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Jefferson County Board of Education and Jefferson County Teachers Association Addendum (1986)

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Jefferson County Board of Education and Jefferson County Teachers Association Addendum (1986)

Keywords

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Comments

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JEFFERSON COUNTY SCHOOLS
1986-88 Teachers Salary Schedule
Job Family III(185 Days)

1986-87

STEP	RANK III		RANK III+15		RANK II		RANK II+15		RANK I		DOCTORATE	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	INCRMT
0	1.000	15314	1.045	16003	1.150	17611	1.195	18300	1.300	19908	1.365	20904
1	1.000	15314	1.045	16003	1.150	17611	1.195	18300	1.300	19908	1.365	20904
2	1.040	15927	1.085	16616	1.190	18224	1.235	18913	1.340	20521	1.405	21516
3	1.080	16539	1.125	17228	1.230	18836	1.275	19525	1.380	21133	1.445	22129
4	1.120	17152	1.165	17841	1.270	19449	1.315	20138	1.420	21746	1.485	22741
5	1.160	17764	1.205	18453	1.310	20061	1.355	20750	1.460	22358	1.525	23354
6	1.200	18377	1.245	19066	1.350	20674	1.395	21363	1.500	22971	1.565	23966
7	1.240	18989	1.285	19678	1.390	21286	1.435	21976	1.540	23584	1.605	24579
8	1.280	19602	1.325	20291	1.430	21899	1.475	22588	1.580	24196	1.645	25192
9	1.320	20214	1.365	20904	1.470	22512	1.515	23201	1.620	24809	1.685	25804
10	1.380	21133	1.425	21822	1.530	23430	1.575	24120	1.680	25728	1.745	26723
11	1.420	21746	1.465	22435	1.570	24043	1.615	24732	1.720	26340	1.785	27335
12	1.460	22358	1.505	23048	1.610	24656	1.655	25345	1.760	26953	1.825	27948
13	1.500	22971	1.545	23660	1.650	25268	1.695	25957	1.800	27565	1.865	28561
14	1.540	23584	1.585	24273	1.690	25881	1.735	26570	1.840	28178	1.905	29173
15	1.605	24579	1.650	25268	1.755	26876	1.800	27565	1.905	29173	1.970	30169
16	1.645	25192	1.690	25881	1.795	27489	1.840	28178	1.945	29786	2.010	30781

STEP	RANK VII 30 or Less Hours		RANK VI 31-63 Hours		RANK V 64-95 Hours		RANK IV 96-127 Hours	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY
0		.720 11026		.779 11930		.837 12818		.896 13721
1		.759 11623		.818 12527		.876 13415		.935 14319
2		.798 12221		.857 13124		.915 14012		.974 14916
3		.837 12818		.896 13721		.954 14610		1.013 15513
4		.876 13415		.935 14319		.993 15207		1.052 16110
5				.974 14916		1.032 15804		1.091 16708
6						1.071 16401		1.130 17305
7								1.169 17902

\$15314 Base

1. The increment for earned doctorate(Rank I +) in subject fields or areas approved by the State Board of Education for certification purposes.
2. Career incentive increments for credited experience as recognized by the Jefferson County Schools: 1986-87, \$500 for 20 years and an additional \$500 for 25 years.
3. Employees paid on these schedules shall be provided with the choice of a 21- or 26-Pay Plan.

