

APPENDIX A

A1-1. Salary Schedule

The basic salary schedules for the three year period of this contract shall be as follows.

STEP	2007-2008	2008-2009	2009-2010	2009/2010 EOY Salary
1	\$39,250	\$40,540	\$42,270	\$42,570
2	\$41,310	\$42,660	\$44,460	\$44,780
3	\$44,810	\$46,280	\$48,190	\$48,540
4	\$48,520	\$50,110	\$52,140	\$52,510
5	\$52,030	\$53,730	\$55,860	\$56,270
6	\$55,430	\$57,250	\$59,480	\$59,910
7	\$58,620	\$60,540	\$62,880	\$63,330
8	\$61,920	\$63,940	\$66,390	\$66,870
9	\$64,800	\$66,920	\$69,460	\$69,960
10	\$70,050	\$73,230	\$75,940	\$75,940

Notes: The 2007/2008 salary is calculated at 2% for the first 13 pay periods and an additional 2% for the second 13 pay periods. The salary listed above has been averaged to equalize the pay periods. Any employee whose service is discontinued prior to the 13th pay period will have a recalculation of his/her salary to adjust for overpayment in the first half of the year.

The 2008/2009 and 2009/2010 salaries are calculated at 1.5% for the first 13 pay periods for Steps 1-9 and an additional 1.5% for the second 13 pay periods. Top step does not receive a split salary cycle – it receives 3% effective the first day of the 2008/2009 and 2009/2010 school years. The salaries listed above for steps 1-9 have been averaged to equalize the pay periods. Any employee whose service is discontinued prior to the 13th pay period will have a recalculation of his/her salary to adjust for overpayment in the first half of the year.

The end of year (EOY) salary is provided for future computations. The EOY salary represents the salary for the last 13 pay periods of 2009/2010.

A1-2. Longevity

Longevity payment shall be added to the annual salary of each teacher who has completed ten (10) years of teaching service with the Coventry School District and who is entering his/her 15th, 20th or 25th year of teaching service. Only teachers who have been in the system for at least 27 years shall be eligible for the 28th year service award.

Longevity	2007-08	2008-09	2009-10
15th year	\$2,290	\$2,290	\$2,290
20th year	\$3,120	\$3,120	\$3,120
25th year	\$4,160	\$4,160	\$4,160
28th year	\$4,680	\$4,680	\$4,680

A1-3. Advanced Increments

A1-3.1. The Committee agrees to pay for credits earned beyond the BA degree in accordance with the conditions and the Advanced Credit Increment Stipend Schedule as herein set forth:

Both the Coventry Teachers Alliance and the Coventry School Committee recognize the importance and benefit of high quality professional development in enhancing teachers' professional practice and, thereby, improving student performance. Both also recognize that not all professional development opportunities are of the highest rigor and effectiveness. To support Coventry teachers' efforts to participate in the kind of high quality professional development that contributes to their students' achievement, credits eligible for the advanced credit stipend must be acquired through one of the following ways:

1. A program leading to a Master's, CAGS, or Doctoral Degree relevant to the teacher's work with the Coventry Public School System;
2. Course work relevant to the teacher's current position offered through the Coventry Teachers Professional Development Center;
3. Coursework subject to prior approval of the Superintendent of Schools or his/her designee, which shall not be unreasonably denied, including:
 - a. Graduate course work for middle and high school teachers in their primary subject areas;
 - b. Graduate course work in literacy, mathematics, science and/or social studies for elementary classroom teachers;
 - c. Graduate course work in an elementary special subject teacher's primary subject area(s);
 - d. Graduate course work for teachers at all levels providing student support services, e.g., special education, psychologists, social workers, etc., in their primary area;
 - e. Course work in standards-based instruction

A1-3.2. Any teacher employed prior to the 1998-1999 school year shall be eligible for the BA + 30 stipend of \$1800 or the MA stipend of \$2400.

A1.3.3. Any teacher hired beginning with the 1998-1999 school year shall be eligible for the advanced credit stipend only for those additional credits approved by the Superintendent and taken after earning his/her Master's degree. However, credits taken through the Coventry Professional Development Center shall be eligible for the advanced credit stipend whether those credits are earned before or after earning the Master's degree.

