

MASTER CONTRACT

between

Mount Vernon Education Association

and

Mount Vernon Community School District

for the

two years

2017-2019

Mount Vernon, Iowa

PREAMBLE

The Board of Directors of the Mount Vernon Community School District, hereinafter referred to as the "Board," and the Mount Vernon Education Association, hereinafter referred to as the "Association," recognize that the aim of the public schools is to provide a quality education program for the children and youth of the School District. The parties further recognize that attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of students and the community at large.

Whereas, the parties have reached certain understandings to which they desire to conform, agreements have been reached on the following items in this document:

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Article I
Leaves of Absence

Personal Days

Two personal days will be given each year with the following restrictions:

- a. Personal days will not be used five working days before or five working days after vacations unless prior approval is given. Personal days will not be used on scheduled in-service days unless prior approval is given.
- b. Advance notice which allows adequate time to secure a substitute must be given.
- c. Teachers will be given an additional personal day if an unusual situation exists and approval is given.
- d. Employees will be paid for one unused personal day at the end of the school year at \$50.00 a day per FTE.

Family Illness

The allowance for paid family illness will remain at three days but include the provision of an additional seven days in the event of a severe illness or disability of a spouse, child or parent.

Professional Leave

All professional employees under this agreement, including part-time and staff members on approved leaves of absence, shall retain their positions when on an approved professional leave as set forth in Board Policy #1006.

Certified Personnel Professional Development

The board encourages certified personnel to attend and participate in professional development activities to maintain, develop and extend their skills.

The board shall maintain and support an in-service program for certified personnel. As part of this in-service program, the board shall establish, through annual budget expenditures, a library and media materials collection that supports the board's in-service program and that can be used by certified personnel.

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the superintendent. Approval of the superintendent must be obtained prior to attendance by a certified employee in a professional development program.

The superintendent or designee shall have the discretion to allow or disallow certified employees to attend or participate in the requested event. When making this determination, the superintendent will consider the value of the program for the employee and the school district, the effect of the employee's absence, on the education program and school district operations and the school district's budget as well as other factors deemed relevant in the judgment of the superintendent.

National Board Certified applicants will be given two days of professional leave during their certification process. National Board Certified teachers will receive a five percent stipend from the extra duty schedule. This amount will be included as part of the teacher money for negotiations purposes.

Leave for Sickness or Disability

Regular full-time employees and all certificated employees shall be granted leaves of absence with full pay for personal illness or injury. Leaves for part time employees shall be pro-rated in accordance with his or her contract.

Maximum leave is 180 days to be accumulated as follows: first year 10 days, second year 11 days, third year 12, fourth year 13, fifth year 14, sixth and subsequent years of employment, 15 days.

The superintendent may require medical evidence to support a leave request if desired.

Female employees are entitled to use accumulative sickness and disability leave during the period they are unable to perform regular duties due to pregnancy and subsequent recovery.

Employees are entitled to use accumulated sickness and disability leave during the period they are unable to perform regular duties due to adoption and subsequent bonding. The employee must qualify for FMLA leave and it shall be used concurrently with sick leave.

Professional Leaves

The School Board may grant leaves without pay for periods up to one year. The purpose of such leaves would be advanced study, travel, or other pursuits of benefit to the school district as well as the teachers. Teachers granted leaves would not advance on the salary schedule during their leave but would be assured of a return to their position. Written requests for leaves should be submitted to the superintendent.

Association Leave

At the beginning of each school year, the District shall credit the Association with 5 days of paid leave to conduct Association business, attend conferences, conventions, and for other activities of the local, state and national affiliated organizations. These days will not accumulate. The Association shall provide at least five (5) working days of advance notice to the Superintendent or designee of when those leave days will be used and who will use them. Association leave days may be used in one half day increments only.

