

AGREEMENT BETWEEN

**THE BOARDS OF EDUCATION
DWIGHT SCHOOL DISTRICTS
#230 AND 232**

AND

THE DWIGHT EDUCATION ASSOCIATION

FOR

2008-11

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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 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 same.

B. Part-Time Teachers

Regularly employed part-time teachers shall be included in the bargaining unit but their benefits shall be prorated provided third party carriers permit such pro-rating where applicable.

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 of professional service and of the educational program.

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 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.

As required by law, the Boards agree that a committee comprised of four teachers, selected by the Association, and the administration of the districts shall annually review the Evaluation Plan to determine if any changes or adjustments are in order.

B. Use Of Facilities

The Boards agree that the Local Association shall have the right to use school buildings for meetings and to transact official Association business on school property provided that:

1. Request is made and approval received from the building administrator in advance; and
2. Use shall not conflict with normal operations or other previously approved use.

C. Payroll Deductions

Payroll deductions may be initiated for payment of:

1. Hospitalization Insurance;
2. Annuities;
3. Professional Dues; and
4. I.E.A. Credit Union;

provided procedures for making deductions are followed.

Deductions for I.E.A. Credit Union may be adjusted twice annually, on or before September 1st for deductions following September 1st and on or before January 15 for deductions following January 15.

All payments on behalf of individuals with any of the above deductions will be postmarked no later than the 25th of each month in which a paycheck is received by such individuals.

D. Sick Leave

The Boards of Education shall grant full-time teachers sick leave in the amount of fifteen (15) days at full pay each school year. If any teacher does not use the full amount of annual sick leave thus allowed, the unused amount shall accumulate to a maximum of 240 (2008-09); 255 (2009-10); and 270 (2010-11) days at full pay including the leave of the current year.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the household or in the immediate family. Immediate family shall include parents, grandparents, parents-in-law, brothers, sisters, brothers/sisters-in-law, spouse, children, grandchildren, aunts and uncles.

Upon leaving the districts, each teacher shall receive a Teacher's Retirement System approved form certifying the number of unused sick leave days he or she has accumulated provided that a written request for such form is filed with the Superintendent's office.

E. 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's Principal, the Association President, and 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. A recommendation will then be made to the Superintendent of Schools who shall have final decision-making authority with regard to the Sick Leave Bank.

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 their district. Only those teachers who have made a contribution at the Committee's last request will be eligible to withdraw days from their Sick Leave Bank. If a teacher fails to deposit one day of his/her entitled sick leave upon request of the Sick Leave Bank Committee, he/she will forfeit his/her credit in the Sick Leave Bank. He/she may reapply for credit in the Sick Leave Bank at the rate of 10 days of credit per 1 day deposited commencing with the Committee's next request for a contribution to 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 creditable year of service to their school district to a maximum of seventy-five (75) days. All teachers who contribute after the 1984-85 school year and who have not had continuous participation in the Sick Leave Banks may not withdraw more than ten (10) days per year of continuous participation in the Sick Leave Banks. Contributions to and withdrawals from the Sick Leave Banks will be subject to prorating for those teachers employed less than full-time.

If any teacher comes to our district as part of a consolidation, they may contribute as many sick leave days as they had continuous years of employment in their previous district since 1984-85.

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 teacher only. It does not cover illness on the part of the teacher's family or elective surgery on the part of the teacher. 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 Teachers 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 through the respective Sick Leave Bank Committees. The applicant must submit the appropriate forms to the Sick Leave Bank Committee. The Sick Leave Bank Committee will then make a recommendation to the Superintendent of Schools who shall have final decision-making authority with regards to the Sick Leave Banks.

At no time can more days be withdrawn from the Sick Leave Banks than have been contributed by the teachers to that district's Sick Leave Bank.

F. 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. It is agreed that no requests for Personal Leave will be honored during the first five (5) days or the last five (5) 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 not more than one Personal Leave day into the succeeding school year. At no time can any teacher have more than three (3) Personal Leave days during any one school year. Any remaining Personal Leave days will be added to a teacher's accumulated sick leave unless the maximum accumulation of 240 (2008-09); 255 (2009-10); and 270 (2010-11) days has been reached. Additionally, a teacher may be granted three unpaid Personal Leave days per year.

G. 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:

1. For the birth of a child, and to care for the newborn child;
2. For placement with the employee of a son or daughter for adoption or foster care;
3. To care for the employee's spouse, son, daughter, or parent with a serious health condition; and
4. Because of a 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 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 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 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.

H. 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 up to one full school year, with 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 said request for additional time.

3. Contractual benefits and seniority shall not accrue during unpaid childcare leave. However, a teacher on said leave may continue insurance benefits at his or her expense.
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 the leave began.

I. School Calendar

A Committee of the Superintendent, DEA, and representatives from both Boards will develop a calendar to be presented to the Boards of Education for approval.

J. Economic Terms and Conditions

1. Income Tax Shelter—Teachers 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 up to \$22,000 of each teacher's salary may be used for a Section 125. Such options will include and are limited to:

- a. The family portion of the Hospitalization/Major Medical 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:
 1. Vision examinations and purchase of prescription glasses or contact lenses for the employee and members of their families;
 2. Dental and orthodontia care of the employee and members of their families;
 3. The deductible and co-insurance payments made for medical care of the employee and members of their family; and
 4. Prescriptions and medications purchased by the employee for themselves and members of their family;
- d. Dependent care payments made by the employee may not exceed \$5,000; and
- e. Long and short term Disability Insurance premiums.

Medical reimbursements will be paid only twice (2) per year in December and June and then only if **original bills or explanations of benefits from the insurance company** are furnished the District (**photocopies are not acceptable**).

It is further understood that the selection shall be made by the employee in an amount up to \$22,000 and payment from district funds will be made upon receipt of an original billing (photocopies are not acceptable) from the insurance company, medical agency, pharmacy or child care provider.

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 moneys so designated by the next June 30 shall result in forfeiture of any remaining balance.

3. Salary Payments

Teachers will be paid over a nine (9) month or twelve (12) month period. Those teachers who are employed only for the regular academic year and desire to receive their pay in nine (9) months must file a request for same by September 1st, with the Board Secretary on a form supplied by the Board Secretary. Teachers shall be paid on the last working day of the regular academic year. Those

teachers electing to be paid on a twelve (12) month basis or who are employed for a longer term than the regular academic year will receive their checks by at least the last working day prior to the 25th of each month including June through August except that if school begins in August prior to the 25th of August, the August check will be paid on the first working day of the new school year.

4. Salary Schedule—See pages 8-10.

The base salary for 2008-09 shall be \$33,578.

The base salary for 2009-10 shall be \$34,552.

The base salary for 2010-11 shall be \$35,658.

5. Extra Duty Schedules—See pages 11 through 22.

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. Credit for experience in a given extra-duty assignment must be for experience in that position within the districts. Experience from outside the districts will count one-half year for each year (to the last full year) in the same position with another district or districts. Assistant coaching experience will not count in any way toward head/varsity coaching experience. Softball and baseball experience will be considered the same experience for extra-duty schedule purposes. Cheerleading coaching experience will count as cheerleading coaching experience whether basketball, football, or wrestling. Experience for coaching any basketball position will count as experience for all basketball coaching positions from 6th grade up to, but not including, head/varsity basketball coach.

