

**St. Regis School District 1**  
**Master Agreement**  
**2009-2010**

This agreement entered into by and between the Board of Trustees, School District No. 1, St. Regis, Montana, hereinafter called the **Board** and the St. Regis Education Association, Local #4378, AFT, MFT, AFL-CIO, hereinafter called the **Federation**.

**ARTICLE 1. RECOGNITION**

The Board hereby recognizes the Federation as the exclusive representative for collective bargaining with respect to wages, hours, fringe benefits, and other conditions of employment for all employees in the appropriate unit. The Exclusive Representative shall represent members of the appropriate unit, which shall consist of all teachers of the District who are certified or whose positions call for or require certification and/or licenses, but shall exclude the following:

- A. Certified individuals who are not currently under contract to perform classroom teaching.
- B. The Superintendent and Principal;
- C. Substitute teachers; and
- D. Non-certified employees.

**ARTICLE 2. FEDERATION RIGHTS**

The right to organize is provided by law. Representatives of the Federation may transact official Federation business on school property provided that this shall not disrupt normal school operations.

**ARTICLE 3. PAYROLL DEDUCTION AND PAY PERIOD**

Each teacher may elect to receive his/her contract salary in ten or twelve month payments. Payroll checks may be issued on the next school day after the regular board meeting, not to exceed the 15<sup>th</sup> day of each month. If the 15<sup>th</sup> falls on a day when school is not in session, teachers shall receive their payroll checks on the last previous day that school is in session.

- A. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, insurance, government bonds and dues.
- B. A September only pay draw is permitted to all teaching staff upon written notice to the District Clerk no later than the last PIR day of pre-school opening orientation. The draw is to be issued not later than the third working day in September.
- C. Final summer checks to be received by the teachers at check-out on the last day of school.
- D. Automatic deposit of paychecks will be by the 15<sup>th</sup> of each month from September through May.**

**ARTICLE 4. TEACHER RIGHTS**

The individual teacher's contract shall be used in the employment of all members of the appropriate unit for certified positions.

No teacher shall be required to appear before the Board concerning any matter which could adversely affect the continuation of that teacher in his/her office, position, employment, or the salary or any increments pertaining thereto, unless he/she has been given five (5) business working days prior written notice, delivered by use of Certified Mail (return receipt requested) or by hand delivery (signed receipt) of the reasons for such appearances. Time begins as of the date of sending. Any teacher required to appear before the Board shall be entitled to have 3 (three) representatives of the Federation present to advise and assist him/her, at the teacher's discretion.

The Federation recognizes the authority of the employer to discipline employees. If the teacher feels he/she has been disciplined without just cause, said teacher may appeal through the grievance procedure of this Agreement.

Each teacher shall have the right, upon request, to review the contents of his/her personnel file. *All items relating to an individual teacher shall be kept in a single, locked, fireproof office file.* No matter relating to a teacher's conduct, service, character, or personality shall be placed in a teacher's file unless the teacher has had an opportunity to read the material and respond accordingly. *Derogatory material will be removed from the employee's file in 1 year if the causative situation has been rectified to the satisfaction of the teacher and Superintendent.*

*An access log for each employee's file shall be used with only the Superintendent and employee having access. This access shall be witnessed.*

#### **ARTICLE 5. BOARD RIGHTS**

The Federation recognizes that the Board has the final responsibility and authority to manage and direct, on behalf of the public, all the operations and activities of the school district to the full extent authorized by law. The Federation further agrees that all management rights, functions, and prerogatives not expressly delegated to this Agreement are reserved to the School Board. The Federation recognizes the right of the District to make policy, so long as such is not in violation of a specific provision contained herein.

#### **ARTICLE 6. GRIEVANCE PROCEDURE**

A grievance is defined as an alleged violation or misapplication of any specific provision of this negotiated agreement.

Step 1. A teacher of the Federation with a grievance shall first file it with the immediate supervisor within ten (10) working days of the event, either directly or through the Federation's designated representative, with the objective of resolving the matter informally. If a written grievance is not filed within ten (10) working days of the knowledge of or the occurrence of the event, the grievance is waived.

Step 2. If the aggrieved is not satisfied with the disposition of his/her grievance at Step 1 or if no decision has been rendered within ten (10) working days after presentation of the grievance, he/she may file the grievance in writing within ten (10) working days with the Superintendent of the School if he/she was not the immediate supervisor in Step 1.

