

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~~ load for middle school ~~or~~ and high school is 6 assignments per day during an 8 period day, and 6 assignments over two days during a 4 period/modified block schedule, in addition to any homeroom/intervention/Blackhawk period to which a teacher is assigned. 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 twenty-two dollars (\$22) per class period during an 8 period day and \$44 per class period during a 4 period/modified block schedule day 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. The District Administrator and/or his/her designee shall designate such teachers. Pay for the additional days agreed upon shall be based on the rate of twenty-two dollars (\$22) per hour, except for "academic classes" taught during 2021 summer school shall be paid at thirty dollars (\$30) per hour. "Academic classes" for 2021 summer school are defined as: