

2023/2024 Master Contract

Between

Perry Community School District

And

Perry Education Association (PEA)



TABLE OF CONTENTS

ARTICLE 1 AGREEMENT AND RECOGNITION

Section 1.1 Agreement

Section 1.2 Recognition

ARTICLE 2 BOARD-ASSOCIATION RELATIONS

Section 2.1 Request for Meetings

Section 2.2 Negotiation Teams

ARTICLE 3 NON-INTERRUPTION OF SERVICES

Section 3.1 Facilities and Equipment Usage

ARTICLE 4 GRIEVANCE PROCEDURE

Section 4.1 Definitions

Section 4.2 Purpose

Section 4.3 Individual Freedom Clause

Section 4.4 Limitations

Section 4.5 Procedures

Section 4.6 Meetings and Hearings

ARTICLE 5 EMPLOYEE HOURS

Section 5.1 Final Pay

Section 5.2 Advancement on the Salary Schedule

Section 5.3 Extra Duty Pay

Section 5.4 Interschool Compensation

Section 5.5 (TSS) Teacher Salary Supplement

Section 5.6 Pay for Covering Class During Prep Period

ARTICLE 6 TEACHER COMPENSATION

ARTICLE 7 HEALTH AND PHYSICAL EXAMINATIONS

ARTICLE 8 INSERVICE EDUCATION TO TEACHERS

ARTICLE 9 HOLIDAYS

ARTICLE 10 LEAVES OF ABSENCE

Section 10.1 Sick Leave

Section 10.2 (FMLA) Family Medical Leave Act

Section 10.3 Bereavement Leave

Section 10.4 Personal Leave

Section 10.5 Leave Without Pay

Section 10.6 Professional Leave

Section 10.7 Association Leave

Section 10.8 Catastrophic Leave

ARTICLE 11 SALARIES

Section 11.1 Base Wages

Section 11.2 Pay Periods

ARTICLE 12 SAVINGS CLAUSE

ARTICLE 13 DURATION

ARTICLE 1
AGREEMENT AND RECOGNITION

1.1 Agreement

This Agreement is made and entered into between the Board of Education of the Perry Community School District (hereinafter referred to as the "Board"), and the Perry Education Association (hereinafter referred to as the "Association").

Witnesseth:

Whereas, certain understandings have been reached which the Board and the Association desire to incorporate into a written collective bargaining Agreement.

Now, therefore, in consideration of the following mutual covenants, it is hereby agreed as follows:

1.2 Recognition

The Board of Directors of the Perry Community School District (hereinafter referred to as the "Board") recognizes the Perry Education Association (hereinafter referred to as the "Association") as the sole and exclusive negotiating agent for the regularly employed certified personnel, as set forth in the PERB Certification instrument (case number: 456) issued by the PERB on the 9th day of October, 1975.

ARTICLE 2
BOARD-ASSOCIATION RELATIONS

2.1 Request for Meetings

The Board and the Association shall meet for the purpose of negotiating. Requests from the Association for negotiation meetings shall be made by the head of the Association team. Requests from the Board shall be made by their designated representative.

The schedule for negotiations is to start on or after September 1st. After this date, either party may request the first meeting according to the following rules:

Within ten (10) days of the date of the request, a mutually convenient time and place for the first meeting shall be established. The first meeting shall take place no later than twenty-four (24) days following the date of the request. At this time, the party requesting the first meeting will present their proposals on each article of the present contract. This does not preclude the addition of new articles or proposals as permitted by law.

Additional meetings shall be agreed upon by the negotiating representatives as may be necessary.

Negotiations will not take place between 8:00 a.m. - 4:00 p.m. on a school day except by mutual agreement of the Board and the Association.

2.2 Negotiation Teams

Neither party in any negotiations shall have any control over the selection of the bargaining representatives of the other party. The parties mutually pledge that their representatives will be clothed with all the necessary power and authority to make proposals and counterproposals and reach tentative agreement on items being negotiated.

ARTICLE 3
NON-INTERRUPTION OF SERVICES

3.1 Facilities and Equipment Usage

1. The Association may have the right to hold a reasonable number of meetings on school district property after regular school hours, provided such meetings in no way interfere with any aspect of the instructional program or working day. As appropriate, such meetings will be scheduled with the district office or local school.
2. The Association may be given the right to use faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiation unit, provided such use in no way interferes with any aspect of the instructional program.
3. The Association may be provided with a bulletin board space in each school. Only authorized representatives of the Association will use the designated bulletin board space for Association announcements and all material posted will relate only to the Association's office business.
4. Any visitor to the school must obtain permission from the building principal or his/her designee before they talk to faculty members during school hours.