Step 3. If the aggrieved is not satisfied with the disposition of his/her grievance at Step 2 or if no decision has been rendered within ten (10) working days after presentation of the grievance, he/she may ask to be placed on the agenda of the next School Board meeting, or a special Board meeting within two (2) calendar weeks.

Step 4. If the Federation is not satisfied with the disposition of the grievance at Step 3, or if no decision has been made within ten (10) working days, the grievance may be submitted before an impartial arbitrator. The Federation, on behalf of the aggrieved, shall exercise the right of arbitration by giving the Superintendent written notice of the intention to arbitrate within twenty-one (21) working days after receipt of the decision at Step 3. If the grievant fails to file the grievance within the first 21 days, the grievance is forever waived. If any questions arise as to arbitrability, such questions will first be ruled upon by the arbitrator selected to hear the dispute.

After notice of submission to arbitration, the federation on behalf of the aggrieved shall request from the Montana Board of Personnel Appeals a list of qualified arbitrators. Within fourteen (14) days of receipt, each party shall alternatively strike names from the list, and the name remaining shall be the arbitrator.

The arbitrator shall consider the grievance and render a decision within sixty (60) days of the hearing or final submission of briefs, whichever is later. The arbitrator's decision shall be final and binding upon the parties. Costs associated with binding arbitration shall be shared equally by the grievant and the School District. If one of the parties wants a transcript of the arbitration proceedings, the party requesting the transcript will pay the costs for the transcript. If both parties request transcripts, they shall share equally in the cost.

#### **ARTICLE 7. EVALUATION**

The Board shall require the Administration, with consideration of any staff suggestion, to develop an evaluation instrument to be used in all certified staff evaluations. Teachers shall be evaluated only for their performance of job-related obligations. The evaluation instruments and procedures shall be presented to the staff at the beginning of each school year.

Certified teacher evaluations will be developed from information gathered through observations. At least two formal documented observations and several drop-in observations will be conducted yearly. Each formal observation will be scheduled with the teacher and followed by a post conference. Formal observations shall occur once in the first semester and once in the second semester. Tenured teachers will receive their annual evaluation during fourth quarter. Non-tenured teachers will have a mid-year review and an annual evaluation. First-year teachers' initial observation will occur within the first 30 days.

A plan of assistance shall be developed mutually by the educator and the evaluator for all non-satisfactory items. Time to implement changes will be given with another observation conducted after the specified time period. All written evaluations will be reviewed and signed by the evaluator and the teacher. The teacher will have the opportunity to write a rebuttal to the evaluator's conclusions which shall be attached to the evaluation report. Such evaluations shall be subject to the grievance procedure.

**This article will be reviewed at the request of either party.**

#### **ARTICLE 8. NON-RENEWAL OF NON-TENURED TEACHERS**

Every non-tenured teacher receiving a non-renewal shall be subject to the provisions of 20-4-206, M.C.A.

#### **ARTICLE 9. SCHOOL CALENDAR**

*The school calendar will be drawn up by the Superintendent, voted on by all staff, with recommendation for approval by the Board.*

## **ARTICLE 10. LEAVES**

At the beginning of each school year, each teacher shall be credited with ten (10) days of leave at full salary for personal illness or disability, personal medical appointments, quarantine or communicable disease, maternity which shall be in accordance with M.C.A. 42-2-310,311, or illness in the immediate family. Definition of "Immediate Family": father, mother, father-in-law, mother-in-law, children, employee's spouse, brother, sister, or grandparents of employee.

**Unused days of sick leave each year will be allowed to accumulate to ninety (90). In the event that a teacher has more than ninety (90) days when they are credited ten (10) days in September, they will have those days bought back from them at the rate of half a certified substitute's salary who has subbed more than ten (10) days.**

Each teacher has the choice of pooling one day of sick leave. This pooled sick leave can be used when that teacher's regular accumulated sick leave and personal leave has been exhausted. In order for the sick leave pool to be available, the teacher must have donated a day for that year. The donation must occur by the second P.I.R. day. Any donor may use up to ten (10) days with sick leave pool committee approval. The sick leave pool committee will consist of three teachers who have currently donated sick leave to the pool. Use of over ten days of pooled sick leave will require board approval. The pool committee will be selected by the Federation at the beginning of the school year. This sick leave pool will be set at 90 days at the beginning of the school year.

