

MASTER CONTRACT BETWEEN THE
RIVERSIDE EDUCATION ASSOCIATION
AND THE
RIVERSIDE COMMUNITY SCHOOL DISTRICT
2026-2027

TABLE OF CONTENTS

ARTICLE I: DEFINITIONS

ARTICLE II: GRIEVANCE PROCEDURE

ARTICLE III: WAGES AND SALARIES

ARTICLE IV: EMPLOYEE HOURS AND DUTIES

ARTICLE V: TEMPORARY LEAVES OF ABSENCE

ARTICLE VI: HEALTH AND SAFETY

ARTICLE VII: DURATION AND SIGNATURE CLAUSE

APPENDIX A: SCHEDULE A (Hiring Placement Language)

APPENDIX B: SCHEDULE B (Supplemental Duty Schedule)

ARTICLE 1: DEFINITIONS

- A. REPRESENTATIVE. The Riverside Education Association, an affiliate of the Iowa State Education Association and the National Education Association, is the certified bargaining representative for all persons employed by the Board of Education of the Riverside Community School District as set forth in the certification instrument issued by the Public Employment Relations Board on the 27th day of May 1988, (Case No 3737), whether under verbal or written contract or on leave.

The bargaining unit described in the above certification is:

INCLUDED: All professional employees of the district including teachers, counselors, librarians, federal program instructors, coaches and all others employed in a professional capacity.

EXCLUDED: Superintendent, principals, and all non-professional employees and all others excluded by Section 4 of the Act.

- B. BOARD. The term "Board" or "Employer", as used in this Agreement, shall mean the Board of Education of the Riverside Community School District or its duly authorized representative(s) or agent(s).
- C. EMPLOYEE. The term "employee" as used in this agreement, shall mean a (all) person(s) represented by this Association as members of the bargaining unit as defined and certified by the Public Employment Relations Board.
- D. ASSOCIATION. The term "Association" as used in this agreement, shall mean the Riverside Education Association or its duly authorized representative(s) or agent(s).
- E. DAY. The term "day", as used in this Agreement, shall mean a day when bargaining unit employees are required to be at their workstations.
- F. GRIEVANT. The term "GRIEVANT" as used in this Agreement, shall mean the employee, group of employees, or Association filing a grievance.
- G. GRIEVANCE. The term "grievance", as used in this Agreement, shall mean a claim by a grievant that is a disagreement of some kind exists involving the interpretation or application of the terms of this Agreement.
- H. BASE SALARY. The term "base salary," as used in this agreement, shall mean a combination of salary and TSS to meet any statutorily required minimums plus any negotiated increase based on the prior year's salary. This shall not include salary for supplemental duties (according to Schedule B.)

ARTICLE II: GRIEVANCE PROCEDURE

A: THE ASSOCIATION'S RIGHT TO REPRESENT.

The Association may process a grievance through all levels of the procedure. A grievance filed by an individual may be processed through arbitration only with the consent of the individual.

B: INDIVIDUAL RIGHTS.

A grievant may be represented at all pre-arbitration stages of the grievance procedure by himself/herself or, at his/her option, by an Association representative selected by the Association. If a grievant is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

C: TIMELINESS.

1. Failure of the appropriate administrator to render a decision within the specified time limits shall be construed to be a denial of the grievance and the grievance shall be moved to the next level of the procedure.
2. Failure of the grievant to act on any grievance within the prescribed timeliness will act as a bar to any further appeal.
3. The number of days indicated at each level shall be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement between the grievant and the administration.

D. STEP 1.

1. The grievant may invoke the formal grievance procedure by filing the grievance within fifteen (15) days after the event giving rise to the grievance. The grievance shall be filed in writing with the building principal. The written grievance shall state the nature of the grievance, shall note the section or sections of the contract violated, and shall state the remedy requested.
2. The principal shall decide on the grievance in writing within ten (10) days of receiving the same. If the aggrieved person is not satisfied with the disposition of the grievance or if no disposition has been made at Step One within the ten (10) day period, the grievance may be moved to Step Two.

E. STEP 2.

1. The grievant may file, within ten (10) days of the principal's written decision at Step 1, a copy of the grievance, including a response to the principal's decision, with the Superintendent.
2. The Superintendent, or designee, shall meet with the grievant within ten (10) days of the receipt of the grievance. The grievant shall have the right to include in the conference such witnesses and representatives as it deems necessary to develop facts pertinent to the grievance. Within ten (10) days of the Step Two grievance meeting, the Superintendent shall file an answer in writing.

