

**MASTER CONTRACT
2017-2018 and 2018-2019**

The Parshall Education Association and the Parshall School Board approve the attached salary schedule and proposals as listed below. This contract will be in effect from July 1, 2017 through June 30, 2019.

1) Outside Experience:

Up to fifteen years of experience outside the Parshall School District may be allowed on the salary schedule for a new hire. Years of experience allowed will be determined by the administration. The contract will not be changed in the middle of the year.

2) Leave Policy:

- A. Sick Leave - refers to person employed only.
- a. Ten (10) days per year which will be added to previously accumulated sick leave up to 120 days.
 - b. A physician's certificate, at the employee's expense, may be required before sick leave is paid, when there is reason to question whether sick leave is applicable.
 - c. The Board of Education, at school district expense, may request a physical examination, if excessive absence occurs.
 - d. Five (5) of the ten (10) days per year will be allowed to attend a sick family member, this member is to be immediate family only. "Immediate family" shall include only the following: spouse; biological, adoptive, step, or foster child; and biological, adoptive, step, or foster parent.
 - 1. In the case of a serious illness or accident of an immediate family member, any remaining unused sick leave from the current calendar year may be used to tend to the sick family member. Personal leave days must be exhausted prior to using sick leave days. This leave is subject to the approval of building principal or superintendent, and the administrator may request a verification from the family member's physician prior to the approval of the use of sick leave.
 - e. Sick leave may be used for doctor's appointments for the employee. If the employee's reason for taking sick leave is to attend a doctor's appointment, the employee must produce a medical appointment slip before the sick leave is paid.
 - f. Three (3) days of sick leave may be used for family emergencies or family/friend of family funerals that do not qualify under the "immediate family" definition of this Leave Policy.
- B. Emergency and Personal Leave
- a. Two (2) days per year of personal and/or emergency leave may be allowed each year accumulating to six (6) days.

- b. One personal leave day may be approved during the first or last week of the school year, in the sole discretion of the Superintendent.
- c. One personal leave day may be approved before or after a holiday, in the sole discretion of the Superintendent.
- d. One-week notice must be given for non-emergency leave. Leave will be granted subject to availability of a qualified substitute teacher.

C. Funeral Leave

- a. In the event of the death and burial of a member of immediate family, regularly employed teachers will be allowed a maximum of three (3) school days without deduction of pay to attend the funeral and to make final arrangements. Immediate family, as relative to this section, refers to a teacher's or teacher's spouse's grandparents, father, mother, sister, brother, or grandchildren.
- b. In the event of death within teacher's own family (spouse, children), each regularly employed teacher may be allowed a maximum of five (5) school days without deduction to make final arrangements.
- c. Funeral leave to in-town funerals will be granted, without loss of personal pay, if another staff member will cover the classes missed at no expense to the district.

3) Unpaid Leave:

- A. Unpaid leave is only intended for circumstances which are outside the teacher's control (i.e. extended emergency medical care, long term illnesses, etc.), as determined at the sole discretion of the Superintendent. No unpaid leave may be used in conjunction with a personal leave day taken before or after a school vacation day, including comp days for parent-teacher conferences, or during the first or last week of school.
- B. Teachers who are granted leave in excess of the accumulated number of days allowed [under Section 2 Leave Policy] shall be on unpaid leave, exclusive of extra-curricular pay.
- C. With the Superintendent's prior approval, teachers may be granted unpaid leave, exclusive of extra-curricular pay on the following conditions:
 - a. All leave allowed [under Section 2 Leave Policy] must be first exhausted;
 - b. A qualified substitute teacher must be available; and
 - c. The cost of said substitute teacher will also be deducted from the teacher's salary, unless waived by the Superintendent at his/her sole discretion.

4) Personal Leave Reimbursement:

Teachers not using personal leave (2 B) above will be allowed \$90.00 for each day not used. Notification has to be given to business manager by May 15th to be allowed reimbursement. Automatic payment will occur if over 6 days have been accumulated.

5) Teacher Substitutes - Pay:

Teachers in the elementary and secondary field will be paid \$15.00 per 50-minute class period for substitute teaching. Payments will be pro-rated per 50-minute class period. However, teachers who have more than one prep period per day are required to substitute one period per day without additional compensation. Payment will be made at the end of each pay period.

