



DENISON COMMUNITY SCHOOLS

Master Contract Agreement
Between the
Denison Education Association
And
Denison CSD School Board
For School Years 2025-26;
2026-27; 2027-28

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This contract has been entered into by the Board of Education of the Denison Community School District and the Denison Education Association of the Denison Community School. Contract agreement is for: 2025-26; 2026-27; 2027-28.

Denison Board of Education

Dr. Derek Lambert
Mr. John Held
Mrs. Rachel Desy
Mr. Louis Scheuring
Mr. Michael Schrum

Dr. Kim Buryanek, Superintendent

Roundtable Negotiation Teams:

Denison Education Association	Denison Board of Education
Ruben Newell, Spokesperson	Rachel Desy, Board Member
Peter Bekkerus, Middle School	Michael Schrum, Board Member
Craig Bogatzke, Middle School	Dr. Kim Buryanek, Superintendent
Dana Schroeder, High School	Mallory Meyer, Business Manager
Kelsey Lally, High School	

A. Preamble

Whereas, the Board and the Association recognize and declare that providing a quality education for the students of the Denison School District is their mutual desire, in order to maintain the educational standards in said school at their present levels or above.

Whereas, the parties have reached certain understandings which they desire to conform in this agreement, it is agreed as follows:

B. Recognition

The Board of Directors of the Denison School District, hereinafter referred to as the Board, hereby recognizes the Denison Education Association, an affiliate of the Iowa State Education Association and the National Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (No. 347) issued by the PERB on the 6th day of October, 1975, for all regularly employed certified personnel under written contract, hereinafter referred to as teachers, including the school nurses. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory or administrative.

The unit described in the above certification is as follows:

All professional employees employed by the Denison Community School District, Denison, Iowa, but excluding the superintendent, principals, all nonprofessional employees, and all other employees excluded by Section 4 of the Act.

Definitions

The term "Board" as used in this Agreement, shall mean the Board of Education of the Denison School District or its duly authorized representative.

The term "employee" as used in this Agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

The term "Association" as used in this Agreement, shall mean the Denison Education Association or its duly authorized representative or agents.

C. Procedure for Negotiations

Neither party in any negotiations shall have any control over the selection of the bargaining representatives of the other party. The parties mutually pledge that their representative will be clothed with all the necessary power and authority to make proposals, counter proposals, and to reach tentative agreement on items being negotiated. Negotiations shall be conducted outside school hours at reasonable times and places. Release time shall be provided for the Association negotiators when the Board requests sessions to be held during normal school hours.

The Board agrees to furnish the Association such information as is available to the general public.

D. Compliance Clauses and Duration

If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsiding, except to the extent permitted by law and the Board and the Association shall enter into negotiations within a reasonable time to replace said provision. All other provisions or applications shall continue in full force and effect.

Copies of this Agreement shall be shared electronically by the Board to the Association membership after Agreement with the Association on format within thirty (30) days after the Agreement is signed. The Agreement shall be presented to all employees now and hereafter employed. Any employee may print the electronic document on district equipment using district resources as needed at no cost to the employee or Association.

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by email at the following designated addresses as may be designated by a party in written notification to the party. Any change in the designee will be by written five-day notice to the other party to the contract.

1. Association President
2. Board Designate

This agreement shall be for three years effective July 1, 2025 and shall remain in effect until June 30, 2028.

E. Association Rights

The Association shall have the right to make use of school buildings and facilities at all reasonable hours for meetings and any equipment, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use. The School Administration and the Association shall work together to avoid conflicts.

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, but not in areas open to the students. The Association may use the district mail service, email service, and employee mailboxes for communications to employees in a reasonable manner and amount.

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all times, provided that this shall not interfere with or interrupt normal school operations. Said use shall be subject to the building principal's approval but said approval shall not be unreasonably refused.

The Board agrees to furnish to the Association in response to reasonable requests all information concerning the financial resources of the district. The Board further agrees to furnish copies of

all forms, at Association cost if such forms cost the School District, required by state agencies such as but not limited to: The State Department of Education and the State Comptroller.

F. Employee Rights

The board, pursuant to the Public Employment Relations Act of 1974, agrees to comply with the provisions of this contract.

No teacher shall be prevented from wearing pins or other identification of membership in the Association or its affiliates, if of reasonable size and is not disruptive to the administration of the school and the education of the pupils.

