

**DRUMMOND PUBLIC SCHOOLS**

**TEACHER MASTER CONTRACT**

**THIS AGREEMENT IS A TWO YEAR CONTRACT. IT SHALL BE EFFECTIVE AS OF JULY 1, 2017 AND SHALL CONTINUE IN EFFECT THROUGH JUNE 30, 2019. THIS AGREEMENT SHALL NOT BE EXTENDED ORALLY, AND IT IS EXPRESSLY UNDERSTOOD THAT IT SHALL EXPIRE ON THE INDICATED DATE.**

THIS AGREEMENT IS SIGNED AND ENTERED INTO ON THE \_\_\_\_\_ DAY OF \_\_\_\_\_ 2017.

IN WITNESS THEREOF:

**FOR THE DRUMMOND**

**FOR THE BOARD OF TRUSTEES**

**TEACHER ORGANIZATION**

**DISTRICT #11 and #2**

\_\_\_\_\_  
**President**

\_\_\_\_\_  
**Chairperson**

# MASTER CONTRACT POLICIES FOR TEACHING PERSONNEL

## **RECOGNITION**

The Board of Trustees of Drummond School Districts 11 and 2 hereby recognizes, for the period of the Agreement, the Drummond Teachers as the sole and exclusive representative for the collective bargaining with respect to wages, hours, fringe benefits, and other conditions of employment, for all members of the bargaining unit.

## **APPROPRIATE UNIT**

The DT as exclusive representative, will consist of all teachers of the Districts certified in Class I, II, IV, V, VI or VII as provided in Section 20-4-106, M.C.A. and whose positions call for or require such certification and/or license, or those positions that have heretofore been included in the appropriate unit but will exclude the following.

1. Certified Substitute teachers who teach in the same position less than thirty-five (35) consecutive days
2. The Superintendent and Assistant Superintendent
3. Principals and Assistant Principals
4. Supervisors as defined in Section 39-31-103, M.C.A.
5. All other employees

## **Salary matrices**

This is a two-year contract with a 1% increase on the base for each year of the contract.

### ***This is year-one of the contract (2017-2018)***

The salary schedule for the 2017-2018 contract will reflect a \$29,688.95 base. Part-time (less than 1.0 FTE) teachers will be paid a pro-ration of the negotiated salary Matrix rate. They will also receive a pro-ration of the other fringe benefits provided under the master agreement (leave etc.): including health insurance benefits. Teachers less than half -time (<0.5 FTE) are not eligible for health insurance benefits. Through step 2 a 3% increase per attainment level will be given. After step two (2) an increase equal to the increment between the 2<sup>nd</sup> and 3<sup>rd</sup> year will be given for each year of experience. Salary Matrix will stop at level/step 25 and those that were maxed out on the FY17 Matrix are frozen on any future matrixes and cannot step down. Attainment levels will be recognized to MastersDegreeM.A.+15/10.

### ***This is year-two of the contract (2018-2019)***

The salary schedule for the 2018-2019 contract will reflect a \$29,985 base. Part-time (less than 1.0 FTE) teachers will be paid a pro-ration of the negotiated salary Matrix rate. They will also receive a pro-ration of the other fringe benefits provided under the master agreement (leave etc.): including health insurance benefits. Teachers less than half -time (<0.5 FTE) are not eligible for health insurance benefits. Through step 2 a 3% increase per attainment level will be given. After two (2) years of experience, an increase equal to the increment between the 2<sup>nd</sup> and 3<sup>rd</sup> year will be given for each year of experience. Salary Matrix will stop at level/step 25 and those that were maxed out on the FY17 Matrix are frozen on any future matrixes and cannot step down. Attainment levels will be recognized to MastersDegreeM.A.+15/10.

### **\*Addendum - Salary Schedule Sheets**

\*In case of financial crisis such as reaching the maximum budget allowable, failure of mill levy, or a significant protested tax situation, teachers and board may negotiate on possible adjustments to the master contract.