6) Career and Technology Conference Pay:

The District will pay room, travel and actual expenses for meals (at State rate) for Career and Technology Education advisors whose student(s) qualify for regional, state or national conventions, and for Vocational Education teachers who attend the fall (August) vocational education conference.

7) Education Lanes - Advancement - Pay:

College credits (graduate hours) must be in a teacher's field of teaching, education, or educational leadership (i.e., administration) if the credits are to be used for advancements on the salary schedule. Notification must be given to the administration by May 31st. Anticipated credits other than major or minor field must be approved by the Superintendent and Board before becoming eligible for an increase in salary.

8) Lunch Break:

All teachers will have a 25-minute duty free lunch break each day.

9) Health Insurance - Flexible Scheduling (Cafeteria) Plan:

The School District will pay:

- A. The actual cost of a single policy premium for Parshall School's Group Plan for the 2017-18 and 2018-19 school years, together with a payment not to exceed \$200 deductible per policy, if used; OR
- B. A contribution, equivalent to the actual cost of a single policy premium, to the cafeteria plan for the 2017-18 and 2018-19 school years, for those teachers electing not to participate in the School's group health insurance plan. Teachers electing not to participate in the School's group health insurance plan must submit a satisfactory Waiver of Health Coverage form before receiving any funds under this flexible spending plan. This flexible spending plan may include:
 - a. An option to use a Flex card, the cost of which will be paid by each teacher-recipient of the card; and

- b. Taxable cash option may be applied to be used at the member's discretion. If used as an investment through cafeteria plan, it is not to exceed two different companies. Payment will be made once taxes have been paid to investments in a one-time payment.

These provisions must fully comply with the requirements of Section 403(b) of the Internal Revenue Code.

Any proposal which places the "grandfather" provisions of the Affordable Care Act in jeopardy will be deemed null and void and will be deleted from this Master Contract.

10) Income Protection Insurance:

A maximum of \$120 per teacher will be paid to an income protection insurance carrier for his/her coverage under the Parshall School's Income Protection Plan.

11) Workshop Reimbursement:

Teachers attending workshops during the regular school year shall be reimbursed for mileage and lodging at the school approved rate. Only those teachers who have received prior approval from the superintendent shall be reimbursed. Head coaches will be allowed to attend one coach's clinic of their choice. If school transportation is not available, they will be reimbursed for transportation and lodging. Location of clinic will be approved by the administration.

12) Pay for Unused Sick Leave:

Unused accumulated sick leave over 110 days shall be paid yearly in the amount of \$40 per day. Teachers leaving the Parshall School District voluntarily will be reimbursed for unused sick leave as follows: 0-11 years of service to the district – no reimbursement; 12-24 years - \$20 per day; 25 years or more - \$40 per day. Payment will occur at the end of the school year and be paid in a separate check.

13) Driver's Education Pay:

Driver's Education behind-the-wheel salary will be \$25.00 per hour.

14) Payment Schedule:

Teachers will receive their annual salary, with deductions accordingly, in 21 payments commencing on August 20th and ending in June of each school year, payable on the 5th and 20th days of each month, or the last day preceding the 5th day or the 20th day if either of those days is not a working day. Payments will be made using direct deposit. Teacher will receive their last paycheck on June 20th, or upon the completion of a year-end checklist, whichever comes later.

Salary for extracurricular activities will be paid on the next payday following completion of the extracurricular activity, by separate check.

All sports officials who also teach in the Parshall School District (grade school through varsity) will be paid on the next school day after the event officiated, not in the next payroll.


15) Coaching Salary - Additional Pay:

If one person is hired for a head and JV coaching position in the sports of basketball, football, or volleyball, they shall receive 1.5 times their head coaching salary, based on years of experience. If one person is hired for track, they shall receive 1.25 times their head coaching salary, based on years of experience.

16) Annual Review of Contract:

The Master Contract will be reviewed annually by the negotiations team, beginning with the 2019-2020 school year, according to state law.

