NEGOTIATED AGREEMENT

Between the

WHITE PINE ASSOCIATION OF CLASSROOM TEACHERS

And the

WHITE PINE COUNTY SCHOOL DISTRICT

2013 – 2014

WHITE PINE ASSOCIATION OF CLASSROOM TEACHERS

TABLE OF CONTENTS

Article 1	Definitions	3
Article 2	Recognition	4
Article 3	Association Rights	4
Article 4	Payroll Deduction	4
Article 5	Grievances	5
Article 6	Management Rights	6
Article 7	Discipline Corrective	6
Article 8	Salary	7
Article 9	Leaves	9
Article 10	Work Year / Day / Hours	12
Article 11	Responsibility	13
Article 12	Insurance	14
Article 13	RIF / Seniority	14
Article 14	Evaluation / Mentoring	15
Article 15	Transfer / Reassignment	15
Article 16	Decision Making	16
Article 17	Safety	17
Article 18	Policy	17
Article 19	Strikes / Lockouts	17
Article 20	Personnel Files	17
Article 21	Voluntary Early Retirement	18
Article 22	Nondiscrimination	18
Article 23	Warrant of Authority	18
Article 24	Extra Duty	19
Article 25	Staff Development	19
Article 26	Savings Clause / Sole and Entire Agreement	19
Article 27	Duration	19
Appendix A	Salary Schedule	20
Appendix B	Extra Duty Schedule	21

Article 1 Definitions

1.1 ***Agreement*** and ***Master Contract*** refers to this document.
1.2 ***Association*** refers to the White Pine Association of Classroom Teachers.
1.3 ***Board*** refers to the District's elected Board of School Trustees.
1.4 ***Credit*** refers to credit issued by an accredited college, university or Department of Education as classified by the issuing institution.
1.5 ***CBA*** refers Collective Bargaining Agreement
1.6 ***Day*** refers to days teachers are required to be at work by the District
1.7 ***District*** refers to the White Pine County School District.
1.8 ***Grievance*** is a question raised by a teacher or the Association through the Grievance Procedure detailed in Article 5 concerning interpretation, application or enforcement of the Master Contract.
1.9 ***Grievant*** means the teacher, or Association, raising a grievance.
1.10 ***Immediate Family*** means the employee's spouse, parents, siblings, children, in-laws, aunts, uncles, grandparents and grandchildren.
1.11 ***Immediate Supervisor*** shall refer to the employee's assigned building administrator
1.12 ***Member*** refers to teachers who have elected to join the Association.
1.13 ***Non-Member*** refers to teachers who have declined Association membership.
1.14 ***NRS*** refers to Nevada Revised Statutes.
1.15 ***Personnel File*** means the formal file kept in the District Office for each teacher.
1.16 ***Prep Day*** means a day scheduled for staff to prepare for the school year or close out classrooms at the end of a school year.
1.17 ***Principal Advisory Committee*** is a standing committee at each school site composed of at least two teachers, two parents, two support staff and one student who meet regularly to advise the principal on management of the school. The groups they represent must select all members.
1.18 ***Reassignment*** is the change of a teacher from one grade level to another or from one subject to another within the same work site.
1.19 ***School Year*** refers to July 1 through June 30.
1.20 ***Seniority*** begins on the teacher's first actual day of work or the date the Board approves employment, whichever comes first.
1.21 ***Student Contact Day*** means time during the day that students are scheduled for classes and time before/after duty free lunch.
1.22 ***Teachers*** means all contracted, licensed personnel employed in non-administrative positions by the District.
1.23 ***Transfer*** is the movement of a teacher to a newly created or newly vacated position.
1.24 ***Work Day*** refers to the teacher's assigned hours of duty.

Article 2 Recognition

2.1 The District recognizes the Association as the exclusive representative for teachers employed by the District. This Master Contract governs the terms of individual teacher contracts.

2.2 The Association will provide the District with a list of officers and business agents by November 15 each year.

Article 3 Association Rights

3.1 Teachers have freedom of association, self-organization, designation of representatives, and enjoy freedom from interference by the District in Association activities.

3.2 Teachers have full freedom in choosing to be a member or non-member of the Association.

3.3 The Association may use school facilities by scheduling with the building administrator. Such use may not interfere or conflict with regular school use and must be before or after the work day. Any additional cost for custodial service or other added cost will be borne by the Association.

3.4 The District will prepare the Master Contract and provide copies for all teachers annually.

3.5 The Association may post items for teachers inside staff-workrooms and lounges and in mailboxes only. Such items must identify the Association as the sender.

3.6 The Association and teachers will not discuss Association business with students, use students in any fashion for Association business, political and/or organizational.

3.7 The Association will be allotted time, not to exceed thirty minutes, to address District staff at the organizational meeting held at the beginning of each school year.

3.8 Upon request, the District will provide the Association information as required by law.

Article 4 Payroll Deduction

4.1 The District will issue payroll checks by the 23rd day of each month.

4.2 Teachers have the option to receive their salary in 10 payments ending in June rather than 12 payments ending in August. In order to exercise this option teachers will notify the district, in writing, no later than the first day of classes in a new school year. No changes will be made during the school year in which a teacher made the change for salary payments. (added 8-6-10)

4.3 Upon receipt of properly signed membership forms from the Association, the District will deduct from the salary of any teacher and make appropriate remittance to WPACT, NSEA and NEA dues. Deductions will be made in twelve installments beginning with September. No later than the first of each month, the Association will provide the District with a list of any additional teachers who have authorized dues deduction as well as any other changes. The Association will notify the District by September 10 of the amount of dues to be deducted for the ensuing year. Membership is continuing. Any employee desiring to discontinue dues deduction must notify the Association in writing between July 1-15.

4.4 All legally required deductions take priority over Association dues deductions.

4.5 The District will provide payroll deductions, upon request, for annuities, credit union and insurance payments.

4.6 The Association will indemnify, defend and hold the District harmless against any claims made or legal action against the District concerning action.

Article 5 Grievances

5.1 Employees and the District are encouraged to use the Grievance Procedure to resolve questions pertaining to the Master Contract.

5.2 The District, teachers and Association shall make a reasonable effort, in keeping grievance proceedings confidential.

5.3 The Immediate Supervisor will advise the employee of the right to Association representation at any grievance meeting/hearing. The immediate supervisor may elect to have a witness present at any step of the grievance procedure.

