

MASTER CONTRACT

BETWEEN

**THE POSTVILLE EDUCATION
ASSOCIATION**

AND

**THE POSTVILLE COMMUNITY
SCHOOL DISTRICT**

FOR THE

**2027-2031
SCHOOL YEARS**

TABLE OF CONTENTS

		<u>Page</u>
Article I	Preamble	3
Article II	Recognition	3
Article III	Grievance Procedures	3
Article IV	Association Privileges	6
Article V	Joint Labor-Management Committee	7
Article VI	Wages and Salaries	7
Article VII	Supplemental Duties	9
Article VIII	Leaves of Absence	9
Article IX	Holidays	14
Article X	Safety Provisions	14
Article XI	Hours of Work	15
Article XII	Separability, Printing, Notices, and Duration	15

SCHEDULES

A. Grievance Form	17
C. Supplementary Salary Schedule	18

ARTICLE I

PREAMBLE

The Board of Directors of the Postville Community School District, and the Postville Education Association, recognize that the goal of the public schools is to provide a quality educational program for the children and youth of the Postville Community School District. These parties also recognize that the attainment of this educational objective is dependent in large measure upon the competency of the professional teaching staff, working together with the Board of Education, the administrative staff, the parents of the students who attend school, and the community at large.

Whereas, the first two parties referred to above have reached certain understandings, which they desire to confirm in this Agreement, it is agreed as follows:

ARTICLE II

RECOGNITION

The Board of Directors of the Postville Community School District, hereinafter referred to as the "Board", recognizes the Postville Education Association, hereinafter referred to as the "Association", as the sole and exclusive bargaining representative for all employees as set forth in the PERB certification instrument (Case No. 730) issued by the PERB on the 24th of June, 1976. Such representation shall cover newly created professional positions unless both parties agree in advance that such positions are principally supervisory or administrative.

The unit described in the above certification is as follows:

- Included: All full-time certificate classroom teachers, and all regular part-time classroom teachers, guidance counselor(s), librarian(s), and school nurse(s).
- Excluded: Superintendent, principals, athletic director, all other not included above, and those excluded by Section Four (4) of the PERB act.

ARTICLE III

GRIEVANCE PROCEDURE

A. DEFINITION

A grievance is a claim by an employee, or group of employees, that there has been a violation, misinterpretation, or misapplication of any provision in this Agreement.

B. APPLICATION

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of procedure.

The failure of an employee or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal. The time limits may, however, be extended by mutual agreement.

The school district shall not be required to process any grievance beyond level one (informal) unless it is submitted on the proper form as listed in Schedule A.

In the event a grievance is filed at such time that it cannot be processed through the maximum extension of the steps in this grievance procedure by the end of the school year, every effort shall be made by the parties involved to expedite the grievance procedure process.

It is agreed by both parties to make every effort to avoid interference with or interruption of the instructional program in the handling or processing of any grievance.

C. PROCEDURES

1. Level One – Principal (Informal)

Any employee with a potential grievance shall notify his/her principal in writing ten (10) school days from the date of the occurrence of the event giving rise to the potential grievance. An attempt shall be made to resolve any grievance in informal verbal discussion between the aggrieved party and his/her principal or designee. If the potential grievance still exists ten (10) school days after the notification of the principal, the aggrieved party may invoke the formal grievance procedure by filing of the formal, written grievance on the form set forth in Schedule A.

2. Level Two – Principal (Formal)

The appropriate principal or designee shall indicate his/her disposition of the grievance in writing within five (5) school days of the presentation of the formal grievance: one copy to the aggrieved party, one copy to the Association, and one copy to the Superintendent.

If the aggrieved party or the Association (PEA President and Vice-President, or Grievance Committee Chairperson) is not satisfied with the disposition of the

grievance, or if no disposition has been made within the five (5) school day period, the grievance shall be transmitted to level three.

3. Level Three – Superintendent

The Superintendent, or his/her designee, shall meet with the aggrieved party and the Association (PEA President and Vice-President, or Grievance Committee Chairperson) within seven (7) calendar days of receipt of the grievance. Within ten (10) school days of receipt of the grievance, the Superintendent or his/her designee shall indicate his/her disposition of the grievance in writing: one copy to the aggrieved party, one copy to the Association, and one copy to the principal.

If the aggrieved party or the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within the ten (10) school day period, the grievance shall be transmitted to level four.

