

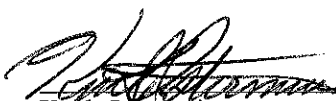
**Northwest Public Schools
2011-12 Negotiated Agreement
Addendum**

Teacher negotiations between the Northwest Public Schools District #82 Board of Education and the Northwest Education Association, recognized as the negotiations body for the teachers, have reached the following agreement for the 2011-12 school year. This agreement will be in force when signed by Jeff Paige, representing the Northwest Education Association, and Keith Ostermeier of the Northwest Public Schools District #82 Board of Education.

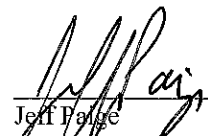
A1. BASE SALARY – The base salary for the 2011-12 school year will be \$29,850. A column will be added to the salary schedule for MA + 27. The PHD column will be eliminated. (Appendix A)

B5. EXPERIENCE CREDITS – A maximum of seventeen (17) years credit for previous experience outside Northwest Public Schools is granted if experience is secured in an accredited area.

E. EXTRA DUTY CREDITS - Following assignments may be reimbursed at the rate of: 1.00% of the base salary of \$29,850 or \$298.50 per unit. All teachers are employed with the understanding that they may be asked to sponsor at least one group or activity when they sign their contracts. Sponsors and extra duty assignments to be rotated when possible.


Keith Ostermeier 8/29/11
Date

Board President
Northwest Public Schools/District 82


Jeff Paige 8/31/11
Date

Negotiations Chair
Northwest Education Association

**Northwest Public Schools
2011-12 Negotiations Agreement**

A. SALARY/COMPENSATION

1. **BASE SALARY** – \$29,850
2. **CAREER INCENTIVE** - \$500 for teachers with a Masters Degree or MA/BA+45 who are at the end of the salary schedule. (Bottomed Out) Adopted: (6/12/89) Amended: (4/13/92) (5/13/96) (4/10/00) (1/8/07).
3. **HELPERS FOR ACTIVITIES** - (Ticket Takers, Timers, Scorers, etc.) Will be paid \$25 for the first 3 hours; \$35 for 3 – 5 hours; \$45 for 6 hours. During a season, an individual will get an additional \$5 the third time they assist with an activity; and an additional \$10 for fourth or more times they assist with an activity during one season. Adopted: (6/11/84) Amended: (4/13/92) (7/11/94) (4/10/00) (6/14/10)
4. **MILEAGE** - Mileage will be paid at the rate set by the Internal Revenue Service for the previous tax year. Adopted: (4/13/82)
5. **SICK LEAVE INCENTIVE** - District #82 will pay for unused sick leave in excess of fifty (50) days cumulative sick leave at the rate of \$50.00 per day. The maximum number of days that can be paid is ten (10) days. Adopted: (4/13/81) Amended: (4/10/00) (5/13/02) (8/12/03)
6. **STAFF/CURRICULUM DEVELOPMENT**
Staff will be compensated at the rate of \$20.00 per hour for curriculum and/or staff development done outside of the contract day or contract year as requested by administration. Faculty members who substitute during their planning period will be paid \$20.00 per hour. Adopted: (5/13/91) Amended: (7/11/94) (8/14/95) (5/13/96) (5/12/97) (5/10/99) (1/8/07).
7. **JURY DUTY** - Full salary less jury pay. (Teachers will turn money into Superintendent's office or pay will be deducted from teacher's salary.) Adopted: (4/13/81)

B. SALARY SCHEDULE/GRADUATE HOURS

1. **TEACHERS TO ADVANCE** - on this schedule and remain in the system should earn a minimum of nine (9) hours of graduate credit every five years as in-service requirements, until the advance degree is obtained. No increment allowed if not met. Hours earned during summer school to be allowed in September, only if a letter of intent is filed with the office preceding May 1st. Adopted: (4/17/75)
2. **ADVANCEMENT** - on the salary schedule will be limited to 1 step vertically and 1 step horizontally for any given year. (Note: See documentation of hours) Adopted: (5/5/80) Amended: (1/8/07)
3. **DOCUMENTATION OF GRADUATE HOURS AS FOLLOWS:**
 - Graduate hours after the MA category on the salary schedule must be in the teacher's teaching assignment, the teacher's endorsed area (s) or be a part of an approved advanced program in elementary, middle or secondary education. Upon the documentation of hours by the Superintendent, such hours shall be included in the placement on the salary schedule as long as the teacher remains in the Northwest System.
 - Graduate courses taken in educational administration, in order to be counted as horizontal movement on the salary schedule after the MA category, must be approved by the Superintendent. Criteria for acceptance of such hours is based upon the relationship of the course(s) to the educational process of Northwest Public Schools.
 - Transcripts verifying successful completion of such hours will be sent to the Superintendent before the new pay period of the following year.
 - Failure on the part of the teacher to document hours may result in the non-approval of such hours by the Superintendent. Adopted: (4/13/81) Amended: (1/8/07)

