

**B. Category "A2" Teachers (Value Added +SLO)**

1. Teachers that have a combination of Value Added and Student Learning Objectives (SLO)
  - a. Value Added data will only be used in the student academic growth portion of an evaluation in proportion to the part of the teacher's schedule of courses of subjects for which the value added progress dimension is applicable.
  - b. The SLO(s) will count for the remainder.

**C. Category "B" Teachers (Vendor Assessment)**

1. Teachers instructing in areas with Ohio Department of Education approved vendor assessments with teacher-level data available
  - a. If a teacher's schedule is comprised only of courses or subjects for which vendor assessment data is applicable, the entire student academic growth factor of the evaluation shall be based on the vendor assessment(s).
  - b. Teachers that have a combination of vendor assessment(s) and Student Learning Objectives (SLO)
    - i. Vendor assessment(s) will only be used in the student academic growth portion of an evaluation in proportion to the part of the teacher's schedule of courses of subjects for which the vendor assessment(s) data is applicable.
    - ii. The SLO(s) will count for the remainder.

**D. Category "C" Teachers (SLO only)**

1. All other teachers will be Category C, those teachers in non-tested grades and subjects without comparable Value Added data.

**E. Student Learning Objectives (SLO)**

1. The teacher must have at least two (2) SLOs.
2. The LPDC+1 administrator must approve all SLOs.
3. Once approved, the SLO may not be changed without the approval of the LPDC+1 administrator committee.
2. The state definition of "Teacher of Record" shall be utilized in determining which students are included in a teacher's measures. Teachers will not be linked to students for whom the teacher does not provide direct instruction.
3. Any teacher that has a student growth measure that requires the Link Roster Verification Process will sign off on the roster verification.
4. Students with forty-five (45) or more excused or unexcused absences from that teacher's class are to be excluded from the student growth measure of that teacher.

5. The LPDC and one (1) additional administrator (for a total of three (3) teachers and three (3) administrators) shall have the authority to make decisions regarding the implementation of Student Learning Objectives, including resolving any disputes arising from the contents and/or setting of growth targets of a Student Learning Objective. The committee shall meet and jointly develop governing and dispute resolution procedures before the beginning of the 2014-2015 school year, including that in the event the committee cannot reach consensus on any issues related to a student learning objective, the committee shall refer the matter to the Superintendent with their recommendations. The Superintendent shall make the final decision by selecting one of the recommendations.

### Final Evaluation Procedures

Each teacher's performance rating will be combined with the assessment of student growth measures to produce the Final Summative Rating report, based upon the following "Evaluation Matrix":

Student Growth		Performance		Final Summative Rating	
• Most Effective (5)	600	• Accomplished (4)	600	• Accomplished	500-600
• Above Average (4)	400	• Skilled (3)	400	• Skilled	300-499
• Average (3)	300	• Developing (2)	200	• Developing	100-299
• Approaching Average (2)	200	• Ineffective (1)	0	• Ineffective	0-99

Revised May 2015

**Exhibit J**

# Lockland Local Schools Teacher Evaluation Timeline

<b>PRIOR TO:</b>	<b>Teacher</b>	<b>Administrator</b>	<b>SLO Committee</b>
30th Day of School	Written notice for Continuing Contracts due		
September 15	-Professional Growth Plan completed -SLO's due	Improvement Plans completed (if applicable)	
October 1			SLO's Returned
October 15	Revised SLO's due		
October 30			All SLO's finalized and returned
December 15	-Participate in Pre/Post Conference and Observation -Review Performance Rubric -Present evidence	-Observations and Walkthroughs -Cycle 1 Completed -Performance Rubric completed -Copies of all forms to teacher	
April 1	-Participate in Pre/Post Conference and Observation -Review Performance Rubric -Present evidence		
April 1		-Observations and Walkthroughs -Cycle 2 Completed -Performance Rubric completed -Copies of all forms to teacher Recommendations for Continuing Contracts due to Supt.	

