

NEGOTIATED CONTRACT

2021-2023

The School Board of the Underwood Public School District # 8 and the Underwood Education Association do hereby agree that the welfare of the children of the Underwood Public School District # 8 is paramount in the operation of the schools and will be promoted by both parties. The parties do hereby agree as follows:

RECOGNITION

The School Board of the Underwood Public School District # 8, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Underwood Education Association, hereinafter referred to as the Association, as an appropriate negotiated unit of all the certificated personnel with teaching contracts, employed, or to be employed, by the Board. (Except Administrators.)

The Association recognizes the Board as the elected representatives of the people of Underwood Public School District # 8. The Association recognized the Board as the employer of the certificated personnel of the Underwood Public School District # 8.

PRINCIPLES

Section 1. Attaining Objectives

Attainment of objectives of the educational program of the District requires mutual understanding and cooperation between the Board and the professional teaching personnel. Free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to the determination of matters of mutual concern.

Section 2. Professional Teaching Personnel

Teaching is a profession requiring specialized qualifications, and the success of the educational program in the district depends upon the maximum utilization of the abilities of teachers who are satisfied with the conditions under which their services are rendered.

PROCEDURES

Section 1. Directing Request

Requests for meeting from the Association will be made directly to the Superintendent or his representative.

Requests from the Superintendent or the Board or their representatives will be made to the president of the Association. A mutually convenient meeting date and time shall be set, and a meeting held within seven days of the date of the request.

From May 1ST to January 1ST the procedure shall be changed to: A mutually convenient meeting date and time shall be set, and a meeting held within 30 days of the date of the request. (The rest of the procedure shall remain the same.)

Section 2. Meetings

Meetings composed of members of the Association's Negotiations Committee, the Board, and the Superintendent shall be called by written request of any one of the parties. Request for meetings shall contain the reason for the request. Official summary minutes shall be kept, and clerical assistance provided during alternative cycles by the Board and Association.

Section 3. Progress Reports

With the approval of both parties, periodic progress reports may be issued.

Section 4. Negotiations Sessions

The only persons who will be able to participate in the negotiation meetings are the two representatives of the Board, the two representatives of the Association, the Superintendent, and the recorder. With the approval of both parties, additional people may participate in the meeting. The recorder will be provided alternately by the Board and the Association. Compensations for the recorder will be the responsibility of the party providing the recorder.

AGREEMENT

When agreement is reached, it shall be reduced to writing, and when approved by the Association and Board and signed by the parties, it will become a part of the official policies of the Board. The negotiated contract shall accompany the teacher's contract each year. Such agreement shall constitute a modification of the articles of this agreement, and when necessary, provision in the agreement shall not discriminate against any member of the staff regardless of membership in the Association.

SAVINGS CLAUSE

Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause shall be automatically deleted from this Agreement to the extent that is violated the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of this Agreement.

NEGOTIATIONS AGREEMENT

Section 1. Release Assessment

Release Assessment-All professional staff under contract with the District are expected to fulfill the entire term of the contract. When a member of the professional staff requests a release from contract, the Board may exercise one of three options:

1. Grant an unconditional release from contract.
2. Deny temporarily or table the request with the understanding that the administration will be directed to facilitate the granting of the request by seeking an adequately qualified replacement.
3. Deny the request.

No release from contract shall be deemed granted until the Board has unconditionally approved it. Any teacher who has not been granted a release by the Board and who fails to fulfill a teaching contract with the District will be reported to the Education Standards and Practices Board.

Any board granted release of contract is subject to a payment of \$500.00, unless waived by School Board action.

Resignation-Professional staff members who decide to leave the employment of the District at the end of the current contract are requested to submit a written resignation to the Superintendent immediately upon making the decision. The resignation shall clearly indicate the date upon which it is intended to be effective. No resignation shall be deemed effective until the Board had approved it.

Section 2. Hours of Employment

All teachers employed in the Underwood School System must be in the school building 30 minutes before and after school each day. Teachers must also remain in their rooms 15 minutes before school starts and 15 minutes after school is dismissed each day. The only exception to this will be the last day of the school week or before school holidays or weekends. On those occasions, teachers may leave the school building after the buses have left the school grounds.

