

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

OSKALOOSA COMMUNITY SCHOOL DISTRICT,
Public Employer/Petitioner,

and

OSKALOOSA EDUCATION ASSOCIATION,
Certified Employee Organization.

CASE NO. 100823

RULING ON NEGOTIABILITY DISPUTE

On March 31, 2017, the Oskaloosa Community School District filed a petition with the Public Employment Relations Board (PERB or Board) pursuant to PERB rule 621–6.3(20) seeking the Board's ruling on whether a proposal made during the course of collective bargaining with the Oskaloosa Education Association is a mandatory subject of bargaining.¹ Following both parties' filing of briefs, oral arguments were presented to the Board by counsel for the parties on April 17, 2017, James C. Hanks and Aaron Hilligas for the District and Christy A.A. Hickman for the Association.

Scope-of-Bargaining Principles

When determining whether a proposal is a mandatory subject of bargaining, PERB uses the two-pronged approach explained in *Waterloo Educ. Ass'n v. PERB*, 740 N.W.2d 418 (Iowa 2007) (*Waterloo II*). First, the Board

¹ The Association is certified to represent a bargaining unit employed by the District which consists of all professional certified employees except the superintendent, principals, vice-principals, the business manager, supervisor of instruction, athletic director and substitute teachers. The unit is not a so-called "public-safety" unit, as less than 30 percent of the employees in the unit are "public safety employees" within the meaning of 2017 Iowa Acts, H.F. 291 section 1 (amending Iowa Code section 20.3 (2017)).

engages in a definitional exercise to determine whether the proposal fits within the scope of a specific [mandatorily negotiable] subject listed in Iowa Code section 20.9. *Id.* at 429.

If this test is met, the next inquiry is whether the proposal is preempted or inconsistent with any provision of law. *Waterloo II*, 740 N.W.2d at 429. Ordinarily, this two-step process resolves the question of negotiability. *Id.*

PERB looks only at the subject matter of a proposal and not its merits. *Charles City Cmty. Sch. Dist. v. PERB*, 275 N.W.2d 766, 769 (Iowa 1979). It is not for PERB to rewrite the proposals at issue. Consequently, the Board takes caution to read proposals literally. *Clinton Police Dep't Bargaining Unit v. PERB*, 397 N.W.2d 764, 766 (Iowa 1986). PERB must decide whether a proposal, on its face, fits within a definitionally fixed section 20.9 mandatory bargaining subject. *Waterloo II*, 740 N.W.2d at 429. In order to make that determination, PERB cannot merely search for a topical word listed in section 20.9. *State v. PERB*, 508 N.W.2d 668, 675 (Iowa 1993). Rather, PERB must look to what the proposal, if incorporated through arbitration into the collective bargaining agreement, would bind an employer to do. *See State*, 508 N.W.2d at 673; *Charles City Cmty. Sch. Dist.*, 275 N.W.2d at 774. The answer to this inquiry reveals the subject, scope, or predominant characteristic or purpose of the proposal. *See Waterloo II*, 740 N.W.2d at 427; *State*, 508 N.W.2d at 673. If the proposal's predominant characteristic, subject or scope is not within a mandatorily negotiable section 20.9 category, and the proposal is not excluded from the scope of bargaining, it is a permissive

subject upon which the parties may agree to negotiate.

2017 Iowa Acts, House File 291

2017 Iowa Acts, House File 291 became effective February 17, 2017, and included amendments to Iowa Code chapter 20 which distinguished bargaining rights for so-called “public-safety” bargaining units versus “non-public-safety” units. Resolution of the parties’ negotiability dispute turns primarily on the interpretation and application of two H.F. 291 amendments to chapter 20, but also involves a third amendment in view of the District’s argument concerning one aspect of the teacher salary schedules shown in the attached Appendix (pages A-1 through A-3).

The first amendment dramatically reduced the subjects of bargaining a party could insist be negotiated for a non-public-safety bargaining unit by eliminating the former laundry list of 18 mandatory subjects and replacing it with the single mandatory subject of “base wages.” Second, H.F. 291 legislatively overruled the Iowa Supreme Court’s holding in *Waterloo II* that mandatory subjects of bargaining be given their common and ordinary meaning by specifically providing that they be interpreted narrowly and restrictively. Third, H.F. 291 added a specific definition of “supplemental pay,” which remains a mandatory subject of bargaining for public-safety bargaining units but is now a subject specifically excluded from the scope of bargaining for non-public-safety units.

The negotiability dispute

The parties’ dispute is framed in reference to provisions of their existing

collective agreement, effective through June 30, 2017, and arises in the context of negotiations for a successor agreement and their disagreement over what portions of the existing contract remain mandatorily negotiable in the wake of H.F. 291. The District maintains that the vast majority of the elements of the existing salary schedules and related contract language are not mandatorily negotiable, while the Association asserts that all of the existing schedules' elements, as well as the related contract language, are mandatory as base wages. What we will refer to as the Association's "proposal," (*i.e.*, the content of the parties' existing contract which is at issue) is comprised of the following language, as well as the entire content of the Appendix:

ARTICLE XVII: SALARIES AND SALARY SCHEDULES

. . .

C. Credit for Experience

Credit up to the eleventh (11) step of any salary level on the employee salary schedule shall be given for previous experience in a duly accredited school upon initial employment. If there has been a lapse in the experience period, half credit shall be given for experience from 10 to 20 years prior to the date of hiring, and no credit be allowed beyond 20 years.

D. Returning to District

An employee with previous teaching experience in the District shall, upon return, be granted experience as described in Section C.

E. Increments

Employees shall advance one step for each year of service beyond the proper step unless the step is withheld by the Board. The withheld step shall apply to all employees collectively only, and for budgetary reason only. A year of service consists of employment in the district for ninety (90) consecutive teaching days or more in one school year. A partial year shall be granted only once.

F. Educational Lanes

1. Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he

or she shall file suitable evidence of additional graduate educational credit with the Superintendent no later than September 15 of the current school year for full contract adjustment and no later than February 15 for 93 contract days of adjustment.

2. Employees who move from one educational lane to a higher lane shall move only one step vertically from one school year to the next school year.

G. When an employee in the BA+30, BA+45, MA, MA+15, MA+30, MA+45, RN, BSN, or MSN lane of the salary schedule has been on the maximum step in that lane for one or more years, the employee shall receive an additional 7% of the BA combined base salary.

An employee who has received longevity payments for one contract year shall receive an additional 8% of the BA combined base salary for the following contract year. An employee who had received longevity payments for two or more contract years shall receive an additional 9% of the BA combined base salary for the following contract year.

Much of what we expressed in *Columbus Cmty. Sch. Dist. and Columbus Educ. Ass'n*, 17 PERB 100820, also decided today, is equally applicable to and dispositive of portions of these parties' dispute. In *Columbus* we defined the new mandatory bargaining subject of "base wages" as "the minimum (bottom) pay for a job classification, category or title, exclusive of additional pay such as bonuses, premium pay, merit pay, performance pay or longevity pay." We also determined that while an employer of a non-public-safety bargaining unit is under no obligation to bargain over whether a given job classification, category or title will exist or not, because "job classifications" is merely a permissive subject of bargaining for such units, once the employer creates or maintains a classification in which bargaining unit members may be or are employed, the employer has a duty to bargain the base wage for that classification.

The proposal at issue in *Columbus* did not involve a salary matrix akin to

the ones involved here, where an individual employee's wage, within a stated range, is determined on the basis of a combination of educational level and years of service (longevity). Instead, the *Columbus* proposal employed a formula which yielded a single base wage for each classification, regardless of the employee's longevity or educational level. Here, we are confronted with the negotiability of the structural elements of a salary schedule which were not involved in *Columbus*.

The definition of "base wages" we adopted in *Columbus* controls our ruling on the negotiability of the "step" and "longevity" increases which would be required should the proposal before us become part of the parties' collective agreement. Sections E, F(2) and G of the instant proposal would require the employer to grant a wage increase to teachers and nurses in negotiated amounts specified in the schedules on page A-1 and indexed on page A-2, on the basis of employees' additional years of service. Such longevity pay, although within the scope of the permissive subject of "wages," does not fall within the meaning of the narrower mandatory topic of "base wages" as we have defined it. These provisions are accordingly permissive subjects of bargaining.

