

PROFESSIONAL NEGOTIATION AGREEMENT

BETWEEN

THE BOARD OF EDUCATION

OF

PECATONICA COMMUNITY UNIT SCHOOL DISTRICT #321
PECATONICA, ILLINOIS

AND

THE PECATONICA EDUCATION ORGANIZATION

AND

THE ILLINOIS EDUCATION ASSOCIATION

AND

THE NATIONAL EDUCATION ASSOCIATION

2022-2023

2023-2024

2024-2025

2025-2026

2026-2027

TABLE OF CONTENTS

Preamble	4
Article I – Recognition	
A. Recognition	4
B. Teacher Defined	4
C. Exclusive Representation	4
D. Board Rights	4
E. Part-time Teachers	5
F. Severability	5
G. Complete Understanding	5
Article II – Definition of Responsibilities and Rights	
A. Organizational Rights	5
B. Association Leave	5
C. Use of Bulletin and Blackboards	6
D. Use of District Mail Service	6
E. Use of District Telephones	6
F. Use of School Facilities	6
G. District Advisory Team	6
H. Dues Deduction	6
I. No Strike Clause	7
J. Professional Relations Committee	7
Article III – Negotiations Procedure	
A. Commencement of Negotiations	8
B. Representatives	8
C. Good Faith Negotiations	8
D. Meetings	8
E. Authority of Representatives	8
F. Impasse Procedures	8
G. Ratification	8
H. Copies of Agreement	9
Article IV – Leaves	
A. Personal Leave	9
B. Sick Leave	11
C. Extended Sick Pay Provisions	11
D. Professional Leave	11
E. Bereavement Leave	12
F. Family and Medical Leave	12
G. Extended Professional Leave	12
Article V – Retirement	12

Article VI – Working Conditions	
A. Classroom Assignment	14
B. Seniority	14
C. Vacancy and Transfer	14
D. Class Size	16
E. Lunch	16
F. Early Dismissal	16
G. Mentor Program	17
H. Student Learning Objectives Group (SLO)	17
I. Teacher Assignment Overload Compensation	17
J. Evaluation Cycle	17
K. District Use of Security Cameras	18
L. Committees	19
Article VII – Salary Schedule and Fringe Benefits	
A. Salary	20
B. Teacher Retirement System	20
C. Group Health and Dental Insurance	20
D. Horizontal Advancement	21
E. Vertical Advancement	21
F. Extracurricular Duties	21
G. Internal Substitutes	22
H. Academic/Professional Growth Reimbursement	22
I. National Board for Professional Teaching Standard Certification	22
J. Summer School Stipend	22
Article VIII – Grievance Procedure	
A. Purpose	23
B. Time Limits and Content	23
C. Definitions	23
D. Procedure	24
E. Arbitrator’s Powers	25
F. Expenses and Costs	26
G. General Provision	26
Article IX – Duration	28
Salary Schedule	Appendix A
Sports & Activity Salary Schedule	Appendix B

PREAMBLE

The Association recognizes that teaching is a profession requiring specialized educational qualifications, and that the success of the educational program in the district depends upon the maximum utilization of the abilities and talents of a well-qualified teaching staff.

ARTICLE I RECOGNITION

A. Recognition

- a. The Board of Education of District 321, Winnebago County, Pecatonica, Illinois, hereinafter referred to as the "Board", hereby recognized the Pecatonica Education Organization, hereinafter referred to as the "Association", affiliated with the Illinois Education Association and the National Education Association, as the exclusive and sole negotiation agent for all regularly employed, full-time and part-time certificated teaching personnel with a regular classroom assignment.

B. Teacher Defined

- a. The term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as determined in paragraph "A" above.

C. Exclusive Representation

- a. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

D. Board Rights

- a. The Association recognizes that the Board has full authority and responsibility under the laws of the State of Illinois for making decisions as to employment, tenure, suspension, or discharge of any of its employees. The Association recognizes that in the operation of the schools, the Board is guided by the policies, regulations, and criteria for the approval, recognition, and accrediting of schools as promulgated by the Superintendent of Public Instruction of the State of Illinois and the Constitution and Laws of the State of Illinois. The Association recognizes the Board's right to direct the operation of the schools. It is agreed that there is reserved, exclusively to the Board, all responsibilities, powers, rights, and authority expressly or inherently vested in its by-laws and constitutions of Illinois and the United States, and constitutional, statutory, or other legal provisions.

E. Part-Time Teachers

- a. Part-time teachers' wages and benefits shall be prorated unless otherwise specified in this Agreement.

F. Severability

- a. Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, or contrary to statutory law, then that Article, Section, or Clause shall be deleted from this Agreement to the extent that it violates the law and the provision shall be a subject of negotiation with the Association in successor Agreements. The remaining Articles, Sections, and Clauses shall remain in full force and effect.

G. Complete Understanding

- a. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and the opportunity to make demands, and proposals with respect to subject or matter in law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement contains the entire Agreement between the parties hereto and neither party shall be bound by any statement, representation, agreement, stipulation or provision made prior to the execution hereof and not set forth herein. This Agreement supersedes and cancels all previous agreements, verbal or written between the School District and the Association. This Agreement may only be amended during its term by the parties' mutual agreement in writing.

ARTICLE II
DEFINITION OF RESPONSIBILITIES AND RIGHTS

A. Organizational Rights

- a. The Board agrees that teachers shall have the right to organize, join, and assist the Association, to participate in professional negotiations with the Board through representatives of their own choosing.

B. Association Leave

- a. The District will provide the Association with two (2) days of Association Leave with the Association reimbursing the District the cost of a substitute. Other days of Association Leave up to four (4) additional days will be granted and will be paid for by the Association within thirty (30) days at the rate of 1/180 of the person's salary who is gone. No Association Leave will be granted without written authorization of two officers of the Association.

C. Use of Bulletin, Whiteboards and Smartboards

- a. The Board agrees to let the Association use a bulletin board, whiteboard and smartboard in each school building in the faculty room providing the materials are appropriate and have two association officers' signatures on them.

D. Use of District Mail Service

- a. The regular District mail can be used by the Association provided they go through administrative channels. The Association agrees to defend, indemnify and save the Board harmless against any claim, demand, suit, or other form of liability, which may arise by reason of any action taken by the Board in complying with the provision of this Section.

E. Use of District Telephones

- a. The Association may use the District's phones for Association business before their work hours begin, during their duty-free lunch, and after their school day ends providing they reverse the charges or use a credit card.

F. Use of School Facilities

- a. The Association can use a classroom agreed to by the administration provided the meetings are held after working hours, do not interfere with or disrupt school operations, and are communicated in advance in writing or via email.

G. District Advisory Team

- a. A committee made up of at least three (3) representatives from the Association and at least three (3) representatives from the administration will meet at least once a month to discuss items of mutual concern. Any modifications in the evaluation instrument filed with the State will be discussed in this committee and the PERA committee.

H. Dues Deductions

- a. Proper authorization for membership payroll deductions shall be the signature of the Employee on the union membership form prepared by the Association and the names sent to the Superintendent or his/her designee. Such authorization shall remain effective from year to year unless the Employee cancels such authorization in writing to the Superintendent and the Association prior to September 1st of any school year, to be effective for such year. The Association agrees to defend, indemnify, and save the Board harmless against any claim, demand, suit, or other form of liability, which may arise by reason of any action taken by the Board in complying with the provisions of this Section.

I. No Strike Clause

- a. During the Term of this Agreement, neither the Association or its agents, or any teacher, for any reason, will authorize, institute, aid, condone, or engage in a slowdown, work stoppage, or strike.

J. Professional Relations Committee

- a. The Board, administration, and the Association recognize the importance of effective communication in maintaining positive working relationships. The Board and Association agree to establish a Professional Relations Committee that will meet at mutually agreed upon times, preferably at least once every other month beginning in September, to discuss issues/topics of mutual concern. The Superintendent and Association President will establish an agenda for each meeting, including topics brought forth in advance. It is understood that if neither party has items to be discussed, a meeting will not be scheduled. Professional Relations Committee meetings will be scheduled and held with reasonable notice.
 - i. The Committee shall be composed of the Superintendent, one board member, the Association President and two additional Association members to be selected by the Association executive committee.
 - ii. The Professional Relations Committee may employ interest-based problem-solving strategies to resolve issues of mutual concern.
 - iii. It is understood by both parties that these Professional Relations Committee meetings are not a replacement for the grievance procedure.
 - iv. If agreements are reached on any issue, those agreements are not considered part of the collective bargaining agreement between the parties but an understanding of operation between the parties.

ARTICLE III^{su}
NEGOTIATIONS PROCEDURE

A. Commencement of Negotiations

- a. The parties shall commence bargaining for a successor agreement on or before June 1 of the year in which the contract expires.

B. Representatives

- a. Each party to negotiations shall select their own negotiating representatives.

C. Good Faith Negotiations

- a. The Board and the Association agree to participate in good faith negotiations through their duly designated representatives.

D. Meetings

- a. Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith.

E. Authority of Representatives

- a. Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter proposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Board and Association for possible ratification or rejection.

F. Impasse Procedures

- a. It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this agreement declares impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event the parties cannot agree upon a replacement, the Illinois Education Labor Relations Board shall be notified.

G. Ratification

- a. When the Association and Board reach agreement on the complete package that both parties have agreed upon, it will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official ratification.

H. Copies of the Agreement

- a. Within thirty (30) days after the Agreement is signed, this Agreement shall be posted on the district website for faculty members to access.