Section 3. Leave

1. Emergency Leave-discretion of the Superintendent.
2. Personal Leave—
 - a. 3 days of personal leave per year shall be granted each full-time teacher. Part-time teachers shall be granted three days of personal leave that reflects their part-time equivalency status. Example: A 50% teacher would receive 1.5 personal leave days. Teachers going from full-time to part-time will receive personal days that reflect their part-time status.

- b. If 1 or 2 days are not used, they can be carried over to the next year accumulative to a maximum of five days. A teacher shall receive the sub pay rate for each day of personal leave not used, up to 3 days.
- c. Teachers must notify the Business Manager, prior to the end of the school year, with requests for payment of unused personal leave days in excess of the 2 personal leave day carryover.
- d. During the teacher's absence, due to personal leave, the district will pay the cost of the substitute teacher.
- e. A teacher planning to use personal leave shall notify the Principal at least one week in advance, except in the case of an emergency. Teachers may request the last teaching day before a vacation or the first teaching day after a vacation for personal leave. No more than two teachers can take personal leave the same day. These days may be taken consecutively. The teacher need not give the Principal a reason for the personal leave.
- f. Personal leave shall be defined thus: "Personal leave will be used in a reasonable and responsible way, remembering that the original intent was that it be used for business, legal, and other similar needs."

3. Sick Leave—

- a. 10 days per year, accumulative to 90 days, shall be granted each full-time teacher. Part-time teachers shall be granted 10 days of sick leave, accumulative to 90 days, that reflects their part-time equivalency status. Example: a 50% teacher would receive 5 sick leave days. Teachers going from full-time to part-time will receive sick days that reflect their part-time status.
- b. When a teacher leaves the district, they will receive \$50.00 for each day of unused sick leave for a maximum total payment of \$1,500.00.
- c. Teachers that are absent for three consecutive days or more because of illness may be required to submit a certificate signed by a doctor or other person who had the teacher under their care for the teacher to receive their pay for the days absent.
- d. A teacher may use up to 12 consecutive weeks of sick leave for childbearing or adoption. A spouse shall be granted up to two consecutive weeks of sick leave for birth of a child or adoption. Childcare leave begins the day of the birth or adoption or the next working day for those occurring on a weekend or holiday.
- e. Teachers may use up to 2 days of sick leave annually for non-emergency funeral leave.

4. Professional Leave-discretion of the Superintendent.

5. Leave of Absence-A teacher shall be granted a leave of absence upon approval of the School Board. The teacher may be given a vertical increment increase if leave is for education in a related field.

Section 4. Academic Credit

1. As required by ND Century Code, the Education Standards and Practices Board, and the Department of Public Instruction, each teacher shall assure the School Board they have met the minimum requirements for professional growth.
2. For educational credit to be acceptable towards a master's lane change, courses must be in a teacher's major or minor field or beneficial to the Underwood Public School District, the credits would still have to meet with the approval of the administration. A transcript of proof of credit must be given to the Superintendent or Business Manager before the tenth day of September to receive 100% of the lane change salary increase or by the tenth day of January to receive 50% of the lane change salary increase for the current school year. The remaining 50% of the lane change salary increase will then take effect on the subsequent school year's contract.
3. Teachers that fail to earn the required number of credits to maintain teaching license will be subject to non-renewal.

A teacher already on staff, who is required by accreditation standards or certification requirements, will be eligible to receive educational grants from the Underwood School District based on the following criteria:

1. The UEA will submit to the Superintendent, at the beginning of each school year, the names of no more than five teachers who are requesting grants.
2. The Superintendent will determine which teachers will receive grants for the upcoming school year. Teachers needing to meet state accreditation standards will be given priority over those in need of recertification.
3. The District will pay a maximum of \$750.00 per year for educational grants with distribution as follows:
 - a. The Underwood School District will pay the entire cost of tuition for teachers needing to meet state accreditation standards.
 - b. The Underwood School District will pay a maximum of \$150.00 of the cost for tuition for the 6 semester hours needed for recertification. Limit of \$150.00 per teacher every five years for a recertification grant.
 - c. Teachers having already received accreditation grant funding are not eligible for recertification grants for a period of five years.
 - d. Payment of an educational grant will be made when the grade slips or transcript has been shown to the Business Manager as proof of enrollment.

