

**CENTRAL VALLEY PUBLIC SCHOOL DISTRICT
2021-2023
NEGOTIATED AGREEMENT**

The Central Valley School Board recognizes the Central Valley Education Association (CVEA) as the representative organization of the negotiating unit for all certificated teaching staff personnel employed by the board.

1. The attached teacher salary schedule (attachment A) shall apply to partial and full-time teachers. A full time teacher's contract is 184 days.
2. Teachers moving into the system will be given their previous teaching experience up to 15 years.
3. The Board of Education reserves the right to hire personnel off the Salary Schedule, if the need arises. Communication by the Administration will be made to confirm the need. A teacher will be placed in the Master's column if he/she is hired for and teach in the same field in which he/she has a Master's Degree. A Master's in Education will be deemed in field.
4. When a position(s) opens up within the school district, teachers will be notified of the vacancy once the school board approves the resignation and/or retirement. Qualified teachers who are interested in the vacant position will fill out a form and submit it to the superintendent. (A classroom teacher will be considered qualified for a particular vacant position only if she/he holds the required North Dakota credential). Consideration of these individuals will be made before external applicants.
5.
 - A. Teachers shall have 6 semester hours of additional preparation for every five years of teaching.
 - B. If above requirements are not met, teacher shall remain at the same experience and growth scale on the salary schedule as the previous year. If deficiencies are corrected, the teacher will be put back on proper experience and growth scale the following year.
 - C. A teacher completing qualified educational credits which results in an educational lane change on the salary schedule, shall have his/her contract changed, if certification is presented by close of business on the first contract day.
6.
 - A. A teacher will indicate on his/her contract to be paid in either nine (9), ten (10), or twelve (12) month salary payments.
 - B. Contracts that are extended over the regular nine-month contract shall be paid at the daily rate of the regular contract.

7. Teachers who wish to receive a portion of their first check on September 1 of each school year should so indicate to the administration when signing their contract. This first payment shall constitute 35% of the monthly salary. The final portion shall be the remainder of the monthly salary less all deductions.
8. **INSURANCE: Health** Insurance equivalent to Educator's Plus 250 Policy, **dental and vision** within a Section 125 Premium Conversion Plan. The District will pay the single policy rate. Carrier change would require faculty input. **Long-Term Disability** insurance will be provided by the district.
9. Ten (10) days sick leave per year, accumulative to 89. This leave may be used for sickness, medical/dental appointments of the teacher or sickness, medical/dental appointments and/or death of anyone in the immediate family. (Immediate family meaning spouse, children, parents, siblings, grandparents of teacher or teacher's spouse.) Sick leave may also be used for absences necessitated by adoption, or pregnancy, miscarriage, childbirth, and recovery there from.
 - A. Teachers will be paid \$20 per day of unused sick leave when they leave the Central Valley School System. To qualify, they must have been employed by the Central Valley School District for a period of 9 years.
 - B. Sick leave days will be used in this order: First current year days, then accumulated days, and finally sick leave bank days will be used.
 - C. Teachers who have reached 89 accumulated days will receive an additional 10 days sick leave each year. These days will be used before the accumulated 89 days or sick leave bank. Any of the additional sick leave days not used in a calendar year will NOT accumulate and will be lost.
 - D. Sick leave may be taken by the hour rather than half or whole days.
 - E. Leave taken for medical/dental appointments, before or after daily student contact time may be taken with no deduction from a teacher's sick leave.
10. A sick leave bank was established in the beginning of the 1988-1989 school year with each teacher donating one (1) day, thus a total accumulation of thirty (30) days based of FTE (Full-Time Employee). When the bank falls to five (5) days or less, each teacher may, at their discretion, donate a prorated rate based on the FTE basis up to a maximum of one (1) day per year at the beginning of the next school year. Each new person entering the Central Valley staff will donate one (1) day based on hiring date FTE. Any one person cannot use more than twenty (20) days in the bank for sickness during his/her career at Central Valley. Days will be under the direction of the Sick Leave Bank Committee consisting of two (2) Board members and two (2) teachers.
 - A. Sick leave bank may be used for serious illness, injury, or maternity leave.
 - B. Accumulation of sick leave decreased to 89 days. Each additional donated day will decrease total accumulation by one (1) day.

- C. A formal letter must be submitted to the Sick Leave Bank Committee when requesting to use these days.
- D. Donation Alternative: Sick days may be donated to an individual who has exhausted all their sick leave and personal leave. A request form must be filed with the Business Manager by the individual requesting sick days. Individuals donating sick days will file a donation with the Business Manager. Forms will be applied in the order they are received.

