MASTER CONTRACT

Between

BENTON COMMUNITY SCHOOL DISTRICT

and the

BENTON COMMUNITY EDUCATION ASSOCIATION

Effective

FOR FISCAL YEAR 2026-2027
YEAR 2 OF A 5-YEAR CONTRACT

JULY 1, 2025 - JUNE 30, 2030

Quality Education for A Lifetime of Learning

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ARTICLE I

GRIEVANCE PROCEDURE

A. ***Definition***

A grievance shall mean only an allegation that there has been a violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.

B. ***Purpose and Procedure***

1. The purpose of this procedure is to secure, at the earliest possible level, equitable solutions to the problems, which may from time to time arise under this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

2. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The failure of an employee or the Association to act on any grievance will amount to a waiver of the alleged grievance and act as a bar to further appeal of the grievance. An administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits may be extended by mutual agreement.

3. It is agreed that any investigation or other handling or processing of any grievance by the grieving employee or his/her representative(s) shall be conducted so as to result in no interference or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the teaching staff. The administration shall determine whether an interference has occurred under this paragraph.

4. All grievances must be presented within seven (7) working days following knowledge of the date of occurrence of the event giving rise to the grievance.

5. Every employee covered by this Agreement or the Association shall have the right to present grievances in accordance with these procedures.

6. At all steps of the grievance after the informal discussion, the Association and Administration shall have the privilege to have representatives to attend any meeting required to resolve the grievance.

7. An attempt shall be made to resolve any grievance under this Article through an informal discussion between the grievant and his/her building principal. At the grievant's request, the grievant may have association representation at this informal discussion.

C. ***First Step***

1. If a grievance is not resolved informally, the aggrieved employee shall file the grievance in writing with the building principal within five (5) working days after the informal conference with the building principal. The written grievance shall state the nature of the grievance, spelling out the specific clause or clauses of this Agreement which have been allegedly violated, misinterpreted, or misapplied, and shall state the remedy requested.

2. Within five (5) working days after the principal receives the written grievance, a meeting at a mutually agreeable time shall be held with the aggrieved and his/her representative(s), if requested, to discuss the alleged grievance and attempt to resolve the same.

3. The principal shall have the right to have a representative or designee at the meeting. The principal, or other Board representative, shall render such decision and communicate it in writing to the aggrieved employee and the Superintendent within ten (10) working days following the meeting between the principal and the aggrieved.

D. ***Second Step***

In the event a grievance has not been satisfactorily resolved at the first (1st) step, the aggrieved, if he/she so desires, may file an appeal of the principal's answer within five (5) working days of the said written decision with the Superintendent and/or his/her representative. Within ten (10) working days after the written grievance is filed, the aggrieved, the representative of the aggrieved, if desired, and the Superintendent shall meet in an attempt to resolve the grievance. The Superintendent and/or his/her representative shall file an answer within ten (10) working days of the second (2nd) step grievance meeting and communicate it in writing to the employee, the principal, and the representative of the employee. The decision of the Superintendent shall be final and binding.

E. ***Other***

1. The Association pledges itself to make every effort to maintain unimpaired the educational services to the community. The Association shall make every effort to participate in preventing members of the bargaining unit to strike, slow down, disrupt, impede or otherwise impair the normal functions of the School Board or to refuse to perform any customarily assigned duties for the Board, nor shall any employee participate in such prohibited activity. The occurrence of any such prohibited activities by the Association, employee or employees shall be deemed illegal, and a violation of this Agreement.

2. Upon notification by the Board to the Association that certain of its employees are engaged in a violation of the Article, the Association shall disavow such violations and shall immediately in writing order such employee's return to work as promptly as possible. Failure of the Association to issue the orders and take action required herein shall be considered in determining whether or not the Association caused or authorized the strike or other prohibited activity.

3. Any or all of the employees who violate any of the provisions of this Article may be discharged or disciplined by the Board, including loss of compensation or disciplined by a proceeding involving breach of these provisions; the sole question to be determined is whether the employee engaged in the prohibited activity.

