

MASTER CONTRACT

BETWEEN

KNOXVILLE EDUCATION ASSOCIATION

AND

**KNOXVILLE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION**

KNOXVILLE, IOWA

2017-2019

EFFECTIVE JULY 1, 2017

UNTIL

JUNE 30, 2019

AGREEMENT

BETWEEN

KNOXVILLE EDUCATION ASSOCIATION

AND

**KNOXVILLE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION**

KNOXVILLE, IOWA

ARTICLE #1 – PREAMBLE

WHEREAS: The Board and the Association recognize that the aim of the public schools is to provide a quality educational program for the youth of the School District and recognizing that this is a joint responsibility of the Board, administrative staff, certified staff, non-certified staff, parents, and the community at large.

and

WHEREAS: The Board recognizes the value of teacher input in formulating policies and programs designed to improve educational services.

and,

WHEREAS: The Board has agreed to negotiate in good faith with the Association.

and,

WHEREAS: The parties have reached an understanding in which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE #2 – RECOGNITION

A. UNIT

1. The Board hereby recognizes the Knoxville Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive and sole negotiating unit for all personnel as listed in Paragraph A-2 and as set forth in the PERB certification instrument (Cash No. 476) issued by the PERB on the 13th day of November 1975.
2. The unit described in the above certification is as follows: INCLUDED: All full and regular contracted and certified part-time employees of the Knoxville Community School District, including: teachers (special, vocational, music, art and drama, academic and specialized areas), counselors, certified librarians, coaches, and school nurses. EXCLUDED: The following are excluded by this Agreement: The Superintendent, Director of Business Management, Principals, Assistant Principals, Activities Director, Director of Facilities and Operations, Director of Technology, Director of Curriculum and Instruction, Director of Food Service, Director of Transportation, and all other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge, discipline, evaluate, or process grievances of other employees or having the responsibility to make recommendations thereon and all those excluded by Section 4 of the Act.

B. DEFINITIONS

1. The term “Board” as used in this Agreement, shall mean the Board of Education of the Knoxville Community School District.
2. The term “Employee” as used in this Agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term “ASSOCIATION” as used in this Agreement shall mean the Knoxville Education Association.

ARTICLE #3 – PROCEDURE FOR NEGOTIATIONS

- A. Both parties hereby agree to meet at reasonable times and places to negotiate.
- B. No more than five (5) representatives will be present at negotiations from either party at any one time.
- C. Representatives of both parties shall be empowered to reach tentative agreement of items being negotiated and those Articles tentatively agreed to shall be initialed by each party, dated and set aside subject to ratification of the Agreement.
- D. If negotiations are conducted during regular school hours, release time shall be provided for the Association's negotiating committee.
- E. Caucuses may be called by either party at any time during negotiating sessions.
- F. Press releases to news media, following the first two open meetings, shall not be made by either party except by mutual agreement of both parties until after mediation and then jointly to the news media. If it is mutually agreed that all meetings will be open, then no press releases will be necessary.
- G. The Board agrees to furnish the Association such information as is readily available and necessary for developing negotiations proposals. Requests for said information must be in writing.
- H. The parties agree to use the impasse procedure in the Iowa Code for future negotiations unless changed by mutual agreement.

ARTICLE #4 – GRIEVANCE PROCEDURE

A. PURPOSE:

The purpose of this procedure is to provide a prompt, orderly method for securing, at the lowest possible level, an equitable solution to grievances, without suspension of work or interference with the operations of the school system. Both parties agree that grievance proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

B. DEFINITION:

A “grievance” is defined as a claim by an employee that there has been a violation, misinterpretation or misapplication of a specific provision of this agreement.

C. LEVELS;

Any grievance shall be processed in the following manner:

LEVEL #1:

An aggrieved employee shall attempt to resolve the grievance informally within five (5) working days of its occurrence, by discussion with his immediate supervisor. The aggrieved employee, at his option, may be accompanied by an Association representative of his choosing. The immediate supervisor, at his option, may be accompanied by another supervisor of his choosing. The aggrieved employee may request in writing that the immediate supervisor summarize and reply in writing to the aggrieved employee within five (5) working days after the discussion of the grievance.

LEVEL #2:

If the grievance is not settled at Level 1 and the employee wishes to appeal the grievance to Level 2, the employee will reduce the grievance to writing and submit it to the Superintendent of Schools or his designee within five (5) working days after receipt of the immediate supervisor’s answer. The written grievance shall contain a clear and concise statement of the alleged grievance, including the facts upon which the grievance is based, the issues involved, the provisions of this Agreement involved and the relief sought. The Superintendent, or his designee, shall review the grievance, arrange within five (5) working days for necessary discussions with the aggrieved employee and a representative of the Association, if the aggrieved employee so requests. The Superintendent, or his designee, may request the presence of another supervisor of his choosing during the discussions with the aggrieved employee. The Superintendent, or his designee, shall provide a written answer to the employee, with a copy to the Association within fifteen (15) working days after discussion of the written grievance.

LEVEL #3:

Grievances not settled at Level 2 of the grievance procedure may be appealed to arbitration by the Association by written notice of a request for arbitration, submitted to the Superintendent, or his designee, within ten (10) working days of receipt of the Superintendent's answer on Level 2.

When a timely request has been made for arbitration, the parties' designated representatives shall attempt to select a mutually acceptable arbitrator. Failing to do so, they shall within ten (10) working days of such arbitration notice, jointly request the Federal Mediation and Conciliation Service to submit a list of five (5) arbitrators. Upon the receipt of the list, the parties' designated representatives shall determine by law the order of elimination and thereafter each shall, in that order, alternately strike a name from the list and the fifth and remaining person shall act as the arbitrator.

The arbitrator shall schedule a hearing on the grievance and, after hearing such evidence as the parties desire to present, shall render a written opinion and award. The arbitrator shall have no authority to hear or determine salary or fringe benefit adjustments, except those contained in this Agreement, nor to add to, subtract from, modify or amend any terms of this Agreement. The arbitrator shall have no power to substitute his discretion for that of the employer in any matter reserved to the employer by law or the terms of this Agreement.

A decision of the arbitrator shall, within the scope of his authority, be final and binding upon the parties. The employer and the Association will share equally any joint costs of the arbitration procedure, such as the fee and expenses of the arbitrator and the cost of the hearing room. Any other expenses shall be paid by the party incurring them.