5.4 All grievance meetings/hearings will be held outside the teacher's workday, if possible.

5.5 The grievance will follow each step within the time lines listed. The teacher, Association and District pledge to work together in a positive manner for resolution. (amended 2006)

5.6 **Step One, Informal**: Within Fifteen Days of the occurrence, or knowledge of the act or condition which is the basis of the complaint, the grievant and the Association must discuss the concern with his/her immediate supervisor with the objective of solving the matter. If a disagreement remains, the grievant and the Association may elect to advance to Step Two. (amended 2006)

5.7 **Step Two:** The grievant and Association will present the immediate supervisor with the grievance in writing. Within five days of receipt of the written grievance, the immediate supervisor, the grievant and the Association will schedule a hearing on the grievance. The immediate supervisor will respond, in writing to the grievant and the Association, within five days following the Step Two grievance hearing. (amended 2006)

5.8 **Step Three**: The Association may elect to take a grievance to the Superintendent by submitting the issue, in writing, within five days of the immediate supervisors Step 2 response. The Superintendent or designee will date and receipt the grievance. The Superintendent will schedule a hearing within ten days of receipt, provide five days prior notice of meeting time, date and place, and will hear all witnesses and evidence the grievant and immediate supervisor wish to present. The Superintendent will respond within five days of the Step 3 hearing detailing the reason(s) for his/her decision.

5.9 **Step Four**: The Association may elect to appeal the Superintendent's decision to the Board by submitting a written request to the Superintendent within five days of receipt of Step 3 decision. The Board will hear the grievance at a closed Personnel Session at its next regular meeting and give its written response within five days.

5.10 **Step Five**: The Association may appeal a Step Four decision by the Board to binding arbitration by notifying the Superintendent within fifteen days of receipt of the Step Four decision. The expedited labor arbitration format will be used via the American Arbitration Association. The arbitrator's decision is final and binding.

5.11 Expedited Arbitration (Added 4/2003) At the option of the Association, the arbitration may be held under the Expedited Labor Arbitration Rules of the American Arbitration Association. Notice of such option shall accompany the Demand for Arbitration. There shall be no stenographic record of the proceeding. There shall be no post hearing briefs. The Award of the arbitrator shall be rendered promptly, and unless otherwise agreed by the parties, no later than seven (7) days from the close of the hearing. The arbitrator's award shall be in writing, and the opinion shall be in summary form.

a) **Panel of Arbitrators** - The parties shall request a list of 27 arbitrators from the American Arbitration Association (AAA). The parties shall use the alternate strike method and reduce the list to nine (9) arbitrators. The Association shall strike the first name. These nine (9) arbitrators shall be listed alphabetically and shall be the panel of arbitrators to hear grievances that arise under this Agreement.

b) **Prompt Submission/Appointment of Arbitrator** - The parties agree to arbitrate the dispute within sixty (60) days after the demand for arbitration has been submitted. The parties shall promptly appoint an arbitrator from the panel by submitting a calendar of available dates to the arbitrators on the panel using the following method:
   1) After selection of the panel and when the need for an arbitrator first arises, the parties shall commence the appointment process starting at the top of the alphabetical list. Each time the need for an arbitrator arises thereafter, the parties shall utilize the alphabetical list and commence the appointment process with the arbitrator following the last arbitrator appointed.
   2) If the next arbitrator on the alphabetical list cannot hear the dispute within 60 days, the parties shall contact the next arbitrator on the alphabetical list until one is selected who is able to serve within 60 days.

c) **Alternation of Panel** - At the conclusion of each school year, each party shall be entitled to strike one arbitrator from the panel. Any such strike will not divest an arbitrator from jurisdiction over a matter already appointed. Stricken arbitrators will be replaced by striking from a list of seven arbitrators provided by the AAA, with the Association striking first.

5.12 An arbitrator may not add, delete or modify the Master Contract.

5.13 Costs for binding arbitration will be paid by the parties as determined by the arbitrator. The costs involved in preparation, including witnesses, will be borne by the respective parties.

5.14 Time and step requirements may be waived by mutual agreement.

5.15 Grievance records will be kept separate from the employee's Personnel File.

5.16 The parties agree that they will take no reprisal of any kind against an employee using the grievance procedure.

5.17 The grievance procedure is the sole remedy for any grievance.

5.18 Taping of grievance proceeding may occur at steps 4 and 5 only.

Article 6 Management Rights

6.1 The District and Board retain all management rights not specifically addressed in this Agreement.

Article 7 Corrective Discipline

7.1 Corrective Discipline is designed to provide a fair and structured way for teachers to improve job performance or behavior, which does not meet the standards or demands of their position. The District will use the following disciplinary procedures in the order listed concerning violations of the contract, District policy, written school procedures or administrative directive. It is understood that severe violations may require the supervisor to skip steps listed. An employee may be disciplined/terminated for the reasons listed in NRS 391.312.

a) **Verbal Warning**: A Verbal warning or reprimand is given for a first violation. It is given by the immediate supervisor.

b) **Written reprimand**: A written or formal warning is given for the first instance of more serious offenses or after repeated verbal warnings. The reprimand is given by the immediate supervisor and states the nature of the offense and specifies any future disciplinary action, which will be taken if the offense is repeated within a specified time. The teacher must read and sign the reprimand, which will be placed in the teacher's personnel file.

c) **Suspension with/ or without pay**: If, despite previous warnings, a teacher still fails to reach the required standards in the specified time frame, the employee may be suspended with or without pay from one to twenty days. The District may elect to suspend pending discharge.
d) **Dismissal**: An employee who fails to correct unsatisfactory performance/behavior during previous steps will be terminated.
e) A teacher may grieve action taken through the Corrective Discipline process.

7.2 **Resignation**: An employee who resigns shall submit his/her resignation in writing to the District and give at least two weeks notice. In the event an employee resigns on or after July 1 for the ensuing school year the District will levy a 5% fee on the teacher's base salary. This provision may be waived if mutually agreed by the Association and District in the case of a qualifying event. Qualifying events shall include, but not be limited to, relocation due to a change in legal marital status, spouse occupation, or serious health conditions. (amended 8-6-10)

7.3 **Termination**: The District will follow the Master Agreement, its Policy Manual, NRS and evaluation procedure if it moves to terminate an employee.

7.4 **Job Abandonment**: An employee absent from work for more than three days without a satisfactory explanation shall be considered to have abandoned his/her position and may be terminated by the District.

7.5 **Just Cause**: No employee shall be disciplined, suspended, adversely evaluated, dismissed, terminated or otherwise deprived of any employment advantage without just cause. Just Cause does not apply to probationary employees in the case of termination. Just Cause is defined as follows:

a) Adequate warning of the consequences of conduct,
b) A reasonable relation of management's rule or order to efficient and safe operations,
c) Investigation prior to administering discipline,
d) A fair and objective investigation,
e) Substantial evidence of proof of guilt produced by investigation,
f) Application of the rules, order and penalties evenhandedly and without discrimination, and
g) A reasonable relation between the penalty and seriousness of the offense and past record.
h) gross misconduct.