2008–09 SALARY SCHEDULE

\$33,578

Steps	BS+0	BS+8	BS+16	BS+24	MS+0	MS+8	MS+16	MS+24	MS+32
1	1.00 \$33,578	1.04 \$34,921	1.08 \$36,264	1.12 \$37,607	1.16 \$38,950	1.20 \$40,294	1.24 \$41,637	1.28 \$42,980	1.32 \$44,323
2	1.04 \$34,921	1.08 \$36,264	1.12 \$37,607	1.16 \$38,950	1.20 \$40,294	1.24 \$41,637	1.28 \$42,980	1.32 \$44,323	1.36 \$45,666
3	1.08 \$36,264	1.12 \$37,607	1.16 \$38,950	1.20 \$40,294	1.24 \$41,637	1.28 \$42,980	1.32 \$44,323	1.36 \$45,666	1.40 \$47,009
4	1.12 \$37,607	1.16 \$38,950	1.20 \$40,294	1.24 \$41,637	1.28 \$42,980	1.32 \$44,323	1.36 \$45,666	1.40 \$47,009	1.44 \$48,352
5	1.16 \$38,950	1.20 \$40,294	1.24 \$41,637	1.28 \$42,980	1.32 \$44,323	1.36 \$45,666	1.40 \$47,009	1.44 \$48,352	1.48 \$49,695
6	1.20 \$40,294	1.24 \$41,637	1.28 \$42,980	1.32 \$44,323	1.36 \$45,666	1.40 \$47,009	1.44 \$48,352	1.48 \$49,695	1.52 \$51,039
7	1.24 \$41,637	1.28 \$42,980	1.32 \$44,323	1.36 \$45,666	1.40 \$47,009	1.44 \$48,352	1.48 \$49,695	1.52 \$51,039	1.56 \$52,382
8	1.28 \$42,980	1.32 \$44,323	1.36 \$45,666	1.40 \$47,009	1.44 \$48,352	1.48 \$49,695	1.52 \$51,039	1.56 \$52,382	1.60 \$53,725
9	1.32 \$44,323	1.36 \$45,666	1.40 \$47,009	1.44 \$48,352	1.48 \$49,695	1.52 \$51,039	1.56 \$52,382	1.60 \$53,725	1.64 \$55,068
10	1.36 \$45,666	1.40 \$47,009	1.44 \$48,352	1.48 \$49,695	1.52 \$51,039	1.56 \$52,382	1.60 \$53,725	1.64 \$55,068	1.68 \$56,411
11			1.48 \$49,695	1.52 \$51,039	1.56 \$52,382	1.60 \$53,725	1.64 \$55,068	1.68 \$56,411	1.72 \$57,754
12				1.56 \$52,382	1.60 \$53,725	1.64 \$55,068	1.68 \$56,411	1.72 \$57,754	1.76 \$59,097
13				1.60 \$53,725	1.64 \$55,068	1.68 \$56,411	1.72 \$57,754	1.76 \$59,097	1.80 \$60,440
14				1.64 \$55,068	1.68 \$56,411	1.72 \$57,754	1.76 \$59,097	1.80 \$60,440	1.84 \$61,784
15				1.68 \$56,411	1.72 \$57,754	1.76 \$59,097	1.80 \$60,440	1.84 \$61,784	1.88 \$63,127
16				1.72 \$57,754	1.76 \$59,097	1.80 \$60,440	1.84 \$61,784	1.88 \$63,127	1.92 \$64,470
17					1.80 \$60,440	1.84 \$61,784	1.88 \$63,127	1.92 \$64,470	1.96 \$65,813
18					1.84 \$61,784	1.88 \$63,127	1.92 \$64,470	1.96 \$65,813	2.00 \$67,156

2009-10 SALARY SCHEDULE

\$34,552

Steps	BS+0	BS+8	BS+16	BS+24	MS+0	MS+8	MS+16	MS+24	MS+32
1	1.00 \$34,552	1.04 \$35,934	1.08 \$37,316	1.12 \$38,698	1.16 \$40,080	1.20 \$41,462	1.24 \$42,844	1.28 \$44,227	1.32 \$45,609
2	1.04 \$35,934	1.08 \$37,316	1.12 \$38,698	1.16 \$40,080	1.20 \$41,462	1.24 \$42,844	1.28 \$44,227	1.32 \$45,609	1.36 \$46,991
3	1.08 \$37,316	1.12 \$38,698	1.16 \$40,080	1.20 \$41,462	1.24 \$42,844	1.28 \$44,227	1.32 \$45,609	1.36 \$46,991	1.40 \$48,373
4	1.12 \$38,698	1.16 \$40,080	1.20 \$41,462	1.24 \$42,844	1.28 \$44,227	1.32 \$45,609	1.36 \$46,991	1.40 \$48,373	1.44 \$49,755
5	1.16 \$40,080	1.20 \$41,462	1.24 \$42,844	1.28 \$44,227	1.32 \$45,609	1.36 \$46,991	1.40 \$48,373	1.44 \$49,755	1.48 \$51,137
6	1.20 \$41,462	1.24 \$42,844	1.28 \$44,227	1.32 \$45,609	1.36 \$46,991	1.40 \$48,373	1.44 \$49,755	1.48 \$51,137	1.52 \$52,519
7	1.24 \$42,844	1.28 \$44,227	1.32 \$45,609	1.36 \$46,991	1.40 \$48,373	1.44 \$49,755	1.48 \$51,137	1.52 \$52,519	1.56 \$53,901
8	1.28 \$44,227	1.32 \$45,609	1.36 \$46,991	1.40 \$48,373	1.44 \$49,755	1.48 \$51,137	1.52 \$52,519	1.56 \$53,901	1.60 \$55,283
9	1.32 \$45,609	1.36 \$46,991	1.40 \$48,373	1.44 \$49,755	1.48 \$51,137	1.52 \$52,519	1.56 \$53,901	1.60 \$55,283	1.64 \$56,665
10	1.36 \$46,991	1.40 \$48,373	1.44 \$49,755	1.48 \$51,137	1.52 \$52,519	1.56 \$53,901	1.60 \$55,283	1.64 \$56,665	1.68 \$58,047
11			1.48 \$51,137	1.52 \$52,519	1.56 \$53,901	1.60 \$55,283	1.64 \$56,665	1.68 \$58,047	1.72 \$59,429
12				1.56 \$53,901	1.60 \$55,283	1.64 \$56,665	1.68 \$58,047	1.72 \$59,429	1.76 \$60,812
13				1.60 \$55,283	1.64 \$56,665	1.68 \$58,047	1.72 \$59,429	1.76 \$60,812	1.80 \$62,194
14				1.64 \$56,665	1.68 \$58,047	1.72 \$59,429	1.76 \$60,812	1.80 \$62,194	1.84 \$63,576
15				1.68 \$58,047	1.72 \$59,429	1.76 \$60,812	1.80 \$62,194	1.84 \$63,576	1.88 \$64,958
16				1.72 \$59,429	1.76 \$60,812	1.80 \$62,194	1.84 \$63,576	1.88 \$64,958	1.92 \$66,340
17					1.80 \$62,194	1.84 \$63,576	1.88 \$64,958	1.92 \$66,340	1.96 \$67,722
18					1.84 \$63,576	1.88 \$64,958	1.92 \$66,340	1.96 \$67,722	2.00 \$69,104

