

2017-18
AGREEMENT
BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
WES-DEL COMMUNITY SCHOOLS
AND THE
ACTIVE CLASSROOM TEACHERS ORGANIZATION

This agreement made and entered into this 9th day of November, 2017 by and between the Board of School Trustees of the Wes-Del Community Schools and the Active Classroom Teachers Organization.

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ARTICLE I

RECOGNITION

Pursuant to Indiana Code 20-29, the Board of School Trustees (“Board”) hereby recognizes the Active Classroom Teachers Organization (“Organization”) as the exclusive bargaining representative for all certificated employees of the Wes-Del Community Schools excluding supervisors, superintendents, curriculum director/technology coordinator, principals, assistant principals, athletic directors, guidance personnel, speech teacher, and Preschool Director/Teacher. In the event the Preschool is supported financially by the state, the Preschool Director/Teacher position may be added back to the bargaining unit.

ARTICLE II

SALARY AND WAGE PROVISIONS

Salary Schedule

The Board and the Organization agree that salaries and wages to be effected by this agreement are accurately reflected in Appendix I and made a part of this agreement.

The Corporation shall contribute three percent (3%) of each teacher's salary to the Indiana Teacher's Retirement Fund.

Extra-Curricular Activities

The Board and the Organization agree that stipends for extra-curricular activity duties to be effected by this agreement are accurately reflected in Appendix II and made a part of this agreement.

The Corporation shall contribute three percent (3%) of the extra-curricular activity stipend paid to each teacher to the Indiana Teacher’s Retirement Fund.

ARTICLE III

SALARY AND WAGE RELATED FRINGE BENEFITS

Medical Insurance

Upon acceptance of written application, the Board agrees to provide each teacher with a subsidy toward the purchase of health care protection. Effective January 1, 2017, the subsidy will be Three Hundred Seventy-five Dollars (\$375.00) per month for single coverage and Nine Hundred Four Dollars (\$904.00) per month for the family plan. Effective January 1, 2018 this subsidy shall be Four Hundred Fifty-six Dollars (\$456.00) per month for single coverage and One Thousand One Hundred Twenty-four Dollars (\$1,124.00) per month for the family plan. Each teacher who participates in a plan shall pay a minimum of two dollars (\$2.00) per month. If a teacher resigns or is terminated the subsidy shall cease with the last payroll check issued to a teacher who does not serve through the end of the school year, or the last payroll check of the contract year for a teacher who does serve through the end of the school year.

Life Insurance

Upon acceptance of written application, the Board agrees to make available a Fifty Thousand Dollar (\$50,000.00) term life insurance policy with the provision that the employee contribute the sum of Four Dollars 50/100 (\$4.50) per month, and the Board will provide the necessary subsidy to complete the premium due.

Long Term Disability Insurance

Upon acceptance of written application, the Board agrees to make available a long term disability insurance policy with the provision that the employee contribute the sum of Two Dollars (\$2.00) per month, and the Board will provide the necessary subsidy to complete the premium due.

Retirement Benefits

The Board has made a one time contribution in an amount not to exceed \$660,000 to fund the actuarially determined cost of retirement benefits accrued by current teachers and administrators in the school corporation and to buy out accumulated sick leave payable upon retirement to current teachers under prior master contracts. Eligibility under the prior master contracts occurs upon a teacher attaining the age of fifty-five (55) years, who has taught a minimum of fifteen (15) years in this corporation, and whose permanent retirement has been evidenced by application to the Indiana State Teachers Retirement Fund. The retiring teacher shall notify the Board, in writing, of the intent to retire not later than July 1 preceding the last year of service. The Board may waive notice for good cause. Payment shall be made as soon as feasible following the last day of service. Thereafter, retirement benefits for teachers shall be available under a replacement plan as follows:

The Board shall contribute on a dollar for dollar matching basis up to two percent (2.0%) of a teacher's base salary. (The matching contribution does not include extracurricular, extended or supplemental contracts or one-time bonuses or stipends) into an IRCS 401(a) plan administered by the Board equal to the contribution made by the teacher into the teacher's individual IRCS 403(b) account. A teacher must contribute at least 1.0% in order to receive the Board's match. A teacher may elect a contribution expressed as either a percentage or a dollar amount. If a percentage is elected, it shall be in increments of 0.125%. The IRCS 401(a) plan vendor shall be selected by the Board after consultation with the Organization. The teacher shall select the provider for his or her own IRCS 403(b) account. The teacher may elect to begin a 403b account and/or change salary reduction amounts at the beginning of the second semester provided he or she has given written notice to the corporation treasurer at least thirty calendar (30) days prior to the beginning of the second semester. The matching contribution shall be paid at the end of every month except the month of August contribution which will be paid with the September contribution.