11. A teacher may accumulate up to 7 days of personal leave.

- A. Cannot accumulate more than three (3) additional days per year.
- B. Personal leave may be taken by the hour rather than half or whole days.
- C. A teacher shall be paid, at substitute pay level, for unused personal leave days not able to be carried forward to the next year.
- D. Personal leave is subject to approval by the Superintendent or Principal two days in advance whenever foreseeable. Personal leave may be used for unforeseeable events. Administration shall be notified as early as possible.
- E. Leave taken for a teacher's son's, daughter's, or grandchild's organized activities before or after daily student contact time may be taken with no deduction from a teacher's personal leave.

12. Emergency leave:

- A. Emergency leave shall be limited to: (a) an accident which is unforeseen involving the teacher or the teacher's immediate family; (b) or other personal necessities which are subject to the approval by the Superintendent.
- B. Emergency leave does not exceed three (3) days in any school year. It is non-accumulative.
- C. Emergency leave is deducted from sick leave.
- D. If sick leave is exhausted the teacher will be deducted substitute pay from salary.

13. Leave of absence: The Central Valley Board of Education may grant a teacher a leave of absence under the following regulations:

- A. Must have been employed by the Central Valley School District for a period of not less than 5 years.

- B. Leave of absence may be granted by the Board of Education up to one full year for any individual teacher.
 - C. The request for a leave of absence must be presented to the Board of Education on or prior to the second Tuesday in April. Requests later than the second Tuesday in April may be given special consideration by the Board.
 - D. A teacher on leave of absence must notify the school administrator of their intention to return or not to return as an instructor at Central Valley. This must be done in writing by April 1st of the year of absence.
 - E. The Board of Education reserves the right to grant or not grant the leave of absence at its sole discretion.
14. All teachers will have a duty-free uninterrupted lunch period of not less than twenty-five (25) minutes. The teachers shall not be required to supervise students during students' lunch period.
15. One Hundred percent (100%) of the teacher retirement assessment of the teacher's salary will be paid by the School District. Full teacher retirement assessment to be tax sheltered.
16. A teacher substituting for another teacher shall be compensated at \$22.50/hour. One hour of personal leave may be substituted. It is the teacher's responsibility to inform the secretary prior to voucher being turned in for payment.
- A. Teachers will receive students during non-prep hours in emergency situations only. The administration will document each time this occurs.
17. Teachers will avail themselves for school related committee membership and leadership. Administration and Board of Education will also be involved.
18. Technology Coordinator:
- A. A teacher authorized to perform the technology coordinator's duties shall be paid an hourly rate of pay. The hourly rate of pay will be applied if the duties performed are an extension of his/her regular contract hours (e.g. before 8:00am, after 4:00pm.) Pay will be based upon his/her step and column on the salary schedule.
 - B. Increments shall be at least ½ hour.
 - C. It is the teacher's responsibility to complete the voucher to receive payment.

19. Extra-Curricular:

A. Co-op Extra-Curricular:

- i. Co-op Coaches will be paid off the attached HCV Co-op Extracurricular Salary Schedules (attachment B)
- ii. Co-op Coaches will follow the attached HCV Co-op Extracurricular Negotiated Agreement (attachment C)

B. CV Extra-Curricular:

- i. Non-Co-op Coaches or Advisors will be paid off the attached CV Extra-Curricular Salary Schedule (attachment D).
 1. Fall one-act play may be divided among directors/advisors.
 2. Spring two-act play may be divided among directors/advisors.
 3. Yearbook may be divided among advisors.
- ii. Off Schedule salaries are as follows:
 1. 7-10 & 12 Class Advisors = \$200
 2. Acalympic Advisor = \$500
 3. Jr. Class Advisor = \$700
 4. Student Council = \$700
 5. Ticket Takers = \$20 for single games, \$30 for double headers
- iii. Experience: Experience of six (6) years may be brought into the system.
- iv. Separate Contract: All Central Valley extracurricular assignments as mutually agreed upon shall be written into a separate contract.
- v. Co-Head Coaches or Advisors: If an agreement is reached between the Board and two individuals to serve as co-head coaches or advisors for any sport or activity, they shall split the head and the assistant coaching/advising salaries.
- vi. Splitting Coaching or Advisor Duties: If an agreement has been made between the Board and all coaches involved, to split coaching responsibilities, they will split the salary accordingly.

- vii. Payment Options: Coaches and Advisors have the option to be paid monthly or at the end of the season.
- viii. Extended Season: If the season extends beyond the point of automatic qualification, the head coach/advisor and assistant coach/advisor will be compensated in the following manner.
 - 1. FBLA Advisor = \$400
 - 2. TSA Advisor = \$400
 - 3. Acalympic Advisor = \$400
 - 4. Speech Advisor = \$400
 - 5. Drama Directors/Advisors = \$200 per director/advisor
- ix. Any advisor/coach who is a non-teacher will be paid following the CV Extra-curricular salary schedule.