1987-88

STEP	RANK III		RANK III+15		RANK II		RANK II+15		RANK I		DOCTORATE	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	INCRMT
0	1.000	16150	1.045	16877	1.150	18573	1.195	19299	1.300	20995	1.365	22045
1	1.020	16473	1.065	17200	1.170	18896	1.210	19542	1.320	21318	1.385	22815
2	1.040	16796	1.085	17523	1.190	19219	1.235	19945	1.340	21641	1.405	22691
3	1.080	17442	1.125	18169	1.230	19865	1.275	20591	1.380	22287	1.445	23337
4	1.120	18088	1.165	18815	1.270	20511	1.315	21237	1.420	22933	1.485	23983
5	1.160	18734	1.205	19461	1.310	21157	1.355	21883	1.460	23579	1.525	24629
6	1.200	19380	1.245	20107	1.350	21803	1.395	22529	1.500	24225	1.565	25275
7	1.240	20026	1.285	20753	1.390	22449	1.435	23175	1.540	24871	1.605	25921
8	1.280	20672	1.325	21399	1.430	23095	1.475	23821	1.580	25517	1.645	26567
9	1.320	21318	1.365	22045	1.470	23741	1.515	24467	1.620	26163	1.685	27213
10	1.400	22610	1.445	23337	1.550	25033	1.595	25759	1.700	27455	1.765	28505
11	1.440	23256	1.485	23983	1.590	25679	1.635	26405	1.740	28101	1.805	29151
12	1.480	23902	1.525	24629	1.630	26325	1.675	27051	1.780	28747	1.845	29797
13	1.520	24548	1.565	25275	1.670	26971	1.715	27697	1.820	29393	1.885	30443
14	1.560	25194	1.605	25921	1.710	27617	1.755	28343	1.860	30039	1.925	31089
15	1.640	26486	1.685	27213	1.790	28909	1.835	29635	1.940	31331	2.005	32381
16	1.680	27132	1.725	27859	1.830	29555	1.875	30281	1.980	31977	2.045	33027
20	1.730	27940	1.775	28666	1.880	30362	1.925	31089	2.030	32785	2.095	33834

STEP	RANK VII 30 or Less Hours		RANK VI 31-63 Hours		RANK V 64-95 Hours		RANK IV 96-127 Hours	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY
0		.720 11628	.779 12581	.837 13518	.896 14470			
1		.759 12258	.818 13211	.876 14147	.935 15100			
2		.798 12888	.857 13841	.915 14777	.974 15730			
3		.837 13518	.896 14470	.954 15407	1.013 16360			
4		.876 14147	.935 15100	.993 16037	1.052 16990			
5			.974 15730	1.032 16667	1.091 17620			
6				1.071 17297	1.130 18249			
7					1.169 18879			

\$16150 Base

1. The increment for earned doctorate(Rank I +) in subject fields or areas approved by the State Board of Education for certification purposes.
2. Career incentive increments for credited experience as recognized by the Jefferson County Schools: 1987-88, included within Step 20 for 20 years and an additional \$500 for 25 years.
3. Employees paid on these schedules shall be provided with the choice of a 21- or 26-Pay Plan.

Extra Service Pay Schedule 1986-87

1.0 = 11.0 x Rank III, Step 0

1. Athletic and Related Activities in Senior High Schools

	Step									
	0		1		2		3		4	
Athletic Director	1.2	2021	1.3875	2337	1.5750	2652	1.7625	2968	1.9500	3284
Head Football	1.0	1684	1.1563	1947	1.3125	2210	1.4688	2473	1.6250	2737
1/Head Basketball	1.0	1684	1.1563	1947	1.3125	2210	1.4688	2473	1.6250	2737
Asst. Football	.6	1010	.6938	1168	.7875	1326	.8813	1484	.9750	1642
1/JV Basketball	.6	1010	.6938	1168	.7875	1326	.8813	1484	.9750	1642
1/Track	.6	1010	.6938	1168	.7875	1326	.8813	1484	.9750	1642
Baseball	.6	1010	.6938	1168	.7875	1326	.8813	1484	.9750	1642
Wrestling	.6	1010	.6938	1168	.7875	1326	.8813	1484	.9750	1642
Volleyball	.6	1010	.6938	1168	.7875	1326	.8813	1484	.9750	1642
Cheerleaders	.6	1010	.6938	1168	.7875	1326	.8813	1484	.9750	1642
Drill Corps	.5	842	.5781	974	.6563	1105	.7344	1237	.8125	1368
2/Cross Country	.5	842	.5781	974	.6563	1105	.7344	1237	.8125	1368
Field Hockey	.5	842	.5781	974	.6563	1105	.7344	1237	.8125	1368
Soccer	.5	842	.5781	974	.6563	1105	.7344	1237	.8125	1368
2/Tennis	.5	842	.5781	974	.6563	1105	.7344	1237	.8125	1368
Softball	.5	842	.5781	974	.6563	1105	.7344	1237	.8125	1368
JV Volleyball	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
Asst. Wrestling	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
Asst. Field Hockey	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
Asst. Track	.3	505	.3469	584	.3937	663	.4406	742	.4875	821
Asst. Soccer	.3	505	.3469	584	.3937	663	.4406	742	.4875	821

