  
child to age 19 and \$2,500 plan maximum.
  
3. Vision (Plan Specifications Schedule C-2)  
Full-Family 75% of monthly premium  
Deductibles: \$25 per person/ \$50 per family  
Reimbursement allowance: one pair of glasses or contacts per person per  
plan year
  
4. Long Term Disability (Plan Specifications Schedule C-3) 0%
  
5. \$40,000 Term Life 0%

C. Part-Time Teachers

Part-time teachers shall receive pro-rated insurance benefits, where permitted by the insurance carrier. Where not permitted the teacher shall receive equivalent cash in lieu of the benefit.

Any health insurance premiums paid by the teacher will be with pre-tax dollars as per the Flexible Benefits Plan.

## SCHEDULE C-1

### DENTAL

The Board shall provide Full Family dental care, per S.E.T. Ultra-Dent specifications:

#### A. Dental Plan Definitions:

1. **Eligible Participants** include All Active Fulltime Instructional Staff.
2. **Eligible Dependents** (1) an employee's spouse while not divorced or legally separated from the employee; (2) each of the employee's unmarried children who are dependent within the meaning of the IRS code, to the age of 25.  
Coverage is provided through December 31 of the year in which the dependent becomes 25.
3. **Eligible Dental Year – September 1 through August 31**
4. **Annual Combined Maximum - \$1,000 per year/per person**
5. **Orthodontics Lifetime Maximum - \$2,500 per person**

#### B. Ultra-Dent Group Insurance Program

1. **Basic Services** **50%of R&C\*^**  
Such as:
  - a. Examinations
  - b. Cleaning
  - c. Fillings
  - d. Floride Treatment(to age 18)
  - e. Inlays, Onlays and Crowns  
(Lifetime Deductible \$0)
  - f. Diagnostic X-Rays
  - g. Oral Surgery and Anesthetics
  - h. Root Canals (Endodontics)
  - i. Peridontics
  - j. Post/Cores and Repair
2. **Major Services** **50%of R&C\***  
Such As:
  - a. Dentures (Full and Partial)  
(Annual Deductible \$25. Maximum 2 Per Family)
  - b. Bridges and Bridge Repair
3. **Orthodontic Services** **50%of R&C\***  
(to age 19) (Deductible \$0)

\*R&C means reasonable and customary

^An Incentive plan is incorporated in this benefit. The Benefit Level will begin at 50% on selected basic services for the first year, then it increases 10% each succeeding benefit year, to a maximum of 100%, provided you visit the dentist at least once during the calendar year for a regular exam and/or cleaning.

## SCHEDULE C-2

### VISION

A. Vision Plan Specifications – The Board will provide a full family vision program as per the listed specifications.

1. Plan Year: September 01 to August 30

2. Steps for Employee Reimbursement:

- a. The employee will obtain vision services from a provider of their choice and pay at the point of service.
- b. The employee will submit a detailed paid receipt with a reimbursement form to accounts payable.
- c. Employer will remit an amount to the employee as per the listed maximum rates after \$25 individual/\$50 family deductible.
- d. Employee will receive reimbursement for only one pair of glasses or contacts per person per plan year.
- e. Reimbursements will be processed at the end of each month.

3. Schedule Rates:

Exam (Optometrist)	\$ 60
(Ophthalmologist)	\$ 70
Regular lens	\$135
Bifocals	\$135
Trifocals-progressive	\$175
High Index	\$175
Contacts (necessary)	\$275
(cosmetic)	\$175
Frames	\$160
Photochromics: (sun or gradient tints/colors coated)	
Single lenses	\$ 60
Bifocal	\$100
Trifocal-progressive	\$150
Polaroid:	
Single lenses	\$ 80
Bifocal	\$125
Trifocal-progressive	\$150

Oversize/Rimless/Blended Bifocal:

Included in lens allowance shown above-employee pay balance.

Items not covered: non-glare coatings, polycarbonates, warranties, and refractions.

