

Northwest Public Schools 2023-24 Negotiated Agreement

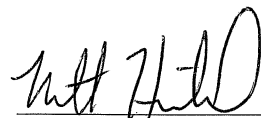
Teacher negotiations between the Northwest Public Schools District #82 Board of Education and the Northwest Education Association, recognized as the negotiations body for the teachers, have reached the following agreement for the 2023-2024 school year.

A1. BASE SALARY: 2022-23: \$ 37,050

E. EXTRA DUTY CREDITS - Following assignments may be reimbursed at the rate of: 1.00% of the base salary of \$ 37,050 or \$370.50. 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.

 2-13-23
Date

Board President
Northwest Public Schools/District 82

 2-13-23
Date

Negotiations Chair
Northwest Education Association

Northwest Public Schools 2023-24 Negotiations Agreement

A. SALARY/COMPENSATION

1. **BASE SALARY** - \$ 37,050.
2. **CAREER INCENTIVE** - \$500 for teachers with a Masters Degree or MA/BA+36 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 will be paid \$15 per hour; all other jobs will be paid \$20.00 per hour. Adopted: (6/11/84) Amended: (4/13/92) (7/11/94) (4/10/00) (6/14/10) (2/8/16) (2/10/20)
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. **LEAVE INCENTIVE** - District #82 will pay for unused leave annually as follows: sick leave in excess of fifty (50) days, with the maximum number of days that can be paid being twelve (12) days; personal leave up to four (4) days. Reimbursement rate is \$100.00 per day for personal and \$50.00 per day for sick. For the 2023-24 school year - if a staff member carries over 1 or 2 personal days from the 2022-23 school year, those personal days shall be used during the 2023-24 school year or receive \$50 per day at the end of the 2023-24 school year. (It was mutually agreed to use the 2023-24 school year as a pilot year for 8 sick day/4 personal day plan.) Adopted: (4/13/81) Amended: (4/10/00) (5/13/02) (8/12/03) (2/8/16) (1/4/23)
6. **STAFF/CURRICULUM DEVELOPMENT** - Staff will be compensated at the rate of \$25.00 per hour or 1/8th of a personal day 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 \$25.00 per period or they can receive 1 period of personal leave. Staff members must designate at the beginning of the year which method of payment they prefer. Personal leave for sub payment or curriculum development will not carry over to the next school year. Adopted: (5/13/91) Amended: (7/11/94) (8/14/95) (5/13/96) (5/12/97) (5/10/99) (1/8/07) (2/8/16) (1/11/21) (1/4/23)
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)
8. **PAYPERIODS** – New staff members may receive their first year salary over 13 pay-periods with the first check issued on August 15th. (1/11/21)

B. SALARY SCHEDULE/GRADUATE HOURS

1. **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) For the 2018-19 year, all staff will be frozen, and no vertical movement will be allowed. Staff will be allowed to move horizontally for education advancement. Steps 15 & 16 on the salary schedule will be eliminated and staff on those two steps will roll back to Step 14. Adopted: (5/5/80) Amended: (1/8/07) (2/12/18)
2. **DOCUMENTATION OF GRADUATE HOURS AS FOLLOWS:**
 - Graduate hours for advancement on the salary schedule shall be from an accredited graduate level institution. After earning a Master's Degree in the instructor's assigned area, post MA credit can be granted in any other education field. 9 credit hours maybe taken outside of a master's program and qualify for movement on the schedule. (Adopted 7/9/12) (1/11/21)

- 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)
3. **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. Adopted: (5/29/86) Amended: (5/10/99) (4/10/00) (8/29/11)
 4. **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)

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 premiums for employee, employee with child(ren), employee and spouse, or employee, spouse and children coverage based upon Blue Cross Blue Shield’s Blue Preferred \$1200 / \$3600 Dual Option Deductible Plan for Health and PPO 100% A, 75% B with 50% C coverage for Dental. If an employee chooses the \$3600 Deductible Plan, the difference in the premium amount for the \$3600 Deductible plan compared to the \$1200 deductible plan, will be contributed to the employee’s Health Savings Account. The District will provide insurance coverage based upon an individual’s FTE. Employees not electing insurance will receive \$3000. For those individuals not electing insurance, they will need to sign a declination agreement stating they have coverage under their spouses/or parents’ insurance or are on Medicaid. Individuals who elect single insurance will receive \$1250. The District will provide an optional Vision Service Plan to all staff members with the premium cost to be paid by the employees. Amended: (1/13/14) (12/12/16)
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 premiums by the Northwest Board of Education. The employee will have the premium for LTD payroll deducted each month. Benefits will begin when the employee's sick leave is depleted. 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 the 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)
7. **GRIEVANCES** - Grievances shall be filed and processed according to the procedures outlined in Appendix B. Adopted (2/8/16)