Section 5. Grievance

Any grievance concerning the interpretation of the negotiated agreement, which should come up during the term of the negotiated agreement, shall be handled under the following negotiated procedure.

1. Procedures

- a. A teacher shall discuss the complaint with the Principal. The Principal, after consulting with the Superintendent, is to respond within five business days.
- b. If the teacher is not satisfied, the grievance shall be submitted to be worked on by the Administration, teacher, and UEA members, consisting of three members in good faith to seek an equitable solution.
- c. If this is unsatisfactory, the teacher and/or his association representative may approach the School Board on the grievance.
- d. Any grievance shall only concern the interpretation or administration of the negotiated agreement.

Section 6. Date of Salary Payment

Salary will be paid on a twelve-month basis. Salary shall be payable twice monthly, the 15TH of the month and the last business day of the month. In each case where dates fall on weekends or bank holidays, salary shall be paid the last business day preceding either date.

Section 7. Summer/Extended Contract

The District will pay the teacher a prorated salary based on 1/183 (daily rate) of their contracted salary for each 7-hour day. If the teacher works less than a 7-hour day, the District will pay the teacher a prorated salary based on 1/7 (hourly rate) of their daily rate for the actual hours worked.

Section 8. Payment for Extra-Curricular

Payment for all extra-curricular work will be made according to the schedule attached to the Negotiated Agreement.

Payment for extra-curricular work will be made after all equipment and materials for which the advisor is responsible for is inventoried and cleared with the Activities Director or Superintendent in the absence of the Activities Director. Payment will be made on the 15TH of the month or the last business day of the month, to be determined by the Activities Director or Superintendent.

All extra-curricular advisors will be paid their extra-curricular advisor salary in a lump sum payment upon completion of their activity. A separate contract will be issued for each extra-curricular assignment.

If an extra-curricular advisor would vacate their position before their activity is completed, the District would pay for the season completed (pro-rated). If an advisor of an activity were to vacate their position before completing this activity and the advisor has been paid, the advisor would have to reimburse the School District (pro-rated).

In all instances, the Activities Director will make the final determination for payments for all coaches and advisors. The Board reserves the right to approve or deny any of these determinations.

Criteria # 1: Attrition through resignation or retirement or termination, shall be relied upon to the extent practicable. If attrition is not sufficient to eliminate further reduction in force, then Criteria # 2 will be applied.

Criteria # 2: Flexibility and adaptability to meet present and future staffing needs. Each area of licensure and extra-curricular involvement shall be considered. Only assigned teaching experience in the Underwood School District shall be counted. When Criteria # 2 is not sufficient to eliminate the need for reduction in force, then Criteria # 3 will be applied.

Criteria # 3: Professional Preparation and Growth: When Criteria # 1 and Criteria # 2 do not determine a teacher(s) for reduction in force, the following factors will be considered:

1. The teacher with the superior academic and professional preparation, including continuing education credits earned during the previous 7 years beyond minimum licensing requirements in their teaching field will be retained.
2. Only graduate credits earned during the previous 7 years in teaching methodology may be considered.
3. Graduate credits leading to an advanced degree or certification in an unrelated current teaching field (including administration) may be considered.
4. Example A: A teacher who has earned a Master's degree in their area of teaching will be ranked above a teacher who holds a Baccalaureate degree and graduate credits in the area they teach. Example B: A teacher who has earned a Master's degree or additional graduate credits in an area other than they teach may have their graduate coursework considered but would not rank above a teacher who has earned more graduate credits in their current teaching area than the teacher with the Master's degree.

When Criteria # 1, Criteria # 2, and Criteria # 3 do not determine a teacher(s) for reduction in force, Criteria # 4 will be applied.

Criteria # 4: Seniority: When Criteria # 1, Criteria # 2, and Criteria # 3 fail to determine a teacher for Reduction in Force, the teacher who has taught in the Underwood School District for the greater period of time will be retained. Fractions of years taught, and part-time service will be counted proportionately to determine length of service. Example: A teacher who taught full-time for 15 years and 3 years of half-time service would be given credit for 16.5 years of service. Tie breaker: When candidates for reduction in force are deemed to be equal, a teacher who is currently serving the school district in an extra-curricular assignment will be used as a tie breaker.

