

**AGREEMENT**

**Between**

**MONTAGUE ELEMENTARY SCHOOL DISTRICT**

**And**

**MONTAGUE ELEMENTARY TEACHERS ASSOCIATION  
CTA/NEA**

**July 1, 2022 – June 30, 2025**

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## **ARTICLE 1**

### **Preamble**

1.1 The parties acknowledge the provisions of Chapter 10 (§3540 et seq.) Of Division 4 of Title 1 of the Government Code of the State of California.

1.2 Employees shall perform loyal and efficient work and service for the District and shall use their influence and best efforts to protect the properties of the District and its service to the public and shall cooperate in promoting and advancing the welfare of the District.

## **ARTICLE 3**

### **District Rights**

3.1 It is understood and agreed that the District retains all of its powers and authority to direct, manage, and control to the full extent of the law. Further, it is agreed by the parties that District rights include, by way of illustration and not by way of limitation, the following: (a) the full and exclusive control of the management of the service; (b) the supervision of all operations, methods, processes and means of performing any and all work; (c) the control of the property and the composition, assignment, direction and determination of the size and the work hours of its working forces; (d) the right to determine the work to be done by employees; (e) the right to change or introduce new or improved operations, methods, means or facilities; (f) the right to establish budget procedures and financial allocations; (g) the right to hire, classify, schedule, promote, demote, transfer, evaluate, release, lay off and increase work hours of employees; (h) the right to suspend, discipline and discharge employees; (i) the right to establish educational policies, goals and objections; (j) the right to otherwise maintain an orderly, effective and efficient operation.

3.2 The District's exercise of its powers, rights, authority, duties and responsibilities, the adoption of policies, rules and regulations, and practices in furtherance thereof, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

3.3 All of the foregoing provisions are subject to the specific terms and conditions of this agreement and applicable law.

state or national conferences, workshops, or for conducting business pertinent to Association affairs. The total amount of release time for these purposes shall not exceed three (3) days per year for all unit members in the Association. The Association shall give the District at least one (1) week advance notice when such leave is requested.

4.11 The District shall provide the Association access to all new employee orientations. The District shall provide the Association with the name, job title, work, home, and personal cell phone numbers, personal email addresses on file with the District, and the home address of any new employee within 30 days of hire. The District must also provide the union with this information for all bargaining unit members at least every 120 days.

4.12 The District shall notify the Association of any third-party requests for unit members' contact information, or California Public Records Act (CPRA) requests for disciplinary, evaluative, or other personnel-record information within two (2) days of the request. The District shall allow the Association a reasonable opportunity to object to the disclosure of the requested information and/or raise potential concerns before the employer responds to the request. The District shall give the individual unit member the opportunity to object to the disclosure of the requested information before the District publicizes the information.

4.13 The Association may assist in planning and/or coordinating staff development days.

## **ARTICLE 6**

### **Grievance Procedure**

6.1 Any grievance which may arise between an employee or the association and the District with respect to the interpretation or application of any of the terms of this Agreement, except as otherwise provided in this Agreement, shall be determined by the provisions of this Article.

6.2 Step One: The initial step in the adjustment of a grievance shall be a discussion between the Grievant or the Grievant's representative and the District Superintendent who will answer in writing within ten (10) days. This step shall be started within thirty (30) days of the date of the action complained of, or the date the Grievant became aware of the incident which is the basis for the grievance.

6.3 Step Two: If a grievance is not resolved in the first step, the second step shall be the presentation of the grievance in writing by either the Grievant or the Grievant's representative to the District Superintendent, who shall answer in writing within ten (10) days. The second step shall be taken within ten (10) days of the date of the answer in Step One. The written presentation shall be a clear, concise statement of the grievance, the circumstances involved, the pertinent dates, the decision rendered at the previous step, the section of the Agreement alleged to be violated and the specified remedy sought.

6.4 Step Three: If a grievance is not resolved in the second step, the grievant may submit a step three grievance within 10 days of the step two answer to refer the matter to mediation. Whenever a grievance is referred to mediation, either party shall request that the California State Mediation and Conciliation Service refer a State Mediator. The State Mediator shall assist the parties in the resolution of the grievance in the same manner as that which is normally used in the mediation of interest disputes. Referral to Step Four shall not occur until the Mediator has released the parties from the mediation process.