4. Level Four – School Board

If the Association determines that the grievance is meritorious, it may submit the grievance to the School Board for final decision. The procedure shall be initiated within five (5) school days of the Superintendent's disposition by filing a "Notice of Appeal" with the School Board secretary. A copy of the notice shall be delivered at the same time to the Superintendent.

The School Board shall issue its decision not later than thirty (30) calendar days from the date it received the "Notice of Appeal." The School Board decision shall be in writing and their supporting reasons shall be given.

The decision of the School Board, if made in accordance with its jurisdiction and authority, shall be accepted as final by the parties and both will abide by it.

The School Board, in its decision, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. The School Board's authority shall be strictly limited to deciding only the issue or issues presented by the District and the aggrieved party; and its decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the Agreement.

D. 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.

E. RIGHTS OF EMPLOYEE TO REPRESENTATION

Any aggrieved employee shall be represented at all stages of the grievance procedure by himself/herself, or at his/her option, accompanied by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present, beginning at level two, as an interested party.

F. GROUP GRIEVANCE

If, in the judgment of the Association, a grievance affects a group of employees, the Association may submit such grievance by filing the appropriate form with the area level principal involved, or if it is an elementary through secondary grade level grievance, with the Superintendent. The grievance filed under this procedure must be filed within twenty-one (21) calendar days from the date of the occurrence of the event giving rise to the grievance. The level at which the grievance has been filed and commenced shall be allowed fifteen (15) school days for the disposition of the grievance. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within the fifteen (15) school day period, the grievance shall be transmitted to the next level. The Association may process such a grievance through all successive levels of the grievance.

ARTICLE IV ASSOCIATION PRIVILEGES

A. USE OF FACILITIES

The Association shall have the privilege to hold meetings on school district property before and after the school day, provided such meetings in no way interfere with any aspect of instructional programming. The Association shall schedule use of meeting space with the building principal.

The Association shall have the privilege of using District technology. The Association shall pay the cost of all materials and supplies incidental to such use.

B. COMMUNICATIONS

The Association shall have the privilege of posting notices of activities and matters of Association concern in the teachers' lounge of each school building. The Association may use the employee mailboxes and email for communication to employees.

ARTICLE V
JOINT LABOR-MANAGEMENT COMMITTEE

The Association and the District agree to establish a joint Labor-Management Committee. The purpose of this committee is to collaboratively discuss and make recommendations regarding employment matters not referred to in the Master Agreement and other matters mutually agreed upon. Prior to the Board modifying any portion of the handbook, a committee consisting of two Association members, the Superintendent or his/her designee and the School Business Official or his/her designee will discuss the potential changes and the rationale for those proposed changes.

ARTICLE VI
WAGES AND SALARIES

A. SCHEDULE

All personal base salaries will receive a \$500 increase for the 2026-2027 school year. All personal base salaries will receive a \$750 increase for the 2027-2028 school year.

For the 2026-2027 and 2027-2028

- A. Employees who complete all required online training assigned to their position by 4:00 PM, August 7th, 2026, will be paid 1 day per diem.
- B. Employees who complete all required online training assigned to their position by 4:00 PM, August 6th, 2027, will be paid 1 day per diem.
- C. This agreement will be reviewed and evaluated by the Board and the Postville Education Association Negotiations Team after the two years are completed

B. LANE ADVANCEMENT

1. Improvement of Instruction and Educational Lanes Advancement B.A., B.A.+12, B.A.+24, M.A., M.A.+15, MA+30 will not be allowed unless graduate work is completed in the major field in which one is teaching. Accredited classes taken in the educational fields of Administration, Guidance and Counseling, Library Media, or Special Education shall also be accepted toward advancement on the salary schedule. Credit on the schedule will not be allowed for more than six (6) semester hours earned during the nine (9) months of the regular school year unless at the District's request. Credit earned during the summer vacation shall not be limited.
2. Proof of Credit

The employees shall notify the office of the Superintendent of additional credit on or before February 1. Official transcripts must be on file by October 5 or the salary will revert to the previous amount with the proper deduction made in the October payroll. Such evidence must show credit which justified the placing of the teacher on the schedule. Teachers will be informed when they become eligible for classification in a higher training bracket after they provide transcripts. Semester hours of credit completed during the school year will not be applied toward a change of classification until the following year.

