

MASTER AGREEMENT
2020 - 2021 School Year

This agreement entered into this 13th day of August, 2020 by and between the Board of Trustees, Whitewater Public School, Whitewater, Montana, hereinafter called the "Board", pursuant to and in compliance with the Public Employees Collective Bargaining Act for Montana, hereinafter referred to as P.E.C.B. Act and the Whitewater Education Association, hereinafter referred to as the "Bargaining Unit" or "Association".

ARTICLE I

RECOGNITION

- 1.1 The Board hereby recognizes the Association as the exclusive and sole representative for collective bargaining to meet and negotiate in good faith concerning salary, hours, fringe benefits, and other conditions of employment as defined by the P.E.C.B. Act.
- 1.2 Unless otherwise indicated, the term "teacher" when used hereinafter means an individual certified in Class 1, 2, 4, or 5 as provided in current school law, Section 20-1-101, SML 1992, but shall not include certified individuals who are not currently under contract to perform classroom teaching.
- 1.3 Representatives designated for the purpose of collective bargaining by the majority of the teachers in a unit appropriate for such purpose, shall be the exclusive representative of all the employees in such unit for the purpose of collective bargaining in respect to rates of pay, wages, hours, fringe benefits, and other conditions of employment, and shall be so recognized by the Board.

ARTICLE II

ASSOCIATION AND TEACHER RIGHTS

- 2.1 Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he or she may have under Montana School Laws or other state laws and regulations.
- 2.2 A teacher who is elected or appointed to represent the association may be granted leave, with differential pay, (the substitute's pay deducted from the teachers' salary) to attend state, regional, and national meetings and conventions. Notice of intended Association Leave shall be given to the school superintendent by the Association President at least four (4) days in advance of usage. The aggregate number of days under this section shall not exceed two (2) days per year, and the approval of leave for any teacher shall be subject to the needs of the education programs of the school district.
- 2.3 There will be teacher involvement on the selection committee for hiring a new Superintendent. The Association will be allowed to draw up and submit questions for the Board to ask the prospective superintendent during the interview. They will also be

allowed to host a social for the prospective superintendent to meet and greet him/her before the Board interview.

ARTICLE III

BOARD RIGHTS

- 3.1 The association recognizes that the Board has final responsibility and authority to manage and direct on behalf of the public, all the operations and activities of the school district to the full extent authorized by law.
- 3.2 The exclusive representation further agrees that all management rights, functions and prerogatives, not expressly delegated in this agreement are reserved to the school district.
- 3.3 Every teacher's contract being renewed shall be entitled to all rights under the law. The contract teacher may, within the prescribed time limits, appeal the termination through grievance procedures.

ARTICLE IV

WORKING CONDITIONS

- 4.1 **TEACHING DAY:** All teachers shall be in the building and ready to work at least twenty (20) minutes prior to the opening of the official school day. Teachers are required to remain at their place of assignment for at least twenty (20) minutes after the close of the official school day with the exception of the day preceding a holiday, a non-school day, or a weekend at which time they may leave following the close of the school day unless otherwise notified by the administrator.
- 4.2 **CONFERENCES:** Teachers also shall be required to perform additional duties beyond the basic duty day, as is required by the school district, to attend to those matters requiring their attention, including consultations, faculty meetings, open house, extra-curricular activities and other professional responsibilities not scheduled during the regular duty day.
- 4.3 **PLANNING PERIOD:** It is understood that the scheduled preparation period is subject to the total school program and, as a result, such things as field trips, testing programs, emergency class needs and assemblies may from time to time be substituted for preparation time. It is expected that conferences with parents, teachers, administration, and special assistance to students may also absorb planning periods. The class schedule will be designed in consultation with the teachers in order that no teacher will have more than twenty-eight (28) clock hours of assigned pupil responsibility per week.
- 4.4 **LUNCH PERIODS:** All teachers shall be scheduled for a duty-free lunch period of at least twenty (20) minutes providing, however, it is understood by all parties that at all

times during the noon hour there shall be at least one teacher on duty who shall be available for emergency needs and in times of inclement weather. All teachers shall obtain permission from the school administrator to dismiss students earlier than their regularly scheduled time for lunch. The teacher on duty will be provided with a free lunch.