F. STEP 3.

1. The Association may submit a request for arbitration, in writing, on behalf of the Association and the grieving person within ten (10) days from the receipt of the Step Two answer. The American Arbitration Association will be requested to provide a list of seven (7) arbitrators. The parties shall determine by lot which party shall have the right to remove the first name from the list. Each of the two parties will alternatively strike one name at a time from the panel until only one name remains. The parties agree that the rules of the American Arbitration Association shall apply.
2. The arbitrator so selected may confer with the representative of the Board and the Association. The arbitrator may hold hearings, examine witnesses and documents, take testimony, and receive evidence, require the attendance of witnesses and the production of records to assist in making a decision. Said hearings shall be held and the arbitrator shall issue a decision as soon as possible after the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted. The arbitrator's decision shall be in writing and shall set forth the findings of fact along with reasoning and conclusions on the issues submitted. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.
3. The arbitrator shall not amend or modify the provisions of the agreement. The Arbitrator's authority shall be limited to deciding only the issue presented in writing by the School District and the Association and the decision must be based upon interpretation of the meaning or application of the language of the agreement. The Arbitrator shall not consider practices, which existed prior to the implementation of the first contract, which commenced July 1, 1989.
4. The cost for the services of the arbitrator, including per diem expenses, if any, actual and necessary travel, subsistence expenses and all other costs shall be borne equally by the School District and the Association. Any other expenses incurred shall be paid by the party incurring them.

G. NO REPRISALS

No reprisals of any kind will be taken by the Board, the school administration, or their representatives against any bargaining unit member because of any participation in this grievance procedure.

H. COOPERATION OF BOARD AND ADMINISTRATION

The Board and the administration shall cooperate with the Association in its investigation of any grievance and, further, shall furnish the Association such information as is reasonably requested for the processing of any grievance.

I. GRIEVANCE LEAVE.

If the arbitrator determines that the hearing of any grievance requires that a bargaining unit member of any Association representative be released from his/her regular assignment, he/she shall be released without loss of pay or benefits.

J. GRIEVANCE FILES.

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

ARTICLE III: WAGES AND SALARIES

A. SCHOOL YEAR.

1. The number of days in the school year shall be determined by the Board at the outset of negotiations. The salary schedule is based upon a one-hundred ninety (190) day school year, which shall include one (1) holiday, except new teachers which shall have a one-hundred ninety-two (192) day contract and such teachers upon request can initially receive one-half ($\frac{1}{2}$) of their first month's pay. If the Board desires to increase or decrease this number of days, teachers' contracts will be increased or decreased on a per diem basis.

B. SALARY GUIDELINES FOR 2026-2027

1. All returning teachers will receive an increase **to the state minimums of \$50,000 (less than 12 years of experience) or \$62,000 (at least 12 years of experience) or a minimum of a \$750 (minimum for 2026-2027)**. Part-time teachers will receive an increase commensurate to their percentage of a full-time equivalent. The School Board reserves the right to offer an additional salary amount, if needed, to provide adequate staff for school programs. Such exceptions shall not alter provisions for other faculty members. The Board reserves the right to withhold the annual increments for any teachers deemed by official evaluation to have shown an unacceptable amount of progress during the preceding year. Such denial of increment shall be accompanied by a probationary status for any contract issued for future assignment.

C. BASE PAY

1. Base pay is defined as the salary of a teacher with no prior teaching experience and a bachelor's degree with fewer than 15 semester graduate credit hours. The base pay shall be established annually by the negotiations process. The base pay for the 2026-2027 school year will be \$36,235.00.

D. NEW HIRES-EXPERIENCE

1. Teachers employed by the Riverside Community School District will be allowed up to two years' experience credit on the hiring schedule for years previously taught in accredited schools outside the Riverside Community School District. The School Board may determine placement on the hiring schedule by considering previous teaching and/or comparable work experience, the recency of such experience and the similarity of the experience to the duties of the teaching assignment. Additional experience credit may be considered and negotiated with the superintendent and School Board. The School Board reserves the right to offer salaries above the schedule limits, if needed, to provide

adequate staff for school programs. Such exceptions shall not alter schedule provisions for other faculty members. The Board reserves the right to withhold the annual increments for any teachers deemed by official evaluation to have shown an unacceptable amount of progress during the preceding year. Such denial of increment shall be accompanied by a probationary status for any contract issued for future assignment.