To receive credit at the M.A. level, the appropriate degree must be received or thirty-six (36) semester hours of credit may be accepted at the discretion of the Superintendent in place of the M.A. hours of credit that have been accepted by the Superintendent toward the B.A.+24 level shall also be accepted toward the thirty-six (36) hours of credit necessary to qualify for M.A. level. Any staff hired after the 2005-2006 contract will not have this option.

D. METHOD OF PAYMENT

Pay Periods

Employees shall be paid in twenty-four (24) equal installments on the 15th and 30th of each month starting in September of each contract year.

Employees who have declared their retirement or tendered their resignation effective at the end of the current school year shall have the option of being paid the balance of their contract by June 30.

When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day.

E. EXTENDED WORK YEAR

The extended work year shall be at a per diem rate determined by the generator base excluding the teacher salary supplement and supplemental pay. For each additional day of service, 1/192 of this amount shall be paid.

F. BONUS

In the event the Postville Community School District identifies a position as hard to fill, the Superintendent may provide a one-time signing bonus, not to exceed five thousand dollars (\$5,000). Recipients must successfully complete three (3) years of employment at Postville School District or reimburse the district for the full amount of the bonus.

ARTICLE VII SUPPLEMENTAL DUTIES

A. RATES OF PAY

Employee participation and extracurricular duties shall be compensated according to the rates of pay in the Supplemental Salary Schedule, Schedule C.

B. SCHOOL IMPROVEMENT

Teachers developing curriculum, standards or analyzing data may be given time during the contract day to complete the task. If a teacher is required to work on curriculum development, standard development or data analysis outside of the contract day, compensation will be at twenty-five dollars (\$25) per hour.

C. SUPERVISION OF STUDENT TEACHERS

The district shall forward to the employee any payments received from the college or university placing student teachers they have designated for that purpose.

D. SUMMER DRIVER EDUCATION

Summer Driver Education instructors will be paid two hundred twenty-five (\$225) per student for classroom instruction and driving time.

The Board and Association agree that should the District be unable to hire a Driver Education teacher for the above rate the parties will reopen the contract.

ARTICLE VIII LEAVES OF ABSENCE

A. ASSOCIATION LEAVES

The Postville Education Association shall be allowed five (5) unit member days within a school year to attend conferences, conventions, or other activities of the Northeast Iowa Education Unit and State- or National-affiliated organizations. These days shall be with full pay, and the Association shall pay the cost of the substitute if one is hired by the District.

In the event it is mandatory for an employee to participate in negotiation or grievance proceedings during school hours, the employee shall suffer no loss of pay or other benefits. An employee who becomes a full-time officer or staff member of the State or

National Education Association shall be granted, upon request, an unpaid leave of absence for one year, provided written notification is given to the Board prior to April 1. The Board shall allow such employee to remain part of the retirement system provided the total required contributions (employer/employee) are remitted to the Board Secretary on a timely basis for transmittal.

B. EXTENDED LEAVES

A leave of absence without pay of one year shall be granted to an employee who is unable to work because of personal illness or disability. A properly supportive statement from a physician shall be furnished to the Board. A similar leave of absence without pay for up to one school year may be granted to an employee for the purpose of caring for a seriously ill or injured member of the employee's immediate family. The immediate family shall be defined as spouse, father, mother, sister, brother, daughter, son, and children under legal guardianship. A properly supportive statement from a physician shall be furnished to the Board.

An employee granted extended leave as described above shall return to the regular move step upon their return. However, if an employee works for ninety (90) contract school days of a school year in which such leave is granted, the employee shall advance to the next step in the following contract year.

The superintendent, with consultation with the Joint Labor-Management Committee, may grant additional family/sick leave days in serious situations. Staff members will need to clarify the extenuating circumstances of the health-related issues. This would be limited to immediate family members defined as a spouse, child, or parent. The decision is not grievable.

C. BEREAVEMENT LEAVE

Bereavement leave shall be granted for not more than five (5) days in one school year without loss of pay to the employee.

D. JURY AND LEGAL LEAVE

Any employee called for jury duty during school hours, or who is required to appear by subpoena in any judicial or administrative proceeding, shall be permitted such time. Any fees or remuneration the employee receives during such leave shall be turned over to the school district.

Employees shall promptly return to work when excused from jury duty.

