

*The Perry Community School  
District Teacher Handbook*

**2020-2021**



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## **ARTICLE I**

### **Dues Deduction**

#### **1.1 Dues Deduction**

An employee who is a member of the Perry Education Association, or who has applied for membership in the Perry Education Association, may sign and deliver to the PEA Treasurer an assignment authorizing payroll deduction of membership dues of the Perry Education Association. The PEA Treasurer will give the Business Manager/Board Secretary a spreadsheet of members and total amounts by September 15<sup>th</sup> of each year.

Pursuant to receiving a deduction authorization, the Board shall deduct one-twenty second (1/22) of the total annual membership dues of the Perry Education Association from the regular salary checks of the employee each pay period for 22 consecutive pay periods beginning October 1st and ending in August.

New employees commencing work after September fifteenth (15th) may have their total membership dues of the Perry Education Association prorated and deducted in equal installments on the basis of the remaining months of employment through June provided the authorization form is signed and delivered to the Board by the first (1<sup>st</sup>) of the month prior to the first deduction.

The Board shall have no responsibility for collecting said dues for any month the employees regular salary check is insufficient to cover said deduction. The total deducted shall be remitted to the Perry Education Association.

The Association agrees to indemnify and hold harmless the Board, each individual Board member, and all administrators against any and all claims, costs, suits or other forms of liability and all court costs arising out of the application of the provisions in the Agreement between the parties for dues deductions.

## **ARTICLE II**

### **EVALUATION PROCEDURES**

#### **2.1 Staff Evaluation**

Each school year, the administrators shall present the employees with the evaluation procedures and instruments. No evaluation shall take place until such orientation has been completed.

The provisions of the Perry Professional Growth System will be utilized for the on-going performance reviews of teachers for their continual professional growth (see overview of the Perry Professional Growth System at the end of Article V). Each teacher shall have access to the entire Perry Professional Growth System Document.

#### **2.2 Evaluation Limitations**

Nothing in this Article is to be construed as precluding evaluation of employees by other means concerning any aspect of their job related activities. Employees shall receive a walk through evaluation from two administrators at two different times. A copy of any written evaluation by the evaluator shall be provided to the employee. The employee shall have the right to submit an explanation or other written statement regarding the evaluation for inclusion in the personnel file.

#### **2.3 Board and Teacher/Administrator Committee**

The Board of Directors shall establish the criteria for evaluating employees and shall adopt evaluation instruments to be used by evaluators. In adopting a change in the evaluation instrument, the superintendent or designee shall form a teacher/administrator committee to recommend criteria to be used.

## OVERVIEW OF THE PERRY PROFESSIONAL GROWTH PLAN

Tier I	Tier II	Tier III	INTENSIVE ASSISTANCE
<b>BEGINNING TEACHER</b>	<b>EXP. TEACH W. STAND. LIC.</b>	<b>CAREER TEACHER</b>	
<p><b>Who:</b></p> <ul style="list-style-type: none"> <li>• New beginning teacher</li> <li>• New experienced teachers without a standard teaching license</li> </ul>	<p><b>Who:</b></p> <ul style="list-style-type: none"> <li>• New experienced teachers who possess a standard teaching license</li> </ul>	<p><b>Who:</b></p> <ul style="list-style-type: none"> <li>• Career teachers</li> </ul>	<p><b>Who:</b></p> <ul style="list-style-type: none"> <li>• Career teachers in need of specific assistance in identified area(s) of the Iowa Teaching Standards and Criteria, Individual Career Development Plan and/or district expectations.</li> </ul>
<p><b>Purpose:</b></p> <ul style="list-style-type: none"> <li>• To insure that the Iowa Teaching Standards and Criteria are understood, accepted, and demonstrated</li> <li>• To provide support in the implementation of the Iowa Teaching Standards and Criteria</li> <li>• To provide documentation on the Iowa teaching standards and criteria for licensure recommendation</li> <li>• Accountability for decisions to continue employment</li> </ul>	<p><b>Purpose:</b></p> <ul style="list-style-type: none"> <li>• To insure that the Iowa Teaching Standards &amp; Criteria are understood, accepted, and demonstrated (emphasis on standards 2, 3, and 6).</li> <li>• To provide support in the implementation of the Iowa Teaching Standards and Criteria</li> <li>• To provide accountability for decisions to continue employment</li> </ul>	<p><b>Purpose:</b></p> <ul style="list-style-type: none"> <li>• To promote professional growth</li> <li>• To improve student achievement</li> <li>• To focus on continuous implementation of the Iowa Teaching Standards and Criteria, Individual Career Development Plan and/or district expectations</li> </ul>	<p><b>Purpose:</b></p> <ul style="list-style-type: none"> <li>• To provide organizational support and assistance to career teachers.</li> <li>• To focus on quality assurance with support.</li> </ul>
<p><b>Process:</b></p> <ul style="list-style-type: none"> <li>• Three classroom walk-throughs, three formal observations and feedback, annually</li> <li>• Portfolio development</li> <li>• Professional development activities through the district mentoring and induction program and district career development plan</li> <li>• Regular evaluation reports and feedback through formative and summative reviews</li> <li>• Comprehensive review to determine licensure recommendation</li> </ul>	<p><b>Process:</b></p> <ul style="list-style-type: none"> <li>• Three classroom walk-throughs, one formal observation, and feedback.</li> <li>• Portfolio development</li> <li>• Professional development activities through the district mentoring and induction program and district career development plan</li> <li>• Summative review and feedback to determine employment recommendation</li> </ul>	<p><b>Process:</b></p> <ul style="list-style-type: none"> <li>• Three classroom walk-throughs annually, one formal observation every three years and feedback.</li> <li>• Continuous review of the implementation of the Iowa Standards and criteria and continued documentation that the career teacher meets the district expectations, Individual Career Development Plan and the Iowa teaching standards through a performance review at least once every three years.</li> <li>• Collaborative development of individual professional growth plans</li> <li>• Reflection and feedback on portfolio and growth plan progress and impact through at least an annual conversation with the supervisor.</li> </ul>	<p><b>Process:</b></p> <ul style="list-style-type: none"> <li>• Phases                             <ol style="list-style-type: none"> <li>1. Awareness</li> <li>2. Assistance</li> </ol> </li> <li>• Development and implementation of an intensive assistance plan for no longer than twelve months</li> <li>• Regular reports and feedback and a performance review.</li> <li>• Regular walk-throughs and formal observations as needed.</li> </ul>