20. All teachers and spouses shall receive season passes to extra-curricular events at the Central Valley School.

21. Teachers will be paid for meetings with mandated attendance by administration that start before 8:00 A.M. or exceed beyond 4:00 P.M..

- A. Increments shall be at least ½ hour.
- B. It is the teacher's responsibility to complete the voucher to receive payment.
- C. Pay will be \$22.50/hr.

22. Savings Clause:

Should any article, section or clause of this contract be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from this contract to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the contract if not affected by the deleted article, section or clause.

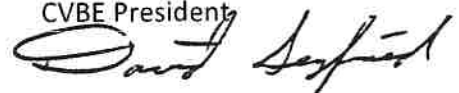
CVEA President



Date:

6/29/2021

CVBE President



Date: 6/29/2021

HCV Co-op Extracurricular Negotiated Agreement (Attachment C)

HCV Co-op Extracurricular Salary Schedule: The Co-op extracurricular salary schedule is established as a percentage of the average of the Co-op school's base salaries and regular experience steps, using the attached salary schedule.

- A. **Outside Experience:** The Co-op school districts shall allow a maximum of six (6) years full credit for outside extracurricular experience for coaches entering the Co-op school systems. The credit should be retroactive for those already in the Co-op school systems.
- B. **Separate Contract:** All Co-op extracurricular assignments as mutually agreed upon and listed on the schedule shall be written into a separate contract at contract time and will not be changed unless there is mutual agreement among the Board, Superintendent and the teacher.
- C. **Payment:** Coaches will be paid by the school that they are employed by and will be paid at the end of the season when all duties are complete. Any coach who is a non-teacher will be paid by Hillsboro, following the Co-op schedule
- D. **Co-Head Coaches:** If an agreement is reached between the Board and two individuals to serve as co-head coaches for any sport, they shall split the head and the assistant coaching salaries.
- E. **Splitting Coaching Duties:** If an agreement has been made between the Board and all coaches involved, to split coaching responsibilities, they will split the salary accordingly.
- F. **Second Coaching Assignment:** If a coach is assigned a second area of responsibility for the same sport, he/she shall be paid the full percentage for the highest ranked area of responsibility for the additional time if a second practice period is required. If a second practice period is not required, he/she shall be paid for each additional game coached.
- G. **Coaches Attending the State Tournament:** Head coaches and varsity assistant coaches attending the state tournament will be provided two tickets to the tournament, meals at the state rate, and a substitute teacher for coaches that are teachers.
- H. **Extended Season:** In order for the head coach and varsity assistant coaches to qualify for extended pay, their specific season must extend to the point listed below in the Extended Pay Schedule. If a sport has more than one head coach, the co-head coaches will split the head and assistant coach stipend in an equal manner. In order to get the payment for the Region tournament, those sports must make it past the first round of the region tournament. The state stipend includes the region stipend.
- I. **Extended Pay Schedule:**

Sport	Head Coach	Varsity Asst. Coaches
Volleyball	Region (Final 4) = \$200	Region (Final 4) = \$150
	State Tournament = \$400	State Tournament = \$300
Football	State Finals = \$400	State Finals = \$300
Wrestling	State Tournament = \$400	State Tournament = \$300
Boys/Girls Basketball	Region (Final 4) = \$200	Region (Final 4) = \$150
	State Tournament = \$400	State Tournament = \$300

Boys/Girls Track	State Meet = \$400	State Meet = \$300
Boys/Girls Golf	State Meet = \$400	State Meet = \$300
Baseball	State Tournament = \$400	State Tournament = \$300
Softball	State Tournament = \$400	State Tournament = \$300

J. **2019-2020 Coaches:** 2019-2020 coaches for the Co-op, who had an extra-curricular contract at either Co-op school during the 2018-2019 school year, shall be grandfathered into the new Co-op salary schedule based on their 2018-19 extra-curricular salary. Grandfathering will be done by adjusting steps on the new Co-op salary schedule until the current salary is reached or they reach the bottom of the schedule. Tier 1 coaches will be adjusted to the closest positive step and Tier 2 coaches to the closest negative step. They will then continue on the Co-op salary schedule from that point forward. **There will be no further grandfathering after the 2019-2020 adjustments. Any new coaching position taken after the grandfathering process, even one within the same sport, will start on the Co-op salary schedule at the actual experience step that the coach has in that sport.**

- *Both the Hillsboro and Central Valley School Boards and the Hillsboro and Central Valley Education Associations mutually agreed upon this Co-op Extracurricular Negotiated Agreement on June 17, 2019.*

2021-2022 HCV Co-op Extra-Curricular Salary Schedule

Avg Teacher Salary Base	Percent of Salary	Salary Base	Avg Teacher Salary Step	Per Year Increment Base
\$ 42,350.00	11.5%	\$ 4,870.25	\$ 612.50	\$ 70.44