### **Placement**

- (a) Staff will be placed on the current salary matrix.
- (b) Credits applying toward horizontal advancement must be on file by September 1(one) of the contract year. All of these credits must be completed before the first day of school in the fall. Teachers will notify the superintendent if horizontal advancement is planned. These credits must be pre-approved by the superintendent.
- (c) All new teachers coming into the system will be placed at level 0. Teacher may not bring in any years of experience.
- (d) Any increases on the base and projected through the years of experience would be applied to all teachers.
- (e) Credits used for horizontal advancement must be in the teacher's field or job related and pre-approved by the Superintendent.
- (f) Each year of experience shall constitute one (1) step in vertical advancement on the salary schedule. Every fifteen (15) quarter or ten (10) semester credits accepted shall constitute one (1) step in horizontal advancement, up to a maximum of Masters Plus (15) quarter credits or (10) Semester Credits.
- (g) All teachers (full and half time) will receive credit for a full years teaching experience with each calendar year of service.

### **Miscellaneous**

- (a) Teaching contracts will be offered after the passage of the mill levy or by June 1st, whichever comes first.
- (b) The board agrees to make available electronic transfers to all employees who wish to take advantage of it.
- (c) Teachers will make an irrevocable election when they sign their contract to be paid with: Twelve (12) equal warrants, one (1) monthly beginning on September 15 with three (3) at contract completion, to be distributed the day following the June school board meeting.
- (d) When the 15<sup>th</sup> of the month falls on the weekend or holiday, the teachers will receive paychecks on the last working day prior to the 15<sup>th</sup>.
- (e) A teacher who does not complete his/her contract will be paid on a pro-rated basis for the days actually worked.
- (f) If the school board/or administration gives approval before hand, teachers will be allowed reimbursement for college credit classes. The reimbursement shall amount to \$125 per credit, not to exceed a maximum of \$375 per school year, excluding books and materials. A teacher must receive a grade equivalent to a "B" or better in all graded classes and a "P" in all pass or fail classes. If a teacher does not choose to return to the District for the ensuing school year, the District shall not be obligated to pay for any class taken during spring or summer terms. If

prepayment was made, reimbursement shall be withheld from the final paycheck or recovered by other suitable collection efforts. It is up to the teacher to get approval for the class and provide necessary papers in order to be reimbursed.

- (g) It shall be the basic policy of the school district that no reduction in the workforce shall be instituted until other alternatives, such as non-certified, and/or extracurricular programs and activities, to accomplish the desired objectives have been considered.
- (h) No material shall be placed in or removed from a teacher's file until the teacher has had a chance to read said material and respond in writing. Nothing will be removed from an employee's file without board approval. Such response, if provided within twenty (20) days, shall also be placed in the teacher's file.
- (i) The board will reimburse part-time employees for PIR days worked beyond their contract requirement.

## **REDUCTION IN FORCE POLICY**

### Conditions of Reduction in Force

Part 1: Nothing herein shall restrict the District's right to eliminate or modify any particular education program(s), or change the number of teachers employed by the District.

Part 2: If decreased student enrollment, other emergencies as determined by the District, or shortage or loss of revenue affects a particular educational program or the general fund, nothing herein shall limit the District's right to reassign teachers to other available positions or to terminate teachers as necessary.

Part 3: In the event the district finds it necessary to reduce staff the DT will be notified by regular April board meeting. If reduction in force is necessary due to decreased enrollment or other revenue emergencies, the district shall retain the right to reassign teachers to other available positions for which they are qualified or to terminate teachers as necessary. Attrition and/or retirement will be the first choice, provided the District is given notice prior to the May regular board meeting of such decisions. All of the following criteria shall be used:

1. Certification
2. Evaluation (performance based)
3. Seniority

Part 4: It is agreed by the District and the DT that the administration and the school board have the responsibility for documenting and terminating teachers, as provided by Montana Law, who are performing inadequately or behaving in an unprofessional manner. Non-tenured teachers may be terminated without cause prior to receiving tenure as provided by Montana Law. Reduction in force is an inappropriate mechanism for addressing poor performance or unprofessional conduct issues.

### SENIORITY

Part 1: Seniority shall be the length of service to the District(s). All years of service in Districts 2 & 11 will count toward seniority. Seniority will be computed from a teacher's initial year of hire and will begin to accrue as of the first day of actual service in Districts 2 & 11.

Part 2: Teaching personnel on part-time status, who are currently under contract which is less than full time to accommodate the needs of the District shall receive one year's experience for each year of service.