Vesting in the IRCS 401(a) plan shall be as follows:

0-1 year of service	0%
2 years of service and upon signing 3 rd year contract	20%
3 years of service and upon signing 4 th year contract	40%
4 years of service and upon signing 5 th year contract	60%
5 years of service and upon signing 6 th year contract	100%

(Continued on next page)

Years of service with the school corporation prior to the 2003-2004 school year shall be counted toward vesting. All forfeitures prior to 100% vesting shall be a credit against future Board contributions.

Sick Leave

Sick leave days may be used for a teacher's personal illness and medical needs or the illness or medical needs of a teacher's spouse, children, parents, spouse's parents or any persons who reside in the teacher's household. No more than thirty (30) sick leave days may be used by a teacher in any school year for family illness, provided the limitation may be waived by the superintendent to allow the use of additional days in exceptional circumstances. Sick Leave shall be credited annually to each teacher as follows: Eleven (11) days of sick leave shall be provided the first day of employment in the corporation; nine (9) days of sick leave shall be added to the unused balance of each teacher's sick leave each year until an accrued total of not more than one hundred twenty (120) days of sick leave have been accumulated. Sick leave shall specifically not be used for or to extend vacations. Teachers who have accumulated more than one hundred fifteen (115) days of sick leave before the beginning of the 2003-2004 school year shall have such days grandfathered and shall be entitled to accumulate up to that number of days so long as they are employed in the school corporation.

Professional Leave

Professional days as recommended by the building principal and approved by the superintendent may be granted to any teacher for the purpose of attending conferences of an educational nature. Professional days approved by the superintendent may be granted to the Association president or his/her designee(s) to conduct Association business.

Personal Business Leave

Three (3) days per year shall be granted for personal business that cannot be transacted outside the regular school day. Written requests for personal business leave shall be submitted to the office of the superintendent through the building principal prior to the absence. In case of emergency, the building principal shall be notified by telephone, with the written request to follow the first day the teacher returns to school. Paid personal leave will not be approved immediately preceding or following these vacation periods, unless approved in advance by the superintendent to accommodate exceptional circumstances not within the control of the teacher: Fall Vacation, Thanksgiving Vacation, Winter Vacation, Spring Vacation. One (1) unused personal leave day will be carried over to the next school year as a personal leave day (for a total of not more than four (4) personal leave days available in any school year) unless the teacher notifies the superintendent that he or she does not wish to do so no later than the last teacher day of the school year. All other unused personal leave days shall be transferred to accumulated sick leave. A teacher may use no more than three (3) personal leave days consecutively unless the use of a fourth consecutive personal leave day is approved in advance by the superintendent.

Jury Duty

When a teacher is absent from work due to court mandates, including jury duty, they will be paid the difference between their daily wage and the per diem granted from the court. Any travel expense paid for court service shall be retained by the teacher. To facilitate this payment of the teacher's daily rate for court and jury duty time, the teacher will be paid as regular school corporation pay and the teacher will reimburse the school corporation the court/jury duty daily wage.

Bereavement Leave

Each teacher shall be entitled to be absent for death in the immediate family for a period extending not more than five (5) contract days beyond such death without loss of compensation. Under extenuating circumstances, the Superintendent may authorize that such leave be taken at a later time. Immediate family shall be defined as: spouse, children, foster child, adoptive child, step child, brother, sister, step brother, step sister, parents, step parents, foster parents, mother-in-law, father-in-law, brothers-in-law, sisters-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandchild or any person living in the same household with the teacher on a permanent basis. The teacher shall determine if those days begin on the day of the death or the day immediately following the death, as may fit the individual teacher's circumstances. In the event that all death leave days are not taken for an immediate family member at the time of death, one (1) day may be used for transaction of business related to the death so long as it is taken within the same school year. The death of aunts, uncles, nieces, nephews, and great grandparents will be a two (2) contract day leave.