Tiered - Averages

Year/Step	B	C	D	E	F	G	H	I
	100.00%	88.05%	76.10%	68.53%	60.95%	55.38%	49.81%	33.33%
0	4,870.25	4,288.26	3,706.26	3,337.34	2,968.42	2,697.14		1,623.25
1	4,940.69	4,350.28	3,759.86	3,385.61	3,011.35	2,736.15		1,646.73
2	5,011.13	4,412.30	3,813.47	3,433.87	3,054.28	2,775.16		1,670.21
3	5,081.56	4,474.32	3,867.07	3,482.14	3,097.21	2,814.17		1,693.68
4	5,152.00	4,536.34	3,920.67	3,530.41	3,140.14	2,853.18		1,717.16
5	5,222.44	4,598.36	3,974.27	3,578.68	3,183.08	2,892.19		1,740.64
6	5,292.88	4,660.38	4,027.88	3,626.94	3,226.01	2,931.19		1,764.12
7	5,363.31	4,722.40	4,081.48	3,675.21	3,268.94	2,970.20		1,787.59
8	5,433.75	4,784.42	4,135.08	3,723.48	3,311.87	3,009.21		1,811.07
9	5,504.19	4,846.44	4,188.69	3,771.74	3,354.80	3,048.22		1,834.55
10	5,574.63	4,908.46	4,242.29	3,820.01	3,397.73	3,087.23		1,858.02
11	5,645.06	4,970.48	4,295.89	3,868.28	3,440.67	3,126.24		1,881.50
12	5,715.50	5,032.50	4,349.50	3,916.55	3,483.60	3,165.24		1,904.98
13	5,785.94	5,094.52	4,403.10	3,964.81	3,526.53	3,204.25		1,928.45
14	5,856.38	5,156.54	4,456.70	4,013.08	3,569.46	3,243.26		1,951.93
15	5,926.81	5,218.56	4,510.30	4,061.35	3,612.39	3,282.27		1,975.41
16	5,997.25	5,280.58	4,563.91	4,109.62	3,655.32	3,321.28		1,998.88
17	6,067.69	5,342.60	4,617.51	4,157.88	3,698.26	3,360.29		2,022.36
18	6,138.13	5,404.62	4,671.11	4,206.15	3,741.19	3,399.29		2,045.84
19	6,208.56	5,466.64	4,724.72	4,254.42	3,784.12	3,438.30		2,069.31
20	6,279.00	5,528.66	4,778.32	4,302.68	3,827.05	3,477.31		2,092.79
21	6,349.44	5,590.68	4,831.92	4,350.95	3,869.98	3,516.32		2,116.27
22	6,419.88	5,652.70	4,885.52	4,399.22	3,912.91	3,555.33		2,139.74
23	6,490.31	5,714.72	4,939.13	4,447.49	3,955.85	3,594.34		2,163.22
24	6,560.75	5,776.74	4,992.73	4,495.75	3,998.78	3,633.34		2,186.70
25	6,631.19	5,838.76	5,046.33	4,544.02	4,041.71	3,672.35		2,210.17
26	6,701.63	5,900.78	5,099.94	4,592.29	4,084.64	3,711.36		2,233.65
27	6,772.06	5,962.80	5,153.54	4,640.56	4,127.57	3,750.37		2,257.13
28	6,842.50	6,024.82	5,207.14	4,688.82	4,170.50	3,789.38		2,280.61
29	6,912.94	6,086.84	5,260.75	4,737.09	4,213.44	3,828.38		2,304.08
30	6,983.38	6,148.86	5,314.35	4,785.36	4,256.37	3,867.39		2,327.56
31	7,053.81	6,210.88	5,367.95	4,833.63	4,299.30	3,906.40		2,351.04
32	7,124.25	6,272.90	5,421.55	4,881.89	4,342.23	3,945.41		2,374.51
33	7,194.69	6,334.92	5,475.16	4,930.16	4,385.16	3,984.42		2,397.99

Head Athletic Coach Tier 1 - Wrestling

Head Athletic Coach Tier 2 - Boys Football, Volleyball, Cross Country, Girls Basketball

Asst. Athletic Coach Tier 1 - Football, Volleyball, Cross Country, Wrestling, Girls Basketball, Softball

Asst. Athletic Coach Tier 2 - Boys Track, Girls Track, Baseball, Softball, Boys Golf, Girls Golf

JH Athletic Coach Tier 1 - Football, Volleyball, Cross Country, Wrestling, Girls Basketball, Softball

JH Athletic Coach Tier 2 - Boys Track, Girls Track, Baseball, Softball, Boys Golf, Girls Golf

Elementary Athletic Coach (for reference only, not on schedule)