Another issue raised by the proposal is the negotiability status of the horizontal "lanes" of the schedules. PERB held in *Eastern Iowa Cmty. Coll.*, 78 PERB 1168, that the establishment of horizontal lanes of a salary schedule which are based upon employees' educational attainment was a mandatory subject of bargaining as "job classifications" or perhaps "wages," both of which

are now merely permissive subjects for non-public-safety units. Subsequently, in *Henry Cnty.*, 10 PERB 8242, PERB rejected the idea that proposals could be categorized as mandatory under more than one section 20.9 topic. We view the horizontal educational attainment lanes themselves, as distinguished from the salary figures applicable to each lane, as job classifications because they reflect the arrangement of jobs into categories (teachers with BA+15, BA+30, etc.), based on the selected factor of educational attainment, for the primary purpose of establishing wage or salary rates. *Bettendorf Cmty. Sch. Dist. & Dubuque Cmty. Sch. Dists.*, 76 PERB 598 & 602.

Consequently, as we indicated in *Columbus*, while the existence of the differing teacher and nurse job classifications reflected by the horizontal lanes of the schedules at issue here are merely permissive subjects of bargaining over which the employer has no duty to bargain, the base wage (*i.e.*, the minimum wage or salary, exclusive of additional pay) for each classification created or maintained by the employer is a matter of mandatory bargaining. Accordingly, it is within the employer's prerogative to decree that there be no lanes reflecting educational attainment, and that only the classification of "teacher" or "nurse" shall exist. But if the employer agrees or unilaterally determines that additional job classifications are to exist, the minimum salary for each (here, the "Step 1" number associated with each classification) is mandatorily negotiable as "base wages."

The arguments of the parties in this case highlight the additional question, not directly presented in *Columbus*, of whether each employee, many

of whom occupy different locations on the salary matrix and are thus presently compensated at different levels, possesses an individual “base wage” corresponding to that salary for purposes of bargaining the successor collective agreement. Put another way, the question is whether the H.F. 291 limitation on the size of a base wage increase which an Iowa Code section 20.22 arbitrator may award² is calculated in reference to an individual employee’s existing level of compensation (which is the employee’s “base wage” according to the Association) or in reference to a “base wage” common to all employees in a given job classification.

Inherent in the definition of base wages we adopted in *Columbus* is our conclusion that the starting point for a calculation of the size of an increase in base wages is the minimum salary common to all the employees in a given job classification, rather than an individual employee’s existing compensation. We recognize the facial appeal of the “individual snapshot” view of what base wages are, because an interpretation that a base wage is the minimum compensation which applies to all employees in a given job classification could have a startlingly negative effect on a given teacher’s or nurse’s compensation, should the District elect to eliminate some or all but one of the job classifications formerly represented by the schedule’s lanes and refuse to implement wage enhancements based upon employee longevity. Yet we view it as unlikely at best that the legislature intended to incorporate an individual’s actual current

² See section 12 of H.F. 291, amending Iowa Code section 20.22(9), limiting an arbitrator’s one-year base wage award for a non-public-safety unit to the lesser of three percent or a percentage equal to a defined 12-month period increase in the consumer price index for all urban consumers for the midwest region.

level of compensation, which under the proposed schedules includes compensation based upon the employee's longevity and educational level (matters within the meaning of the now-permissive "wages" topic), as the "base wage" beginning point for the calculation of the maximum increase an arbitrator could award. Our view in this regard is only reinforced by what we think was the legislature's obvious goal of severely restricting the scope of bargaining for non-public-safety units, combined with its specific directive that mandatory subjects of bargaining be interpreted narrowly and restrictively.

We thus conclude that the compensation reflected in the "BA Step 1" (for teachers) and the "RN Step 1" (for nurses) cells of the proposed schedules, as well as in the "Step 1" cells for each of the additional lanes (classifications) which the employer establishes or maintains, are mandatorily negotiable as "base wages."

The effect of these rulings is that nearly all elements of the salary schedules on pages A-1 and A-2 are merely permissive subjects of bargaining. Only the minimum salary for each job classification established and maintained by the employer (*i.e.*, Step 1) is mandatory as base wages. It follows that Sections C, D and F(1) of the proposal, addressing the placement of an employee on a salary schedule matrix upon initial employment or on return to employment with the District, as well as the horizontal movement between the lanes (classifications) reflected on the matrix, are merely permissive subjects of bargaining since the matrix itself is a permissive subject. For the same reasons, the first paragraph at the bottom of page A-2, specifying the step

placement of nurses, is also a “wages” proposal and thus a permissive subject of bargaining.