E. TEACHER SALARY SUPPLEMENT

1. The Teacher Salary Supplement Money will first be used to move any staff to \$50,000 and \$62,000, as required by law, and the remaining money will be divided among all certified staff. If the amount of Teacher Salary Supplement money is reduced or eliminated and if permitted by law, the district reserves the right to amend the amount of Teacher Salary Supplement money paid to teachers on a retroactive basis not to exceed the reduction.

F. METHOD OF PAYMENT

1. PAY PERIODS: Each employee shall be paid in twelve (12) equal installments on the twentieth (20th) of each month. Each employee shall receive his/her check by direct deposit with the employee receiving an electronic copy of the paystub.
2. EXCEPTIONS: When a pay date falls on or during a school holiday, vacation, or weekend, the district shall attempt to make every effort to see that employees receive their paycheck on the last previous working day.

G. INCREASES FOR EARNED CREDITS

1. Hours of additional credit earned by teachers for salary increases or state certification purposes must be approved by the superintendent as being applicable to the teacher's assigned instructional duties, or to the general professional development of the teacher. As a rule, these hours are to be graduate credits. Failure to comply with this policy will result in forfeiture of scheduled experience increment for future contracts. Proof of salary claims based on experience and training rest with the teacher. Copies of all official transcripts and state certification must be on file in the office of the Superintendent. No employee shall receive salary for teaching assignments unless a copy of the Iowa Teaching Certificate for said employee is on file in the business office.
2. Teachers eligible for salary increases under any of the following conditions shall furnish evidence of the same as soon as possible after completion, and not later than the 15th of September of the year to which the increase would apply:
 - Earn 15 semester hours of work beyond BA-~~\$1250~~ \$500
 - Earn 30 semester hours of work beyond BA +30-~~\$1250~~ \$500
 - Earn a MA degree-~~\$1500~~ \$500
 - Earn 15 semester hours of work beyond MA +15-~~\$1500~~-\$500

ARTICLE IV: EMPLOYEE HOURS AND DUTIES

A.

1. The scheduled employee workday shall be eight (8) hours 7:45AM-3:45PM and will include the scheduling of a duty-free lunch period of not less than twenty (20) minutes, except under very occasional extenuating circumstances and for a maximum of one day per week when each Grade K-5 teacher is to supervise recess, and on this day, the teacher will not receive duty-free lunch. In the Junior High Senior High Building, the teacher shall have a maximum assignment every third week of responsibility for hall, common, or lunchroom duty. The teacher may not receive 20 minutes duty free lunch on these days. Excluded from this time shall be the period prior to the beginning of the student day. The period that follows student dismissal may occasionally be included as part of the basic preparation minutes.

2. The Board may elect to extend one workday per week by one-half hour. The determination shall be made prior to the start of the school year. If this election is made, the district shall reduce the number of days in the work-year to 188 except for new teachers whose work-year shall be reduced to 190. The work-year may be extended by the Board up to two days by paying the per diem rate for the additional days. The per diem rate shall be based on the employee's salary schedule rate and a 190-day work year.

3. The Board may permit some teacher contract days to be serviced during the summer months after the current contract year is complete and/or preceding the next contract year. These days must be approved by the superintendent or his/her designee. If the district chooses an "hours" calendar, teachers may make up days that are canceled during the school year by serving an equivalent amount of professional development time if approved by the superintendent or his/her designee. Up to three additional summer professional development days that are approved by the superintendent or his/her designee may be "banked" for canceled school days, the teacher will be paid the substitute rate for those days if approved by the Teacher Quality Committee. "Banked" days cannot be carried over to the next contract year.

B. During the employees normal working hours there shall be time allotted for the purpose of classroom preparation and student instruction. It is desirable for each employee to have an uninterrupted preparation period each day. Employees assigned to Grade 6-12 shall have a minimum of one regularly assigned period each day which may be used for preparation time, and during which the employee will not normally be assigned other duties. Employees assigned to Grade K-5 shall have a minimum of two hundred (200) minutes per week for preparation time. For Grade K-5 employees, the time that students who normally are under their supervision, are in physical education, recess, music, art, or other special classes, shall be counted as part of the preparation time unless the teacher has other assigned duties during such time period(s). Excluded from this time shall be the period of time prior to the beginning of the student day. The period that follows student dismissal may occasionally be included as part of the basic preparation minutes.