4. If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the building principal and the processing of such grievance shall begin at the First Step. The Association may process the grievance procedure and the number of days indicated at each level apply to such grievance.

5. At any step of the grievance procedure, either party may request the presence of any employee that is affected by the grievance. If the grievance affects a group of employees, the presence of any and/or all such employees may be required.

6. Participation in the grievance procedure shall not subject any representatives, or any member of the Association, or any other participant to reprisals of any kind solely because of such participation.

7. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in a personnel file of any of the participants.

8. All hearings under procedure, shall be conducted in private and shall include only witnesses, the grievant, and their designated or selected representatives heretofore referred in this Article.

9. All grievances processed outside the employee's work day unless otherwise agreed to by the Superintendent or his/her designee.

ARTICLE II

LEAVES OF ABSENCE

A. ***Sick Leave***

1. Employees covered under this Agreement shall be granted leave of absence or personal illness or injury, as prescribed by the Statutes of Iowa, in the following amounts:

1st year of employment	10 days
2nd year of employment	11 days
3rd year of employment	12 days
4th year of employment	13 days
5th year of employment	14 days
6th year of employment	15 days
and subsequent years of employment	

   If an employee is on an extended contract, he/she shall be entitled to one (1) additional sick leave day for each month of twenty (20) working days beyond the normal contract.

2. The above amounts shall only apply to consecutive years of employment in the District, and any unused portion may be accumulated to a maximum total of one hundred twenty (120) days. The Board shall, in each instance, require such reasonable evidence as it may desire confirming the necessity for such leave of absence.

3. Seven (7) days per year of absence in the case of illness, hospitalization, or surgery of a family member of the employee's immediate family (spouse, children, grandchildren, parents, grandparents, siblings, or legal dependents) will be allowed and charged to sick leave. Any additional days needed for this purpose will be charged to personal leave or special leave as approved by the Superintendent or his/her designee.

4. An employee may use six (6) weeks of the employee's available sick leave as paid leave due to pregnancy, child birth, or a related condition if the employee provides the appropriate documentation from her health care provider stating the leave is necessary for the health of the employee. The employee must submit said request to the superintendent no later than two (2) weeks prior to the use of the additional available sick leave. An employee may use additional available sick leave as paid maternity leave following the birth of the child, if the employee provides the required documentation from her health care provider. Any maternity leave will begin to run following the birth of the child, but no paid leave will be deducted if an employee is not required to report to work.

5. Any employee returning from illness, whether or not sick leave benefits have been paid, may be required to furnish a physician's certificate of health prior to returning to work. If the employee exhausts all of his/her accumulated and current sick leave, and has not been released by his/her doctor to return to work, the situation will be handled as leave without pay. The employee's pay will consequently be withheld on a per diem basis until he/she returns to work.

6. All sick leave benefits shall terminate and/or be forfeited upon termination of employment for any reasons, except for recall, see Article X, Paragraph G, of this contract.

7. When an employee will be absent from work he/she shall give notice to the principal or the person designated by the Superintendent to receive such notice. If the absence is for consecutive days, the Superintendent or representative shall be notified of the return of the employee.

8. Sick leave shall not be granted for elective surgery or other such illnesses, or for leaves for which reasonable evidence cannot be shown confirming the necessity of sick leave absence.

B. ***Personal Leave***

1. Three (3) days of personal leave will be granted without prior approval; however, all requests for personal leave must be filed with the Superintendent or his/her designee at least one (1) week in advance of the date requested, except in extenuating circumstances.

2. Personal leave shall not be granted during the first (1st) two (2) weeks or the last two (2) weeks of the school year, or to extend vacations or holidays, except under extenuating circumstances, at the sole discretion of the Superintendent or designee. Personal leave shall not be granted in units less than one-half (1/2) day.

3. Personal leave shall not be granted on an in-service or professional development day except in extenuating circumstances at the sole discretion of the superintendent.

