

10/2/2012 8:16 AM

NEGOTIATED AGREEMENT
BETWEEN
THE BOARD OF TRUSTEES OF
WEST BONNER COUNTY SCHOOL DISTRICT NO. 83
AND THE
WEST BONNER COUNTY EDUCATION ASSOCIATION
FOR THE 2012-2013 SCHOOL YEAR

This document constitutes the negotiated agreement between the West Bonner County School District No. 83 and the West Bonner County Education Association for the 2012-2013 school year.

Peggy Smith, Chairman
Board of Trustees
WBCSD #83

Date: _____

Candy Turner, President
West Bonner County Education Association

Date: _____

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ARTICLE I
RECOGNITION AND DEFINITIONS

A. The agreement is made and entered into by and between the West Bonner County School District No. 83 Board of Trustees, hereinafter called the "District" and the West Bonner County Education Association, hereinafter called the "WBCEA". This agreement will be in effect from July 1, 2012 through June 30, 2013.

B. The District recognizes the WBCEA as the exclusive-bargaining agent for the purpose of WBCEA negotiations upon receipt of proof of membership letter from WBCEA President.

C. DEFINITIONS

a. ASSOCIATION: Shall mean the local education organization as defined by Idaho Code 33-1722(2).

b. WBCEA: West Bonner Education Association

c. BOARD: Refers to the Board of Trustees of West Bonner County School District #83 in the County of Bonner, State of Idaho.

d. BUILDING: Refers to facilities operated and maintained by the District.

e. CALENDAR: Refers to the school calendar as adopted by the Board.

f. CLASS: Refers to an individual teacher's students, in a classroom, at any given time.

g. CONTRACTS:

i. STANDARD TEACHING: Refers to the State mandated contract between the individual and the Board.

ii. EXTRACURRICULAR/SUPPLEMENTAL DUTIES: A separate and distinct addendum for extra duty as listed in the employee contract.

h. TEACHER CONTRACT DAY: This refers to workdays (Monday through Friday), excluding holidays.

i. Student Day – Classes in session: teaching/learning

ii. Teacher Work Day – Classes not in session: Grades, lesson plans, curriculum, etc.

iii. In-Service Day/Time – Professional, Job-Related Training or Meetings

iv. Collaborative Day/Time – Time designated for improving student learning; planned jointly by Principal and representative building team, approved by the Superintendent. Minimum 30 minutes in length.

- v. Half-Day: Minimum of three (3) hours of instruction.
 - vi. Minimum Day: Minimum of four (4) hours of instruction.
- i. DISTRICT: District as used in this negotiated agreement refers to the West Bonner County School District #83.
 - j. EMPLOYEE: The term “employee” as used in this agreement refers to an employee holding a valid Idaho Teacher’s Certificate and is employed by West Bonner County School District #83 in a position requiring such certificate.
 - k. FRINGE BENEFITS: Any supplemental benefits, in addition to fixed salary, provided to or on behalf of an individual professional employee of West Bonner County School District No. 83.
 - l. FRINGE BENEFIT ELIGIBILITY: Those employees who work twenty (20) or more hours per week are eligible for the District’s Fringe Benefits.
 - m. IMMEDIATE FAMILY/STEP FAMILY: Includes husband, wife, father, mother, son, daughter, parent-in-law, child-in-law, grandparent, grandchild, brother, sister, guardian or ward and the same members of the spouse’s family or like members of a step family. This includes any relative or person residing in the same household for more than six months.
 - n. INSTRUCTIONAL DAY: Period of formal student instruction at each school.
- D. CERTIFIED JOB CLASSIFICATIONS AS DEFINED BY THE IDAHO SYSTEM OF EDUCATIONAL EXCELLENCE SHALL BE AS FOLLOWS:
- a. INSTRUCTIONAL STAFF
 - i. Elementary Teachers
 - ii. Secondary Teachers
 - iii. Media Generalists
 - iv. Counselors
 - v. School Psychologists
 - vi. Psychological Examiners
 - vii. School Nurses
 - viii. Speech/Language Pathologists
 - ix. Audiologists
 - x. Occupational/Physical Therapists
 - b. ADMINISTRATIVE STAFF
 - i. Superintendents
 - ii. Assistant Superintendents
 - iii. Directors

