

ORIGINAL

AGREEMENT BETWEEN
THE BOARDS OF EDUCATION OF

DWIGHT COMMON SCHOOL DISTRICT #232

AND

DWIGHT TOWNSHIP HIGH SCHOOL DISTRICT #230

AND

THE DWIGHT EDUCATION ASSOCIATION FOR

SCHOOL YEAR

2021-2022

2022-2023

2023-2024

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ARTICLE I

A. Recognition

The Boards of Education of Districts No. 230 and 232 recognize the Dwight Education Association, an affiliate of the Illinois Education Association and the National Education Association, as the sole negotiating agent for all full-time, regularly employed, certified teaching personnel including counselors, speech pathologists, social workers, and librarians except for the Superintendent, Principals, Assistant Principals, Dean of Students, Technology Coordinators, and any other administrator who has authority on behalf of the Boards to hire, fire, discipline or substantially recommend the same.

B. Part-Time Teachers

Regularly employed part-time teachers may be included in the bargaining unit depending on other areas of employment in the District(s).

C. Negotiation Restrictions

The Boards agree not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. The Boards shall not negotiate with any teacher individually with regard to items specifically stipulated in this Agreement.

D. Right to Organize

The Boards agree that teachers shall have the right to organize, join or not join the Association, and to participate in professional negotiations for the purpose of establishing, maintaining, protecting or improving conditions for professional service and of the education program. Neither the Boards nor the Association shall discriminate against any teacher for the reason of membership or non-membership in the Association, participation in negotiation with the Boards, or the institution of any grievance, complaint or proceeding under this agreement.

ARTICLE II

A. Personnel File

Each teacher shall have the right, upon request and during regular business hours, to review the contents of said teacher's personnel file. Such review shall not occur at a time when it might interrupt the regular school program. At the teacher's request, a representative of the Association may accompany the teacher in this review. An administrator or his/her designee shall be present at such a review.

If the teacher feels that any formal evaluation or statement in the file is incomplete, inaccurate, or unjust, said teacher may put any objections in writing and have them attached to the evaluation report or statement to be placed in the teacher's personnel file. A copy, signed by both parties, shall be given to the teacher indicating that the original evaluator has knowledge of the rebuttal statement.

Complaints against a teacher must be in writing with a copy given to the affected member prior to placement in the personnel file. Complaints not reduced to writing shall be considered withdrawn and shall not be used for evaluation, discipline, or reassignment by the administration or the Boards of Education.

However, any material that has not been reduced to writing, submitted to and discussed with the Employee, and an opportunity to be signed by the employee within forty-five (45) calendar days following the event or occurrence may not be added to the file. An individual Employee has the right to add awards, commendations and similar items to their personnel file.

1. The Administration and District Boards of Education shall not divulge any of the contents of the personnel file including a disciplinary report, letter of reprimand, or other disciplinary action to any person or party other than the Employee except as follows:
 - a) A School District official in a need-to-know capacity.
 - b) The Employee has specifically waived written notice as part of a written, signed employment application with another Employer.

- c) The disclosure made pursuant to a subpoena or other court order in a legal action or arbitration proceeding.
 - d) The information is requested by a government agency as a result of a claim or complaint or as a result of a criminal investigation.
 - e) The disclosure meets the statutory requirements of the Freedom of Information Act and the FOIA request followed procedures established by the Board of Education.
2. The Employer shall review a personnel record before releasing information to any party other than the Employee pursuant to sub-paragraph A above.

B. Evaluation Plan

Evaluations shall be conducted in conformance with 105 ILCS 5/24A, 23 Administrative Code Part 50, and each district's Certified Employee Evaluation Plan.

As required by law, the Boards agree that each district will have an Evaluation Committee comprised of three (3) teachers, selected by the Association, and three (3) administrators which shall review the evaluation plans to determine if any changes or adjustments are in order. Decisions by the committee shall be made by consensus.

Notification of Evaluation Process

No later than the first day of student attendance at the beginning of each school year, the building principal or immediate supervisor shall provide a written notice (either electronic or paper) as required in the Administrative Code that a performance evaluation will be conducted in that school term to each teacher affected or, if the affected teacher is hired after the start of the school term, then no later than 30 days after the contract is executed.

1. Individuals doing the observations and the final summative evaluation must be non-bargaining unit/administrative personnel with the appropriate certifications; as defined by ISBE.

Purpose of Evaluation

The purpose of the teacher evaluation is to determine the level of the performance of the teacher and students. The overall goal is to improve teaching and learning.

Observations - Minimum Number

Non-tenured employees will receive a summative evaluation once each year. Tenured employees will receive a summative evaluation once every other year unless an employee has received a rating of "Needs Improvement" or "Unsatisfactory", in which case the employee shall receive a summative evaluation the year following receipt of the rating.

1. For purposes of this plan, "formal observation" means a specific time that is scheduled with the teacher for the evaluator, to directly observe professional practices in the classroom or in the school. Formal observations will be for a minimum of 45 minutes at a time, or a complete lesson, or during an entire class period. Each formal observation will be preceded by a pre-observation conference held no less than three (3) days before the observation. During this conference, the teacher submits in advance a written lesson or unit plan and/or other evidence of planning for instruction to be observed.
2. Initial Evaluation: No formal evaluation will take place prior to September 20th of each year. There shall be at least a fifteen (15) workday period between each evaluation unless otherwise requested by the employee.
3. Within ten (10) working days following a formal observation, the evaluator shall meet with the teacher to discuss the evidence collected and provide written feedback. The teacher may provide additional information or explanation about the lesson presented.
4. For purposes of this plan, "informal observation" means observations of a teacher by the evaluator that are not announced in advance of the observation. Evidence gathered during informal observations may be considered in determining the performance evaluation rating of the teacher, provided it is documented in writing and provided to the teacher within five (5) days of the informal observation. Feedback to the teacher from informal observations may be either oral or in writing.

Summative Evaluation Conference

No more than fifteen (15) school days following the final observation, except in case of emergency or absence, such as the illness of the teacher or evaluator, the evaluator will complete a Final Evaluation Conference with the tenured teacher. The evaluator will reduce the evaluation to writing on the summative evaluation instrument and give a copy to the employee. The evaluator will discuss the strengths and weaknesses with the employee, the overall rating, and supporting reasons.

Association Representation

All employees may bring an advocate to any evaluation conference, as long as it causes no unnecessary delay.

Summative Rating

Teacher Practice Component: The scoring of the teacher practice portion of the evaluation shall be in accordance with the Dwight Public Schools' District Evaluation Instrument Domain/Component Weightiness spreadsheet included in the Districts' Evaluation Plan document.

Growth Component: The Growth Component shall be calculated in accordance with each District's Evaluation Plan(s) document.

Summative Evaluation: The Summative Evaluation shall be calculated in accordance with the Districts' Evaluation Plan document.

Evaluations Done by a Qualified Evaluator

Each teacher shall be evaluated by a qualified evaluator, as defined by the Illinois State Board of Education (ISBE). All observations and information used as part of an evaluation shall have been observed or confirmed by the administration. An evaluation will include specifics as to strengths and weaknesses with supporting evidence for comments made.

Employees Right to Respond to Evaluation

If the employee feels that any formal evaluation or statement in the file is incomplete, inaccurate, or unjust, the said teacher may put any objections in writing and have them attached to the evaluation report or statement to be placed in the teacher's personnel file.

Remediation

If a tenured employee's evaluation is unsatisfactory, the District shall follow The School Code as it relates to remediation, and develop a remediation plan within thirty (30) school days of completion of the evaluation designed to remediate the deficiencies. The plan shall require the participation by the employee deemed unsatisfactory, the building evaluator, and a mutually agreed upon consulting employee (may be a teacher or an expert from outside the district as provided by law).

The written remediation plan will contain a description of the deficiencies, a plan designed to achieve identified expectations, the type of assistance to be provided, a system of monitoring performance, and timelines for completion. Employees placed on remediation will be evaluated by procedures deemed appropriate by the evaluator as required by law.

Professional Development Plan

Within thirty (30) school days following the receipt of a rating of "needs improvement," the evaluating administrator and the employee receiving such rating will collaborate to develop a Professional Development Plan (PDP) that considers past results, contributes to professional growth, and will assist the teacher in aligning professional development and goal setting to school improvement goals. The plan will include such support from the District as may be needed to fulfill the plan and the scheduling of at least two formal and one informal observation during the plan's duration. The plan's duration shall not exceed the school year following receipt of the "needs improvement" rating. Failure to complete the plan will not affect the employee's rating, although the teacher's efforts under the plan may be taken into consideration when the employee is evaluated in the year following the rating of "needs improvement."

Extra-Curricular Evaluation Plan

A committee comprised of an equal number of extra-curricular sponsors/coaches selected by the Association and Administrators of the districts shall create and annually review a Coaching and Sponsor Evaluation Plan.

C. Use of Facilities

In each building, telephones, email, copy machines, computers, facsimiles and any other electronic equipment normally available, shall be available to aid employees in the proper execution of their assigned duties.

In the furtherance of Association business, the Boards agree that the Local Association shall have the right to use school building for meeting and to transact official Association business on school property provided that:

1. Request is made and approval received from the building administrator in advance. All facility requests outside of the normal teaching day and classroom must be made using the Master Library Software.
2. Use shall not conflict with normal operations or other previously approved use.
3. The Association shall have the right to distribute printed materials in each bargaining unit member's mailbox for communication to Bargaining Unit Members without interference, censorship, or examination of such communications by the Employer.

D. Payroll Deductions

Payroll deductions may be initiated or adjusted for payment as follows:

1. Health, dental and vision (open enrollment and qualifying event)
2. 403(b) Plans (two (2) times per school year)
3. Association Dues
4. IEA Credit Union (two (2) times per school year)
5. Flex Spending Accounts (open enrollment period only)

All payments on behalf of individuals with any of the above deductions will be postmarked no later than the last day of each month in which a paycheck is received by such individuals.

E. Sick Leave

The Boards of Education shall grant full-time teachers sick leave in the amount of fifteen (15) days at full pay each year. If any teacher does not use the full amount of annual sick leave allowed, the unused amount shall accumulate.

Sick leave shall be interpreted to mean personal illness; quarantine at home; serious illness or death in the family or household; or birth, adoption or placement for adoption. Family shall include parents, grandparents, parents-in-law, brothers, sisters, brothers/sisters-in-law, spouse, domestic partner, children, grandchildren, aunts, uncles, nieces, nephews, and any person living in the household.

Paid Bereavement Days may be granted per school year by the Superintendent. Bereavement Days will be considered "Sick Days" and be deducted accordingly.

F. Sick Leave Bank

The Boards of Education shall permit the formation of a Sick Leave Bank in each District. A committee in each District shall be composed of the District Superintendent, the Association President and the Association Vice-President. They will decide at the beginning of each school year if it is necessary to deposit additional days in the Sick Leave Bank of that District.

When the Sick Leave Bank Committee of either District deems it necessary, each teacher in that district will be given the opportunity, at the beginning of the school year, to transfer no more than one day of their entitled sick leave to the Sick Leave Bank of that District. Only those teachers who have made a contribution will be eligible to withdraw days from their Sick Leave Bank. Teachers new to the districts will automatically be given the option of contributing to the Sick Leave Bank when they begin teaching.

Any teacher who participates in their Sick Leave Bank beginning in the 1984-85 school year and thereafter may withdraw no more than ten (10) days per school year. Contributions to and withdrawals from the Sick Leave Banks will be subject to prorating for those teachers employed less than full-time.

In order for participating teachers to withdraw from their respective Sick Leave Banks, a period of three (3) teaching days must pass following the exhaustion of the teacher's accumulated sick leave.

Withdrawal of days from the Sick Leave Banks shall be for serious illness on the part of the Employee only. It does not cover illness on the part of the Employee's family or elective surgery on the part of the Employee. It does cover pregnancy related problems providing the doctor has signed a written statement that the woman is medically unable to return to work. Teachers who draw benefits from the Teacher Retirement System or who draw Worker's Compensation benefits will cease to withdraw from the Sick Leave Banks.

Application for withdrawal from the Sick Leave Banks will be made to the District Superintendent.

At no time can more days be withdrawn from the Sick Leave Bank(s) than have been contributed by the teachers to the District's Sick Leave Bank.

G. Personal Leave

Two (2) paid teaching days per year will be granted to each teacher for personal use. The granting of a Personal Leave request is contingent upon the availability of an approved substitute teacher. A written request for Personal Leave must be filed with the Principal at least five (5) working days prior to the date of the Personal Leave requested, except for emergency situations as determined by the Principal. Teachers may use no more than two (2) consecutive Personal Leave Days at any one time, unless an emergency and approved by the Administration. It is agreed that no requests for Personal Leave will be honored during the first ten (10) or last ten (10) days of student attendance in any school year except for emergency situations. The Principal has the discretion to approve or disapprove a teacher's request for Personal Leave on an institute or in-service day.

Any teacher who has unused Personal Leave remaining at the conclusion of the school year will be allowed to carry forward these Personal Leave Days into the succeeding school year. At no time can any teacher have more than five (5) paid Personal Leave Days per year. Any excess Personal Leave Days will be transferred to the employee's accumulated sick days.

