



AHEM 2015 – 2017 Contract Tentative Agreement



AHEM Negotiators: Tom Powers, LeMoyné Corgard, Vicki Czerwinski, Anne Lindgren, Todd Mensink, Jay Wilkins, Duane Anderson, and David Kundin

The tentative agreement for the 2015-2017 Working Agreement includes the new salary schedules along with changes to language. Language items deleted or moved will be struck-out. Bold wording denotes new language and changes from our current working agreement. We respectfully bring this to you for your consideration. If you have questions, please attend one of the AHEM information meetings that will be announced to membership. Dates to vote on the tentative agreement will be communicated through the building representatives.

				2015-16 SALARY SCHEDULE						
LANE	3	4	5	6	7	8	9	10	11	12
STEP/P.I.	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	39233	40316	41190	42146	NONE	45056	46117	47224	48341	49232
2 & 3	41153	42315	43393	44471	NONE	47379	48663	50027	51162	52637
2 & 3	41153	42315	43393	44471	NONE	47379	48663	50027	51162	52637
4	42633	43914	45014	46168	NONE	49883	51122	52788	53958	55459
5	43945	45349	46546	47835	NONE	52223	53649	55400	56574	58339
6	45061	46827	48074	49485	NONE	54600	56176	57968	59620	61244
7	46567	48334	49608	51120	NONE	56904	58811	60706	62498	64399
8	49077	50861	52125	53408	NONE	59181	61465	63575	65329	67450
9 & 10	52991	54883	55995	57276	NONE	62791	64631	66285	68059	70299
9 & 10	52991	54883	55995	57276	NONE	62791	64631	66285	68059	70299
C1 - 11	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
C 1 - 12	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
C1 - 13	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
C1 - 14	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
C1 - 15	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
C1 - 16	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
C1 - 17	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
C1 - 18	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
C1 - 19	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
C1 - 20	58161	60396	61810	63457	65694	70073	72218	74365	76747	79130
CII - 21	60631	62751	64282	65812	68167	72575	74841	76987	79369	82230
CII - 22	60631	62751	64282	65812	68167	72575	74841	76987	79369	82230
CII - 23	60631	62751	64282	65812	68167	72575	74841	76987	79369	82230
CIII - 24+					69089	74006	76747	78892	81871	84851

				2016-17 SALARY SCHEDULE						
LANE	3	4	5	6	7	8	9	10	11	12
STEP/P.I.	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	39626	40719	41602	42568	NONE	45507	46578	47696	48824	49725
2	41565	42738	43827	44916	NONE	47853	49149	50528	51673	53164
3 & 4	43059	44353	45464	46630	NONE	50382	51633	53316	54498	56014
3 & 4	43059	44353	45464	46630	NONE	50382	51633	53316	54498	56014
5	44385	45802	47011	48313	NONE	52745	54186	55954	57140	58922
6	45512	47295	48555	49980	NONE	55146	56738	58548	60217	61857
7	47033	48817	50104	51631	NONE	57473	59399	61313	63123	65043
8	49568	51369	52646	53942	NONE	59773	62079	64211	65982	68124
9	53521	55432	56555	57849	NONE	63419	65277	66948	68739	71002
CI - 10	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
C1 - 11	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
C1 - 12	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
C1 - 13	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
C1 - 14	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
C1 - 15	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
C1 - 16	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
C1 - 17	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
C1 - 18	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
C1 - 19	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
CI - 20	58742	61000	62428	64091	66351	70774	72941	75108	77514	79921
CII - 21	61237	63378	64925	66470	68848	73301	75590	77757	80163	83052
CII - 22	61237	63378	64925	66470	68848	73301	75590	77757	80163	83052
CII - 23	61237	63378	64925	66470	68848	73301	75590	77757	80163	83052
CIII - 24+					69780	74746	77514	79681	82690	85699