**OVERVIEW OF THE  
PERRY PROFESSIONAL GROWTH PLAN  
Continued**

Tier I	Tier II	Tier III	INTENSIVE ASSISTANCE
<b>BEGINNING TEACHER</b>	<b>EXP. TEACH W.STAND. LIC.</b>	<b>CAREER TEACHER</b>	
Documentation:	Documentation:	Documentation:	Documentation:
<ul style="list-style-type: none"> <li>• Pre-observation completed by teacher</li> <li>• Observation reflection form completed by teacher after an observation</li> <li>• Comprehensive Evaluation/Summative Evaluation form completed in year one and two by administrator</li> <li>• Completion of state required form for licensure at the end of year two by administrator</li> <li>• Completion and submission to DE of state required forms by teacher</li> <li>• Portfolio completion by teacher</li> </ul>	<ul style="list-style-type: none"> <li>• Pre-observation completed by teacher</li> <li>• Observation reflection form completed by teacher after an observation</li> <li>• Summative Evaluation form completed after year one by administrator</li> <li>• Portfolio completion by teacher</li> </ul>	<ul style="list-style-type: none"> <li>• Three year Individual Career Development Plan completed by teacher</li> <li>• Individual Career Development Plan form updated annually with administrator</li> <li>• Annual Career Performance Review by administrator utilizing same form for all three years</li> <li>• At least one formal observation in three year cycle</li> <li>• Once in the three year cycle, a pre-observation form will be completed by teacher</li> <li>• Reflection form completed by teacher after an observation</li> <li>• Portfolio completion by teacher</li> <li>• Administrator's documentation if teacher is moving into Intensive Assistance Form</li> </ul>	<ul style="list-style-type: none"> <li>• Notification of placement in Awareness Phase</li> <li>• Awareness Phase-Identification of Concern form completed by administrator</li> <li>• Completion of Awareness Phase-Final Summary Form by Administrator at end of Awareness Phase</li> <li>• Notification of placement in Assistance Phase</li> <li>• Completion of Assistance Plan - Plan of Assistance Form by Administrator and teacher</li> <li>• Completion of Assistance Plan-Progress Form by administrator according to pre-determined timeline</li> <li>• Completion of Assistance Plan-Final Summary Report by administrator at end of Assistance Plan</li> </ul>

**ARTICLE III**  
**PROCEDURES FOR STAFF REDUCTION**

**3.1 Coverage**

All employees under this Agreement are covered including any employee on leave of absence, except for employees who have been hired to replace an employee on leave of absence.

**3.2 Notification**

Within the time permitted by law, the Superintendent or his designee shall notify an employee of a recommendation to the Board to terminate that employee's employment.

**3.3 Classification**

Employees shall be classified in the following manner for purposes of staff reduction.

1. Classroom Teachers in PK-5<sup>th</sup> Grades, Title I Teachers, ELL Teachers, and TAG Teachers
  - a) Any Other Classification
2. Grades 6-8 and 9-12 by Curriculum Area:
  - a) Science
  - b) Math
  - c) Social Studies
  - d) Language Arts
  - e) Foreign Language
  - f) Business Education
  - g) Industrial Ed
  - h) Family and Consumer Sciences
  - i) Any Other Classifications
3. Areas of Special Services by Area:
 

<ol style="list-style-type: none"> <li>a) Nurses</li> <li>b) K-5 Special Ed</li> <li>c) 6-8 Special Ed</li> <li>d) 9-12 Special Ed</li> <li>e) Librarians</li> <li>f) K-5 Music Teachers</li> <li>g) 6-8 Music Teachers</li> <li>h) 9-12 Music Teachers</li> <li>i) K-5 PE Teachers</li> </ol>	<ol style="list-style-type: none"> <li>j) 6-8 PE Teachers</li> <li>k) 9-12 PE Teachers</li> <li>l) K-5 Art Teachers</li> <li>m) 6-8 Art Teachers</li> <li>n) 9-12 Art Teachers</li> <li>o) Driver Education</li> <li>p) All Other Areas</li> </ol>
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**3.4 Procedure**

1. Employees will be grouped into their appropriate classifications based on their primary assignments. Employees who have been involuntarily or voluntarily transferred will be considered in their present classification with years of experience in that classification and the classification they previously were assigned retaining the years of experience in the previous classification (provided such area was a primary assignment). Years of experience in each classification may be combined for the purpose of establishing seniority.
2. Employees shall be ranked within each group on the following basis:
  - a) Employees will be given one (1) point for every year of teaching experience in the Perry Community School District and one-half (1/2) point for every year of teaching experience outside the Perry Community School District. Experience will be counted regardless of whether it was full-time or part-time (but not substitute) up to a maximum of ten (10) points.

