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Jefferson County Public Schools

K 830677

5800 workers

Agreement

1998-2002

Between the

**Jefferson County
Board of Education**

and the

**Jefferson County
Teachers Association**



X 8/04

(see APP)



Name

JCBE-JCTA AGREEMENT, 1998/2002

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Equal Opportunity/Affirmative Action Employer
Offering Equal Educational Opportunities

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PREAMBLE

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The Jefferson County Board of Education and the Jefferson County Teachers Association do hereby agree that the welfare of the children of Jefferson County is paramount and will be promoted by both Parties.

This Agreement is made and entered into by and between the Board of Education of Jefferson County, Kentucky, hereinafter called the "Employer," and the Jefferson County Teachers Association (an affiliate of the Kentucky Education Association and the National Education Association), hereinafter called the "Association"; the Employer and the Association when jointly referred to are hereinafter called the "Parties."

Therefore, the Parties mutually and in good faith agree to the following -

ARTICLE I - DEFINITIONS

As used in this Agreement the following definitions apply:

1. Employer means the Board of Education of Jefferson County, Kentucky.
2. Association means Jefferson County Teachers Association.
3. Members or membership means only employees belonging to the Association.
4. Days when used in this Agreement refer to school calendar days.
5. Worked Days means those days which the employee is on duty.
6. Certificated Personnel means those persons holding positions for which certificates may be issued except substitutes and superintendents as defined under applicable state laws and who are employed by the Employer.
7. Employee means any certificated person who is represented by the Association.
8. Superintendent means the Superintendent of Schools of Jefferson County, Kentucky.
9. Negotiations means a process and a method that provides for the Employer and the Association to negotiate on matters of mutual concern, to reach agreement on such matters, and to make provisions for resolving disagreement in the event of impasse.
10. Exceptional Child Education Pupil means a pupil covered under the provisions of IDEA - Individuals with Disabilities Education Act as amended.

11. Seniority shall be computed from the first compensable day of employment as a regular employee in the Jefferson County Public Schools following last break in service; ties in seniority dates will be broken by the largest sum of the final four digits of the employee's Social Security numbers.
12. SBARC means the School Based Admissions/Release Committee.
13. Part-timers means any employee working less than a full duty day.
14. Vacancy means a position in the bargaining unit approved by the Board but not having a teacher of record.
15. Teacher of Record means an individual in the bargaining unit who is filling a position with a change form completed by Personnel to verify the same.
16. Overstaff means a condition where a teacher is involuntarily placed on the transfer list.
17. Laid Off is a condition in which a teacher's contract is suspended due to lack of a teaching position.
18. Restricted Certification is a condition in which a teacher's certificate is not considered valid for teaching in the Jefferson County Public Schools due to lack of adequate teaching positions in the certification area. The teacher would be laid off in a restricted certification area if it were not for having a second certification that allows a teacher to maintain a position with the Employer.
19. Least Restrictive Environment is that education setting or program in which the identified child can function most effectively based upon his/her unique needs and capabilities.

- 1 20. Resource Room is a special education class
2 configuration in which a student identified by an
3 SBARC/AARC may spend up to 50% of the
4 student day.
5
- 6 21. Itinerant Teacher is an elementary art, music,
7 physical education or computer teacher who is
8 assigned to work in different building locations on
9 different days of the week.
10
- 11 22. Traveling Teacher means a teacher who works
12 at different building locations on the same day of
13 the work week.
14
- 15 23. Singleton Ratio is a term used to identify the ratio
16 of black and white staff members required for
17 each school center. The ratio is calculated by
18 dividing the total number of black teachers at an
19 instructional level (elementary, middle school or
20 high school) by the total number of teachers at
21 that instructional level. This is a district-wide
22 calculation. After the calculation has been made,
23 a five percent (5%) plus or minus variance is
24 permitted. Excluded from the teacher count in
25 this ratio are exceptional child education and
26 ROTC.
27
- 28 24. Certificated means possessing a certificate
29 issued by the Kentucky State Department of
30 Education.
31
- 32 25. School Centers shall mean a building(s) in which
33 teachers are assigned to supervise students.
34
- 35 26. Home School means where the employees
36 receive their paychecks.
37
- 38 27. AARC means the Administrative Admissions
39 Release Committee.
40
41
42
43

1 ARTICLE II - SCHOOL BOARD AUTHORITY

2
3 Section A The Board of Education of Jefferson County,
4 Kentucky hereby specifically retains and reserves unto
5 itself, the Superintendent, the principals/school heads,
6 and other administrative personnel of the school system
7 all powers, rights, authority, duties and responsibilities,
8 and the exercise thereof, as conferred upon and
9 delegated to and vested in them by the Constitutions
10 and the Laws and Regulations of the United States of
11 America and the Commonwealth of Kentucky except as
12 otherwise specifically provided for in this Agreement.
13

14 Section B All school management personnel shall carry
15 out the following responsibilities:
16

- 17 1. Adhering to the provisions of this Agreement.
- 18
- 19 2. Complying with the Board's rules and
20 regulations which are necessary to implement
21 the provisions of this Agreement.
22

23 ARTICLE III - RECOGNITION

24
25
26 The Employer recognizes the Association as official
27 representative of certificated personnel in the school
28 system who are employees as defined in Article I -
29 Definitions, in addition to employees who function as
30 teachers and are paid on the Teachers Salary
31 Schedule, Job Family III. Personnel who are
32 substitutes (including those who are temporary
33 appointees in positions reserved for employees under
34 contract) and those holding any other position for which
35 the school system requires certification in administration
36 or supervision and/or for which the pay is calculated on
37 the teachers salary schedule plus the administrators
38 addendum including Acting and Intern are specifically
39 excluded from this recognition.
40
41
42
43

1 ARTICLE IV - ASSOCIATION RIGHTS

2
3 Section A The Parties agree that the Association as
4 representative of employees shall have the right to use
5 the school system's courier service (to the extent
6 permitted by statute, regulation, or court order) and
7 employee distribution boxes for the purpose of
8 distributing Association communiques to employees.
9 Such communiques shall be considered personal and
10 shall not be opened by any person other than the
11 addressee. The Association shall have the privilege of
12 posting notices of the activities and matters of
13 Association concern on employee bulletin boards, at
14 least one of which shall be provided in each school.

15
16 Material endorsing or opposing a political position or a
17 candidate for public office, material which encourages
18 employees to violate any law or this Agreement, or
19 material which has as its effect the interfering with
20 employees' rights guaranteed by law or this Agreement
21 shall not be distributed through the courier service or
22 employee distribution boxes nor distributed in any
23 manner which would interfere with or interrupt normal
24 school operations or posted in any schools by the
25 Parties or any of their agents.

26
27 The Association shall provide in advance to the office of
28 the Superintendent or designee four (4) copies and to
29 the office of the principal or school head one (1) copy of
30 any material to be distributed or posted.

31
32 The Association shall save the Employer harmless
33 against any claims, legal or otherwise, arising out of use
34 of the Employer Courier Service.

35
36 Section B The Association shall have the right to use
37 schools for meetings at reasonable times before or after
38 the employees' normal workday, scheduling such use in
39 advance with the principal or school head. Should
40 special custodial services be required or should there be
41 any damage in excess of the normal wear the Employer
42 shall make a reasonable charge for such services or
43 damage. The Association shall save the Employer

1 harmless against any claims, legal or otherwise, arising
2 out of such use provided the Association is given the
3 opportunity to provide all necessary legal services to
4 defend such claims.

5
6 Section C Full-time staff employed by the Association,
7 the Association President or identified designee and
8 Association building representatives exclusively shall
9 have the right to transact official legal Association
10 business on school property at such reasonable times
11 as will not interfere with or interrupt normal school
12 operations. The Association shall provide the
13 Superintendent or designee and each principal or school
14 head with a list of persons serving in these capacities
15 and maintain its currency. The list provided to each
16 principal or school head need not contain the names of
17 building representatives from other schools.

18
19 Section D The Association building representative shall
20 upon request be given time prior to or after each faculty
21 meeting for brief announcements. The school
22 communication system shall be made available
23 according to procedures of the school for use by an
24 Association building representative to make brief
25 announcements concerning meetings. The building
26 representative shall be provided a school roster
27 showing the names, addresses, and assignments of all
28 employees.

29
30 Section E The Employer shall provide to the
31 Association upon request a copy of the official agenda
32 in advance of Board meetings except for those items
33 privileged by law. The Employer shall make available
34 for inspection to the Association upon request any
35 information available to the public. The Parties shall
36 make available upon written specific request to each
37 other any statistics and records routinely compiled which
38 are not confidential and which are relevant to
39 negotiations or necessary for the proper administration
40 of the terms of this Agreement.

41
42 Section F The Employer agrees to deduct from the
43 salaries of employees an amount equal to the

1 membership dues of the Association and the National
2 Education Association (NEA) and the Kentucky
3 Education Association (KEA) with which it is affiliated, as
4 said employees individually and voluntarily authorize in
5 writing the Employer to deduct and to transmit the
6 monies to the Association or its designated
7 representative. The Association shall certify to the
8 Employer in writing the current and proper amount of its
9 membership dues at least thirty (30) days prior to the
10 requested initial deduction. The deductions shall be
11 made in sixteen (16) equal installments October through
12 May. Members may revoke dues deduction by written
13 notification only to the Association during the month of
14 April each year.

15
16 The Employer will deduct from the salaries of all
17 employees new to the school system an amount of
18 money equal to the dues of the Association and NEA
19 and KEA unless the employee indicates on the
20 employment application that such dues are not to be
21 deducted.

22
23 When amounts have been correctly deducted and
24 remitted by the Employer the Association shall save the
25 Employer harmless against any claims, legal or
26 otherwise, for deduction of dues based on information
27 furnished by the Association if the Association is given
28 the opportunity to provide all necessary legal services
29 to defend such claims.

30
31 Section G The principal or head of each school and the
32 Association building representative(s) shall meet upon
33 request at least bimonthly to discuss implementation of
34 the provisions of this Agreement and other items of
35 mutual concern.

36
37 Section H The Superintendent and/or designee and the
38 Association president and/or designee shall meet at
39 least bimonthly to discuss implementation of the
40 provisions of this Agreement and other items of mutual
41 concern.

42
43 Section I The Employer shall provide the Association

1 on a quarterly basis the following information by means
2 of computer disk:

- 3
4 1. Employee's name (last, first)
5 2. Dues deduction status
6 3. Employee's Social Security number
7 4. Employee's mailing address (including zip code)
8 5. Employee's work location (where the checks are
9 received)
10 6. Employee's seniority date
11 7. Current valid certificates (up to 8 endorsements)
12 8. Race/sex code
13 9. Salary schedule placement (rank and steps)
14 10. Career incentive increments
15 11. Extra Service Pay Schedule Assignments

16
17 The Association shall save the Employer harmless
18 against any claims, legal or otherwise, related to the
19 providing of this information to the Association and its
20 use of such information.

21
22 Section J An employee shall be afforded an
23 opportunity to have a representative of the Association
24 present in any conference which may lead to
25 disciplinary action.

26
27 Section K The Employer shall make available upon
28 written request by the Association copies of each
29 school building's monthly budget report, activity fund,
30 vending machine funds, any athletic funds, and any and
31 all other building accounts. The reports will be provided
32 by computer disk or hard copy at the District's
33 discretion.

34 35 36 ARTICLE V - EMPLOYEE RIGHTS

37
38 Section A The Employer agrees there shall not be any
39 discrimination against any employee by reason of race,
40 creed, color, marital status, gender, disability, age,
41 national origin, or whether said employee is a member of
42 the Association.

1 Section B The Association agrees not to discriminate
2 with regard to representation of employees in the
3 administration of this Agreement or with regard to terms
4 and conditions of membership because of age, gender,
5 disability, race, marital status, color, creed or national
6 origin.

7
8 Section C The Parties agree that the provisions of this
9 Agreement shall be applied to all employees without
10 discrimination on the basis of membership or
11 non-membership in the Association.

12
13 Section D Nothing contained herein shall be construed
14 to deny or restrict any rights any employees may have
15 under the Constitutions and Laws of the United States
16 or of the Commonwealth of Kentucky.

17
18 Section E No adverse action of any kind shall be taken
19 by the Employer or any of its agents against any
20 employee for reason of participation in negotiations, the
21 administration of this Agreement, the performance of
22 duties or the exercise of the rights of citizenship. No
23 adverse action of any kind shall be taken by the
24 Association or any of its members or agents against the
25 Employer, the Superintendent or other administrators for
26 reason of participation in negotiations, the administration
27 of this Agreement, the performance of duties, or the
28 exercise of the rights of citizenship.

29
30 Section F The private life of an employee is not within
31 the appropriate concern or attention of the Employer
32 except when it adversely affects fulfillment of the
33 employee's professional responsibility.

34
35 Section G An employee shall not be required to carry
36 out an order which is not a part of the employee's
37 professional responsibility.

38
39 Section H All employees shall carry out the following
40 responsibilities:

- 41
42 1. Complying with the Employer's rules and
43 regulations which are not inconsistent with this

1 Agreement.

- 2
3 2. Adhering to the provisions of the Agreement.
4

5 Section I Neither the employee nor the Employer shall
6 tape-record a meeting without the knowledge of the
7 other.

8
9 Section J When information is available in the School
10 Center office, employees shall be informed when
11 special education students and/or students with special
12 needs/health are placed into a particular class.

13
14 Section K Both Parties to this Agreement endorse site-
15 based decision making and/or participatory management
16 at the school level. The Parties jointly encourage parent
17 involvement and minority representation on all decision
18 making committees. Both Parties agree that no
19 employee can be required to serve on such committees.

20
21 Non-SBDM schools electing to become participatory
22 management schools shall do so in accordance with the
23 following:

- 24
25 1. Two-thirds (2/3) of the employees must vote by
26 secret ballot to participate in the participatory
27 management decision making process.
28
29 2. Any school that has voted to participate in
30 participatory management may reconsider such
31 vote by submitting a petition of twenty-five
32 percent (25%) of the employees by a date to
33 be determined jointly by the Association and the
34 Employer. Any school not participating in
35 participatory management can petition to vote to
36 become participatory management by submitting
37 a petition of twenty-five percent (25%) of the
38 employees.

39
40 Section L If any school chooses to consider a deviation
41 from this Agreement the decision making process shall
42 include an opportunity for all employees to share their
43 opinion. Such a decision shall not be implemented in

1 any school year without at least two-thirds (2/3)
2 concurrence of the employees. It is expressly
3 understood that any and all contract deviations sunset
4 at the end of each school year. Should the employees
5 wish to maintain a sunset deviation, a new deviation
6 of the agreement must occur. A contract deviation vote
7 that fails to obtain the needed two thirds (2/3)
8 concurrence may not be revoked on for twelve (12)
9 months from the original vote unless both parties agree.

10
11 The following articles shall not be deviated from in the
12 implementation of participatory management:

| | | |
|----|---------------|---------------------|
| 13 | | |
| 14 | Article VII | Student Discipline |
| 15 | Article VIII | Employee Evaluation |
| 16 | Article IX | Employee Discipline |
| 17 | Article X | Personnel Files |
| 18 | Article XVI | Transfers |
| 19 | Article XVIII | Lay-Off/Recall |
| 20 | Article XXVII | Compensation |
| 21 | Article XXIX | Grievance Procedure |

22
23 Employees who serve on participatory management
24 committees (if used) will be selected by the employees.
25 Employees who participate on committees established
26 by SBDM Councils will be selected in accordance with
27 local school Council policy. All committee participation
28 that exceeds the weekly meeting maximum as defined in
29 Article XI, Teaching Load and Duty Hours will be
30 voluntary.

31
32 Section M The Parties agree that SBDM Councils may
33 adopt and enforce policies pertaining to the matters that
34 are dealt with in the provisions of the Agreement that are
35 listed below even if the adopted policies conflict with
36 these provisions. However, the provisions of the
37 Agreement that are listed below shall be enforceable
38 and recognized as binding throughout the District,
39 except to the extent that a SBDM Council has taken
40 lawful actions at a specific school that are contrary to the
41 provisions listed below. If the policies, decisions or
42 actions of a SBDM Council conflict with any provisions
43 of the Agreement that are not listed, those policies,

1 decisions and actions shall not be enforceable or
2 recognized as valid.

- 3
4 Article VI (Academic Freedom),
5 Section(s) C and D
6 Article XI (Teaching Load and Duty Hours),
7 Section(s) A, B, C, D, E, F, H, K and Q
8 Article XII (Class Size),
9 Section(s) A, B, C, E, and F
10 Article XIII (Materials and Facilities),
11 Sections(s) A, B, C, E, F and H
12 Article XV (Assignment), Preamble
13 Section(s) A, B, C and I
14 Article XXIII (Team Leaders, Dept. Heads
15 and Grade Group Leaders)
16 Article XXIV (Librarians), Section B

17
18 Section N The provisions of this Agreement apply to
19 part-time employees except Article XI (Teaching Load
20 and Duty Hours), Article XV (Assignment), Article XVI
21 (Transfers), Article XXVI [Leaves of Absence, Section C
22 (Emergency Leave) and Section D (Personal Leave)],
23 and Article XXVII [Section A (Compensation Schedules),
24 Section B (Insurance and Fringe Benefit Pool), and
25 Section C (Early Retirement Benefit Schedules)].

26
27 Sick leave shall be prorated monthly or major fraction
28 thereof and compensation shall be prorated from the
29 salary schedules in Article XXVII.

30
31 Section O Employees and administrators shall be
32 treated in a professional manner at all times.

33
34 Section P Employees shall not be required to transport
35 parents.

36
37 Section Q Employees shall be permitted use of the
38 District's system for e-mail where available, to conduct
39 school District business.

1 ARTICLE VI - ACADEMIC FREEDOM

2
3 The Parties agree that academic freedom is an integral
4 part of the attainment of education goals of the school
5 system.

6
7 Section A The Parties agree that young people should
8 be educated in the democratic tradition which fosters a
9 recognition of individual freedom and social
10 responsibility, inspires meaningful awareness of and
11 the respect for the Constitutions and Laws and instills
12 appreciation for the value of individual personality. It is
13 recognized that these values can best be transmitted in
14 an atmosphere which is free from censorship and
15 artificial restraints upon free inquiry and learning, and in
16 which academic freedom is encouraged and enjoyed.

17
18 Section B In performing their teaching duties,
19 employees shall strive to provide students opportunity
20 to investigate all facets, sides, and/or opinions of and
21 about any and all topics and materials introduced or
22 presented including those which are or may be of a
23 controversial nature. Such material presented to
24 students must be relevant to the course and
25 appropriate to the maturity level and intellectual ability of
26 the students. Employees shall permit the expression of
27 the views and opinions of others and encourage each to
28 form individual views and opinions through such
29 procedures. Employees shall at all times strive to
30 promote tolerance for the views and opinions of others
31 and for the privilege of individuals to form and hold
32 differing views and opinions.

33
34 Section C The plan book and grade book used in the
35 district shall be mutually agreed upon between the
36 parties of this Agreement. Individual employees and
37 supervisors can agree to use an alternate plan book
38 and/or grade book.

39
40 Section D Employees shall be given four (4) days after
41 the end of each grading period to submit student grades
42 except for the end of semester grades for students
43 classified as seniors which shall be due in a minimum of

1 thirty-six (36) hours.

2
3
4 ARTICLE VII - STUDENT DISCIPLINE

5
6 Section A The Parties agree to effectively carry out the
7 Uniform Code of Student Conduct adopted by the
8 Employer. The Association shall be a party to any
9 evaluations and necessary revision of this Code which
10 shall continue to provide for elementary, middle and high
11 school needs.

12
13 Section B Principals and school heads shall review
14 annually with employees the procedures and
15 provisions of the Uniform Code of Conduct.

16
17 Section C The provisions of the Uniform Code of
18 Student Conduct shall be subject to the Grievance
19 Procedure.

20
21 Section D The Employer shall strive to provide a
22 learning environment that is safe and free from
23 interruptions by disruptive students.

24
25 Section E Employees may, in compliance with the
26 Uniform Code of Student Conduct, temporarily remove a
27 disruptive student from the classroom.

28
29
30 ARTICLE VIII - EMPLOYEE EVALUATION

31
32 The performance of all employees shall be evaluated
33 according to procedures developed by the Employer or
34 its agents. Such procedures shall be limited by the
35 provisions of Section A. Upon the observation of
36 significant deficiencies in work performance, the
37 provisions of Section B or C, whichever is applicable,
38 shall be followed in addition to those in Section A. Any
39 evaluation used as a basis for adverse action shall be
40 conducted according to Section B or C in addition to
41 Section A.