Section 11. Health Benefits

Teachers shall have \$7,750.00 for 2021-2022 and \$7,750.00 for 2022-2023 of their health insurance premiums paid by the District towards a plan chosen by the board with input from participating staff

members. Those teachers not having a health benefit contract will have \$4,500.00 for 2021-2022 and \$4,500.00 for 2022-2023 paid towards a cafeteria benefit plan which will include a cash option. Part-time employee benefits will be prorated according to the percentage of their contract.

Section 12. Teacher Retirement

Underwood School District will pay up to 24.5% (12.75% of Employer Portion, and 11.75% of Employee Portion) of NDTFFR requirements.

Section 13. Miscellaneous

Each teacher shall be guaranteed one prep period daily. A teacher may agree to take on more work for negotiated compensation.

The teaching contract shall be for 183 days, 180 days for student instruction and 3 days for in-service training (staff development).

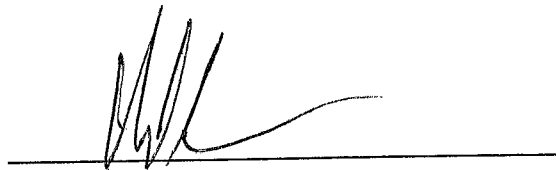
A sign on or recruitment bonus may be paid to new hires if needed to fill an opening.

DURATION

The provisions of this Agreement will be effective as of July 1, 2021 and will continue and remain in full force and effect until June 30, 2023. The contract will automatically renew and stay in full force and effect unless either party gives notice to terminate or re-negotiate 60 days prior to the anniversary date hereunto set their hands and seal this 1ST day of July 2021.



Association Representative



Board Representative

SALARY SCHEDULE 2021-2023

- I. Base salaries for new teachers entering employment with the district will be set forth according to the table below. For the 2021-22 school year, each returning employee will include a "catch-up" retentive adjustment. The top row shows what that amount will be based upon years of service at Underwood School.

2021-2022

+450 BS-base (0-5)	+500 BS – Year 6-10	+600 BS – Year 11-15	+750 BS – Year 16-20	+950 BS – Year 21+
\$39,700	\$40,200	\$40,750	\$41,350	\$42,000
*\$44,985.86	*\$45,552.43	*\$46,175.66	*\$46,855.55	*\$47,592.09
+1200 Masters (0-5)	+1500 MA – Year 6-10	+1850 MA –Year 11-15	+2250 MA –Year 16-20	+2700 MA – Year 21+
\$42,700	\$43,200	\$43,750	\$44,350	\$45,000
*\$48,385.29	*\$48,951.86	*\$49,575.09	*\$50,254.98	*\$50,991.53

- II. For the 2022-2023 year, every employee will see the base increase. For those that move over lanes due to years of service at Underwood, (Years 6, 11, 16 or 21), they will receive the additional money in addition to the Base Increase (BI) for changing lanes.

2022-2023

+700 (BI) BS-base (0-5)	BI + 500 for Year 6 BS – Year 6-10	BI + 550 for Year 11 BS – Year 11-15	BI + 600 for Year 16 BS – Year 16-20	BI + 650 for Year 21 BS – Year 21+
\$40,400	\$40,900	\$41,450	\$42,050	\$42,700
*\$45,779.06	*\$46,345.63	*\$46,968.86	*\$47,648.75	*\$48,385.29
BI + 3000 Masters (0-5)	BI + 500 MA – Year 6-10	BI + 550 MA –Year 11-15	BI + 600 MA –Year 16-20	BI + 650 MA – Year 21+
\$43,400	\$43,900	\$44,450	\$45,050	45,700
*\$49,178.49	*\$49,745.07	*\$50,368.30	*\$51,048.18	*\$51,784.73

- III. At the discretion of the board, any teacher hired into the system may be granted previous years of teaching experience from another system. Exception will be for areas of critical need as determined by the board in accordance with 15.1-16-21 and any signing bonus offered to new teachers under 15.1-09-33.1. An incoming employee will not be given more salary than a current employee with the same level of education and years of service.
- IV. Part-time teacher increases will be prorated according to percentage of their contract.
- V. Any teacher earning a Master's Degree in an educational field, will be granted an additional \$3,000 of salary once the Master's Degree has been completed.