4. **COLLEGE PREPARATION** - All teachers to qualify must hold a degree with a valid teacher's certificate. Graduate credit must be certified and listed by a college recognized to give graduate credit. The teacher's transcript must be filed in the office of the Superintendent when contracts are issued. Majors must be in teaching area to receive credits or units. Adopted: (4/17/75)
5. **EXPERIENCE CREDITS** - A maximum of seventeen (17) years credit for previous experience outside Northwest High School is granted if experience is secured in an accredited area. Adopted: (5/29/86) Amended: (5/10/99) (4/10/00) (8/29/11)
6. **ADOPTION OF THIS SCHEDULE** - to be made by the Board of Education, hiring will be according to Schedule A when possible. Interpretation of this schedule may be by the Superintendent, the Board of Education and the NWEA negotiations committee. The board reserves the right to depart from schedule when necessary, but shall correct salary to this schedule at the earliest possible convenience. Adopted: (4/17/75)
7. **ADMINISTRATIVE PERSONNEL** - All administration personnel salaries will be considered separately from this schedule. Adopted: (4/17/75)

C. BENEFITS

1. **TAX SHELTERED PLANS** – The Board will continue to authorize eligible employees to make contributions to 403(b) investment plans of authorized private companies through established payroll deduction procedures under a written IRS compliant 403 (b) plan. Adopted: (4/17/75) Amended: (6/16/08)
2. **HEALTH INSURANCE** – The District will provide and pay the Health and Dental rates for employee, employee with child(ren), employee and spouse or employee, spouse and children coverage based upon Blue Cross Blue Shield's Blue Preferred Dual Option Plan of \$600 Deductible Plan for Health and PPO 80% A & B with 50% C coverage for Dental. The District will provide insurance coverage based upon an individual's FTE. Employees not electing insurance will receive \$3000. Individuals who elect single insurance will receive \$1250. The District will make a Vision Service Plan available to all staff members with the premium cost to be paid by the employees. Amended: (6/14/10)
3. **INSURANCE CARRIER** - A committee will be established to advise in the selection of the insurance company and policy used by the staff at Northwest. This shall be composed of school board members selected by the board, (3) association members selected by the association, and the Superintendent of Northwest Public Schools. The committee will be implemented in years when the Northwest Board is considering a change of carrier. Adopted: (5/22/85)
4. **LONG TERM DISABILITY INSURANCE** - Employee will be responsible for paying the premium of the long-term disability insurance and will be reimbursed on a monthly basis for the amount of the premiums by the Northwest Board of Education. The employee will have the premium for LTD payroll deducted each month. Benefits will begin as the employee's sick leave is used up. Adopted (4/19/77) Amended (4/13/92)
5. **BOARD POLICY 11.06 RISK MANAGEMENT AND SAFETY COMMITTEE** - The Northwest Education Association agrees with the make up of the Safety Committee in Board Policy 11.06, and waives it's right to have a separate Safety Committee. Adopted: (8/14/95)
6. **IRS CAFETERIA 125 PLAN**
The Northwest District has in place and is the third party administrator of the Internal Revenue Service Cafeteria Plan. The IRS 125 Plan is audited on an annual basis at the end of the fiscal year. **Benefit Election:** Once an employee makes the Benefit Election, that election is irrevocable during the plan year unless the revocation is on account of and consistent with a change in a family status. Adopted: (4/13/92) Amended: (8/14/95)

D. LEAVES

1. **PROFESSIONAL LEAVE** - Teachers and other employees are encouraged to participate in the professional and educational organizations, and as members of such groups, are expected to assume their responsibilities in as far as local, state, regional, or national meetings are concerned. Teachers and other certified employees may be granted professional leave annually without loss of pay from school duties. The administration may arrange for a reasonable period of absence with or without expenses paid so that a staff member may meet his professional and educational obligations. Adopted (4/10/78)