Cheerleading - FB, BB

2021-22 CV Extra-Curricular Salary Schedule

Teacher Salary Base	Percent of Salary	Salary Base	Teacher Salary Step	Per Year Increment Base
\$ 39,700.00	12.5%	\$ 4,962.50	\$ 600.00	\$ 75.00

Year/Step	Band-Vocal		Yearbook, Sports		Fall One-Act Play/Spring Two-Act Play		Elementary Basketball/Drill Team/ Science Fair Dir./FA/RH4/TSA		%
	100%	76%	68%	60%	52%				
1	4,962.50	3,771.50	3,374.50	2,977.50	2,580.50	12.5%	4,962.50	100.00%	
2	5,037.50	3,828.50	3,425.50	3,022.50	2,619.50	9.5%	3,771.50	76.00%	
3	5,112.50	3,885.50	3,476.50	3,067.50	2,658.50	8.5%	3,374.50	68.00%	
4	5,187.50	3,942.50	3,527.50	3,112.50	2,697.50	7.5%	2,977.50	60.00%	
5	5,262.50	3,999.50	3,578.50	3,157.50	2,736.50	6.5%	2,580.50	52.00%	
6	5,337.50	4,056.50	3,629.50	3,202.50	2,775.50				
7	5,412.50	4,113.50	3,680.50	3,247.50	2,814.50				
8	5,487.50	4,170.50	3,731.50	3,292.50	2,853.50				
9	5,562.50	4,227.50	3,782.50	3,337.50	2,892.50				
10	5,637.50	4,284.50	3,833.50	3,382.50	2,931.50				
11	5,712.50	4,341.50	3,884.50	3,427.50	2,970.50				
12	5,787.50	4,398.50	3,935.50	3,472.50	3,009.50				
13	5,862.50	4,455.50	3,986.50	3,517.50	3,048.50				
14	5,937.50	4,512.50	4,037.50	3,562.50	3,087.50				
15	6,012.50	4,569.50	4,088.50	3,607.50	3,126.50				
16	6,087.50	4,626.50	4,139.50	3,652.50	3,165.50				
17	6,162.50	4,683.50	4,190.50	3,697.50	3,204.50				
18	6,237.50	4,740.50	4,241.50	3,742.50	3,243.50				
19	6,312.50	4,797.50	4,292.50	3,787.50	3,282.50				
20	6,387.50	4,854.50	4,343.50	3,832.50	3,321.50				
21	6,462.50	4,911.50	4,394.50	3,877.50	3,360.50				
22	6,537.50	4,968.50	4,445.50	3,922.50	3,399.50				
23	6,612.50	5,025.50	4,496.50	3,967.50	3,438.50				
24	6,687.50	5,082.50	4,547.50	4,012.50	3,477.50				
25	6,762.50	5,139.50	4,598.50	4,057.50	3,516.50				
26	6,837.50	5,196.50	4,649.50	4,102.50	3,555.50				
27	6,912.50	5,253.50	4,700.50	4,147.50	3,594.50				
28	6,987.50	5,310.50	4,751.50	4,192.50	3,633.50				
29	7,062.50	5,367.50	4,802.50	4,237.50	3,672.50				
30	7,137.50	5,424.50	4,853.50	4,282.50	3,711.50				
31	7,212.50	5,481.50	4,904.50	4,327.50	3,750.50				
32	7,287.50	5,538.50	4,955.50	4,372.50	3,789.50				

2022-23 HCV Co-op Extra-Curricular Salary Schedule

Avg Teacher Salary Base	Percent of Salary	Salary Base	Avg Teacher Salary Step	Per Year Increment Base
\$ 42,850.00	11.5%	\$ 4,927.75	\$ 612.50	\$ 70.44