Part 3: The District shall maintain a list showing credentials and seniority of its teachers. Such a list shall be made available to the DT on or about October 15 of each year.

## EVALUATION

Part 1: Evaluations and performance will include all of the following:

- Formal and informal evaluations
- Progress toward professional goals
- Letters of reprimand or commendation in personnel file
- Improvement Plans
- Special Recognitions

## Uniform Complaint Procedure

The board establishes this Uniform Complaint Procedure as a means to address complaints arising within the District. This Uniform Complaint Procedure is intended to be used for all complaints except those involving challenges to educational material. The District requests all individuals to use this complaint procedure, when the individual believes the Board or its employees or agents have violated the individual's rights under:

- (a) Montana constitutional, statutory, or administrative law;
- (b) United States constitutional, statutory, or regulatory law;
- (c) Board Policy.

The District will endeavor to respond to and resolve complaints without resorting to this formal complaint procedure and, when a complaint is filed, to address the complaint promptly and equitably. The right of a person to prompt and equitable resolution of a complaint filed hereunder will not be impaired by a person's pursuit of other remedies. Use of this complaint procedure is not a prerequisite to pursuit of other remedies, and the use of this complaint procedure does not extend any filing deadline related to pursuit of other remedies. In the event that the building administrator is also the superintendent, and there is another administrator available, the second administrator can be the principal for all in Level 2.

### Level 1: Informal

An individual with a complaint is first encouraged to discuss it with the appropriate staff member with the objective of resolving the matter promptly and informally. An exception is that a complaint of sexual harassment should be discussed directly with an administrator not involved in the alleged harassment.

### Level 2: Principal

When a complaint has not been or cannot be resolved at Level 1, an individual may file a signed and dated written complaint stating: (1) the nature of the complaint; (2) a description of the event or incident giving rise to the complaint,

including any school personnel involved; and (3) the remedy or solution requested. (See Level 2 form.) This written complaint must be filed with the principal within thirty (30) days of the event or incident or from the date an individual could reasonably become aware of such event or incident. When a complaint alleges violation of Board policy or procedure, the principal will investigate and attempt to resolve the complaint. The administrator will respond in writing to the complaint, within thirty (30) days of the principal's receipt of the complaint. If either the complainant or the person against whom the complaint is filed is dissatisfied with the principal's decision, either may request, in writing, that the Superintendent review the principal's decision. (See Level 3.) This request must be submitted to the Superintendent within fifteen (15) day of the principal's decision.

When a complaint alleges sexual harassment or a violation of the Title IX of the Education Amendments of 1972 (the Civil Rights Act), Title II of the Americans with Disabilities Act of 1990, or Section 504 of the Rehabilitation Act of 1973, the Principal may turn the complaint over to a District nondiscrimination coordinator. The coordinator will complete an investigation and file a report and recommendation with the Superintendent, within thirty (30) days of the nondiscrimination coordinator's receipt of the written complaint. A coordinator may hire an outside investigator to conduct the investigation. Within fifteen (15) days of the Superintendent's receipt of the coordinator's report and recommendation, the Superintendent will respond to the complaint and take such administrative steps as the Superintendent deems appropriate and necessary. If either the complainant or the person against whom the complaint is filed is dissatisfied with the Superintendent's decision, either may request, in writing, that the Board consider an appeal of the Superintendent's decision. (See Level 4.) This request must be submitted in writing to the Superintendent, within fifteen (15) days of the Superintendent's written response to the complaint, for transmission to the Board.

### **Level 3: Superintendent**

If either the complainant or the person against whom the complaint is filed appeals the Principal's decision provided for in Level 2, the Superintendent will review the complaint and the Principal's decision. The Superintendent will respond in writing to the appeal, within thirty (30) days of the Superintendent's receipt of the written appeal. In responding to the appeal, the Superintendent may: (1) meet with the parties involved in the complaint; (2) conduct a separate or supplementary investigation; (3) engage an outside investigator or other District employees to assist with the appeal; and/or (4) take other steps appropriate or helpful in resolving the complaint.