2. Athletic and Related Activities in Middle Schools

1/Basketball	.3	505	.3469	584	.3937	663	.4406	742	.4875	821
Cheerleaders	.2	337	.2312	389	.2625	442	.2937	495	.3250	547
Drill Corps	.1	168	.1156	195	.1312	221	.1469	247	.1625	274

3. Other Activities in Senior High Schools and *YPAS

	Step									
	0		1		2		3		4	
Band Director	.9	1516	1.0407	1753	1.1812	1989	1.3219	2226	1.4625	2463
Academic Activities Coordinators	.6	1010	.6938	1168	.7875	1326	.8813	1484	.9750	1642
Asst. Band Director	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
*Choral Director	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
Newspaper	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
Yearbook	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
*Drama	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
Speech and Debate	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
JROTC Rifle Team	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
*Instrumental Band Director	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
*Instrumental Strings Director	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
Band Director:	Out-of-County Band Camp \$40 per day, Maximum 7 days									

4. Department Head(Middle and Senior High Schools)
2 or more teachers in department - \$100 per teacher

Middle School Team Leaders may be paid in lieu of/and on the same basis as Department Heads when approved by the Deputy Superintendent for School Administration.

5. Extra Service Pay Schedule increments are paid only for services actually rendered.
6. These increments are based on meeting approved criteria for the activities. A coach will not be paid less than the full increment when the approved criteria is met.
7. Pay for other extra duties performed beyond normal duty hours of the employee may be paid from local activity funds at the rate paid for comparable and similar activities on the Extra Service Pay Schedule or at the federal minimum wage rate per hour of service, whichever is applicable. The applicable wage rate for an approved activity will be determined by the Deputy Superintendent of School Administration and the Executive Director of Personnel Services.

1/ Increment is provided each for either boys team or girls team or both teams.

2/ Increment times 1.5 is paid to a person who coaches both teams.

Extra Service Pay Schedule 1987-88

1.0 = 11.0 x Rank III, Step 0

1. Athletic and Related Activities in Senior High Schools

	Step									
	0		1		2		3		4	
Athletic Director	1.2	2132	1.3875	2466	1.5750	2799	1.7625	3132	1.9500	3465
Head Football	1.0	1777	1.1563	2055	1.3125	2332	1.4688	2610	1.6250	2888
1/2 Head Basketball	1.0	1777	1.1563	2055	1.3125	2332	1.4688	2610	1.6250	2888
Asst. Football	.6	1066	.6938	1233	.7875	1399	.8813	1566	.9750	1733
1/2 JV Basketball	.6	1066	.6938	1233	.7875	1399	.8813	1566	.9750	1733
1/2 Track	.6	1066	.6938	1233	.7875	1399	.8813	1566	.9750	1733
Baseball	.6	1066	.6938	1233	.7875	1399	.8813	1566	.9750	1733
Wrestling	.6	1066	.6938	1233	.7875	1399	.8813	1566	.9750	1733
Volleyball	.6	1066	.6938	1233	.7875	1399	.8813	1566	.9750	1733
Cheerleaders	.6	1066	.6938	1233	.7875	1399	.8813	1566	.9750	1733
Drill Corps	.5	889	.5781	1027	.6563	1166	.7344	1305	.8125	1444
2/3 Cross Country	.5	889	.5781	1027	.6563	1166	.7344	1305	.8125	1444
Field Hockey	.5	889	.5781	1027	.6563	1166	.7344	1305	.8125	1444
Soccer	.5	889	.5781	1027	.6563	1166	.7344	1305	.8125	1444
2/3 Tennis	.5	889	.5781	1027	.6563	1166	.7344	1305	.8125	1444
Softball	.5	889	.5781	1027	.6563	1166	.7344	1305	.8125	1444
JV Volleyball	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
Asst. Wrestling	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
Asst. Field Hockey	.4	674	.4625	779	.5250	884	.5875	989	.6500	1095
Asst. Track	.3	505	.3469	584	.3937	663	.4406	742	.4875	821
Asst. Soccer	.3	505	.3469	584	.3937	663	.4406	742	.4875	821