*Denotes reportable retirement salary.

SALARY SCHEDULE 2021-2023

- I. Base salaries for new teachers entering employment with the district will be set forth according to the table below.

2021-2022

<u>BS-base (0-5)</u>	<u>BS – Year 6-10</u>	<u>BS – Year 11-15</u>	<u>BS – Year 16-20</u>	<u>BS – Year 21+</u>
\$39,700	\$40,200	\$40,750	\$41,350	\$42,000
*\$44,985.86	*\$45,552.43	*\$46,175.66	*\$46,855.55	*\$47,592.09
<u>Masters (0-5)</u>	<u>MA – Year 6-10</u>	<u>MA –Year 11-15</u>	<u>MA –Year 16-20</u>	<u>MA – Year 21+</u>
\$42,700	\$43,200	\$43,750	\$44,350	\$45,000
*\$48,385.29	*\$48,951.86	*\$49,575.09	*\$50,254.98	*50,991.53

- II. For the 2022-2023 school year, new teachers entering employment with the district will be set forth according to the table below.

2022-2023

<u>BS-base (0-5)</u>	<u>BS – Year 6-10</u>	<u>BS – Year 11-15</u>	<u>BS – Year 16-20</u>	<u>BS – Year 21+</u>
\$40,400	\$40,900	\$41,450	\$42,050	\$42,700
*\$45,779.06	*\$46,345.63	*\$46,968.86	*\$47,648.75	*\$48,385.29
<u>Masters (0-5)</u>	<u>MA – Year 6-10</u>	<u>MA –Year 11-15</u>	<u>MA –Year 16-20</u>	<u>MA – Year 21+</u>
\$43,400	\$43,900	\$44,450	\$45,050	45,700
*\$49,178.49	*\$49,745.07	*\$50,368.30	*\$51,048.18	*51,784.73

- III. At the discretion of the board, any teacher hired into the system may be granted previous years of teaching experience from another system. Exception will be for areas of critical need as determined by the board in accordance with 15.1-16-21 and any signing bonus offered to new teachers under 15.1-09-33.1. (An incoming employee will not be given more salary than a current employee with the same level of education and years of service.)
- IV. Part-time teacher increases will be prorated according to percentage of their contract.
- V. Any teacher earning a Masters Degree in an educational field, will be granted an additional \$3,000 of salary once the Masters Degree has been completed.

*Denotes reportable retirement salary.

WEEKLY EXTRA CURRICULAR SCHEDULE-2021-2022

LEVEL A	Year of Experience			
	0-5	6-10	11-15	16+
Head Varsity				
Baseball Head	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Boys' Basketball Head	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Cross Country Head	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Football Head	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Girls' Basketball Head	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Golf Head	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Softball Head	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Track Head	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Volleyball Head	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Dance Coach (<i>Maximum 10 Weeks</i>)	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00
Football Cheer Advisor	\$ 250.00	\$ 290.00	\$ 335.00	\$ 365.00

LEVEL B	Year of Experience			
	0-5	6-10	11-15	16+
Varsity Assistant				
Baseball Assistant	\$ 190.00	\$ 225.00	\$ 250.00	\$ 270.00
Boys' Basketball Assistant	\$ 190.00	\$ 225.00	\$ 250.00	\$ 270.00
Cross Country Assistant	\$ 190.00	\$ 225.00	\$ 250.00	\$ 270.00
Football Assistant	\$ 190.00	\$ 225.00	\$ 250.00	\$ 270.00
Girls' Basketball Assistant	\$ 190.00	\$ 225.00	\$ 250.00	\$ 270.00
Golf Assistant	\$ 190.00	\$ 225.00	\$ 250.00	\$ 270.00
Softball Assistant	\$ 190.00	\$ 225.00	\$ 250.00	\$ 270.00
Track Assistant	\$ 190.00	\$ 225.00	\$ 250.00	\$ 270.00
Volleyball Assistant	\$ 190.00	\$ 225.00	\$ 250.00	\$ 270.00