The final paragraph of page A-2 contemplates the existence of a “Director of Health Services” position, which would be paid an “additional” \$1,000 per year. What this payment is in addition to is, however, not clear from the face of the proposal. We think it most likely that the referenced Director of Health Services is employed in one of the nursing classifications which comprise the lanes on the nursing schedule. As such, the “additional stipend of \$1,000 per year” is a premium pay proposal for an employee whose base wage is established elsewhere, and is a permissive “wages” matter not within the meaning of “base wages.”³

Much of what we have said concerning the salary schedules on pages A-1 and A-2 are equally applicable to the extracurricular classifications and pay schedule set out on page A-3 of the proposal. Whether the District chooses to have a distinct Middle School Athletic Director, High School Honor Society sponsor, Wrestling Cheerleading coach or any of the other listed job classifications is a permissive job classifications matter. But if established or maintained by the employer, the base wage for the bargaining unit employee or employees in the classification—*i.e.*, the “STP 1” pay, whether stated as a fixed dollar amount or as a percentage of some generator figure (here, \$29,600), or in

³ Were the Director of Health Services a separate classification on the horizontal axis of the matrix, what we have said previously would dictate our ruling on the negotiability of this paragraph—the existence of the classification itself would be permissive, but the minimum salary for the classification, if established and maintained by the employer, would be mandatory as “base wages”.

the case of this schedule both ways—is mandatorily negotiable as “base wages.” The figures in the vertical columns beneath the stated base wages which represent increased pay for employees with longevity in the classification, as well as the dollar figure representing the difference between the longevity “steps,” are not mandatory but are instead permissive as “wages.”⁴

We take the notation “concessions \$2,600” at the bottom of page A-3 as a reference to and base wage for an additional “concessions” classification which the author of the proposal deemed not appropriate for inclusion in any of the numbered organizational “categories” of other extracurricular classifications. As with the other classifications, whether this one exists or not is a permissive topic under job classifications, but the base wage to be paid to the employee(s) in the classification is a mandatory subject of bargaining.

A final issue raised by the parties, although not evident from the face of the proposal itself, concerns a funding source for school districts and area education agencies pursuant to various provisions of Iowa Code chapters 257 and 284 known as the teacher salary supplement (TSS). The parties agree that what we have determined are the base wages for teachers on the proposed salary schedule (*i.e.*, the “Step 1” salary for the classifications (lanes) shown) include TSS funds received by the District.

⁴ We do not suggest that the employer’s ability to establish job classifications includes the ability to determine that certain classifications will be compensated at a lesser, greater or identical level. Consequently, although under this particular schedule the Varsity Football Coach would be compensated at a higher level than the Varsity Track Coach, the base wage for each classification is a mandatory topic of bargaining.

The parties disagree sharply, however, whether the total dollar amounts shown in those cells are the base wages, or whether the base wages are determined by subtracting TSS funding amounts from the total amounts shown in the cells. The answer to the question of whether “base wages” includes compensation attributable to TSS or not is significant because it determines whether an employer has a duty to bargain the distribution of TSS funding and is necessary in order to determine the maximum size of a base wage increase which an Iowa Code section 20.22 arbitrator may award.

Iowa Code section 284.3A provides, in relevant part:

284.3A Teacher compensation — single salary system.

1. *a.* For the school year beginning July 1, 2009, if the licensed employees of a school district or area education agency receiving funds pursuant to sections 257.10 and 257.37A are organized under chapter 20 for collective bargaining purposes, the school board and the certified bargaining representative for the licensed employees shall negotiate the distribution of the funds among the teachers employed by the school district or area education agency according to chapter 20.

b. If the licensed employees of a school district or area education agency are not organized for collective bargaining purposes, the board of directors shall determine the method of distribution of such funds.

c. For the school years beginning July 1, 2008, and July 1, 2009, a school district or area education agency receiving funds pursuant to sections 257.10 and 257.37A, shall determine the amount to be paid to teachers in accordance with this subsection and the amount determined to be paid to an individual teacher shall be divided evenly by the appropriate number of pay periods and paid in each pay period of the fiscal year beginning with the October payroll.