A1.3.4. Any teacher hired beginning with the 1998-1999 school year shall be eligible for an advanced credit stipend for credits taken in a second Master's program, if the Master's program is in a teaching area which is offered in the Secondary/Elementary Schools, with the exception of any Master's program that qualifies for an administrator certificate.

A1-4. Advanced Increment Stipends

Effective 9/1/07 teachers shall be eligible for only one Advanced Increment Stipend, the highest for which he/she is eligible for any entitlement under this section earned on or after the first day of school in 2007. Entitlements earned prior to that time shall continue, until they expire, at the rate and in the same manner as heretofore.

Degrees Earned After 8/24/07	2007-2008	2008-2009	2009-2010
MA+15	\$5,750	\$5,750	\$5,750
MA+30 or CAGS	\$7,460	\$7,460	\$7,460
MA+45 or NBPTS	\$7,800	\$7,800	\$7,800
Doctorate*	\$9,050	\$9,050	\$9,050
RHODE Certificate	\$3,640	\$3,640	\$3,640

* Teachers who earn a doctorate will be provided a discretionary day for professional studies.

Degree Earned Prior to 8/24/07	2007-2008	2008-2009	2009-2010
Bachelors+30	See A1-3.2	See A1-3.2	See A1-3.2
MA	See A1-3.2	See A1-3.2	See A1-3.2
MA+9	\$5,750	\$5,750	\$5,750
MA+30 or CAGS	\$7,460	\$7,460	\$7,460
MA+45	\$8,600	\$8,600	\$8,600
Doctorate	\$9,050	\$9,050	\$9,050
NBPTS Certificate*	\$7,800	\$7,800	\$7,800
RHODE Certificate	\$3,640	\$3,640	\$3,640

* See H-7 for requirement that National Board certified teacher will accept a mentoring assignment without any mentoring increment as part of the NBPTS stipend award.

A1-5. Tax Sheltered Annuity (TSA) Stipend

For teachers contributing \$900 or more to a TSA in the 2007-2008 year, the School Department will contribute \$900 to the TSA; in 2008-2009, the School Department will contribute \$700 for teachers contributing \$700 or more. Thereafter, teachers may contribute, but the District shall not. TSA payroll deductions will continue to be managed by the district.

APPENDIX B

B1-1. The Committee agrees to reimburse members of the bargaining unit who are authorized to use their own private automobiles for the performance of school-related duties at the per mile rate as posted by the IRS.

Authorized mileage must be reported to the Superintendent's Office on a weekly basis each Friday for the preceding week.

B1-2. The Committee agrees to reimburse all persons authorized to rent and operate an automobile in order to fulfill the necessary functions on his/her job.

B1-3. The Committee agrees to reimburse teachers for pre-approved expenses incurred while attending approved conferences in his/her field.

B2 Extracurricular Activities-Financial Compensation - The following sports and clubs are identified for budgeting purposes.

B2-1. Boy's Interscholastic Sports High School

Sport	#	2007-2008	2008-2009	2009-2010
Football Head Coach	1	\$7,270	\$7,270	\$7,270
Football Assistants	5	\$4,600	\$4,600	\$4,600
Hockey	1	\$5,320	\$5,320	\$5,320
Hockey Assistant	1	\$3,780	\$3,780	\$3,780
Basketball	1	\$5,320	\$5,320	\$5,320
Basketball Assistant	1	\$3,780	\$3,780	\$3,780
Baseball	1	\$4,680	\$4,680	\$4,680
Baseball Assistant	2	\$3,570	\$3,570	\$3,570
Wrestling	1	\$5,320	\$5,320	\$5,320
Wrestling Assistant	2	\$3,780	\$3,780	\$3,780
Soccer	1	\$4,680	\$4,680	\$4,680
Soccer Assistant	1	\$3,570	\$3,570	\$3,570
Track	1	\$4,600	\$4,600	\$4,600
Track Assistant	1	\$3,570	\$3,570	\$3,570
Volleyball	1	\$4,600	\$4,600	\$4,600
Volleyball Assistant	1	\$3,570	\$3,570	\$3,570
Indoor Track	1	\$5,180	\$5,180	\$5,180
Cross Country	1	\$3,570	\$3,570	\$3,570
Golf	1	\$3,570	\$3,570	\$3,570
Tennis	1	\$3,570	\$3,570	\$3,570

B2-2. Girl's Interscholastic Sports High School

Sport	#	2007-2008	2008-2009	2009-2010
Basketball	1	\$5320	\$5320	\$5320
Basketball Assistant	1	\$3,780	\$3,780	\$3,780
Gymnastics	1	\$5,180	\$5,180	\$5,180
Gymnastics Assistant	1	\$3,780	\$3,780	\$3,780
Soccer	1	\$4,680	\$4,680	\$4,680
Soccer Assistant	1	\$3,570	\$3,570	\$3,570
Softball	1	\$4,680	\$4,680	\$4,680
Softball Assistants	2	\$3,570	\$3,570	\$3,570
Track	1	\$4,600	\$4,600	\$4,600
Track Assistant	1	\$3,570	\$3,570	\$3,570
Indoor Track	1	\$5,180	\$5,180	\$5,180
Volleyball	1	\$4,600	\$4,600	\$4,600
Volleyball Assistant	1	\$3,570	\$3,570	\$3,570
Cross Country	1	\$3,570	\$3,570	\$3,570
Tennis	1	\$3,570	\$3,570	\$3,570

B2-3. Boy's Interscholastic Sports Middle School

Sport	#	2007-2008	2008-2009	2009-2010
Basketball	1	\$3,780	\$3,780	\$3,780
Baseball	1	\$3,570	\$3,570	\$3,570
Soccer	1	\$3,570	\$3,570	\$3,570
Co-Ed Sport	1	\$3,570	\$3,570	\$3,570

B2-4. Girl's Interscholastic Sports High School

Sport	#	2007-2008	2008-2009	2009-2010
Basketball	1	\$3,780	\$3,780	\$3,780
Baseball	1	\$3,570	\$3,570	\$3,570
Soccer	1	\$3,570	\$3,570	\$3,570
Co-Ed Sport	1	\$3,570	\$3,570	\$3,570

B2-5. Non-Athletic Advisors High School

Advisor	#	2007-2008	2008-2009	2009-2010
Student Council	1	\$5,320	\$5,320	\$5,320
Student Council Asst.	1	\$1,150	\$1,150	\$1,150
Literary Yearbook	1	\$4,600	\$4,600	\$4,600
Radio Club	1	\$4,430	\$4,430	\$4,430
Cheerleader	1	\$4,430	\$4,430	\$4,430

Advisor	#	2007-2008	2008-2009	2009-2010
Senior Class Advisor	1	\$4,110	\$4,110	\$4,110
Marching Band	1	\$2,810	\$2,810	\$2,810
Junior Class Advisor	1	\$2,810	\$2,810	\$2,810
School Play	1	\$2,810	\$2,810	\$2,810
Entry	1	\$2,380	\$2,380	\$2,380
Business Yearbook	1	\$2,380	\$2,380	\$2,380
Dance Club	1	\$2,380	\$2,380	\$2,380
Academic Decathlon	1	\$2,380	\$2,380	\$2,380
Math League	1	\$2,300	\$2,300	\$2,300
Science Club	1	\$2,240	\$2,240	\$2,240
French Club	1	\$2,240	\$2,240	\$2,240
Italian/Spanish Club	1	\$2,240	\$2,240	\$2,240
Nat'l. Honor Society	1	\$2,240	\$2,240	\$2,240
Sophomore Class	1	\$1,510	\$1,510	\$1,510
Freshman Class	1	\$1,210	\$1,210	\$1,210
Hugh O'Brien Club	1	\$1,100	\$1,100	\$1,100
Vica 1	1	\$1,100	\$1,100	\$1,100
Vica 2	1	\$1,100	\$1,100	\$1,100
Club Advisors	5	\$1,100	\$1,100	\$1,100

B2-6. Non-Athletic Advisors Middle School

Advisor	#	2007-2008	2008-2009	2009-2010
Yearbook	2	\$3,290	\$3,290	\$3,290
Student Council	2	\$2,600	\$2,600	\$2,600
Newspaper	2	\$2,380	\$2,380	\$2,380
Cheerleader	2	\$2,300	\$2,300	\$2,300
Cabaret	2	\$2,300	\$2,300	\$2,300
Math League	2	\$2,300	\$2,300	\$2,300
Nat'l. Jr. Hr. Society	2	\$2,340	\$2,340	\$2,340
Audio Visual Club	2	\$1,455	\$1,455	\$1,455
Club Advisors	6	\$1,095	\$1,095	\$1,095
Intramural	8	\$1,095	\$1,095	\$1,095