1 Section A General Evaluation Procedure
2

- 3 1. All monitoring or observation of work
4 performance of an employee shall be conducted
5 openly and with full knowledge of the employee.
6
- 7 2. All evaluations shall be in writing. If evaluation
8 forms not requiring narrative style are used they
9 shall be jointly designed by the Parties.
10
- 11 3. Observation by the evaluator shall be required
12 prior to the evaluation of an employee's
13 classroom work performance.
14
- 15 4. Evaluations shall acknowledge the strengths of
16 employees, as well as deficiencies, and shall
17 note all data used to support the conclusions
18 made by the evaluator. The evaluator shall
19 make a fair and objective effort to determine
20 whether deficiencies have been corrected.
21
- 22 5. Employees shall be evaluated only by
23 appropriate administrators with rating authority in
24 compliance with state law and regulation.
25
- 26 6. The evaluator shall take into consideration and
27 note in writing any circumstances that may
28 adversely affect an employee's performance.
29
- 30 7. Student test scores may be used to evaluate
31 achievement and progress of students and the
32 district's instructional program; however, these
33 scores shall not be used in any way to evaluate
34 the work performance of employees unless they
35 agree voluntarily.
36
- 37 8. A conference shall be held between the
38 evaluator and the employee after the written
39 evaluation is received by the employee.
40
- 41 9. The employee shall be notified in advance of the
42 time and date of one (1) observation for
43 evaluative purposes.

- 1 10. Evaluations must be completed by no later than
2 April 15 and submitted to the employees by no
3 later than May 1 except for those employees
4 who have been identified as having significant
5 deficiencies in which case the provisions in
6 Section B of this article will apply.
7
- 8 11. The performance of all itinerant/traveling
9 employees shall be evaluated by each
10 principal.
11
- 12 12. An Advisory Committee, including employees
13 nominated by the Association shall be
14 established annually for the purpose of
15 reviewing and recommending modifications, if
16 any, to the evaluation plan.
17
- 18 13. Tenured employees will be evaluated at least
19 every three years. Non-tenured employees will
20 be evaluated yearly. Employees on deficiency
21 may be evaluated within the year of the
22 deficiency.
23

24 Section B When significant deficiencies in work
25 performance have been observed:
26

- 27 1. They shall be noted in writing and discussed
28 with the employee in a conference.
29
- 30 2. The evaluator shall observe the employee's
31 work performance a minimum of four (4)
32 30-minute periods within a twelve-week period
33 (60 worked days) beginning with notification.
34 For the employee not assigned to a classroom,
35 the evaluator must observe the work
36 performance of the employee for four (4)
37 30-minute periods when the employee is fulfilling
38 the employee's job responsibilities.
39
- 40 3. Each observation shall be followed by an
41 evaluator/evaluatee conference within the first
42 five (5) days the employee is at work following
43 the observation.

1 4. The evaluator shall identify professional staff
2 services and/or materials which the employee
3 may use to help correct the identified
4 deficiencies. There shall be identified at least
5 one (1) professional staff person who will not
6 evaluate the employee.

7
8 5. The evaluator shall summarize the observations
9 and conferences in writing and provide a copy to
10 the employee.

11 Section C Exception

12 When a significant deficiency in work performance is
13 recurring but does not lend itself to 30-minute
14 observations, the evaluator shall note the deficiency in
15 writing and hold a conference with the employee to
16 discuss the deficiency, identify professional staff
17 services and/or materials and to establish a specific
18 timeline of no more than forty-five (45) worked days for
19 correcting the deficiency. Periodic conferences shall take
20 place within the specified time to assess progress
21 towards correcting the deficiency. At the end of the
22 specified timeline, the evaluator shall write a summary of
23 the conferences and provide a copy to the employee.

24 Section D KTIP interns will be provided release time to
25 observe other employees if recommended by their KTIP
26 committee.

27
28
29
30
31
32 **ARTICLE IX- EMPLOYEE DISCIPLINE**

33 Section A No employee (including tenured,
34 non-tenured) covered under the terms of this Agreement
35 shall be disciplined, reduced in compensation,
36 suspended for disciplinary reasons, terminated, or
37 adversely evaluated without just cause. To have just
38 cause the Employer or its agents must comply with the
39 following:
40

41
42 1. The employee has had opportunity to have
43 foreknowledge of the possible or probable

1 disciplinary consequences of the conduct or
2 performance.

3
4 2. The rule or order is reasonably related to the
5 efficient and safe operation of the district.

6
7 3. Before administering discipline, the employer did
8 make an effort to discover whether the employee
9 did, in fact, violate a rule, regulation or order of
10 management.

11
12 4. The employer's investigation was conducted
13 fairly and objectively.

14
15 5. The investigation produced substantial evidence
16 or proof that the employee was guilty as
17 charged.

18
19 6. The district applied its rules, orders, and
20 penalties without discrimination.

21
22 7. The degree of discipline administered in the
23 particular case reasonably related to (a) the
24 seriousness of the employee's proven offense,
25 and (b) the employee's record of district service.

26
27 All information forming the basis for disciplinary action
28 will be made available to the employee.

29
30 Section B Any employee who is to be reprimanded in
31 writing or formally disciplined by the Employer or its
32 agents shall have the right to a meeting with the
33 Superintendent/designee. A representative of the
34 Association may be present when requested by the
35 employee. Any employee who is to be reprimanded in
36 writing shall have the right to a meeting with the person
37 issuing the written reprimand.

38
39 Section C Any complaint made against an employee
40 which may be used in any manner to adversely affect
41 the employee shall be first promptly called to the
42 attention of the employee. The employee must be
43 afforded an opportunity to answer the complaint and

1 meet with the complainant within two weeks of receipt of
2 the complaint in order to clarify the situation.

3
4 In order for the complaint to be made a matter of record,
5 the principal or appropriate administrator must then
6 discuss the matter in a conference with the employee
7 absent the complainant at which time the employee may
8 have a representative of the Association present. A
9 written summary of the conference shall be made with a
10 copy provided to the employee who will have the
11 opportunity to make a written response for inclusion in
12 the record. The written summary may then be used to
13 support a reprimand, if appropriate, or as a part of the
14 next formal written evaluation.

15
16 Section D When a tenured employee is being
17 terminated the Association will meet with the employee
18 and notify the Employer of which alternative remedy of
19 appeal will be pursued. The employee may select
20 either the tribunal process provided for by statute or the
21 arbitration process provided for in this Agreement. If the
22 employee selects the tribunal process the employee will
23 notify the state of intent to appeal and thus waive the
24 contractual rights to arbitration under this Agreement. If
25 the employee and the Association opt to use the
26 grievance-arbitration procedure, the employee waives
27 the right to a tribunal. If the employee opts to pursue a
28 complaint using another agency, the parties agree to
29 hold the grievance in abeyance until the agency
30 complaint is resolved.

31 32 33 ARTICLE X - PERSONNEL FILES

34 35 Section A Contents

- 36
37 1. No documents except those listed below shall
38 be placed in a employee's personnel file:
39
40 a. Certification/License, Ranks under
41 Foundation Program
42
43 b. Change of Status forms, Re-Election forms,

1 Requests/Approvals of Leaves of Absence
2 and correspondence relating to such
3 requests

4
5 c. Transcripts, Official Notifications from
6 Universities/Colleges

7
8 d. Applications, Letters of Application, Health
9 Data, Verification of experience and training,
10 Retirement System Membership Application

11
12 e. Resume'

13
14 f. Contracts of employment, job offers,
15 acceptance of job offers

16
17 g. Confidential information (See Section A 3)

18
19 h. Evaluations, Complaints which have been
20 made a matter of record, Reprimands, and
21 Commendations

22
23 i. Previous employment data

24
25 j. Professional Staff Data forms

26
27 k. Salary cards

28
29 2. An employee may within ten (10) days after
30 receipt of an evaluation, complaint or reprimand
31 file a written response to the document. The
32 employee shall provide a copy of the response
33 to the originator of the evaluation or reprimand
34 and a copy to Personnel Services for attachment
35 to the document. The employee shall provide a
36 copy of the response to a complaint to the
37 principal or immediate supervisor and a copy to
38 Personnel Services for attachment to the
39 complaint.

40
41 3. All references and information originating outside
42 the school system on the basis of confidentiality,
43 references and letters of recommendation

1 obtained within the system in the process of
2 recommending the employee for employment or
3 change in position shall not be available for
4 review by the employee. This is the only
5 confidential information that may be kept in the
6 personnel file.
7

- 8 4. There shall not be established a separate
9 confidential personnel file.
10

11 Section B Review of File
12

- 13 1. Except for the confidential contents therein, an
14 employee may examine the personnel file upon
15 request. A Personnel Services representative
16 must be present when the file is reviewed.
17
18 2. An employee may request and shall receive at
19 the employee's expense a reproduction of any
20 item in the personnel file, exclusive of the
21 confidential contents.
22
23 3. An employee may have a representative of the
24 Association present at any time the personnel file
25 is being reviewed by the employee.
26
27

28 **ARTICLE XI -TEACHING LOAD AND**
29 **DUTY HOURS**
30

31 Section A The normal weekly teaching load in the senior
32 high schools, middle schools, and special schools
33 (except exceptional child education schools) will be no
34 more than twenty-five (25) teaching periods or
35 equivalent time, and five (5) preparation periods. If a
36 school is structured so that it has more or less than six
37 periods in a school day, the teachers will be provided
38 no less than fifty (50) consecutive minutes for planning.
39 A supervised study or lunch period or similar duty of
40 equivalent time shall be considered a teaching period for
41 which volunteers will be given priority.
42

43 Section B Because of pupil arrival/departure times and

1 programmatic requirements there must be provisions for
2 flexibility from school to school and within schools in
3 establishing employees' duty hours. Principals shall first
4 seek volunteers for early and late duty. If there are not
5 enough volunteers the principal shall assign employees
6 on a rotation basis to early or late duty.
7

8 Itinerants in elementary schools shall only be required to
9 do the ten (10) minutes rotation at their home school.
10

11 The normal duty hours of employees, except for
12 elementary teachers, social workers, resource teachers,
13 special instructional assistants and other such
14 employees shall not exceed seven (7) consecutive
15 hours in length including a duty-free lunch period.
16

17 The normal duty hours of elementary teachers shall not
18 exceed six (6) hours and fifty (50) minutes including
19 duty-free lunch periods. These employees may be
20 scheduled for an additional length of time up to ten (10)
21 minutes on a rotation basis immediately preceding or
22 following normal duty hours as needed for the
23 supervision of pupils.
24

25 The normal duty hours of social workers, resource
26 teachers, special instructional assistants in schools, and
27 other such employees shall not exceed seven and
28 one-half (7 1/2) consecutive hours in length including a
29 duty-free lunch period.
30

31 Upon notification to the school office and approval by
32 the principal or school head, an employee may leave
33 the premises during duty hours.
34

35 Section C Routine matters should be handled in such a
36 way (written communications, announcements, etc.) as
37 to permit optimum use of faculty meeting time for
38 discussion, planning, and evaluation of the school's
39 program. An agenda shall be distributed at least one
40 day in advance of regularly scheduled faculty meetings.
41 Faculty meetings shall begin no later than fifteen (15)
42 minutes after the student day and shall last no longer
43 than sixty (60) minutes. Attendance at faculty meetings

1 and all other meetings beyond the employee's normal
2 duty hours shall not exceed one (1) hour per week.
3

4 Section D Every reasonable effort will be made to
5 schedule Open House as far in advance as possible.
6 There will be no mandatory faculty meetings during the
7 week that an Open House is held. Attendance at all
8 other meetings and all other duties beyond the
9 employee's normal duty hours shall be voluntary
10 except for parent conferences which shall be scheduled
11 when possible to take place within normal duty hours.
12 Mandatory attendance at meetings, including SBARC's,
13 beyond the one (1) hour per week will be paid at the
14 hourly rate of pay except for Open House and parent
15 conferences.
16

17 Section E Employees in the senior high schools and
18 middle schools shall not be required to have more than
19 three (3) teaching preparations concurrently during any
20 one major grading period.
21

22 Principals or heads of schools shall make every
23 reasonable effort to keep to a minimum the number of
24 different courses taught per employee.
25

26 Section F Elementary teachers (primary program
27 through grade 5) shall normally be provided one
28 hundred seventy-five (175) minutes of preparation time
29 per week for the school year.
30

31 To the extent possible, planning time will be provided
32 each day and will be balanced throughout the week.
33

34 Other primary teachers whose assignment is to work
35 with five (5) year olds in half day programs shall be
36 provided a minimum of one hundred (100) minutes of
37 preparation time per week. (These are the employees
38 who would typically have the kindergarten aides
39 according to state law.)
40

41 Section G All employees shall have a duty-free lunch
42 period of at least twenty (20) minutes.
43

1 Section H The Parties recognize that a teacher's
2 primary responsibility is to teach. The school day shall
3 be organized toward ensuring that the energies of the
4 teacher are used primarily to this end. Every
5 reasonable effort will be made to contain and reduce
6 non-instructional duties through the use of all available
7 school resources.
8

9 Section I Employees shall not be required, to give
10 medication to students unless they have been provided
11 with specific written instructions and training where
12 appropriate and with signed notarized requests by
13 parents or guardians.
14

15 Section J The Employer shall maintain a program to
16 provide substitutes for teachers when they are absent.
17 This provision shall not apply to providing substitutes
18 for social workers, reading and math resource teachers,
19 special instructional assistants, speech and hearing
20 impaired teachers, middle school and high school and
21 special school librarians, elementary exceptional child
22 education resource teachers, federal program/grant
23 award teachers, and other such employees.
24

25 When a teacher is not provided a substitute due to lack
26 of availability, following approval of the Substitute
27 Teacher Center, volunteers will be sought to provide
28 coverage of classes. Employees will provide coverage
29 only during planning time and will complete their
30 planning time at the end of the same school day at the
31 work site. Employees shall be paid fourteen (\$14.00)
32 dollars for the extra hour of assigned duties.
33

34 Section K Employees are to attend the faculty meeting
35 at the school where they end their day.
36

37 Section L Every reasonable effort will be made to
38 reduce undue paperwork.
39

40 Section M Elementary itinerant employees shall
41 collaborate in the development of their teaching
42 schedule with the building teaching staff and the building
43 principal. The itinerant teaching schedule shall not be

1 altered without involving the same collaborative
2 process.

3
4 Section N Itinerant elementary art, music, physical
5 education and computer teachers shall have no more
6 than one (1) hall bulletin board assigned to them for
7 preparation per building assigned.

8
9 Section O Itinerant elementary art, music, physical
10 education and computer teachers shall have no more
11 than one major and one minor exhibition in each school.
12 It is also the responsibility of the itinerant teachers to
13 work with regular teachers when preparing other
14 programs.

15
16 Section P Itinerant/traveling teachers are to report
17 absence to the principal of the first school to which they
18 are assigned on the days of the absence, and are to
19 request a substitute through the substitute center. All
20 principals are responsible for reporting itinerant/traveling
21 teachers' absences daily to the home location for payroll
22 records.

23
24 Section Q If faculty meetings are used for professional
25 development as planned by the participatory
26 management process, that time shall be counted as
27 referred to in Article XI, Section C.

28
29
30 **ARTICLE XII - CLASS SIZE**

31
32 Section A The Parties agree that the following are
33 important factors in establishing class size:

- 34
35 1. Range of pupil age and achievement levels;
36
37 2. Pupil enrollment in achievement levels and
38 courses;
39
40 3. Exceptionality of pupils enrolled in regular
41 program classes;
42
43 4. Number of available usable pupil stations;

- 1
2
3
4 5. Appropriateness of the facility to the curriculum
5 and methods of instruction to be used;
6
7 6. Availability of equipment for adequate teaching
8 demonstration and pupil use;
9
10 7. Conditions which affect the health, safety and
11 supervision of pupils;
12
13 8. Other professional and paraprofessional staff
14 and technology;
15
16 9. Financial resources of the district; and
17
18 10. Law and regulations.

19 Section B Pupil class size after the 20th pupil day from
20 the beginning of the school year will not exceed the
21 standards set forth by the state in laws and regulations
22 with maximum limits established as follows unless the
23 teacher agrees:

24 1. Elementary Schools

- 25 Primary - 24
26 Grade 4 - 28
27 Grade 5 - 29

28 Exceptions - physical education, choral and instrumental
29 music

30 2. Middle Schools

- 31
32 Technical - 27
33 Individual
34 Grade 6 - 29 (150 daily load)
35 Grades 7/8 - 31 (150 daily load)
36 Physical Education - 50
37 Typing - 40

38 Exceptions - choral and instrumental music

39 3. High Schools

- 40
41 Technical - 27
42
43

| | | |
|---|--------------------|-----------------------|
| 1 | Technical/Gainful | - 20 |
| 2 | Individual | - 31 (150 daily load) |
| 3 | Physical Education | - 50 |
| 4 | Typing | - 40 |

5
6 Exceptions - choral and instrumental music

7
8 4. Technical Schools

9
10 Individual - 20

11
12 5. Exceptional Child Education

| 13 | DISABILITY | MAX MEM | TOTAL | NO. ^{1/} | AGE |
|----|------------|---------|-------|-------------------|--------|
| 14 | AND CLASS | | AGE | | RANGE |
| 15 | PLAN | | RANGE | | PER |
| 16 | | | | | PERIOD |

17
18 Visual Disability

| | | | | |
|-------------------|----|---------|----|---------|
| Special Class | 10 | 6 Years | NA | NA |
| Resource Room | 10 | 6 Years | 7 | 4 Years |
| Itinerant Teacher | 12 | NA | 7 | 4 Years |

Hearing Impaired

| | | | | |
|-------------------|----|---------|----|---------|
| Special Class | 6 | 4 Years | NA | NA |
| Resource Room | 8 | 6 Years | 4 | 4 Years |
| Itinerant Teacher | 10 | NA | 4 | 4 Years |

Physical Disability and Other Health Impaired

| | | | | |
|----------------|----|---------|----|---------|
| Special Class | 16 | 6 Years | NA | NA |
| Resource Class | 20 | 6 Years | 8 | 6 Years |

Speech-Language Disability

| | | | |
|----------------------------|----|----|----|
| 70 ^{2/} (1998-99) | NA | NA | NA |
| 65 (1999-00) | | | |

Emotional-Behavioral Disability

| | | | | |
|----------------|----|---------|----|---------|
| Special Class | 8 | 4 Years | NA | NA |
| Resource Class | 15 | 6 Years | 8 | 4 Years |

Mental Disability

Mild Level

Special Class

| | | | | |
|----------------|----|---------|----|----|
| Primary-8 | 15 | 4 Years | NA | NA |
| Secondary 7-12 | 15 | 4 Years | NA | NA |

Resource Class

| | | | | |
|----------------|----|---------|---|---------|
| Primary-8 | 15 | 6 Years | 8 | 4 Years |
| Secondary 7-12 | 20 | 6 Years | 8 | 4 Years |

Functional Level

| | | | | |
|----------------|----|---------|----|---------|
| Special Class | 10 | 6 Years | NA | NA |
| Resource Class | 10 | 6 Years | 8 | 6 Years |

Learning Disability

Special Class

| | | | | |
|----------------|----|---------|----|----|
| Primary-8 | 10 | 4 Years | NA | NA |
| Secondary 7-12 | 15 | 4 Years | NA | NA |

Resource Class

| | | | | |
|----------------|----|---------|---|---------|
| Primary-8 | 15 | 6 Years | 8 | 4 Years |
| Secondary 7-12 | 20 | 6 Years | 8 | 4 Years |

Multiple Disability

| | | | | |
|----------------|----|---------|----|---------|
| Special Class | 10 | 6 Years | NA | NA |
| Resource Class | 10 | 6 Years | 7 | 6 Years |

Home/Hospital Itinerant

10

Hospital Instruction

15

1

2

3

4

5

6

7

8

9

^{1/} No more than eight (8) pupils at any one time with the exceptions of seven (7) in VH and ten (10) in EMH.

^{2/} No more than 50 pupils at Exceptional Child Education Schools.

6. When using the Collaborative Teaching Model, the special education teacher does not count as

1 additional teacher in the general education
2 classroom for the purpose of increasing the
3 number of students in given class.
4

5 Section C The maximum limits for split grade classes
6 shall be those established for the lowest grade in the
7 class.
8

9 Section D The Parties agree that further reductions in
10 pupil class size are desirable and every reasonable
11 effort will be made to make such reductions.
12

13 Section E Every reasonable effort will be made to keep
14 the number and range of elementary pupil instructional
15 achievement levels to a minimum.
16

17 Section F Optimum consideration shall be given to the
18 number of exceptional child education pupils
19 mainstreamed into regular classes in determining class
20 size and balancing workload.
21

22 Section G The Parties agree that Section B will be
23 automatically reopened for negotiations within twelve
24 (12) days following action to change by law or
25 regulations any class size maximum limits as of the
26 effective date of this Agreement when such changes are
27 different from the limitations specified therein and that
28 such negotiations will be limited to the affected changes
29 within that section.
30

31 ARTICLE XIII - MATERIALS AND FACILITIES 32

33 Section A The Parties recognize that optimum school
34 facilities for both students and employees are desirable
35 to enhance a high quality of education. Appropriate
36 texts, library reference materials, maps and globes,
37 laboratory equipment, audio-visual equipment, art
38 supplies, physical education equipment, current
39 periodicals, lesson plan books, standard tests and
40 questionnaires, telephones, computers and computer
41 networks, and similar materials are the tools of the
42 teaching profession.
43

1 Section B Employees shall be provided with materials
2 and facilities for lesson preparations and other assigned
3 duties. The Employer shall provide for employees the
4 following:
5

- 6 1. Access to duplicating services for the
7 preparation of instructional materials;
8
- 9 2. Chalk boards, fans, file cabinets and bulletin
10 boards where applicable;
11
- 12 3. Curriculum guides and desk copies of textbooks
13 and workbooks required for classes which will
14 remain the property of the Employer and shall
15 be returned; however, desk copies of state
16 adopted textbooks shall be in the form of
17 teaching manuals;
18
- 19 4. Classrooms or workspace as defined and
20 approved according to state regulations;
21
- 22 5. Record books, lesson plan books, paper
23 supplies, chalk, erasers and other such supplies
24 and materials required by the Employer in daily
25 teaching responsibilities including materials for
26 art, music, physical education and computer in
27 the elementary schools;
28
- 29 6. Restrooms;
30
- 31 7. Custodial care and maintenance;
32
- 33 8. Access to a telephone; and,
34
- 35 9. Restoration of teaching areas damaged by
36 vandalism or other causes.
37

38 Section C The Employer will make every reasonable
39 effort to provide for employees:
40

- 41 1. Lockable desk and storage space where
42 applicable;
43

- 1 2. Lounges for which they will be expected to
- 2 exercise reasonable care;
- 3
- 4 3. Parking facilities (preferably off-street);
- 5
- 6 4. A system whereby employees can effectively
- 7 and expeditiously communicate with the school
- 8 office in the event of an emergency; and
- 9
- 10 5. Television receivers for supplementary
- 11 instructional purposes.
- 12

13 Section D The Parties agree to encourage SBDM
14 Councils to provide an opportunity to request budget
15 expenditures for instructional materials and supplies.