- iv. Supervisors/Coordinators
- v. Elementary Principals
- vi. Head Teachers
- vii. Secondary Principals
- viii. Assistant Principals
- ix. Athletic Directors

**ARTICLE II
ASSOCIATION BUSINESS**

A maximum of eight (8) days leave per year shall be granted to Association officers or their designees, if requested, for Association business within the state. The District will pay for the cost of substitutes for the first five (5) days of leave. The Association will reimburse the District for the cost of any substitutes such leave might necessitate after the fifth day.

PRESIDENT'S RELEASE DAYS

The Association President shall be released fifteen (15) days per year for Association business. Such release days shall be in addition to those days authorized by Idaho Code. The West Bonner County Education Association will pay for the costs of the substitutes as needed.

**ARTICLE III
EXTRA DUTY PAY**

- A. Whenever a teacher has an assigned duty that extends beyond the regular assigned time, that teacher will be allowed to arrive or leave later or earlier to compensate for the extra-duty time. Time shall be compensated on days and at times mutually agreed to by the employee and their supervisor. In the situation where teachers are required to attend in-service or other district meetings beyond their contract year, they will be granted equivalent personal days or be compensated at the rate of \$18.00 per hour. Every attempt should be made to use District in-service days first for required professional development. The timing of in-service days beyond the contract year should be agreed upon in collaboration between the principal and staff.
- B. Except for faculty meetings and one open house, any teacher, requested to perform duty beyond the regular teacher workday for school related activities shall be compensated at a rate of \$18.00 per hour for curriculum work and other tasks which do not require student monitoring.
- C. Teachers will be compensated \$15.00 per hour for assignments which require student supervision.
- D. An employee, at the request of the administration, may agree to teach a semester class during his/her regularly scheduled preparation period. An employee, who teaches during his/her preparation period, will have his/her regular teaching salary (excluding

addendums) pro-rated on the number of periods during the day. No employee shall be required to teach during his/her preparation period. If the enrollment does not reach or maintain a minimum of 12 students during the semester, the class may be discontinued and the teacher prep period reinstated.

ARTICLE IV TEACHER WORKDAY

- A. The work day is generally exclusive of lunch and extracurricular assignments but inclusive of preparation time and assigned duties. Teachers are required to be in the building or at the job site a minimum of one-half (1/2) hour before classes begin and one-half (1/2) hour after classes end or as directed by the building principal. The length of a given work day may be shortened by the immediate supervisor, provided however, that such shortening does not violate any state rules and regulations, or laws of the State of Idaho regarding the length of the school day.
- B. Each teacher shall be provided a daily duty-free lunch period of at least thirty (30) continuous minutes within the workday. Teachers are not to be assigned extra duty during the duty-free lunch period.
- C. During the instructional day, all elementary teachers shall be provided with a minimum of one (1) uninterrupted thirty (30) minute preparation period per day. The present procedure of one (1) continuous class period of preparation time per day during the instructional day for the junior high will continue unaltered. Secondary teachers on the block schedule will be provided a minimum of forty-five (45) minutes of preparation time every other day, and a full uninterrupted class period of preparation time every other day. If an employee is half time or greater, he/she shall receive a pro-rated preparation period.
- D. Before the end of the year, a committee made up of administration and teachers in leadership positions at each building may recommend adjustment of the preparation period in the building for the following year.
- E. Teachers will not be required to give up their preparation time or take additional workload to monitor another teacher's classroom unless an emergency exists.

ARTICLE V PROFESSIONAL DEVELOPMENT

Continuing Education Credits

Teachers that have been in the District for at least three continuous years of employment are eligible for continuing education credits. Eligible employees are allowed a maximum of \$500 per school year towards the cost of obtaining university credits. Any employees on a "B" contract that work less than full time will receive a pro-rated portion of this allocation per their

total FTE. The district will pay for the credits, up to the agreed amount stipulated in this agreement, if it meets the following criteria:

- A. The class has relevance to the employee's individual professional goals as approved by the employee's principal or immediate supervisor.
- B. The class has relevance to the current district goals.
- C. The class is required by the State of Idaho.
- D. The class is required by the West Bonner County School District.

