

AGREEMENT

BETWEEN THE
BOARD OF EDUCATION
AND THE
MT. PLEASANT EDUCATION ASSOCIATION



JULY 1, 2023 – JUNE 30, 2027

INDEX

Article	Page
Preamble	3
1. Recognition	4
2. Employer Rights	4
3. Employee Rights	4
4. Employee Hours	5
5. Vacations	6
6. Temporary Leaves of Absence	6
7. Extended Leaves of Absence	8
8. Sick Leave	10
9. Health and Safety	10
10. Grievance Procedure	11
11. Wage and Salaries	13
12. Finality and Effect of Agreement	15
13. Compliance Clauses and Duration	15
Schedules	
A. Grievance Report	17
B. Extra Duties Pay Schedule D	19
C. Coaches Wage Schedule E	20
D. Salary Schedule Schedule F	21

PREAMBLE

The Board of Directors of the Mt. Pleasant Community School District and the Mt. Pleasant Education Association recognize that it is the responsibility of the public school system to provide an educational program of high quality for children and youth of the district. The Board of Directors and the Mt. Pleasant Education Association further recognize that attainment of this goal is a joint responsibility of the Board of Directors, the administrative and supervisory staff, professional teaching personnel, the support service staff, the parents of students, and the community at large.

Whereas, the parties have agreed to bargain in good faith and have reached certain understandings which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE ONE RECOGNITION

The Board of Directors of the Mt. Pleasant Community School District, hereinafter referred to as the "Board", recognizes the Mt. Pleasant Education Association, hereinafter referred to as the "Association", as the certified exclusive sole collective bargaining representative for District employees included in the stipulated bargaining unit approved by the Public Employment Relations Board (Case No. 82), September 24, 1975, **TO WIT:**

Included:

Classroom teachers, librarians, guidance counselors, school nurses, music instructors (vocal & instrumental), part-time teachers under contract, special or remedial teachers, department heads.

Excluded:

Superintendent, principals, administrators, non-certified employees, substitute teachers, and all others excluded by Section 4 of Chapter 20, Code of Iowa.

ARTICLE TWO PUBLIC EMPLOYER RIGHTS

It is expressly understood and agreed that all functions, rights, powers or authority granted to or inherent in the administration of the school district by law are retained by the Board. Provided that none of the clauses in this agreement in any way abrogate or diminish the above-mentioned rights and authority of the Board, the Board shall not exercise its rights so as to violate any of the specific provisions of this agreement.

ARTICLE THREE PUBLIC EMPLOYEE RIGHTS

A. Statutory Savings Clause

Nothing contained herein shall be construed to deny or restrict to any employee such rights as the employee may have under Federal or Iowa School Laws or other applicable laws and regulations of any federal or state agency. The rights granted to employees hereunder shall be deemed to be in addition to such laws and regulations.

B. Use of Facilities

The employee shall have the right to make use of school buildings and facilities at reasonable times and upon approval for meetings. Every building should have access to a private telephone line. The telephone should be located in an isolated area for use by teachers. The president of the Association shall, upon request, have a separate private telephone line in the President's room at the Association's expense. Facilities as they exist satisfy this article.

C. Communications

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, such as teachers' lounges and workrooms. The Association may use the employee mailboxes for communications to employees.

D. Access to Members

Duly authorized representatives of the Association shall be permitted to transact official Association business on school property at reasonable times when the teachers are not actively involved with students. Teachers shall not be permitted to leave the building except at reasonable times and with permission of the principal which permission shall not be unreasonably withheld.

E. Keys

All employees shall be given keys to lounge, work area and upon request and subject to reasonable regulation, shall be provided a key or other means of access to the outside door in their area of the building.

F. Access to Information

The Association shall be furnished, on request, regularly and routinely prepared information concerning the financial condition of the District including financial reports and adopted budget. In addition, the Board and administration will grant reasonable requests for other readily available and pertinent information which may be relevant to bargaining and/or the processing of grievances. Nothing herein shall require the administrative staff to research and assemble information.

G. Part Time Employees

Salary and benefits for employees working less than full time will be pro-rated according to the amount of time worked.