2. **PERSONAL LEAVE** - Two (2) days of personal leave will be granted upon request to any faculty member. To guard against depletion of available substitutes, a maximum of two (2) requests will be honored the day before or after a scheduled vacation on a first come first serve basis. A faculty member can bank two (2) days from the previous year or years, and could have up to four (4) days of personal leave for any given year. District #82 will reimburse unused personal leave in excess of two (2) days cumulative personal leave at the rate of \$50.00 per day. The maximum number of days for reimbursement would be (2) days unless the teacher is resigning from the district, and then the maximum number of days would be four (4). Adopted: (5/29/86) Amended: (5/14/90) (4/10/00) (8/12/03)

3. **SICK LEAVE BANK** – Employees may contribute at least one-half (.5) and no more than two (2) days from their ten (10) annual sick days to a Sick Leave Bank. This bank is to aid those members who have exhausted their sick leave.
 - a. Only those members who donate to the bank may withdraw days. Donations must be made by September 1st of each school year.
 - b. Members requesting days shall file an application with the Sick Leave Bank committee. A decision will be reached within five working days of the application date.
 - c. The Sick Leave Bank committee shall consist of the NWEA president, the NWEA building representative for that employee and a member of the Northwest administration. This committee will determine the validity of the request and rule on the amount of leave to be granted.
 - d. At the end of the school year, unused days (up to 50) in the bank will be carried over to the next school year.

E. EXTRA DUTY CREDITS

The following assignments may be reimbursed at the rate of: 1.00% of the base salary of \$ 29,850 or \$298.50 per unit. All teachers are employed with the understanding that they may be asked to sponsor at least one group or activity when they sign their contract. Sponsors and extra duty assignments to be rotated when possible.

This schedule is negotiable every 3 years. Next negotiable date will be spring of 2013 for the 2013-14 fiscal year.

Drama	5 - 10	Units
Speech	7 - 12	Units
Asst. Drama/Speech	3 - 8	Units
Musical Director.	7 - 12	Units
Asst. Musical Director	3 - 7	Units
Musical Orchestra Director	2 - 3	Units
Stage Production Director	4 - 8	Units
Learning Center Director	4 - 8	Units
Vocal Music-Concerts/Contest	4 - 8	Units
Vocal Music Swing Choir	5 - 10	Units
Instrumental Music Concert/Contests	7 - 12	Units
Pep Band	3 - 5	Units
Jazz Band	4 - 8	Units
FFA	8 - 14	Units
Yearbook	5 - 10	Units
Cheerleader Sponsor	7 - 10	Units
Dance Team Sponsor	7 - 10	Units
FBLA	7 - 10	Units

Student Council	4	Units
Junior Class Sponsor	3	Units
Senior Class Sponsor	2	Units
Honor Society Sponsor	2	Units
Student Study Team	2	Units
Letter Club Sponsor	1	Unit
AAD Team Member	2	Units
Crisis Response Team Coordinator (2 people)	2	Units Each
Core Team Leaders	1	Unit Each
Department Heads	2	Units
School Improvement Chair (1 per building)	1	Unit

CATEGORY I

Head Varsity Football	11 - 20 units
Head Varsity Volleyball	11 - 20 units
Head Varsity Basketball	11 - 20 units
Head Varsity Wrestling	11 - 20 units
Head Varsity Track	11 - 20 units
Head Soccer	11 - 20 units
Head Softball	11 - 20 units

CATEGORY II

Weight Room Coordinator	7 - 15 units
Assistant Football	7 - 15 units
Assistant Volleyball	7 - 15 units
Assistant Basketball	7 - 15 units
Assistant Wrestling	7 - 15 units
Assistant Track	7 - 15 units
Assistant Soccer	7 - 15 units
Assistant Softball	7 - 15 units
Head Freshman Football	7 - 15 units
Head Freshman Track	7 - 15 units
Head Freshman Volleyball	7 - 15 units
Head Freshman Basketball	7 - 15 units
Cross Country	7 - 15 units

