

ALPINE SCHOOL DISTRICT

&

ALPINE EDUCATION ASSOCIATION

**Certified Negotiated Agreement
2013 - 2014**

April 15, 2013

The enclosed items are additions or corrections or deletions to the 2012-2013 Negotiated Agreement

Negotiations Teams:

AEA Team

Michael D. Gowans, Spokesman
Marla Hendrickson
Brandon Engles
Lois Johnson
Suzie Makin, Alpine UniServ
BetteJo McLelland
Derek Smith
Jody Wood, Alpine UniServ

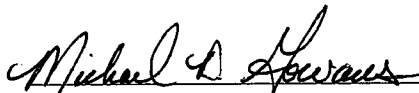
Board Team

John R. Spencer, Spokesman
Kimberly Bird
A. Kevin Cox
Sam Y. Jarman
Robert W. Smith

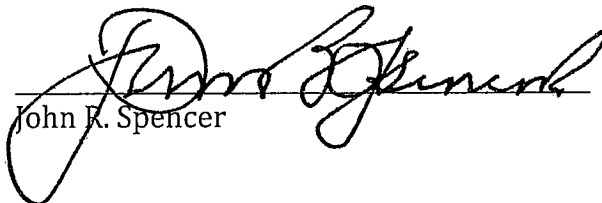
Settlement Package
2012-2013

1. One Percent will be added to the 2012-2013 Salary Schedule.
2. Preservation of step and lane for each employee, with step and lane increases for eligible employees.
3. A 1%, one-time bonus, factored from the employee's base salary. This amount will be paid to eligible employees at the end of the November pay period.
4. No changes to the insurance benefits relative to employee contribution.
5. A joint effort at re-numbering of the policy book to be completed by the end of the 2013-14 school year.
6. Continue to study for proposal, elementary prep-time and establish a one-time fund of \$50,000 to be accessed by the elementary supervisors for prep-time issues. The District will prepare a plan for future action by January 6, 2014.
7. Policy 4019, Health & Disability Leave, as amended, Attachment A.
8. Policy 4020, Bereavement, as amended, Attachment B.
9. Policy 4024, Personal Leave, as amended, Attachment C.
10. Policy 4038, Printing Policies and Procedures Booklet, as amended, Attachment D.
11. Policy 4046, Transfer of Educators, as amended, Attachment E.
12. Policy 4057A, Educator Evaluations, Attachment F.
13. Policy 4085, Association dues, as amended, Attachment G.
14. Policy 4090, Classroom Interruptions, as amended, Attachment H.
15. Policy 4094, Media Expenditures, as amended, Attachment I.
16. Policy 4036, Deleted, District Staff Cards, Attachment J.
17. Policy 4039, Deleted, Computer Printed Rolls, Attachment K.
18. Policy 4040, Deleted, Internal Communications Council, Attachment L.
19. Policy 4069, Deleted, Gifts, Attachment M.

Signature Page for the 2013-2014 Negotiated Agreement.



Michael D. Gowans



John R. Spencer

April 16, 2013
Date

16 April 2013
Date

ATTACHMENT A

Policy No. 4019

(Ref) Procedure No. 4019

PERSONNEL CERTIFIED

Definition: Calendar day includes contract days, weekends and holidays combined.

1.0 HEALTH AND DISABILITY LEAVE

1.1 Educators with less than three years continuous current experience in the District, are granted health and disability leave as follows:

1.1.1 A maximum of up to seven (7) working days may be granted annually in the event of health or disability absence.

1.1.2 Health and disability may accumulate up to a maximum of twenty-one (21) working days at the beginning of the third year of employment.

1.1.2.1 During the absence of an educator for health or disability reasons, the educator's full salary shall be paid for the cumulative days used.

1.1.3 Beyond the cumulative health and disability leave, when an educator is absent because of health or disability reasons, an educator's salary shall be paid as follows:

1.1.3.1 A certified educator's salary shall have the cost of a substitute salary deducted for any health or disability leave taken beyond the earned cumulative days up to a combined maximum of 180 calendar days.

