

**BAINVILLE PUBLIC SCHOOLS**  
**2020-2023**  
**Certified Teacher Terms & Conditions of Employment**

**I. SALARY SCHEDULE**

A. Replace previous salary schedule with a single-column matrix as follows

**Table A**

2020-21		2021-22		2022-23	
STEPS		STEPS		STEPS	
0	\$37,740	0	\$38,495	0	\$39,265
1	\$37,740	1	\$38,495	1	\$39,265
2	\$37,740	2	\$38,495	2	\$39,265
TENURE		TENURE		TENURE	
3	\$42,740	3	\$43,495	3	\$44,265
4	\$44,840	4	\$45,595	4	\$46,365
5	\$46,940	5	\$47,695	5	\$48,465
6	\$49,040	6	\$49,795	6	\$50,565
7	\$51,140	7	\$51,895	7	\$52,665
8 (8-9)	\$53,640	8 (8-9)	\$54,395	8 (8-9)	\$55,165
9	\$53,640	9	\$54,395	9	\$55,165
10 (10-11)	\$56,140	10 (10-11)	\$56,895	10 (10-11)	\$57,665
11	\$56,140	11	\$56,895	11	\$57,665
12 (12-14)	\$58,840	12 (12-14)	\$59,595	12 (12-14)	\$60,365
13	\$58,840	13	\$59,595	13	\$60,365
14	\$58,840	14	\$59,595	14	\$60,365
15 (15-17)	\$61,540	15 (15-17)	\$62,295	15 (15-17)	\$63,065
16	\$61,540	16	\$62,295	16	\$63,065
17	\$61,540	17	\$62,295	17	\$63,065
18 (18-21)	\$64,540	18 (18-21)	\$65,295	18 (18-21)	\$66,065
19	\$64,540	19	\$65,295	19	\$66,065
20	\$64,540	20	\$65,295	20	\$66,065
21	\$64,540	21	\$65,295	21	\$66,065
22-25	\$67,540	22-25	\$68,295	22-25	\$69,065

\*\*Step Zero (0) is based on 2%COLA the previous year's base salary.

B. Growth increases will incur as demonstrated in the above schedule (Item IA). Teachers who have exceeded a band will remain there until the length of the band expires.

C. Additional adjustments to teacher salaries are as follows:

1) Teachers who have earned a Master's Degree that was approved by administration and board will receive \$3000.00 yearly. \*Teachers who have earned an administration and board approved Masters Degree prior to March 2017 will be advanced one (1) step on the 2020-2021 salary schedule matrix.

2) Teachers who have earned additional endorsement(s) that provide additional area(s) of duty assignment will receive \$2,000.00 per endorsement in the year(s) the additional endorsement(s) is/are used.

3) Teachers placed within the first three steps will receive the growth step of \$5,000.00 when moving to step 3 (at the offer and acceptance of the fourth contract) as demonstrated in the above schedule (Item IA).

D. New hires with more than 3 years of certified teaching experience will be placed in the step corresponding with their years of experience. A maximum of 11 years of experience will be recognized. These hires will remain at their entry step until tenured.

E. Teachers who sign their contract within 10 days of presentation will receive a \$2000 contract bonus paid on August 20th of the contract year.

## II. SICK AND ANNUAL LEAVE

A. Sick leave is accumulated at 10 days per year with a maximum accumulation of 80 days, and may be taken in increments of ½ of a day unless it can be filled in-house where it may be taken at the discretion of the Superintendent at 1/8th increments. Sick leave may be used for:

- a) for personal medical needs; to provide care for a family member\* who is incapacitated as a result of physical or mental illness, injury, pregnancy or childbirth; to provide care for a family member as a result of medical, dental or optical examination or treatment.
- b) A teacher may use up to three (3) sick leave days for bereavement if no annual leave days remain.
  - 1) "Family member" is defined as: a spouse and parents thereof; children, including adopted children, and spouses thereof; parents; brothers and sisters and spouses thereof, and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. (taken from the US office of Personnel Management)
  - 2.) A teacher with 7 years or more of service to this school will receive upon termination of employment, a sum of \$50.00 for each day of his/her accumulated sick leave.

B. Annual Leave will be granted on a basis of 10 days per year, non-accumulative, in the event of an emergency, professional or personal matter. If more than 10 days are needed, the teacher will have his/her pay deducted by 1/187th of salary. Allowance for emergency leave when weather conditions do not permit travel is left to the discretion of the Superintendent. Annual leave may be taken in ½ of a day increments unless it can be filled in-house where it may be taken at the discretion of the Superintendent at 1/8th increments.

