

ARTICLE 8: SALARIES AND BENEFITS
2008-2009 School Year

A. Salary Schedules

1. A new employee hired prior to August 15th, shall have their pay prorated in thirteen (13) equal checks from August through August of their first year of employment. All previous employees shall receive their pay prorated in twelve (12) equal checks from September through August of each year. If employed after the 15th of the month, the teacher will receive the first check at the end of the first full month of work. An employee hired on or after January 1 will not be paid on a prorated basis.

2. All Employees shall receive their monthly checks no later than the 25th of each month. (If the 25th falls on a weekend or holiday, employees shall be paid on the last working day prior to the 25th.) The delivery of the check will either be direct deposit or paper check. It will be the teacher's choice. The June, July and August checks will all be mailed or direct deposited one (1) working day prior to the 25th of June each year. The career ladder pay will be received with the paychecks in the months of November and May.

3. The contract year for professional employees shall be as follows:

10 months - 200 days

11 months - 220 days (two weeks before school calendar starts and two weeks at the end of the school calendar. The Superintendent may allow employee to substitute days within the two weeks before and/or the two weeks at the end of the school calendar if in the opinion of the Superintendent it would enhance the academic program)

12 months - full year of twelve calendar months

(calculations will be made based on 240 days)

4. The salary figures specified with Schedule A and B are base pay from which all percentage-type additional pay is to be calculated. (Example: A person working 10 and 1/2 months would receive 5% of his base pay from the proper schedule prior to any other supplement or additional pay being added. A person working eleven months would receive 10% of his base pay from the proper schedule prior to any other supplement or additional pay being added. A twelve month employee would in like manner have 20% added to his base.)

5. Only training acceptable for certification and shown on the certificate will be used in calculating salaries.

6. Pursuant to *TCA* 49-5-402, teachers graduating by December 31 and receiving their license by February 15 showing their advanced degree will receive the salary adjustment for the second half of the school year provided they have notified the Superintendent by March 1 that they will be graduating in December. Teachers graduating by August 31 of each year and receiving their license by December 1 showing their advanced degree will receive the salary

adjustment for the entire year. They should notify the Superintendent by March 1 that they will be graduating by August.

7. System-wide employees shall be defined as those professional employees meeting the state guidelines for system-wide employees and shall be placed on Schedule B.

8. Career Ladder II and III shall receive pay in the monthly check following completion of work if direction by the Superintendent to pay is given in time to prepare the monthly payroll check.

9. All state monies for salaries will be automatically added to the appropriate salary schedules. When the State adopts and makes said state schedules available, all employees will be placed on the appropriate schedule step at the next payroll period.

10. Vocational professional employees who are hired by the Board to work on a calendar month year rather than a school calendar month year shall be paid as follows:

a. Eleven (11) calendar month program -- Ten (10) percent of the total salary schedule whether it be Schedule A or B.

11. The salary of each employee covered by the regular salary schedule is set forth in Appendix A and Appendix B which is attached hereto and made a part of this Agreement.

12. Any state salary increases shall be automatically added to the salary schedule upon negotiation.

B. Vacation for Extended Employment

1. Twelve month employees shall receive two (2) additional days of vacation beyond those specified by the Board in the school calendar as paid holidays. Eleven month employees shall receive one (1) additional day of vacation beyond those specified by the Board in the school calendar as paid. Twelve and eleven month employees shall have the option as to when the additional time off is taken, subject only to the Superintendent's approval.

2. Twelve and eleven month employees shall be allowed to accumulate up to twice as many vacation days as can be earned per year.

C. Funding of Special Programs

Federal and/or state special (indicating beyond the state foundation program) funded programs and/or grants shall provide the salary for these positions; however, should the funding decrease whereas these positions cannot be supported and if the Board determines local funding is available to assign the professional employee(s) holding this position to a locally funded

position for which he/she is certified, the professional employee(s) holding this position, upon being assigned a position for which he/she is certified, shall be placed upon an appropriate existing schedule.

D. Salary Schedule A and B

The Board shall not offer supplements or extend benefits beyond those specified in this article unless agreed upon by both parties.

E. Salary Schedule A and B

**SCHEDULE A
PROFESSIONAL EMPLOYEES (Teachers/Principals)**

See Appendix A for 2008-2009 payscale. This payscale constitutes state and local monies combined for one salary figure.

Twelve month:	RCHS Principal RCES Principal SCMS Principal SCES Principal
Eleven month:	Frazier Elementary Principal Graysville Elementary Principal RCHS Associate Principal RCHS Assistant Principal RCHS Assistant Principal in charge of the Vocational School RCHS Guidance Counselor Elementary Assistant Principals Agriculture Teacher RCHS Graphic Arts
Ten and 1/2 month:	RCHS Head Librarian RCES Librarian SCES Librarian Frazier Librarian

**SCHEDULE B
SYSTEM-WIDE PROFESSIONAL EMPLOYEES**

See Appendix B for 2008-2009 payscale. This payscale constitutes state and local monies combined for one salary figure.

