

**EAST SAC COUNTY
COMMUNITY SCHOOL DISTRICT**

2018-19

MASTER CONTRACT

**BETWEEN THE EAST SAC COUNTY
EDUCATION ASSOCIATION
AND
THE EAST SAC COUNTY BOARD OF
EDUCATION**

EFFECTIVE JULY 1, 2018-JUNE 30, 2019

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Recognition

Unit

The Board recognizes the East Sac County Education Association or authorized, representative of the Iowa State Education Association as the exclusive bargaining representative for the employees of the East Sac County Community School District, a public employer as set forth in the PERB certification instrument (Case No. 184) issued by the PERB on the 19th of September 1975. The unit described in the above certification is as follows:

Included: Regular full-time and regular part-time classroom teachers, guidance counselors, librarians, and special education teachers.

Excluded: Substitute teachers, teacher associates, athletic/activities director duties not associated with classroom teaching, all non-professional personnel, and all other employees excluded by Section 4 of the Act.

Definitions

- The term “Board” as used in this agreement shall mean the Board of Education of the East Sac County Community School District or its duly authorized representative.
- The term “employee” as used in this agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
- The term “association” as used in this agreement shall mean the East Sac County Education Association or its duly authorized representative or agents.
- The term “East Sac County” as used to mean professional employees shall include any contract held previously by Sac County School District, WLVA Community School District, LVA Community School District, or Wall Lake Community School District.

Severability/Savings Clause

If any provision of the Agreement is subsequently declared by the proper legislative, judicial, or administrative authority to be unlawful, unenforceable, or not in accordance with applicable statutes or regulations, all other provisions of this Agreement shall remain in force and effect for the duration of this Agreement.

ARTICLE I GRIEVANCE PROCEDURE

Definition

- Grievance. A grievance is an allegation by an employee or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this Master Contract Agreement.
- Grievant. A grievant is the employee or the Association who is making the allegation that there has been a violation, misinterpretation, or misapplication of the Master Contract Agreement.

Purpose

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

Failure to Act

- The failure of an employee or the Association to act on any grievance within the prescribed time limits will bar any further appeal. An administrator’s failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits may be extended by mutual agreement.

Level One (informal)

- A grievant shall first discuss it with the principal or immediate supervisor with the objective of resolving the matter informally. Such discussion shall commence within fifteen (15) school days of the alleged occurrence of the grievance.

Level Two

- If, as a result of the informal discussion with the principal or immediate supervisor, a grievance still exists, the grievant may invoke the formal grievance procedure on his/her own or through the Association not later than ten(10)school days following discussion with the principal or immediate supervisor, on the form set forth in Schedule C. The written grievance shall state the nature of the grievance, shall state the articles or sections violated, and shall state the remedy requested. The grievance form shall be available from the Association representative in each building and said form shall be signed by the grievant. The grievance form shall be delivered to the appropriate principal or immediate supervisor. A copy of the grievance will be provided to the Association by the Administration.
- When an employee is not represented by the Association, the Association shall have the right to be present at Level Two and Three.
- The appropriate principal or immediate supervisor shall indicate his/her disposition of the grievance in writing within ten (10) school days of the presentation of the formal grievance and shall furnish a copy there of to the aggrieved person and the Association.
- If the grievant is not satisfied with the disposition of the grievance, or if no disposition has been made within the ten (10) school day period, the grievance may be transmitted to Level Three within ten (10) school days.

Level Three (Final Level)

- The superintendent or his/her designee shall meet with the grievant and the Association within ten (10) days of receipt of the grievance. Within ten (10) school days of the meeting of the parties, the superintendent or his/her designee shall indicate his/her disposition of the grievance in writing and shall furnish a copy there of to the grievant and the Association. This is the final level in the grievance procedure.

Extension of Grievance Procedures

- Grievance procedures that start or extend beyond the school year, into the summer, will proceed at times that are mutually convenient and agreeable to both parties. The time limits may also be extended by mutual agreement.

**ARTICLE II
PAYROLL DEDUCTIONS**

The following listed deductions will be made, on written permission, from a licensed employee’s payroll.

- Premiums for payment of tax sheltered annuities and/or ISEA credit unions may be deducted from the salaries of licensed personnel with written notification to the Business Manager.
- Annuities may be obtained only from companies who make agreements with the East Sac County Board of Education.
- Other deductions will occur with written notification due to the Business Manager by September 10th for first semester and by February 10th for second semester.
- If a licensed person, who had requested deductions, leaves the district or is terminated the deductions will be terminated with the last payroll to that employee.