At the end of the school year up to seven (7) days of unused annual leave will be reimbursed by the district at \$100 per day.

## III. INSURANCE

A. The District will offer each teacher a single health insurance policy benefit not to exceed 125% of the 2019-20 premiums (see monthly amounts in table below). The amount paid by the District shall be determined by district provided health insurance \$2700 deductible plan (not to include vision and dental benefit options) paid in the cafeteria plan under the following criteria and guidelines. In no case will the amount paid exceed the figure in the "Max" column. Teachers may apply the benefit to any of the plans offered by the District.

	19-20 Premium	Max (Monthly)
1. Single teacher ~ Pay 100% of the medical insurance premium but no more than max	\$565.15	\$706.44
2. Parent/Child(ren) ~ Pay 90% of the medical insurance premium but no more than max	\$1,116.75	\$1,395.94
3. Two Party ~ Pay 90% of the medical insurance premium but no more than max	\$1,070.46	\$1,338.08
4. Family ~ Pay 90% of the medical insurance premium	\$1,392.11	\$1,740.14

B. For teachers who participate in the high deductible health insurance plan, the district will match up to \$50 per month toward a qualifying HSA account.

C. The District will also pay a one-time membership fee, per teacher, in the cafeteria plan.

## IV. PIR DAY COMPENSATION

A. Each teacher will receive mileage and per diem not to exceed \$100 to attend the required teachers' convention at any site 75 miles or closer or \$300 to attend the required teachers' convention in a more distant site.

## V. INDIVIDUAL NEGOTIATIONS

A. Athletic Director, Technology Coordinator, Assistant Principal, Special Education Coordinator, Combined Grades Teachers and Agricultural Education Teacher wish to negotiate independently.

**VI. INTRA-CURRICULAR ACTIVITIES AND COMPENSATION**

A. Intra-curricular activities salary schedule based on the assigned percentage of the base salary plus 1% of that amount per year of experience in that activity at Bainville and other experience at the discretion of the Board.

		20-21	21-22	22-23
1. Senior Class Advisor	3.00%	\$1,132.20	\$1,154.84	\$1,177.94
2. Junior Class Advisor	3.00%	\$1,132.20	\$1,154.84	\$1,177.94
3. Sophomore Class Advisor	2.00%	\$754.80	\$769.90	\$785.29
4. Freshman Class Advisor	2.00%	\$754.80	\$769.90	\$785.29
5. Eighth Grade Class Advisor	2.00%	\$754.80	\$769.90	\$785.29
6. Seventh Grade Class Advisor	2.00%	\$754.80	\$769.90	\$785.29
7. FFA Advisor	7.00%	\$2,641.80	\$2,694.64	\$2,748.53
8. Music Advisor	7.00%	\$2,641.80	\$2,694.64	\$2,748.53
9. Student Council Advisor	3.00%	\$1,132.20	\$1,154.84	\$1,177.94
10. National Honor Society Advisor	2.00%	\$754.80	\$769.90	\$785.29
11. School Paper Advisor				
12. Annual Advisor	4.00%	\$1,509.60	\$1,539.79	\$1,570.59
13. Junior/Senior Class Play Advisor	3.00%	\$1,132.20	\$1,154.84	\$1,177.94
14. B.P.A. Advisor	7.00%	\$2,641.80	\$2,694.64	\$2,748.53

**VII. DISCLOSURE**

If school district 64D mill levy fails during the life of the agreement, or if any funds are reduced from any source during the life of this agreement, either party may give notice to the other party 60 calendar days after the last mill levy or 60 days after the notice in decrease in funds to renegotiate wages, insurance, extra-curricular, intra-curricular and administrative duty pay.

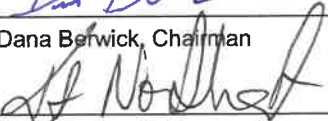
If School District 64 or teachers determine that any single issue needs to be addressed during the life of the contract, that item may be reopened for negotiation at any point during the contract with the agreement of both parties.

**VIII. TERM OF AGREEMENT**

A. This agreement shall be in place through the school year of 2022-2023.

Ratified February 12, 2020, by Bainville Board of Education:

  
 \_\_\_\_\_  
 Dana Berwick, Chairman

Witnessed by:   
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 Kt Northington, Clerk and Official Secretary