

# **NEGOTIATED AGREEMENT**

**BLUE VALLEY  
UNIFIED SCHOOL DISTRICT NO. 384**

**And the  
BLUE VALLEY EDUCATION  
ASSOCIATION**

**July 1, 2017  
through  
June 30, 2018**

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**ARTICLE 1. DEFINITIONS**

- A. **ADMINISTRATION:** All persons employed by the Board in positions requiring an administrative certificate by regulation of the State Department of Education as Stated in the current Certificate Handbook.
- B. **ASSOCIATION:** The Blue Valley Education Association, affiliated with Kansas National Education Association and the National Education Association.
- C. **BOARD:** The Board of Education of Unified School District No. 384, Riley County Kansas.
- D. **DAYS:** Except when otherwise indicated, days shall mean calendar days.
- E. **CONTRACT DAYS:** The number of contract days for the school year of 2017-2018 shall not exceed 184 days.
- F. **DISTRICT:** Unified School District (USD) No. 384.
- G. **TEACHER:** All licensed employees except administrators employed by the board of education.
  - 1. Probationary teacher shall mean any teacher who has not completed three consecutive years of employment and not been offered a fourth year contract or any teacher that has completed three years of employment in any district or college shall be probationary for his/her first two consecutive years of employment in the district.
  - 2. Non-probationary teacher shall mean any teacher who has completed three years of consecutive employment in the district and has been offered a fourth year contract. At its discretion, the Board may formally grant non-probationary status to any teacher earlier.
- H. **EMPLOYEE:** The terms "employee" and "teacher" may be used interchangeably, but shall mean the same.
- I. **SUPERINTENDENT:** Superintendent of Schools of Unified School District No. 384, Riley County, Kansas
- J. **CLASSIFIED PERSONNEL:** shall mean employees without certification from the State Board of Education who are employed by the district.
- K. **IMMEDIATE FAMILY:** Immediate family is defined as spouse, children, stepchildren, parents, stepparents, or other individuals living in the employee's household.
- L. **OWN FAMILY:** The members of the employee's family who are legally related to the employee.
- M. **COLLABORATION TIME:** Curriculum development time set aside for cross-curricular planning and vertical alignment.

## **ARTICLE 2. GENERAL PROVISIONS**

- A. **MAINTENANCE OF STANDARDS:** The omission from this agreement of some professional advantage or benefit shall not prohibit the board from providing the teachers such an advantage or benefit if the Board should so desire
- B. **SAVINGS CLAUSE:** If any provisions 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 provisions or application shall not be deemed valid or subsisting, except to the extent provided by law, but all other provisions or applications shall continue in full force and effect.
- C. **REFERENCE CLAUSE:** The policy set forth herein shall be included by reference in the contracts to all teachers employed by USD No. 384. This agreement shall be made a part of the teacher's individual contract with the same force and effect as though fully set forth therein.
- D. **LIQUIDATION CLAUSE:** A certified employee who has signed a contract and accepted a teaching position in the district for the coming year or who has not resigned by the continuing contract notice deadline as determined by the State shall not be released from that contract to accept another position until a suitable replacement has been employed. Exceptions may be made due to extenuating circumstances as determined by the Board of Education.

## **ARTICLE 3. PROFESSIONAL DAY**

- A. **WORKING DAY - LENGTH OF DAY:** The teacher contract workday shall be from 8:00 a.m. until 4:00 p.m. Teachers shall be allowed the flexibility to deviate from this daily schedule by arriving early or staying late. They may only take this time off after 3:30 p.m. should teachers need to leave after 3:30 p.m., they should notify in advance the building administrator or secretary. Teachers will be available before 8:00 a.m. and/or after 3:30 p.m. for any meetings called for school related business. If a teacher is required to be on duty for supervision before 8:00 a.m., they will be allowed to leave after school for the equivalent amount of time. Prior to Christmas break and the last day of classes at the end of the school year, the teachers shall be allowed to leave 30 minutes after the students are released.
- B. **PREPARATION TIME** Each teacher shall have a daily preparation period scheduled during the student day of not less than 225 minutes per week. Each Kindergarten through 4th grade teacher shall have a daily preparation period scheduled during the student day of not less than one P.E. and one music class and grades 5-12 shall have a planning period equivalent to one class period per day. The Principal may assign a teacher to "cover" during his/her preparation time for the absence of another teacher, and such teacher shall be compensated for such time at 1/8 of daily substitute rate. The Board agrees to encourage the locating of an outside substitute before requesting another teacher to sacrifice planning time. Teachers will be paid on a pro-rata basis for partial hours covered for another teacher and report this in writing to the building principal within twenty-four (24) hours.