2. *a.* For the school budget year beginning July 1, 2010, and each succeeding school year, school districts and area education agencies shall combine payments made to teachers under sections 257.10 and 257.37A with regular wages to create a combined salary. The teacher contract issued under section 279.13 must include the combined salary. If a school district or area education agency uses a salary schedule, a combined salary schedule shall be used for regular wages and for distribution of payments under sections 257.10 and 257.37A, incorporating the salary minimums required under a framework or comparable system approved pursuant to section 284.15. The combined salary schedule must use only the combined salary and cannot differentiate regular salaries and distribution of payments under sections

257.10 and 257.37A.

b. If the licensed employees of a school district or area education agency are organized under chapter 20 for collective bargaining purposes, the creation of the new combined salary shall be subject to the scope of negotiations specified in section 20.9. A reduction in the teacher salary supplement per pupil amount shall also be subject to the scope of negotiations specified in section 20.9.

c. If the licensed employees of a school district or area education agency are not organized for collective bargaining purposes, the board of directors shall create the new combined salary. The board of directors shall determine adjustments in salaries resulting from a reduction in the teacher salary supplement per pupil amount.

3. A school district or area education agency shall not be required to maintain a separate account within its budget based on source of funds for payments received and expenditures made pursuant to this section. The school district or area education agency shall annually certify to the department of education that funding received pursuant to sections 257.10 and 257.37A was expended on salaries for qualified teachers.⁵

The Association's argument that the distribution of TSS funds is mandatory as base wages is based in large part on the Iowa Code section 284.3A(1)(a) requirement that when the licensed teachers of a school district or area education agency are organized under chapter 20, the employer and bargaining representative of the employees "shall negotiate the distribution of the [TSS] funds among the teachers employed by the school district or area education agency according to chapter 20." We do not view section 284.3A(1)(a) as particularly relevant, much less controlling, because it applies only to the school year beginning July 1, 2009.

There is seemingly no disagreement that the legislature's purpose in creating the TSS funding concept was to augment the salaries of Iowa teachers. But no party has cited or argued, nor has our research revealed, any provision of law which requires that some amount of TSS funds be distributed to every

⁵ Sections 257.10 and 257.37A include provisions concerning the calculation of the amount of TSS funds allocated to school districts and area education associations.

teacher. Were there such a requirement, it would effectively mean that some amount of TSS funds would be included in the minimum pay for every teacher. This would lead us to the conclusion that TSS should be considered part of the new bargaining subject of base wages. But absent such a requirement, we conclude that the distribution of TSS funds is not within the scope of the “base wages” subject, because it is additional pay over and above the minimum pay for a job classification, category or title, and thus not encompassed within the definition of base wages we adopted in *Columbus*.⁶

Although we do not view it as determinative, we also think the differences between the language employed by the legislature in Iowa Code sections 284.3A(1)(a) and 284.3A(2)(b) can be viewed as providing some support for the proposition that the distribution of TSS funds is not a mandatory subject of bargaining. Section 284.3A(1)(a) requires that for the school year beginning July 1, 2009, the employer and the teachers’ bargaining representative “shall negotiate the distribution of the [TSS] funds among the teachers . . . according to chapter 20,” suggesting to us a legislative intent that the distribution be considered a mandatory subject of bargaining. But section 284.3A(2)(b), applicable to school budget years beginning July 1, 2010 and thereafter, instead provides that the combined salary required by that section (which

⁶ This is not to suggest that an employer may not be required to augment the base wage of teachers which is less than the minimum established by Iowa Code section 284.15(2)(a)(1), which mandates a minimum salary for all Iowa teachers of \$33,500. Were the parties to agree upon or should an arbitrator award a base wage for a teacher classification which was less than that figure, the employer would be required to augment that base wage in order to comply with section 284.15(2)(a)(1), likely using TSS funds—not because chapter 20 requires the TSS be considered part of base wages, but because section 284.15(2)(a)(1) would require the below-minimum salary be augmented to reach the minimum level established by that section.