Maternity Leave

Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and the following:

1. Any teacher who is pregnant is entitled to a leave of absence anytime between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the superintendent of the school corporation in which she teaches at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.
2. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to subsection (1) of this section. This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure, and seniority rights.

Paternity Leave

A teacher may take up to eight (8) days leave upon the birth or adoption of his/her child. This leave shall be charged to his available sick or personal business leave days. Upon the exhaustion of such leave, the rest of said leave may be taken without pay.

Payment for On-Going Criminal History Records Checks

The Board shall pay the costs associated with on-going criminal history records checks of currently employed teachers that are required to be conducted by the School Corporation for current employees under IC 20-26-5-10. This provision shall not apply to applicants for employment.

ARTICLE IV

TERMS AND GENERAL PROVISIONS

Bargainable Issues

All bargainable issues have been discussed during the negotiations leading to this agreement and no additional bargaining will be conducted on any item, whether continued herein or not, during the life of this agreement. A Memorandum of Agreement or Understanding shall be used to address a particular interpretation or application of the contract, or an unanticipated circumstance, but not for renegotiations of any provision of the Contract.

Terms of Employment

Both parties agree that this agreement sets forth the terms and conditions to which each party agrees to be bound and that such agreement has been reached voluntarily without undue or unlawful coercion or force by either party.

Conditions of Employment

Terms of employment, salaries, and other conditions of employment for teachers described in this agreement shall mean the regular school year and shall specifically exclude any summer programs.

Payroll Deductions

Upon written authorization from a teacher, the Board will withhold any such amounts of money for insurance, credit unions, organization dues, or other purposes mutually agreed upon by the organization and the Board, if twenty percent (20%) or more of the teachers in the corporation request to participate to withhold funds for the purpose of paying such amounts to the proper recipient. Deductions will be forwarded on the second working day after payroll unless extenuating circumstances beyond the control of the school corporation prevents it.

Schedule of Salary Payments

Payroll checks shall be issued a total of 26 times each year with the actual payday being Friday of the week when a payroll check is scheduled to be issued. If the above should be non-school days, checks will be distributed the last school day preceding this date, if feasible. During summer vacation, a teacher may elect to have his checks mailed if requested in writing. If a teacher resigns retires, or is terminated, they shall have the option of receiving the total amount of monies earned up to the date of termination or resignation in one lump sum on the last pay in June.

ARTICLE V

GRIEVANCE PROCEDURE

A grievance shall be defined as alleged violation of a specific article or section of this agreement. Both parties agree that it is desirable for a teacher and their principal to resolve their differences through free and informal communication. If this is not possible, the teacher/organization may file a formal grievance with the building principal, within five (5) calendar days following the incident that causes the grievance. The building principal shall within seven (7) calendar days submit a written response. If the grievance is not resolved at this stage, the teacher/organization may submit the grievance, in writing, within ten (10) calendar days to the superintendent who shall give the teacher/organization a hearing within fifteen (15) calendar days and shall give a decision, in writing, within five (5) calendar days following the hearing. If the teacher/organization is not satisfied with the decision of the superintendent, said grievance may, within ten (10) calendar days, be submitted in writing to the Board who shall hold a hearing within twenty (20) calendar days following the hearing. The decision of the Board shall be final unless otherwise provided by law.