The district upon registration will make payment for each class. It is the employee's responsibility to complete the district "Course Approval/Credit Payment" forms and the college or university registration form two (2) weeks prior to the start date of the course. An official transcript for each completed class must be on file in the district office within six (6) weeks of the end of the semester in which the course was completed. It is understood that it is the employee's responsibility to submit official transcripts verifying class completion as soon as it is available from the college or university. If the transcript is not on file within the specified time frame, the cost of the tuition will be deducted from the employee's pay.

Course Reimbursement: Employee will pay for the course and will receive reimbursement after course completion. After completing the pre-approved course, the employee will submit a copy of the official transcript and the cancelled check or receipt from the college or university. Course must meet all the criteria set above.

All Coaches of all IHSAA sanctioned activities may use funds allocated to them for continuing education credits to reimburse the cost of the training/courses required by the IHSAA.

ARTICLE VI LEAVE OF ABSENCE

A one-year leave of absence may be granted to teachers that have been in the District for at least three continuous years of employment. Leave of absence may be approved by the District for reasons such as:

- A. Advanced study
- B. Prolonged personal illness or illness in immediate family
- C. Required military service and for emergencies arising there from
- D. Travel leave which is deemed as being to the best interest of the district
- E. Exchange teacher programs or teaching in a foreign country
- F. Other such special reasons as may be approved by the District; provided, however, the following conditions are met:
 - a. Request for leave of absence submitted in writing to administration by April 1 preceding date that said leave is to be effective; and
 - b. Intent to return from requested leave of absence and resume teaching duties must accompany the request.
- G. Maternity/paternity leave

- a. All maternity leave shall be granted according to state and federal law and Board Policy 5410

It is not the intent that an employee be granted leave of absence to seek employment outside the District.

Upon a teacher's return from a leave of absence a guarantee of continued employment in the same position would be affected unless that position no longer exists due to changing enrollments or school alignment.

A teacher on leave of absence must confirm his/her intent to return to the District for the next succeeding year. He/She shall notify the district in writing no later than April 1 of the year said leave of absence applies.

If leave is denied, the reason will be given for the denial.

ARTICLE VII PERSONAL LEAVE

Certificated employees with contracts of .50 or greater will be granted personal leave days. Personal leave days will be pro-rated per FTE for a maximum of 2 days. (i.e. .50 FTE = 1 day, .75 FTE = 1.5 days and 1.0 FTE = 2.0 days). Personal leave days shall be cumulative to five (5) days, with prior notification to the building administrator, except in the case of an emergency. No reason needs to be stated for personal use.

All full-time certificated employees who have at least 14 years of certified teaching experience, have taught in this district for 10 or more years, and who were not on probation or a plan of assistance the previous school year shall be granted one (1) additional day per year.

Except in situations in which the building administrator and Superintendent or designee consider extenuating, personal leave will not be granted during the first week or the last week of the school year.

No more than 10% of certificated staff in any building may take personal leave to extend a school vacation. Two weeks advance notice is required to extend a vacation.

Unused personal leave may be cashed in at the end of the school year per the following guidelines:

- A. No more than two (2) days per year may be cashed in.
- B. Reimbursement will be at the Certificated Long Term Sub Pay rate per day.
- C. Written requests, to be paid for unused personal leave, must be received by payroll clerk by June 1. Payment will be made in the June paycheck.

Teachers who during their prep periods accumulate 275 minutes while covering for another teacher(s) will be granted an additional Personal Leave Day. 140-274 minutes will qualify for a half-day of personal leave. These minutes cannot accumulate from year to year and they can be cashed in at the end of the school year. The Principal will maintain a record of these minutes and submit a report to payroll at the end of the semester.