Five (5) days per year at full salary will be allowed each teacher for death in the immediate family, taken within a ten (10) day period from date of death with additional days being granted at the discretion of the Superintendent. Bereavement leave for other relatives will require Superintendent approval.

Temporary leave at full salary will be provided each teacher for jury duty, court appearances as witnesses, Selective Service examination, reserve training, and responses to fire call. The length of leave will vary in accordance with the amount of time required for civic duty. Teacher daily salary rate is to be continued while on jury duty; however the stipend paid by the court will be deposited at the School Business Office in the School District General Account. The teacher may keep the monies remitted by the court for the expenses or mileage allowance while performing jury duty.

Three (3) days annually of personal leave at full salary will be provided each teacher for personal reasons, which require the teacher's absence during work hours. The Board or Superintendent may grant additional leave. Personal days used to extend a school holiday will be subject to administrative approval. **The Board and the Federation encourages teachers to use their professional judgment when using personal days. At the conclusion of the school year, unused personal days will be "bought back" from the individual teacher at the rate of the existing cost of a certified substitute's salary who has subbed more than ten (10) days. One day of unused personal day leave may be carried over if the teacher wishes, with maximum days allowed set at four (4).**

Professional leave will be approved for workshops, classes, conventions, and other meetings that will enhance the ability of the employee to better perform their assigned duties. Three (3) days can be chosen by the teacher with Superintendent approval. Up to two (2) additional days may be granted at the Superintendent's discretion for professional leave. Professional leave required by the administration for the position will not be counted as professional leave days.

## **ARTICLE 11. EXTENDED LEAVE**

Permission to take an extended leave for the duration of one (1) year, with the option to return as a teacher the following year, without a loss of tenure or position, on the individual's same step

on the existing salary schedule of the year he/she returns may be granted by the Board with the following conditions:

- A. Request for year's leave of absence must be in writing and submitted to the Superintendent by April 1 and the Board by the April board meeting for approval.
- B. The request must state the reason for the proposed leave.
- C. The teacher must have taught for five (5) years within this system.
- D. Permission for extended leave will be granted to only one (1) faculty member at a time. When two or more faculty members apply at the same time for extended leaves, the school board will consider seniority, the teacher's past work history, the school programs involved, the value to the school board of the teacher's future plans, school environment, and other school-related variables when selecting which teacher will be granted leave.
- E. The teacher on leave may stay with the group insurance plan; however, he/she will pay their own premium during their absence.
- F. The teacher will not receive school district pay during their leave.
- G. A returning teacher must notify the Board by April 1<sup>st</sup> of their intent to return.
- H. The returning teacher must teach an additional five (5) years before he/she becomes eligible for another extended leave.
- I. The teacher will lose the option to return if leave of absence is to take other employment.

The Board reserves the right, in its sole discretion, to refuse or grant an extended leave, and to grant or not to grant additional benefits attached to such, and to grant or not grant additional forms of extended leave, without setting precedent.

## ARTICLE 12. TEACHER SALARY SCHEDULE

**The basic salary schedule of teachers is enclosed and shall remain in effect for the duration of this Agreement. The Board agrees to a \$24,355.56 base for the 2009-2010 school year. This is an increase of 2% from the previous year**

Salary for part-time teachers will be pro-rated based on the percentage of instructional day.

All teachers shall be given full credit on the salary schedule for five (5) years of outside teaching experience in any school district in the State of Montana or other teaching experience in a school district accredited by a recognized accrediting agency. Lanes will be identified by semester hours with the following lane descriptions: BA, BA+10, BA+20, BA+30, MA/BA+50, MA+10 and MA+20. The Administration has the ability to place first year teachers at the second step, and in this event, those teachers would remain at the second step for two years.

Having completed ten (10) semester hours of college credit or its equivalent (15 quarter hours) with the exception of the MA and its equivalent a BA+50 credits, a teacher will advance to the next lane on the salary schedule, provided that for advancement the Board of Trustees must be notified of their intention to advance by the March board meeting. To qualify, credits are to be earned as a part of an approved program that relates to a graduate degree, additional endorsement, or is directly related to the improvement of instruction. Credits are subject to

approval by the administration. To guarantee credits for salary advancement, pre-approval shall be sought. Any credits earned prior to the 2003-04 school year will be grandfathered in. Official transcripts shall be submitted by October 12<sup>th</sup> of the current school year in order for adjustments to be made on the teaching contract. With the exception of moving to the Masters level, only one (1) lane move and/or one (1) step move will be allowed per year. If asked by the Board and Superintendent to attain additional certification, the single step/lane restriction shall be waived.