D. TIME LIMITS:

The failure of an employee or the Association or its representatives to appeal a grievance to the next step within the time limits specified above shall bar further appeal provided, however, such time limits may be extended by mutual agreement.

E. NON-CLASSROOM TIME:

All grievances at Levels 1 and 2 shall be presented, discussed and processed on employee's non-classroom time.

F. No reprisals of any kind shall be taken by the employer and/or administration against any employee for their participation in the grievance procedure.

G. The employer and/or administration shall furnish the Association all reasonable requests for information necessary to process a grievance.

ARTICLE #5 – EMPLOYEE RIGHTS

A. ASSOCIATION IDENTIFICATION:

No teacher shall be prevented from wearing pins or other identification of membership in the Association, its affiliates, or other educational organizations.

ARTICLE #6 – ASSOCIATION RIGHTS

A. USE OF FACILITIES AND EQUIPMENT:

The Association shall have the right to hold a reasonable number of meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program.

The Association shall have the right to use school equipment if it is not otherwise in use for District purposes.

Any out-of-pocket expenses to the District resulting from such meetings and use of such equipment will be borne by the Association. As appropriate, given school district policy, such meetings will be scheduled with the district office or local school.

B. COMMUNICATIONS:

The Association shall have the right to use District email and faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit.

The Association shall be provided with bulletin board space in each school. Only authorized representatives of the Association will use bulletin boards for Association announcements and all materials posted will relate only to the Association's official business as negotiating agent of the teaching staff.

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

C. INFORMATION:

The Board agrees to furnish the Association such information as is readily available and necessary for developing negotiations proposals and/or for the processing of a grievance as defined in Article #4 of this Agreement.

D. BOARD MEETINGS:

The Board shall furnish to the Association President a complete agenda of all board meetings. The Board shall furnish an agenda to each building representative. Minutes of each board meeting will be furnished to each building.

E. SCHOOL CALENDAR:

The Board shall consult with the Association in developing the school calendar at least thirty (30) days prior to consideration for adoption by the Board.

ARTICLE #7 – PAYROLL DEDUCTIONS

- A. Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities and insurance.
- B. Any employee who is a member of the Association, or who has applied for membership, may sign and cause to be delivered to the Board, an assignment authorizing payroll deductions of professional dues during the period of the employee contract. The employee may terminate this dues check-off at any time by giving thirty (30) days written notice to the Board and the Association.

ARTICLE #8 – WAGES AND SALARIES

A. SCHEDULE

The salary for each employee covered by this Agreement as listed in Article 2-A-2, is covered by the regular salary schedule and is set forth in Schedule “A,” which is attached hereto and made a part thereof.

B. PLACEMENT ON SALARY SCHEDULE

Employees new to the system shall receive up to eight (8) years credit for previous outside teaching experience. More years may be granted at the discretion of the employer. Employees returning to the system shall receive full credit for all experience in Knoxville.

C. ADVANCE ON SALARY SCHEDULE:

Employees on the regular salary schedule shall be granted one vertical step on the salary schedule for each full year of service until the maximum for the educational classification is reached. Employees contracted less than full-time shall receive annual compensation directly proportionate to their position on the salary schedule. Employees hired after the beginning of the school year that work 95 or more days shall advance a full step if employed for the next school year. Employees hired after the beginning of the school year and work less than 95 days shall remain on the step hired if employed for the next school year.

An employee at the highest rate of the schedule in Lanes 2-6 for more than one (1) year shall receive 2.5% of the BA Base (Step 0) each year, accumulative for each year that he/she has exceeded the available step in his/her educational lane. This career incremental pay shall be defined as longevity pay and indicated on the employee’s contract.

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 educational credit with the Superintendent.

D. METHOD OF PAYMENT:

1. All professional employees shall be paid on a twelve month basis, per contract agreement.
2. Employees shall be paid in one installment on the twentieth (20th) day of each calendar month, unless such date falls on a Saturday, Sunday, or during a vacation period, then to fall on the last working day prior to the twentieth (20th) with the exception of September. Calendar years when the twentieth (20th) of September falls on Saturday, Sunday or during a vacation period, then payroll payment will be on the following first working day. Employees shall receive their checks directly into their bank accounts or at their regular building and on regular school days unless otherwise designated, in writing, by the employee.
3. Summer checks, other than for summer school teachers, shall be directly deposited or mailed to the address as designated by the employee.

E. EXTENDED CONTRACT RATE

The regular salary schedule as set forth in Schedule A is based upon the regular in-school work year of one hundred ninety (190) days. Any employee whose assignment exceeds the regular employee in-school work year will be granted additional compensation as follows:

The extended work year shall be at a per diem rate and the extended work days shall be paid at the per diem rate. For example, if the work year is one hundred ninety (190) days, then someone contracted for two hundred (200) days shall receive ten (10) times the regular salary divided by one hundred ninety (190).

Teacher members of the District's Teacher Quality Committee shall be compensated at an hourly rate, based on the average per diem rate of the teacher members of the committee, for attendance at meetings of the Teacher Quality Committee, provided that such meetings are held outside the regular work day.

ARTICLE #9 – SUPPLEMENTAL PAY

A. EXTRA-CURRICULAR ACTIVITIES:

1. Approved activities. The Board and Association agree that the extra-curricular activities and classification assignments as listed in Schedule “C-1” and “C-2,” which are attached hereto and made a part thereof, are official school sponsored activities.
Job-related positions which are asterisked on Schedule “C-1” and “C-2” may be resigned when a qualified replacement is secured.
 - a. Supplemental and extra duty assignments shall be compensated according to the rate of pay as stipulated in Schedule “B-1,” which is attached hereto and made a part thereof.
 - b. At the beginning of each school year, each employee on the extra-curricular schedule shall advance one step until he or she reaches the top of the schedule.
2. Employees new to the system shall receive up to ten (10) years credit for previous outside related extra-curricular experience. More years may be added at the discretion of the employer.
Employees returning to the system or returning to extra-curricular positions shall receive full credit for all prior related experience in Knoxville.

B. EMPLOYEE TRAVEL EXPENSE REIMBURSEMENT:

1. All employees who are assigned more than one (1) school per day shall be reimbursed at the State of Iowa rate per mile for all miles driven between assigned school buildings. Mileage from the employee’s home to the first building assignment and from the last building assignment to his home shall be excluded.
2. State of Iowa reimbursement rate per mile shall be given for use of personal cars for field trips, extra-curricular activities or other school business as may be requested by the employee’s immediate supervisor and/or Superintendent.