E. PARENTAL LEAVE

The birth of a child that occurs during the concurrent week of any of the one hundred ninety-two (192) contracted days shall be a reason for one (1) paid day of leave, granted to the father and/or mother of the child. If the natal day occurs on a Saturday during the aforementioned time period, the father and/or mother may be granted the (1) paid day of leave on the subsequent Monday. The adoption of a child that occurs during the week of any of the one hundred ninety-two (192) contracted days shall be a reason for one (1) paid day of leave, granted to the father and/or mother of the child.

F. PERSONAL LEAVE

During each school year, each employee shall be allowed three (3) days of paid personal leave. Such leave will be accumulative up to five (5) days. Employees will apply for such leave as far in advance as possible to the building principal or the building principal's designee.

Longevity Leave Option

Employees are granted an additional day of personal leave per year after twenty-five (25) years of service, with a cumulative cap of five (5) days. At each subsequent five (5) years of service, an additional day of personal leave shall be granted. At years of service equal to or greater than forty (40) years, a total of six (6) days of personal leave shall be granted for each continued year of service, with a cap of six (6) days for each year. No personal leave days will be carried over due to the maximum cap of six (6) personal leave days.

Limitations

Personal leave will not be granted adjacent to any scheduled vacation period, any holiday, unless that employee has worked in the district twenty (20) or more years and limited to five (5) employees on any given date, or during the first ten (10) pupil days of the school year, or during the last ten (10) pupil days of the school year. Upon request, the Superintendent may make exceptions to limitations for major life events of the employee or the employee's immediate family. Anyone taking personal leave shall not be on the school premises during school hours on the day of personal leave without the permission of the building principal. Denials of personal leave under this paragraph shall not be grievable.

G. PROFESSIONAL MEETINGS AND EXPENSES

All certificated employees shall be granted one (1) day of professional leave.

H. SICK LEAVE

1. Accumulative Benefits

All employees will be granted school days of sick leave starting at ten (10) days for the first year of full employment, eleven (11) days for the second year, twelve (12) days for the third year, thirteen (13) days for the fourth year, fourteen (14) days for the fifth year, fifteen (15) days for the sixth year and all subsequent years of employment. Unused sick leave is cumulative to a total of one hundred twenty (120) days. If an employee starts to work after the first of the school year, the amount of sick leave shall be prorated to the portion of the school year worked.

I. SICKNESS IN THE FAMILY

Six (6) sick leave days will be granted yearly from accumulated sick leave for illness or injury of immediate family members, consisting of spouse, child, and parent. Leave will be granted for providing care for the family member, doctor and hospital visits, hospice, follow-up appointments, and testing. Routine family dental, eye examinations, or doctor's office visits are included. This leave will not be cumulative.

At the discretion of the Superintendent, additional leave may be granted for serious family illness once all personal and sickness in the family leaves are exhausted. An additional five (5) days of leave may be granted for serious family illness with the employee reimbursing the district for the cost of a substitute teacher.

Serious family illness does not include family dental, eye examinations, or doctor office visits. In addition, it does not include absence from service because of non-serious illness of an immediate family member.

J. EMERGENCY LEAVE

At the beginning of each school year, each employee shall be granted without loss of pay one (1) day in the event of major surgery, or of an emergency illness or injury in the immediate family. The immediate family shall be defined as a spouse, mother, father, son, daughter, brother, sister, mother-in-law, father-in-law, foster children, grandparent, or custodial child.

Major surgery shall mean that any surgery which the attending physician, prior to surgery, expects the patient to be hospitalized forty-eight (48) hours or more. The attending physician's written statement must accompany the request.

K. ADDITIONAL LEAVE

When other applicable leaves are exhausted, the Superintendent may grant additional leave requests without pay. The decision of the Superintendent is not grievable.

L. SABBATICAL LEAVE

1. Purpose: The Board shall grant an employee a sabbatical leave of no more than one (1) regular school year of study, for travel or for other reasons of value to the employee.

2. Conditions:

- a. Minimum time to qualify: In order to qualify for a sabbatical leave, the employee must have completed at least ten (10) full years of service in this District. The Board may consider and approve exceptions to this condition.
- b. Pay: Sabbatical leave shall be defined as leave of absence without pay and benefits for up to one (1) year.
- c. Coverage: All board-provided insurance programs will be maintained if the employee pays the costs on a timely basis.
- d. Number of employees: If there are sufficient qualified applicants, sabbatical leaves shall be granted to a maximum of two (2) teachers at any one time.
- e. Return: An employee granted sabbatical leave as described above shall return on the regular move step on the employee's return. However, if an employee works for ninety (90) contract school days of a school year in which such leave is granted, the employee shall advance to the next step in the following contract year.

