

APPENDIX A: Schedule A.**SALARY SCHEDULES FOR PROFESSIONAL EMPLOYEES**

Effective January 1, 2004

1 Definitionsa. Teacher

"Teacher" applies to any employee required by law or the rules and regulations (policies) of the Board of Education to be certificated as a teacher or otherwise certificated for a position wherein the base salary is determined from the teacher's salary schedule. (See statements under Section C).

b. Salary Schedules for Teachers Who Are Qualified for Regular Appointment or Who Serve as Long-Term Substitutes(1) Class II Schedule

"Class II Schedule" applies to a teacher who possesses a Bachelor's Degree and to certain Vocational Teachers.

(2) Class III Schedule

"Class III Schedule" applies to all teachers who possess 150 semester hours with a Bachelor's Degree.

(3) Class IV Schedule

"Class IV Schedule" applies to all teachers who possess the Master's Degree.

(4) Class V Schedule

"Class V Schedule" applies to all teachers who possess 30 graduate semester hours after attaining the Master's Degree. For this purpose, hours earned after September 1991, must be in an area related to a teaching certificate or clearly of direct benefit to one's current teaching assignment.

(5) Class VI Schedule

"Class VI Schedule" applies to all teachers who possess an earned Doctor's Degree in an area related to the teaching certificate.

c. Conversion of Continuing Education Units on Salary Schedule

The Board shall grant credit on the teacher Salary Schedule A for completion of continuing education units, under the following guidelines:

- a. Three CEU's are equivalent to one graduate semester hour on the salary schedule for certificated employees.
- b. CEU's refer to those Continuing Educational Units (CEU's) that are approved by the Ohio Department of Education for certificated personnel
- c. Certificated personnel may use CEU's for credit on the salary schedule A in the following manner:

After a certificated employee has received a baccalaureate degree, s/he may apply CEU's toward Class III status (Bachelor's and 150 hours) on the salary schedule. After a certificated employee has received a Master's degree, s/he may apply CEU's toward Class V status (Master's plus thirty graduate semester hours) on the salary schedule. CEU's are not acceptable for Master's or Doctorate equivalence.

APPENDIX A: Schedule C.

**SALARY SCHEDULES FOR TEACHERS WHO ARE QUALIFIED
FOR REGULAR APPOINTMENT OR WHO SERVE AS LONG-TERM SUBSTITUTES**

Retroactive to January 1, 2004

Salary Step	Class II <u>BA Degree</u>	Class III <u>BA + 150</u>	Class IV <u>MA Degree</u>	Class V <u>MA + 30 hrs</u>	Class VI <u>Doctorate</u>
2**	33865.81	34472.92	37264.02	39278.51	42676.72
3	36028.13	36633.27	39400.72	41417.17	44813.41
4	37555.75	38162.85	41271.31	43283.82	46684.01
5	39108.99	39716.10	42798.93	44813.41	48213.60
6***	41561.07	42168.17	44959.28	46975.73	50371.97
7	43406.03	44013.14	47095.97	49110.45	52510.64
8	45251.00	45858.11	49256.32	51270.80	54669.01
9	47411.35	48018.45	51732.04	53748.50	57144.74
10(a)(b)	49887.08	50494.18	54501.47	56513.98	59914.16
11	52654.53	53261.63	57582.33	59598.78	62995.02
12	55713.71	56320.81	60956.89	62971.37	66371.55
17#	59443.07	60050.17	64686.25	66702.70	70100.91
22#	61879.37	62486.48	67096.92	69113.38	72511.59
27#	65629.98	66255.30	71004.06	73081.01	76581.17

All personnel included under these schedules have an annual term of service of 191 days. Schedules apply to classroom teachers, home instructors, examiners, and school nurses. Also, to be used in determining the base salary for the following classifications of personnel paid on a "teacher plus" basis: school psychologists, coordinating teachers, counselors, librarians, librarian-catalogers, teachers-in-charge, teacher-librarians, visiting teachers and home-school coordinators.

Each teacher who has career level or lead teacher status, pursuant to the Career-in-Teaching Program Agreement, shall have his/her salary, as determined by the schedule above, increased by \$1,000.