C. The workday may be extended due to faculty meetings, conferences, or duties which necessitate employee attendance. Employees shall be notified at least two (2) days in advance except in extenuating circumstances.

D. When school start time for a building is delayed because of inclement weather or emergency closing, the employee workday at that building shall be reduced in time by the amount of the closing. Building employees shall not be required to report when student attendance at that building is canceled because of inclement weather or emergency closings.

E. Principals, at their discretion, are authorized to permit other early departures from the building upon individual request.

F. On Fridays, on days ended early due to inclement weather, and days preceding holidays and vacation periods, the workday shall end ten (10) minutes after the departure of the route buses.

G. The Riverside Education Association may hold Association meetings outside the student day by notifying the Superintendent or designee at least two (2) days in advance. The same shall not interfere with other uses of the building.

H. The regular and extended contract of employees shall include the vacation days on Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, December 23-January 1 or December 24 through January 2, the Friday before Easter, Memorial Day and any other days approved by the Board.

I. The District Leadership Team with teacher representation and Teacher Quality Committee shall be established for the purpose of making recommendations to the Board on the structure and content of the district's in-service training program.

J. Teachers will receive three (3) workdays per year for individual teacher preparation.

K. Each 6-12 teacher will be responsible for taking tickets at one (1) sporting event or equivalent activities approved by the Building Principal or Activities Director. Each Grade PK-5 teacher will be responsible to supervise one (1) required elementary after school event or an equivalent event approved by the Building Principal or Activities Director. The Activities Director will be responsible for providing a list of home events to staff to allow staff to sign up. Beyond the one required event, each staff member will earn an individual activity pass for signing up to work one additional event. Each staff member will earn a family activity pass for signing up to work two additional events.

ARTICLE V: TEMPORARY LEAVES OF ABSENCE

Employees shall be entitled by the following temporary leaves of absence with a full pay each school year.

A. SICK LEAVE.

1. Employees employed prior to July 1st, 2010, shall be entitled to 15 days of sick leave per contract year. Employees beginning employment after July 1st, 2010, shall be entitled to 10 days of sick leave in their first year of employment, 11 days of sick leave in their second year of employment, 12 days of sick leave in their third year of employment, 13 days of sick leave in their fourth year of employment, 14 days of sick leave in their fifth year, and 15 days of sick leave in every subsequent year. Sick leave may be granted in half day or full day increments.
2. The above amount applies only to consecutive years of employment in the district and unused portions may be accumulated only to a maximum of one hundred twenty (120) days.
3. If an employee leaves the employment of the school district, and later returns as an employee of the district, accumulated sick leave of the first employment shall not be transferred to the second, unless the employee has been granted a leave of absence or has been subject to staff reduction for the time missed.
4. The employee's yearly allocation of sick leave may be used for the illness of his/her family or any member of the employee's household. The family shall be defined as employee's spouse, parent, children, or stepchildren. Leave for other family members could be given at the discretion of the superintendent.
5. An employee who accumulates the maximum of 120 days of sick leave may exchange 20 sick days for 1 additional personal day.

B. SICK LEAVE POOL

1. Establishment
The Sick Leave Pool will be established for the use of employees who choose to participate. The intent of the sick leave pool is to provide staff members with additional sick leave benefits themselves, if an employee has had a serious illness or injury and had used all of their available leave.
2. Participation
Participation in the sick leave bank will be on a voluntary basis and each participating individual contribution will be made in the form of one (1) day of sick leave from his/her current year's allocation. The maximum number of days in the sick leave pool will not exceed 100. An employee needs to contribute a day that year to be eligible to draw from the pool.
3. Enrollment
Enrollment will take place, for the purpose of determining membership, within the first week of school, or if an employee is hired by the district after the start of the school year, within ten (10) days after beginning employment with the district. The days contributed

to the bank become property of the bank and will not be returned to the employee, except as requested through the application process for use of the sick leave bank.

4. Use of Sick Leave Bank Days

The sick leave bank will be the responsibility of the Board and the Association jointly.

The member will make application to the Superintendent, the Association President, and the Board Secretary will approve, deny or amend the application, after determining that all other sick leave and personal days have been used.