6.5(a) Step Four: If a grievance is not resolved in the third step, the fourth step shall be referred by the Association to arbitration. The fourth step shall be taken within twenty (20) days of the conclusion of the mediation process.

## ARTICLE 7

### Compensation

7.1 Employees shall be paid the salary to which they are entitled as established on Appendix A, Certificated Salary Schedule, attached hereto and made a part hereof.

7.2 Employees shall be compensated for their extra duties as illustrated on Appendix B, Extra Duty Compensation Schedule, attached hereto and made a part hereof.

7.3 Short term Independent Study Program. Employees in self-contained classrooms or employees in departmentalized programs shall be paid \$50.00 per student per week (five consecutive school days) per completed individual student packet and \$10.00 per day for a partial week (after the first consecutive 5 days). Packets are considered completed once approved and verified by the principal. Employees will be given a five (5) day lead time in responding to short term independent study requests except in such emergency situations defined as an accident, medical need, death of a family member, or other extenuating circumstances.

7.4 All salary step increases will be effective on July 1 each year. Time during which an employee is absent without pay shall not accrue credit toward an employee's next step increase. Any employee who works one hundred and thirty-five (135) or more days in a school year, shall be entitled to a step increase on the following July 1.

7.5 Upon initial employment, an employee shall normally be paid at the lowest wage rate on the salary schedule. For employees that commence employment on or after July 1, 2019, the District shall grant him or her steps equal to the number of prior full-time years served as a fully credentialed teacher, where one year of service is defined as any year in which the employee worked as a credentialed teacher for 75% of the school year or greater.

7.6 Employees shall be advanced on the salary schedule for each credited year of service in accordance with the steps set forth on the salary schedule (Appendix A).

7.7 Employees shall be advanced from one (1) column to the next based upon earning upper division or graduate course units after the employee has earned an AB degree and been granted a standard credential. In order for an employee to receive credits for units earned, the units must be related to the employee's position. Whenever any employee anticipates accumulating sufficient course work to qualify for advancement to the next salary column on the salary schedule, the employee should if

(65).

**7.13 Teacher In Charge** The Superintendent/Principal may appoint a teacher in charge during times the Superintendent/Principal is off campus. If the Superintendent/Principal decides to appoint a teacher in charge, the selected teacher may decline the appointment. If all unit members decline to serve as teacher in charge, then the Superintendent/Principal may appoint any teacher to serve as the Teacher in Charge. The Teacher in Charge will be paid \$50 per day.

**7.14 Classroom Funds** The District shall allocate to each teacher the sum of \$750 per year. The District will provide a sufficient amount of copy paper to support teachers' copying requirements of the current state of adopted curriculum. Teachers shall use the District purchasing procedure in expending such funds.

The funds may be spent on items such as: Basic supply list, Science equipment, Math manipulatives, Trade books, Reproducible skill books, Classroom magazines, Art supplies, Bulletin board items, Incentives for learning, \*Other items approved by the principal

The funds may not be used for: Textbook materials and state adopted science kits and consumables, play equipment, Field Trips, Butcher paper, Laminating paper, Fees for membership of any kind, Association fees \*Any other items deemed inappropriate by the principal



8.6 Attendance at faculty meetings or staff collaboration, on 1:30 early release days, for the purpose of conducting school business may be required by the Administration.

8.6.1 There shall be only one (1) required faculty meeting on 1:30 early release days per month, to be scheduled at the beginning of the year. The remaining time shall be used for individual or collaborative preparation time.

8.6.2 There may be only one (1) additional meeting for first and second year probationary teachers with the superintendent for the purpose of training, support and guidance.

8.6.3 Faculty meetings on regular release days will last no longer than normal contracted hours.

8.7 Employees shall be required to attend Back-To-School Night, the annual holiday program, eighth grade graduation, curriculum nights and other appropriate student activities, agreed upon by District and Association, at the request of the Administration. Attendance at other school-related meetings and activities is encouraged.