Beginning with the ratification of the 2004 contract, Physical Therapists will be hired at step four. Physical Therapists who have not reached step four prior to the ratification of the 2004 contract will be moved to step four.

** Teachers beginning their first year of teaching shall enter on step 2 of the schedule.

*** Maximum entering salary based on military service only.

(a) Maximum entering salary based on prior teaching experience.

(b) Maximum entering salary based on a combination of prior teaching experience and up to six (6) years of military service.

Personnel whose salaries are covered by Class II through Class VI of these salary schedules will attain longevity increment status and will be paid such an increment if they are in regular employment and if they meet the following eligibility requirements: (1) completion of 17 and 22, or 27 years of creditable service on this salary schedule (creditable service is defined as service credit granted at the time of last contract appointment and all years of creditable service subsequent to that appointment), and (2) satisfactory service at the time of eligibility for the longevity increment.

APPENDIX A: Schedule C.**SALARY SCHEDULES FOR TEACHERS WHO ARE QUALIFIED FOR REGULAR APPOINTMENT OR WHO SERVE AS LONG-TERM SUBSTITUTES**

Effective January 1, 2005

Salary Steps	Class II <u>BA Degree</u>	Class III <u>BA + 150</u>	Class IV <u>MA Degree</u>	Class V <u>MA + 30 hrs</u>	Class VI <u>Doctorate</u>
2* *	34881.78	35507.11	38381.94	40456.87	43957.02
3	37108.97	37732.27	40582.74	42659.69	46157.81
4	38682.42	39307.74	42509.45	44582.33	48084.53
5	40282.26	40907.58	44082.90	46157.81	49660.01
6* * *	42807.90	43433.22	46308.06	48385.00	51883.13
7	44708.21	45333.53	48508.85	50583.76	54085.96
8	46608.53	47233.85	50734.01	52808.92	56309.08
9	48833.69	49459.00	53284.00	55360.96	58859.08
10 (a)(b)	51383.69	52009.01	56136.51	58209.40	61711.58
11	54234.17	54859.48	59309.80	61386.74	64884.87
12	57385.12	58010.43	62785.60	64860.51	68362.70
17	61226.36	61851.68	66626.84	68703.78	72203.94
22#	63735.75	64361.07	69109.83	71186.78	74686.94
27#(c)	67598.88	68242.96	73134.18	75273.44	78878.61

All personnel included under these schedules have an annual term of service of 191 days. Schedules apply to classroom teachers, home instructors, examiners, school nurses. Also, to be used in determining the base salary for the following classifications of personnel paid on a "teacher plus" basis: school psychologists, coordinating teachers, counselors, librarians, librarian-catalogers, teachers-in-charge, teacher-librarians, visiting teachers and home-school coordinators.

Each teacher who has career level or lead teacher status, pursuant to the Career-in-Teaching Program Agreement, shall have his/her salary, as determined by the schedule above, increased by \$1,000.

** Teachers entering the district with 0, 1, or 2 years of teaching experience shall enter on step 2 of the schedule. Teachers entering the district with 3 or more years experience shall enter on the salary step corresponding to their experience, subject to the maximums in the notes that follow. After initial placement, teachers shall move up the salary schedule based on service credit subsequently earned.

*** Maximum entering salary based on military service only.

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(b) Maximum entering salary based on a combination of prior teaching experience and up to six (6) years of military service.

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APPENDIX A: Schedule C.**SALARY SCHEDULES FOR TEACHERS WHO ARE QUALIFIED FOR REGULAR APPOINTMENT OR WHO SERVE AS LONG-TERM SUBSTITUTES**