Signed  Dated 4/20/2017
PEA Representative

Signed  Dated 4/20/2017
Board Representative

2017-18 and 2018-19

“The Hiring Line” Schedule:

2017-18

BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MS	MS+8	MS+16	MS+24	PhD
40,550	41,050	41,550	42,050	42,550	42,800	43,050	44,050	44,550	45,050	45,550	46,550

2018-19

BS	BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MS	MS+8	MS+16	MS+24	PhD
41,100	41,650	42,100	42,600	43,100	43,350	43,600	44,600	45,100	45,600	46,100	47,100

Years outside teaching experience granted: Up to 15
 Addition to annual salary per year of experience: \$500

“The Returning Teacher” Schedule:

Guaranteed annual salary increase for BS: \$550
 Guaranteed annual salary increase for MS: \$750
 Guaranteed annual salary increase for PhD: \$1,000

Salary increase schedule for educational advancement (continuing education):

BS+8	BS+16	BS+24	BS+32	BS+40	BS+48	MS	MS+8	MS+16	MS+24	PhD
\$500	\$500	\$500	\$500	\$250	\$250	\$1000	\$500	\$500	\$500	\$1,000

- A. An additional increase of \$500 will be added to each full-time teacher’s annual salary as a loyalty incentive during the 6th, 11th, 16th and 21st year of employment with the Parshall School District.
- B. An additional annual increase of \$1,000 will be added to each full-time teacher’s annual salary beginning with the 24th year of employment with the Parshall School District.
- C. Additional across-the-board salary increases may be negotiated on a year-to-year basis. The 2017-2018 across-the-board increase is \$1,000. The 2018-2019 across-the-board increase is \$1,350.
- D. No new teacher will be paid more than a returning teacher similarly situated and no returning teacher will be paid less than the hiring line BS salary. “Similarly situated” means the same education lane and the same or more years of experience.

- E. Part-time contracted teachers will receive a proportional increase (5/7 contracted teacher will receive 5/7 of negotiated increases).
- F. The extra-curricular schedule will use **\$40,550** base for 2017-2018 and **\$41,100** base for 2018-2019.