16
17 Section E Development of the school budget shall be
18 the responsibility of the SBDM Council, or in the
19 absence of a Council, a participatory management
20 process.

21
22 Section F All employees shall know the amount of
23 money budgeted for their classrooms at least 30 days
24 prior to expending the money. Principals or school
25 heads shall provide the employees with information on
26 the amount of money budgeted for instructional
27 purposes prior to expending the money.

28
29 Section G Upon the request of employees, principals
30 shall install drink and snack vending machines in the
31 lounges or other suitable locations.

32 ARTICLE XIV - SAFETY

33
34
35
36 Section A The Parties agree that it is the responsibility
37 of the Employer to provide and maintain a safe place of
38 employment. Consistent with the employee's
39 assignment, it is the responsibility of the employee to
40 report observed unsafe or hazardous practices or
41 conditions. The principal or immediate supervisor will
42 contact duly qualified personnel who will in turn make a
43 timely inspection and take steps to remedy the

1 condition. Employees shall not be required to work
2 under reported conditions found to be detrimental to their
3 health, safety or well-being.

4
5 Section B Employees shall not be required to perform
6 tasks which endanger their personal health, safety or
7 well-being and/or the personal health, safety and
8 well-being of their pupils.

9 ARTICLE XV - ASSIGNMENT

10
11
12
13 The Parties agree that the Employer and its agents
14 have and retain the legal right to assign employees to
15 carry out its duties and responsibilities under federal and
16 state laws and regulations and court orders subject to
17 the provisions of this article.

18
19 Section A In high schools and middle schools the
20 principal or school head after consulting with the
21 department head, will decide which courses to offer in
22 each department. The principal shall have the
23 responsibility and the authority to assign teacher
24 employees within a school to a department(s) based
25 upon the following criteria:

- 26
- 27 1. seniority
- 28
- 29 2. certification
- 30
- 31 3. preference
- 32
- 33 4. measurable employee capabilities
- 34
- 35 5. needs of educational program
- 36
- 37 6. balance of workload
- 38

39 The principal after meeting with members of a
40 department to discuss application of the above
41 mentioned criteria shall apply the criteria in determining
42 class assignments.

1 Section B In the elementary school the principal or
2 school head will meet with the teacher employees in the
3 school to determine any changes in the assignment of
4 teacher employees to each grade level(s).
5 Assignments will be made using the following criteria:
6

- 7 1. seniority
- 8
- 9 2. certification
- 10
- 11 3. preference
- 12
- 13 4. measurable employee capabilities
- 14
- 15 5. needs of educational program
- 16
- 17 6. balance of workload
- 18

19 Section C In technical schools the principal or school
20 head after consulting with the teacher employees will
21 decide which courses to offer. The principal shall have
22 the responsibility and the authority to assign
23 employees within the school using the following criteria:
24

- 25 1. seniority
- 26
- 27 2. certification
- 28
- 29 3. preference
- 30
- 31 4. measurable employee capabilities
- 32
- 33 5. needs of educational program
- 34
- 35 6. balance of workload
- 36

37 Section D Employees shall be given written notice of
38 their intra-school assignments for the forthcoming year
39 not later than July 1. In the event that changes in these
40 assignments are made after July 1, the employees so
41 affected will be notified promptly of the unforeseen
42 situation.
43

1 Section E Employees will not be assigned, except
2 temporarily or for good cause, outside the scope of their
3 teaching certificates or their major or minor fields of study
4 unless they agree.
5

6 Section F When employees are involuntarily assigned
7 to a position outside the scope of their teaching
8 certificate, they will be given an opportunity for
9 assignment to a position for which they are properly
10 certificated when vacancies occur.
11

12 Section G In arranging schedules for employees who
13 are assigned to more than one school the amount of
14 inter-school travel will be limited. Employees who are
15 assigned to more than one school in a school day will
16 receive mileage reimbursement consistent with the
17 Employer approved rate and procedures. The
18 Employer will provide time to travel between schools.
19

20 Section H Itinerant elementary art, music, physical
21 education and computer services shall not be provided
22 for Headstart or preschool classes.
23

24 Section I All elementary art teachers shall be provided
25 with five (5) minutes between classes for set up
26 purposes when there is a change of grade level.
27

28 Section J The following provisions will be utilized in
29 staffing and determining conditions of employment for
30 employees in the Jefferson County High School:
31

- 32 1. Teaching opportunities in the Jefferson County
33 High School are advertised in the Career File for
34 a two (2) week period. To be assured of first
35 consideration, applications must be received in
36 the Personnel Office by the announced time. All
37 employees must have a valid Kentucky teaching
38 license that will satisfy the program needs.
39
- 40 2. Hiring priority will be given to regular day
41 employees who apply and then to employees
42 on lay-off. Applications of all others will be
43 considered thereafter.

1 3. Employees under regular contract will be
2 employed on extra service basis for the
3 Jefferson County High School.
4

5
6 ARTICLE XVI - TRANSFERS
7

8 The Parties agree that the Board and its agents have
9 and retain the legal right to transfer employees to carry
10 out its duties and responsibilities under federal and state
11 laws and regulations and court orders subject to the
12 provisions of this article. A transfer may be requested
13 by the employee or may be initiated by the
14 Superintendent or designee. The provisions of Section
15 A shall apply except when transfers are made according
16 to Section D.
17

18 Section A General Procedures
19

20 1. On May 1 of each school year and monthly
21 through September there shall be delivered to
22 the Association and posted in all operating
23 schools a list of all known teaching vacancies
24 which need staffing for the forthcoming school
25 year. Prior to any teaching vacancies being
26 posted system-wide, employees within the
27 schools affected shall have first consideration for
28 said positions as per the Assignment Article. All
29 postings shall be placed in prominent positions
30 in the schools.
31

32 2. Employees desiring to transfer to another school
33 shall file a written request with Personnel
34 Services no later than May 10th. Such requests
35 shall include the organizational level(s) and/or
36 the area(s) for which the employee is certificated
37 and desires to be assigned, the school(s) (a
38 maximum of five (5) in high school, middle
39 school, elementary school, and special schools)
40 to which the employee desires to be transferred
41 in order of preference, and the race of the
42 employee. An employee may list a professional
43 frame of reference on the transfer form. The

1 professional frame of reference shall include only
2 one of the following options:
3

- 4 a. Any position for which the employee is
5 certified
6
7 b. Only positions covered by specific area(s)
8 of certification listed by the employee
9
10 c. Primary only
11
12 d. Intermediate only
13
14 e. Chapter 1 Reading only
15
16 f. Chapter 1 Math only
17
18 g. Instrumental Music only
19
20 h. Vocal Music only
21

22 If a position is not available within the
23 professional frame of reference, the
24 employee will not be voluntarily transferred.
25 A transferred employee will be assured an
26 assignment within the professional frame of
27 reference for one year unless there are
28 changes in the classroom configuration,
29 student enrollment, or teacher allocations at
30 the school center in which case
31 Article XV - Assignment - shall be
32 implemented.
33

- 34 3. At the time the transfer is processed, the highest
35 preference available will be granted to the
36 employee. The processing of a transfer
37 removes an employee from the transfer list.
38
39 4. Employees requesting transfers will be ranked
40 on a list according to their seniority in the
41 Jefferson County Public Schools. Employees
42 must resubmit requests each year by May 10 in
43 order to remain on the transfer list.

- 1 5. Any employee who is designated as overstaff
2 or who is returning from leave of absence for
3 which a specific position is not being reserved
4 will be placed in the proper ranking on the
5 transfer list.
6
- 7 6. Transfers will be granted and vacancies staffed
8 from the transfer list according to the needs of the
9 educational program, certification, seniority,
10 employee preference, state laws and court
11 orders.
12
- 13 7. Transfers shall be made from the transfer
14 procedures contained in this section through the
15 final staff adjustment. After this time, any
16 employee who would have received a transfer
17 based on the procedures herein shall be granted
18 the position at the beginning of the following
19 school year.
20
- 21 8. An employee requesting a transfer must accept
22 the transfer made prior to the opening of school
23 unless the employee has previously notified in
24 writing the appropriate administrator in Personnel
25 Services of a desire to withdraw the request.
26
- 27 9. The Association will be provided a transfer list
28 by May 20th of each school year. The list shall
29 include the employee's name, seniority date,
30 race, transfer status, and assignment schools
31 requested.
32
- 33 10. Every reasonable effort will be made to
34 determine programs, including federal programs,
35 and identify the locations to which they are
36 assigned as early as practicable so that
37 employees may take this information into
38 account as they exercise their transfer rights.
39
- 40 11. Classroom teachers transferred after the
41 beginning of the school term shall be provided
42 one day to set up the classroom.
43

- 1 12. A voluntary transfer is not available to a teacher
2 on deficiency evaluation.
3
- 4 13. Newly employed ECE teachers will not be
5 eligible for transfer to a non-ECE position for the
6 first three (3) years of their employment.
7

8 Section B Transfers Resulting From Overstaff 9

- 10 1. Employees may be declared overstaff in a
11 school as a result of reduced pupil enrollment,
12 educational program changes, or adjustments in
13 staff allocations. Employees in schools which
14 are closed or where the existing program is
15 closed and a new program implemented may be
16 considered overstaff.
17
- 18 2. Principals or school heads shall have the
19 responsibility and authority to designate
20 employees who are overstaff according to
21 certification and seniority. Employees serving
22 as athletic directors, head football, and head
23 basketball coaches in the senior high schools
24 shall be exempt from this provision.
25
- 26 3. Overstaffed employees will be offered an
27 opportunity to return to vacancies in the school
28 from which they were overstaffed within the first
29 two weeks after school begins or be transferred
30 back the following school year.
31
- 32 4. Classroom teachers transferred involuntarily
33 after the beginning of the school term shall be
34 provided one day to set up the classroom when
35 it has not previously been organized.
36
- 37 5. When the number of resource employees is
38 reduced, the affected employees shall be
39 overstaffed according to their certification and
40 seniority by program area.
41
42
43

1 Section C Transfer of Itinerants

- 2
- 3 1. When the composition of a grouping of schools
- 4 changes because of fluctuation in pupil
- 5 enrollment, school closings, educational
- 6 programs, or adjustments in staff allocations, any
- 7 employee who was assigned to a school in the
- 8 previous grouping(s) shall be considered for the
- 9 new grouping(s) according to needs of the
- 10 educational program, certification, seniority, and
- 11 employee preference.
- 12
- 13 2. School groupings not staffed by Section C 1
- 14 shall be considered vacancies.
- 15
- 16 3. Employees not assigned to schools according to
- 17 Section C 1 or employees applying for a
- 18 voluntary transfer shall be placed on the transfer
- 19 list.
- 20
- 21 4. The Parties agree that stability of itinerant
- 22 pairings is important. To assist in achieving this
- 23 goal, the Employer shall form a committee to
- 24 develop the yearly pairings. Teacher
- 25 representatives on any such committee shall be
- 26 nominated by the Association.
- 27
- 28 5. Itinerant art, music, computer and physical
- 29 education teachers will be offered the
- 30 opportunity for assignment to a full-time art,
- 31 music, computer or physical education position
- 32 which has become available in their specific
- 33 school grouping.

34

35 This action will be taken prior to declaring the

36 opening vacant and available for staffing

37 according to Article XVI, Sections A, B, C or D.

38

39 Itinerant teachers who decline the opportunity

40 will be assigned according to Article XVI, Section

41 C.

42

43 The provision applies only to art, music,

1 computer and physical education itinerant

2 groupings in the elementary schools.

3

4 Section D The Superintendent or designee for good

5 cause and extenuating circumstances will execute

6 transfers as may be necessary for the efficient

7 operation of the school district.

8

9 Section E The District shall not use Section B or D of

10 the contract to create a vacant position (i.e., overstaff a

11 teacher) for a coach.

12

13 The District could Section D a coach into a building.

14

15 A coach transferred into a building to accept a coaching

16 responsibility would be subject to being overstaffed to

17 create a new vacancy for a newly assigned coach

18 when the employee is no longer coaching.

19

20 Coach for this provision means head football, head

21 basketball and athletic director.

22

23

24 ARTICLE XVII - PROMOTIONS

25

26 The Parties recognize that assignments to promotional

27 positions must be consistent with and conform to state

28 and federal laws and regulations, court orders and

29 affirmative action programs.

30

31 Section A Promotional and/or administrative positions

32 are defined as regular positions in the administrative

33 organization approved by the Board and paid at a

34 higher rate than the teachers' salary schedule and/or for

35 which a certificate in administration and/or supervision

36 may be required.

37

38 Section B Promotional and/or administrative positions

39 will be advertised and posted in a prominent position in

40 all schools. General qualifications, range of

41 compensation, and performance responsibilities will be

42 clearly stated in the posting.

43

1 Section C Employees desiring to be considered for
2 promotional positions shall submit to Personnel
3 Services such applications, transcripts, evidence of
4 professional experience, references and resumes as
5 may be required. Personnel Services shall
6 acknowledge in writing the receipt of all such
7 applications.

8
9 Section D All qualified employees shall be provided an
10 opportunity to make an application for administrative
11 positions. Consideration shall be given to the
12 applicant's general qualifications according to the
13 requirements of the position.

14
15 Section E When the qualifications of applicants are
16 equal for meeting the requirements of first level
17 administrative positions such as, but not limited to,
18 counselor and assistant principal, preference shall be
19 given to applicants who are already employed by the
20 Employer.

21
22 Section F Applicants for a specific position who are not
23 appointed by the Superintendent will be notified.

24
25
26 ARTICLE XVIII - LAYOFF/RECALL

27
28 Any layoff in teaching staff shall conform to this article
29 and federal and state laws and regulations and court
30 orders.

31
32 Section A The following procedures shall apply to
33 layoff:

- 34
35 1. The Superintendent/designee will meet with
36 representatives of the Association to discuss the
37 need for the layoff and the approximate number
38 of possible positions prior to the individual
39 personnel agenda notification to the Board.
40
41 2. The Employer shall suspend the contracts of the
42 least senior teachers in the teaching fields
43 affected by the reduction when the reason is

1 decreased enrollment of pupils.

- 2
3 3. The contract of a teacher employee on
4 continuing contract shall not be suspended until
5 all contracts of teacher employees on limited
6 contracts in fields affected by the layoff have
7 been suspended. No less senior person shall
8 be allowed to remain in a teaching position for
9 which a more senior person is subject to layoff.
10 The less senior person shall have certification
11 restricted for use in this District until all more
12 senior employees in the certification area have
13 been recalled.

14
15 Section B The assignments of employees whose
16 contracts are not suspended shall be restricted to
17 teaching fields in which the reduction is not sufficient to
18 cause suspension of their contracts except for a minor
19 portion of their duty time or for good cause.

20
21 Section C Employees on layoff shall have the right of
22 recall in order of seniority to vacant positions in the
23 representation unit for which they are qualified or
24 become qualified before these positions are staffed by
25 new applicants. Continuing contract teacher employees
26 shall be recalled prior to limited contract teacher
27 employees.

28
29 Section D Employees on layoff: (1) will initially be
30 offered recall to any assignment for which they are
31 certificated (fulfills legal obligations and removes from
32 unemployment), (2) will be allowed to decline recall to
33 assignment outside their professional frame of reference
34 which they have previously designated, and (3) will,
35 after the first contact, be offered recall only to
36 assignments within their professional frame of reference.

37
38 Section E Employees on layoff shall have the option at
39 their expense to remain active participants in all
40 Employer and State paid insurance benefit programs to
41 the extent they are available to the employees from the
42 carriers.

1 was not a contributing factor, shall be considered an
2 assault. Any dispute as to disruptive behavior and/or
3 contributing factor shall be settled by a joint committee of
4 two administrators appointed by the Superintendent
5 and two employees appointed by the Association
6 President.

7
8 Section B The Employer shall provide legal counsel for
9 the purpose of advising the employee of legal rights
10 and to accompany the employee in court appearances.
11 The appropriate administrator and legal counsel shall
12 assist the employee by obtaining from the police and
13 the principal relevant information concerning the alleged
14 offender and by acting in other appropriate ways as
15 liaison between employee, school officials and police.
16 This assistance is intended to apply solely to the
17 criminal aspect of any cases arising from such
18 assault/injury.

19
20 Section C Time required for appearance in any criminal
21 aspect of a legal proceeding connected with an
22 assault/injury on an employee sustained in the course
23 of employment shall be granted as leave and shall not
24 be deducted from sick or emergency leave days.

25
26 Section D There shall be no loss of wages to an
27 employee for work time lost because of personal injury
28 incurred on the employee while in performance of
29 assigned duties for a period up to and including one
30 hundred eighty-five (185) days subsequent to the first
31 day of absence related to the assault/injury. This
32 benefit will be coordinated with worker's compensation
33 plan and the regulations related thereto. An employee
34 shall not incur the loss of emergency, personal or sick
35 leave days as a result of the injury while performing
36 duties on the job.

37
38 Wages lost because of disability resulting from the
39 assault/injury for a period longer than one hundred
40 eighty-five (185) days shall be reimbursed to the extent
41 of Employer and/or state employee benefits programs.

42
43 The Employer may require the Employee to submit to a

1 physical exam by the Employer's physician to
2 determine ability to return to work. Such exam shall be
3 paid by the Employer.
4

5 Section E Employees shall be reimbursed for the costs
6 of medical, surgical, hospital or rehabilitative services
7 exceeding the amount of any insurance reimbursement
8 to which the employee is entitled under coverage
9 provided by the Employer and/or the state for personal
10 injury incurred as the result of an assault sustained in
11 the course of employment.
12

13 Section F In the case of a serious assault/injury every
14 effort will be made to allow an employee to transfer to
15 another work location. Such an assault/injury must
16 have occurred while the employee was performing
17 his/her duties.
18

19
20 **ARTICLE XXI - SUMMER SCHOOL/EXTENDED**
21 **SCHOOL SERVICES**
22

23 Section A Teaching positions in the Summer School will
24 be staffed first by qualified persons who are current
25 employees in the Jefferson County Public Schools.
26

27 Section B In filling Summer School teaching positions
28 the Employer will use the following process:
29

- 30 1. The Employer shall advertise that all employees
31 interested in teaching Summer School may
32 apply and be placed on a rotation list by
33 seniority. An employee will remain on the
34 Summer School rotation list and will be
35 considered for Summer School employment any
36 year in which the employee submits an
37 application to teach Summer School.
38
- 39 2. Employees may apply for specific school
40 location(s) and teaching assignment or may
41 submit applications for any summer assignment
42 for which qualified.
43

- 1 3. In extenuating circumstances an employee may
2 at any time prior to an offer of summer
3 employment withdraw an application and
4 maintain his/her position on the summer school
5 rotation list.
6
- 7 4. Employees employed in Summer School rotate
8 to the bottom of the list for the next year.
9
- 10 5. Employees who have applied to teach Summer
11 School and are offered a Summer School
12 position but refuse the position will drop to the
13 bottom of the rotation list along with those who
14 worked Summer School.
15
- 16 6. Employees on lay-off or on leave are eligible to
17 apply for Summer School positions and will be
18 placed on the list according to seniority.
19 Employees applying for Summer School
20 positions while on leave must have formally
21 requested to return to active status in the fall.
22
- 23 7. Employees who apply in years following
24 formation of the first rotation list will be placed on
25 the bottom of the Summer School rotation list
26 by seniority.
27

28 Section C Projected locations and teaching positions for
29 Summer School if known shall be published by May 1.
30

31 Section D Every effort will be made to notify technical
32 Summer School employees by May 15 if they are to be
33 employed for Summer School.
34

35 Section E Those employed in the Summer School may
36 use up to two (2) days of sick leave accumulated as of
37 the end of their preceding contract year. Those
38 employed in Extended School Services where the
39 program is conducted as an extended school year, and
40 students are in attendance on a daily basis, a teacher
41 working in a program of 1 to 29 days is eligible to utilize
42 one (1) sick leave day. Those employed 30 days or
43 more will be eligible to utilize two (2) sick leave days.