The Board recognizes an additional step for sixteen (16) years of experience for columns BA+30, MA/BA+50, MA+10 and MA+20. To qualify for this step, the teacher must have been at the step for 15 years of experience for two consecutive years. Furthermore, for each additional 2 consecutive years of experience, the teacher will again qualify for another step at the given attainment rate for that column. Beginning with the 03-04 school year, starting at the MA/BA+50 lane, a single step for experience of 16 years will be added, where step 16 reflects 15 years experience and step 17 reflects 16 years experience. A cap will be set on the salary schedule not to exceed Step 20 (23, 24 years experience).

#### ARTICLE 13. INSURANCE

**The School District shall provide a contribution toward each participating member's health insurance of \$436.00 per employee per month for medical insurance. If employees opt for a medical plan other than revised major medical, the balance can be applied to another multiple party plan offered by the current provider of the employee's choice. The dental and vision premiums will be paid by the employee. (All insurance program carriers shall be mutually selected by the Board and the Federation with the plan year commencing July 1.)**

All insurance coverage under this article shall remain in force for the twelve (12) months of each teacher's teaching contract (September 1-August 31). It is understood that the school district's only obligation is to pay such amounts as agreed to herein and no claim shall be made against the school district as a result of a denial of insurance benefits by an insurance carrier.

A teacher is eligible for school district contributions as provided in this Article as long as the teacher is employed by the School District. Upon termination of employment, all District contribution shall cease. All full-time certified staff are guaranteed the benefits under this article, and those teaching 50 percent of the instructional day or more are guaranteed full benefits under this article. Those teaching less than 50 percent of the instructional day will be given benefits based on that percentage.

**ARTICLE 14. SCHEDULE ALLOWANCES FOR EXTRA DUTIES**

The Board of Trustees will determine whether or not any or all of the positions will be filled. When positions are filled, the following schedule will be used to determine schedule allowance for performing extra duties. Each index value is multiplied by the current year's base salary. Assistant Coaches will be hired when numbers of participants warrant hiring an assistant. They will be paid at the end of the season for the number of weeks they assisted.

Extracurricular Activities

These salaries are based upon completion of a full season up to and including first post-season tournaments. Salaries will be prorated if the season is extended due to advancement to further tournaments or is shortened due to cancellation of the activity.

	Percentage of Current Base	
<b>Activity</b>	\$24,355.56	<i>Stipend</i>
<b>Girls Basketball</b>	0.09	<i>\$2,192.00</i>
<b>Assistant Girls Basketball</b>	0.07	<i>\$1,704.89</i>
<b>Junior High Girls Basketball</b>	0.07	<i>\$1,704.89</i>
<b>Asst. J.H. Girls Basketball</b>	0.05	<i>\$1,217.78</i>
<b>Boys Basketball</b>	0.09	<i>\$2,192.00</i>
<b>Assistant Boys Basketball</b>	0.07	<i>\$1,704.89</i>
<b>Junior High Boys Basketball</b>	0.07	<i>\$1,704.89</i>
<b>Asst. J.H. Boys Basketball</b>	0.05	<i>\$1,217.78</i>
<b>Football</b>	0.09	<i>\$2,192.00</i>
<b>Assistant Football</b>	0.07	<i>\$1,704.89</i>
<b>Junior High Football</b>	0.07	<i>\$1,704.89</i>
<b>Assistant Junior High Football</b>	0.05	<i>\$1,217.78</i>
<b>Track</b>	0.09	<i>\$2,192.00</i>
<b>Assistant Track</b>	0.07	<i>\$1,704.89</i>
<b>Junior High Track</b>	0.07	<i>\$1,704.89</i>
<b>Assistant Junior High Track</b>	0.05	<i>\$1,217.78</i>
<b>Volleyball</b>	0.09	<i>\$2,192.00</i>
<b>Assistant Volleyball</b>	0.07	<i>\$1,704.89</i>
<b>Junior High Volleyball</b>	0.07	<i>\$1,704.89</i>
<b>Asst. Junior High Volleyball</b>	0.05	<i>\$1,217.78</i>
<b>Golf</b>	0.09	<i>\$2,192.00</i>
<b>Assistant Golf</b>	0.07	<i>\$1,704.89</i>
<b>Wrestling (discontinued at this time)</b>	0.09	