- C. **DUTY FREE LUNCH PERIODS:** The District shall provide all certified employees at the elementary level with an uninterrupted thirty (30) minutes duty free lunch period. Teachers assigned to the high school and middle school shall be provided a duty free lunch equivalent to the students' lunch period.
- D. **SCHEDULE CHANGES:** In the event that district administration feels a change in the number or length of class periods is warranted, a committee shall be formed to study the issue. That committee shall be comprised of district administration, two Board Of Education members, and four teachers. The four teacher members of this committee shall be appointed by the BVEA. The committee membership shall seek to reach a consensus and shall make their recommendation to the Board Of Education.

#### **ARTICLE 4. GRIEVANCE PROCEDURES**

**PREAMBLE:** The purpose of this procedure is to provide for the orderly and expeditious resolution of grievances of a teacher at the lowest level. All grievances shall be confidential and conducted in private.

1. **DEFINITIONS:** "Grievance" shall mean an alleged violation, misinterpretation or misapplication by the Board of this agreement, provided, however, that nothing herein contained shall be construed as limiting or restricting any right the Board may otherwise have to amend, change, or alter any such policies, administrative regulations or practices.
2. **PROCEDURE:** A grievant shall observe the following steps in resolving his grievance:  
Level One: The teacher shall request an informal conference with the building principal within ten (10) days from the date of the occurrence of the event upon which the grievance is based. Such request shall be made orally and shall be granted by the principal within five (5) days of such request. At the conference, the principal and the teacher shall try to resolve the grievance informally.

Level Two: If the grievant and the principal cannot arrive at a mutually agreeable resolution of the grievance, then the teacher can file a written grievance with the superintendent. Such written grievance shall contain:

1. A complete statement of the facts and circumstances giving rise to the grievance;
2. A list of the witnesses to such facts or circumstances;
3. A description of all documents, which will support the evidence;
4. The specific term or condition of this agreement, which has been violated;
5. A complete statement of the remedies desired by the grievant. Within ten (10) calendar days after the written grievance is presented to the Superintendent, the teacher may request in writing a conference with the Superintendent. The superintendent shall submit a decision to the grievant in writing within ten (10) days after the conference or ten (10) days after receiving the written grievance if no conference is held.

Level Three: If the grievant is not satisfied with the decision of the Superintendent, he may appeal the grievance to the Board for review. Such appeal shall be filed with the Clerk of the Board within ten (10) calendar days after the Superintendent has rendered his decision. The appeal shall be in writing and shall be in a form to be prescribed by the Board. Within thirty (30) calendar days after the receipt of the written appeal, the Board shall schedule an

appeal hearing. At such hearing, the grievant shall present such arguments in support of this position as he deems appropriate. However, such hearing shall not be evidentiary in nature; and the decisions of the Board shall be based upon the oral arguments of the parties presented to the board, the original written grievance before the superintendent, the documents presented to the Superintendent. The decision of the Board shall be rendered before the conclusion of the board meeting scheduled for such hearing, and decision of the board shall be final.

3. **REPRESENTATION:** Teachers shall be entitled to have not more than two (2) representatives to assist and accompany them at Levels One and Two. Teachers shall be entitled to have not more than five (5) representatives to assist and accompany them at level three of the grievance procedure.

## **ARTICLE 5. LEAVES**

### **A. SICK LEAVE**

1. Sick leave is interpreted as illness, birth or adoption, or doctor's appointment of the employee or in the employee's immediate family, or death within the employee's own family.
2. All bereavement leave shall be taken as part of accumulated sick leave upon approval of the building principal and superintendent
3. At the beginning of each school year each employee shall be credited with ten (10) days of sick leave, the unused portion of which shall accumulate to one hundred twenty (120) days. If an employee is on an extended contract, he shall be entitled to one (1) day of leave for each month beyond the normal contract. Part-time certified employees will have their sick leave prorated equal to their contract time.
4. Payment for unused sick leave: A teacher who has accumulated the maximum of one hundred twenty (120) days of sick leave shall be paid the substitute rate of pay for each day of leave in excess of one hundred twenty (120) days. Payment for unused sick leave shall be made each year in June and included as part of the June salary check.
5. Termination of employment automatically cancels all sick leave and medical benefits.