Effective January 1, 2006

Salary Steps	Class II BA Degree	Class III BA + 150	Class IV MA Degree	Class V MA + 30 hrs	Class VI Doctorate
2 * *	35823.59	36465.80	39418.25	41549.21	45143.86
3	38110.91	38751.04	41678.47	43811.50	47404.07
4	39726.85	40369.05	43657.21	45786.05	49382.81
5	41369.88	42012.08	45273.14	47404.07	51000.83
6* * *	43963.71	44605.92	47558.38	49691.40	53283.97
7	45915.33	46557.54	49818.59	51949.52	55546.28
8	47866.96	48509.16	52103.83	54234.76	57829.43
9	50152.20	50794.39	54722.67	56855.71	60448.28
10 (a)(b)	52771.05	53413.25	57652.20	59781.05	63377.79
11	55698.49	56340.69	60911.16	63044.18	66636.76
12	58934.52	59576.71	64480.81	66611.74	70208.49
17#	62879.47	63521.68	68425.76	70558.78	74153.45
22#	65456.62	66098.82	70975.80	73108.82	76703.49
27#(c)	69424.05	70085.52	75108.80	77305.82	81008.33

All personnel included under these schedules have an annual term of service of 191 days. Schedules apply to classroom teachers, home instructors, examiners, and school nurses. Also, to be used in determining the base salary for the following classifications of personnel paid on a "teacher plus" basis: school psychologist, coordinating teachers, counselors, librarians, librarian-catalogers, and teachers-in-charge, teacher-librarians, visiting teachers and home-school coordinators.

Each teacher who has career level or lead teacher status, pursuant to the Career-in-Teaching Program Agreement, shall have his/her salary, as determined by the schedule above, increased by \$1,000.

** Teachers entering the district with 0, 1, or 2 years of teaching experience shall enter on step 2 of the schedule. Teachers entering the district with 3 or more years experience shall enter on the salary step corresponding to their experience, subject to the maximums in the notes that follow. After initial placement, teachers shall move up the salary schedule based on service credit subsequently earned.

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Personnel whose salaries are covered by Class II through Class VI of these salary schedules will attain longevity increment status and will be paid such an increment if they are in regular employment and if they meet the following eligibility requirements: (1) completion of 17, 22, or 27 years of creditable service on this salary schedule (creditable service is defined as service credit granted at the time of last contract appointment and all years of creditable service subsequent to that appointment), and (2) satisfactory service at the time of eligibility for the longevity increment.

APPENDIX A: Schedule D.

SALARY SCHEDULES FOR CERTIFICATED PERSONNEL WHO RECEIVE SALARY FOR SPECIAL ASSIGNMENTS IN ADDITION TO THE REGULAR TEACHER'S SALARY

Effective January 1, 2004

POSITION	SALARY*
<u>211 Days of Service</u>	
Counselor***	T + 20 additional days
Librarian-Cataloger	T + 20 additional days
<u>201 Days of Service</u>	
Librarian	T + 10 additional days
<u>196 Days of Service</u>	
Elementary Librarian	T + 5 additional days
<u>191 Days of Service</u>	
Teacher-in-charge	T + D#

* "T" used in the salary column signifies the salary to which the person would be entitled according to the Teachers' Salary Schedule C. Pay for additional days are computed on the teacher's daily rate.

** Effective August 1, 1991, the position of coordinating teacher shall be limited to employees serving in the following vocational educational assignments:
 Cooperative Office Education
 Distributive Education
 Home Economics Multi-Area Co-op
 Occupational Work Experience

*** Head Counselor shall receive an additional \$1059.91 effective the first full pay period in 2004. The amount shall increase to \$1091.71 effective the first full pay period in 2005, and shall increase to \$1124.46 effective the first full pay period in 2006.

"A", "B", "C", and "D" used in the salary column of Schedule D signifies an additional amount, from the table below to be added to the teacher's salary.

Amount to be effective January 1 of the year listed.	2004	2005	2006
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Note A: Teacher in Charge 917.61 945.14 970.66

APPENDIX A: Schedule E.**SCHEDULE OF EXTRACURRICULAR ACTIVITIES AND AMOUNT PER POSITION FOR WHICH EMPLOYEES MAY BE COMPENSATED**

Position	Amount Per Employee			
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Amounts effective for the 2005-06 school year.