1.2 Educators who have completed three or more current consecutive years of employment with the District, are granted health and disability leave for 180 calendar days beginning with the first day of disability.

1.2.1 **An educator who has exhausted the 180 calendar days of health and disability leave and returns to work on the 181st calendar day must obtain a release to return to work letter from their primary care physician, releasing them to return to work without restriction, or reasonable accommodation.**

- 1.2.1.1 Any accommodation must be in place before the 181st calendar day of absence. (This will mean that accommodations must be requested with enough advance notice for the District to comply.
- 1.2.1.2 The employee who uses 180 calendar days of health and disability leave and returns to work will be placed on Sick Leave Probation. Sick Leave Probation begins with the upcoming year and extends to the employee 21 calendar days annually, of health and disability leave for two years. These days are not cumulative. Upon successful completion of sick leave probation, the employee will have their 180 calendar days of health and disability leave restored.
- 1.2.2 Should an employee be unable to return to work on the 181st calendar day of health and disability leave, they will be separated from employment.
- 1.2.3 Health and disability leave will be recorded relative to the percent of contract of the employee. (A .5 teacher who takes a sick day is charged one full day of health and disability leave.) There is not an intent to extend to part-time employees more health and disability leave than full-time employees.
- 1.2.4 Employees who use 21 consecutive calendar days of health and disability leave, or establish a pattern of sick leave usage, which may indicate a possible misuse, will trigger the beginning count of the 180 calendar days of sick leave usage, beginning with the first of the 21 consecutive calendar days. The 180 day sick leave count may only go back for two years, unless a recommendation by the sick leave panel to go beyond the two years is reached.
- 1.2.4.1 Employees whose sick leave usage indicates a possible misuse will be notified in writing of the triggering of the 180 calendar days of health and disability leave.
- 1.3 An educator absent from work for a period of fifteen ~~(15)~~ consecutive working **twenty-one (21) consecutive calendar** days for health or disability reasons must, upon request of his/her supervisor, supply the supervisor **Human Resources** Department with a medical doctor's statement regarding the exact nature of the disability and shall include the doctor's prognosis of when the employee can return to work.

- 1.4 An educator who has taken ~~fifteen (15)~~ **twenty-one consecutive calendar** work days or more of health and disability leave in any one school year or who establishes a pattern of sick leave use which might indicate a possible misuse, may have the reasons for leave reviewed by a panel consisting of three administrators to be appointed by the Superintendent. The employee will be asked to appear before the panel. In the event it is determined that the benefit is being misused, the panel will make recommendations for action to the Superintendent and to the employee.
- 2.0 Educators shall be provided with a long-term disability insurance policy with the full cost of the premium being paid by the Board of Education **for a full time employee**. The benefits of this policy become effective following the expiration of the 180 days health and disability leave. The employee must apply and meet the qualification of Educators Mutual (EMI Health).
- 3.0 Fitness to return to work after prolonged illness or disability will be determined by the educator's attending physician. In the event of a conflict with the attending physician and the District administration, a second physician may be consulted at school board expense. In the event of a disagreement between the two doctors, a third doctor may be consulted to determine disposition of the case.
- 4.0 ~~After one period of 180 days used disability leave, an educator shall be granted health and disability leave not to exceed 15 days annually for a period of two years. Upon successful completion of the two years sick leave probation, the full 180 days shall be restored.~~
- 5.0-When poor health seems to impair an educator's ability to carry on work in a satisfactory manner, the Board of Education may request the educator to have a complete physical examination by a competent doctor of medicine.
- 6.0 Educators should plan their work and provide lesson plans so that their work will progress normally whenever they must absent themselves from school.
- ~~6.1 Sick leave data shall be compiled on a monthly basis by the Alpine School District and submitted to the Alpine Education Association for review. The District shall work with the A.E.A. using this and other data to consider a positive cash incentive program related to the use of sick leave.~~
- 7.0 **Sick leave data is protected by HIPPA and will not be shared with any unqualified District employee or employee representative without written consent of the employee.**