4. Personal leave shall be granted to not more than two (2) employees per elementary attendance center per day, and to not more than four (4) employees at the secondary attendance center per day. Additional requests per attendance center per day may be considered and granted at the sole discretion of the superintendent.

5. Employees may choose to carry over one unused personal day to the following year, resulting in no more than four (4) days in any year.

6. Teaching staff can opt to be paid for unused personal days at $125.00/day for up to 2 days in an academic year, whole-day increments only. Any remaining days will be carried forward to the next school year. Teachers are required to use and submit

district provided forms or the process outlined, by the deadline announced in May, to request unused personal days.

C. ***Professional Leave***

Professional leave for attendance of educational meetings or visiting other schools may be permitted at full pay if such attendance is approved by the Superintendent or his/her designee. Requests for professional leave must be filed in writing with the Superintendent or his/her designee, at least ten (10) days prior to the first (1st) day of the anticipated attendance, except in extenuating circumstances. Employees may be reimbursed for expenses related to the attendance of such meetings as designated by the Superintendent or his/her designee. The cost of substitutes may also be paid by the District if approved by the Superintendent or his/her designee.

D. ***Funeral Leave***

In case of necessary absence of a regular employee to attend or make arrangements for a funeral of a member of the employee's immediate family (spouse, children, sister, brother, parent or parent-in-law, legal dependent or legal guardian), such employee will be paid for scheduled time lost to and including the day of the funeral, but not to exceed five (5) non-consecutive school days, to be used within thirty (30) days of the requested leave. Three (3) days of funeral leave shall be granted for the purpose of attending the funeral in the event of the death of a brother-in-law, sister-in-law, daughter-in-law, son-in-law, or a grandparent or grandchild. One (1) day of funeral leave shall be granted for the purpose of attending the funeral in the event of the death of other persons.

E. ***Jury Duty***

1. An employee called for jury duty during school hours or who is required to appear in court by a subpoena shall be provided such time without the loss of pay. Any per diem fees the employee receives during such leave shall be turned over to the district.

2. When an employee is excused from jury duty, either temporarily or permanently on any working day, the employee shall report to work and shall complete any remaining hours of the working day if required.

F. ***Special Leave***

An employee may be granted leave of absence with or without pay at the sole discretion of the Superintendent or his/her designee.

G. ***Association Leave***

The Association shall be granted a total of seven (7) days of leave for the purpose of allowing designated members to conduct Association business. Requests for the use of these leave days will be made by the President of the Benton Community Education Association at least one (1) week in advance of the necessary absence. The cost to the District for the substitute teacher will be paid by the Association. **This leave may not be used for political purposes.**

H. ***General Provisions on Leave of Absence***

1. A leave of absence will not be granted for the purpose of allowing the employee to enter
   the employ of another employer, to seek other employment, or to enter into or engage in self-employment. Acceptance of any type of employment for wages or profit during paid leave of absence will be proper cause for discharge.
2. An employee who gives the board a false reason to obtain a leave of absence will be subject to discharge.
3. An employee returning to work after a serious illness or injury may be required by the Board to undergo a medical examination to determine whether the employee is physically and mentally qualified to return to work.
4. Failure of an employee to return to work at the end of an authorized leave of absence period, or extension thereof, will automatically terminate the employee's relationship with the Board, except under extenuating circumstances which the Board may require the employee to substantiate or unless the Board determines otherwise.
5. All absences other than those enumerated under the above leave provisions will result in loss of pay as per contract.

I. ***Family Medical Leave***

Employees of the District are entitled to family and medical leave to the same extent and subject to the same terms and conditions as set forth in the Family Medical Leave Act of 1993 and the regulations implementing the Act. No provision of the Act is diminished by the inclusion of this provision in this contract nor are the pre-existing family or medical leave provisions of this contract diminished by the inclusion of this provision in this contract.