1 Section F The articles on School Board Authority,
2 Academic Freedom, Assistance in Assault/Injury, Safety,
3 Student Discipline, Employee Rights, Employee
4 Discipline, and Materials and Facilities shall apply to
5 technical, extended school services and tuition Summer
6 School.
7

8 Section G
9

- 10 1. Employees providing services under the
11 Extended School Services of KERA shall be
12 paid their hourly rate.
13
- 14 2. Selection of employees for teaching
15 responsibilities in the Extended School Services
16 program with KERA and technical summer school
17 shall be by:
18
 - 19 a) The employee of record for the identified
20 students shall first be offered to continue the
21 students' program; or
22
 - 23 b) Employees of the school will be selected by
24 needs of the educational program,
25 certification, seniority and employee
26 preference; or
27
 - 28 c) If the position is not filled by one of the
29 above methods, the position will be filled by
30 the process outlined in Section B of this
31 article.
32

33 Section H Employees requested to teach an additional
34 period shall be paid one-seventh (1/7th) of their daily
35 rate for the extra hour of assigned duties which shall be
36 a planning period to be completed at their work location.
37 No employee shall be required to teach an additional
38 period. Employees shall be selected for this assign-
39 ment using Article XV of this Agreement.
40
41
42
43

1 ARTICLE XXII - SCHOOL CALENDAR

2
3 Section A The Parties agree that the Superintendent
4 will appoint employees to serve on the School
5 Calendar Committee from among those nominated by
6 the Association.

7
8 Section B The employee representatives on the
9 Committee shall have the opportunity to offer
10 suggestions and make recommendations with respect to
11 the development of the annual School Calendar.

12
13 Section C The Superintendent's recommendation to the
14 Employer pertaining to the annual adoption of the
15 School Calendar shall be provided to the Association at
16 least two weeks in advance of the recommendation.

17
18 Section D The School Calendar shall provide:

19 187 paid days for each year of this agreement
20 including:

21 4 paid holidays

22 4 inservice days of which at least three (3) will
23 be flexible inservice days

24 1 opening day

25 1 closing day

26 One-half (1/2) of the opening and closing
27 days shall be used solely for the purpose
28 of the employees opening and closing their
29 assigned area.

30
31
32 Two parent-teacher conference days are added to the
33 school calendar as extended employment. Teachers
34 will be paid their normal per diem as defined in the
35 Agreement for participating in the scheduled parent-
36 teacher conference days.

37
38 A work day during the five (5) weekdays preceding the
39 opening day of the school calendar may be an
40 extended employment day for teachers. Teachers will
41 be paid their normal per diem as defined in the
42 Agreement for participating in the scheduled work day.

1 Section E The School Calendar shall also provide
2 employees a five-day unpaid Spring Vacation unless
3 required for make up of emergency closing days.

4
5
6 ARTICLE XXIII - TEAM LEADERS, DEPARTMENT
7 HEADS AND GRADE GROUP CHAIRPERSONS

8
9 Team Leaders, Department Heads and Grade Group
10 Chairpersons will be selected annually by the principal
11 or school head in conjunction with the employees in that
12 department, team or grade group.

13
14
15 ARTICLE XXIV - LIBRARIANS

16
17 Section A One librarian in each school shall be
18 employed a minimum of seven (7) days extended time.
19 When requested by the librarian and approved by the
20 principal, the extended time may be divided between
21 the opening and closing of school.

22
23 Section B The librarian(s) shall collaborate with the
24 building teaching staff and the building principal in
25 developing the library schedule. The library schedule
26 shall not be altered without involving the same
27 collaborative process.

28
29 Section C The District shall strive to see that all school
30 library media centers meet guidelines of the Southern
31 Association of Colleges and Schools.

32
33
34 ARTICLE XXV - EXCEPTIONAL CHILD EDUCATION

35
36 The Employer recognizes its responsibility to provide
37 exceptional child education employees with facilities,
38 materials, and services appropriate to fulfilling their
39 duties consistent with the provisions of IDEA -
40 Individuals with Disabilities Education Act as amended
41 and resulting regulations.

42
43 Section A All appropriate employees shall have the

1 opportunity to participate in AARC and/or SBARC
2 meetings as required by federal and state
3 laws/regulations. All employees involved in the
4 instruction of exceptional child education students shall
5 have a copy of the IEP and have it explained, if
6 needed.

7
8 Section B Conferences or meetings with parents or
9 legal guardians resulting from IDEA - Individuals with
10 Disabilities Education Act - as amended in which
11 employees are required to participate shall be
12 scheduled during employees' duty hours whenever
13 possible.

14
15 Section C Art, music, physical education and computer
16 shall be provided to exceptional child education pupils
17 as written on the student's Individual Education Program
18 (IEP).

19
20 Section D Exceptional child education employees shall
21 be provided time to the extent practicable during duty
22 hours to use for the testing of pupils as required by the
23 school system.

24
25 Section E Teachers of functional mentally disabled
26 pupils in the exceptional child education schools shall
27 be provided time for annual home visits during duty
28 hours.

29
30
31 **ARTICLE XXVI - LEAVES OF ABSENCE**

32
33 The Employer shall grant leaves to employees in
34 accordance with state and federal laws and regulations
35 and the provisions of this article.

36
37 Section A Sick Leave

- 38
39 1. Sick Leave with pay will be granted to an
40 employee if the employee presents a personal
41 affidavit or a certificate of a reputable physician
42 stating that the employee or a member of the

1 employee's "immediate family"¹ was ill on the
2 day or days absent and providing the employee
3 has not exhausted current or accumulated sick
4 leave credit.

- 5
6 2. All employees shall be credited with ten (10)
7 days sick leave per school year.
8
9 3. Sick leave will be credited on the initial day of
10 employment and shall accumulate without
11 limitation. All sick leave granted under this
12 section shall be in units of full days.
13
14 4. Employees may not engage in any gainful
15 employment while on sick leave.
16
17 5. If any employee uses all accumulated sick leave
18 and is still unable to return to assigned duties,
19 the employee shall apply for and be placed on
20 unpaid medical leave of absence in accordance
21 with Section B 2 of this article. An employee
22 need not exhaust all sick leave credit in order to
23 exercise the option of requesting to be placed on
24 unpaid medical leave of absence.
25
26 6. All provisions herein shall apply to pregnancy
27 related matters.
28
29 7. A sick leave bank shall be established into
30 which employees may voluntarily contribute one
31 (1) day from their accumulated sick leave. Only
32 voluntary contributors shall qualify for use of
33 leave in the bank according to standards
34 consistent with those applying to use of regular
35 sick leave. A three (3) person committee
36 composed of employees selected by the
37 Association shall be responsible for approving
38 use of sick leave in the bank by employees

¹"Immediate Family" means the employee's spouse,
child(ren), including step-child(ren), parent(s), and
spouse's parent(s) without reference to the location of
residence of said relative.

1 who have exhausted their leave.

2
3 Section B Medical Leave

- 4
5 1. A medical leave of absence shall be granted for
6 a period of two (2) consecutive school years
7 and, upon subsequent request, may be
8 renewed for two (2) additional years. The
9 written request shall be made to Personnel
10 Services.
11
12 2. Whenever any employee has been advised
13 by a physician or otherwise knows of an
14 interruption of assigned duties due to anticipated
15 medical reasons and which may reasonably be
16 expected to last thirty (30) or more days, the
17 employee shall notify Personnel Services and
18 upon request be granted a medical leave of
19 absence according to Section A 5 of this article.
20 Such notice shall be given in writing and
21 accompanied by a physician's statement setting
22 out the anticipated date of commencement of
23 interruption of duties and whether the employee
24 is to retain the same assignment.
25
26 3. The employee shall notify the Employer as soon
27 as possible of any change in the return date.
28 Said notice shall be accompanied by the written
29 permission of the physician.
30
31 4. The Employer will keep the employee's
32 assignment available upon resumption of
33 assigned duties provided:
34
35 a. such assignment has not been eliminated
36 during the employee's absence for any valid
37 reason
38
39 b. the employee's planned absence does not
40 exceed ninety (90) days
41
42 5. Employees who qualify for and are awarded
43 workers compensation payments shall be

1 placed on medical leave with unused sick leave
2 coordinated with the workers compensation
3 payments so as to sustain the level at a total of
4 100% regular wages.
5

6 The Employer shall save the Association
7 harmless against any legal claims related to the
8 implementation of this section.
9

10 Section C Emergency Leave

11
12 For the purpose of this section "emergency" shall mean
13 a sudden unexpected happening; an unforeseen
14 occasion or condition; a sudden or unexpected occasion
15 for action.
16

- 17 1. Legitimate reasons for granting emergency
18 leave with pay shall include:
19
20 a. death or funeral of relative by blood or
21 marriage (specify relationship)
22
23 b. emergency situations resulting from natural
24 disasters; i.e., tornado, flood (specify exact
25 reason)
26
27 c. such other reasons of emergency or
28 extraordinary nature as approved by the
29 Superintendent's designee. (Letter of
30 explanation required.)
31
32 2. All employees shall be credited with two (2)
33 days of emergency leave per year.
34 Emergency leave will be credited on the initial
35 day of employment and will not accumulate
36 from year to year. All emergency leave
37 granted under this section will be granted in
38 units of full days.
39

40 Section D Personal Leave

- 41
42 1. All employees shall be credited with three (3)
43 days of personal leave per year. The use of

1 these days shall be at the employee's
2 discretion. Unused personal leave shall
3 accumulate as sick leave.
4

- 5 2. Personal leave will be granted upon request to
6 employees who give prior notice to the
7 principal or immediate supervisor by noon of
8 the preceding day.
9
- 10 3. Personal leave days will not be granted for the
11 last five (5) days of the school term.
12
- 13 4. The principal or immediate supervisor may
14 deny personal leave if the total requests
15 exceed 10% of the teaching staff for any one
16 day.
17

18 Section E Adoption/Child Rearing Leave 19

- 20 1. An employee presenting the required evidence
21 shall upon request to Personnel Services be
22 granted an unpaid leave of absence
23 necessary to meet child adoption requirements
24 and for the purpose of rearing the pre-school
25 child(ren).
26
- 27 2. The Employer will keep the employee's
28 assignment available upon resumption of
29 assigned duties provided:
30
 - 31 a. such assignment has not been eliminated
32 during the employee's absence for any
33 valid reason
 - 34 b. the employee has requested such leave at
35 least four (4) weeks prior to the anticipated
36 date on which the leave is to commence
37
 - 38 c. the employee's planned absence does not
39 exceed ninety (90) days
40
- 41 3. A single adoption/child rearing leave shall be
42 granted for a period of no less than thirty (30)
43 days and no more than two (2) consecutive

1 workyears or major portions thereof upon written
2 request by the employee to Personnel Services.
3

4 Section F Instructional Improvement Leave 5

- 6 1. The Employer shall budget and establish a bank
7 of four hundred (400) instructional improvement
8 leave days.
9
- 10 2. Bargaining unit members wishing to use paid
11 instructional improvement leave shall make
12 application on the appropriate form which shall
13 be mutually agreed upon by the parties.
14
- 15 3. All bargaining unit members application for said
16 leave shall be reviewed for approval or denial
17 by the Instructional Improvement Leave
18 Committee.
19
- 20 4. The Instructional Improvement Leave Committee
21 shall be composed of three (3) bargaining unit
22 members appointed by JCTA and three (3)
23 administrators appointed by the Superintendent.
24

25 Section G Professional Leave 26

27 A leave of absence of up to two (2) years shall be
28 granted to any employee upon application for
29 educational or professional purposes. Upon return if the
30 employee submits evidence in accordance with
31 established procedures that this leave was used for the
32 stated purpose for which it was granted, the employee
33 shall be placed on the salary schedule at the level
34 which would have been achieved had the employee
35 remained actively employed in the system during the
36 period of absence, provided however that time spent
37 on said leave will not count toward the fulfillment of the
38 time requirements for acquiring a continuing contract.
39

40 Section H Military Leave 41

42 Any employee who enters active duty shall be granted
43 an unpaid leave for a period not to exceed the initial

1 period of service. Any employee on military leave and
2 within ninety (90) days after the employee's separation
3 from military service shall upon written application be
4 restored to a position in the employment of the
5 Employer, provided the employee shall furnish proof of
6 discharge or separation from service under honorable
7 conditions and be found by a physician selected by the
8 Employer to be in a satisfactory state of health for the
9 performance of teaching duties. Upon return the
10 employee shall be placed on the salary schedule at the
11 level which would have been achieved had the
12 employee remained actively employed in the system
13 during the period of absence.

14
15 Section I Political Activity Leave

16
17 An unpaid leave of absence shall be granted to any
18 employee upon application for the purpose of
19 campaigning for or serving in public office once the
20 employee becomes a bona fide candidate for such
21 office. The employee's assignment will be kept
22 available for resumption of teaching duties provided the
23 employee's planned absence does not exceed ninety
24 (90) days.

25
26 Section J Jury Duty Leave

27
28 Any employee who serves on a jury in any duly
29 constituted local, state or federal court shall be granted
30 leave with full compensation less any compensation
31 received as jury pay, for the period of actual jury
32 service, which leave shall be in addition to all other
33 leave to which the employee may be entitled.

34
35 Employees claiming compensation for jury duty shall
36 comply with the following procedures:

- 37
38 1. A copy of the jury duty subpoena must be
39 provided to the school principal or immediate
40 superior prior to the first day involving jury duty
41 service.
42
43 2. If assigned to jury duty, the Verification of Jury

1 Duty form (available from the payroll
2 department) must be completed each pay period
3 and forwarded with the Payroll Exception card
4 which the school submits to the Payroll Office.
5

- 6 3. A personal check (payable to the Treasurer,
7 Jefferson County Board of Education) for the
8 amount of compensation received for jury duty
9 service only and excluding the travel expense
10 shall be delivered to the principal or immediate
11 supervisor for transmittal to the Payroll Office.
12

13 Section K Association President Leave

14
15 The Employer shall upon request grant a full-time leave
16 to the President of the Association for the school year(s)
17 for which the President is elected, without the loss of
18 salary, step increment, or Employer paid fringe benefits,
19 subject to reimbursement to the Employer by the
20 Association.
21

22 The basis of reimbursement for such leave shall be all
23 costs incurred by the Employer resulting from the leave.
24 Following the leave the employee will be returned to
25 the assignment held prior to leave. In the event the
26 assignment is not available, the employee will be given
27 a comparable assignment.
28

29 Section L Association Leave

30
31 The Employer shall grant the Association an annual
32 maximum of one hundred seventy-five (175) leave
33 days. The Association shall request use of the days as
34 needed at least ten (10) days in advance, except for
35 extenuating circumstances, for attendance at regional,
36 state or national meetings for the conduct of necessary
37 Association business. The allocation of such paid
38 Association leave days shall be determined by the
39 Association except that no employee shall use more
40 than eight (8) days per school year. The Association
41 may authorize a maximum of five (5) employees to be
42 exempt from the eight (8) day per year limitation. When
43 an employee who is exempt from the eight (8) day

1 limitation uses Association leave, the Parties shall meet
2 and plan how to minimize any adverse effect resulting
3 from the employee's absence. This may include the
4 use of substitute personnel serving as an assistant for
5 which the cost shall be reimbursed to the Employer by
6 the Association. The Association will reimburse the
7 Employer for the cost of any substitute employee for
8 these leave days.

9
10 Section M Resumption of Benefits Following Leave

11
12 When the employee resumes service in the district
13 following leave any unused accumulated sick leave will
14 be restored. Any employee granted a leave which
15 affects the continuation of benefits provided by the
16 Employer shall assume responsibility for making
17 arrangements for continuation of said benefits during the
18 term of said leave. The Employer will provide
19 assistance and information with the ultimate
20 responsibility for all notices remaining with the
21 employee.

22
23 Section N Length of Consecutive Leaves of Absence

24
25 The Employer may deny Adoption/Child Rearing
26 Leave, or Professional Leave when the granting of such
27 leave would result in absence from duty for a period
28 longer than two (2) consecutive school years without at
29 least one-half (1/2) intervening year of active service as
30 an employee. Time while an employee is on unpaid
31 Professional Leave serving as a released full-time
32 salaried officer of the Association or the Kentucky
33 Education Association or the National Education
34 Association shall not apply under this section.

35
36 Section O Court Appearance Leave

37
38 Any employee who is summoned to a local, state, or
39 federal court for reasons directly connected with the
40 employee's employment shall be granted paid leave
41 after properly presenting the approved form certifying
42 the court appearance. This section shall not apply
43 when the employee is a plaintiff or witness against the

1 Employer or its agents, or when the employee is a
2 plaintiff in cases without Employer sanction.

3
4 Section P Notarizing Leave Affidavits

5
6 The principal will make arrangements for notarizing
7 without charge the personal affidavits of employees for
8 leave where required.

9
10 Section Q "Substitute Status"

11
12 An employee who qualifies for professional leave or
13 child rearing leave may instead choose to go to
14 "substitute status". In this status an employee may
15 serve as a substitute teacher assigned through the
16 Substitute Teacher Center office. An employee in this
17 status has the same rights and benefits, including
18 representation, of a substitute teacher. If an employee
19 wishes to return to employee status, the employee has
20 the same rights to return to service as an employee on
21 the above referenced leave of absence.

ARTICLE XXVII - COMPENSATION SCHEDULES, 1998-2002

Section A

1998-99 Teachers Salary Schedule (187 Days)

| | RANK | III | RANK | III+15 | RANK | II | RANK | II+15 | RANK | I | DOCTORATE | |
|------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-----------|--------|
| STEP | INDEX | SALARY | INDEX | SALARY |
| 0 | 1.000 | 23986 | 1.045 | 25065 | 1.150 | 27584 | 1.195 | 28663 | 1.300 | 31182 | 1.365 | 32741 |
| 1 | 1.020 | 24465 | 1.065 | 25544 | 1.170 | 28063 | 1.215 | 29142 | 1.320 | 31660 | 1.385 | 33220 |
| 2 | 1.040 | 24945 | 1.085 | 26024 | 1.190 | 28543 | 1.230 | 29502 | 1.340 | 32141 | 1.405 | 33699 |
| 3 | 1.060 | 25424 | 1.105 | 26503 | 1.210 | 29022 | 1.255 | 30101 | 1.360 | 32620 | 1.425 | 34179 |
| 4 | 1.130 | 27103 | 1.130 | 27103 | 1.262 | 30269 | 1.275 | 30581 | 1.394 | 33435 | 1.445 | 34658 |
| 5 | 1.150 | 27584 | 1.165 | 27943 | 1.270 | 30462 | 1.315 | 31541 | 1.420 | 34060 | 1.485 | 35619 |
| 6 | 1.180 | 28302 | 1.205 | 28902 | 1.310 | 31421 | 1.355 | 32500 | 1.460 | 35019 | 1.525 | 36577 |
| 7 | 1.200 | 28783 | 1.245 | 29862 | 1.350 | 32380 | 1.395 | 33459 | 1.500 | 35978 | 1.565 | 37538 |
| 8 | 1.240 | 29742 | 1.285 | 30821 | 1.390 | 33340 | 1.435 | 34419 | 1.540 | 36938 | 1.605 | 38497 |
| 9 | 1.280 | 30701 | 1.325 | 31780 | 1.430 | 34299 | 1.475 | 35378 | 1.580 | 37897 | 1.645 | 39455 |
| 10 | 1.320 | 31660 | 1.365 | 32741 | 1.470 | 35258 | 1.515 | 36337 | 1.620 | 38856 | 1.685 | 40416 |
| 11 | 1.400 | 33579 | 1.445 | 34658 | 1.550 | 37177 | 1.595 | 38256 | 1.700 | 40775 | 1.765 | 42334 |
| 12 | 1.440 | 34538 | 1.485 | 35619 | 1.590 | 38136 | 1.635 | 39215 | 1.740 | 41734 | 1.805 | 43294 |
| 13 | 1.480 | 35498 | 1.525 | 36577 | 1.630 | 39096 | 1.675 | 40175 | 1.780 | 42693 | 1.845 | 44253 |