### **B. PERSONAL LEAVE:**

1. A teacher shall be allowed twenty-four (24) hours of personal leave each school year.
2. At the end of each school year the teacher may elect to receive payment for any unused leave at the current rate of substitute teacher pay or to accumulate unused personal leave to be used in the future.
3. A teacher may accumulate up to forty (40) hours of personal leave. No more than three consecutive personal days may be used without building administrator approval for unforeseen circumstances.
4. Personal leave will be used at the discretion of the teacher provided that a form of notification is made in advance to the building administrator.
5. Personal leave shall not be granted immediately before or after a scheduled holiday, the first or the last day of any school semester or on an in-service day without approval of the building Principal and Superintendent.

6. Payment for unused personal leave shall be made each year in June and included as part of the June salary check. Part-time certified employees will have their personal leave prorated equal to their contract time.
7. The teacher has the option in an unforeseen situation to request in writing up to three days of sick leave to be used as personal leave only after all the teacher's accumulated personal leave is used with the approval of the building Principal.

C. **SALARY DEDUCTIONS AND OTHER ABSENCES:** For absences due to reasons not covered under the leave policy, teachers will have 1/187th of their annual salary deducted for each day of absence or fractional part thereof.

D. **LEAVE OF ABSENCE:**

1. A teacher may, upon written application to and approval of the Board of Education, be granted an extended leave of absence without pay for pursuing studies related to professional growth or for personal reasons.
2. During a leave of absence without pay, the teacher shall be allowed to continue in the district's group health insurance and other fringe benefit plans at his/her own expense.
3. Upon return from a leave of absence without pay, the employee shall be reinstated in the position he/she held prior to such leave and shall be placed on the salary schedule so as to receive the salary increment to which he/she was entitled when he/she left the position plus the amount his/her additional hours and other qualifications would justify at the time of his/her return. All unused accumulated leave benefits held by the teacher at the start of the leave will be restored upon return from a leave of absence.

E. **JURY/WITNESS LEAVE:** A teacher shall be excused from his/her teaching duties and a substitute obtained when he/she is summoned for jury or witness duty. In exchange for receiving his/her regular salary during said leave, the teacher shall relinquish to the district the payment received from the court, minus mileage, meals, and housing reimbursement. If a certified staff member is subpoenaed as a witness (not a plaintiff or defendant) as a result of his/her employment with USD 384 during a non-contractual period, he/she shall be compensated by the district at the substitute teacher rate of pay. In the event that the court does not reimburse the certified staff member for mileage, the district will do so.

F. **PROFESSIONAL LEAVE:** Each teacher may be granted two (2) or more days of professional leave per year with approval of the superintendent. Approval shall be given for professional leave when the meeting shall benefit the instructional quality of the teacher and/or shall be a benefit to the educational program of the district. Such requests shall be submitted to the building principal and/or superintendent no less than one (1) week prior to the date(s) for which such leave is requested.

## **ARTICLE 6. TEACHER SALARY SCHEDULE**

A. PDC points or a combination of approved college hours and points may be used to move on the salary schedule. Column BS+20 may include up to fifteen (15) hours of approved undergraduate credit. All hours and points used for movement must be earned after the date of the BS or MS degree. Twenty (20) in-service points equal one college hour.

- B. A teacher shall be allowed, but not limited to, two hundred and fifty dollars (\$250.00) per year for expenses incurred in the pursuit of in-service training and/or college credit, and/or cost of adding endorsements by passing the Praxis II Tests subject to the approval of the administration. Hours earned must be to promote the individual's professional development. In the event that a teacher exceeds the two hundred and fifty dollars (\$250.00) allowance during one fiscal year, he/she may resubmit the expenses the following fiscal year for additional reimbursement up to two hundred and fifty dollars (\$250.00). Reimbursement shall not exceed five hundred dollars (\$500.00) in a 2-year period.