H. Unpaid Family Medical Leave

1. General

Per the Family Medical Leave Act of 1993, eligible teachers shall be entitled to up to twelve (12) work weeks of unpaid leave during any twelve (12) month period for one or more of the following reasons:

- a) For the birth of a child, and to care for the newborn child;
- b) For placement with the employee of a son or daughter for adoption or foster care;
- c) To care for the employee's spouse, son, daughter, or parent with a serious health condition; (not to include in-laws)
- d) Because of the serious health condition that makes the employee unable to perform the functions of the employee's job.

2. Notification

When the necessity for such leave is foreseeable, as in the case of an expected birth or adoption placement, the teacher shall provide the Board with thirty (30) days written notice before the date of the leave is to begin. In cases of emergency, the teacher shall provide such notice as practicable.

3. Health Benefits

During such leave, the Board shall maintain the teacher's coverage under the group health plan on the same basis and conditions as coverage would have been provided if the teacher had been continuously employed during the entire leave period. The teacher may continue coverage at his or her own expense if the said leave is extended beyond the twelve (12) weeks.

4. **Accrual of Benefits**
While on such leave, the teacher shall continue to accrue seniority and credit towards movement on the salary schedule.
5. **Return from Leave**
Upon return from leave under the Medical Leave Act during the same academic year in which the Leave began, the teacher is entitled to the same position they held when the leave commenced. However, if they extend the leave beyond the twelve (12) weeks or return to the school district in the following year, the teacher is entitled to an equivalent position.

I. Child Care Leave

Unpaid childcare leave shall be granted to teachers in accordance with the following:

1. A teacher seeking unpaid childcare leave must submit a written request to the Board at least sixty (60) calendar days prior to the effective date of the leave. The Board may waive the sixty (60) days' notice in cases of emergency.

Childcare leave applies to newborn babies and newly adopted children.

2. Such leave may be for a period of time up to one full school year, with the final decision being made by the Board. If the childcare leave starts in the first or second semester, the leave shall be for the remainder of the school year in progress unless there is mutual agreement to end the leave earlier. One additional year beyond the initial leave period may be requested, with the Board retaining its right to approve or disapprove the said request for additional time.
3. Contractual benefits and seniority shall not accrue during unpaid childcare leave. However, a teacher on the said leave may continue insurance benefits at his or her expense, following COBRA guidelines.
4. Credit on the salary schedule for a full year of service shall be granted if the teacher has been employed at least ninety (90) workdays during the school year that the leave began.

J. Work Year, Work Day and Holidays

A Committee of the Administration and DEA will develop a school calendar to be presented to the Boards of Education. The Boards of Education shall have the final approval.

The school year calendar shall consist of 185 days which shall include 175 student attendance days, four (4) workshop/in-service days and five (5) emergency days. Unused emergency days shall not become workdays. The work year for Employees shall not exceed 180 days which shall include the four (4) workshop/in-service days. Teachers will be released no more than fifteen (15) minutes following the release of students for Thanksgiving, Christmas, Spring Break and Easter Break.

Length of Work Day

The length of the workday for all Employees shall not exceed 7.5 hours, including preparation periods and lunch periods. A half day will be considered 3.75 hours (from established start time). Employees may be required to work beyond the regular work day due to meetings with parents, IEP meetings, etc. and will receive compensation at the contracted hourly rate. Specific start and end times will be determined and communicated by the building administrators.

Lunch Periods

All Employees shall have a duty-free lunch period equal to that of the students' lunch period, but no less than thirty (30) minutes.

Preparation Periods

All Employees shall have 180 minutes of preparation time each week (based on a 5-day, regular school week).

Limit on Employee's Responsibility

An Employee shall not be required to assume the responsibility of another Employee's students simultaneously with his/her own students for the purpose of an IEP meeting unless the employer has exhausted all other reasonable alternatives. When a teacher has to take over responsibility for supervising/teaching students for another teacher (i.e. - P.E. teacher who ends up covering two classes in the event the other teacher needs to leave for IEP or emergency) that teacher would be compensated at the rate of \$25 per hour as well.

Shared Employees

Any Employee who travels between the two districts shall be provided with preparation and lunch periods as would any other Employee and traveling time shall be scheduled so as not to infringe on these relief periods. If a scheduling conflict occurs, the Employee will be compensated for the loss of preparation time at the contractual hourly rate.

Additional Load Compensation

Any Employee with more than the normal teaching load set forth in this agreement shall receive additional compensation at the rate of two-thirteenths (2/13) per year, or one-thirteenth (1/13) per semester of his/her annual salary exclusive of extra duty pay for each teaching period of each day in excess of such norms. (As an example, if a person was making \$50,000, divide that number by 13 and then take that number times 2 for a full overload of both semesters. $\$50,000 \div 13 = \$3846.15 \times 2 = \$7692.30$. If it was a one semester overload, it would be $1/13 = \$3846.15$).

K. Economic Terms and Conditions

1. Income Tax Shelter-Teacher Retirement System

The entire amount of each teacher's salary that is contributed to the Teachers' Retirement System (TRS) shall be sheltered for income tax purposes.

2. Section 125-Flexible Spending Amount

An amount equal to the maximum amount allowed by law of each teacher's salary may be used for a Section 125. Such options will include and are limited to:

- a) The dependent portion of the Health Insurance Plan provided by the Districts;
- b) Employee Group Life Insurance policies;
- c) Medical reimbursements for items not covered by our group health plan such as:
 - i. Vision examinations and purchase of prescription glasses or contact lenses for the employee and members of their families
 - ii. Dental and orthodontia care of the employee and members of their families;
 - iii. The deductible and coinsurance payments made for medical care of the employee and members of their family; and
 - iv. Prescriptions and medications purchased by the employee for themselves and members of the family and;
 - v. Other items allowed by law.
- d) Dependent care payments made by the employee may not exceed \$5000; and
- e) Long and short term Disability Insurance premiums.

Medical reimbursements will be paid as allowed by a third party administrator. All employees will be covered by Section 125, provided by a third-party, for tax sheltering purposes.

It is further understood that the employee must designate the amount they intend to shelter through each Income Tax Shelter by September 1 of each school year and that the amount they designate is unalterable after September 1 of each school year. Failure to have used all monies so designated by the next June 30th shall result in forfeiture of any remaining balance.

3. Salary Payments

Teachers will be paid twice a month on or about the 10th and 25th of each month, equaling 24 pays.

4. Salary Schedule - See page 17-34

The base salary shall increase as follows for the next three years: 2021-22, \$35,107; 2022-2023, \$36,248; 2023-2024, \$37,517. The Board of Education will take on the responsibility of paying TRS all three years of the contract. There will be no vertical steps taken for the duration of this contract. All new teachers will be placed in the matrix on pages 17-34.

New DEA Members for 2023-24 School Year will be placed in the matrix found on pages 29-30.

Current staff going into the 2023-2024 school year will follow the steps below to be placed on the new matrix found on pages 29-30.

1. Find their initial placement in the matrix on page 28. This reflects a 3.5% raise from previous year.
2. Take the dollar amount, including paid TRS, from page 28, find their corresponding education lane on pages 29-30.
3. Go down that lane until they find the salary matching the salary from page 28. If there is an exact match, that will be the step placement. In the event that the salary falls between two steps, use the next highest salary to determine the vertical step for placement.
4. Once that step is found, that will be the new placement for the DEA member the 2023-2024 contract.

An additional lane has been created to the far right, and is limited to Ph.D., National Board Certification (NBPTS), and MS+40. Teachers may only advance to MS+40 lane if they take additional courses that lead to an additional licensure, and have approval of the administration to fill an anticipated teaching assignment. Lane movement is not retroactive and takes effect beginning with the 2020-2021 school year.

No member of the DEA will exceed a 5.75% raise during the last ten years of the teacher's retirement eligibility. If a member of the DEA does exceed 5.75% within those years, the teacher will receive a deferred payment.

Internal Substitute Rates - Teachers will be paid for lost planning time prorated at a rate of \$25 per hour.

Each Special Education Teacher will receive a \$300 stipend.

5. Extra Duty Schedules - See pages 17-34

Base pay for co-curricular will match the base pay increases for each year of the contract for the High School and Grade School. The Board of Education agrees to pay TRS on all stipend positions. There will be a separate matrix for DEA members and non-DEA members. There will be no vertical steps taken for the duration of this contract. Matrix is located on page 17-34 for placement of new stipends.

The Boards of Education reserve the right to pay for the duties assigned to be performed by staff members. The amounts shall be in addition to the regular teaching salary. Extra Duty pay shall conform to the following extra duty pay schedules within this document. Credit for experience in a specific extra-duty assignment may be assigned as follows:

- a) Experience as a head coach within the districts (high school or grade school) must be experience in that specific position.
- b) Experience as a head cheerleading coach will count as head coaching experience whether basketball, football, or wrestling.
- c) Experience as a softball or baseball coach will be considered the same experience.
- d) Experience in a specific extra duty assignment from outside the district will count as one-half year for each full-year.
- e) Experience as an assistant coach at the high school level, in district only, will count as one-half year for each full year towards a high school head coaching position.
- f) Experience as a head/8th Grade coach is equal to the experience as an assistant 6th, 7th or B-Team coach in that same sport.
- g) If the index is the same from one level to another in a specific sport, then all experience is counted one for one.
- h) Experience as a head or assistant coach at the high school level, in district only, will count as one-half year for each full year towards a grade school head or assistant coaching position.

The Board of Education will allow a stipend totaling \$1,500 for Class Basketball at the Grade School. Should there be more than one person fulfilling the stipend, they will split the \$1,500.

The Boards reserve the right to fill or not fill positions listed on the extra-curricular/co-curricular schedules. Prior to Board action of any reductions or not filling a position (s), consultation will take place with the administration/athletic director and coach/advisor.

6. Mentoring Program

Statement of Purpose: The purpose of the Mentoring Program is to provide new teachers in the District the assistance necessary to begin a successful teaching career through a mentoring relationship. This program will assist new teachers in a further understanding of teaching techniques, procedures, requirements, and expectations of their specific grade level or subject assignment.

The Districts will provide a mentor to all first year teachers to the profession and all veteran teachers who are new to the Districts for one (1) year. A second year can be added if the Mentor and Administrator agree that a second year is necessary.

Each mentor will receive a stipend of \$1,000.

Consideration for selection mentor teachers shall be the following:

- Tenure status
- Proficient or excellent evaluation ratings in all past performance reviews
- Administrative discretion

7. Health Insurance

- a) The Boards of Education shall provide individual health benefits for Employees of the Districts. Unused insurance benefits will not be reimbursed to the employee. The monthly allowances for the contract are as follows:
 - i. September 2021-November 2021: \$730.00
 - ii. December 2021-November 2022: \$792.50
 - iii. December 2022-November: 2023: \$855.00
 - iv. December 2023-August 2024: \$917.50
- b) The Insurance Committee shall meet annually to review insurance renewals.
- c) For those Employees employed prior to September 1, 1993 who do not wish to enroll as part of the health plan group, the Boards will provide an equivalent amount of money to the Board approved monthly health benefit allotment for that specific year, which may be used to purchase a hospital indemnity policy, life insurance policy or a 403 (b) plan.
- d) On or before October 15th each year, an Insurance Committee composed of DEA members (one from each building), Administration, and a representative from support staff of each building (who shall be non-voting), and Administration shall meet to discuss insurance options. The DEA shall provide a recommendation to the Board of Education no less than 30 days prior to the expiration date of the current insurance contract. The Boards of Education shall approve that recommendation at the next scheduled meeting.
- e) During each of the four years of this contract, the Boards shall provide an HRA reimbursement for employees insured under the Districts' insurance plan as follows: Reimburse from \$1,501 to \$2,500 for those who elect a \$2,500 deductible and reimburse from \$2,501 to \$3,500 for those who elect a \$3,500 deductible.

L. Parent Conferences

It is agreed that there will be six (6) hours of scheduled parent conferences during the school year. The Calendar Committee will recommend the dates and times for parent conferences. All teachers will be expected to be at school during the established conference times. These scheduled conference days/institutes are subject to approval of the Boards of Education. These conference dates will be part of the 180 required calendar days noted in Article If, Section J; Work Year, Work Day and Holidays.

M. Continuing Education Credit Allowance

When a teacher earns credit qualifying the employee for horizontal movement on the salary schedule, the teacher may only move horizontally one lane to the right in a given school year. If the teacher has earned credit that would normally result in moving more than one lane to the right, then the teacher will continue to move one lane to the right each year until aligned with his/her educational credit hours. Lane movement on the salary schedule will take place in September and January only. Official or unofficial transcripts and/or grade reports are due to the District office on or before September 1 and January 1.

Horizontal movement on the Salary Schedule will be based upon the satisfactory completion of traditional or online graduate course(s) from a college or university approved by the North Central Association (NCA), National Council for Accreditation of Teachers Education (NCATE) or a reciprocal accrediting agency. Graduate credit earned will not be recognized unless the course(s) for which the credit is earned have received prior approval by the Superintendent. Such course work shall be in the subject area of the teacher's assignment, the District's School Improvement Plan, National Board Certification, Teacher Certification, Teacher Certification/Endorsement or the field of Education.