ARTICLE VI

SICK LEAVE BANK

A voluntary sick leave bank shall be established for the benefit of all certified staff and administrators who elect to join the sick leave bank. The sick leave bank shall be used for the purpose of providing a bank of days upon which a member of the sick leave bank may draw in case of extended illness of the member. The sick leave bank is not designed to give unlimited sick leave. The following rules govern the operation of the sick leave bank:

1. Membership in the sick leave bank shall be voluntary for all certified staff and administrators and shall continue from school year to school year unless the member resigns from the sick leave bank or leaves the employ of the school corporation.
2. The annual enrollment period of accepting voluntary membership in the sick leave bank shall be the first ten (10) calendar days of the school year or the first ten (10) calendar days after the member's first employment date.
3. Those certified staff and administrators electing to become a member of the sick leave bank must remain a member for the entire year. A member of the sick leave bank ceases to be a member upon his/her termination of employment with the corporation or receipt of written notice of withdrawal by May 15 of the preceding year.
4. Unused days in the bank shall carry forward from year to year. If the total accumulated days in the bank fall below fifty (50) days, each member of the bank shall be asked to donate one (1) additional sick leave day. If a member refuses to donate the additional days, they will be ineligible for sick leave bank days.
5. Each new member of the bank shall contribute two days of his/her accumulated sick leave days to the bank. Membership in the bank program shall be open to all certified school employees and administrators. Each member will be assessed an additional one (1) day until the accumulated sick bank

initially totals seventy-five (75) days. A member shall be defined as a certificated school employee or administrator who has made contribution of two sick leave days to the bank at the time of enrollment.

6. Sick leave days donated to the bank by a member are considered a permanent contribution to the bank and may not be withdrawn or transferred to another school corporation.

7. The use of days accumulated in the sick leave bank is subject to availability. The school corporation shall not have any liability or obligation to pay sick bank leave days from the sick leave bank at any time when such leave bank has been exhausted.

8. Sick bank members may be granted days from the bank under the following conditions.

A. The employee must be an active participant of the bank.

B. The employee must be absent from work at least ten (10) consecutive working days.

C. All sick leave and personal leave days accumulated by the member have been exhausted.

D. A member of the sick leave bank may draw a maximum of thirty-five (35) days from the sick leave bank during any one school year.

E. Sick leave days from the bank may not be used during summer school employment.

F. The recipient of sick bank leave days shall repay the bank the borrowed days at the rate of two (2) days per year until the recipient has repaid a maximum of 10 days.

G. A physician's statement as to the nature of the illness or incapacity and a prognosis report for returning to work shall be provided by the member upon application to the bank, and the Superintendent may request the physician to renew such statements.

H. A member must file an application for benefits on the prescribed application form no later than ten (10) calendar days from the date the member becomes eligible for benefits.

I. If the sick leave bank member is incapacitated and cannot make the application for benefits, a spouse or representative may make the application.

J. The sick leave bank benefits for any member will terminate upon the earlier of the following:

1. When the member returns to duty.

2. If abuse of the sick leave bank rules is substantiated and the employer decides to terminate the temporary bank in the best interest of all school employees.

K. Any retiree may donate up to Ten (10) days from his/her accumulated sick leave to the bank at the time of retirement.

L. The Organization shall receive a copy of the sick leave bank membership list, as soon as practicable after it is prepared.

9. The sick leave bank committee shall oversee the bank's operation. The committee shall consist of two (2) teachers appointed by the organization and two (2) administrators designated by the Superintendent. The committee will review all applicants desiring to borrow sick days from the bank. The decision of the superintendent will be final.

ARTICLE VII

EFFECT OF COLLECTIVE BARGAINING AGREEMENT

1. This Agreement represents the full and complete understanding and commitment between the parties hereto as to the subject matter hereof for the duration of the Agreement and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual written agreement of the parties.
2. Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, the article, section, or clause, as the case may be, shall be automatically deleted from the Agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement.
3. This Agreement supersedes all prior agreements which violate the terms of this Agreement as to the subject matter hereof and any customs, practices, rules, policies or precedents of the parties which are contrary to or inconsistent with the subject matter of this Agreement.
4. Any individual contract between the Board and a member of the bargaining unit as defined in Article I shall be expressly subject to the terms and conditions of this Agreement for its duration.

Duration and Acceptance of Agreement

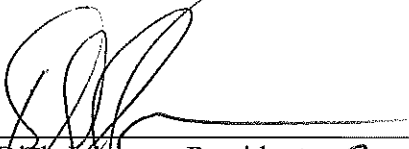
This agreement shall be effective as of July 1, 2017 and shall continue in effect until June 30, 2018, unless terminated at an earlier date by mutual consent of both parties. This agreement together with all of its terms, conditions, and effects shall expire on the date indicated.