8.7.1 Parent teacher conferences shall be held each fall and spring. Teachers will be required to stay on campus until the end of their contract day. One day during that week they will be required to stay until 6:00 pm, this shall be scheduled by the district. Conferences shall be scheduled using district provided form. A spring open house may be offered in place of parent conferences.

8.7.2 Unit members shall be excused from attending any of these events for extenuating circumstances, including but not limited to conflicting events of a personal nature.

8.7.2 These events shall occur on a workday but may extend past 5:00p.m.

8.7.3 A committee of two Association members and the superintendent shall meet in the Spring to develop a master calendar of events which require bargaining unit member attendance outside of normal work hours. If new events are planned throughout the year, these shall be staffed on a volunteer basis,

## **ARTICLE 9**

### **Public Charges**

9.1 Any citizen or parent's written complaint about an employee shall be reported to the employee by the administrator or Board member receiving the complaint.

9.2 The employee shall initial and date the written complaint and prepare a written response to such complaint, if desired and appropriate. The response shall be attached to the written complaint, and filed in the employee's personnel file in the District office. Failure by the employee to file a rebuttal shall not be construed as an admission by the employee that the allegations contained in the complaint are true.

9.3 The District shall not discharge or refuse to rehire an employee on the bases of unproven allegations or any rumor or hearsay in a citizen or parent complaint.

9.4 For purposes of this section, "public charges" shall not include complaints by District employees against unit members.

10.1.6 When an employee is absent from duty for a period of five (5) school months or less and there is not sufficient sick leave to cover such time, the amount deducted from the salary due, for the time which the absence occurs, shall not exceed the sum paid a substitute employed to fill the position during the employee's absence, or if no substitute was employed, the amount which would have been paid to the substitute had a substitute been employed.

10.1.7 When an employee's employment terminates and more sick leave has been used than earned, the amount used but not earned shall be deducted from the final pay warrant. 10.1.8 Pursuant to the Education Code of the State of California, within two (2) years of employment, newly hired employees with accrued sick leave from other California school districts may transfer unused sick leave credits to the District.

## 10.2 Personal Necessity Leave

10.2.1 Employees may use a maximum of seven (7) days of accumulated sick leave in any school year for personal necessity leave for the following purposes:

- (a) Death of a member of the immediate family when additional leave is required beyond that provided under bereavement leave up to a maximum of seven (7) days for special situations of an emergency nature, such as, settling an estate or other circumstances requiring absence beyond the bereavement leave limitations.
- (b) Accident involving the person or property of the employee, or the person or property of a member of the immediate family as defined in the bereavement leave article. Such accidents must be serious in nature, involve circumstances the employee cannot reasonably be expected to disregard, and require the immediate attention of the employee during the employee's regularly assigned work hours.
- (c) Appearance in any court as a litigant, or as a witness under subpoena or official order. Whenever any witness fee is payable to the employee, it shall be turned over to the District minus the actual expenses.

These days shall not be used for strikes, sick outs, other concerted activities, or recreational purposes. It shall be the employee's responsibility to obtain prior written approval for the leave a minimum of two (2) full workdays in advance from his or her site administrator. The site administrator may deny the leave request for one or more of the following reasons: (1) Another employee has already requested such leave on the same date; (2) Such leave was not requested at least two (2) full work days in advance; (3) District services are likely to be significantly affected by the employee's absence; (4) Other employees are likely to face an unreasonable workload increase because of the employee's absence.

Employees are expected, except in cases of emergency or situations beyond the control of the employee, to give a minimum of two (2) full workdays advance notice of Personal Necessity Leave.

### 10.3 Industrial Disability and Illness Leaves

10.3.1 Employees shall be eligible for leave of absence with pay because of work-related disability or illness which the District's workers compensation claims administrator considers a valid claim.

10.3.2 Allowable leaves shall be for not more than sixty (60) service days in any one fiscal year for the same accident and shall commence with the first day of absence.

10.3.3 Leave of absence under this provision shall not be accumulated from year to year. When the industrial accident or illness leave overlaps into the next fiscal year, the employee shall be entitled to only the amount of unused leave due the employee for the same illness or injury.