## SCHEDULE C-3

### LONG TERM DISABILITY PLAN SPECIFICATIONS

#### A. L.T.D. Plan Specifications

1. There will be ninety (90) day modified file waiting period.
2. The maximum benefit shall be 66 2/3% of your regular contractual salary subject to a maximum schedule amount of \$4,750.
3. The combined limit can be 70%.
4. There will be a pre-existing condition waiver.
5. There will be a social security freeze.
6. There will be a primary social security offset.
7. There will be no exclusion on Mental & Nervous. (Two year limitation).
8. There will be a primary teacher retirement offset.
9. Up to one year of health insurance premiums will be paid by the Board provided the employee does not have other coverage initiated by the disability.

## SCHEDULE D

### POLICIES AND STANDARDS FOR THE ACCREDITATION OF SECONDARY SCHOOLS

- A. Teaching Field or Subject – Teachers in the following fields shall have the minimum number of semester hours of credit hereinafter prescribed in order to qualify for teaching assignments in their respective fields.

A teacher may qualify to teach a certain subject by taking and passing a proficiency examination provided an accredited college certified that the teacher has demonstrated competency equal to that attained by completion of the required preparation.

**AGRICULTURE:** 24 semester hours in agriculture.

**ART:** 24 semester hours in art.

**BUSINESS:** 24 semester hours in business with at least one college course in each high school subject to which the teacher is assigned.

**ENGLISH:** 24 semester hours in English, distributed appropriately among courses in literature or composition. Five semester hours in speech and/or journalism may be counted toward meeting this requirement.

**FOREIGN LANGUAGE:** 20 semester hours in each foreign language to which a teacher is assigned. One semester hour may be granted for each unit of high school foreign language, but not to exceed two hours.

**HEALTH:** 20 semester hours in health, or a major in a specific teaching field with at least 8 hours in health-related subjects.

**HOME ECONOMICS:** 24 semester hours in home economics.

**HUMANITIES:** 24 semester hours of courses distributed appropriately among subjects included in the course. Because humanities courses often include such areas as art, music, literature, philosophy, and social studies, members of a team responsible for the course shall be qualified in the areas they are teaching.

**INDUSTRIAL ARTS:** 20 semester hours in industrial arts including at least one course in each subject taught.

Teachers of drafting, general drawing, or mechanical drawing shall be approved under this standard. They may also qualify by combining art and/or industrial arts to total 20 semester hours. Individuals who have qualified in the field need only five semester hours in drawing.

Schedule D (continued)

**INTERDISCIPLINARY STUDIES:** 24 semester hours distributed appropriately among the subjects included in the core or block-of-time.

**JOURNALISM:** 24 semester hours in journalism or a minimum of five semester hours in journalism plus sufficient additional work in related fields to total at least 24 semester hours.

**MATHEMATICS:** 20 semester hours of credit in mathematics. One semester hour may be allowed for each unit of high school mathematics, but not to exceed two hours.

**MUSIC:** 24 semester hours in music.

**PHYSICAL EDUCATION:** 20 semester hours in physical education.

**READING:** 24 semester hours in reading or a minimum of five semester hours in reading plus sufficient additional work in English and/or related fields to total at least 24 semester hours.

**RELIGIOUS STUDIES (Non-doctrinal):** A teacher of non-doctrinal religious studies shall meet the NCA requirements for a teacher of English, social studies, or humanities, with at least six semester hours in religious studies appropriate to the specific courses being taught by the teacher.

**SCIENCE:** 24 semester hours in science, distributed appropriately in the subjects to which the teacher is assigned. Teachers of highly specialized elective subjects shall have had training and/or experience sufficient to qualify them for assignment to teach specialized electives, subject to the approval of the State Committee.

**SOCIAL STUDIES:** 24 semester hours in social studies, distributed appropriately in the subjects to which the teacher is assigned. Teachers of highly specialized elective subjects shall have had training and/or experience sufficient to qualify them for assignment to teach such specialized electives, subject to the approval of the State Committee.