ARTICLE IV LEAVES

A. Personal Leave

a. Personal Days

- i. Each full-time teacher shall be granted two days of Personal Leave per year if needed. Unused Personal Leave days shall accumulate as sick leave. Part-time teachers shall be granted one day of Personal Leave per year. Personal Leave is to cover those areas not covered in School Code. However, the purpose for the Personal Leave requested by the teacher is not required. All Personal Leaves must be approved by the Superintendent of Schools.

b. Emergency Days

- i. One Personal Leave Day may be granted for use as an emergency day without giving 48 hours notice, providing the situation creating the need for a personal day is unforeseen, and beyond the control of the teacher (e.g., travel reservations canceled by airlines because of weather, etc.). Notification must be given as soon as a teacher is aware of the need, reason must be given.

c. Guidelines

- i. Prior written notice of two days (48 hours) required.
- ii. In unusual situations with extenuating circumstances, requests may be honored the day before or the day after a holiday, the first or last day of school, or on an in-service day upon approval of the superintendent.
- iii. Personal Leave cannot be used if the reason for the personal leave is covered under the Board's sick leave policy unless all of the requesting teacher's sick leave has been utilized. Only in that event may Personal Leave be used for sick leave.
- iv. The Board of Education (BOE) and the Pecatonica Education Organization (PEO) have agreed to allow three (3) teachers, one teacher per building, to take one (1) of their personal days per year on the day before and three (3) teachers, one teacher per building,

the day after a holiday weekend. Priority will be given to those with major lifetime events, such as weddings, birth of a grandchild, dropping students off at college, first time requests, etc.

- v. Holidays include: Labor Day, Columbus Day, Veteran's Day (if we don't waive), Martin Luther King Day (if we don't waive), Presidents Day/Lincoln's Birthday (depending on which one for the year), Easter Weekend (if not connected to Spring Break), Memorial Day (if we are in session)
- vi. We will allow a maximum of two (2) teachers from one building to access the use of personal days, if teachers from the other schools choose not to use a personal day prior to or after a holiday. A maximum of three (3) teachers will have access to personal days in the district prior to and after a holiday weekend.
- vii. A teacher wanting to take a personal day prior to or following a three day Holiday weekend:
 - 1. are required to submit the appropriate request on a paper form four weeks prior to and include the purpose of their request.
 - 2. If more than 3 requests are received, conflicts will be resolved by a committee composed of the PEO executive board and superintendent to prioritize and determine which personal days will be granted based on the purpose given. Names selected will be ranked in order of priority.
 - 3. A decision will be made within three (3) weeks of the requested date and all parties will be notified of the outcome to allow time to get it on Skyward and substitutes notified.
 - a. If there are numerous requests that cannot be prioritized based on the purposes given, names will be drawn from a hat by the aforementioned committee and the individuals drawn will be notified.
 - b. Once a person has been identified to receive a personal day they must use the personal day or the next person in line becomes the recipient.
- viii. A record of granted holiday leaves will be kept in order to be fair to all certified staff.

B. Sick Leave

- a. Each full-time teacher shall be entitled to fourteen (14) sick leave days per year. Total Sick Leave shall accumulate to 341 days plus 14 sick days for the current year (at the start of any given school year no staff member shall have accumulated more than 355 sick days). Sick leave shall be interpreted to mean personal illness or serious illness or death in the immediate family or household. The "immediate family" as used in this Article shall mean all persons designated as such by School Code.
- b. Paid sick leave may not be used for the purpose of extending a teacher's scheduled break period (i.e., Thanksgiving or winter break), an established holiday, or weekend (i.e., Monday or Friday). This does not preclude the use of sick leave at the beginning or end of a break period, an established holiday or weekend when the teacher or a member of his/her immediate family or household is legitimately ill, but is intended to eliminate the use of sick leave to extend a break period, an established holiday or weekend period. The administration may require a teacher to submit a physician's certificate to substantiate his/her use of paid sick leave immediately upon his/her return to work when the administration, in its sole discretion, questions the appropriateness of the teacher's request for sick leave. Teachers shall submit a physician's certificate evidencing his/her need for sick leave to attend to a pre-scheduled medical appointment for himself/herself or a member of his/her immediate family or household who is ill that cannot be scheduled outside of the teacher's workday.

C. Extended Sick Pay Provisions

- a. If after the number of sick days are exhausted due to an extended illness or injury resulting from an accident and there are no sick days available, a teacher may petition the Board through the Superintendent to use other teachers' sick days. The Board will allow teachers with accumulated sick days to contribute as many days as they wish for such cause.

D. Professional Leave

- a. Each school year, full-time teachers may utilize up to three (3) student attendance days without loss of pay or benefits to attend state and/or national professional development conference(s), workshop(s) or seminar(s) concerned with academic, extracurricular or co-curricular developments (including on-line professional development opportunities) subject to the superintendent's approval. In addition, teachers will be reimbursed up to a maximum of Eight Hundred Dollars (\$800) each school year for reasonable expenses actually incurred relating to the teachers' attendance at professional development opportunity(ies). Reimbursable expenses include: registration and enrollment fees, meals and lodging (if overnight stay is required), other reasonable miscellaneous expenses actually incurred as a result of attending a professional

development opportunity and mileage at the prevailing IRS rate. In order to be reimbursed for such reasonable expenses incurred as a result of attending a professional development opportunity, all teachers must submit receipts evidencing payment of said expense during the school year in which the professional development opportunity was taken. Teachers must submit a professional development request form to the superintendent with as much advance notice as possible but in no event ten (10) school days prior to the date of the professional development opportunity. The superintendent shall approve or deny the request within five (5) days of his/her receipt of the professional development request. Part-time teachers shall receive professional leave on a pro-rata basis in accordance with Article I.E. Administrative requests to attend such conferences/workshops are excluded for purposes of this paragraph.

E. Bereavement Leave

- a. A teacher may use one sick day per school year as bereavement leave for any person not defined as family by the School Code.

F. Family and Medical Leave

- a. No provision of the collective bargaining agreement shall reduce the rights and privileges accorded employees under the Family and Medical Leave Act. Additionally, all employee medical records regarding the Family and Medical Leave Act shall remain confidential.

G. Extended Professional Leave

- a. Extended leaves for Educational purposes will be considered on an individual basis by making a written application to the Board.

ARTICLE V
RETIREMENT

RETIREMENT INCENTIVE (NON-Early Retirement Option (ERO))

If a teacher meets all of the eligibility requirements contained in paragraph A of this Section, the teacher shall be paid a retirement benefit in accordance with paragraph B of this Article.

A. To be eligible for retirement incentives, a teacher:

- a. Must be eligible to retire from the District pursuant to the rules of TRS.
- b. Must have at least twelve (12) years of partial or full years of consecutive service as a certified employee in the District at the time of his or her notice of retirement.

- c. Must submit an irrevocable notice of retirement to the District by March 1 prior to the school year in which benefits will begin under this program.
- d. Must not give rise to a requirement that the Board make payment to TRS pursuant to the ERO provisions of the statutes.
- e. May not cause the Board to pay a penalty imposed by TRS due to the teacher's salary exceeding the TRS cap if the teacher retires any time after submitting his/her letter of retirement. For example, a teacher that has earned more than a six percent (6%) increase in his/her salary in any of the three (3) years prior to the year in which the teacher would start receiving the salary increases under paragraph b, would not be eligible for this program.
- f. May not be receiving retirement benefits from previous contracts.

B. Retirement benefits

- a. Provided the teacher meets all the eligibility requirements herein, the teacher shall remain "off-schedule" and receive a six percent (6%) salary increase over the prior year's creditable earnings for a maximum of two (2) years.
- b. Such increases shall be six percent (6%) of the teacher's creditable earnings of the prior year's total TRS creditable earnings, and such increases shall be in lieu of any other base salary increases provided for in the contract. The increases shall be paid with the regular paychecks.
- c. The teacher shall perform all duties that are used in determining creditable earnings in the years in which the program benefits are received. A teacher who does not perform such duties shall have his/her compensation reduced accordingly.
- d. A teacher under this retirement program will not be able to earn more than six percent (6%) of the previous year's creditable earnings, regardless of assignment or possible movement on either the salary schedule or extra duty schedule.
- e. To the extent that the benefits described under this Section shall cause the Board to pay additional penalties to TRS, the Board shall have the right to reduce the payment of such benefits so that the Board will not incur such penalties.

ARTICLE VI WORKING CONDITIONS

A. Classroom Assignment

- a. The principal shall make tentative classroom (room location) assignments for teachers prior to the last day of the school year. In assigning rooms, the principal shall consider proximity of similar grades, traffic patterns, class size, and other educationally sound reasons.
- b. Should a principal find it necessary to change a room assignment, he/she shall immediately attempt to personally contact the teacher and afford the teacher opportunity to be present when the physical change occurs.

B. Seniority

Any reduction-in-force and recall of teachers within the district shall be conducted pursuant to the requirements of the School Code, Section 24-12, as amended from time to time.

a. Seniority Defined

Seniority shall be defined as the length of continuous full-time service as a Teacher in the School District in a category of Teacher position covered by this Agreement and shall apply to tenured teachers.

b. Resolving Identical Seniority

If total years of service within a category of position referred to in Section 1 are equal between two (2) or more Teachers, then seniority shall first be determined by date of hire; and then if a tie still exists, it shall be determined by accumulated credit hours; and then if a tie still exists, it shall be determined by a drawing witnessed by the Association President and the Administration. Ties shall be broken at the time they occur and shall be denoted on the seniority list.

