

2022-2025

MASTER CONTRACT

BETWEEN THE

NORTHEAST COMMUNITY

SCHOOL DISTRICT

AND THE

NORTHEAST COMMUNITY

EDUCATION ASSOCIATION

ARTICLE I

WAGES AND SALARIES

- 1.1 The salary of each employee covered by the regular salary schedule is set forth in Appendix A which is attached hereto and made a part of thereof.
- 1.2 Each employee shall be paid in twenty-four (24) equal installments on the fifth (5th) and twentieth (20th) of each month. Employees shall receive their checks at their regular building on regular school days. Employees may choose to have direct deposit of their checks and receive their deposit notice at their regular building on regular school days.
 - A. When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.
 - B. Each employee leaving the District shall have the option of receiving all or any part of his/her earned, contracted salary on the last pay period of the in-school work year.
 - 1. The Board must be notified thirty (30) days in advance of the last pay period of the in-school year.
- 1.3 The extra-curricular activities listed in Appendix B are official school sponsored activities.

ARTICLE II

DURATION OF CONTRACT AND SIGNATURE

- 2.1 This Agreement shall become effective as of July 1, 2022, and shall continue in effect until June 30, 2025. During each year of the term of this Agreement, Article I – Wages and Salaries – shall be open and subject to negotiations.
- 2.2 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 16th day of May, 2022.


**NORTHEAST COMMUNITY
EDUCATION ASSOCIATION**


By Its President


By Its Chief Negotiator

NORTHEAST BOARD OF EDUCATION


By Its President


By Its Chief Negotiator

APPENDIX A

2022-2023 SALARY SCHEDULE

	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA + 30
	34,063.97								
	31,555.02	<i>Base</i>							
	2,508.95	<i>TSS</i>							
Row 1	34,063.97	35,085.89	36,107.81	37,129.73	39,173.57	40,195.48	41,217.40	42,239.32	43,261.24
Index	1	1.03	1.06	1.09	1.15	1.18	1.21	1.24	1.27
Row 2	35,426.53	36,448.45	37,470.37	38,492.29	40,536.12	41,558.04	42,579.96	43,601.88	44,623.80
Index	1.04	1.07	1.1	1.13	1.19	1.22	1.25	1.28	1.31
Row 3	36,789.09	37,811.01	38,832.93	39,854.84	41,898.68	42,920.60	43,942.52	44,964.44	45,986.36
Index	1.08	1.11	1.14	1.17	1.23	1.26	1.29	1.32	1.35
Row 4	38,151.65	39,173.57	40,195.48	41,217.40	43,261.24	44,283.16	45,305.08	46,327.00	47,348.92
Index	1.12	1.15	1.18	1.21	1.27	1.3	1.33	1.36	1.39
Row 5	39,514.21	40,536.12	41,558.04	42,579.96	44,623.80	45,645.72	46,667.64	47,689.56	48,711.48
Index	1.16	1.19	1.22	1.25	1.31	1.34	1.37	1.4	1.43
Row 6	40,876.76	41,898.68	42,920.60	43,942.52	45,986.36	47,008.28	48,030.20	49,052.12	50,074.04
Index	1.2	1.23	1.26	1.29	1.35	1.38	1.41	1.44	1.47
Row 7	42,239.32	43,261.24	44,283.16	45,305.08	47,348.92	48,370.84	49,392.76	50,414.68	51,436.59
Index	1.24	1.27	1.3	1.33	1.39	1.42	1.45	1.48	1.51
Row 8	43,601.88	44,623.80	45,645.72	46,667.64	48,711.48	49,733.40	50,755.32	51,777.23	52,799.15
Index	1.28	1.31	1.34	1.37	1.43	1.46	1.49	1.52	1.55
Row 9	44,964.44	45,986.36	47,008.28	48,030.20	50,074.04	51,095.96	52,117.87	53,139.79	54,161.71
Index	1.32	1.35	1.38	1.41	1.47	1.5	1.53	1.56	1.59
Row 10	46,327.00	47,348.92	48,370.84	49,392.76	51,436.59	52,458.51	53,480.43	54,502.35	55,524.27
Index	1.36	1.39	1.42	1.45	1.51	1.54	1.57	1.6	1.63