If either the complainant or the person against whom the complaint is filed is dissatisfied with the Superintendent's decision, either may request, in writing, that the Board consider an appeal of the Superintendent's decision. (See Level 4.) This request must be submitted in writing to the Superintendent, within fifteen (15) days after the Superintendent's written response to the complaint, for transmission to the Board.

### **Level 4: The Board**

Upon written appeal, the Board will consider the Superintendent's decision in Level 2 or 3. Upon receipt of written request for appeal, the Chair will either: (1) place the appeal on the agenda of a regular or special Board meeting; or (2) appoint an appeals panel of not less than three (3) trustees to hear the appeal and make a recommendation to the Board. If the Chair appoints a panel to consider the appeal, the panel will meet to consider the appeal and then make written recommendation to the full Board. The Board will report its decision on the appeal, in writing, to all parties, within thirty

(30) days of the Board meeting at which the Board considered the appeal or the recommendation of the panel. A decision of the Board is final, unless it is appealed pursuant to Montana law within the period provided by law.

#### **Level 5: County Superintendent**

When a matter falls within the jurisdiction of a county superintendent of schools, the decision of the Board may be appealed to the county superintendent by filing written appeal within thirty (30) days of the Board's decision, pursuant to Montana law.

#### **Health Benefits**

The Board will provide a group health insurance plan for the benefit of employees and their dependents at the Board's expense. The twelve month insurance plan will commence on July 1, 2017. Each and every detail of benefits and limitations of the group health insurance plan, the carrier, if any; the plan administrator, if any; and other administrative and operational details, shall be as mutually agreed upon. Participation in the group health insurance plan will continue for as long as the employee is employed by the school district. Participation will continue throughout August 31 for those employees, who resign, retire or who otherwise terminate employment at the end of the school year. For those employees who resign or are terminated during the course of the school year, the employer's contribution will cease at the end of the month in which the resignation or termination is effective. Participating employees who are married to another participating employee of the school district are entitled to the option of separate plan coverage, but there cannot be duplicate coverage of either spouses or dependents. It is understood by and between the parties that this group health insurance plan is made available as a group benefit to participating employees and their dependents. The employee entitlement is to the benefits offered by participation in the plan, and not to any dollar amount. The board shall make monthly contributions per participating employee toward the cost of group health insurance plan coverage not to exceed a useable cap of \$115,000.

Employees who participate in the group health insurance plan shall make necessary additional contributions toward the cost of group health insurance through payroll deduction as may be required. The board has set a useable cap of \$115,000 on the amount of money that the district will pay for staff insurance. An insurance committee composed of three teachers, one board member, one classified member and an administrator will select the type of insurance and the company that will provide the coverage for the group health insurance plan.

#### **Memorandum of Understanding**

The District and the Drummond Teachers agree to re-activate the Insurance Committee as stated in the teacher's contract. Both parties agree to add a representative of the classified staff, selected by them, to the health insurance committee. The purpose of the committee is to examine the health insurance language and disbursement of the money in the insurance pool (cap.) The committee will begin work on or about September 1, of each year and complete its work on or about March 1 of the following year.

**2017-18 Board Contributions to Staff Health Insurance Premiums:**

<b>Single</b>	<b>\$/year 288.30</b>
<b>2-Party</b>	<b>\$/year 576.61</b>
<b>Parent/Child</b>	<b>\$/year 475.97</b>
<b>Family</b>	<b>\$/year 778.48</b>

**\*These figures are based on present employees. Any further additions or deletions of staff would change the amounts somewhat.**

## **Leave**

All leave is calculated .half day (.5) or Full day (1). Each day is equivalent to eight (8) hours. For part-time (<1.0 FTE) teachers, leave is accrued at the same ratio for which the part-time teacher is paid.

- 1. Personal:** The school district shall pay for substitutes on personal leave days except for section (b). Three (3) days' notice shall be given to the Superintendent before personal leave may be granted. Personal leave will be granted prior to and after a vacation period. Personal leave may not be used the first five days of school or the last five days of the school year unless pre-approved by the administration.