- 4.5 A professional development committee consisting of a majority of teachers shall be formed according to the requirements set by the Accreditation Standards (10.55.7 14) to formulate a professional development plan. This plan will be given to the Board of Trustees by the regularly scheduled March School Board meeting for final approval.
- 4.6 SCHOOL CALENDAR: The Association and/or teachers will be consulted in the development of the school calendar and any changes in the school calendar.

The Board approved school calendar will reflect a teacher work year. In addition to the Board approved school calendar, teachers will work seven (7) pupil instruction related days. Summer institutes or seminars may be substituted for PIR days scheduled throughout the school year with pre-approval by the Superintendent.

- 4.7 Teachers who are sponsors of a particular school related group or organization shall be one of the chaperons for said organization's activities in order for the organization to be able to hold the activity.
- 4.8 Whitewater School District #20D is a Tobacco Free School.

ARTICLE V

LEAVES AND ABSENCES

- 5.1 SICK LEAVE: All teachers regularly employed full time for a school year who are absent from duty because of personal illness shall be allowed annual sick leave on full daily pay at the rate of fifteen (15) days per year, to be used in half or full day increments. Unused days shall be credited to the teachers account at the beginning of each school year. Sick leave will be earned at the rate of 1.5 days per month during the school year. In the event of an absence of a teacher for illness in excess of five (5) consecutive days, the Board of Trustees may, at the employee's expense, require an examination by an independent physician. The location of the physician cannot exceed a radius of 150 miles. Each teacher shall be entitled to accumulate the unused portion of each year's sick leave to a maximum of sixty-four (64) days and that sick leave unused be compensated at the rate at 1/2 of the total days accumulated. Additional days may be granted by the Board of trustees. This amount may be paid in the month of July.

With prior approval from the superintendent, teachers may request a short leave of absence from duty to attend conferences or to take other assignments.

- 5.2 MILITARY LEAVE: Military leave of absence shall be granted for teachers in

accordance with current Montana Law.

Teachers absent for fifteen (15) days during the school year to fulfill a military obligation shall receive full pay during their absence.

Substitute teachers shall be paid by the individual receiving short military leave according to Board policy on substitute pay rates.

- 5.3 **PERSONAL BUSINESS LEAVE:** A maximum of three (3) days leave per year, may be granted to transact personal business. Full salary will be provided each teacher during such absence. No more than three (3) days of unused personal leave may be carried over to the next school year. Such leave credits may accrue to a maximum of six (6) days.
- 5.4 **JURY DUTY AND SUBPOENAS AS A WITNESS:** The superintendent may authorize an absence without loss of pay for jury duty and/or other official court appearance. Each employee who is under proper summons shall collect all fees and allowances payable as a result of the service and forward the fees to the district clerk. In no instance is an employee required to remit to the district any expense or mileage allowance paid him by the court. Pursuant to Montana Law.
- 5.5 **PROFESSIONAL LEAVE:** The district's professional growth program is designed to encourage teachers to be knowledgeable of current development in instruction and in their areas of specialization in addition to meeting state certification requirements.

To be eligible for extended personal growth leave, an employee must have provided five (5) or more consecutive years of service to the district, and the leave is not to extend more than two (2) weeks every five (5) years of service. Only one such leave will be granted per school year.

Individual's program for professional growth must be approved by the district before is considered. Persons on approved leave will receive full salary.

