

APPENDIX A

The pay for current employees shall be as follows for the 2016-2017 school year.

Name	Date Hired	1%	2%	3%
		17-18	18-19	19-20
Carole Beck	8/15/95	\$57,899.17	\$59,057.15	\$60,828.87
Mikal Staley	8/19/14	\$40,235.67	\$41,040.39	\$42,271.60
Brian Sikkenga	6/20/16	\$46,676.14	\$47,609.66	\$49,037.95
Colin Freel	6/20/16	\$43,430.00	\$44,298.60	\$45,627.56
Roberta Bourque	1/13/16	\$35,046.20	\$35,747.13	\$36,819.54
Heidi Kuehne	6/20/16	\$33,358.28	\$34,025.45	\$35,046.21
John Griebel	6/20/16	\$39,895.00	\$40,692.90	\$41,913.69
Peggy Imhoff	6/20/16	\$38,380.00	\$39,147.60	\$40,322.03

New hires after July 1, 2017 will begin no lower than the base salary of \$33,000.00 and no higher than \$55,000.00.

A 1% increase will be given for completion of a BA+20, MA, and/or MA+20 at the beginning of the next contract year as long as it is made known to the Superintendent at the completion of the program.

APPENDIX B

EXTRA CURRICULAR

The Board agrees to pay, in addition to their regular salary, the following percentages of BA base salary for special duties to be approved by the Superintendent:

Varsity Sports	6%	Elementary Sports	3%
Athletic Director	6%	Student Council	1.5%
Yearbook	1.5%	Academic Coaching Fund	6%

For each consecutive year that a person serves in the same position, an increase of 1% will be added to their Appendix B extra-curricular pay capping at the duration of this contract.

The teachers agree that if a teacher is ever removed from an extra-curricular position by the administration, the Board has the right to deny that position to that teacher at any time in the future.

The position of Athletic Director may be renewed yearly for the school year with Board review and approval. The decision to renew or discontinue the Athletic Director position is the sole prerogative of the Board of Education and is not grievable.

A list of minimum rules and responsibilities for each extra-curricular position will be given to each teacher prior to or at the time of acceptance of any extra-curricular position. The teacher will be paid at an agreed upon time with the Administrator.

The Board agrees to establish a fund for Academic Coaching whereby an annual minimum of \$2000.00 will be dedicated to supporting extra-curricular events not already listed in Appendix B. At the end of the academic year, a committee of 2 teachers and one administrator will solicit and review request for payment from this fund. The committee will recommend which activities to fund and at what rates of pay. These recommendations will be presented to the Board no later than the June meeting.

In the event that there monetary responsibilities it will be the responsibility of the extra duty position to tabulate and total all expenditures and revenues of the extra duty assignment.