

EMPLOYMENT INFORMATION

SALARY

- A. Salary Schedule: The salary of each teacher will be determined by the salary schedule.
- B. Initial Placement: New teachers will be credited with up to 10 previous years of appropriate experience and placed on the schedule accordingly.
- C. Base Salary: The 2006/2007 school year base salary \$27,675.
- D. Extra Duty: Extra Duty salary will be in accordance with the provisions of the extra duty/extra curricular salary schedule.
- E. Extended Contracts: Salary for the extended contract will be a pro-rated extension of the teacher's monthly rate of pay for the annual employment period.

BENEFITS

- A. Health Insurance: The Board will provide NSEA Blue Cross Blue Shield health and dental insurance. The Board will pay the full health insurance premium for each full time teacher and for his/her dependent insurance coverage. All part-time teachers working 50% or more shall receive health insurance contributions in the same percentage as their employment.
- B. Life Insurance: The board provides group life insurance protection in the amount of \$15,000.00 to each full time teacher.
- C. Disability Insurance: Each teacher will purchase the long-term disability insurance provided by the Board.
- D. Complete Annual Coverage: For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of the insurance premiums to provide insurance coverage for the full twelve (12) month period.
- E. Employee Assistance Program (EAP): Best Care EAP is a short-term counseling service to help all employees and their families begin to work through personal problems such as marital conflicts, grief, stress, parenting issues, emotional difficulties, substance abuse, financial troubles, plus more.
- F. Activity Passes: All eligible employees are given an activity pass. This pass will admit the bearer and one guest to NCPS sponsored activities. All eligible employees' children who are of school age will be given a student activity pass.

G. Worker's Compensation Insurance: The school district carries worker's compensation insurance on all regular employees.

H. Retirement: Membership Requirements - All employees of the district must contribute to the School Employees Retirement System.

EMPLOYMENT PERIOD

A. The annual employment period for teachers will be 186.5 contract days.

LEAVES

A. Sick Leave: At the beginning of each school year, each teacher will be credited with 10 days paid sick leave allowance. The unused portion of such allowance shall be accumulated from year to year with a 50 day limitation.

B. Family Sick Leave: Teachers will be able to use sick leave for illness of minor children residing with teacher and catastrophic illness of immediate family member.

C. Family Adoption Leave/Paternity Leave: Each teacher is granted a total of ten days per contract year for adoption leave and five days per contract year for paternity leave. Each day's absence for adoption or paternity leave shall result in the use of one day of sick leave.

D. Personal: Personal leave will consist of two (2) days per year per teacher. The leave will be non-accumulative. Certified staff, who do not use their Personal Leave Days during the school year will be reimbursed \$50 for each unused day.

E. Maternity Leave: Maternal incapacitation is to be determined by a member of the medical profession (MD). Both pre-and post-maternal incapacitation are to be documented by the physician. The post-maternal incapacitation statement shall be provided approximately two weeks after delivery.

Sick leave benefits will be given during the period of documented incapacitation.

Extended leave, without pay, when sick leave is exhausted or undocumented, may be granted for the remainder of that semester or for an entire semester.

No discrimination will be shown toward the women in terms of promotion or tenure in position due to taking maternity leave as provided herein.

F. Professional Leave: A leave of two (2) days will be granted upon request by a teacher to attend events or observe programs which may help a teacher in the performance of his/her classroom or extra duty responsibility.

G. District Wide Professional Day: One additional day of professional leave will be organized by the District.

H. Bereavement: Up to three (3) days of paid leave per occurrence will be granted to each teacher in the event of death of his/her spouse, child, parent, brother, sister, grandparent, brother, sister, uncles, aunt, nephew and niece or in-law. For these deaths, any necessary additional leave shall be taken from sick leave. Up to one (1) day of paid leave per school year will be granted in a case where it is deemed necessary to attend a funeral by the employee and approved by the Administration.

I. Sick Leave Bank: At the beginning of each school year, teachers of at least five (5) years experience in the district may voluntarily contribute to a common sick leave bank. There will be a maximum of 50 sick days per year in the bank which are non accumulative. Teachers who have exhausted their accumulated personal sick leave allowance and personal leave days, may request up to a maximum of ten additional days be withdrawn from the common bank, provided there are sufficient days available in the bank.

J. Emergency Dock Day: An Emergency Dock Day may be granted when situations warrant that a teacher cannot be present in the classroom to fulfill a contract day through no fault of their own