J. ***Adoption Leave***

1. A maximum of (five) 5 days of paid leave will be granted by the Superintendent or his/her designee for adoption procedures.
2. An additional fifteen (15) days of paid leave will be granted by the Superintendent or his/her designee for the adoption of a child who has not yet entered K-12 school.
3. All applicable paid leave must be used prior to adoption leave.

ARTICLE III
COMPLIANCE CLAUSES AND DURATION OF AGREEMENT

A. ***Separability***

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

B. ***Printing Agreement***

A copy of the collective bargaining agreement shall be posted on the Benton Community School District website and on the individual building servers for all personnel to access. Two (2) paper copies shall be available in each building.

C. ***Finality and Effect of Agreement***

1. This Agreement supersedes and cancels all previous agreements and practices between the Board and the Association or any employee, unless expressly stated to the contrary herein and constitutes the entire agreement between the parties, and concludes collective bargaining for its term.
2. The parties acknowledge that during the negotiations which resulted in the Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right which might otherwise exist under law to negotiate over any matter during the terms of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this or with respect to subject or matter not specifically referred to or covered in this Agreement, even though such subject matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

D. ***Duration Period***

This Agreement shall become effective as of July 1, 2025, and shall be in full force and effect through June 30, 2030, except that the parties may negotiate wages and language effective for the 2026-2027 school year and may negotiate wages only effective for the 2027-2028 school year and each subsequent year of the Agreement.

E. ***Procedures of Negotiations***

1. Modification of Current Agreement-Negotiations maybe reopened by mutual agreement on the current contract if either party gives a written notice of request to negotiate because of a serious error or omission in the contract.

2. Successor Agreement-Either party may give written notice to the other to negotiate a Successor Agreement not less than one hundred fifty (150) days prior to the District's Budget Certification date, as established by the Code of Iowa, or September 15th, whichever is later.

   Upon receipt of the notice, the Negotiation Team representing the Board and the Negotiating Team representing the Association shall meet for the purpose of negotiating whenever a mutually agreeable meeting time can be established.

3. Automatic Renewal of Agreement - If neither party notifies the other of its intent to negotiate a Successor Agreement by the date stated in 2. above, the current Agreement shall automatically continue in force and to be in effect for equivalent periods as shown in (D) above.

This agreement if executed and agreed upon this 17 day of Aug., 2026.