Article 8 Salary

8.1 The salary schedule for all licensed employees eligible for membership in the WPACT is found at Appendix A (attached hereto).The 2012-2013 salary schedule will be increased by four percent (4%).
(Note: PERS Language covered in 8.11)

8.2 Steps on the salary schedule represent years of experience, including the current year of experience. [Example: a teacher with no experience is placed on Step one (1)] (Added 2000)

8.3 A **Credit Review Committee** (CRC) shall be created whose function and authority it is to pre-approve coursework or post-approve all coursework by teachers in accordance with section 8.5 of this article. Committee(s) shall have full and sole authority to grant or not grant coursework for Range Progression. Committee(s) members shall be appointed by WPACT annually and the names submitted to the District for its records. Said committee shall meet as needed during the months of April through October to review credit applications by teachers. Credits that the committee denies shall be reasoned in writing to

the applicant and may be appealed by the applicant to the District Administration Team for a decision. (Added 2000)

8.4 All credits earned that relate to the teacher's area of assignment(s), license, endorsement, or are in pursuit of a license or endorsement shall be accepted for Range Progression on the salary schedule. Credits earned which relate to the assigned extra-duty of coaches/advisors shall be accepted for Range Progression on the salary schedule. Credits earned that contribute to a teacher's educational approach to teaching; i.e., cross-curriculum courses, shall be accepted for Range Progression on the salary schedule. (Amended 2000)

8.5 Quarter hour units will be calculated as two-thirds (2/3's) of a semester credit. All Professional Development Education courses (PDE) offered within the state, Continuing Education Units (CEU's), and In-service credits shall be calculated at full value, 1:1. (Amended 2000)

8.6 Credits shall be accepted for Range Progression when earned as PDE's, CEU's, Graduate and Undergraduate, Internet courses, and Correspondence courses approved by the District, State Department of Education and/or any accredited University or College. A maximum of four (4) credits earned by PDE may be applied for any one range progression in ranges A through E and five (5) applied in ranges F through L. (Added 2000)

8.7 With approval by the site Principal, a teacher who "pilots" a program or course of study and upon completion provides a written assessment thereof and offers to in-service other teachers in the District on that program or course of study shall be awarded from one (1) to three (3) credits by the Credit Review Committee (CRC) upon application and approval. Pre-approval is required. See Section 8.4 (Added 2000)

8.8 In the event a teacher progresses to any Range exceeding BA+40 and subsequently earns a Masters Degree, there shall be no reduction in salary or retrogressive placement on the salary schedule. Teachers earning advanced degree are placed on the salary schedule at the BA+ or MA+ , whichever is greater. (Added 2000)

8.9 Teachers who receive National Certification from the National Board of Professional Teaching Standards or a Doctorate Degree, Speech Pathologists, School Counselors and School Psychologists who receive National Certification shall receive an additional salary differential equal to five percent (5%) annually contingent upon the state continuing the funding source. (Added 2000) (Amended 2005) (amended 2007)

8.10 When the district offers mandatory professional development activities scheduled outside of the regular contract, teachers will be compensated at a rate of $225.00 per six hour work day. Compensation will be prorated if the day is less than 6 hours. Teachers will be provided a minimum of 30 days' notice of mandatory professional development. Teachers who are unable to attend due to illness or any other reason will be required to complete the mandatory training unless mutually agreed by the teacher and his/her immediate supervisor.

8.11 The District will pay the full PERS contribution for eligible employees. Changes in PERS contributions will not result in a salary schedule change.

8.12 Teachers may be offered contract extensions, such as home-bound, buyout of prep time and classes in addition to the regular teaching schedule, at not less than the teacher's pro-rated hourly salary based on the teacher's placement on the salary schedule. Selection will be based on seniority, licensure and principal approval. Acceptance is voluntary.

8.13 A maximum of five (5) years of experience may be granted to a teacher new to the White Pine School District from outside Nevada (placement on Step 6). (Amended 2006)

8.14 Employees must submit the "Range Progression Intent" letter to the Credit Review Committee and to the Superintendent or designee by May 1 to be eligible for a range progression. Proof of credits earned for Range Progression must be submitted to the CRC

prior to October 1 of the year in which the credits are to be applied for Range Progression. University, College, and Community College transcripts containing the official seal are required to be submitted for consideration of those credits. PDE's and CEU's require an appropriate certificate bearing the signature. November 1 is the cutoff date for placement for all employees hired at the beginning of the school year. (amended 2006)

8.15 Teachers assigned a "Compressed Video" class shall receive a $100 stipend for each class.

8.16 Teachers employed at Mountain High School, Ely State Prison, will receive an additional $1,000 annual Hazard Pay. (added 2005)

Article 9 LEAVES

9.1 **Sick Leave**

a) The District will credit each teacher with 15 days of sick leave, at full salary. (September pay date) A teacher who does not complete the contract year and has used more sick leave than actually earned will have a like amount deducted from his/her final paycheck.

b) Teachers may accumulate sick leave without limit.

c) Sick leave may be used for medical appointments, disability, quarantine, maternity/paternity, adoption or illness suffered by the employee or immediate family.

d) With cause, teachers may be required to provide proof of need for the use of sick leave when requested by an immediate supervisor.

e) The Association and Organization will manage a Sick Leave Bank with membership open to all District staff members. Staff may join the bank by donating one or more sick leave days. Only those staff who have donated are eligible for benefits. The Bank will assist staff who have long-term illness or disabilities and have exhausted accumulated sick leave. The Bank will conduct an annual request for members, donation of sick leave days, and will develop procedures for considering use requests. The Bank may assess members an additional day of sick leave if the Bank's balance falls below twenty-five. Members may "drop-out" of the Sick Leave Bank by notifying the Association/ Organization but may not withdraw donated days. Decisions by the Bank are final and not subject to the grievance procedure or appeal to the District. The District will maintain the accounting of Sick Leave Bank days for the Association/ Organization.

f) A teacher who has exhausted all accumulated sick leave may request leave without pay.

g) A teacher must notify the immediate supervisor as soon as he/she knows that they will use sick leave.

h) The District will pay $15/daily for unused sick leave up to 210 days upon the voluntary termination of a teacher who has worked at least five consecutive years for the District.

i) The District will pay $40/daily for unused sick leave for a teacher voluntarily retiring from service through PERS. At the option of the teacher, the payment will be made directly to PERS.

j) The District will pay $40/daily for unused sick leave to the beneficiaries of a teacher who dies while employed by the District.

k) Maternity/Paternity is governed by the Federal Family Medical Leave Act. Teachers may use up to six weeks of accumulated sick leave for maternity/paternity leave. Teachers, at their option, may use accumulated sick leave or unpaid leave for FMLA and/or maternity-paternity leave.

l) A teacher may use up to 10 days of sick leave in the event of the death of an immediate family member.
m) A teacher may use up to 2 days of sick leave for bereavement for someone other than a family member. (added 2005)
n) For those schools on a four day week the sick leave will be pro-rated at a ratio of 1.25 sick days for each sick day taken.