April 15	-SLO final documentation due -Final Vendor Assessments completed	-Requests for Waiver of Third Observation of Limited Contract Teachers due to Supt.	
May 1	-If Cycle 3 is required -Participate in Pre/Post conference and observation -Review Performance Rubric -Present evidence	-Observations and Walkthroughs -Cycle 3 completed -Performance Rubric Completed -Copies of all forms to teacher	
May 10		-SGM added to Summative Rating form -Final Summative Rating reports delivered to ALL TEACHERS, assigning a rating of Accomplished, Skilled, Developing, or Ineffective	
June 1	Contract recommendations received	Contract recommendations to Supt.	

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the LOCKLAND LOCAL SCHOOL DISTRICT BOARD OF EDUCATION ("Board") and the LOCKLAND EDUCATION ASSOCIATION ("Association").

WHEREAS, the Board and the Association are parties to a current Collective Bargaining Agreement in effect from June 30, 2018 through June 30, 2021; and

WHEREAS, the Board of Education is responsible for a standards-based teacher evaluation policy which conforms to the framework for evaluation of teachers as approved by the State Board of Education and aligns with the "Standards for the Teaching Profession" as set forth in State law; and

WHEREAS, the Board and Association wish to enter into a Memorandum of Understanding regarding the use of the Ohio Teacher Evaluation System ("OTES") during the 2018-2021 school years; and

NOW, THEREFORE, BE IT AGREED upon by the Board and the Association as follows:

1. For the 2018-2021 school years only, student growth measures shall not be used in any personnel decisions, including but not limited to non-renewal, termination, or transfers.
  2. The parties agree that this Agreement automatically expires on June 30, 2021 with no further action of the parties required.
  3. It is understood and agreed that this Agreement is not precedent setting and will not bind either party with respect to any other past or future position, action or inaction.
1. All teachers shall receive one formal written evaluation each school year except as follows:
    1. Teachers who received a final summative educator effectiveness rating of "Accomplished" or "Skilled" on their most recent evaluation.
      - a. Teachers who receive a final summative educator effectiveness rating of "Accomplished" on their most recent evaluation may be evaluated every three years as long as the teacher's student academic growth measure the most recent school year which data is available is average or higher.

- b. Teachers who receive a final summative educator effectiveness rating of "Skilled" on their most recent evaluation may be evaluated every two years as long as the teacher's student academic growth measured for the most recent school year for which data is available is average or higher.
  - c. In any year which a teacher who has not been formally evaluated as a result of having previously received a rating of "Accomplished" or "Skilled", the credentialed evaluator shall conduct a minimum of a walk through and hold one post conference with the teacher. A teacher who does not receive a full evaluation under this section must still complete a growth plan.
- 2. A teacher who is on leave for 50% or more of the school year may not be evaluated.
  - 3. A teacher who is retiring at the end of the school year will not be evaluated as long as the teacher has submitted and the Board of Education accepts a notice of retirement on or before December 1 of the school year.
  - 4. Notwithstanding any of the exceptions listed above, all teachers shall be evaluated in any year in which their contract is up for renewal or non-renewal, or in which the teacher shall become eligible for a continuing contract.
- A. The evaluation shall be conducted and completed no later than the first day of May and the teacher being evaluated shall receive a written report of the results of this evaluation not later than the tenth day of May, unless the teacher is being recommended for non-renewal. In that case, the teacher shall receive a written report of the results of the evaluation by May 1.
  - B. If the Board has entered into a limited contract or extended limited contract with the teacher pursuant to Section 3319.11 of the Revised Code, the Board shall perform a minimum of three (3) formal observations during the evaluation cycle in any school year in which the Board may wish to declare its intention not to reemploy the teacher.

**IN WITNESS WHEREOF**, the duly authorized representatives of the **LOCKLAND LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** and the **LOCKLAND EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signature.

**LOCKLAND LOCAL SCHOOL DISTRICT  
BOARD OF EDUCATION**

8/9/18  
Date

Joe Johns  
Superintendent

**LOCKLAND EDUCATION ASSOCIATION**

8/9/18  
Date

[Signature]  
LEA President

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the **LOCKLAND LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **LOCKLAND EDUCATION ASSOCIATION** ("Association").