2010-11 SALARY SCHEDULE

\$35,658

Steps	BS+0	BS+8	BS+16	BS+24	MS+0	MS+8	MS+16	MS+24	MS+32
1	1.00 \$35,658	1.04 \$37,084	1.08 \$38,511	1.12 \$39,937	1.16 \$41,363	1.20 \$42,790	1.24 \$44,216	1.28 \$45,642	1.32 \$47,069
2	1.04 \$37,084	1.08 \$38,511	1.12 \$39,937	1.16 \$41,363	1.20 \$42,790	1.24 \$44,216	1.28 \$45,642	1.32 \$47,069	1.36 \$48,495
3	1.08 \$38,511	1.12 \$39,937	1.16 \$41,363	1.20 \$42,790	1.24 \$44,216	1.28 \$45,642	1.32 \$47,069	1.36 \$48,495	1.40 \$49,921
4	1.12 \$39,937	1.16 \$41,363	1.20 \$42,790	1.24 \$44,216	1.28 \$45,642	1.32 \$47,069	1.36 \$48,495	1.40 \$49,921	1.44 \$51,348
5	1.16 \$41,363	1.20 \$42,790	1.24 \$44,216	1.28 \$45,642	1.32 \$47,069	1.36 \$48,495	1.40 \$49,921	1.44 \$51,348	1.48 \$52,774
6	1.20 \$42,790	1.24 \$44,216	1.28 \$45,642	1.32 \$47,069	1.36 \$48,495	1.40 \$49,921	1.44 \$51,348	1.48 \$52,774	1.52 \$54,200
7	1.24 \$44,216	1.28 \$45,642	1.32 \$47,069	1.36 \$48,495	1.40 \$49,921	1.44 \$51,348	1.48 \$52,774	1.52 \$54,200	1.56 \$55,626
8	1.28 \$45,642	1.32 \$47,069	1.36 \$48,495	1.40 \$49,921	1.44 \$51,348	1.48 \$52,774	1.52 \$54,200	1.56 \$55,626	1.60 \$57,053
9	1.32 \$47,069	1.36 \$48,495	1.40 \$49,921	1.44 \$51,348	1.48 \$52,774	1.52 \$54,200	1.56 \$55,626	1.60 \$57,053	1.64 \$58,479
10	1.36 \$48,495	1.40 \$49,921	1.44 \$51,348	1.48 \$52,774	1.52 \$54,200	1.56 \$55,626	1.60 \$57,053	1.64 \$58,479	1.68 \$59,905
11			1.48 \$52,774	1.52 \$54,200	1.56 \$55,626	1.60 \$57,053	1.64 \$58,479	1.68 \$59,905	1.72 \$61,332
12				1.56 \$55,626	1.60 \$57,053	1.64 \$58,479	1.68 \$59,905	1.72 \$61,332	1.76 \$62,758
13				1.60 \$57,053	1.64 \$58,479	1.68 \$59,905	1.72 \$61,332	1.76 \$62,758	1.80 \$64,184
14				1.64 \$58,479	1.68 \$59,905	1.72 \$61,332	1.76 \$62,758	1.80 \$64,184	1.84 \$65,611
15				1.68 \$59,905	1.72 \$61,332	1.76 \$62,758	1.80 \$64,184	1.84 \$65,611	1.88 \$67,037
16				1.72 \$61,332	1.76 \$62,758	1.80 \$64,184	1.84 \$65,611	1.88 \$67,037	1.92 \$68,463
17					1.80 \$64,184	1.84 \$65,611	1.88 \$67,037	1.92 \$68,463	1.96 \$69,890
18					1.84 \$65,611	1.88 \$67,037	1.92 \$68,463	1.96 \$69,890	2.00 \$71,316

GRADE SCHOOL--Athletics
2008-09 **\$33,578**

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
8th B. Basket.	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
7th B. Basket.	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
6th B. Basket.	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
8th G. Basket.	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
7th G. Basket.	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
6th G. Basket.	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
8th Volleyball	0.08	\$2,686	\$2,794	\$2,901	\$3,009	\$3,116	\$3,223	\$3,331	\$3,438	\$3,546	\$3,653
7th Volleyball	0.08	\$2,686	\$2,794	\$2,901	\$3,009	\$3,116	\$3,223	\$3,331	\$3,438	\$3,546	\$3,653
6th Volleyball	0.06	\$2,015	\$2,095	\$2,176	\$2,256	\$2,337	\$2,418	\$2,498	\$2,579	\$2,659	\$2,740
Wrestling	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
Wrestling	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
Softball	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Softball	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Baseball	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Baseball	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Head B. Track	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Asst. B. Track	0.04	\$1,343	\$1,397	\$1,451	\$1,504	\$1,558	\$1,612	\$1,665	\$1,719	\$1,773	\$1,827
Head G. Track	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Asst. G. Track	0.04	\$1,343	\$1,397	\$1,451	\$1,504	\$1,558	\$1,612	\$1,665	\$1,719	\$1,773	\$1,827
Cheerleading Spon.	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Cheerleading Comp.	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913

GRADE SCHOOL—Athletics
2009-10 **\$34,552**

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
8th B. Basket.	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
7th B. Basket.	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
6th B. Basket.	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
8th G. Basket.	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
7th G. Basket.	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
6th G. Basket.	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
8th Volleyball	0.08	\$2,764	\$2,875	\$2,985	\$3,096	\$3,206	\$3,317	\$3,428	\$3,538	\$3,649	\$3,759
7th Volleyball	0.08	\$2,764	\$2,875	\$2,985	\$3,096	\$3,206	\$3,317	\$3,428	\$3,538	\$3,649	\$3,759
6th Volleyball	0.06	\$2,073	\$2,156	\$2,239	\$2,322	\$2,405	\$2,488	\$2,571	\$2,654	\$2,737	\$2,819
Wrestling	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
Wrestling	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
Softball	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Softball	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Baseball	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Baseball	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Head B. Track	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Asst. B. Track	0.04	\$1,382	\$1,437	\$1,493	\$1,548	\$1,603	\$1,658	\$1,714	\$1,769	\$1,824	\$1,880
Head G. Track	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Asst. G. Track	0.04	\$1,382	\$1,437	\$1,493	\$1,548	\$1,603	\$1,658	\$1,714	\$1,769	\$1,824	\$1,880
Cheerleading Spon.	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Cheerleading Comp.	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940

GRADE SCHOOL—Athletics
2010-11 **\$35,658**

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
8th B. Basket.	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
7th B. Basket.	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
6th B. Basket.	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
8th G. Basket.	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
7th G. Basket.	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
6th G. Basket.	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
8th Volleyball	0.08	\$2,853	\$2,967	\$3,081	\$3,195	\$3,309	\$3,423	\$3,537	\$3,651	\$3,765	\$3,880
7th Volleyball	0.08	\$2,853	\$2,967	\$3,081	\$3,195	\$3,309	\$3,423	\$3,537	\$3,651	\$3,765	\$3,880
6th Volleyball	0.06	\$2,139	\$2,225	\$2,311	\$2,396	\$2,482	\$2,567	\$2,653	\$2,739	\$2,824	\$2,910
Wrestling	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
Wrestling	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
Softball	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
Softball	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
Baseball	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
Baseball	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
Head B. Track	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
Asst. B. Track	0.04	\$1,426	\$1,483	\$1,540	\$1,597	\$1,655	\$1,712	\$1,769	\$1,826	\$1,883	\$1,940
Head G. Track	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
Asst. G. Track	0.04	\$1,426	\$1,483	\$1,540	\$1,597	\$1,655	\$1,712	\$1,769	\$1,826	\$1,883	\$1,940
Cheerleading Spon.	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
Cheerleading Comp.	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970