M. FAMILY MEDICAL LEAVE

Employees of the District are entitled to family medical leave to the 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.

ARTICLE IX HOLIDAYS

- A. The regular contract of employees shall include the following paid holidays: Labor Day, Thanksgiving Day, Christmas, New Year's Day, Presidents' Day, Easter (Good Friday), and Memorial Day. If employment extends through the first week in July, July Fourth (4th) shall also be included with the above. No employee shall be required to perform duties on any of the above holidays.
- B. The Board, at its discretion, may use Presidents' Day as a make-up day for missed days of school prior to that date. The decision of the Board is not grievable.

ARTICLE X SAFETY PROVISIONS

A. USE OF REASONABLE FORCE

An employee may, within the scope of his/her employment, use and apply such amount of physical force as is reasonable, necessary, and lawful to maintain discipline and control.

B. REPORTING ASSAULTS

Employees shall, as soon as possible, report cases of assault suffered by them within the scope of their employment to their principal, and, if deemed necessary, to the police. The Superintendent, or his/her designee, shall act as liaison between the employee, the police, and the courts, if so requested by the employee.

C. UNSAFE AND HAZARDOUS CONDITIONS

Any known hazardous or unsafe conditions shall be brought to the attention of the administration.

Immediately upon notification of an unsafe or hazardous condition, the District shall implement steps to rectify the unsafe condition and provide the Association with a written copy of the actions taken.

The unsafe or hazardous condition shall be remedied within a reasonable amount of time.

ARTICLE XI

HOURS OF WORK

A. LUNCH PERIOD

There shall be a paid duty-free lunch period of twenty-five (25) minutes during the workday for all employees working full-time or working through the normal lunch period.

B. CONSECUTIVE HOURS

The commencing and ending times of the workday may be altered by mutual agreement of the administration and the building teaching staff.

All part-time contracts shall consist of consecutive hours of employment unless by mutual agreement. The Board shall set the starting and ending times for each contract. Regular staff meetings, regular conferences, and supplemental duties shall not be subject to this provision.

C. INCLEMENT WEATHER

Employees shall not be required to report more than one-half (1/2) hour before or stay over one-half (1/2) hour after students' attendance is required on occasions of amended student attendance hours because of inclement weather. Employees shall not be required to report when student attendance is canceled because of inclement weather.

ARTICLE XII

SEPARABILITY, PRINTING NOTICES, AND DURATION

A. SEPARABILITY

If any provision of the Agreement or any application of the Agreement to any employee or group of employees is held to be contrary to law, then such provisions or application shall be deemed invalid, except to the extent permitted by law. All other provisions or applications shall continue in full force and effect.

B. DISTRIBUTION OF AGREEMENT

Following agreement on the format, this Agreement will be electronically distributed to bargaining unit employees as a PDF.

C. NOTICES SIGNATURES

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by letter at

the following designated addresses or at such other addresses as may be designated by a party in written notification to the other party.

1. If by Association, to the Board Secretary at School.
2. If by the Board, to the Association President at home.

D. DURATION

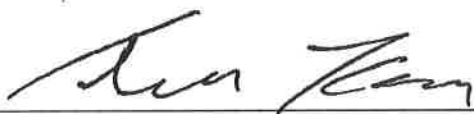
This agreement shall be in effect for a five-year period from July 1, 2026 through June 30, 2031. However, the Parties will reopen this Agreement for the purpose of negotiating wages applicable to Contract years 2028-2029, 2029-2030, and 2030-2031.

E. 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 15th day of April 2026

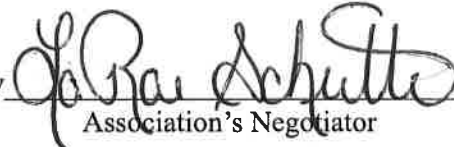
POSTVILLE COMMUNITY SCHOOL DISTRICT AND POSTVILLE EDUCATION ASSOCIATION

If deficiencies are noted, they will be accompanied by a statement of the change(s) that need(s) to be accomplished to meet district standards together with a specified period of time in which to accomplish the change or changes necessary.