ABE - ECFE					
2015-16 (Yr 1)			2016-17 (Yr 2)		
Hourly Rate:	BA	MA	Hourly Rate:	BA	MA
2	26.41	28.41	2	26.67	28.67
3	27.69	29.69	3	27.97	29.97
4	28.98	30.98	4	29.27	31.27
5	30.26	32.26	5	30.56	32.56
6	31.54	33.54	6	31.86	33.86
7 & 8	32.83	34.83	7	33.15	35.15
9	34.73	36.84	8	35.08	37.21

ARTICLE XI, GROUP INSURANCE:

Section 2. Hospitalization-Medical-Major Medical

Subd. 1. Single Coverage: **Effective September 1, 2015 through August 31, 2016** the School Board shall contribute up to **\$606.00 / month** of the premium cost to the District plan for full-time eligible and enrolled teachers. **Effective September 1, 2016 through August 31, 2017** the School Board shall contribute up to **\$636.00 / month** of the premium cost to the District plan for full-time eligible and enrolled teachers.

Subd. 2. **Family Coverage: Effective September 1, 2015 through August 31, 2016** the School Board contribution shall be up to **\$1,084.00 / month** of the premium cost to the District plans for all full-time teachers employed by the District who are enrolled in a School District health and hospitalization plan. **Effective September 1, 2016 through August 31, 2017** the School Board contribution shall be up to **\$1,114.00 / month**. Thereafter, the District contribution will increase by the same dollar amount as the negotiated increase in the District contribution for single coverage.

Subd. 3. Dual Spouses: When both married spouses work for the School District full-time and are eligible for insurance coverage and enrolled in the District plan, the District will contribute up to \$1,848.00 / month of the premium cost.

Section 7. Dental Insurance: The District will contribute a maximum amount **\$76/month; effective September 1, 2016 the district shall contribute up to \$78/month**. The maximums will be \$1,500 for basic care and \$1,250 for orthodontia coverage.

ARTICLE X, BASIC SCHEDULES AND RATES OF PAY

Section 4. Paychecks

Subd. 1 Paychecks will be ~~issued~~ **directly deposited** every second Friday.

Subd. 5 Teachers may also elect to have their ~~checks mailed~~ **pay directly deposited** on every payday Friday during the summer months rather than having a balance due on the ~~Contract on the last day of school.~~ **final regular pay date (22 pay date schedule).**

Section 6. Summer School Teachers, Miscellaneous Hourly Rates of Compensation: Pay shall be determined on this formula:

School Year Salary *
(187 days x 7.16667 hours/days) = hourly wage rate

The maximum hourly wage determined by this method shall be **\$33.67 for 2015-16 and \$34.00 for 2016-17.**

* The school year salary to be used here is the one used for the year immediately preceding the summer school session.

The salary of curriculum writing teams and/or rates of pay for hours to be compensated and not otherwise set forth in this Article shall be determined in the same manner as the pay of summer school teachers.

Section 8. Leadership Compensation

(Note: This section is reorganized. All leadership positions are in current language unless noted.)

<u>Compensation Levels:</u>	<u>2015-2016 Stipend</u>	<u>2016-2017 Stipend</u>
Level A	2010	2030
Level B	1805	1820
Level C	1750	1770
Level D	1390	1405
Level E	1080	1095

Level A:
High School Department Leaders (English, Math, Science, Social Studies)

Level B:
Elementary Building Leaders (Special Education Child Study Team Leader)

Elementary Curriculum Support Team Teachers (Art Curriculum Leadership, Music Curriculum Leadership, Physical Education Curriculum Leadership)

Middle School Department Leaders (Art, Building Technology Coordinator, English, English Second Language (ESL), Family and Consumer Science, Guidance, Industrial Technology, Math, Music, Physical Education, Science, Social Studies, Special Education, Talent Development Leader, World Language)

High School Department Leaders (Art, Building Technology Coordinator, Business Education, ESL, Family and Consumer Science, Guidance, Industrial Technology, Music, Physical Education, Special Education, World Language)

Secondary Curriculum Support Team Teachers (Art, Business, Family and Consumer Science, Guidance, Health, Music, Physical Education, Technical Education, World Language)