Upon the Superintendent's request and/or approval, a teacher may apply non-graduate course credit (s) to move horizontally on the Salary Schedule. The non-graduate course (s) must lead to an additional teacher certification that will benefit the Districts. All courses that will affect lane change must be approved by the Superintendent, prior to the first day of the class.

N. Vacancy Posting

1. Definition

Positions that are newly created or become open due to the reassignment, resignation, death or retirement of an employee shall be posted by the Administration.

2. Posting of Notice

If the Boards of Education elect to fill a vacant position, the administration shall provide staff, via district email, a notice of all vacancies within the scope of the bargaining unit within two working days from the Board's decision to fill the position.

Positions described shall be posted for at least five (5) school days prior to being filled.

3. Applications Procedures

Any Employee is eligible to apply for a vacancy or newly created position, and any interested Employee shall have the right to meet with the Principal or in the absence thereof, the Superintendent to discuss his/her qualifications and interest in that position.

4. Board Notice of Internal Applicants

Prior to recommending an applicant for a vacant or newly created teaching position, the administration will inform the Board of Education of any and/or all internal candidates for such position.

ARTICLE III

A. Grievance Definition

A grievance shall be any claim by an Association member or the Association that there is an alleged violation, misinterpretation, or misapplication of the terms of this agreement.

B. Grievance Time Limit

All time limits consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall double and consist of weekdays, except holidays, in order that the matters may be resolved before the close of the school term or as soon thereafter as possible. School days for purposes of the grievance procedure shall mean teacher employment days.

C. Grievance Informal Procedure

The parties hereto acknowledge that it is usually most desirable for a teacher and his/her immediately involved supervisor to resolve problems through free and informal communication. If, however, such informal processes fail to satisfy the teacher or the Association, a grievance may be processed as follows.

D. Grievance Time Bar

A grievance shall be filed at the formal level no later than forty-five (45) days from the event which gives rise to the grievance or when the party knew or should have known of such event, whichever is later, or the grievance shall be barred for lack of timeliness.

E. Step One

The Teacher or the Association may present the grievance in writing to the supervisor immediately involved who will arrange for a meeting to take place within ten (10) days after receipt of the grievance, unless both parties agree to a different date. The aggrieved teacher and the immediately involved supervisor shall be present for the meeting. The supervisor shall provide a written answer to the grievance to the aggrieved teacher and the Association within ten (10) days after receipt of the grievance.

F. Step Two

If the grievance is not resolved at Step One, then the grievant may appeal the grievance to the Superintendent or his/her official designee within five (5) days after receipt of the Step One answer or within five (5) days after the Step One meeting, whichever is later. The Superintendent shall arrange for a meeting to take place within five (5) days of his/her receipt of appeal unless the parties agree to a different date. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the Superintendent shall have five (5) days in which to provide a written decision.

G. Step Three

If the Association is not satisfied with the disposition of the grievance at Step Two or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to the full Board of Education involved for determination. The Board shall schedule the grievance for hearing at its next regularly scheduled Board meeting. Each party shall have the right to have witnesses and counselors, as it deems necessary to develop facts pertinent to the grievance. The Board shall issue its written decision within five (5) days of the hearing.

H. Step Four

If the Association is not satisfied with the disposition of the grievance at Step Three, the Association may submit the grievance to final binding arbitration through the Federal Mediation Conciliation Service (FMCS), which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date of Step Three response, then the grievance shall be deemed withdrawn.

Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party.

The cost of the arbitrator shall be shared equally by the parties. Should either party request the creation of a transcript, that party shall pay the costs of the transcript, except that when both parties make such a request, the costs shall be shared equally. Each party shall be responsible for the cost of their representation.

I. Bypass

If the Association and the Superintendent agree, Step One of the grievance procedure may be bypassed and the grievance brought directly to Step Two.

J. Class Grievance

Class grievances involving one or more teachers or one or more supervisors, and grievances involving an administrator about the building level may be initially filed by the Association at Step Two.

K. No Reprisals Clause

No reprisals of any kind shall be taken by the Board or the Administration against any teacher because of his/her participation in this grievance procedure.

L. Filing of Material

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

M. Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

ARTICLE IV

A. Association-Board Committee (Labor Management)

The Association and the Board recognize the importance of communications in maintaining good relationships and agree to meet when needed for the purpose of discussing problems. Monthly meetings, if needed, shall be held with reasonable written notice stating the item or items to be discussed at such meetings.

The committee shall consist of two (2) members from each of the Boards of Education and four (4) members of the Association along with the Superintendent and the Association President or a designee.

This committee will not make grievance or negotiation decisions.

B. Association Participation, Employee Suspension, Demotion, Discharge

Any employee charged with misconduct, neglect, or other violation that may lead to his/her reprimand, suspension, demotion or discharge shall have the right to be represented by the Association in any meeting conducted by the Board or Administration with such employee regarding such charge. The Board agrees that its rules and regulations governing employee conduct shall be reasonable and that enforcement of employee discipline shall be fair and for cause.

C. Complaints

Any complaint regarding an employee, which, in the opinion of the administrator or School Board member receiving it, would be useful to the employee in improving performance or understanding parental or community concerns, shall be reported to the employee by the Building Principal.

A complaint shall not result in disciplinary action unless it is first investigated and found to have merit. No employee shall be reprimanded or disciplined in the sight or hearing of students, parents, or district employees (other than Associate representatives), other than in emergency situations which could adversely affect health or safety.

D. Inclement Weather

Employees who are unable to report to work as scheduled because of inclement weather shall be charged with the use of a sick leave day.

ARTICLE V

A. Complete Agreement

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto and conclude collective bargaining for the term hereof except as specifically provided in this Agreement. The terms and conditions of this Agreement may be modified by

alteration, change, addition to, or deletion during the term hereof only through the voluntary, mutual consent of the parties in a written amendment executed in accordance with the provisions of this agreement.

B. Conformity to Law

No provision or clause of this Agreement may supersede State or Federal Law. In the event that any provision of this Agreement or application of any such provisions is or shall at any time be held by a court or final and competent jurisdiction to be contrary to law, such provision, or such provision to the extent of such illegal application, as the case may be, shall be deemed to have been deleted from this Agreement and all other provisions declared illegal shall be subject to renegotiation at the time the contract in which such provision is included expires.

C. Bargaining Procedure - Team Construction

Each team shall name its own members. Only seven members from each team may sit at the bargaining table during bargaining sessions.

D. Bargaining Procedure - Good Faith

The parties agree to bargain in good faith. Good faith shall be interpreted in accordance with the rules of the Illinois Educational Labor Relations Act.

E. Bargaining Procedure - Authority to Bargain

The parties agree that it is their mutual responsibility to confer upon their representatives the necessary power and authority to make proposals, consider proposals, make counter proposals in the course of negotiations, and to reach final agreements which shall be presented respectively to the Boards and to the Association for ratification.

F. Impasse

Should either party declare Impasse, the parties shall jointly request the Federal Mediation and Conciliation Service (FMCS) to provide the services of a mediator. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement.

G. Bargaining Procedure - Tentative Agreement

During negotiations, agreed-upon material shall be prepared for the Boards and the Associations and initiated prior to the adjournment of the meeting at which such agreement was reached.

H. Bargaining Procedure - Final Agreement

When tentative agreements reached on all matters have been being negotiated, a written memorandum of understanding embodying final agreement shall be submitted to the full Boards of Education and the Association for ratification. When ratified by the Association and the Boards of Education, the Agreement shall become part of the official minutes of the Boards of Education and the teachers' contracts. The Agreement shall not discriminate against any member of the professional teacher personnel, regardless of membership or non-membership in the Association.

I. Bargaining Procedure - Successor Agreements

The Association shall inform the District in writing of its desire to negotiate a successor agreement no later than March 1 of the year in which this Agreement expires unless another date is mutually agreed upon.

J. Duration of Contract

This agreement shall be in full force and effect with the first day of the school year 2021-2022 and shall remain in full force and effect up to and through the last day preceding the first day of school in the 2024-2025 school year.

IN WITNESS WHEREOF this Agreement is entered into the 16th of December 2020.

FOR THE DWIGHT EDUCATION ASSOCIATION

DEA President

DEA Secretary

FOR THE DWIGHT DISTRICT #230 BOARD OF EDUCATION

Board President

Board Secretary

FOR THE DWIGHT DISTRICT #232 BOARD OF EDUCATION

Board President

Board Secretary

HIGH SCHOOL & GRADE SCHOOL: EVENT WORKERS/EXTRA PAY 2022-2024

ATHLETIC EVENTS

When teachers are assigned to work athletic events, the following rates per event shall prevail. Scorers for the away contests will be paid the same rate as below.

Grade School Activities		
Volleyball		
Basketball	1 Game/Match or	\$25.00
Wrestling	All Gate Workers:	
Scholastic Bowl		
Baseball	2 or More	\$40.00
Softball	Matches/Games:	
Track		
Piano Accompanist per Concert:		\$50.00

High School Activities		
Football	Ticket Taker:	\$30.00
	Press Box Worker:	\$40.00
Volleyball	1 Game/Match:	\$30.00
Basketball	2 Games/Matches:	\$45.00
Wrestling	3 Games/Matches:	\$50.00
Softball	1 Game:	\$30.00
Baseball	Double Header:	\$50.00
Track	Regular Meet:	\$40.00
	Invitational:	\$50.00
Schoolastic Bowl	1-2 Matches:	\$25.00
	3 or more Matches:	\$40.00
Extended play for basketball, baseball or softball (5th quarter or additional innings):		Additional \$5.00
Piano Accompanist per Concert:		\$50.00

OTHER EVENTS

Teachers shall be paid at the rate of \$25 per hour for workshops or other staff development activities that extend beyond the normal work day and attendance is requested by the Building Principal.

ACT/SAT Coaches will be \$400 each.

Mentoring Stipend will be \$1,000 per school year.

The Board of Education will allow a stipend totaling \$1,500 for Class Basketball at the Grade School. Should there be more than one person fulfilling the stipend, they will split the \$1,500.

TEACHER SALARY MATRIX 2022

Base Salary \$35,107
Vertical Step 0.04
Horizontal Step 0.04
Board Paid TRS 1.098901

										PHD NBPTRS
Steps	BS+0	BS+8	BS+16	BS+24	MS+0	MS+8	MS+16	MS+24	MS+32	MS+40
1	1.00 35,107	1.04 36,511	1.08 37,916	1.12 39,320	1.16 40,724	1.20 42,128	1.24 43,533	1.28 44,937	1.32 46,341	1.36 47,746
W/Bd Pd TRS	38,579	40,122	41,665	43,209	44,752	46,295	47,838	49,381	50,924	52,468
2	1.04 36,511	1.08 37,916	1.12 39,320	1.16 40,724	1.20 42,128	1.24 43,533	1.28 44,937	1.32 46,341	1.36 47,746	1.40 49,150
W/Bd Pd TRS	40,122	41,665	43,209	44,752	46,295	47,838	49,381	50,924	52,468	54,011
3	1.08 37,916	1.12 39,320	1.16 40,724	1.20 42,128	1.24 43,533	1.28 44,937	1.32 46,341	1.36 47,746	1.40 49,150	1.44 50,554
W/Bd Pd TRS	41,665	43,209	44,752	46,295	47,838	49,381	50,924	52,468	54,011	55,554
4	1.12 39,320	1.16 40,724	1.20 42,128	1.24 43,533	1.28 44,937	1.32 46,341	1.36 47,746	1.40 49,150	1.44 50,554	1.48 51,958
W/Bd Pd TRS	43,209	44,752	46,295	47,838	49,381	50,924	52,468	54,011	55,554	57,097
5	1.16 40,724	1.20 42,128	1.24 43,533	1.28 44,937	1.32 46,341	1.36 47,746	1.40 49,150	1.44 50,554	1.48 51,958	1.52 53,363
W/Bd Pd TRS	44,752	46,295	47,838	49,381	50,924	52,468	54,011	55,554	57,097	58,640
6	1.20 42,128	1.24 43,533	1.28 44,937	1.32 46,341	1.36 47,746	1.40 49,150	1.44 50,554	1.48 51,958	1.52 53,363	1.56 54,767
W/Bd Pd TRS	46,295	47,838	49,381	50,924	52,468	54,011	55,554	57,097	58,640	60,183
7	1.24 43,533	1.28 44,937	1.32 46,341	1.36 47,746	1.40 49,150	1.44 50,554	1.48 51,958	1.52 53,363	1.56 54,767	1.60 56,171
W/Bd Pd TRS	47,838	49,381	50,924	52,468	54,011	55,554	57,097	58,640	60,183	61,727
8	1.28 44,937	1.32 46,341	1.36 47,746	1.40 49,150	1.44 50,554	1.48 51,958	1.52 53,363	1.56 54,767	1.60 56,171	1.64 57,575
W/Bd Pd TRS	49,381	50,924	52,468	54,011	55,554	57,097	58,640	60,183	61,727	63,270
9	1.32 46,341	1.36 47,746	1.40 49,150	1.44 50,554	1.48 51,958	1.52 53,363	1.56 54,767	1.60 56,171	1.64 57,575	1.68 58,980
W/Bd Pd TRS	50,924	52,468	54,011	55,554	57,097	58,640	60,183	61,727	63,270	64,813
10	1.36 47,746	1.40 49,150	1.44 50,554	1.48 51,958	1.52 53,363	1.56 54,767	1.60 56,171	1.64 57,575	1.68 58,980	1.72 60,384
W/Bd Pd TRS	52,468	54,011	55,554	57,097	58,640	60,183	61,727	63,270	64,813	66,356
11			1.48 51,958	1.52 53,363	1.56 54,767	1.60 56,171	1.64 57,575	1.68 58,980	1.72 60,384	1.76 61,788
W/Bd Pd TRS			57,097	58,640	60,183	61,727	63,270	64,813	66,356	67,899
12				1.56 54,767	1.60 56,171	1.64 57,575	1.68 58,980	1.72 60,384	1.76 61,788	1.80 63,193
W/Bd Pd TRS				60,183	61,727	63,270	64,813	66,356	67,899	69,442
13				1.60 56,171	1.64 57,575	1.68 58,980	1.72 60,384	1.76 61,788	1.80 63,193	1.84 64,597
W/Bd Pd TRS				61,727	63,270	64,813	66,356	67,899	69,442	70,986
14				1.64 57,575	1.68 58,980	1.72 60,384	1.76 61,788	1.80 63,193	1.84 64,597	1.88 66,001
W/Bd Pd TRS				63,270	64,813	66,356	67,899	69,442	70,986	72,529
15				1.68 58,980	1.72 60,384	1.76 61,788	1.80 63,193	1.84 64,597	1.88 66,001	1.92 67,405
W/Bd Pd TRS				64,813	66,356	67,899	69,442	70,986	72,529	74,072
16				1.72 60,384	1.76 61,788	1.80 63,193	1.84 64,597	1.88 66,001	1.92 67,405	1.96 68,810
W/Bd Pd TRS				66,356	67,899	69,442	70,986	72,529	74,072	75,615
17					1.80 63,193	1.84 64,597	1.88 66,001	1.92 67,405	1.96 68,810	2.00 70,214
W/Bd Pd TRS					69,442	70,986	72,529	74,072	75,615	77,158
18					1.84 64,597	1.88 66,001	1.92 67,405	1.96 68,810	2.00 70,214	2.04 71,618
W/Bd Pd TRS					70,986	72,529	74,072	75,615	77,158	78,701
19					1.88 66,001	1.92 67,405	1.96 68,810	2.00 70,214	2.04 71,618	2.08 73,023
W/Bd Pd TRS					72,529	74,072	75,615	77,158	78,701	80,245

GRADE SCHOOL: CO-CURRICULAR 2022

Base Salary \$35,107
Horizontal Step 0.04
Board Paid TRS 1.098901

Positions	Index	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year
		1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
Jr. High Noon Duty	0.10	3,511	3,651	3,792	3,932	4,072	4,213	4,353	4,494	4,634	4,775
W/Bd Pd TRS		3,858	4,012	4,167	4,321	4,475	4,629	4,784	4,938	5,092	5,247
Jr. High Noon Duty	0.10	3,511	3,651	3,792	3,932	4,072	4,213	4,353	4,494	4,634	4,775
W/Bd Pd TRS		3,858	4,012	4,167	4,321	4,475	4,629	4,784	4,938	5,092	5,247
5th Gr. Noon Duty	0.10	3,511	3,651	3,792	3,932	4,072	4,213	4,353	4,494	4,634	4,775
W/Bd Pd TRS		3,858	4,012	4,167	4,321	4,475	4,629	4,784	4,938	5,092	5,247
Stud. Counc. Spon.	0.06	2,106	2,191	2,275	2,359	2,443	2,528	2,612	2,696	2,780	2,865
W/Bd Pd TRS		2,315	2,407	2,500	2,593	2,685	2,778	2,870	2,963	3,055	3,148
Mathlete Coach	0.02	702	730	758	786	814	843	871	899	927	955
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049
Mathlete Coach	0.02	702	730	758	786	814	843	871	899	927	955
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049
Scholastic Bowl	0.04	1,404	1,460	1,517	1,573	1,629	1,685	1,741	1,797	1,854	1,910
W/Bd Pd TRS		1,543	1,605	1,667	1,728	1,790	1,852	1,914	1,975	2,037	2,099
Scholastic Bowl	0.04	1,404	1,460	1,517	1,573	1,629	1,685	1,741	1,797	1,854	1,910
W/Bd Pd TRS		1,543	1,605	1,667	1,728	1,790	1,852	1,914	1,975	2,037	2,099
Literary Sponsor	0.02	702	730	758	786	814	843	871	899	927	955
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049
Literary Sponsor	0.02	702	730	758	786	814	843	871	899	927	955
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049
Science/Tech Spon	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574
Science/Tech Spon	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574
Summer Band	0.04	1,404	1,460	1,517	1,573	1,629	1,685	1,741	1,797	1,854	1,910
W/Bd Pd TRS		1,543	1,605	1,667	1,728	1,790	1,852	1,914	1,975	2,037	2,099
Band Director	0.06	2,106	2,191	2,275	2,359	2,443	2,528	2,612	2,696	2,780	2,865
W/Bd Pd TRS		2,315	2,407	2,500	2,593	2,685	2,778	2,870	2,963	3,055	3,148
Chorus Director	0.06	2,106	2,191	2,275	2,359	2,443	2,528	2,612	2,696	2,780	2,865
W/Bd Pd TRS		2,315	2,407	2,500	2,593	2,685	2,778	2,870	2,963	3,055	3,148
Yearbook Sponsor	0.02	702	730	758	786	814	843	871	899	927	955
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049
Spelling Bee Spon.	0.01	351	365	379	393	407	421	435	449	463	477
W/Bd Pd TRS		386	401	417	432	448	463	478	494	509	525
Breakfast Supervisor	0.075	2,633	2,738	2,844	2,949	3,054	3,160	3,265	3,370	3,476	3,581
W/Bd Pd TRS		2,893	3,009	3,125	3,241	3,356	3,472	3,588	3,704	3,819	3,935

GRADE SCHOOL: ATHLETICS 2022

Base Salary \$35,107
Horizontal Step 0.04
Board Paid TRS 1.098901

Positions	Index	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year
		1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
8th Boys Basketball	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722
7th Boys Basketball	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722
6th Boys Basketball	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673
8th Girls Basketball	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722
7th Girls Basketball	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722
6th Girls Basketball	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673
8th Volleyball	0.08	2,809	2,921	3,033	3,146	3,258	3,370	3,483	3,595	3,707	3,820
W/Bd Pd TRS		3,086	3,210	3,333	3,457	3,580	3,704	3,827	3,951	4,074	4,197
7th Volleyball	0.08	2,809	2,921	3,033	3,146	3,258	3,370	3,483	3,595	3,707	3,820
W/Bd Pd TRS		3,086	3,210	3,333	3,457	3,580	3,704	3,827	3,951	4,074	4,197
6th Volleyball	0.06	2,106	2,191	2,275	2,359	2,443	2,528	2,612	2,696	2,780	2,865
W/Bd Pd TRS		2,315	2,407	2,500	2,593	2,685	2,778	2,870	2,963	3,055	3,148
Wrestling	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722
Wrestling	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722
Softball	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623
Softball	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623
Baseball	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623
Baseball	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623
Head Boys Track	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623
Asst. Boys Track	0.04	1,404	1,460	1,517	1,573	1,629	1,685	1,741	1,797	1,854	1,910
W/Bd Pd TRS		1,543	1,605	1,667	1,728	1,790	1,852	1,914	1,975	2,037	2,099
Head Girls Track	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623
Asst. Girls Track	0.04	1,404	1,460	1,517	1,573	1,629	1,685	1,741	1,797	1,854	1,910
W/Bd Pd TRS		1,543	1,605	1,667	1,728	1,790	1,852	1,914	1,975	2,037	2,099
Cheer Sponsor	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623
Cheer Competition	0.02	702	730	758	786	814	843	871	899	927	955
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049

HIGH SCHOOL: CO-CURRICULAR 2022

Base Salary \$35,107
Horizontal Step 0.04
Board Paid TRS 1.098901

Class Sponsor		1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year	11th Year
Positions	Index	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
Chorus Director	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432	1,474
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574	1,620
Band Director	0.08	2,809	2,921	3,033	3,146	3,258	3,370	3,483	3,595	3,707	3,820	3,932
W/Bd Pd TRS		3,086	3,210	3,333	3,457	3,580	3,704	3,827	3,951	4,074	4,197	4,321
Class Sponsor	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387	2,457
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623	2,701
Class Sponsor	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387	2,457
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623	2,701
Class Sponsor	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387	2,457
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623	2,701
Class Sponsor	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387	2,457
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623	2,701
Yearbook Co-Sponsor	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432	1,474
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574	1,620
Yearbook Co-Sponsor	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432	1,474
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574	1,620
Fall Play Director	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387	2,457
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623	2,701
Spring Musical Director	0.05	1,755	1,826	1,896	1,966	2,036	2,106	2,177	2,247	2,317	2,387	2,457
W/Bd Pd TRS		1,929	2,006	2,083	2,160	2,238	2,315	2,392	2,469	2,546	2,623	2,701
Musical Pit Director	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080
Musical Vocal Director	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432	1,474
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574	1,620
FCCLA Sponsor	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781
FFA Sponsor	0.13	4,564	4,746	4,929	5,112	5,294	5,477	5,659	5,842	6,024	6,207	6,389
W/Bd Pd TRS		5,015	5,216	5,417	5,617	5,818	6,018	6,219	6,420	6,620	6,821	7,021
Greenhouse Sponsor	0.13	4,564	4,746	4,929	5,112	5,294	5,477	5,659	5,842	6,024	6,207	6,389
W/Bd Pd TRS		5,015	5,216	5,417	5,617	5,818	6,018	6,219	6,420	6,620	6,821	7,021
Library Club Sponsor	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080
Spanish Club Sponsor	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080
Mathlete Coach	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080
Peer Advisor Sponsor	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080
Varsity Scho Bo Coach	0.04	1,404	1,460	1,517	1,573	1,629	1,685	1,741	1,797	1,854	1,910	1,966
W/Bd Pd TRS		1,543	1,605	1,667	1,728	1,790	1,852	1,914	1,975	2,037	2,099	2,160
JV Scho Bo Coach	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432	1,474
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574	1,620
NHS Sponsor	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080
Flags	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080
Summer Band	0.06	2,106	2,191	2,275	2,359	2,443	2,528	2,612	2,696	2,780	2,865	2,949
W/Bd Pd TRS		2,315	2,407	2,500	2,593	2,685	2,778	2,870	2,963	3,055	3,148	3,241
Noon Duty (5)	0.10	3,511	3,651	3,792	3,932	4,072	4,213	4,353	4,494	4,634	4,775	4,915
W/Bd Pd TRS		3,858	4,012	4,167	4,321	4,475	4,629	4,784	4,938	5,092	5,247	5,401
Best Buddies Sponsor	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080
Art Club Sponsor	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080
Business Club Sponsor	0.02	702	730	758	786	814	843	871	899	927	955	983
W/Bd Pd TRS		772	802	833	864	895	926	957	988	1,018	1,049	1,080