Duly authorized representatives of the Association and its respective affiliates may talk to any employee on school property after the student day. The representative must inform the building principal or the superintendent of schools of the visit. These visits shall not interfere with the extracurricular assignments of the employee. The building principal or superintendent may permit visits at other times during the workday.

Duly authorized representatives of the Association and their respective affiliates shall request permission, through the principal, to talk to any employee on school property during school hours.

5. The Association may have access to phones in the school for local calls only, excepting credit card calls, as long as it does not interfere with the routine business of the school. The principal in each school will designate which phone can be used.
6. The Association may utilize the duplicating equipment for employee information authorized only with the signature of the Association president. The signature shall appear on the original and the duplicated material. The Association shall pay for all expenses of material utilized. Said work shall be done outside the school day.

ARTICLE 4
GRIEVANCE PROCEDURE

4.1 Definitions

1. Grievance
A grievance is a claim by an employee or a group of employees that there has been a violation, misinterpretation or misapplication of any specific provisions(s) of this Agreement.
2. Aggrieved Person
An "aggrieved person" is the person or persons making the claim.

3. Party in Interest

A "party in interest" is the person or persons making the claim and any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

4.2 Purpose

The purpose of this procedure is to resolve, at the lowest possible level claims, which may arise under the Agreement. All parties agree that these proceedings should be kept as informal and confidential as may be appropriate at any level of the procedures.

4.3 Individual Freedom Clause

The terms of these grievance procedures shall in no way negate the rights of any individual from meeting privately to process a grievance procedure. This shall include however, at the option of the aggrieved person, the right of accompaniment of two persons of their choosing through level three.

4.4 Limitations

Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures:

1. The failure of any employee to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. This time limit, however, may be extended by written mutual agreement.
2. It is agreed that any investigation or other handling or processing of any grievance by the aggrieved person shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program. Employees may file grievances or attend grievance meetings with the appropriate administrator under the procedures of 4.5 below both before and after the student school day and during their lunch period, not otherwise assigned.
3. If any grievance has been denied because it has not been filed in the proper manner, an additional five (5) calendar days will be allowed to refile. This clause does not permit refiling of any grievance barred by 4.4(1).

4.5 Procedures

Level 1

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her principal.

Level 2

If the grievance cannot be resolved informally, the aggrieved person may file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the master contract to which the grievance pertains, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within thirty (30) calendar days from the date of occurrence of the event-giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the employee and the Superintendent within fourteen (14) calendar days after receipt of the formal written grievance.

Level 3

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved person may file, within fourteen (14) calendar days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within fourteen (14) calendar days after such written grievance is filed, the aggrieved and the Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within thirty (30) calendar days of the third step grievance meeting and communicate it in writing to the employee and the principal.

Level 4

If the grievance is not resolved satisfactorily at step three, the Association may call for arbitration if written consent to such arbitration is provided by the employee or employees whose grievances will be presented to the arbitrator, unless mutually agreed that the Board shall be the final authority. A single arbitrator shall be selected from a list of five (5) arbitrators provided by the Public Employment Relations Board. The two parties shall determine by lot who shall remove the first name. Each party shall be allowed 48 hours to submit to the other party the name crossed off this list. The person whose name remains shall be the arbitrator. The arbitrator shall render a decision within thirty (30) calendar days. This decision will be binding on both parties.

The public employer and employee organization shall share equally the fees and expenses incurred by the arbitrator. Any expenses for witnesses called or counsel used shall be borne by the party calling such witnesses or using such counsel.

4.6 Meetings and Hearings

All meetings and hearings under this procedure shall be conducted in private and shall include only the parties in interest, and their designated or selected representative, heretofore referred to in this article. Any arbitration hearing shall be conducted outside the employee workday, unless the employer, the aggrieved person, and the Association mutually agree to waive this requirement.

ARTICLE 5 **EMPLOYEE HOURS**

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.

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 6

TEACHER COMPENSATION

6.1 Final Pay

Employees who are leaving the employment of the district may requisition, prior to June 1st, their final check for the balance of their contract on June 25th. 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 3.
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.
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 25th 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 1st.

