

## **School Salaries/contracts of Certificated staff are to follow:**

Here are some things to be aware of as you look through the information.

**Superintendent's contract:** The Supt. is required to work a minimum of 230 days, regardless of school calendar and holidays off. There are approx. 245 weekdays in a year that aren't school vacation....including the summer. The Supt. is the only certified staff that is required to work year 'round. There are 38 full and part-time employees that the Supt. leads and evaluates, and four buildings, 11 vehicles and 180+ students they are responsible for besides all of the school policy enforcement and operating rules and programs. The Superintendent is required to have at least 3 degrees, a Bachelors, a Masters and an Educational Specialist.

**Principal's contract:** The Principal is required to work from approximately the last week in July to the end of the first week in June----approx. 210 weekdays that aren't school vacation---. The principal is responsible for supervising 28 K-12 Staff and approximately 180+students besides all of the school policy enforcement and operating rules and programs. The principal is the first person in line who evaluates teaching staff. The Principal is required to have at least two degrees, a Bachelors and a Masters.

**Teachers Negotiated Agreement:** Teachers are required to work 180 days. They are responsible for educating the students of the district and providing their extra-curricular opportunities. There is the day to day "in the trenches" work that makes the district and students a success. Their salary is based on the page labeled **salary schedule** and the page labeled **extra duty**. Not all teachers receive the same salary. It is based on education hours obtained AND on years of experience. A new teacher with no graduate hours will make what is in the top left under 1.00 and a very experienced teacher with all possible graduate hours listed will make what's in the bottom right corner above 1.715. All teachers will fall on the schedule somewhere depending on those two factors. The extra duty % is times the figure above the 1.00 or what is known as the base salary. A teacher is required to have a bachelor's degree.

If you have any questions about any of this information please feel free to contact the administration of the Elgin Public Schools.

## **SUPERINTENDENTS CONTRACT OF EMPLOYMENT ELGIN PUBLIC SCHOOLS**

**THIS CONTRACT** is made by and between the Board of Education of Elgin Public Schools, legally known as Antelope County School District 02-0018, and referred to as "the Board" and "the school district" respectively, and Daniel Polk, referred to herein as "the Superintendent".

The Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Superintendent shall be employed for a period of three years beginning on July 1, 2017, and expiring on June 30, 2020. References to "contract year" shall mean the period from July 1<sup>st</sup> through June 30<sup>th</sup>. During each of these three years, the Superintendent shall render at least 230 working days of service, as that term is defined herein, in the performance of his or her duties as Superintendent. **Definition of "Working Days."** For the purpose of this section, the term "working days" shall not generally include any Saturday, Sunday, or the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. It is understood, however that the Superintendent may from time to time be required to perform duties on Saturdays or Sundays. "Working days" shall include, but not be limited to, all days that school is in session for students or certificated employees, together with Christmas break, fall break, spring break, and any other Board-approved days when school is otherwise not in session. For clarification, a "working day" is a day the superintendent is actually working doing school business, attending meetings, or performing other functions to fulfill their school duties. School break days will be counted in the working day total only if the superintendent is at school working.

The Board expects that, unless the Superintendent is out of the district on school business, the Superintendent will generally be at school on all days when school is in session and on non-school days designated by the Board. Whenever possible, the Superintendent shall keep the board informed of his or her schedule in advance of any absences. In all cases, the Superintendent shall inform the school secretary of his or her whereabouts and the phone number where he or she can be reached when he or she is away from school on working days.

The Superintendent shall keep complete and accurate records of his or her working days, and shall provide the Board of Education with a report of his or her accumulated working days in each month's board packet.

**Section 2. Negotiation of New Contract:** The Board and Superintendent shall enter into negotiation not later than November 15, 2019 with the offer or non-renewal of the superintendent's contract to be completed on or before December 15, 2019.

**Section 3. Notice of Non-Renewal:** Notice of intent to non-renew the Contract shall be given to the Superintendent on or before December 15<sup>th</sup> of the last year of the

contract. It shall be the Superintendent's obligation to remind the board of this provision by placing an agenda item regarding contract renewal on the agenda of the board's regular November meeting. Failure by the Superintendent to place this item on the agenda as required by this paragraph shall be grounds for the termination and/or cancellation of the superintendent's contract.

**Section 4. Salary.** The Superintendent's salary for the 2017-2018 contract year, shall be \$118,134.82 which shall be paid in 12 equal monthly installments beginning in the month of July, 2017. The Superintendent's salary will increase 3% in 2018-2019 and increase an additional 3% in 2019-2020. The payments shall be made on or before the 15<sup>th</sup> of each month. Salary payments are subject to state and federal withholding required by law, including without limitation, retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 5. Professional Status.** The Superintendent affirms that he or she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, he or she will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that he or she registers his or her certificate.