## **ARTICLE 7. FRINGE BENEFITS**

### **A. EMPLOYER CONTRIBUTION**

1. The USD #384 Board shall provide each certified employee that works at least thirty (30) hours per week a fringe benefit amount per month of a single health insurance premium as provided by the school district. "For the 2017-2018 school year the benefit amount shall be \$527.53 per month per participating employee."
2. The USD #384 Board shall provide each certified employee that works at least twenty (20) hours per week but less than thirty (30) hours per week a fringe benefit amount per month of one half a single health insurance premium as provided by the school district. "For the 2017-2018 school year the benefit amount shall be \$263.77 per month per participating employee."

### **B. VOLUNTARY EMPLOYEE SALARY REDUCTION CONTRIBUTION**

1. The Board shall provide a Section 125 Cafeteria Plan (IRS Code 1954 as amended) This plan shall allow for purchases of the following using before - tax money: (a) health insurance; (b) dental insurance; (c) term life insurance; (d) cancer insurance; (e) salary protection insurance; (f) dependent care; (g) medical reimbursements. The district shall not knowingly reduce the rights of any employee under a Section 125 Cafeteria Plan.
2. Selection of any option(s) shall be permitted upon original employment and thereafter prior to the beginning of each succeeding contract year. A teacher shall be permitted to change options during the contract year if evidence of change in family and/or insurability status is presented in writing to the Clerk of the Board. Adjustments to the annual allocation to selected benefits shall also be allowed in the event that health care premium costs fluctuate.
3. The maximum amount of before-tax salary reductions that is allowed by the plan is \$16,000.00. Such reductions shall be applied to the teacher's salary before federal and state income taxes are deducted.

- C. **INSURANCE COMMITTEE:** The Superintendent, Clerk of the Board, and BVEA representative will meet annually with health insurance representatives to review health insurance options for the district. The recommended option would need to be approved by the Board of Education in order to maintain a comparable health insurance coverage that would be beneficial to our staff.

### **D. RETIREMENT BENEFIT:**

1. If a certified teacher has worked for USD #384 a minimum of ten (10) years and has met his/her eighty five (85) points with KPERS to retire, the district will pay the employee a retirement notification bonus of one thousand dollars



(\$1000.00) if he/she turns in the resignation for the January Board meeting of the retirement year or a seven hundred and fifty dollars (\$750.00) bonus if they turn in his/her resignation for the February Board meeting of the retirement year. This will allow the district to start looking for new teachers in a more timely fashion.

2. If a certified teacher has worked for USD #384 a minimum of ten (10) years and has met his/her eighty-five (85) points with KPERS to retire, the district will provide the employee and spouse with a lifetime activity pass.
3. If a certified teacher has worked for USD #384 a minimum of ten (10) years and has met his/her eighty-five (85) points with KPERS to retire from USD #384, the district will allow retiree and his/her spouse to enroll in the district's health insurance group. The retiree will pay the current health insurance premium for the option enrolled in at the retiree's expense.
4. If a certified teacher has worked for USD#384 a minimum of ten (10) years and has met his/her requirements with KPERS to retire, upon their retirement from USD#384, the District will pay the employee \$30.00 for each unused sick leave day(s) above fifty (50) days and up to one hundred twenty (120) days.

## **ARTICLE 8. PAY FOR SPECIAL ASSIGNMENT**

- A. **SUPPLEMENTAL SALARY INDEX** (Found in Appendix 2)
- B. **EXTRA DUTY PAY** Teachers who volunteer as ticket takers, timers, score keepers, etc. at middle school or high school activities shall be paid twenty-five dollars (\$25.00) per activity.
- C. **ACTIVITY PASSES:** Each employee and spouse shall receive an activity pass for the school year
- D. **LUNCHROOM SUPERVISORS:** Teachers agreeing to serve as lunchroom supervisors shall be compensated at the rate of nine dollars and fifty cents (\$9.50) per day and shall be provided lunch by the Board. This daily rate of pay shall not apply to those who contract for a full semester of lunch duty (see Supplemental Schedule).
- E. **CURRICULUM, DLT, and AT-RISK WORK:** A compensation rate of twenty dollars (\$20.00) per hour will be paid for DLT, curriculum work and at-risk tutoring done before or after the regular school day or during the summer with prior approval of the building principal and superintendent. Teachers and building administrators may, by mutual agreement, opt to forego the hourly rate of pay in exchange for release time to complete necessary committee work.
- F. **COMMITTEE CHAIRPERSONS:** Individuals assigned to serve as PDC, DLT or Curriculum chairpersons shall be compensated at a rate of twenty-three dollars (\$23.00) per hour for work done outside the contract day. They shall also be provided release time as needed during the school calendar year of up to forty (40) hours with prior approval of the building principals.
- G. **GRANT WRITING POLICY:** Grant writing can be a beneficial source of funding for our district. As such, teachers will be compensated at a rate of 10% of the total