C. Vacancy and Transfers

a. Definition of Vacancies

A vacancy shall be defined as a position within the bargaining unit within the District presently unfilled including newly created positions, as well as such positions currently filled but anticipated to be open in the future. Open positions created because of a leave of absence shall not be considered a vacancy unless the leave of absence exceeds one year.

b. Definition of Transfer

Transfers shall be defined as either a voluntary or involuntary move from one position to another within the Bargaining Unit, including changes in classification, buildings, as well as changes of positions within the same building with a different job description.

c. Posting of Vacancies

A notice of vacancies within the bargaining unit, including vacant positions and newly created positions, shall be posted on the school district website and emailed to all staff. Positions as above described shall be posted at least five (5) work days, except during the school year or the two weeks preceding the start of the school year, prior to being filled. Such posting shall contain the following information:

1. Type of Work
2. Location of Work
3. Starting Date
4. Job Description
5. Certification Requirement

d. Assignments

- i. Teachers shall be notified 45 days prior to the last day of school of their expected regular teaching assignments for the following year prior to the last week of the school year. The District shall provide the staff with the instrument to elicit this intent.

e. Transfers of Tenured Teachers

- i. Teachers who are reassigned after tentative assignment will be advised of such reassignment as soon as possible. Any teacher reassigned after July 1 in a given contract year, if the new assignment is deemed for personal reasons unacceptable by the teacher, and if the teacher so requests, will, without prejudice, be released from further contractual obligations to the District.
- ii. Voluntary Transfers
 1. A teacher may request a transfer by making a written transfer request, stating the reason for the transfer, to both the principal concerned and the Superintendent by March 1 of each year or when a vacancy becomes available. Any teacher requesting a voluntary transfer will be given an opportunity to meet with the Building Principal and/or Superintendent. The Principal/Superintendent will author a written response.

iii. Involuntary Transfer

1. A teacher who is involuntarily transferred, shall be given written notification by the appropriate administrator, and if a request is submitted in writing by the teacher to the appropriate administrator within fifteen (15) calendar days of notification, the appropriate administrator must provide the reasons for the transfer in writing within ten (10) calendar days.

f. Notice of Teacher Assignments/Schedules

- i. The Administration shall notify teachers of their tentative teaching assignment/schedule before the end of the school year. However, changes in a teacher's assignment/schedule may be made and that change will prompt a consultation with the affected teacher providing the teacher is reasonably available for such consultation.
- ii. Whenever a vacancy occurs or is anticipated, the superintendent shall cause to have posted a vacancy notice via email to all staff in all buildings. Qualified teachers from within the school district will be considered for any vacant or new position provided they make an application within 10 days of the posting date of the vacancy notice. If a resignation letter or a job creation transpires after August 1, this paragraph is considered inapplicable and void.

D. Class Size

- a. The Board will make it a priority to hire additional certified teaching personnel so as not to exceed classroom pupil-teacher ratio at a maximum of 1:20 for grades K-3, 1:25 for grades 4-8, and 1:30 for grades 9-12. Consideration will be given to space availability, use of teacher aides, numbers of special education students in the class, behavioral interaction of students, and budgetary constraints.

E. Lunch

- a. Each teacher will receive a 30-minute duty-free lunch period as required by School Code.

F. Early Dismissal Days

- a. During the School Year, four (4) early dismissal school days will be scheduled by the District Advisory Team. These days will have early student dismissal at 11:05am for elementary, 11:15 a.m. for middle school and high school for staff development purposes. There will be early dismissal for students and teachers at 1:35 p.m. for elementary and 1:45 p.m. for middle and high schools before Thanksgiving, Winter Break and

Spring Break. At the end of the 1st and 3rd quarters, students shall be released at 1:45 p.m. (on Fridays) for staff to finish grades and prepare for the new quarter. In addition, there will be early dismissal for students at 1:35 p.m. for elementary and 1:45 p.m. for middle and high schools twice each month during the school year (on Wednesdays) to allow time for collaboration and planning. This teacher-led time is for teachers to work on communication and planning content, grade level, and across content areas or any other classroom planning or grading. Meetings (IEP or other school-wide meetings) are not to be scheduled during these times. These early release times include the already established end of quarters early release dates for grading resulting in up to 2 per month (a total of 16-18 per year depending on calendar).

G. Mentor Program

- a. On an ongoing basis, the District Advisory Team will review the teacher mentor program for new instructors in the district. Any teacher serving as an active mentor will be compensated \$500 annually. This payment is contingent upon meeting the parameters outlined in the Faculty Mentor Handbook.

H. Student Growth Committee

- a. Two teachers per building will serve on the Student Growth Committee, which deals with Student Learning Objectives (SLO) and shall be compensated \$500.00 annually.

I. Teacher Assignment Overload Compensation

- a. During the term of this agreement, a full-time teacher who is administratively assigned an “overload” for an entire semester will be compensated at a rate 9% percent of half the base salary per semester. For the purposes of this Section I, an “overload” means any semester teaching assignment that requires a full-time teacher to lose all of his/her preparation time within the student day for that semester as a result of that semester’s teaching assignment. The inclusion of an “ISP” period within the student day shall not constitute a “period” for purposes of this section.

J. Evaluation Cycle

- a. As in accordance with the Illinois Compiled Statutes (ILCS), tenured teachers, who have been rated “excellent” or “proficient” in the past 3 years and are informally evaluated at least once in the course of 2 school years, will be formally evaluated after 3 school years instead of every 2 years after the initial evaluation cycle has been completed.
- b. The administration will use the evaluation instrument determined by the PERA committee and follow the established requirements.

- c. The PERA committee will meet at least once a year to go over the requirements of the evaluation instrument. It shall be made up of teachers from each building, the building principals, and the superintendent.

K. District Use of Security Cameras

- a. Security cameras are to be used to promote the safety and security of students, staff, and visitors and to deter unauthorized access and destructive acts (e.g. theft and vandalism) within and outside of the buildings and property owned and/or operated by the School District.
- b. Security cameras may be placed in public areas in school buildings or other property owned and/or operated by the District, including school hallways, entryways, cafeterias, gymnasiums, libraries, administrative office areas, school parking lots and other outside areas. Security cameras will not be located in classrooms, locker rooms, areas designated as employee break rooms, or other areas prohibited by law.
- c. District administrators may review information obtained through security cameras for any legitimate business purpose, to identify individuals entering/exiting the premise, when any activity is suspected to violate the law, Board Policy, procedures or regulations. Information obtained from security cameras may be used as evidence in any administrative, disciplinary, and/or criminal proceedings. However, District administrators shall not review information obtained through security cameras for the primary purpose of monitoring/evaluating employee performance and will not serve as a form of documentation in the normal teacher evaluation process unless there is a factual dispute about what was observed personally or by other means.
- d. Initial access to security camera information involving possible discipline of District personnel will be limited to the district superintendent, principals, and other law enforcement, governmental or administrative agencies as necessary or required by law. The review of information will take place in an office determined by the district superintendent or his designee.
- e. If the review of information obtained through security cameras reveals suspected violation(s) of Board Policy and/or law by a bargaining unit employee, the following process will be followed:
 - i. The district superintendent will be notified of the suspected Board Policy and/or law violation(s) by a bargaining unit employee.

- ii. The PEO will be notified immediately by phone and within 24 hours in writing, if there is evidence that indicates Board Policy and/or law violation(s) by a bargaining unit employee.
 - iii. Should a bargaining unit employee request representation during an investigation into the suspected violation(s) of Board Policy and/or law, both the PEO representative(s) and the employee will be permitted to review the information obtained through security cameras of this issue.
 - iv. Upon the request of the bargaining unit employee, they will be represented by the PEO in all investigatory meetings regarding the alleged violation(s) of Board Policy and/or law.
- f. Video images from the security cameras may be stored until they are overwritten in the normal course of the video format configuration, unless there is reasonable cause to believe the video data documents a criminal activity or violation(s) of Board Policy and/or law.
- g. The PEO does not consent to the use of audio recordings attached to any video images recorded by the district's security cameras under any circumstances, per the Illinois Eavesdropping Statute, 720 ILCS 5/14-1 et seq.

L. Committees

- a. List of committees in district:
 - i. PERA (Performance Evaluation Reform Act)
 - ii. Insurance
 - iii. DAT (District Advisory Team)
 - iv. BAT (building advisory Team)
 - v. Building Handbooks
 - vi. RTO (Restraint, Time out, and Isolated time out)
 - vii. Faculty Handbook
 - viii. Mentor
 - ix. Crisis Planning
 - x. Community Advisory
 - xi. SLO (Student Learning Objective)
- b. Committee membership will be reviewed annually with a chairperson who will establish a meeting schedule and determine with the membership the necessity to meet.

ARTICLE VII
SALARY SCHEDULE AND FRINGE BENEFITS

A. Salary

SEE ATTACHED SALARY SCHEDULE

B. Teacher Retirement System

- a. In addition to all compensation paid to the teachers in accordance with this agreement, the Board shall pay 9.4% of the Employee's required contribution to the Teachers Retirement System (TRS) and Teachers Health Insurance Security (THIS). If the employee's required contribution to TRS and THIS is increased during the term of this agreement and exceeds 9.4% the employee shall be solely responsible for paying any increase over 9.4%. Such compensation reported to the Illinois Teachers' Retirement System is to be applied to the retirement account of such teacher.