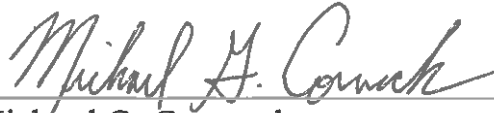
includes TSS) “shall be subject to the scope of negotiations specified in section 20.9.” We think it unlikely that the legislature equated “shall negotiate” with “shall be subject to the scope of negotiations,” since the scope of negotiations includes both the mandatory and permissive subjects of bargaining.

The District asserts that the distribution of TSS funds is appropriately viewed as falling within the meaning of the excluded subject of “supplemental pay” since it does not come within the meaning of base wages and is thus the payment of money or other thing of value which is related to the employment relationship and is in addition to compensation received pursuant to any other permitted subject of bargaining specified in section 20.9. We do not agree.

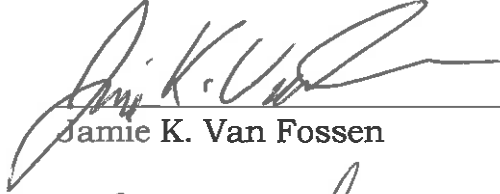
In *Columbus* we explained our interpretation of the new definition of supplemental pay, concluding that the mandatory subjects of bargaining for public-safety units which are not excluded from the scope of bargaining for non-public-safety units are “permitted” subjects for the latter. Since it is apparent that TSS funds may only be expended by school districts and area education agencies to augment the salaries of teachers, we think it obvious that they are payment for services rendered by a teacher, and thus squarely within the meaning of the subject of “wages.” TSS funds are thus not “in addition to compensation received pursuant to any other permitted subject of bargaining specified in section 20.9,” but are instead compensation which is received pursuant to the permitted topic of “wages.” Their distribution is thus a permissive, rather than excluded subject of bargaining.

DATED at Des Moines, Iowa, this 17th day of May, 2017.

PUBLIC EMPLOYMENT RELATIONS BOARD



Michael G. Cormack



Jamie K. Van Fossen



Mary T. Gannon

**SALARY SCHEDULE
2016/2017**

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
1	\$34,885	\$35,925	\$37,146	\$37,770	\$38,391	\$39,636	\$40,878	\$42,274
2	\$36,106	\$37,257	\$38,583	\$39,263	\$39,940	\$41,290	\$42,643	\$44,150
3	\$37,327	\$38,590	\$40,020	\$40,756	\$41,489	\$42,943	\$44,409	\$46,027
4	\$38,548	\$39,922	\$41,457	\$42,249	\$43,038	\$44,597	\$46,174	\$47,904
5	\$39,769	\$41,255	\$42,895	\$43,742	\$44,587	\$46,251	\$47,939	\$49,781
6	\$40,990	\$42,588	\$44,332	\$45,235	\$46,135	\$47,904	\$49,704	\$51,658
7	\$42,211	\$43,920	\$45,769	\$46,728	\$47,684	\$49,558	\$51,469	\$53,535
8	\$43,432	\$45,253	\$47,206	\$48,222	\$49,233	\$51,211	\$53,235	\$55,411
9	\$44,653	\$46,585	\$48,644	\$49,715	\$50,782	\$52,865	\$55,000	\$57,288
10		\$47,918	\$50,081	\$51,208	\$52,331	\$54,518	\$56,765	\$59,165
11		\$49,251	\$51,518	\$52,701	\$53,880	\$56,172	\$58,530	\$61,042
12		\$50,583	\$52,955	\$54,194	\$55,429	\$57,825	\$60,295	\$62,919
13		\$51,916	\$54,393	\$55,687	\$56,978	\$59,479	\$62,060	\$64,795
14			\$55,830	\$57,180	\$58,527	\$61,132	\$63,826	\$66,672
15			\$57,267	\$58,673	\$60,075	\$62,786	\$65,591	\$68,549
16			\$58,704	\$60,166	\$61,624	\$64,440	\$67,356	\$70,426
17					\$63,173	\$66,093	\$69,121	\$72,303
	Longevity 1		\$2,442	\$2,442	\$2,442	\$2,442	\$2,442	\$2,442
	Longevity 2		\$2,791	\$2,791	\$2,791	\$2,791	\$2,791	\$2,791
	Longevity 3		\$3,140	\$3,140	\$3,140	\$3,140	\$3,140	\$3,140