ARTICLE FOUR EMPLOYEE HOURS

A. Workday

The workday shall be eight (8) hours, which may be flexible at the discretion of the building principal. On days preceding holidays, Fridays and if weather conditions cause the early release of school, the teacher shall be free to leave the building five (5) minutes after the last buses leave. Teachers in outlying schools shall be free to leave after the first regular bus leaves. Teachers shall be permitted to leave the building after 3:30 with permission of the principal which permission shall not be unreasonably withheld.

B. Lunch Periods

1. Middle School and High School

Duty free lunch period will be granted for 30 consecutive minutes.

2. Elementary

Duty free lunch period will be granted for 30 consecutive minutes.

The principal shall have the right to prescribe reasonable duties during said lunch periods if necessary.

C. Break Time

Classroom employees shall in addition to their lunch period have the following daily break time:

1. Elementary school - 30 minutes

- 200 minutes in a 5 day teaching week
2. Middle School - break time shall be equivalent to a class period.
 3. Senior High - break time shall be equivalent to a class period.

No other duties shall be assigned during said periods of time unless in the discretion of the principal the same is necessary for emergency reasons.

D. In-service Days

Exactly one (1) day at the beginning of the year, one (1) day at the end of the first semester and one (1) day at the end of the second semester will be designated teacher work days. Part-time employees shall be required to attend an equivalent percentage of professional development and teacher work days to the nearest half-day and those days shall be designated by the employer.

ARTICLE FIVE VACATIONS

A. Vacations

1. Labor Day Vacation

Labor Day Vacation shall be the Thursday and Friday before Labor Day and Labor Day.

2. Thanksgiving Vacation

Thanksgiving Vacation shall be from the Wednesday before Thanksgiving Day through the Friday after Thanksgiving Day.

3. Christmas Vacation

December 23, 2023 through January 2, 2024

4. Spring Break

March 11, 2024 through March 15, 2024

4. Easter Vacation

March 29, 2024

B. Changes

No changes of vacation dates will be put into effect unless agreed to by the Board and the Association.

C. Early vacation dismissals shall be placed on the school calendar.

ARTICLE SIX TEMPORARY LEAVES OF ABSENCE

A. Paid Leave

As of the beginning of the school year, employee shall be entitled to the following temporary, accumulative and non-accumulative leaves of absence each school year with full pay:

1. Personal
Each employee shall be credited with two (2) personal days per year, accumulative to four (4) days to be used for the employee's personal business. The first (1) day will be credited at the commencement of the employee's employment contract. The second (2) day will be credited the first working day after January 10. Such personal leave will not be allowed for the first or last five student days at the beginning or end of the school year or one day before or after vacation period except in cases of emergency and with prior approval of the principal. No more than four (4) requests will be honored on a given day the last ten (10) working days of the first (1) semester and the ten (10) working days prior to the last five (5) student days of the year, except in the case of emergencies approved by the principal. Preference will be given in order of request with seniority prevailing in case of requests submitted on the same day. Part-time employee's personal leave time will be pro-rated based on hours of employment.
2. Jury
Any employee called for jury duty during school hours shall be provided such time. The amount of any fees or remuneration received by the employee during such time shall be deducted from the next paycheck of the employee.
3. Notice
The employee planning to use a personal leave day shall notify the employee's Principal at least three calendar days in advance except in cases of emergency.
4. Bereavement
In the case of a death in the immediate family of an employee (immediate family shall be defined as mother-in-law, father-in-law, stepparent, stepparent-in-law, stepchild, brother, brother-in-law, sister, sister-in-law, grandparents, grandchildren, grandparents-in-law, son-in-law and daughter-in-law, foster parents), allowance of up to three (3) school days will be provided. In the case of death of a spouse, child, mother, father or any members of the immediate household, an allowance of up to five (5) days will be provided. Requests for such leave shall be made to the principal for approval of the number of days required for such leave. Additional time may be granted at the discretion of the employer. In the event of the death of an employee or student in the Mt. Pleasant Community Schools, the principal or immediate supervisor of said employee may grant to an appropriate number of employees sufficient time to attend the funeral.
5. Witness
Any employee called to testify in a fact finding or arbitration hearing in the School District shall be excused for such required time as requested by the fact finder or arbitrator.
6. Professional
Professional leave to attend conferences, workshops or seminars may be granted at the discretion of the Superintendent upon recommendation of the Principal. Written request for such leave shall be made in writing by the employee to the Principal at least one week in advance of the requested leave.
7. Association
Up to seven (7) workdays shall be available for representatives of the Association collectively to attend conferences, conventions, or other activities of the local, state

and national affiliated organizations. Three additional days shall be available provided, however, the association shall pay for the substitute teacher for those three days. Notification for these leave days shall be made in writing in the Superintendent's office one week in advance of the leave date.