**ARTICLE III
WAGES & SALARIES**

The salary of each employee covered by the regular schedule is indicated in Schedule A.

- Each employee is placed on the appropriate step and lane of Schedule A.
- Credit will be given for up to 7 years of service or more at the discretion of the Board.

- Upon returning to the District, after leaving, the employee will receive full credit on Schedule A and may be given credit for teaching outside of the district.
- Employees may move 1 educational level per year.
 - Notification, to the Business Office, for movement to another lane is due June 1st prior to the year of the contract change.
 - Evidence of completion of credits (graduate only) is due to the Business Office by September 1st of the year of change.
- Payments will be in 24 equal installments on the 5th and 20th of each month. Employees will receive electronic notification of the deposit. Payments during non-instructional days will be made on the last previous working day.

ARTICLE IV SICK LEAVE

- All full-time employees shall be granted 15 days of sick leave for the current year of employment.
- A maximum of 120 days may be accumulated.
- Sick leave accumulation will apply only to consecutive years of employment.
- Whenever an employee is disabled and also eligible for worker's compensation benefits, the School District will pay the difference between the employee's per diem and payments received under worker's compensation providing the employee has sick leave available. Sick leave/worker's compensation will be administered per statute.
- A full-time employee shall be granted 5 family illness days per day. If needed, an employee may convert a maximum of 5 days from their sick leave to family illness leave. This leave is non-cumulative.

ARTICLE V TEMPORARY LEAVES OF ABSENCE

- Each full-time employee shall be granted 3 personal days per year.
- Up to 3 additional personal may be purchased at the cost of substitute pay.
- No personal leave can be used to extend a holiday (Labor Day, Thanksgiving, Christmas, Easter, Memorial Day).
- Unused personal leave (from the original 3 days granted) can be converted to sick leave or paid the substitute rate.
- Professional leave may be granted at the discretion of the administration to employees, head coaches/activity directors and their assistants.
- Each full-time employee shall be granted up to 5 bereavement days per occurrence for a family member or significant other. One day will be granted for personal friends.
- An employee called for jury duty or legally required to appear in a judicial proceeding shall be provided such time. Any fees or remuneration the employee receives (except for mileage or expense reimbursement) shall be turned over to the school system and the employee shall receive their per diem pay.

ARTICLE VI EXTENDED LEAVES

Family Leave

- A leave of absence without pay for up to the remainder of the school year shall be granted for the purpose of caring for an employee's spouse/significant other, child, or parent who is sick or injured.

- All employees may be eligible for parental or adoption leave without pay subject to the following conditions.
 - **Notification**-The employee shall make written application to the Board to alter commitments as a result of parental leave.
 - **Benefits**-If family leave does not exceed sixty (60) days, the employee may maintain his/her health insurance by paying for it.
 - **Pay**-An employee will be entitled to all raises and increments upon their return if the employee serves at least two-thirds (124 days) of the school year.
 - **Return Rights**-Upon returning to employment, the employee shall assume all benefits provided to other employees.

Association

- A leave of absence without pay for up to two (2) years may be granted to an employee for the purpose of serving as an officer of the state or national association. Upon return from such leave, such employee shall be placed at the next position on the salary schedule beyond that which he/she occupied during his/her last year of service to the District, provided said employee served at least 124 days of the last year.

Educational Improvement

- Upon application, a leave of absence without pay of up to one (1) year shall be granted to any employee of the East Sac County Community School District for the purpose of engaging in study at an accredited college or university. Written application must be made by February 1st for the following year. Notification of leave shall be made by March 1st.

**ARTICLE VII
EMPLOYEE WORK YEAR**

The employee contract year will be for a total of 185 days. Employees required to work additional days will be compensated at their per diem rate.

When it is necessary to deduct compensation for a day or days, the deduction will be at the per diem rate. This does not apply to Schedule B contracts or employees with extended contracts.

No employee shall be required to perform duties on Labor Day, Thanksgiving Day, the day after Thanksgiving, Good Friday, Monday after Easter, Christmas Day, New Year’s Day, and Memorial Day. This provision shall not apply to employees on Schedule B contracts, if they are in charge of an activity scheduled for that day.