- b) Employees will be given points for education on the following basis
- BA Degree.....0 points
  - BA Degree plus 6 hour.....1 point
  - BA Degree plus 12 hours...2 points
  - BA Degree plus 18 hours...3 points
  - BA Degree plus 24 hours...4 points
  - BA Degree plus 30 hours...5 points
  - MA Degree.....6 points
  - MA Degree plus 8 hours.....7 points
  - MA Degree plus 15 hours...8 points
  - MA Degree plus 23 hours...9 points
  - MA Degree plus 30 hours.10 points

All college credit hours above the BA Degree shall be graduate hours unless specifically waived by the administration.

- c) Employees will be ranked within each group on the basis of their total amount of points. Ranking the employee with the greatest length of continuous service higher will break ties.
2. In the event that the employer determines that a reduction in staff is necessary, the employer shall determine what classifications shall be reduced. The superintendent shall notify the employee lowest in rank in each classification unless the superintendent determines that an alternate teacher should be selected because of the following considerations:
- 3.
- a) Program continuity (including assignments covered by the extra pay schedule)
  - b) Multiple teaching assignments in more than one (1) classification which, in the discretion of the superintendent, cannot be satisfied by changes in assignment of the staff.
  - c) Differences in certification which make one (1) employee preferable for retention over another employee for current academic assignments or assignments anticipated for the next school year.
  - d) If employees have a difference in point total of one (1) point or less, the superintendent may select either employee for staff reduction without regard to rank.

### 3.5 Recall

Employees who have been terminated as a result of staff reduction shall be eligible for recall to an available position in the category from which they were reduced for a period of two years from the date of their termination by filing a written request for recall consideration with the superintendent.

When the employer determines that a position is available the position will be offered to an employee on the recall list by applying the same criteria as are used for determining staff reductions. The employees on recall shall inform the employer of any change in their education or experience and the employer shall be permitted to rely on the information available in the District records.

Notice of recall shall be given by phone and email, making sure contact is made. If an employee fails to respond within ten (10) days after receiving call and email of the above notice of recall, the employee will be deemed to have refused the position. It is the responsibility of the employee to inform the Board of his/her current address.

Any laid off employee shall return previous sick leave and seniority benefits while laid off and shall have these restored if recalled. No employee shall accrue benefits while on recall.

Nothing in this Article shall require the Board or its designee to solicit employee resignations or retirements.



### 3.6 Exclusion

This Article shall not apply to employees hired to replace an employee on leave of absence. The determination to terminate the employee shall not be subject to the Grievance Procedure nor shall such an employee have any recall rights.

## **ARTICLE IV** **PROCEDURES FOR TRANSFER**

### 4.1 Voluntary Transfer Procedures

The superintendent shall post all vacancies for a minimum of seven calendar days (excluding Winter and Spring breaks) in advance of filling said vacancies. No position shall be filled unless current employees have been given a seven calendar day period of time to request a voluntary transfer for said position. Interested in-district applicants will be interviewed. If a vacancy occurs between July 1<sup>st</sup> and May 31<sup>st</sup> to fill out the current school year, the seven-calendar day period of time need not apply. If a substitute non-contract teacher is hired to fill the position for the current school year, that position will be considered vacant for the next school year and the seven-day period will apply before the position will be filled the next school year. Notice of summer vacancies shall be emailed to all the employees.

Employees who desire to transfer in grade and/or subject who desire to be transferred to another building, shall submit a letter of interest for each posting.

### 4.2 Involuntary Transfer Procedures

This Article will apply when the vacant position cannot be filled by a voluntary transfer or when a request for a voluntary transfer has been denied.

If the involuntary transfer is necessary, the administration shall base its transfer on the relative skill, ability and competence, as determined by written evaluations and the certification, qualifications, and experience of employees available to do the work. If a choice must be made between two (2) or more employees of equal skill, competence, certification, qualifications and experience to work in the designated area, the employee with the least continuous length of service in the district, regardless of whether it was full or part-time (but not substitute) service, will be transferred first.

An involuntary transfer shall be made only after a notice of intent has been given and a meeting has been held between the employee involved and the Superintendent, at which time the employee shall be given written reason(s) therefore. If requested by the employee, an individual of the employee's choice may accompany the employee.

The District has the authority to make the transfer decision pursuant to the procedures in the Article. The involuntarily transferred employee has the right to grieve if the procedures are being challenged, but not to grieve the District's decision that a transfer is needed.

## **ARTICLE V** **EMPLOYEE HOURS**

- 5.1 The working day, excluding extra assignments, will be eight (8) hours in length. Building principals may be flexible in administering the daily individual work schedule. The eight (8) hours will include a duty free lunch period of no less than twenty (20) minutes unless unusual circumstances require otherwise. On Fridays or on days preceding holidays or vacations employees may depart school after all of their responsibilities have been concluded and/or all of the students have left the building.

- 5.2 Employees shall attend, outside of school hours, such professional meetings (inservice, staff, parent-teacher conferences, subject area meetings, etc.) called by an administrator for coordinating the work of employees in the school program. In the event that a professional workshop cannot be scheduled during one of the scheduled inservice days on the school calendar, and a teacher is requested to attend such a workshop on another day outside of the scheduled inservice days or the scheduled school calendar, the following shall apply:

The administrator shall trade a scheduled day of inservice for the day that the teacher has to use to attend said professional workshop. In this situation, the teacher shall work the day of the workshop and shall not be required to work on the agreed upon inservice day. This traded inservice day shall be mutually agreeable between the administrator and teacher. Teachers shall work sixteen (16) hours of scheduled parent-teacher conference time per school year in exchange for two (2) full comp days, which shall be designated on the school calendar.