  - (a)** 24 hours per year shall be allowed per teacher. Any **tenured** teacher who does not use his 24 personal hours will have a choice of BANKING a maximum of 16 hours, allowing a tenured teacher to accumulate a maximum of 40 personnel hours to use in any one year.
  - (b)** A teacher may request 8 additional personal hours, with a substitute's wage to be deducted from the teacher's salary. These hours cannot be banked.
  - (c) UNUSED** - A tenured or non-tenured teacher may be paid \$100 for each 8 hours of unused personal leave (a maximum of 16 hours) at the end of each year, providing he/she notifies the clerk by check out day of the school year.
- 2. Flex Leave**  
No more than an hour at a time of flex leave. Staff must get an in-district substitute and have approval from district administration.
- 3. Sick: 2)** Twelve sick (12) days or 96 hours per year will be granted at the beginning of each school year to each full-time (1.0 FTE) teacher. Part-time (<1.0 FTE) teachers will accrue leave at the same ratio for which the part-time teacher is paid. Maternity/Paternity leave shall be counted the same as sick leave. Twelve days will be added each year so that at the end of any school year when the accumulation exceeds 48 days/384 hours, any portion of unused sick leave above the 48-day/384 hours limit will be bought back by



the school district at the rate of \$40 per day. Payroll accounting will maintain these records on an hourly basis, with each hour being prorated to \$5.00 per hour.

- (a) Any teacher with an accumulation of sick leave above the part-time maximum because of prior full-time employment in the Drummond system will not lose those earned days but will only be able to cash out the unused sick leave days granted at the beginning of the current school year. The buy-out payments will be approved and paid by the district at the time of the regular June board meeting.
- (b) Any teacher who leaves the system before the school year ends and who qualifies for this buyout provision will negotiate his/her buyout with the school board.

**4. Unused:**

Sick leave shall be cumulative to 48 days/384 hours at a maximum rate of 12 days/96 hours per year. Cumulative leave may not be used for personal reasons unless approved by the Board. The Board may grant an extension of up to 60/480 hours additional days for extreme situations.

**5. Sick Leave**

- (a) This shall be capped at 50 donated days/400 hours.
- (b) Language: In the event a teacher exhausts their accumulated sick leave as a result of a catastrophic accident or illness, other teachers may make voluntary, anonymous donations to this person's sick leave. A committee of teachers and an administrator shall approve or disapprove the transfer of sick leave.

**6. Bereavement**

The district will grant staff an additional five (5) bereavement days per school year that will not carry over to the following contracted year or be refunded.

**7. Emergency:**

- (a) Emergency leave may be granted by the Superintendent, for a death or serious illness in the immediate family, and/or unusual conditions.
- (b) Emergency and extra bereavement leave shall come from sick leave hours.
- (c) If all sick leave days have been used, then up to five (5) non-accumulative emergency days will be granted.
- (d) Each fraction of one-half (1/2) day or less shall be counted as one-half (1/2) day. Each fraction of more than one-half (1/2) day used shall be counted as one (1) full day.
- (e) An emergency unpaid leave of absence may be granted by the board anytime during the school year after the paid emergency leave is used up. The granting of unpaid leave of absence to a teacher shall not affect the tenured status of that teacher. Upon completion of the unpaid leave of absence, the

teacher shall be reinstated on the salary Matrix of the same step as he/she would have been placed at the beginning of the leave of absence.

- (f) The teacher granted an unpaid emergency leave of absence will retain membership in the health group, but will pay their own premium at the same rate as the teaching staff.

**8. Professional:**

Professional leave shall be allowed for professional meetings and training sessions upon approval by the superintendent and/or the Board.

**9. Educational Sabbatical:**

An Education Sabbatical may be requested by a teacher under the following conditions: The teacher has been employed in the Drummond School District for a minimum of five (5) consecutive years, each year as a full time equivalent teacher. The written request for an Education Sabbatical must be submitted to the Superintendent on or before April 1, at 4:00 p.m. The Board shall consider each written request on an individual basis. Decisions will be based upon the recommendation of the administration. The granting of an Education Sabbatical to a teacher shall not affect the tenured status of that teacher. Upon completion of the Educational Sabbatical, the teacher shall be reinstated on the salary schedule of the same step as he/she would have been placed at the beginning of the Education Sabbatical. In addition, the person will continue accruing years of experience while on educational sabbatical. The teacher granted an Educational Sabbatical will retain membership in the health group, but will pay their own premium at the same rate as the teaching staff. This shall be the only benefit that he/she will receive from the School District.