ARTICLE #10 – INSURANCE

- A. The Board of Education shall select insurance carrier(s) for group insurance coverage of all employees.
- B. Group insurance coverage shall include, but not be limited to:
 - 1. Health, Accident and Medical
 - 2. Major Medical
 - 3. Term Life
 - 4. Dental
 - 5. Long Term Disability
 - 6. Workmen’s Compensation
 - 7. Liability
- C. Premium Participation:
 - 1. The Board shall pay the single rate premium for covered employees for:
 - a. Health, Accident, Medical and Major Medical
 - b. Term Life (\$20,000)
 - c. Dental
 - 2. The Board shall pay all premiums for the following employee coverage:
 - a. Long Term Disability
 - b. Workers’ Compensation
 - c. Liability
 - 3. The employee shall have the option of selecting dependent coverage. The Board shall pay 55% of the monthly premium for family/dependent health insurance. The employee will pay 45% of the monthly premium through payroll deduction.
- D. Qualifications of Coverage:

Coverage listed in Article 10, paragraph B, shall continue with the same limits as in the previous insurance contract year. Coverage limits will be defined as deductibles, out-of-pocket expense limits, lifetime benefit limit, maximum number of visits per year for specific services, co-payment amounts, maximum amount of monetary benefits for specific procedures, and co-insurance percentages.

 - 1. If the state legislature sets a state-wide insurance policy for all school districts, then a committee with equal representation of district representatives and KEA leadership will examine the state-wide option for cost-effectiveness and coverage.
 - 2. The Board shall pay no more than one-half (1/2) of the premium amounts listed in paragraphs C-1 and C-3 above for certified staff contracted on a half-time basis.

ARTICLE #11- SICK LEAVE

A. ACCUMULATION OF SICK LEAVE:

Employees may use personal sick leave when they are physically unable to work due to illness. Employees can accumulate a maximum of 105 sick days at any given time. Sick leave accumulates per the following schedule:

| | <u>CONTRACT 10 MONTHS OR LESS</u> | <u>CONTRACT 11 MONTHS</u> | <u>CONTRACT 12 MONTHS</u> |
|------------------------------------|---|-------------------------------|-------------------------------|
| 1 st year of employment | 15 days | 16 days | 18 days |
| Each subsequent year | 15 days | 16 days | 18 days |
| Accumulative to a maximum of | 105 days | 105 days | 105 days |

The minimum unit of usage of accumulated sick leave shall be one-half (1/2) day. The Board of Education may, at its discretion, require such reasonable evidence as it may desire confirming the necessity for such sick leave or absence.

B. MATERNITY SICK LEAVE:

Pregnancies shall be treated as any other medically related disability and will be covered by sick leave while the employee is physically unable to work.

NOTE: It is hereby understood by both parties that effective July 1, 1984, coverage for Long Term Disability Insurance shall become effective on the first day following the full use of the individual employee's accumulated sick leave, with no further waiting period.

ARTICLE #12 – TEMPORARY LEAVE OF ABSENCE

A. PAID LEAVE:

As of the beginning of the 1976-1977 school year, employees shall be entitled to the following temporary, non-accumulative leaves of absences with full pay each school year:

1. PERSONAL AND LEGAL BUSINESS:

If approved by the immediate supervisor or the Superintendent or his designee, certified personnel shall be granted leave of absence at full pay for personal and legal business that cannot be conducted when school is not in session.

Said leave shall not be approved for the first or last day of the semester or on the day immediately preceding or following holidays, except in cases of emergencies.

Said leave shall not exceed two (2) days per year unless there is unused leave from the previous year. Unused leave, combined with annual personal leave, may accumulate to a maximum of four (4) days available in a single year. No more than two (2) days may be carried over from the previous year. Requests for personal and legal business must be made on a form provided by the employer at least three (3) days in advance except in emergency situations.

2. COURT APPEARANCE:

Any employee who is subpoenaed in any judicial proceeding, except judicial proceedings involving the Association and/or Board of Education, shall be granted leave of absence with full pay for said school work days. Any fees or remuneration the employee receives during such leave shall be turned over to the school district.

3. PROFESSIONAL LEAVE:

Certified personnel are encouraged to attend a reasonable number of conferences and workshops related to their assignment, visit other schools to view exemplary programs, or attend seminars conducted by colleges, universities or other educational institutions or organizations. Said professional leave shall be at full pay if approved by their immediate supervisor and/or Superintendent.

Requests for professional leave should be made at least five (5) working days prior to the time the leave will occur.

4. FUNERALS:

Certified personnel shall be granted leave of absence at full pay for funerals if approved by the immediate supervisor and/or Superintendent of Schools. In the event of a death in the immediate family or household, certified personnel shall be granted leave of absence at full pay for attendance at funerals and for purposes directly arising out of said death. This policy does not apply to accumulated sick leave and will be limited to a maximum of five (5) days for each occurrence.

Immediate family or household shall include those persons living in the same household as the employee, whether or not they are related by blood or adoption, and all persons related to the employee to the second degree of consanguinity; defined as spouse, mother, father, sister, brother, child, grandparent, grandchild; whether natural, adopted, or foster; or any of the above "in-laws"; also, the employee's aunt, uncle, niece, and/or nephew.

Certified personnel shall be granted one day of funeral leave in the event of the death of a friend or relative not included in the preceding paragraphs. This leave is limited to one day per occurrence and three days per year. No days shall be carried over to the next year.

5. IMMEDIATE FAMILY ILLNESS:

Certified personnel shall be granted leave at full pay for illness in the immediate family if approved by the immediate supervisor and/or the Superintendent of Schools. Immediate family shall be defined as individuals who are considered by the employee to be significant family members. This leave will apply to the annual allocation of personal sick leave and shall not exceed the number of sick leave days granted for the current school year. This leave does not apply to accumulated sick leave.

6. ASSOCIATION LEAVE:

Up to eight (8) personal equivalent days shall be available for representatives of the Association to attend conferences, conventions or other activities of the local, state and national affiliated organization. This shall be paid leave. Notice shall be given to the employee's principal at least five (5) days in advance, except in case of emergency.

The Association will reimburse the school district for the costs of substitutes.