~~Crossroads Alternative High School/Alternative Site~~ **Anoka-Hennepin Technical High School, Anoka-Hennepin Regional High School, Alternative Sites** Department Leaders (Art/Technology, Business, English/Reading, Health/Physical Education, Math, Science, Social Studies, Special Education)

District Teachers on Special Assignment (TOSA) in Central Services

Social Worker Leader (K-12) – designated individual

Vocational Department Leaders (each High School and the STEP Program ~~—two leaders~~)

Level C:

Elementary Building Leaders (Kindergarten Representative, First Grade Representative, Second Grade Representative, Third Grade Representative, Fourth and Fifth Grade Inquiry Representative, Fourth and Fifth Grade Humanities Representative, Title 1 School Wide, Intervention Team Leader)

Middle School Department Leaders (Health, Media/AV, **Licensed School Nurse**, Reading)

High School Department Leaders (Chemical Hygiene Officer, Health, **Licensed School Nurse**, Media/AV, Reading)

~~Crossroads Alternative High School/Alternative Site~~ **Anoka-Hennepin Technical High School, Anoka-Hennepin Regional High School, Alternative Sites** Department Leaders (Chemical Hygiene Officer)

Special Education Department Leaders (River Trails Learning Center ~~(three leaders)~~, Transition Plus Program **Pathways Program** ~~(two leaders)~~, MSI Program at Bridges, **ECSE Early Childhood Special Education** Programs and District Evaluation Team)

Level D:

Elementary Building Leaders (Principal designated Building Lead Teacher, ~~ESL~~ **English Second Language** Building Program Leader, Targeted Assistance)

Middle School Department Leaders (Chemical Hygiene Officer)

Level E:

Elementary Building Leaders (Comp Ed)

Middle School Department Leaders (Anoka Middle School sixth grade site – separate department leaders for Art, ~~ELA~~ **ELA**, Math, Music, Physical Education, Reading, Science, Social Studies)

Subd. 1 Building Leadership Activities: Each middle, school receives \$6.95 per pupil per school year to be allotted for building leadership activities, but not limited to, Site Council teams, Building Leadership teams, Student Learning Improvement teams, Interdisciplinary teams, and professional learning communities.

Specific amounts will be determined by the building principal and faculty representatives. ~~or appointees, as part of a current site committee structure or other jointly agreed on process.~~ **The specific amounts must be determined by October 30 of each school year. The committee may choose to retain a percentage of the allotment for disbursement later within that school year for leadership activities.**

Subd. 2 Elementary Technology Leader: Elementary buildings will be allocated up to ~~between \$1,500~~ **\$1,600-\$1,975** per building (depending on size) for teachers in technology leadership positions **as follows:**

Student Count	2015-2016 Stipend	2016-2017 Stipend
Less than 600	\$ 1650	\$ 1655
600-799	\$ 1750	\$ 1770
800-899	\$ 1850	\$ 1875
More than 899	\$ 1955	\$ 1975

Subd. 3 Targeted Services Coordinator: Teachers designated as Middle School Targeted Services Coordinators shall receive ~~\$1,200-\$2,400~~ **\$1,235 and \$2,470** per year, depending on the size of the program.

Subd. 4. AP Coordinators: Teachers designated as AP Coordinators shall be paid the following:

Student Count	2015-2016 Stipend	2016-2017 Stipend
100-249	\$ 230	\$ 235
250-499	\$ 465	\$ 470
More than 500	\$ 930	\$ 935

~~Subd. 5. Summer Institute Coordinator: A teacher designated as a Summer Institute Coordinator will receive \$2,400 per year.~~

Subd. 5. On-Line Learning Monitors: ~~For the 2013-2015 contract years,~~ Teachers designated by the District to monitor on-line learning courses shall be compensated \$500.00 per course.

Subd. 6. SEED Program: Teachers designated to facilitate/present the SEED program course shall be paid \$2,000.00.

~~Subd. 7. Future Educators Club Advisor: A teacher designated as a Future Educators Club Advisor will receive up to \$1,700 per year.~~

Subd. 7. Contract extensions for District TOSA positions may be available during the summer or other non-duty time. Approval of contract extensions may be granted by the Director of Curriculum and/or the Associate Superintendent. The supervisor and teacher may agree to a flex calendar (move regular duty days into non-duty day time periods). Pay shall be on a daily basis prorated from the TOSA’s teaching salary.