Requested use of the sick leave bank must be done in a timely manner, after an employee has exhausted all his/her own sick leave and personal leave without being eligible for long term disability, worker's compensation, and/or social security disability.

Use of sick leave bank may be requested for no more than 5 days at a time. No one individual will be able to draw more than 20 days per year from the sick leave bank.

5. Unused Days in Bank

Assets of the bank will accumulate. The leave bank will consist of the days carried over from the previous year in addition to all contributed days for the current year, not to exceed 100. The Business Manager will provide the Association with a verification of the bank's total number of days for the current year and of the previous year's usage of bank days by no later than July 1 of each year.

C. BEREAVEMENT LEAVE

1. An employee shall be granted up to five (5) consecutive days of bereavement leave to attend a funeral of the employee's spouse, mother, father, sister, brother, son, daughter, parent-in-law, or stepchild. The leave is non-accumulative from year to year.
2. A leave up to two (2) consecutive days shall be granted to attend the funeral of any other relative of the employee.
3. The superintendent may approve up to one day for any funeral.
4. Requests for Bereavement Leave shall be made through WebLink SUI at least one (1) day in advance except in the case of emergency, to the superintendent or designee.

D. PROFESSIONAL LEAVE.

1. Employees may receive professional leave, as approved by the Teacher Quality Committee, for attendance of educational meetings as outlined below, if approved in advance by the Superintendent or designee.
 - a. Visitation of other accredited schools to view instructional techniques or programs.
 - b. Conferences, workshops, athletic clinics, or seminars conducted by accredited colleges, universities or other accredited educational institutions or organizations, work groups, curriculum development, collaborative team work, and other trainings or work sessions as determined by the building principal appropriate for school development.
2. Requests for professional leave must be filed through WebLink SUI with the Superintendent or designee at least five (5) days prior to the first day of anticipated attendance, except in extenuating circumstances.

E. JURY AND LEGAL LEAVE

1. Any employee called for jury duty shall be provided such time without loss of pay. Any per diem fees the employee received during such leave shall be turned over to the Riverside Community School District. Employees subpoenaed to testify in a criminal, civil, or magistrate case in which the employee is not a Plaintiff or Defendant shall be provided time from their assignment without loss of pay.
2. When an employee is excused from jury duty, either temporarily or permanently on any working day, the employee shall report to the principal and complete any remaining hours of the working day if required.

F. PERSONAL LEAVE

1. Two (2) days personal leave will be granted each year, which may accumulate to a maximum of four (4) days. Leaves may be used in full or one-half day increments. The leave will be granted by the Superintendent or designated school official (principal) upon request within WebLink SUI at least two (2) days prior to the date the actual leave is to be taken. It is recognized that emergencies may necessitate a verbal request and approval. All verbal requests are to be placed in WebLink SUI after the fact and approved. Personal leave shall be subject to the following:
 - Unless there is a critical illness or severe injury, personal leaves shall not be used during an in-service day or during parent/teacher conferences.
 - The Superintendent may limit the number of staff in the district taking personal leave to three (3) per day.
 - Teachers will be paid \$100 per day for any forfeited personal days at the beginning of the school year.
 - When an employee has a child who **qualifies** for a Riverside state event, and the employee has used all personal days, the employee may take a personal leave day, paying the sub cost, FICA and IPERS.

G. ASSOCIATION LEAVE

1. Not more than four (4) days shall be available to representatives of the Association to attend conferences, conventions, or other activities of E.A. No more than two (2) association members shall be absent on the same day for association leave. Requests for the use of these leave days will be made to the superintendent by the President of the Association at least one week in advance of the necessary absence. The association shall pay the cost of the substitute.

H. UNPAID LEAVE

1. Extended leaves (i.e., parental leave, serious illness or injury, family illness) may be granted at the discretion of the Superintendent. The conditions of such leaves shall be agreed upon prior to the granting of such leaves pursuant to board policy 409.6: EMERGENCY LEAVE.
2. The Board of Directors may in its discretion grant other paid or unpaid leave requested by an employee.

ARTICLE VI: HEALTH AND SAFETY

A. MEDICATION AND MEDICAL FUNCTIONS.

The employer shall not require any employee to dispense or administer medication or perform any other medical or medically related function. Should an employee voluntarily agree to provide such medication or services, the employer agrees that it shall provide and pay for training by a properly licensed professional.

