

## **2024 – 2025 Negotiations**

### **Changes Agreed Upon by Board and LEA**

**April 11, 2024**

#### **Negotiated Agreement**

The district's attorney (Sara Hento with KSB School Law) reviewed and "cleaned up" the negotiated agreement. This includes removing unnecessary verbiage and rewording parts to make it more user-friendly. The Negotiation Team (board members and teachers) along with Mrs. Carmichael and Talia Dustman zoomed with Sara to go over proposed changes, and everyone was in agreement.

#### **Salary**

##### **Experience**

Certified staff will receive their experience step according to the Negotiated Agreement.

##### **Base Salary**

Certified staff will receive an increase of \$1450.00 on the BA and MA base salary for the 2024 – 2025 school year.

New BA Base would be – \$46,800.00

New MA Base would be – \$49,900.00

BA Experience Step - \$400.00

MA Experience Step - \$600.00

Individual raise – BA - \$1,850.00/ MA - \$2,050.00

The board reserves the right to hire a new teacher at a rate higher than the base salary as listed on the salary schedule.

The Board may pay certified staff additional salary to adhere to accountability requirements within the funding formula without having to reopen negotiations. The Lemmon Education Association will be kept appraised of all potential changes.

#### **Health Insurance Benefit**

The Board agrees to contribute \$6,696 toward the group medical insurance premium per employee enrolled in the group medical insurance that is offered by Lemmon School District.

#### **Personal Leave**

Except in the case of unforeseen circumstances, certified staff must submit personal leave requests to the principal at least three days in advance of leave.

#### **Unpaid Leave**

All unpaid leave must have prior approval by the administration. Except in the case of unforeseen circumstances, certified staff must submit unpaid leave requests to the superintendent at least three days in advance of leave. Unpaid leave will be taken at a reduction of 1/[#of contract days] of the annual salary per day. Unpaid leave may only be taken if the employee has exhausted all of their personal leave days.

### **Extra Duty Pay Schedule**

The Special Education Director and Activity Director will be removed from the extra duty pay schedule. They are both positions that require departmental supervision. Because of the supervisory role inherent in the positions, it is inappropriate to keep them as extra-duty positions. The two positions will be considered administration and receive prorated administrative benefits based on the FTE assigned to the positions.

### **Donated Leave**

No employee may carry over donated sick leave beyond the year it is donated.

### **Teaching Day**

Teachers will be allowed to switch one Friday workday without scheduled professional development with a non-Friday workday upon approval of the administration per each school calendar year.

### **Sick Leave Credit Earned for Maternity/Paternity Leave or Long-Term Sick Leave**

To qualify for credit, the work must directly relate to the following: the creation of substitute plans to be used during the staff member's absence, curriculum planning for the current school year, or any other planning activity the Superintendent deems necessary for the staff member's absence during the year.

### **Extra Duty Salary Schedule**

Weight room monitor - removed

Concession Stand Advisor \$2000

Concession Stand Supervisor(s) \$4700

The concession stand advisor will work with the high school principal to make sure all students are signed up to work and manage the maintenance and ordering of inventory for concession stand supplies.

The concession stand supervisor(s) will supervise student workers and be present for events to oversee money transactions, service, and cleanup.

### **Breach of Contract**

Such amounts are as follow: liquidated damages in the amount of \$2,000 between the date of board approval of the contract and May 31<sup>st</sup>, liquidated damages in the amount of 7% of the total salary as listed in the teacher's contract between June 1<sup>st</sup> and July 1<sup>st</sup>, and liquidated damages in the amount of 10% of the total salary as listed in the teacher's contract after July 1<sup>st</sup>.