10.3.4 Employees shall be paid such portion of the salary due them for any month in which absence occurs as, when added to the temporary disability indemnity under the California Labor Code, will result in payment to them of no more than their full salaries.

10.3.5 Leave of absence applied for under this provision shall be reduced by one (1) day for each day of authorized absence, regardless of temporary disability indemnity awarded to the employee.

10.5.3 Requests for such leave must be made at least thirty (30) workdays prior to the requested beginning date in the case of a newborn child and as far in advance as possible in the case of an adoption.

10.5.4 The beginning date and duration of such leave shall be at the discretion of the District.

10.5.5 Time during which an employee is absent without pay shall not accrue credit toward an employee's next step increase.

## 10.6 FMLA

All unit members shall be entitled to Family Care leave per current FMLA guidelines. These guidelines are posted publicly, and updated annually, in the Staff Room, in the District Office, and State and Federal websites. FMLA eligibility shall be determined using the rolling calendar method.

## 10.7 Leave of Absence without Pay

10.7.1 Leave of absence without pay may be granted at the discretion of the Board for up to one (1) year, providing satisfactory arrangements can be made to perform the employee's duties without undue interference with the normal routine of work. All applications for leave of absence shall be presented in writing, except when the employee is unable to do so. The conditions under which an employee will be restored to employment on the termination of a leave of absence shall be clearly established by the District in conjunction with the granting of the leave of absence. Upon an employee's return to work after a leave of absence, the employee will be reinstated to the former position and working conditions, providing that the employee is capable of performing such duties of the former position, except however, if there has been a reduction of forces or the position has been eliminated during such leave, the employee will be returned to a similar position the employee would have been eligible for had there not been a leave of absence. Notwithstanding the foregoing, however, the District Superintendent may approve leaves of absence without pay for up to sixty (60) calendar days.

10.7.2 Time during which an employee is absent without pay shall not accrue credit toward an employee's next step increase.

10.7.3 If an employee fails to return immediately to the expiration of a leave of absence, or if the employee accepts other full-time employment while on a leave of absence, the employee will

## ARTICLE 11

### Transfers

11.1 The District reserves its right and authority to transfer employees as necessary in order to best meet the needs of the District. A transfer is defined as the relocation or reassignment of an employee to another grade level or position. Accordingly, grievances may not be filed challenging the District's judgment on the decision to transfer employees, but may be filed challenging the District's compliance with procedural requirements.

11.2 Whenever position vacancies occur which the District intends to fill on a permanent basis, the position vacancy, with the necessary related information, shall be posted for ten (10) calendar days in order to allow employees the opportunity to apply for such position vacancies.

11.3 If an employee's transfer request is not granted, upon request of the employee, the reasons for not granting the transfer request shall be provided in writing. In addition, if the employee so desires, a meeting will be scheduled with the District Superintendent in order to allow the opportunity for the employee to discuss the reasons the transfer request was not granted.

11.4 Prior to the involuntary transfer of an employee, at the employee's request, the reasons for the involuntary transfer shall be provided in writing. In addition, the employee shall be given an opportunity for a personal discussion with the District Superintendent to discuss the reasons for the involuntary transfer.

11.5 Involuntary transfers shall be based on the legitimate educational needs of the District. They shall not be punitive or disciplinary in nature. The District will consider the following criteria when making involuntary transfers; (a) credentials to perform the required services; (b) District seniority; (c) employees training, education and experience; (d) and the duties, requirements and needs of the position vacancy.

12.2 The evaluation procedures shall address the assessment of certificated employees' competence as it relates to the following criteria:

12.2.1 The establishment by the teacher of reasonable education in the cognitive and/or affective domains as it relates to CSTP...

12.2.2 The progress of students toward the standards established of expected student achievement at each grade level in each area of study.

12.2.3 The instructional techniques and strategies used by the employee.

12.2.4 The employee's adherence to curricular objectives.

12.2.5 The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities.

12.2.6 Evaluation documents will be reviewed by the parties and will be modified from time to time as necessary.

### 12.3 Procedures

12.3.1 The evaluator and certificated employee shall meet to discuss stated targets, the evaluation procedures and the evaluation criteria by the end of September.