HIGH SCHOOL: ATHLETICS 2022

Base Salary \$35,107
Horizontal Step 0.04
Board Paid TRS 1.098901

Positions	Index	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year	11th Year
		1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
Head Football	0.13	4,564	4,746	4,929	5,112	5,294	5,477	5,659	5,842	6,024	6,207	6,389
W/Bd Pd TRS		5,015	5,216	5,417	5,617	5,818	6,018	6,219	6,420	6,620	6,821	7,021
Asst. Football	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297	4,423
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722	4,861
Asst. Football	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297	4,423
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722	4,861
Asst. Football	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297	4,423
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722	4,861
Weight Training School Year	0.10	3,511	3,651	3,792	3,932	4,072	4,213	4,353	4,494	4,634	4,775	4,915
W/Bd Pd TRS		3,858	4,012	4,167	4,321	4,475	4,629	4,784	4,938	5,092	5,247	5,401
Weight Training Summer	0.10	3,511	3,651	3,792	3,932	4,072	4,213	4,353	4,494	4,634	4,775	4,915
W/Bd Pd TRS		3,858	4,012	4,167	4,321	4,475	4,629	4,784	4,938	5,092	5,247	5,401
Head Boys Basketball	0.13	4,564	4,746	4,929	5,112	5,294	5,477	5,659	5,842	6,024	6,207	6,389
W/Bd Pd TRS		5,015	5,216	5,417	5,617	5,818	6,018	6,219	6,420	6,620	6,821	7,021
Asst. Boys Basketball	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297	4,423
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722	4,861
Asst. Boys Basketball	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297	4,423
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722	4,861
Head Girls Basketball	0.13	4,564	4,746	4,929	5,112	5,294	5,477	5,659	5,842	6,024	6,207	6,389
W/Bd Pd TRS		5,015	5,216	5,417	5,617	5,818	6,018	6,219	6,420	6,620	6,821	7,021
Asst. Girls Basketball	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297	4,423
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722	4,861
Asst. Girls Basketball	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297	4,423
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722	4,861
Head Boys Track	0.11	3,862	4,016	4,171	4,325	4,480	4,634	4,789	4,943	5,098	5,252	5,406
W/Bd Pd TRS		4,244	4,413	4,583	4,753	4,923	5,092	5,262	5,432	5,602	5,771	5,941
Head Girls Track	0.11	3,862	4,016	4,171	4,325	4,480	4,634	4,789	4,943	5,098	5,252	5,406
W/Bd Pd TRS		4,244	4,413	4,583	4,753	4,923	5,092	5,262	5,432	5,602	5,771	5,941
Asst. Track	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781
Head Wrestling	0.12	4,213	4,381	4,550	4,718	4,887	5,055	5,224	5,392	5,561	5,729	5,898
W/Bd Pd TRS		4,629	4,815	5,000	5,185	5,370	5,555	5,741	5,926	6,111	6,296	6,481
Asst. Wrestling	0.09	3,160	3,286	3,412	3,539	3,665	3,792	3,918	4,044	4,171	4,297	4,423
W/Bd Pd TRS		3,472	3,611	3,750	3,889	4,028	4,167	4,305	4,444	4,583	4,722	4,861
Head Boys Golf	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781
Head Girls Golf	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781
Asst. Golf	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781
Head Volleyball	0.11	3,862	4,016	4,171	4,325	4,480	4,634	4,789	4,943	5,098	5,252	5,406
W/Bd Pd TRS		4,244	4,413	4,583	4,753	4,923	5,092	5,262	5,432	5,602	5,771	5,941
Asst. Volleyball	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781
Asst. Volleyball	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781
Head Baseball	0.11	3,862	4,016	4,171	4,325	4,480	4,634	4,789	4,943	5,098	5,252	5,406
W/Bd Pd TRS		4,244	4,413	4,583	4,753	4,923	5,092	5,262	5,432	5,602	5,771	5,941
Asst. Baseball	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781
Head Softball	0.11	3,862	4,016	4,171	4,325	4,480	4,634	4,789	4,943	5,098	5,252	5,406
W/Bd Pd TRS		4,244	4,413	4,583	4,753	4,923	5,092	5,262	5,432	5,602	5,771	5,941
Asst. Softball	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781
Bass Fishing	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432	1,474
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574	1,620
Bass Fishing	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432	1,474
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574	1,620
Football Cheer	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432	1,474
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574	1,620
Basketball Cheer	0.03	1,053	1,095	1,137	1,180	1,222	1,264	1,306	1,348	1,390	1,432	1,474
W/Bd Pd TRS		1,157	1,204	1,250	1,296	1,343	1,389	1,435	1,481	1,528	1,574	1,620
Competitive Cheer	0.08	2,809	2,921	3,033	3,146	3,258	3,370	3,483	3,595	3,707	3,820	3,932
W/Bd Pd TRS		3,086	3,210	3,333	3,457	3,580	3,704	3,827	3,951	4,074	4,197	4,321
Head Cross Country	0.07	2,457	2,556	2,654	2,752	2,851	2,949	3,047	3,146	3,244	3,342	3,440
W/Bd Pd TRS		2,701	2,809	2,917	3,025	3,133	3,241	3,349	3,457	3,565	3,673	3,781

TEACHER SALARY MATRIX 2023

Base Salary \$36,248
Vertical Step 0.04
Horizontal Step 0.04
Board Paid TRS 1.098901

										PHD NBPTRS MS+40
Steps	BS+0	BS+8	BS+16	BS+24	MS+0	MS+8	MS+16	MS+24	MS+32	
1	1.00 36,248	1.04 37,698	1.08 39,148	1.12 40,598	1.16 42,048	1.20 43,498	1.24 44,948	1.28 46,397	1.32 47,847	1.36 49,297
W/Bd Pd TRS	39,833	41,426	43,020	44,613	46,206	47,800	49,393	50,986	52,580	54,173
2	1.04 37,698	1.08 39,148	1.12 40,598	1.16 42,048	1.20 43,498	1.24 44,948	1.28 46,397	1.32 47,847	1.36 49,297	1.40 50,747
W/Bd Pd TRS	41,426	43,020	44,613	46,206	47,800	49,393	50,986	52,580	54,173	55,766
3	1.08 39,148	1.12 40,598	1.16 42,048	1.20 43,498	1.24 44,948	1.28 46,397	1.32 47,847	1.36 49,297	1.40 50,747	1.44 52,197
W/Bd Pd TRS	43,020	44,613	46,206	47,800	49,393	50,986	52,580	54,173	55,766	57,359
4	1.12 40,598	1.16 42,048	1.20 43,498	1.24 44,948	1.28 46,397	1.32 47,847	1.36 49,297	1.40 50,747	1.44 52,197	1.48 53,647
W/Bd Pd TRS	44,613	46,206	47,800	49,393	50,986	52,580	54,173	55,766	57,359	58,953
5	1.16 42,048	1.20 43,498	1.24 44,948	1.28 46,397	1.32 47,847	1.36 49,297	1.40 50,747	1.44 52,197	1.48 53,647	1.52 55,097
W/Bd Pd TRS	46,206	47,800	49,393	50,986	52,580	54,173	55,766	57,359	58,953	60,546
6	1.20 43,498	1.24 44,948	1.28 46,397	1.32 47,847	1.36 49,297	1.40 50,747	1.44 52,197	1.48 53,647	1.52 55,097	1.56 56,547
W/Bd Pd TRS	47,800	49,393	50,986	52,580	54,173	55,766	57,359	58,953	60,546	62,139
7	1.24 44,948	1.28 46,397	1.32 47,847	1.36 49,297	1.40 50,747	1.44 52,197	1.48 53,647	1.52 55,097	1.56 56,547	1.60 57,997
W/Bd Pd TRS	49,393	50,986	52,580	54,173	55,766	57,359	58,953	60,546	62,139	63,733
8	1.28 46,397	1.32 47,847	1.36 49,297	1.40 50,747	1.44 52,197	1.48 53,647	1.52 55,097	1.56 56,547	1.60 57,997	1.64 59,447
W/Bd Pd TRS	50,986	52,580	54,173	55,766	57,359	58,953	60,546	62,139	63,733	65,326
9	1.32 47,847	1.36 49,297	1.40 50,747	1.44 52,197	1.48 53,647	1.52 55,097	1.56 56,547	1.60 57,997	1.64 59,447	1.68 60,897
W/Bd Pd TRS	52,580	54,173	55,766	57,359	58,953	60,546	62,139	63,733	65,326	66,919
10	1.36 49,297	1.40 50,747	1.44 52,197	1.48 53,647	1.52 55,097	1.56 56,547	1.60 57,997	1.64 59,447	1.68 60,897	1.72 62,347
W/Bd Pd TRS	54,173	55,766	57,359	58,953	60,546	62,139	63,733	65,326	66,919	68,513
11			1.48 53,647	1.52 55,097	1.56 56,547	1.60 57,997	1.64 59,447	1.68 60,897	1.72 62,347	1.76 63,796
W/Bd Pd TRS			58,953	60,546	62,139	63,733	65,326	66,919	68,513	70,106
12				1.56 56,547	1.60 57,997	1.64 59,447	1.68 60,897	1.72 62,347	1.76 63,796	1.80 65,246
W/Bd Pd TRS				62,139	63,733	65,326	66,919	68,513	70,106	71,699
13				1.60 57,997	1.64 59,447	1.68 60,897	1.72 62,347	1.76 63,796	1.80 65,246	1.84 66,696
W/Bd Pd TRS				63,733	65,326	66,919	68,513	70,106	71,699	73,293
14				1.64 59,447	1.68 60,897	1.72 62,347	1.76 63,796	1.80 65,246	1.84 66,696	1.88 68,146
W/Bd Pd TRS				65,326	66,919	68,513	70,106	71,699	73,293	74,886
15				1.68 60,897	1.72 62,347	1.76 63,796	1.80 65,246	1.84 66,696	1.88 68,146	1.92 69,596
W/Bd Pd TRS				66,919	68,513	70,106	71,699	73,293	74,886	76,479
16				1.72 62,347	1.76 63,796	1.80 65,246	1.84 66,696	1.88 68,146	1.92 69,596	1.96 71,046
W/Bd Pd TRS				68,513	70,106	71,699	73,293	74,886	76,479	78,073
17					1.80 65,246	1.84 66,696	1.88 68,146	1.92 69,596	1.96 71,046	2.00 72,496
W/Bd Pd TRS					71,699	73,293	74,886	76,479	78,073	79,666
18					1.84 66,696	1.88 68,146	1.92 69,596	1.96 71,046	2.00 72,496	2.04 73,946
W/Bd Pd TRS					73,293	74,886	76,479	78,073	79,666	81,259
19					1.88 68,146	1.92 69,596	1.96 71,046	2.00 72,496	2.04 73,946	2.08 75,396
W/Bd Pd TRS					74,886	76,479	78,073	79,666	81,259	82,853

GRADE SCHOOL: CO-CURRICULAR 2023

Base Salary \$36,248
Horizontal Step 0.04
Board Paid TRS 1.098901

Positions	Index	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year
		1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
Jr. High Noon Duty	0.10	3,625	3,770	3,915	4,060	4,205	4,350	4,495	4,640	4,785	4,930
W/Bd Pd TRS		3,983	4,143	4,302	4,461	4,621	4,780	4,939	5,099	5,258	5,417
Jr. High Noon Duty	0.10	3,625	3,770	3,915	4,060	4,205	4,350	4,495	4,640	4,785	4,930
W/Bd Pd TRS		3,983	4,143	4,302	4,461	4,621	4,780	4,939	5,099	5,258	5,417
5th Gr. Noon Duty	0.10	3,625	3,770	3,915	4,060	4,205	4,350	4,495	4,640	4,785	4,930
W/Bd Pd TRS		3,983	4,143	4,302	4,461	4,621	4,780	4,939	5,099	5,258	5,417
Stud. Counc. Spon.	0.06	2,175	2,262	2,349	2,436	2,523	2,610	2,697	2,784	2,871	2,958
W/Bd Pd TRS		2,390	2,486	2,581	2,677	2,772	2,868	2,964	3,059	3,155	3,250
Mathlete Coach	0.02	725	754	783	812	841	870	899	928	957	986
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083
Mathlete Coach	0.02	725	754	783	812	841	870	899	928	957	986
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083
Scholastic Bowl	0.04	1,450	1,508	1,566	1,624	1,682	1,740	1,798	1,856	1,914	1,972
W/Bd Pd TRS		1,593	1,657	1,721	1,785	1,848	1,912	1,976	2,039	2,103	2,167
Scholastic Bowl	0.04	1,450	1,508	1,566	1,624	1,682	1,740	1,798	1,856	1,914	1,972
W/Bd Pd TRS		1,593	1,657	1,721	1,785	1,848	1,912	1,976	2,039	2,103	2,167
Literary Sponsor	0.02	725	754	783	812	841	870	899	928	957	986
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083
Literary Sponsor	0.02	725	754	783	812	841	870	899	928	957	986
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083
Science/Tech Spon	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625
Science/Tech Spon	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625
Summer Band	0.04	1,450	1,508	1,566	1,624	1,682	1,740	1,798	1,856	1,914	1,972
W/Bd Pd TRS		1,593	1,657	1,721	1,785	1,848	1,912	1,976	2,039	2,103	2,167
Band Director	0.06	2,175	2,262	2,349	2,436	2,523	2,610	2,697	2,784	2,871	2,958
W/Bd Pd TRS		2,390	2,486	2,581	2,677	2,772	2,868	2,964	3,059	3,155	3,250
Chorus Director	0.06	2,175	2,262	2,349	2,436	2,523	2,610	2,697	2,784	2,871	2,958
W/Bd Pd TRS		2,390	2,486	2,581	2,677	2,772	2,868	2,964	3,059	3,155	3,250
Yearbook Sponsor	0.02	725	754	783	812	841	870	899	928	957	986
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083
Spelling Bee Spon.	0.01	362	377	391	406	420	435	449	464	478	493
W/Bd Pd TRS		398	414	430	446	462	478	494	510	526	542
Breakfast Supervisor	0.075	2,719	2,827	2,936	3,045	3,154	3,262	3,371	3,480	3,589	3,697
W/Bd Pd TRS		2,987	3,107	3,226	3,346	3,465	3,585	3,704	3,824	3,943	4,063