Senior High

ATHLETIC	2004-05	2005-06	2006-07	
Athletic/Artistic Director	5,424.04	5,586.76	5,737.60	/1
Assistant Athletic Director	2,207.88	2,274.12	2,335.52	/1
Head Varsity Football Coach	4,817.60	4,962.13	5,096.11	/2
Assistant Varsity Football Coach	3,610.64	3,718.96	3,819.37	/2
Reserve Football Coach	2,711.28	2,792.62	2,868.02	/2
Assistant Reserve Football Coach	2,207.88	2,274.12	2,335.52	/2
Head Freshman Football Coach	2,723.07	2,804.76	2,880.49	/2
Assistant Freshman Football Coach	1,766.31	1,819.30	1,868.42	/2
Varsity Basketball Coach	3,918.26	4,035.80	4,144.77	/2
Assistant Varsity Basketball Coach	2,943.83	3,032.15	3,114.01	/2
Reserve Basketball Coach	2,723.07	2,804.76	2,880.49	/2
Freshman Basketball Coach	2,207.88	2,274.12	2,335.52	/2
Intramurals Coach	1,471.93	1,516.09	1,557.02	/2
Varsity Coach: Track; Volleyball; Softball; Baseball; Wrestling; Gymnastics; Swimming	2,207.88	2,274.12	2,335.52	/2
Varsity Coach: Cross Country; Tennis; Golf; Diving; Weight Training	1,471.93	1,516.09	1,557.02	/2
Assistant Varsity Coach: Track; Volleyball; Softball; Baseball; Wrestling; Gymnastics; Soccer; Swimming; Cross Country; Tennis; Golf	1,103.95	1,137.07	1,167.77	/2
Reserve Coach: Volleyball, Softball; Baseball; Soccer	1,471.93	1,516.09	1,557.02	/2
Reserve Coach: Tennis	1,103.95	1,137.07	1,167.77	/2
Freshman Coach: Volleyball; Soccer; Tennis	1,324.74	1,364.48	1,401.32	/2
Athletic Trainer	1,471.93	1,516.09	1,557.02	/2
Cheerleader Coach	1,324.74	1,364.48	1,401.32	/2
Reserve Cheerleader Coach	1,103.95	1,137.07	1,167.77	/2
ACADEMIC				
Band Director (performs at all home football games)	2,943.83	3,032.15	3,114.01	/4
Assistant Band Director	1,766.31	1,819.30	1,868.42	/4
Choral Director	1,471.93	1,516.09	1,557.02	/5
Activities Coordinator	1,207.00	1,243.21	1,276.77	
Drill Team	1,471.93	1,516.09	1,557.02	
Assistant Drill Team	1,103.95	1,137.07	1,167.77	
Debate	883.14	909.64	934.20	
Dramatics	883.14	909.64	934.20	/6
Newspaper Advisor	1,471.93	1,516.09	1,557.02	/7
Orchestra Director	1,471.93	1,516.09	1,557.02	/5
Producer/Director Annual Show	1,030.34	1,061.25	1,089.90	
Yearbook Advisor	2,059.87	2,121.67	2,178.95	

APPENDIX A: Schedule E.**SCHEDULE OF EXTRACURRICULAR ACTIVITIES AND AMOUNT PER POSITION FOR WHICH EMPLOYEES MAY BE COMPENSATED**