1.*See Policy No. 4047, Item 1.61

Negotiated: November 1, 1985

Negotiated Revision: August 25, 1987

Negotiated Revision: June 16, 1989

Negotiated Revision: November 26, 1991

Negotiated Revision: May 24, 2011

Information Item: Re: Long-Term Disability

Negotiated Revision: May 21, 2013

1. Individuals who were on Long-Term Disability prior to the 1988-89 contract year and who qualify to stay on Long-Term Disability beyond the initial two (2) years shall have a waiver of premium to age 65.
2. Individuals who qualify for Long-Term Disability during the 1988-89 contract year and qualify to stay on Long-Term Disability beyond the initial two (2) years shall be provided a conversion policy for health and accident insurance only to age 65. This benefit will discontinue at the close of the employee's 1988-89 contract year, but no later than August 31, 1989.

Negotiated: September 27, 1988

3. Employees who qualify for Long-Term disability and qualify to stay on Long-Term Disability beyond the initial two (2) years shall be provided a supplemental conversion policy to the Medicare coverage for health and accident insurance for a three (3) year period. This benefit will discontinue five (5) years from the date the individual qualified for Long-Term Disability. This is a benefit to the employee only and is effective to most employees qualifying subsequent to the 1988-89 school year.
4. Employees who qualify for Long-Term Disability after June 30, 2011 will no longer be provided a supplemental conversion policy to their Medicare coverage for health and accident coverage for a three (3) year period.

Negotiated: June 16, 1989

Negotiated Revision: June 16, 1989

Negotiated Revision: May 24, 2011

Policy No. 4020

PERSONNEL CERTIFIED

1.0 BEREAVEMENT LEAVE

- 1.1 Absence caused by the death of members of the immediate families may be construed as health/disability leave. Members of the immediate family include spouse, mother, father, child, brother, sister, aunt, uncle, father-in-law, mother in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, and grandchildren.
 - 1.1.1 Provisional educators may take one bereavement day per year without dock. It shall not count as a personal or sick day.
- 1.2 An educator may be absent up to three days at the death of an immediate family member without loss of salary. In instances where extenuating circumstances warrant additional time off, the principal may recommend to the superintendent additional consideration which may be granted.
- 1.3 Two additional days at the cost of a substitute may be granted upon approval of the principal or other supervisor for absence caused by the death of spouse, child or parent.
- 1.4 Absence for bereavement covers only the immediate family, and absence for bereavement of others, unless cleared in advance with the superintendent by the principal, must be taken as personal leave.
 - 1.4.1 In the event that bereavement leave is needed for other legitimate reasons not covered above, requests should be made in writing directly to the superintendent.
- 1.5 Bereavement leave may be taken at anytime during the school year, including the first and last weeks of school, and before and after Christmas break.
- 1.6 For the ~~2010-2011, and the 2011-2013~~, **2013-2014, 2014-2015, and 2015-2016**, school years only; a pilot will be run which will allow employees to use one bereavement day for a close personal friend.

Negotiated: 1980

Negotiated Revision: October 14, 1986

Negotiated Revision: September 8, 1993

Negotiated Revision: June 19, 2001

Negotiated Revision: June 12, 2007

Negotiated Revision: May 20, 2008

Negotiated Revision: May 18, 2010

Negotiated Revision: May 24, 2011

Negotiated Revision: May 21, 2013

Policy No. 4024

PERSONNEL CERTIFIED

1.0 PERSONAL LEAVE

- 1.1 Certified educators may have up to five days personal leave annually. Educators shall pay \$45 per day for each personal leave day used.
- 1.2 Personal leave may be accumulated up to a maximum of ten days. Personal leave accumulates by carrying the number of unused personal leave days over into the next school year.
- 1.3 Personal leave without pay for worthwhile absences may be approved by the superintendent or his designee.
- 1.4 Educators may not take personal leave during the first week of school* or during the last week of school*. The first week of school and the last week at school are defined as the first five student days and the last five student days of the school year. When a holiday occurs on a day which would have been one of the five student days, this day will count as one of the five student days.
- 1.5 Educators are discouraged from taking personal leave to work for any other organization.
- 1.6 Educators are encouraged to request the leave days in sufficient time to permit the principal to obtain a suitable substitute.
- 1.7 When an educator adopts a child he/she may take personal leave, up to number of days they have accrued, without a dock in salary with the Superintendent's approval. These days are in addition to the days listed in policy procedure 4019.
- 1.8 **Educators may during the pilot period of 2013-2014 through 2016-2017 take the day before Christmas break and after Christmas break as personal days with a personal leave dock in pay.**