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** - Annually each certified staff member will be granted four (4) days of personal leave. A faculty member can either roll over unused personal days into their sick bank or be paid \$100 per day which must be determined at the beginning of the school year. To guard against depletion of available substitutes, requests for leave the day before or after a scheduled vacation will be approved on a first come first serve basis. Adopted: (5/29/86) Amended: (5/14/90) (4/10/00) (8/12/03) (2/8/16) (1/4/23)
3. **SICK LEAVE** - Annually each certified staff member will be granted eight (8) days of sick leave. A faculty member can bank eight (8) days annually and could have up to sixty-two (62) days of sick leave for any given year. (2/8/16) (1/4/23)
4. **CATASTROPHIC ILLNESS LEAVE** - In the event of a catastrophic illness of a certified staff member or a member of his/her immediate family, the eligible staff member may make withdrawals from a Catastrophic Illness Leave Bank. Immediate family shall include spouse, parent or child. To be eligible, a staff member must have exhausted all his/her yearly days and accumulated sick leave days. A catastrophic illness or injury is defined as one which has totally incapacitated an employee's ability to work. The purpose of catastrophic leave is to provide additional paid leave in case of sudden, unforeseen, illness or disability of indeterminate duration. As such, catastrophic leave, when it is justified, will be granted by the Administration in its reasonable discretion. The District may request a doctor's statement explaining the nature and expected duration of the illness. (2/8/16)
5. **BEREAVEMENT LEAVE** - When bereavement days for a family member are requested, these days will be granted as an excused day and the number of days given will be subject to the discretion of the administration. Annually, one day of paid bereavement leave, will be allowed for a non-family member. Additional bereavement days for non-family members will be considered personal days and deducted from the staff members' personal leave bank. (2/10/20)

E. EXTRA DUTY CREDITS

The following assignments may be reimbursed at the rate of 1.00% of the base salary of \$37,050 or \$370.50 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.

Drama	7 - 12	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 Show Choir	7 - 12	Units
Accompanist	8 - 14	Units
Instrumental Music Concert/Contests	7 - 12	Units

Pep Band	3 - 5	Units
Jazz Band	4 - 8	Units
FFA	8 - 14	Units
FFA Assistant	5 - 10	Units
Yearbook	5 - 10	Units
Cheerleader Sponsor	7 - 10	Units
Asst. Cheerleader Sponsor	3 - 7	Units
Dance Team Sponsor	7 - 10	Units
FBLA	7 - 10	Units
Skills USA	7 - 10	Units
FCCLA	7 - 10	Units
Esports Sponsor	7 - 12	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
Crisis Response Team Coordinator	2	Units
Department Heads	2	Units
School Improvement Chair (2 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
Weight Room Coordinator	11 - 20	units

CATEGORY II

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
Head Cross Country	7 -15	units
Assistant Weight Room Coordinator	7 -15	units

CATEGORY III

Head Golf Coach	6 - 12	units
Assistant Cross Country	6 - 12	units
Assistant Freshman Football	6 - 12	units
Assistant Freshman Volleyball	6 - 12	units
Assistant Freshman Basketball	6 - 12	units
Weight Room – per season	6 - 12	units

CATEGORY IV

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
Assistant Drama	3 – 5 units
Honor Choir	3 – 5 units: outside the school day
Yearbook	4 units (1 per building)
Cheerleader	3 units (1 per group)
Student Council	2 units (1 per building)
Elementary Music	2 units (1 per instructor)

A unit will be 1.00% of the base.

All coaching personnel will advance 1 unit per year.

Any new head or assistant coach/sponsor hired may be put on the schedule at the discretion of the superintendent.

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) (7/9/12) (12/10/12) (1/13/14) (2/8/16) (12/12/16) (2/12/18) (2/10/20) (1/11/21) (1/4/23)

**NORTHWEST PUBLIC SCHOOLS
2023-24**

APPENDIX A

ACROSS 0.05 DOWN 0.04 BASE 37,050

	BA	BA + 9	BA + 18	BA + 27	MA/ BA + 36	MA + 9	MA + 18	MA + 27	MA + 36
0	1.00 37,050	1.05 38,903	1.10 40,755	1.15 42,608	1.20 44,460	1.25 46,313	1.30 48,165	1.35 50,018	1.40 51,870
1	1.040 38,532	1.090 40,385	1.140 42,237	1.190 44,090	1.240 45,942	1.29 47,795	1.34 49,647	1.39 51,500	1.44 53,352
2	1.080 40,014	1.130 41,867	1.180 43,719	1.230 45,572	1.280 47,424	1.33 49,277	1.38 51,129	1.43 52,982	1.48 54,834
3	1.120 41,496	1.170 43,349	1.220 45,201	1.270 47,054	1.320 48,906	1.37 50,759	1.42 52,611	1.47 54,464	1.52 56,316
4	1.160 42,978	1.210 44,831	1.260 46,683	1.310 48,536	1.360 50,388	1.41 52,241	1.46 54,093	1.51 55,946	1.56 57,798
5	1.200 44,460	1.250 46,313	1.300 48,165	1.350 50,018	1.400 51,870	1.45 53,723	1.50 55,575	1.55 57,428	1.60 59,280
6	1.240 45,942	1.290 47,795	1.340 49,647	1.390 51,500	1.440 53,352	1.49 55,205	1.54 57,057	1.59 58,910	1.64 60,762
7		1.330 49,277	1.380 51,129	1.430 52,982	1.480 54,834	1.53 56,687	1.58 58,539	1.63 60,392	1.68 62,244
8		1.370 50,759	1.420 52,611	1.470 54,464	1.520 56,316	1.57 58,169	1.62 60,021	1.67 61,874	1.72 63,726
9			1.460 54,093	1.510 55,946	1.560 57,798	1.61 59,651	1.66 61,503	1.71 63,356	1.76 65,208
10			1.500 55,575	1.550 57,428	1.600 59,280	1.65 61,133	1.70 62,985	1.75 64,838	1.80 66,690
11				1.590 58,910	1.640 60,762	1.69 62,615	1.74 64,467	1.79 66,320	1.84 68,172
12				1.630 60,392	1.680 62,244	1.73 64,097	1.78 65,949	1.83 67,802	1.88 69,654
13				1.670 61,874	1.720 63,726	1.77 65,579	1.82 67,431	1.87 69,284	1.92 71,136
14				1.710 63,356	1.760 65,208	1.81 67,061	1.86 68,913	1.91 70,766	1.96 72,618