## ARTICLE VI

### 6.1 Final Pay

Employees who are leaving the employment of the district may requisition, prior to June 1<sup>st</sup>, their final check for the balance of their contract on June 25<sup>th</sup>. Said request will be subject to budgetary limitations. Other arrangements may be worked out with the business office by mutual agreement.

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employees.

### 6.2 Advancement On the Salary Schedule

1. Initial salary schedule placement of employees shall be at the discretion of the Board. Employees with two years or less experience shall be placed on not less than step 2.
2. Advancement for employees shall be reviewed each year and if approved by the Board, each employee will be granted increments on the salary schedule until the maximum for their educational classification has been reached. Employees who were on step 1 of the schedule during the 2019-2020 school year shall be compensated for the 2020-2021 school year only at the rate of 1.06 times the base salary.
3. A year of service consists of employment in the Perry School District for ninety (90) consecutive teaching days or more in one school year.
4. All college credit hours above a BA Degree, applied to the salary schedule, shall be graduate semester hours unless specifically waived by the superintendent. Suitable evidence of courses completed must be submitted to the superintendent on or before August 25<sup>th</sup> to be eligible for a salary adjustment during that school year. If an official transcript is not included in the evidence, it must be submitted on or before October 1<sup>st</sup>.

### 6.3 Pay For Extra Duties

Each employee shall be paid \$35 per assignment for working student activities, which do not occur during the employee hours, listed in Article X.

Included are the following items when administratively assigned:

5. Selling or taking tickets and assigned supervision of home interscholastic sporting events.
6. Operating clock, keeping books and statistics, filming, operating the P. A. system and operating chain and down markers for home events.
7. Supervision of student pep buses to away events.
8. Supervision of graduation exercises.

9. Supervision of float construction.
10. Supervision of elementary, junior high and senior high fine arts performances.
11. Supervision of school parties and dances.

Saturday suspensions and Saturday help sessions shall apply to the middle school and high school. For two hour sessions, the pay shall be \$30 (minimum time). The pay shall be \$60 for a four-hour session (maximum time).

The performance of a duty for which an employee received compensation pursuant to the Extra-Pay Schedule shall not be considered a student activity for the purpose of this section.

Nothing in this section shall preclude an employee from performing any of the above activities as a volunteer.

Nothing in this section shall preclude the Board from assigning non-employees to any of the above activities with or without pay.

#### 6.4 Inter School Compensation

All teachers shall be reimbursed for any travel from the building at which they begin their day of service to the other schools to which they are assigned. Teachers shall be reimbursed for travel back to the building which they begin their day of service, if such travel is approved by the principal in advance.

#### 6.5 Teacher Salary Supplement

The Teacher Salary Supplement funds will be allocated among bargaining unit and non-bargaining unit employees who are eligible for the funds.

1. An amount sufficient to pay any out-of-district obligation shall be deducted from the balance first.
2. The funds allocated under subparagraph one (1) shall be subject to a deduction for the proportionate share of FICA and IPERS payments that any distribution bears to the employee's regular compensation.
3. Employees outside the bargaining unit will be paid that portion of the average distribution under Teacher Salary Supplement that their qualifying duties bear to their total salary.

##### Calculation of TSS Stipend

For the 2017/2018 school year each staff member on the schedule who qualifies for TSS funds shall receive a stipend consisting of an equal division of 50% of the districts TSS allotment from the state and will receive an amount equal to 50% of TSS funds indexed across the salary schedule.

For the 2018/2019 school year each staff member on the schedule who qualifies for TSS funds shall receive a stipend consisting of an equal division of 100% of the districts TSS allotment from the state.

The district shall use 95% of allotted TSS funds from the state to determine above distributions. If the 5% of the TSS funds held back are not dispersed by June 1 of the contract year, all staff who are qualified, shall receive an equal disbursement of the 5% in the August paycheck.

Teacher salaries supplement dollars (TSS) shall not be subject to reduction in the event the governor orders a uniform reduction in accordance with Section 8.31. If there is a legislative reduction in the Teacher Salary Supplement Dollars (TSS) or if as a result of legislative action the District fails to receive any of the TSS dollars there shall be a dollar-for-dollar reduction from the salary of each teacher to total the reduced or lost amount.

## 6.6 Salary For Phase III Duties

Phase III does not currently exist. This language shall be eliminated from the contract with the understanding that it will be reinstated if Phase III money is reinstated.

## 6.7 Pay for Covering Class During Prep Period

Teachers of the bargaining unit shall be paid \$20 per period when asked by an administrator to cover classes during their prep periods. Coverage of two class periods in one day will be allowed during the COVID-19 pandemic.

NOTE: The Legislature approved funding for one (1) additional day of inservice beginning with the 2005-06 school year. A 1-day extended contract will be issued based on each teacher's per diem rate.