- B. No employee shall be required to work in unsafe or hazardous conditions. The district shall provide and maintain a safe and healthful workplace that is free from hazards that are likely to cause accident, injury, or illness. The employer will notify that Association and employees of all hazards, and correct all conditions causing hazards.

ARTICLE VII: DURATION AND SIGNATURE CLAUSE

A. DURATION CLAUSE OF MASTER AGREEMENT-THREE YEARS

This Agreement shall be effective as of July 1, 2025 and shall continue in effect to June 30, 2029. The contract may be reopened by either Party for the 2026-2027, 2027-2028, and 2028-2029 contract years on any "wage" related items (language or schedules) and each Party may also open up to two (2) additional articles of its choice.

Re-Opener Clause

- A. If the State of Iowa makes more or less funds available for teacher compensation, the Master Contract may be reopened by either side to discuss redistribution of the funds.

RIVERSIDE EDUCATION ASSOCIATION

BY: _____
Casey Conover-President

Date

RIVERSIDE COMMUNITY SCHOOL DISTRICT

BY: _____
JT Oltman-Board Chairperson

Date

APPENDIX A- HIRING PLACEMENT LANGUAGE

The starting salary is determined individually based upon each person's job related experience and salaries paid to peer employees in the same circumstances with similar experience. No employee will be placed below the minimum of the base pay.

APPENDIX B-2026-2027 EMPLOYEES IN SUPPLEMENTAL DUTY ACTIVITIES

Salary Guidelines for the 2026-2027 Employees in Supplemental Duty Activities

The Board will determine supplemental pay for all official school sponsored activities. Employees in supplemental duty activities shall be compensated according to the Salary Guidelines approved by the School Board. All returning employees in supplemental duty activities will receive an increase of **5%** of the amount of stipend pay given in 2025-2026. Part-time/Shared duty employees in supplemental duty activities will receive an increase commensurate to their percentage of a full-time equivalent.

New Hires-Experience for Employees in Supplemental Duty Activities

Head and Assistant Coaches/Sponsors employed by the Riverside Community School District will be allowed up to seven years' experience credit on the hiring schedule for years previously coaching/sponsoring in accredited schools outside the Riverside Community School District. Head Middle School Coaches/Sponsors will be allowed up to four years of experience and Assistant Middle School Coaches/Sponsors will be allowed up to three years for year's experience previously coaching/sponsoring in accredited schools outside the Riverside Community School District. The School Board may determine placement on the hiring schedule by considering previous activity and/or comparable work experience, the recency of such experience and the similarity of the experience credit may be considered and negotiated with the Superintendent and School Board. The School Board reserves the right to offer salaries above the schedule limits, if needed, to provide adequate staff for school programs. Such exceptions shall not alter Salary Guidelines provisions for other Coaches/Sponsors. The Board reserves the right to withhold the annual increments for any employees in supplemental duty activities deemed by official evaluation to have shown an unacceptable amount of progress during the preceding year. Such denial of increment shall be accompanied by a probationary status for any contract issued for future assignment.

2026-2027 Hiring Schedule for Employees in Supplemental Duty Activities

The starting salary is determined individually based upon each person's job related experience and salaries paid to peer employees in the same circumstances with similar experience. No employee will be placed below the minimum of the base pay.

Schedule A-Activities Director, Football, Volleyball, Basketball, Wrestling (Boys & Girls), Baseball, Softball, and Instrumental Music.

Schedule B-Track, Cross Country, Dance, Golf, Soccer, and Color Guard/Winter Guard

Schedule C-Vocal Music, Middle School Instrumental, Speech and Plays

Schedule D-Miscellaneous

Position	Starting Base Pay
High School Cheerleading (3 positions)	\$1080
Middle School Cheerleading	\$720
Yearbook/Annual	\$2520
FFA	\$2520
FCCLA	\$2520
SKILLS	\$2520
FBLA	\$2520
Prom Sponsor	\$1080
High School Student Council	\$2160
Middle School Student Council	\$1080
Grade 6-12 Special Olympics	\$1440
Grade 3-5 Special Olympics	\$1440
Grade K-2 Special Olympics	\$1440
Summer Weightlifting (3 positions)	\$840 each OR \$2520
Field Prep-Baseball	\$554
Field Prep-Softball	\$554
National Honor Society	\$1800
Game Club Advisor (3 positions) 2 elementary and 1 secondary	\$1800
Sports Television Advisor	\$1800
Academic Team (2 positions)	\$1239