ARTICLE SEVEN EXTENDED LEAVES OF ABSENCES

A. Maternity

All female employees shall be eligible for maternity leaves subject to the following conditions:

1. Notification

The employee shall notify the employer within fifteen (15) days when the employment commitments due to pregnancy will be altered. Employee shall notify the building principal ten (10) days in advance of employee's intended return date. If difference of opinion exists regarding ability to continue or resume duties, such shall be resolved by written statement from the employee's attending physician: such statement, if requested, shall be at the expense of the Board.

A teacher on an extended leave without pay must notify their building principal by March 1, if they intend to return the following year.

2. Return Rights

The employee shall return to previously assigned full-time duties upon sufficient statement from the attending physician certifying fitness to resume such duties. Upon returning to employment, the employee shall assume all previous rights and privileges. An employee shall be entitled to all raises and increments upon return if the employee serves at least one-half (90 days) of the school year.

3. Sick Leave Use

Sick leave may be used by the employee only in such amount of accumulated sick leave and not to extend beyond such time as the employee's physician deems the employee fit to return to the assigned duties of employment.

4. Extension Without Pay

Extended leave without pay for the remainder of the school year may be granted on application of the employee and approval of the employer.

5. Adoption

In cases of adoption of a child, these policies shall apply where appropriate.

B. Education Leave

1. Purpose

Educational Leave without pay may be granted for the purpose of professional study subject to the approval of the Superintendent of Schools and the Board of Education. Educational Leave will be defined as college training, teaching overseas or Peace Corp service.

2. Eligibility

Certified personnel who have served for five (5) consecutive years in the Mt. Pleasant Community Schools shall be eligible for application for Education Leave. All application approvals are conditional upon the hiring of a suitable replacement by

June 1st. All teaching overseas and Peace Corps applications are conditional upon the hiring of a suitable replacement by May 1st.

3. Application

Educational Leave application in a form prepared by the District must be submitted by February 1st for the following school year. Teaching overseas and Peace Corps applications must be submitted by March 1st. Timelines can be waived by mutual agreement of the parties.

4. Selection

All applications will be reviewed and evaluated by a committee composed of three (3) administrators selected by the Superintendent, and three (3) employees selected by the Association president. Recommendations will be presented for action by the Board at its regular March meeting. Those receiving a leave will be notified as soon as selections and eligibility requirements have been met.

5. Length of Leave

Leave shall be granted for not more than two (2) school years.

6. Number Eligible

The maximum of three (3) may be approved by the Board of Education assuming all other conditions are met.

7. Compensation

Certified personnel of the Mt. Pleasant Community Schools who are granted Education Leave will not receive pay during their absence.

8. Placement Upon Return

An employee who accepts an Education Leave shall be assured of a position upon return and such leave shall not be deemed an interruption of employment for seniority purposes, however, no credit for experience will be received for purpose of advancement on the salary schedule. All efforts will be made to place each person in the same or similar position held prior to going on Educational Leave. However, the Mt. Pleasant Community School District does not guarantee the same position held before taking leave.

9. Address

The employee shall provide the Superintendent with the employee's address for purposes of contract offerings pursuant to the Iowa Code or any other purpose which requires correspondence.

C. Association Office Leave

1. Purpose

A leave of absence without pay of up to two (2) years shall be granted to any employee, upon application, for the purpose of serving in an Association Office.

2. Compensation

Certified personnel of the Mt. Pleasant Community School District who are granted Association Office Leave will not receive pay during their absence. They may, however, participate in the school district group insurance program provided they pay for it themselves and subject to the approval of the insurance company.