There shall be a recess from December 23rd through January 2nd during which no employee shall be required to perform duties. This provision does not apply to employees on extra-duty assignments, as described in Schedule B of the contract if they are in charge of an activity scheduled for that day.

A teacher work-day prior to the first day of the second semester shall be included in the calendar. The day will be composed of 2 hours for PD/building meetings/PLC meetings and 6 hours of work on end of semester grades.

**ARTICLE VIII
EMPLOYEE HOURS**

Work Day

- The work-day will be no more than eight (8) hours. This will include a minimum of 30 minutes for lunch and a maximum of 35 minutes for lunch. Lunch breaks are duty free.

- Teachers that travel between buildings will be provided a 30-minute duty free lunch break separate from their travel time.
- The work-day is 7:50 AM to 3:50 PM. During weather related late starts arrival time is adjusted proportionally.
- On Friday, days preceding holiday recesses, and weather related early dismissals, employees may leave 10 minutes after all students in the building are dismissed.
- During a regular student contact day (8 hours), employees shall receive a minimum of 30 minutes of prep time separate from travel or lunch-time. Days that are less than eight (8) hours of student contact time are not grievable.
- A day with less than 3.5 hours of student instructional time will be considered ½ day of contract time for teachers.

Leaving Building

- Employees may leave their building, during their duty-free lunch period, without requesting permission. During prep time or at the completion of classes a teacher may leave the building at the sole discretion of the principal or their designee. This discretionary clause is not grievable.

Faculty Meetings

- No faculty meetings will be held on Friday afternoons or the afternoons of days preceding holiday recesses.

No School

- Employees are not required to report to work when school is called off due to weather.

Schedule A-Salary Schedule

Base 28255 Index 0.03325
 INC DOWN 939.48 INC ACROSS 939.48
 Longevity 0.06

<u>STEPS</u>	<u>BA</u>	<u>BA+12</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+12</u>	<u>MA+24</u>	<u>MA+36</u>
1	\$33,884	\$34,823	\$35,763	\$36,702	\$37,642	\$38,581	\$39,520
Sched A	\$28,255	\$29,194	\$30,134	\$31,073	\$32,013	\$32,952	\$33,892
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
2	\$34,823	\$35,763	\$36,702	\$37,642	\$38,581	\$39,520	\$40,460
Sched A	\$29,194	\$30,134	\$31,073	\$32,013	\$32,952	\$33,892	\$34,831
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
3	\$35,763	\$36,702	\$37,642	\$38,581	\$39,520	\$40,460	\$41,399
Sched A	\$30,134	\$31,073	\$32,013	\$32,952	\$33,892	\$34,831	\$35,771
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
4	\$36,702	\$37,642	\$38,581	\$39,520	\$40,460	\$41,399	\$42,339
Sched A	\$31,073	\$32,013	\$32,952	\$33,892	\$34,831	\$35,771	\$36,710
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
5	\$37,642	\$38,581	\$39,520	\$40,460	\$41,399	\$42,339	\$43,278
Sched A	\$32,013	\$32,952	\$33,892	\$34,831	\$35,771	\$36,710	\$37,650
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
6	\$38,581	\$39,520	\$40,460	\$41,399	\$42,339	\$43,278	\$44,218
Sched A	\$32,952	\$33,892	\$34,831	\$35,771	\$36,710	\$37,650	\$38,589
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
7	\$39,520	\$40,460	\$41,399	\$42,339	\$43,278	\$44,218	\$45,157
Sched A	\$33,892	\$34,831	\$35,771	\$36,710	\$37,650	\$38,589	\$39,529
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
8	\$40,460	\$41,399	\$42,339	\$43,278	\$44,218	\$45,157	\$46,097
Sched A	\$34,831	\$35,771	\$36,710	\$37,650	\$38,589	\$39,529	\$40,468
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
9	\$41,399	\$42,339	\$43,278	\$44,218	\$45,157	\$46,097	\$47,036
Sched A	\$35,771	\$36,710	\$37,650	\$38,589	\$39,529	\$40,468	\$41,408
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
10	\$42,339	\$43,278	\$44,218	\$45,157	\$46,097	\$47,036	\$47,976
Sched A	\$36,710	\$37,650	\$38,589	\$39,529	\$40,468	\$41,408	\$42,347
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
11	\$43,278	\$44,218	\$45,157	\$46,097	\$47,036	\$47,976	\$48,915
Sched A	\$37,650	\$38,589	\$39,529	\$40,468	\$41,408	\$42,347	\$43,287
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629