grant-funding contingent upon successful funding of the grant. This stipend will be payable within 45 days of the acceptance of the grant by the Board of Education.

Before pursuing any grant, the teacher must inform his or her building principal. The building principal will inform superintendent and Board of Education. The Board of Education must approve any grant before the grant is written. The teacher will keep his/her administration abreast of the progress during the grant writing process.

If more than one teacher works on the writing of a grant, then the 10% stipend will be divided among the teachers participating in the majority of the grant writing based on the grant work log. (For example, a \$5000.00 grant is funded. Two teachers were responsible for the writing of the successful grant. They would split the \$500.00 compensation equally and each receives \$250.00.)

## **ARTICLE 9. TEACHER EVALUATION**

- A. Every employee in the first two (2) consecutive years of employment shall be evaluated at least one (1) time per semester by no later than the sixtieth (60<sup>th</sup>) school day of the semester, except that any employee who is not employed for the entire semester shall not be required to be evaluated. Every employee during the third (3<sup>rd</sup>) and fourth (4<sup>th</sup>) years of employment shall be evaluated at least one (1) time each school year by no later than February 15; and after the fourth (4<sup>th</sup>) year of employment every employee shall be evaluated at least once every three (3) years by no later than February 15 of the school year in which employment is evaluated. Non-Probationary teachers not being formally evaluated may have at least one conference per year with their supervisor to revisit and update goals and objectives.
- B. All employee evaluations shall comply with the provisions of K.S.A. 72-9001 et seq. and shall include the following:
  1. An orientation session shall be provided within two (2) weeks after the beginning of school for those employees scheduled for evaluation. At the orientation session the evaluator shall describe teacher evaluation objectives and specific procedures to be followed and shall provide each employee copies of all evaluation instruments which are to be used in the evaluation process.
  2. A minimum of two (2) days notice shall be given to the teacher.
  3. Following each classroom visitation, the evaluator and the teacher shall confer to review the evaluator's observations.
- C. If at any stage of the evaluation process some aspect of the employee's performance is alleged to be deficient or inadequate, the evaluator shall inform the employee in writing of the specific deficiency and provide positive suggestions for improvement. Following a remediation period of no less than thirty (30) days, the employee will be re-evaluated.
- D. All monitoring or observation of the professional performance of employees shall be conducted openly and with full knowledge of the employees.

- E. In the event the employee feels that an evaluation is inaccurate, unfair or incomplete, he/she may initiate a grievance at level 2 as described in ARTICLE 4 of this agreement.
- F. A district evaluation committee shall be established to monitor, evaluate and revise evaluation materials as needed. The committee shall consist of three (3) teachers appointed by the Association, one (1) administrator and two (2) members of the Board of Education. KEEP Evaluation Instrument adopted for 2014-2015 school year on June 10, 2013.)

## **ARTICLE 10. REDUCTION IN PROFESSIONAL WORK FORCE**

As provided, in Kansas Statutes, the Board of Education has the responsibility to determine both the numbers of professional staff and the composition changes in curriculum, and changes in available finances; there may be a need to reduce professional staff. In the event that reduction of professional staff is necessary, it shall be accomplished in a fair and orderly manner as provided in this agreement.