The employee shall maintain the right and responsibility to determine grades and other evaluations of students within the grading policies of the Denison School District based upon his/her professional judgment of available criteria pertinent to any given subject area or activity to which he/she is responsible. Said grades and evaluations, after adequate investigation by the school board or board designee, may be adjusted without right of grievance.

G. Safety Provisions

The Board shall provide a safe working environment.

The Board shall provide for the District properly trained personnel and the equipment necessary in the District to insure proper first aid for the employees.

Bomb Threats

In all cases, where a school official is notified of a bomb threat, the official(s) shall take appropriate action. No employee shall be asked or required to search for a bomb.

H. Grievance Procedure

The complainant will follow the steps outlined below. When filing a written grievance, the complainant will state the date of grievance, section of the contract violated, nature of the grievance, and remedy requested.

Level 1- An attempt shall be made to mutually resolve any grievance through an informal verbal discussion between the person alleging the complaint and their direct supervisor. This must be completed within five (5) school days of the date of the alleged act.

Level 2- If the grievance cannot be mutually resolved informally, the person alleging the complaint shall file the grievance in writing. The written grievance shall state the actual grievance and shall state the remedy or remedies requested. The filing of the formal, written grievance at this level must be made within ten (10) school days from the date of the alleged occurrence. The building administrator shall make a decision on the grievance and communicate it in writing to the employee within two (2) school days after receipt of the written grievance. If

the building administrator is the direct supervisor in Level I, then it will move immediately to Level 3.

Level 3- In the event a grievance has not been satisfactorily resolved at Level 2, the person alleging the complaint shall file, within five (5) school days of the building administrator's written decision at the second step, a copy of the grievance with the Superintendent. Within five (5) school days after such written grievance is filed, the person alleging the complaint and the Superintendent shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within two (2) school days of the third step grievance meeting and communicate it in writing to the employee and the building administrator. If the Superintendent is the direct supervisor in Level I, then it will move immediately to Level 4.

Level 4- In the event a grievance has not been satisfactorily resolved at Level 3, the person alleging the complaint shall file, within five (5) school days of the superintendent's written decision at the third step, a copy of the grievance with the Board Secretary. Within five (5) school days after such written grievance is filed, the person alleging the complaint and the Board shall meet to resolve the grievance. The Board or their designee shall file an answer within two (2) school days of the fourth step grievance meeting and communicate it in writing to the employee and school administration. The Board's decision shall not be subject to grievance beyond the Board unless it is a violation of law.

I. Employment and Assignments

All records in regard to teachers shall be available to the Association if said teacher consents to said examination, in writing, by the Association unless for any other reason said records may be confidential and the confidential records will be excluded.

Each employee shall be given written notice of his/her salary schedule placement. Class and subject assignment shall be made as soon as possible for the forthcoming year but the Board with its sole discretion shall have the right to change said assignments. As soon as possible, the Board or designee will notify the teacher of any change in person.

J. Personnel Policies

Each employee shall have the right at a reasonable time during working hours to review the contents of his/her personnel file. A representative of the Association, at the employee's request, may accompany the employee in this review.

The employee shall have the right to respond to all materials contained in said file and to any materials to be placed in said file in the future. Such employee responses shall become part of said file.

Any complaints directed toward an employee which are placed in any personnel file are to be promptly called to the teacher's attention in writing.

The employee shall have the right to reproduce any of the contents of his/her file which are not confidential.

K. Employee Work Year

The normal teaching contract shall embrace a period of one hundred ninety (190) days of which there shall not be more than one hundred eighty (180) days spent in actual classroom teaching for those on the normal nine (9) month contract unless modified by law under DE regulations. The holidays referred to in the sixth paragraph in this section are included in the one hundred ninety (190) days. For those on extended contract for extra time, proportionately longer contracts will be arranged.

In their first year of employment in the District, employees' contracts shall embrace a period of up to one hundred ninety-five (195) days instead of one hundred and ninety (190) days. The additional up to five (5) days are for inservice and orientation to the District and may be placed anywhere in the employee work year.

Those contracts that exceed 190 days shall be paid as one-one hundred ninetieth (1/190) of the teacher's base pay for each day's extension. Those to be placed on extended contracts shall be determined by the administration. The length of an extended contract shall also be determined by the administration.

The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which employee attendance is required.

Employee attendance shall not be required whenever student attendance is not required due to inclement weather or other emergency closings provided, however, said days shall not be considered as workdays.