Article II
Evaluation

Performance Review

A. Evaluation In-Service

The district shall provide all employees with an in-service on the Iowa Teaching Standards, criterion, and any district-adopted descriptors prior to the district's implementation of the Individual Career Development Plans and/or Performance Reviews. Beginning with the 2005-2006 school year, teachers who are new to the district will be presented with this information during their new teacher orientation or pre-service.

B. Orientation Procedures

For those individuals who will be doing their Performance Review, an orientation to the procedures shall be conducted during the school year pre-service.

C. Performance Review

1. Each career teacher shall have a performance review at least once every three years. When a teacher is assigned to more than one building, the teacher shall be assigned one evaluator.
2. The evaluator shall contact the teacher to establish a mutually agreed upon time to discuss the Performance Review. The evaluator shall provide the teacher with a copy of the completed Career Performance Review at the meeting.
3. The Performance Review shall include:
 - a. A review of the teacher's Individual Career Development plans,
 - b. At least one formal classroom observation report, Formal Classroom Observation
 - 1) At least one observation shall be for a continuous length of time no shorter than 30 minutes and shall be conducted at a mutually agreed upon date and time. No observation shall be conducted during the first 10, or last 10 days of the contract year, except by mutual agreement. No observation shall be conducted the day before or after a day of vacation or holiday, except by mutual agreement.
 - 2) The evaluator and teacher shall mutually agree upon dates for the pre-conference, observation and post-conference meetings. The pre-conference must be at least one day prior to the observation. The post-conference should be held in a reasonable period of time (5-9 days) or at a time mutually agreed upon.
 - 3) The evaluator's written observation comments shall be reviewed at the post-conference. The evaluator shall sign and date the comments. The teacher shall sign as having been given the opportunity to review the comments and date the comment sheet. The teacher's signature does not necessarily mean agreement with the comments. The teacher shall be provided a copy of the observation comments.
 - 4) A classroom observation shall not be considered a meeting for purposes of representation.

- 5) Nothing shall preclude additional informal observations of the teacher's performance.
- c. At least one supporting document from each: a student, a teacher, a parent and another evaluator. These may be documents that have already been presented as part of an Individual Career Development Plan. Supporting documents shall be materials developed and/or collected during the normal three-year evaluation cycle. The documents referred to in item 3c shall be made a part of the official personnel file
- d. A review of the evaluator's comments and conclusions on the Performance Review, The performance review needs to be completed before the final 10 days of the school year.
- 1) The evaluator shall document the teacher's continued competence in the Iowa teaching standards. It is desirable for these discussions to be centered around artifacts and/or evidence brought forward by either the teacher or the evaluator.
 - 2) If additional documentation, evidence, or artifacts is requested by the evaluator, a time will be set for a follow-up meeting.
 - 3) For a teacher meeting the Iowa Teaching Standards, the evaluator and the teacher will begin discussion of future career goals that might be included in the next career development plan. This conference can be included as part of the post observation conference in those situations when the evaluator has no major concerns regarding the teacher's performance. Both the evaluator and the teacher shall sign and date the review. Signature of the teacher does not indicate that the teacher agrees with the content of the review, only that they have received a copy. The teacher has a right to respond to the Performance Review in writing and have that attached to the review when it is placed in the personnel file.
 - 4) When an evaluator notes concerns about the teacher's performance, but said concerns do not constitute a deficiency, the teacher and evaluator shall agree on goals for the upcoming Individual Career Development Plan to address the concerns
- e. A discussion of goals for the teacher's next Individual Career Development plan.

D. Representation

The teacher may have a representative present at any meeting involving evaluation. However, the time lines shall not be delayed or disrupted. Representatives must be available within a reasonable time frame.

E. Evaluation Summary

An employee who has completed at least three (3) years of continuous service with the district and who receives a formal written evaluation which concludes that the employee's performance is in part or, overall unsatisfactory may file a grievance alleging that the evaluation is incomplete, inaccurate, or unjust.