- A. **DEFINITIONS:** As used in this policy, the following terms will have the following meanings:
  - 1. “**Probationary Professional Employee**” shall mean any licensed employee of the district who is regularly assigned, on a part-time or full-time basis, to the instructional staff of the district in a position which requires a certificate to be issued by the State Department of Education; but shall not include administration or classified employees.
  - 2. “**Non-Probationary Professional Employee**” shall mean a professional employee who has been employed with the district not less than three (3) consecutive years or who has otherwise met the employment requirements of K.S.A. 72-5445 through prior employment in another district and not less than two (2) consecutive years of employment in USD #384.
  - 3. “**Seniority**” shall mean the period of most recent, continuous and uninterrupted employment; provided, however, an approved leave of absence shall not be construed as an interruption of continuing employment.
- B. **PROCEDURE:**
  - 1. Reduction of professional staff should first be accomplished by normal attrition through resignation or retirement of certified personnel.
  - 2. Whenever the Board of Education determines that a necessary reduction of professional staff will not be accomplished through normal attrition, it may implement procedures for reducing staff.
  - 3. In making those determinations, the Administration and Board of Education shall give consideration to **ALL** of the following factors:
    - a. curriculum needs of the district;
    - b. professional educational performance as determined from previous professional employee evaluations;
    - c. areas of certification;
    - d. teaching experience in specific service area;
    - e. seniority in the district.

The school district will observe all provisions of the continuing contract statute, K.S.A. 72-5410, 72-5411, 72-5412.

**C. RECALL OF PROFESSIONAL EMPLOYEES**

1. Prior to RIF non-renewal, the Board shall attempt to place the employees to be laid off in other teaching positions.
2. Individuals who are RIF shall be offered recall in reverse order of layoff to vacant positions, which they are certified to fill.
3. A teacher who is laid off shall remain on a preferential hiring list for one year.
4. Any professional employee recalled shall be given previously earned seniority and position on the salary schedule.

The District shall follow the procedures outlined in K.S.A. 72-5436 – K.S.A. 5447 that were in effect prior to July 2014.

**ARTICLE 11. PROFESSIONAL DEVELOPMENT COUNCIL**

A district Professional Development Council shall be established. The committee's duties are outlined in the district in-service plan. The local PDC voting members shall consist of one certified teacher from each building, one at-large certified teacher, two certified teacher alternates to be determined by BVEA, and two building administrators. The Superintendent will participate as a non-voting member. The Superintendent will vote in the absence of a building administrator. In accordance with the in-service plan, this committee shall be formed by May 1.

**ARTICLE 12. ACCESS TO TEACHER WORK AREAS**

In order to permit freedom of access both during and after regular school hours, employees who request keys shall be given keys to their lounge, classrooms, work areas and/or office and gates of their schools.

**ARTICLE 13. WORK DAYS**

A workday is a day set aside for teachers to complete classroom work, which will be unencumbered by meetings, staff development, or other staff duties. One (1) work day without student attendance shall be scheduled at the beginning of the year and end of each semester to allow teachers time for student evaluation, record keeping and planning. All certified staff must be present on workdays with the exception of the workdays at the end of each semester. If a certified staff member chooses to utilize this option, the first flex day must be completed from the weekend prior to and through the Christmas Break outside of the duty day and prior to the start of the second semester. The end of second semester flex day must be completed either the week prior to or the week after the last day of school outside of the duty day. One-half day will be designated as an in-service day at the end of the first and third quarters. The other half-day will be a teacher workday.

**ARTICLE 14. STUDENT TEACHER ASSIGNMENT**

**A. DEFINITIONS:**

3. Cooperating teacher shall mean a teacher who holds a valid Kansas teacher's certificate and who is responsible for supervising the teacher or intern.
4. Student teacher means a student who has not completed an approved student teacher program, but who is certified by a teacher educational institution to be capable of assuming teaching responsibilities under the supervision of a cooperating teacher.

## **B. COOPERATING TEACHERS:**

1. The cooperating teacher shall be endorsed by the State Board in the particular subject and at the level of instruction for which the student teacher is seeking certification and endorsement.
2. The cooperating teacher shall have at least two (2) years of experience as a classroom teacher and at least one (1) semester of experience as a classroom teacher in the present assignment. The cooperating teacher may waive the one semester of experience at his/her request
3. A student teacher will be assigned only to a cooperating teacher who is willing to work with the student teacher and who is recommended by the school or district.
4. The board shall not participate in a program with a college or university, which does not maintain the opportunity for the university coordinator to work closely with supervising teachers.
5. The college or university placing student teachers shall provide the supervising teacher the following payments:
  - a. A Direct cash payment normally given to the district shall be earmarked to the individual cooperating teacher to use for classroom purposes as determined by the teacher.