Section 11. Miscellaneous

Subd. 3. Teaching during Prep Time and Substitute Leave Time

If a teacher is requested by a building/program administrator to teach during his/her **assigned** preparation time to cover an unfilled absence, and **the teacher accepts the assignment,** ~~he/she~~ **the teacher** will be compensated at the rate of **\$21.00** for an elementary school or for one class period for those schools on a six ~~and~~ **or** seven period per day school; **\$31.50** at a four period per day school; or **\$25.25** at a five period per day school. Upon the approval of the principal/program supervisor, teachers may cover time with another teacher to teach during his/her preparation time in lieu of compensation.

In lieu of the payment above **and with the approval of the building/program administrator,** a teacher may earn substitute leave time. At the high school level, five class periods of substitution will qualify for a full duty day of substitute leave time. At the middle school level, seven class periods will qualify for a full day of substitute leave time. At the elementary level, three hundred and sixty minutes will qualify for a full day of substitute leave time.

~~Substitute leave time is limited to two days per year, may only be used in full day increments, may not be carried over from year to year and subject to the guidelines set forth in Article XIV, Section 2.~~

A teacher is limited to earning two days of substitute leave time per school year. Any earned days must be taken (1) within the school year earned; and (2) in full day increments. Earned substitute leave time days are considered “personal leave days” for purposes of the limitations imposed in Article XIV, Section 2. Subd. 1 and Subd. 2. In addition, a teacher may not conjoin personal leave days or seniority days to substitute leave days. Teachers may use the two ‘substitute leave time days’ conjointly.

APPENDIX B – EXTRA SERVICE AGREEMENT LANGUAGE:

The following shall be the extracurricular Salary Schedule for the ~~2013-2015~~ **2015-17** school years.

Section A. SENIOR HIGH SCHOOL High School Extracurricular Athletics and Activities

Subd. 1. Minnesota High School League Athletics and Activities

	2015-2016 Stipend	2016-2017 Stipend
Level A – Head Coach	5880	5945
First Assistant (F.B. Football)	4280	4325
Assistant Coaches	4005	4045
Level B – Head Coach	5740	5800
Assistant Coaches	4005	4045
Level C – Head Coach	4955	5005
Assistant Coaches	3475	3515
Level D - Head Coach	4405	4450
Assistant Coaches	3240	3270

LEVEL A: Basketball, Football, Hockey, Wrestling

LEVEL B: Baseball, Gymnastics, Lacrosse, Soccer, Softball, Swimming, Track, Volleyball

LEVEL C: **Debate, Speech** (~~200 rounds or more~~)(~~both salaries prorated for fewer rounds.~~)

LEVEL D: Adaptive Hockey, Adaptive Soccer, Adaptive Softball, ~~Cheerleading (per season; Competitive Cheerleading team coach shall be compensated as Level C assistant coach),~~ Adaptive Bowling, **Competitive Dance**, Cross Country Running, Cross Country Skiing, Downhill Skiing, Golf, ~~Intramural, Tennis, Weight Room, Robotic advisor~~

Longevity: Head coaches in the following **listed in Section A, Subd. 1, A-D** activities will receive an additional \$250 if they are in their fifth consecutive year or more of work in the same activity within the District. ~~Listed activities.~~

Extended Season Compensation Performance Incentive: For athletic teams that advance to a state tournament, the coach and assistant coach shall receive an additional **\$200** bonus. **Head coaches in individual sports shall receive an additional \$100 bonus.**

Coaches: The number of coaches **and assistant coaches** must have the final approval of the associate superintendent.

Subd. 2 Other Non-Minnesota High School Athletics and Activities

	2015-2016 Stipend	2016-2017 Stipend
Concessions Manager	4405	4450
Equipment Manager (includes pre and post school work)		
Intramural Sports Advisor		
Performance Cheerleading (per season)		
Robotics Advisor		
Weight Room Supervisor		
Assistant Coaches/Advisors (Cheerleading, Robotics, Intramurals)	3240	3270
Competitive Cheerleading Coach	3240	3270
Assistant Equipment Manager	2025	2045
Performance Dance Team Coach	2485	2510
Assistant Coach Performance Dance Team	2020	2040
District Adapted Athletics Coordinator	1970	1990

Subd. 3. Theater

	2015-2016 Stipend	2016-2017 Stipend
Musical Director	4330	4370
Others	4505-7865	4550-7945
Pit Director	1305	1320
Three Act Play Director	3350	3380
Others	1125-2590	1135-2615
One Act Play Director	1485	1500
Others	205-995	205-1005

The amount listed in Subd. 2 and 3 will be flexible. A lesser amount may be paid if two positions are combined, a director does not carry a full load, rehearsals held during class time, etc. The amount will be determined by the principal and the theater director. The flexibility does not, however, mean that listed the assigned budget can be exceeded. The number of coaches directors must have the final approval of the associate superintendent.

Subd. 4. Music

	2015-2016 Stipend	2016-2017 Stipend
Fall Marching Band Director	5320	5375
Assistant (if assigned)	3265	3295
Summer Marching Band Director	350/event up to 3500 max	350/event up to 3500 max
Assistant Director	200/event up to 2000 max	200/event up to 2000 max
Director - Band, Orchestra, Choir	4405	4450
Pep Band Director	200/event up to 2400 max	200/event up to 2400 max

The band, orchestra, and choir extra service agreement stipend is based on the equivalency of a full-time teaching assignment in a Band, Orchestra, or Choir music discipline. Therefore, all full-time assignments within a music discipline will get the full rate and all part-time assignments within a music discipline will get a proportion of the rate. Exception: in the event a teacher with a full-time equivalent teaching assignment in music has an assignment that requires a lead and/or primary teaching assignment across multiple music disciplines and/or buildings, the stipend will be 1.5 of the full-time rate; in the event a teacher with a part-time equivalent teaching assignment in music has an assignment that requires a lead and/or primary teaching assignment across multiple music disciplines and/or buildings, the stipend will be prorated based on the teachers music FTR times 1.5 of the full rate.

Performance Incentive: Music band directors and assistant directors who perform at state tournament events will receive an additional \$100 bonus.

Subd. 5. Miscellaneous Activities

	2015-16 Stipend	2016-17 Stipend
Annual/ Yearbook Advisor	3740	3780
Annual/ Yearbook Business Advisor	2025	2045
Crossroads Anoka-Hennepin Technical High School & Anoka-Hennepin Regional High School Yearbook Advisor	1565	1585
River Trail Learning Center Yearbook	785	790
STEP Yearbook Advisor	785	790
Student Council Advisor	1905	1925
District Special Education Prom Advisor	800	810
Prom Advisor	835	845
Newspaper Advisor	3740	3780
Newspaper Business Advisor	2025	2045
Future Educators Club Advisor	Up to 1700	Up to 1700
LINK Crew Coordinator	1630	1650
LINK Crew Advisor	410	415
National Honor Society Advisor	1600	1615
Math Team Coach	1785	1800
Theater Box Office Manager	515	520
Staff Chaperone at School Dances	40/event	40/event

Subd. 6. Driver Education Behind-the-Wheel Salaries

Teachers of driver education shall be paid at the rate of ~~\$26.18~~ **\$27.50** per hour for the ~~2013-14 and 2014-15~~ **2015-16 school year and \$28.00 per hour for the 2016-17 school year.**

Subd. 7. Career and Technical Advisors

Each high school and STEP will receive \$3500 for stipends for their career and technical advisors. Career and technical advisor extra service agreements shall include DECA/Skills USA, BPA, HERO/FCCLA, HOSA, FFA, School Store Advisor, and School Store Business Advisor. Stipends for these extra service agreements are only eligible from this amount. These service agreements shall be applicable at the five high schools, plus STEP.

Specific amounts for determining compensation for academic extra curriculars will be determined by the building principal and faculty representative. **The specific amounts must be determined by October 30 of each school year. The committee may choose to retain a percentage of the allotment for disbursement later within that school year for advisory activities.**

Subd. 8. Additional Extracurricular Activities

Each high school with 2600 students or less as determined on October 1 of the respective school year shall receive ~~\$7,500~~ **\$ 8,000** for the ~~2013-14~~ **2015-2016** and ~~2014-15~~ **2016-2017** school years allotted for additional academic extracurricular activities. That base amount shall be increased by \$3.00 per ~~pupil~~ **student** beyond 2,600 ~~pupils~~ **students** in ~~2013-14~~ **2015-2016** and ~~2014-15~~ **2016-2017 school years.** ~~Specific amounts for determining compensation for academic extra curriculars. Specific amounts will be determined by the building principal and faculty representatives following the criteria set forth at the beginning of this Appendix.—~~The STEP program shall receive \$2400 for ~~the 2013-14~~ **2015-2016** and ~~2014-15~~ **2016-2017 school years.**

Specific amounts for determining compensation for academic extra curriculars will be determined by the building principal and faculty representative. **The specific amounts must be determined by October 30 of each school year. The committee may choose to retain a percentage of the allotment for disbursement later within that school year for advisory activities.** The STEP program shall receive \$2400 for **2015-16 and 2016-17.**

Section B. ~~MIDDLE SCHOOL~~ Middle School Activities

Each middle school shall receive \$10,037 for the ~~2013-14~~ **2015-2016 & 2016-2017** school years for the following activities. The following extra-curricular compensation amounts and guidelines are recommended to continue as follows:

	2015-16 Stipend	2016-17 Stipend
Musical Director	4505	4550
One-Act Play Director	995	1005
Oratorical Contest Advisor	1125	1135
Student Government Leadership Debate Program Advisor	1125	1135
Three-Act Play Advisor	2590	2615

The amount expended in each of the above categories will be determined by the principal and faculty representative. **The specific amounts must be determined by October 30 of each school year. The committee may choose to retain a percentage of the allotment for disbursement later within that school year for extracurricular activities.**

Subd. 1. Miscellaneous Activities

	2015-16 Stipend	2016-17 Stipend
Annual/ Yearbook Advisor	2425	2450
Dance Director at Anoka Middle School for the Arts	2090	2110
Newspaper Advisor	1985	2010
Math League Advisor	1095	1105
Video Production Advisor	1440	1455
WEB Facilitator	1440	1455
Director - Band, Choir, Orchestra	2090	2110

The band, orchestra, and choir extra service agreement stipend is based on the equivalency of a full-time teaching assignment in a Band, Orchestra, or Choir music discipline. Therefore, all full-time assignments within a music discipline will get the full rate and all part-time assignments within a music discipline will get a proportion of the rate. Exception: in the event a teacher with a full-time equivalent teaching assignment in music has an assignment that requires a lead and/or primary teaching assignment across multiple music disciplines (Band, Orchestra, Choir) and/or

buildings, the stipend will be 1.5 of the full-time rate; in the event a teacher with a part-time equivalent teaching assignment in music has an assignment that requires a lead and/or primary teaching assignment across multiple music disciplines (Band, Orchestra, Choir) and/or buildings, the stipend will be prorated based on the teachers music FTR times 1.5 of the full rate.

Subd. 2. Additional Extracurricular Activities

Each middle school with 1450 students or less as determined on October 1 of the respective school year shall receive ~~\$7,500~~ **\$ 8,000** for the ~~2013-14~~ **2015-2016** and ~~2014-15~~ **2016-2017** school years allotted for additional ~~academic~~ extracurricular activities. That base amount shall be \$2.75 per ~~pupil~~ **student** beyond 1,450 pupils for the ~~2013-14~~ **2015-2016** and ~~2014-15~~ **2016-2017** school years. ~~Specific amounts will be determined by the building principal and faculty representatives following the criteria set forth at the beginning of this Appendix.~~