LEVEL C	Year of Experience			
	0-5	6-10	11-15	16+
Junior High & Elementary				
Baseball Junior High	\$ 140.00	\$ 165.00	\$ 185.00	\$ 200.00
Boys' Basketball Junior High	\$ 140.00	\$ 165.00	\$ 185.00	\$ 200.00
Cross Country Junior High	\$ 140.00	\$ 165.00	\$ 185.00	\$ 200.00
Football Junior High	\$ 140.00	\$ 165.00	\$ 185.00	\$ 200.00
Girls' Basketball Junior High	\$ 140.00	\$ 165.00	\$ 185.00	\$ 200.00
Golf Junior High	\$ 140.00	\$ 165.00	\$ 185.00	\$ 200.00
Softball Junior High	\$ 140.00	\$ 165.00	\$ 185.00	\$ 200.00
Track Junior High	\$ 140.00	\$ 165.00	\$ 185.00	\$ 200.00
Volleyball Junior High	\$ 140.00	\$ 165.00	\$ 185.00	\$ 200.00

Activities	Year of Experience			
	0-5	6-10	11-15	16+
Drama coach	\$ 520.00	\$ 620.00	\$ 680.00	\$ 745.00
Entrepreneur Advisor	\$ 342.00	\$ 521.00	\$ 700.00	\$ 879.00
Music Festivals	\$ 1,212.00	\$ 1,426.00	\$ 1,569.00	\$ 1,712.00
Pep Band	\$ 1,941.00	\$ 2,007.00	\$ 2,105.00	\$ 2,200.00
Speech Coach	\$ 1,520.00	\$ 1,680.00	\$ 1,845.00	\$ 2,005.00
Yearbook Advisor	\$ 1,915.00	\$ 2,072.00	\$ 2,228.00	\$ 2,280.00

AD & Advisors	Event Support	
	Activity Support	Event Support
Activities Director	\$ 3,963.00	\$ 20.00/Game
Academic olympics advisor	\$ 166.00	\$ 20.00/Game
Close up advisor	\$ 166.00	\$ 25.00/Game
Pep club advisor	\$ 2,188.00	\$ 18.00/Hr*
Science olympics advisor	\$ 83.00	\$ 20.00/Game
Special olympics advisor	\$ 278.00	\$ 18.00/Hr*
Student council advisor	\$ 313.00	\$ 20/Hr*
7th grade advisor	\$ 200.00	\$ 20.00/Activity
8th grade advisor	\$ 200.00	
Freshman advisor	\$ 200.00	
Sophomore advisor	\$ 200.00	
Junior advisor	\$ 200.00	
Senior advisor	\$ 200.00	
Prom advisor	\$ 1,000.00	

* To be paid according to policies established by the Board.

** Intended to cover positions such as line judges, score board operators, shot clock operators, etc. . .

Attachments to Extracurricular Schedule:

Length of Season

The length of season will be determined by the administration prior to offering individual contracts. Post season pay will be paid at the same weekly rates

Outside of District Transferable Experience

A person can bring in years of experience as determined by administration in their respective activity.

Coaching Two Teams

If a coach were to coach two teams of the same sport (e.g. A&C, B&C, A&B), the coach would receive \$1,000.00 for the lesser team.

Extracurricular Negotiations

The base & percentages on the extracurricular schedule and dollar amounts for the other positions not on the extra curricular schedule are to be open for negotiations every two years

WEEKLY EXTRA CURRICULAR SCHEDULE-2022-2023

LEVEL A	Year of Experience			
	0-5	6-10	11-15	16+
Head Varsity				
Baseball Head	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Boys' Basketball Head	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Cross Country Head	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Football Head	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Girls' Basketball Head	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Golf Head	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Softball Head	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Track Head	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Volleyball Head	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Dance Coach (Maximum 10 Weeks)	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00
Football Cheer Advisor	\$ 255.00	\$ 295.00	\$ 340.00	\$ 370.00