12	\$44,218	\$45,157	\$46,097	\$47,036	\$47,976	\$48,915	\$49,855
Sched A	\$38,589	\$39,529	\$40,468	\$41,408	\$42,347	\$43,287	\$44,226
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
13	\$45,157	\$46,097	\$47,036	\$47,976	\$48,915	\$49,855	\$50,794
Sched A	\$39,529	\$40,468	\$41,408	\$42,347	\$43,287	\$44,226	\$45,166
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
14	\$46,097	\$47,036	\$47,976	\$48,915	\$49,855	\$50,794	\$51,734
Sched A	\$40,468	\$41,408	\$42,347	\$43,287	\$44,226	\$45,166	\$46,105
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
15	\$46,567	\$47,976	\$48,915	\$49,855	\$50,794	\$51,734	\$52,673
Sched A	\$40,938	\$42,347	\$43,287	\$44,226	\$45,166	\$46,105	\$47,045
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
16	\$47,036	\$48,446	\$49,855	\$50,794	\$51,734	\$52,673	\$53,613
Sched A	\$41,408	\$42,817	\$44,226	\$45,166	\$46,105	\$47,045	\$47,984
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
17	\$47,506	\$48,915	\$50,325	\$51,264	\$52,673	\$53,613	\$54,552
Sched A	\$41,877	\$43,287	\$44,696	\$45,635	\$47,045	\$47,984	\$48,924
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
18	\$47,976	\$49,385	\$50,794	\$51,734	\$53,143	\$54,552	\$55,492
Sched A	\$42,347	\$43,756	\$45,166	\$46,105	\$47,514	\$48,924	\$49,863
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
19	\$48,446	\$49,855	\$51,264	\$52,203	\$53,613	\$55,022	\$56,431
Sched A	\$42,817	\$44,226	\$45,635	\$46,575	\$47,984	\$49,393	\$50,802
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
20	\$48,915	\$50,325	\$51,734	\$52,673	\$54,082	\$55,492	\$56,901
Sched A	\$43,287	\$44,696	\$46,105	\$47,045	\$48,454	\$49,863	\$51,272
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
21	\$49,385	\$50,794	\$52,203	\$53,143	\$54,552	\$55,961	\$57,371
Sched A	\$43,756	\$45,166	\$46,575	\$47,514	\$48,924	\$50,333	\$51,742
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
22	\$49,855	\$51,264	\$52,673	\$53,613	\$55,022	\$56,431	\$57,840
11.8	\$44,226	\$45,635	\$47,045	\$47,984	\$49,393	\$50,802	\$52,212
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
23	\$50,325	\$51,734	\$53,143	\$54,082	\$55,492	\$56,901	\$58,310
Sched A	\$44,696	\$46,105	\$47,514	\$48,454	\$49,863	\$51,272	\$52,681
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
24	\$50,794	\$52,203	\$53,613	\$54,552	\$55,961	\$57,371	\$58,780
Sched A	\$45,166	\$46,575	\$47,984	\$48,924	\$50,333	\$51,742	\$53,151
TSS	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
25	\$51,264	\$52,673	\$54,082	\$55,022	\$56,431	\$57,840	\$59,250

<i>Sched A</i>	\$45,635	\$47,045	\$48,454	\$49,393	\$50,802	\$52,212	\$53,621
<i>TSS</i>	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
<i>26</i>	\$51,734	\$53,143	\$54,552	\$55,492	\$56,901	\$58,310	\$59,719
<i>Sched A</i>	\$46,105	\$47,514	\$48,924	\$49,863	\$51,272	\$52,681	\$54,091
<i>TSS</i>	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
<i>27</i>	\$52,203	\$53,613	\$55,022	\$55,961	\$57,371	\$58,780	\$60,189
<i>Sched A</i>	\$46,575	\$47,984	\$49,393	\$50,333	\$51,742	\$53,151	\$54,560
<i>TSS</i>	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629
<i>Longevity</i>	\$53,899	\$55,364	\$56,830	\$57,826	\$59,291	\$60,757	\$62,223
<i>Sched A</i>	\$48,270	\$49,736	\$51,201	\$52,197	\$53,663	\$55,128	\$56,594
<i>TSS</i>	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629	\$5,629