**SPEECH:** 24 semester hours in speech and dramatic arts or a minimum of 8 semester hours in speech plus sufficient additional work in English to total 24 semester hours.

**ALL OTHER SUBJECTS:** Teachers of all other subjects for which NCA requirements have not been established shall be approved by the Commission provided they hold a certificate for the specific field issued by the state in which they are teaching. In the absence of such state certification, approval shall be determined by the judgement of the State Committee.

## APPENDIX A

### TENURE POLICY

The Kelloggsville Public Schools Tenure Policy is set up to implement this Act.

We believe that an evaluation program constructively used is a valuable measure to improve the growth of the new teacher if it is administered in a beneficial, reasonable and just manner. Its policies should be used to enhance the growth of the probationers and tenure teachers in order to attain professional growth. We also believe that it will help to provide better instruction for the school children of the Kelloggsville School District.

### TEACHERS ON PROBATION

- I. Guides for Principal to follow: (The term, Principal, shall include hereafter Assistant Principal.)
  - A. Shall explain the tenure program and the evaluation form to all new probationers within the first month of the school year.
  - B. Shall assign a helping teacher to the probationer when the probationer's employment begins. A new helping teacher shall be appointed for the probationer upon the request of the probationer, the helping teacher or the principal.
  - C. Shall schedule at least two probationer-principal conferences: one in each semester, the second before the April Board of Education meeting. A basis for this conference is the guide sheet (Appendix C). Within one week, a summary of the conference, using the Principal-Teacher Conference on Probationary Teacher Growth form (Appendix E), is to be given to the probationer and the Superintendent at the same time.
  - D. Shall be advised of their progress toward tenure at each probationer-principal conference.
  - E. Shall schedule observations of the probationer prior to each conference held, allowing sufficient time to observe and assess the individual's strengths and weaknesses.
  - F. Shall evaluate the work of the probationer and make advisory recommendations regarding tenure status to the Superintendent on or before the April Board of Education meeting.
  - G. Shall help tenure teachers to maintain the high standards expected of those on tenure.

Appendix A (continued)

H. This section shall in no way affect the principal's administrative responsibility to visit a classroom at any time.

II. Guides for Mentor Teacher (Non-Grievance)

- A. Shall stand in the position of a friendly counselor and helpful personal advisor.
- B. Shall be a tenure teacher, if possible, from the same department or building and grade level.
- C. Shall make the probationer familiar with the routine procedures and policies of the department, building and school system.
- D. Shall ask the principal to make a change in the event the probationer-helping teacher relationship proves unsatisfactory.

III. Guides for Probationer (Non-Grievance)

- A. Shall ask his helping teacher for assistance since it is difficult for the most cooperative helping teacher to know what help is needed unless he is consulted.
- B. Shall familiarize himself with the Personnel Policies (including the local Tenure Policy) and with the traditions and policies of the school system.
- C. Shall ask the principal to make a change in the event the probationer-helping teacher relationship proves unsatisfactory.

TEACHERS ON TENURE

- I. A formal written evaluation of tenured teachers may occur every other year.
- II. The principal has the right and authority to evaluate yearly or more frequently if desired and may provide a written evaluation at his/her discretion.
- III. The teacher may request an annual formal written evaluation.
- IV. All tenured teachers will continue to establish yearly goals and an informal conference between the teacher and principal will occur yearly to assess goal attainment and performance. No written evaluation is required.
- V. A written summary of said conference shall be prepared by the principal, with the possibility of teacher comments, and shall be signed by both parties.

Appendix A (continued)

- VI. A copy of said conference summary shall be given to the teacher and the Superintendent at the same time.

TEACHERS ON CONTINUING TENURE TRANSFERRING TO KELLOGGSVILLE

- I. A teacher on continuing tenure from another district beginning employment with Kelloggsville Public Schools shall be required by the Board of Education to serve as a teacher on probation for two years.