## **ARTICLE VII** **INSURANCE**

### 7.1 Health Insurance and Dental Insurance

- (1) The District shall pay 100% of the single rate premium for the District's health insurance and shall pay 100% of the single rate premium for the District's dental insurance for each full-time staff member covered under this contract.
- (2) The District shall pay a prorated portion of the full single rate premium for the District's health insurance and a prorated portion of the full single rate premium for the District's dental insurance for staff members who work at least half time, but work less than full time, covered under this contract.
- (3) Employees become eligible for credit under the health insurance spending account on September 1. Any change in the amount of contribution from any prior contract year shall be effective on September 1.

### 7.2 Cash In-Lieu of Insurance

Based upon seniority as defined as total years of service to the District, District employees who have other health insurance coverage through a spouse or other means may opt for cash in-lieu in the amount of \$345/month. This option will be available only to the percentage of District employees allowed by the insurance carrier and will be determined by seniority. Employees who opt for this benefit will forfeit the Board paid health/dental insurance under 14.1.

### 7.3 Long-Term Disability Insurance

The Board shall contribute for each full time employee, 100% of the employee's premium per month towards the purchase of long-term disability insurance. The Board shall determine the insurance company, provided comparable coverage is maintained.

### 7.4 Worker' Compensation Insurance

The Board will provide workers' compensation insurance as required by law.

### 7.5 Life Insurance

For each full time employee, the Board shall purchase, at Board expense, a \$50,000 term life insurance policy.

7.6 Commencement of Coverage

1. The insurance coverage provided under paragraph 1 of this Article shall commence on the first day of the month following the month in which the employee begins actual performance of duties and in no case earlier than September 1 unless specially arranged.
2. The insurance provided in paragraph 2 of this Article shall commence on the first day of the month following the month in which the employee begins actual performance of duties.
3. The insurance provided in paragraph 4 of this Article shall commence on the first day the employee commences actual performance of duties.
4. Commencement dates and terms of all insurance coverages shall be as provided in the policy. Any conflicts in language shall be controlled by the terms of the insurance policy.

**PERRY COMMUNITY SCHOOL DISTRICT**

**2020/2021 SCHEDULE A - REGULAR SALARY SCHEDULE**

STEP	INDEX	BA/BS	INDEX	BA/BS+12	INDEX	BA/BS+24	INDEX	MA/MS	INDEX	MA/MS+15	INDEX	MA/MS+30
1	1.00	\$ 32,536	1.04	\$ 33,837	1.08	\$ 35,139	1.12	\$ 36,440	1.17	\$ 38,067	1.22	\$ 39,694
2	1.04	\$ 33,837	1.08	\$ 35,139	1.12	\$ 36,440	1.16	\$ 37,742	1.21	\$ 39,369	1.26	\$ 40,995
3	1.08	\$ 35,139	1.12	\$ 36,440	1.16	\$ 37,742	1.20	\$ 39,043	1.25	\$ 40,670	1.30	\$ 42,297
4	1.12	\$ 36,440	1.16	\$ 37,742	1.20	\$ 39,043	1.24	\$ 40,345	1.29	\$ 41,971	1.34	\$ 43,598
5	1.16	\$ 37,742	1.20	\$ 39,043	1.24	\$ 40,345	1.28	\$ 41,646	1.33	\$ 43,273	1.38	\$ 44,900
6	1.20	\$ 39,043	1.24	\$ 40,345	1.28	\$ 41,646	1.32	\$ 42,948	1.37	\$ 44,574	1.42	\$ 46,201
7	1.24	\$ 40,345	1.28	\$ 41,646	1.32	\$ 42,948	1.36	\$ 44,249	1.41	\$ 45,876	1.46	\$ 47,503
8	1.28	\$ 41,646	1.32	\$ 42,948	1.36	\$ 44,249	1.40	\$ 45,550	1.45	\$ 47,177	1.50	\$ 48,804
9	1.32	\$ 42,948	1.36	\$ 44,249	1.40	\$ 45,550	1.44	\$ 46,852	1.49	\$ 48,479	1.54	\$ 50,105
10	1.36	\$ 44,249	1.40	\$ 45,550	1.44	\$ 46,852	1.48	\$ 48,153	1.53	\$ 49,780	1.58	\$ 51,407
11	1.40	\$ 45,550	1.44	\$ 46,852	1.48	\$ 48,153	1.52	\$ 49,455	1.57	\$ 51,082	1.62	\$ 52,708
12	1.44	\$ 46,852	1.48	\$ 48,153	1.52	\$ 49,455	1.56	\$ 50,756	1.61	\$ 52,383	1.66	\$ 54,010
13			1.52	\$ 49,455	1.56	\$ 50,756	1.60	\$ 52,058	1.65	\$ 53,684	1.70	\$ 55,311
14					1.60	\$ 52,058	1.64	\$ 53,359	1.69	\$ 54,986	1.74	\$ 56,613
15							1.68	\$ 54,660	1.73	\$ 56,287	1.78	\$ 57,914
16							1.72	\$ 55,962	1.77	\$ 57,589	1.82	\$ 59,216
17									1.81	\$ 58,890	1.86	\$ 60,517
18											1.90	\$ 61,818
<b>LONGEVITY:</b>				\$ 32,536.00								
1	19 Years of Teaching Experience				1.00%	\$ 325		1.00%	\$ 325		1.00%	\$ 325
2	20-24 Years of Teaching Experience				2.00%	\$ 650		2.00%	\$ 650		2.00%	\$ 650
3	25-29 Years of Teaching Experience				3.00%	\$ 976		3.00%	\$ 976		3.00%	\$ 976
4	30 or More Years Teaching Experience				4.00%	\$ 1,301		4.00%	\$ 1,301		4.00%	\$ 1,301
(Years of teaching experience is defined as the number of years given to the employee when hired plus the number of years worked in Perry.)												