- 5.6 **MATERNITY LEAVE:** Maternity leave is provided up to thirty (30) working days with pay followed by using accumulated sick leave if additional time is needed. The district should be notified as soon as possible as to leave dates, so that a substitute can be arranged. The employee shall make every effort to return to work as soon as possible. Maternity leave includes only continuous absence immediately prior to delivery, absence for delivery, and absence for post-delivery recovery, or continuous absence immediately prior to and in the aftermath of miscarriage or other pregnancy-related complications. If any of these occur within thirty days of the start of a new school year, that employee would be allowed the remaining time of compensated maternity leave from the school as stated above.
- 5.7 **BEREAVEMENT LEAVE**

A. Teachers shall be allowed up to five days at full pay for absences from school for

funerals. This leave allowance is in addition to other leaves allowable in this contract. Additional time, if required by the employee, shall be deducted from accumulated sick leave.

B. Bereavement leave allowance is not cumulative from year to year. This shall be an emergency leave applicable for that particular occasion only.

5.8 Board of Trustees reserves the right to withhold the teacher's daily salary (1/# of Board approved calendar days plus 7 of actual salary) when the teacher is absent from work on days determined by the Board to be of non-emergency nature and for days absent beyond all sick leave, personal leave, or bereavement leave provision. To take these days off from work, the teacher must apply to the Board.

ARTICLE VI

SICK LEAVE BANK

6.1 PURPOSE

The purpose of the sick leave bank shall be to provide certified employees who qualify by membership in the bank and have depleted their sick leave with additional sick leave days needed to recover from a major illness or injury which causes absence from work and loss of pay.

6.2 ADMINISTRATION

The Sick Leave Bank shall be administrated by the Sick Leave Council in conformance with the regulations set forth in this agreement.

The Sick Leave Council shall be composed of two (2) Board Members, two (2) teachers appointed WEA and one (1) administrator.

The Council shall annually review and/or revise the guidelines, rules, regulations, and reporting procedures necessary to implement the Sick Leave Bank.

The guidelines, rules, and regulations shall be subject to the approval of the Board of Trustees and the WEA.

6.3 ELIGIBILITY

Certified WHS staff who have two (2) or more days of personal sick leave shall be eligible for membership of the Sick Leave Bank

6.4 MEMBERSHIP

Employees who donate two (2) days of accumulated personal sick leave to the Sick Leave Bank shall be members of the Bank and eligible for its services.

In the event the Sick Leave Council assesses additional days to keep the Bank solvent, a member must donate the required additional days to continue his/her membership in the Bank.

6.5 ENROLLMENT

The enrollment period shall be from May 1 through June 1 each year, or within 30 calendar days after initial employment.

6.6 COMPENSATION & EMPLOYMENT BENEFITS

The employees must donate two (2) days of personal sick leave to the Bank during the enrollment period to become a member and, one (1) of every following year to continue membership.

Forms authorizing the donation of the sick leave days must be signed and turned in to the district office before the employee becomes a member of the Bank.

Days donated to the Sick Leave Bank shall be non-returnable to the donor as accumulated personal sick leave in the event of loss of Bank membership or separation or transfer from the district.

6.7 MAXIMUM CAPACITY

The Sick Leave Bank shall accumulate unused Bank days from year to year to a maximum capacity which will not exceed 180 days.

6.8 MAXIMUM WITHDRAWAL

The maximum number of days that shall be available for withdrawal for all eligible employees' use in any one (1) year shall not exceed the Banks maximum capacity.

The Sick Leave Bank shall not be used for maternity leave unless severe complications exist during pregnancy, delivery, or recovery.

6.9 REGULATIONS

The employee, or his/her designated person when the employee is incapable, shall secure written evidence from the School District's business office that:

- (1) all accumulated personal sick leave has been used
- (2) the employee has suffered a loss of pay for three (3) days.

The employee, or the designee when the employee is incapable, shall secure written proof from a medical doctor of illness or injury adequate to protect the District against malingering and false claims of illness.

The employee, or designee when the employee is incapable, shall submit a written request for the desired number of days to the Sick Leave Council. The request shall include reasons for the absence and be accompanied by the support documents listed above.