Position	Amount Per Employee		
Student Council	1,030.34	1,061.25	1,089.90
Visual Aids	1,324.74	1,364.48	1,401.32
Technology Coordinator	1,324.74	1,364.48	1,401.32
Stage Manager	1,471.93	1,516.09	1,557.02
Club Advisors	588.77	606.43	662.80
Class Advisors: 12 th Grade	1,324.74	1,364.48	1,401.32
Class Advisors: 11 th Grade	1,030.34	1,061.25	1,089.90
Class Advisors: 10 th Grade	735.96	758.04	778.51
Class Advisors: 9 th Grade	735.96	758.04	778.51
Academic Coach	1,508.71	1,553.97	1,595.93
Booknet Coordinator	1,030.34	1,061.25	1,089.90
Test Coordinator	1,030.34	1,061.25	1,089.90
<u>Middle School</u>			
<u>ATHLETIC</u>	2004-05	2005-06	2006-07*
Athletic Coordinator	1,471.93	1,516.09	1,557.02
Head Football Coach	2,723.07	2,804.76	2,880.49 /2
Assistant Football Coach	1,766.31	1,819.30	1,868.42
Head Basketball Coach	2,207.88	2,274.12	2,335.52 /2
Assistant Basketball Coach	1,324.74	1,364.48	1,401.32 /2
Intramurals Coach	1,471.93	1,516.09	1,557.02
Middle School Varsity Coach; (Volleyball; Baseball, Track; Soccer)	1,324.74	1,364.48	1,401.32 /2
Middle School Assistant Coach: (Volleyball; Baseball)	883.14	909.64	934.20 /2
Special Sports Coach	883.14	909.64	934.20 /2
Cheerleader Coach	883.14	909.64	934.20 /2
Drill Team	883.14	909.64	934.20 /2
<u>ACADEMIC</u>			
Orchestra Director/Activities Coordinator	883.14	909.64	934.20 /5
Band Director	883.14	909.64	934.20 /4
Choral Director	883.14	909.64	934.20 /5
Newspaper Advisor	883.14	909.64	934.20 /7
Class Advisor: 9 th Grade	588.77	606.43	662.80
Academic Coach	588.77	606.43	662.80
Student Council	883.14	909.64	934.20
Visual Aids	588.77	606.43	662.80
Middle School Technology Coordinator	588.77	606.43	662.80
Producer/Director Annual Show	588.77	606.43	662.80
Club Advisors	588.77	606.43	662.80
Booknet Coordinator	883.14	909.64	934.20
Test Coordinator	883.14	909.64	934.20

APPENDIX A: Schedule E

**SCHEDULE OF EXTRACURRICULAR ACTIVITIES AND AMOUNT PER POSITION
FOR WHICH EMPLOYEES MAY BE COMPENSATED**

Position	Amount Per Employee		
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Amounts are effective for the term of the contract.

Elementary

ATHLETIC

Intramurals Coach	883.14	909.64	934.20
Extended Physical Education	883.14	909.64	934.20
Extended Athletic Sponsor (may include basketball, Baseball, volleyball, softball, soccer or track)			
Three or four teams	795.75	819.63	841.76
Two teams	588.77	606.43	662.80
One Team	294.38	303.21	311.40

ACADEMIC

Choral Director	588.77	606.43	662.80
Instrumental Director	588.77	606.43	662.80
Safety Patrol Sponsor	588.77	606.43	662.80
Club Advisors	588.77	606.43	662.80
Student Council Advisor	588.77	606.43	662.80
Student Newspaper Sponsor	883.14	909.64	934.20
Elementary Technology Coordinator	588.77	606.43	662.80
Booknet Coordinator	588.77	606.43	662.80
Test Coordinator	883.14	909.64	934.20

District-Wide Activities

Junior High All-City Band	368.09	379.14	389.37
Elementary All-City Band	294.38	303.21	311.40
Elementary All-City Choir	147.21	151.63	155.73
All-City Honors Band	368.09	379.14	389.37

APPENDIX A: Schedule E.

- A. The following criteria are applicable where an employee is to receive additional compensation for activities authorized in this schedule: (a) the teacher must be assigned to extra duty and be under a supplemental contract for the position, and (b) the assignment must be performed either before or after the regular school day. This schedule does not restrict the use of an unassigned period(s) for an activity, which requires time during the regular school day.

In order to be eligible to receive a coach, a school must have a team with a published schedule.