## APPENDIX B

### EVALUATION PROCESS

**Goal of process:**      **To be consistent throughout the district.**  
**To have the areas evaluated be the same for all.**  
**To focus on student learning and staff growth.**

#### Level A

- Steps:
1. All teachers up for evaluation do a self-assessment using the evaluation tool, to be turned in to a evaluator by September 1.
  2. Teachers up for evaluation meet with evaluator to go over self-assessment and annual goals by October 15.
  3. Teachers will develop goals in grade level or department by October 15 and meet to discuss their goals with the administrator assigned to their team.

**Observation:**      Required Observation

- Three (3) or more drop-in observations per evaluation period (i.e. three for tenured and six (2 X 3 = 6) for non-tenured per year).
- One of the above will be scheduled, from each set of three.
- Each observation will be 10 – 15 minutes long minimally.
- Teacher will turn in lesson plans (objective, methods, assessment) and elements by the next day, which can be via e-mail, hard copy or in-person meeting.
- Evaluator will give teacher feedback by the end of the following day.
- There will be one post-conference after all informal observations are complete. Goals progress will also be discussed at this meeting. (Goals are not part of the final evaluation.)

#### Optional Observation

- Up to administrator or at teacher request.
- Always scheduled.
- There will be a pre-conference where lesson plans are turned in and discussed.
- The observation will be an uninterrupted 45-60 minutes long.
- There will be a post-conference for discussion and suggestions.

APPENDIX B (continued)

**Level B**

**Goal:** To afford teachers with demonstrated high ability an opportunity to further develop in an area of interest to them. This process would take the place of required observation (Level A).

**Criteria for Level B:** Proficient or Distinguished in all areas when evaluated by evaluator.

**Note:** When evaluation is due or requested, either evaluator or teacher can choose to return to evaluation tool.  
All teachers, regardless of which level they are currently on will do a self assessment using the evaluation tool every two years. Evaluator will check in with the teacher to see how this went.

- Options:**
1. Based on goal (teacher choice) teacher would collect a portfolio with evidence of goal being attained. Teacher will meet with the evaluator at the beginning of the school year to set up goal. They will also meet mid year and at the end of the school year to dialogue progress toward that goal.
  2. Based on desired area of staff development the teacher would identify a number of activities that will lead to specific professional development. A meeting with the evaluator at the beginning of the year will confirm these activities. They will also meet mid year and at the end of the school year to dialogue progress toward identified staff development topic.
  3. Based on a creative and innovative idea / activity the teacher will meet with the evaluator at the beginning of the year to share idea / activity and get approval. They would also meet mid year and at the end of the school year to discuss any progress made in regards to the idea / activity.

APPENDIX C

**KELLOGGSVILLE PUBLIC SCHOOLS**

**LEVEL B**

Teacher:

Assignment:

Building:

School Year:

Goal / Staff Development Topic / Creative and Innovative Idea / Activity (to be filled out at first meeting):

Indicators of success:

Summary of progress throughout the school year (to be filled out at last meeting):

Teacher Signature: \_\_\_\_\_

Evaluator Signature: \_\_\_\_\_

Date completed: \_\_\_\_\_

APPENDIX D

GRIEVANCE FORM

Submit to Principal in duplicate.

Distribution of Form

1. Superintendent
2. Principal
3. Association
4. Employee

Building \_\_\_\_\_

Name/s of Grievant/s \_\_\_\_\_  
\_\_\_\_\_

Date of Occurrence \_\_\_\_\_

Date of informal discussion  
with building principal (Level I) \_\_\_\_\_

Date of formal filing of grievance \_\_\_\_\_

=====

Synopsis of facts leading up to alleged violation:

Give section and/or subsections of the contract alleged to have been violated:

What relief is requested?