9.2 **Jury Duty Leave**

a) A teacher called for Jury Duty will notify the immediate supervisor as soon as possible of his/her possible absence. The employee does not need to report to work prior to jury duty.
b) The teacher will report back to his/her school as soon as possible after release from jury duty if their jury duty and travel time combined is less than 4 hours.
c) A teacher called for jury duty will remit any and all payment from the court to the District Finance Office except payment specifically designated for transportation or meals. Time missed from work due to jury duty will be counted as paid leave.

9.3 **Professional Leave**

a) Paid leave to attend in-service, classes, professional meetings, conventions, or visitations may be approved by the immediate supervisor.
b) Sabbatical leave may be approved as detailed in the contract.
c) A teacher who is enrolled in the National Teacher Certification Program will be granted up to a maximum of two days of professional leave to work on this certification. If the teacher fails to earn the national certification he/she will be required to reimburse the district for any national certification leave taken. The reimbursement may be in the form of personal days or the actual cost of two contractual days. (added 2005)

9.4 Certified Staff who desire to accept a position with a professional organization outside (WPCSD) White Pine County School District—and wish to retain the option to return to WPCSD—will observe the following protocol: The staff member will submit a **written** request for the professional leave of absence to the White Pine County School District Superintendent's Office by April 15th of each year.

a) If the WPCSD superintendent and board of trustees grant the LOA, the certified staff member will retain all the rights and protections afforded by the CBA—including accrual of seniority—for the period of the LOA. Upon return to the district the employee will be placed in a comparable position from which the employee left. If necessary, the White Pine School District will reduce its number of employees to accommodate the return of the employee who has worked for the outside organization.
b) Should the individual wish to remain in the employ of the outside professional organization beyond one-year term of the LOA, the employee must apply to the superintendent and the board of trustees no later than the expiration date of the original application for the LOA.
c) If the superintendent and the board grant the extension the employee will continues to retain all the rights and protections of the CBA for the term of the leave.
d) If the superintendent and board deny the extension and the employee elects not to return to the WPCSD the employee will forfeit district seniority and position.
e) Certified Staff who desires to accept a position with a charter school within the White Pine County School District and wish to retain the option to return to WPCSD will submit a written request for the professional leave of absence to the White Pine County School District Superintendent's Office by July 1st as required by NRS 386.595. If the Certified Staff person desires to return to the District, he or she must

notify the WPCSD Superintendent, in writing, by April 15th prior to the year they will be returning to WPCSD.

9.5 **Association Leave**

a) The Association will be granted up to fifteen days of paid leave for its representatives for Association related business.

9.6 **Leave of Absence**

a) The Superintendent may approve a leave of absence for a teacher, with or without pay, for Association or public office, emergencies, and military or civic service or other non-traditional leave. Upon return to the District, the teacher will be placed in a position comparable to which they left. (Amended 2006)

9.7 **Personal Leave**

a) Each teacher will be credited with three Personal Leave days annually. Teachers may accumulate up to nine days. For those schools on a four-day week, the personal leave will be pro-rated at a ratio of 1.25 days for each personal day taken.
b) Personal leave unused may be converted into sick leave at the option of the employee. The employee must notify the District of her/his wish to convert personal leave to sick leave.
c) Teachers must give a minimum of two days notice of the intent to use Personal Leave.
d) Personal Leave will be approved by the immediate supervisor if:
    1) It is not requested for an in-service day
    2) It is not requested during a scheduled parent/teacher conference time
    3) It is not requested during the first or last week of the school year
    4) Not more than 20% of the school's teaching staff may be granted Personal Leave for the same days. The immediate supervisor may exceed the 20% limit if substitutes are available.
e) The immediate supervisor may use his/her discretion to waive personal leave use restrictions.
f) **Sabbatical Leave**: Licensed teachers who have seven (7) years of continuous service with the White Pine County School District may be eligible for sabbatical leave under the following conditions:
    1) Upon proper application and approval by the Superintendent and the White Pine County Board of Trustees, a sabbatical leave of one (1) year may be granted for professional study in the teacher's area of specialization or a closely aligned field. Such leave is to prepare for improved service to the White Pine County School District.
    2) Teachers must have completed seven (7) consecutive years with the WPCSD and must not have taken sabbatical leave during the preceding seven (7) years.
    3) No more than one (1) full time member of the teaching staff may be on sabbatical leave during any one school year.
    4) Teachers must submit a formal educational plan for the sabbatical year which includes full matriculation at an accredited college or university. The educational plan should focus on improving professional educational skills.
    5) Salary shall be at the current salary level of the participant.
    6) Any teacher granted sabbatical leave may be required to provide the Board with a surety bond in the amount of one (1) year's current salary.
    7) Any teacher granted sabbatical leave must agree to return to WPCSD for a minimum of four (4) school years following sabbatical leave or to reimburse the District for all District-paid compensations for the teacher during the sabbatical.
    8) After completion of the sabbatical year, the returning teacher must submit a formal written report to the Superintendent and Board of Trustees regarding the

implementation of knowledge gained during the sabbatical into his/her teaching program.

9) Seniority continues to accrue during sabbatical leave.
10) A teacher on sabbatical leave continues to receive all rights and benefits under this Agreement.
11) Granting sabbatical leave will be based on the ability to recruit a qualified replacement of the participant.

Article 10 Work Year/Day/Hours

10.1. a) **Five day work week**. Teachers shall work 182 days each year. New teachers shall work one additional day participating in a District sponsored orientation workshop. In the event the district chooses to offer a teacher induction program for newly hired staff members, the additional days will be paid at the teachers' daily rate of pay. Attendance at the new teacher induction training program will be mandatory of all new staff members unless excused by the superintendent. (amended 2007)

b) **Four-day work week**. Teachers shall work 146 days each year. New teachers shall work one additional day participating in a District sponsored orientation workshop. In the event the district chooses to offer a teacher induction program for newly hired staff members, the additional days will be paid at the teachers' daily rate of pay. Attendance at the new teacher induction training program will be mandatory of all new staff members unless excused by the superintendent.