The regular and extended contract of certified employees shall include five (5) paid holidays. Such holidays shall include Labor Day, Thanksgiving, Christmas, New Year's and Memorial Day. No certified employees shall be required to perform duties on any of the above holidays or non-paid periods of vacation.

The certified employees shall be entitled to a Thanksgiving vacation, Christmas vacation, and Spring vacation as set out in the school calendar. The Board reserves the right to use spring vacation days for makeup days in case of emergency school cancellations. The Friday of Spring vacation shall not be used as a makeup day.

L. Employee Work Hours and Load

The total contract workday shall consist of not more than eight (8) consecutive hours unless notification is given to staff 48 hours in advance, or mutual agreement, or in emergency situations. The arrival and dismissal times shall be determined by the Board or the Board's designee. On Fridays and days preceding holidays, teachers may leave when the pupils are dismissed.

M. Sick Leave and Temporary Leaves of Absence

Sick Leave

Employees will accumulate fifteen (15) sick leave days per year not to exceed one hundred twenty (125) accumulative to be awarded at the beginning of each school year. Those teachers who have accumulated one hundred twenty-five (125) sick leave days at the commencement of each school year shall be awarded their annual fifteen (15) days at the end of the school year not to exceed a maximum of one hundred twenty-five (125). The granting or denial of said leave shall be under the discretion of school administration.

Personal Leave

At the beginning of each school year, each employee shall be credited with two (2) days to be used for the employee's personal business. These days shall be allowed to accumulate so that an employee has not more than five (5) days to be used or paid for during any one year. Once per year, if an employee has less than five (5) days accumulated, they may forfeit ten (10) sick days in return for one (1) extra day for personal use. The request must be submitted to the district office no later than September 1. Any days, up to two (2), not used will be paid, at the request of the teacher, at the rate of substitute teacher pay for the year requested. This request for payment shall be made to the District Office by the end of each school year and payment shall be issued in June of each year. An employee planning to use a personal leave day or days shall apply for said leave at least twenty-four (24) hours in advance except in case of emergency. The granting or denial of said leave shall be under the discretion of school administration.

Family Sick Leave

At the beginning of each school year, employees will be granted the use of seven (7) days of family illness leave which may be used only for illness of members of an employee's immediate household, children, siblings, parents of the employee, grandchildren of the employee, grandparents of the employee, or parents of the employee's spouse. Immediate household is defined to mean any person residing in the employee's home. This leave shall be deducted from sick leave if used and does not accumulate from year to year. The granting or denial of said leave shall be under the discretion of school administration.

Bereavement Leave

Up to five (5) days of leave shall be granted at any one time in the event of a death in the employee's immediate family. An immediate family is defined to be the employee's spouse, grandparents, parents, children, brothers, sisters, grandchildren, brothers-in-law, sisters-in-law, nieces, nephews, uncles, aunts, sons-in-law, daughters-in-law, and residents of employee's immediate household and same relationship of the employee's spouse. Immediate household is defined to mean any person residing in the employee's home. In case of the death of any other relative or person of unusually close personal relationship up to one (1) day absence per year shall be allowed without loss of pay for attendance at the funeral. All bereavement leave will be deducted from the employee's sick leave. The granting or denial of said leave shall be under the discretion of school administration.

Compassion Leave

Under extraordinary and unique circumstances, the Superintendent may grant compassion leave which will be deducted from sick leave after all other discretionary leave is exhausted by the employee. Such leave shall be non-precedential, shall be granted at the Superintendent's discretion.

Professional Leave

Professional leave will support high quality instructional practices that align to District/Building Priorities. Professional leave may be granted for staff to attend Association meetings. The granting or denial of said leave shall be under the discretion of school administration.

Unpaid Leave

Leaves of absence without pay (dock days) are not encouraged. Requests for leave of absence without pay will generally be denied. Dock time must be preapproved by the superintendent or superintendent's designee.

Notification of Accumulation

Employees shall have electronic access to a written accounting of accumulated sick leave days. If the employee does not complain in writing by the end of the school year in question, said accounting is conclusively assumed to be correct.

N. Wages and Salaries

The salary of each employee covered by the regular salary schedule is attached hereto and made a part thereof.

When a teacher is first employed by the District, they shall be recommended by the Superintendent to the Board of Education for Board approval. Teaching experience gained in a similar position outside of Denison will be accepted at full value.