This agreement is signed this 9th day of November, 2017.

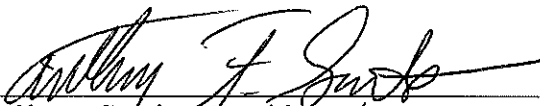
In Witness Whereof:

WES-DEL COMMUNITY SCHOOLS

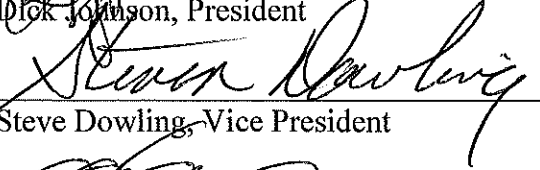
ACTIVE CLASSROOM TEACHERS ORGANIZATION



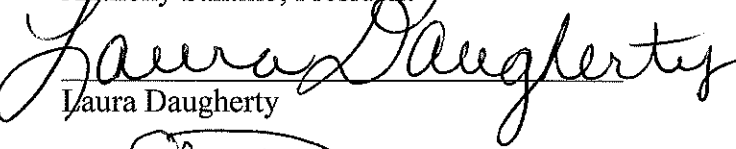
Dick Johnson, President



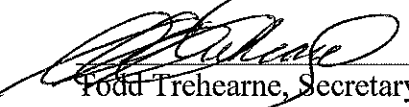
Anthony Santino, President



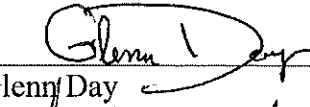
Steve Dowling, Vice President



Laura Daugherty



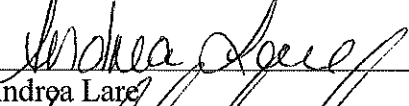
Todd Trehearne, Secretary



Glenn Day



Julie Herron, Member



Andrea Lare



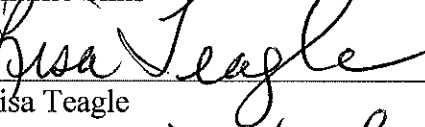
Joe Schneider, Member



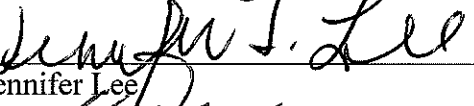
Charlie Sims



William V. Hughes, Chief Spokesperson



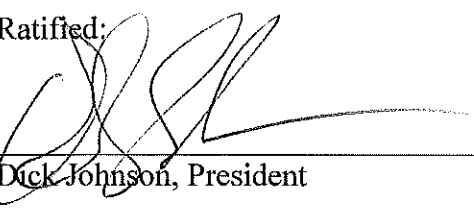
Lisa Teagle



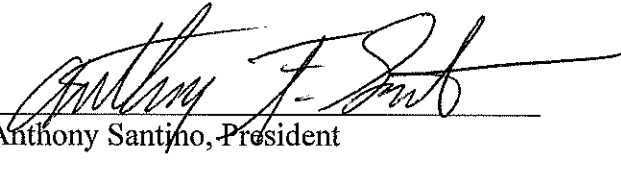
Jennifer Lee



Matt Elder, UniServ Director,
Chief Spokesperson

Ratified:


Dick Johnson, President

Ratified:


Anthony Santino, President

APPENDIX I

Wes-Del Community Schools Compensation Model

The Wes-Del Community School Board and the Active Classroom Teachers Organization will bargain a sum of money to be distributed to all teachers as follows:

- 30% Years of Experience
- 70% Teacher Evaluation Results

Years of Experience

Teachers earning an additional year of experience and achieving a Highly Effective or Effective score on their evaluation for the 2016-17 school year shall receive a proportional addition to their base or stipend that is equal to 30% of the money bargained. Teachers who earn an Improvement Necessary or Ineffective on their summative evaluation score for the 2016-17 school year are not eligible for any raise or stipend. Any remaining funds will be added to the 70% of funds that will be distributed to teachers achieving a Highly Effective or Effective on their summative evaluation. In order for a teacher to be considered to have earned a year of teaching experience, the teacher must have:

- been employed under contract at Wes-Del Community Schools for at least 120 days in the 2016-17 school year or been under contract with Wes-Del and another public school system for a total of 120 days and completed the evaluation process at Wes-Del and
- received an evaluation from Wes-Del achieving a Highly Effective or Effective rating and
- currently be under contract for the 2017-18 school year.