Row 11	48,711.48	49,733.40	50,755.32	52,799.15	53,821.07	54,842.99	55,864.91	56,886.83
Index	1.43	1.46	1.49	1.55	1.58	1.61	1.64	1.67
Row 12	50,074.04	51,095.96	52,117.87	54,161.71	55,183.63	56,205.55	57,227.47	58,249.39
Index	1.47	1.5	1.53	1.59	1.62	1.65	1.68	1.71
Row 13		52,458.51	53,480.43	55,524.27	56,546.19	57,568.11	58,590.03	59,611.95
Index		1.54	1.57	1.63	1.66	1.69	1.72	1.75
Row 14		52,799.15	53,821.07	56,886.83	57,908.75	58,930.67	59,952.59	60,974.51
Index		1.55	1.58	1.67	1.7	1.73	1.76	1.79
Row 15		53,139.79	54,161.71	57,227.47	58,249.39	59,271.31	60,293.23	61,315.15
Index		1.56	1.59	1.68	1.71	1.74	1.77	1.8
Row 16		53,480.43	54,502.35	57,568.11	58,590.03	59,611.95	60,633.87	61,655.79
Index		1.57	1.6	1.69	1.72	1.75	1.78	1.81
Row 17		53,821.07	54,842.99	57,908.75	58,930.67	59,952.59	60,974.51	61,996.43
Index		1.58	1.61	1.7	1.73	1.76	1.79	1.82
Row 18		54,161.71	55,183.63	58,249.39	59,271.31	60,293.23	61,315.15	62,337.07
Index		1.59	1.62	1.71	1.74	1.77	1.8	1.83
Row 19		54,502.35	55,524.27	58,590.03	59,611.95	60,633.87	61,655.79	62,677.70
Index		1.6	1.63	1.72	1.75	1.78	1.81	1.84
Row 20		54,842.99	55,864.91	58,930.67	59,952.59	60,974.51	61,996.43	63,018.34
Index		1.61	1.64	1.73	1.76	1.79	1.82	1.85
Row 21		55,183.63	56,205.55	59,271.31	60,293.23	61,315.15	62,337.07	63,358.98
Index		1.62	1.65	1.74	1.77	1.8	1.83	1.86
Row 22		55,524.27	56,546.19	59,611.95	60,633.87	61,655.79	62,677.70	63,699.62
Index		1.63	1.66	1.75	1.78	1.81	1.84	1.87

Row 23	55,864.9 1	56,886.8 3	59,952.59	60,974.51	61,996.43	63,018.34	64,040.26
Index	1.64	1.67	1.76	1.79	1.82	1.85	1.88
Row 24	56,205.5 5	57,227.4 7	60,293.23	61,315.15	62,337.07	63,358.98	64,380.90
Index	1.65	1.68	1.77	1.8	1.83	1.86	1.89
Row 25	56,546.1 9	57,568.1 1	60,633.87	61,655.79	62,677.70	63,699.62	64,721.54
Index	1.66	1.69	1.78	1.81	1.84	1.87	1.9
Row 26	56,886.8 3	57,908.7 5	60,974.51	61,996.43	63,018.34	64,040.26	65,062.18
Index	1.67	1.7	1.79	1.82	1.85	1.88	1.91
Row 27	57,227.4 7	58,249.3 9	61,315.15	62,337.07	63,358.98	64,380.90	65,402.82
Index	1.68	1.71	1.8	1.83	1.86	1.89	1.92
Row 28	57,568.1 1	58,590.0 3	61,655.79	62,677.70	63,699.62	64,721.54	65,743.46
Index	1.69	1.72	1.81	1.84	1.87	1.9	1.93
Row 29	57,908.7 5	58,930.6 7	61,996.43	63,018.34	64,040.26	65,062.18	66,084.10
Index	1.7	1.73	1.82	1.85	1.88	1.91	1.94
Row 30	58,249.3 9	59,271.3 1	62,337.07	63,358.98	64,380.90	65,402.82	66,424.74
Index	1.71	1.74	1.83	1.86	1.89	1.92	1.95
Row 31			62,677.70	63,699.62	64,721.54	65,743.46	66,765.38
Index			1.84	1.87	1.9	1.93	1.96
Row 32			63,018.34	64,040.26	65,062.18	66,084.10	67,106.02
Index			1.85	1.88	1.91	1.94	1.97
Row 33			63,358.98	64,380.90	65,402.82	66,424.74	67,446.66
Index			1.86	1.89	1.92	1.95	1.98
Row 34			63,699.62	64,721.54	65,743.46	66,765.38	67,787.30
Index			1.87	1.9	1.93	1.96	1.99