The employee, or the designee when the employee is incapable, shall secure written notice of the employee's "back to work" date. Also, if return to work shall be on a part-time basis, this must be specifically noted as well as any subsequent visits to a doctor's office or medical facility during school hours.

The Sick Leave Council shall make final approval or disapproval of the request in full or part in writing to the employee within five (5) working days of the receipt of their request and support documents.

If the employee's request is approved, immediate transfer of the number of approved days, in full or part, for the Sick Leave Bank to the employee shall be made in writing to the District Office.

Grants will normally be retroactive. However, the Sick Leave Council may grant days in advance when the need is supported by appropriate medical evidence.

6.10 DUE PROCESS

Each member of the Sick Leave Bank has been guaranteed and afforded "Due Process".

ARTICLE VII

MEMBERSHIP DUES

7.1 The district shall deduct monthly from the salaries of teachers, such monies for Association membership as authorized by the individual teacher. Signed authorization forms are to be delivered to the School Board Clerk one month prior to the scheduled monthly pay day.

Such authorization shall continue in effect until formally revoked by the teacher in writing, to the School board Clerk, or until termination of employment.

ARTICLE VIII

COMPENSATION

- 8.1 SALARY SCHEDULE: The basic salaries of teachers covered by this agreement are set forth in the attached schedule. Such salary schedule shall remain in effect during the terms of the Agreement.
- 8.2 EXPERIENCE: Placement on the salary schedule for new teachers should be based on education and experience. All education would be counted up to five (5) years experience in education and other related fields.
- 8.3 EXTRA DUTY: Teachers involved in extra duty assignments will be compensated in accordance with the attached extra duty salary schedule.
- 8.4 PAY DAY: Distribution of salary checks shall be made on the second working day of the month. Teachers will receive \$1500 signing bonus for the 2020 - 2021 school year. Teachers will receive a \$1500 signing bonus for the 2021 - 2022 school year.
- 8.5 STATE BENEFITS: Social Security coverage and state retirement benefits are included.
- 8.6 HEALTH INSURANCE: The district will pay a monthly premium of a single employee plan including medical, dental and vision or same dollar amount will be applied toward other plan options (employee/spouse, employee/children, or employee/family plans) provided by the school selected insurance carrier.

The selection of the insurance carrier and policy shall be made by the school district after considering input from the WEA.

LIFE INSURANCE: The district will provide a \$20,000 policy for the teacher.

- 8.7 ELIGIBILITY CREDITS: All credits earned beyond a Bachelors Degree must carry a letter grade or equivalent obtained from an accredited college of university.

Credits and subjects to be considered for teaching latitudinal advancement must apply to a planned field of state endorsement or teaching certificate. A full fifteen (15) quarter credits or ten (10) semester credits will constitute consideration for latitudinal advancement up to a maximum of Masters.

Credits and subjects taken for any other purpose, with the intent of receiving compensation, must receive approval by the superintendent before April 1.

- 8.8 LONGEVITY PLAN: Each teacher who retires from the Whitewater Public School Faculty after thirty years of service in education and at least five years in consecutive

service in the Whitewater Public School will receive an extra increment at the end of that year.

- 8.9 ASSISTANT COACH: The district will pay the head coach 50% of the JV coach salary if a JV team is in existence and there is no JV coach.
- 8.10 District will pay the head drama 50% of the assistant drama salary at 0% experience in the case where there is no assistant.
- 8.11 NATIONAL BOARD CERTIFICATION: Each teacher with five (5) years minimum teaching experience who receives his/her National Board Certification through the National Board for Professional Teaching Standards while under contract with Whitewater School District 20D will receive a one time stipend of \$1000 on the first pay period of the following school year, providing said teacher remains under contract for that year.
- 8.12 Teacher required to work outside of the required days will receive an hourly rate of \$14.25/hour.
- 8.13 High School coaches are expected to be certified through the Montana High School Association (MHSA). High School athletic coaches will be provided a stipend of \$150 to attend a Montana Coaches Association Summer Clinic. Cost of the clinic will also be paid for by the school. This stipend is forfeited if this clinic is not attended by the coach. Cost of another MCA Clinic may be provided by the school if the summer clinic is not attended.
- 8.14 TUITION REIMBURSEMENT: Request for reimbursement to contracted teachers for continuing education will be as follows:
 - A. Letter of request must be submitted by May 15 of the current school year and approved by the administration.
 - B. Proof of satisfactory completion of the course within six months of the course completion date.
 - C. A maximum of \$100 per employee per school calendar year.
 - D. Credits will fall under the Eligibility Credits (8.7) of the Master Contract Agreement.