Negotiated: November 1, 1985

Negotiated Revision: June 16, 1989

Negotiated Revision: May 10, 1994

Negotiated Revision: June 19, 2001

Negotiated Revision: May 24, 2002

Negotiated Revision: May 20, 2008

Negotiated Revision: May 2012

Negotiated Revision: May 21, 2013

Endnotes

1 (Popup - Popup)

*The first week of school and the last week at school are defined as the first five student days and the last five student days of the school year. When a holiday occurs on a day which would have been one of the five student days, this day will count as one of the five student days (May 10, 1994).

Policy No. 4038

PERSONNEL CERTIFIED

1.0 PRINTING POLICIES AND PROCEDURES BOOKLET

- 1.1 ~~The Board of Education will furnish to each certified employee a copy of the Personnel Policies and Procedures which applies directly to the certified employees.~~

Alpine School District will print 5-10 copies of the Policy and Procedures book, which will be made available to employee associations. All other employees will be able to review and find policies on the Alpine School District website.

- 1.2 ~~Alpine School District Board of Education will make available to each certificated employee a copy of the Policies and Procedures, series 4000, every three (3) years with the three-year period commencing with the 1988-89 contract year.~~

Negotiated: 1976

Negotiated Revision: 1983

Negotiated Revision: October 14, 1986

Negotiated Revision: August 25, 1987

Negotiated Revision: November 26, 1991

Negotiated Revision: May 21, 2013

Policy No. 4046

(Ref.) Procedures No. 4046

PERSONNEL CERTIFIED

1.0 TRANSFER OF EDUCATORS

1.1 Voluntary Transfer

- 1.1.1 An educator may make application to transfer within the district. The transfer request must be submitted to Human Resources by March 15th. The Human Resources Department shall prepare bulletins of known vacancies, which will occur for the following year. The Human Resources Department will post weekly on the district web site the openings and an electronic copy will be sent to the association president's and the Bonneville Uniserv Office at the ~~same time~~ **association offices upon request**. After the bulletin is published, it is the responsibility of the teachers on the transfer list to contact the principal within the advertisement period to inquire about a specific position.
- 1.1.2 Teachers who have applied for a transfer by March 15th have the responsibility to make personal contact by telephone to the principal with the vacancy. Upon request by the teacher, an interview will be granted.
 - 1.1.2.1 Teachers interested in more than one opening in a school will only receive one interview for all applicable openings within that school.
- 1.1.3 The Human Resource Office will exercise every available option in attempting to honor the voluntary transfer request.
- 1.1.4 Teachers who have not made application to the Human Resources Department for transfer by March 15th may still be considered for transfer up to August 1st. However, principals are under no obligations to interview these teachers.

1.2 Involuntary Transfer

- 1.2.1 An involuntary transfer may be initiated by the district in response to concerns, controversy, or problems of significance at the school.

1.2.1.1 A principal may not request an involuntary transfer unless the educator has been informed of the concern(s) and provided a written summary.

1.2.1.2 A single issue of significance may trigger an involuntary transfer.

1.2.2 No educator shall be transferred involuntarily without:

1.2.2.1 Having met with the principal and, upon request, with the ~~director of Human Resources~~ **Department** to review the reasons for the transfer and receive the reasons in writing.

1.2.2.2 The written reasons for the transfer will clearly identify deficiencies, available resources for improvement and a recommended course of action to improve the educator's performance.