LEVEL B	Year of Experience		
	0-5	6-10	11-15
Varsity Assistant			
Baseball Assistant	\$ 195.00	\$ 230.00	\$ 255.00
Boys' Basketball Assistant	\$ 195.00	\$ 230.00	\$ 255.00
Cross Country Assistant	\$ 195.00	\$ 230.00	\$ 255.00
Football Assistant	\$ 195.00	\$ 230.00	\$ 255.00
Girls' Basketball Assistant	\$ 195.00	\$ 230.00	\$ 255.00
Golf Assistant	\$ 195.00	\$ 230.00	\$ 255.00
Softball Assistant	\$ 195.00	\$ 230.00	\$ 255.00
Track Assistant	\$ 195.00	\$ 230.00	\$ 255.00
Volleyball Assistant	\$ 195.00	\$ 230.00	\$ 255.00

LEVEL C	Year of Experience		
	0-5	6-10	11-15
Junior High & Elementary			
Baseball Junior High	\$ 145.00	\$ 170.00	\$ 190.00
Boys' Basketball Junior High	\$ 145.00	\$ 170.00	\$ 190.00
Cross Country Junior High	\$ 145.00	\$ 170.00	\$ 190.00
Football Junior High	\$ 145.00	\$ 170.00	\$ 190.00
Girls' Basketball Junior High	\$ 145.00	\$ 170.00	\$ 190.00
Golf Junior High	\$ 145.00	\$ 170.00	\$ 190.00
Softball Junior High	\$ 145.00	\$ 170.00	\$ 190.00
Track Junior High	\$ 145.00	\$ 170.00	\$ 190.00
Volleyball Junior High	\$ 145.00	\$ 170.00	\$ 190.00

Activities	Year of Experience		
	0-5	6-10	11-15
Drama coach	\$ 520.00	\$ 620.00	\$ 680.00
Entrepreneur Advisor	\$ 342.00	\$ 521.00	\$ 700.00
Music Festivals	\$ 1,212.00	\$ 1,426.00	\$ 1,569.00
Pep Band	\$ 1,941.00	\$ 2,007.00	\$ 2,105.00
Speech Coach	\$ 1,520.00	\$ 1,680.00	\$ 1,845.00
Yearbook Advisor	\$ 1,915.00	\$ 2,072.00	\$ 2,228.00

Event Support	Event Support	
	Activity Support	\$ 20.00/Game
Ticket Takers - All Other	\$ 20.00/Game	\$ 20.00/Game
Ticket Takers - Football	\$ 25.00/Game	\$ 25.00/Game
Bus Driver*	\$ 18.00/ Hr*	\$ 18.00/ Hr*
Bus Chaparone	\$ 20.00/Game	\$ 20.00/Game
Coaches Driving Stipend *	\$18.00/Hr*	\$18.00/Hr*
Coach Bus Driving*	\$20/Hr*	\$20/Hr*
Elementary Activities	\$ 20.00/Activity	\$ 20.00/Activity

AD & Advisors	AD & Advisors	
	Activities Director	\$ 3,963.00
Academic olympics advisor	\$ 166.00	\$ 166.00
Close up advisor	\$ 166.00	\$ 166.00
Pep club advisor	\$ 2,188.00	\$ 2,188.00
Science olympics advisor	\$ 83.00	\$ 83.00
Special olympics advisor	\$ 278.00	\$ 278.00
Student council advisor	\$ 313.00	\$ 313.00
7th grade advisor	\$ 200.00	\$ 200.00
8th grade advisor	\$ 200.00	\$ 200.00
Freshman advisor	\$ 200.00	\$ 200.00
Sophomore advisor	\$ 200.00	\$ 200.00
Junior advisor	\$ 200.00	\$ 200.00
Senior advisor	\$ 200.00	\$ 200.00
Prom advisor	\$ 1,000.00	\$ 1,000.00

* To be paid according to policies established by the Board.

** Intended to cover positions such as line judges, score board operators, shot clock operators, etc. . .

Attachments to Extracurricular Schedule:

Length of Season

The length of season will be determined by the administration prior to offering individual contracts. Post season pay will be paid at the same weekly rates

Outside of District Transferable Experience

A person can bring in years of experience as determined by administration in their respective activity.

Coaching Two Teams

If a coach were to coach two teams of the same sport (e.g. A&C, B&C, A&B), the coach would receive \$1,000.00 for the lesser team.

Extracurricular Negotiations

The base & percentages on the extracurricular schedule and dollar amounts for the other positions not on the extra curricular schedule are to be open for negotiations every two years