6.3 Extra Duty Pay

Each employee shall be paid \$35 per assignment for working student activities, which do not occur during the employee hours. Event workers working over 6 hours for one event will get paid double event pay.

Included are the following items when administratively assigned:

1. Selling or taking tickets and assigned supervision of home interscholastic sporting events.
2. Operating clock, keeping books and statistics, filming, operating the P. A. system and operating chain and down markers for home events.
3. Supervision of student pep buses to away events.
4. Supervision of graduation exercises. (\$70).
5. Supervision of float construction.
6. Supervision of elementary, junior high and senior high fine arts performances.
7. 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 \$60 (minimum time). The pay shall be \$100 for a four-hour session (maximum time). No show \$25.

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 Interschool 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 (TSS) 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.

For the current 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 district's 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. 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 Pay for Covering Class During Prep Period

Teachers of the bargaining unit shall be paid \$25 per period when asked by an administrator to cover classes during their prep periods as long as ESSER Funds are available. Payment will be \$20 if ESSER Funds are not available. Coverage of two class periods in one day will be allowed during the COVID-19 pandemic.

ARTICLE 7
HEALTH AND PHYSICAL EXAMINATIONS

- 7.1** Proof of the district required physical examination shall be submitted by all employees upon their initial employment. Only the district provided form will be accepted as verification of a valid physical.
- 7.2** Employees whose physical, mental, and/or emotional wellbeing may be in doubt in the opinion of the employer shall present satisfactory examination results when requested to do so. When the employer has requested an examination, the employer will absorb the expense not covered by insurance; provided; the employer designates the extent of the examination and approves the examiner and/or physician in advance. Should the employee elect not to receive advanced approval of the examiner and/or physician and a second opinion is requested by the employer, the employer, at their expense, may designate the examiner and/or physician and the extent of the examination.

ARTICLE 8
INSERVICE EDUCATION TO TEACHERS

- 8.1** The inservice day(s) established shall be counted as contract day(s). The Board may designate additional voluntary inservice training for employees, which does not count as a contract day unless approved by the administration.

ARTICLE 9
HOLIDAYS

- 9.1** The regular contract of employees shall include five (5) paid holidays. Such holidays shall include Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, and Memorial Day. No employee shall be required to perform duties on any of the above holidays.

ARTICLE 10
LEAVES OF ABSENCE

10.1 **Sick Leave**

Employees who report for work shall be granted leave of absence for personal illness or injury with full pay at a rate of fifteen (15) days per year cumulative to ninety (90) days. When the employee reports to work to begin a school year and has accumulated the maximum allowable amount of personal illness leave, the employee shall also be credited with an additional fifteen (15) days of sick leave, limited, however, to the current school year. Employees may use sick leave for personal illness and illness in the immediate family (spouse, child, parents, father-in-law, mother-in-law, daughter-in-law, son-in-law, siblings, grandchild, grandparent, or full time members of household). An employee may carry forward no more than ninety (90) days to the subsequent school year.

Thirty (\$30.00) Dollars will be paid for any days exceeding ninety (90) days at the end of each school year. The maximum carry over would be ninety (90) days.

10.2 Family Medical Leave Act

Consistent with the Family Medical Leave Act, each employee who has been employed at least 12 months and who has worked at least 1,250 hours during the preceding twelve (12) months will be granted a maximum of twelve weeks unpaid leave of absence each year. For purposes of calculating the 12-week period, the year will be defined as the fiscal year beginning July 1 and ending June 30.

As per the Act, family and medical leave will be granted only for the following purposes:

for the employee's serious health condition that makes the employee unable to perform the essential functions of the employee's position;

to care for the employee's spouse, child or parent who has a serious health condition;

the birth and care of an employee's child; or

to care for a child placed with the employee through adoption or foster care.

Employees will utilize any existing paid leave provided by this Agreement which will be counted toward the twelve week family and medical leave period in this section to the extent which such leave is for a purpose provided above and which is for a purpose established under the existing paid leave provision from which the paid leave will be taken. Upon exhaustion of paid leaves counted toward the twelve week family and medical leave period, any remaining family and medical leave taken will be unpaid.

The District will continue the District's contributions toward medical insurance on behalf of the employee for up to twelve (12) weeks. If the employee has more than twelve weeks of paid leave available, the District shall continue its contribution until the paid leave is exhausted. The employee shall remit the employee's contribution toward health insurance by the date the District makes payment to the insurance carrier. The employee will be required to reimburse the District for any employer-owned benefit contributions made by the District on the employee's behalf while the employee was on unpaid leave under this section.