Teacher Evaluation

Teachers earning a Highly Effective or Effective as their summative evaluation score for the 2016-17 school year will be eligible for an addition to their base or stipend that is proportional to a total of 70% of the money bargained. Teachers that earn an Improvement Necessary or Ineffective as their summative evaluation score for the 2016-17 school year are not eligible for any raise or stipend.

Any money that is unused will be redistributed to the teachers who have earned additional compensation by attaining Highly Effective or Effective on their evaluation from the 2016-17 school year using the evaluation formula.

In order to calculate the total amount of money that may be used for salary increases and/or stipends, the sum of money that will be applied to the cost of health insurance, additional funds applied to the Extra Curricular Salary Schedules and any increase in retirement benefits will be subtracted from the lump sum of money prior to the calculation of teacher salary increases and/or stipends. The amount of money remaining will then be used for the calculation of salary increases and/or stipends. The only exception to the process described above is the “new teacher exception” for teachers in the first two full school years that the teacher provides instruction to students in either the elementary or middle/high school. These teachers may receive and increase if they do

not receive a Highly Effective or Effective rating on their evaluation for the 2016-17 school year.

The lump sum of money available for base rate increase is \$87,000 and for stipends is \$39,000. The stipend will be distributed evenly among all teachers who are eligible to receive a stipend and paid in one lump sum payment on the first pay in December of 2017. Any remaining monies from the pot of money listed above, will be redistributed to those eligible teachers who earned a Highly Effective or Effective rating on their 2016-17 teacher evaluation from Wes-Del Community Schools.

New teachers employed for or during the 2017-18 school year will be compensated on the grandfathered base salary schedule (For New Hires Only) provided by this agreement. (Labeled Appendix II in the current contract). These teachers are not eligible for compensation increases for the 2017-18 school year since the funds used for 2017-18 salary increases are based on the 2016-17 evaluation information.

Teachers who have retired from teaching and are hired for the 2017-18 school year may be assigned a salary set by the Superintendent which does not exceed the maximum salary listed on the salary schedule for New Hires Only.

A teacher who is hired in a high academic need area or a teacher who is hired in an area where the number of applicants are limited or where specific training or experience is needed may have up to \$2,500 in additional funds added to their starting salary, as decided by the superintendent and approved by the Wes-Del Community Schools Board of Directors, in order to meet the academic need of the students. This amount should not exceed the maximum salary listed on the schedule for New Hires Only.

The minimum salary for a teacher employed by Wes-Del Community Schools for 2017-18 will be \$35,189 and the maximum salary will be \$60,489 plus any additional dollars provided by this agreement.

Appendix II

**Wes-Del Community Schools
2017-18 Salary Schedule
(For placement of new hires only)**

This Salary Schedule conforms to the requirements of Indiana Code 20-29-9-1. The criteria used for 2017-18 are set forth in the Wes-Del Community Schools Compensation Model. The Levels do not equate to years of service or anticipated future salaries.

Levels	Bachelors		Masters				
0	\$35,189		\$37,240				
1	\$35,851		\$38,046				
2	\$36,527		\$38,870				
3	\$37,216		\$39,714				
4	\$37,919		\$40,575				
5	\$38,636		\$41,459				
6	\$39,367		\$42,361				
7	\$40,113		\$43,285				
8	\$40,873		\$44,229				
9	\$41,649		\$45,196				
10	\$42,441		\$46,184				
11			\$47,196				
12			\$48,231				
13			\$49,289				
14			\$50,372				
15			\$51,481				
16			\$52,613				
17			\$53,773				
18			\$54,959				
19			\$56,171				
20			\$60,489				

In addition to the salary, employees under this Agreement receive a stipend based on the lump sum available as shown in the Compensation Plan payable in the first pay of December, 2017. The employee must be employed in the school corporation as of the date the installment is paid. Any stipend is not eligible for the 401(a) retirement match. Employees whose first contract with the corporation is for the 2017-18 school are not eligible for the stipend.