GRADE SCHOOL—Co-curriculars
2008-09 \$33,578

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
Jr. High Noon Duty	0.10	\$3,358	\$3,492	\$3,626	\$3,761	\$3,895	\$4,029	\$4,164	\$4,298	\$4,432	\$4,567
Jr. High Noon Duty	0.10	\$3,358	\$3,492	\$3,626	\$3,761	\$3,895	\$4,029	\$4,164	\$4,298	\$4,432	\$4,567
5th Grade Noon Duty	0.10	\$3,358	\$3,492	\$3,626	\$3,761	\$3,895	\$4,029	\$4,164	\$4,298	\$4,432	\$4,567
Stud. Counc. Spon.	0.06	\$2,015	\$2,095	\$2,176	\$2,256	\$2,337	\$2,418	\$2,498	\$2,579	\$2,659	\$2,740
Mathlete Coach	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Mathlete Coach	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Scholastic Bowl	0.04	\$1,343	\$1,397	\$1,451	\$1,504	\$1,558	\$1,612	\$1,665	\$1,719	\$1,773	\$1,827
Scholastic Bowl	0.04	\$1,343	\$1,397	\$1,451	\$1,504	\$1,558	\$1,612	\$1,665	\$1,719	\$1,773	\$1,827
Literary Sponsor	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Literary Sponsor	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Science/Tech Spon.	0.03	\$1,007	\$1,048	\$1,088	\$1,128	\$1,169	\$1,209	\$1,249	\$1,289	\$1,330	\$1,370
Science/Tech Spon.	0.03	\$1,007	\$1,048	\$1,088	\$1,128	\$1,169	\$1,209	\$1,249	\$1,289	\$1,330	\$1,370
Band Director	0.06	\$2,015	\$2,095	\$2,176	\$2,256	\$2,337	\$2,418	\$2,498	\$2,579	\$2,659	\$2,740
Summer Band	0.04	\$1,343	\$1,397	\$1,451	\$1,504	\$1,558	\$1,612	\$1,665	\$1,719	\$1,773	\$1,827
Chorus Director	0.06	\$2,015	\$2,095	\$2,176	\$2,256	\$2,337	\$2,418	\$2,498	\$2,579	\$2,659	\$2,740
Yearbook Sponsor	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Spelling Bee Spon.	0.01	\$336	\$349	\$363	\$376	\$390	\$403	\$416	\$430	\$443	\$457
Breakfast Supervisor	0.075	\$2,518	\$2,619	\$2,720	\$2,821	\$2,921	\$3,022	\$3,123	\$3,223	\$3,324	\$3,425

ATHLETIC EVENTS

When teachers are assigned to work athletic events, the following rates per event shall prevail:

Football-----	Ticket Takers and Sellers	\$15.00
	Timer/Scorer	\$20.00
	Announcer	\$15.00
Basketball-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
	Scorer	\$20.00
Wrestling-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
Volleyball-----	Ticket Takers and Sellers	\$12.00
	Timer/Scorer	\$20.00

The above rates are for two game events. One game will be compensated at 2/3 of the two game rate. Scores for the away contest will be paid at the same rate as above.

Piano Accompanist for Concerts-----\$50/concert

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.

Breakfast supervisor stipend may be split evenly between the number of supervisors.

GRADE SCHOOL—Co-curriculars
2009-10 \$34,552

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
Jr. High Noon Duty	0.10	\$3,455	\$3,593	\$3,732	\$3,870	\$4,008	\$4,146	\$4,284	\$4,423	\$4,561	\$4,699
Jr. High Noon Duty	0.10	\$3,455	\$3,593	\$3,732	\$3,870	\$4,008	\$4,146	\$4,284	\$4,423	\$4,561	\$4,699
5th Grade Noon Duty	0.10	\$3,455	\$3,593	\$3,732	\$3,870	\$4,008	\$4,146	\$4,284	\$4,423	\$4,561	\$4,699
Stud. Counc. Spon.	0.06	\$2,073	\$2,156	\$2,239	\$2,322	\$2,405	\$2,488	\$2,571	\$2,654	\$2,737	\$2,819
Mathlete Coach	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Mathlete Coach	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Scholastic Bowl	0.04	\$1,382	\$1,437	\$1,493	\$1,548	\$1,603	\$1,658	\$1,714	\$1,769	\$1,824	\$1,880
Scholastic Bowl	0.04	\$1,382	\$1,437	\$1,493	\$1,548	\$1,603	\$1,658	\$1,714	\$1,769	\$1,824	\$1,880
Literary Sponsor	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Literary Sponsor	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Science/Tech Spon.	0.03	\$1,037	\$1,078	\$1,119	\$1,161	\$1,202	\$1,244	\$1,285	\$1,327	\$1,368	\$1,410
Science/Tech Spon.	0.03	\$1,037	\$1,078	\$1,119	\$1,161	\$1,202	\$1,244	\$1,285	\$1,327	\$1,368	\$1,410
Band Director	0.06	\$2,073	\$2,156	\$2,239	\$2,322	\$2,405	\$2,488	\$2,571	\$2,654	\$2,737	\$2,819
Summer Band	0.04	\$1,382	\$1,437	\$1,493	\$1,548	\$1,603	\$1,658	\$1,714	\$1,769	\$1,824	\$1,880
Chorus Director	0.06	\$2,073	\$2,156	\$2,239	\$2,322	\$2,405	\$2,488	\$2,571	\$2,654	\$2,737	\$2,819
Yearbook Sponsor	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Spelling Bee Spon.	0.01	\$346	\$359	\$373	\$387	\$401	\$415	\$428	\$442	\$456	\$470
Breakfast Supervisor	0.075	\$2,591	\$2,695	\$2,799	\$2,902	\$3,006	\$3,110	\$3,213	\$3,317	\$3,421	\$3,524

ATHLETIC EVENTS

When teachers are assigned to work athletic events, the following rates per event shall prevail:

Football-----	Ticket Takers and Sellers	\$15.00
	Timer/Scorer	\$20.00
	Announcer	\$15.00
Basketball-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
	Scorer	\$20.00
Wrestling-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
Volleyball-----	Ticket Takers and Sellers	\$12.00
	Timer/Scorer	\$20.00

The above rates are for two game events. One game will be compensated at 2/3 of the two game rate. Scores for the away contest will be paid at the same rate as above.

Piano Accompanist for Concerts-----\$50/concert

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.

Breakfast supervisor stipend may be split evenly between the number of supervisors.