PERRY COMMUNITY SCHOOL DISTRICT

2020/2021 SCHEDULE B - TSS EVEN DISTRIBUTION SALARY SCHEDULE

STEP	INDEX	BA/BS	INDEX	BA/BS+12	INDEX	BA/BS+24	INDEX	MA/MS	INDEX	MA/MS+15	INDEX	MA/MS+30
1	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
2	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
3	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
4	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
5	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
6	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
7	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
8	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
9	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
10	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
11	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
12	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
13			1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
14					1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
15							1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
16							1.00	\$ 6,122	1.00	\$ 6,122	1.00	\$ 6,122
17									1.00	\$ 6,122	1.00	\$ 6,122
18											1.00	\$ 6,122

**PERRY COMMUNITY SCHOOL DISTRICT**

**2020/2021 SCHEDULE C - COMBINED SALARY SCHEDULE (INCLUDING TSS)**

STEP	INDEX	BA/BS	INDEX	BA/BS+12	INDEX	BA/BS+24	INDEX	MA/MS	INDEX	MA/MS+15	INDEX	MA/MS+30
1	1.00	\$ 38,658	1.04	\$ 39,959	1.08	\$ 41,261	1.12	\$ 42,562	1.17	\$ 44,189	1.22	\$ 45,816
2	1.04	\$ 39,959	1.08	\$ 41,261	1.12	\$ 42,562	1.16	\$ 43,864	1.21	\$ 45,491	1.26	\$ 47,117
3	1.08	\$ 41,261	1.12	\$ 42,562	1.16	\$ 43,864	1.20	\$ 45,165	1.25	\$ 46,792	1.30	\$ 48,419
4	1.12	\$ 42,562	1.16	\$ 43,864	1.20	\$ 45,165	1.24	\$ 46,467	1.29	\$ 48,093	1.34	\$ 49,720
5	1.16	\$ 43,864	1.20	\$ 45,165	1.24	\$ 46,467	1.28	\$ 47,768	1.33	\$ 49,395	1.38	\$ 51,022
6	1.20	\$ 45,165	1.24	\$ 46,467	1.28	\$ 47,768	1.32	\$ 49,070	1.37	\$ 50,696	1.42	\$ 52,323
7	1.24	\$ 46,467	1.28	\$ 47,768	1.32	\$ 49,070	1.36	\$ 50,371	1.41	\$ 51,998	1.46	\$ 53,625
8	1.28	\$ 47,768	1.32	\$ 49,070	1.36	\$ 50,371	1.40	\$ 51,672	1.45	\$ 53,299	1.50	\$ 54,926
9	1.32	\$ 49,070	1.36	\$ 50,371	1.40	\$ 51,672	1.44	\$ 52,974	1.49	\$ 54,601	1.54	\$ 56,227
10	1.36	\$ 50,371	1.40	\$ 51,672	1.44	\$ 52,974	1.48	\$ 54,275	1.53	\$ 55,902	1.58	\$ 57,529
11	1.40	\$ 51,672	1.44	\$ 52,974	1.48	\$ 54,275	1.52	\$ 55,577	1.57	\$ 57,204	1.62	\$ 58,830
12	1.44	\$ 52,974	1.48	\$ 54,275	1.52	\$ 55,577	1.56	\$ 56,878	1.61	\$ 58,505	1.66	\$ 60,132
13			1.52	\$ 55,577	1.56	\$ 56,878	1.60	\$ 58,180	1.65	\$ 59,806	1.70	\$ 61,433
14					1.60	\$ 58,180	1.64	\$ 59,481	1.69	\$ 61,108	1.74	\$ 62,735
15							1.68	\$ 60,782	1.73	\$ 62,409	1.78	\$ 64,036
16							1.72	\$ 62,084	1.77	\$ 63,711	1.82	\$ 65,338
17									1.81	\$ 65,012	1.86	\$ 66,639
18											1.90	\$ 67,940
<b>LONGEVITY</b>				\$ 32,536								
1	19 Years of Teaching Experience				1.00%	\$ 325	1.00%	\$ 325	1.00%	\$ 325	1.00%	\$ 325
2	20-24 Years of Teaching Experience				2.00%	\$ 650	2.00%	\$ 650	2.00%	\$ 650	2.00%	\$ 650
3	25-29 Years of Teaching Experience				3.00%	\$ 976	3.00%	\$ 976	3.00%	\$ 976	3.00%	\$ 976
4	30 or More Years Teaching Experience				4.00%	\$ 1,301	4.00%	\$ 1,301	4.00%	\$ 1,301	4.00%	\$ 1,301
(Years of teaching experience is defined as the number of years given to the employee when hired plus the number of years worked in Perry.)												



## LONGEVITY

BASE: \$32,536

Employees in the lanes BA+24, MA, MA+15, and MA+30 will receive additional salary according to the following formula:

1% of the BA base, which is \$325.00 for 19 years of teaching experience 2%

of the BA base, which is \$650.00 for 20-24 years of teaching experience 3%

of the BA base, which is \$976.00 for 25-29 years of teaching experience

4% of the BA base, which is \$1,301.00 for 30 or more years of teaching experience

**This does not compound.**

\*Years of teaching experience is defined as the number of years given to the employee when hired plus the number of years worked in Perry.