**Section 6. Superintendent's Duties.** The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns him or her. By agreement with the Board, he or she may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district. Outside work performed by the Superintendent shall not be counted as a working day for the Elgin District.

**Section 7. Board-Superintendent Relationship.** The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. He or she shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. He or she is responsible for administering the instruction of students and the business affairs of the school district.

**Section 8. Residence.** The superintendent's primary residence shall be within

the Elgin Public School district.

**Section 9. Cancellation or Mid-Term Amendment.** The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) intemperance; (k) conviction of a felony; or (l) any conduct that substantially interferes with the Superintendent's continued performance of his or her duties. The procedures for cancellation or amendment shall be in accordance with state statutes.

**Section 10. Disability.** If the Superintendent is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for more than thirty (30) days, or if the disability is permanent, irreparable, or of such a nature as to make performance of his or her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate.

**Section 11. Transportation.** The Board shall provide the Superintendent with transportation or reimburse the Superintendent for mileage required in the performance of his or her official duties at the rate stated in Board policy. The Superintendent shall use school transportation when it is available.

**Section 12. Fringe Benefits.** The Board shall provide the Superintendent with the following fringe benefits:

- a. **Health Insurance.** The Superintendent shall receive the same health insurance benefits which are provided to full time teachers employed by the District, with the addition of family dental coverage.
- b. **Sick Leave.** The Superintendent shall have twelve (12) days of paid sick leave for each Contract Year. Sick leave days may be used by the Superintendent on days which the Superintendent is unable to perform his or her duties because he or she is too ill to work. Unused sick leave may be carried over from Contract Year to Contract Year. If the Superintendent carries forward any sick leave days to any Contract Year, the number of sick leave days he or she shall be awarded in such Contract Year shall be the lesser of (a) twelve (12) days and (b) the number of days which will bring the Superintendent's accumulated unused sick leave days to forty (40). In no case shall the Superintendent accumulate more than forty (40) days of unused sick leave. If the superintendent qualifies for disability pay under the long-term disability policy, he or she shall be required to take the disability pay instead of sick

leave pay. He or she shall call the school secretary in the morning each day that they will be absent because of sickness. The Superintendent shall maintain, and keep current, a record of their sick leave, and shall include the written record in the board packet each month. If either party to this contract terminates the employment relationship during or at the conclusion of the term of this contract, the Superintendent **shall not** be compensated for any unused sick leave.

- c. **Disability.** The Superintendent shall receive the same long term disability benefits that are provided to the full-time teachers employed by the district.
- d. **Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in the following organizations: NCSA-Nebraska Council of School Administrators, AASA-American Association of School Superintendents. Upon approval of the Board, the Board may pay the Superintendent's membership fees for other organizations.
- e. **Professional Development.** The Superintendent is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance.

**Section 13. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 14. Compensation Upon Termination.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract.

**Section 15. Evaluation.** The Board and Superintendent shall meet at least once annually and may include other appropriate school officials of the school district for the purpose of establishing school district goals and objectives for the ensuing calendar year. Said goals and objectives shall be reduced to writing and be among the criteria by which the Superintendent is evaluated as hereinafter provided. This annual meeting shall normally be held during January with the initial such meeting conducted on or before January 31st. Goals established will be for the calendar year due to board

service falling on the calendar year.

The Board shall evaluate the performance of the Superintendent at least twice during his or her first year of employment and at least once each year thereafter. For this purpose, the Superintendent shall submit to the Board a recommended format for conducting the evaluation no later than September 1, 2016. The Board shall meet and discuss the proposed format, attempting in good faith to reach consensus with the Superintendent as to a mutually agreeable evaluation format. Thereafter, the Board shall adopt an evaluation format and shall evaluate the Superintendent pursuant thereto. The Board shall endeavor to conduct the first evaluation no later than November and April during the first year of the contract and no later than November in each year thereafter.

To conclude the evaluation, the Board shall meet for the purpose of discussing the results of the evaluation and any related matters, such as the terms of the Superintendent's contract. The Superintendent shall receive a copy of the evaluation and have the right to submit a response to the evaluation. The evaluation and the Superintendent's written response shall be made a part of the Superintendent's personnel file. Following the Superintendent's evaluation or his or her written response, and at the request of either party, the Board may meet with the Superintendent to discuss the matter further.

**Section 16. Legal Actions.** If any legal action, including but not limited to a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's good faith performance of his or her duties for the Board, the Board shall pay the expenses of defending such legal action to the maximum extent permitted by law. Notwithstanding anything herein to the contrary, this section shall not apply to legal actions, including, but not limited to professional practice complaints, initiated by the Board against the Superintendent.

**Section 17. Physical or Mental Examination.** The Board shall have the authority to require the Superintendent to undergo a physical or mental examination by a physician and/or psychologist of the Board's choosing. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of his or her position. The cost of such physical examinations and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.

**Section 18. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

**Section 19. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.


**Section 20. Severability.** If any portion of this contract shall be declared invalid

or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 10<sup>th</sup> day of April, 2017.

  
\_\_\_\_\_  
President, Board of Education

  
\_\_\_\_\_  
Secretary, Board of Education

Executed by the Superintendent this 10<sup>th</sup> day of April, 2017.

  
\_\_\_\_\_  
Superintendent

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## **PRINCIPAL'S CONTRACT OF EMPLOYMENT**

THIS CONTRACT is made by and between the Board of Education of Elgin Public Schools, legally known as Antelope County School District No. 02-0018, (referred to herein as the "Board"), and Greg Wernhoff, (referred to herein as the "Principal.")

The Board hereby agrees to employ the above named in the school district for a period of two (2) school years, which shall begin on or about July 19, 2018, and terminate on June 4, 2020, in the position of PreK-12 Principal, and the above named agrees to accept this position for such term of employment under the following conditions:

**Section 1. Salary.** The annual salary for the position shall be \$88,421.38 during the year of employment under this contract for 2018-2019 and shall be \$90,631.91 during the year of employment under this contract for 2019-2020, and shall be payable in 12 equal installments each year. The first installment shall be payable on the 15th day of August, 2018. This salary shall not be reduced during the term contract, except for just and sufficient cause as authorized by law.

**Section 2. Professional Status.** The Principal hereby affirms that he is not under contract with another school board or board of education covering any part of or all of the same terms provided in this Contract and that throughout the term of this Contract he will hold a valid and appropriate certificate to act as a principal of a school, grades K-12, in the State of Nebraska, which certificate shall be registered in the District's office as required by law.

**Section 3. Principal's Duties:** The Principal shall be governed during employment by the policies, rules and regulation of the Board and shall fulfill all the duties and responsibilities of the position of principal as described by the Board's policies, rules and regulations and shall perform such duties at a professional level of competence. The Principal is directly responsible to the superintendent. Specific recommendations on employment, assignment and termination of all of the personnel who work under his/her supervision will be given to the superintendent by the Principal. As the general manager, the Principal is in charge of discipline, planning, operation, supervision and evaluation of the programs and personnel. The Principal is also responsible for all other duties as assigned by the superintendent.

**Section 4. Discharge.** Throughout the term of this Contract, the

Principal may be discharged if he materially breaches any provision of this Contract or performs any act that substantially inhibits his ability to discharge his duties, including but not limited to (a) incompetence, (b) immorality, (c) intemperance, (d) cruelty, (e) conviction of a felony, (f) neglect of duty, (g) general neglect of the business of the District, (h) unprofessional conduct, and (i) physical or mental incapacity.

## **Section 5. Fringe Benefits**

- a. Personal Leave.** The Principal will receive up to two (2) days of paid personal leave for each Contract Year. Personal leave days may be used at the Principal's sole discretion, provided that he makes reasonable efforts not to use them when such use would interfere with his ability to carry out his duties. One Unused personal leave day may be carried over from Contract Year to Contract Year. If the Principal carries forward any personal leave days to any Contract Year, the number of personal leave days he shall be awarded in such Contract Year shall in no case accumulate to more than three (3) days of unused personal leave.
- b. Sick Leave.** The Principal will receive twelve (12) days of paid sick leave for each Contract Year. Sick leave days may be used by the Principal on days which he is unable to perform his duties because he is too ill to work. The Principal may use up to twelve (12) days of his annual sick leave (if available) for illness in the immediate family. Immediate family shall include: spouse, parents of either spouse, child or any other person to whom the Principal is the primary caregiver as determined by "Power of Attorney" or "Court Appointed Custodian". Unused sick leave may be carried over from Contract Year to Contract Year. If the Principal carries forward any sick leave days to any Contract Year, the number of sick leave days he shall be awarded in such Contract Year shall be the lesser of (a) twelve (12) days and (b) the number of days which will bring the Principal's accumulated unused sick leave days to forty (40). In no case shall unused sick leave be paid out at the conclusion of Principal's employment by the board.
- c. Bereavement Leave.** The Principal may use up to three (3) days of his annual sick leave (if available) to attend funerals for friends or relatives not in the immediate family.
- d. Health Insurance.** The Board shall provide to the Principal family health insurance under the same terms as the Board provides health

insurance to certificated staff members under the most current version of the Board's Collective Bargaining Agreement with the Elgin Education Association, with the addition of family dental coverage.