**ARTICLE VIII
SICK LEAVE**

All full time certificated employees should be credited with in advance sick leave allowance of ten (10) days per school year. All other certificated employees over .50 FTE should be credited with in advance sick leave allowance of days pro-rated to their contracted FTE. Sick leave accumulation will be unlimited, under the condition that if the state laws or State Board rules and regulations governing sick leave change, this article will be re-negotiated.

All accumulated sick leave permitted as reportable under Idaho Code 33-1225, shall be reported to the Public Employees Retirement System of Idaho (PERSI) for employees retiring after July 1, 1988.

If a certified employee leaves a position during the contract year (resigns, retirement, etc.), the sick leave advanced, for that year, will be prorated.

**ARTICLE IX
SICK LEAVE BANK**

- A. Purpose: The purpose of the Sick Leave Bank shall be to provide all eligible staff additional sick leave days needed to recover from serious illness/injuries (non-work related) which cause an employee to be absent from work for (5) or more consecutive days. Criteria for eligible staff are those employees who either hold a West Bonner County School District contract or work 20+ hours a week.

- B. The Sick Leave Bank shall be administered by a council comprised of two (2) certificated employees, two (2) classified employees and one (1) Administrator to be appointed by the Superintendent. This council shall elect a chairperson. The employee's council terms will be two year staggered terms as determined by the West Bonner County Education Association (hereafter called WBCEA) and the Meet & Confer Committee. If a vacancy occurs, prior to the end of the term, the two respective groups shall appoint a replacement to serve out the remainder of that council member's term.

- a. The Council shall have the authority to recommend guidelines in addition to those set forth, as needed. Such guidelines shall have the approval of the current WBCEA and Meet & Confer Committee and Board of Trustees.
- b. The Council shall review all applications for use of the Bank and shall have the authority to make final decisions, within the guidelines, as to the disposition of the application. **Please note, sick leave bank application does not guarantee that the committee will grant the requested days.**
- C. **Eligibility for Membership:** Membership in the Sick Leave Bank shall be extended to any employee who is employed by the District, who holds a West Bonner County School District #83 contract or who works a minimum of 20 hours per week, and who has accumulated one (1) day of personal sick leave as defined by Idaho Code 22-1216 and 33-1217. All certified employees of the District will automatically be members of the Sick Leave Bank. All certified employees beginning service with the District will contribute one (1) day to the sick leave bank following employment.
- D. **All Eligible Employees** become a member of the Sick Leave Bank by contributing one (1) day to the Sick Leave Bank following employment and the accumulation of one (1) day of sick leave. Days donated shall be non-returnable to the donor. Any new employee shall have thirty (30) days from the date of hire to submit their application to join. Any existing employee who is not currently a member of the Sick Leave Bank may join during the “open enrollment” period each year during the month of September. If the employee joins during the “open enrollment” period, they must wait to access the Sick Leave Bank until April 1 of the following year. An employee donating one (1) day of accumulated personal sick leave, shall be a current member and shall continue as a current member until person submits a written resignation to the Sick Leave Bank Council.
- E. Employees shall not be requested to make further contributions unless the number of days in the bank drops below 50 days. At such time as the bank drops below 50 days, each employee shall contribute one (1) day to the Sick Leave Bank. Written notice shall be give to all employees.
- F. The Council shall be responsible for reporting to the District’s payroll office all days granted by the Bank and all other information necessary for the employee’s records.
- G. The following are the guidelines established for receiving grants from the Sick Leave Bank.

- a. May be made only after the applicant has:
 - i. Used all his/her accumulated sick leave, personal leave and vacation time; and
 - ii. Missed work two (2) days for which his/her salary was reduced.
- b. Requests for days from the Sick Leave Bank must be made on the approved form, available in each school/office, and sent to the Business Manager.
- c. All applications must be made no later than ten (10) days after returning to work within the same school year.
- d. Shall not exceed a total of 25 days in any one school year. Additional days may be granted in extenuating circumstances.
- e. Shall not be granted for medically related business, which can be scheduled on non-work time.
- f. A doctor's note or diagnosis stating the serious illness/injury is required of the applicant's inability to work.
- g. May be granted for illness in the employee's immediate family. Immediate family includes a husband, wife, father, mother, son, daughter, parent-in-law, child-in-law, grandparent, grandchild, brother, sister, guardian or ward and includes any relative or person residing in the same household for more than 6 months.