**WHEREAS**, the Board and the Association are parties to a current Collective Bargaining Agreement in effect from June 30, 2018, through June 30, 2021;

**NOW, THEREFORE, BE IT AGREED** upon by the Board and the Association as follows:

1. Kindergarten through third grade reading teachers who maintain over ten RIMPs for their students shall be granted one school day per contract year supported by a paid substitute to complete these detailed plans.
2. RIMPs shall be completed by teachers on school grounds using school district computers during the school day.
3. The administration retains the right to schedule the substitutes for the teachers pursuant to Paragraph 1 above, and will schedule the substitutes so as to avoid the use of multiple substitute teachers on the same day.
4. This Memorandum of Understanding shall expire by its own terms on June 30, 2021, with no further action of the parties required.

**IN WITNESS WHEREOF**, the duly authorized representatives of the **LOCKLAND LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** and the **LOCKLAND EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signature.

LOCKLAND LOCAL SCHOOL DISTRICT  
BOARD OF EDUCATION

8/9/18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Superintendent

LOCKLAND EDUCATION ASSOCIATION

8/9/18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
LEA President



EXHIBIT A

LOCKLAND LOCAL SCHOOL DISTRICT  
 SALARY GRID

Yr - 1

Step	Index	BA	Index	BA + 18	Index	MA	Index	MA + 15	Index	MA + 30
0	1.000	36,244.93	1.055	38,238.40	1.110	40,231.87	1.165	42,225.34	1.220	44,218.81
1	1.055	38,238.40	1.110	40,231.87	1.165	42,225.34	1.220	44,218.81	1.275	46,212.29
2	1.110	40,231.87	1.165	42,225.34	1.220	44,218.81	1.275	46,212.29	1.330	48,205.76
3	1.165	42,225.34	1.220	44,218.81	1.275	46,212.29	1.330	48,205.76	1.385	50,199.23
4	1.220	44,218.81	1.275	46,212.29	1.330	48,205.76	1.385	50,199.23	1.440	52,192.70
5	1.275	46,212.29	1.330	48,205.76	1.385	50,199.23	1.440	52,192.70	1.495	54,186.17
6	1.330	48,205.76	1.385	50,199.23	1.440	52,192.70	1.495	54,186.17	1.550	56,179.64
7	1.385	50,199.23	1.440	52,192.70	1.495	54,186.17	1.550	56,179.64	1.605	58,173.11
8	1.440	52,192.70	1.495	54,186.17	1.550	56,179.64	1.605	58,173.11	1.660	60,166.58
9	1.495	54,186.17	1.550	56,179.64	1.605	58,173.11	1.660	60,166.58	1.715	62,160.05
10	1.550	56,179.64	1.605	58,173.11	1.660	60,166.58	1.715	62,160.05	1.770	64,153.53
11	1.605	58,173.11	1.660	60,166.58	1.715	62,160.05	1.770	64,153.53	1.825	66,147.00
12	1.660	60,166.58	1.715	62,160.05	1.770	64,153.53	1.825	66,147.00	1.880	68,140.47
13	1.715	62,160.05	1.770	64,153.53	1.825	66,147.00	1.880	68,140.47	1.935	70,133.94
14	1.770	64,153.53	1.825	66,147.00	1.880	68,140.47	1.935	70,133.94	1.990	72,127.41
15	1.770	64,153.53	1.825	66,147.00	1.880	68,140.47	1.935	70,133.94	1.990	72,127.41
16	1.770	64,153.53	1.880	68,140.47	1.935	70,133.94	1.990	72,127.41	2.045	74,120.88
17	1.770	64,153.53	1.880	68,140.47	1.935	70,133.94	1.990	72,127.41	2.045	74,120.88
18	1.770	64,153.53	1.880	68,140.47	1.935	70,133.94	1.990	72,127.41	2.045	74,120.88
19	1.770	64,153.53	1.935	70,133.94	1.990	72,127.41	2.045	74,120.88	2.100	76,114.35
20	1.770	64,153.53	1.935	70,133.94	1.990	72,127.41	2.045	74,120.88	2.100	76,114.35
21	1.770	64,153.53	1.935	70,133.94	1.990	72,127.41	2.045	74,120.88	2.100	76,114.35
22	1.770	64,153.53	1.935	70,133.94	1.990	72,127.41	2.045	74,120.88	2.100	76,114.35
23	1.770	64,153.53	1.990	72,127.41	2.045	74,120.88	2.100	76,114.35	2.155	78,107.82
24	1.770	64,153.53	1.990	72,127.41	2.045	74,120.88	2.100	76,114.35	2.155	78,107.82
25	1.770	64,153.53	1.990	72,127.41	2.045	74,120.88	2.100	76,114.35	2.155	78,107.82
26	1.770	64,153.53	2.045	74,120.88	2.100	76,114.35	2.155	78,107.82	2.210	80,101.30
27	1.770	64,153.53	2.045	74,120.88	2.100	76,114.35	2.155	78,107.82	2.210	80,101.30
28	1.770	64,153.53	2.045	74,120.88	2.100	76,114.35	2.155	78,107.82	2.210	80,101.30
29	1.770	64,153.53	2.045	74,120.88	2.100	76,114.35	2.155	78,107.82	2.210	80,101.30
30+	1.770	64,153.53	2.045	74,120.88	2.100	76,114.35	2.155	78,107.82	2.210	80,101.30