- 10. Leave of Absence:** An unpaid leave of absence for one (1) year may be requested by a teacher under the following conditions: The teacher has been employed in the Drummond School District for a minimum of five (5) consecutive years, each year as a full time equivalent teacher. The written request for an unpaid leave of absence must be submitted to the Superintendent on or before April 1 at 4:00pm. The Board shall consider each written request on an individual basis. Decisions will be based upon the recommendation of the administration. The granting of unpaid leave of absence to a teacher shall not affect the tenured status of that teacher. Upon completion of the unpaid leave of absence, the teacher shall be reinstated on the salary schedule of the same step as he/she would have been placed at the beginning of the leave of absence. The teacher granted an unpaid leave of absence will retain membership in the health group but will pay their own premium at the same rate as the teaching staff. This shall be the only benefit that he/she will receive from the School District. The teacher will notify the district on or before April 1<sup>st</sup> of their intent to return to the district or will forfeit all rights associated with the teacher's tenure.

- 11. Retirement Benefit:** The district will offer a cash payment of \$6,000 with an additional \$600 per year of service above 10 years of teaching in the district, up to a maximum of \$15,000. This benefit is limited to 2

certified employees per year and is first come first serve. The certified employee can take the cash payment and apply it to the school insurance monthly premium, if they so choose to.

To be eligible for the retirement benefit in the Drummond Public School system for certified staff the following conditions must hold true:

**(a)** The certified staff member must have taught at least 10 consecutive years in the Drummond Public School District.

**(b)** Notification of intent to retire must, in writing, notify the Superintendent of their intent to retire no sooner than July 1<sup>st</sup> and no later than July 15<sup>th</sup> by 4:00pm of the year in which they would retire and the benefit will be paid in June after the board meeting or by February 1<sup>st</sup> by 4:00pm and the benefit will be paid September 15<sup>th</sup> of the following school year. If unforeseeable or extenuating circumstances make it necessary for a teacher to retire or resign outside these dates, an employee can petition the superintendent for an exemption.

### **School Calendar**

The school calendar shall be made by the Superintendent in consultation with the faculty and shall contain at least the minimum number of hours required by the law, (Section 2100 -Board Policy). After mutual agreement has been reached between the superintendent and the faculty, the calendar will be presented to the school board for approval.

### **MEA-MFT Days**

The District recognizes the Teachers rights to attend these two days of professional development in October. These two days are required PIR days and are the teachers responsibility to attend either MEA days or a PIR of their own choice on their own time and provide proof of attendance to the District Superintendent on or before May 31st of the current school year. If there is no proof provided to the district of attendance of any Professional development equal to two days (12 hours) staff will be required to pay the district their daily rate for their time missed.

### **New Positions**

Faculty members will be informed and considered for any opening in teaching or extracurricular activities. Persons shall be notified by posting notices on the bulletin board and by notifying the President of the Teachers' Organization.

<b><u>ADVISORS/SPONSORS</u></b>		
POSITION:	ACTIVITIES INVOLVED:	STIPEND: Per Advisor
Junior High Advisor (2)	Homecoming, Fundraisers, Graduation, 8th grade trip	\$150
Freshman Class Sponsor (2)	Homecoming, Fundraisers	\$100
Sophomore Class Sponsor (2)	Homecoming, Fundraisers	\$100
Junior Class Sponsor (2)	Homecoming, Fundraisers, Prom, Jr./Sr. Banquet	\$300
Senior Class Sponsor (2)	Homecoming, Fundraisers, Graduation, Day trip/s	\$200
National Honors Society (NHS)	Meetings, Community Service, Interviews, Banquet	\$300
Business Professionals of America (BPA)	Meetings, Fundraisers, Competitions	\$1000
Student Council Advisor	HC Dance, Parade, Candidates, Meetings, Pep Club Activities	\$600
FCS Advanced Culinary	Meetings, Fundraisers, Competitions	\$1000
FFA Advisor	Meetings, Fundraiser, Conventions, Contests	\$1000
Music Activities Director	FB, VB, BBB, GBB, Tournaments, Concerts, Festivals, Contests	\$1000
Winter Concessions (2)	GBB, BBB	\$500
Detention Duty	\$20/hour	\$20
Clock/Game Bookkeepers	AD/Admin will direct assignments as needed (JH Refs/clock&books will be \$15/night)	\$10/game
Gate/Ticket Takers - HS	AD will assign the start time (JH will be \$15/night)	\$10/game
Adult Education Teachers	\$20 per hour	\$20
Driver's Education Instructor	\$20 per hour	\$20
Technology Director	\$5000 stipend for the school year tech support & Summer work will be paid @ \$25/hour	\$5000/\$25