GRADE SCHOOL—Co-curriculars
2010-11 \$35,658

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
Jr. High Noon Duty	0.10	\$3,566	\$3,708	\$3,851	\$3,994	\$4,136	\$4,279	\$4,422	\$4,564	\$4,707	\$4,849
Jr. High Noon Duty	0.10	\$3,566	\$3,708	\$3,851	\$3,994	\$4,136	\$4,279	\$4,422	\$4,564	\$4,707	\$4,849
5th Grade Noon Duty	0.10	\$3,566	\$3,708	\$3,851	\$3,994	\$4,136	\$4,279	\$4,422	\$4,564	\$4,707	\$4,849
Stud. Counc. Spon.	0.06	\$2,139	\$2,225	\$2,311	\$2,396	\$2,482	\$2,567	\$2,653	\$2,739	\$2,824	\$2,910
Mathlete Coach	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Mathlete Coach	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Scholastic Bowl	0.04	\$1,426	\$1,483	\$1,540	\$1,597	\$1,655	\$1,712	\$1,769	\$1,826	\$1,883	\$1,940
Scholastic Bowl	0.04	\$1,426	\$1,483	\$1,540	\$1,597	\$1,655	\$1,712	\$1,769	\$1,826	\$1,883	\$1,940
Literary Sponsor	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Literary Sponsor	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Science/Tech Spon.	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$1,455
Science/Tech Spon.	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$1,455
Band Director	0.06	\$2,139	\$2,225	\$2,311	\$2,396	\$2,482	\$2,567	\$2,653	\$2,739	\$2,824	\$2,910
Summer Band	0.04	\$1,426	\$1,483	\$1,540	\$1,597	\$1,655	\$1,712	\$1,769	\$1,826	\$1,883	\$1,940
Chorus Director	0.06	\$2,139	\$2,225	\$2,311	\$2,396	\$2,482	\$2,567	\$2,653	\$2,739	\$2,824	\$2,910
Yearbook Sponsor	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Spelling Bee Spon.	0.01	\$357	\$371	\$385	\$399	\$414	\$428	\$442	\$456	\$471	\$485
Breakfast Supervisor	0.075	\$2,674	\$2,781	\$2,888	\$2,995	\$3,102	\$3,209	\$3,316	\$3,423	\$3,530	\$3,637

ATHLETIC EVENTS

When teachers are assigned to work athletic events, the following rates per event shall prevail:

Football-----	Ticket Takers and Sellers	\$15.00
	Timer/Scorer	\$20.00
	Announcer	\$15.00
Basketball-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
	Scorer	\$20.00
Wrestling-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
Volleyball-----	Ticket Takers and Sellers	\$12.00
	Timer/Scorer	\$20.00

The above rates are for two game events. One game will be compensated at 2/3 of the two game rate. Scores for the away contest will be paid at the same rate as above.

Piano Accompanist for Concerts-----\$50/concert

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.

Breakfast supervisor stipend may be split evenly between the number of supervisors.

HIGH SCHOOL—Athletics
2008-09 **\$33,578**

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
Head Football	0.13	\$4,365	\$4,540	\$4,714	\$4,889	\$5,064	\$5,238	\$5,413	\$5,587	\$5,762	\$5,937
Asst. Football	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
Asst. Football	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
Asst. Football	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
Weight Training	0.10	\$3,358	\$3,492	\$3,626	\$3,761	\$3,895	\$4,029	\$4,164	\$4,298	\$4,432	\$4,567
Head B. Basket.	0.13	\$4,365	\$4,540	\$4,714	\$4,889	\$5,064	\$5,238	\$5,413	\$5,587	\$5,762	\$5,937
Asst. B. Basket.	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
Asst. B. Basket.	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
Head G. Basket.	0.13	\$4,365	\$4,540	\$4,714	\$4,889	\$5,064	\$5,238	\$5,413	\$5,587	\$5,762	\$5,937
Asst. G. Basket.	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
Asst. G. Basket.	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
Head Track	0.11	\$3,694	\$3,841	\$3,989	\$4,137	\$4,285	\$4,432	\$4,580	\$4,728	\$4,876	\$5,023
Asst. Track	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
Asst. Track	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
Head Wrestling	0.12	\$4,029	\$4,191	\$4,352	\$4,513	\$4,674	\$4,835	\$4,996	\$5,158	\$5,319	\$5,480
Asst. Wrestling	0.09	\$3,022	\$3,143	\$3,264	\$3,385	\$3,506	\$3,626	\$3,747	\$3,868	\$3,989	\$4,110
B. Golf	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
G. Golf	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
Head Volleyball	0.11	\$3,694	\$3,841	\$3,989	\$4,137	\$4,285	\$4,432	\$4,580	\$4,728	\$4,876	\$5,023
Asst. Volleyball	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
Asst. Volleyball	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
Head Baseball	0.11	\$3,694	\$3,841	\$3,989	\$4,137	\$4,285	\$4,432	\$4,580	\$4,728	\$4,876	\$5,023
Asst. Baseball	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
Head Softball	0.11	\$3,694	\$3,841	\$3,989	\$4,137	\$4,285	\$4,432	\$4,580	\$4,728	\$4,876	\$5,023
Asst. Softball	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
F. Cheer. Sponsor	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
B. Cheer. Sponsor	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
Cheer. Competition	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913

HIGH SCHOOL—Athletics
2009-10 **\$34,552**

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
Head Football	0.13	\$4,492	\$4,671	\$4,851	\$5,031	\$5,210	\$5,390	\$5,570	\$5,749	\$5,929	\$6,109
Asst. Football	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
Asst. Football	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
Asst. Football	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
Weight Training	0.10	\$3,455	\$3,593	\$3,732	\$3,870	\$4,008	\$4,146	\$4,284	\$4,423	\$4,561	\$4,699
Head B. Basket.	0.13	\$4,492	\$4,671	\$4,851	\$5,031	\$5,210	\$5,390	\$5,570	\$5,749	\$5,929	\$6,109
Asst. B. Basket.	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
Asst. B. Basket.	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
Head G. Basket.	0.13	\$4,492	\$4,671	\$4,851	\$5,031	\$5,210	\$5,390	\$5,570	\$5,749	\$5,929	\$6,109
Asst. G. Basket.	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
Asst. G. Basket.	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
Head Track	0.11	\$3,801	\$3,953	\$4,105	\$4,257	\$4,409	\$4,561	\$4,713	\$4,865	\$5,017	\$5,169
Asst. Track	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
Asst. Track	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
Head Wrestling	0.12	\$4,146	\$4,312	\$4,478	\$4,644	\$4,810	\$4,975	\$5,141	\$5,307	\$5,473	\$5,639
Asst. Wrestling	0.09	\$3,110	\$3,234	\$3,358	\$3,483	\$3,607	\$3,732	\$3,856	\$3,980	\$4,105	\$4,229
B. Golf	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
G. Golf	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
Head Volleyball	0.11	\$3,801	\$3,953	\$4,105	\$4,257	\$4,409	\$4,561	\$4,713	\$4,865	\$5,017	\$5,169
Asst. Volleyball	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
Asst. Volleyball	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
Head Baseball	0.11	\$3,801	\$3,953	\$4,105	\$4,257	\$4,409	\$4,561	\$4,713	\$4,865	\$5,017	\$5,169
Asst. Baseball	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
Head Softball	0.11	\$3,801	\$3,953	\$4,105	\$4,257	\$4,409	\$4,561	\$4,713	\$4,865	\$5,017	\$5,169
Asst. Softball	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
F. Cheer. Sponsor	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
B. Cheer. Sponsor	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
Cheer. Competition	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940