Schedule B-Supplemental Schedule

GENERATOR BASE: POSITION	YEARS OF EXPERIENCE						
	1	2	3	4	5	6	7
Activities Director	0.1300 \$3,673	0.1350 \$3,814	0.1400 \$3,956	0.1450 \$4,097	0.1500 \$4,238	0.1550 \$4,380	0.1600 \$4,521
Head Football	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249	0.1200 \$3,391	0.1250 \$3,532	0.1300 \$3,673	0.1350 \$3,814
Head Basketball	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249	0.1200 \$3,391	0.1250 \$3,532	0.1300 \$3,673	0.1350 \$3,814
Head Wrestling	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249	0.1200 \$3,391	0.1250 \$3,532	0.1300 \$3,673	0.1350 \$3,814
Head Volleyball	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249	0.1200 \$3,391	0.1250 \$3,532	0.1300 \$3,673	0.1350 \$3,814
Head Baseball	0.0850 \$2,402	0.0900 \$2,543	0.0950 \$2,684	0.1000 \$2,826	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249
Head Softball	0.0850 \$2,402	0.0900 \$2,543	0.0950 \$2,684	0.1000 \$2,826	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249
Head Cross Country	0.0725 \$2,048	0.0775 \$2,190	0.0825 \$2,331	0.0875 \$2,472	0.0925 \$2,614	0.0975 \$2,755	0.1025 \$2,896
Head Track	0.0850 \$2,402	0.0900 \$2,543	0.0950 \$2,684	0.1000 \$2,826	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249
Head Golf	0.0350 \$989	0.0400 \$1,130	0.0450 \$1,271	0.0500 \$1,413	0.0550 \$1,554	0.0600 \$1,695	0.0650 \$1,837

JV Football	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119	0.0800 \$2,260	0.0850 \$2,402	0.0900 \$2,543	0.0950 \$2,684
JV Basketball	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119	0.0800 \$2,260	0.0850 \$2,402	0.0900 \$2,543	0.0950 \$2,684
JV Wrestling	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119	0.0800 \$2,260	0.0850 \$2,402	0.0900 \$2,543	0.0950 \$2,684
JV Volleyball	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119	0.0800 \$2,260	0.0850 \$2,402	0.0900 \$2,543	0.0950 \$2,684
JV Baseball	0.0450 \$1,271	0.0500 \$1,413	0.0550 \$1,554	0.0600 \$1,695	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119
JV Softball	0.0450 \$1,271	0.0500 \$1,413	0.0550 \$1,554	0.0600 \$1,695	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119
JV Track	0.0450 \$1,271	0.0500 \$1,413	0.0550 \$1,554	0.0600 \$1,695	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119
JH Football	0.0475 \$1,342	0.0500 \$1,413	0.0525 \$1,483	0.0550 \$1,554	0.0575 \$1,625	0.0600 \$1,695	0.0625 \$1,766
JH Basketball	0.0475 \$1,342	0.0500 \$1,413	0.0525 \$1,483	0.0550 \$1,554	0.0575 \$1,625	0.0600 \$1,695	0.0625 \$1,766
JH Wrestling	0.0475 \$1,342	0.0500 \$1,413	0.0525 \$1,483	0.0550 \$1,554	0.0575 \$1,625	0.0600 \$1,695	0.0625 \$1,766
JH Volleyball	0.0475 \$1,342	0.0500 \$1,413	0.0525 \$1,483	0.0550 \$1,554	0.0575 \$1,625	0.0600 \$1,695	0.0625 \$1,766
JH Track	0.0475 \$1,342	0.0500 \$1,413	0.0525 \$1,483	0.0550 \$1,554	0.0575 \$1,625	0.0600 \$1,695	0.0625 \$1,766
Weight Room - School Yr	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249	0.1200 \$3,391	0.1250 \$3,532	0.1300 \$3,673	0.1350 \$3,814
Weight Room - Summer	0.0750 \$2,119	0.0800 \$2,260	0.0850 \$2,402	0.0900 \$2,543	0.0950 \$2,684	0.1000 \$2,826	0.1050 \$2,967
Cheerleader Sponsor	0.0550 \$1,554	0.0575 \$1,625	0.0600 \$1,695	0.0625 \$1,766	0.0650 \$1,837	0.0675 \$1,907	0.0700 \$1,978
Cheerleader Spon - Asst	0.0300 \$848	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130	0.0425 \$1,201	0.0450 \$1,271
Drill Team	0.0550 \$1,554	0.0600 \$1,695	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119	0.0800 \$2,260	0.0850 \$2,402
Drill Team - Asst.	0.0300 \$848	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130	0.0425 \$1,201	0.0450 \$1,271

