

DATED: _____

The attached negotiation sheets have been read and approved by the McIntosh Education Association to be presented to the McIntosh School Board on this date.

THIS DOCUMENT RECEIVED BY: School Board Negotiators

Chris Bailey

Will Botha

Ron BrownOtter

Justin Mitchell

Jason Hovda

THIS DOCUMENT APPROVED BY: M.E.A.'s Negotiators

Marie Nehl

Brianne Welsch

NEGOTIATION CONTRACT FOR SCHOOL YEAR 2024-2025

I. SALARY:

- A. All certified staff members will be placed on the pay schedule negotiated.
- B. There will be a \$1,000 raise on the base which will be \$50,600 for the 2024-2025 school year. After the base raise has been applied, each returning teacher will receive a 1.25% raise to their salary.
- C. A new teacher to the system may bring in the maximum number of consecutive years served at any one (1) district, not to exceed ten (10) years. There will be \$400 increments per consecutive year served. For example: A teacher bringing in three (3) years of experience will be paid the base salary plus \$400 x 3.
- D. All teaching staff will be hired on schedule. A new teacher to the district will be awarded a one-time \$2000 signing bonus to be paid on August 15 prior to their first contract year.
- E. Returning teachers with transcribed credits earned during the previous school year and approved by the Superintendent/Principal will be compensated by a \$50 increase to their salary per credit. Credits must have been earned and grades recorded by the college by August 31st. In addition, any returning teachers who have obtained a master's degree during the previous school year will also be compensated a \$1000 increase to their salary. Any credits earned prior to the 23-24 school year that have not already been compensated for will be paid out at \$26 per credit increase to salary for the 24-25 school year. Only those credits earned above those required by the state for initial certification will receive compensation.

II. INSURANCE:

- A. MEDICAL INSURANCE: The McIntosh School District will pay up to a maximum of \$1000 per month towards a group medical/hospitalization insurance policy for all full-time teaching staff members. A 60% majority of all school employees is needed to recommend the changing of insurance companies to the School Board, with the final decision made by the School Board. Teachers leaving the system at the end of the school year will have their medical paid through August 31st.
- B. DENTAL INSURANCE: The McIntosh School District will pay for a full group, family dental insurance policy for all full-time teaching staff members. A 60% majority of all school employees is needed to recommend the changing of insurance companies to the School Board, with the final decision made by the School Board. Teachers leaving the system at the end of the school year will have their dental paid through August 31st.
- C. VISION INSURANCE: The McIntosh School District will pay up to \$50 per month towards a group, family vision insurance policy for all full-time teaching staff members. A 60% majority of all school employees is needed to recommend the changing of insurance companies to the Board of Education, with the final decision made by the School Board. Teachers leaving the system at the end of the school year will have their vision paid through August 31st.

III. LEAVE:

- A. Commencing with the first day of school, each full-time teacher shall have 80 hours of paid time off (PTO) per school year to be used with superintendent/principal permission. Any PTO not used within the school year will be banked as sick hours, PTO hours do not need to be used before banked sick hours. A full day off will be counted as 8 hours.
- B. For any PTO/sick hours above 520, a teacher will be paid \$35 per hour by check or direct deposit. When a teacher leaves the system, he/she will be paid \$35 for each unused PTO/sick hour. Leave will be rounded to the nearest full hour.

- C. A teacher may convert any number of PTO/sick hours above 250 hours at the end of the contract year by notifying the business manager by May 1st, to be paid at a rate of \$35 per hour to be paid by check or direct deposit.
- D. Any PTO taken without prior notification of the Superintendent/Principal, could be taken as leave without pay.
- E. Each teacher may receive professional leave with the permission of the Superintendent/Principal or the School Board.
- F. Payment received by an employee from worker's compensation shall be subtracted from PTO payments. It shall be the duty of the employee to report all payments received from worker's compensation to the Superintendent of the School.
- G. Each teacher will receive 85 hours of maternity/paternity leave, paid for by the district, after the birth of a newborn infant or the adoption of a child under the age of 5 years, to be used within a 12-week period. Banked sick days may be used for maternity/paternity leave.

IV. SCHOOL CALENDAR:

- A. The Superintendent will appoint a Committee plus the Principal(s) to make a recommendation to the Superintendent of the Calendar to be presented to the Board.