GRADE SCHOOL: ATHLETICS 2023

Base Salary \$36,248
Horizontal Step 0.04
Board Paid TRS 1.098901

		1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year
Positions	Index	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
8th Boys Basketball	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876
7th Boys Basketball	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876
6th Boys Basketball	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792
8th Girls Basketball	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876
7th Girls Basketball	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876
6th Girls Basketball	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792
8th Volleyball	0.08	2,900	3,016	3,132	3,248	3,364	3,480	3,596	3,712	3,828	3,944
W/Bd Pd TRS		3,187	3,314	3,442	3,569	3,696	3,824	3,951	4,079	4,206	4,334
7th Volleyball	0.08	2,900	3,016	3,132	3,248	3,364	3,480	3,596	3,712	3,828	3,944
W/Bd Pd TRS		3,187	3,314	3,442	3,569	3,696	3,824	3,951	4,079	4,206	4,334
6th Volleyball	0.06	2,175	2,262	2,349	2,436	2,523	2,610	2,697	2,784	2,871	2,958
W/Bd Pd TRS		2,390	2,486	2,581	2,677	2,772	2,868	2,964	3,059	3,155	3,250
Wrestling	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876
Wrestling	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876
Softball	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709
Softball	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709
Baseball	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709
Baseball	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709
Head Boys Track	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709
Asst. Boys Track	0.04	1,450	1,508	1,566	1,624	1,682	1,740	1,798	1,856	1,914	1,972
W/Bd Pd TRS		1,593	1,657	1,721	1,785	1,848	1,912	1,976	2,039	2,103	2,167
Head Girls Track	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709
Asst. Girls Track	0.04	1,450	1,508	1,566	1,624	1,682	1,740	1,798	1,856	1,914	1,972
W/Bd Pd TRS		1,593	1,657	1,721	1,785	1,848	1,912	1,976	2,039	2,103	2,167
Cheer Sponsor	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709
Cheer Competition	0.02	725	754	783	812	841	870	899	928	957	986
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083

HIGH SCHOOL: CO-CURRICULAR 2023

Base Salary \$36,248
 Horizontal Step 0.04
 Board Paid TRS 1.098901

Class Sponsor		1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year	11th Year
Positions	Index	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
Chorus Director	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479	1,522
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625	1,673
Band Director	0.08	2,900	3,016	3,132	3,248	3,364	3,480	3,596	3,712	3,828	3,944	4,060
W/Bd Pd TRS		3,187	3,314	3,442	3,569	3,696	3,824	3,951	4,079	4,206	4,334	4,461
Class Sponsor	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465	2,537
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709	2,788
Class Sponsor	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465	2,537
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709	2,788
Class Sponsor	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465	2,537
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709	2,788
Class Sponsor	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465	2,537
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709	2,788
Yearbook Co-Sponsor	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479	1,522
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625	1,673
Yearbook Co-Sponsor	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479	1,522
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625	1,673
Fall Play Director	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465	2,537
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709	2,788
Spring Musical Director	0.05	1,812	1,885	1,957	2,030	2,102	2,175	2,247	2,320	2,392	2,465	2,537
W/Bd Pd TRS		1,992	2,071	2,151	2,231	2,310	2,390	2,470	2,549	2,629	2,709	2,788
Musical Pit Director	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115
Musical Vocal Director	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479	1,522
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625	1,673
FCCLA Sponsor	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904
FFA Sponsor	0.13	4,712	4,901	5,089	5,278	5,466	5,655	5,843	6,032	6,220	6,409	6,597
W/Bd Pd TRS		5,178	5,385	5,593	5,800	6,007	6,214	6,421	6,628	6,835	7,042	7,250
Greenhouse Sponsor	0.13	4,712	4,901	5,089	5,278	5,466	5,655	5,843	6,032	6,220	6,409	6,597
W/Bd Pd TRS		5,178	5,385	5,593	5,800	6,007	6,214	6,421	6,628	6,835	7,042	7,250
Library Club Sponsor	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115
Spanish Club Sponsor	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115
Mathlete Coach	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115
Peer Advisor Sponsor	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115
Varsity Scho Bo Coach	0.04	1,450	1,508	1,566	1,624	1,682	1,740	1,798	1,856	1,914	1,972	2,030
W/Bd Pd TRS		1,593	1,657	1,721	1,785	1,848	1,912	1,976	2,039	2,103	2,167	2,231
JV Scho Bo Coach	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479	1,522
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625	1,673
NHS Sponsor	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115
Flags	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115
Summer Band	0.06	2,175	2,262	2,349	2,436	2,523	2,610	2,697	2,784	2,871	2,958	3,045
W/Bd Pd TRS		2,390	2,486	2,581	2,677	2,772	2,868	2,964	3,059	3,155	3,250	3,346
Noon Duty (5)	0.10	3,625	3,770	3,915	4,060	4,205	4,350	4,495	4,640	4,785	4,930	5,075
W/Bd Pd TRS		3,983	4,143	4,302	4,461	4,621	4,780	4,939	5,099	5,258	5,417	5,577
Best Buddies Sponsor	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115
Art Club Sponsor	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115
Business Club Sponsor	0.02	725	754	783	812	841	870	899	928	957	986	1,015
W/Bd Pd TRS		797	829	860	892	924	956	988	1,020	1,052	1,083	1,115

HIGH SCHOOL: ATHLETICS 2023

Base Salary \$36,248
Horizontal Step 0.04
Board Paid TRS 1.098901

Positions	Index	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year	11th Year
		1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
Head Football	0.13	4,712	4,901	5,089	5,278	5,466	5,655	5,843	6,032	6,220	6,409	6,597
W/Bd Pd TRS		5,178	5,385	5,593	5,800	6,007	6,214	6,421	6,628	6,835	7,042	7,250
Asst. Football	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437	4,567
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876	5,019
Asst. Football	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437	4,567
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876	5,019
Asst. Football	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437	4,567
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876	5,019
Weight Training School Year	0.10	3,625	3,770	3,915	4,060	4,205	4,350	4,495	4,640	4,785	4,930	5,075
W/Bd Pd TRS		3,983	4,143	4,302	4,461	4,621	4,780	4,939	5,099	5,258	5,417	5,577
Weight Training Summer	0.10	3,625	3,770	3,915	4,060	4,205	4,350	4,495	4,640	4,785	4,930	5,075
W/Bd Pd TRS		3,983	4,143	4,302	4,461	4,621	4,780	4,939	5,099	5,258	5,417	5,577
Head Boys Basketball	0.13	4,712	4,901	5,089	5,278	5,466	5,655	5,843	6,032	6,220	6,409	6,597
W/Bd Pd TRS		5,178	5,385	5,593	5,800	6,007	6,214	6,421	6,628	6,835	7,042	7,250
Asst. Boys Basketball	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437	4,567
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876	5,019
Asst. Boys Basketball	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437	4,567
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876	5,019
Head Girls Basketball	0.13	4,712	4,901	5,089	5,278	5,466	5,655	5,843	6,032	6,220	6,409	6,597
W/Bd Pd TRS		5,178	5,385	5,593	5,800	6,007	6,214	6,421	6,628	6,835	7,042	7,250
Asst. Girls Basketball	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437	4,567
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876	5,019
Asst. Girls Basketball	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437	4,567
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876	5,019
Head Boys Track	0.11	3,987	4,147	4,306	4,466	4,625	4,785	4,944	5,104	5,263	5,423	5,582
W/Bd Pd TRS		4,382	4,557	4,732	4,907	5,083	5,258	5,433	5,608	5,784	5,959	6,134
Head Girls Track	0.11	3,987	4,147	4,306	4,466	4,625	4,785	4,944	5,104	5,263	5,423	5,582
W/Bd Pd TRS		4,382	4,557	4,732	4,907	5,083	5,258	5,433	5,608	5,784	5,959	6,134
Asst. Track	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904
Head Wrestling	0.12	4,350	4,524	4,698	4,872	5,046	5,220	5,394	5,568	5,742	5,916	6,090
W/Bd Pd TRS		4,780	4,971	5,162	5,354	5,545	5,736	5,927	6,118	6,310	6,501	6,692
Asst. Wrestling	0.09	3,262	3,393	3,523	3,654	3,784	3,915	4,045	4,176	4,306	4,437	4,567
W/Bd Pd TRS		3,585	3,728	3,872	4,015	4,159	4,302	4,445	4,589	4,732	4,876	5,019
Head Boys Golf	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904
Head Girls Golf	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904
Asst. Golf	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904
Head Volleyball	0.11	3,987	4,147	4,306	4,466	4,625	4,785	4,944	5,104	5,263	5,423	5,582
W/Bd Pd TRS		4,382	4,557	4,732	4,907	5,083	5,258	5,433	5,608	5,784	5,959	6,134
Asst. Volleyball	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904
Asst. Volleyball	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904
Head Baseball	0.11	3,987	4,147	4,306	4,466	4,625	4,785	4,944	5,104	5,263	5,423	5,582
W/Bd Pd TRS		4,382	4,557	4,732	4,907	5,083	5,258	5,433	5,608	5,784	5,959	6,134
Asst. Baseball	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904
Head Softball	0.11	3,987	4,147	4,306	4,466	4,625	4,785	4,944	5,104	5,263	5,423	5,582
W/Bd Pd TRS		4,382	4,557	4,732	4,907	5,083	5,258	5,433	5,608	5,784	5,959	6,134
Asst. Softball	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904
Bass Fishing	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479	1,522
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625	1,673
Bass Fishing	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479	1,522
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625	1,673
Football Cheer	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479	1,522
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625	1,673
Basketball Cheer	0.03	1,087	1,131	1,174	1,218	1,261	1,305	1,348	1,392	1,435	1,479	1,522
W/Bd Pd TRS		1,195	1,243	1,291	1,338	1,386	1,434	1,482	1,530	1,577	1,625	1,673
Competitive Cheer	0.08	2,900	3,016	3,132	3,248	3,364	3,480	3,596	3,712	3,828	3,944	4,060
W/Bd Pd TRS		3,187	3,314	3,442	3,569	3,696	3,824	3,951	4,079	4,206	4,334	4,461
Head Cross Country	0.07	2,537	2,639	2,740	2,842	2,943	3,045	3,146	3,248	3,349	3,451	3,552
W/Bd Pd TRS		2,788	2,900	3,011	3,123	3,234	3,346	3,458	3,569	3,681	3,792	3,904

CURRENT STAFF INITIAL SALARY PLACEMENT

(To be used for placement on final schedule for the 2023-2024 School Year found on pages 29-30)

Base Salary \$37,517
Vertical Step 0.04
Horizontal Step 0.04
Board Paid TRS 1.098901