3. Placement Upon Return

An employee who accepts an Association Office Leave shall be assured of a position upon return and such leave shall not be deemed an interruption of employment for seniority purposes. However, no credit for experience will be received for purpose of

advancement on the salary schedule. All efforts will be made to place each person in the same or similar position held prior to going on Association Office Leave. However, the Mt. Pleasant Community School District does not guarantee the same position held before taking leave.

4. Address

The employee shall provide the Superintendent with the employee's address for purposes of contract offerings pursuant to the Iowa Code or any other purpose which requires correspondence.

ARTICLE EIGHT SICK LEAVE

A. Accumulative Benefits

As of the 1976-77 school year, all employees shall be entitled to fifteen (15) sick leave days each school year and unused sick leave days shall be accumulated from year to year up to one hundred twenty-five (125) days. Nine of said days may be used for family sickness, defined as spouse, children, parents, foster parents, and foster children, which days shall be non-accumulative. Part-time employees' sick leave days will be pro-rated based on hours of employment.

B. Confirmation

In all sick leave requests the employee shall complete their leave request through the Frontline (Formerly known as AESOP) Absence Management System.

C. Extended Leave

An employee who is unable to work because of personal illness or disability, and who has exhausted all sick leave available, may be granted a leave of absence without pay for the duration of such illness or disability, up to one year.

ARTICLE NINE HEALTH AND SAFETY

A. Safety Provisions

1. Protective Devices

Such special clothing, equipment and devices as may be needed by the employee to perform teaching duties in a safe manner shall be provided to the employee without charge to the employee as required by O.S.H.A.

2. Unsafe and Hazardous Conditions

Employees shall not be required to work under unsafe hazardous conditions or to perform tasks which would endanger their health and safety.

3. Reporting Assaults

Employees shall report cases of assault suffered by them in connection with their employment to their Principal or other immediate supervisor and at the option of the employee to the police or other appropriate authority.

4. Bomb Threats

No employee shall be required to search for a bomb.

ARTICLE TEN GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A grievance is any dispute or claim arising out of or relating to the interpretation or the application of this Agreement.

2. Aggrieved Party

The aggrieved party shall mean the party filing a grievance.

3. Party in Interest

Party in interest shall mean the Association, the Board of Directors, and/or its designated representative and any party named in a grievance who is not the aggrieved party.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, solutions to disputes or claims arising out of or relating to the interpretation or the application of this Agreement.

Both parties agree these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. General Provisions

Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures. Preparation and processing of grievances shall be conducted so as to avoid interruption of classroom activity and to avoid involvement of students in any phase of the grievance procedure.

Nothing contained in this article or elsewhere in this Agreement shall be construed to permit the Association to present or process a grievance involving the application or interpretation of the terms of this Agreement on behalf of any employee without that employee's consent.

Grievances arising from an action other than at a building level may be initiated and processed in accordance with provisions of Step 3 of this grievance procedure.

Failure at any step of this procedure to appeal a grievance to the next step within the time specified shall be deemed to be acceptance of the decision rendered at that step and further appeal is barred.

The time limits specified in any step of this procedure may be extended, in any specific instance, by mutual consent.

Failure at any step at this grievance procedure to communicate the decision on a grievance within the specified time shall permit the aggrieved party to proceed to the next step.

D. Procedure for Grievance

Step 1

An attempt shall be made to resolve any grievance in informal, oral discussion between the parties. Such grievance shall be presented, and the conference shall be held, no later than ten (10) school days following knowledge of the act or condition which is the basis of the

grievance. The decision shall be given verbally within three (3) school days of the close of the conference.

Step 2

If the grievance is not resolved at Step 1, the aggrieved party may file the grievance in writing using the approved "Grievance Report".

The written grievance shall: (1) state the date of the alleged violation of the Agreement; (2) the section(s) of the contract involved; (3) the nature of the grievance; and (4) the relief sought. The written grievance at Step 2 must be filed within ten (10) school days after decision in Step 1.

The principal shall meet and confer with the aggrieved employee with a view to arriving at a mutually satisfactory solution to the grievance. The aggrieved employee shall be given at least two (2) school days notice of the conference. The employee may appear alone or may be represented by the Association. The employee shall be present at the conference.

The Principal's decision shall be communicated in writing to the aggrieved employee and the employee's representative, if any, within five (5) school days after receiving the written grievance.