Appendix D (continued)

LEVEL II

Received by: \_\_\_\_\_  
Signature of Principal Date

\_\_\_\_\_  
Signature of Grievant Date

\_\_\_\_\_  
Signature of Association Date

Disposition by Principal:

Position of Grievant and/or Association:

\_\_\_\_\_  
Signature Date

Appendix D (continued)

LEVEL III

Received by: \_\_\_\_\_  
Superintendent Date

Date of Discussion \_\_\_\_\_

Disposition:

Response to Grievant: \_\_\_\_\_  
Date

Response to Association: \_\_\_\_\_  
Date

Position of Grievant and/or Association:

Appendix D (continued)

LEVEL IV

Received by: \_\_\_\_\_  
Superintendent Date

This Grievance is being appealed because:

Board or Board Committee decision:

\_\_\_\_\_  
Signature Date

Position of Grievant and/or Association:

KELLOGGSVILLE PUBLIC SCHOOLS

Verification of Intent  
Article XIX

This notice must be received by the Superintendent's Office by June 1 proceeding the school year (July 1 – June 30) of intended return.

All persons completing this intent must provide documentation (advisor's letter, plan of work signed by advisor, etc.) which states that completion of intended course work will result in certification in the area requested.

Name \_\_\_\_\_ Date of Lay-Off \_\_\_\_\_  
School \_\_\_\_\_ Seniority Date \_\_\_\_\_  
Current Certification \_\_\_\_\_ Position at Lay-Off \_\_\_\_\_  
\_\_\_\_\_ Expected Completion Date \_\_\_\_\_  
Intended Certification \_\_\_\_\_ Number of Hours \_\_\_\_\_  
\_\_\_\_\_

College or University \_\_\_\_\_

List below intended course work:

College or University Contact Person: \_\_\_\_\_

Should the above information change for any reason, the Superintendent's Office should be notified immediately.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## APPENDIX E

### JOB SHARING

Job Sharing is defined as two (2) bargaining unit members sharing one (1) full-time position.

- A. Purpose – Two bargaining unit members may, at their request, pair up for the purpose of sharing one teaching assignment. This voluntary pairing shall not occur if the pairing results in involuntary layoff or involuntary transfer of a full-time teacher. It shall not occur if it prevents the recall of a laid off teacher. The application for Job Sharing shall be approved or disapproved in writing by the Board within thirty (30) days of the application. In the event a request is denied, the reasons shall be set forth in writing, and the applicants shall be given the opportunity to revise and/or modify their application. The final decision rests with the Board.
- B. Application – The teachers shall notify the Board and the Association by March 1 of each year explaining their working arrangement and indicating their desire to job share for the following school year. The plan shall include the specific work schedule for each job sharer, including responsibilities for faculty meetings, recess duty, field trips, planning time, etc. Once the teachers have submitted their plan, they may not deviate from it unless the teachers and the Board agree.
- C. Pairing – The teachers who have jointly agreed to work together must each be certified and qualified for the job they will share. The job sharing arrangement shall be for one year. Job sharing teachers who wish to continue job sharing for additional years shall reapply each year as specified under Paragraphs A and B.
- D. Responsibility – Both job sharers shall each be required to participate in parent teacher conferences, in-service days, grade level and staff meetings, professional and staff development meetings to the same extent as full-time teachers.
- E. Compensation – Compensation shall be determined by each teacher's step and column of the salary schedule, prorated for the amount of time worked. Each teacher will gain one full year of seniority and will move up one full step on the salary schedule for each year working at the job sharing position.
- F. Benefits – Sick leave and personal leave shall be granted on a prorated basis. Fringe benefits shall be provided in accordance with the Master Agreement.

Appendix E Continued)