Close Up	District will also cover sponsor(s) (limit to 2) travel expenses if the number of students is less than the required amount and fundraising efforts do not cover the cost of the advisors ticket as well. \$100 will be added to the \$1000 per year of service after 3 years, and years of service do not have to be consecutive.	\$500 Year 1 \$750 Year 2 \$1000 Year 3
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**EXTRACURRICULAR/ACTIVITY CONTRACT - DRUMMOND PUBLIC SCHOOLS**

HS Head Boys' Basketball	\$3880
HS Asst. Boys Basketball	\$2583
HS Head Girls' Basketball	\$3880
H S Asst. Girls' Basketball	\$2583
H S & JH Head Boy's/Girl's Track	\$3880
H S Asst. Track x 2	\$2583
JH Head Track Coach	\$2287
H S Head Football	\$3880
H S Asst. Football x2	\$2583
JH Head Football	\$2287
JH Asst. Football	\$1610
H S Head Volleyball	\$3880
H S Asst. Volleyball	\$2583
JH Head Volleyball	\$2287
JH Asst. Volleyball	\$1610
JH Head Boys' Basketball	\$2287
JH Asst. Boys' Basketball	\$1610
JH Head Girls' Basketball	\$2287
JH Asst. Girls' Basketball	\$1610
H S Head Cross Country	\$1531
HS Head Wrestling	\$3880
H S Asst. Wrestling	\$2583
H S Head Softball	\$3880
H S Asst. Softball	\$2583
Athletic Director	\$5213 + \$100/week for office hours

- A.** For any high school head coach advancing to a play-off round or additional tournament, a \$100.00 bonus will be granted. This will be limited to \$100.00 per year. Example: Divisional and State advancement in basketball would pay \$100.00 not \$200.00. Assistant coaches will receive a \$75.00 play-off bonus. Athletic Directors will receive a \$50.00 play-off bonus.
- B.** After the season has begun, if there are not enough participants for games or matches to be played, the coaches' contract may be terminated at that time. The coach will be paid a pro-rated amount of the extra duty stipend. **Again, the final decision rests with the administrator and the board.**

Assistant coaching positions may not always be posted on individual coach's contract at the time it is issued if the number of participants looks like it might fall below the minimum established by the Board.