10.2 The school calendar will include the Wednesday before Thanksgiving as part of the Thanksgiving Holiday. The Winter Break will begin no later than the end of the school day on December 22nd.

10.3. a) **Five-day work week**. The workday is 7 hours and 15 minutes plus a thirty-minute duty free meal break; total 7 hours and 45 minutes. An additional sixty minutes may be added by the administrator monthly for regularly scheduled staff meetings, special meetings or workshops, not to exceed two (2) meetings per month. This provision is not available in December or June and is limited to a thirty minute extension in August. The administrator must post the dates for extensions a minimum of 4 weeks in advance, identify the agenda, and will not schedule for a Friday afternoon or any day preceding a break or vacation.

b) **Four-day work week**. The teacher work day will be 9 hours. The workday is 9 hours and a thirty-minute duty free meal break; total 9 hours and 30 minutes.

c) An individual school administration and professional staff may reach a consensus agreement in adjusting the nine hour work day to accommodate professional development. Such adjustments may be made per 9-week grading period to allow flexibility in meeting professional development needs of the school. The initial 9-week professional development schedule will be completed no later than the second week of the school year. Calendars of professional development for the remaining grading periods will be published and distributed to professional staff one month prior. (added 8-6-10)

10.4 Should an individual school administration and professional staff reach a consensus agreement in making adjustments to the work hours to the four-day work week they may present a proposal to the WPCSD administration and the WPACT for consideration. If the proposal is accepted the parties will draft a MOU to record acceptance of the adjustment.

10.5 Reporting times for teachers will be determined by the District. There will be an uninterrupted duty free lunch of 30 consecutive minutes provided for each teacher.

10.6 **Preparation Time**:

a) Preparation time is minutes set aside for the teacher to prepare for classes. Teachers also may, at their discretion, schedule meetings with colleagues, parents, administrators and students during this time. Preparation time may also be used to work with individual students, at the teacher's discretion.

b) Elementary: 1. Four-day week: forty consecutive, uninterrupted minutes during the student contact day or 2. Five-day week: thirty consecutive, uninterrupted minutes during the student contact day will be scheduled. Additionally, except in emergencies, an additional thirty consecutive minutes will be scheduled within the workday, but outside the student contact day.

c) The Wednesday where there is professional service for one-half day, the teacher prep time will occur outside the student contact day at McGill Elementary School and David E. Norman Elementary School. (Added 2007)

d) Secondary teachers prep time will be equal to five instructional periods with at least one period per day.

e) High School Block: 80 minutes will be scheduled within the student contact day. The administrator may elect to divide the time in 60/20 minute segments. On every other early release day, beginning with the second release day, teachers will receive an additional 60 minutes of prep time to use without interference.

f) The District will work to better use technology to assist teachers in maximizing the effectiveness of preparation time: copy machines, telephones, e-mail, etc.

g) Teachers may leave their buildings during a scheduled preparation time with notification of the immediate supervisor.

10.7 **Early Staff Release** - Teachers may be allowed to leave at the end of the student contact day on Fridays and days preceding a vacation at the discretion of the immediate supervisor.

10.8 The District will endeavor to hire a substitute in the absence of any teacher.

10.9 Licensed staff assigned to a multiple work site within the contract day will be granted sufficient time to travel to any additional site within the allotted number of working hours agreed upon in the Contract.

10.10 Licensed staff assigned to multiple work sites will be guaranteed preparation and lunch time consistent with their primary assignment.

Article 11 Responsibility

11.1 Teachers are directly responsible to their immediate supervisor and shall promptly carry out directions received.

11.2 Teachers are responsible for the safety and supervision of assigned students and all students in general areas of the school and grounds. Teachers may not leave students unsupervised.

11.3 In all instances where there is contact between the District and a member of the public regarding a complaint or problem with a teacher, the teacher involved shall be notified within five days of the nature of the complaint/problem if any proposed action is to be taken. At the request of the teacher, the administration will arrange a meeting between the teacher and the person or persons as soon as possible, and work to mediate for the teacher and persons involved. In the event a criminal act is alleged have occurred involving a teacher, the notification requirement shall be waived.

11.4 Teachers will follow District rules, policies, regulations and directives.

11.5 Teachers will not be called from their assignments for telephone calls, salesmen, or other personal business. The use of the public address system will be confined to the first and

last three minutes of the morning and afternoon sessions. Only in an emergency will school personnel interrupt a class through the use of the public address system.

11.6 The District will support teachers with the enforcement of NRS 392.466 and 392.480. (protects against assault of staff)

Article 12 Insurance

Teachers will receive medical and dental insurance benefits. (amended 8-6-10)

12.1 Teachers may purchase medical, dental and life insurance through the District, as available, for spouse and dependent children. (Amended 5/2003)

12.2 Life insurance for teachers shall be $50,000.

12.3 The Insurance Trust Governing Board will consist of the WPACT President, WPSSO President, Superintendent of Schools and WPCSD Board of Trustees' President. The Board President shall serve as ITGB Chair. (added 8-6-10) The ITGB will meet quarterly with the Insurance Brokers to review data and make recommendations to the WPACT Negotiations' Team. The ITGB members will be provided two (2) weeks notice prior to each quarterly meeting. Prior notice will be given of any proposed changes.

Article 13 RIF (Reduction in Force)/Seniority

13.1 In consultation with the Association, the District may reduce teacher staffing due to lack of funds, lack of work, or a reduction in student enrollment.

13.2 Volunteers will be solicited for resignation, retirement, or placement on the recall list..

13.3 Criteria - The District and Association will meet and review employees in the affected certification under consideration for a reduction in force. Factors considered regarding whether a teacher is employed include:

a. The performance evaluations of the teacher,
b. The type of licensure held by the teacher including National Board Certification,
c. The disciplinary record, included in the district personnel file of the teacher,
d. If equality is observed in evaluations and performance, seniority will prevail.

13.4 The District and Association maintain the lay-off list and will recall teachers as openings occur for two years.

13.5 Laid-off teachers who are licensed for the vacancy will be recalled in reverse order.

13.6 The District will use certified mail to notify teachers of recall. A teacher, who does not respond within ten days of receipt, or 20 days of mailing, will be removed from the recall list. Staff recalled to a less than full-time position shall be given the preference for a full-time position for which they are qualified prior to recalling less senior staff or hiring new teachers.