- e. **Professional Meetings.** The Principal shall be permitted to attend professional meetings at the local and state level. The Board shall reimburse expenses incurred by the Principal in connection with his attendance at local and state professional conferences: travel, meals, lodging, and registration fees. The Principal shall also be permitted to attend, the annual meeting of the National Association of Secondary School Principals at least once every two years, at Board expense not to exceed \$1,500.00.
- f. **Professional Dues.** The Board shall pay dues on the Principal's behalf for membership in the following professional organizations: Nebraska State Association of Secondary School Principals, National Association of Secondary School Principals, National Rural Educators Association.
- g. **Legal Actions.** If any legal action, including but not limited to a professional practice complaint, is threatened or filed against the Principal as a result of the Principal's good faith performance of his duties for the Board, the Board shall pay the expenses of defending such legal action to the maximum extent permitted by law. Notwithstanding anything herein to the contrary, this section shall not apply to legal actions, including, but not limited to professional practice complaints, initiated by the Board against the Principal.

**Section 6. No Penalty for Release or Resignation.** There shall be no penalty for release or resignation by the Principal from this Contract; provided, no resignation shall become effective before the expiration date of this Contract unless it is accepted by the Board which shall fix the date at which the resignation shall take effect.

**Section 7. Compensation Upon Termination.** Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the annual salary paid but not earned prior to the date of termination of this Contract shall be refunded by the Principal.

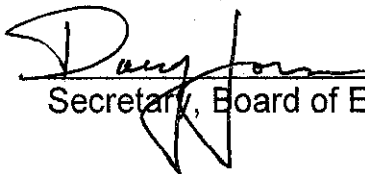
**Section 8. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

**Section 9. Amendments to be in Writing.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

**Section 10. Severability.** If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

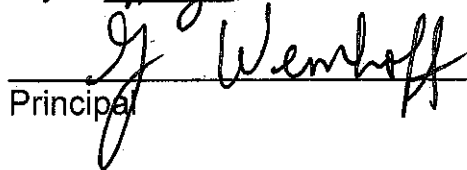
IN WITNESS WHEREOF, the parties have executed this Contract on the dates indicated below.

Executed by the Board this 9 day of May, 2018.

  
Secretary, Board of Education

  
President, Board of Education

Executed by the Principal this 9 day of May, 2018.

  
Principal

**ELGIN PUBLIC SCHOOLS**  
**NEGOTIATIONS AGREEMENT**  
**FOR THE 2018-2019 AND 2019-20 SCHOOL YEARS**

The negotiating teams representing the Board of Education for the Elgin Public Schools and the Elgin Education Association have reached a total agreement on all items ever successfully negotiated and these items represent the total contractual agreement for the 2018-2019 and the 2019-2020 school years. The items are listed as follows:

**Item No. 1 - Salary and Salary Schedule**

A base salary of \$35,000 for the 2018-19 school year and a base salary of \$35,900 for the 2019-2020 school year . This base salary is to be applied to a 4 x 4.5 salary schedule. The internal structure of the schedule is as indicated on Attachment A.

**Item No. 2 - Extra Duty**

Percentages of base pay for those compensated extra duties that are assigned as delineated in Attachment B.

The board agrees to pay \$10.00 per evening to ticket takers (2 hour shift), score keepers and the clock keepers. A shift will consist of a period of time determined by the athletic director.

**Item No. 3 - Health Insurance**

A contribution of up to full family insurance per month for each certified employee by the board of education to be applied to the Educator's Health Alliance endorsed plan (PPO \$900 deductible including single dental) for the 2018-19 year. The maximum contribution for the 2019-20 school year will be determined by the EHA family rate with single dental at the \$900 deductible level. If the health insurance cost goes up 10% or more during either of these negotiated years the entire negotiations process could be re-opened by the board of education.

**Item No. 4 - Personal Illness**

The stated amounts and procedures regarding personal illness as enunciated in Attachment C.

**Item No. 5 - Family Sick Leave**

The stated amounts and conditions regarding the use of sick leave for members of the immediate family as enunciated in Attachment C.