Twelve month:	Assistant Superintendent Director of Title I - Subject to Title I funding
Eleven month:	Supervisor of Special Education Program - Subject to Special Education funding Supervisor of Food Service - Subject to Food Service funding Preschool Teacher - Subject to Handicapped funding Grant Writer
Ten and 1/2 month:	School Psychologist (2) - Subject to Handicapped funding Coordinator of Speech and Hearing (1) - Subject to Handicapped funding
Ten month:	Attendance Supervisor K-12

F. Supplements

ACADEMIC

1. Assistant Superintendent
Local Base - \$7788.00

2. Full-time Principals (K-5/K-8/6-8)
State - \$80 per teacher (\$1600 max.)
Local - \$55 per teacher
Local Base - K-5 - \$3850.00
 - K-8 - \$5285.00
 - 6-8 - \$4568.00

3. Assistant Principals (Middle/Elementary)
Local - \$35 per teacher
Local Base - \$3317.00

4. RCHS Principal

State - \$80 per teacher (\$1600 max.)
 Local - \$55 per teacher
 Local Base - \$7157.00

5. RCHS Associate Principal
 Local - \$45 per teacher
 Local Base - \$5726.00

6. RCHS Assistant Principal
 Local - \$35 per teacher
 Local Base - \$4652.00

7. RCHS Assistant Principal in charge of Vocational School
 Local - \$35 per vocational teacher
 Local Base - \$4652.00

8. Department Heads & Lead Teachers (including Special Ed., Auxillary Teachers)

2-4	\$388.00	8-10	\$474.00	14+	\$554.00
5-7	\$432.00	11-13	\$516.00		

Note 1: Teacher will be counted in department if they teach in the department 3 out of 5 periods per day.

Note 2: In schools where there are 2 or more teachers per grade, the lead teacher position shall be offered on a rotating basis. If the teacher next in line for this position does not want it, he/she must decline the position in writing.

Note 3: In schools where there are no Assistant Principals, a designee will be named by the Principal who will cover for a Principal in their absence. Their supplement will be equal to the lowest amount listed under Department Heads & Lead Teachers.

9. Enrichment
 Team Coordinators (each) \$271.00

Note: Total amount of \$4340.00 will be allotted. The funds shall be divided at no less than \$271.00 per consultant. Beyond that, the funds will be allotted at a set amount per member of the Talent Pool until the entire sum is exhausted. Said allotment shall be received by the designated personnel if the programs are implemented.

10. Debate Team/Forensics
 RCHS (each, 2 max.) \$134.00

11. System-wide Coordinators \$711.00

12. System-wide Directors	\$3786.00
13. System-wide Supervisors	\$3786.00
14. Band	
RCHS - Band Director	\$7800.00
SCMS Elementary/Part-time High School – Marching (1)	\$4136.00
RCES Elementary/Part-time High School – Concert (1)	\$4136.00
15. Chorus	
RCHS - Chorus Director	\$134.00
(each program, 2 max.)	
Elementary Chorus	\$119.00
(each program, 2 max.)	
16. Drama	
RCHS	\$357.00
(four (4) supplements max. at \$357.00 each)	
Elementary - RCES and SCES	\$238.00
(1 per play, 1 play max.)	
17. Grant Writer	\$3544.00
18. Special Ed Coordinators (RCES, RCHS, SCES/SCMS)	\$541.00
(subject to federal funding)	

NON-ACADEMIC

19. Athletic Director	
RCHS - Head	\$2651.00
20. Baseball	
RCHS (1)	\$1991.00
RCHS - Assistant (1)	\$1327.00
RCHS - Freshman (1)	\$1327.00
Elementary (1)	\$1327.00
21. Basketball	
RCHS - Head Boys	\$4680.00
RCHS - Head Girls	\$4680.00
RCHS - Assistant (2)	\$2651.00