<b>Assistant Wrestling</b>	0.07	
<b>Little Guy Wrestling</b>	0.07	
<b>Asst. Little Guy Wrestling</b>	0.05	
<b>Fall Season Ticket-seller</b>	0.02	<i>\$487.11</i>
<b>Winter Season Ticket Seller</b>	0.02	<i>\$487.11</i>
<b>Pep Band Advisor (Fall)</b>	0.045	<i>\$1,096.00</i>
<b>Pep Band Advisor (Winter)</b>	0.045	<i>\$1,096.00</i>
<b>Drama (One major play)</b>	0.05	<i>\$1,217.78</i>
<b>Annual</b>	0.07	<i>\$1,704.89</i>
<b>Concessions</b>	0.09	<i>\$2,192.00</i>
<b>Junior Class Advisor</b>	0.01	<i>\$243.56</i>
<b>Cheerleader Advisor (Fall)</b>	0.09	<i>\$2,192.00</i>
<b>Cheerleader Advisor (Winter)</b>	0.09	<i>\$2,192.00</i>
<b>Speech/Debate</b>	0.09	<i>\$2,192.00</i>
<b>Business Professionals of America</b>	0.05	<i>\$1,217.78</i>
<b>T.S.A.</b>	0.07	<i>\$1,704.89</i>
<b>Honor Society</b>	0.07	<i>\$1,704.89</i>
<b>Athletic Director</b>		<i>\$2,500.00</i>
<b>Total if all positions filled</b>		<i>\$60,222.68</i>

**ARTICLE 15. SEVERANCE PAY**

Teachers retiring from St. Regis School District will have 30% of all unused sick leave “bought back” from the individual teacher at the daily rate of Base pay. ( $\$24,355.56/187 = 130.24$ ) In order for a teacher to qualify for this buy-back, the teacher must have taught in the St. Regis Public Schools for a minimum of seven (7) full years immediately prior to retiring from the St. Regis School District excluding leaves covered under Article 12 of this agreement.

**ARTICLE 16. CONTRACT SEVERANCE**

If a teacher wished to be released from their contract after signing it, they will be allowed to do so only with Board permission and with payment to the District of \$500 if the contract is terminated after June 25<sup>th</sup>, \$1000 if the contract is terminated after July 25<sup>th</sup>, and \$1500 if the contract is terminated after August 25<sup>th</sup>. This penalty will be invoked on those teachers who are initially hired after June 1, 1991. Under extenuating circumstances, the Board will have the option to waive the fee.

**ARTICLE 17. EFFECT OF AGREEMENT**

This Agreement constitutes the full and complete Agreement between the School Board and the Federation, and the Board and Federation will carry out the commitments contained herein. During its term, this Agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written, signed amendment to this Agreement. There shall be no further negotiations during the term of this Agreement, except for a successor agreement and by mutual agreement, as all matters not contained herein have been resolved through compromise.

The provisions of this Agreement shall be severable, and if any provision under any circumstances is held invalid, it shall affect any other provisions thereof.

The provisions herein relating to the terms and conditions of employees supersede any and all prior agreements, practices, school policies, rules, or regulations concerning terms and conditions of employment, insofar as such are inconsistent with the provisions of this Agreement. Nothing in this Agreement shall be construed to obligate the School District to continue or discontinue existing or past practice, or prohibit the School District from exercising all management rights and prerogatives defined in this Agreement, except insofar as such exercises would be in express violation of any term or terms of this Agreement.

**This Agreement shall be effective July 1, 2009 and shall continue in full force and effect until June 30, 2010.**

**Four copies of this Agreement will be provided to the Association within thirty (30) days after the Agreement is signed.**

This Agreement is signed this \_\_\_\_\_ day of \_\_\_\_\_, 2009.

IN WITNESS THEREOF:

For: St. Regis Education Association

For: Board of Trustees, District 1

\_\_\_\_\_  
President

\_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Clerk

**\*Stating with the MA/BA50 Lane, add single steps for experience of 16 years, where step 16 reflects 15 years experience and step 17 reflects 16 years experience.**