The Superintendent will recommend, to the Board, where the teacher will be placed on the regular salary schedule upon employment. Teachers, already on the regular salary schedule, may be granted vertical step(s) on the schedule, as annually determined by the Board, upon recommendation of the Superintendent, until the maximum for their educational classification is reached.

Teachers on the regular salary schedule, who become eligible for movement from one educational lane to a higher educational lane, may move to the corresponding eligible step on the higher lane, as annually determined by the Board or Board's designee. Said advancement shall not be until the next school year.

In order for a teacher to be considered for advancement from one educational lane to another, they shall complete an online form no later than April 15th of the year prior to said advancement. All course work must be completed prior to September 1st. Teachers must verify course completion by turning in a transcript to the District Office by September 1st.

All courses taken to qualify for advancement on the salary schedule must be preapproved, by the superintendent, using the online form "Approval for Credit for Advancement on Teacher Salary Schedule" prior to taking the course to be eligible for advancement across the educational lanes and be of graduate level.

Teacher pay day shall be the 25th of each month. If the 25th falls on a holiday or weekend,

employees shall receive their pay on the business day prior.

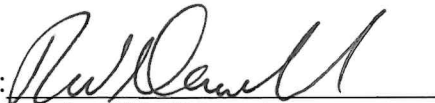
Teacher Salary Supplement funds received by the District shall first be used to meet the mandated salary minimums. Any remaining Teacher Salary Supplement funds received from the State after meeting mandated salary minimums shall be divided by the following formula: all eligible employees shall receive an equal portion, after payment of the employer's share of payroll taxes. Each employee's amount will be distributed monthly with regular payroll. If the State fails to pay Teacher Salary Supplement funds, the District shall not be obligated to pay Teacher Salary Supplement funds. In the event the State fails to fully fund Teacher Salary Supplement funds, the District and DEA Negotiations Team will confer to determine how the shortfall in funds will be withheld from the remaining payrolls in the current contract year.

O. Signature Clause

In Witness Whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the 17th day of March, 2025.

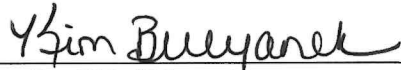
Denison Education Association

By: 
Its President

By: 
Its Chief Negotiator

Denison CSD Board of Education

By: 
Its President

By: 
Its Chief Negotiator

Appendix A

FY 2025-2026 Salary Schedule							
	BA	BA15	BA30	MA	MA15	MA30	
0	\$46,773	\$47,839	\$48,550	\$50,327	\$51,393	\$52,104	0
1	\$48,195	\$49,439	\$50,149	\$52,104	\$53,170	\$53,881	1
2	\$49,616	\$51,038	\$51,749	\$53,881	\$54,947	\$55,658	2
3	\$51,038	\$52,637	\$53,348	\$55,658	\$56,724	\$57,435	3
4	\$52,459	\$54,236	\$54,947	\$57,435	\$58,501	\$59,212	4
5	\$53,881	\$55,836	\$56,547	\$59,212	\$60,278	\$60,989	5
6	\$55,303	\$57,435	\$58,146	\$60,989	\$62,055	\$62,766	6
7	\$56,724	\$59,034	\$59,745	\$62,766	\$63,832	\$64,543	7
8	\$58,146	\$60,634	\$61,344	\$64,543	\$65,609	\$66,320	8
9	\$59,567	\$62,233	\$62,944	\$66,320	\$67,386	\$68,097	9
10	\$60,989	\$63,832	\$64,543	\$68,097	\$69,163	\$69,874	10
11	\$62,411	\$65,432	\$66,142	\$69,874	\$70,940	\$71,651	11
12	\$63,832	\$67,031	\$67,742	\$71,651	\$72,717	\$73,428	12
13	\$65,254	\$68,630	\$69,341	\$73,428	\$74,494	\$75,205	13
14	\$66,675	\$70,229	\$70,940	\$75,205	\$76,271	\$76,982	14
15	\$68,097	\$71,829	\$72,540	\$76,982	\$78,048	\$78,759	15
16	\$69,519	\$73,428	\$74,139	\$78,759	\$79,825	\$80,536	16
17	\$70,940	\$75,027	\$75,738	\$80,536	\$81,602	\$82,313	17
18	\$72,362	\$76,627	\$77,337	\$82,313	\$83,379	\$84,090	18
19			\$80,536	\$85,512	\$85,156	\$85,867	19
20					\$88,355	\$89,066	20