Row 35	64,040.26	65,062.18	66,084.10	67,106.02	68,127.94
Index	1.88	1.91	1.94	1.97	2

**APPENDIX B
2022-2023 SUPPLEMENTAL DUTIES AND PAY**

Decimals applied to Appendix B base salary of \$28,455.58

1. High School Sports

Boys Baseball

Head Varsity Coach	0.140
Assistant HS Coach	0.100
Assistant HS Coach	0.100

Girls Softball

Head Varsity Coach	0.140
Assistant HS Coach	0.100
Assistant HS Coach	0.100

Boys Basketball

Head Varsity Coach	0.160
Assistant HS Coach	0.110
Assistant HS Coach	0.110

Girls Basketball

Head Varsity Coach	0.160
Assistant HS Coach	0.110
Assistant HS Coach	0.110

Football

Head Varsity Coach	0.160
Assistant HS Coach	0.110
Assistant HS Coach	0.110
Assistant HS Coach	0.110

Boys Track

Head Varsity Coach	0.140
Assistant HS Coach	0.100

Girls Track

Head Varsity Coach	0.140
Assistant HS Coach	0.100

Volleyball

Head Varsity Coach	0.160
Assistant HS Coach	0.110
Assistant HS Coach	0.110

<u>Wrestling</u>		
Head Varsity Coach		0.160
Assistant HS Coach		0.110
<u>Boys/Girls Cross Country</u>		
Head Varsity Coach		0.110
Assistant HS Coach		0.090
<u>Boys Golf</u>		
Head Varsity Coach		0.110
<u>Girls Golf</u>		
Head Varsity Coach		0.110
<u>Boys Soccer</u>		
Head Varsity Coach		0.110
<u>Girls Soccer</u>		
Head Varsity Coach		0.110

2. Middle School Sports

<u>Boys Baseball</u>		
8 th Grade Coach		0.070
7 th Grade Coach		0.070
<u>Girls Softball</u>		
8 th Grade Coach		0.070
7 th Grade Coach		0.070
<u>Boys Basketball</u>		
8 th Grade Coach		0.070
7 th Grade Coach		0.070
<u>Girls Basketball</u>		
8 th Grade Coach		0.070
7 th Grade Coach		0.070
<u>Football</u>		
8 th Grade Coach		0.070
7 th Coach		0.070
<u>Boys Track</u>		
8 th Grade Coach		0.070
7 th Grade Coach		0.070
<u>Girls Track</u>		
8 th Grade Coach		0.070
7 th Grade Coach		0.070

<u>Volleyball</u>	
8 th Grade Coach	0.070
7 th Grade Coach	0.070

<u>Wrestling</u>	
8 th Grade Coach	0.070
7 th Grade Coach	0.070

3. Other Activities

<u>Bands</u>	
Director (Concert Band), Pep Band (Football and Basketball games), Jazz Band, (Contest)	0.140

<u>Contest Speech</u>	
Director	0.140
Assistant Speech Director	0.070

<u>Drama</u>	
Director Play	0.070
Director Musical	0.070
Assistant Drama Director	0.020

<u>Vocal Music</u>	
Director (Concerts, Swing Choir, Contest) <i>(this position and its total percentage payment may, at the discretion of the District, be divided between multiple employees)</i>	0.140

4. Advisors/Advisers

Annual (The Rebel) Adviser	0.040
Cheerleader Adviser (Senior High)	0.100
Cheerleader Adviser (Middle School)	0.020
Junior Class Advisors (2)	0.020
FBLA and FFA	0.040
Honor Society Advisor	0.020
Information and Technology (IT) Club	0.010
Music (Elementary)	0.025
Other Club Advisors	0.010
Student Council Advisor (Senior High)	0.030
Student Council Advisor (Middle School)	0.020
Sr. Class Sponsor	0.020
Travel Advisor	0.020
SADD Advisor	0.015
TAG Advisor.....	0.010