

Teaching staff receive \$2,500 pay increases at benchmark years of 5, 11, 18, and 26 years of service (implementation date was 2018-2019). Teachers on an improvement plan do not receive this benefit.

CURRICULUM WORK/STAFF DEVELOPMENT OUTSIDE OF CONTRACTED HOURS

The District Administrator and/or his/her designee may approve curriculum work outside of contracted hours. This work, not including conferences, will be paid at the rate of twenty-two dollars (\$22.00) per hour. Non-Exempt Hourly staff members will be reimbursed based on the wages and hours of their employment contract or agreement.

TEACHING LOAD

The normal teaching assignment for middle school or high school is 6 assignments per day. Assignment of the above classes shall be at the discretion of the Administration. Teacher salary and benefits will be prorated based on the percent of time a teacher is scheduled for work.

Whenever conditions require a teaching load in excess of that provided herein, the teacher shall receive additional compensation equivalent to fourteen and two-sevenths per cent (14.2857) of that teacher's salary for each assignment beyond those provided herein and will be paid only to those teachers who give up their preparation period with their approval.

Classroom teachers in Grades PK-5 will be guaranteed weekly preparation time during specials (i.e. music, art, P.E, L.M.C.) of not less than 210 minutes total. All other teachers in grades PK-5 will be guaranteed weekly preparation time of not less than 210 minutes. Acceptance of this preparation time is voluntary.

SUBSTITUTE/HOME BOUND

Substitutes shall be hired if possible in all cases when teachers (including special teachers) are absent. In the event a substitute cannot be found and a regularly employed teacher is asked to substitute, he/she shall receive compensation at the rate of \$22 per class period during their prep period and/or duty free lunch period.

If a teacher provides Homebound Instruction outside of the school day, the pay shall be at a prorated per diem rate. Mileage shall be paid at the IRS rate.

EXTENDED CONTRACTS

Teachers shall be issued a separate contract for days beyond the school year calendar. Pay for the additional days agreed upon shall be based on the rate of twenty ~~two~~ ~~five~~ dollars (~~\$22~~) \$25 per hour. The District Administrator and/or his/her designee shall designate such teachers.

PROBATION

Teacher