EXHIBIT B

Yr - 2

LOCKLAND LOCAL SCHOOL DISTRICT  
 SALARY GRID

Step	Index	BA	Index	BA + 18	Index	MA	Index	MA + 15	Index	MA + 30
0	1.000	37,332.28	1.055	39,385.56	1.110	41,438.83	1.165	43,492.11	1.220	45,545.38
1	1.055	39,385.56	1.110	41,438.83	1.165	43,492.11	1.220	45,545.38	1.275	47,598.66
2	1.110	41,438.83	1.165	43,492.11	1.220	45,545.38	1.275	47,598.66	1.330	49,651.93
3	1.165	43,492.11	1.220	45,545.38	1.275	47,598.66	1.330	49,651.93	1.385	51,705.21
4	1.220	45,545.38	1.275	47,598.66	1.330	49,651.93	1.385	51,705.21	1.440	53,758.48
5	1.275	47,598.66	1.330	49,651.93	1.385	51,705.21	1.440	53,758.48	1.495	55,811.76
6	1.330	49,651.93	1.385	51,705.21	1.440	53,758.48	1.495	55,811.76	1.550	57,865.03
7	1.385	51,705.21	1.440	53,758.48	1.495	55,811.76	1.550	57,865.03	1.605	59,918.31
8	1.440	53,758.48	1.495	55,811.76	1.550	57,865.03	1.605	59,918.31	1.660	61,971.58
9	1.495	55,811.76	1.550	57,865.03	1.605	59,918.31	1.660	61,971.58	1.715	64,024.86
10	1.550	57,865.03	1.605	59,918.31	1.660	61,971.58	1.715	64,024.86	1.770	66,078.14
11	1.605	59,918.31	1.660	61,971.58	1.715	64,024.86	1.770	66,078.14	1.825	68,131.41
12	1.660	61,971.58	1.715	64,024.86	1.770	66,078.14	1.825	68,131.41	1.880	70,184.69
13	1.715	64,024.86	1.770	66,078.14	1.825	68,131.41	1.880	70,184.69	1.935	72,237.96
14	1.770	66,078.14	1.825	68,131.41	1.880	70,184.69	1.935	72,237.96	1.990	74,291.24
15	1.770	66,078.14	1.825	68,131.41	1.880	70,184.69	1.935	72,237.96	1.990	74,291.24
16	1.770	66,078.14	1.880	70,184.69	1.935	72,237.96	1.990	74,291.24	2.045	76,344.51
17	1.770	66,078.14	1.880	70,184.69	1.935	72,237.96	1.990	74,291.24	2.045	76,344.51
18	1.770	66,078.14	1.880	70,184.69	1.935	72,237.96	1.990	74,291.24	2.045	76,344.51
19	1.770	66,078.14	1.935	72,237.96	1.990	74,291.24	2.045	76,344.51	2.100	78,397.79
20	1.770	66,078.14	1.935	72,237.96	1.990	74,291.24	2.045	76,344.51	2.100	78,397.79
21	1.770	66,078.14	1.935	72,237.96	1.990	74,291.24	2.045	76,344.51	2.100	78,397.79
22	1.770	66,078.14	1.935	72,237.96	1.990	74,291.24	2.045	76,344.51	2.100	78,397.79
23	1.770	66,078.14	1.990	74,291.24	2.045	76,344.51	2.100	78,397.79	2.155	80,451.06
24	1.770	66,078.14	1.990	74,291.24	2.045	76,344.51	2.100	78,397.79	2.155	80,451.06
25	1.770	66,078.14	1.990	74,291.24	2.045	76,344.51	2.100	78,397.79	2.155	80,451.06
26	1.770	66,078.14	2.045	76,344.51	2.100	78,397.79	2.155	80,451.06	2.210	82,504.34
27	1.770	66,078.14	2.045	76,344.51	2.100	78,397.79	2.155	80,451.06	2.210	82,504.34
28	1.770	66,078.14	2.045	76,344.51	2.100	78,397.79	2.155	80,451.06	2.210	82,504.34
29	1.770	66,078.14	2.045	76,344.51	2.100	78,397.79	2.155	80,451.06	2.210	82,504.34
30+	1.770	66,078.14	2.045	76,344.51	2.100	78,397.79	2.155	80,451.06	2.210	82,504.34