C. Group Health and Dental Insurance

a. Joint Insurance Committee

- i. Each year during the term of this agreement , the Association and Board shall establish a Joint Insurance Committee consisting of the three (3) members of the Board of Education, and three (3) members of the Association. The Board of Education shall choose which of its members shall serve on this committee, and the Association shall choose which of its members shall serve upon this committee. The purpose of this committee is to enable the Association to assume responsibility for decisions concerning the group health and dental insurance benefit plan offered to full-time teachers and implementation of the Association's chosen benefit plan upon commencement of the then current school year. The members of the Joint Insurance Committee shall mutually agree on the dates and times that the Joint Insurance Committee shall meet.

b. Health and Dental Insurance Premiums

- i. The Employer contribution will be 68% for single employee premiums and 60% for all other plan premiums for Health and Dental Insurance plans. The Employee contribution will be 32% for single employee premiums and 40% for all other plan premiums for Health and Dental Insurance plans. Vision and additional life insurance is voluntary and employee funded.
- ii. The annual enrollment period will be prior to the start of the fiscal year (May 1 thru May 31).

- iii. Addition of HSA will be explored by the joint insurance committee. If the committee agrees that the HSA option should be added, the contract will be amended as necessary.
- c. Any individual enrolled in the District insurance experiencing a life-changing event shall have the opportunity to change District insurance coverage within 30 days of the event.
- d. The Board shall establish a Flex Plan through salary reduction that will allow teachers to elect to take their full salary in cash (less required deduction) or to designate a portion of their salary for the payment of health insurance premiums not paid by the Board and/or payment of medical expenses not covered by insurance in accordance with the requirements of Section 125 of the Internal Revenue Code.
- e. All Insurance coverage for the school terms will be determined by the Joint Insurance Committee prior to the start of the then current school term.

D. Horizontal Advancement

- a. All graduate credit earned toward a master's degree or advanced degree for possible horizontal movement on the district's salary schedule must be in his/her teaching area and/or in an approved course(s) in a master's program approved by the superintendent prior to enrolling in the course(s). Undergraduate courses will be eligible for consideration by the superintendent's approval.

E. Vertical Advancement

- a. Certified teaching experience credit shall be granted a full year. All teachers teaching in the district will be granted experience for one full year on the salary schedule.

F. Extracurricular Duties

- a. Each employee covered by this agreement will be paid \$40.00 per event for all school events (he/she) works taking tickets, keeping the clock, or keeping the book. If there were an all-day tournament, the pay would be \$40.00 for each two games worked. Teacher volunteers shall be requested, and if there are none, then the superintendent or designee shall assign employees on as equal a basis as possible.
 - i. Taking tickets at extracurricular events.
 - ii. Supervising of extracurricular events where they are not a head sponsor, assistant advisor, director, coach, or assistant coach and/or

for which they receive no extracurricular stipend.

- iii. Chaperoning spectator buses going to extracurricular events.
- b. If extracurricular jobs are created during this contract, the administration and representatives of the teachers should discuss the position, the appropriate pay and other ramifications of the position that are pertinent.

G. Internal Substitutes

- a. The Board shall pay internal substitute teachers at the rate of \$25.00 plus Board paid TRS per period at the Elementary, Middle and High Schools. The administration has the right to assign teachers to internal substitute positions.

H. Academic/Professional Growth Reimbursement

- a. A tuition reimbursement shall be granted for approved work done beyond the Bachelor's Degree. The reimbursement per year shall be to a maximum of \$200 per semester hour, up to a maximum of nine (9) semester hours per year contract year for work completed and shall be paid after confirmation of a paid receipt from the educational institution and evidence that a grade of A, B, or Pass has been received. A transcript for approval and payment must be presented to the superintendent by September 15. To qualify for course reimbursement, courses must be taken other than on a normal school day. Part-time employees will be reimbursed at a commensurate rate of their employment contract.

I. National Board for Professional Teaching Standards Certification

- a. Teachers who successfully complete National Board certification will receive a \$1000 stipend for each year for ten years in addition to their step and any stipend paid by the state of Illinois.

J. Summer School Stipend

- a. Any employee hired to teach summer school will receive a stipend of \$35.00 per hour.

Salary Schedule – See Appendix A.

Sports & Activity Salary (Extra Curricular) Schedule – See Appendix B

The current base salary (as identified in Appendices A & B) each school year will be used to determine extracurricular salaries. (See attached Memorandum of Agreement.)

ARTICLE VIII GRIEVANCE PROCEDURE

A. Purpose

- a. The grievant and/or his/her representative and the Board agree that the grievance procedures main function is to make for the orderly process of review of the grievance so that the instructional programs of the district and personnel serving the district can continue the regular educational process of the district.

B. Time Limits and Content

- a. No grievance may enter into the formal process unless the written request for formal action in the grievance process takes place within ten (10) days of the knowledge of the occurrence of the alleged violation, misrepresentation, or misapplication of the terms of the negotiated agreement. The content must contain specific and complete information about the grievance and must contain at least one signature by a grievant.
- b. If there is no written decision by the District representative within the time limits, the grievance will be automatically sent on to the next step. "Days" as used in this Article refers to days when the District's administrative office is open.
- c. If no written request is made to forward the grievance on to the next step within ten days after the District provides a written response, the grievance will be considered withdrawn and may not be brought back into the process at a later date.
- d. A file of each grievance entering into the formal process will be kept by the District.

C. Definitions

- a. A grievance shall be defined as an alleged violation, misrepresentation, or misapplication of the terms of this negotiated agreement during the term of this agreement.
- b. A grievant shall be defined as a teacher or a group of teachers or the Association that wish to file a grievance with the District.
- c. All time limits consist of school days except when a grievance is submitted fewer than ten (10) days before the close of the current school term. Then time limits shall consist of all weekdays.

D. Procedure

a. Informal Process

- i. The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communication, and therefore, that process is encouraged by the Board and the Association. If, however, the informal process fails to satisfy the teacher, a grievance must be processed as follows:

b. Formal Process

i. Step I

The teacher(s) and/or Association must present the grievance in writing to the immediate supervisor, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The grievance will state the nature of the grievance, the specific clause(s) of the Agreement allegedly violated, and the remedy requested. The teacher(s) and/or Association, upon request, shall be provided with the supervisor's written response, including the reasons for the decision, within ten (10) days of the grievance meeting.

The teacher(s) and/or Association, if not satisfied with the decision, must within ten (10) days of receiving the supervisor's written response, make a written request to have the grievance forwarded to the next level and the reasons for moving it to Step II.

ii. Step II

If the grievance is not resolved at Step I, the superintendent and/or his official designee shall schedule a meeting within ten (10) days of the superintendent's receipt of the teacher(s) or Association's written response and the reasons for the appeal to Step II. The teacher(s) and/or Association, upon request, shall be provided with the superintendent or his/her designee's written response, including the reasons for the decision, within ten (10) days of the grievance meeting.

iii. Step III

The Association, if not satisfied with the written decision, shall within ten (10) days of receiving the superintendent's or his/her designee's written response at Step II, make a written request to have the grievance forwarded to Step III along with the reasons for the appeal. The Association, when requested by the Board shall

present the grievance to the Board or a committee of the Board at a meeting convened by the Board not later than forty-five (45) days after appeal by the Association. The Association shall prepare a brief for the Board outlining the grievance, what sections of the contract have been allegedly violated, and what remedy the Association is seeking. Such presentation shall be made before the Board in closed session. This shall be considered as a presentation to the Board and not a hearing with witnesses and the right of rebuttal. The Board shall respond to the Association within fifteen (15) days of the Board's meeting with the Association.

iv. Step IV

If the Association is not satisfied with the disposition of the grievance at Step III, it may, within twenty (20) days from the date it received the Board's decision, submit the grievance to final and binding arbitration to the American Arbitration Association. The Association shall send a copy of this notice by certified mail to the Pecatonica Board of Education, P.O. Box 419, Pecatonica, IL 61063.

E. Arbitrator's Powers

Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this contract, both parties agree to abide by the results of the findings of the arbitrator. The arbitrator shall not have the power to add or subtract from, alter, or modify, in any way, any of the terms or conditions of this Agreement. It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make decisions in cases of alleged violation of the specific Articles and Sections of this Agreement.

- a. He shall have no power to establish salary structures or change any salary.
- b. He shall have no power to rule on any of the following:
 - i. The termination of services or failure to re-employ any probationary teacher.
 - ii. Placing of non-tenured teachers on a third year probation.
 - iii. The termination of services, or failure to re-employ any teacher to a position on the extracurricular schedule.
- c. He shall have no power to change any practice, policy, or rule of the Board or to substitute his judgment for that of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board. His

powers shall be limited to deciding whether the Board has violated the expressed Articles or Sections of the Agreement, and he shall not imply obligations and conditions binding upon the Board from this Agreement, it being understood that any matter not specifically set forth herein remains in the reserved rights of the Board.

- d. He shall have no power to decide any questions, which under this Agreement is within the responsibility of management to decide. In rendering a decision, the arbitrator shall give due regard to the responsibilities of management and so construe such responsibilities, except as they may be specifically conditioned by the Agreement.
- e. In the event that a case is appealed to an arbitrator, on which he has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.
- f. All claims for back wages shall be limited to the amount of wages that an employee would have otherwise earned, less any unemployment or other compensation that he may have received from any source during the period of back pay. No decision in any one case shall require a retroactive wage adjustment in any other case.
- g. Any grievance occurring during the period between the termination date of this Agreement and the effective date of a new Agreement shall not be processed.

F. Expenses and Costs

- a. Each party shall bear the full costs for its representation in the grievance procedure. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the Board and the Association. Each party shall share equally the cost of the arbitrator and the American Arbitration Association.