**ARTICLE X
ASSAULT LEAVE**

Assault is defined as an injury occurring from a physical confrontation (with a student, parent, patron, fellow employee, etc.) while performing assigned duties.

The following guidelines will apply:

- a. The employee's conduct was within the bounds of general standards of professional behavior.
- b. The incident must be reported to the immediate supervisor within 24 hours.
- c. A worker's compensation form must be completed with five (5) days of the assault, as per District policy.

If the above conditions are met, Assault Leave shall be granted and duration of leave determined by Administration. Sick Leave will not be deducted as a result of an Assault.

**ARTICLE XI
BEREAVEMENT LEAVE**

Up to a total of five (5) days of absences shall be authorized by the immediate supervisor because of death in the immediate family. Conditions of this article pertain to both sides of the family. These five (5) days are in addition to accumulated sick leave and are not chargeable to sick leave. When extenuating circumstances exist, the Superintendent or designee may allow an exception. This leave is non-cumulative.

ARTICLE XII
PAY for PERFORMANCE

The School District Instructional Leadership Team (DILT) shall be established which consists of two (2) teachers from Priest River Elementary, two (2) teachers from Priest River Lamanna High, one (1) teacher each from Idaho Hill Elementary, Priest Lake Elementary, Priest River Junior High, and PREP Alternative High School plus four (4) building administrators and the Superintendent.

The DILT shall meet monthly or as necessary to complete the work. Meetings will take place during the school year outside contract time. Teachers serving on the committee will be paid a stipend of \$300.00. The stipend will be paid in June based on the percentage of meetings as reported by secretary.

Duties shall include:

- A. Ensure that local student achievement share awards are equivalently difficult/easy to earn by all groups (Professional Learning Communities) within the district. Preliminary plans for teachers in each building will be forwarded to the committee each year via the superintendent, and these plans will have been determined by groups of teachers and the principal. Each building shall attempt to ensure plans are equitable before sending them to the committee.
- B. Set guidelines/rules to govern local student achievement share awards in the school district.
- C. Help ensure that results for which there is pay are reliable and valid.
- D. Help ensure that excellence and improvement are encouraged, and that all effective certificated building-based staff has an opportunity to earn awards. The process should be one that encourages creativity and collaboration with Professional Learning Communities, and a "bottom up" approach to goal setting.
- E. All performance and personnel matters which are confidential under current state law and school district policy will remain confidential.

ARTICLE XIII
FRINGE BENEFITS

- A. All employees who hold at least a .50 FTE contract are eligible for benefits. District contribution towards the employee's insurance package will be 100% of the premium cost for the employee only premiums of the following plans:
 - a. Blue Value Plan through Blue Cross to include vision through VSP
 - b. Delta Dental
 - c. Regence Life

Additional premium costs over the employee paid benefit per month will be paid by the employee through payroll deduction. The Insurance Committee will make recommendations on benefits to the Negotiations Team every year.

- B. Coverage for two-party or other family options is available at the employee's expense.
- C. Coverage becomes effective on the first day of the month following employment and receipt of first paycheck for all new employees. Coverage will be for 12 calendar months.
- D. Fringe benefits will be paid during the summer months for certified employees that continue to receive a paycheck. Benefits shall end the last day of July if an employee resigns and requests to be paid in full in June.
- E. The suggested make up of a District Insurance Committee is as follows:
 - a. 3 WBCEA members from the WBCEA Insurance Committee
 - b. 2 members from the administration office as stated below:
 - i. Business Manager
 - ii. Administrator
 - c. 1 Classified Employee
 - d. 1 Retiree
- F. **Health Insurance**
 - a. The District shall provide a group insurance plan to all eligible employees.
- G. **Life Insurance**
 - a. The District shall provide a \$20,000 life insurance policy to all eligible employees.
- H. **Dental Insurance**
 - a. The District shall provide a group dental insurance plan to all eligible employees.
- I. **Vision Insurance**
 - a. The District shall provide a group vision insurance plan to all eligible employees.
- J. **Flex Plan**
 - a. The District will provide an optional IRS Plan to all eligible employees.
- K. The above options shall be payroll deductible to the amount requested by the employee under either a pre-tax or after tax option. To be eligible for the pre-tax option, the employee must be a member for the IRS 125 Plan offered by the District.