**Item No. 6 - Bereavement Leave**

The stated amounts and conditions regarding the use of sick leave to attend funeral for friends or relatives not in the immediate family as enunciated in Attachment C.

**Item No. 7 - Emergency Leave**

The conditions and procedures of emergency leave as enunciated in Attachment C.

**Item No. 8 - Personal Leave**

The stated amounts and procedures regarding personal leave as enunciated in Attachment C.

**Item No. 9 - Professional Leave**

The conditions and procedures of professional leave as enunciated in Attachment C.

**Item No. 10 - Noon supervision**

The school shall provide elementary noon supervision as needed, exclusive of the elementary staff except during an emergency or temporary absence of personnel.

**Item No. 11 - Compensation for Unused Sick Leave**

The district shall compensate teachers for unused sick leave in the following manner: At the beginning of each school year, teachers continuing their employment at the Elgin Public Schools, shall be compensated for each day of accumulated sick leave exceeding forty (40) days, at a rate of one half per substitute fee, per day. This process shall begin September of 2006, and shall continue until such time as the procedure is amended or repealed through the negotiation process.

**Item No. 12 - Compensation for Supervision /Teaching During Time Specified for Preparation**

Teachers shall be compensated at a rate of \$10.00 per class period or \$5.00 per one half class period for the supervision / teaching of classes during a designated plan period that is established by each teacher at the beginning of each school year. Compensation shall be limited to not more than two class periods per day, and it shall be the responsibility of the teacher to notify the office of the Superintendent within (5) days, in writing, of the date, time and person for whom they have supervised / taught.

**Item No. 13 - Long Term Disability**

The Board of Education shall pay the premium for Long Term Disability (income protection) for the members of the certificated staff. The minimum specifications of the long term disability shall include a benefit amount of 66 2/3 % of the salary and an elimination period of "end of accumulated sick leave".

**Item No. 14 - Other Items**

Other items discussed during the negotiating process or previously negotiated and not included in this agreement are withdrawn from consideration and without standing during the 2018-19 and 2019-20 contract years.

**Item No. 15 - Acceptance**


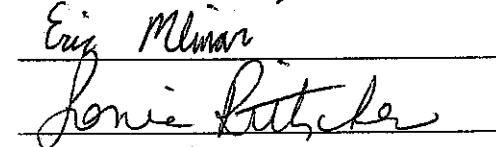
The acceptance of this agreement by both the Elgin Education Association and the Board of Education for the Elgin Public Schools must be as a whole; rejection of any part is a rejection of the total agreement.

**Item No. 16 - Compensatory Time**

Teachers will receive one-half day off for each of the two Parent/Teacher's Conferences. This is to compensate for the one-half day they will put in during the evening(s) when Parent/Teachers Conferences are held. The compensation time will be as agreed upon by a staff committee and administration. Teachers will work the 185 day schedule with the knowledge that graduation day will no longer count as one of the 185 days. Teachers will make up snow days to fulfill their contractual obligation (at the Superintendent's discretion).

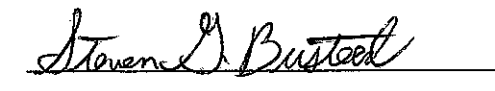
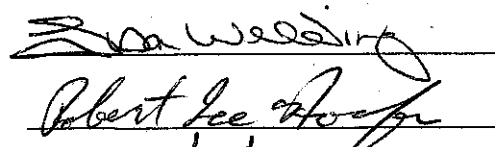
**The attached exhibits will indicate the terms of agreement reached by the two committees. This agreement is subject to ratification by the membership of the Elgin Education Association and the Board of Education for the Elgin Public Schools. The ratification of this agreement ends negotiations and represents a total contractual agreement between the Elgin Education Association and the Board of Education for the 2018-2019 AND 2019-2020 school years. All items successfully negotiated or previously negotiated are included in this agreement. Any items not included in this agreement shall be considered void and no longer in effect. No item in this agreement may be unilaterally changed by either party.**

Negotiators of the Elgin Education Association

  
Eric Minar  
  
Jonie Ritzler

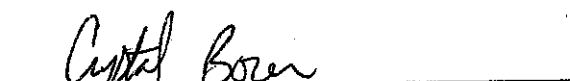
Date 7-12-17

Negotiators of the Board of Education

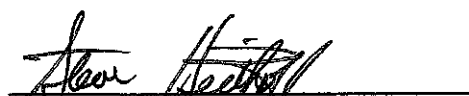
  
Steven J. Busteed  
  
Robert Lee Hooper

Date 7/13/2017

**ACCEPTANCE**

  
Capital Boren  
President of the Elgin Education Association

7-26-17  
Date

  
Steve Heath  
President of the Board of Education

7/24/17  
Date

## **Leave Policy** (Attachment C)

**Personal Illness:** Each teacher shall receive twelve (12) days of sick leave per year; this shall accumulate to a maximum of forty (40) days. A written physician's justification may be required beyond absence of three (3) consecutive days, and every five (5) consecutive days thereafter.