G. General Provision

- a. Bypass to Superintendent
 - i. If the grievant and the superintendent agree, any Step of the grievance procedure may be bypassed and the grievance brought directly to the next Step.
- b. Bypass to Arbitration
 - i. If the superintendent and the grievant agree, a grievance may be submitted directly to arbitration.
- c. Association Participation - Employee Requested

- i. The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any formal level, and no employee shall be required to discuss any grievance if the Association's representative is not present.
- d. Non-association Participation - Individual Employee or Group of Employees
 - i. Any individual employee or a group of employees may at any time present grievances to their employer and have them adjusted without the intervention of the bargaining representative as long as the adjustment is not inconsistent with the terms of a collective bargaining agreement then in effect providing the bargaining representative has been given as opportunity to be present at such adjustments. The Association shall receive notification of any grievance presented by an individual employee or group of employees.
- e. Board - General Cooperation
 - i. The Board and the administration shall cooperate with the grievant in the investigation of any grievance provided the cost is paid by the grievant.
- f. Association - General Cooperation
 - i. The Association shall cooperate with the Board and the administration in the investigation of any grievance.
- g. No Loss of Instruction
 - i. The investigation or processing of any grievance that requires employee time and/or association representative time shall take place outside the school day so as not to interfere with the staff's working day and/or instructional program.
- h. Filing of Materials
 - i. All records on the grievance shall be filed separately from the personnel files of the employee, and the contents of each grievance file will be made available to the grievant upon request.
- i. Grievance Withdrawal
 - i. A grievance is withdrawn at any level by a written notice by the grievant or by failure to meet the time requirements and/or the written requirements for moving the grievance to the next level.

ARTICLE IX
DURATION

A. Duration

This agreement shall become effective on the date of its execution and shall continue in effect until August 31, 2027. Both parties had full opportunity to present proposals and counter proposals, and the foregoing Agreement represents the complete and entire understanding of both parties.

B. Date Executed

This Agreement is signed the _____ day of _____, 2022.

IN WITNESS THEREOF:

For the
Pecatonica Education Organization

For the
Pecatonica CUSD #321
Board of Education

Michelle Wilcox
President

Sally Hoff
President

ATTEST:

Secretary

Secretary

Date: _____

Date: _____

Appendix A

2022-2027 Salary Schedules

2022-2023

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS +24	MS +32	MS +40
0	\$38,000.00	\$38,760.00	\$39,535.20	\$40,325.90	\$41,132.42	\$41,955.07	\$42,794.17	\$43,650.06	\$44,523.06	\$45,413.52
1	\$38,760.00	\$39,535.20	\$40,325.90	\$41,132.42	\$41,955.07	\$42,794.17	\$43,650.06	\$44,523.06	\$45,413.52	\$46,321.79
2	\$39,535.20	\$40,325.90	\$41,132.42	\$41,955.07	\$42,794.17	\$43,650.06	\$44,523.06	\$45,413.52	\$46,321.79	\$47,248.22
3	\$40,325.90	\$41,132.42	\$41,955.07	\$42,794.17	\$43,650.06	\$44,523.06	\$45,413.52	\$46,321.79	\$47,248.22	\$48,193.19
4	\$41,132.42	\$41,955.07	\$42,794.17	\$43,650.06	\$44,523.06	\$45,413.52	\$46,321.79	\$47,248.22	\$48,193.19	\$49,157.05
5	\$41,955.07	\$42,794.17	\$43,650.06	\$44,523.06	\$45,413.52	\$46,321.79	\$47,248.22	\$48,193.19	\$49,157.05	\$50,140.19
6	\$42,794.17	\$43,650.06	\$44,523.06	\$45,413.52	\$46,321.79	\$47,248.22	\$48,193.19	\$49,157.05	\$50,140.19	\$51,143.00
7	\$43,650.06	\$44,523.06	\$45,413.52	\$46,321.79	\$47,248.22	\$48,193.19	\$49,157.05	\$50,140.19	\$51,143.00	\$52,165.86
8	\$44,523.06	\$45,413.52	\$46,321.79	\$47,248.22	\$48,193.19	\$49,157.05	\$50,140.19	\$51,143.00	\$52,165.86	\$53,209.17
9	\$45,023.06	\$46,321.79	\$47,248.22	\$48,193.19	\$49,157.05	\$50,140.19	\$51,143.00	\$52,165.86	\$53,209.17	\$54,273.36
10	\$45,523.06	\$47,248.22	\$48,193.19	\$49,157.05	\$50,140.19	\$51,143.00	\$52,165.86	\$53,209.17	\$54,273.36	\$55,358.82
11	\$46,023.06	\$47,748.22	\$49,157.05	\$50,140.19	\$51,143.00	\$52,165.86	\$53,209.17	\$54,273.36	\$55,358.82	\$56,466.00
12	\$46,523.06	\$48,248.22	\$50,140.19	\$51,143.00	\$52,165.86	\$53,209.17	\$54,273.36	\$55,358.82	\$56,466.00	\$57,595.32
13	\$47,023.06	\$48,748.22	\$50,640.19	\$52,165.86	\$53,209.17	\$54,273.36	\$55,358.82	\$56,466.00	\$57,595.32	\$58,747.23
14	\$47,523.06	\$49,248.22	\$51,140.19	\$52,609.17	\$53,747.23	\$54,881.69	\$56,015.92	\$57,149.92	\$58,283.74	\$59,417.74
15	\$48,023.06	\$49,748.22	\$51,640.19	\$53,140.19	\$54,273.36	\$55,407.73	\$56,541.92	\$57,676.11	\$58,810.30	\$59,944.49
16	\$48,523.06	\$50,248.22	\$52,140.19	\$54,039.17	\$55,173.36	\$56,307.55	\$57,441.74	\$58,575.93	\$59,710.12	\$60,844.31
17	\$49,023.06	\$50,748.22	\$52,640.19	\$54,539.17	\$55,673.36	\$56,807.55	\$57,941.74	\$59,075.93	\$60,210.12	\$61,344.31
18	\$49,523.06	\$51,248.22	\$53,140.19	\$55,039.17	\$56,173.36	\$57,307.55	\$58,441.74	\$59,575.93	\$60,710.12	\$61,844.31
19	\$50,023.06	\$51,748.22	\$53,640.19	\$55,539.17	\$56,673.36	\$57,807.55	\$58,941.74	\$60,075.93	\$61,210.12	\$62,344.31
20	\$50,523.06	\$52,248.22	\$54,140.19	\$56,039.17	\$57,173.36	\$58,307.55	\$59,441.74	\$60,575.93	\$61,710.12	\$62,844.31
21	\$51,023.06	\$52,748.22	\$54,640.19	\$56,539.17	\$57,673.36	\$58,807.55	\$59,941.74	\$61,075.93	\$62,210.12	\$63,344.31
22	\$51,523.06	\$53,248.22	\$55,140.19	\$57,039.17	\$58,173.36	\$59,307.55	\$60,441.74	\$61,575.93	\$62,710.12	\$63,844.31
23	\$52,023.06	\$53,748.22	\$55,640.19	\$57,539.17	\$58,673.36	\$59,807.55	\$60,941.74	\$62,075.93	\$63,210.12	\$64,344.31
24	\$52,523.06	\$54,248.22	\$56,140.19	\$58,039.17	\$59,173.36	\$60,307.55	\$61,441.74	\$62,575.93	\$63,710.12	\$64,844.31
25	\$53,023.06	\$54,748.22	\$56,640.19	\$58,539.17	\$59,673.36	\$60,807.55	\$61,941.74	\$63,075.93	\$64,210.12	\$65,344.31
26	\$53,523.06	\$55,248.22	\$57,140.19	\$59,039.17	\$60,173.36	\$61,307.55	\$62,441.74	\$63,575.93	\$64,710.12	\$65,844.31
27	\$54,023.06	\$55,748.22	\$57,640.19	\$59,539.17	\$60,673.36	\$61,807.55	\$62,941.74	\$64,075.93	\$65,210.12	\$66,344.31
28	\$54,523.06	\$56,248.22	\$58,140.19	\$60,039.17	\$61,173.36	\$62,307.55	\$63,441.74	\$64,575.93	\$65,710.12	\$66,844.31
29	\$55,023.06	\$56,748.22	\$58,640.19	\$60,539.17	\$61,673.36	\$62,807.55	\$63,941.74	\$65,075.93	\$66,210.12	\$67,344.31
30	\$55,523.06	\$57,248.22	\$59,140.19	\$61,039.17	\$62,173.36	\$63,307.55	\$64,441.74	\$65,575.93	\$66,710.12	\$67,844.31