2. Athletic and Related Activities in Middle Schools

1/2 Basketball	.3	533	.3469	616	.3937	700	.4406	783	.4875	866
Cheerleaders	.2	355	.2312	411	.2625	466	.2937	522	.3250	578
Drill Corps	.1	176	.1156	205	.1312	233	.1469	261	.1625	289

3. Other Activities in Senior High Schools and *YPAS

	Step									
	0		1		2		3		4	
Band Director	.9	1599	1.0407	1849	1.1812	2099	1.3219	2349	1.4625	2599
Academic Activities Coordinators	.6	1066	.6938	1233	.7875	1399	.8813	1566	.9750	1733
Asst. Band Director	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
*Choral Director	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
Newspaper	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
Yearbook	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
*Drama	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
Speech and Debate	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
JROTC Rifle Team	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
*Instrumental Band Director	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
*Instrumental Strings Director	.4	711	.4625	822	.5250	933	.5875	1044	.6500	1155
Band Director:	Out-of-County Band Camp \$40 per day, Maximum 7 days									

4. Department Head(Middle and Senior High Schools)
2 or more teachers in department - \$100 per teacher

Middle School Team Leaders may be paid in lieu of/and on the same basis as Department Heads when approved by the Deputy Superintendent for School Administration.

5. Extra Service Pay Schedule increments are paid only for services actually rendered.
6. These increments are based on meeting approved criteria for the activities. A coach will not be paid less than the full increment when the approved criteria is met.
7. Pay for other extra duties performed beyond normal duty hours of the employee may be paid from local activity funds at the rate paid for comparable and similar activities on the Extra Service Pay Schedule or at the federal minimum wage rate per hour of service, whichever is applicable. The applicable wage rate for an approved activity will be determined by the Deputy Superintendent of School Administration and the Executive Director of Personnel Services.

1/Increment is provided each for either boys team or girls team or both teams.
2/Increment times 1.5 is paid to a person who coaches both teams.

Summer School, Curriculum Writing, Optional Inservice and Textbook
Selection Pay; Incentive Stipends; and Inservice Presentation Pay
1986-88

1. Teachers teaching in the 1987 and 1988 Summer School programs will be paid at their regular FYs 87 and 88 daily rate prorated to the number of duty hours. Those selected each summer will move to the bottom of the list and progress toward the top annually until their turn for selection comes again.
2. Teachers who are chosen to help write curriculum will be paid at an hourly rate of \$8.10 for FY 87 and \$9.00 for FY 88.
3. Teachers who are requested to participate in optional inservice training sessions will be paid at an hourly rate of \$7.00 for FY 87 and \$7.50 for FY 88.
4. Teachers who are chosen to help select textbooks will be paid \$125.00 for FY 87 and \$150 for FY 88 with this amount prorated according to time missed from applicable scheduled work sessions.
5. Teachers to which it applies by state law and regulation who do not get an unsatisfactory evaluation in 1987-88 will be provided a stipend of \$300 if they are in active pay status at the end of the school term. Those in active pay status 140 days or more will qualify for the stipend.
6. The rate of pay for employees presenting inservice workshops will be \$10.50 per credit hour awarded in FY 87 and \$11.25 in FY 88. Once per workshop(whether offered one time or several times), an employee may be compensated for up to three(3) hours preparation time per credit hour. This applies only to time spent beyond normal duty hours.