Step 3

If the grievance is not resolved at Step 2, the employee may appeal the Principal's written decision to the Superintendent of Schools within ten (10) school days after the Principal's decision has been delivered. The approved "Report of Grievance Form" shall be used.

The Superintendent of Schools shall meet and confer with the aggrieved employee with a view to arriving at a mutually satisfactory solution of the grievance. The aggrieved employee shall be given at least two (2) school days notice of the conference. The employee may appear alone or may be represented by the Association.

The decision of the Superintendent of Schools shall be communicated in writing to the aggrieved employee, the Association, and to the employee's representative, if any, and to the Principal within five (5) school days after receiving the appeal.

E. Year-end Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.

F. Meetings and Hearings

All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest, and their designated or selected representatives, heretofore referred to in this Article. Further, all meetings Step 1 through Step 3, shall be agreed upon by person grieved and parties designated in first three steps.

G. Rights of Employees to Representation

Any aggrieved person may be represented at all stages of the grievance procedure by the

aggrieved or at the aggrieved's option by a representative of the aggrieved's choice. When an employee is not represented by the Association, the Association shall have the right to be present at all steps as a party in interest and shall have the right to grieve any adjustment of the employees complaint if such adjustment is inconsistent or contrary to the provisions of this agreement. The employer at its option may have representation also.

- H. If, in the mutual judgment of the Association and the Superintendent, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Step 1 and, if necessary, processed through Step 3.

ARTICLE ELEVEN WAGE AND SALARIES

A. Schedule

The salary of each employee covered by the regular salary schedule is set forth in Schedule F, which is attached hereto and made a part thereof.

B. Placement on Salary Schedule

1. Adjustment to Salary Schedule

Each employee shall be placed on the employee's proper step of the salary schedule as of the effective date of this agreement and in accordance with paragraph 2 below. Any employee shall be given full credit for one (1) year of service toward the next increment step for the following year, if the employee has taught ninety (90) consecutive days during the preceding regular school year.

2. Credit for Experience

Fifteen (15) years credit on the employee salary schedule may be given for previous outside teaching experience in a duly accredited school upon initial employment.

3. Return to the District

Any employee with previous teaching experience in the Mt. Pleasant Community School District shall upon returning to the system receive full credit on the salary schedule for all outside teaching experience.

C. Advance on Salary Schedule

1. Increments

Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Mt. Pleasant Community School District for ninety (90) consecutive teaching days or more in one school year.

2. Educational Lanes

Employees on the regular schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, the employee shall file suitable evidence of additional educational credit with the Superintendent no later than September 1.

- (a) At the BA 15 and BA 30 Lanes undergraduate and graduate credits are acceptable in the employee's content area(s) and or in education, administration, counseling, and curriculum.

- (b) Credits for lane advancement to the Masters degree and beyond the Masters degree lane must be graduate credits in the employee's content area(s) and or in education, administration, counseling and curriculum.

D. Method of Payment

1. Pay Periods

Each employee shall be paid in 12 equal installments. Employees shall have all checks deposited into the bank of their choice through Direct Deposit.

2. Exceptions

- (a) When a pay date falls during a weekend, employees shall receive their pay checks on the preceding Friday. When a payday falls during a holiday or vacation and checks would be due, checks will be mailed on request to the board secretary.
- (b) Newly hired employees may receive an advance up to \$400.00 of the first salary installment, if requested by August 10, and shall be deducted from the first check.

E. Supplemental Payments

1. Extracurricular Activities

(a) Approved Activities

The Board and the Association agree that the extracurricular activities listed in Schedules D and E are official school sponsored activities covered by school liability insurance.

(b) Rates of Pay

Employees participation in extracurricular activities shown on Schedules D and E shall be compensated according to the rate of pay shown on Schedules D and E which is attached hereto and made a part thereof.

(c) Experience Credit

Employees on Schedules D and E will be given full credit for experience outside the district for areas they were employed.

2. Expenses of Traveling Employee

- (a) Employees assigned to more than one building thus requiring interschool travel using their own cars shall be reimbursed at the State of Iowa reimbursement rate.
- (b) Employees who may be requested to use their own automobiles in the performance of their duties shall be reimbursed at the State of Iowa reimbursement rate. Any trip requiring such use shall have prior written approval of the Superintendent.