The District may require an employee to provide written certification from a health care provider when an employee requests leave under this section for the employee's own serious health condition or to care for the employee's parent, spouse or child with a serious health condition. ***All other relevant terms and conditions of the Family Medical Leave Act not addressed herein will apply and supersede any conflicting provision of this Agreement.***

10.3 Bereavement Leave

A total of five (5) days leave, with pay, during the year will be granted in the event of a death. An additional five (5) days of leave, with pay, will be granted in the event of the death of an immediate family member (spouse, child, parents, father-in-law, mother-in-law, daughter-in-law, son-in-law, siblings, grandchild, grandparent, or full time members of household).

10.4 Personal Leave

Employees shall be granted leave of absence for personal leave with full pay at a rate of two (2) days per year. A personal leave day may be used for any purpose at the discretion of the employee.

An employee may accumulate a maximum of four (4) days of personal leave for any given year.

Personal leave may not be taken during the week preceding the end of the semester or trimester or the last working day before or after a holiday without the permission of the employee's principal. A principal may limit number of employees taking personal leave on a given day to ten percent (10%) of the employees reporting to him or when substitutes are unavailable.

An employee planning to use a personal leave day or days shall notify his principal by a written leave request form at least three days in advance, except in cases of emergency. Such leave will be taken at a minimum of one-half day per occurrence.

10.5 Leave Without Pay

This leave must be arranged with the building principal and approved by the superintendent in advance. The request and approval or denial shall be completed on a "leave of absence request" form furnished by the employer.

The employee may be asked to explain the reason for any unpaid leave time requested and restrictions may be imposed on unpaid leave. Pay deductions shall be based on the duties required of the employee as of the date of the absence. In its discretion, the Board may grant other leaves of absence. For example, adoption or sabbatical leaves, on the terms it deems advisable considering the availability of qualified substitutes, the educational schedule, and other relevant factors.

10.6 Professional Leave

Professional leave with pay may be allowed as approved by the building principal and the superintendent of schools. Board authorization may be required for out of state meetings, if first approved by the building principal and the superintendent.

The employee will be reimbursed for registration, lodging, meals, and travel expense to the extent approved prior to the leave if evidenced by receipts for said expenses.

10.7 Association Leave

Up to four (4) days shall be available for representatives of the Association to attend the ISEA Delegate Assembly. This shall be a paid leave. The employee shall pay the cost of a substitute for any day taken as Association Leave.

10.8 Catastrophic Leave

In the event that an employee has a spouse or child who has a life threatening illness or has been involved in a life threatening accident, the following shall apply. The employee shall file with his/her supervisor a written request to receive catastrophic leave, stating the reasons why the employee is making the request. After the employee has made his/her written request for catastrophic leave, the employee, the employee's supervisor, and the Superintendent shall meet to review the situation. The employee shall cooperate with the Superintendent and provide the Superintendent with all of the information that he/she deems necessary to make a determination of whether the employee is eligible to receive catastrophic leave. The decision whether an employee is eligible to receive catastrophic leave, including the decision whether an employee continues to be eligible to receive catastrophic leave is within the sole discretion of the Superintendent.

If the Superintendent determines that an employee is eligible for catastrophic leave, the employee shall use the leave for only the time the Superintendent deems the employee eligible to use the leave. An employee who is eligible for catastrophic leave shall exercise the use of his/her leave in the following order: (1) all Sick Leave days, up to a maximum of seventy-five (75); and (2) all Personal Leave days. This provision shall be administered consistently with the Family Medical Leave Act.

ARTICLE 11 **SALARIES**

11.1 Base Wages

Schedule A-Regular Salary Schedule	Step 1	\$33,601
Schedule B-TSS Salary Schedule	Step 1	\$ 7,180
Schedule C-Combined Salary Schedule	Step 1	\$40,781
Extra-Curricular Salary Schedule	Column 1, Step 2	\$34,945

11.2 Pay Periods

Each employee will be paid in 24 equal installments and the pay periods will be on the first working day of the month and the 16th of the month. Employees will receive checks at their buildings or by direct deposit if designated by the employee.

When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day if possible. Bookkeeping will prevent the advancement of any payday by more than three (3) days and a break down in equipment would not make it possible to meet any set date.