Support Procedures

A. Career Teacher Support Procedures

Level 1: Intervention

1. If an evaluator indicates that the teacher is not meeting the expectations of the Iowa Teaching Standards, the standards not being met must be identified, and the information and evidence used to make this decision will be provided to the teacher. Both the evaluator and teacher shall sign and date the review. The teacher's signature does not necessarily indicate agreement. The teacher shall have the right to attach a written response to this review.
2. A support plan shall be created that focuses only on the Iowa Teaching Standards/Criteria that are found to be deficient.
3. The support plan shall include action steps, resources and assessment procedures, as well as a time line,
4. Both the evaluator and teacher shall sign and date the support plan. The teacher's signature does not necessarily indicate agreement. The teacher shall have the right to attach a written response to this review.
5. If expectations are met at Level 1, none of the documents created at Level 1 will be placed in the official personnel record of the teacher.
6. If expectations are not met at Level 1, the evaluator shall make a recommendation to continue to Intensive Assistance. The Level 1 documents become part of the official personnel record.
7. Teachers are expected to maintain the improvements made during an intervention. If a teacher is identified as having a deficiency by their evaluator and the deficiencies cited have previously been addressed through intervention, the district may choose to bypass Level 1 and move to Intensive Assistance.

Level 2: Intensive Assistance

Intensive Assistance is required by state law and is subject to bargaining. Information on the process, forms, and evaluator shall be available from the Human Resources office of the District. Intensive Assistance will be based on the Iowa Teaching Standards and Criteria.

B. Representation

The teacher may have a representative present at any meeting involving evaluation. However, the time lines shall not be delayed or disrupted. Representatives must be available within a reasonable time frame.

C. Evaluation Summary

An employee who has completed at least three (3) years of continuous service with the district and who receives a formal written evaluation which concludes that the employee's performance is in part or, overall unsatisfactory may file a grievance alleging that the evaluation is incomplete, inaccurate, or unjust.

D. Disciplinary Actions

Those actions identified by the District as disciplinary in nature shall not be subject to the terms and conditions of evaluation and/or support.

Article III Staff Reduction

Definitions Staff Reduction: This is defined as the reduction of any existing regular (not to include extra pay) assignment which results in a decrease in compensation.

Layoffs If the Board deems it necessary to lay off employees who are certified and endorsed for available positions, the layoffs will be implemented by curricular area in this order. Curricular areas are listed in section marked "Curricular Area."

- a. Normal attrition through retirement or resignation
- b. Employees who are on temporary or emergency certificates (This would not apply if the teacher so certificated falls into this category for the convenience of the district.)
- c. Employees who are on probation
- d. Employees with the least consecutive experience in the school district. Employees do not break their consecutive years of service when granted a leave in accordance with the Board policy.
- e. If seniority is equal, the decision will be made by the administration

Laid off employees shall be recalled for reinstatement in inverse order to being laid off. No new appointments may be made while there are laid off teachers who are qualified by curricula areas to fill the vacancies. The date for notification of staff reduction or termination will coincide with State law.

Teachers will receive credit for one full year in their major teaching area if teaching part-time in another discipline at the request of the district. i.e. A math teacher teaching physics or science, or a social studies teacher teaching health, or an English teacher teaching reading- - would all receive one full year's credit in their major discipline.

With the exception of the above, teachers will advance on the seniority list only that percentage of time they are teaching in a given area. i.e. A half-time teacher will gain seniority only as a half-time teacher for the number of years that person has taught in the district.

Recall Rights Recall rights will extend for twenty-four months from the date the layoff occurs. Persons reduced from full time to part-time will retain recall rights to a full time job within their curricula area. Employees will lose all recall rights if they do not accept within fifteen days a position within their original curricular area. Recalled employees will reassume their accrued sick leave and position on the salary schedule.

Article IV Transfer

Open Positions

All open positions will be advertised. Open positions will be posted in each school building prior to publication.