HIGH SCHOOL--Athletics
2010-11 **\$35,658**

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
Head Football	0.13	\$4,636	\$4,821	\$5,006	\$5,192	\$5,377	\$5,563	\$5,748	\$5,933	\$6,119	\$6,304
Asst. Football	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
Asst. Football	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
Asst. Football	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
Weight Training	0.10	\$3,566	\$3,708	\$3,851	\$3,994	\$4,136	\$4,279	\$4,422	\$4,564	\$4,707	\$4,849
Head B. Basket.	0.13	\$4,636	\$4,821	\$5,006	\$5,192	\$5,377	\$5,563	\$5,748	\$5,933	\$6,119	\$6,304
Asst. B. Basket.	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
Asst. B. Basket.	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
Head G. Basket.	0.13	\$4,636	\$4,821	\$5,006	\$5,192	\$5,377	\$5,563	\$5,748	\$5,933	\$6,119	\$6,304
Asst. G. Basket.	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
Asst. G. Basket.	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
Head Track	0.11	\$3,922	\$4,079	\$4,236	\$4,393	\$4,550	\$4,707	\$4,864	\$5,021	\$5,178	\$5,334
Asst. Track	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
Asst. Track	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
Head Wrestling	0.12	\$4,279	\$4,450	\$4,621	\$4,792	\$4,964	\$5,135	\$5,306	\$5,477	\$5,648	\$5,819
Asst. Wrestling	0.09	\$3,209	\$3,338	\$3,466	\$3,594	\$3,723	\$3,851	\$3,979	\$4,108	\$4,236	\$4,365
B. Golf	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
G. Golf	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
Head Volleyball	0.11	\$3,922	\$4,079	\$4,236	\$4,393	\$4,550	\$4,707	\$4,864	\$5,021	\$5,178	\$5,334
Asst. Volleyball	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
Asst. Volleyball	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
Head Baseball	0.11	\$3,922	\$4,079	\$4,236	\$4,393	\$4,550	\$4,707	\$4,864	\$5,021	\$5,178	\$5,334
Asst. Baseball	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
Head Softball	0.11	\$3,922	\$4,079	\$4,236	\$4,393	\$4,550	\$4,707	\$4,864	\$5,021	\$5,178	\$5,334
Asst. Softball	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
F. Cheer. Sponsor	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
B. Cheer. Sponsor	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
Cheer. Competition	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970

HIGH SCHOOL—Co-curriculars
2008-09 **\$33,578**

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
Music Director	0.08	\$2,686	\$2,794	\$2,901	\$3,009	\$3,116	\$3,223	\$3,331	\$3,438	\$3,546	\$3,653
Class Sponsor	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Class Sponsor	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Class Sponsor	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Class Sponsor	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Student Council	0.05	\$1,679	\$1,746	\$1,813	\$1,880	\$1,948	\$2,015	\$2,082	\$2,149	\$2,216	\$2,283
Yr. Co-Sponsor	0.03	\$1,007	\$1,048	\$1,088	\$1,128	\$1,169	\$1,209	\$1,249	\$1,289	\$1,330	\$1,370
Yr. Co-Sponsor	0.03	\$1,007	\$1,048	\$1,088	\$1,128	\$1,169	\$1,209	\$1,249	\$1,289	\$1,330	\$1,370
Drama Director	0.10	\$3,358	\$3,492	\$3,626	\$3,761	\$3,895	\$4,029	\$4,164	\$4,298	\$4,432	\$4,567
Musical--Pit Director	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Musical--Vocal Dir.	0.03	\$1,007	\$1,048	\$1,088	\$1,128	\$1,169	\$1,209	\$1,249	\$1,289	\$1,330	\$1,370
FCCLA Sponsor	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
FFA Sponsor	0.07	\$2,350	\$2,444	\$2,538	\$2,633	\$2,727	\$2,821	\$2,915	\$3,009	\$3,103	\$3,197
Library Club Spon.	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Spanish Club Spon.	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Mathlete Coach	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Peer Advisor Spon.	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Scholastic Bowl	0.03	\$1,007	\$1,048	\$1,088	\$1,128	\$1,169	\$1,209	\$1,249	\$1,289	\$1,330	\$1,370
Scholastic Bowl	0.03	\$1,007	\$1,048	\$1,088	\$1,128	\$1,169	\$1,209	\$1,249	\$1,289	\$1,330	\$1,370
National Honor Soc.	0.02	\$672	\$698	\$725	\$752	\$779	\$806	\$833	\$860	\$886	\$913
Flags/BB/DJ	0.03	\$1,007	\$1,048	\$1,088	\$1,128	\$1,169	\$1,209	\$1,249	\$1,289	\$1,330	\$1,370
Summer Band	0.06	\$2,015	\$2,095	\$2,176	\$2,256	\$2,337	\$2,418	\$2,498	\$2,579	\$2,659	\$2,740
Noon Duty (5)	0.10	\$3,358	\$3,492	\$3,626	\$3,761	\$3,895	\$4,029	\$4,164	\$4,298	\$4,432	\$4,567

ATHLETIC EVENTS

When teachers are assigned to work athletic events, the following rates per event shall prevail:

Football-----	Ticket Takers and Sellers	\$15.00
	Timer/Scorer	\$20.00
	Announcer	\$15.00
Basketball-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
	Scorer	\$20.00
Wrestling-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
Volleyball-----	Ticket Takers and Sellers	\$12.00
	Timer/Scorer	\$20.00

The above rates are for two game events. One game will be compensated at 2/3 of the two game rate. Scores for the away contest will be paid at the same rate as above.

Piano Accompanist for Concerts-----\$50/concert

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.

HIGH SCHOOL—Co-curriculars
2009-10 \$34,552

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
Music Director	0.08	\$2,764	\$2,875	\$2,985	\$3,096	\$3,206	\$3,317	\$3,428	\$3,538	\$3,649	\$3,759
Class Sponsor	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Class Sponsor	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Class Sponsor	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Class Sponsor	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Student Council	0.05	\$1,728	\$1,797	\$1,866	\$1,935	\$2,004	\$2,073	\$2,142	\$2,211	\$2,280	\$2,350
Yr. Co-Sponsor	0.03	\$1,037	\$1,078	\$1,119	\$1,161	\$1,202	\$1,244	\$1,285	\$1,327	\$1,368	\$1,410
Yr. Co-Sponsor	0.03	\$1,037	\$1,078	\$1,119	\$1,161	\$1,202	\$1,244	\$1,285	\$1,327	\$1,368	\$1,410
Drama Director	0.10	\$3,455	\$3,593	\$3,732	\$3,870	\$4,008	\$4,146	\$4,284	\$4,423	\$4,561	\$4,699
Musical--Pit Director	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Musical--Vocal Dir.	0.03	\$1,037	\$1,078	\$1,119	\$1,161	\$1,202	\$1,244	\$1,285	\$1,327	\$1,368	\$1,410
FCCLA Sponsor	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
FFA Sponsor	0.07	\$2,419	\$2,515	\$2,612	\$2,709	\$2,806	\$2,902	\$2,999	\$3,096	\$3,193	\$3,289
Library Club Spon.	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Spanish Club Spon.	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Mathlete Coach	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Peer Advisor Spon.	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Scholastic Bowl	0.03	\$1,037	\$1,078	\$1,119	\$1,161	\$1,202	\$1,244	\$1,285	\$1,327	\$1,368	\$1,410
Scholastic Bowl	0.03	\$1,037	\$1,078	\$1,119	\$1,161	\$1,202	\$1,244	\$1,285	\$1,327	\$1,368	\$1,410
National Honor Soc.	0.02	\$691	\$719	\$746	\$774	\$802	\$829	\$857	\$885	\$912	\$940
Flags/BB/DJ	0.03	\$1,037	\$1,078	\$1,119	\$1,161	\$1,202	\$1,244	\$1,285	\$1,327	\$1,368	\$1,410
Summer Band	0.06	\$2,073	\$2,156	\$2,239	\$2,322	\$2,405	\$2,488	\$2,571	\$2,654	\$2,737	\$2,819
Noon Duty (5)	0.10	\$3,455	\$3,593	\$3,732	\$3,870	\$4,008	\$4,146	\$4,284	\$4,423	\$4,561	\$4,699

ATHLETIC EVENTS

When teachers are assigned to work athletic events, the following rates per event shall prevail:

Football-----	Ticket Takers and Sellers	\$15.00
	Timer/Scorer	\$20.00
	Announcer	\$15.00
Basketball-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
	Scorer	\$20.00
Wrestling-----	Ticket Takers and Sellers	\$12.00
	Timer	\$20.00
Volleyball-----	Ticket Takers and Sellers	\$12.00
	Timer/Scorer	\$20.00

The above rates are for two game events. One game will be compensated at 2/3 of the two game rate. Scores for the away contest will be paid at the same rate as above.