12.3.2 The work performance of certificated employees shall be summarized in writing and placed in the certificated employee's personnel file. The certificated employee may attach a written response to either the written summary of the observation or the final written performance evaluation within ten (10) calendar days after receipt of either document and placed, as an attachment, in the certificated employee's personnel file.

12.3.3 Full lesson observations and walk through observations of the work performance of a certificated employee shall be conducted openly and with full knowledge of the teacher. Certificated employees shall be given a copy of any evaluation report and the evaluator shall discuss such report with the certificated employee.

12.3.4 Probationary certificated employees shall be evaluated at least once per school year. The evaluator shall evaluate every probationary certificated employee with one (1) or more full lesson observations and one (1) walk through observations from September 15 to June 1. The

12.3.9 No employee shall be held responsible for any aspect of the educational program over which the employee has no authority or ability to correct the deficiencies. Non-administrative employees shall not be required to participate in the evaluation or observation of other employees, nor shall they be required to assess their own performance.

12.3.10 Evaluations shall not be based upon hearsay statements or information which was not developed through the direct observations of an evaluated employee.

12.3.11 The classroom teacher is the primary agent of the educational program, with other employees of the District providing support and assistance to the teacher.

12.3.12 The evaluator and certificated employee shall meet all applicable, legal and District calendar dates.

#### 12.4 Employee Personnel Files

12.4.1 An individual personnel file shall be kept on each employee. The file shall be kept in the District Superintendent's office and shall be available to the Board of Trustees, District Superintendent, and any confidential employee.

12.4.2 Upon written authorization from the employee, a representative shall be permitted to review the employee's personnel file or to obtain copies of documents contained therein.

12.4.3 Employees may review their own personnel file in the presence of the District Superintendent, or designee.

12.4.4 Access to personnel files shall be limited to people on a need-to-know basis. Members of the Board of Trustees may review an employee's file at a personnel session of the Board of Trustees. The contents of personnel files shall remain confidential.

12.4.5 Personnel files may not be removed from the District office except for review by the Board of Trustees at a closed board meeting.

12.4.6 All confidential employee documents will be kept in the personnel files, including transcripts of college courses and any other records deemed necessary to the welfare of the District and the employee. Nothing will be removed from personnel files unless approved by the Board of Trustees with notification to the employee.



## ARTICLE 13

### Layoff

13.1 The parties acknowledge the District's right to lay off employees based upon the needs of the District as provided by law. The following provisions constitute complete agreement on all items within the scope of negotiations relative to layoff of employees. It is agreed and understood that no further negotiation relative to layoff shall be required.

13.2 Whenever it becomes necessary to lay off employees, the District shall follow all applicable provisions of the Education Code of the State of California as supplemented by the provisions of this Article.

13.3 Upon request of the employee, an employee who is laid off shall be eligible to continue existing District-paid benefits as set forth in Section 7.9 for a period of two (2) calendar months after termination of employment, with the approval of the carriers.

13.4 Re-employment of employees who are laid off shall be governed by applicable provisions of the Education Code of the State of California.

13.5 Offers of re-employment (other than on a substitute basis) shall be either personally served or made via the U.S. First Class Mail addressed to the last known address and shall include details of the vacancy offered, and a mechanism for acceptance or refusal of the offer of re-employment within the prescribed time limit, and a place for the employee's signature. Failure to reply within ten (10) calendar days from service of the offer of re-employment shall be deemed a refusal of the offer of re-employment. It is the responsibility of each employee with reemployment rights to file a current mailing address with the District Office.

13.6 An employee who is laid off and subsequently rehired during the period of re-employment rights shall have accrued sick leave balance as of the date of the layoff reinstated.

13.7 Layoffs will be determined by seniority. Certificated Seniority list will be updated each year and will be used to determine layoffs. Seniority based on 1) the first paid date of service 2) Ties broken by *either* alpha, years of service, placement on the salary schedule, type of credential, training or board resolution.