Definition

This is meant to mean any change in assignment from one to another of the following: EC-4, 5-8, 9-12 levels of instruction. In a practical sense, transfer means change of assignment from one building to another.

Transfer

When a transfer of a teacher between buildings becomes necessary, the administration shall transfer the least senior teacher that meets the qualifications required for that position.

Curricular Areas

Curricular areas shall include the following: reading, guidance, music, physical education, art, resource (special education), librarian, industrial arts, home economics, extended learning program, foreign language, business, language arts (6-12), mathematics (6-12), science (6-12), social studies (6-12) and K-5 classroom teaching.

Article V
Part-Time Teachers

The full time equivalency of part time teachers is calculated by comparing their scheduled or assigned time with students to that of a full time teacher. The comparisons are made with teachers at comparable grade levels, kindergarten, primary (1-3), intermediate (4 & 5), middle school (6-8), and high school (9-12).

Article VI Grievance Procedure

A. Definition

A grievance is a claim by an employee, a group of employees or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this agreement. The employee, group of employees, or Association filing such a claim shall hereafter be known as the grievant. A grievant shall be free to discuss individual complaints with the employer without Association representation. However, at no time will a grievant be denied Association representation if requested by the grievant.

B. Procedure

1. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Time Limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limit shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement. Any prescribed time limits shall be converted to calendar days during the months of June, July and August.

3. Level-One - Principal (Informal)

The grievant shall first discuss it with his/her principal and/or the superintendent, either directly or through the Association's designated representative, within ten (10) school days of the alleged violation, with the objective of resolving the matter informally.

4. Level Two - Principal (Formal)

If the grievance cannot be resolved informally at Level I the grievant may invoke the formal grievance procedure by filing the form set forth in Schedule A. A copy of the grievance form shall be delivered to the appropriate principal. If the grievance involves more than one school building it shall be filed with each principal involved. The filing of the formal written grievance at Level II must be within ten (10) school days from the Level I principal response. Within seven (7) school days after the principal has received the written grievance, a meeting at a mutually agreeable time shall be held with the aggrieved and his/her representative, if requested, to discuss the alleged grievance and attempt to resolve same. The appropriate principal(s) shall indicate the disposition of the grievance in writing within seven (7) school days following the mutually agreed upon meeting and shall furnish a copy thereof to the grievant or his/her designee. If the grievant or the Association is not satisfied with the disposition, the grievance may be filed at Level III by the grievant within five (5) school days.

5. Level III - Superintendent

The superintendent or his/her designee shall meet with the grievant and/or designee within seven (7) school days of receipt of the grievance. The superintendent and/or designee shall indicate disposition of the grievance in writing and shall furnish a copy thereof to the grievant and/or designee within seven (7) school days of the meeting in Level III.

6. Level IV

If the grievance is not resolved satisfactorily at Level III, there shall be available a fourth level of binding arbitration. The Association may submit, in writing, a request on behalf of the grievant to the Superintendent within twenty (20) school days from receipts of the Level III disposition to enter into such arbitration. The arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties from a list of five arbitrators provided by PERB. The parties shall determine by lot which party shall have the right to remove the first name from the list. The party having the right to remove the first name shall do so within three (3) school days and the other names shall be removed alternately, each party has one (1) additional school day to remove a name. The person whose name remains shall be the arbitrator.

The arbitrator so selected shall confer with the representatives of the Board and the Association and hold a hearing promptly and shall issue his/her decision not later than thirty (30) calendar days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issue are submitted. The arbitrator's opinion shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented in writing by the School District and the Association, and the decision must be based solely and only upon the interpretation of the meaning or application of the express relevant language of the Agreement.

7. Expenses

Expenses for the arbitrator's services shall be borne equally by the school district and the Association. Any other expenses incurred shall be paid by the party incurring same.