29

| | RANK | III | RANK | III+15 | RANK | II | RANK | II+15 | RANK | I | DOCTORATE | |
|------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-----------|--------|
| STEP | INDEX | SALARY | INDEX | SALARY |
| 14 | 1.520 | 36457 | 1.565 | 37538 | 1.670 | 40055 | 1.715 | 41134 | 1.820 | 43653 | 1.885 | 45212 |
| 15 | 1.560 | 37418 | 1.605 | 38497 | 1.710 | 41014 | 1.755 | 42095 | 1.860 | 44612 | 1.925 | 46172 |
| 16 | 1.640 | 39335 | 1.685 | 40416 | 1.790 | 42933 | 1.835 | 44012 | 1.940 | 46531 | 2.005 | 48090 |
| 17 | 1.700 | 40775 | 1.745 | 41854 | 1.850 | 44373 | 1.895 | 45452 | 2.000 | 47971 | 2.065 | 49530 |
| 18 | 1.700 | 40775 | 1.745 | 41854 | 1.850 | 44373 | 1.895 | 45452 | 2.000 | 47971 | 2.065 | 49530 |
| 19 | 1.700 | 40775 | 1.745 | 41854 | 1.850 | 44373 | 1.895 | 45452 | 2.000 | 47971 | 2.065 | 49530 |
| 20 | 1.740 | 41734 | 1.785 | 42813 | 1.890 | 45332 | 1.935 | 46411 | 2.040 | 48930 | 2.105 | 50488 |
| 21 | 1.740 | 41734 | 1.785 | 42813 | 1.890 | 45332 | 1.935 | 46411 | 2.040 | 48930 | 2.105 | 50488 |
| 22 | 1.740 | 41734 | 1.785 | 42813 | 1.890 | 45332 | 1.935 | 46411 | 2.040 | 48930 | 2.105 | 50488 |
| 23 | 1.740 | 41734 | 1.785 | 42813 | 1.890 | 45332 | 1.935 | 46411 | 2.040 | 48930 | 2.105 | 50488 |
| 24 | 1.740 | 41734 | 1.785 | 42813 | 1.890 | 45332 | 1.935 | 46411 | 2.040 | 48930 | 2.105 | 50488 |
| 25 | 1.770 | 42454 | 1.815 | 43533 | 1.920 | 46052 | 1.965 | 47131 | 2.070 | 49650 | 2.135 | 51208 |

30

1999-00 Teachers Salary Schedule (187 Days)

64

| | RANK | III | RANK | III+15 | RANK | II | RANK | II+15 | RANK | I | DOCTORATE | |
|------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-----------|--------|
| STEP | INDEX | SALARY | INDEX | SALARY |
| 0 | 1.000 | 25185 | 1.045 | 26318 | 1.150 | 28962 | 1.195 | 30095 | 1.300 | 32739 | 1.365 | 34376 |
| 1 | 1.020 | 25688 | 1.065 | 26821 | 1.170 | 29465 | 1.215 | 30600 | 1.320 | 33244 | 1.385 | 34881 |
| 2 | 1.040 | 26191 | 1.085 | 27326 | 1.190 | 29970 | 1.230 | 30976 | 1.340 | 33747 | 1.405 | 35384 |
| 3 | 1.060 | 26696 | 1.105 | 27829 | 1.210 | 30473 | 1.255 | 31606 | 1.360 | 34250 | 1.425 | 35887 |
| 4 | 1.130 | 28459 | 1.130 | 28459 | 1.262 | 31782 | 1.275 | 32111 | 1.394 | 35107 | 1.445 | 36392 |
| 5 | 1.150 | 28962 | 1.165 | 29340 | 1.270 | 31984 | 1.315 | 33117 | 1.420 | 35761 | 1.485 | 37398 |
| 6 | 1.180 | 29718 | 1.205 | 30348 | 1.310 | 32992 | 1.355 | 34125 | 1.460 | 36769 | 1.525 | 38406 |
| 7 | 1.200 | 30221 | 1.245 | 31354 | 1.350 | 33998 | 1.395 | 35133 | 1.500 | 37777 | 1.565 | 39413 |
| 8 | 1.240 | 31229 | 1.285 | 32362 | 1.390 | 35006 | 1.435 | 36139 | 1.540 | 38783 | 1.605 | 40420 |
| 9 | 1.280 | 32236 | 1.325 | 33370 | 1.430 | 36014 | 1.475 | 37147 | 1.580 | 39791 | 1.645 | 41429 |
| 10 | 1.320 | 33244 | 1.365 | 34376 | 1.470 | 37020 | 1.515 | 38155 | 1.620 | 40799 | 1.685 | 42435 |
| 11 | 1.400 | 35258 | 1.445 | 36392 | 1.550 | 39036 | 1.595 | 40169 | 1.700 | 42813 | 1.765 | 44451 |
| 12 | 1.440 | 36266 | 1.485 | 37398 | 1.590 | 40044 | 1.635 | 41177 | 1.740 | 43821 | 1.805 | 45457 |
| 13 | 1.480 | 37272 | 1.525 | 38406 | 1.630 | 41050 | 1.675 | 42183 | 1.780 | 44829 | 1.845 | 46465 |

65

| | RANK | III | RANK | III+15 | RANK | II | RANK | II+15 | RANK | I | DOCTORATE | |
|------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-----------|--------|
| STEP | INDEX | SALARY | INDEX | SALARY |
| 14 | 1.520 | 38280 | 1.565 | 39413 | 1.670 | 42058 | 1.715 | 43191 | 1.820 | 45835 | 1.885 | 47473 |
| 15 | 1.560 | 39288 | 1.605 | 40420 | 1.710 | 43066 | 1.755 | 44199 | 1.860 | 46843 | 1.925 | 48479 |
| 16 | 1.640 | 41302 | 1.685 | 42435 | 1.790 | 45080 | 1.835 | 46213 | 1.940 | 48857 | 2.005 | 50495 |
| 17 | 1.700 | 42813 | 1.745 | 43946 | 1.850 | 46591 | 1.895 | 47724 | 2.000 | 50368 | 2.065 | 52006 |
| 18 | 1.700 | 42813 | 1.745 | 43946 | 1.850 | 46591 | 1.895 | 47724 | 2.000 | 50368 | 2.065 | 52006 |
| 19 | 1.700 | 42813 | 1.745 | 43946 | 1.850 | 46591 | 1.895 | 47724 | 2.000 | 50368 | 2.065 | 52006 |
| 20 | 1.740 | 43821 | 1.785 | 44954 | 1.890 | 47598 | 1.935 | 48732 | 2.040 | 51376 | 2.105 | 53012 |
| 21 | 1.740 | 43821 | 1.785 | 44954 | 1.890 | 47598 | 1.935 | 48732 | 2.040 | 51376 | 2.105 | 53012 |
| 22 | 1.740 | 43821 | 1.785 | 44954 | 1.890 | 47598 | 1.935 | 48732 | 2.040 | 51376 | 2.105 | 53012 |
| 23 | 1.740 | 43821 | 1.785 | 44954 | 1.890 | 47598 | 1.935 | 48732 | 2.040 | 51376 | 2.105 | 53012 |
| 24 | 1.740 | 43821 | 1.785 | 44954 | 1.890 | 47598 | 1.935 | 48732 | 2.040 | 51376 | 2.105 | 53012 |
| 25 | 1.770 | 44577 | 1.815 | 45710 | 1.920 | 48354 | 1.965 | 49487 | 2.070 | 52131 | 2.135 | 53768 |

2000-01 Teachers Salary Schedule (187 Days)

| | RANK | III | RANK | III+15 | RANK | II | RANK | II+15 | RANK | I | DOCTORATE | |
|------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-----------|--------|
| STEP | INDEX | SALARY | INDEX | SALARY |
| 0 | 1.000 | 26443 | 1.045 | 27634 | 1.150 | 30409 | 1.195 | 31599 | 1.300 | 34376 | 1.365 | 36096 |
| 1 | 1.020 | 26972 | 1.065 | 28162 | 1.170 | 30939 | 1.215 | 32128 | 1.320 | 34905 | 1.385 | 36625 |
| 2 | 1.040 | 27502 | 1.085 | 28691 | 1.190 | 31468 | 1.230 | 32526 | 1.340 | 35434 | 1.405 | 37153 |
| 3 | 1.060 | 28031 | 1.105 | 29220 | 1.210 | 31997 | 1.255 | 33186 | 1.360 | 35963 | 1.425 | 37682 |
| 4 | 1.130 | 29882 | 1.130 | 29882 | 1.262 | 33372 | 1.275 | 33716 | 1.394 | 36863 | 1.445 | 38211 |
| 5 | 1.150 | 30409 | 1.165 | 30806 | 1.270 | 33583 | 1.315 | 34774 | 1.420 | 37549 | 1.485 | 39268 |
| 6 | 1.180 | 31204 | 1.205 | 31864 | 1.310 | 34641 | 1.355 | 35831 | 1.460 | 38608 | 1.525 | 40326 |
| 7 | 1.200 | 31732 | 1.245 | 32923 | 1.350 | 35698 | 1.395 | 36889 | 1.500 | 39666 | 1.565 | 41383 |
| 8 | 1.240 | 32790 | 1.285 | 33979 | 1.390 | 36756 | 1.435 | 37946 | 1.540 | 40722 | 1.605 | 42441 |
| 9 | 1.280 | 33847 | 1.325 | 35038 | 1.430 | 37813 | 1.475 | 39004 | 1.580 | 41781 | 1.645 | 43499 |
| 10 | 1.320 | 34905 | 1.365 | 36096 | 1.470 | 38871 | 1.515 | 40061 | 1.620 | 42839 | 1.685 | 44556 |
| 11 | 1.400 | 37020 | 1.445 | 38211 | 1.550 | 40988 | 1.595 | 42177 | 1.700 | 44954 | 1.765 | 46673 |
| 12 | 1.440 | 38078 | 1.485 | 39268 | 1.590 | 42045 | 1.635 | 43234 | 1.740 | 46011 | 1.805 | 47731 |
| 13 | 1.480 | 39137 | 1.525 | 40326 | 1.630 | 43103 | 1.675 | 44292 | 1.780 | 47069 | 1.845 | 48788 |

| | RANK | III | RANK | III+15 | RANK | II | RANK | II+15 | RANK | I | DOCTORATE | |
|------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-----------|--------|
| STEP | INDEX | SALARY | INDEX | SALARY |
| 14 | 1.520 | 40193 | 1.565 | 41383 | 1.670 | 44160 | 1.715 | 45351 | 1.820 | 48126 | 1.885 | 49846 |
| 15 | 1.560 | 41252 | 1.605 | 42441 | 1.710 | 45218 | 1.755 | 46407 | 1.860 | 49184 | 1.925 | 50903 |
| 16 | 1.640 | 43367 | 1.685 | 44556 | 1.790 | 47333 | 1.835 | 48524 | 1.940 | 51299 | 2.005 | 53018 |
| 17 | 1.700 | 44954 | 1.745 | 46144 | 1.850 | 48921 | 1.895 | 50110 | 2.000 | 52887 | 2.065 | 54605 |
| 18 | 1.700 | 44954 | 1.745 | 46144 | 1.850 | 48921 | 1.895 | 50110 | 2.000 | 52887 | 2.065 | 54605 |
| 19 | 1.700 | 44954 | 1.745 | 46144 | 1.850 | 48921 | 1.895 | 50110 | 2.000 | 52887 | 2.065 | 54605 |
| 20 | 1.740 | 46011 | 1.785 | 47202 | 1.890 | 49977 | 1.935 | 51168 | 2.040 | 53945 | 2.105 | 55664 |
| 21 | 1.740 | 46011 | 1.785 | 47202 | 1.890 | 49977 | 1.935 | 51168 | 2.040 | 53945 | 2.105 | 55664 |
| 22 | 1.740 | 46011 | 1.785 | 47202 | 1.890 | 49977 | 1.935 | 51168 | 2.040 | 53945 | 2.105 | 55664 |
| 23 | 1.740 | 46011 | 1.785 | 47202 | 1.890 | 49977 | 1.935 | 51168 | 2.040 | 53945 | 2.105 | 55664 |
| 24 | 1.740 | 46011 | 1.785 | 47202 | 1.890 | 49977 | 1.935 | 51168 | 2.040 | 53945 | 2.105 | 55664 |
| 25 | 1.770 | 46804 | 1.815 | 47995 | 1.920 | 50772 | 1.965 | 51961 | 2.070 | 54738 | 2.135 | 56457 |

2001-02 Teachers Salary Schedule (187 Days)

| | RANK | III | RANK | III+15 | RANK | II | RANK | II+15 | RANK | I | DOCTORATE | |
|------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-----------|--------|
| STEP | INDEX | SALARY | INDEX | SALARY |
| 0 | 1.000 | 27765 | 1.045 | 29014 | 1.150 | 31930 | 1.195 | 33179 | 1.300 | 36096 | 1.365 | 37899 |
| 1 | 1.020 | 28321 | 1.065 | 29570 | 1.170 | 32485 | 1.215 | 33734 | 1.320 | 36650 | 1.385 | 38456 |
| 2 | 1.040 | 28876 | 1.085 | 30125 | 1.190 | 33041 | 1.230 | 34151 | 1.340 | 37205 | 1.405 | 39010 |
| 3 | 1.060 | 29431 | 1.105 | 30681 | 1.210 | 33596 | 1.255 | 34845 | 1.360 | 37760 | 1.425 | 39565 |
| 4 | 1.130 | 31374 | 1.130 | 31374 | 1.262 | 35040 | 1.275 | 35400 | 1.394 | 38705 | 1.445 | 40120 |
| 5 | 1.150 | 31930 | 1.165 | 32347 | 1.270 | 35262 | 1.315 | 36511 | 1.420 | 39427 | 1.485 | 41231 |
| 6 | 1.180 | 32764 | 1.205 | 33458 | 1.310 | 36373 | 1.355 | 37622 | 1.460 | 40537 | 1.525 | 42342 |
| 7 | 1.200 | 33319 | 1.245 | 34568 | 1.350 | 37484 | 1.395 | 38733 | 1.500 | 41648 | 1.565 | 43453 |
| 8 | 1.240 | 34430 | 1.285 | 35679 | 1.390 | 38593 | 1.435 | 39844 | 1.540 | 42759 | 1.605 | 44563 |
| 9 | 1.280 | 35539 | 1.325 | 36790 | 1.430 | 39705 | 1.475 | 40953 | 1.580 | 43870 | 1.645 | 45674 |
| 10 | 1.320 | 36650 | 1.365 | 37899 | 1.470 | 40816 | 1.515 | 42065 | 1.620 | 44979 | 1.685 | 46785 |
| 11 | 1.400 | 38871 | 1.445 | 40120 | 1.550 | 43036 | 1.595 | 44285 | 1.700 | 47202 | 1.765 | 49005 |
| 12 | 1.440 | 39982 | 1.485 | 41231 | 1.590 | 44146 | 1.635 | 45396 | 1.740 | 48311 | 1.805 | 50116 |
| 13 | 1.480 | 41093 | 1.525 | 42342 | 1.630 | 45257 | 1.675 | 46506 | 1.780 | 49422 | 1.845 | 51226 |

89

| | RANK | III | RANK | III+15 | RANK | II | RANK | II+15 | RANK | I | DOCTORATE | |
|------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|-----------|--------|
| STEP | INDEX | SALARY | INDEX | SALARY |
| 14 | 1.520 | 42204 | 1.565 | 43453 | 1.670 | 46368 | 1.715 | 47617 | 1.820 | 50533 | 1.885 | 52337 |
| 15 | 1.560 | 43314 | 1.605 | 44563 | 1.710 | 47479 | 1.755 | 48728 | 1.860 | 51643 | 1.925 | 53448 |
| 16 | 1.640 | 45536 | 1.685 | 46785 | 1.790 | 49700 | 1.835 | 50950 | 1.940 | 53865 | 2.005 | 55669 |
| 17 | 1.700 | 47202 | 1.745 | 48451 | 1.850 | 51365 | 1.895 | 52616 | 2.000 | 55531 | 2.065 | 57336 |
| 18 | 1.700 | 47202 | 1.745 | 48451 | 1.850 | 51365 | 1.895 | 52616 | 2.000 | 55531 | 2.065 | 57336 |
| 19 | 1.700 | 47202 | 1.745 | 48451 | 1.850 | 51365 | 1.895 | 52616 | 2.000 | 55531 | 2.065 | 57336 |
| 20 | 1.740 | 48311 | 1.785 | 49562 | 1.890 | 52477 | 1.935 | 53725 | 2.040 | 56642 | 2.105 | 58446 |
| 21 | 1.740 | 48311 | 1.785 | 49562 | 1.890 | 52477 | 1.935 | 53725 | 2.040 | 56642 | 2.105 | 58446 |
| 22 | 1.740 | 48311 | 1.785 | 49562 | 1.890 | 52477 | 1.935 | 53725 | 2.040 | 56642 | 2.105 | 58446 |
| 23 | 1.740 | 48311 | 1.785 | 49562 | 1.890 | 52477 | 1.935 | 53725 | 2.040 | 56642 | 2.105 | 58446 |
| 24 | 1.740 | 48311 | 1.785 | 49562 | 1.890 | 52477 | 1.935 | 53725 | 2.040 | 56642 | 2.105 | 58446 |
| 25 | 1.770 | 49145 | 1.815 | 50394 | 1.920 | 53309 | 1.965 | 54559 | 2.070 | 57474 | 2.135 | 59279 |

69

- 1 1. The increment for earned doctorate (Rank I +) in
2 subject fields or areas approved by the State
3 Board of Education for certification purposes.
- 4 2. Employees paid on these schedules shall be
5 provided with the choice of a 22- or 26-Pay
6 Plan.
- 7 3. Job Family III salary schedule includes teachers
8 and other nonmanagerial, professional
9 employees who work directly with students.

10
11 Section B Insurance Benefits¹

- 12 1. Health and hospitalization insurance on single
13 premium basis or same premium dollar amount
14 for Health Maintenance Organization - full
15 premium paid by State.
- 16 2. \$20,000 term life insurance - full premium paid by
17 State.
- 18 3. Term life insurance equal to pay on the Teachers
19 Salary Schedule - full premium paid by
20 Employer.
- 21 4. Cancer insurance for individuals - full premium
22 paid by Employer.²
- 23 5. Workers compensation insurance - full premium
24 paid by Employer.
- 25 6. Long term disability income protection insurance
26 - full premium paid by Employer.
- 27 7. Unemployment compensation insurance - full
28 premium paid by Employer.

29
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¹ For regular full-time teachers working on limited or continuing contracts and other regular full-time employees.

² By mutual consent of the parties this benefit may be cancelled and the premiums applied to another benefit.

1 8. Fringe Benefit Pool Contribution -

2
3 An amount of money equal to 3.5% of
4 annualized regular salary plus career incentive
5 increments (excluding extra service and other
6 forms of compensation and pay) prorated to the
7 amount of time for which salary is credited shall
8 be paid for each employee for the purchase of
9 one (1) or more benefits approved by the
10 Employer. The employee shall make selections
11 from among the following benefits:

- 12 1. Medical
- 13 2. Supplemental medical
- 14 3. Dental
- 15 4. Cancer²
- 16 5. Vision
- 17 6. Accidental death and dismemberment
- 18 7. Cash(taxable)

19
20 A salary redistribution/reduction shall be
21 arranged to increase the amount for the
22 employee in the Fringe Benefit Pool when the
23 cost of the employee's selected non-cash
24 benefits exceed the allowable 3.5%. When the
25 amount is insufficient to cover the cost of
26 non-cash selections, the balance of the cost will
27 be paid for through salary redistribution/reduc-
28 tion. Fringe benefit pool money shall be used for
29 the full cost of the selection(s).

30
31 When the employee has not made a selection or
32 when a balance remains after selection, the
33 employee shall be deemed to have selected the
34 cash option.

35
36 Benefits may be added or deleted from time to
37 time by mutual agreement of representatives of
38 the parties. Such changes may be requested
39 by any of the parties because of changes in tax
40 laws, regulations, number of benefit participants,
41 or economic conditions.

1 Section C ³ Early Retirement Benefit Schedule

2
3 Upon retirement from the Jefferson County Public
4 School District, a teacher shall receive thirty (30) percent
5 of the teacher's unused accumulated sick leave as a
6 cash payment (less appropriate deductions) up to a
7 maximum equal to the teacher's accumulated sick leave
8 on the thirtieth (30th) year of credited service in the
9 teacher's retirement systems. The cash payment shall
10 be calculated by using the teacher's last year of service
11 daily rate.

12
13 Should a teacher's balance of unused sick leave fall
14 below the number reached at the thirtieth year of
15 service, it is understood that the teacher can continue to
16 accrue sick leave and will be paid up to a maximum of
17 that reached in the thirtieth year.

18
19 The Employer agrees to indemnify and hold harmless
20 both the Jefferson County Teachers Association and its
21 Board and authorized agents from expenses, liability
22 and losses suffered as a result of the execution or
23 enforcement of the agreement.

24
25 Section D Summer School, Curriculum Writing,
26 Optional Inservice and Textbook Selection
27 Pay; Incentive Stipends

- 28
29 1. Summer school, Jefferson County High School,
30 and part-time teachers salaries shall be prorated.
31 Annual salaries are divided by base days to
32 determine daily rates. Daily rates are divided by
33 seven (7) to determine an hourly rate. The
34 number of class hours will be multiplied by the
35 hourly rate to arrive at the salary for less than a
36 full duty day.
37
38 2. Employees who are chosen to help write
39 curriculum will be paid at an hourly rate of
40 \$10.78.

³ For regular full-time teachers working on limited or continuing contracts and other full-time employees.