- G. Substituting – In the event one of the teachers is absent and is covered by one of the paid leave of absence provisions, the other teacher will have first opportunity to substitute for the absent teacher. For daily substitute work, the other job sharer shall be paid at the Teacher Training Rate (Schedule A-3). For substituting for longer than ten (10) consecutive work days, the job sharer shall be paid according to the job sharer's full time daily rate for working the full position.
- H. Mid-Year Vacancy – Neither participant in a job sharing position may exercise seniority rights to displace the other participant from the portion of the assignment during the school year. In the event one of the job sharing teachers leaves the employment of the Board during the course of the school year, the other teacher shall automatically assume full-time status in the position being shared for the remainder of that school year. This provision may be waived upon the written approval of the Board.
- I. Year-End Vacancy – In the event one of the teachers terminates employment with the Board or the job share position at the conclusion of a school year, the other teacher in the position will be given first option for full time status in the position, or to reapply for the shared time position with another individual.
- J. Discontinuing Job Sharing -- Both job sharing teachers will terminate all rights to their original classroom assignments. At the conclusion of a job sharing assignment, if either the Board or the job sharers elect to discontinue job sharing for the following school year, each teacher will have the right to return to full-time status in accordance with Paragraphs 1-5 below.
1. Teachers involved in job share assignment shall give notice of their intent to return to full time position for the next school year no later than March 1. The Board shall notify the job sharers no later than April 1 if it plans to discontinue the job sharing assignment.
  2. If a shared time assignment is discontinued, the job sharing teachers may apply for any vacancies that may be available.
  3. If no vacancies are available, said teachers shall continue in their job share position until a vacancy or vacancies become available.
  4. If the job sharing assignment is discontinued by the Board and there are no vacancies available, then the job sharers shall be treated under the Layoff and Recall (see Article XIX) provisions of the Master Agreement as if their position had been eliminated.

Appendix E (continued)

5. If the Board intends to implement or is in the process of implementing a reduction of personnel for the following school year, then the provisions of the Layoff and Recall provisions (Article XIX) shall apply. If there is any conflict or inconsistency between this Article and Article XIX (Layoff and Recall), then Article XIX (Layoff and Recall) shall supersede this Article.
  
- K. Covered by Master Agreement – All other provisions of the Master Agreement shall continue as if the job sharing teachers were working in regular, full-time positions.
  
- L. Sign Off – Before the job sharing agreement is implemented, it shall be signed by the Superintendent, the President of the Kelloggsville Education Association, and the job sharing participants, all of whom shall receive a copy of the signed job sharing agreement.
  
- M. Enforceability – Once signed by the KEA President, the terms of the job sharing agreement shall not be subject to any grievance claiming that any of the terms of the job sharing agreement violate any of the terms of the Master Agreement. Likewise, the decision of the District to approve or deny the job sharing application rests with the Board in its sole discretion and shall not be subject to grievance and/or arbitration. If the intent of the job share agreement is not fulfilled it is subject to the grievance procedure.

## APPENDIX F

### THE FAMILY AND MEDICAL LEAVE ACT OF 1993

The Family and Medical Leave Act of 1993 (FMLA) was enacted on February 5, 1993.

The new law is effective on August 5, 1993, for most employers. If a collective bargaining agreement (CBA) is in effect on that date, the Act becomes effective on the expiration date of the CBA or February 5, 1994, whichever is earlier.

The U.S. Department of Labor's Employment Standards Administration, Wage and Hour Division, administers and enforces FMLA for all private, state and local government employees, and some federal employees.

FMLA entitles eligible employees to take up to 12 weeks of unpaid, job protected leave each year for specified family and medical reasons. An eligible employee's right to FMLA leave begins on August 5, 1993; and leave taken before that date does not count as FMLA leave.

The law contains provisions on employer coverage; employee eligibility for law's benefits; entitlement to leave, maintenance of health benefits during leave, and job restoration after leave; notice and certification of the need for FMLA leave; and protections for employees who request or take FMLA leave. The law also requires employers to keep certain records.

I. Employer Coverage – FMLA applies to all:

- A. public agencies, including state, local and federal employers, local education agencies (school) and
- B. private-sector employers who employed 50 or more employees in 20 or more work weeks in the current or preceding calendar year and who are engaged in commerce—including joint employers and successors of covered employers.

II. Employee Eligibility – to be eligible for FMLA benefits, an employee must:

- A. work for covered employer;
- B. have worked for the employer for a total of at least 12 months; and
- C. work at a location where at least 50 employees are employed by the employer within 75 miles.

Most federal and certain congressional employees are also covered by the law and are subject to jurisdiction of the U.S. Office of Personnel Management and the Congress.