BENTON COMMUNITY EDUCATION ASSOCIATION
Association

By _____
President

By _____
Chief Negotiator

BENTON COMMUNITY SCHOOL DISTRICT
Board of Education

By Theresa Thompson
President

By _____
Chief Negotiator

SCHEDULE A - 2026-2027 Certified Teacher Base Salary Schedule

2026-2027	BA	BA+12	BA+24	MA	MA+15	MA+30	MA+45
STEP	A	B	C	D	E	F	G
1	35,800	37,411	39,022	41,170	42,960	44,750	46,540
TSS	6,235	6,265	6,295	6,336	6,370	6,404	6,438
Additional TSS	7,965	6,324	4,683	2,494	670		
Combined Salary	**50,000**	**50,000**	**50,000**	**50,000**	**50,000**	**51,154**	**52,978**
Supplemental % (BA Step)	36,475						
2	36,874	38,485	40,096	42,244	44,034	45,824	47,614
TSS	6,255	6,286	6,316	6,357	6,390	6,424	6,458
Additional TSS	6,871	5,229	3,588	1,400			
Combined Salary	**50,000**	**50,000**	**50,000**	**50,000**	**50,424**	**52,248**	**54,072**
Supplemental % (BA Step)	37,569						
3	37,948	39,559	41,170	43,318	45,108	46,898	48,688
TSS	6,276	6,306	6,336	6,377	6,411	6,444	6,478
Additional TSS	5,777	4,135	2,494	305			
Combined Salary	**50,000**	**50,000**	**50,000**	**50,000**	**51,519**	**53,342**	**55,166**
Supplemental % (BA Step)	38,664						
4	39,022	40,633	42,244	44,392	46,182	47,972	49,762
TSS	6,296	6,326	6,357	6,397	6,431	6,465	6,498
Additional TSS	4,682	3,041	1,400				
Combined Salary	**50,000**	**50,000**	**50,000**	**50,789**	**52,613**	**54,437**	**56,260**
Supplemental % (BA Step)	39,758						
5	40,096	41,707	43,318	45,466	47,256	49,046	50,836
TSS	6,316	6,346	6,377	6,417	6,451	6,485	6,519
Additional TSS	3,588	1,947	305				
Combined Salary	**50,000**	**50,000**	**50,000**	**51,883**	**53,707**	**55,531**	**57,355**
Supplemental % (BA Step)	40,852						
6	41,170	42,781	44,392	46,540	48,330	50,120	51,910
TSS	6,336	6,367	6,397	6,438	6,471	6,505	6,539
Additional TSS	2,494	852					
Combined Salary	**50,000**	**50,000**	**50,789**	**52,978**	**54,801**	**56,625**	**58,449**
Supplemental % (BA Step)	41,946						
7	42,244	43,855	45,466	47,614	49,404	51,194	52,984
TSS	6,357	6,387	6,417	6,457	6,492	6,525	6,559
Additional TSS	1,399						
Combined Salary	**50,000**	**50,242**	**51,883**	**54,071**	**55,896**	**57,719**	**59,543**
Supplemental % (BA Step)	43,041						
8	43,318	44,929	46,540	48,688	50,478	52,268	54,058
TSS	6,377	6,407	6,438	6,478	6,512	6,546	6,579
Additional TSS	305						
Combined Salary	**50,000**	**51,336**	**52,978**	**55,166**	**56,990**	**58,814**	**60,637**
Supplemental % (BA Step)	44,135						
9	44,392	46,003	47,614	49,762	51,552	53,342	55,132
TSS	6,397	6,427	6,458	6,498	6,532	6,566	6,600
Additional TSS							
Combined Salary	**50,789**	**52,430**	**54,072**	**56,260**	**58,084**	**59,908**	**61,732**
Supplemental % (BA Step)	45,229						
10	45,466	47,077	48,688	50,836	52,626	54,416	56,206
TSS	6,417	6,448	6,478	6,519	6,552	6,586	6,620
Additional TSS							
Combined Salary	**51,883**	**53,525**	**55,166**	**57,355**	**59,178**	**61,002**	**62,826**
Supplemental % (BA Step)	46,323						
11	46,540	48,151	49,762	51,910	53,700	55,490	57,280
TSS	6,438	6,468	6,498	6,539	6,573	6,606	6,640
Additional TSS							
Combined Salary	**52,978**	**54,619**	**56,260**	**58,449**	**60,273**	**62,096**	**63,920**
Supplemental % (BA Step)	47,418						
12	47,614	49,225	50,836	52,984	54,774	56,564	58,354
TSS	6,458	6,488	6,519	6,559	6,593	6,627	6,660
Additional TSS							
Combined Salary	**54,072**	**55,713**	**57,355**	**59,543**	**61,367**	**63,191**	**65,014**
Supplemental % (BA Step)	48,512						
13	48,688	50,299	51,910	54,058	55,848	57,638	59,428
TSS	6,478	6,508	6,539	6,579	6,613	6,647	6,681
Additional TSS	6,834	5,193	3,551	1,363			
Combined Salary	**62,000**	**62,000**	**62,000**	**62,000**	**62,461**	**64,285**	**66,109**
Supplemental % (BA Step)	49,606						
14		51,910	53,521	55,769	57,559	59,349	61,139
TSS		6,539	6,569	6,610	6,643	6,677	6,711
Additional TSS		3,551	1,910				
Combined Salary		**62,000**	**62,000**	**62,379**	**64,202**	**66,026**	**67,850**
15			55,132	57,405	59,195	60,985	62,775
TSS			6,600	6,640	6,674	6,708	6,741
Additional TSS			269				
Combined Salary			**62,000**	**64,045**	**65,869**	**67,693**	**69,516**
16			57,678	59,041	60,831	62,621	64,411
TSS			6,630	6,670	6,704	6,738	6,772
Additional TSS							
Combined Salary			**64,308**	**65,711**	**67,535**	**69,359**	**71,183**
17				61,214	63,004	64,794	66,584
TSS				6,711	6,745	6,778	6,812
Additional TSS							
Combined Salary				**67,925**	**69,749**	**71,572**	**73,396**
18				65,337	67,132	68,927	70,522
TSS				6,751	6,785	6,819	250
Additional TSS							
Combined Salary				**72,088**	**73,917**	**75,746**	**70,772**
EXT	48,688	51,910	57,678	65,337	67,132	68,927	70,522
TSS	6,478	6,539	6,630	6,751	6,785	6,819	6,853
Additional TSS	6,834	3,551					
Combined Salary	**62,000**	**62,000**	**64,308**	**72,088**	**73,917**	**75,746**	**77,375**