FY 2026-2027 Salary Schedule							
	BA	BA15	BA30	MA	MA15	MA30	
0	\$47,518	\$48,607	\$49,332	\$51,147	\$52,235	\$52,961	0
1	\$48,969	\$50,239	\$50,965	\$52,961	\$54,049	\$54,775	1
2	\$50,421	\$51,872	\$52,598	\$54,775	\$55,864	\$56,589	2
3	\$51,872	\$53,505	\$54,231	\$56,589	\$57,678	\$58,404	3
4	\$53,324	\$55,138	\$55,864	\$58,404	\$59,492	\$60,218	4
5	\$54,775	\$56,771	\$57,496	\$60,218	\$61,306	\$62,032	5
6	\$56,226	\$58,404	\$59,129	\$62,032	\$63,121	\$63,846	6
7	\$57,678	\$60,036	\$60,762	\$63,846	\$64,935	\$65,661	7
8	\$59,129	\$61,669	\$62,395	\$65,661	\$66,749	\$67,475	8
9	\$60,581	\$63,302	\$64,028	\$67,475	\$68,563	\$69,289	9
10	\$62,032	\$64,935	\$65,661	\$69,289	\$70,378	\$71,103	10
11	\$63,483	\$66,568	\$67,293	\$71,103	\$72,192	\$72,918	11
12	\$64,935	\$68,200	\$68,926	\$72,918	\$74,006	\$74,732	12
13	\$66,386	\$69,833	\$70,559	\$74,732	\$75,820	\$76,546	13
14	\$67,838	\$71,466	\$72,192	\$76,546	\$77,635	\$78,360	14
15	\$69,289	\$73,099	\$73,825	\$78,360	\$79,449	\$80,175	15
16	\$70,740	\$74,732	\$75,457	\$80,175	\$81,263	\$81,989	16
17	\$72,192	\$76,365	\$77,090	\$81,989	\$83,077	\$83,803	17
18	\$73,643	\$77,997	\$78,723	\$83,803	\$84,892	\$85,617	18
19			\$81,989	\$87,069	\$86,706	\$87,432	19
20					\$89,971	\$90,697	20

FY2027.28—Salary Schedule							
	BA	BA15	BA30	MA	MA15	MA30	
0	\$48,278	\$49,389	\$50,130	\$51,983	\$53,094	\$53,835	0
1	\$49,760	\$51,056	\$51,797	\$53,835	\$54,946	\$55,687	1
2	\$51,242	\$52,723	\$53,464	\$55,687	\$56,798	\$57,539	2
3	\$52,723	\$54,390	\$55,131	\$57,539	\$58,651	\$59,392	3
4	\$54,205	\$56,057	\$56,798	\$59,392	\$60,503	\$61,244	4
5	\$55,687	\$57,724	\$58,465	\$61,244	\$62,355	\$63,096	5
6	\$57,169	\$59,392	\$60,132	\$63,096	\$64,207	\$64,948	6
7	\$58,651	\$61,059	\$61,799	\$64,948	\$66,060	\$66,801	7
8	\$60,132	\$62,726	\$63,466	\$66,801	\$67,912	\$68,653	8
9	\$61,614	\$64,393	\$65,133	\$68,653	\$69,764	\$70,505	9
10	\$63,096	\$66,060	\$66,801	\$70,505	\$71,616	\$72,357	10
11	\$64,578	\$67,727	\$68,468	\$72,357	\$73,469	\$74,210	11
12	\$66,060	\$69,394	\$70,135	\$74,210	\$75,321	\$76,062	12
13	\$67,541	\$71,061	\$71,802	\$76,062	\$77,173	\$77,914	13
14	\$69,023	\$72,728	\$73,469	\$77,914	\$79,025	\$79,766	14
15	\$70,505	\$74,395	\$75,136	\$79,766	\$80,878	\$81,619	15
16	\$71,987	\$76,062	\$76,803	\$81,619	\$82,730	\$83,471	16
17	\$73,469	\$77,729	\$78,470	\$83,471	\$84,582	\$85,323	17
18	\$74,950	\$79,396	\$80,137	\$85,323	\$86,434	\$87,175	18
19			\$83,471	\$88,657	\$88,287	\$89,028	19
20					\$91,621	\$92,362	20