B2-7. Elementary Advisors

Advisor	#	2007-2008	2008-2009	2009-2010
Safety Patrol	6	\$2,900	\$2,900	\$2,900
Yearbook	6	\$1,380	\$1,380	\$1,380
Clubs	18	\$1,095	\$1,095	\$1,095

B3. Additional Compensation

B3-1. The following shall receive additional compensation for the assumption of duties beyond the regular school day in the amounts indicated:

	2007-08	2008-09	2009-10
Curric. Coordinators HS	\$7,590	\$7,590	\$7,590
Asst. Athletic Dir.	\$5,980	\$5,980	\$5,980
Teacher Facilitators	\$3,430	\$3,430	\$3,430
Teacher Mentors	\$2,290	\$2,290	\$2,290
Team Leader	\$4,600	\$4,600	\$4,600
Curric. Coordinators MS	\$4,600	\$4,600	\$4,600
PBGR Coordinators CHS	\$4,600	\$4,600	\$4,600
RHODE Committee	\$3,120	\$3,120	\$3,120

B3-2. Recognizing that among the responsibilities of Curriculum Coordinators in the high school are mentoring, peer coaching, supervising, and evaluating teachers' performance (see Section 4-13.2), the number of teaching periods for Curriculum Coordinators in the high school shall be a maximum of two (2). This position shall have a four (4) year term. In addition, one period may be assigned by the building administrator to work in classrooms mentoring and supporting teachers, addressing performance based graduation requirements and/or other responsibilities consistent with this paragraph B3-2.

B3-3. There shall be six (6) Curriculum Coordinators in the middle school(s). Each Curriculum Coordinator in the middle schools shall receive one (1) period in addition to his/her regular unassigned period to perform the duties of the Curriculum Coordinator. This position in the middle school(s) shall have a four (4) year term.

B3-4. The Assistant Athletic Director shall be given one (1) assigned period to perform necessary duties if the Athletic Director is not a member of the bargaining unit.

B4. Payment for Teacher Cover(s).

B4-1. Secondary Schools

B4-1.1. Any teacher in the secondary schools, who during his/her unassigned period substitutes for another teacher during that teacher's absence shall be paid at the hourly rate of pay, as defined in section B5-1, for each additional period after (4) periods of such substitution.

B4-2. Elementary Schools

B4-2.1. In the elementary schools, when it becomes necessary for a regularly assigned teacher to cover all or a portion of a class of another regularly assigned teacher, he/she shall be paid at four (4) times the hourly rate of pay, as defined in section B5-1, pro-rated on the basis of the number of students, present that day, assigned from the absent teacher's class.

B4-2.2. In the event that a teacher specialist is unavailable to take a class at the regularly assigned time and does not make arrangements with the Principals to take the class at another convenient time, the classroom teacher shall be paid the hourly rate of pay, as defined in section B5-1., based on the number of minutes the teacher specialist would have been assigned to that class

B4-2.3. A teacher specialist, who covers for a regularly assigned teacher during his/her unassigned period, shall be paid at the hourly rate of pay, as defined in section B5-1.

B4-2.4. Compensation at the elementary level shall be effective after the elementary teacher has substituted a total composite of 208 minutes in any school year.

B4-3. Any teacher who works any additional days upon request for the Coventry School District shall be compensated at a rate equal to at least the per diem of his/her salary (as defined in Appendix A) for each day or part of a school day.

B5-1. Hourly Rate

The standard hourly rate for teaching services rendered in the following classifications shall be as set forth herewith. These rates exclude contracted teaching and substitute teaching (short or long term) by non-bargaining persons. Services include:

- a. Home Tutoring when authorized by the respective principal,
- b. Night School Instructors
- c. Summer School Instructors
- d. Federal & State Programs directed through the School District

Rates of pay shall be:

<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>
\$31.00	\$31.00	\$31.00

Summer school/Credit Recovery rate

<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>
\$33.00	\$33.00	\$33.00

The Teacher Support Team Chairperson may bill up to one (1) additional hour beyond committee time for reasonable and necessary actual time spent on preparation and writing a report.

B5-2. The Director of Continuing Education shall be reimbursed at a rate as established by mutual agreement between the parties.