ARTICLE IX

GRIEVANCE PROCEDURE

9.1 Definitions

- A. A grievance is a claim by a grievant that there has been a violation, misapplication, or misinterpretation of the terms of the Agreement.
- B. A grievant is a teacher, or group of teachers, or the Education Association.
- C. Days shall mean calendar days, except as otherwise indicated.

9.2 Individual Rights

Nothing herein contained will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with the appropriate member of the administration at Level One (defined below), and having the grievance adjusted at Level One without intervention by the Association, provided that adjustment is not inconsistent with the terms of the contract.

9.3 Procedure

STEP I - Superintendent

The grievant shall within twenty-one (21) days of the occurrence or knowledge of the act or condition which is the basis of the complaint, present the grievance in writing to the Superintendent or the Superintendent's designee.

The grievance shall be written on the appropriate grievant form (Appendix A) and shall include a statement of the grievance, which articles(s) are in dispute, and the requested remedy.

The immediate supervisor will arrange for a meeting with the grievant to take place within seven (7) days after receipt of the grievance. The supervisor shall provide the grievant and the Association with a written answer to the grievance within seven (7) days after the meeting.

STEP II - School Board

If the grievant or the Association is not satisfied with the disposition of the grievance at Step I, or if no decision has been rendered within seven (7) days after presentation of the grievance, then the grievance within seven (7) days may be referred to the Board of Trustees. The Chairman of the Board shall arrange for a hearing with the grievant to take place at the next regularly scheduled meeting. Upon conclusion of the hearing, the Board

will have fourteen (14) days to provide the grievant and the Association with a written decision.

STEP III - Binding Arbitration

If the Association is not satisfied with the disposition of the grievance at Step II, or if no disposition has been rendered within the time period provided, the grievance, only at the option of the Association, may be submitted before an impartial arbitrator. The Association shall exercise its right of arbitration by giving the superintendent written notice of its intention to arbitrate within twenty-one (21) days after it has received the decision at Step II. If any questions arise as to arbitrability, such questions will first be ruled upon by the arbitrator selected to hear the dispute.

After notice of submission to arbitration, the Association shall request from the Montana Board of Personnel Appeals a list of qualified arbitrators. Within fourteen (14) days of receipt, each party shall alternately strike names from the list, and the name remaining shall be the arbitrator.

The arbitrator shall consider the grievance and render a decision within sixty (60) days of the hearing or final submission of briefs, whichever is later. The arbitrator's decisions shall be final and binding upon the parties.

Costs associated with binding arbitration shall be shared equally by the WEA and the School District. If one of the parties wants a transcript of the arbitration proceedings, the party requesting the transcript will pay the costs for the transcript. If both parties request transcripts, they shall share equally the cost.

9.4 Exceptions to Time Limits

The time limits set forth in this Article may be changed by written agreement.

9.5 No Reprisals

No reprisals of any kind will be taken by the Board, the school administration, the Association, or the employee against any person because of participation in this grievance procedure.

9.6 Cooperation of Parties

The Board, the administration, the Association, and the employee will cooperate with the other parties in its investigation of any grievance, and further will furnish the other such information as is requested for processing of any grievance.