EXHIBIT C

Yr - 3

LOCKLAND LOCAL SCHOOL DISTRICT  
 SALARY GRID

Step	Index	BA	Index	BA + 18	Index	MA	Index	MA + 15	Index	MA + 30
0	1.000	38,452.25	1.055	40,567.12	1.110	42,682.00	1.165	44,796.87	1.220	46,911.75
1	1.055	40,567.12	1.110	42,682.00	1.165	44,796.87	1.220	46,911.75	1.275	49,026.62
2	1.110	42,682.00	1.165	44,796.87	1.220	46,911.75	1.275	49,026.62	1.330	51,141.49
3	1.165	44,796.87	1.220	46,911.75	1.275	49,026.62	1.330	51,141.49	1.385	53,256.37
4	1.220	46,911.75	1.275	49,026.62	1.330	51,141.49	1.385	53,256.37	1.440	55,371.24
5	1.275	49,026.62	1.330	51,141.49	1.385	53,256.37	1.440	55,371.24	1.495	57,486.11
6	1.330	51,141.49	1.385	53,256.37	1.440	55,371.24	1.495	57,486.11	1.550	59,600.99
7	1.385	53,256.37	1.440	55,371.24	1.495	57,486.11	1.550	59,600.99	1.605	61,715.86
8	1.440	55,371.24	1.495	57,486.11	1.550	59,600.99	1.605	61,715.86	1.660	63,830.74
9	1.495	57,486.11	1.550	59,600.99	1.605	61,715.86	1.660	63,830.74	1.715	65,945.61
10	1.550	59,600.99	1.605	61,715.86	1.660	63,830.74	1.715	65,945.61	1.770	68,060.48
11	1.605	61,715.86	1.660	63,830.74	1.715	65,945.61	1.770	68,060.48	1.825	70,175.36
12	1.660	63,830.74	1.715	65,945.61	1.770	68,060.48	1.825	70,175.36	1.880	72,290.23
13	1.715	65,945.61	1.770	68,060.48	1.825	70,175.36	1.880	72,290.23	1.935	74,405.10
14	1.770	68,060.48	1.825	70,175.36	1.880	72,290.23	1.935	74,405.10	1.990	76,519.98
15	1.770	68,060.48	1.825	70,175.36	1.880	72,290.23	1.935	74,405.10	1.990	76,519.98
16	1.770	68,060.48	1.880	72,290.23	1.935	74,405.10	1.990	76,519.98	2.045	78,634.85
17	1.770	68,060.48	1.880	72,290.23	1.935	74,405.10	1.990	76,519.98	2.045	78,634.85
18	1.770	68,060.48	1.880	72,290.23	1.935	74,405.10	1.990	76,519.98	2.045	78,634.85
19	1.770	68,060.48	1.935	74,405.10	1.990	76,519.98	2.045	78,634.85	2.100	80,749.73
20	1.770	68,060.48	1.935	74,405.10	1.990	76,519.98	2.045	78,634.85	2.100	80,749.73
21	1.770	68,060.48	1.935	74,405.10	1.990	76,519.98	2.045	78,634.85	2.100	80,749.73
22	1.770	68,060.48	1.935	74,405.10	1.990	76,519.98	2.045	78,634.85	2.100	80,749.73
23	1.770	68,060.48	1.990	76,519.98	2.045	78,634.85	2.100	80,749.73	2.155	82,864.60
24	1.770	68,060.48	1.990	76,519.98	2.045	78,634.85	2.100	80,749.73	2.155	82,864.60
25	1.770	68,060.48	1.990	76,519.98	2.045	78,634.85	2.100	80,749.73	2.155	82,864.60
26	1.770	68,060.48	2.045	78,634.85	2.100	80,749.73	2.155	82,864.60	2.210	84,979.47
27	1.770	68,060.48	2.045	78,634.85	2.100	80,749.73	2.155	82,864.60	2.210	84,979.47
28	1.770	68,060.48	2.045	78,634.85	2.100	80,749.73	2.155	82,864.60	2.210	84,979.47
29	1.770	68,060.48	2.045	78,634.85	2.100	80,749.73	2.155	82,864.60	2.210	84,979.47
30+	1.770	68,060.48	2.045	78,634.85	2.100	80,749.73	2.155	82,864.60	2.210	84,979.47