Association members elected to a Unit, State, or National affiliated office shall each have up to three (3) personal equivalent days available for the purpose of conducting the duties of that office. This shall be paid leave. Notice shall be given to the employee's principal at least five (5) days in advance, except in case of emergency. The District will be reimbursed by the appropriate branch of the Association for the cost of required substitutes.

ARTICLE #13 – EXTENDED LEAVES OF ABSENCE

- A. Employees may request extended leaves of absence without pay for a period of time to be terminated at the conclusion of the semester during which the leave commenced or for up to one (1) additional semester following the conclusion of the semester in which the leave commenced. An employee shall file an application to the Superintendent. Extended leaves of absence may be granted for health, or family responsibilities, which may include child nurturing or professional growth. The employee's service will resume in accordance with the leave of absence agreement approved by the Superintendent. Additional leave may be granted at the discretion of the Board. When on extended leave, the employee's interest in the retirement funds and accumulated sick leave shall be frozen. Placement on the salary schedule shall be frozen unless the employee has qualified for advancement on the salary schedule. While no additional benefits will be provided by the employer during the leave period, the employee may purchase such benefits. At the conclusion of the extended leave of absence the salary of the employee shall be the salary stated on the salary schedule for the step and class for which the employee had qualified at the time of his return from the leave.

Any employee who is granted a leave of absence for a regular school year must indicate a desire to return at the time all other employees sign a contract for the next year.

To be eligible for professional growth leave, an employee must be employed at least three (3) continuous years with the employer.

B. MILITARY SERVICE

Employees shall be granted military leave in accordance with Section 29A.28 of the Code of Iowa.

C. FAMILY LEAVE:

Family Medical Leave Act of 1994

The lawful provisions of the Family Medical Leave Act, in effect as of March 15, 1994, are hereby incorporated into this Agreement by this reference. This inclusion shall in no way reduce or adversely impact any other provisions of this Agreement or current policy.

D. ASSOCIATION LEAVE:

A leave of absence without pay for up to two (2) years shall be granted for the purpose of serving as an elected officer of the State (ISEA) or National (NEA) Association. Return rights will be the same as those in Section A of this article.

ARTICLE #14 – EMPLOYEE WORK YEAR

A. IN- SCHOOL WORK YEAR:

1. The in-school work year for employees on a ten (10) month basis (other than new personnel who may be required to attend an additional one (1) day of orientation) shall not exceed one hundred ninety (190) days.
2. The in-school work year shall include those days on which the employee's presence is required.
3. Beginning with the 2003-04 school year, employees on a ten (10) month basis shall work one additional day, to be used for professional development purposes, making the total work year one hundred ninety-one (191) days if the State of Iowa allocates funding for Teacher Quality Professional Development that covers the cost of this one (1) per diem paid day.

B. HOLIDAYS

1. All regular and extended contracts shall include the following paid holidays:
 - a. Labor Day
 - b. Thanksgiving
 - c. Christmas
 - d. New Year's Day
 - e. Memorial Day

*The District Calendar will maintain Good Friday as a non-working day.

C. CALENDAR:

1. A school calendar shall be issued to the employees at the time of issuing of contracts.

D. Employee's attendance will not normally be required whenever student attendance is not required due to severe weather.

ARTICLE #15 – EMPLOYEE WORKDAY

A. TIMES:

The normal workday shall begin at 7:45 a.m. and end at 3:30 p.m. On Friday afternoons and days preceding holidays or vacations, teachers may leave after the buses have left their respective building unless there are conferences with parents or students or other scheduled meetings.

B. An equivalent of forty-five (45) minutes every two weeks may be set aside by the building principal and/or Superintendent of Schools for building or general faculty meetings. These faculty meetings may be held before or after the regular school day at the discretion of the building principal and/or Superintendent. An agenda is to be prepared and provided one day in advance of the faculty meeting, except in emergency situations.

C. A plan for in-service training that will provide some release time will be implemented.

D. Employees shall have a daily duty free lunch period of thirty (30) minutes.

E. Every effort will be made to schedule one or more preparation times during an employee work day. The optimum amount of time would be 40 minutes total.

ARTICLE #16 – EMPLOYEE ASSIGNMENTS

A. NOTIFICATION:

Each employee shall be given notice of his salary schedule placement, tentative class and/or subject assignments for the forthcoming school year not later than thirty (30) days prior to the opening day of school except in case of emergency.

ARTICLE #17 – STAFF REDUCTION

When the employer determines that it is necessary to have a staff reduction, the following procedures shall be followed:

- A. Given the necessity to maintain the most competent and qualified staff available, the employer in determining which employees are to be reduced will consider:
1. The administration shall attempt to accomplish the necessary reduction through attrition.
 2. Teachers hired to substitute for another employee on leave shall be laid off first unless necessary to maintain an existing program.
 3. When qualifications and certifications are relatively equal, layoff will be on the basis of seniority within their classification unless an employee is needed to maintain a program.
 4. When an employee is notified in writing, delivered personally or by certified mail, that he or she is to be laid off and meets the Highly Qualified Teacher Act requirement, if necessary to serve in another classification, the employee will be allowed to “bump” the least senior employee in the classification provided the employee has adequate prior teaching experience in that field and can give adequate evidence of their ability to perform all duties of the other position to maintain the program of the district. Employees requesting to bump another employee must notify the Superintendent of their intent in writing within three working days of their original notification that they are to be laid off. Said notice is not necessarily the notice as required under Chapter 279.13.
- B. **RECALL:**
Teachers shall be recalled in reverse order for open positions in the categories from which they were laid off, and for which they are certified and qualified. Teachers shall retain recall rights for two years from the date they were laid off. Long term substitutes shall have no recall rights.
- C. **SENIORITY:**
Seniority means an employee’s length of full time continuous service with the employer since the employee’s last date of hire. (Date of hire shall mean the date the teacher signed their individual contract.) A part-time teacher shall accrue seniority on a prorated basis.

ARTICLE #18 – HEALTH PROVISIONS

A. PHYSICAL FITNESS – NEW EMPLOYEES:

All new employees, upon initial employment, shall provide satisfactory evidence of physical fitness to perform assigned duties and freedom from communicable disease. Forms for such purpose shall be provided by the employer. Said physical examination shall be by a doctor of medicine of the employee's choice and shall be filed with the Superintendent of Schools no later than August 15th of each calendar year.

Cost of the first physical examination shall be paid by the employee.