NURSES

STEP	RN	RN/CSN	BSN	B/CSN	MSN
1	\$30,466	\$31,100	\$31,735	\$32,681	\$34,924
2	\$31,100	\$31,735	\$32,846	\$33,893	\$36,333
3	\$31,735	\$32,846	\$33,956	\$35,105	\$37,742
4	\$32,846	\$33,956	\$35,067	\$36,318	\$39,151
5	\$33,956	\$35,067	\$36,178	\$37,530	\$40,561
6	\$35,067	\$36,178	\$37,289	\$38,742	\$41,970
7	\$36,178	\$37,289	\$38,399	\$39,954	\$43,379
8	\$37,289	\$38,399	\$39,510	\$41,167	\$44,788
9	\$38,399	\$39,510	\$40,621	\$42,379	\$46,197
10	\$39,510	\$40,621	\$41,732	\$43,591	\$47,606
11	\$40,621	\$41,732	\$42,842	\$44,803	\$49,015
12	\$41,732	\$42,842	\$43,953	\$46,016	\$50,424
13	\$42,842	\$43,953	\$45,064	\$47,228	\$51,833
14	\$43,953	\$45,064	\$46,174	\$48,440	\$53,242
15	\$45,064	\$46,174	\$47,285	\$49,653	\$54,651
16	\$46,174	\$47,285	\$48,396	\$50,865	\$56,060
17	\$47,285	\$48,396	\$49,507	\$52,077	\$57,469
LONG1	\$2,221	\$2,221	\$2,221	\$2,221	\$2,221
LONG2	\$2,539	\$2,539	\$2,539	\$2,539	\$2,539
LONG3	\$2,856	\$2,856	\$2,856	\$2,856	\$2,856

Salary Schedule Index

<u>Step</u>	0.0350 <u>BA</u>	0.0382 <u>BA+15</u>	0.0412 <u>BA+30</u>	0.0428 <u>BA+45</u>	0.0444 <u>MA</u>	0.0474 <u>MA+15</u>	0.0506 <u>MA+30</u>	0.0538 <u>MA+45</u>
1	1.0000	1.0298	1.0648	1.0827	1.1005	1.1362	1.1718	1.2118
2	1.0350	1.0680	1.1060	1.1255	1.1449	1.1836	1.2224	1.2656
3	1.0700	1.1062	1.1472	1.1683	1.1893	1.2310	1.2730	1.3194
4	1.1050	1.1444	1.1884	1.2111	1.2337	1.2784	1.3236	1.3732
5	1.1400	1.1826	1.2296	1.2539	1.2781	1.3258	1.3742	1.4270
6	1.1750	1.2208	1.2708	1.2967	1.3225	1.3732	1.4248	1.4808
7	1.2100	1.2590	1.3120	1.3395	1.3669	1.4206	1.4754	1.5346
8	1.2450	1.2972	1.3532	1.3823	1.4113	1.4680	1.5260	1.5884
9	1.2800	1.3354	1.3944	1.4251	1.4557	1.5154	1.5766	1.6422
10		1.3736	1.4356	1.4679	1.5001	1.5628	1.6272	1.6960
11		1.4118	1.4768	1.5107	1.5445	1.6102	1.6778	1.7498
12		1.4500	1.5180	1.5535	1.5889	1.6576	1.7284	1.8036
13		1.4882	1.5592	1.5963	1.6333	1.7050	1.7790	1.8574
14			1.6004	1.6391	1.6777	1.7524	1.8296	1.9112
15			1.6416	1.6819	1.7221	1.7998	1.8802	1.9650
16			1.6828	1.7247	1.7665	1.8472	1.9308	2.0188
17					1.8109	1.8946	1.9814	2.0726