Parshall School District #3

Activity Salary Schedule 2017-18

ACTIVITY	BASE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Years Experience	40,550	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
Actual Years	40,550	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	4955	5005	5055	
Athletic Director	10.00%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Head Football	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Head Girls BB	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Head Boys BB	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Head Boys Track	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Head Girls Track	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Head Golf	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Head Volleyball	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Head Baseball	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Cross Country	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Music	9.50%	3852	3902	3952	4002	4052	4102	4152	4202	4252	4302	4352	4402	4452	4502	4552	4602	4652	4702	4752	4802	4852	4902
Asst. Football	6.10%	2474	2524	2574	2624	2674	2724	2774	2824	2874	2924	2974	3024	3074	3124	3174	3224	3274	3324	3374	3424	3474	3524
Asst. Girls BB	6.10%	2474	2524	2574	2624	2674	2724	2774	2824	2874	2924	2974	3024	3074	3124	3174	3224	3274	3324	3374	3424	3474	3524
Asst. Boys BB	6.10%	2474	2524	2574	2624	2674	2724	2774	2824	2874	2924	2974	3024	3074	3124	3174	3224	3274	3324	3374	3424	3474	3524
Asst. Track	6.10%	2474	2524	2574	2624	2674	2724	2774	2824	2874	2924	2974	3024	3074	3124	3174	3224	3274	3324	3374	3424	3474	3524
Asst. Golf	6.10%	2474	2524	2574	2624	2674	2724	2774	2824	2874	2924	2974	3024	3074	3124	3174	3224	3274	3324	3374	3424	3474	3524
Asst. Volleyball	6.10%	2474	2524	2574	2624	2674	2724	2774	2824	2874	2924	2974	3024	3074	3124	3174	3224	3274	3324	3374	3424	3474	3524
Asst. Baseball	6.10%	2474	2524	2574	2624	2674	2724	2774	2824	2874	2924	2974	3024	3074	3124	3174	3224	3274	3324	3374	3424	3474	3524
JH Football	3.80%	1541	1591	1641	1691	1741	1791	1841	1891	1941	1991	2041	2091	2141	2191	2241	2291	2341	2391	2441	2491	2541	2591
JH Girls BB	3.80%	1541	1591	1641	1691	1741	1791	1841	1891	1941	1991	2041	2091	2141	2191	2241	2291	2341	2391	2441	2491	2541	2591
JH Boys BB	3.80%	1541	1591	1641	1691	1741	1791	1841	1891	1941	1991	2041	2091	2141	2191	2241	2291	2341	2391	2441	2491	2541	2591
JH Volleyball	3.80%	1541	1591	1641	1691	1741	1791	1841	1891	1941	1991	2041	2091	2141	2191	2241	2291	2341	2391	2441	2491	2541	2591
Grade BB	3.80%	1541	1591	1641	1691	1741	1791	1841	1891	1941	1991	2041	2091	2141	2191	2241	2291	2341	2391	2441	2491	2541	2591
Cheerleader Advisor	4.70%	1906	1956	2006	2056	2106	2156	2206	2256	2306	2356	2406	2456	2506	2556	2606	2656	2706	2756	2806	2856	2906	2956
JH Cheer Advisor	1.40%	567.7	617.7	667.7	717.7	767.7	817.7	867.7	917.7	967.7	1018	1068	1118	1168	1218	1268	1318	1368	1418	1468	1518	1568	1618
Yearbook Advisor	4.30%	1744	1794	1844	1894	1944	1994	2044	2094	2144	2194	2244	2294	2344	2394	2444	2494	2544	2594	2644	2694	2744	2794
Drama: 3 Act Play	4.30%	1744	1794	1844	1894	1944	1994	2044	2094	2144	2194	2244	2294	2344	2394	2444	2494	2544	2594	2644	2694	2744	2794
Honor Society	4.30%	1744	1794	1844	1894	1944	1994	2044	2094	2144	2194	2244	2294	2344	2394	2444	2494	2544	2594	2644	2694	2744	2794
FCCLA	4.30%	1744	1794	1844	1894	1944	1994	2044	2094	2144	2194	2244	2294	2344	2394	2444	2494	2544	2594	2644	2694	2744	2794
FFA	4.30%	1744	1794	1844	1894	1944	1994	2044	2094	2144	2194	2244	2294	2344	2394	2444	2494	2544	2594	2644	2694	2744	2794
FBLA	4.30%	1744	1794	1844	1894	1944	1994	2044	2094	2144	2194	2244	2294	2344	2394	2444	2494	2544	2594	2644	2694	2744	2794
Prom Advisor	1.40%	567.7	617.7	667.7	717.7	767.7	817.7	867.7	917.7	967.7	1018	1068	1118	1168	1218	1268	1318	1368	1418	1468	1518	1568	1618
Sr. Class Advisor	1.40%	567.7	617.7	667.7	717.7	767.7	817.7	867.7	917.7	967.7	1018	1068	1118	1168	1218	1268	1318	1368	1418	1468	1518	1568	1618
Jr. Class Advisor	1.40%	567.7	617.7	667.7	717.7	767.7	817.7	867.7	917.7	967.7	1018	1068	1118	1168	1218	1268	1318	1368	1418	1468	1518	1568	1618
Sophomore Advisor	7.00%	2839	2889	2939	2989	3039	3089	3139	3189	3239	3289	3339	3389	3439	3489	3539	3589	3639	3689	3739	3789	3839	3889
Freshman Advisor	1.40%	567.7	617.7	667.7	717.7	767.7	817.7	867.7	917.7	967.7	1018	1068	1118	1168	1218	1268	1318	1368	1418	1468	1518	1568	1618
8th Grade Advisor	1.40%	567.7	617.7	667.7	717.7	767.7	817.7	867.7	917.7	967.7	1018	1068	1118	1168	1218	1268	1318	1368	1418	1468	1518	1568	1618
7th Grade Advisor	4.00%	1622	1672	1722	1772	1822	1872	1922	1972	2022	2072	2122	2172	2222	2272	2322	2372	2422	2472	2522	2572	2622	2672
Web Master	1.40%	567.7	617.7	667.7	717.7	767.7	817.7	867.7	917.7	967.7	1018	1068	1118	1168	1218	1268	1318	1368	1418	1468	1518	1568	1618
Student Council Advisor	1.40%	567.7	617.7	667.7	717.7	767.7	817.7	867.7	917.7	967.7	1018	1068	1118	1168	1218	1268	1318	1368	1418	1468	1518	1568	1618
Chess Club Advisor	1.40%	567.7	617.7	667.7	717.7	767.7	817.7	867.7	917.7	967.7	1018	1068	1118	1168	1218	1268	1318	1368	1418	1468	1518	1568	1618
Asst. Chess Club Advisor	1.00%	405.5	455.5	505.5	555.5	605.5	655.5	705.5	755.5	805.5	855.5	905.5	955.5	1006	1056	1106	1156	1206	1256	1306	1356	1406	1456