Speech	0.0725 \$2,048	0.0775 \$2,190	0.0825 \$2,331	0.0875 \$2,472	0.0925 \$2,614	0.0975 \$2,755	0.1025 \$2,896
Drama	0.0450 \$1,271	0.0500 \$1,413	0.0550 \$1,554	0.0600 \$1,695	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119
Assistant Speech*	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130	0.0425 \$1,201	0.0450 \$1,271	0.0475 \$1,342
Assistant Drama*	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130	0.0425 \$1,201	0.0450 \$1,271	0.0475 \$1,342
HS Student Council Advisor	0.0350 \$989	0.0400 \$1,130	0.0450 \$1,271	0.0500 \$1,413	0.0550 \$1,554	0.0600 \$1,695	0.0650 \$1,837
MS Student Council Advisor	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130	0.0425 \$1,201	0.0450 \$1,271	0.0475 \$1,342
National Honor Society	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130	0.0425 \$1,201	0.0450 \$1,271	0.0475 \$1,342
K-12 Yearbook	0.0450 \$1,271	0.0500 \$1,413	0.0550 \$1,554	0.0600 \$1,695	0.0650 \$1,837	0.0700 \$1,978	0.0750 \$2,119
Instrumental Music 7-12	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249	0.1200 \$3,391	0.1250 \$3,532	0.1300 \$3,673	0.1350 \$3,814
Vocal Music 7-12	0.1050 \$2,967	0.1100 \$3,108	0.1150 \$3,249	0.1200 \$3,391	0.1250 \$3,532	0.1300 \$3,673	0.1350 \$3,814
Prom Coordinator	0.0300 \$848	0.0350 \$989	0.0400 \$1,130	0.0450 \$1,271	0.0500 \$1,413	0.0550 \$1,554	0.0600 \$1,695
FCCLA Advisor	0.0110 \$311	0.0120 \$339	0.0130 \$367	0.0140 \$396	0.0150 \$424	0.0160 \$452	0.0170 \$480
FB Concessions (Varsity & JV)	0.0200 \$565	0.0225 \$636	0.0250 \$706	0.0275 \$777	0.0300 \$848	0.0325 \$918	0.0350 \$989
Mock Trial - MS	0.0250 \$706	0.0275 \$777	0.0300 \$848	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130
Mock Trial - HS	0.0300 \$848	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130	0.0425 \$1,201	0.0450 \$1,271
Quiz Bowl - MS	0.0250 \$706	0.0275 \$777	0.0300 \$848	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130
Quiz Bowl - HS	0.0300 \$848	0.0325 \$918	0.0350 \$989	0.0375 \$1,060	0.0400 \$1,130	0.0425 \$1,201	0.0450 \$1,271

FFA - MS / HS	0.0900	0.0950	0.1000	0.1050	0.1100	0.1150	0.1200
	\$2,543	\$2,684	\$2,826	\$2,967	\$3,108	\$3,249	\$3,391

Track Concessions \$50.00 per event

Softball/Baseball Conc. \$20 per event

Other Misc. Concessions \$20 per event

* Will be hired if the number of participants reaches 20; a second assistant be hired if the number of participants reaches 40 and if an acceptable qualified candidate can be identified.

**Schedule C
East Sac County Community School District
Grievance Report**

Level I (informal)

Date Filed:
Building:
Aggrieved Person:

Information discussion and/or meeting between complainant and the principal/supervisor was held on _____.

Distribution of Form: Association, Employee, Principal/Supervisor, Superintendent

LEVEL II

Date Violation Occurred:

Section(s) of Contract Violated:

State of Grievance:

Relief Sought:

Signature of Aggrieved Person:
Date:

Disposition by Principal/Immediate Supervisor:

Signature of Principal/Immediate Supervisor:
Date:

Level III

Signature of Aggrieved Person:

Date Received by Superintendent:

Disposition by Superintendent/Designee:

Signature of Superintendent/Designee:
Date: