

EXTENSION

X = 6/30/97

ARTICLE I
RECOGNITION

1:1 ~~Circular 665 teachers shall remain on the district's long-term substitute/temporary teacher's salary schedule which equates to the state's minimum salary schedule. (See Appendix B).~~

ARTICLE 39
NURSES

39:4.1 Effective July 1, 1996 and contingent upon voter approval the Board's Bond Proposition on July 15, 1995, or any subsequent election on this proposition that may take place during the 1995-96 fiscal year, non-degreed nurses will no longer be paid according to the non-degreed nurses salary schedule contained in Appendix B of this Agreement. Said non-degreed nurses shall be paid eighty-five percent (85%) of the rate of pay for teachers with a Bachelor's degree as printed in Appendix of this Agreement, except that the eighty-five percent (85%) rate of pay for non-degreed nurses with eight (8) years or more of service shall be paid in keeping with the eighth step of the Teacher Salary Schedule printed in this agreement and will advance two (2) steps per year thereafter until they have reached the appropriate step for their years of experience on the Teacher Salary Schedule.

ARTICLE 44
HEALTH AND WELFARE FUND

44:1 In addition to the contribution identified above the Board shall contribute annually an additional one hundred thousand dollars (\$100,000.00) to the UTNO Health and Welfare Fund effective the 1996-97 school year through the life of this agreement.

ARTICLE 45
SALARY SCHEDULE

45:1T The salary schedules for members of the bargaining unit are reproduced in Appendices A and B of this Agreement.

The annual salary for each member of the bargaining unit shall be increased by 2% above the salaries established in Appendices A and B not to be less than \$400.00 nor to exceed \$650.00. This increase shall be effective beginning July 1, 1995. If the majority of voters approve the Board's Bond Proposition on July 15, 1995 or any subsequent election which may take place during 1995-1996 fiscal year, the annual salary for each member of the bargaining unit shall be increased by an additional 2% above the salaries established in Appendices A and B not to be less than \$400.00 nor to exceed \$650.00. This increase shall be effective beginning July 1, 1996.

Any increase provided by the State shall be over and above salaries provided herein.

ARTICLE 45
SALARY SCHEDULE

45:5T Teachers who hold valid certification from the National Board for Professional Teaching Standards shall receive in addition to their regular salary an annual five percent (5%) supplement, provided the teacher is serving in the area for which NBPTS certification has been granted. In the event state or federal funding becomes available for this supplement, the Board may use such funds to replace all or part of the Board supplement, provided the total supplement does not fall below five (5%) percent of the regular salary of the NBPTS certified teacher.

ARTICLE 30 (Clerical)
SALARY SCHEDULE

30:1C The salary schedule for members of the bargaining unit are reproduced in Appendix A of this Agreement.

The annual salary for each member of the bargaining unit shall be increased five hundred (\$500) dollars per year beginning July 1, 1995. If the majority of voters approve the Board's Bond Proposition on July 15, 1995, or any subsequent election which may take place during the 1995-1996 fiscal year the annual salary for each member of the bargaining unit shall be increased by an additional five hundred (\$500) dollars beginning July 1, 1996.

Any increase provided by the State shall be over and above salaries provided herein.

ARTICLE 31 (Paraprofessional)
SALARY SCHEDULE

31:1P The salary schedule for members of the bargaining unit are reproduced in Appendix A of this Agreement.

The annual salary for each member of the bargaining unit shall be increased five hundred (\$500) dollars per year beginning July 1, 1995. If the majority of voters approve the Board's Bond Proposition on July 15, 1995 or any subsequent election which may take place during the 1995-1996 fiscal year the annual salary for each member of the bargaining unit shall be increased by an additional five hundred (\$500) dollars beginning July 1, 1996.

Any increase provided by the State shall be over and above salaries provided herein.

ARTICLE 51
DURATION OF AGREEMENT

34:1C
36:1P
51:1T This Agreement shall be effective as of July 1, 1993 and shall be continued in full force and be effective until June 30, 1996, subject to a re-opener for wage and fringe benefits for the 1994-95 and 1995 - 96 fiscal years.

Subject to the successful conclusion of the 1994-95 wage re-opener negotiations there shall be closure of the wage and benefit re-opener for the 1995-96.

Contingent upon voter approval of the Board's Bond Proposition of July 15, 1995, or any subsequent election on this proposition that may take place during the 1995-96 school year, there shall be closure of the wage and benefit re-opener for 1995-96, and this contract shall be extended to June 30, 1997.

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

IN WITNESS WHEREOF, the parties hereto have set their hands this day of July, 1993.

APPENDIX B

Each step of the salary schedule printed below shall be increased \$500 annually.

APPENDIX C

Effective July 1, 1996, coaches covered by section A of Appendix C shall be paid coaching pay in keeping with the following index.

Title/Position	Senior High School	Junior High School	Middle School
Head Football	10%	6.3%	4.6%
Head Football Pre-Season	\$64.50/day	\$64.50/day	\$64.50/day
Asst. Football	5.6%	5%	3.9%
Asst. Football Pre-Season	\$48.40/day	\$48.40/day	\$48.40/day
Head Basketball (Male/Female)	7.5%	5.6%	3.9%
Junior Varsity Basketball (Male/Female)	5.6%	3.8%	
Head Track (Male/Female)	6.3%	5.6%	3.9%
IV Track (Male/Female)	5%		
Head Baseball/Softball (Male/Female)	6.3%	5.6%	3.9%
JV Baseball/Softball (Male/Female)	5%		
Volleyball (Female)	7.5%	5.6%	3.9%
Athletic Trainer (Co-ed)	9.5%		
Athletic Trainer (Pre-season)	\$48.40/day	\$48.40/day	\$48.40/day
Gymnastics (Male/Female)	3.1%	2.5%	2.5%
Wrestling (Male)	3.1%	2.5%	2.5%
Soccer (Male/Female)	3.1%	2.5%	2.5%
Golf (Co-ed)	3.1%	3.1%	3.1%
Swimming (Co-ed)	3.1%	2.5%	2.5%
Cross Country (Co-ed)	3.9%		
Cheerleader/Drill Team	2.5%	1.9%	1.6%
Tennis (Co-ed)	4.4%	3.1%	3.1%
Intramural (Coordinator)			1.8%
For example: Volleyball Coach $\$24,318 \times 7.5\% = \1823.85			

MEMORANDUM OF UNDERSTANDING BAND DIRECTORS INDEX

An eight (8) member committee comprised of four (4) representatives from OPSB and four (4) representatives from UTNO shall recommend a revised salary schedule for Band Directors whose positions are covered by paragraph C of Appendix C of this Agreement. The committee shall be chaired by the Board's Director of Music.

The committee shall meet during the first semester of the 1995-96, school year and shall recommend to the Board and UTNO an increase in Band Directors' pay over the amounts that are currently contained in Appendix C of this agreement. A new index schedule shall be implemented July 1, 1996.