**SALARY SCHEDULE 09-10**

**24,355.56**

<u>Experience</u>	<u>Step</u>	<u>BA</u>	<u>BA+10</u>	<u>BA+20</u>	<u>BA+30</u>	<u>MABA50</u>	<u>MA+10</u>
0	1	24,355.56	25,086.23	25,841.25	26,620.63	27,424.36	28,252.45
1	2	25,183.65	25,987.38	26,815.47	27,667.92	28,544.72	29,445.87
2	3	26,011.74	26,888.54	27,789.69	28,715.21	29,665.07	30,639.29
3	4	26,839.83	27,789.69	28,763.92	29,762.49	30,785.43	31,832.72
4	5	27,667.92	28,690.85	29,738.14	30,809.78	31,905.78	33,026.14
5	6	28,496.01	29,592.01	30,712.36	31,857.07	33,026.14	34,219.56
6	7	29,324.09	30,493.16	31,686.58	32,904.36	34,146.50	35,412.98
7	8	30,152.18	31,394.32	32,660.81	33,951.65	35,266.85	36,606.41
8	9	30,980.27	32,295.47	33,635.03	34,998.94	36,387.21	37,799.83
9	10	31,808.36	33,196.63	34,609.25	36,046.23	37,507.56	38,993.25
10	11	32,636.45	34,097.78	35,583.47	37,093.52	38,627.92	40,186.67
11	12	33,464.54	34,998.94	36,557.70	38,140.81	39,748.27	41,380.10
12	13	34,292.63	35,900.10	37,531.92	39,188.10	40,868.63	42,573.52
13	14		36,801.25	38,506.14	40,235.39	41,988.99	43,766.94
14	15			39,480.36	41,282.67	43,109.34	44,960.36
15,16	16 (2 yr)				42,329.96	<b>44,229.70</b>	<b>46,153.79</b>
17,18	17 (2 yr)				43,377.25	<b>45,350.05</b>	<b>47,347.21</b>
19,20	18 (2 yr)				44,424.54	<b>46,470.41</b>	<b>48,540.63</b>
21,22	19 (2 yr)				45,471.83	<b>47,590.76</b>	<b>49,734.05</b>
23,24	20 (2 yr)				46,519.12	<b>48,711.12</b>	<b>50,927.48</b>

Extracurricular 0910 - NEW

\$24,355.56											
Experience 2% Salary Inc.	15%	10%	9%	8%	7%	6%	5%	4%	3%	2%	1%
1	\$3,653.33	\$2,435.56	\$2,192.00	\$1,948.44	\$1,704.89	\$1,461.33	\$1,217.78	\$974.22	\$730.67	\$487.11	243.56
2	\$3,726.40	\$2,484.27	\$2,235.84	\$1,987.41	\$1,738.99	\$1,490.56	\$1,242.13	\$993.71	\$745.28	\$496.85	
3	\$3,800.93	\$2,533.95	\$2,280.56	\$2,027.16	\$1,773.77	\$1,520.37	\$1,266.98	\$1,013.58	\$760.19	\$506.79	
4	\$3,876.95	\$2,584.63	\$2,326.17	\$2,067.71	\$1,809.24	\$1,550.78	\$1,292.32	\$1,033.85	\$775.39	\$516.93	
5	\$3,954.49	\$2,636.32	\$2,372.69	\$2,109.06	\$1,845.43	\$1,581.79	\$1,318.16	\$1,054.53	\$790.90	\$527.26	
6	\$4,033.58	\$2,689.05	\$2,420.15	\$2,151.24	\$1,882.34	\$1,613.43	\$1,344.53	\$1,075.62	\$806.72	\$537.81	
7	\$4,114.25	\$2,742.83	\$2,468.55	\$2,194.27	\$1,919.98	\$1,645.70	\$1,371.42	\$1,097.13	\$822.85	\$548.57	

	<b>A.D.</b>	<b>Head</b>		<b>H.S.Assistant</b>		<b>Jr. High</b>		<b>Jr. High Assist</b>			
		Football		Football		Football	Pep Band	Football			
		Volleyball		Volleyball		Volleyball	Cheer (Fall/Wint)	Volleyball		Tickets (Fall/Wint)	Junior Advisor
		Basketball		Basketball		Basketball	Drama	Basketball			
		Track		Track		Track	Speech & Debate	Track		Honor	
		Golf		Golf			Concessions	T.S.A			
								B.P.A.			
								Annual			

**Memo of Understanding**

On September 9<sup>th</sup>, 2009 the St. Regis Education Association and the St. Regis School Board of Trustees came to an agreement on changes to Article 14 Schedule Allowances for Extra Duties for the 2009-2010 school year. The changes are attached.

SREA President *Diane Singevist* Date *2/7/09*  
SRSB Chairman *Sherry Dunlap* Date *9-9-09*