F. Extra Assignment and Extended Contract Rate

The Salary Schedule is based upon the regular school calendar. Any employee whose assignment exceeds the regular employee calendar year will be additionally compensated at the rate of 1/187 of the teacher's contract for each day over.

G. Extracurricular Assignments

- 1. Extracurricular assignments other than those shown on Schedule D and E shall be filled first on a voluntary basis to certified staff. There will be a one week sign-up period prior to each of the seasons (Fall, Winter, Spring). After the sign-up period, remaining assignments will be made by the administration outside the certified staff.
- 2. These assignments will be compensated at the rate of \$7.25 per hour.

H. Summer Contract

Summer contract assignments shall be compensable at a per diem rate based on an 8 hour day. If less than an 8 hour day is contracted for, the rate shall be reduced.

I. Driver Education

The compensation for teaching of driver education will be at the per diem rate (based on an 8 hour day.) Hours will be figured at six (6) hours per student for driving. A maximum of 30 hours per teacher for two (2) teachers for class instruction will be paid at the per diem rate described above.

**ARTICLE TWELVE
FINALITY AND EFFECT OF AGREEMENT**

This agreement constitutes the entire agreement between the parties hereto and any modifications of this Agreement shall be in writing and duly executed by both parties hereto. Such modifications may be made any time by mutual agreement. In the absence of such agreement neither party hereto shall have any duty or obligation to bargain with respect to any changes, modifications or additions to the Agreement during its life.

**ARTICLE THIRTEEN
COMPLIANCE CLAUSES AND DURATION**

A. Separability

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

B. Notice

Whenever any notice is required to be given by the Association to the Board, pursuant to Provision of the Agreement, it shall be by letter to the Superintendent of Schools at the Superintendent's Office. A required notice from the Board to the Association pursuant to the provisions of the Agreement shall be by letter to the President of the Association at the President's home

C. Duration

Duration of the contract is 3 years (July 1, 2024 – June 30, 2027). Either party has the option to open base wage for 2024-2025, 2025-2026, and 2026-2027. Both parties agree to negotiate base wage if the option is exercised.

D. 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 hereon, all on the 21st day of June, 2023.

MT. PLEASANT EDUCATION ASSOCIATION

By _____

President

By Michelle Peterson
Chief Negotiator

MT. PLEASANT COMMUNITY SCHOOLS

By [Signature]

Vice President

By John C. Hilger
Chief Negotiator

Step 3

A. _____
Signature of Aggrieved Person

Date Received by Superintendent

B. Disposition by Superintendent _____

Signature of Superintendent

Date

A. _____
Signature of Aggrieved Person

Signature of Association President

FY22 Schedule D 2023-2024

<u>Position</u>	<u>Index</u>
Middle School Marching Band	2.00
Middle School Show Choir	2.00
Middle School Vocal Music	2.00
Middle School Instrumental Music	2.00
7-8 Cheerleading	3.00
9-12 Cheerleading	7.50
Middle School Yearbook	2.00
Middle School Jazz	2.00
Middle School Flags	1.00
Forensics	5.00
Target	8.00
High School Drama	8.50
High School FFA	12.00
High School Instrumental Music	6.50
High School Instrumental Music Assistant	5.00
High School Jazz	4.00
High School Jazz Assistant	3.00
High School Vocal Music	7.00
High School Musical (Vocal) (alternate years)	3.00
High School Show Choir	4.00
High School Musical (Instrumental) (alternate years)	2.50
High School Marching Band Assistant	5.00
High School Pep (1 position)	4.00
High School Flags	2.00
Pompons	5.00
9th Class Sponsors	1.00
10th Class Sponsors (total for all)	1.00
11th Class Sponsors (total for all)	3.00
12th Class Sponsors (total for all)	1.25
Elementary Instrumental Music	3.00
Elementary Vocal Music (each director)	2.00