## **ARTICLE 15**

### **Concerted Activities**

15.1 It is agreed and understood that there will be no strike, work stoppage, slowdown, illegal picketing, or refusal to perform job functions and responsibilities of the District by the Association or by its officers, agents, or members during the term of this Agreement, including compliance with the request of other labor organizations to engage in such activity.

15.2 The Association recognizes the duty and obligation of its representatives to comply with the provisions of this Agreement and to make every effort toward encouraging all unit employees to do so. In the event of a strike, work stoppage or slowdown, the Association agrees in good faith to take all necessary steps to cause those unit employees to cease such action.

15.3 It is agreed and understood that any employee violating this Article may be subject to discipline.

## **ARTICLE 17**

### **Effect of Agreement**

17.1 It is understood and agreed that the specific provisions contained in this Agreement shall prevail over District practices and procedures to the extent of a conflict, and over state laws to the extent permitted by state law.

## **ARTICLE 19**

### **Complete Agreement**

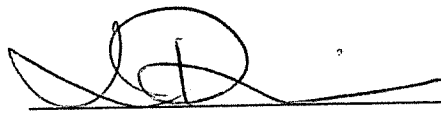
19.1 Except as specifically provided in Article 20, Term, during the term of this Agreement, the Association expressly waives and relinquishes the right to meet and negotiate on wages, hours of employment, and terms and conditions of employment, and agrees that the District shall not be obligated to meet and negotiate with respect to any subject or matter whether referred to or covered in this Agreement or not.


IN WITNESS WHEREOF, the parties have executed this Agreement as the date written below.

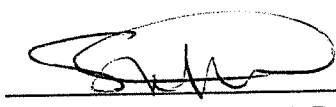
Date: 7/21/2022

MONTAGUE ELEMENTARY MONTAGUE ELEMENTARY SCHOOL DISTRICT  
TEACHERS ASSOCIATION CTA/NEA

  
Heidi Pryor, Board President

  
Jena Davis, META President

  
Matt Dustan, Superintendent/Principal

  
Stephen Wendt, META Representative

Montague Elementary School District  
 Certificate Wage  
 2022-2023

	Column 1 Intern	Column 2 Cert	Column 3 Cert + 15	Column 4 Cert + 30	Column 5 Cert +45
1	\$43,894.60	\$45,762.80	\$46,865.52	\$47,968.23	\$49,070.95
2		\$46,215.89	\$47,802.83	\$48,927.60	\$50,297.73
3		\$47,611.62	\$48,758.88	\$49,906.15	\$51,555.17
4		\$48,563.84	\$49,734.05	\$50,904.28	\$52,844.05
5		\$49,535.12	\$50,728.74	\$51,922.36	\$54,165.15
6		\$50,525.82	\$51,743.31	\$52,960.81	\$55,519.29
7		\$51,536.35	\$52,778.18	\$54,020.03	\$56,907.26
8		\$52,567.07	\$53,833.74	\$55,100.43	\$58,329.95
9		\$53,618.41	\$54,910.42	\$56,202.42	\$59,788.19
10		\$54,690.78	\$56,008.62	\$57,326.48	\$61,282.89
12			\$57,128.80	\$58,473.01	\$62,814.96
14			\$58,271.37	\$59,642.47	\$64,385.34
16			\$59,436.81	\$60,835.32	\$65,994.97
18				\$62,052.03	\$67,644.85
20				\$63,293.07	\$69,335.97
22				\$64,558.92	\$71,069.37
24					\$72,846.11
26					\$74,667.25
28					\$76,533.93

Medical:\$10,000

Masters: \$1,200

Units must be revised post credential.

All units must be approved by

Superintendent, Business Manager and a Teacher Representative.