Salary Index							
	BA	BA15	BA30	MA	MA15	MA30	
0	1.000	1.030	1.050	1.100	1.130	1.150	0
1	1.040	1.075	1.095	1.150	1.180	1.200	1
2	1.080	1.120	1.140	1.200	1.230	1.250	2
3	1.120	1.165	1.185	1.250	1.280	1.300	3
4	1.160	1.210	1.230	1.300	1.330	1.350	4
5	1.200	1.255	1.275	1.350	1.380	1.400	5
6	1.240	1.300	1.320	1.400	1.430	1.450	6
7	1.280	1.345	1.365	1.450	1.480	1.500	7
8	1.320	1.390	1.410	1.500	1.530	1.550	8
9	1.360	1.435	1.455	1.550	1.580	1.600	9
10	1.400	1.480	1.500	1.600	1.630	1.650	10
11	1.440	1.525	1.545	1.650	1.680	1.700	11
12	1.480	1.570	1.590	1.700	1.730	1.750	12
13	1.520	1.615	1.635	1.750	1.780	1.800	13
14	1.560	1.660	1.680	1.800	1.830	1.850	14
15	1.600	1.705	1.725	1.850	1.880	1.900	15
16	1.640	1.750	1.770	1.900	1.930	1.950	16
17	1.680	1.795	1.815	1.950	1.980	2.000	17
18	1.720	1.840	1.860	2.000	2.030	2.050	18
19			1.950	2.090	2.080	2.100	19
20					2.170	2.190	20

Appendix B

2025-2028 Extra-Duty Schedule					
			2025-2026	2026-2027	2027-2028
		Per Unit Amount	\$275.00	\$280.00	\$285.00
	Activity	Units	Dollars	Dollars	Dollars
HS Head Coach	FB, B/G BB, VB, WR, SB, BA, B/G Track, B/G Soccer	24	\$6,600	\$6,720	\$6,840
HS Head Coach	CC, B/G Tennis, B/G Golf, Bowling	17	\$4,675	\$4,760	\$4,845
HS Assistant Coach	CC, FB, B/G BB, VB, WR, SB, BA, B/G Track, B/G Soccer	14.5	\$3,988	\$4,060	\$4,133
HS	IHSSA Coach	15	\$4,125	\$4,200	\$4,275
HS	IHSSA Ass't. Coach	9	\$2,475	\$2,520	\$2,565
HS	FBLA	3	\$825	\$840	\$855
HS	FFA	5	\$1,375	\$1,400	\$1,425
HS	FCCLA	3	\$825	\$840	\$855
HS	Student Senate	9	\$2,475	\$2,520	\$2,565
HS	Drama - Stage Dir. Fall	7	\$1,925	\$1,960	\$1,995
HS	Drama - Tech. Dir. Fall	3	\$825	\$840	\$855
HS	Cheerleaders	6	\$1,650	\$1,680	\$1,710
HS	Music Department Director	10	\$2,750	\$2,800	\$2,850
HS	Show Choir Director	8	\$2,200	\$2,240	\$2,280
HS	Show Choir Ass't	5	\$1,375	\$1,400	\$1,425
HS	Jazz Band Director	8	\$2,200	\$2,240	\$2,280
HS	Music Department Assistant Director	5	\$1,375	\$1,400	\$1,425
HS	Athletic Bands (Marching & Pep Band)	4	\$1,100	\$1,120	\$1,140
HS	Academic Decathlon (Range 12-18)	18	\$4,950	\$5,040	\$5,130
HS	Academic Decathlon (Range 12-18)	12	\$3,300	\$3,360	\$3,420
HS	Greenhouse Supervision	3	\$825	\$840	\$855
HS	Prom Sponsor	3	\$825	\$840	\$855
HS	National Honor Society Sponsor	2	\$550	\$560	\$570
MS	Activities Director	20	\$5,500	\$5,600	\$5,700
MS	Coaches	10.5	\$2,888	\$2,940	\$2,993
MS	Coaches Ass't.	9	\$2,475	\$2,520	\$2,565
MS	Student Senate	4	\$1,100	\$1,120	\$1,140
MS	Music Department Director	10	\$2,750	\$2,800	\$2,850
MS	Jazz Band Director	4	\$1,100	\$1,120	\$1,140
MS	Music Department Assistant Director	5	\$1,375	\$1,400	\$1,425
MS	SCSD Music Director	5	\$1,375	\$1,400	\$1,425
MS	Drama (Musical)	7	\$1,925	\$1,960	\$1,995
ELEM	Vocal Music	6	\$1,650	\$1,680	\$1,710
BE	Vocal Music	4	\$1,100	\$1,120	\$1,140