Tiered - Averages

Year/Step	B	C	D	E	F	G	H	I
	100.00%	88.05%	76.10%	68.53%	60.95%	55.38%	49.81%	33.33%
0	4,927.75	4,338.88	3,750.02	3,176.74	3,003.46	2,728.99		1,642.42
1	4,998.19	4,400.90	3,803.62	3,245.01	3,046.40	2,768.00		1,665.90
2	5,068.63	4,462.92	3,857.22	3,273.28	3,089.33	2,807.00		1,689.37
3	5,139.06	4,524.94	3,910.83	3,321.54	3,132.26	2,846.01		1,712.85
4	5,209.50	4,586.96	3,964.43	3,369.81	3,175.19	2,885.02		1,736.33
5	5,279.94	4,648.98	4,018.03	3,418.08	3,218.12	2,924.03		1,759.80
6	5,350.38	4,711.01	4,071.64	3,466.34	3,261.05	2,963.04		1,783.28
7	5,420.81	4,773.03	4,125.24	3,514.61	3,303.99	3,002.05		1,806.76
8	5,491.25	4,835.05	4,178.84	3,562.88	3,346.92	3,041.05		1,830.23
9	5,561.69	4,897.07	4,232.44	3,611.15	3,389.85	3,080.06		1,853.71
10	5,632.13	4,959.09	4,286.05	3,659.41	3,432.78	3,119.07		1,877.19
11	5,702.56	5,021.11	4,339.65	3,707.68	3,475.71	3,158.08		1,900.66
12	5,773.00	5,083.13	4,393.25	3,755.95	3,518.64	3,197.09		1,924.14
13	5,843.44	5,145.15	4,446.86	3,804.22	3,561.58	3,236.10		1,947.62
14	5,913.88	5,207.17	4,500.46	3,852.48	3,604.51	3,275.10		1,971.09
15	5,984.31	5,269.19	4,554.06	3,900.75	3,647.44	3,314.11		1,994.57
16	6,054.75	5,331.21	4,607.66	3,949.02	3,690.37	3,353.12		2,018.05
17	6,125.19	5,393.23	4,661.27	3,997.28	3,733.30	3,392.13		2,041.52
18	6,195.63	5,455.25	4,714.87	4,045.55	3,776.23	3,431.14		2,065.00
19	6,266.06	5,517.27	4,768.47	4,093.82	3,819.17	3,470.15		2,088.48
20	6,336.50	5,579.29	4,822.08	4,142.09	3,862.10	3,509.15		2,111.96
21	6,406.94	5,641.31	4,875.68	4,190.35	3,905.03	3,548.16		2,135.43
22	6,477.38	5,703.33	4,929.28	4,238.62	3,947.96	3,587.17		2,158.91
23	6,547.81	5,765.35	4,982.89	4,286.89	3,990.89	3,626.18		2,182.39
24	6,618.25	5,827.37	5,036.49	4,335.16	4,033.82	3,665.19		2,205.86
25	6,688.69	5,889.39	5,090.09	4,383.42	4,076.76	3,704.20		2,229.34
26	6,759.13	5,951.41	5,143.69	4,431.69	4,119.69	3,743.20		2,252.82
27	6,829.56	6,013.43	5,197.30	4,479.96	4,162.62	3,782.21		2,276.29
28	6,900.00	6,075.45	5,250.90	4,528.23	4,205.55	3,821.22		2,299.77
29	6,970.44	6,137.47	5,304.50	4,576.49	4,248.48	3,860.23		2,323.25
30	7,040.88	6,199.49	5,358.11	4,624.76	4,291.41	3,899.24		2,346.72
31	7,111.31	6,261.51	5,411.71	4,673.03	4,334.34	3,938.24		2,370.20
32	7,181.75	6,323.53	5,465.31	4,721.29	4,377.28	3,977.25		2,393.68
33	7,252.19	6,385.55	5,518.91	4,769.56	4,420.21	4,016.26		2,417.15

Head Athletic Coach Tier 1 - Wrestling, Volleyball, Cross Country, Football, Girls' Track, Baseball, Softball, Boys' Golf, Girls' Golf

Head Athletic Coach Tier 2 - Boys' Track, Girls' Track, Baseball, Softball, Wrestling, Volleyball, Cross Country, Football, Girls' Track, Baseball, Softball, Boys' Golf, Girls' Golf

JH Athletic Coach Tier 1 - Football, Volleyball, Cross Country, Wrestling, Girls' Track, Baseball, Softball, Boys' Golf, Girls' Golf

JH Athletic Coach Tier 2 - Boys' Track, Girls' Track, Baseball, Softball, Wrestling, Volleyball, Cross Country, Football, Girls' Track, Baseball, Softball, Boys' Golf, Girls' Golf

Elementary Athletic Coach (for reference only, not on schedule)

Cheerleading - PB, B88

2022-23 CV Extra-Curricular Salary Schedule

Teacher Salary Base	Personal Salary	Salary Base	Teacher Salary Step	Per Year Increment Base
\$ 40,200.00	12.5%	\$ 5,025.00	\$ 600.00	\$ 75.00