The head and assistant coaches for any sport may request to share the responsibilities of head and assistant coaches, whereby the two would be referred to as co-coaches for that sport. The two coaches will still be classified as one head and one assistant, but if the two request to be co-coaches, they will split their two salaries equally. The two coaches' years of experience will be calculated as if they remained as one head and one assistant.

Parshall School District #3

Activity Salary Schedule 2018-19

ACTIVITY	BASE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Years Experience																							
Actual Years	41,100	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
Athletic Director	10.00%	4110	4160	4210	4260	4310	4360	4410	4460	4510	4560	4610	4660	4710	4760	4810	4860	4910	4960	5010	5060	5110	Ath Dir
Head Football	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	Hd FB
Head Girls BB	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	Hd GBB
Head Boys BB	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	Hd BBB
Head Boys Track	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	Hd Track B
Head Girls Track	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	Hd Track G
Head Golf	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	Hd Golf
Head Volleyball	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	Hd VB
Head Baseball	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	Hd Baseball
Cross Country	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	X Country
Music	9.50%	3905	3955	4005	4055	4105	4155	4205	4255	4305	4355	4405	4455	4505	4555	4605	4655	4705	4755	4805	4855	4905	Music
Asst. Football	6.10%	2507	2557	2607	2657	2707	2757	2807	2857	2907	2957	3007	3057	3107	3157	3207	3257	3307	3357	3407	3457	3507	Asst FB
Asst. Girls BB	6.10%	2507	2557	2607	2657	2707	2757	2807	2857	2907	2957	3007	3057	3107	3157	3207	3257	3307	3357	3407	3457	3507	Asst GBB
Asst. Boys BB	6.10%	2507	2557	2607	2657	2707	2757	2807	2857	2907	2957	3007	3057	3107	3157	3207	3257	3307	3357	3407	3457	3507	Asst BBB
Asst. Track	6.10%	2507	2557	2607	2657	2707	2757	2807	2857	2907	2957	3007	3057	3107	3157	3207	3257	3307	3357	3407	3457	3507	Asst Track
Asst. Golf	6.10%	2507	2557	2607	2657	2707	2757	2807	2857	2907	2957	3007	3057	3107	3157	3207	3257	3307	3357	3407	3457	3507	Asst Golf
Asst. Volleyball	6.10%	2507	2557	2607	2657	2707	2757	2807	2857	2907	2957	3007	3057	3107	3157	3207	3257	3307	3357	3407	3457	3507	Asst VB
Asst. Baseball	6.10%	2507	2557	2607	2657	2707	2757	2807	2857	2907	2957	3007	3057	3107	3157	3207	3257	3307	3357	3407	3457	3507	Asst Bsbll
JH Football	3.80%	1562	1612	1662	1712	1762	1812	1862	1912	1962	2012	2062	2112	2162	2212	2262	2312	2362	2412	2462	2512	2562	JH FB
JH Girls BB	3.80%	1562	1612	1662	1712	1762	1812	1862	1912	1962	2012	2062	2112	2162	2212	2262	2312	2362	2412	2462	2512	2562	JH GBB
JH Boys BB	3.80%	1562	1612	1662	1712	1762	1812	1862	1912	1962	2012	2062	2112	2162	2212	2262	2312	2362	2412	2462	2512	2562	JH BBB
JH Volleyball	3.80%	1562	1612	1662	1712	1762	1812	1862	1912	1962	2012	2062	2112	2162	2212	2262	2312	2362	2412	2462	2512	2562	JH VB