13.7 Hire date for seniority purposes begins the teacher's first actual day of work or the date the Board approves employment, whichever comes first. A break in service occurs if the teacher leaves employment with the District. Approved leaves do not constitute a break in service. When two or more teachers have the same hire date, the Association and District will conduct a lottery to determine placement on the seniority list. Once a lottery has been conducted for a specific hire date, the order established will remain in place for the entire term of employment for the employees affected. The District will provide the Association a seniority list by September 30 each year showing hire dates and certification.

Article 14 Mentoring/Evaluations

14. 1 Each new teacher shall be assigned an experienced teacher to provide assistance in orienting the new teacher.

14.2 Mentors may be assigned to teachers, new or experienced, who need more extensive and structured assistance. Such assistance shall be by mutual agreement of the mentor and teacher.

14.3 Selection of a pool of mentors shall be by a Committee, of whom the majority will be appointed by the WPACT.

14.4 The School District shall develop a training program for mentors.

14.5 Experienced teachers may elect to serve as mentors for teachers having performance difficulties. The role of mentor shall be determined by mutual agreement of the immediate supervisor and teachers involved. The mentor may not provide input for, nor be cited in, an evaluation. The District and Association may not use the mentor as a witness in any dispute arising from the evaluation of a teacher receiving mentoring assistance.

14.6 The mentor will be provided with adequate release and/or preparation time to fulfill their obligation to the mentored teacher, as well as perform their regular duties.

14.7 It is understood that such time is contingent upon the availability of substitutes and funding.

14.8 Teachers will be formally evaluated, at least once, prior to April 1, by the immediate supervisor. (Follow NRS 391)

14.9 An Evaluation Policy Committee shall be formed, composed of administrators, and teachers selected by the WPACT. The role of the committee is to work collaboratively to devise and maintain a teacher evaluation tool/instrument. All recommendations by the committee are subject to approval of the Board of Trustees. (Added 5/12/03) (Amended 2007)

Article 15 Transfer/Reassignment

15.1 Expected Vacancies: The District will advertise, for a period of not less than five working days, all positions/vacancies, newly created or newly vacated, and will not hire nor transfer, voluntarily or involuntarily, anyone into said vacancy until advertising is completed. Reduction in force supersedes voluntary transfers. Reassignments will take place prior to posting vacancies for transfer.

15.2 Posting of Vacancies:

a) All vacancies will be posted throughout the year as they occur. Posting shall be in writing by e-mail, letter or fax. The written notification shall contain the specific position for which the transfer is requested. Said notification shall be filed with the District. A District representative shall acknowledge receipt of the request for transfer in writing by email or fax.

b) Vacancy notices shall be delivered to the Association President or designee by mail or by phone. Vacancies may not be filled until the vacant position is posted at least five (5) days.

15.3 Voluntary Transfers: Requests for transfer shall be made in writing by email, letter or fax. The written notification shall contain the specific position for which the transfer is requested. Said notification shall be filed with the District. A District representative shall acknowledge receipt of the request for transfer in writing by email or fax. Voluntary transfers will be granted on the basis of:

a) Seniority of the applicant;

b) Experience of the teacher;

c) Qualifications of the teacher; and
d) Approval of the principals involved.

15.4 No teacher so transferred shall suffer loss of salary, fringe benefits, or seniority. This section shall not apply to the loss of extra duty stipends or the head teacher stipend as a result of transfer. Any request for transfer must be provided to the superintendent no later than five school days following official notification of availability of the position vacancy. Requests for transfer after July 1 will only be considered if, in the opinion of the superintendent, such transfer will not adversely affect the educational program of the District. Request for transfer will not be accepted after July 15 unless approval is granted by the Superintendent. Should the District or its agent deny a request for transfer, it will, within five (5) days, provide the teacher and the Association a written statement of its decision with written reasons therefore. No transfer will be denied without just cause.

15.5 Involuntary Transfer: An involuntary transfer may be initiated due to a decline in enrollment, closing of a school, failure to meet enrollment projections, or a change in the student/staff allocation formulas. Involuntary transfers will be processed within the time lines outlined in this article. The District will always first seek voluntary transfers. Involuntary transfers shall only be made for the following reasons:

a) The result of a reduction in force;
b) A change in the number of classes at a particular location;
c) Some combination of closing or opening new or old schools.

The following procedures for identifying and assigning teachers subject to being involuntarily transferred will be used:

a) Seniority ranking and certification will determine the teacher(s) to be involuntarily transferred. The teacher with the lowest seniority ranking will be transferred unless otherwise provided in this article.
b) If a particular class is moved to another location during the school year, a teacher from that class at the old location shall be given first priority at the new location.
c) On or before May 15, a list of all vacancies in the District shall be provided to each teacher who is to be transferred. Two weeks before schools ends, all teachers identified for involuntary transfer shall meet in one central location to choose, in order of seniority ranking, an assignment from the list of vacancies.
d) In the event that there is no vacancy available for which the teacher is subject to involuntary transfer is certified, the Reduction in Force article will apply. Employees who are involuntarily transferred shall be given ten working days advance notice prior to the effective date of the transfer. The District shall provide assistance in moving the employee's classroom materials.

15.6 Reassignments will be made by sight administrators. Sight administration will first consult with staff and provide rational. District will always seek volunteers.

Article 16 Decision Making

16.1 Teachers will have a voice in decision making, including staffing and budget, at the school level through the Principal Advisory Committee.

16.2 The District will include Association representatives on all District-wide committees and advisory groups.

16.3 The District agrees to adequately equip and supply classrooms within budgetary constraints. The District will involve staff at each school, through the Principal Advisory Committee, in the development of site-based supply/equipment budgets. The District's budget will be provided to all PACs.

16.4 Before selling extra equipment/supplies, the District will offer teachers an opportunity to use these items in classrooms.
16.5 The School District will provide the Association a quarterly report on the status of all grants.

Article 17 Safety

17.1 The District will strive to keep all schools safe and secure for staff, students and parents.
17.2 Teachers will complete and submit a Work Order to their immediate supervisors when they find anything that may be unsafe or in need of repair.
17.3 The District will maintain a work order register to track progress on work orders and life/safety concerns.
17.4 The District will work to insure safe teacher/student/parent interaction.

Article 18 Policy

18.1 Board Policy Manuals will be available to all staff at each school library and through each building principal and Association Representative. The District Web-site serves as the principal reference to Board Policies. Hard copies are available at the District office.
18.2 The Board/District has the exclusive right to manage and direct the District as well as formulate Policy, Regulation and Rules according to NRS 288.150(3).The District/Board will seek teacher input.
18.3 The District will apply the Policy Manual in a fair and equitable manner.