Appendix F (continued)

- II. Leave Entitlement – A covered employer must grant an eligible employee up to a total of 12 work weeks of unpaid leave during any 12 month period for one or more the following reasons:
- A. for the birth or placement of a child for adoption or foster care;
  - B. to care for an immediate family member (spouse, child, or parent) with a serious health condition; or
  - C. to take a medical leave when the employee is unable to work because of a serious health condition.

Spouses employed by the same employer are jointly entitled to a combined total of 12 work weeks of family leave for the birth or placement of a child for adoption or foster care, and to care for a parent (but not a parent-in-law) who has a serious health condition.

Leave for birth or placement for adoption for foster care must be concluded within 12 months of the birth or placement.

Under some circumstances, employees may take FMLA leave intermittently – which means taking leave in blocks of time, or by reducing their normal weekly or daily work schedule.

If FMLA leave is for birth or placement for adoption or foster care, use of intermittent leave is subject to the employer’s approval.

Family leave may be taken intermittently whenever medically necessary to care for a seriously ill family member, or because the employee is seriously ill and unable to work.

Also, subject to certain conditions, employees or employers may choose to use accrued paid leave (such as sick or vacation leave) to cover some or all of the FMLA leave. The employer is responsible for designating if an employee’s use of paid leave counts as FMLA leave, based on information from the employee. In no case can use of paid leave be credited as FMLA leave after the leave has ended.

“Serious health condition” means an illness, injury, impairment, or physical or mental condition that involves:

- A. any period of incapacity or treatment connected with inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical-care facility:

Appendix F (continued)

- B. any period of incapacity requiring absence of more than three calendar days from work, school, or other regular daily activities that also involves continuing treatment by (or under the supervision of) a health care provider; or
- C. continuing treatment by (or under the supervision of) a health care provider for a chronic or long-term health condition that is incurable or so serious that, if not treated, would likely result in a period of incapacity of more than three calendar days, and for prenatal care.

“Health care provider” means:

- A. doctors of medicine or osteopathy authorized to practice medicine or surgery by the state in which the doctor practices; or
  - B. podiatrists, dentists, clinical psychologists, optometrists and chiropractors (limited to manual manipulation of the spine to correct a subluxation as demonstrated by x-ray to exist) authorization to practice, and performing within the scope of their practice, under state law; or
  - C. nurse practitioners and nurse-midwives authorized to practice, and performing within the scope of their practice, as defined under state law; or
  - D. Christian Science practitioners listed with the First Church of Christ, Scientist in Boston, Massachusetts.
- IV. Maintenance of Health Benefits – A covered employer is required to maintain group health insurance coverage for an employee on FMLA leave whenever such insurance was provided before the leave was taken and on the same terms as if the employee had continued to work. If applicable, arrangements will need to be made for employees to pay their share of health insurance premiums while on leave.
- V. Job Restoration – Upon return from FMLA leave, an employee must be restored to his or her original job, or to an equivalent job with pay, benefits, and other employment terms and conditions.

In addition, an employee’s use of FMLA leave cannot result in the loss of any employment benefit that the employee earned or was entitled to before using FMLA leave.

Appendix F (continued)

Under specified and limited circumstances where restoration to employment will cause substantial and grievous economic injury of its operations, an employer may refuse to reinstate certain highly-paid “key” employees after using FMLA leave during which health coverage was maintained. In order to do so, the employer must:

- A. notify the employee of his/her status as a “key” employee in response to the employee’s notice of intent to take FMLA leave;
- B. notify the employee as soon as the employer decides it will deny job restoration and explain the reasons for this decision;
- C. offer the employee a reasonable opportunity to return to work from FLMA leave after giving this notice; and
- D. make a final determination as to whether reinstatement will be denied at the end of the leave period if the employee then requests restoration.

A “key” employee is a salaried “eligible” employee who is among the highest paid ten percent of employees within 75 miles of the work site.