B. PHYSICAL FITNESS – CONTINUING EMPLOYEES:

Employees whose physical condition may be questioned by the employer shall present satisfactory medical evidence when requested, and the employer shall pay the cost.

ARTICLE #19 – SAFETY PROVISIONS

A. SAFETY:

The employer shall comply with the federal and Iowa Occupational Safety and Health Acts as amended. Any safety or health claim of an employee or the Association, under either of said Acts, shall not also be subject to the grievance procedure set forth in Article #4.

ARTICLE #20 – FAIR DISMISSAL – JUST CAUSE

No employee will be disciplined, suspended, discharged or demoted without just cause. In the event an employee is interviewed by the administration regarding such contemplated disciplinary action, he or she shall have the right, upon request, to have an Association representative present. If an employee or the Association files any legal proceeding, action or claim in any form other than the grievance procedure of this Agreement, then the employer shall not be required to process the same claim under the grievance procedure of Article #4 of this Agreement.

ARTICLE #21 – EVALUATION PROCEDURES

A. FORMAL EVALUATIONS:

1. Building principals or supervisors shall acquaint employees under their supervision with evaluation procedures to be used and no formal evaluations will take place until such orientation has been completed.
2. Every teacher in his/her first or second year as a classroom teacher (Beginning Teacher) will be evaluated according to the standards established in the Iowa Teacher Quality Program. Required activities include:
 - Initial Meeting – Prior to October 1; review the Beginning Teacher Plan expectations and evaluation timelines.
 - Formal Observations – Three formal observations in Year 1 and Year 2; the third observation must be held prior to the summative evaluation conference (to be completed by March 30).
 - Informal Observations – To be used at the discretion of the administrator.
 - Cumulative Professional Portfolio – Created and maintained by the Beginning Teacher.
 - Summative Conference – Held with first year teachers prior to March 30.
 - Comprehensive Evaluation – Held with second year teachers prior to March 30; the written evaluation shall include the administrator’s licensure recommendation for the teacher.
 - Individual Professional Development Plan – developed prior to October 1 of the following school year.

Every employee after his/her second year as a teacher will be evaluated at least once every three years. All employees who have changed subject areas or who have transferred to a different school and grade level will be evaluated at least one (1) time during the school year. The building principal or his designee shall formally evaluate each employee in writing. A copy of any written formal evaluation will be provided to the employee.

Every “career teacher” in his/her first year of employment in the Knoxville School District will be formally observed at least one (1) time each semester.

3. Each activity/coaching sponsor will be formally evaluated by an assigned building principal, assistant principal, or athletic director during the first year of employment and once every three (3) years thereafter unless further evaluation is requested by the principal, assistant principal, athletic director, coach or sponsor in question.

B. EMPLOYER REPRESENTATIVES:

The appropriate building principal has the responsibility for the formal evaluation of all employees assigned to his building. The building principal may request assistance from other administrators.

C. OBSERVATION:

Observation will be conducted with the full knowledge of the employee. Each formal evaluation shall be preceded by at least one observation of at least twenty (20) minutes in duration. If the employee desires an additional observation of equal length, it shall be provided if such request is made within three (3) days of the observation in question.

D. CONFERENCE:

A conference to discuss formal written evaluations shall be held between the employee and the evaluator. Such conference will be held within five (5) working days of the observation unless unusual circumstances make the conference impossible or inadvisable. Either party may request a delay and reasons for such placed in the employee's file. A copy signed by both parties shall not necessarily mean agreement with the evaluation, but rather awareness of the content.

E. RESPONSES:

If an employee believes his formal evaluation is incomplete or inaccurate, the employee may set forth the objections in writing and have them attached to the evaluation report to be placed in the employee's personnel file. The file copy of such objections shall be signed by both parties to indicate awareness of the content.

Evaluation procedure may be grieved as set forth in Article #4. The evaluation itself shall not be subject to grievance under Article #4.

F. EMPLOYEE REVIEW:

An employee shall have the right to review the contents of his or her evaluation file at reasonable times by making a request in writing to their immediate supervisor. Upon receiving a request to review a file, the supervisor will arrange a mutually agreeable time for the review with the employee. An Association representative may accompany the employee at this review at the employee's request and the supervisor may be accompanied by a management representative at their request. Any complaints directed toward an employee which are placed in the evaluation file shall be called to the employee's attention in writing.

ARTICLE #22 – TRANSFER PROCEDURES

A. DEFINITIONS:

1. A voluntary transfer is the movement of an employee to a different grade level, building or general subject area upon a vacancy therein, at the request of the employee.
2. A vacancy exists when a current position becomes available because of death, retirement, resignation, transfer, termination of an employee, or when a new position is created resulting in an increase in full-time-equivalency within either seniority pool.

B. VACANCIES:

1. If the employer desires to fill a vacancy for the following school year in positions listed in Article 2, Section A-2 of this Agreement, and occurring prior to June 10 of any year, the following procedure shall be followed:
 - a. Written notice of such vacancy, including the position and school location, will be shared with employees as soon as possible. Employees currently working in the district with proper certification will be considered first before other candidates are considered, and they will have ten (10) days to apply for the vacant position. If no employees in the district are certified for the vacant position, the District may pursue other candidates immediately.
 - b. Employees who desire to voluntarily transfer to such vacancies shall submit written request to the Superintendent or designee within ten (10) calendar days of such posting.
 - c. Employees not selected to fill such vacancies will be notified by the Superintendent or designee in writing prior to the filling of such vacancy. The written notification shall include the reason(s) why the employee was not selected to fill the vacancy.
 - d. Before the end of May, teachers will notify their building principal, the Superintendent's Office, and the Association President in writing of positions in which they are interested. During the summer months, a copy of any posted vacancy shall be mailed to the requesting employee and the Association President.
2. Employees who request a voluntary transfer to a vacant position will be considered for that vacancy. The approval of a request for a transfer shall not be automatic. In filling the vacancy, in addition to other relevant factors, consideration will be given to:
 - a. Years of service to Knoxville Community School District.
 - b. Years of satisfactory service in the posted grade level or subject area.The request of an employee shall be granted if it is determined by the administration that the transfer does not conflict with the best interests of the school system.