<u>Step</u>	<u>RN</u>	<u>RN-CSN</u>	<u>BS BA BSN</u>	<u>BSN - CSN</u>	<u>MSN</u>
1	0.9600	0.9800	1.0000	1.0298	1.1005
2	0.9800	1.0000	1.0350	1.0680	1.1449
3	1.0000	1.0350	1.0700	1.1062	1.1893
4	1.0350	1.0700	1.1050	1.1444	1.2337
5	1.0700	1.1050	1.1400	1.1826	1.2781
6	1.1050	1.1400	1.1750	1.2208	1.3225
7	1.1400	1.1750	1.2100	1.2590	1.3669
8	1.1750	1.2100	1.2450	1.2972	1.4113
9	1.2100	1.2450	1.2800	1.3354	1.4557
10	1.2450	1.2800	1.3150	1.3736	1.5001
11	1.2800	1.3150	1.3500	1.4118	1.5445
12	1.3150	1.3500	1.3850	1.4500	1.5889
13	1.3500	1.3850	1.4200	1.4882	1.6333
14	1.3850	1.4200	1.4550	1.5264	1.6777
15	1.4200	1.4550	1.4900	1.5646	1.7221
16	1.4550	1.4900	1.5250	1.6028	1.7665
17	1.4900	1.5250	1.5600	1.6410	1.8109

Placement on the salary schedule will be based upon years of experience as a school nurse and will be interpreted as an index of BA Step 1 of the salary schedule for teachers. In addition, nurses hired for the 2005-2006 school year and later will receive one year of experience toward placement on the salary schedule for every two years of Registered Nurse experience outside of the District.

The Director of Health Services will be paid an additional stipend of \$1,000 per year. In addition, the annual contract of the Director of Health Services will include two additional days.

SUPPLEMENTAL CLASSIFICATIONS

1	2	3	4	5	6	7
Varsity Football	High School Band	High School Orchestra	Varsity Track Assistant	Middle School Football	Middle School Vocal Music	High School Honor Society
Varsity (G&B) Basketball	High School Vocal Music	High School Publications	Varsity Soccer Assistant	Middle School Volleyball	Middle School Cheerleading	Elementary Orchestra
Varsity Volleyball	High School Drama	Varsity Football Assistant	Varsity Tennis Assistant	Middle School Basketball (B&G)	Middle School Publications	Elementary Band
Varsity Wrestling	Varsity (G&B) Track	Varsity Volleyball Assistant	High School Band Assistant	Middle School Wrestling	Middle School Student Council	Elementary Vocal Music
Varsity Baseball	Varsity (G&B) Golf	Varsity Basketball Assistant	High School Dance & Drill	Middle School Track (B&G)	Middle School Band	High School Student Council Assistant
Varsity Softball	Varsity (G&B) Tennis	Varsity Wrestling Assistant	High School Jazz Band	Middle School Softball	Middle School Jazz Band	Cheerleading - Basketball
Middle School Athletic Director	Varsity (G&B) Soccer	Varsity Baseball Assistant	High School Debate	High School Drum Line	Middle School Drama	Cheerleading - Wrestling
	High School Cross-Country	Varsity Softball Assistant	Storybook Players	High School Color Guard	Weight Room - Fall	
	Video Production	High School Student Council		Middle School Cross Country (B&G)	Weight Room - Winter	
		High School Robotics			Weight Room - Spring	
		High School (G&B) Swimming			Weight Room - Summer	
		High School Bowling			Cheerleading - Football	

SUPPLEMENTAL

\$29,600

17.50%	15.75%	12.25%	10.25%	9.25%	6.75%	3.75%	
CAT 1	CAT 2	CAT 3	CAT 4	CAT 5	CAT 6	CAT 7	STP
\$89.00	\$80.00	\$71.00	\$62.00	\$53.00	\$44.00	\$35.00	
\$5,180	\$4,662	\$3,626	\$3,034	\$2,738	\$1,998	\$1,110	1
\$5,269	\$4,742	\$3,697	\$3,096	\$2,791	\$2,042	\$1,145	2
\$5,358	\$4,822	\$3,768	\$3,158	\$2,844	\$2,086	\$1,180	3
\$5,447	\$4,902	\$3,839	\$3,220	\$2,897	\$2,130	\$1,215	4
\$5,536	\$4,982	\$3,910	\$3,282	\$2,950	\$2,174	\$1,250	5
\$5,625	\$5,062	\$3,981	\$3,344	\$3,003	\$2,218	\$1,285	6
\$5,714	\$5,142	\$4,052	\$3,406	\$3,056	\$2,262	\$1,320	7
\$5,803	\$5,222	\$4,123	\$3,468	\$3,109	\$2,306	\$1,355	8
\$5,892	\$5,302	\$4,194	\$3,530	\$3,162	\$2,350	\$1,390	9

concessions
\$2,600