**PERRY COMMUNITY SCHOOL DISTRICT EXTRA CURRICULAR PAY SCHEDULE (2020/2021)**

**\$ 32,536**  
**SCHEDULE A - BASE**

	YEARS EXPERIENCE*					YEARS EXPERIENCE*			
	0-2	3-5	6-8	9 & Up		0-2	3-5	6-8	9 & Up
<b>HIGH SCHOOL</b>					<b>MIDDLE SCHOOL</b>				
Activity Director	17.00%	17.75%	18.50%	19.25%	Athletic Director	8.00%	8.75%	9.50%	10.25%
Head Football	17.00%	17.75%	18.50%	19.25%	Head Coaches	8.00%	8.75%	9.50%	10.25%
Assistant Football	9.00%	9.75%	10.50%	11.25%	Assistant Coaches	6.00%	6.75%	7.50%	8.25%
Head Basketball	17.00%	17.75%	18.50%	19.25%	Cheerleading Coach	3.75%	4.50%	5.25%	6.00%
Assistant Basketball	9.00%	9.75%	10.50%	11.25%	Instrumental Music	8.00%	8.75%	9.50%	10.25%
Head Wrestling	17.00%	17.75%	18.50%	19.25%	Vocal Music	5.00%	5.75%	6.50%	7.25%
Assistant Wrestling	9.00%	9.75%	10.50%	11.25%	Student Council	5.00%	5.75%	6.50%	7.25%
Head Swimming	12.00%	12.75%	13.50%	14.25%	Publications	3.00%	3.75%	4.50%	5.25%
Assistant Swimming	8.00%	8.75%	9.50%	10.25%	Industrial Technology	3.00%	3.75%	4.50%	5.25%
Head Baseball	17.00%	17.75%	18.50%	19.25%	<b>ELEMENTARY SCHOOL</b>				
Assistant Baseball	9.00%	9.75%	10.50%	11.25%	Vocal Music	2.00%	2.75%	3.50%	4.25%
Head Softball	17.00%	17.75%	18.50%	19.25%					
Assistant Softball	9.00%	9.75%	10.50%	11.25%					
Head Track	12.00%	12.75%	13.50%	14.25%					
Assistant Track	9.00%	9.75%	10.50%	11.25%					
Cross Country	12.00%	12.75%	13.50%	14.25%	<b>K-12</b>				
Assistant Cross Country	8.00%	8.75%	9.50%	10.25%	O.J.T. Director**	\$500.00			
Head Golf	12.00%	12.75%	13.50%	14.25%	Department Heads	8.00%			
Assistant Golf	8.00%	8.75%	9.50%	10.25%	Head Teachers	8.00%			
Head Soccer	17.00%	17.75%	18.50%	19.25%	Intramural Director	7.00%			
Assistant Soccer	8.00%	8.75%	9.50%	10.25%	Adult Education	11.00%			
Head Volleyball	17.00%	17.75%	18.50%	19.25%	Equipment Repair	\$100.00			
Assistant Volleyball	9.00%	9.75%	10.50%	11.25%					
Cheerleading	12.00%	12.75%	13.50%	14.25%					
Assistant Cheerleading	7.00%	7.75%	8.50%	9.25%					
Chaperone	4.00%	4.75%	5.50%	6.25%					
Drill/Dance	9.00%	9.75%	10.50%	11.25%					
Flag Corps	5.00%	5.75%	6.50%	7.25%					
Debate	11.00%	11.75%	12.50%	13.25%					
Vocal Music	14.00%	14.75%	15.50%	16.25%					
Instrumental Music	16.00%	16.75%	17.50%	18.25%					
Drama	16.00%	16.75%	17.50%	18.25%					
Assistant Drama	13.00%	13.75%	14.50%	15.25%					
Musical Director	8.00%	8.75%	9.50%	10.25%					
Journalism	7.00%	7.75%	8.50%	9.25%	*Experience outside the district may be considered for lane placement.				
Yearbook	10.00%	10.75%	11.50%	12.25%	The parties agree that the Board may appoint or create an administrative position for Athletic Director duties at a pay rate determined by the Board.				
Speech	16.00%	16.75%	17.50%	18.25%					
Assistant Speech	9.00%	9.75%	10.50%	11.25%	The Board reserves the right to fill or leave vacant any position on this salary schedule.				
Student Council	10.00%	10.75%	11.50%	12.25%					
Academic Decathlon	9.00%	9.75%	10.50%	11.25%	**In lieu of mileage				
Asst Acad Decathlon	6.00%	6.75%	7.50%	8.25%					
Mock Trial	9.00%	9.75%	10.50%	11.25%					
Assistant Mock Trial	6.00%	6.75%	7.50%	8.25%					
National Honor Society	2.00%	2.75%	3.50%	4.25%					
Industrial Technology	17.00%	17.75%	18.50%	19.25%					
DECA	6.00%	6.75%	7.50%	8.25%					
FCCLA	6.00%	6.75%	7.50%	8.25%					
Girls' Bowling	7.00%	7.75%	8.50%	9.25%					