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS +24	MS +32	MS +40
0	\$39,000.00	\$39,760.00	\$40,575.60	\$41,387.11	\$42,214.85	\$43,059.15	\$43,920.33	\$44,798.74	\$45,694.72	\$46,608.61
1	\$39,760.00	\$40,575.60	\$41,387.11	\$42,214.85	\$43,059.15	\$43,920.33	\$44,798.74	\$45,694.72	\$46,608.61	\$47,540.78
2	\$40,575.60	\$41,387.11	\$42,214.85	\$43,059.15	\$43,920.33	\$44,798.74	\$45,694.72	\$46,608.61	\$47,540.78	\$48,491.60
3	\$41,387.11	\$42,214.85	\$43,059.15	\$43,920.33	\$44,798.74	\$45,694.72	\$46,608.61	\$47,540.78	\$48,491.60	\$49,461.43
4	\$42,214.85	\$43,059.15	\$43,920.33	\$44,798.74	\$45,694.72	\$46,608.61	\$47,540.78	\$48,491.60	\$49,461.43	\$50,450.66
5	\$43,059.15	\$43,920.33	\$44,798.74	\$45,694.72	\$46,608.61	\$47,540.78	\$48,491.60	\$49,461.43	\$50,450.66	\$51,459.67
6	\$43,920.33	\$44,798.74	\$45,694.72	\$46,608.61	\$47,540.78	\$48,491.60	\$49,461.43	\$50,450.66	\$51,459.67	\$52,488.87
7	\$44,798.74	\$45,694.72	\$46,608.61	\$47,540.78	\$48,491.60	\$49,461.43	\$50,450.66	\$51,459.67	\$52,488.87	\$53,538.64
8	\$45,694.72	\$46,608.61	\$47,540.78	\$48,491.60	\$49,461.43	\$50,450.66	\$51,459.67	\$52,488.87	\$53,538.64	\$54,609.42
9	\$46,194.72	\$47,540.78	\$48,491.60	\$49,461.43	\$50,450.66	\$51,459.67	\$52,488.87	\$53,538.64	\$54,609.42	\$55,701.60
10	\$46,694.72	\$48,491.60	\$49,461.43	\$50,450.66	\$51,459.67	\$52,488.87	\$53,538.64	\$54,609.42	\$55,701.60	\$56,815.64
11	\$47,194.72	\$48,991.60	\$50,450.66	\$51,459.67	\$52,488.87	\$53,538.64	\$54,609.42	\$55,701.60	\$56,815.64	\$57,951.95
12	\$47,694.72	\$49,491.60	\$51,459.67	\$52,488.87	\$53,538.64	\$54,609.42	\$55,701.60	\$56,815.64	\$57,951.95	\$59,110.99
13	\$48,194.72	\$49,991.60	\$51,959.67	\$53,538.64	\$54,609.42	\$55,701.60	\$56,815.64	\$57,951.95	\$59,110.99	\$60,293.21
14	\$48,694.72	\$50,491.60	\$52,459.67	\$54,609.42	\$55,701.60	\$56,815.64	\$57,951.95	\$59,110.99	\$60,293.21	\$61,499.07
15	\$49,194.72	\$50,991.60	\$52,959.67	\$55,109.42	\$56,815.64	\$57,951.95	\$59,110.99	\$60,293.21	\$61,499.07	\$62,729.05
16	\$49,694.72	\$51,491.60	\$53,459.67	\$55,609.42	\$57,951.95	\$59,110.99	\$60,293.21	\$61,499.07	\$62,729.05	\$63,983.63
17	\$50,194.72	\$51,991.60	\$53,959.67	\$56,109.42	\$59,110.99	\$60,293.21	\$61,499.07	\$62,729.05	\$63,983.63	\$65,263.31
18	\$50,694.72	\$52,491.60	\$54,459.67	\$56,609.42	\$60,293.21	\$61,499.07	\$62,729.05	\$63,983.63	\$65,263.31	\$66,568.57
19	\$51,194.72	\$52,991.60	\$54,959.67	\$57,109.42	\$61,499.07	\$62,729.05	\$63,983.63	\$65,263.31	\$66,568.57	\$67,899.94
20	\$51,694.72	\$53,491.60	\$55,459.67	\$57,609.42	\$62,729.05	\$63,983.63	\$65,263.31	\$66,568.57	\$67,899.94	\$69,257.94
21	\$52,194.72	\$53,991.60	\$55,959.67	\$58,109.42	\$63,983.63	\$65,263.31	\$66,568.57	\$67,899.94	\$69,257.94	\$70,643.10
22	\$52,694.72	\$54,491.60	\$56,459.67	\$58,609.42	\$65,263.31	\$66,568.57	\$67,899.94	\$69,257.94	\$70,643.10	\$72,055.96
23	\$53,194.72	\$54,991.60	\$56,959.67	\$59,109.42	\$66,263.31	\$67,899.94	\$69,257.94	\$70,643.10	\$72,055.96	\$73,497.08
24	\$53,694.72	\$55,491.60	\$57,459.67	\$59,609.42	\$67,263.31	\$69,257.94	\$70,643.10	\$72,055.96	\$73,497.08	\$74,967.02
25	\$54,194.72	\$55,991.60	\$57,959.67	\$60,109.42	\$68,263.31	\$70,257.94	\$72,055.96	\$73,497.08	\$74,967.02	\$76,466.37
26	\$54,694.72	\$56,491.60	\$58,459.67	\$60,609.42	\$69,263.31	\$71,257.94	\$73,497.08	\$74,967.02	\$76,466.37	\$77,995.69
27	\$55,194.72	\$56,991.60	\$58,959.67	\$61,109.42	\$70,263.31	\$72,257.94	\$74,497.08	\$76,466.37	\$77,995.69	\$79,555.61
28	\$55,694.72	\$57,491.60	\$59,459.67	\$61,609.42	\$71,263.31	\$73,257.94	\$75,497.08	\$77,995.69	\$79,555.61	\$81,146.72
29	\$56,194.72	\$57,991.60	\$59,959.67	\$62,109.42	\$72,263.31	\$74,257.94	\$76,497.08	\$78,995.69	\$81,146.72	\$82,769.65
30	\$56,694.72	\$58,491.60	\$60,459.67	\$62,609.42	\$73,263.31	\$75,257.94	\$77,497.08	\$79,995.69	\$82,146.72	\$84,425.05

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS +24	MS +32	MS +40
0	\$40,000.00	\$40,800.00	\$41,616.00	\$42,448.32	\$43,297.29	\$44,163.23	\$45,046.50	\$45,947.43	\$46,866.38	\$47,803.70
1	\$40,800.00	\$41,616.00	\$42,448.32	\$43,297.29	\$44,163.23	\$45,046.50	\$45,947.43	\$46,866.38	\$47,803.70	\$48,759.78
2	\$41,616.00	\$42,448.32	\$43,297.29	\$44,163.23	\$45,046.50	\$45,947.43	\$46,866.38	\$47,803.70	\$48,759.78	\$49,734.97
3	\$42,448.32	\$43,297.29	\$44,163.23	\$45,046.50	\$45,947.43	\$46,866.38	\$47,803.70	\$48,759.78	\$49,734.97	\$50,729.67
4	\$43,297.29	\$44,163.23	\$45,046.50	\$45,947.43	\$46,866.38	\$47,803.70	\$48,759.78	\$49,734.97	\$50,729.67	\$51,744.27
5	\$44,163.23	\$45,046.50	\$45,947.43	\$46,866.38	\$47,803.70	\$48,759.78	\$49,734.97	\$50,729.67	\$51,744.27	\$52,779.15
6	\$45,046.50	\$45,947.43	\$46,866.38	\$47,803.70	\$48,759.78	\$49,734.97	\$50,729.67	\$51,744.27	\$52,779.15	\$53,834.73
7	\$45,947.43	\$46,866.38	\$47,803.70	\$48,759.78	\$49,734.97	\$50,729.67	\$51,744.27	\$52,779.15	\$53,834.73	\$54,911.43
8	\$46,866.38	\$47,803.70	\$48,759.78	\$49,734.97	\$50,729.67	\$51,744.27	\$52,779.15	\$53,834.73	\$54,911.43	\$56,009.66
9	\$47,366.38	\$48,759.78	\$49,734.97	\$50,729.67	\$51,744.27	\$52,779.15	\$53,834.73	\$54,911.43	\$56,009.66	\$57,129.85
10	\$47,866.38	\$49,734.97	\$50,729.67	\$51,744.27	\$52,779.15	\$53,834.73	\$54,911.43	\$56,009.66	\$57,129.85	\$58,272.45
11	\$48,366.38	\$50,234.97	\$51,744.27	\$52,779.15	\$53,834.73	\$54,911.43	\$56,009.66	\$57,129.85	\$58,272.45	\$59,437.90
12	\$48,866.38	\$50,734.97	\$52,779.15	\$53,834.73	\$54,911.43	\$56,009.66	\$57,129.85	\$58,272.45	\$59,437.90	\$60,626.65
13	\$49,366.38	\$51,234.97	\$53,279.15	\$54,911.43	\$56,009.66	\$57,129.85	\$58,272.45	\$59,437.90	\$60,626.65	\$61,839.19
14	\$49,866.38	\$51,734.97	\$53,779.15	\$56,009.66	\$57,129.85	\$58,272.45	\$59,437.90	\$60,626.65	\$61,839.19	\$63,075.97
15	\$50,366.38	\$52,234.97	\$54,279.15	\$56,509.66	\$58,272.45	\$59,437.90	\$60,626.65	\$61,839.19	\$63,075.97	\$64,337.49
16	\$50,866.38	\$52,734.97	\$54,779.15	\$57,009.66	\$59,437.90	\$60,626.65	\$61,839.19	\$63,075.97	\$64,337.49	\$65,624.24
17	\$51,366.38	\$53,234.97	\$55,279.15	\$57,509.66	\$60,626.65	\$61,839.19	\$63,075.97	\$64,337.49	\$65,624.24	\$66,936.72
18	\$51,866.38	\$53,734.97	\$55,779.15	\$58,009.66	\$61,839.19	\$63,075.97	\$64,337.49	\$65,624.24	\$66,936.72	\$68,275.46
19	\$52,366.38	\$54,234.97	\$56,279.15	\$58,509.66	\$63,075.97	\$64,337.49	\$65,624.24	\$66,936.72	\$68,275.46	\$69,640.97
20	\$52,866.38	\$54,734.97	\$56,779.15	\$59,009.66	\$64,337.49	\$65,624.24	\$66,936.72	\$68,275.46	\$69,640.97	\$71,033.79
21	\$53,366.38	\$55,234.97	\$57,279.15	\$59,509.66	\$65,624.24	\$66,936.72	\$68,275.46	\$69,640.97	\$71,033.79	\$72,454.46
22	\$53,866.38	\$55,734.97	\$57,779.15	\$60,009.66	\$66,936.72	\$68,275.46	\$69,640.97	\$71,033.79	\$72,454.46	\$73,903.55
23	\$54,366.38	\$56,234.97	\$58,279.15	\$60,509.66	\$67,936.72	\$69,640.97	\$71,033.79	\$72,454.46	\$73,903.55	\$75,381.62
24	\$54,866.38	\$56,734.97	\$58,779.15	\$61,009.66	\$68,936.72	\$71,033.79	\$72,454.46	\$73,903.55	\$75,381.62	\$76,889.26
25	\$55,366.38	\$57,234.97	\$59,279.15	\$61,509.66	\$69,936.72	\$72,033.79	\$73,903.55	\$75,381.62	\$76,889.26	\$78,427.04
26	\$55,866.38	\$57,734.97	\$59,779.15	\$62,009.66	\$70,936.72	\$73,033.79	\$75,381.62	\$76,889.26	\$78,427.04	\$79,995.58
27	\$56,366.38	\$58,234.97	\$60,279.15	\$62,509.66	\$71,936.72	\$74,033.79	\$76,381.62	\$78,427.04	\$79,995.58	\$81,595.49
28	\$56,866.38	\$58,734.97	\$60,779.15	\$63,009.66	\$72,936.72	\$75,033.79	\$77,381.62	\$79,995.58	\$81,595.49	\$83,227.40
29	\$57,366.38	\$59,234.97	\$61,279.15	\$63,509.66	\$73,936.72	\$76,033.79	\$78,381.62	\$80,995.58	\$83,227.40	\$84,891.95
30	\$57,866.38	\$59,734.97	\$61,779.15	\$64,009.66	\$74,936.72	\$77,033.79	\$79,381.62	\$81,995.58	\$84,227.40	\$86,589.79