1.2.2.3 Being given the opportunity for a discussion with the divisional supervisor regarding the transfer.

1.2.3 All involuntary transfers must receive final approval by the Cabinet.

1.2.4 The receiving school principal will be notified of the reasons the educator is being transferred.

1.2.5 An educator who is involuntarily transferred will be placed on probationary status for the next school year.

1.3 Assisted Transfer

1.3.1 In the event an educator needs to be moved to another school due to an issue with certification or endorsement, the educator shall be assisted with the transfer by the Human Resource Department and the divisional supervisor. This teacher will not have a change in status regarding qualification as a career educator. In the event the educator is on provisional status, guidelines associated with moving from provisional to career status will be followed according to policy.

1.4 An educator must serve a minimum of two years in the school to be eligible for transfer to another school. Any exceptions must be approved by the appropriate divisional supervisor.

1.5 When staffing new schools, plans and procedures will be discussed by association officers and the superintendent or his designee prior to the implementation of those transfer plans.

Negotiated: November 1, 1985

Negotiated Revision: November 26, 1991

Negotiated Revision: June 12, 2007

Negotiated Revision: May 21, 2013

Policy No. 4057A

(Ref:) Procedure No. 4057

PERSONNEL CERTIFIED

Definitions:

Educator: All licensed staff members

Supervisor: Those responsible for the evaluation of other licensed staff members.

Lines of Evidence: The data educators gather to demonstrate goals or standards are being met.

Formative Evaluation: When an educator participates in: Self Assessments, goal setting with a supervisor, professional learning, lines of evidence, and time for reflection. Those endeavors which prepare the educator for the Summative Evaluation.

Summative Evaluation: When an educator participates in: Collecting lines of evidence, reviewing goals, determining that all Utah Effective Teaching Standards are being met. (This will also include the student growth component and stake-holder input component when developed.)

1.0 EDUCATOR EVALUATION

1.1 Teacher evaluation is for the purpose of recognizing and encouraging teacher behaviors which contribute to student progress. Evaluations should unify faculties in working toward common school goals for effective instruction.

1.2 Teacher evaluation should promote the professional growth of the teacher by identifying and reinforcing strengths and establishing goals for improvement. Teacher evaluation will provide assistance for those whose performances is marginally effective, or not effective. Supervisors will work with the educators who have been identified as minimally or marginally effective by providing a written Plan of Assistance (POA).

1.3 Evaluation of provisional educators:

1.3.1 Provisional educators. Supervisors shall conduct a minimum of two observations of all provisional educators annually. The educator shall complete one self-evaluation (formative), and with their supervisor engage in setting goals (formative), gathering lines of evidence (formative), and discussing progress of goals (formative). The supervisor and educator shall use the Utah Effective Teaching Standards (10 Standards: including self evaluations and student growth components).

Evaluations must be finalized and submitted to the Human Resources office on or before March 1st of the current school year.

1.4 Evaluation of probationary educators:

1.4.1 Probationary educators. Principals shall conduct a minimum of two observations, of all probationary educators during the term of probation (at least annually). The educator and their supervisor shall engage in setting goals (summative), gathering lines of evidence (summative), and discussing progress of goals (summative). The supervisor and educator shall use the Utah Effective Teaching Standards (all 10 Standards, including self evaluation, stake-holder input and student growth components). Evaluations must be finalized and submitted to the Human Resources office on or before March 1st of the current school year.

1.5 Evaluation of career educators.

1.5.1 Educators with three or more years of teaching experience (at least one of which is in Alpine School District) shall be evaluated annually using the Utah Effective Teaching Standards(10 Standards; Including the self evaluation, stake-holder input and student growth components). These evaluations shall include one self evaluation and one summative by the supervisor. It is important to note that educators who are not meeting standards during their formative years will be moved to probation status immediately.

1.5.2 Alpine School District's full evaluation program will consist of using the Utah Effectiveness Teaching Standards within the District's annual evaluation rotation. Year one review will be on Standards: 1,2,3,6,7, and 10; year two will include Standards: 4,5,10, student growth and stake-holder input; year three shall include Standards: 8,9,10, and the self evaluation.