RCHS - Freshman (2)	\$1991.00
Elementary - Head (2 each = 4) (boys and girls each)	\$1991.00
Elementary - Assistant (2 each = 4)	\$1010.00
22. Cheerleading	
RCHS - Varsity (1)	\$1010.00
RCHS - Freshman (1)	\$632.00
Elementary (1 each = 2)	\$632.00
23. Cross-Country	
RCHS (1)	\$1991.00
24. Football	
RCHS - Head (1)	\$7800.00
RCHS - Assistant (6)	\$2651.00
Elementary - Head (1 each = 2)	\$2651.00
Elementary - Assistant (1 each = 2)	\$1010.00
25. Golf	
RCHS (1)	\$1991.00
RCES (1)	\$1010.00
SCMS (1)	\$1010.00
26. Soccer	
RCHS - Head Boys (1)	\$1991.00
RCHS – Boys Assistant	\$1327.00
RCHS - Head Girls (1)	\$1991.00
RCHS – Girls Assistant	\$1327.00
27. Softball	
RCHS (1)	\$1991.00
RCHS - Assistant (1)	\$1327.00
RCES (1)	\$1010.00
SCMS (1)	\$1010.00
28. Tennis	
RCHS (2)	\$1991.00
29. Track	
RCHS - Head Track (1)	\$1991.00
RCHS - Assistant Track (2)	\$1327.00
30. Volleyball	
RCHS (1)	\$1991.00

RCHS – Assistant (1)	\$1327.00
RCES (1)	\$1010.00
SCMS (1)	\$1010.00
31. Wrestling	
RCHS - Head (1)	\$1991.00
RCHS - Assistant (1)	\$1327.00
32. RCHS Athletic Trainer	\$6000.00

Note:

(1) - Professional employees shall not receive more than one supplement per team coached.

(2) - Teachers traveling from one school to another during the work day as part of their job description shall be paid a travel allowance, which equals what the state pays per mile.

G. Benefits

1. Health and Major Medical Insurance

(a) - The Board shall provide a health and major medical insurance program (of the employees choice) and shall pay 100% of the individual premium rate for those employees who elect to take single coverage.

The following is only an example showing the figures for 2008 PPO for mathematical purposes only. The Single rate is \$460.56/month and the Family rate is \$1,149.47/month. The amounts will change if the insurance rate changes.

Single	
State pays 45%	\$207.26
Local pays 55%	\$253.30
Total	\$460.56

(b) - For those employees who elect to take family coverage under the health and major medical insurance program (of the employees choice), the Board shall pay an amount, which is equal to 55% of the total monthly premium cost of single coverage in addition to an amount which is equal to 45%, provided by the state, of the total monthly cost of family coverage. The employee will pay the difference to cover the policy.

The following is only an example showing the figures for 2008 PPO for mathematical purposes only. The Single rate is \$460.56/month and the Family rate is \$1,149.47/month. The amounts will change if the insurance rate changes.

Family

State pays 45%	\$517.27
Local pays 55% of Single	\$253.30
Employee pays the difference	\$378.90
Total	\$1,149.47

(c) - If a husband and wife are both employed by the Rhea County School System elect to take family coverage under the major medical insurance program (of the employees choice), the Board shall pay an amount, which is equal to 55% of the total monthly premium cost of single coverage times 2 in addition to an amount which is equal to 45%, provided by the state, of the total monthly cost of family coverage. The employee will pay the difference to cover the policy.

The following is only an example showing the figures for 2008 PPO for mathematical purposes only. The Single rate is \$460.56/month and the Family rate is \$1,149.47/month. The amounts will change if the insurance rate changes.

Two Employees in System w/Family

State pays 45%	\$517.27
Local pays 55% of Single X 2	\$506.60
Employee pays the difference	\$125.60
Total	\$1,084.40

2. Life Insurance

The Board will provide \$20,000 in life insurance payable to the employee or beneficiary. The employee shall have the opportunity to purchase an additional \$10,000; \$20,000; \$30,000; \$40,000; or \$50,000 through payroll deduction.

3. Disability Insurance

Disability insurance plans for \$100, \$200, and \$400 will be made available to purchase through payroll deductions.

4. Optical Insurance

An optical insurance plan shall be offered at the expense of the teacher to those who desire the coverage. An insurance committee of teachers shall be formed to work on the plan. Payroll deductions shall be made, if such a policy can be obtained.

5. Dental Insurance

A dental insurance plan shall be offered (when 20 teachers enroll in the plan) at the expense of the teacher to those who desire the coverage. An insurance committee of teachers shall be formed to work on the plan. Payroll deductions shall be made.

6. Unused Sick Leave Days

Upon retirement, employees will be paid \$50 for each sick day accrued with the following stipulations:

- a) 25 years of experience
- b) Maximum payment will be 200 days
- c) Prior notification to the Superintendent by March 1 of the calendar year you plan to retire. Extreme circumstances will be evaluated on a case by case basis.

H. Differentiated Pay Plan

The Rhea County Department of Education will recognize teachers who have earned the National Board Certification by paying an annual supplement of \$4000.00 for the life of the National Board Certificate. Upon gaining National Board Certification, the Board will reimburse the \$2500.00 assessment fee.