Year/Step	Band-Vocal				Yearbook, Sports				Fall One-Act Play/Spring Two-Act Play				AD/Speech/FLA				Elementary Basketball/Drama/Team/ Science Fair/Drama/FLA/TSA			
	100%	76%	68%	60%	52%	100%	76%	68%	60%	52%	100%	76%	68%	60%	52%	100%	76%	68%	60%	52%
1	5,025.00	3,819.00	3,417.00	3,015.00	2,613.00	5,025.00	3,819.00	3,417.00	3,015.00	2,613.00	5,025.00	3,819.00	3,417.00	3,015.00	2,613.00	5,025.00	3,819.00	3,417.00	3,015.00	2,613.00
2	5,100.00	3,876.00	3,468.00	3,060.00	2,652.00	5,100.00	3,876.00	3,468.00	3,060.00	2,652.00	5,100.00	3,876.00	3,468.00	3,060.00	2,652.00	5,100.00	3,876.00	3,468.00	3,060.00	2,652.00
3	5,175.00	3,933.00	3,519.00	3,105.00	2,691.00	5,175.00	3,933.00	3,519.00	3,105.00	2,691.00	5,175.00	3,933.00	3,519.00	3,105.00	2,691.00	5,175.00	3,933.00	3,519.00	3,105.00	2,691.00
4	5,250.00	3,990.00	3,570.00	3,150.00	2,730.00	5,250.00	3,990.00	3,570.00	3,150.00	2,730.00	5,250.00	3,990.00	3,570.00	3,150.00	2,730.00	5,250.00	3,990.00	3,570.00	3,150.00	2,730.00
5	5,325.00	4,047.00	3,621.00	3,195.00	2,769.00	5,325.00	4,047.00	3,621.00	3,195.00	2,769.00	5,325.00	4,047.00	3,621.00	3,195.00	2,769.00	5,325.00	4,047.00	3,621.00	3,195.00	2,769.00
6	5,400.00	4,104.00	3,672.00	3,240.00	2,808.00	5,400.00	4,104.00	3,672.00	3,240.00	2,808.00	5,400.00	4,104.00	3,672.00	3,240.00	2,808.00	5,400.00	4,104.00	3,672.00	3,240.00	2,808.00
7	5,475.00	4,161.00	3,723.00	3,285.00	2,847.00	5,475.00	4,161.00	3,723.00	3,285.00	2,847.00	5,475.00	4,161.00	3,723.00	3,285.00	2,847.00	5,475.00	4,161.00	3,723.00	3,285.00	2,847.00
8	5,550.00	4,218.00	3,774.00	3,330.00	2,886.00	5,550.00	4,218.00	3,774.00	3,330.00	2,886.00	5,550.00	4,218.00	3,774.00	3,330.00	2,886.00	5,550.00	4,218.00	3,774.00	3,330.00	2,886.00
9	5,625.00	4,275.00	3,825.00	3,375.00	2,925.00	5,625.00	4,275.00	3,825.00	3,375.00	2,925.00	5,625.00	4,275.00	3,825.00	3,375.00	2,925.00	5,625.00	4,275.00	3,825.00	3,375.00	2,925.00
10	5,700.00	4,332.00	3,876.00	3,420.00	2,964.00	5,700.00	4,332.00	3,876.00	3,420.00	2,964.00	5,700.00	4,332.00	3,876.00	3,420.00	2,964.00	5,700.00	4,332.00	3,876.00	3,420.00	2,964.00
11	5,775.00	4,389.00	3,927.00	3,465.00	3,003.00	5,775.00	4,389.00	3,927.00	3,465.00	3,003.00	5,775.00	4,389.00	3,927.00	3,465.00	3,003.00	5,775.00	4,389.00	3,927.00	3,465.00	3,003.00
12	5,850.00	4,446.00	3,978.00	3,510.00	3,042.00	5,850.00	4,446.00	3,978.00	3,510.00	3,042.00	5,850.00	4,446.00	3,978.00	3,510.00	3,042.00	5,850.00	4,446.00	3,978.00	3,510.00	3,042.00
13	5,925.00	4,503.00	4,029.00	3,555.00	3,081.00	5,925.00	4,503.00	4,029.00	3,555.00	3,081.00	5,925.00	4,503.00	4,029.00	3,555.00	3,081.00	5,925.00	4,503.00	4,029.00	3,555.00	3,081.00
14	6,000.00	4,560.00	4,080.00	3,600.00	3,120.00	6,000.00	4,560.00	4,080.00	3,600.00	3,120.00	6,000.00	4,560.00	4,080.00	3,600.00	3,120.00	6,000.00	4,560.00	4,080.00	3,600.00	3,120.00
15	6,075.00	4,617.00	4,131.00	3,645.00	3,159.00	6,075.00	4,617.00	4,131.00	3,645.00	3,159.00	6,075.00	4,617.00	4,131.00	3,645.00	3,159.00	6,075.00	4,617.00	4,131.00	3,645.00	3,159.00