SCHEDULE A - 2026-2027 Certified Teacher Combined Salary Schedule

2026-2027	BA	BA+12	BA+24	MA	MA+15	MA+30	MA+45
STEP	A	B	C	D	E	F	G
1	35,800	37,411	39,022	41,170	42,960	44,750	46,540
TSS	6,235	6,265	6,295	6,336	6,370	6,404	6,438
Additional TSS	7,965	6,324	4,683	2,494	670		
Combined Salary	**50,000**	**50,000**	**50,000**	**50,000**	**50,000**	**51,154**	**52,978**
Supplemental % (BA Step)	36,475						
2	36,874	38,485	40,096	42,244	44,034	45,824	47,614
TSS	6,255	6,286	6,316	6,357	6,390	6,424	6,458
Additional TSS	6,871	5,229	3,586	1,400			
Combined Salary	**50,000**	**50,000**	**50,000**	**50,000**	**50,424**	**52,248**	**54,072**
Supplemental % (BA Step)	37,569						
3	37,948	39,559	41,170	43,318	45,108	46,898	48,688
TSS	6,276	6,306	6,336	6,377	6,411	6,444	6,478
Additional TSS	5,777	4,135	2,494	305			
Combined Salary	**50,000**	**50,000**	**50,000**	**50,000**	**51,519**	**53,342**	**55,166**
Supplemental % (BA Step)	38,664						
4	39,022	40,633	42,244	44,392	46,182	47,972	49,762
TSS	6,296	6,326	6,357	6,397	6,431	6,465	6,498
Additional TSS	4,682	3,041	1,400				
Combined Salary	**50,000**	**50,000**	**50,000**	**50,789**	**52,613**	**54,437**	**56,260**
Supplemental % (BA Step)	39,758						
5	40,096	41,707	43,318	45,466	47,256	49,046	50,836
TSS	6,316	6,346	6,377	6,417	6,451	6,485	6,519
Additional TSS	3,588	1,947	305				
Combined Salary	**50,000**	**50,000**	**50,000**	**51,883**	**53,707**	**55,531**	**57,355**
Supplemental % (BA Step)	40,852						
6	41,170	42,781	44,392	46,540	48,330	50,120	51,910
TSS	6,336	6,367	6,397	6,438	6,471	6,505	6,539
Additional TSS	2,494	852					
Combined Salary	**50,000**	**50,000**	**50,789**	**52,978**	**54,801**	**56,625**	**58,449**
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7	42,244	43,855	45,466	47,614	49,404	51,194	52,984
TSS	6,357	6,387	6,417	6,457	6,492	6,525	6,559
Additional TSS	1,399						
Combined Salary	**50,000**	**50,242**	**51,883**	**54,071**	**55,896**	**57,719**	**59,543**
Supplemental % (BA Step)	43,041						
8	43,318	44,929	46,540	48,688	50,478	52,268	54,058
TSS	6,377	6,407	6,438	6,478	6,512	6,546	6,579
Additional TSS	305						
Combined Salary	**50,000**	**51,336**	**52,978**	**55,166**	**56,990**	**58,814**	**60,637**
Supplemental % (BA Step)	44,135						
9	44,392	46,003	47,614	49,762	51,552	53,342	55,132
TSS	6,397	6,427	6,458	6,498	6,532	6,566	6,600
Additional TSS							
Combined Salary	**50,789**	**52,430**	**54,072**	**56,260**	**58,084**	**59,908**	**61,732**
Supplemental % (BA Step)	45,229						