										PHD NBPTS
Steps	BS+0	BS+8	BS+16	BS+24	MS+0	MS+8	MS+16	MS+24	MS+32	MS+40
1	1.00 37,517	1.04 39,018	1.08 40,518	1.12 42,019	1.16 43,520	1.20 45,020	1.24 46,521	1.28 48,022	1.32 49,522	1.36 51,023
W/Bd Pd TRS	41,227	42,877	44,526	46,175	47,824	49,473	51,122	52,771	54,420	56,069
2	1.04 39,018	1.08 40,518	1.12 42,019	1.16 43,520	1.20 45,020	1.24 46,521	1.28 48,022	1.32 49,522	1.36 51,023	1.40 52,524
W/Bd Pd TRS	42,877	44,526	46,175	47,824	49,473	51,122	52,771	54,420	56,069	57,718
3	1.08 40,518	1.12 42,019	1.16 43,520	1.20 45,020	1.24 46,521	1.28 48,022	1.32 49,522	1.36 51,023	1.40 52,524	1.44 54,024
W/Bd Pd TRS	44,526	46,175	47,824	49,473	51,122	52,771	54,420	56,069	57,718	59,368
4	1.12 42,019	1.16 43,520	1.20 45,020	1.24 46,521	1.28 48,022	1.32 49,522	1.36 51,023	1.40 52,524	1.44 54,024	1.48 55,525
W/Bd Pd TRS	46,175	47,824	49,473	51,122	52,771	54,420	56,069	57,718	59,368	61,017
5	1.16 43,520	1.20 45,020	1.24 46,521	1.28 48,022	1.32 49,522	1.36 51,023	1.40 52,524	1.44 54,024	1.48 55,525	1.52 57,026
W/Bd Pd TRS	47,824	49,473	51,122	52,771	54,420	56,069	57,718	59,368	61,017	62,666
6	1.20 45,020	1.24 46,521	1.28 48,022	1.32 49,522	1.36 51,023	1.40 52,524	1.44 54,024	1.48 55,525	1.52 57,026	1.56 58,527
W/Bd Pd TRS	49,473	51,122	52,771	54,420	56,069	57,718	59,368	61,017	62,666	64,315
7	1.24 46,521	1.28 48,022	1.32 49,522	1.36 51,023	1.40 52,524	1.44 54,024	1.48 55,525	1.52 57,026	1.56 58,527	1.60 60,027
W/Bd Pd TRS	51,122	52,771	54,420	56,069	57,718	59,368	61,017	62,666	64,315	65,964
8	1.28 48,022	1.32 49,522	1.36 51,023	1.40 52,524	1.44 54,024	1.48 55,525	1.52 57,026	1.56 58,527	1.60 60,027	1.64 61,528
W/Bd Pd TRS	52,771	54,420	56,069	57,718	59,368	61,017	62,666	64,315	65,964	67,613
9	1.32 49,522	1.36 51,023	1.40 52,524	1.44 54,024	1.48 55,525	1.52 57,026	1.56 58,527	1.60 60,027	1.64 61,528	1.68 63,029
W/Bd Pd TRS	54,420	56,069	57,718	59,368	61,017	62,666	64,315	65,964	67,613	69,262
10	1.36 51,023	1.40 52,524	1.44 54,024	1.48 55,525	1.52 57,026	1.56 58,527	1.60 60,027	1.64 61,528	1.68 63,029	1.72 64,529
W/Bd Pd TRS	56,069	57,718	59,368	61,017	62,666	64,315	65,964	67,613	69,262	70,911
11			1.48 55,525	1.52 57,026	1.56 58,527	1.60 60,027	1.64 61,528	1.68 63,029	1.72 64,529	1.76 66,030
W/Bd Pd TRS			61,017	62,666	64,315	65,964	67,613	69,262	70,911	72,560
12				1.56 58,527	1.60 60,027	1.64 61,528	1.68 63,029	1.72 64,529	1.76 66,030	1.80 67,531
W/Bd Pd TRS				64,315	65,964	67,613	69,262	70,911	72,560	74,209
13				1.60 60,027	1.64 61,528	1.68 63,029	1.72 64,529	1.76 66,030	1.80 67,531	1.84 69,031
W/Bd Pd TRS				65,964	67,613	69,262	70,911	72,560	74,209	75,859
14				1.64 61,528	1.68 63,029	1.72 64,529	1.76 66,030	1.80 67,531	1.84 69,031	1.88 70,532
W/Bd Pd TRS				67,613	69,262	70,911	72,560	74,209	75,859	77,508
15				1.68 63,029	1.72 64,529	1.76 66,030	1.80 67,531	1.84 69,031	1.88 70,532	1.92 72,033
W/Bd Pd TRS				69,262	70,911	72,560	74,209	75,859	77,508	79,157
16				1.72 64,529	1.76 66,030	1.80 67,531	1.84 69,031	1.88 70,532	1.92 72,033	1.96 73,533
W/Bd Pd TRS				70,911	72,560	74,209	75,859	77,508	79,157	80,806
17					1.80 67,531	1.84 69,031	1.88 70,532	1.92 72,033	1.96 73,533	2.00 75,034
W/Bd Pd TRS					74,209	75,859	77,508	79,157	80,806	82,455
18					1.84 69,031	1.88 70,532	1.92 72,033	1.96 73,533	2.00 75,034	2.04 76,535
W/Bd Pd TRS					75,859	77,508	79,157	80,806	82,455	84,104
19					1.88 70,532	1.92 72,033	1.96 73,533	2.00 75,034	2.04 76,535	2.08 78,035
W/Bd Pd TRS					77,508	79,157	80,806	82,455	84,104	85,753

TEACHER SALARY MATRIX 2024 (Page 1 of 2)

Base Salary \$37,517
Vertical Step 0.025
Horizontal Step 0.040
Board Paid TRS 1.098901

										PHD NBPTRS MS+40
Steps	BS+0	BS+8	BS+16	BS+24	MS+0	MS+8	MS+16	MS+24	MS+32	
1	1.000 37,517	1.040 39,018	1.080 40,518	1.120 42,019	1.160 43,520	1.200 45,020	1.240 46,521	1.280 48,022	1.320 49,522	1.360 51,023
W/Bd Pd TRS	41,227	42,877	44,526	46,175	47,824	49,473	51,122	52,771	54,420	56,069
2	1.025 38,455	1.065 39,956	1.105 41,456	1.145 42,957	1.185 44,458	1.225 45,958	1.265 47,459	1.305 48,960	1.345 50,460	1.385 51,961
W/Bd Pd TRS	42,258	43,907	45,556	47,205	48,855	50,504	52,153	53,802	55,451	57,100
3	1.050 39,393	1.090 40,894	1.130 42,394	1.170 43,895	1.210 45,396	1.250 46,896	1.290 48,397	1.330 49,898	1.370 51,398	1.410 52,899
W/Bd Pd TRS	43,289	44,938	46,587	48,236	49,885	51,534	53,183	54,833	56,482	58,131
4	1.075 40,331	1.115 41,831	1.155 43,332	1.195 44,833	1.235 46,333	1.275 47,834	1.315 49,335	1.355 50,836	1.395 52,336	1.435 53,837
W/Bd Pd TRS	44,320	45,969	47,618	49,267	50,916	52,565	54,214	55,863	57,512	59,161
5	1.100 41,269	1.140 42,769	1.180 44,270	1.220 45,771	1.260 47,271	1.300 48,772	1.340 50,273	1.380 51,773	1.420 53,274	1.460 54,775
W/Bd Pd TRS	45,350	46,999	48,648	50,298	51,947	53,596	55,245	56,894	58,543	60,192
6	1.125 42,207	1.165 43,707	1.205 45,208	1.245 46,709	1.285 48,209	1.325 49,710	1.365 51,211	1.405 52,711	1.445 54,212	1.485 55,713
W/Bd Pd TRS	46,381	48,030	49,679	51,328	52,977	54,626	56,275	57,925	59,574	61,223
7	1.150 43,145	1.190 44,645	1.230 46,146	1.270 47,647	1.310 49,147	1.350 50,648	1.390 52,149	1.430 53,649	1.470 55,150	1.510 56,651
W/Bd Pd TRS	47,412	49,061	50,710	52,359	54,008	55,657	57,306	58,955	60,604	62,253
8	1.175 44,082	1.215 45,583	1.255 47,084	1.295 48,585	1.335 50,085	1.375 51,586	1.415 53,087	1.455 54,587	1.495 56,088	1.535 57,589
W/Bd Pd TRS	48,442	50,091	51,740	53,390	55,039	56,688	58,337	59,986	61,635	63,284
9	1.200 45,020	1.240 46,521	1.280 48,022	1.320 49,522	1.360 51,023	1.400 52,524	1.440 54,024	1.480 55,525	1.520 57,026	1.560 58,527
W/Bd Pd TRS	49,473	51,122	52,771	54,420	56,069	57,718	59,368	61,017	62,666	64,315
10	1.225 45,958	1.265 47,459	1.305 48,960	1.345 50,460	1.385 51,961	1.425 53,462	1.465 54,962	1.505 56,463	1.545 57,964	1.585 59,464
W/Bd Pd TRS	50,504	52,153	53,802	55,451	57,100	58,749	60,398	62,047	63,696	65,346
11	1.250 46,896	1.290 48,397	1.330 49,898	1.370 51,398	1.410 52,899	1.450 54,400	1.490 55,900	1.530 57,401	1.570 58,902	1.610 60,402
W/Bd Pd TRS	51,534	53,183	54,833	56,482	58,131	59,780	61,429	63,078	64,727	66,376
12	1.275 47,834	1.315 49,335	1.355 50,836	1.395 52,336	1.435 53,837	1.475 55,338	1.515 56,838	1.555 58,339	1.595 59,840	1.635 61,340
W/Bd Pd TRS	52,565	54,214	55,863	57,512	59,161	60,811	62,460	64,109	65,758	67,407
13	1.300 48,772	1.340 50,273	1.380 51,773	1.420 53,274	1.460 54,775	1.500 56,276	1.540 57,776	1.580 59,277	1.620 60,778	1.660 62,278
W/Bd Pd TRS	53,596	55,245	56,894	58,543	60,192	61,841	63,490	65,139	66,788	68,438
14	1.325 49,710	1.365 51,211	1.405 52,711	1.445 54,212	1.485 55,713	1.525 57,213	1.565 58,714	1.605 60,215	1.645 61,715	1.685 63,216
W/Bd Pd TRS	54,626	56,275	57,925	59,574	61,223	62,872	64,521	66,170	67,819	69,468
15	1.350 50,648	1.390 52,149	1.430 53,649	1.470 55,150	1.510 56,651	1.550 58,151	1.590 59,652	1.630 61,153	1.670 62,653	1.710 64,154
W/Bd Pd TRS	55,657	57,306	58,955	60,604	62,253	63,903	65,552	67,201	68,850	70,499
16		1.415 53,087	1.455 54,587	1.495 56,088	1.535 57,589	1.575 59,089	1.615 60,590	1.655 62,091	1.695 63,591	1.735 65,092
W/Bd Pd TRS		58,337	59,986	61,635	63,284	64,933	66,582	68,231	69,881	71,530

TEACHER SALARY MATRIX 2024 (Page 2 of 2)

Base Salary \$37,517
Vertical Step 0.025
Horizontal Step 0.040
Board Paid TRS 1.098901

Board Paid TRS 1.098901										PHD NBPTRS MS+40
Steps	BS+0	BS+8	BS+16	BS+24	MS+0	MS+8	MS+16	MS+24	MS+32	MS+40
17		1.440	1.480	1.520	1.560	1.600	1.640	1.680	1.720	1.760
		54,024	55,525	57,026	58,527	60,027	61,528	63,029	64,529	66,030
	W/Bd Pd TRS	59,368	61,017	62,666	64,315	65,964	67,613	69,262	70,911	72,560
18			1.505	1.545	1.585	1.625	1.665	1.705	1.745	1.785
			56,463	57,964	59,464	60,965	62,466	63,966	65,467	66,968
	W/Bd Pd TRS		62,047	63,696	65,346	66,995	68,644	70,293	71,942	73,591
19			1.530	1.570	1.610	1.650	1.690	1.730	1.770	1.810
			57,401	58,902	60,402	61,903	63,404	64,904	66,405	67,906
	W/Bd Pd TRS		63,078	64,727	66,376	68,025	69,674	71,324	72,973	74,622
20			1.555	1.595	1.635	1.675	1.715	1.755	1.795	1.835
			58,339	59,840	61,340	62,841	64,342	65,842	67,343	68,844
	W/Bd Pd TRS		64,109	65,758	67,407	69,056	70,705	72,354	74,003	75,652
21				1.620	1.660	1.700	1.740	1.780	1.820	1.860
				60,778	62,278	63,779	65,280	66,780	68,281	69,782
	W/Bd Pd TRS			66,788	68,438	70,087	71,736	73,385	75,034	76,683
22				1.645	1.685	1.725	1.765	1.805	1.845	1.885
				61,715	63,216	64,717	66,218	67,718	69,219	70,720
	W/Bd Pd TRS			67,819	69,468	71,117	72,766	74,416	76,065	77,714
23				1.670	1.710	1.750	1.790	1.830	1.870	1.910
				62,653	64,154	65,655	67,155	68,656	70,157	71,657
	W/Bd Pd TRS			68,850	70,499	72,148	73,797	75,446	77,095	78,744
24				1.695	1.735	1.775	1.815	1.855	1.895	1.935
				63,591	65,092	66,593	68,093	69,594	71,095	72,595
	W/Bd Pd TRS			69,881	71,530	73,179	74,828	76,477	78,126	79,775
25				1.720	1.760	1.800	1.840	1.880	1.920	1.960
				64,529	66,030	67,531	69,031	70,532	72,033	73,533
	W/Bd Pd TRS			70,911	72,560	74,209	75,859	77,508	79,157	80,806
26					1.785	1.825	1.865	1.905	1.945	1.985
					66,968	68,469	69,969	71,470	72,971	74,471
	W/Bd Pd TRS				73,591	75,240	76,889	78,538	80,187	81,837
27					1.810	1.850	1.890	1.930	1.970	2.010
					67,906	69,406	70,907	72,408	73,908	75,409
	W/Bd Pd TRS				74,622	76,271	77,920	79,569	81,218	82,867
28					1.835	1.875	1.915	1.955	1.995	2.035
					68,844	70,344	71,845	73,346	74,846	76,347
	W/Bd Pd TRS				75,652	77,302	78,951	80,600	82,249	83,898
29					1.860	1.900	1.940	1.980	2.020	2.060
					69,782	71,282	72,783	74,284	75,784	77,285
	W/Bd Pd TRS				76,683	78,332	79,981	81,630	83,279	84,929
30					1.885	1.925	1.965	2.005	2.045	2.085
					70,720	72,220	73,721	75,222	76,722	78,223
	W/Bd Pd TRS				77,714	79,363	81,012	82,661	84,310	85,959