Appendix III

2017-2018 Extra-Curricular Salary Schedules

Academics	
High School	
Super Bowl	
Language Arts	\$630
Science	\$630
Math	\$630
Fine Arts	\$630
Social Studies	\$630
Additional Team (only one)	\$315
Skill Bowl	\$606
Spell Bowl	\$606
Class Sponsor	
Senior	\$564
Senior	\$564
Junior	\$817
Junior	\$817
Sophomore	\$356
Sophomore	\$356
Freshmen	\$356
Freshmen	\$356
Publications	\$2,541
Student Council	\$1,328
Honor Society	\$586
Drama	\$1,147
Auxillary Music I	\$525
Auxillary Music II	\$525
Auxillary Music III	\$236
Marching Band Specialist	\$400
Home Economics Club(FASC)	\$946
Spanish Club	\$523
Math/Science Club	\$681
Band	\$1,838
Printing	5 Additional days at Daily Rate - Discussed not bargained
Vocational	3 Additional days at Daily Rate - Discussed not bargained
Yearbook	2 Additional days at Daily Rate - Discussed not bargained
Computer	5 Additional days at Daily Rate - Discussed not bargained
Media Spec	10 Additional days at Daily Rate - Discussed not bargained
SADD	\$490
FBLA	\$490
Art Club	\$471
School-to-work	\$1,910
Talent Show Sponsors	\$280
	\$280
	\$280
Middle School	
Super Bowl	
Language Arts	\$630
Science	\$630
Math	\$630

Appendix III

2017-2018 Extra-Curricular Salary Schedules

Social Studies	\$630
Additional Team (only one)	\$315
Junior Honor Society	\$363
Student Council	\$687
Spell Bowl	\$606
Skill Bowl	\$606
Elementary School	
Choir	\$644
Art Club	\$471
Book Club	\$338
Spell Bowl	\$606
Math Bowl	\$606
Student Council	\$368
Corporation	
Focus	
Co-Editors	\$578
Co-Editors	\$578
Middle/High School	\$507
Elementary	\$365
Elementary	\$365
Athletics	
High School	
Weight Training Coordinator	\$2,082
Girls	
Basketball	
Head	\$6,813
Assistant	\$3,495
Volleyball	
Head	\$4,502
Assistant	\$2,168
Golf	\$1,917
Softball	
Head	\$3,605
Assistant	\$1,731
Cheerleading	
Head	\$1,998
Assistant	\$1,112
Boys	
Basketball	
Head	\$6,813
Assistant	\$3,495
Freshmen	\$2,195
Baseball	
Head	\$3,605
Assistant	\$1,731
Golf	\$1,917
Football	
Head	\$6,813
Assistant	\$2,321

Appendix III

2017-2018 Extra-Curricular Salary Schedules

Assistant	\$2,321
Assistant	\$1,779
Assistant	\$1,779
Wrestling	
Head	\$4,162
Assistant	\$1,805
Co-ed Coaches	
Cross-Country	\$3,458
Track	
Head	\$3,675
Assistant	\$1,349
Assistant	\$1,349
Middle School	
Girls	
Basketball	
8th Grade	\$1,829
7th Grade	\$1,829
6th Grade	\$1,294
Volleyball	
8th Grade	\$1,349
7th Grade	\$1,349
6th Grade	\$694
Cheerleading	
Middle School (6/7/8)	\$1,065
Boys	
Basketball	
8th Grade	\$1,829
7th Grade	\$1,829
6th Grade	\$1,294
Wrestling	
Head	\$1,420
Assistant	\$826
Football	
Head	\$1,272
Assistant	\$1,158
Assistant	\$1,006
Co-Ed Coaches	
Cross-Country	\$1,216
Track	
Head	\$1,575
Assistant	\$683
Elementary	
Basketball	
Boys	\$873
Girls	\$873