**Family Sick Leave:** Each teacher may use up to twelve (12) days of their annual sick leave (if available) for illness in the immediate family. Immediate family shall include: spouse, parents of either spouse, child, sister, brother, grandparents of either spouse, sister or brother-in-law, daughter or son-in-law, and grandchild or any other person to whom the teacher is the primary caregiver as determined by "Power of Attorney" or "Court Appointed Custodian".

**Bereavement Leave:** Each teacher may use up to three (3) days of their annual sick leave (if available) to attend funerals for friends or relatives not in the immediate family and up to (5) days (if available) of their annual sick leave for immediate family. Any additional days will be granted at the discretion of the administration.

**Emergency Leave:** Teachers may be granted emergency leave for absence during the day only when the absence is not covered under another leave.

**Personal Leave:** Two (2) school days of personal leave shall be allowed each teacher during each school term with permission. The superintendent shall be notified, in writing, in advance of the personal day. It shall be the responsibility of the Superintendent to coordinate these days in the best interest of the school. Leave may be granted during the first or last week of the school term or on days preceding or following school holidays or vacations at the discretion of the Superintendent. Teachers will be allowed to carry up to one personal leave day into the next year. After using negotiated personal days teachers may, once a school year, trade two (2) sick days for one (1) personal day. The day(s) or time(s) will be at the Superintendent's discretion.

**Professional Leave:** Professional leave shall be by administrative approval only.

**Elgin Public Schools**

**2018 - 2019**

**Attachment A**

**\$35,000**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
	<b>BA</b>	<b>BA+9</b>	<b>BA+18</b>	<b>BA+27</b>	<b>BA+36</b>	<b>MA</b>	<b>MA + 9</b>	<b>MA + 18</b>
<b>1</b>	\$35,000.00 1.0000	\$36,575.00 1.0450	\$38,150.00 1.0900	\$39,725.00 1.1350	\$41,300.00 1.1800	\$42,875.00 1.2250	\$44,450.00 1.2700	\$46,025.00 1.3150
<b>2</b>	\$36,400.00 1.0400	\$37,975.00 1.0850	\$39,550.00 1.1300	\$41,125.00 1.1750	\$42,700.00 1.2200	\$44,275.00 1.2650	\$45,850.00 1.3100	\$47,425.00 1.3550
<b>3</b>	\$37,800.00 1.0800	\$39,375.00 1.1250	\$40,950.00 1.1700	\$42,525.00 1.2150	\$44,100.00 1.2600	\$45,675.00 1.3050	\$47,250.00 1.3500	\$48,825.00 1.3950
<b>4</b>	\$39,200.00 1.1200	\$40,775.00 1.1650	\$42,350.00 1.2100	\$43,925.00 1.2550	\$45,500.00 1.3000	\$47,075.00 1.3450	\$48,650.00 1.3900	\$50,225.00 1.4350
<b>5</b>	\$40,600.00 1.1600	\$42,175.00 1.2050	\$43,750.00 1.2500	\$45,325.00 1.2950	\$46,900.00 1.3400	\$48,475.00 1.3850	\$50,050.00 1.4300	\$51,625.00 1.4750
<b>6</b>		\$43,575.00 1.2450	\$45,150.00 1.2900	\$46,725.00 1.3350	\$48,300.00 1.3800	\$49,875.00 1.4250	\$51,450.00 1.4700	\$53,025.00 1.5150
<b>7</b>			\$46,550.00 1.33	\$48,125.00 1.375	\$49,700.00 1.42	\$51,275.00 1.465	\$52,850.00 1.51	\$54,425.00 1.555
<b>8</b>			\$47,950.00 1.3700	\$49,525.00 1.4150	\$51,100.00 1.4600	\$52,675.00 1.5050	\$54,250.00 1.5500	\$55,825.00 1.5950
<b>9</b>				\$50,925.00 1.4550	\$52,500.00 1.5000	\$54,075.00 1.5450	\$55,650.00 1.5900	\$57,225.00 1.6350
<b>10</b>				\$52,325.00 1.4950	\$53,900.00 1.5400	\$55,475.00 1.5850	\$57,050.00 1.6300	\$58,625.00 1.6750
<b>11</b>						\$56,875.00 1.6250	\$58,450.00 1.6700	\$60,025.00 1.7150