C. INVOLUNTARY TRANSFERS:

1. If a vacancy cannot be filled by voluntary transfer, involuntary transfers of employees may be made by the employer when such transfers are necessary for the efficient operations of the school system. Any employee so transferred will be notified, as soon as possible, and in writing, of the reasons for such a transfer.
2. The employer shall retain the right to involuntarily transfer or reassign any employee into any certified position of equal or greater pay in which the employee is highly qualified. In considering such decision, the following criteria will be used: licensure, experience, performance as determined by formal and informal evaluations procedures, and seniority. The employee shall carry their seniority into the new assignment.

D. TEMPORARY TRANSFERS:

Nothing in this Agreement shall be construed as restricting the employer from exercising its right to temporarily fill any vacancies occurring during a school year.

ARTICLE #23 – MANAGEMENT RIGHTS

- A. The parties understand and agree that the management of the Knoxville Community School District and the direction of employees covered by this Agreement are the responsibility of the employer which includes but is not limited to: the right to hire, promote, evaluate, demote, transfer, assign and reassign employees, discipline and discharge employees for proper cause, lay off employees; the right to determine the size and location of school district equipment and facilities; the right to determine and implement methods, means and personnel by which the employer's operations are conducted; and the right to establish and require employees to observe reasonable rules and regulations.
- B. The right, power, authorities and duties set forth above are subject only to such limitations as are expressly set forth in this Agreement.

ARTICLE #24 – COMPLIANCE CLAUSES AND DURATION

A. SEPARABILITY:

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

B. PRINTING AGREEMENT:

Copies of this Agreement shall be typed by the Employer. All costs of printing shall be shared equally by both parties. Copies of the printed Agreement shall be presented to all employees now employed.

C. NOTICES:

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement either party shall do so in writing with the means of confirmation of receipt. The following designated addresses or school emails may be designated by a party in written notification to the other party.

1. If by Association, to Board at 309 W. Main, Knoxville, IA 50138.
2. If by Board, to Association at PO Box 592, Knoxville, IA 50138.

D. DURATION PERIOD:

At the request of either party, negotiations of the Master Contract shall be reopened not later than December 1. Such requests shall be made in writing at least ten (10) days prior to the opening of negotiations. Money items are to include salary Schedule "A," Supplemental Pay Schedule "B" and Insurance Article #10. The duration of this contract is for two years, with the exception of the Base Generator, Insurance, and one (1) article of language may be opened by either party.

E. SIGNATURE CLAUSE:

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 15th day of February 2017.

KNOXVILLE EDUCATION ASSOCIATION

BY: Cindy Jergens (President)

BY: Matthew B. Hays (Chief Negotiator)

AND

KNOXVILLE COMMUNITY SCHOOL DISTRICT

BY: Andy J. Schmitt (President)

BY: Cassandra Pearson (Chief Negotiator)

LETTER OF INTENT
PEER REVIEW

To All Concerned: This "Letter of Intent" is agreed to by the Knoxville Education Association and the Knoxville Board of Education. The letter serves as guidance regarding recent legislation that calls for peer reviews of teachers in Iowa. Action by the Iowa Department of Education and/or the Iowa Legislature will determine whether or not this clause is included in future contracts.

"The district will conduct annual reviews of every non-probationary teacher's performance. The first and second years of such reviews will be conducted by a peer group of teachers. The selection of a peer reviewer or peer review team will be a collaborative effort of the teacher and building principal. Peer reviews shall be constructive and confidential and shall not be the basis for recommending that a teacher participate in an intensive assistance program, and shall not be used to determine the compensation, promotion, layoff, or termination of a teacher, or any other determination affecting a teacher's employment status. Documentation from the review shall be given to the teacher at the time of the review.

The third year of the review shall include a comprehensive evaluation conducted by the building principal or designee.

Nothing contained in the previous paragraphs shall prohibit the building principal (or designee) from conducting informal and/or formal observations at any time during a teacher's employment and using information gathered during those observations in the evaluation of a teacher that may be used to determine the compensation, promotion, layoff or termination of a teacher."