## **ARTICLE 15. CALENDAR**

- A. A minimum of seven (7) days or fourteen (14) half days, or comparable time, shall be scheduled into the school calendar for the purpose of committee work, staff development and/or teacher collaboration time for teacher instruction and curriculum development. Two (2) of these days or four (4) half days, or comparable time, shall be set aside for teacher collaboration time for curriculum development. An advisory committee consisting of three teachers, one from each building appointed by the Blue Valley Education Association, two Board of Education members and one administrator shall be formed to make recommendations to the Board of Education regarding the school calendar. (This change from six (6) days or twelve (12) half days to seven (7) days or fourteen (14) half days shall begin with the 2017-2018 school district calendar.)
- B. If there is a loss of student contact days and the determination is made by the Board of Education that there is a need to make up missed student contact days, the Blue Valley Education Association will be given the opportunity to participate in the Board's discussion of how those missed student contact days will be made up.

## **ARTICLE 16. DURATION OF AGREEMENT**

This agreement shall become effective July 1, 2017 and shall terminate for all purposes on June 30, 2018 provided it is ratified by a majority of the members of the negotiating unit.

For the purpose of negotiating a successor agreement, all provisions of this agreement shall be considered as proposed without change unless proposals for amendments, additions or deletions to the Agreement are submitted on or before March 31, 2018.

Signed on this Date July 10, 2017

Blue Valley Education Association

by Breith Hutson

by Clitty Mesh

by Katie Jones

by Justin P. Jones

USD #384 Board of Education

by James Gata

by David Whitehead

by Brady Bunker

by Steph Corbell

2017-2018

High Base (MS + 40, Step 15) \$47,578  
 Low Base (BS, Step 2) \$31,728

Step	BS	BS + 10	BS + 20	BS + 30	MS	MS + 10	MS + 20	MS + 30	MS + 40
1	\$31,728	\$31,728	\$32,328	\$32,928	\$34,428	\$35,278	\$36,128	\$37,028	\$37,928
2	\$31,728	\$32,228	\$32,728	\$33,228	\$35,028	\$35,878	\$36,728	\$37,728	\$38,628
3	\$32,028	\$32,628	\$33,128	\$33,628	\$35,628	\$36,478	\$37,328	\$38,428	\$39,328
4	\$32,328	\$33,028	\$33,528	\$34,028	\$36,228	\$37,078	\$37,928	\$39,128	\$40,028
5	\$32,628	\$33,428	\$33,928	\$34,428	\$36,828	\$37,678	\$38,528	\$39,828	\$40,728
6	\$32,928	\$33,828	\$34,328	\$35,428	\$37,428	\$38,278	\$39,128	\$40,528	\$41,428
7	\$33,228	\$34,228	\$34,728	\$35,928	\$38,028	\$38,878	\$39,728	\$41,228	\$42,128
8		\$34,628	\$35,128	\$36,428	\$38,628	\$39,478	\$40,328	\$41,928	\$42,828
9		\$35,028	\$35,528	\$36,928	\$39,228	\$40,078	\$40,928	\$42,628	\$43,528
10			\$35,928	\$37,428	\$39,828	\$40,678	\$41,528	\$43,328	\$44,228
11			\$36,328	\$37,928	\$40,428	\$41,278	\$42,128	\$44,028	\$44,928
12				\$38,428	\$41,028	\$41,878	\$42,728	\$44,728	\$45,628
13				\$38,928	\$41,628	\$42,478	\$43,328	\$45,428	\$46,378
14					\$42,228	\$43,078	\$43,928	\$46,128	\$47,128
15					\$42,828	\$43,678	\$44,528	\$46,828	\$47,878

Step	Vertical Increments								
	BS	BS + 10	BS + 20	BS + 30	MS	MS + 10	MS + 20	MS + 30	MS + 40
1-2	300	400	400	500	500	600	600	700	700
2-3	300	400	400	500	500	600	600	700	700
3-4	300	400	400	500	500	600	600	700	700
4-5	300	400	400	500	500	600	600	700	700
5-6	300	400	400	500	500	600	600	700	700
6-7	300	400	400	500	500	600	600	700	700
7-8		400	400	500	500	600	600	700	700
8-9			400	500	500	600	600	700	700
9-10				400	500	600	600	700	700
10-11					500	600	600	700	700
11-12						600	600	700	700
12-13							600	700	750
13-14								600	700
14-15									700