Grade BB	4.70%	1932	1982	2032	2082	2132	2182	2232	2282	2332	2382	2432	2482	2532	2582	2632	2682	2732	2782	2832	2882	2932	Grade BB
Cheerleader Advisor	1.40%	575.4	625.4	675.4	725.4	775.4	825.4	875.4	925.4	975.4	1025	1075	1125	1175	1225	1275	1325	1375	1425	1475	1525	1575	JH Cheerldr
JH Cheer Advisor	4.30%	1767	1817	1867	1917	1967	2017	2067	2117	2167	2217	2267	2317	2367	2417	2467	2517	2567	2617	2667	2717	2767	Yrbook
Yearbook Advisor	4.30%	1767	1817	1867	1917	1967	2017	2067	2117	2167	2217	2267	2317	2367	2417	2467	2517	2567	2617	2667	2717	2767	Drama
Drama: 3 Act Play	4.30%	1767	1817	1867	1917	1967	2017	2067	2117	2167	2217	2267	2317	2367	2417	2467	2517	2567	2617	2667	2717	2767	Honor Soc
Honor Society	4.30%	1767	1817	1867	1917	1967	2017	2067	2117	2167	2217	2267	2317	2367	2417	2467	2517	2567	2617	2667	2717	2767	FFA
FCCLA	4.30%	1767	1817	1867	1917	1967	2017	2067	2117	2167	2217	2267	2317	2367	2417	2467	2517	2567	2617	2667	2717	2767	FFA
FBLA	4.30%	1767	1817	1867	1917	1967	2017	2067	2117	2167	2217	2267	2317	2367	2417	2467	2517	2567	2617	2667	2717	2767	FBLA
Prom Advisor	1.40%	575.4	625.4	675.4	725.4	775.4	825.4	875.4	925.4	975.4	1025	1075	1125	1175	1225	1275	1325	1375	1425	1475	1525	1575	Prom
Sr. Class Advisor	1.40%	575.4	625.4	675.4	725.4	775.4	825.4	875.4	925.4	975.4	1025	1075	1125	1175	1225	1275	1325	1375	1425	1475	1525	1575	Sr Class
Jr. Class Advisor	1.40%	575.4	625.4	675.4	725.4	775.4	825.4	875.4	925.4	975.4	1025	1075	1125	1175	1225	1275	1325	1375	1425	1475	1525	1575	Jr Class
Sophomore Advisor	7.00%	2877	2927	2977	3027	3077	3127	3177	3227	3277	3327	3377	3427	3477	3527	3577	3627	3677	3727	3777	3827	3877	SOPH
Freshman Advisor	1.40%	575.4	625.4	675.4	725.4	775.4	825.4	875.4	925.4	975.4	1025	1075	1125	1175	1225	1275	1325	1375	1425	1475	1525	1575	Jr Class
8th Grade Advisor	1.40%	575.4	625.4	675.4	725.4	775.4	825.4	875.4	925.4	975.4	1025	1075	1125	1175	1225	1275	1325	1375	1425	1475	1525	1575	Freshman
7th Grade Advisor	1.40%	575.4	625.4	675.4	725.4	775.4	825.4	875.4	925.4	975.4	1025	1075	1125	1175	1225	1275	1325	1375	1425	1475	1525	1575	Grade 8
Web Master	4.00%	1644	1694	1744	1794	1844	1894	1944	1994	2044	2094	2144	2194	2244	2294	2344	2394	2444	2494	2544	2594	2644	Grade 7
Student Council Advisor	1.40%	575.4	625.4	675.4	725.4	775.4	825.4	875.4	925.4	975.4	1025	1075	1125	1175	1225	1275	1325	1375	1425	1475	1525	1575	Web Master
Chess Club Advisor	1.40%	575.4	625.4	675.4	725.4	775.4	825.4	875.4	925.4	975.4	1025	1075	1125	1175	1225	1275	1325	1375	1425	1475	1525	1575	Stmnt Council
Asst. Chess Club Advisor	1.00%	411	461	511	561	611	661	711	761	811	861	911	961	1011	1061	1111	1161	1211	1261	1311	1361	1411	Chess Club
																							Asst. Chess

The head and assistant coaches for any sport may request to share the responsibilities of head and assistant coaches, whereby the two would be referred to as co-coaches for that sport. The two coaches will still be classified as one head and one assistant, but if the two request to be co-coaches, they will split their two salaries equally. The two coaches' years of experience will be calculated as if they remained as one head and one assistant.