8.0 EDUCATOR'S EVALUATION PROCESS

8.1 Check with District Office/Human Resources to access a copy of the Flow Chart, or obtain a copy on the District web-site under Human Resources Forms.

8.2 Teachers may add a response to the supervisor's evaluation within ten calendar days of the evaluation review.

8.3 Until the pilot of the new Utah Effective Teaching Standards evaluation instrument is fully implemented, the prior Educator Evaluation policy 4057 negotiated on May 24, 2011 (known as SET), will be in effect. Educators will rotate onto the 2013 revised policy incrementally as the pilot is fully implemented.

Negotiated: May 21, 2013

Policy No. 4085

Dues Deduction

PERSONNEL CERTIFIED

1.0 DUES DEDUCTION

- 1.1 The Board agrees to deduct from each Association member's monthly salary the authorized amount of dues for the current year. The Board also agrees to deduct the balance of Association dues from the final paycheck of those educators who terminate after December 10th, of the current school year. Dues will be deducted uniformly on each monthly payroll period beginning with October payroll. The District will not be required to honor any deduction submitted after the 10th of any month. Copies of the payroll deduction computer printout shall be sent monthly to **association offices** ~~the Bonneville UniServ Offices for each month deductions are made.~~

Negotiated: October 28, 1981

Negotiated Revision: October 14, 1986

Negotiated Revision: June 12, 2007

Negotiated Revision: May 21, 2013

ATTACHMENT H

Policy No. 4090

PERSONNEL CERTIFIED

1.0 CLASSROOM INTERRUPTIONS

1.1 The District will work with the administrators to free educators from administrative and secretarial duties and reduce classroom interruptions. Such as:

- 1.1.1 Indiscriminate use of loud speakers.
- 1.1.2 Interruptions of class when students check in and out of school.
- 1.1.3 Attendance checks during the day.
- 1.1.4 Collecting money.
- 1.1.5 Educators working as attendance officers.
- 1.1.6 **Keep school announcements to a reasonable amount of time.**

Negotiated: May 15, 1984

Board Reviewed: December 2008

Negotiated Revision: May 21, 2013

ATTACHMENT I

Policy No. 4094

PERSONNEL CERTIFIED

1.0 MEDIA CENTER EXPENDITURES

1.1 It is agreed by both teams that every effort should be made by appropriate District and local school staff members to insure maximum benefit for each media center dollar expended. Administrators should continue to involve educators and other interested staff members in decisions related to the expenditure of media center funds.

Negotiated: September 13, 1983

Board Reviewed: December 2008

Board Approved: May 21, 2013

Policy No. 4036

PERSONNEL CERTIFIED

1.0 DISTRICT STAFF CARDS

1.1 The District will make available for all educators a district staff card which will allow the educator and his partner admission to district hosted activities. The cost of the activity card to the educators shall be the same as the student activity fee and the monies shall be given to the high school designated by the educator

Negotiated: May 21, 1980

DELETED

ATTACHMENT K

Policy No. 4039

PERSONNEL CERTIFIED

1.0 COMPUTER PRINTED ROLL

1.1 The district will provide a computer printed roll for each secondary educator.

Negotiated: 1982

DELETE

Policy No. 4040

PERSONNEL CERTIFIED

1.0 INTERNAL COMMUNICATIONS COUNCIL

- 1.1 Each school is to have in operation a council or committee to facilitate effective internal communication. Existing councils may satisfy this requirement.
- 1.2 The following guidelines are to be followed in the organization and operation of the council:
 - 1.2.1 The council's main function is to facilitate effective internal communications and by so doing to address local school issues, problems and concerns and to seek solutions to the same.
 - 1.2.2 The principal and at least one association building representative shall be members of the council. Additional council members should insure an adequate staff representation to make appropriate decisions. Their appointment will be determined by the principal after consultation with the building representatives.
 - 1.2.3 The frequency of council meetings is to be determined by the members of the council.
 - 1.2.4 As far as is practical, the council meetings should be held within regular contract hours.