- 1 3. Employees who are requested to present or
2 participate in optional inservice training sessions
3 will be paid at an hourly rate of \$20.00.
4
5 4. Employees who are chosen to help select
6 textbooks will be paid \$150 with this amount
7 prorated according to time missed from
8 applicable scheduled work sessions.
9

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Section E Extra Service Pay Schedule 1998-99
 1.0 = 0.11 x Rank III, Step 0 (For a 187 day teacher salary schedule)
 RANK III, STEP 0 = 23986

1. Athletic and Related Activities in Senior High Schools

| TITLE | 0 | 1 | 2 | 3 | 4 |
|-------------------|----------|-------------|-------------|-------------|-------------|
| Athletic Director | 1.2 3166 | 1.3875 3661 | 1.5750 4155 | 1.7625 4650 | 1.9500 5145 |
| Head Football | 1.0 2638 | 1.1563 3051 | 1.3125 3463 | 1.4688 3875 | 1.6250 4287 |
| 4/Head Basketball | 1.0 2638 | 1.1563 3051 | 1.3125 3463 | 1.4688 3875 | 1.6250 4287 |
| Asst. Football | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |
| 4/JV Basketball | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |
| 4/Track | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |
| Baseball | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |
| Softball | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |
| Wrestling | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |
| Volleyball | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |
| Cheerleaders | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |

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| TITLE | 0 | 1 | 2 | 3 | 4 |
|-------------------------------|----------|-------------|-------------|-------------|-------------|
| JROTC Rifle Team | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |
| School Technology Coordinator | 0.6 1583 | 0.6938 1830 | 0.7875 2078 | 0.8813 2325 | 0.9750 2572 |
| Drill Corps | 0.5 1319 | 0.5791 1528 | 0.6563 1732 | 0.7344 1938 | 0.8125 2144 |
| 5/Cross Country | 0.5 1319 | 0.5791 1528 | 0.6563 1732 | 0.7344 1938 | 0.8125 2144 |
| Field Hockey | 0.5 1319 | 0.5791 1528 | 0.6563 1732 | 0.7344 1938 | 0.8125 2144 |
| Soccer | 0.5 1319 | 0.5791 1528 | 0.6563 1732 | 0.7344 1938 | 0.8125 2144 |
| 5/Tennis | 0.5 1319 | 0.5791 1528 | 0.6563 1732 | 0.7344 1938 | 0.8125 2144 |
| JV Volleyball | 0.4 1055 | 0.4625 1220 | 0.5250 1385 | 0.5875 1550 | 0.6500 1715 |
| Golf | 0.4 1055 | 0.4625 1220 | 0.5250 1385 | 0.5875 1550 | 0.6500 1715 |
| Swimming | 0.4 1055 | 0.4625 1220 | 0.5250 1385 | 0.5875 1550 | 0.6500 1715 |
| Chess Sponsor | 0.4 1055 | 0.4625 1220 | 0.5250 1385 | 0.5875 1550 | 0.6500 1715 |
| ROTC Drill Team | 0.4 1055 | 0.4625 1220 | 0.5250 1385 | 0.5875 1550 | 0.6500 1715 |
| 6/Asst. Wrestling | 0.4 1055 | 0.4625 1220 | 0.5250 1385 | 0.5875 1550 | 0.6500 1715 |
| 6/Asst. Field Hockey | 0.4 1055 | 0.4625 1220 | 0.5250 1385 | 0.5875 1550 | 0.6500 1715 |
| 6/Assistant Track | 0.3 792 | 0.3469 915 | 0.3937 1039 | 0.4406 1162 | 0.4875 1286 |

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| TITLE | 0 | | 1 | | 2 | | 3 | | 4 | |
|---------------------|-----|-----|--------|-----|--------|------|--------|------|--------|------|
| 6/Assistant Soccer | 0.3 | 792 | 0.3469 | 915 | 0.3937 | 1039 | 0.4406 | 1162 | 0.4875 | 1286 |
| Freshman Basketball | 0.3 | 792 | 0.3469 | 915 | 0.3937 | 1039 | 0.4406 | 1162 | 0.4875 | 1286 |
| Freshman Football | 0.3 | 792 | 0.3469 | 915 | 0.3937 | 1039 | 0.4406 | 1162 | 0.4875 | 1286 |

4/ Increment is provided each for either boys team or girls team or both teams.

5/ Increment times 1.5 is paid to a person who coaches both teams.

6/ Increment is for teams which meet approved participation levels.

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2. Athletic and Related Activities in Middle Schools

| TITLE | 0 | | 1 | | 2 | | 3 | | 4 | |
|---------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| School Technology | | | | | | | | | | |
| Coordinator | 0.5 | 1319 | 0.5791 | 1528 | 0.6563 | 1732 | 0.7344 | 1938 | 0.8125 | 2144 |
| 7/Basketball | 0.3 | 792 | 0.3469 | 915 | 0.3937 | 1039 | 0.4406 | 1162 | 0.4875 | 1286 |
| Academic Activities | | | | | | | | | | |
| Coordinator | 0.3 | 792 | 0.3469 | 915 | 0.3937 | 1039 | 0.4406 | 1162 | 0.4875 | 1286 |
| Cheerleaders | 0.2 | 528 | 0.2312 | 610 | 0.2625 | 693 | 0.2937 | 775 | 0.3250 | 857 |
| Drill Corps | 0.1 | 264 | 0.1156 | 305 | 0.1312 | 346 | 0.1469 | 388 | 0.1625 | 429 |
| Quick Recall Coach | 0.1 | 264 | 0.1156 | 305 | 0.1312 | 346 | 0.1469 | 388 | 0.1625 | 429 |
| Future Problem | | | | | | | | | | |
| Solving Coach | 0.1 | 264 | 0.1156 | 305 | 0.1312 | 346 | 0.1469 | 388 | 0.1625 | 429 |
| Activities Sponsor | 0.1 | 264 | 0.1156 | 305 | 0.1312 | 346 | 0.1469 | 388 | 0.1625 | 429 |

7/ Increment is provided each for either boys team or girls team or both teams.

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3. Other Activities in Senior High Schools and *YPAS

| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|----------------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| Band Director | 0.9 | 2375 | 1.0407 | 2746 | 1.1812 | 3116 | 1.3219 | 3488 | 1.4625 | 3859 |
| Academic Activities | | | | | | | | | | |
| Coordinator | 0.6 | 1583 | 0.6938 | 1830 | 0.7875 | 2078 | 0.8813 | 2325 | 0.9750 | 2572 |
| 8/Asst. Band Director | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |
| *Choral Director | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |
| Newspaper Sponsor | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |
| Yearbook Sponsor | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |
| *Drama | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |
| Speech and Debate | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |
| *Instrumental Band Dir. | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |
| *Instrumental Strings Dir. | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |
| Orchestra (Concert) Dir. | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |
| Quick Recall Coach | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |

Band Director: Out-of-County Band Camp \$80 per day, Maximum 7 days
 8/ Increment is for 100 or more members of marching band.

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4. Activities in Elementary Schools

| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|-------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| School Technology | | | | | | | | | | |
| Coordinator | 0.4 | 1055 | 0.4625 | 1220 | 0.5250 | 1385 | 0.5875 | 1550 | 0.6500 | 1715 |

5. Department Head (Middle and Senior High Schools)
 2 or more teachers in department - \$100 per teacher
6. Extra Service Pay Schedule increments are paid only for services actually rendered.
7. These increments are based upon meeting approved criteria for the activities.
 A coach will not be paid less than the full increment when the approved criteria is met.
8. Elementary Team Leaders (\$100 per teacher on team or grade group)

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Section E Extra Service Pay Schedule 1999-00

1.0 = 0.11 x Rank III, Step 0 (For a 187 day teacher salary schedule)

RANK III, STEP 0 = 25185

1. Athletic and Related Activities in Senior High Schools

| TITLE | 0 | | 1 | | 2 | | 3 | | 4 | |
|-------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| Athletic Director | 1.2 | 3324 | 1.3875 | 3844 | 1.5750 | 4363 | 1.7625 | 4883 | 1.9500 | 5402 |
| Head Football | 1.0 | 2770 | 1.1563 | 3203 | 1.3125 | 3636 | 1.4688 | 4069 | 1.6250 | 4502 |
| 4/Head Basketball | 1.0 | 2770 | 1.1563 | 3203 | 1.3125 | 3636 | 1.4688 | 4069 | 1.6250 | 4502 |
| Asst. Football | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| 4/JV Basketball | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| 4/Track | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| Baseball | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| Softball | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| Wrestling | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| Volleyball | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| Cheerleaders | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |

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| TITLE | 0 | | 1 | | 2 | | 3 | | 4 | |
|----------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| JROTC Rifle Team | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| School Technology | | | | | | | | | | |
| Coordinator | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| Drill Corps | 0.5 | 1385 | 0.5791 | 1604 | 0.6563 | 1818 | 0.7344 | 2034 | 0.8125 | 2251 |
| 5/Cross Country | 0.5 | 1385 | 0.5791 | 1604 | 0.6563 | 1818 | 0.7344 | 2034 | 0.8125 | 2251 |
| Field Hockey | 0.5 | 1385 | 0.5791 | 1604 | 0.6563 | 1818 | 0.7344 | 2034 | 0.8125 | 2251 |
| Soccer | 0.5 | 1385 | 0.5791 | 1604 | 0.6563 | 1818 | 0.7344 | 2034 | 0.8125 | 2251 |
| 5/Tennis | 0.5 | 1385 | 0.5791 | 1604 | 0.6563 | 1818 | 0.7344 | 2034 | 0.8125 | 2251 |
| JV Volleyball | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| Golf | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| Swimming | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| Chess Sponsor | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| ROTC Drill Team | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| 6/Asst. Wrestling | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| 6/Asst. Field Hockey | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| 6/Assistant Track | 0.3 | 831 | 0.3469 | 961 | 0.3937 | 1091 | 0.4406 | 1221 | 0.4875 | 1350 |

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| TITLE | 0 | | 1 | | 2 | | 3 | | 4 | |
|---------------------|-----|-----|--------|-----|--------|------|--------|------|--------|------|
| 6/Assistant Soccer | 0.3 | 831 | 0.3469 | 961 | 0.3937 | 1091 | 0.4406 | 1221 | 0.4875 | 1350 |
| Freshman Basketball | 0.3 | 831 | 0.3469 | 961 | 0.3937 | 1091 | 0.4406 | 1221 | 0.4875 | 1350 |
| Freshman Football | 0.3 | 831 | 0.3469 | 961 | 0.3937 | 1091 | 0.4406 | 1221 | 0.4875 | 1350 |

- 4/ Increment is provided each for either boys team or girls team or both teams.
5/ Increment times 1.5 is paid to a person who coaches both teams.
6/ Increment is for teams which meet approved participation levels.

2. Athletic and Related Activities in Middle Schools

| TITLE | 0 | | 1 | | 2 | | 3 | | 4 | |
|---------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| School Technology | | | | | | | | | | |
| Coordinator | 0.5 | 1385 | 0.5791 | 1604 | 0.6563 | 1818 | 0.7344 | 2034 | 0.8125 | 2251 |
| 7/Basketball | 0.3 | 831 | 0.3469 | 961 | 0.3937 | 1091 | 0.4406 | 1221 | 0.4875 | 1350 |
| Academic Activities | | | | | | | | | | |
| Coordinator | 0.3 | 831 | 0.3469 | 961 | 0.3937 | 1091 | 0.4406 | 1221 | 0.4875 | 1350 |
| Cheerleaders | 0.2 | 554 | 0.2312 | 640 | 0.2625 | 727 | 0.2937 | 814 | 0.3250 | 900 |
| Drill Corps | 0.1 | 277 | 0.1156 | 320 | 0.1312 | 363 | 0.1469 | 407 | 0.1625 | 450 |
| Quick Recall Coach | 0.1 | 277 | 0.1156 | 320 | 0.1312 | 363 | 0.1469 | 407 | 0.1625 | 450 |
| Future Problem | | | | | | | | | | |
| Solving Coach | 0.1 | 277 | 0.1156 | 320 | 0.1312 | 363 | 0.1469 | 407 | 0.1625 | 450 |
| Activities Sponsor | 0.1 | 277 | 0.1156 | 320 | 0.1312 | 363 | 0.1469 | 407 | 0.1625 | 450 |

- 7/ Increment is provided each for either boys team or girls team or both teams.

3. Other Activities in Senior High Schools and *YPAS

| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|----------------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| Band Director | 0.9 | 2493 | 1.0407 | 2883 | 1.1812 | 3272 | 1.3219 | 3662 | 1.4625 | 4051 |
| Academic Activities | | | | | | | | | | |
| Coordinator | 0.6 | 1662 | 0.6938 | 1922 | 0.7875 | 2182 | 0.8813 | 2441 | 0.9750 | 2701 |
| 8/Asst. Band Director | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| *Choral Director | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| Newspaper Sponsor | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| Yearbook Sponsor | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| *Drama | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| Speech and Debate | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| *Instrumental Band Dir. | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| *Instrumental Strings Dir. | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| Orchestra (Concert) Dir. | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |
| Quick Recall Coach | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |

Band Director: Out-of-County Band Camp \$80 per day, Maximum 7 days
 8/ Increment is for 100 or more members of marching band.

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4. Activities in Elementary Schools

| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|-------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| School Technology | | | | | | | | | | |
| Coordinator | 0.4 | 1108 | 0.4625 | 1281 | 0.5250 | 1454 | 0.5875 | 1628 | 0.6500 | 1801 |

5. Department Head (Middle and Senior High Schools)

2 or more teachers in department - \$100 per teacher

6. Extra Service Pay Schedule increments are paid only for services actually rendered.

7. These increments are based upon meeting approved criteria for the activities.

A coach will not be paid less than the full increment when the approved criteria is met.

8. Elementary Team Leaders (\$100 per teacher on team or grade group)

85

Section E Extra Service Pay Schedule 2000-01

1.0 = 0.11 x Rank III, Step 0 (For a 187 day teacher salary schedule)

RANK III, STEP 0 = 26443

1. Athletic and Related Activities in Senior High Schools

| TITLE | 0 | 1 | 2 | 3 | 4 |
|-------------------|----------|-------------|-------------|-------------|-------------|
| Athletic Director | 1.2 3490 | 1.3875 4036 | 1.5750 4581 | 1.7625 5127 | 1.9500 5672 |
| Head Football | 1.0 2909 | 1.1563 3363 | 1.3125 3818 | 1.4688 4272 | 1.6250 4727 |
| 4/Head Basketball | 1.0 2909 | 1.1563 3363 | 1.3125 3818 | 1.4688 4272 | 1.6250 4727 |
| Asst. Football | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |
| 4/JV Basketball | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |
| 4/Track | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |
| Baseball | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |
| Softball | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |
| Wrestling | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |
| Volleyball | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |
| Cheerleaders | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |

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| TITLE | 0 | 1 | 2 | 3 | 4 |
|----------------------|----------|-------------|-------------|-------------|-------------|
| JROTC Rifle Team | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |
| School Technology | | | | | |
| Coordinator | 0.6 1745 | 0.6938 2018 | 0.7875 2291 | 0.8813 2563 | 0.9750 2836 |
| Drill Corps | 0.5 1454 | 0.5791 1684 | 0.6563 1909 | 0.7344 2136 | 0.8125 2363 |
| 5/Cross Country | 0.5 1454 | 0.5791 1684 | 0.6563 1909 | 0.7344 2136 | 0.8125 2363 |
| Field Hockey | 0.5 1454 | 0.5791 1684 | 0.6563 1909 | 0.7344 2136 | 0.8125 2363 |
| Soccer | 0.5 1454 | 0.5791 1684 | 0.6563 1909 | 0.7344 2136 | 0.8125 2363 |
| 5/Tennis | 0.5 1454 | 0.5791 1684 | 0.6563 1909 | 0.7344 2136 | 0.8125 2363 |
| JV Volleyball | 0.4 1163 | 0.4625 1345 | 0.5250 1527 | 0.5875 1709 | 0.6500 1891 |
| Golf | 0.4 1163 | 0.4625 1345 | 0.5250 1527 | 0.5875 1709 | 0.6500 1891 |
| Swimming | 0.4 1163 | 0.4625 1345 | 0.5250 1527 | 0.5875 1709 | 0.6500 1891 |
| Chess Sponsor | 0.4 1163 | 0.4625 1345 | 0.5250 1527 | 0.5875 1628 | 0.6500 1891 |
| ROTC Drill Team | 0.4 1163 | 0.4625 1345 | 0.5250 1527 | 0.5875 1709 | 0.6500 1891 |
| 6/Asst. Wrestling | 0.4 1163 | 0.4625 1345 | 0.5250 1527 | 0.5875 1709 | 0.6500 1891 |
| 6/Asst. Field Hockey | 0.4 1163 | 0.4625 1345 | 0.5250 1527 | 0.5875 1709 | 0.6500 1891 |
| 6/Assistant Track | 0.3 873 | 0.3469 1009 | 0.3937 1145 | 0.4406 1282 | 0.4875 1418 |

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| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|---------------------|-----|-----|--------|------|--------|------|--------|------|--------|------|
| 6/Assistant Soccer | 0.3 | 873 | 0.3469 | 1009 | 0.3937 | 1145 | 0.4406 | 1282 | 0.4875 | 1418 |
| Freshman Basketball | 0.3 | 873 | 0.3469 | 1009 | 0.3937 | 1145 | 0.4406 | 1282 | 0.4875 | 1418 |
| Freshman Football | 0.3 | 873 | 0.3469 | 1009 | 0.3937 | 1145 | 0.4406 | 1282 | 0.4875 | 1418 |

4/ Increment is provided each for either boys team or girls team or both teams.

5/ Increment times 1.5 is paid to a person who coaches both teams.

6/ Increment is for teams which meet approved participation levels.

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2. Athletic and Related Activities in Middle Schools

| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|---------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| School Technology | | | | | | | | | | |
| Coordinator | 0.5 | 1454 | 0.5791 | 1684 | 0.6563 | 1909 | 0.7344 | 2136 | 0.8125 | 2363 |
| 7/Basketball | 0.3 | 873 | 0.3469 | 1009 | 0.3937 | 1145 | 0.4406 | 1282 | 0.4875 | 1418 |
| Academic Activities | | | | | | | | | | |
| Coordinator | 0.3 | 873 | 0.3469 | 1009 | 0.3937 | 1145 | 0.4406 | 1282 | 0.4875 | 1418 |
| Cheerleaders | 0.2 | 582 | 0.2312 | 672 | 0.2625 | 764 | 0.2937 | 854 | 0.3250 | 945 |
| Drill Corps | 0.1 | 291 | 0.1156 | 336 | 0.1312 | 382 | 0.1469 | 427 | 0.1625 | 473 |
| Quick Recall Coach | 0.1 | 291 | 0.1156 | 336 | 0.1312 | 382 | 0.1469 | 427 | 0.1625 | 473 |
| Future Problem | | | | | | | | | | |
| Solving Coach | 0.1 | 291 | 0.1156 | 336 | 0.1312 | 382 | 0.1469 | 427 | 0.1625 | 473 |
| Activities Sponsor | 0.1 | 291 | 0.1156 | 336 | 0.1312 | 382 | 0.1469 | 427 | 0.1625 | 473 |

7/ Increment is provided each for either boys team or girls team or both teams.

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3. Other Activities in Senior High Schools and *YPAS

| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|---------------------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| Band Director | 0.9 | 2618 | 1.0407 | 3027 | 1.1812 | 3436 | 1.3219 | 3845 | 1.4625 | 4254 |
| Academic Activities Coordinator | 0.6 | 1745 | 0.6938 | 2018 | 0.7875 | 2291 | 0.8813 | 2563 | 0.9750 | 2836 |
| 8/Asst. Band Director | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |
| *Choral Director | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |
| Newspaper Sponsor | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |
| Yearbook Sponsor | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |
| *Drama | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |
| Speech and Debate | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |
| *Instrumental Band Dir. | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |
| *Instrumental Strings Dir. | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |
| Orchestra (Concert) Dir. | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |
| Quick Recall Coach | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |

Band Director: Out-of-County Band Camp \$80 per day, Maximum 7 days
 8/ Increment is for 100 or more members of marching band.

4. Activities in Elementary Schools

| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|-------------------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| School Technology Coordinator | 0.4 | 1163 | 0.4625 | 1345 | 0.5250 | 1527 | 0.5875 | 1709 | 0.6500 | 1891 |

5. Department Head (Middle and Senior High Schools)

2 or more teachers in department - \$100 per teacher

6. Extra Service Pay Schedule increments are paid only for services actually rendered.

7. These increments are based upon meeting approved criteria for the activities.

A coach will not be paid less than the full increment when the approved criteria is met.