EXHIBIT D

TUTOR - SALARY SCHEDULE

	<u>STEPS</u>	<u>BA</u>	<u>BA+18</u>	<u>MA</u>
<b>Tutor</b>	0	\$17.65	\$18.32	\$19.32
	1	\$18.32	\$19.08	\$19.74
	2	\$18.99	\$19.83	\$21.01
	3	\$19.67	\$20.60	\$21.87
	4	\$20.34	\$21.34	\$22.72
	5	\$21.00	\$22.13	\$23.58
	6	\$21.67	\$22.85	\$24.44
	7	\$22.32	\$23.64	\$25.29
	8	\$23.03	\$24.39	\$26.12
	9	\$23.69	\$25.14	\$26.94
	10	\$24.36	\$25.92	\$27.80
	11	\$25.03	\$26.68	\$28.65

**Lockland LSD**

**Supplemental Salary Schedule**

Position	Index	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
Art Director - Graduation/Homecoming	0.0210	504	529	554	580	605	630	655	680
Band	0.1930	4,632	4,864	5,095	5,327	5,558	5,790	6,022	6,253
Baseball - Varsity Head Coach	0.1170	2,808	2,948	3,089	3,229	3,370	3,510	3,650	3,791
Baseball - Varsity Assistant Coach	0.0730	1,752	1,840	1,927	2,015	2,102	2,190	2,278	2,365
Baseball - 7th/8th - Head Coach	0.0500	1,200	1,260	1,320	1,380	1,440	1,500	1,560	1,620
Basketball - Varsity Head Coach	0.1665	3,996	4,196	4,396	4,595	4,795	4,995	5,195	5,395
Basketball - Varsity Assistant Coach	0.1000	2,400	2,520	2,640	2,760	2,880	3,000	3,120	3,240
Basketball - 7th/8th - Head Coach	0.0850	2,040	2,142	2,244	2,346	2,448	2,550	2,652	2,754
Basketball - 7th/8th - Assistant Coach	0.0680	1,632	1,714	1,795	1,877	1,958	2,040	2,122	2,203
Cheerleading - Varsity Head Coach	0.1070	2,568	2,696	2,825	2,953	3,082	3,210	3,338	3,467
Cheerleading - 7th/8th - Head Coach	0.0640	1,536	1,613	1,690	1,766	1,843	1,920	1,997	2,074
Class Sponsor - 9th/10th	0.0210	504	529	554	580	605	630	655	680
Class Sponsor - 11th/12th	0.0250	600	630	660	690	720	750	780	810
Coordinators	0.0640	1,536	1,613	1,690	1,766	1,843	1,920	1,997	2,074
Dictograph	0.0850	2,040	2,142	2,244	2,346	2,448	2,550	2,652	2,754
Football - Varsity Head Coach	0.1875	4,500	4,725	4,950	5,175	5,400	5,625	5,850	6,075
Football - Varsity Assistant Coach	0.1370	3,288	3,452	3,617	3,781	3,946	4,110	4,274	4,439
Football - 7th/8th - Head Coach	0.0850	2,040	2,142	2,244	2,346	2,448	2,550	2,652	2,754