Negotiated: September 13, 1983

Policy No. 4069

PERSONNEL CERTIFIED

1.0 GIFTS

1.1 The giving of gifts by pupils to school employees shall not be encouraged.

Board Adopted

DELETED

Alpine School District
Teachers' Salary Schedule
Fiscal Year 2013-14

Step	Lane I B.S. Degree	Lane II B.S. Degree +20 Sem. Hrs.	Lane III B.S. Degree +37 Sem. Hrs.	Lane IV B.S. Degree +50 Sem. Hrs. **	Lane V B.S. Degree +70 Sem. Hrs. **	Lane VI M.S. Degree	Lane VII M.S. Degree +20 Sem. Hrs.	Lane VIII M.S. Degree +37 Sem. Hrs.	Lane IX Ph.D. Degree							
1	1.06655	32,338	1.08334	32,847	1.10023	33,359	1.11738	33,879	1.11738	33,879	1.12596	34,139	1.13454	34,399	1.14312	34,659
2	1.09013	33,053	1.11277	33,739	1.13266	34,342	1.15840	35,123	1.15840	35,123	1.17555	35,643	1.19271	36,163	1.20987	36,683
3	1.11372	33,768	1.14218	34,631	1.16509	35,326	1.19941	36,366	1.19941	36,366	1.22515	37,147	1.25088	37,927	1.27662	38,707
4	1.13737	34,485	1.17169	35,526	1.19752	36,309	1.24042	37,610	1.24042	37,610	1.27474	38,650	1.30915	39,693	1.34347	40,734
5	1.18037	35,789	1.21468	36,829	1.24042	37,610	1.28332	38,910	1.28332	38,910	1.31773	39,954	1.35205	40,994	1.40353	42,555
6	1.22326	37,089	1.26616	38,390	1.30058	39,434	1.35205	40,994	1.35205	40,994	1.38637	42,035	1.42079	43,078	1.47226	44,639
7	1.28332	38,910	1.32631	40,214	1.36063	41,254	1.41221	42,818	1.41221	42,818	1.44652	43,858	1.48084	44,899	1.53242	46,463
8	1.34347	40,734	1.38637	42,035	1.42079	43,078	1.47226	44,639	1.47226	44,639	1.50658	45,680	1.54100	46,723	1.59247	48,284
9	1.40353	42,555	1.44652	43,858	1.48084	44,899	1.53242	46,463	1.53242	46,463	1.56673	47,503	1.60105	48,544	1.65263	50,108
10	1.46368	44,379	1.50658	45,680	1.54100	46,723	1.59247	48,284	1.59247	48,284	1.62685	49,326	1.66121	50,368	1.71268	51,928
11	1.52374	46,200	1.56673	47,503	1.60105	48,544	1.65263	50,108	1.65263	50,108	1.68694	51,148	1.72126	52,189	1.77280	53,751
12	1.58389	48,024	1.66978	50,628	1.68694	51,148	1.73849	52,711	1.73849	52,711	1.77280	53,751	1.80712	54,792	1.85870	56,356
15			1.77280	53,751	1.82431	55,313	1.87481	57,916	1.87481	57,916	1.92531	60,521	1.97581	63,126	2.02631	65,731
18			1.87585	56,876	1.91017	57,916	1.96066	60,521	1.96066	60,521	2.01116	63,126	2.06166	65,731	2.11216	68,336
21			1.99606	60,521	2.03038	61,561	2.08088	64,166	2.08088	64,166	2.13138	66,771	2.18188	69,376	2.23238	71,981
24			2.10910	63,948	2.15960	66,563	2.21010	69,376	2.21010	69,376	2.26060	72,000	2.31110	74,625	2.36160	77,230
27			2.19824	66,651	2.24874	69,376	2.29924	72,000	2.29924	72,000	2.34974	74,625	2.40024	77,230	2.45074	80,000

Salary Schedule Base \$ 30,320

The salary schedule base for the 2013-14 year is increased by 1% over the 2012-13 base.

**Hours must be pre-approved. Refer to policy 4032 for qualification requirements

Summer School Rate	2012	31.46
	2013	31.46
	2014	31.77