- B. Positions on Schedule E may be job shared on a 50%/50% basis, if approved in writing by both teachers and the principal.
- C. If a principal declares a vacancy in any position, the principal shall post the vacancy in the building for five (5) working days during which time a teacher may indicate his/her preference for such position. If a vacancy is not filled by a teacher in the building, the principal may declare a vacancy system-wide and, if so, shall distribute a notice of vacancy to each school and consider any applications received within ten (10) working days of the date of distribution. The principal shall consider all teachers who have indicated their preference for a position and shall appoint a district teacher unless no current teacher applies who is qualified for the position. If two or more district teachers apply for the position, the principal shall consider their training, experience, and individual qualifications and the number of other extra-curricular activities to which the teachers are assigned. If those factors are substantially equal, seniority shall control the choice. However, if a position must be filled before the above procedure can be completed, the principal may temporarily assign a teacher to fill the position on a temporary basis until the procedure has been completed. The principal shall announce the names of those teachers awarded supplemental contracts within five (5) days of selection. The above procedure shall not apply to the selection of teachers to fill the positions of Athletic Director, Head Varsity Football Coach, and Head Varsity Basketball Coach, where Board Procedure 415.5 shall apply instead.

A list of all schedule E positions that are filled or vacant at each school shall be available in the school office at the end of the first and third quarters. Name and contract amount shall be included in the list. In addition, the Board shall provide the Federation a list of the positions filled and submitted to the Board for approval. The list shall include the name, supplemental position, school, regular positions and school, and supplemental salary.

- D. Supplemental contracts specifying the amount of compensation shall be issued to all teachers who are assigned to positions under Schedule E prior to the time of supplemental employment or as soon thereafter as possible. Where a supplemental contract has not been issued to a teacher assigned to an extracurricular position prior to the time of supplemental employment, the principal shall provide the teacher with written confirmation of his/her assignment and of the compensation that he/she is to receive. A teacher who is replaced as a coach or extra-curricular activity sponsor shall be notified that his/her supplemental contract will not be renewed at least 60 days prior to the date that the supplemental employment begins. Such notice shall not be required if the teacher transfers to another school. Individual supplemental contracts will be revised in accordance with this provision effective for the 2007-08 school year. Payment shall be made during the pay period following completion of the supplemental employment or as soon thereafter as possible.
- E. The listing of an amount by any position does not require the Board to staff such position with one or more employees.
- F. Ten per cent (10%) of the base amount shall be paid as an experience increment for five (5) or more years of experience in the same sport (e.g., football, basketball) or activity (e.g., student council, band) regardless of grade level in the Cincinnati School District.
- G. Principals may require anyone serving in a Schedule E position to submit goals annually for the program or activity.
- H. The ILT (or TBC and the principal at schools without ILT's) shall develop an extracurricular (Schedule E) plan by May 15 annually, taking into consideration gender equity. Any unused money (from athletic or non-athletic activities) shall be returned to form a pool of money from which any school may apply to provide additional athletic or non-athletic programs at their schools. A joint committee of teachers and administrators shall develop the guidelines and approve any additional allocations to schools.
- I. The number and type of coaches funded by Schedule E, for each sport, shall be limited to those as defined in Schedule E.

APPENDIX A: Schedule E.**J. Career Technical Clubs:**

Each high school principal shall identify vocational teachers whose services as vocational club advisor includes student activities beyond the teacher's work day. These teachers shall receive a supplement of \$200 for these services. A vocational teacher shall not be paid more than one vocational club advisor supplement per school year.

To be eligible for an Assistant Senior High Coach for the Track, Wrestling, Gymnastics, Swimming, or Cross Country programs, there must be 15 members in the program; for an Assistant Volleyball Coach there must be 30 members; and for an Assistant Golf Coach there must be 10 members.

To be eligible for an Assistant Middle School Coach for the Volleyball, Baseball, Softball, or Track programs, there must be 15 members in the program;

- 1/ Amount includes pay for supervising assigned activities related to the position before and after the regular school year as stated in the position description.
- 2/ Amounts include the responsibilities of practices and conditioning before the regular school year, or practices during holidays, as stated in the position description.
- 3/ Amount includes pay for at least two performances outside the school day, at least one of which will include the entire ensemble.
- 4/ Amount specified includes pay for necessary practices before the regular school year and assistance with the annual show. For senior highs, the Band Director and Assistant Band Director may share directing the band at home basketball games.
- 5/ Amount specified includes time to assist with the annual show.
- 6/ Amount specified includes time to direct a minimum of two productions during the school year and to assist with the annual show.
- 7/ Amount specified includes time to publish a minimum of four issues.