CATEGORY III

Golf Coach	6 - 12 units
Cross Country	6 - 12 units
Assistant Freshman Football	6 - 12 units
Assistant Freshman Volleyball	6 - 12 units
Assistant Freshman Basketball	6 - 12 units

CATEGORY IV

Assistant Cross Country	5 - 10 units
Assistant Golf	5 - 10 units
Head Coach – Middle Schools	5 - 10 units

CATEGORY V

Intramural Director (Per Activity)	3 - 5 units
Assistant Coach – Middle School	3 - 5 units

CATEGORY VI – Middle School

Drama	4 – 7 units: includes assistant
Honor Choir	3 – 5 units: outside the school day
Yearbook	\$1000
Cheerleader	\$750 - 1 per building
Student Council	\$500 – 1 per building
Elementary Music	\$400 – 1 per instructor

A unit will be 1.00% of the base.

All coaching personnel will advance 1 unit per year.

Coaching assignments may be made as follows: (per coach)

Category I - Not to exceed two assignments per coach.

Category II-III-IV - Two assignments per coach or three assignments if Category I is not exercised .

Any new head coach/sponsor hired may be put on the schedule at the discretion of the superintendent, but not to exceed 5 units beyond the beginning schedule for his or her particular assignment.

Any new assistant coach/sponsor may be put on the schedule for his/her particular assignment, but not to exceed 3 units beyond the beginning schedule for his or her particular assignment.

Adopted: (6/12/89) Amended: (4/13/92) (7/11/94) (8/14/95) (5/13/96) (5/12/97) (11/12/01) (2/14/05) (1/8/07) (6/14/10)

APPENDIX A

	BA	BA + 9	BA + 18	BA + 27	MA/ BA + 45	MA + 9	MA + 18	MA + 27	MA + 36
0	1.00 29,850	1.05 31,343	1.10 32,835	1.15 34,328	1.20 35,820	1.25 37,313	1.30 38,805	1.35 40,298	1.40 41,790
1	1.040 31,044	1.090 32,537	1.140 34,029	1.190 35,522	1.240 37,014	1.29 38,507	1.34 39,999	1.39 41,492	1.44 42,984
2	1.080 32,238	1.130 33,731	1.180 35,223	1.230 36,716	1.280 38,208	1.33 39,701	1.38 41,193	1.43 42,686	1.48 44,178
3	1.120 33,432	1.170 34,925	1.220 36,417	1.270 37,910	1.320 39,402	1.37 40,895	1.42 42,387	1.47 43,880	1.52 45,372
4	1.160 34,626	1.210 36,119	1.260 37,611	1.310 39,104	1.360 40,596	1.41 42,089	1.46 43,581	1.51 45,074	1.56 46,566
5	1.200 35,820	1.250 37,313	1.300 38,805	1.350 40,298	1.400 41,790	1.45 43,283	1.50 44,775	1.55 46,268	1.60 47,760
6	1.240 37,014	1.290 38,507	1.340 39,999	1.390 41,492	1.440 42,984	1.49 44,477	1.54 45,969	1.59 47,462	1.64 48,954
7		1.330 39,701	1.380 41,193	1.430 42,686	1.480 44,178	1.53 45,671	1.58 47,163	1.63 48,656	1.68 50,148
8		1.370 40,895	1.420 42,387	1.470 43,880	1.520 45,372	1.57 46,865	1.62 48,357	1.67 49,850	1.72 51,342
9			1.460 43,581	1.510 45,074	1.560 46,566	1.61 48,059	1.66 49,551	1.71 51,044	1.76 52,536
10			1.500 44,775	1.550 46,268	1.600 47,760	1.65 49,253	1.70 50,745	1.75 52,238	1.80 53,730
11				1.590 47,462	1.640 48,954	1.69 50,447	1.74 51,939	1.79 53,432	1.84 54,924
12				1.630 48,656	1.680 50,148	1.73 51,641	1.78 53,133	1.83 54,626	1.88 56,118
13				1.670 49,850	1.720 51,342	1.77 52,835	1.82 54,327	1.87 55,820	1.92 57,312
14				1.710 51,044	1.760 52,536	1.81 54,029	1.86 55,521	1.91 57,014	1.96 58,506
15					1.800 53,730	1.85 55,223	1.90 56,715	1.95 58,208	2.00 59,700
16						1.89 56,417	1.94 57,909	1.99 59,402	2.04 60,894