8. Miscellaneous

- a. All documents, communication, and records dealing with the presenting of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
- b. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the grievant, and their designated or selected representatives heretofore referred to in this Article.
- c. All grievances shall be processed outside the employee's work day unless agreed to by the Superintendent or designee.

GRIEVANCE REPORT

Mount Vernon Community School

Name of Aggrieved Person

- Distribution of Form
1. Association
 2. Employee
 3. Superintendent

Date Filed

LEVEL II

A. Date Alleged Violation Occurred _____

B. Section(s) of Contract Violated _____

C. Statement of Grievance _____

D. Relief Sought _____

Signature

Date

E. Disposition by Principal _____

Signature of Principal

Date

LEVEL III

A. _____
Signature of Aggrieved Person Date Received by Superintendent

B. Disposition by Superintendent or Designee _____

Signature of Superintendent or Designee

Date

LEVEL IV

A. _____
Signature of Aggrieved Person Signature of Association President

B. _____
Date Submitted to Arbitration Date Received by Arbitrator

C. Disposition and Award or Arbitrator _____

Signature of Arbitrator

Date of Decision

Article VII - Combined Single Salary Schedule
MOUNT VERNON COMMUNITY SCHOOL DISTRICT SALARY SCHEDULE 2017-2019

	B.A.	B.A.+12	B.A.+24	M.A.	M.A.+12	M.A.+24
0	34,885 1.00	36,280 1.04	37,676 1.08	39,769 1.14	41,164 1.18	42,560 1.22
1	35,932 1.03	36,978 1.06	38,722 1.11	41,164 1.18	42,560 1.22	43,955 1.26
2	36,629 1.05	37,676 1.08	39,769 1.14	42,560 1.22	43,955 1.26	45,351 1.30
3	37,676 1.08	39,071 1.12	41,164 1.18	43,955 1.26	45,351 1.30	46,746 1.34
4	39,071 1.12	40,467 1.16	42,560 1.22	45,351 1.30	46,746 1.34	48,141 1.38
5	40,467 1.16	42,560 1.22	44,653 1.28	47,444 1.36	48,839 1.40	50,234 1.44
6	41,862 1.20	43,955 1.26	46,048 1.32	48,839 1.40	50,234 1.44	51,630 1.48
7	43,257 1.24	45,351 1.30	47,444 1.36	50,234 1.44	51,630 1.48	53,025 1.52
8	44,653 1.28	46,746 1.34	48,839 1.40	51,630 1.48	53,025 1.52	54,421 1.56
9	46,397 1.33	48,141 1.38	50,234 1.44	53,025 1.52	54,421 1.56	55,816 1.60
10		49,537 1.42	51,630 1.48	54,421 1.56	55,816 1.60	57,211 1.64
11		51,281 1.47	53,025 1.52	55,816 1.60	57,211 1.64	58,607 1.68
12			54,421 1.56	57,211 1.64	58,607 1.68	60,002 1.72
13			56,863 1.63	58,607 1.68	60,002 1.72	61,398 1.76
14				60,002 1.72	61,398 1.76	62,793 1.80
15				61,746 1.77	62,793 1.80	64,188 1.84
16					64,188 1.84	65,584 1.88
17					65,933 1.89	66,979 1.92
18						68,375 1.96
19						71,514 2.05

No vertical step movement for 2001-2002.

Should changes occur in Phase I and/or Phase II funding, the salary schedule would be adjusted in the same proportion as the actual changes.

In order to find qualified replacements, the District will be allowed to place new teachers up to level 4 (step 3). All current teachers below that level would be advanced to level 4 (step 3) as well.

Method of Payment

1. Teachers shall receive their salary payments by direct deposit.
2. Teacher shall have the option of electing to receive their summer pay schedule in one lump sum in June if they notify the District by September 1 of the current school year.