10	45,466	47,077	48,688	50,836	52,626	54,416	56,206
TSS	6,417	6,448	6,478	6,519	6,552	6,586	6,620
Additional TSS							
Combined Salary	**51,883**	**53,525**	**55,166**	**57,355**	**59,178**	**61,002**	**62,826**
Supplemental % (BA Step)	46,323						
11	46,540	48,151	49,762	51,910	53,700	55,490	57,280
TSS	6,438	6,468	6,498	6,539	6,573	6,606	6,640
Additional TSS							
Combined Salary	**52,978**	**54,619**	**56,260**	**58,449**	**60,273**	**62,096**	**63,920**
Supplemental % (BA Step)	47,418						
12	47,614	49,225	50,836	52,984	54,774	56,564	58,354
TSS	6,458	6,488	6,519	6,559	6,593	6,627	6,660
Additional TSS							
Combined Salary	**54,072**	**55,713**	**57,355**	**59,543**	**61,367**	**63,191**	**65,014**
Supplemental % (BA Step)	48,512						
13	48,688	50,299	51,910	54,058	55,848	57,638	59,428
TSS	6,478	6,508	6,539	6,579	6,613	6,647	6,681
Additional TSS	6,834	5,193	3,551	1,363			
Combined Salary	**62,000**	**62,000**	**62,000**	**62,000**	**62,461**	**64,285**	**66,109**
Supplemental % (BA Step)	49,606						
14		51,910	53,521	55,769	57,559	59,349	61,139
TSS		6,539	6,569	6,610	6,643	6,677	6,711
Additional TSS		3,551	1,910				
Combined Salary		**62,000**	**62,000**	**62,379**	**64,202**	**66,026**	**67,850**
15			55,132	57,405	59,195	60,985	62,775
TSS			6,600	6,640	6,674	6,708	6,741
Additional TSS			269				
Combined Salary			**62,000**	**64,045**	**65,869**	**67,693**	**69,516**
16			57,678	59,041	60,831	62,621	64,411
TSS			6,630	6,670	6,704	6,738	6,772
Additional TSS							
Combined Salary			**64,308**	**65,711**	**67,535**	**69,359**	**71,183**
17				61,214	63,004	64,794	66,584
TSS				6,711	6,745	6,778	6,812
Additional TSS							
Combined Salary				**67,925**	**69,749**	**71,572**	**73,396**
18				65,337	67,132	68,927	70,522
TSS				6,751	6,785	6,819	250
Additional TSS							
Combined Salary				**72,088**	**73,917**	**75,746**	**70,772**
EXT	48,688	51,910	57,678	65,337	67,132	68,927	70,522
TSS	6,478	6,539	6,630	6,751	6,785	6,819	6,853
Additional TSS	6,834	3,551					
Combined Salary	**62,000**	**62,000**	**64,308**	**72,088**	**73,917**	**75,746**	**77,375**

SCHEDULE B - Supplemental Salary Schedule

All salaries for supplemental pay will be based on the percentage of the B.A. experience salary step (total salary of combined schedules) for each specific activity assigned. Prior experience will not transfer from one (1) supplementary assignment to another assignment, however, prior experience will transfer from one (1) supplementary assignment to another assignment within the same or a related sport.