A move to: BS + 10 400 BS + 20 500 BS + 30 600 MS 800 MS + 10 850 MS + 20 850 MS + 30 900 MS + 40 900

\*\*\*Column Movement and steps were awarded for 2013-2014  
 \*\*\*Lila Bestwick and Jeanne Dowell were given a longevity bonus of \$400 each for 2013-2014  
 \*\*\*\$150 Added to the Base for 2014-2015  
 \*\*\*\$700 Added to the Base for 2016-2017  
 \*\*\*\$300 Added to the base plus column movement and steps were awarded 2017-2018

USD 384 Blue Valley 2017-2018 Supplemental Salary Schedule

Position	2017-2018	Salary
HS Athletic Director	M. Mazouch/M. Schreiber/B. Brenner	(\$3,607.00) \$2,922/ \$1,055/ \$760
MS Activity Director	M. Mazouch/M. Schreiber/B. Brenner	(\$1,130) HS and MS combined above
HS Head Football	Matt Schreiber	\$3,176.00
HS Head Boys Basketball	Blake Fronce	\$3,176.00
HS Head Boys Track	Joe Zimmer	\$2,313.00
HS Asst Football	Blake Fronce	\$1,924.00
HS Asst Boys Basketball		\$1,924.00
HS Head Volleyball	Tom Colwell	\$3,176.00
HS Head Girls Basketball	Matt Schreiber	\$3,176.00
HS Head Girls Track	Tom Colwell	\$2,313.00
HS Asst Volleyball	Brittany Pfaff	\$1,924.00
HS Asst Girls Basketball	Brittany Pfaff	\$1,924.00
MS Head Football	Brian Turner	\$2,164.00
MS Asst Football	No Need to fill for 2017-2018	\$1,386.00
MS Head Boys Basketball		\$2,164.00
MS Asst Boys Basketball		\$1,386.00
MS Boys Track	Brian Turner	\$1,453.00
MS Head Volleyball	Kelli Francis	\$2,164.00
MS Asst Volleyball	Leslie Jessip	\$1,386.00
MS Girls Basketball		\$2,164.00
MS Girls Asst Basketball		\$1,386.00
MS Girls Track		\$1,453.00
Vocal Music K-4	Kerri Butler	\$621.00
Vocal Music 5-12	Kerri Butler	\$967.00
Instrumental Music	Kerri Butler	\$2,830.00
Class Sponsor-Sr.	Tom Colwell	\$720.00
Class Sponsor-Jr.	Ruth Hutson/Anthony Meals	\$720.00/\$720.00
Class Sponsor-Soph.	Leslie Jessip	\$415.00
Class Sponsor-Fr.	Pat Booth	\$415.00
HS Student Council (2)	Matt Schreiber/Marion Mazouch	\$360.00/\$360.00
MS Student Council	Kelli Francis	\$315.00
HS Cheerleading	Amy Young	\$1,835.00
HS Pep Club Sponsor	XXXXXX	\$915.00
PreK - 12 Yearbook	Leslie Jessip	\$1,910.00
FFA	Anthony Meals	\$1,038.00
FCCLA	Dawn Ayers	\$1,038.00
BPA	Pat Booth	\$1,038.00
Play Director	Ruth Hutson	\$728.00
Play Assistant	Leslie Jessip	\$471.00
Spanish Club	Dallas Helzer	\$376.00
HS Scholars Bowl	Ruth Hutson	\$999.00
National Honor Society	Matt Schreiber	\$315.00
MS Scholars Bowl	Amber Ellis	\$315.00
MS Science Club	Amber Ellis	\$315.00
Summer Weight Program	Matt Schreiber	\$1,275.00
HS Lunchroom duty(2)	Tom Colwell/Pat Booth	\$941.00/\$941.00
MS Lunchroom duty(2)	Kelli Francis/ Amber Ellis	\$941.00/\$941.00
Drivers Education	Marion Mazouch	\$3,205.00
Forensics	Anthony Meals	\$999.00
Weight Lifting Club	Blake Fronce/Tom Colwell	\$430.50/\$430.50
Robotics Club Sponsor		\$265.00
Assistant FFA Advisor	Megan Larson	\$500.00