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS +24	MS +32	MS +40
0	\$41,000.00	\$41,820.00	\$42,656.40	\$43,509.53	\$44,379.72	\$45,267.31	\$46,172.66	\$47,096.11	\$48,038.03	\$48,998.80
1	\$41,820.00	\$42,656.40	\$43,509.53	\$44,379.72	\$45,267.31	\$46,172.66	\$47,096.11	\$48,038.03	\$48,998.80	\$49,978.77
2	\$42,656.40	\$43,509.53	\$44,379.72	\$45,267.31	\$46,172.66	\$47,096.11	\$48,038.03	\$48,998.80	\$49,978.77	\$50,978.35
3	\$43,509.53	\$44,379.72	\$45,267.31	\$46,172.66	\$47,096.11	\$48,038.03	\$48,998.80	\$49,978.77	\$50,978.35	\$51,997.91
4	\$44,379.72	\$45,267.31	\$46,172.66	\$47,096.11	\$48,038.03	\$48,998.80	\$49,978.77	\$50,978.35	\$51,997.91	\$53,037.87
5	\$45,267.31	\$46,172.66	\$47,096.11	\$48,038.03	\$48,998.80	\$49,978.77	\$50,978.35	\$51,997.91	\$53,037.87	\$54,098.63
6	\$46,172.66	\$47,096.11	\$48,038.03	\$48,998.80	\$49,978.77	\$50,978.35	\$51,997.91	\$53,037.87	\$54,098.63	\$55,180.60
7	\$47,096.11	\$48,038.03	\$48,998.80	\$49,978.77	\$50,978.35	\$51,997.91	\$53,037.87	\$54,098.63	\$55,180.60	\$56,284.21
8	\$48,038.03	\$48,998.80	\$49,978.77	\$50,978.35	\$51,997.91	\$53,037.87	\$54,098.63	\$55,180.60	\$56,284.21	\$57,409.90
9	\$48,538.03	\$49,978.77	\$50,978.35	\$51,997.91	\$53,037.87	\$54,098.63	\$55,180.60	\$56,284.21	\$57,409.90	\$58,558.10
10	\$49,038.03	\$50,978.35	\$51,997.91	\$53,037.87	\$54,098.63	\$55,180.60	\$56,284.21	\$57,409.90	\$58,558.10	\$59,729.26
11	\$49,538.03	\$51,478.35	\$53,037.87	\$54,098.63	\$55,180.60	\$56,284.21	\$57,409.90	\$58,558.10	\$59,729.26	\$60,923.84
12	\$50,038.03	\$51,978.35	\$54,098.63	\$55,180.60	\$56,284.21	\$57,409.90	\$58,558.10	\$59,729.26	\$60,923.84	\$62,142.32
13	\$50,538.03	\$52,478.35	\$54,598.63	\$56,284.21	\$57,409.90	\$58,558.10	\$59,729.26	\$60,923.84	\$62,142.32	\$63,385.17
14	\$51,038.03	\$52,978.35	\$55,098.63	\$57,409.90	\$58,558.10	\$59,729.26	\$60,923.84	\$62,142.32	\$63,385.17	\$64,652.87
15	\$51,538.03	\$53,478.35	\$55,598.63	\$57,909.90	\$59,729.26	\$60,923.84	\$62,142.32	\$63,385.17	\$64,652.87	\$65,945.93
16	\$52,038.03	\$53,978.35	\$56,098.63	\$58,409.90	\$60,923.84	\$62,142.32	\$63,385.17	\$64,652.87	\$65,945.93	\$67,264.85
17	\$52,538.03	\$54,478.35	\$56,598.63	\$58,909.90	\$62,142.32	\$63,385.17	\$64,652.87	\$65,945.93	\$67,264.85	\$68,610.14
18	\$53,038.03	\$54,978.35	\$57,098.63	\$59,409.90	\$63,385.17	\$64,652.87	\$65,945.93	\$67,264.85	\$68,610.14	\$69,982.35
19	\$53,538.03	\$55,478.35	\$57,598.63	\$59,909.90	\$64,652.87	\$65,945.93	\$67,264.85	\$68,610.14	\$69,982.35	\$71,381.99
20	\$54,038.03	\$55,978.35	\$58,098.63	\$60,409.90	\$65,945.93	\$67,264.85	\$68,610.14	\$69,982.35	\$71,381.99	\$72,809.63
21	\$54,538.03	\$56,478.35	\$58,598.63	\$60,909.90	\$67,264.85	\$68,610.14	\$69,982.35	\$71,381.99	\$72,809.63	\$74,265.82
22	\$55,038.03	\$56,978.35	\$59,098.63	\$61,409.90	\$68,610.14	\$69,982.35	\$71,381.99	\$72,809.63	\$74,265.82	\$75,751.14
23	\$55,538.03	\$57,478.35	\$59,598.63	\$61,909.90	\$69,610.14	\$71,381.99	\$72,809.63	\$74,265.82	\$75,751.14	\$77,266.16
24	\$56,038.03	\$57,978.35	\$60,098.63	\$62,409.90	\$70,610.14	\$72,809.63	\$74,265.82	\$75,751.14	\$77,266.16	\$78,811.49
25	\$56,538.03	\$58,478.35	\$60,598.63	\$62,909.90	\$71,610.14	\$73,809.63	\$75,751.14	\$77,266.16	\$78,811.49	\$80,387.72
26	\$57,038.03	\$58,978.35	\$61,098.63	\$63,409.90	\$72,610.14	\$74,809.63	\$77,266.16	\$78,811.49	\$80,387.72	\$81,995.47
27	\$57,538.03	\$59,478.35	\$61,598.63	\$63,909.90	\$73,610.14	\$75,809.63	\$78,266.16	\$80,387.72	\$81,995.47	\$83,635.38
28	\$58,038.03	\$59,978.35	\$62,098.63	\$64,409.90	\$74,610.14	\$76,809.63	\$79,266.16	\$81,995.47	\$83,635.38	\$85,308.09
29	\$58,538.03	\$60,478.35	\$62,598.63	\$64,909.90	\$75,610.14	\$77,809.63	\$80,266.16	\$82,995.47	\$85,308.09	\$87,014.25
30	\$59,038.03	\$60,978.35	\$63,098.63	\$65,409.90	\$76,610.14	\$78,809.63	\$81,266.16	\$83,995.47	\$86,308.09	\$88,754.54