2016-17 Salary Schedules - Salary Schedule

| 2016-17 Salary Schedule | | | | | | |
|-------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| | Lane 1 | Lane 2 | Lane 3 | Lane 4 | Lane 5 | Lane 6 |
| | BA | BA +12 | BA + 24 | BA + 45/MA | MA + 15 | MA + 30 |
| 0 | \$29,500.00 | \$30,385.00 | \$31,270.00 | \$32,155.00 | \$33,040.00 | \$33,925.00 |
| | \$35,185.00 | \$36,070.00 | \$36,955.00 | \$37,840.00 | \$38,725.00 | \$39,610.00 |
| 1 | \$30,680.00 | \$31,600.40 | \$32,520.80 | \$33,441.20 | \$34,361.60 | \$35,282.00 |
| | \$36,365.00 | \$37,285.40 | \$38,205.80 | \$39,126.20 | \$40,046.60 | \$40,967.00 |
| 2 | \$31,860.00 | \$32,815.80 | \$33,771.60 | \$34,727.40 | \$35,683.20 | \$36,639.00 |
| | \$37,545.00 | \$38,500.80 | \$39,456.60 | \$40,412.40 | \$41,368.20 | \$42,324.00 |
| Hiring Step 3 | \$33,040.00 | \$34,031.20 | \$35,022.40 | \$36,013.60 | \$37,004.80 | \$37,996.00 |
| | \$38,725.00 | \$39,716.20 | \$40,707.40 | \$41,698.60 | \$42,689.80 | \$43,681.00 |
| 4 | \$34,220.00 | \$35,246.60 | \$36,273.20 | \$37,299.80 | \$38,326.40 | \$39,353.00 |
| | \$39,905.00 | \$40,931.60 | \$41,958.20 | \$42,984.80 | \$44,011.40 | \$45,038.00 |
| 5 | \$35,400.00 | \$36,462.00 | \$37,524.00 | \$38,586.00 | \$39,648.00 | \$40,710.00 |
| | \$41,085.00 | \$42,147.00 | \$43,209.00 | \$44,271.00 | \$45,333.00 | \$46,395.00 |
| 6 | \$36,580.00 | \$37,677.40 | \$38,774.80 | \$39,872.20 | \$40,969.60 | \$42,067.00 |
| | \$42,265.00 | \$43,362.40 | \$44,459.80 | \$45,557.20 | \$46,654.60 | \$47,752.00 |
| 7 | \$37,760.00 | \$38,892.80 | \$40,025.60 | \$41,158.40 | \$42,291.20 | \$43,424.00 |
| | \$43,445.00 | \$44,577.80 | \$45,710.60 | \$46,843.40 | \$47,976.20 | \$49,109.00 |
| 8 | \$38,940.00 | \$40,108.20 | \$41,276.40 | \$42,444.60 | \$43,612.80 | \$44,781.00 |
| | \$44,625.00 | \$45,793.20 | \$46,961.40 | \$48,129.60 | \$49,297.80 | \$50,466.00 |
| 9 | \$40,120.00 | \$41,323.60 | \$42,527.20 | \$43,730.80 | \$44,934.40 | \$46,138.00 |
| | \$45,805.00 | \$47,008.60 | \$48,212.20 | \$49,415.80 | \$50,619.40 | \$51,823.00 |
| 10 | \$41,300.00 | \$42,539.00 | \$43,778.00 | \$45,017.00 | \$46,256.00 | \$47,495.00 |
| | \$46,985.00 | \$48,224.00 | \$49,463.00 | \$50,702.00 | \$51,941.00 | \$53,180.00 |
| 11 | \$42,480.00 | \$43,754.40 | \$45,028.80 | \$46,303.20 | \$47,577.60 | \$48,852.00 |
| | \$48,165.00 | \$49,439.40 | \$50,713.80 | \$51,988.20 | \$53,262.60 | \$54,537.00 |
| 12 | \$43,660.00 | \$44,969.80 | \$46,279.60 | \$47,589.40 | \$48,899.20 | \$50,209.00 |
| | \$49,345.00 | \$50,654.80 | \$51,964.60 | \$53,274.40 | \$54,584.20 | \$55,894.00 |
| 13 | | \$46,185.20 | \$47,530.40 | \$48,875.60 | \$50,220.80 | \$51,566.00 |
| | | \$51,870.20 | \$53,215.40 | \$54,560.60 | \$55,905.80 | \$57,251.00 |
| 14 | | \$47,400.60 | \$48,781.20 | \$50,161.80 | \$51,542.40 | \$52,923.00 |
| | | \$53,085.60 | \$54,466.20 | \$55,846.80 | \$57,227.40 | \$58,608.00 |
| 15 | | \$48,616.00 | \$50,032.00 | \$51,448.00 | \$52,864.00 | \$54,280.00 |
| | | \$54,301.00 | \$55,717.00 | \$57,133.00 | \$58,549.00 | \$59,965.00 |
| 16 | | | | \$53,055.75 | \$54,516.00 | \$55,976.25 |
| | | | | \$58,740.75 | \$60,201.00 | \$61,661.25 |

2016-17 Salary Schedules - Supplemental Salary Schedule

| 2016-17 Supplemental Salary Schedule | | | | | | | |
|--------------------------------------|------------|------------|------------|------------|------------|------------|------------|
| 29500 | | | | | | | |
| | CLASS A | CLASS B | CLASS D | CLASS E | CLASS F | CLASS G | CLASS H |
| 0 | \$590.00 | \$737.50 | \$1,032.50 | \$1,180.00 | \$1,327.50 | \$1,475.00 | \$1,622.50 |
| 1 | \$708.00 | \$855.50 | \$1,150.50 | \$1,298.00 | \$1,445.50 | \$1,593.00 | \$1,740.50 |
| 2 | \$826.00 | \$973.50 | \$1,268.50 | \$1,416.00 | \$1,563.50 | \$1,711.00 | \$1,858.50 |
| 3 | \$944.00 | \$1,091.50 | \$1,386.50 | \$1,534.00 | \$1,681.50 | \$1,829.00 | \$1,976.50 |
| 4 | \$1,062.00 | \$1,209.50 | \$1,504.50 | \$1,652.00 | \$1,799.50 | \$1,947.00 | \$2,094.50 |
| 5 | | | | | \$1,917.50 | \$2,065.00 | \$2,212.50 |
| 6 | | | | | \$2,035.50 | \$2,183.00 | \$2,330.50 |
| 7 | | | | | \$2,153.50 | \$2,301.00 | \$2,448.50 |
| 8 | | | | | | | \$2,566.50 |
| 9 | | | | | | | \$2,684.50 |
| | CLASS I | CLASS J | CLASS K | CLASS L | CLASS M | CLASS T | CLASS U |
| 0 | \$1,770.00 | \$1,917.50 | \$2,065.00 | \$2,212.50 | \$2,360.00 | \$4,277.50 | \$4,572.50 |
| 1 | \$1,888.00 | \$2,035.50 | \$2,183.00 | \$2,330.50 | \$2,478.00 | \$3,097.50 | \$4,720.00 |
| 2 | \$2,006.00 | \$2,153.50 | \$2,301.00 | \$2,448.50 | \$2,596.00 | \$4,572.50 | \$4,867.50 |
| 3 | \$2,124.00 | \$2,271.50 | \$2,419.00 | \$2,566.50 | \$2,714.00 | \$4,720.00 | \$5,015.00 |
| 4 | \$2,242.00 | \$2,389.50 | \$2,537.00 | \$2,684.50 | \$2,832.00 | \$4,867.50 | \$5,162.50 |
| 5 | \$2,360.00 | \$2,507.50 | \$2,655.00 | \$2,802.50 | \$2,950.00 | \$5,015.00 | \$5,310.00 |
| 6 | \$2,478.00 | \$2,625.50 | \$2,773.00 | \$2,920.50 | \$3,068.00 | \$5,162.50 | \$5,457.50 |
| 7 | \$2,596.00 | \$2,743.50 | \$2,891.00 | \$3,038.50 | \$3,186.00 | \$5,310.00 | \$5,605.00 |
| 8 | \$2,714.00 | \$2,861.50 | \$3,009.00 | \$3,156.50 | \$3,304.00 | \$5,457.50 | \$5,752.50 |
| 9 | \$2,832.00 | \$2,979.50 | \$3,127.00 | \$3,274.50 | \$3,422.00 | \$5,605.00 | \$5,900.00 |

2016-17 Salary Schedules - Schedule C-1

SCHEDULE "C-1"

Knoxville CSD Extra Curricular Assignments Classifications and Assignment Titles

CLASS "A"
 MIDDLE SCHOOL ADVISORY CO-SPONSORS
 NINTH GRADE CLASS SPONSOR
 SOPHOMORE CLASS SPONSOR
 HIGH SCHOOL PANTHER CLUB SPONSOR
 HIGH SCHOOL PANTHER PRESS
 HIGH SCHOOL NATIONAL HONOR SOCIETY DIRECTOR
 MIDDLE SCHOOL VOCAL MUSIC DIRECTOR