¹Insurance Benefits
1986-88

1. Health and hospitalization insurance on single premium basis or same premium dollar amount for Health Maintenance Organization - full premium paid by State.
2. \$3,000 term life insurance - full premium paid by State.
3. Term life insurance equal to one(1) times annualized earnings computed from appropriate placement on the Salary/Wage Rate Schedule, minimum of \$10,000 - full premium paid by the Board.
4. Cancer insurance for individuals - full premium paid by the Board.
5. Workers compensation insurance - full premium paid by the Board.
6. Long term disability insurance - full premium paid by the Board.
7. Unemployment compensation insurance - full premium paid by the Board.
8. Liability insurance - full premium paid by the Board.
9. Fringe Benefit Pool Contribution -

An amount of money equal to 3.5% of annualized regular salary plus career incentive increments (excluding extra service and other forms of compensation and pay) prorated to the amount of time for which salary is credited shall be paid for each individual employee for the purchase of one(1) or more of the following benefits:

1. Medical
2. Supplemental medical
3. Dental
4. Cancer
5. Vision
6. Accidental death and dismemberment
7. Legal
8. Cash (taxable)

A salary redistribution/reduction will be arranged to increase the amount for the employee in the Fringe Benefit Pool when the cost of the employee's selected non-cash benefits exceed the allowable 3.5%. When the amount is insufficient to cover the cost of non-cash selections, the balance of the cost will be paid for through salary redistribution/reduction. Fringe benefit pool money shall be used for the full cost of the selection(s).

The cash benefit selected by an employee will be adjusted by an amount sufficient to recompense the Board for any extra costs related to the employer match on Social Security and/or retirement contributions associated with that benefit. When the employee has not made a selection or when a balance remains after selection, the employee will be deemed to have selected the cash option.

¹For regular full-time certified employees working on limited or continuing contracts and other regular full-time employees.

¹Early Retirement Benefit Schedule
1986-88

Employees with five(5) years or more seniority upon retirement from the Jefferson County Schools shall be compensated for service rendered with an amount of money calculated as a percentage(%age) of the value of each unused accumulated sick leave day computed from the appropriate salary schedule and the scheduled career incentive increments with the maximum not to exceed the statutory limit.

Unused accumulated sick leave days

1st year eligible for service retirement with/without annuity deduction or upon disability retirement (this eligibility will continue for certified employees thru the school year in which age 55 is reached)

2nd year eligible for service retirement without annuity deduction(this eligibility will continue for certified employees thru the school year in which age 56 is reached)

3rd year eligible for service retirement without annuity deduction(this eligibility will continue for certified employees thru the school year in which age 57 is reached)

4th year of eligibility and later(this eligibility will continue for certified employees thru the school year in which age 58 is reached)

	1-79	80+
1st year eligible for service retirement with/without annuity deduction or upon disability retirement (this eligibility will continue for certified employees thru the school year in which age 55 is reached)	25%	30%
2nd year eligible for service retirement without annuity deduction(this eligibility will continue for certified employees thru the school year in which age 56 is reached)	20%	25%
3rd year eligible for service retirement without annuity deduction(this eligibility will continue for certified employees thru the school year in which age 57 is reached)	15%	20%
4th year of eligibility and later(this eligibility will continue for certified employees thru the school year in which age 58 is reached)	7%	12%

These eligibility provisions for certified employees related to age are effective January 1, 1987.

¹For regular full-time certified employees working on limited or continuing contracts and other regular full-time employees.