Supplemental Schedule E Fund

A supplemental allocation equal to 2.5% of the total funds allocated to schools by Schedule E shall be made available to district high schools, which offer an extensive extra-curricular program. High schools may apply to a committee consisting of two teachers appointed by the Federation and two administrators appointed by the Superintendent, which shall allocate the funds based on the number of athletic and non-athletic activities offered and the number of students participating.

- A. The Board shall pursue changes to applicable athletic association rules to permit K-8 schools to field teams in football, volleyball, basketball, softball, and other appropriate team sports. If successful, the parties shall agree to changes to Schedule E salaries and funding to accommodate the additional activities.
- B. The total funds allocated to schools by Schedule E shall not be reduced by the reconfiguration of schools above.

SALARY SCHEDULES FOR WEEKLY, DAILY, AND HOURLY RATES FOR TEACHERS

Effective January 1, 2004

		School Year		
		<u>2004</u>	<u>2005</u>	<u>2006</u>
<u>Extended Employment</u>				
Coordinating Teacher/j	Hourly	33.66	34.67	35.61
Home Instructor	Hourly	24.34	25.07	25.75
Outdoor Camp Sponsor/a	/a	231.29	238.23	244.66
Teacher/b	Hourly	24.34	25.07	25.75
	Hourly	31.30	32.24	33.11
Teacher-in-charge/h	Hourly	36.50	37.60	38.62
Textbook Selection/c		231.29	238.23	244.66
<u>In-Service /d</u>				
Coordinating Teacher/I	Hourly	31.30	32.24	33.11
Teacher	Hourly	27.42	28.24	29.00
<u>Summer School</u>				
Coordinating Teacher/I	Hourly	31.30	32.24	33.11
Teacher	Hourly	27.42	28.24	29.00
<u>Special Assignment</u>				
<u>Substitute Teachers</u>				
	Daily/e			
Class A /f	Daily	104.87	108.02	110.94
Class A /g		114.16	117.58	120.75
Class I	Daily	94.09	96.91	99.53
Class III	Daily	106.38	109.57	112.53
Class IV	Daily	106.38	109.57	112.53
Retired	Daily	104.87	108.02	110.94
Extended Employment	Hourly	24.34	25.07	25.75
Extended Employment/b		31.30	32.24	33.11
Summer School	Hourly	27.42	28.24	29.00

a/ Amount specified includes pay for camping period of five (5) days and four (4) nights.

b/ The lower rate is paid whenever a teacher is assigned tutorial duties.

Dial-a-Teacher staff is paid the following in addition to the above rate:

after 3 years experience-\$1.25/hr. additional; after 5 years experience-\$1.25/hr. additional; after 7 years experience-\$1.25/hr. additional

Dial-a-Teacher staff will be credited with one year of service for every 210 hours of service, provided the teacher submits a written request for such.

c/ Amount specified is payment for participation in and completion of the textbook selection process.

d/ When paid in-service training is assigned, the rate for each hour of such assignment shall be as specified above, except where state or federal law establishes a lower rate. This provision does not limit the assignment of in-service training without pay.

SALARY SCHEDULES FOR WEEKLY, DAILY, AND HOURLY RATES FOR TEACHERS

- e/ Any certificated employee whose work assignment is continued on a full time basis in the same or a comparable position beyond his/her normal term of employment shall be paid at the same rate as is applicable to the normal term of employment in the contract year in which the extended time falls.
- f/ Class “A” substitute teachers hold standard certification.
- g/ The higher rate is paid after ten (10) days of continuous service in a given classroom assignment, for the duration of the assignment.
- h/ An additional stipend of \$9.40 above the substitute’s current rate for every day in the same assignment, after 10, up to 20 days or from the first day if filling a vacancy.
- i/ In schools without an assistant principal, a teacher may be designated as teacher in charge in the principal’s absence. Such teacher shall be paid for one additional hour at extended employment rate for each day that the principal is absent for more that one-half of the school day.
- j/ Coordinating teacher shall refer to the individual teacher responsible for planning, designing, and implementing the activity.