ACTIVITY	% OF THE BASE
ART CLUB SPONSOR	6.0
ASSISTANT FFA SPONSOR	6.0
AUDITORIUM MANAGER	4.0
BASEBALL	
Head Varsity	12.5
Varsity Assistant Baseball	9.5
BASKETBALL	
Head Varsity	12.5
Assistant Varsity	9.5
Head 8th	7.0
Assistant 8th	6.5
Head 7th	7.0
Assistant 7th	6.5
BOWLING	10.0
BUILDING TECHNOLOGY SUPPORT TEACHER	5.0
CHEERLEADING	
Head Senior High	6.5
Assistant Cheerleading Coach	4.0
7-8	3.0
COLOR GUARD	7.0
CROSS COUNTRY	
Boys	7.0
Girls	7.0
Both Boys and Girls	12.5
Assistant Cross Country	9.0
DECA COORDINATOR	6.0
DRAMATICS	
Senior High Speech	10.0
Assistant Senior High Speech	5.5
Senior High Dramatics (per production)	10.0
Assistant Senior High Dramatics (per production)	5.5
Middle School Dramatics (per production)	3.0
Choreographer	3.0
Thespians	4.0
DRILL/DANCE SPONSOR	5.5
DRUM LINE DIRECTOR	4.5
ELEMENTARY YEARBOOK	4.0
FAMILY CAREER COMMUNITY LEADERS OF AMERICA	8.0
FOOTBALL	
Head Varsity	12.5
Assistant Varsity	10.0
Head 8th	7.0
Assistant 8th	6.5
Head 7th	7.0
Assistant 7th	6.5
FUTURE FARMERS OF AMERICA	12.0

GOLF

Head Boys	12.5
Head Girls	12.5
Assistant	9.0

INDUSTRIAL ARTS CLUB

Senior High	1.5

INSTRUMENTAL MUSIC ACTIVITIES

Senior High School	12.0
HS Marching Band	5.0
Assistant HS Marching Band	4.0
Asst. Senior High/Head Middle School	10.0

JUNIOR CLASS ADVISOR (2)	2.0
Elementary	3.0
MOCK TRIAL	1.0
NATIONAL HONOR SOCIETY	6.0
ROBOTICS COACH	6.0
SENIOR CLASS ADVISOR (1)	1.0
SKILLS USA COORDINATOR	6.0

SOCCER

Boys Head Varsity	12.5
Girls Head Varsity	12.5
Boys Assistant Varsity	9.0
Girls Assistant Varsity	9.0

SOFTBALL

Head Varsity	12.5
Varsity Assistant Softball	9.5

SPANISH CLUB	6.0

STUDENT COUNCIL

High School	6.0
Middle School	2.0
Elementary	1.5

TRACK

Head Varsity	12.5
Assistant Varsity	10.0
Head 7-8	7.0
Assistant 7-8	5.5

VOCAL MUSIC ACTIVITIES

Vocal Music (7-12)	12.0
Assistant 7-12 Vocal	10.0
Head High School Show Choir	5.0
Assistant High School Show Choir	4.0
Head Middle School Show Choir	3.0
Elementary	3.0

VOLLEYBALL

Head Varsity	12.5
Assistant Varsity	9.5
Head 7-8	7.0
Assistant 7-8	6.5

WRESTLING

Boys Head Varsity	12.5
Girls Head Varsity	12.5
Assistant Varsity	9.5
Head 7-8 Wrestling/Assistant Varsity	9.5
Assistant 7-8	5.5

WEIGHT ROOM SUPERVISION - Total of $4,800 for the year.

WEIGHT ROOM COORDINATOR 5.0
WEB PAGE COORDINATOR 8.0
YEARBOOK
Middle School 4.0
High School 8.5

SCHEDULE C

NURSES' SALARY SCHEDULE

DEGREE - One Hundred percent (100%) of BA experience salary step.

R.N. - Ninety percent (90%) of BA experience salary step.

LPN - Seventy percent (70%) of BA experience salary step.