Article 19 Strikes/Lockouts

19.1 Teachers, Association, Board and District will refrain from strikes, lockouts, work slow downs, sick-outs, etc. Disputes concerning the Master Contract will be resolved through the grievance process. Unless otherwise prohibited by law, teachers agree to cross picket lines, etc., if necessary, to report to work.

Article 20 Personnel Files

20.1 The Superintendent's Office will maintain one file for each teacher. Files will be kept in a manner to insure integrity and safekeeping.
20.2 Teachers will sign for and receive a copy of any item that is added to their file. (signature does not necessarily indicate agreement) Evaluation forms are added each year.
20.3 Any occurrence that results in a negative written evaluation of direction for change shall be called to the employee's attention in writing within ten days of the occurrence.
20.4 Teachers may inspect their files at the District Office, place pertinent material in the file, and add a response to any item.
20.5 Principals, immediate supervisor, may maintain working folders for each teacher. Such files do not constitute a personnel file and may not be used in any disciplinary action against the teacher. (Amended 5/12/03)
20.6 The District will also maintain files on all grievances separate from personnel files.
20.7 Personnel files shall be kept confidential.
20.8 A teacher charged, and cleared, of a crime will have any documents relating to the event removed from his/her personnel file.

20.9 Any negative documents, except evaluations, will be removed from a teacher's personnel file after twelve months upon written request if the teacher's record has been satisfactory in the interim.

20.10 Documents, which have not been called to the teacher's attention, in writing, may not be used in personnel actions.

Article 21 Voluntary Early Retirement

21.1 Any early retirement incentive program for eligible employees of the District shall be in accordance with the NRS and the NPERS policies and regulations. Employees participating in the NPERS are eligible to retire at any age with 30 years of services or at age 60 with `10 years of service or at 65 years of age with five years of service. NRS provide that a member of the NPERS with five years of service may purchase up to five years of service. NRS further provides that an employer may choose to pay any portion of the cost to purchase retirement service credits for an employee, but is under no obligation to do so.

21.2 In order to qualify for District participation in the purchase of retirement service credit, an employee must meet the following criteria and procedures:

a) The individual must be an employee of the District at the time of application.
b) The employee resignation, the procedures for early retirement incentive option, must be completed not later than April 30 of the contract year and at least three months prior to the effective date of retirement from the District. The Board of Trustees may, at their discretion, waive the April 30 deadline in the event of a medical or family emergency. (amended 2007)
c) Employees requesting early retirement benefits must have completed a minimum of 15 years of PERS eligible service with the District;
d) The District will contribute a fixed dollar amount retirement calculated as follows: The District's PERS contribution in the employee's final contract year times two (2), up to the maximum amount allowed by PERS
e) The employee has the option of applying the dollar amount calculated in subsection (d) above to PERS, continued Health Insurance premium, cash, or some combination thereof.

21.3 The District will transfer all funds for the purchase of retirement service credit directly to PERS. Payment will not be made through the employee.

21.4 The Board of Trustees may accept or reject any request for participation in the Early Retirement Incentive Plan at its discretion.

Article 22 Nondiscrimination

22.1 The Organization and District agree to comply with NRS 288.270 with regard to nondiscrimination.

Article 23 Warrant of Authority

23.1 The District, Board and Association hereby warrant and guarantee that they have the authority to act for, bind and bargain on behalf of the group which they represent, during the terms of this contract.

Article 24 Extra Duties

24.1 All extra duty opportunities are voluntary opportunities outside of the employees regular duties and separate and distinct. Employees may volunteer to select an extra duty assignment at their discretion. In the event one or more employees volunteer for an assignment, the principal will choose which employee (s) is best suited for the opportunity.

24.2 In the event the District elects to exercise its management right to provide or continue co-curricular activities, the extra duty stipends listed on Appendix C will be paid.

24.3 Extra Duty Pay will be based upon a percentage of the base pay (Step 1-A) of the WPACT Salary Schedule. The percentages are noted on Appendix B1 and B2.

24.4 Extra duty stipends are included in the regular teaching contract only when duties are assigned to a contracted teacher.

24.5 Co-curricular positions will be filled from regularly certificated staff providing the applicant is properly qualified.

24.6 To receive compensation, the employee must complete the co-curricular assignment.

24.7 Stipends shall be paid by check separate from the teacher's regular paycheck. For Purposes of Federal tax withholding, extra duty salaries shall not be considered Supplemental income.

24.8 Upon completion of the extra duty, the teacher will turn in the extra duty form, signed by the principal, to the District Finance Office.

Article 25 Staff Development

25.1 Professional Development committees shall be formed, comprised of teachers and administrators. The role of the committee is to make recommendations regarding professional development.

25.2 Committees shall meet during the contracted day.

Article 26 Savings Clause/Sole and Entire Agreement

26.1 This agreement is the entire agreement between the Board and Association.

26.2 If any provision of this agreement is held to be contrary to law, the provision will be deemed invalid. Negotiations will resume between the parties to address the issue raised.

26.3 The Board and Association agree that they have negotiated fully and that this Agreement constitutes the complete and final agreement.

Article 27 Duration

27.1 This agreement is entered into on September 17, 2013 by the Board and Association.

27.2 This agreement begins July 1, 2013 and will continue in full force and effect until June 30, 2014, or until a successor contract is negotiated and ratified by the Board and Association.

27.3 Article 8 Salary schedule (Appendix A) will continue in full force and effect until the end of the 2013-2014 school year.