**ARTICLE XIV
SALARY**

Salary Schedule

For the 2012-2013 school year, there will be one certificated salary schedule. The base salary for this salary schedule is \$23,123 (see Appendix A). Placement for experience and credits on the salary schedule will be based upon the State Department of Education (SDE) Salary Matrix. Credits for experience (steps) will be calculated as actual years of experience minus three years. Credits for additional education will be given (lanes). There will be five paid holidays for the 2012-2013 school year (Labor Day, Thanksgiving Day, Christmas Day, New Year's Day and Memorial Day).

Official transcripts must be on file in the Personnel office no later than September 1 in order to have a lane change for that school year.

Longevity Stipends

Longevity stipends apply only to employees who have been employed as teachers a minimum of 15 years, of which ten (10) years must be in district; and have a minimum educational placement of BA + 48. Once the certificated employee has met the above criteria, the employee is placed on the longevity scale per all certificated experience. For example: Teacher comes to WBCSD with 7 years from another school district and works 10 years in WBCSD. After the employee has worked 10 years they are placed on row 17 of the longevity pay scale. See Appendix A.

Co-Curricular & Extra Curricular Stipends

See Appendix B for stipend schedule.

A committee of four coaches, one activity director, and two non-sports activities sponsors shall meet in March of each year to make recommendations concerning the Co-curricular Salary Schedule. Their recommendations shall be presented to the WBCEA president who shall include them in the WBCEA's proposals at the next negotiations. See attached co-curricular stipend schedule.

Activity/Coaching Salaries: Add 20% longevity stipend to coaches/advisors who have coached/advised the same sport/activity for 5 to 9 years and on the 10th year and thereafter an additional 20% increase is added to the 5 to 9 years stipend. Years of experience are awarded only for in-district experience.

Any High School Assistant Coach or Junior High Coach selected as High School Head Coach will be awarded 1 year experience for every 2 years assistant coach experience or junior high coach experience in the same sport in-district.

Any Junior High Coach moving to a High School Assistant Coach in the same sport in-district will be awarded year for year experience.

Any High School Head Coach moving to Junior High Coach in the same sport in-district will be awarded year for year experience.

Each employee's salary will be a combination of state reimbursed and supplemental levy funds.

ARTICLE XV GRANT WRITING

Up to one (1) day of release time may be provided by the District, as determined by Administration of the District, for those district employees who wish to write a grant. The building principal must approve the release time and support the proposed grant. An additional day may be granted by the building principal for administering the grant if received and if the building principal believes time is needed.

ARTICLE XVI SAVINGS CLAUSE

If any provision of this Negotiated Agreement, or any application of this Agreement to any employee or group of employees, is held to be contrary to law by a court of competent jurisdiction; then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XVII UNANTICIPATED REVENUE

If the District receives unanticipated revenue as a result of an increase in the unit factor, an increase in the total number of units, or other state revenue not reflected in the June 2012 adopted budget, the Board will hear recommendations from the WBCEA on where the revenue will be disbursed.

Memorandum of Understanding

The Board commits to hear recommendations from the District Instructional Leadership Team (DILT) on the July 11, 2012 Board meeting. The Board then commits to consider the selection and implementation of a proposed calendar of district-wide collaboration times and dates which will be used to address data-review, implementation of Common Core State Standards, Total Instructional Alignment, Response to Intervention, and data-supported best practices.