Specific amounts will be determined by the building principal and faculty representatives ~~following the criteria set forth at the beginning of this Appendix.~~ **The specific amounts must be determined by October 30 of each school year. The committee may choose to retain a percentage of the allotment for disbursement later within that school year for additional extracurricular activities.**

Section C. ~~ELEMENTARY~~ Elementary Activities

Each elementary school with 600 students or less as determined by October 1st of the respective year shall receive ~~\$7,500~~ **\$8,000** in ~~2013-14 and 2014-15~~ **2015-16 and 2016-17** allotted for additional ~~academic~~-extracurricular activities as well as grade level/curriculum contact representative leadership positions. ~~The~~ **That** base amount shall be increased by \$2.75 per ~~pupil~~ **student** for each student beyond the 600-~~pupil~~ **student** base in for the ~~2013-14~~ **2015-2016** and ~~2014-15~~ **2016-2017** school years. ~~Specific amounts will be determined by the building principal and faculty representatives following the criteria set forth at the beginning of this Appendix.~~

Specific amounts will be determined by the building principal and faculty representatives ~~following the criteria set forth at the beginning of this Appendix.~~ **The specific amounts must be determined by October 30 of each school year. The committee may choose to retain a percentage of the allotment for disbursement later within that school year for additional extracurricular activities.**

However, the following elementary school leadership and extracurricular compensation amounts and guidelines are recommended as follows:

	2015-16 Stipend	2016-17 Stipend
Art Exhibit/Demonstrations	180	185
Music Programs and Directors	225/event	225/event
Others	60/event	60/event
OM Odyssey of the Mind Coach	405/team	405/team
Physical Education Programs	180	185
School Patrol Advisor	565	575
Science Fair Advisor	280	285
Title/Specialty School Events	60/event	60/event

~~Deviations from these amounts for activities may be approved by the Associate Superintendent, Elementary Education.~~

Subd. 1. Title/Specialty School events will be paid \$60 per event per member.

Section D. Assignments and Miscellaneous Information

Subd. 1. All extracurricular payments listed in Sections A and B are contingent upon carrying a full teaching schedule. Adjustments in teaching schedules may be made in lieu of extra payments for extracurricular assignments.

Subd. 2. Regularly, no more than two ~~senior-high~~ **school** coaching assignments ~~or three Junior High coaching assignments~~ shall be made to any individual. Exceptions will be made when there are no other qualified staff members available.

Subd. 3. Positions set forth in Appendix B, Section A, subdivisions 1, level A, B, C, **and D** will not be considered vacant and subject to posting if they are currently filled. Such positions will only be considered vacant when the coach **resigns** ~~quits and/or~~ is terminated by the relevant school. Therefore, vacancies will not be created by the involuntary transfer process.

~~It is further understood that this~~ **This subdivision** is specific to the athletic coaching positions and not to other extracurricular activities and/or ~~academic~~ **building** leadership positions that are an integral part of school curricular and extracurricular activities. Reasonable effort will be made to fill all extracurricular vacancies with the teaching staff within the building. Failing that, other district 44 teachers will be given the opportunity to fill these vacancies.

Subd. 4. Known vacancies in coaching and extracurricular positions that cannot be filled from within the school staff will be posted ~~district-wide~~ **online** on or about October 1, January 15, and May 1.

Subd. 5. In the event of a Minnesota State High School League mandated change of season length no salary change will result. Coaches will be notified of the change in writing and will have the right to resign their coaching position at that time. Resignations must be received by the building principal within seven working days of the notice of change. If the district desires to change season lengths, such change must be negotiated with the exclusive representative. The right to resign remains the same as above.

Subd. 6. When participant numbers warrant the hiring of an additional coach, the building teaching staff shall be immediately notified, and reasonable effort will be made to fill that position as soon as possible.

Subd. 7. Coaches who coach less than the full season shall have their compensation pro rata, based on the full season. Examples are late start, early end or prolonged absence.

To view the full, mark-up version of the contract with the exact language as it will appear in the Working Agreement, go to the AHEM website at: ahem.mn.aft.org.

Questions? Contact the AHEM office at ahem@anoka.k12.mn.us or call 763-421-9110.