V. CONTRACTS:

- A. Contracts to read "Covers all items negotiated and approved."
- B. A teacher will work a maximum of 1360 hours (160 days). Any additional required work time deemed necessary by the Superintendent/Principal will be paid at each teacher's hourly rate based on their current salary.
- C. A teacher's regular workday will be from 7:30 AM until 4:00 PM with a minimum of 1 preparation period during this time.
- D. For every five years of certified service in the McIntosh School District, teachers will receive a \$1000 bonus at the completion of the specified year of service. This bonus will not be retroactive. School year 2022-2023 will count as year one for those teachers already employed and to new teachers to the district.

VI. EXTRA CURRICULAR:

- A. On attached sheet

VII. TEACHING ASSIGNMENT

- A. If a teacher's assignment is changed after July 15th, the teacher will be compensated \$1000 for their preparation time.
- B. Certified teachers under contract with the McIntosh School District will be reimbursed for each first attempt at a PRAXIS test to add an additional teaching endorsement when the Superintendent/Principal requests the teacher obtain additional endorsement through PRAXIS testing. This will be based on building and district needs.

VIII. PERSONNEL FILES

- A. Each employee will have a confidential employee file to which there will be no additions without the employee's prior knowledge and the opportunity to rebut. Each employee has the right to review his or her confidential employment file upon request to the Superintendent/Principal. The Superintendent/Principal shall schedule a time for review at a mutually convenient time for the employee and Superintendent/Principal, and such review shall be made available within five business days of the request being received. The employee shall have the right to copy the contents of his or her personnel files at no cost.

- B. The Superintendent/Principal shall notify an employee and a collective bargaining representative, if any, in writing when a request is made for disclosure of the employee's personnel, medical, or similar files. The records will be disclosed, unless a written objection is received from the employee or the employee's collective bargaining representative, within seven business days from the receipt by the employee or the collective bargaining representative.
- C. Records of an employee's evaluation shall not be released without the written consent of the employee.
- D. Files containing medical information regarding an employee will be kept separate from other personnel files.

THIS DOCUMENT WAS READ AND APPROVED BY BOTH NEGOTIATING BODIES ON

SCHOOL BOARD MEMBERS:

Chris Bailey

Will Botha

Ron BrownOtter

Justin Mitchell

Jason Hovda

FACULTY NEGOTIATORS:

Marie Nehl

Brianne Welsch

**EXTRA CURRICULAR SCHEDULE ---- 2024-2025 school year
BASE: \$43000**

FOOTBALL:

HEAD	13.00
ASS'T.	12.00
JR. HIGH	6.00

BASKETBALL: BOYS/GIRLS

HEAD	13.00
ASS'T.	9.75
JR. HIGH (School Time)	3.00
4-5-6th (School Time)	3.00

CROSS COUNTRY	13.00
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TRACK: BOYS/GIRLS

HEAD	13.00
ASS'T.	9.75
JR.HIGH (School Time)	3.00
JR. HIGH ASS'T	2.00

GOLF	4.00
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VOLLEYBALL:

HEAD	13.00
ASS'T.	9.75
JR.HIGH (School Time)	3.00
ELEM	3.00

WRESTLING:

HEAD	13.00
ASS'T.	9.75
YOUTH (School Time)	3.00

FCCLA ADVISOR	8.00
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FFA ADVISOR	8.00
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ANNUAL: ADVISOR	7.75
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SCHOOL PLAY:	3.00
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CLASS ADVISOR:

SENIORS	2.00
JUNIORS (2)	6.00
SOPHOMORES	1.00
FRESHMEN	1.00
8TH GRADE	1.00

GOVERNMENT CLUB	2.00
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STUDENT COUNCIL	8.00
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NATIONAL HONOR SOCIETY	1.00
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***NOTE: NON STAFF PERSONNEL RATE
WILL BE DETERMINED
BY THE BOARD OF EDUCATION.**

***NOTE: A STAFF MEMBER MAY NOT
RE-NEGOTIATE AN EXTRA CURRICULAR
CONTRACT DURING THE NEGOTIATED
YEAR, UNLESS THE BOARD ADDS EXTRA
TIME AND/OR DUTIES TO AN EXTRA
CURRICULAR SCHEDULE.**

***NOTE: 1% will be added to the head
coach, assistant coach, and junior class
advisor positions for each year of
coaching in a specific high school sport,
with a maximum of 5%. Previous
coaching experience at McIntosh High
School will be counted toward this
increase.**