APPENDIX A
WEST BONNER COUNTY SCHOOL DISTRICT

Certified Pay Scale

Revision June 20, 2012

State Base = \$23,123

District Base = \$26,141

Minimum Salary = \$31,750

YRS EXP	BA	BA-12	BA-24	BA-36 MA	BA-48 MA-12	BA-60 MA-24	MA-36 ES/DR
0	\$ 26,121	\$ 27,101	\$ 28,117	\$ 29,172	\$ 30,266	\$ 31,403	\$ 32,581
1	\$ 27,101	\$ 28,117	\$ 29,172	\$ 30,266	\$ 31,403	\$ 32,581	\$ 33,803
2	\$ 28,117	\$ 29,172	\$ 30,266	\$ 31,403	\$ 32,581	\$ 33,803	\$ 35,070
3	\$ 29,172	\$ 30,266	\$ 31,403	\$ 32,581	\$ 33,803	\$ 35,070	\$ 36,384
4	\$ 30,266	\$ 31,403	\$ 32,581	\$ 33,803	\$ 35,070	\$ 36,384	\$ 37,747
5	\$ 31,403	\$ 32,581	\$ 33,803	\$ 35,070	\$ 36,384	\$ 37,747	\$ 39,163
6	\$ 32,581	\$ 33,803	\$ 35,070	\$ 36,384	\$ 37,747	\$ 39,163	\$ 40,631
7	\$ 33,803	\$ 35,070	\$ 36,384	\$ 37,747	\$ 39,163	\$ 40,631	\$ 42,154
8	\$ 35,070	\$ 36,384	\$ 37,747	\$ 39,163	\$ 40,631	\$ 42,154	\$ 43,734
9	\$ 36,384	\$ 37,747	\$ 39,163	\$ 40,631	\$ 42,154	\$ 43,734	\$ 45,375
10	\$ 36,384	\$ 39,163	\$ 40,631	\$ 42,154	\$ 43,734	\$ 45,375	\$ 47,075
11	\$ 36,384	\$ 39,163	\$ 40,631	\$ 42,154	\$ 45,375	\$ 47,075	\$ 48,841
12	\$ 36,384	\$ 39,163	\$ 40,631	\$ 42,154	\$ 45,375	\$ 48,841	\$ 50,672
13	\$ 36,384	\$ 39,163	\$ 40,631	\$ 42,154	\$ 45,375	\$ 48,841	\$ 52,571
						\$ 50,393	

LONGEVITY STIPENDS

15	\$ 500	\$ 500	\$ 500
20	\$ 1,000	\$ 1,000	\$ 1,000
25	\$ 1,500	\$ 1,500	\$ 1,500
30	\$ 2,000	\$ 2,000	\$ 2,000