GRADE SCHOOL: CO-CURRICULAR 2024

Base Salary \$37,517
Horizontal Step 0.04
Board Paid TRS 1.098901

Positions	Index	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year
		1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
Jr. High Noon Duty	0.10	3,752	3,902	4,052	4,202	4,352	4,502	4,652	4,802	4,952	5,102
W/Bd Pd TRS		4,123	4,288	4,453	4,617	4,782	4,947	5,112	5,277	5,442	5,607
Jr. High Noon Duty	0.10	3,752	3,902	4,052	4,202	4,352	4,502	4,652	4,802	4,952	5,102
W/Bd Pd TRS		4,123	4,288	4,453	4,617	4,782	4,947	5,112	5,277	5,442	5,607
5th Gr. Noon Duty	0.10	3,752	3,902	4,052	4,202	4,352	4,502	4,652	4,802	4,952	5,102
W/Bd Pd TRS		4,123	4,288	4,453	4,617	4,782	4,947	5,112	5,277	5,442	5,607
Stud. Counc. Spon.	0.06	2,251	2,341	2,431	2,521	2,611	2,701	2,791	2,881	2,971	3,061
W/Bd Pd TRS		2,474	2,573	2,672	2,770	2,869	2,968	3,067	3,166	3,265	3,364
Mathlete Coach	0.02	750	780	810	840	870	900	930	960	990	1,020
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121
Mathlete Coach	0.02	750	780	810	840	870	900	930	960	990	1,020
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121
Scholastic Bowl	0.04	1,501	1,561	1,621	1,681	1,741	1,801	1,861	1,921	1,981	2,041
W/Bd Pd TRS		1,649	1,715	1,781	1,847	1,913	1,979	2,045	2,111	2,177	2,243
Scholastic Bowl	0.04	1,501	1,561	1,621	1,681	1,741	1,801	1,861	1,921	1,981	2,041
W/Bd Pd TRS		1,649	1,715	1,781	1,847	1,913	1,979	2,045	2,111	2,177	2,243
Literary Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121
Literary Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121
Science/Tech Spon	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682
Science/Tech Spon	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682
Summer Band	0.04	1,501	1,561	1,621	1,681	1,741	1,801	1,861	1,921	1,981	2,041
W/Bd Pd TRS		1,649	1,715	1,781	1,847	1,913	1,979	2,045	2,111	2,177	2,243
Band Director	0.06	2,251	2,341	2,431	2,521	2,611	2,701	2,791	2,881	2,971	3,061
W/Bd Pd TRS		2,474	2,573	2,672	2,770	2,869	2,968	3,067	3,166	3,265	3,364
Chorus Director	0.06	2,251	2,341	2,431	2,521	2,611	2,701	2,791	2,881	2,971	3,061
W/Bd Pd TRS		2,474	2,573	2,672	2,770	2,869	2,968	3,067	3,166	3,265	3,364
Yearbook Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121
Spelling Bee Spon.	0.01	375	390	405	420	435	450	465	480	495	510
W/Bd Pd TRS		412	429	445	462	478	495	511	528	544	561
Breakfast Supervisor	0.075	2,814	2,926	3,039	3,151	3,264	3,377	3,489	3,602	3,714	3,827
W/Bd Pd TRS		3,092	3,216	3,339	3,463	3,587	3,710	3,834	3,958	4,082	4,205

GRADE SCHOOL: ATHLETICS 2024

Base Salary \$37,517
Horizontal Step 0.04
Board Paid TRS 1.098901

Positions	Index	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year
		1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
8th Boys Basketball	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046
7th Boys Basketball	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046
6th Boys Basketball	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925
8th Girls Basketball	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046
7th Girls Basketball	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046
6th Girls Basketball	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925
8th Volleyball	0.08	3,001	3,121	3,241	3,362	3,482	3,602	3,722	3,842	3,962	4,082
W/Bd Pd TRS		3,298	3,430	3,562	3,694	3,826	3,958	4,090	4,222	4,354	4,486
7th Volleyball	0.08	3,001	3,121	3,241	3,362	3,482	3,602	3,722	3,842	3,962	4,082
W/Bd Pd TRS		3,298	3,430	3,562	3,694	3,826	3,958	4,090	4,222	4,354	4,486
6th Volleyball	0.06	2,251	2,341	2,431	2,521	2,611	2,701	2,791	2,881	2,971	3,061
W/Bd Pd TRS		2,474	2,573	2,672	2,770	2,869	2,968	3,067	3,166	3,265	3,364
Wrestling	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046
Wrestling	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046
Softball	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803
Softball	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803
Baseball	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803
Baseball	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803
Head Boys Track	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803
Asst. Boys Track	0.04	1,501	1,561	1,621	1,681	1,741	1,801	1,861	1,921	1,981	2,041
W/Bd Pd TRS		1,649	1,715	1,781	1,847	1,913	1,979	2,045	2,111	2,177	2,243
Head Girls Track	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803
Asst. Girls Track	0.04	1,501	1,561	1,621	1,681	1,741	1,801	1,861	1,921	1,981	2,041
W/Bd Pd TRS		1,649	1,715	1,781	1,847	1,913	1,979	2,045	2,111	2,177	2,243
Cheer Sponsor	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803
Cheer Competition	0.02	750	780	810	840	870	900	930	960	990	1,020
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121

HIGH SCHOOL: CO-CURRICULAR 2024

Base Salary \$37,517
Horizontal Step 0.04
Board Paid TRS 1.098901

Class Sponsor		1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year	11th Year
Positions	Index	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
Chorus Director	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531	1,576
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682	1,732
Band Director	0.08	3,001	3,121	3,241	3,362	3,482	3,602	3,722	3,842	3,962	4,082	4,202
W/Bd Pd TRS		3,298	3,430	3,562	3,694	3,826	3,958	4,090	4,222	4,354	4,486	4,617
Class Sponsor	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551	2,626
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803	2,886
Class Sponsor	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551	2,626
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803	2,886
Class Sponsor	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551	2,626
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803	2,886
Class Sponsor	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551	2,626
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803	2,886
Yearbook Co-Sponsor	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531	1,576
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682	1,732
Yearbook Co-Sponsor	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531	1,576
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682	1,732
Fall Play Director	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551	2,626
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803	2,886
Spring Musical Director	0.05	1,876	1,951	2,026	2,101	2,176	2,251	2,326	2,401	2,476	2,551	2,626
W/Bd Pd TRS		2,061	2,144	2,226	2,309	2,391	2,474	2,556	2,639	2,721	2,803	2,886
Musical Pit Director	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154
Musical Vocal Director	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531	1,576
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682	1,732
FCCLA Sponsor	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040
FFA Sponsor	0.13	4,877	5,072	5,267	5,462	5,658	5,853	6,048	6,243	6,438	6,633	6,828
W/Bd Pd TRS		5,360	5,574	5,788	6,003	6,217	6,431	6,646	6,860	7,075	7,289	7,503
Greenhouse Sponsor	0.13	4,877	5,072	5,267	5,462	5,658	5,853	6,048	6,243	6,438	6,633	6,828
W/Bd Pd TRS		5,360	5,574	5,788	6,003	6,217	6,431	6,646	6,860	7,075	7,289	7,503
Library Club Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154
Spanish Club Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154
Mathlete Coach	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154
Peer Advisor Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154
Varsity Scho Bo Coach	0.04	1,501	1,561	1,621	1,681	1,741	1,801	1,861	1,921	1,981	2,041	2,101
W/Bd Pd TRS		1,649	1,715	1,781	1,847	1,913	1,979	2,045	2,111	2,177	2,243	2,309
JV Scho Bo Coach	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531	1,576
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682	1,732
NHS Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154
Flags	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154
Summer Band	0.06	2,251	2,341	2,431	2,521	2,611	2,701	2,791	2,881	2,971	3,061	3,151
W/Bd Pd TRS		2,474	2,573	2,672	2,770	2,869	2,968	3,067	3,166	3,265	3,364	3,463
Noon Duty (5)	0.10	3,752	3,902	4,052	4,202	4,352	4,502	4,652	4,802	4,952	5,102	5,252
W/Bd Pd TRS		4,123	4,288	4,453	4,617	4,782	4,947	5,112	5,277	5,442	5,607	5,772
Best Buddies Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154
Art Club Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154
Business Club Sponsor	0.02	750	780	810	840	870	900	930	960	990	1,020	1,050
W/Bd Pd TRS		825	858	891	923	956	989	1,022	1,055	1,088	1,121	1,154

HIGH SCHOOL: ATHLETICS 2024

Base Salary \$37,517
Horizontal Step 0.04
Board Paid TRS 1.098901

Positions	Index	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year	11th Year
		1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
Head Football	0.13	4,877	5,072	5,267	5,462	5,658	5,853	6,048	6,243	6,438	6,633	6,828
W/Bd Pd TRS		5,360	5,574	5,788	6,003	6,217	6,431	6,646	6,860	7,075	7,289	7,503
Asst. Football	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592	4,727
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046	5,195
Asst. Football	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592	4,727
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046	5,195
Asst. Football	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592	4,727
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046	5,195
Weight Training School Year	0.10	3,752	3,902	4,052	4,202	4,352	4,502	4,652	4,802	4,952	5,102	5,252
W/Bd Pd TRS		4,123	4,288	4,453	4,617	4,782	4,947	5,112	5,277	5,442	5,607	5,772
Weight Training Summer	0.10	3,752	3,902	4,052	4,202	4,352	4,502	4,652	4,802	4,952	5,102	5,252
W/Bd Pd TRS		4,123	4,288	4,453	4,617	4,782	4,947	5,112	5,277	5,442	5,607	5,772
Head Boys Basketball	0.13	4,877	5,072	5,267	5,462	5,658	5,853	6,048	6,243	6,438	6,633	6,828
W/Bd Pd TRS		5,360	5,574	5,788	6,003	6,217	6,431	6,646	6,860	7,075	7,289	7,503
Asst. Boys Basketball	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592	4,727
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046	5,195
Asst. Boys Basketball	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592	4,727
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046	5,195
Head Girls Basketball	0.13	4,877	5,072	5,267	5,462	5,658	5,853	6,048	6,243	6,438	6,633	6,828
W/Bd Pd TRS		5,360	5,574	5,788	6,003	6,217	6,431	6,646	6,860	7,075	7,289	7,503
Asst. Girls Basketball	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592	4,727
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046	5,195
Asst. Girls Basketball	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592	4,727
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046	5,195
Head Boys Track	0.11	4,127	4,292	4,457	4,622	4,787	4,952	5,117	5,282	5,447	5,613	5,778
W/Bd Pd TRS		4,535	4,716	4,898	5,079	5,261	5,442	5,623	5,805	5,986	6,168	6,349
Head Girls Track	0.11	4,127	4,292	4,457	4,622	4,787	4,952	5,117	5,282	5,447	5,613	5,778
W/Bd Pd TRS		4,535	4,716	4,898	5,079	5,261	5,442	5,623	5,805	5,986	6,168	6,349
Asst. Track	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040
Head Wrestling	0.12	4,502	4,682	4,862	5,042	5,222	5,402	5,583	5,763	5,943	6,123	6,303
W/Bd Pd TRS		4,947	5,145	5,343	5,541	5,739	5,937	6,135	6,333	6,530	6,728	6,926
Asst. Wrestling	0.09	3,377	3,512	3,647	3,782	3,917	4,052	4,187	4,322	4,457	4,592	4,727
W/Bd Pd TRS		3,710	3,859	4,007	4,156	4,304	4,453	4,601	4,749	4,898	5,046	5,195
Head Boys Golf	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040
Head Girls Golf	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040
Asst. Golf	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040
Head Volleyball	0.11	4,127	4,292	4,457	4,622	4,787	4,952	5,117	5,282	5,447	5,613	5,778
W/Bd Pd TRS		4,535	4,716	4,898	5,079	5,261	5,442	5,623	5,805	5,986	6,168	6,349
Asst. Volleyball	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040
Asst. Volleyball	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040
Head Baseball	0.11	4,127	4,292	4,457	4,622	4,787	4,952	5,117	5,282	5,447	5,613	5,778
W/Bd Pd TRS		4,535	4,716	4,898	5,079	5,261	5,442	5,623	5,805	5,986	6,168	6,349
Asst. Baseball	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040
Head Softball	0.11	4,127	4,292	4,457	4,622	4,787	4,952	5,117	5,282	5,447	5,613	5,778
W/Bd Pd TRS		4,535	4,716	4,898	5,079	5,261	5,442	5,623	5,805	5,986	6,168	6,349
Asst. Softball	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040
Bass Fishing	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531	1,576
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682	1,732
Bass Fishing	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531	1,576
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682	1,732
Football Cheer	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531	1,576
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682	1,732
Basketball Cheer	0.03	1,126	1,171	1,216	1,261	1,306	1,351	1,396	1,441	1,486	1,531	1,576
W/Bd Pd TRS		1,237	1,286	1,336	1,385	1,435	1,484	1,534	1,583	1,633	1,682	1,732
Competitive Cheer	0.08	3,001	3,121	3,241	3,362	3,482	3,602	3,722	3,842	3,962	4,082	4,202
W/Bd Pd TRS		3,298	3,430	3,562	3,694	3,826	3,958	4,090	4,222	4,354	4,486	4,617
Head Cross Country	0.07	2,626	2,731	2,836	2,941	3,046	3,151	3,256	3,362	3,467	3,572	3,677
W/Bd Pd TRS		2,886	3,001	3,117	3,232	3,348	3,463	3,579	3,694	3,809	3,925	4,040

IN WITNESS WHEREOF this Agreement is entered into the 16th of December 2020.

FOR THE DWIGHT EDUCATION ASSOCIATION



DEA President



DEA Secretary

FOR THE DWIGHT DISTRICT #230 BOARD OF EDUCATION



Board President



Board Secretary

FOR THE DWIGHT DISTRICT #232 BOARD OF EDUCATION



Board President



Board Secretary