16	6,150.00	4,674.00	4,182.00	3,690.00	3,198.00	6,150.00	4,674.00	4,182.00	3,690.00	3,198.00	6,150.00	4,674.00	4,182.00	3,690.00	3,198.00	6,150.00	4,674.00	4,182.00	3,690.00	3,198.00
17	6,225.00	4,731.00	4,233.00	3,735.00	3,237.00	6,225.00	4,731.00	4,233.00	3,735.00	3,237.00	6,225.00	4,731.00	4,233.00	3,735.00	3,237.00	6,225.00	4,731.00	4,233.00	3,735.00	3,237.00
18	6,300.00	4,788.00	4,284.00	3,780.00	3,276.00	6,300.00	4,788.00	4,284.00	3,780.00	3,276.00	6,300.00	4,788.00	4,284.00	3,780.00	3,276.00	6,300.00	4,788.00	4,284.00	3,780.00	3,276.00
19	6,375.00	4,845.00	4,335.00	3,825.00	3,315.00	6,375.00	4,845.00	4,335.00	3,825.00	3,315.00	6,375.00	4,845.00	4,335.00	3,825.00	3,315.00	6,375.00	4,845.00	4,335.00	3,825.00	3,315.00
20	6,450.00	4,902.00	4,386.00	3,870.00	3,354.00	6,450.00	4,902.00	4,386.00	3,870.00	3,354.00	6,450.00	4,902.00	4,386.00	3,870.00	3,354.00	6,450.00	4,902.00	4,386.00	3,870.00	3,354.00
21	6,525.00	4,959.00	4,437.00	3,915.00	3,393.00	6,525.00	4,959.00	4,437.00	3,915.00	3,393.00	6,525.00	4,959.00	4,437.00	3,915.00	3,393.00	6,525.00	4,959.00	4,437.00	3,915.00	3,393.00
22	6,600.00	5,016.00	4,488.00	3,960.00	3,432.00	6,600.00	5,016.00	4,488.00	3,960.00	3,432.00	6,600.00	5,016.00	4,488.00	3,960.00	3,432.00	6,600.00	5,016.00	4,488.00	3,960.00	3,432.00
23	6,675.00	5,073.00	4,539.00	4,005.00	3,471.00	6,675.00	5,073.00	4,539.00	4,005.00	3,471.00	6,675.00	5,073.00	4,539.00	4,005.00	3,471.00	6,675.00	5,073.00	4,539.00	4,005.00	3,471.00
24	6,750.00	5,130.00	4,590.00	4,050.00	3,510.00	6,750.00	5,130.00	4,590.00	4,050.00	3,510.00	6,750.00	5,130.00	4,590.00	4,050.00	3,510.00	6,750.00	5,130.00	4,590.00	4,050.00	3,510.00
25	6,825.00	5,187.00	4,641.00	4,095.00	3,549.00	6,825.00	5,187.00	4,641.00	4,095.00	3,549.00	6,825.00	5,187.00	4,641.00	4,095.00	3,549.00	6,825.00	5,187.00	4,641.00	4,095.00	3,549.00
26	6,900.00	5,244.00	4,692.00	4,140.00	3,588.00	6,900.00	5,244.00	4,692.00	4,140.00	3,588.00	6,900.00	5,244.00	4,692.00	4,140.00	3,588.00	6,900.00	5,244.00	4,692.00	4,140.00	3,588.00
27	6,975.00	5,301.00	4,743.00	4,185.00	3,627.00	6,975.00	5,301.00	4,743.00	4,185.00	3,627.00	6,975.00	5,301.00	4,743.00	4,185.00	3,627.00	6,975.00	5,301.00	4,743.00	4,185.00	3,627.00
28	7,050.00	5,358.00	4,794.00	4,230.00	3,666.00	7,050.00	5,358.00	4,794.00	4,230.00	3,666.00	7,050.00	5,358.00	4,794.00	4,230.00	3,666.00	7,050.00	5,358.00	4,794.00	4,230.00	3,666.00
29	7,125.00	5,415.00	4,845.00	4,275.00	3,705.00	7,125.00	5,415.00	4,845.00	4,275.00	3,705.00	7,125.00	5,415.00	4,845.00	4,275.00	3,705.00	7,125.00	5,415.00	4,845.00	4,275.00	3,705.00
30	7,200.00	5,472.00	4,896.00	4,320.00	3,744.00	7,200.00	5,472.00	4,896.00	4,320.00	3,744.00	7,200.00	5,472.00	4,896.00	4,320.00	3,744.00	7,200.00	5,472.00	4,896.00	4,320.00	3,744.00
31	7,275.00	5,529.00	4,947.00	4,365.00	3,783.00	7,275.00	5,529.00	4,947.00	4,365.00	3,783.00	7,275.00	5,529.00	4,947.00	4,365.00	3,783.00	7,275.00	5,529.00	4,947.00	4,365.00	3,783.00
32	7,350.00	5,586.00	4,998.00	4,410.00	3,822.00	7,350.00	5,586.00	4,998.00	4,410.00	3,822.00	7,350.00	5,586.00	4,998.00	4,410.00	3,822.00	7,350.00	5,586.00	4,998.00	4,410.00	3,822.00