Level	FY18 Base Salary: 29688.95						
	BA/BS	BA/BS +	BA/BS +	BA/BS +	BA/BS +	MA/MS BA/BS +	MA/MS
	15qtr/10sem	30qtr/20sem	45qtr/30sem	60qtr/40sem		90qtr/60 sem	15qtr/10se m
0	\$29,689	\$30,579	\$31,496	\$32,440	\$33,413	\$34,415	\$35,447
1	\$30,579	\$31,496	\$32,440	\$33,413	\$34,415	\$35,447	\$36,510
2	\$31,496	\$32,440	\$33,413	\$34,415	\$35,447	\$36,510	\$37,605
3	\$32,413	\$33,384	\$34,386	\$35,417	\$36,479	\$37,573	\$38,700
4	\$33,330	\$34,328	\$35,359	\$36,419	\$37,511	\$38,636	\$39,795
5	\$34,247	\$35,272	\$36,332	\$37,421	\$38,543	\$39,699	\$40,890
6	\$35,164	\$36,216	\$37,305	\$38,423	\$39,575	\$40,762	\$41,985
7	\$36,081	\$37,160	\$38,278	\$39,425	\$40,607	\$41,825	\$43,080
8		\$38,104	\$39,251	\$40,427	\$41,639	\$42,888	\$44,175
9		\$39,048	\$40,224	\$41,429	\$42,671	\$43,951	\$45,270
10		\$39,992	\$41,197	\$42,431	\$43,703	\$45,014	\$46,365
11		\$40,936	\$42,170	\$43,433	\$44,735	\$46,077	\$47,460
12		\$41,880	\$43,143	\$44,435	\$45,767	\$47,140	\$48,555
13		\$42,824	\$44,116	\$45,437	\$46,799	\$48,203	\$49,650
14		\$43,768	\$45,089	\$46,439	\$47,831	\$49,266	\$50,745
15			\$46,062	\$47,441	\$48,863	\$50,329	\$51,840
16			\$47,035	\$48,443	\$49,895	\$51,392	\$52,935
17			\$48,008	\$49,445	\$50,927	\$52,455	\$54,030
18			\$48,981	\$50,447	\$51,959	\$53,518	\$55,125
19			\$49,954	\$51,449	\$52,991	\$54,581	\$56,220
20			\$50,927	\$52,451	\$54,023	\$55,644	\$57,315
21			\$51,900	\$53,453	\$55,055	\$56,707	\$58,410
22			\$52,873	\$54,455	\$56,087	\$57,770	\$59,505
23				\$55,457	\$57,119	\$58,833	\$60,600
24				\$56,459	\$58,151	\$59,896	\$61,695
25				\$57,461	\$59,183	\$60,959	\$62,790
26				\$58,463	\$60,215	\$62,022	\$63,885
27				\$59,465	\$61,247	\$63,085	\$64,980

Level	FY18 Base Salary: 29985.84						
	BA/BS	BA/BS +	BA/BS +	BA/BS +	BA/BS +	MA/MS BA/BS +	MA/MS
	15qtr/10sem	30qtr/20sem	45qtr/30sem	60qtr/40sem		90qtr/60 sem	15qtr/10se m
0	\$29,986	\$30,885	\$31,811	\$32,765	\$33,747	\$34,759	\$35,801
1	\$30,885	\$31,811	\$32,765	\$33,747	\$34,759	\$35,801	\$36,875
2	\$31,811	\$32,765	\$33,747	\$34,759	\$35,801	\$36,875	\$37,981
3	\$32,737	\$33,719	\$34,729	\$35,771	\$36,843	\$37,949	\$39,087
4	\$33,663	\$34,673	\$35,711	\$36,783	\$37,885	\$39,023	\$40,193
5	\$34,589	\$35,627	\$36,693	\$37,795	\$38,927	\$40,097	\$41,299
6	\$35,515	\$36,581	\$37,675	\$38,807	\$39,969	\$41,171	\$42,405
7	\$36,441	\$37,535	\$38,657	\$39,819	\$41,011	\$42,245	\$43,511
8		\$38,489	\$39,639	\$40,831	\$42,053	\$43,319	\$44,617
9		\$39,443	\$40,621	\$41,843	\$43,095	\$44,393	\$45,723
10		\$40,397	\$41,603	\$42,855	\$44,137	\$45,467	\$46,829
11		\$41,351	\$42,585	\$43,867	\$45,179	\$46,541	\$47,935
12		\$42,305	\$43,567	\$44,879	\$46,221	\$47,615	\$49,041
13		\$43,259	\$44,549	\$45,891	\$47,263	\$48,689	\$50,147
14		\$44,213	\$45,531	\$46,903	\$48,305	\$49,763	\$51,253
15			\$46,513	\$47,915	\$49,347	\$50,837	\$52,359
16			\$47,495	\$48,927	\$50,389	\$51,911	\$53,465
17			\$48,477	\$49,939	\$51,431	\$52,985	\$54,571
18			\$49,459	\$50,951	\$52,473	\$54,059	\$55,677
19			\$50,441	\$51,963	\$53,515	\$55,133	\$56,783
20			\$51,423	\$52,975	\$54,557	\$56,207	\$57,889
21			\$52,405	\$53,987	\$55,599	\$57,281	\$58,995
22			\$53,387	\$54,999	\$56,641	\$58,355	\$60,101
23				\$56,011	\$57,683	\$59,429	\$61,207
24				\$57,023	\$58,725	\$60,503	\$62,313
25				\$58,035	\$59,767	\$61,577	\$63,419