9.7 Personnel Files

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

9.8 Election of Remedies and Waiver

The Association and/or teachers instituting any actions, proceeding, or complaint in a federal or state court of law, or before an administrative tribunal, federal agency, state agency, or seeking relief through any statutory process for which relief may be granted, the subject matter of which may constitute a grievance under this Agreement, shall immediately thereupon waive any and all right to pursue a grievance under this agreement. Upon instituting a proceeding in another forum as outlined herein, the teacher(s) and/or Association shall waive his/her/their right to initiate a grievance pursuant to this agreement or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. This section shall not apply to actions to compel arbitration as provided in this agreement or to enforce the award of an arbitrator.

9.9 Jurisdiction of the Arbitrator

The arbitrator shall have no power to alter, add to, or subtract from the terms of this agreement. The arbitrator's decision will be based upon the specific provisions of this Agreement. This arbitration provision shall be for grievances only. There shall be no interest arbitration.

APPENDIX A - GRIEVANCE REPORT FORM

Grievant

Date Filed

Statement of Facts:

Basis for Grievance:

Action Requested or Relief Sought:

(Attach Additional Sheet if Needed)

Signature

Date

Answer or decision at each Level to be attached.

Appeal at each Level to be attached

TO BE FILED IN SEPARATE GRIEVANCE FILE.

ARTICLE X

EVALUATION

- 10.1 TEACHER EVALUATION INSTRUMENT: The teachers shall be consulted in the development of a teacher evaluation instrument for use by the administration.
- 10.2 CONSIDERATION OF EVALUATION: In evaluating a teacher, due consideration shall be given to class size, ability level of student, and physical distractions as they affect teaching performance. All evaluations of a teacher's activities shall be conducted openly and with a teacher's full knowledge and awareness.

ARTICLE XI

LIQUIDATION OF DAMAGES

A teacher not facing discipline or discharge, at District 20 AA-D, Phillips County, Whitewater, Montana will be released from their teaching contract provided the teacher makes payment for liquidation of damages to the school district prior to release on the following schedule. The date the school district receives the teacher's letter requesting release is the date controlling on the following schedule.

The teacher shall provide a minimum of two (2) weeks (10 school days) notice. Teachers wishing to be released from this contract from July 1st through August 16, will pay 4% of this contract as liquidated damages.

Teachers wishing to be released from this contract after August 16 and/or during the school year will pay 10% of this contract as liquidated damages.

The parties agree the school district incurs costs that are impractical or extremely difficult to fix when a teacher breaches contract. Liquidated damages are to cover the impractical or extremely difficult to fix cost.

Jurisdiction and enforcement of this provision of the individual contract is through the 17th District Court, Phillips County, Malta, Montana, with the teacher being liable for all fees under the above schedule, court costs, interest, reasonable attorney fees of the school district and other actions the court deems appropriate. The court also has jurisdiction to award interest on any amount due and other actions the court deems appropriate.

If the above conditions have been met, the Board shall accept the resignation of a teacher under contract and shall not attempt to have the teacher's certificate revoked or suspended.

ARTICLE XII

DURATION OF AGREEMENT

12.1 RENEWAL AND REOPENING OF AGREEMENT: Said agreement will automatically be renewed and will continue in force and effect for additional periods of one year unless either party gives notice to the other not later than March 1 prior to the aforesaid expiration date or any anniversary thereof, of its desire to reopen certain provisions of the agreement and/or make additions to this agreement, and/or to negotiate over the terms of these provisions. The notice to reopen shall name these provisions.