FOR THE WHITE PINE ASSOCIATION OF CLASSROOM TEACHERS

Rolayne Hanson, WPACT President Date

FOR THE WHITE PINE COUNTY SCHOOL DISTRICT

Lori Hunt, Board Chair Date

White Pine County School District

2013/2014

Step	A BA	B BA+4	C BA+12	D BA+20	E BA+28	F BA+37 MA/VOC	G BA+46 MA+9	H BA+55 MA+18	I BA+64 MA+27	J BA+73 MA+36	K BA+82 MA+45	L BA+91 MA+54
	A	B	C	D	E	F	G	H	I	J	K	L
1	$ 33,171	$ 34,664	$ 36,224	$ 37,853	$ 39,557	$ 41,337	$ 43,197	$ 45,141	$ 47,173	$ 49,295	$ 51,514	$ 53,832
2	$ 34,265	$ 35,808	$ 37,419	$ 39,102	$ 40,862	$ 42,701	$ 44,623	$ 46,631	$ 48,729	$ 50,922	$ 53,213	$ 55,608
3		$ 36,989	$ 38,654	$ 40,393	$ 42,211	$ 44,110	$ 46,095	$ 48,169	$ 50,338	$ 52,603	$ 54,970	$ 57,443
4				$ 41,726	$ 43,604	$ 45,566	$ 47,617	$ 49,759	$ 51,998	$ 54,338	$ 56,783	$ 59,339
5					$ 45,043	$ 47,070	$ 49,187	$ 51,401	$ 53,714	$ 56,131	$ 58,658	$ 61,297
6									$ 55,487	$ 57,984	$ 60,593	$ 63,320
7										$ 59,897	$ 62,593	$ 65,409

* Step increases are 3.3%
* Range increases are 4.5%
* Employees can only move one step and one range per year.
* 2013/14 increase of4.00% from prior year

SCHEDULE OF EXTRA DUTY ASSIGNMENT 13/14

In the event the District elects to exercise its management rights to provide or continue to provide extra duties, the following co-curricular activities/extra duty stipends listed below will be paid:

WHITE PINE HIGH SCHOOL

Head Football Coach (1)	$3,513.00
Assistant Football Coach (3)	$2,635.00
WPHS Boys Soccer - Head Coach (1)	$3,513.00
WPHS Boys Soccer - Asst. Coach (1)	$2,635.00
WPHS Girls Soccer - Head Coach (1)	$3,513.00
WPHS Girls Soccer - Asst. Coach (1)	$2,635.00
Head Boys Basketball Coach (1)	$3,513.00
Assistant Boys Basketball Coach(1)*	$2,635.00
Head Girls Basketball (1)	$3,513.00
Assistant Girls Basketball Coach (1)*	$2,635.00
Athletic Director (1)	$4,292.00
Head Wrestling Coach (1)	$3,513.00
Assistant Wrestling Coach (1)	$2,635.00
Head Baseball Coach (1)	$3,488.00
Assistant Baseball Coach (1)*	$2,611.00
Head Softball Coach (1)	$3,488.00
Assistant Softball Coach (1)*	$2,611.00
Head Boys Track Coach (1)	$3,488.00
Head Girls Track Coach (1)	$3,488.00
Head Volleyball Coach (1)	$3,513.00
Assistant Volleyball Coach (1)*	$2,635.00
Boys Golf Coach (1)	$3,488.00
Girls Golf Coach (1)	$3,488.00
Equipment Manager (1)	$3,360.00
Bobkettes (1)	$3,513.00
Spirit Leader (1)	$3,513.00
Band Director (1)	$3,636.00
Student Council (1)	$2,690.00
Annual Advisor (1)	$3,391.00
Newspaper (1)	$2,837.00
FFA (1)	$2,640.00
FBLA (1)	$2,640.00
VICA (1)	$2,640.00
Automotive Trouble Shoot (1)	$1,357.00
Senior Class Advisor (2)	$1,081.00
Junior Class Advisor (2)	$1,081.00
Sophomore Class Advisor (2)	$793.00
Freshman Class Advisor (2)	$793.00
Academic Challenge Program (1)	$3,144.00
Flag Team Advisor (1)	$3,120.00
Chorus (1)	$2,198.00
Drama (1) (based on 3 major productions with students)	$3,390.00
Assistant Drama (1)(based on 3 major productions with students)	$2,451.00
National Honor Society (1)	$1,081.00

WHITE PINE MIDDLE SCHOOL

Athletic Director (1)	$3,355.00
Equipment Manager (1)	$2,333.00
Middle School Band (1)	$1,514.00
Cheerleader Advisor (1)	$1,081.00
Wrestling Coach (1 per 20 students)*	$1,407.00
Choir Director (1)	$1,343.00
Annual Advisor (1)	$1,696.00
Student Council Advisor (1)	$1,407.00
Girls Basketball Intramural (1 per 15 students)*	$1,155.00
Girls Basketball Travel Team (1 per 15 students)*	$1,407.00
Boys Basketball Intramural (1 per 15 students)*	$1,155.00
Boys Basketball Travel Team (1 per 15 students)*	$1,407.00
Volleyball Intramural (1per 15 students)*	$1,155.00
Volleyball Travel Team (1per 15 students)*	$1,407.00
Football (1 per 20 students)*	$1,407.00
Golf Coach (1)	$1,155.00
Track (1 per 20 students)	$1,407.00
Newspaper (1)	$1,179.00
Academic Olympics (1)	$1,081.00
Math Counts (1)	$1,081.00
Geography Bee (1)	$1,081.00
Chorus	$1,081.00

LUND HIGH SCHOOL

Football - Head Coach (1)	$3,513.00
Football - Assistant Coach (1)	$2,635.00
Volleyball Coach (1)*	$3,513.00
Volleyball Asst. Coach	$2,635.00
Boys - Varsity Basketball Coach (1)*	$3,513.00
Boys - JV Basketball (1)	$2,635.00
Girls Basketball (1)*	$3,513.00
Girls - JV Basketball (1)	$2,635.00
Wrestling	$3,513.00
Baseball	$3,488.00
Track Coach (1)*	$3,488.00
Cheerleader Advisor (1)	$3,218.00
FFA Advisor (1)	$2,640.00
Annual Advisor (1)	$3,206.00
Academic Quiz Bowl (1)	$1,130.00
Student Council (1)	$2,666.00
Lund - L Club Advisor (1)	$1,076.00
Dance	$1,204.00
Jr./Sr. Class Advisor (1)	$1,081.00
Athletic Director/Equip Mgr	$4,292.00

LUND JUNIOR HIGH

Basketball Coach Intramural (1)* Girls	$1,155.00
Basketball Coach Travel Team (1)* Girls	$1,407.00
Basketball Coach Intramural (1)* Boys	$1,155.00
Basketball Coach Travel Team (1)* Boys	$1,407.00
Volleyball Coach Intramural (1)*	$1,155.00
Volleyball Coach Travel Team (1)*	$1,407.00
Track Coach (1)	$1,407.00
DISTRICT	
Elementary programs for the public (approved by principal) not to exceed three performances per year in any given site nor to exceed $330 for any given year. All performances must occur outside regular school hours. Eligibility for this stipend is determined by the principal based upon extra work required of the teacher(s) beyond the regular work hours.	$780.00
Mentor Teacher (5)	$3,513.00
Science Fair Coordinators	$1,343.00
Math Fair Coordinators	$1,343.00
Home Visit (minimum of 25 hours of home visits)	$1,000.00