Extra Duty Schedule  
2018-2019  
Attachment B  
\$35,000

<u>High School Head+</u>	%	Salary
First Year	9%	3150.00
Second Year	10%	3500.00
Third Year	11%	3850.00
Fourth Year	12%	4200.00
Fifth Year	13%	4550.00

<u>High School Assist+</u>	%	
First Year	6%	2100.00
Second Year	7%	2450.00
Third Year	8%	2800.00

<u>High School Track &amp; Golf</u>		
First Year	8%	2800.00
Second Year	9%	3150.00
Third Year	10%	3500.00
Fourth Year	11%	3850.00

<u>High School Assist Track</u>		
First Year	4%	1400.00
Second Year	5%	1750.00
Third Year	6%	2100.00

<u>Music</u>		
First Year	10%	3500.00
Second Year	10.50%	3675.00
Third Year	11%	3850.00
Fourth Year	11.50%	4025.00
Fifth Year	12%	4200.00

<u>Other</u>		
Statistician	1.50%	525.00
Assessment	1.50%	525.00
E Club	4%	1400.00

<u>Class Sponsor</u>		
Senior*	1%	350.00
Junior*	2.67%	934.50
Prom	1.33%	465.50
Sophomore*	1%	350.00
Freshman*	1%	350.00

<u>Danz &amp; Cheer Squad</u>		
First Year	2%	700.00
Second Year	2.50%	875.00
Third Year	3%	1050.00

<u>Speech</u>	%	Salary
First Year	6%	2100.00
Second Year	6.50%	2275.00
Third Year	7%	2450.00
Fourth Year	7.50%	2625.00
Fifth Year	8%	2800.00

<u>Annual</u>		
First Year	6%	2100.00
Second Year	6.50%	2275.00
Third Year	7%	2450.00
Fourth Year	7.50%	2625.00
Fifth Year	8%	2800.00

<u>FFA &amp; FCCLA</u>		
First Year	6%	2100.00
Second Year	6.50%	2275.00
Third Year	7%	2450.00
Fourth Year	7.50%	2625.00
Fifth Year	8%	2800.00

<u>One-Act</u>		
First Year	6%	2100.00
Second Year	6.50%	2275.00
Third Year	7%	2450.00
Fourth Year	7.50%	2625.00
Fifth Year	8%	2800.00

<u>One-Act Assistant</u>		
First year	3%	1050.00
second year	3.50%	1225.00
Third	4%	1400.00

<u>F-Ball field</u>		
Per season	1.50%	511.50

<u>TEACHING DL CLASS</u>		
Not percentage based;		600.00
per class per semester		

DL pay WAS CLARIFIED AND AGREED TO RATHER  
at 1.5% on 8/14/15 by both parties of the negot  
same amount that was paid since the beginning