By 
Board President

By 
Association President

By 
Board's Negotiator

By 
Association's Negotiator

**SCHEDULE A
GRIEVANCE REPORT**

DATE FILED _____

POSTVILLE COMMUNITY SCHOOL DISTRICT

_____ BUILDING

_____ NAME OF AGGRIEVED UNIT MEMBER

Level of Grievance (✓) Check One

_____	Level One	-- Principal (Informal)
_____	Level Two	-- Principal (Formal)
_____	Level Three	-- Superintendent
_____	Level Four	-- School Board

A. Date of Grievance _____

B. Specific section(s) of contract violated _____

C. Statement of Grievance:

D. Remedy Requested:

E Disposition shall be attached.

Signature _____ Date _____

PEA President

Signature _____

or

Grievance Chair

Signature _____

Vice President

Signature _____

Schedule C
Supplementary Salary Schedule 2025-2026

Years of Experience
Base Wage \$ 35,500.00

	0-5 Yrs.		6-10 Yrs.		11-15 Yrs.		16+ Yrs.	
Head – FB, VB, BB, WR, XC	0.13	4,615	0.14	4,970	0.15	5,325	0.16	5,680
Asst. – FB, VB, BB, WR	0.09	3,195	0.10	3,550	0.11	3,905	0.12	4,260
Head – SB, Baseball	0.11	3,905	0.12	4,260	0.13	4,615	0.14	4,970
Asst. – SB, Baseball*	0.08	2,840	0.09	3,195	0.10	3,550	0.11	3,905
Head – Track, Golf, Soccer	0.09	3,195	0.10	3,550	0.11	3,905	0.12	4,260
Asst. – Track, Golf, Soccer*	0.07	2,485	0.08	2,840	0.09	3,195	0.10	3,550
M.S. Winter Head	0.07	2,485	0.08	2,840	0.09	3,195	0.10	3,550
M.S. Winter Asst.	0.05	1,775	0.06	2,130	0.07	2,485	0.08	2,840
M.S. Spring/Fall Head	0.06	2,130	0.07	2,485	0.08	2,840	0.09	3,195
M.S. Spring/Fall Asst.	0.04	1,420	0.05	1,775	0.06	2,130	0.07	2,485
Weight Room Supervisor	0.06	2,130	0.07	2,485	0.08	2,840	0.09	3,195
FCCLA, CTSO, SES, Newstaff	0.05	1,775	0.06	2,130	0.07	2,485	0.08	2,840
FFA	0.10	3,550	0.11	3,905	0.12	4,260	0.13	4,615
Jr. Class Sponsor	0.05	1,775	0.06	2,130	0.07	2,485	0.08	2,840
Sr. Class Sponsor	0.03	1,065	0.04	1,420	0.05	1,775	0.06	2,130
Cheerleading Sponsor	0.08	2,840	0.09	3,195	0.10	3,550	0.11	3,905
Speech	0.06	2,130	0.07	2,485	0.08	2,840	0.09	3,195
Speech Asst.*	0.04	1,420	0.05	1,775	0.06	2,130	0.07	2,485
H.S. Vocal Music	0.06	2,130	0.07	2,485	0.08	2,840	0.09	3,195
Elem/M.S. Vocal Music	0.04	1,420	0.05	1,775	0.06	2,130	0.07	2,485
Instrumental Music	0.11	3,905	0.12	4,260	0.13	4,615	0.14	4,970
H.S. Play Director (per production)	0.07	2,485	0.08	2,840	0.09	3,195	0.10	3,550
Technical Director (per production)	0.02	710	0.03	1,065	0.04	1,420	0.05	1,775
M.S. Play Director (per production)	0.07	2,485	0.08	2,840	0.09	3,195	0.10	3,550
Student Ambassadors, Annual/Newspaper	0.04	1,420	0.05	1,775	0.06	2,130	0.07	2,485
National Honor Society	0.02	710	0.03	1,065	0.04	1,420	0.05	1,775
H.S. Student Council(+)	0.04	1,420	0.05	1,775	0.06	2,130	0.07	2,485
M.S. Student Council(+)	0.02	710	0.03	1,065	0.04	1,420	0.05	1,775
Musical Accompanist	0.02	710						

H.S. Musical Stipend	\$150
Out of School Assignments	As directed by the board
Bus Trips	
Under 100 Miles (one way)	\$15 plus ticket/event
100 miles ore more (one way)	\$40 plus ticket/event
Fr/Soph. Class Sponsors	\$50 per sponsor (6)