**PERRY COMMUNITY SCHOOL DISTRICT EXTRA CURRICULAR PAY SCHEDULE (2020/2021)**

\$ 32,536 <b>SCHEDULE A - BASE</b>	YEARS EXPERIENCE*				YEARS EXPERIENCE*				
	0-2	3-5	6-8	9 & Up	0-2	3-5	6-8	9 & Up	
	<b>HIGH SCHOOL</b>				<b>MIDDLE SCHOOL</b>				
Activity Director	\$ 5,531	\$ 5,775	\$ 6,019	\$ 6,263	Athletic Director	\$ 2,603	\$ 2,847	\$ 3,091	\$ 3,335
Head Football	\$ 5,531	\$ 5,775	\$ 6,019	\$ 6,263	Head Coaches	\$ 2,603	\$ 2,847	\$ 3,091	\$ 3,335
Assistant Football	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660	Assistant Coaches	\$ 1,952	\$ 2,196	\$ 2,440	\$ 2,684
Head Basketball	\$ 5,531	\$ 5,775	\$ 6,019	\$ 6,263	Cheerleading Coach	\$ 1,220	\$ 1,464	\$ 1,708	\$ 1,952
Assistant Basketball	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660	Instrumental Music	\$ 2,603	\$ 2,847	\$ 3,091	\$ 3,335
Head Wrestling	\$ 5,531	\$ 5,775	\$ 6,019	\$ 6,263	Vocal Music	\$ 1,627	\$ 1,871	\$ 2,115	\$ 2,359
Assistant Wrestling	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660	Student Council	\$ 1,627	\$ 1,871	\$ 2,115	\$ 2,359
Head Swimming	\$ 3,904	\$ 4,148	\$ 4,392	\$ 4,636	Publications	\$ 976	\$ 1,220	\$ 1,464	\$ 1,708
Assistant Swimming	\$ 2,603	\$ 2,847	\$ 3,091	\$ 3,335	Industrial Technology	\$ 976	\$ 1,220	\$ 1,464	\$ 1,708
Head Baseball	\$ 5,531	\$ 5,775	\$ 6,019	\$ 6,263	<b>ELEMENTARY SCHOOL</b>				
Assistant Baseball	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660	Vocal Music	\$ 651	\$ 895	\$ 1,139	\$ 1,383
Head Softball	\$ 5,531	\$ 5,775	\$ 6,019	\$ 6,263					
Assistant Softball	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660					
Head Track	\$ 3,904	\$ 4,148	\$ 4,392	\$ 4,636					
Assistant Track	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660					
Cross Country	\$ 3,904	\$ 4,148	\$ 4,392	\$ 4,636	<b>K-12</b>				
Assistant Cross Country	\$ 2,603	\$ 2,847	\$ 3,091	\$ 3,335	O.J.T. Director**	\$ 500			
Head Golf	\$ 3,904	\$ 4,148	\$ 4,392	\$ 4,636	Department Heads	\$ 2,603			
Assistant Golf	\$ 2,603	\$ 2,847	\$ 3,091	\$ 3,335	Head Teachers	\$ 2,603			
Head Soccer	\$ 5,531	\$ 5,775	\$ 6,019	\$ 6,263	Intramural Director	\$ 2,278			
Assistant Soccer	\$ 2,603	\$ 2,847	\$ 3,091	\$ 3,335	Adult Education	\$ 3,579			
Head Volleyball	\$ 5,531	\$ 5,775	\$ 6,019	\$ 6,263	Equipment Repair	\$ 100			
Assistant Volleyball	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660					
Cheerleading	\$ 3,904	\$ 4,148	\$ 4,392	\$ 4,636					
Assistant Cheerleading	\$ 2,278	\$ 2,522	\$ 2,766	\$ 3,010					
Chaperone	\$ 1,301	\$ 1,545	\$ 1,789	\$ 2,034					
Drill/Dance	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660					
Flag Corps	\$ 1,627	\$ 1,871	\$ 2,115	\$ 2,359					
Debate	\$ 3,579	\$ 3,823	\$ 4,067	\$ 4,311					
Vocal Music	\$ 4,555	\$ 4,799	\$ 5,043	\$ 5,287					
Instrumental Music	\$ 5,206	\$ 5,450	\$ 5,694	\$ 5,938					
Drama	\$ 5,206	\$ 5,450	\$ 5,694	\$ 5,938					
Assistant Drama	\$ 4,230	\$ 4,474	\$ 4,718	\$ 4,962					
Musical Director	\$ 2,603	\$ 2,847	\$ 3,091	\$ 3,335					
Journalism	\$ 2,278	\$ 2,522	\$ 2,766	\$ 3,010					
Yearbook	\$ 3,254	\$ 3,498	\$ 3,742	\$ 3,986					
Speech	\$ 5,206	\$ 5,450	\$ 5,694	\$ 5,938					
Assistant Speech	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660					
Student Council	\$ 3,254	\$ 3,498	\$ 3,742	\$ 3,986					
Academic Decathlon	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660					
Asst Acad Decathlon	\$ 1,952	\$ 2,196	\$ 2,440	\$ 2,684					
Mock Trial	\$ 2,928	\$ 3,172	\$ 3,416	\$ 3,660					
Assistant Mock Trial	\$ 1,952	\$ 2,196	\$ 2,440	\$ 2,684					
National Honor Society	\$ 651	\$ 895	\$ 1,139	\$ 1,383					
Industrial Technology	\$ 5,531	\$ 5,775	\$ 6,019	\$ 6,263					
DECA	\$ 1,952	\$ 2,196	\$ 2,440	\$ 2,684					
FCCLA	\$ 1,952	\$ 2,196	\$ 2,440	\$ 2,684					
Girls' Bowling	\$ 2,278	\$ 2,522	\$ 2,766	\$ 3,010					

\*Experience outside the district may be considered for lane placement.

The parties agree that the Board may appoint or create an administrative position for Athletic Director duties at a pay rate determined by the Board.

The Board reserves the right to fill or leave vacant any position on this salary schedule.

\*\*In lieu of mileage