8. Elementary Team Leaders (\$100 per teacher on team or grade group)

Section E Extra Service Pay Schedule 2001-02

1.0 = 0.11 x Rank III, Step 0 (For a 187 day teacher salary schedule)

RANK III, STEP 0 = 27765

1. Athletic and Related Activities in Senior High Schools

| TITLE | 0 | 1 | 2 | 3 | 4 |
|-------------------|----------|-------------|-------------|-------------|-------------|
| Athletic Director | 1.2 3665 | 1.3875 4238 | 1.5750 4810 | 1.7625 5383 | 1.9500 5956 |
| Head Football | 1.0 3054 | 1.1563 3532 | 1.3125 4009 | 1.4688 4486 | 1.6250 4963 |
| 4/Head Basketball | 1.0 3054 | 1.1563 3532 | 1.3125 4009 | 1.4688 4486 | 1.6250 4963 |
| Asst. Football | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |
| 4/JV Basketball | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |
| 4/Track | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |
| Baseball | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |
| Softball | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |
| Wrestling | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |
| Volleyball | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |
| Cheerleaders | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |

92

| TITLE | 0 | 1 | 2 | 3 | 4 |
|-------------------------------|----------|-------------|-------------|-------------|-------------|
| JROTC Rifle Team | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |
| School Technology Coordinator | 0.6 1832 | 0.6938 2119 | 0.7875 2405 | 0.8813 2692 | 0.9750 2978 |
| Drill Corps | 0.5 1527 | 0.5791 1769 | 0.6563 2004 | 0.7344 2243 | 0.8125 2481 |
| 5/Cross Country | 0.5 1527 | 0.5791 1769 | 0.6563 2004 | 0.7344 2243 | 0.8125 2481 |
| Field Hockey | 0.5 1527 | 0.5791 1769 | 0.6563 2004 | 0.7344 2243 | 0.8125 2481 |
| Soccer | 0.5 1527 | 0.5791 1769 | 0.6563 2004 | 0.7344 2243 | 0.8125 2481 |
| 5/Tennis | 0.5 1527 | 0.5791 1769 | 0.6563 2004 | 0.7344 2243 | 0.8125 2481 |
| JV Volleyball | 0.4 1222 | 0.4625 1413 | 0.5250 1603 | 0.5875 1794 | 0.6500 1985 |
| Golf | 0.4 1222 | 0.4625 1413 | 0.5250 1603 | 0.5875 1794 | 0.6500 1985 |
| Swimming | 0.4 1222 | 0.4625 1413 | 0.5250 1603 | 0.5875 1794 | 0.6500 1985 |
| Chess Sponsor | 0.4 1222 | 0.4625 1413 | 0.5250 1603 | 0.5875 1794 | 0.6500 1985 |
| ROTC Drill Team | 0.4 1222 | 0.4625 1413 | 0.5250 1603 | 0.5875 1794 | 0.6500 1985 |
| 6/Asst. Wrestling | 0.4 1222 | 0.4625 1413 | 0.5250 1603 | 0.5875 1794 | 0.6500 1985 |
| 6/Asst. Field Hockey | 0.4 1222 | 0.4625 1413 | 0.5250 1603 | 0.5875 1794 | 0.6500 1985 |
| 6/Assistant Track | 0.3 916 | 0.3469 1059 | 0.3937 1202 | 0.4406 1346 | 0.4875 1489 |

93

| TITLE | 0 | | 1 | | 2 | | 3 | | 4 | |
|---------------------|-----|-----|--------|------|--------|------|--------|------|--------|------|
| 6/Assistant Soccer | 0.3 | 916 | 0.3469 | 1059 | 0.3937 | 1202 | 0.4406 | 1346 | 0.4875 | 1489 |
| Freshman Basketball | 0.3 | 916 | 0.3469 | 1059 | 0.3937 | 1202 | 0.4406 | 1346 | 0.4875 | 1489 |
| Freshman Football | 0.3 | 916 | 0.3469 | 1059 | 0.3937 | 1202 | 0.4406 | 1346 | 0.4875 | 1489 |

- 4/ Increment is provided each for either boys team or girls team or both teams.
5/ Increment times 1.5 is paid to a person who coaches both teams.
6/ Increment is for teams which meet approved participation levels.

94

2. Athletic and Related Activities in Middle Schools

| TITLE | 0 | | 1 | | 2 | | 3 | | 4 | |
|---------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| School Technology | | | | | | | | | | |
| Coordinator | 0.5 | 1527 | 0.5791 | 1769 | 0.6563 | 2004 | 0.7344 | 2243 | 0.8125 | 2481 |
| 7/Basketball | 0.3 | 916 | 0.3469 | 1059 | 0.3937 | 1202 | 0.4406 | 1346 | 0.4875 | 1489 |
| Academic Activities | | | | | | | | | | |
| Coordinator | 0.3 | 916 | 0.3469 | 1059 | 0.3937 | 1202 | 0.4406 | 1346 | 0.4875 | 1489 |
| Cheerleaders | 0.2 | 611 | 0.2312 | 706 | 0.2625 | 802 | 0.2937 | 897 | 0.3250 | 993 |
| Drill Corps | 0.1 | 305 | 0.1156 | 353 | 0.1312 | 401 | 0.1469 | 449 | 0.1625 | 496 |
| Quick Recall Coach | 0.1 | 305 | 0.1156 | 353 | 0.1312 | 401 | 0.1469 | 449 | 0.1625 | 496 |
| Future Problem | | | | | | | | | | |
| Solving Coach | 0.1 | 305 | 0.1156 | 353 | 0.1312 | 401 | 0.1469 | 449 | 0.1625 | 496 |
| Activities Sponsor | 0.1 | 305 | 0.1156 | 353 | 0.1312 | 401 | 0.1469 | 449 | 0.1625 | 496 |

- 7/ Increment is provided each for either boys team or girls team or both teams.

95

3. Other Activities in Senior High Schools and *YPAS

| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|----------------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| Band Director | 0.9 | 2749 | 1.0407 | 3178 | 1.1812 | 3608 | 1.3219 | 4037 | 1.4625 | 4467 |
| Academic Activities | | | | | | | | | | |
| Coordinator | 0.6 | 1832 | 0.6938 | 2119 | 0.7875 | 2405 | 0.8813 | 2692 | 0.9750 | 2978 |
| 8/Asst. Band Director | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |
| *Choral Director | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |
| Newspaper Sponsor | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |
| Yearbook Sponsor | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |
| *Drama | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |
| Speech and Debate | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |
| *Instrumental Band Dir. | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |
| *Instrumental Strings Dir. | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |
| Orchestra (Concert) Dir. | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |
| Quick Recall Coach | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |

Band Director: Out-of-County Band Camp \$80 per day, Maximum 7 days
 8/ Increment is for 100 or more members of marching band.

96

4. Activities in Elementary Schools

| TITLE | 0 | 1 | 2 | 3 | 4 | | | | | |
|-------------------|-----|------|--------|------|--------|------|--------|------|--------|------|
| School Technology | | | | | | | | | | |
| Coordinator | 0.4 | 1222 | 0.4625 | 1413 | 0.5250 | 1603 | 0.5875 | 1794 | 0.6500 | 1985 |

5. Department Head (Middle and Senior High Schools)

2 or more teachers in department - \$100 per teacher

6. Extra Service Pay Schedule increments are paid only for services actually rendered.

7. These increments are based upon meeting approved criteria for the activities.

A coach will not be paid less than the full increment when the approved criteria is met.

8. Elementary Team Leaders (\$100 per teacher on team or grade group)

97

1 Section F

2
3 The purpose of this section is to define an agreement
4 between JCPS and JCTA pertaining to the total amount
5 of General Fund revenue projections for local property
6 taxes and occupational taxes plus the State SEEK
7 program as adopted in the General Fund Final Working
8 Budget for 1998-99 through 2001-02. The State Annual
9 Financial Form Report will be utilized in comparing the
10 budgetary forecasts vs. actual receipts for 1998-99
11 through 2001-02.

12
13 For FY 1998/99 through 2001/02 any amount which
14 exceeds the total of the above revenue projections by
15 more than 1 1/2% will be distributed on a 50-50 basis
16 subject to agreement by both parties. The JCPS and
17 JCTA will negotiate the distribution of the 50% to the
18 bargaining unit. Any funds resulting from one-time
19 revenue may only be used for one-time expenses.

20
21 Section G

- 22
23 1. \$4.00 per portfolio graded, or
24
25 2. The District will assume responsibility for scoring
26 portfolios for teachers who choose not to do so.
27
28 3. Only one employee will be paid per portfolio.
29

30
31 ARTICLE XXVIII - MISCELLANEOUS

32
33 Section A The Employer's procedure for placement of
34 student teachers shall contain a provision which
35 provides teacher employees with an opportunity to
36 request that student teachers be placed with them. The
37 Association will be involved with the development of
38 this provision in the procedure.

39
40 Section B The Employer's procedure for selection of
41 employees to curriculum writing and textbook selection
42 committees shall contain a provision which provides
43 employees with an opportunity to request an

1 assignment to such committees. The Association will be
2 involved in the development of this provision in the
3 procedure.
4

5 Section C The Parties recognize that employee training
6 institutions accredited by such organizations as the
7 National Council for Accreditation of Teacher Education
8 (NCATE), the Southern Association of Colleges and
9 Schools (SACS), and other regional accrediting
10 associations promote adherence to worthy standards.
11 The Employer will make an effort to employ new
12 teachers who are graduates of these accredited
13 institutions.
14

15 Section D The Parties to this Agreement recognize the
16 authority of the Education Professional Standards Board
17 with its statutory responsibility for certification of all
18 teachers, kindergarten through grade 12.
19

20
21 ARTICLE XXIX - GRIEVANCE PROCEDURE

22
23 Section A Definitions

- 24
25 1. Grievance means an allegation or complaint
26 that there has been a violation,
27 misinterpretation or improper application of
28 one or more specific provisions of this
29 Agreement or any complaint alleging
30 improper, arbitrary, or discriminatory
31 conduct.
32
33 2. Grievant means the person(s) or
34 Association making the allegation or
35 complaint.
36
37 3. Party-in-interest means the person(s) or
38 Association making the allegation or
39 complaint or any party who might be
40 required to take action or against whom
41 action might be taken in order to resolve the
42 grievance.
43

1 4. Immediate Supervisor means -

- 2
3 (a) The principal or school head;
4 (b) The principal or school head with
5 whom the grievance has been filed
6 when the employee is assigned to
7 more than one location; or
8
9 (c) The administrator by whom the
10 employee is evaluated when the
11 employee is not assigned to an
12 individual school location.

13
14 Section B Purpose

- 15
16 1. The purpose of this Grievance Procedure is
17 to secure, at the lowest possible
18 administrative level, equitable solutions to
19 the problems which may arise affecting the
20 welfare or working conditions of employees.
21 The Parties agree that these proceedings
22 will be kept as informal as may be
23 appropriate at any level of the procedure.
24
25 2. Nothing contained herein will be construed
26 as limiting the right of any employee having
27 a grievance to discuss the matter informally
28 with any appropriate member of the
29 administration, and to have the grievance
30 adjusted without intervention by the
31 Association, provided that the adjustment is
32 not inconsistent with the terms of this
33 Agreement and that the Association after
34 Level I A has been given an opportunity to
35 be present at such adjustment and to state
36 its views.

37
38 Section C Representation

39
40 A grievant may be represented by the Association at all
41 stages of the Grievance Procedure after Level I A.
42
43

1 Section D Procedure

2
3 Since it is important that grievances be processed as
4 rapidly as possible, the timetable specified at each level
5 should be considered as a maximum and every effort
6 should be made to expedite the process. The time limits
7 specified may, however, be extended by mutual
8 agreement.
9

10 In the event a grievance is filed at such a time that it
11 cannot be processed through all the steps in this
12 Grievance Procedure by the end of the school year, the
13 time limits set forth herein will be reduced so that the
14 procedure may be exhausted prior to the end of the
15 school year or as soon thereafter as is practicable.

16
17 Level I A An employee with a grievance shall
18 first inform the immediate supervisor or the
19 appropriate administrator within fifteen (15) days
20 of awareness of the incident or condition which is
21 the basis of the grievance with the objective of
22 resolving it informally.
23

24
25 Level I B If the grievant is not satisfied with the
26 disposition of the grievance a meeting with the
27 school head shall be held with the objective of
28 resolving the grievance informally.

29
30 Level I C If the grievance is not resolved
31 informally the grievant may file the grievance in
32 writing with the immediate supervisor or
33 appropriate administrator. The immediate
34 supervisor or appropriate administrator shall
35 respond in writing within three (3) days.

36
37 Level II If the grievant is not satisfied with the
38 disposition of the grievance at Level I C, or if no
39 decision has been rendered within three (3)
40 days after receipt of the grievance, the grievant
41 may within ten (10) days submit the written
42 grievance to the Superintendent/designee with
43 copies to the administrator, and the Association.

1 The Superintendent/designee shall have a
2 hearing within five (5) days after receipt of the
3 written appeal. The Superintendent/designee
4 shall have a written decision within seven (7)
5 days.
6

7 Level III If the grievant is not satisfied with the
8 disposition of the grievance at Level II, or if no
9 written decision has been rendered within
10 twelve (12) days after the grievance has been
11 submitted at Level II the Association may submit
12 the grievance to arbitration. The Association
13 shall notify the Superintendent/designee within
14 twenty-five (25) days. If a question as to the
15 arbitrability of an issue is raised by either party,
16 such question shall be determined in the first
17 instance by the arbitrator.
18

19 Within five (5) days from the date of the receipt
20 of the request for arbitration, the Parties shall
21 request the Federal Mediation and Conciliation
22 Service (FMCS) to provide a list of five (5)
23 impartial persons qualified to act as arbitrators.
24 The Parties shall meet within three (3) days after
25 the receipt of such a list. The Parties will each
26 strike one arbitrator's name from the list of five
27 (5) and will then repeat the procedure. The
28 remaining person shall be the duly selected
29 arbitrator.
30

31 The arbitrator shall have authority to hold
32 hearings and make procedural rules consistent
33 with this Agreement. Such hearings shall be
34 held as promptly as practicable after the request
35 for arbitration and the arbitrator shall issue the
36 decision within a reasonable time but no later
37 than sixty(60) days after the date of the close of
38 the final hearing. If the Parties mutually agree,
39 hearings may be waived and the arbitrator's
40 decision made on the basis of final statements
41 and evidence submitted to the arbitrator.
42

43 The arbitrator shall be without power or authority

1 to alter, amend or modify any of the terms of this
2 Agreement or to make any decision which
3 requires the commission of an act prohibited by
4 law or which is violative of the terms of this
5 Agreement. The decision of the arbitrator will be
6 submitted in writing and shall set forth findings of
7 fact and conclusions to the Parties and will be
8 final and binding on the Parties, unless rejected
9 by a four-fifths (4/5) vote of the Employer voting
10 at a public meeting to be held within fifteen (15)
11 days. Prior to the Board voting the Association
12 shall have the right to have a representative
13 appear and present the Association's position.
14 The costs for the services of the arbitrator,
15 including per diem expenses if any, travel and
16 subsistence expenses and the cost of any
17 hearing room will be borne equally by the
18 Parties. All other costs will be borne by the
19 party incurring them.
20

21 Section E Grievances Filed at Level Above Immediate 22 Supervisor 23

24 If grievances arise from action or inaction on the part of
25 an administrator at a level above the immediate
26 supervisor the grievant may file such grievance in
27 writing at Level II after first attempting to resolve it
28 informally. If the grievance is not resolved it shall be
29 processed through the applicable steps of Section D.
30 The Association may process such a grievance through
31 all levels of the procedure.
32

33 Section F Grievance Meetings and Hearings 34

35 All meetings and hearings provided for by this
36 Grievance Procedure shall be held in private and shall
37 include only such parties in interest, their
38 representative(s), and witnesses as necessary.
39

40 Section G Grievance Records 41

42 All official records of processing a grievance shall be
43 filed separately from the personnel file of the grievant.

1 Section H Grievance Forms

2
3 Grievance forms and other necessary documents will be
4 prepared jointly by the Superintendent/designee and
5 the Association. The Association shall have the
6 responsibility for appropriate distribution of the forms for
7 filing grievances. The costs of grievance forms will be
8 borne by the Employer.

9 Section I Miscellaneous

- 10
11 1. The Employer and the Association shall
12 make available upon written specific
13 request to the other such information as is
14 necessary to effectively process
15 grievances.
16
17 2. Neither the Employer nor the Association
18 shall assert or submit any ground or
19 evidence before a grievance arbitrator
20 which has not been previously disclosed to
21 the other party.
22
23 3. The Association and the aggrieved party
24 will be required to exhaust this Grievance
25 Procedure including arbitration before
26 seeking alternative remedies, provided that
27 by doing so they will not be deemed to
28 have waived or otherwise prejudiced any
29 constitutional, statutory, or other legal rights
30 that they may have.
31
32 4. If in the judgment of the Association a
33 grievance affects a group or class of
34 employees, the Association may initiate
35 and submit such a grievance in writing.
36 When such a grievance arises outside of a
37 building the Association will attempt to
38 resolve it informally before processing it
39 through the applicable steps of Section D,
40 starting at Level II. The Association may
41 process such a grievance through all levels
42 of the procedure.
43

- 1 5. When it is necessary for the aggrieved
2 party, a Grievance Representative and/or
3 other representative designated by the
4 Association to participate in a mutually
5 scheduled grievance meeting or hearing
6 during the school day, the party will, upon
7 notice to the principal or appropriate
8 administrator by the Association be
9 released without loss of pay as necessary
10 in order to permit participation in the
11 meeting. Any employee whose
12 appearance is necessary in such meetings
13 or hearings as a witness will be accorded
14 the same right.
15

- 16 6. Decisions rendered at Levels I C and II of
17 the Grievance Procedure will be in writing,
18 setting forth the decision and the reason
19 therefore and will be transmitted promptly to
20 all parties-in-interest and to the Association.
21 Decisions rendered at Level III will be in
22 accordance with the procedure set forth in
23 Section D, Level III.
24

25
26 **ARTICLE XXX NEGOTIATION OF A SUCCESSOR**
27 **AGREEMENT**

28
29 The Parties agree that negotiation on a successor
30 Agreement will begin no later than June 1 of the calendar
31 year in which this Agreement expires.
32

33
34 **ARTICLE XXXI PRINTING THE AGREEMENT**

35
36 Copies of this Agreement shall be printed by the
37 Employer and distributed to all employees now
38 employed and hereafter employed. The Employer shall
39 furnish a reasonable number of copies of the Agreement
40 to the Association for its use.
41
42
43

ARTICLE XXXII SAVINGS CLAUSE

Should any Article, Section or Clause of this Agreement be declared illegal or contrary to federal or state regulations by a court of competent jurisdiction, it shall be automatically deleted from this Agreement to the extent that it violates the law or regulation. The remaining Articles, Sections and Clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted Article, Section or Clause.

ARTICLE XXXIII DURATION

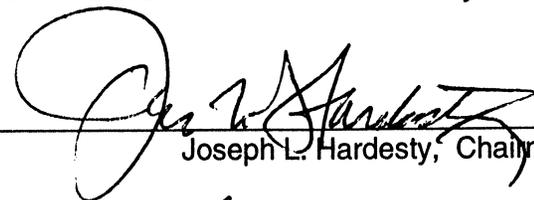
Section A This Agreement shall remain in full force and effect July 1, 1998 through June 30, 2002.

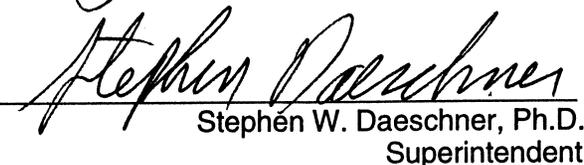
Section B The Employer agrees to take such action as is necessary to give full force and effect to the provisions of this Agreement. The Employer shall make no change in past policy, rule or practice affecting employees wages, hours or working conditions without mutual agreement between the Employer and the Association. This Agreement shall supersede any rules, regulations or practice of the Employer which shall be contrary to or inconsistent with its terms.

Section C Either party desiring changes, additions or deletions in the Agreement shall notify the other party in writing and request a conference which must be held within thirty (30) days. Changes, deletions, or additions will be negotiated only upon mutual consent of both parties.

Section D This Agreement is made and entered into on this 6th day of July, 1998 by and between the Jefferson County Board of Education and the Jefferson County Teachers Association.

Board of Education of Jefferson County, Kentucky

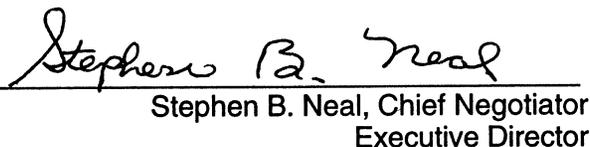

Joseph L. Hardesty, Chairman


Stephen W. Daeschner, Ph.D.
Superintendent


William S. Eckels, Chief Negotiator

Jefferson County Teachers Association


Laura W. Kirchner, President


Stephen B. Neal, Chief Negotiator
Executive Director


Sandy Hoover, Chairperson
Negotiation Team

1 JEFFERSON COUNTY BOARD OF EDUCATION
2 NEGOTIATION TEAM

3 William S. Eckels, Chief Negotiator
4 Executive Director, Human Resources

5 Charles Grissett
6 Chief Financial Officer

7 Carolyn S. Meredith, Director
8 Employee Relations

9 Linda Miller, Principal
10 Johnson Traditional Middle School

11 Charles Horan, Director
12 Financial Planning and Management

13 Robin Dix, Principal
14 Maupin Elementary School

15 Harold Russell, Principal
16 Buechel Metropolitan High School

17 Mary England, Secretary

18 JEFFERSON COUNTY TEACHERS ASSOCIATION
19 NEGOTIATION TEAM

20 Stephen B. Neal, Chief Negotiator
21 Executive Director

22 Laura W. Kirchner, President
23 Jefferson County Teachers Association

24 Sandy Hoover, Teacher
25 Louisville Male Traditional High School

26 Brent McKim, Teacher
27 DuPont Manual High School

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Bobby Atchley, Teacher
Indian Trail Elementary School

Ann Walls, Teacher
Cochran Elementary School

Linda Johnson, Teacher
Stuart Middle School

Nancy Wimsett, Teacher
Myers Middle School

Debbie Syer, Area Director for UniServ
Jefferson County Teachers Association

Paula Cramer, Area Director for UniServ
Jefferson County Teachers Association

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4 numbers, commas(,) separate line numbers.
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**AGREEMENT
BY AND BETWEEN
THE JEFFERSON COUNTY TEACHERS
ASSOCIATION
AND
THE JEFFERSON COUNTY BOARD OF
EDUCATION**

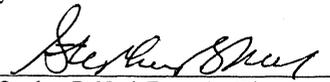
The Jefferson County Teachers Association and the Jefferson County Board of Education, in the spirit of cooperation and educational innovation, mutually agree to the following JCTA/JCBE Pilot Transfer Procedure.

1. The JCTA/JCBE Pilot Transfer Procedure shall be implemented for the 1999-00, 2000-01, 2001-02, and 2002-03 transfer years.
2. By February 1 of each year the faculty (Representative Code "T") in each school may vote, by secret ballot, in a duly-called faculty meeting. The vote will be to determine each faculty's interest in being a part of the JCTA/JCBE Pilot Transfer Procedure. The faculty vote shall be conducted by the JCTA Professional Representative and the Principal. The official ballot and reporting forms shall be provided to each building. For a school to be eligible for consideration, two-thirds (2/3) of those voting must favor being a part of the JCTA/JCBE Pilot Transfer Procedure.
3. By March 1 of each year the Parties shall meet to review the list of those schools meeting the criteria for consideration. The Parties shall select, subject to the number of schools that apply each year, up to 25% of the schools in the District for 1999-00, 50% of the schools in the District for 2000-01, and 75% of the schools in the District for 2001-02 for participation under these procedures. For 2002-03, 100% of the schools in the District will be eligible to participate. When selecting schools for participation the Parties will consider distribution of participation across all grade levels and geographical regions of the District. The Parties shall promptly inform all employees of its decision.
4. By no later than March 1 of each year the faculties of the JCTA/JCBE Pilot Transfer Procedure Schools shall elect by secret ballot three (3) representatives (Representative Code "T") to serve with the Principal on the Faculty Selection Committee. The election of this Committee shall be conducted by the JCTA Professional Representative and the Principal at a duly-called faculty meeting.
5. The Faculty Selection Committee shall receive from Personnel Services the names of the three (3) most senior employees requesting a transfer to that school. The Faculty Selection Committee shall offer an interview to those seeking the

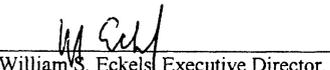
transfer and based on those interviews shall select, by majority vote, the employee to be offered the transfer. Should the employee offered the transfer decline, the Committee may offer the position to one of the remaining applicants. Should the Committee fail to fill the position from the list provided, the JCTA/JCBE Contract shall be implemented. The Faculty Selection Committee shall comply with all applicable State and Federal Statutes as well as the JCPS Singleton Ratio in their selection process.

6. The JCBE reserves the right, in compliance with the JCTA/JCBE Agreement, to veto the Faculty Selection Committee's decision should there be certified staff under contract which would remain surplus if not assigned.

This Memorandum of Agreement shall expire the first student day of the 2002-03 school year.


Stephen B. Neal, Executive Director
Jefferson County Teachers Association

6/11/98
Date


William S. Eckels, Executive Director,
Human Resources
Jefferson County Board of Education

6-11-98
Date

**AGREEMENT
BY AND BETWEEN
THE JEFFERSON COUNTY TEACHERS ASSOCIATION
AND
THE JEFFERSON COUNTY BOARD OF EDUCATION**

The parties to this agreement jointly agree to the following terms and conditions as a process for settling any bargaining dispute between the respective governing bodies. It is expressly understood by the parties that this memorandum supersedes any other agreement, contract or otherwise, that pertains to resolution of a bargaining impasse.

The parties mutually agree to enter into bargaining in June 2002. The parties further agree to negotiate at a neutral site to be mutually determined. The parties agree that bargaining will take place from 8:00 a.m. until 5:00 p.m. daily, but that any session may be terminated at any time by either party.

Should the negotiations between the parties fail to produce an agreement, the parties mutually agree to enter into mediation. The parties mutually agree to begin mediation no later than the third week in June 2002. The parties further agree to use (to be determined) as Mediator. The mediation sessions shall take place at a mutually agreed to site. The length of the mediation sessions shall be determined by the parties.

Should mediation fail to produce an agreement between the parties a fact finding hearing will be conducted. The fact finder shall be (to be determined) and the hearing shall be held the last week in June 2002. The fact finder shall make a recommendation(s), on all unresolved bargaining issues, issue by issue, no later than June 30, 2002. The parties shall have until July 10, 2002 to accept or reject the fact finder recommendation(s).

Should mediation and fact finding fail to produce an agreement between the parties, the outstanding issues that are still unresolved, as identified in the advisory fact finding opinion, shall be submitted to issue by issue last best offer binding arbitration. Both parties shall submit their issue by issue last best offer to each other and to the arbitrator in a sealed envelope at the beginning of the arbitration hearing. The arbitration hearing shall be conducted no later than mid-July 2002 at a mutually agreed to site. The arbitrator shall be without power or authority to alter, amend, or modify the final issue by issue offers of the respective parties. The arbitrator shall render a binding decision on each issue submitted. No decision will be binding on either party, issue by issue, that is not the "last best offer" of one of the parties as submitted to the arbitrator prior to the arbitration hearing. The parties mutually agree on an arbitrator or use the FMCS process for arbitrator selection.

*will
be
6/11/98*

NOTES

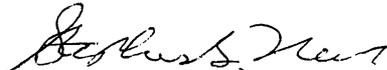
The decision of the arbitrator shall be submitted in writing to the parties within five (5) calendar days of the hearing and will be final and binding on the parties unless rejected by a four-fifths (4/5) vote of either constituency within fifteen (15) calendar days of the issuing of the arbitrators award. The parties' bargaining teams agree to recommend the arbitrator's decision to their respective constituencies.

Time lines contained herein may be amended by mutual agreement of the parties.

The cost of this process shall be borne equally by the parties.

This memorandum of agreement is in full force and effect for the 2002 negotiations between the parties. Any and all future negotiation impasses shall be controlled by the terms of the existing agreement between the parties.

Tentatively agreed to by:



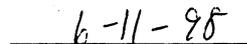
Stephen B. Neal, JCTA



Date



William S. Eckels, JCBE



Date

MEMORANDUM OF AGREEMENT
BETWEEN
JEFFERSON COUNTY BOARD OF EDUCATION
AND
JEFFERSON COUNTY TEACHERS ASSOCIATION

The Parties hereby agree:

SALARY:

1. The percentage salary increase for 2002-03 will be 4%. If the total of the percentages increase in the Seek base for 2002-03 and 2003-04 equals 5% or less, the 2003-04 salary increase will equal 3%. If the total of the percentages increase in the Seek base for 2002-03 and 2003-04 equals 7% or greater, the 2003-04 salary increase will equal 5%. If the total of the percentages increase in the Seek base for 2002-03 and 2003-04 is more than 5% and less than 7% the 3% minimum salary for 2003-04 will be adjusted upward one tenth of one percent for every tenth of one percent the 2002-03 and 2003-04 Seek base percentages total exceed 5% with a maximum of 7%.

For example, if the total of the percentages increase in the Seek base for 2002-03 and 2003-04 equals 5.5%, the 2003-04 salary increase will be 3.5%; or if the total of the percentages increase in the Seek base for 2002-03 and 2003-04 equals 6.5%, the 2003-04 salary increase will be 4.5%. Salary increase adjustments within the range shall be in one tenth increments with the minimum salary increase being 3% and the maximum salary increase being 5%.

2. Should the State legislature appropriate money specifically for teacher salary increases for 2002-03 and / or 2003-04 in addition to the regular Seek allocation the JCPS and JCTA will negotiate the distribution of the funds to the bargaining unit. Any funds resulting from one-time revenue may only be used for one-time expenses.

3. For 2002-03 and 2003-04 the Article XXVII, Section E, Extra Service Pay Schedules will be adjusted by the same percentages as the 2002-03 and 2003-04 salary schedules as explained in #1 above.

2. Add to Section I of Article IV employee's home phone number unless the employee has designated in writing to the District that the number is a "private" line and not to be distributed.

PILOT TRANSFER PROCEDURE

The "Pilot Transfer Procedure Memorandum of Agreement" shall not expire until the first student day of the 2004-05 school year.

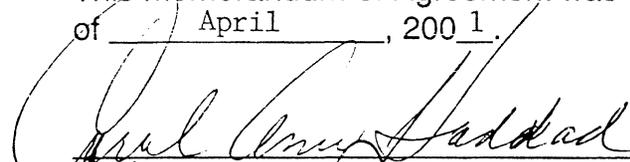
BARGAINING IMPASSE MEMORANDUM OF AGREEMENT

The Memorandum of Agreement governing impasse bargaining procedures shall remain in full force and effect for the 2004 labor agreement negotiations between the parties.

ARTICLE XXXIII DURATION

The present labor agreement, except for the modifications identified above in this document, shall remain in full force and effect July 1, 2002 through June 30, 2004.

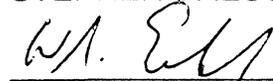
This Memorandum of Agreement was executed by the Parties on this 3rd day of April, 2001.



CAROL ANN HADDAD, CHAIR, JCBE



STEPHEN DAESCHNER, SUPERINTENDENT, JCBE



W. S. FOKELO, EXECUTIVE DIRECTOR, JCBE

JEFFERSON COUNTY PUBLIC SCHOOLS

2002-2003 SALARY SCHEDULE

| 4% | | | | | | | | | | |
|------|----------|--------|-------------|--------|---------|--------|------------|--------|--------|--------|
| | RANK III | | RANK III+15 | | RANK II | | RANK II+15 | | RANK I | |
| STEP | INDEX | SALARY | INDEX | SALARY | INDEX | SALARY | INDEX | SALARY | INDEX | SALARY |
| 0 | 1.000 | 28876 | 1.045 | 30176 | 1.150 | 33207 | 1.195 | 34507 | 1.300 | 37540 |
| 1 | 1.020 | 29454 | 1.065 | 30754 | 1.170 | 33785 | 1.215 | 35084 | 1.320 | 38116 |
| 2 | 1.040 | 30032 | 1.085 | 31331 | 1.190 | 34363 | 1.230 | 35518 | 1.340 | 38694 |
| 3 | 1.060 | 30608 | 1.105 | 31909 | 1.210 | 34939 | 1.255 | 36240 | 1.360 | 39271 |
| 4 | 1.130 | 32629 | 1.130 | 32629 | 1.262 | 36442 | 1.275 | 36816 | 1.394 | 40253 |
| 5 | 1.150 | 33207 | 1.165 | 33641 | 1.270 | 36672 | 1.315 | 37972 | 1.420 | 41005 |
| 6 | 1.180 | 34075 | 1.205 | 34796 | 1.310 | 37828 | 1.355 | 39126 | 1.460 | 42159 |
| 7 | 1.200 | 34652 | 1.245 | 35952 | 1.350 | 38983 | 1.395 | 40283 | 1.500 | 43314 |
| 8 | 1.240 | 35808 | 1.285 | 37106 | 1.390 | 40137 | 1.435 | 41439 | 1.540 | 44470 |
| 9 | 1.280 | 36962 | 1.325 | 38262 | 1.430 | 41293 | 1.475 | 42592 | 1.580 | 45626 |
| 10 | 1.320 | 38116 | 1.365 | 39415 | 1.470 | 42449 | 1.515 | 43748 | 1.620 | 46778 |
| 11 | 1.400 | 40427 | 1.445 | 41725 | 1.550 | 44758 | 1.595 | 46058 | 1.700 | 49091 |
| 12 | 1.440 | 41581 | 1.485 | 42880 | 1.590 | 45912 | 1.635 | 47213 | 1.740 | 50245 |
| 13 | 1.480 | 42738 | 1.525 | 44036 | 1.630 | 47067 | 1.675 | 48367 | 1.780 | 51400 |
| 14 | 1.520 | 43892 | 1.565 | 45192 | 1.670 | 48223 | 1.715 | 49523 | 1.820 | 52554 |
| 15 | 1.560 | 45048 | 1.605 | 46346 | 1.710 | 49379 | 1.755 | 50677 | 1.860 | 53710 |
| 16 | 1.640 | 47357 | 1.685 | 48657 | 1.790 | 51688 | 1.835 | 52988 | 1.940 | 56021 |
| 17 | 1.700 | 49091 | 1.745 | 50389 | 1.850 | 53420 | 1.895 | 54721 | 2.000 | 57753 |
| 18 | 1.700 | 49091 | 1.745 | 50389 | 1.850 | 53420 | 1.895 | 54721 | 2.000 | 57753 |
| 19 | 1.700 | 49091 | 1.745 | 50389 | 1.850 | 53420 | 1.895 | 54721 | 2.000 | 57753 |
| 20 | 1.740 | 50245 | 1.785 | 51544 | 1.890 | 54577 | 1.935 | 55875 | 2.040 | 58908 |
| 21 | 1.740 | 50245 | 1.785 | 51544 | 1.890 | 54577 | 1.935 | 55875 | 2.040 | 58908 |
| 22 | 1.740 | 50245 | 1.785 | 51544 | 1.890 | 54577 | 1.935 | 55875 | 2.040 | 58908 |
| 23 | 1.740 | 50245 | 1.785 | 51544 | 1.890 | 54577 | 1.935 | 55875 | 2.040 | 58908 |
| 24 | 1.740 | 50245 | 1.785 | 51544 | 1.890 | 54577 | 1.935 | 55875 | 2.040 | 58908 |
| 25 | 1.770 | 51112 | 1.815 | 52410 | 1.920 | 55441 | 1.965 | 56741 | 2.070 | 59772 |

JEFFERSON COUNTY PUBLIC SCHOOLS

2003-2004 SALARY SCHEDULE

| 3% | RANK III | | RANK III+15 | | RANK II | | RANK II+15 | | RANK I | |
|------|----------|--------|-------------|--------|---------|--------|------------|--------|--------|--------|
| STEP | INDEX | SALARY | INDEX | SALARY | INDEX | SALARY | INDEX | SALARY | INDEX | SALARY |
| 0 | 1.000 | 29742 | 1.045 | 31081 | 1.150 | 34204 | 1.195 | 35543 | 1.300 | 3866 |
| 1 | 1.020 | 30337 | 1.065 | 31675 | 1.170 | 34798 | 1.215 | 36137 | 1.320 | 3926 |
| 2 | 1.040 | 30933 | 1.085 | 32270 | 1.190 | 35395 | 1.230 | 36582 | 1.340 | 3985 |
| 3 | 1.060 | 31526 | 1.105 | 32865 | 1.210 | 35988 | 1.255 | 37327 | 1.360 | 4044 |
| 4 | 1.130 | 33609 | 1.130 | 33609 | 1.262 | 37536 | 1.275 | 37921 | 1.394 | 4146 |
| 5 | 1.150 | 34204 | 1.165 | 34651 | 1.270 | 37772 | 1.315 | 39111 | 1.420 | 4223 |
| 6 | 1.180 | 35098 | 1.205 | 35840 | 1.310 | 38963 | 1.355 | 40300 | 1.460 | 4342 |
| 7 | 1.200 | 35692 | 1.245 | 37029 | 1.350 | 40154 | 1.395 | 41491 | 1.500 | 4461 |
| 8 | 1.240 | 36882 | 1.285 | 38219 | 1.390 | 41341 | 1.435 | 42682 | 1.540 | 4580 |
| 9 | 1.280 | 38071 | 1.325 | 39410 | 1.430 | 42533 | 1.475 | 43870 | 1.580 | 4699 |
| 10 | 1.320 | 39260 | 1.365 | 40599 | 1.470 | 43722 | 1.515 | 45061 | 1.620 | 4818 |
| 11 | 1.400 | 41639 | 1.445 | 42978 | 1.550 | 46101 | 1.595 | 47438 | 1.700 | 5056 |
| 12 | 1.440 | 42828 | 1.485 | 44167 | 1.590 | 47290 | 1.635 | 48629 | 1.740 | 5175 |
| 13 | 1.480 | 44019 | 1.525 | 45356 | 1.630 | 48479 | 1.675 | 49818 | 1.780 | 5294 |
| 14 | 1.520 | 45209 | 1.565 | 46548 | 1.670 | 49669 | 1.715 | 51007 | 1.820 | 5413 |
| 15 | 1.560 | 46398 | 1.605 | 47737 | 1.710 | 50860 | 1.755 | 52197 | 1.860 | 5532 |
| 16 | 1.640 | 48778 | 1.685 | 50116 | 1.790 | 53240 | 1.835 | 54579 | 1.940 | 5770 |
| 17 | 1.700 | 50564 | 1.745 | 51901 | 1.850 | 55022 | 1.895 | 56363 | 2.000 | 5948 |
| 18 | 1.700 | 50564 | 1.745 | 51901 | 1.850 | 55022 | 1.895 | 56363 | 2.000 | 5948 |
| 19 | 1.700 | 50564 | 1.745 | 51901 | 1.850 | 55022 | 1.895 | 56363 | 2.000 | 5948 |
| 20 | 1.740 | 51752 | 1.785 | 53091 | 1.890 | 56214 | 1.935 | 57551 | 2.040 | 6067 |
| 21 | 1.740 | 51752 | 1.785 | 53091 | 1.890 | 56214 | 1.935 | 57551 | 2.040 | 6067 |
| 22 | 1.740 | 51752 | 1.785 | 53091 | 1.890 | 56214 | 1.935 | 57551 | 2.040 | 6067 |
| 23 | 1.740 | 51752 | 1.785 | 53091 | 1.890 | 56214 | 1.935 | 57551 | 2.040 | 6067 |
| 24 | 1.740 | 51752 | 1.785 | 53091 | 1.890 | 56214 | 1.935 | 57551 | 2.040 | 6067 |
| 25 | 1.770 | 52644 | 1.815 | 53983 | 1.920 | 57104 | 1.965 | 58444 | 2.070 | 6156 |

Extra Service Pay Schedule 2002-03

1.0 = 0.11 x Rank III, Step 0 (for a 187 day teacher salary schedule)

RANK III, STEP 0 = 28876

1. Athletic and Related Activities in Senior High Schools

| TITLE | 0 | 1 | 2 | 3 |
|---------------------|-----|------|--------|------|
| Athletic Director | 1.2 | 3812 | 1.3875 | 4407 |
| Head Football | 1.0 | 3176 | 1.1563 | 3673 |
| Head Basketball | 1.0 | 3176 | 1.1563 | 3673 |
| Asst. Football | 0.6 | 1906 | 0.6938 | 2204 |
| JV Basketball | 0.6 | 1906 | 0.6938 | 2204 |
| Track | 0.6 | 1906 | 0.6938 | 2204 |
| Baseball | 0.6 | 1906 | 0.6938 | 2204 |
| Softball | 0.6 | 1906 | 0.6938 | 2204 |
| Wrestling | 0.6 | 1906 | 0.6938 | 2204 |
| Volleyball | 0.6 | 1906 | 0.6938 | 2204 |
| Cheerleaders | 0.6 | 1906 | 0.6938 | 2204 |
| JROTC Rifle Team | 0.6 | 1906 | 0.6938 | 2204 |
| School Technology | | | | |
| Coordinator | 0.6 | 1906 | 0.6938 | 2204 |
| Drill Corps | 0.5 | 1588 | 0.5791 | 1839 |
| Cross Country | 0.5 | 1588 | 0.5791 | 1839 |
| Field Hockey | 0.5 | 1588 | 0.5791 | 1839 |
| Soccer | 0.5 | 1588 | 0.5791 | 1839 |
| Tennis | 0.5 | 1588 | 0.5791 | 1839 |
| JV Volleyball | 0.4 | 1271 | 0.4625 | 1469 |
| Golf | 0.4 | 1271 | 0.4625 | 1469 |
| Swimming | 0.4 | 1271 | 0.4625 | 1469 |
| Chess Sponsor | 0.4 | 1271 | 0.4625 | 1469 |
| ROTC Drill Team | 0.4 | 1271 | 0.4625 | 1469 |
| Asst. Wrestling | 0.4 | 1271 | 0.4625 | 1469 |
| Asst. Field Hockey | 0.4 | 1271 | 0.4625 | 1469 |
| Assistant Track | 0.3 | 953 | 0.3469 | 1102 |
| Assistant Soccer | 0.3 | 953 | 0.3469 | 1102 |
| Freshman Basketball | 0.3 | 953 | 0.3469 | 1102 |
| Freshman Football | 0.3 | 953 | 0.3469 | 1102 |