Piano Accompanist for Concerts-----\$50/concert

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.

HIGH SCHOOL—Co-curriculars
2010-11 \$35,658

Positions	Index	1.00 1st Year	1.04 2nd Year	1.08 3rd Year	1.12 4th Year	1.16 5th Year	1.20 6th Year	1.24 7th Year	1.28 8th Year	1.32 9th Year	1.36 10th Year
Music Director	0.08	\$2,853	\$2,967	\$3,081	\$3,195	\$3,309	\$3,423	\$3,537	\$3,651	\$3,765	\$3,880
Class Sponsor	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
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Class Sponsor	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
Student Council	0.05	\$1,783	\$1,854	\$1,926	\$1,997	\$2,068	\$2,139	\$2,211	\$2,282	\$2,353	\$2,425
Yr. Co-Sponsor	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$1,455
Yr. Co-Sponsor	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$1,455
Drama Director	0.10	\$3,566	\$3,708	\$3,851	\$3,994	\$4,136	\$4,279	\$4,422	\$4,564	\$4,707	\$4,849
Musical--Pit Director	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Musical--Vocal Dir.	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$1,455
FCCLA Sponsor	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
FFA Sponsor	0.07	\$2,496	\$2,596	\$2,696	\$2,796	\$2,895	\$2,995	\$3,095	\$3,195	\$3,295	\$3,395
Library Club Spon.	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Spanish Club Spon.	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Mathlete Coach	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Peer Advisor Spon.	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Scholastic Bowl	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$1,455
Scholastic Bowl	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$1,455
National Honor Soc.	0.02	\$713	\$742	\$770	\$799	\$827	\$856	\$884	\$913	\$941	\$970
Flags/BB/DJ	0.03	\$1,070	\$1,113	\$1,155	\$1,198	\$1,241	\$1,284	\$1,326	\$1,369	\$1,412	\$1,455
Summer Band	0.06	\$2,139	\$2,225	\$2,311	\$2,396	\$2,482	\$2,567	\$2,653	\$2,739	\$2,824	\$2,910
Noon Duty (5)	0.10	\$3,566	\$3,708	\$3,851	\$3,994	\$4,136	\$4,279	\$4,422	\$4,564	\$4,707	\$4,849

ATHLETIC EVENTS

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The above rates are for two game events. One game will be compensated at 2/3 of the two game rate. Scores for the away contest will be paid at the same rate as above.

Piano Accompanist for Concerts-----\$50/concert

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.

6. Retirement Incentive

Definitions

1. All resignation notices become effective on the next September 1st (the “effective date”).
2. The “base year” is the school year immediately prior to the effective date.
3. “Creditable earnings” shall be as defined by the Teacher Retirement System (TRS).

A teacher must submit an irrevocable notice of retirement to the Superintendent or the Superintendent’s Designee prior to September 1st.

The Superintendent will provide a receipt of the date of submission. The notice must state how many school years the employee will teach before retirement.

The Boards of Education agree to pay teachers who are retiring a retirement incentive. In order to qualify for the retirement incentive the teacher must meet A, B, and C1 or C2:

- A) Teacher must have completed 10 years teaching in the Dwight Public Schools #230 & 232 prior to retirement;
- B) Teacher agrees to provide to the Superintendent or the Superintendent’s Designee the Teacher’s TRS statement for the year prior to the effective date of the Teacher’s irrevocable notice of retirement.
- C) Teacher must:
 - 1) Have 35 years of creditable service with the Illinois Teacher Retirement System (**TRS**) by the last day of service prior to retirement; or
 - 2) Be at least 60 years old by the last day of service prior to retirement.

The **Retirement Incentive** will be subject to the following requirements:

- A) The retiring teacher will be removed from the salary schedule on the effective date of a retirement notice. The retiring teacher’s creditable earnings for each year after the base year shall be **105.4%** of the creditable earnings of the base year (year 1) or the prior year (for years 2-4) for up to four years.
 - 1) Teachers receiving stipends for co-curricular activities and/or overloads will continue in that same assignment.
- B) The Board of Education for each District reserves the right to limit the number of teachers that elect to retire under the “modified” ERO in one instructional year to 10% of those qualified who have the most seniority with that District.

The terms of this Retirement Incentive between the Boards of Education of Dwight School Districts #230 & #232 and the Dwight Education Association will expire on June 30, 2011, except as to any teacher who has provided an irrevocable letter of retirement prior to September 1, 2010.

7. Hospitalization/Major Medical Insurance

The Boards of Education agree to provide Hospital/Major Medical Insurance for employees of the Districts, which is equal to the current plan, offered through the current carrier. For those employees, employed prior to September 1, 1993, who do not wish to enroll as part of the Hospital/Major Medical group, the Boards will provide an equivalent amount of money which may be used to purchase a Hospital Indemnity Policy, Life Insurance Policy, or an Annuity. With respect to any taxable year of a participant, this 403(b) program applies to two or more 403(b) plans in respect to a participant, such 403(b) plans shall be treated as one 403(b) plan for purposes of contribution by the districts on behalf of such participant. All certificated employees employed September 1, 1993 or later will participate in the districts' Hospital/Major Medical Group Insurance Program. A DEA/Board Committee will negotiate in good faith to comply with the 403b Plan consistent with IRS rules and with the terms of this contract.

If the single rate for employee health insurance increases by more than 20% on any annual renewal, the Boards of Education, at their sole discretion, may terminate the present contract as of the last day proceeding the first day of the next school year. The Boards of Education shall give the DEA President, or such other DEA officer as the Superintendent elects if the DEA President is unavailable, written notice of its intent by 4PM on or before January 15th of the current school year, or if January 15th of the current school year falls on a Saturday, Sunday, or legal school holiday, then by 4PM of the next regular school day, and if such notice is not given the Boards shall waive their option to renegotiate the contract. Such notice may be a conditional notice subject to a final determination of the rate increase with the current or new insurance plan agreeable to the DEA and the Boards of Education. Provided, however, if the health insurance premium other than that provided by the Boards of Education for single employee coverage shall increase by more than 20% on any annual renew, the DEA and Boards agree to investigate other health insurance options. The Insurance Committee may meet annually to review insurance renewals.

K. Parent Conferences

It is agreed that there will be 10 hours of scheduled parent conferences during the school year. The calendar committee will recommend the dates and times for the parent conferences. All teachers will be expected to be at school during the established conference times. The parent conference days will be part of the four Institute Days allowed on the official school calendar. These scheduled conference days/Institutes are subject to the approval of the Education Service Region Superintendent.

It is also agreed that classes will be dismissed early on the last day of the second and fourth quarters to allow teachers time for grading purposes and semester wrap-up.

L. Continuing Education Credit Allowance

The Boards of Education agree to accept for credit toward increments and movement on the salary schedule as follows:

1. Continuing Education Classes must be approved for credit by the Superintendent prior to taking of the course in the same manner that graduate and under-graduate courses are approved.