12.2 DATE AND SIGNATURE: This agreement is signed this
day of _____, 20__.

Employee

IN WITNESS THEREOF:

For the Whitewater
Education Association

For the Board of Trustees
School District 20 D

PRESIDENT

CHAIRMAN

SECRETARY

CLERK

**Whitewater School District 20D
Extra-Curricular Salary Schedule 2020-2021**

Head Boys and Girls Basketball Coach	\$2600
Assistant Boys and Girls Basketball Coach	\$1900
Assistant Football and Wrestling Coach	\$1800
Junior High Boys and Girls Basketball Coach	\$1900
Jamboree Boys and Girls Basketball Coach	\$1900
Head Volleyball Coach	\$2500
Assistant Volleyball Coach	\$1900
Junior High Volleyball Coach	\$1900
Head Track Coach	\$2500
Assistant Track Coach	\$1900
Junior High Track Coach	\$1900
Head Golf Coach	\$2500
Assistant Golf Coach	\$1900
Cross Country Coach	\$1000
Junior High Cross Country Coach	\$400
Cheerleader Advisor	\$1900
Annual Advisor	\$450
Newspaper Advisor	\$25 an issue up to 9 issues
Student Council Advisor	\$750
Pep Club Advisor	\$1200
Class Advisor	\$260
Head Drama Coach	\$275
Music and Pep Band	\$1800
Athletic Director	\$3150
NHS/French/TSA/W-Club Advisors	\$235
Academic Coach	\$100 per event
Student Accounts	\$1000
Head Teacher	\$1000
Network Administrator	\$3000

WHITEAWATER K-12 SCHOOLS					
2020-2021 SALARY SCHEDULE					1%
yrs	BA	BA+1	BA+2	BA+3	MA
0	\$25,196	\$26,053	\$26,935	\$27,363	\$27,791
1	\$26,204	\$27,161	\$28,119	\$28,597	\$29,076
2	\$27,212	\$28,270	\$29,303	\$29,832	\$30,361
3	\$28,220	\$29,379	\$30,487	\$31,067	\$31,646
4	\$29,227	\$30,487	\$31,671	\$32,301	\$32,931
5	\$30,235	\$31,596	\$32,856	\$33,536	\$34,216
6	\$31,243	\$32,704	\$34,040	\$34,770	\$35,501
7	\$32,251	\$33,813	\$35,224	\$36,005	\$36,786
8	\$33,259	\$34,922	\$36,408	\$37,240	\$38,071
9	\$34,266	\$36,030	\$37,592	\$38,474	\$39,356
10	\$35,274	\$37,139	\$38,777	\$39,708	\$40,641
11	\$36,282	\$38,247	\$39,961	\$40,944	\$41,926
12	\$37,290	\$39,356	\$41,145	\$42,178	\$43,211
13	\$38,298	\$40,465	\$42,329	\$43,413	\$44,496
14	\$39,305	\$41,573	\$43,513	\$44,647	\$45,781

WHITEAWATER K-12 SCHOOLS					
2021-2022 SALARY SCHEDULE					1%
yrs	BA	BA+1	BA+2	BA+3	MA
0	\$25,448	\$26,313	\$27,204	\$27,637	\$28,069
1	\$26,466	\$27,433	\$28,400	\$28,883	\$29,367
2	\$27,484	\$28,553	\$29,596	\$30,130	\$30,665
3	\$28,502	\$29,672	\$30,792	\$31,377	\$31,963
4	\$29,520	\$30,792	\$31,988	\$32,624	\$33,261
5	\$30,538	\$31,912	\$33,184	\$33,871	\$34,558
6	\$31,556	\$33,032	\$34,380	\$35,118	\$35,856
7	\$32,573	\$34,151	\$35,576	\$36,365	\$37,154
8	\$33,591	\$35,271	\$36,772	\$37,612	\$38,452
9	\$34,609	\$36,390	\$37,968	\$38,859	\$39,750
10	\$35,627	\$37,510	\$39,164	\$40,105	\$41,047
11	\$36,645	\$38,630	\$40,361	\$41,353	\$42,345
12	\$37,663	\$39,750	\$41,556	\$42,600	\$43,643
13	\$38,681	\$40,869	\$42,752	\$43,847	\$44,941
14	\$39,698	\$41,989	\$43,949	\$45,094	\$46,239