Additional 2% Off-Schedule Payment - EEG Fund

Montague Elementary School District  
 Certificate Wage  
 2023-2024

	Column 1 Intern	Column 2 Cert	Column 3 Cert + 15	Column 4 Cert + 30	Column 5 Cert +45
1	\$43,894.60	\$47,135.68	\$48,271.48	\$49,407.28	\$50,543.08
2		\$47,602.37	\$49,236.91	\$50,395.42	\$51,806.66
3		\$49,039.96	\$50,221.65	\$51,403.33	\$53,101.82
4		\$50,020.76	\$51,226.08	\$52,431.41	\$54,429.37
5		\$51,021.17	\$52,250.60	\$53,480.03	\$55,790.10
6		\$52,041.59	\$53,295.61	\$54,549.63	\$57,184.87
7		\$53,082.44	\$54,361.52	\$55,640.63	\$58,614.48
8		\$54,144.08	\$55,448.76	\$56,753.44	\$60,079.85
9		\$55,226.96	\$56,557.74	\$57,888.50	\$61,581.84
10		\$56,331.50	\$57,688.88	\$59,046.28	\$63,121.38
12			\$58,842.66	\$60,227.20	\$64,699.41
14			\$60,019.52	\$61,431.74	\$66,316.90
16			\$61,219.91	\$62,660.38	\$67,974.82
18				\$63,913.59	\$69,674.19
20				\$65,191.86	\$71,416.05
22				\$66,495.68	\$73,201.45
24					\$75,031.49
26					\$76,907.27
28					\$78,829.95

Medical:\$10,000

Masters: \$1,200

Units must be revised post credential.

All units must be approved by

Superintendent, Business Manager and a Teacher Representative.

Additional 2% Off-Schedule Payment - EEG Fund

Montague Elementary School District  
 Certificate Wage  
 2024-2025

	Column 1 Intern	Column 2 Cert	Column 3 Cert + 15	Column 4 Cert + 30	Column 5 Cert +45
1	\$43,894.60	\$48,549.75	\$49,719.62	\$50,889.50	\$52,059.37
2		\$49,030.44	\$50,714.02	\$51,907.29	\$53,360.86
3		\$50,511.16	\$51,728.30	\$52,945.43	\$54,694.88
4		\$51,521.38	\$52,762.86	\$54,004.35	\$56,062.25
5		\$52,551.81	\$53,818.12	\$55,084.43	\$57,463.80
6		\$53,602.84	\$54,894.47	\$56,186.12	\$58,900.41
7		\$54,674.91	\$55,992.37	\$57,309.85	\$60,372.92
8		\$55,768.40	\$57,112.22	\$58,456.04	\$61,882.24
9		\$56,883.77	\$58,254.47	\$59,625.15	\$63,429.29
10		\$58,021.44	\$59,419.54	\$60,817.67	\$65,015.02
12			\$60,607.94	\$62,034.01	\$66,640.39
14			\$61,820.10	\$63,274.70	\$68,306.41
16			\$63,056.51	\$64,540.19	\$70,014.07
18				\$65,831.00	\$71,764.42
20				\$67,147.62	\$73,558.54
22				\$68,490.55	\$75,397.50
24					\$77,282.44
26					\$79,214.49
28					\$81,194.85

Medical:\$10,000

Masters: \$1,200

Units must be reviced post credential.

All units must be approved by  
 Superintendent, Business Manager and a Teacher Represetative.

Additional 2% Off-Schedule Payment - EEG Fund



Stipend                      Number Available                      Amount

Sports		
Stipend	Number Available	Amount
Athletic Director	1	\$1,000.00
Volleyball	2	\$750.00
Basketball	2	\$1,500.00
Cross Country	1	\$750.00
Track	1	\$750.00
Track Assistant	1	\$300.00
Cheer	1	\$500.00
Ski Club	5	\$100.00
Extra Duty Stipend		
Student Council Advisor	1	\$500
Teacher in Charge	Per day as needed	\$50
Testing Coordinator	1	\$1,000
Homework Club	1 per trimester middle school	\$300
Yearbook	1	\$500
Combination Class	Varies	See contract
Saturday School	Based on District Calendar	\$125/\$150 for 22-23
Spelling Bee	1	\$250.00
Social Media	1	\$1,000.00
House Head	4	\$300.00
Buyback Day	5 Per teacher	\$200.00
Keenan Videos	1 per teacher	\$200.00
Summer School	Depends on enrollment	\$150/day