APPENDIX B

Last Revision 6/15/11

CO-CURRICULAR SALARY SCHEDULE

Position	Stipend - Yr 1 to 4	Total	Stipend Yr 5 to 9	Stipend Yr 10+
HS Head Football	\$ 3,146	\$ 3,146	\$ 3,775	\$ 4,530
HS Varsity Boys Basketball	\$ 3,146	\$ 3,146	\$ 3,775	\$ 4,530
HS Varsity Girls Basketball	\$ 3,147	\$ 3,147	\$ 3,776	\$ 4,532
HS Head Wrestling	\$ 3,146	\$ 3,146	\$ 3,775	\$ 4,530
HS Head Volleyball	\$ 3,146	\$ 3,146	\$ 3,775	\$ 4,530
Cheerleader Advisor	\$ 3,146	\$ 3,146	\$ 3,775	\$ 4,530
HS Assistant Football	\$ 2,247	\$ 8,988	\$ 2,696	\$ 3,236
HS JV Boys Basketball	\$ 2,247	\$ 2,247	\$ 2,696	\$ 3,236
HS JV Girls Basketball	\$ 2,247	\$ 2,247	\$ 2,696	\$ 3,236
HS Boys C Squad	\$ 2,247	\$ 2,247	\$ 2,696	\$ 3,236
HS Girls C Squad	\$ 2,247	\$ 2,247	\$ 2,696	\$ 3,236
HS Assistant Wrestling	\$ 2,247	\$ 2,247	\$ 2,696	\$ 3,236
HS Assistant Volleyball	\$ 2,247	\$ 4,494	\$ 2,696	\$ 3,236
HS Yearbook	\$ 2,247	\$ 2,247	\$ 2,696	\$ 3,236
Boys Soccer	\$ 2,921	\$ 2,921	\$ 3,505	\$ 4,206
Girls Soccer	\$ 2,921	\$ 2,921	\$ 3,505	\$ 4,206
HS Track	\$ 2,921	\$ 2,921	\$ 3,505	\$ 4,206
HS Head Golf	\$ 2,921	\$ 2,921	\$ 3,505	\$ 4,206
HS Head Baseball	\$ 2,921	\$ 2,921	\$ 3,505	\$ 4,206
HS Head Softball	\$ 2,921	\$ 2,921	\$ 3,505	\$ 4,206
HS Cross Country	\$ 2,921	\$ 2,921	\$ 3,505	\$ 4,206
HS Instrumental	\$ 2,921	\$ 2,921	\$ 3,505	\$ 4,206
HS Assistant Track	\$ 2,022	\$ 4,044	\$ 2,426	\$ 2,912
HS Assistant Baseball	\$ 2,022	\$ -	\$ 2,426	\$ 2,912
HS Assistant Softball	\$ 2,022	\$ -	\$ 2,426	\$ 2,912
HS Vocal	\$ 2,069	\$ 2,069	\$ 2,483	\$ 2,979
Drama	\$ 2,472	\$ 2,472	\$ 2,966	\$ 3,560
Academic Decathlon	\$ 1,348	\$ 1,348	\$ 1,618	\$ 1,941
Leadership Class	\$ 2,247	\$ 2,247	\$ 2,696	\$ 3,236
JH Football	\$ 1,798.00	\$ 7,192	\$ 2,158	\$ 2,589
JH Basketball	\$ 1,798.00	\$ 7,192	\$ 2,158	\$ 2,589
B Team Basketball	\$ 1,798.00	\$ 3,596	\$ 2,158	\$ 2,589
JH Wrestling	\$ 1,798.00	\$ 1,798	\$ 2,158	\$ 2,589
JH Track	\$ 1,798.00	\$ 3,596	\$ 2,158	\$ 2,589
JH Volleyball	\$ 1,798.00	\$ 3,596	\$ 2,158	\$ 2,589
JH Vocal	\$ 1,742.00	\$ 1,742	\$ 2,090	\$ 2,508
JH Instrumental	\$ 1,851.00	\$ 1,851	\$ 2,221	\$ 2,665
JH Cheerleader Advisor	\$ 1,348.00	\$ 1,348	\$ 1,618	\$ 1,941
JH Yearbook	\$ 1,348.00	\$ 1,348	\$ 1,618	\$ 1,941

**SICK LEAVE BANK APPLICATION FORM
WEST BONNER COUNTY SCHOOL DISTRICT #83**

Name: _____ Date: _____

I am an eligible employee and wish to make application for _____ days of sick leave from the Sick Leave Bank for the following reasons (use back side of form if additional space is needed):

Please note: You are only allowed to request up to 25 days per year per policy 5401; and this application process does not guarantee that you will get days requested.

I have fulfilled the required guidelines as marked below:

- ____ Exhausted all accumulated sick leave.
- ____ "Leave Without Pay" for two days (list dates): _____
- ____ Attached the required doctor's note/diagnosis per policy 5401.

Employee Signature (or designee): _____

RETURN THIS FORM TO THE DISTRICT OFFICE

OFFICE USE ONLY

The above individual has met the required guidelines:

Yes No Signature: _____

SICK LEAVE BANK COMMITTEE RECOMMENDATION:

The sick leave bank met on _____.

Your request for _____ days was **APPROVED** **DENIED** (circle one)

If approved: From _____ To _____

Reason for Denial: _____

Signature of Chairman _____ Date _____

Cc: Employee