CLASS "B"
 SENIOR CLASS CO-SPONSOR
 SENIOR CLASS CO-SPONSOR

CLASS "D"
 MIDDLE SCHOOL INSTRUMENTAL

CLASS "E"
 HIGH SCHOOL CAMERA CLUB SPONSOR
 HIGH SCHOOL SCIENCE CLUB SPONSOR
 HIGH SCHOOL FCCLA SPONSOR
 HIGH SCHOOL STUDENT SENATE SPONSOR
 JUNIOR CLASS ASSISTANT SPONSOR
 MIDDLE SCHOOL ANNUAL CO-SPONSOR
 MIDDLE SCHOOL ANNUAL CO-SPONSOR

CLASS "F"
 JUNIOR CLASS SPONSOR, CHAIRPERSON
 HIGH SCHOOL SPEECH SPONSOR
 VARSITY FLAG SPONSOR

CLASS "G"
 DRUM LINE SPONSOR

CLASS "H"
 HIGH SCHOOL DRILL TEAM SPONSOR

CLASS "I"
 HIGH SCHOOL DEBATE SPONSOR
 HIGH SCHOOL FFA SUPERVISOR
 HIGH SCHOOL ANNUAL SPONSOR

CLASS "L"
 HIGH SCHOOL DRAMA SPONSOR

CLASS "T"
 *HIGH SCHOOL VOCAL MUSIC SUPERVISOR

CLASS "U"
 *HIGH SCHOOL INSTRUMENTAL MUSIC SUPERVISOR

* Positions are assignable

2016-17 Salary Schedules - Schedule C-2

SCHEDULE "C-2"

Knoxville CSD Athletic Assignments
Classification and Assignment Titles

CLASS "H"

SEVENTH GRADE VOLLEYBALL, ASSISTANT COACH
EIGHTH GRADE VOLLEYBALL, ASSISTANT COACH
SEVENTH GRADE FOOTBALL, ASSISTANT COACH
EIGHTH GRADE FOOTBALL, ASSISTANT COACH
SEVENTH GRADE BOYS BASKETBALL, ASSISTANT COACH
SEVENTH GRADE GIRLS BASKETBALL, ASSISTANT COACH
EIGHTH GRADE BOYS BASKETBALL, ASSISTANT COACH
EIGHTH GRADE GIRLS BASKETBALL, ASSISTANT COACH
MIDDLE SCHOOL WRESTLING, ASSISTANT COACH
VARSITY CHEERLEADER SPONSOR
VARSITY WEIGHT ROOM SUPERVISORS

CLASS "I"

SEVENTH GRADE BOYS TRACK, HEAD COACH
EIGHTH GRADE BOYS TRACK, HEAD COACH
SEVENTH GRADE GIRLS TRACK, HEAD COACH
EIGHTH GRADE GIRLS TRACK, HEAD COACH
SEVENTH GRADE FOOTBALL, HEAD COACH
SEVENTH GRADE BOYS BASKETBALL, HEAD COACH
SEVENTH GRADE GIRLS TRACK, HEAD COACH
EIGHTH GRADE FOOTBALL, HEAD COACH
EIGHTH GRADE BOYS BASKETBALL, HEAD COACH
EIGHTH GRADE GIRLS BASKETBALL, HEAD COACH
NINTH GRADE FOOTBALL, ASSISTANT COACH
SEVENTH GRADE VOLLEYBALL, HEAD COACH
EIGHTH GRADE VOLLEYBALL, HEAD COACH
MIDDLE SCHOOL BASEBALL COACH
MIDDLE SCHOOL SOFTBALL COACH
BOYS AND GIRLS BOWLING COACH
VARSITY CROSS COUNTRY ASSISTANT COACH
MIDDLE SCHOOL CROSS COUNTRY COACH
ASSISTANT VARSITY SOCCER COACH

CLASS "J"

NINTH GRADE BOYS BASKETBALL, HEAD COACH
NINTH GRADE GIRLS BASKETBALL, HEAD COACH
MIDDLE SCHOOL WRESTLING, HEAD COACH

CLASS "K"

NINTH GRADE FOOTBALL, HEAD COACH
NINTH GRADE VOLLEYBALL, HEAD COACH
*VARSITY BOYS GOLF, HEAD COACH
*VARSITY GIRLS GOLF, HEAD COACH
*VARSITY BOYS TENNIS, HEAD COACH
*VARSITY GIRLS TENNIS, HEAD COACH
NINTH GRADE BASEBALL, ASSISTANT COACH
NINTH GRADE SOFTBALL, ASSISTANT COACH

CLASS "M"

VARSITY VOLLEYBALL, ASSISTANT COACH
VARSITY BASEBALL, ASSISTANT COACH
VARSITY SOFTBALL, ASSISTANT COACH
VARSITY GIRLS BASKETBALL, ASSISTANT COACH
VARSITY BOYS BASKETBALL, ASSISTANT COACH
VARSITY FOOTBALL, ASSISTANT COACH
VARSITY FOOTBALL, ASSISTANT COACH
VARSITY WRESTLING, ASSISTANT COACH
VARSITY BOYS SOCCER, HEAD COACH
VARSITY GIRLS SOCCER, HEAD COACH
SOPHOMORE FOOTBALL, HEAD COACH
SOPHOMORE BOYS BASKETBALL, HEAD COACH
SOPHOMORE GIRLS BASKETBALL, HEAD COACH
VARSITY BOYS TRACK, ASSISTANT COACH
VARSITY GIRLS TRACK, ASSISTANT COACH
VARSITY CROSS COUNTRY, HEAD COACH

CLASS "U"

*VARSITY BASEBALL, HEAD COACH
*VARSITY SOFTBALL, HEAD COACH
*VARSITY VOLLEYBALL, HEAD COACH
*VARSITY BOYS BASKETBALL, HEAD COACH
*VARSITY GIRLS BASKETBALL, HEAD COACH
*VARSITY FOOTBALL, HEAD COACH
*VARSITY WRESTLING, HEAD COACH
*VARSITY BOYS TRACK, HEAD COACH
*VARSITY GIRLS TRACK, HEAD COACH

* Positions are assignable