**Article VIII
Extra Pay Schedule**

Extra Pay Base = \$31,113

Extra pay is calculated as the Extra Pay Base of \$31,113 times the employee's index of l.xx from Article VII – Combined Single Salary Schedule times the first column percentage below and that result is limited to a maximum of the Extra Pay Base of \$31,113 times the second column percentage below.

<u>Number</u>	<u>Position</u>	<u>Percent for Extra Pay Base Times Index</u>	<u>Maximum As Percent of Extra Pay Base</u>
1	Head Basketball Coach –Boys	12	19
1	Head Basketball Coach –Girls	12	19
1	Head Football Coach	12	19
1	Head Wrestling Coach	12	19
1	Head Volleyball	12	19
1	High School Band	12	19
1	District Tech Director	12	19
1	High School Vocal Music	10	15
1	Head Track Coach (Boys)	10	15
1	Head Track Coach (Girls)	10	15
1	Head Baseball Coach	10	15
1	Head Softball Coach	10	15
1	Head Cross Country Coach (Boys)	10	15
1	Head Cross Country Coach (Girls)	10	15
1	Soccer Coach (Boys)	10	15
1	Soccer Coach (Girls)	10	15
1	Assistant Coach (Basketball-Boys)	8	12.5
1	Assistant Coach (Basketball-Girls)	8	12.5
1	Assistant Coach (Football)	8	12.5
1	Assistant Coach (Football)	8	12.5
1	Assistant Coach (Football)	8	12.5
1	Assistant Coach (Wrestling)	8	12.5
1	Assistant Coach (Wrestling)	8	12.5
1	Assistant Coach (Volleyball)	8	12.5
1	High School Yearbook	8	12.5
1	High School Cheerleading	8	12
1	Golf (Boys)	8	10
1	Tennis (Boys)	8	10
1	Tennis (Girls)	8	10
1	High School Musical Director (artistic)	6	9
1	High School Musical Director (vocal)	6	9
1	Robotics Coach	6	9
1	Freshman/Soph Coach (Basketball-Boys)	5	10
1	Freshman/Soph Coach (Basketball-Boys)	5	10
1	Freshman/Soph Coach (Basketball-Girls)	5	10
1	Freshman/Soph Coach (Basketball-Girls)	5	10
1	Freshman/Sophomore Coach (Football)	5	10
1	Freshman/Sophomore Coach (Football)	5	10
1	Freshman/Sophomore Coach (Volleyball)	5	10
1	Freshman/Sophomore Coach (Volleyball)	5	10
1	Middle School Coach (Football)	5	8
1	Middle School Coach (Football)	5	8
1	Middle School Coach (Football)	5	8
1	Middle School Coach (Football)	5	8