Football - 7th/8th - Assistant Coach	0.0500	1,200	1,260	1,320	1,380	1,440	1,500	1,560	1,620
Honor Society	0.0230	552	580	607	635	662	690	718	745
Intramurals	0.0300	720	756	792	828	864	900	936	972
Prom	0.0170	408	428	449	469	490	510	530	551
LPDC		500	0	0	0	0	0	0	0
Mentor		750	750	200	200	0	0	0	0
Soccer - Varsity Head Coach	0.1150	2,760	2,898	3,036	3,174	3,312	3,450	3,588	3,726
Soccer - Varsity Assistant Coach	0.0770	1,848	1,940	2,033	2,125	2,218	2,310	2,402	2,495
Soccer - 7th/8th - Head Coach	0.0600	1,440	1,512	1,584	1,656	1,728	1,800	1,872	1,944
Soccer - 7th/8th - Assistant Coach	0.0500	1,200	1,260	1,320	1,380	1,440	1,500	1,560	1,620

**Lockland LSD**

**Supplemental Salary Schedule**

Position	Index	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
Softball - Varsity Head Coach	0.1170	2,808	2,948	3,089	3,229	3,370	3,510	3,650	3,791
Softball - Varsity Assistant Coach	0.0730	1,752	1,840	1,927	2,015	2,102	2,190	2,278	2,365
Softball - 7th/8th - Head Coach	0.0500	1,200	1,260	1,320	1,380	1,440	1,500	1,560	1,620
Strength Coach	0.0790	1,896	1,991	2,086	2,180	2,275	2,370	2,465	2,560
Student Council - HS	0.0340	816	857	898	938	979	1,020	1,061	1,102
Student Council - MS	0.0300	720	756	792	828	864	900	936	972
Team Leader	0.0500	1,200	1,260	1,320	1,380	1,440	1,500	1,560	1,620
Track - Varsity Head Coach	0.1020	2,448	2,570	2,693	2,815	2,938	3,060	3,182	3,305
Track - 7th/8th - Head Coach	0.0850	2,040	2,142	2,244	2,346	2,448	2,550	2,652	2,754
Track - 7th/8th - Assistant Coach	0.0500	1,200	1,260	1,320	1,380	1,440	1,500	1,560	1,620
Volleyball - Varsity Head Coach	0.1150	2,760	2,898	3,036	3,174	3,312	3,450	3,588	3,726
Volleyball - Varsity Assistant Coach	0.0770	1,848	1,940	2,033	2,125	2,218	2,310	2,402	2,495
Volleyball - 7th/8th - Head Coach	0.0600	1,440	1,512	1,584	1,656	1,728	1,800	1,872	1,944
Volleyball - 7th/8th - Assistant Coach	0.0500	1,200	1,260	1,320	1,380	1,440	1,500	1,560	1,620
Wrestling - Varsity Head Coach	0.1370	3,288	3,452	3,617	3,781	3,946	4,110	4,274	4,439