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS +24	MS +32	MS +40
0	\$42,000.00	\$42,840.00	\$43,686.80	\$44,570.74	\$45,462.15	\$46,371.39	\$47,298.82	\$48,244.80	\$49,209.69	\$50,193.89
1	\$42,840.00	\$43,686.80	\$44,570.74	\$45,462.15	\$46,371.39	\$47,298.82	\$48,244.80	\$49,209.69	\$50,193.89	\$51,197.77
2	\$43,686.80	\$44,570.74	\$45,462.15	\$46,371.39	\$47,298.82	\$48,244.80	\$49,209.69	\$50,193.89	\$51,197.77	\$52,221.72
3	\$44,570.74	\$45,462.15	\$46,371.39	\$47,298.82	\$48,244.80	\$49,209.69	\$50,193.89	\$51,197.77	\$52,221.72	\$53,266.16
4	\$45,462.15	\$46,371.39	\$47,298.82	\$48,244.80	\$49,209.69	\$50,193.89	\$51,197.77	\$52,221.72	\$53,266.16	\$54,331.48
5	\$46,371.39	\$47,298.82	\$48,244.80	\$49,209.69	\$50,193.89	\$51,197.77	\$52,221.72	\$53,266.16	\$54,331.48	\$55,418.11
6	\$47,298.82	\$48,244.80	\$49,209.69	\$50,193.89	\$51,197.77	\$52,221.72	\$53,266.16	\$54,331.48	\$55,418.11	\$56,526.47
7	\$48,244.80	\$49,209.69	\$50,193.89	\$51,197.77	\$52,221.72	\$53,266.16	\$54,331.48	\$55,418.11	\$56,526.47	\$57,657.00
8	\$49,209.69	\$50,193.89	\$51,197.77	\$52,221.72	\$53,266.16	\$54,331.48	\$55,418.11	\$56,526.47	\$57,657.00	\$58,810.14
9	\$49,709.69	\$51,197.77	\$52,221.72	\$53,266.16	\$54,331.48	\$55,418.11	\$56,526.47	\$57,657.00	\$58,810.14	\$59,986.34
10	\$50,209.69	\$52,221.72	\$53,266.16	\$54,331.48	\$55,418.11	\$56,526.47	\$57,657.00	\$58,810.14	\$59,986.34	\$61,186.07
11	\$50,709.69	\$52,721.72	\$54,331.48	\$55,418.11	\$56,526.47	\$57,657.00	\$58,810.14	\$59,986.34	\$61,186.07	\$62,409.79
12	\$51,209.69	\$53,221.72	\$55,418.11	\$56,526.47	\$57,657.00	\$58,810.14	\$59,986.34	\$61,186.07	\$62,409.79	\$63,657.99
13	\$51,709.69	\$53,721.72	\$55,918.11	\$57,657.00	\$58,810.14	\$59,986.34	\$61,186.07	\$62,409.79	\$63,657.99	\$64,931.15
14	\$52,209.69	\$54,221.72	\$56,418.11	\$58,810.14	\$59,986.34	\$61,186.07	\$62,409.79	\$63,657.99	\$64,931.15	\$66,229.77
15	\$52,709.69	\$54,721.72	\$56,918.11	\$59,310.14	\$61,186.07	\$62,409.79	\$63,657.99	\$64,931.15	\$66,229.77	\$67,554.36
16	\$53,209.69	\$55,221.72	\$57,418.11	\$59,810.14	\$62,409.79	\$63,657.99	\$64,931.15	\$66,229.77	\$67,554.36	\$68,905.45
17	\$53,709.69	\$55,721.72	\$57,918.11	\$60,310.14	\$63,657.99	\$64,931.15	\$66,229.77	\$67,554.36	\$68,905.45	\$70,283.56
18	\$54,209.69	\$56,221.72	\$58,418.11	\$60,810.14	\$64,931.15	\$66,229.77	\$67,554.36	\$68,905.45	\$70,283.56	\$71,689.23
19	\$54,709.69	\$56,721.72	\$58,918.11	\$61,310.14	\$66,229.77	\$67,554.36	\$68,905.45	\$70,283.56	\$71,689.23	\$73,123.02
20	\$55,209.69	\$57,221.72	\$59,418.11	\$61,810.14	\$67,554.36	\$68,905.45	\$70,283.56	\$71,689.23	\$73,123.02	\$74,585.48
21	\$55,709.69	\$57,721.72	\$59,918.11	\$62,310.14	\$68,905.45	\$70,283.56	\$71,689.23	\$73,123.02	\$74,585.48	\$76,077.19
22	\$56,209.69	\$58,221.72	\$60,418.11	\$62,810.14	\$70,283.56	\$71,689.23	\$73,123.02	\$74,585.48	\$76,077.19	\$77,598.73
23	\$56,709.69	\$58,721.72	\$60,918.11	\$63,310.14	\$71,283.56	\$73,123.02	\$74,585.48	\$76,077.19	\$77,598.73	\$79,150.70
24	\$57,209.69	\$59,221.72	\$61,418.11	\$63,810.14	\$72,283.56	\$74,585.48	\$76,077.19	\$77,598.73	\$79,150.70	\$80,733.72
25	\$57,709.69	\$59,721.72	\$61,918.11	\$64,310.14	\$73,283.56	\$75,585.48	\$77,598.73	\$79,150.70	\$80,733.72	\$82,348.39
26	\$58,209.69	\$60,221.72	\$62,418.11	\$64,810.14	\$74,283.56	\$76,585.48	\$79,150.70	\$80,733.72	\$82,348.39	\$83,995.36
27	\$58,709.69	\$60,721.72	\$62,918.11	\$65,310.14	\$75,283.56	\$77,585.48	\$80,150.70	\$82,348.39	\$83,995.36	\$85,675.27
28	\$59,209.69	\$61,221.72	\$63,418.11	\$65,810.14	\$76,283.56	\$78,585.48	\$81,150.70	\$83,995.36	\$85,675.27	\$87,388.77
29	\$59,709.69	\$61,721.72	\$63,918.11	\$66,310.14	\$77,283.56	\$79,585.48	\$82,150.70	\$84,995.36	\$87,388.77	\$89,136.55
30	\$60,209.69	\$62,221.72	\$64,418.11	\$66,810.14	\$78,283.56	\$80,585.48	\$83,150.70	\$85,995.36	\$88,388.77	\$90,919.28

Appendix B

2022-2027 Middle School/Elementary School Sports & Activity Stipend Schedule

(a) Percentage of the Current Year Base – Includes TRS

		No. of Positions	1-2 Years	3-4 Years	5-6 Years	7-8 Years	9 & Above
Volleyball							
	Eighth	1	5.5	6	6.5	7	7.5
	Seventh	1	5.5	6	6.5	7	7.5
	Sixth	1	4	4.5	5	5.5	6
Basketball							
Boys & Girls							
	Eighth	2	5.5	6	6.5	7	7.5
	Seventh	2	5.5	6	6.5	7	7.5
	Sixth	2	4	4.5	5	5.5	6
Track							
Boys & Girls							
	Head	2	4.5	5	5.5	6	6.5
Pec Pacers		2	2	2.5	3	3.5	4
Kindness Club		2	1	1.5	2	2.5	3
PAW		3	0.77	0.93	1.08	1.24	2.34
Spelling Bee		1	0.37	0.43	0.5	0.56	0.62
Academic Bowl		2	2	2.5	3	3.5	4
Student Council		2	5.5	6	6.5	7	7.5
MS Yearbook		2	2.5	2.75	3	3.25	3.5
ES Yearbook		2	2.5	2.75	3	3.25	3.5
Vocal Stipend-ES		1	2.5	3	3.5	4	4.5

* At 15 athletes per sport, or as needed based upon discussion with AD and coaches, an assistant position will be hired at half the stipend of the head coach of the same sport, factoring in years of experience.

**Coaches and advisors will receive all years of past experience.

2022-2027 High School Sports & Activity Stipend Schedule

(b) Percentage of the Current Year Base Salary – Includes TRS

	No. of Positions	1-2 Years	3-4 Years	5-6 Years	7-8 Years	9 & Above
Football						
Head	1	11	12	13	14	15
Assistant	3	7.5	8.5	9.5	10.5	11.5
Basketball						
Head	1	11.5	12.5	13.5	14.5	15.5
Assistant (boys)	up to 3	7.5	8.5	9.5	10.5	11.5
Assistant (girls)	up to 3	7.5	8.5	9.5	10.5	11.5
Volleyball						
Head	1	11	12	13	14	15
Assistant	up to 3	7.5	8.5	9.5	10.5	11.5
Golf						
Head	1	9	10	11	12	13
Assistant	1	5	6	7	8	9
Track Boys & Girls						
Head	1	11	12	13	14	15
Assistant	1	7.5	8.5	9.5	10.5	11.5
Baseball						
Head	1	11	12	13	14	15
Assistant	up to 3	7.5	8.5	9.5	10.5	11.5
Softball						
Head	1	11	12	13	14	15
Assistant	up to 3	7.5	8.5	9.5	10.5	11.5
Soccer (boys & girls)						
Head	1	11	12	13	14	15
Assistant	1	7.5	8.5	9.5	10.5	11.5
Cross Country (boys & girls)						
Head	1	11	12	13	14	15
Assistant	1	7.5	8.5	9.5	10.5	11.5
Football 1 Cheer, 1 Poms						
	2	2.79	3.1	3.4	3.7	4.02
Basketball 1 Cheer, 1 Poms						
	2	4	4.15	4.3	4.45	4.6

**2022-2027 High School
Sports & Activity Stipend Schedule
(Continued)**

(c) Percentage of the Current Year Base – Includes TRS

No. of Positions		1-2 Years	3-4 Years	5-6 Years	7-8 Years	9 & Above
Academic Bowl	1	4	5	6	7	8
Key Club	1	5	6	7	8	9
Art Club	1	1.5	2	2.5	3	3.5
Yearbook Club						
with class offered	1	1.5	2	2.5	3	3.5
w/out class offered	1	5	6	7	8	9
Science Club	1	1.5	2	2.5	3	3.5
Class Advisor						
Freshmen	2	1	1.15	1.3	1.45	1.6
Sophomores	2	2	2.15	2.3	2.45	2.6
Juniors	2	2.5	2.65	2.8	2.95	3.1
Seniors	2	2.5	2.65	2.8	2.95	3.1
National Honor Soc.	1	1.5	2	2.5	3	3.5
Student Council	1	3	3.5	4	4.5	5
FFA	1	12	13	14	15	16
Math Team	1	2	2	2	2	2
ACES	1	2	2	2	2	2
Music						
Instrumental	1	8	9	10	11	12
Vocal	1	5	6	7	8	9
Musical/Play						
Head	1	5	6	7	8	9
Assistant	2	3	4	5	6	7
Set Design						
with class offered	1	1.5	2	2.5	3	3.5
w/out class offered	1	3	4	5	6	7

**2022-2027 High School
Sports & Activity Stipend Schedule
(Continued)**

(d) Percentage of the Current Year Base – Includes TRS

Bass Fishing						
Head	1	9	10	11	12	13
Assistant	1	5	6	7	8	9

Salary amounts are obtained by multiplying
the percentage indicated times the base salary for the then current
school year.