VI. Notice and Certification – Employees seeking to use FMLA leave may be required to provide:

- A. 30 days advance notice of the need to take FMLA leave when the need is foreseeable;
- B. medical certifications supporting the need for leave due to serious health condition affecting the employee or an immediate family member;
- C. a second or third medical opinions and periodic re-certification (at the employer’s expense) and
- D. periodic reports during FMLA leave regarding the employee’s status and intent to return to work.

When leave is needed to care for an immediate family member or the employee’s own illness, and is for planned medical treatment, the employee must try to schedule treatment so as not to unduly disrupt the employer’s operation.

Appendix F (continued)

Covered employers must post a notice approved by the Secretary of Labor explaining rights and responsibilities under FMLA. An employer that willfully violates this posting requirement may be subject to a fine of up to \$100 for each separate offense.

Also, covered employers must inform employees of their rights and responsibilities under FMLA, including giving specific information when an employee gives notice of FMLA leave on what is required to the employee and what may happen in certain circumstances, such as if the employee fails to return to work after FMLA leave.

- VII. Unlawful Acts – It is unlawful for any employer to interfere with, restrain, or deny the exercise of any right provided by FMLA. It is also unlawful for an employer to discharge or discriminate against any individual for opposing any practice, or because of involvement in any proceeding, related to FMLA.
- A. Enforcement – FMLA is enforced, including investigation of complaints, by the U.S. Labor Department’s Employment Standards Administration, Wage and Hour Division. If violations cannot be satisfactorily resolved, the Department may bring action in court to compel compliance. An eligible employee may also bring a private civil action against an employer for violations.
- B. Other Provisions – Special rules apply to employees of local education agencies. Generally, these rules provide for FMLA leave to be taken in blocks of time when intermittent leave is needed or the leave is required near the end of a school term.

Salaried executive, administrative, and professional employees of covered employers who meet the Fair Labor Standards Act (FLSA) criteria for exemption from minimum wage and overtime under Regulations, 29 CFR Part 541, do not lose their FLSA-exempt status by using any unpaid FMLA leave. This special exception to the “salary basis” requirements for FLSA’s exemption extends only to “eligible” employees’ use of leave required by FMLA.

The FMLA does not affect any other federal or state law which prohibits discrimination, nor does it affect an employer’s obligation to provide greater leave rights under a collective bargaining agreement or employment benefit plan. The FMLA also encourages employers to provide more generous leave rights.

Appendix F (continued)

- VIII. Further Information – For more information, please contact the nearest office of the Wage and Hour Division, listed in most telephone directories under U.S. Government, Department of Labor, Employment Standards Administrations.  
U.S. Government Printing Office: 1993 – 153 –644

APPENDIX G

**Technology Use Agreement**

Kelloggsville Public Schools

This document is designed to reinforce and bring attention to applicable Board of Education Policy and Master Agreement language on the appropriate use of technology.

Board of Education policy 7540.01 (TECHNOLOGY PRIVACY) makes staff aware of the following:

1. "All computers, telephone systems, electronic mail systems, and voice mail systems are the Board's property and are to be used primarily for business purposes. The Board retains the right to access and review all electronic and voice mail, computer files, data bases, and any other electronic transmission contained in or used in conjunction with the Board's computer system, telephone system, electronic mail system, and voice mail system. Staff members should have no expectation that any information contained on such systems is confidential or private" (policy # 7540.01, page 1 of 2).
2. Board policy further delineates the appropriate use of district technology: "Computers, electronic mail, and voice mail are to be used for business and educational purposes. . . Staff members are encouraged to keep their personal records and personal business at home" (policy # 7540.01, page 1 of 2).

The Master Agreement between Kelloggsville Public Schools and the Kelloggsville Education Association complements the above two statements from Board policy. Section 7.5 (Electronic Communication) of the master agreement states, "Computers provided to teachers by the district should be reserved for professional use." (p. 20).

We appreciate staff's awareness and support of the above.

Staff member: \_\_\_\_\_ (please print)

Signature \_\_\_\_\_ Date: \_\_\_\_\_