1	Middle School Coach (Track-Boys)	5	8
1	Middle School Coach (Track-Girls)	5	8
1	Middle School Coach (Wrestling)	5	8
1	Middle School Coach (Volleyball-7th)	5	8
1	Middle School Coach (Volleyball-8th)	5	8
1	Middle School Coach (Softball-7th)	5	8
1	Middle School Coach (Softball-8th)	5	8
1	Middle School Coach (Basketball Boys-7th)	5	8
1	Middle School Coach (Basketball Boys-8th)	5	8
1	Middle School Coach (Basketball Girls-7th)	5	8
1	Middle School Coach (Basketball Girls-8 th)	5	8
1	Assistant Track Coach (Boys)	5	8
1	Assistant Track Coach (Girls)	5	8
1	Assistant Baseball	5	8
1	Assistant Baseball	5	8
1	Assistant Softball Coach	5	8
1	Assistant Soccer Coach (Boys)	5	8
1	Assistant Soccer Coach (Girls)	5	8
1	Academic Club (Journalism Club)	5	8
1	Academic Club (MS S.A.T. Club)	5	8
1	Academic Club (ES Math Club)	5	8
1	Academic Club (ES Science Club)	5	8
1	Academic Club (Academic Decathlon)	5	8
1	Academic Club (MS Science Club)	5	8
1	Freshman Coach (Baseball)	5	8
1	Middle School Cross Country	5	8
1	Middle School Yearbook	5	8
1	Middle School Success Lab Monitor	5	8
1	High School Weight Room – Summer	5	8
1	High School Weight Room – Fall	5	8
1	High School Weight Room - Winter	5	8
1	High School Music Contest Accompanist	5	7
1	Orchestra	5	5
1	National Board Certification	5	5
1	High School Fall Play Director	5	8
1	High School Assistant Musical Director	3	3
1	High School Individual Speech Director	4	4
1	High School Lg Group Speech Director	4	4
1	Middle School Music Accompanist 8 th Gr	1.5	1.5
1	Middle School Music Accompanist 7 th Gr	1.5	1.5
1	High School Musical Tech Director	4	7
1	High School Fall Play Asst. Director	2.5	2.5
1	High School Fall Play Tech Director	4	7
1	Dance Team Sponsor	2	2
1	Color Guard Instructor	2	2
1	HS Music Accompanist	2	2
1	Class Sponsor (10th Grade)	1.5	1.5
1	Class Sponsor (11th Grade)	1.5	1.5
1	Class Sponsor (12th Grade)	1.5	1.5
1	High School Assistant Indv. Speech	1.5	1.5
1	High School Assistant Lg Group Speech	1.5	1.5
1	Student Council	3	3

National Board Certification – 5% of salary base

Items listed as extended on teachers contract schedule

3	Guidance	5/10 additional days at daily rate
2	Industrial Arts	5 additional days at daily rate

Article IX
School Contribution to Benefit Program

Each employee will receive \$500 per month per FTE during the 2017-19 contract years that may be applied toward the cost of health insurance coverage offered by the District or taken by the employee as cash.

Disability Income Insurance

The District shall provide all employees with a .50 FTE contract and above with a disability income protection policy. The coverage shall be sixty-six and two thirds percent (66 2/3 %) of contracted wages (Salary Schedule plus Extra Duty Pay Schedule).

All insurance benefits shall be subject to the rules, regulations and insurance policy terms of the insurance company providing such insurance.

Employees may be eligible for disability payments upon approval of the carrier and upon ninety (90) consecutive calendar days of disabling illness, subject to terms set by the insurance carrier.

The insurance program carrier shall be selected by the District.

Article X
Employee Hours

Work Day

Employee's working hours will include the scheduling of a duty-free lunch period except under extenuating circumstances.

Preparation Time

It is desirable for each full time employee to have an uninterrupted preparation period each day for the purpose of classroom preparation and the student instruction.

Staff Meetings

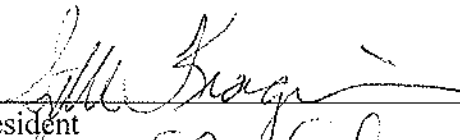
Employees shall be required to attend staff meetings as scheduled by the building principal. A notice of any faculty meetings and an agenda shall be given to the employees involved at least one (1) day prior to the meetings, except in extenuating circumstances.


**Article XI
Compliance**

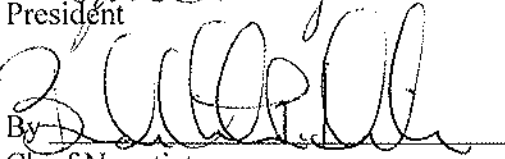
1. This agreement shall be effective as of July 1, 2017 and shall continue in effect until June 30, 2019.
2. In witness whereof, the parties have caused this agreement to be signed by their respective presidents, attested by their chief negotiators and their signature placed thereon.

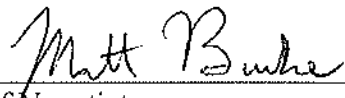
Mount Vernon Education
Association

Mount Vernon Community School Board
Board of Education

By 
President


President


Chief Negotiator


Chief Negotiator

Date February 13, 2017

Date February 13, 2017