*Index percentage is of the B.A. base up to thirteen steps

FY22 Schedule E 2023-2024

Position	Index*
<u>Baseball</u>	
Head Varsity	10.5
Varsity Assistant (2)	8.0
<u>Basketball (Boys and Girls)</u>	
Head Varsity	12.0
Varsity Assistant	8.0
JV & 10th Grade	8.0
9th Grade	8.0
7th or 8th Grade (Regular Season)	6.0
7th or 8th Grade (Split Season)	4.0
Basketball Scouting	1.5
(Total for all scouts)	
<u>Bowling</u>	6.0
<u>Cross Country Track (Varsity)</u>	
Girls	8.0
Boys	8.0
<u>Football</u>	
Head Varsity	12.0
Varsity Assistant	8.0
9th Grade	8.0
7th or 8th Grade	6.0
Football Scouting	1.5
(Total for all scouts)	
<u>Golf (Boys and Girls)</u>	
Head Varsity	8.0
<u>Soccer (Boys and Girls)</u>	
Head Varsity	8.0
Varsity Assistant	6.0
<u>Softball</u>	
Summer - Head Varsity	10.5
Summer - Varsity Assistant and JV	8.0
<u>Tennis (Boys and Girls)</u>	
Head Varsity	8.0
<u>Track (Boys and Girls)</u>	
Head Varsity	10.0
Varsity Assistant	8.0
9th	8.0
7th or 8th Grade	5.0
<u>Volleyball</u>	
Head Varsity	9.5
Varsity Assistant (+9th Grade)	8.0
7th and 8th Grade	5.0
<u>Wrestling</u>	
Head Varsity	12.0
Junior Varsity	8.0
9th Grade	8.0
7th or 8th Grade (Regular Season)	6.0
7th or 8th Grade (Split Season)	4.0

*Index percentage is of the B.A. base up to thirteen steps

FY24 Certified Staff Salary Schedule

	{ 1} BA	{ 2} BA15	{ 3} BA30	{ 4} MA	{ 5} MA15	{ 6} MA30	{ 7} PHD
{ 1}	36,255.0	37,705.00	39,155.00	40,968.00	42,781.00	44,594.00	46,406.00
{ 2}	37,796.0	39,246.00	40,696.00	42,781.00	44,594.00	46,406.00	48,219.00
{ 3}	39,337.0	40,787.00	42,237.00	44,594.00	46,406.00	48,219.00	50,032.00
{ 4}	40,878.0	42,328.00	43,778.00	46,406.00	48,219.00	50,032.00	51,845.00
{ 5}	42,418.0	43,869.00	45,319.00	48,219.00	50,032.00	51,845.00	53,657.00
{ 6}	43,959.0	45,409.00	46,860.00	50,032.00	51,845.00	53,657.00	55,470.00
{ 7}	45,500.0	46,950.00	48,400.00	51,845.00	53,657.00	55,470.00	57,283.00
{ 8}	47,041.0	48,491.00	49,941.00	53,657.00	55,470.00	57,283.00	59,096.00
{ 9}	48,582.0	50,032.00	51,482.00	55,470.00	57,283.00	59,096.00	60,908.00
{ 10}	50,123.0	51,573.00	53,023.00	57,283.00	59,096.00	60,908.00	62,721.00
{ 11}	51,663.0	53,114.00	54,564.00	59,096.00	60,908.00	62,721.00	64,534.00
{ 12}	53,204.0	54,654.00	56,105.00	60,908.00	62,721.00	64,534.00	66,347.00
{ 13}	54,745.0	56,195.00	57,645.00	62,721.00	64,534.00	66,347.00	68,159.00
{ 14}		57,736.00	59,186.00	64,534.00	66,347.00	68,159.00	69,972.00
{ 15}		57,736.00	59,186.00	66,347.00	68,159.00	69,972.00	71,785.00
{ 16}		58,507.00	59,957.00	66,347.00	68,159.00	69,972.00	73,598.00
{ 17}		58,507.00	59,957.00	67,253.00	69,066.00	70,879.00	73,598.00
{ 18}		59,277.00	60,727.00	67,253.00	69,066.00	70,879.00	74,504.00
{ 19}			60,727.00	68,159.00	69,972.00	71,785.00	74,504.00
{ 20}			61,498.00	68,159.00	69,972.00	71,785.00	75,410.00
{ 21}			61,498.00	69,066.00	70,879.00	72,691.00	75,410.00
{ 22}			62,268.00	69,066.00	70,879.00	72,691.00	76,317.00
{ 23}				69,972.00	71,785.00	73,598.00	76,317.00
{ 24}							77,223.00