Appendix A

Rhea County 2008-2009 Schedule "A" (Teachers/Principals)

Step	BA	BA+13	MA	MA+13	MA+30	EdS	Dr
0	\$32787	\$32911	\$35452	\$35571	\$37583	\$38270	\$40260
1	\$33869	\$33992	\$36593	\$36712	\$38739	\$39400	\$41414
2	\$33927	\$34048	\$36659	\$36782	\$38825	\$39488	\$41514
3	\$34357	\$34474	\$37090	\$37212	\$39256	\$39918	\$41950
4	\$34644	\$34760	\$37453	\$37577	\$39610	\$40295	\$42390
5	\$34999	\$35105	\$37893	\$38015	\$40079	\$40708	\$42788
6	\$35427	\$35545	\$38362	\$38484	\$40571	\$41224	\$43316
7	\$35795	\$35919	\$38790	\$38913	\$41005	\$41680	\$44162
8	\$36161	\$36282	\$39222	\$39343	\$41427	\$42120	\$45501
9	\$36516	\$36638	\$39623	\$39748	\$41871	\$42770	\$46484
10	\$36866	\$36986	\$40032	\$40150	\$42331	\$42990	\$46657
11	\$37441	\$37563	\$40630	\$40755	\$42967	\$43863	\$47655
12	\$37815	\$37934	\$41023	\$41145	\$43359	\$44048	\$47855
13	\$38178	\$38296	\$41474	\$41598	\$43832	\$44992	\$48885
14	\$38557	\$38680	\$41915	\$42035	\$44259	\$45176	\$49058
15	\$38944	\$39064	\$42341	\$42462	\$44708	\$46148	\$50114
16	\$39033	\$39148	\$42424	\$42546	\$44792	\$46148	\$50114
17	\$39041	\$39156	\$42497	\$42618	\$45076	\$46962	\$51022
18	\$39041	\$39156	\$42497	\$42618	\$45076	\$46962	\$51022
19	\$39049	\$39167	\$43232	\$43354	\$45869	\$47797	\$51952
20	\$39592	\$39712	\$43774	\$43861	\$46416	\$48338	\$52496

Appendix B

Rhea County 2008-2009 Schedule "B" (System-Wide Personnel)

Step	BA	BA+13	MA	MA+13	MA+30	EdS	Dr
0	\$34575	\$34711	\$36631	\$36773	\$38844	\$39490	\$41171
1	\$35284	\$35418	\$37423	\$37546	\$39618	\$40297	\$41953
2	\$35975	\$36099	\$38192	\$38329	\$40356	\$41068	\$42743
3	\$37074	\$37192	\$39346	\$39485	\$41502	\$42245	\$43951
4	\$37442	\$37575	\$39754	\$39895	\$41982	\$42610	\$44418
5	\$37812	\$37949	\$40169	\$40305	\$42413	\$43128	\$44880
6	\$38192	\$38326	\$40591	\$40729	\$42850	\$43583	\$45353
7	\$38556	\$38700	\$41025	\$41208	\$43282	\$44029	\$45814
8	\$38954	\$39090	\$41459	\$41665	\$43720	\$44485	\$46584
9	\$39339	\$39468	\$41870	\$42083	\$44143	\$44955	\$47602
10	\$39660	\$39787	\$42274	\$42469	\$44551	\$45374	\$47777
11	\$40036	\$40175	\$42689	\$42892	\$44989	\$45782	\$48806
12	\$40417	\$40551	\$43097	\$43263	\$45427	\$46236	\$49000
13	\$40793	\$40911	\$43528	\$43662	\$45859	\$46687	\$50061
14	\$41126	\$41277	\$43924	\$44060	\$46280	\$47125	\$50234
15	\$41503	\$41643	\$44358	\$44478	\$46690	\$47782	\$51322
16	\$41503	\$41643	\$44358	\$44478	\$46690	\$47782	\$51322
17	\$41511	\$41651	\$44371	\$44490	\$46705	\$48632	\$52247
18	\$41511	\$41651	\$44371	\$44490	\$46705	\$48632	\$52247
19	\$41519	\$41659	\$44876	\$44996	\$47519	\$49499	\$53203
20	\$41634	\$41773	\$44876	\$44996	\$47519	\$49499	\$53203

THIS IS ARTICLE 8 IN ITS ENTIRETY.

Negotiations over ARTICLE 8 for 2008-2009 are complete. Upon ratification by the Rhea-Dayton Education Association and the Rhea County Board of Education, the ARTICLE will go into effect.

B. J. McCoy - Rhea County Board of Education Negotiator

Bryan Massengale - Rhea-Dayton Education Association Negotiator

Date: Aug 28, 2008