ARTICLE 12 **SAVINGS CLAUSE**

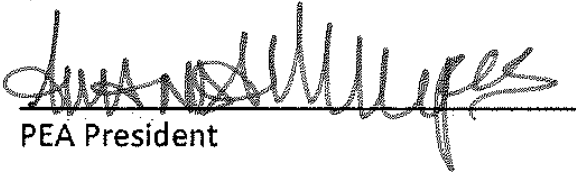
If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law then such provision of application shall not be deemed valid and subsisting except to the extent permitted by law.

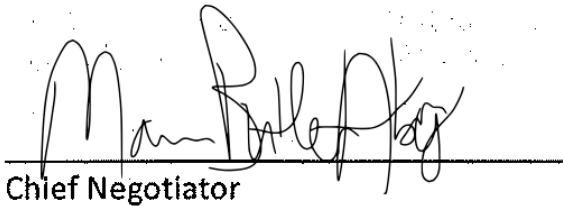
ARTICLE 13
DURATION

This agreement shall be in force and effect from July 1, 2023 to June 30, 2024.

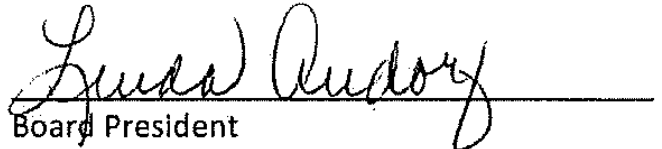
In Witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested to by their respective chief negotiators and their signatures placed hereon, all on the 6th day of March, 2023.

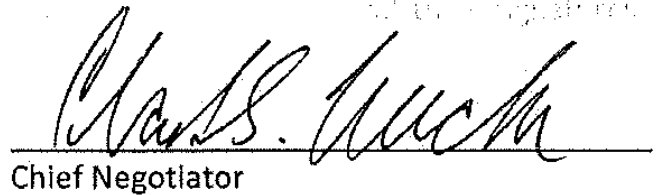
PERRY EDUCATION ASSOCIATION


PEA President


Chief Negotiator

PERRY COMMUNITY SCHOOL DISTRICT


Board President


Chief Negotiator

PERRY COMMUNITY SCHOOL DISTRICT													
2023/2024 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	\$ 33,601		1.04	\$ 34,945	1.08	\$ 36,289	1.12	\$ 37,633	1.17	\$ 39,313	1.22	\$ 40,993
2	1.04	\$ 34,945		1.08	\$ 36,289	1.12	\$ 37,633	1.16	\$ 38,977	1.21	\$ 40,657	1.26	\$ 42,337
3	1.08	\$ 36,289		1.12	\$ 37,633	1.16	\$ 38,977	1.20	\$ 40,321	1.25	\$ 42,001	1.30	\$ 43,681
4	1.12	\$ 37,633		1.16	\$ 38,977	1.20	\$ 40,321	1.24	\$ 41,665	1.29	\$ 43,345	1.34	\$ 45,025
5	1.16	\$ 38,977		1.20	\$ 40,321	1.24	\$ 41,665	1.28	\$ 43,009	1.33	\$ 44,689	1.38	\$ 46,369
6	1.20	\$ 40,321		1.24	\$ 41,665	1.28	\$ 43,009	1.32	\$ 44,353	1.37	\$ 46,033	1.42	\$ 47,713
7	1.24	\$ 41,665		1.28	\$ 43,009	1.32	\$ 44,353	1.36	\$ 45,697	1.41	\$ 47,377	1.46	\$ 49,057
8	1.28	\$ 43,009		1.32	\$ 44,353	1.36	\$ 45,697	1.40	\$ 47,041	1.45	\$ 48,721	1.50	\$ 50,402
9	1.32	\$ 44,353		1.36	\$ 45,697	1.40	\$ 47,041	1.44	\$ 48,385	1.49	\$ 50,065	1.54	\$ 51,746
10	1.36	\$ 45,697		1.40	\$ 47,041	1.44	\$ 48,385	1.48	\$ 49,729	1.53	\$ 51,410	1.58	\$ 53,090
11	1.40	\$ 47,041		1.44	\$ 48,385	1.48	\$ 49,729	1.52	\$ 51,074	1.57	\$ 52,754	1.62	\$ 54,434
12	1.44	\$ 48,385		1.48	\$ 49,729	1.52	\$ 51,074	1.56	\$ 52,418	1.61	\$ 54,098	1.66	\$ 55,778
13				1.52	\$ 51,074	1.56	\$ 52,418	1.60	\$ 53,762	1.65	\$ 55,442	1.70	\$ 57,122
14						1.60	\$ 53,762	1.64	\$ 55,106	1.69	\$ 56,786	1.74	\$ 58,466
15								1.68	\$ 56,450	1.73	\$ 58,130	1.78	\$ 59,810
16								1.72	\$ 57,794	1.77	\$ 59,474	1.82	\$ 61,154
17										1.81	\$ 60,818	1.86	\$ 62,498
18												1.90	\$ 63,842
LONGEVITY					\$ 33,601.00								
1	19 Years of Teaching Experience					1.00%	\$ 336	1.00%	\$ 336	1.00%	\$ 336	1.00%	\$ 336
2	20-24 Years of Teaching Experience					2.00%	\$ 672	2.00%	\$ 672	2.00%	\$ 672	2.00%	\$ 672
3	25-29 Years of Teaching Experience					3.00%	\$ 1,008	3.00%	\$ 1,008	3.00%	\$ 1,008	3.00%	\$ 1,008
4	30 or More Years Teaching Experience					4.00%	\$ 1,344	4.00%	\$ 1,344	4.00%	\$ 1,344	4.00%	\$ 1,344
	(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.)												

[illegible]

PERRY COMMUNITY SCHOOL DISTRICT

2023/2024 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	\$ 40,421	1.04	\$ 41,765	1.08	\$ 43,109	1.12	\$ 44,453	1.17	\$ 46,133	1.22	\$ 47,813
2	1.04	\$ 41,765	1.08	\$ 43,109	1.12	\$ 44,453	1.16	\$ 45,797	1.21	\$ 47,477	1.26	\$ 49,157
3	1.08	\$ 43,109	1.12	\$ 44,453	1.16	\$ 45,797	1.20	\$ 47,141	1.25	\$ 48,821	1.30	\$ 50,501
4	1.12	\$ 44,453	1.16	\$ 45,797	1.20	\$ 47,141	1.24	\$ 48,485	1.29	\$ 50,165	1.34	\$ 51,845
5	1.16	\$ 45,797	1.20	\$ 47,141	1.24	\$ 48,485	1.28	\$ 49,829	1.33	\$ 51,509	1.38	\$ 53,189
6	1.20	\$ 47,141	1.24	\$ 48,485	1.28	\$ 49,829	1.32	\$ 51,173	1.37	\$ 52,853	1.42	\$ 54,533
7	1.24	\$ 48,485	1.28	\$ 49,829	1.32	\$ 51,173	1.36	\$ 52,517	1.41	\$ 54,197	1.46	\$ 55,877
8	1.28	\$ 49,829	1.32	\$ 51,173	1.36	\$ 52,517	1.40	\$ 53,861	1.45	\$ 55,541	1.50	\$ 57,222
9	1.32	\$ 51,173	1.36	\$ 52,517	1.40	\$ 53,861	1.44	\$ 55,205	1.49	\$ 56,885	1.54	\$ 58,566
10	1.36	\$ 52,517	1.40	\$ 53,861	1.44	\$ 55,205	1.48	\$ 56,549	1.53	\$ 58,230	1.58	\$ 59,910
11	1.40	\$ 53,861	1.44	\$ 55,205	1.48	\$ 56,549	1.52	\$ 57,894	1.57	\$ 59,574	1.62	\$ 61,254
12	1.44	\$ 55,205	1.48	\$ 56,549	1.52	\$ 57,894	1.56	\$ 59,238	1.61	\$ 60,918	1.66	\$ 62,598
13			1.52	\$ 57,894	1.56	\$ 59,238	1.60	\$ 60,582	1.65	\$ 62,262	1.70	\$ 63,942
14					1.60	\$ 60,582	1.64	\$ 61,926	1.69	\$ 63,606	1.74	\$ 65,286
15							1.68	\$ 63,270	1.73	\$ 64,950	1.78	\$ 66,630
16							1.72	\$ 64,614	1.77	\$ 66,294	1.82	\$ 67,974
17									1.81	\$ 67,638	1.86	\$ 69,318
18											1.90	\$ 70,662
LONGEVITY				\$ 33,601								
1	19 Years of Teaching Experience				1.00%	\$ 336	1.00%	\$ 336	1.00%	\$ 336	1.00%	\$ 336
2	20-24 Years of Teaching Experience				2.00%	\$ 672	2.00%	\$ 672	2.00%	\$ 672	2.00%	\$ 672
3	25-29 Years of Teaching Experience				3.00%	\$ 1,008	3.00%	\$ 1,008	3.00%	\$ 1,008	3.00%	\$ 1,008
4	30 or More Years Teaching Experience				4.00%	\$ 1,344	4.00%	\$ 1,344	4.00%	\$ 1,344	4.00%	\$ 1,344
	(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 (2023/ 2024)											
\$	34,945										
SCHEDULE A - BASE											
		YEARS EXPERIENCE*						YEARS EXPERIENCE*			
		0-2	3-5	6-8	9 & Up			0-2	3-5	6-8	9 & Up
HIGH SCHOOL						MIDDLE SCHOOL					
Activity Director		17.00%	17.75%	18.50%	19.25%	Athletic Director		8.00%	8.75%	9.50%	10.25%
						Head Coaches		8.00%	8.75%	9.50%	10.25%
Head Football		17.00%	17.75%	18.50%	19.25%	Assistant Coaches		6.00%	6.75%	7.50%	8.25%
Assistant Football		9.00%	9.75%	10.50%	11.25%	Cheerleading Coach		3.75%	4.50%	5.25%	6.00%
						Instrumental Music		8.00%	8.75%	9.50%	10.25%
Head Basketball		17.00%	17.75%	18.50%	19.25%	Vocal Music		5.00%	5.75%	6.50%	7.25%
Assistant Basketball		9.00%	9.75%	10.50%	11.25%	Student Council		5.00%	5.75%	6.50%	7.25%
						Publications		3.00%	3.75%	4.50%	5.25%
Head Wrestling		17.00%	17.75%	18.50%	19.25%	Industrial Technology		3.00%	3.75%	4.50%	5.25%
Assistant Wrestling		9.00%	9.75%	10.50%	11.25%						
						ELEMENTARY SCHOOL					
Head Swimming		12.00%	12.75%	13.50%	14.25%	Vocal Music		2.00%	2.75%	3.50%	4.25%
Assistant Swimming		8.00%	8.75%	9.50%	10.25%						
Head Baseball		17.00%	17.75%	18.50%	19.25%						
Assistant Baseball		9.00%	9.75%	10.50%	11.25%						
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%	K-12					
Assistant Cross Country		8.00%	8.75%	9.50%	10.25%	O.J.T. Director**		\$ 500.00			
						Department Heads		8.00%			
Head Golf		12.00%	12.75%	13.50%	14.25%	Head Teachers		8.00%			
Assistant Golf		8.00%	8.75%	9.50%	10.25%	Intramural Director		7.00%			
						Adult Education		11.00%			
Head Soccer		17.00%	17.75%	18.50%	19.25%	Equipment Repair		\$ 100.00			
Assistant Soccer		8.00%	8.75%	9.50%	10.25%						
Head Volleyball		17.00%	17.75%	18.50%	19.25%						
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%						
Assistant Drill/Dance		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%						
Fall Drama											
Drama Director		8.00%	8.75%	9.50%	10.25%						
Assist Drama Director		6.50%	7.25%	8.00%	8.75%						

PERRY COMMUNITY SCHOOL DISTRICT EXTRA CURRICULAR PAY SCHEDULE (2023/2024)									
\$	34,945								
SCHEDULE A - BASE									
	YEARS EXPERIENCE*					YEARS EXPERIENCE*			
	0-2	3-5	6-8	9 & Up		0-2	3-5	6-8	9 & Up
HIGH SCHOOL					MIDDLE SCHOOL				
Activity Director	\$ 5,941	\$ 6,203	\$ 6,465	\$ 6,727	Athletic Director	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582
Head Football	\$ 5,941	\$ 6,203	\$ 6,465	\$ 6,727	Head Coaches	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582
Assistant Football	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931	Assistant Coaches	\$ 2,097	\$ 2,359	\$ 2,621	\$ 2,883
Head Basketball	\$ 5,941	\$ 6,203	\$ 6,465	\$ 6,727	Cheerleading Coach	\$ 1,310	\$ 1,573	\$ 1,835	\$ 2,097
Assistant Basketball	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931	Instrumental Music	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582
Head Wrestling	\$ 5,941	\$ 6,203	\$ 6,465	\$ 6,727	Vocal Music	\$ 1,747	\$ 2,009	\$ 2,271	\$ 2,534
Assistant Wrestling	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931	Student Council	\$ 1,747	\$ 2,009	\$ 2,271	\$ 2,534
Head Swimming	\$ 4,193	\$ 4,455	\$ 4,718	\$ 4,980	Publications	\$ 1,048	\$ 1,310	\$ 1,573	\$ 1,835
Assistant Swimming	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582	Industrial Technology	\$ 1,048	\$ 1,310	\$ 1,573	\$ 1,835
Head Baseball	\$ 5,941	\$ 6,203	\$ 6,465	\$ 6,727	ELEMENTARY SCHOOL				
Assistant Baseball	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931	Vocal Music	\$ 699	\$ 961	\$ 1,223	\$ 1,485
Head Softball	\$ 5,941	\$ 6,203	\$ 6,465	\$ 6,727					
Assistant Softball	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931					
Head Track	\$ 4,193	\$ 4,455	\$ 4,718	\$ 4,980					
Assistant Track	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931					
Cross Country	\$ 4,193	\$ 4,455	\$ 4,718	\$ 4,980	K-12				
Assistant Cross Country	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582	O.J.T. Director**	\$ 500			
Head Golf	\$ 4,193	\$ 4,455	\$ 4,718	\$ 4,980	Department Heads	\$ 2,796			
Assistant Golf	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582	Head Teachers	\$ 2,796			
Head Soccer	\$ 5,941	\$ 6,203	\$ 6,465	\$ 6,727	Intramural Director	\$ 2,446			
Assistant Soccer	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582	Adult Education	\$ 3,844			
Head Volleyball	\$ 5,941	\$ 6,203	\$ 6,465	\$ 6,727	Equipment Repair	\$ 100			
Assistant Volleyball	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931					
Cheerleading	\$ 4,193	\$ 4,455	\$ 4,718	\$ 4,980					
Assistant Cheerleading	\$ 2,446	\$ 2,708	\$ 2,970	\$ 3,232					
Chaperone	\$ 1,398	\$ 1,660	\$ 1,922	\$ 2,184					
Drill/Dance	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931					
Flag Corps	\$ 1,747	\$ 2,009	\$ 2,271	\$ 2,534					
Debate	\$ 3,844	\$ 4,106	\$ 4,368	\$ 4,630					
Vocal Music	\$ 4,892	\$ 5,154	\$ 5,416	\$ 5,679					
Instrumental Music	\$ 5,591	\$ 5,853	\$ 6,115	\$ 6,377					
Fall Drama									
Drama Director	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582					
Assistant Drama	\$ 2,271	\$ 2,534	\$ 2,796	\$ 3,058					
Spring Drama/Musical									
Drama Director	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582					
Musical Director	\$ 2,796	\$ 3,058	\$ 3,320	\$ 3,582					
Choreographer	\$ 1,136	\$ 1,398	\$ 1,660	\$ 1,922					
Pit Director	\$ 1,136	\$ 1,398	\$ 1,660	\$ 1,922					
Journalism	\$ 2,446	\$ 2,708	\$ 2,970	\$ 3,232					
Yearbook	\$ 3,495	\$ 3,757	\$ 4,019	\$ 4,281					
Speech	\$ 5,591	\$ 5,853	\$ 6,115	\$ 6,377					
Assistant Speech	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931					
Student Council	\$ 3,495	\$ 3,757	\$ 4,019	\$ 4,281					
eSports Sponsor	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931					
Academic Decathlon	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931					
Asst Acad Decathlon	\$ 2,097	\$ 2,359	\$ 2,621	\$ 2,883					
Mock Trial	\$ 3,145	\$ 3,407	\$ 3,669	\$ 3,931					
Assistant Mock Trial	\$ 2,097	\$ 2,359	\$ 2,621	\$ 2,883					
National Honor Society	\$ 699	\$ 961	\$ 1,223	\$ 1,485					
Industrial Technology	\$ 5,941	\$ 6,203	\$ 6,465	\$ 6,727					
BPA	\$ 2,097	\$ 2,359	\$ 2,621	\$ 2,883					
DECA	\$ 2,097	\$ 2,359	\$ 2,621	\$ 2,883					
FCLA	\$ 2,097	\$ 2,359	\$ 2,621	\$ 2,883					
Girls' Bowling	\$ 2,446	\$ 2,708	\$ 2,970	\$ 3,232					

*Experience outside the district may be considered for lane advancement. 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.

**In-Lieu of mileage

The Board reserves the right to fill or leave vacant any position.