Fourth Year	3.50%	1225.00
Fifth Year	4%	1400.00

**Danz & Cheer Squad Assistant**

First Year	1%	350.00
Second Year	1.50%	525.00
Third Year	2%	700.00

**Junior High Coach**

First Year	2%	700.00
Second Year	3%	1050.00

**Elgin Public Schools**

**2019- 2020**

**Attachment A**

\$35,900

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
	<b>BA</b>	<b>BA+9</b>	<b>BA+18</b>	<b>BA+27</b>	<b>BA+36</b>	<b>MA</b>	<b>MA + 9</b>	<b>MA + 18</b>
<b>1</b>	\$35,900.00 1.0000	\$37,515.50 1.0450	\$39,131.00 1.0900	\$40,746.50 1.1350	\$42,362.00 1.1800	\$43,977.50 1.2250	\$45,593.00 1.2700	\$47,208.50 1.3150
<b>2</b>	\$37,336.00 1.0400	\$38,951.50 1.0850	\$40,567.00 1.1300	\$42,182.50 1.1750	\$43,798.00 1.2200	\$45,413.50 1.2650	\$47,029.00 1.3100	\$48,644.50 1.3550
<b>3</b>	\$38,772.00 1.0800	\$40,387.50 1.1250	\$42,003.00 1.1700	\$43,618.50 1.2150	\$45,234.00 1.2600	\$46,849.50 1.3050	\$48,465.00 1.3500	\$50,080.50 1.3950
<b>4</b>	\$40,208.00 1.1200	\$41,823.50 1.1650	\$43,439.00 1.2100	\$45,054.50 1.2550	\$46,670.00 1.3000	\$48,285.50 1.3450	\$49,901.00 1.3900	\$51,516.50 1.4350
<b>5</b>	\$41,644.00 1.1600	\$43,259.50 1.2050	\$44,875.00 1.2500	\$46,490.50 1.2950	\$48,106.00 1.3400	\$49,721.50 1.3850	\$51,337.00 1.4300	\$52,952.50 1.4750
<b>6</b>		\$44,695.50 1.2450	\$46,311.00 1.2900	\$47,926.50 1.3350	\$49,542.00 1.3800	\$51,157.50 1.4250	\$52,773.00 1.4700	\$54,388.50 1.5150
<b>7</b>			\$47,747.00 1.33	\$49,362.50 1.375	\$50,978.00 1.42	\$52,593.50 1.465	\$54,209.00 1.51	\$55,824.50 1.555
<b>8</b>			\$49,183.00 1.3700	\$50,798.50 1.4150	\$52,414.00 1.4600	\$54,029.50 1.5050	\$55,645.00 1.5500	\$57,260.50 1.5950
<b>9</b>				\$52,234.50 1.4550	\$53,850.00 1.5000	\$55,465.50 1.5450	\$57,081.00 1.5900	\$58,696.50 1.6350
<b>10</b>				\$53,670.50 1.4950	\$55,286.00 1.5400	\$56,901.50 1.5850	\$58,517.00 1.6300	\$60,132.50 1.6750
<b>11</b>						\$58,337.50 1.6250	\$59,953.00 1.6700	\$61,568.50 1.7150

Extra Duty Schedule  
2019-2020  
Attachment B  
\$35,900

<u>High School Head+</u>	%	Salary
First Year	9%	3231.00
Second Year	10%	3590.00
Third Year	11%	3949.00
Fourth Year	12%	4308.00
Fifth Year	13%	4667.00

<u>High School Assist+</u>	%	
First Year	6%	2154.00
Second Year	7%	2513.00
Third Year	8%	2872.00

<u>High School Track &amp; Golf</u>		
First Year	8%	2872.00
Second Year	9%	3231.00
Third Year	10%	3590.00
Fourth Year	11%	3949.00

<u>High School Assist Track</u>		
First Year	4%	1436.00
Second Year	5%	1795.00
Third Year	6%	2154.00

<u>Music</u>		
First Year	10%	3590.00
Second Year	10.50%	3769.50
Third Year	11%	3949.00
Fourth Year	11.50%	4128.50
Fifth Year	12%	4308.00

<u>Other</u>		
Statistician	1.50%	538.50
Assessment	1.50%	538.50
E Club	4%	1436.00

<u>Class Sponsor</u>		
Senior*	1%	359.00
Junior*	2.67%	958.53
Prom	1.33%	477.47
Sophomore*	1%	359.00
Freshman*	1%	359.00

<u>Danz &amp; Cheer Squad</u>		
First Year	2%	718.00
Second Year	2.50%	897.50
Third Year	3%	1077.00

<u>Speech</u>	%	Salary
First Year	6%	2154.00
Second Year	6.50%	2333.50
Third Year	7%	2513.00
Fourth Year	7.50%	2692.50
Fifth Year	8%	2872.00

<u>Annual</u>		
First Year	6%	2154.00
Second Year	6.50%	2333.50
Third Year	7%	2513.00
Fourth Year	7.50%	2692.50
Fifth Year	8%	2872.00

<u>FFA &amp; FCCLA</u>		
First Year	6%	2154.00
Second Year	6.50%	2333.50
Third Year	7%	2513.00
Fourth Year	7.50%	2692.50
Fifth Year	8%	2872.00

<u>One-Act</u>		
First Year	6%	2154.00
Second Year	6.50%	2333.50
Third Year	7%	2513.00
Fourth Year	7.50%	2692.50
Fifth Year	8%	2872.00

<u>One-Act Assistant</u>		
First year	3%	1077.00
second year	3.50%	1256.50
Third	4%	1436.00

<u>F-Ball field</u>		
Per season	1.50%	538.50

<u>TEACHING DL CLASS</u>		
Not percentage based;		600.00
per class per semester		

DL pay WAS CLARIFIED AND AGREED TO RATHER  
at 1.5% on 8/14/15 by both parties of the negot  
same amount that was paid since the beginning (

Fourth Year	3.50%	1256.50
Fifth Year	4%	1436.00

**Danz & Cheer Squad Assistant**

First Year	1%	359.00
Second Year	1.50%	538.50
Third Year	2%	718.00

**Junior High Coach**

First Year	2%	718.00
Second Year	3%	1077.00