2. Continuing Education Credit will only be accepted for Continuing Education classes taken at, or through, nationally recognized and accredited colleges and universities.
3. Continuing Education Units (CEU's) will be granted credit for Salary Increments at the rate of four (4) CEU's equaling one (1) semester hour of graduate credit or two (2) semester hours of undergraduate credit.
4. Teachers may not accumulate CEU's equaling more than the equivalent of three (3) graduate semester hours or six (6) undergraduate semester hours for the purpose of meeting the Boards' requirement to take six (6) semester hours of graduate credit every five (5) years.
5. Teachers may not accumulate CEU's equaling more than the equivalent of four (4) graduate semester hours or eight (8) undergraduate semester hours for the purpose of acquiring eight (8) semester hours of graduate credit for horizontal movement on the salary schedule.

M. Instructional Materials Reimbursement

The administration will be directed to increase the supply and material budget sufficiently so that teachers can be reimbursed for purchases they make for needed instructional supplies and materials which, due to short notice, can not be requisitioned and ordered from regular suppliers provided that:

1. Prior approval to make the purchase is granted by the building Principal; and
2. A sales receipt accompanies requests for reimbursement.

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 Principal.

2. Posting of Notice

If the Board of Education elects to fill a vacant position, the administration shall place on both districts email, a notice of all vacancies and/or newly created positions within the scope of the bargaining unit within two working days from the Board's decision to fill the position. A written verification of said vacancy shall also be given or mailed to the Association President and Association Vice-President.

3. Application 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 the 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.

O. Fair Share

1. Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties for the school year shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues.
2. In the event that the Bargaining Unit Member does not pay his/her fair share fee directly to the Association by September 1, the Board shall deduct the fair share fee from the wages of the non-member in nine (9) equal monthly installments.
3. The Board shall pay such fee to the Association no later than ten (10) days following such deduction.
4. In the event any legal action against the Employer is brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - A. The Employer files immediate notice of such action in writing to the Association and permits the Association intervention as a party if so desires; and
 - B. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.
5. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article. It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or Boards' imperfect execution of the obligations imposed upon them by this Article.
6. The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such Employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment in behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Education Labor Relations Board.

ARTICLE III

A. Grievance Definition

Any claim by the Association or a teacher that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement, shall be a grievance.

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 immediate 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 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 five (5) days after receipt of the grievance. 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 five (5) days after receipt of the grievance.

F. Step Two

If the grievance is not resolved at Step One, then the grievant shall refer the grievance to the Superintendent or his/her official designee within five (5) days after receipt of the Step One answer or with 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. 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 American Arbitration Association, 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 the 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.

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 above 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. 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

“Good Faith” shall mean the willingness to meet for the consideration of proposals and counter proposals. It does not mean the concurrence or acceptance of any particular item of proposal.

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 initialed 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 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 teaching personnel, regardless of membership or non-membership in the Association.

I. Bargaining Procedure—Successor Agreements

Negotiations for a successor agreement shall begin no later than April 2 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 2008-09 and shall remain in full force and effect up to and through the last day proceeding the first day of school in the 2010-11 school year. The termination provisions of Article II, J, #7 applies only to the Hospitalization/Major Medical Insurance language.

IN WITNESS WHEREOF this Agreement is entered into this 21st day of April 2008.

FOR THE DWIGHT EDUCATION ASSOCIATION

(President)

(Secretary)

FOR THE DWIGHT DISTRICT #230 BOARD OF EDUCATION

(President)

(Secretary)

FOR THE DWIGHT DISTRICT #232 BOARD OF EDUCATION

(President)

(Secretary)

APPLICATION FORM—SICK LEAVE BANK

Applicant's Name: _____ Date: _____

Address: _____ Phone: _____

School: _____ Age: _____ Years in District: _____

Name or description of present illness: _____

Total number of accumulated sick days prior to present illness: _____

Date first absent from school due to present illness: _____

Have you received benefits from the Sick Bank previously? _____ When? _____

Date you wish to begin drawing from the Sick Leave Bank: _____

Physician's Name: _____

Address: _____

(Attach one physician's statement directly to this form. You will need to submit a physician's statement at the first of every month that you are using the Sick Leave Bank.)

Approximate date of return to school (if known): _____

Have you worked at all, in any capacity, since you became disabled? _____Yes _____No

Are you or will you be employed while on the Sick Leave Bank? _____Yes _____No

FAILURE TO REPORT OTHER SOURCES OF GAINFUL EMPLOYMENT WILL RESULT IN TERMINATION OF BENEFITS.

I attest that the above statements are true to the best of my knowledge.

Applicant's Signature (or authorized representative)

DWIGHT PUBLIC SCHOOLS—DWIGHT EDUCATION ASSOCIATION

PHYSICIAN'S REPORT OF DISABILITY

(Definition of disability is a generic definition, not a legal definition.)

Please print or type:

1. Name of claimant:_____
2. Date claimant disabled:_____
3. Dates of treatment:_____
4. Was claimant able to continue to work after the disability? _____ How long?_____
5. Was claimant treated by another physician?_____ How long?_____
- Address:_____
6. Was claimant hospitalized?_____ Name of hospital:_____
- From:_____ To:_____
7. What is the precise nature and extent of disability:_____
- _____
8. Has claimant any chronic or constitutional disease or physical defect or deformity?_____
- Describe:_____
9. What complications have arisen?_____
10. Have there been any laboratory tests made?_____ Results?_____
11. Was surgery performed?_____ Briefly describe:_____
- Date of surgery:_____ Is surgery elective?_____ If yes, is surgery necessary now, or could it be safely performed during summer vacation months?_____
12. Is claimant now able to resume any portion of teaching duties?_____ Since when? _____
13. What, in your opinion, is the probably duration of this disability?_____
14. What is the approximate date when member may be able to resume assigned teaching duties?_____
- In your judgment, could claimant return to teaching duties on a part-time basis?_____
15. In your judgment, is the claimant incapacitated from duties as a teacher permanently or temporarily?_____

I, a practicing physician, registered under the laws of the State of _____, my registry number being _____, certify my answers to the foregoing questions are complete and true to the best of my knowledge, information, and belief.

Date:_____

Signed:_____

Phone:_____

Address:_____

City/State/Zip:_____

SICK LEAVE BANK CONTRACT

_____ has been approved for use of _____ days from the Sick Leave Bank. Use of the Sick Leave Bank is contingent upon the following conditions:

1. Personal presentation of physician’s certification of continuing illness on the date, time and place to be determined by the Committee. (An exception to the above will be accommodated in those instances where the teacher is physically incapacitated, in which case said teacher requesting use of the Sick Leave Bank shall be represented by a person or persons of their choice.)
2. Written statement of anticipated duration of need to the Sick Leave Bank.
3. That said person is not employed during use of Sick Leave Bank.

Date: _____

authorized representative) Applicant’s Signature (or

_____ has been *denied* use of _____ days from the Sick Leave Bank for the following reasons:

Sick Leave Bank Committee Members:

DEA President

DEA Vice-President

Administrator

AUTHORIZATION FOR THE RELEASE OF MEDICAL RECORDS

I do hereby authorize and direct any licensed practitioner to provide the Sick Leave Bank Trustees any medical information acquired for the purpose of diagnosis and treatment while attending me in a professional capacity.

PATIENT NAME

PATIENT SIGNATURE

PATIENT SOCIAL SECURITY NUMBER

DATE AUTHORIZATION SIGNED

