

CONTRACTUAL AGREEMENT

BETWEEN

**THE BOARD OF EDUCATION
ROCHELLE TOWNSHIP HIGH SCHOOL
DISTRICT 212**

AND

**THE ROCHELLE TOWNSHIP HIGH SCHOOL
EDUCATION ASSOCIATION**

2022-2026

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**CONTRACTUAL AGREEMENT
BETWEEN
THE BOARD OF EDUCATION, ROCHELLE TOWNSHIP HIGH SCHOOL, DISTRICT 212
AND
THE ROCHELLE TOWNSHIP HIGH SCHOOL EDUCATION**

PREAMBLE

The Board of Education of Rochelle Township High School, District #212, and the Rochelle Township High School Education Association do hereby agree that the education of the students of Rochelle Township High School, District #212, is paramount in the operation of this high school and will be promoted by both parties. The parties do hereby agree as follows:

ARTICLE I: PROFESSIONAL NEGOTIATIONS AGREEMENT

A. RECOGNITION

The Board of Education of Rochelle Township High School, District #212, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Rochelle Township High School Education Association IEA-NEA or any successor organization, hereinafter referred to as the Association, as the exclusive bargaining agent for all the certificated personnel, hereinafter referred to as Certified Personnel, employed by the Board with the exception of the Superintendent, the principal, substitute teachers, and aides. Further, the Board agrees not to negotiate with any other group, organization, or individual representing the bargaining unit covered by this contract for the duration of this contract.

Certified Personnel shall have the right to join, or not to join, any organization for their professional or economic improvement, but membership in any organization shall not be required as a condition of employment. The Association recognizes the Board as the elected representatives of the people of Rochelle Township High School, District #212, and therefore as the final legal authority of the district.

The Superintendent is recognized as representing the Board as well as being the educational leader of the certified personnel. The president of the Association is recognized as representing the Certified Personnel as recognized by this agreement and expressing the collective voice of the majority of the Certified Personnel.

The purpose of this recognition is the mutual agreement that the parties will meet and negotiate at reasonable times upon due notice regarding all matters of common concern which are mandatory and permissive subjects of bargaining and will use the American Arbitration Association for appeal in the event of impasse.

B. STRIKES

Certified personnel shall not engage in a strike except as provided by law.

C. PROCEDURES

1. MEETINGS

Meetings composed of members of the Association Negotiations Committee, the Board, and the Superintendent, shall be called upon the written request of any one of the parties involved, namely: The Association, the Board, or the Superintendent of Schools. Requests for meetings should contain specific statements as to the reasons for the requests.

2. DIRECTING REQUESTS

Requests from the Association will be made directly to the Superintendent or his representatives. Copies of said requests will always be furnished the Superintendent and the Board. Requests from the Board, or its representatives, or from the Superintendent, will be made to the president of the Association. A mutually convenient meeting date shall be set within fifteen week days of the date of the request, excluding Saturdays, Sundays, and/or holidays.

3. EXCHANGE OF FACTS, VIEWS

Facts, opinions, proposals and counter-proposals will be exchanged freely during the meeting or meetings (and between meetings if advisable) in an effort to reach mutual understanding and agreement on matters covered by this agreement.

The Association Negotiations Committee, the Board, and the Superintendent, will act, as far as possible, as a committee for the whole, studying the fiscal resources of the district, tentative budgetary requirements and allocations, trends in salary schedules and fringe benefits.

4. REQUESTS FOR ASSISTANCE

The participants may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. All participants have the right to utilize the services of consultants in the deliberations.

5. AGREEMENT

Once an agreement is reached between representative of the Association and the Board, the agreement shall be reduced to writing, ratified and signed by the parties, and incorporated into contractual agreement.

6. NEWS RELEASES

While negotiations are in progress any releases concerning the negotiated items prepared for the news media must be approved by all parties concerned.

D. MEDIATION AND APPEAL

IMPASSE PROCEDURES

If the parties engaged in collective bargaining have not reached an agreement by ninety days before the scheduled start of the forthcoming school year, the parties shall notify the Illinois Educational Labor Relations Board concerning the status of negotiations.

Upon demand of either party, collective bargaining between the employer and the exclusive bargaining representative must begin within sixty days of the date of certification of the representative by the Board, or in the case of an existing exclusive bargaining representative, within sixty days of the receipt by one part of a demand to bargain issued by the other party. Once commenced, collective bargaining must continue for at least a sixty day period, unless a contract is entered into.

If after a reasonable period of negotiation and within forty-five days of the scheduled start of the forthcoming school year the parties engaged in collective bargaining have reached an impasse, either party may petition the Illinois Educational Labor Relations Board to initiate mediation. Alternatively, the Illinois Educational Labor Relations Board on its own motion may initiate mediation during this period. However, the services of the mediators shall continuously be made available to the employer and to the exclusive bargaining representative for purposes of arbitration of grievances and mediation or arbitration of contract disputes. If requested by the parties, the mediator may perform fact-finding and in so doing conduct hearings and make written findings and recommendations for the resolution of the dispute. Such mediation shall be provided by the Illinois Educational labor Relations Board and

shall be held before qualified impartial individuals. Nothing prohibits the use of other individuals or organizations such as the Federal Mediation and Conciliation Service or the American Arbitration Association selected jointly by the exclusive bargaining representative and the employer.

If the parties engaged in collective bargaining fail to reach an agreement within fifteen days of the scheduled start of the forthcoming school year and have not requested mediation, the Illinois Educational Labor Relations Board shall invoke mediation.

The costs of fact-finding and mediation shall be shared equally by the employer and the exclusive bargaining agent.

Nothing in this Act prevents an employer and an exclusive bargaining representative from mutually submitting to final and binding impartial arbitration of unresolved issues concerning the terms of a new collective bargaining agreement.

ARTICLE II: ASSOCIATION RIGHTS

A. BOARD MEETINGS

The Board shall place on the agenda of each regular meeting as the first item for consideration following Board Business any matter brought to its attention by the Association.

B. USE OF FACILITIES

The Association shall be granted permission for reasonable use of designated rooms, facilities, and business equipment if requested twenty-four hours in advance. The Association shall pay all costs of extra janitorial expense and/or material costs to be determined fairly by the Superintendent. Normal school activities shall take precedence when conflicts occur.

C. USE OF INFORMATION

The Board agrees to furnish the Association all available public information concerning district financial resources and matters of public record. Such information will not require additional research by the administration and will be made available within seven days of a written request.

D. RTHSEA/IEA/NEA DUES

Pursuant to the Wage Payment and Collection Act and other applicable laws, the Board will withhold RTHSEA/IEA/NEA dues from authorized members' paychecks over a ten-month period, September through June. Moneys collected in such fashion shall be paid to the Association treasurer within ten working days of the time of withholding.

E. STAFF VACANCY NOTIFICATION

When a teaching or extra-curricular position becomes vacant during the course of the school year, a written notification of the opening will be distributed through email. Present staff members will have five days from the time of posting of such notification to submit their applications for the open positions which will be considered along with those of outside applicants.

If a vacancy occurs during the summer, the Superintendent will notify staff members of the vacancy through email. Staff members will have ten days from the date of notification to submit applications for the vacant position.

F. ATTENDANCE AT MEETINGS OR CONVENTIONS

Any Association member who becomes a state level IEA/NEA officer may attend meetings or conventions of IEA/NEA without loss of pay or benefits during his/her tenure of office. This coverage shall be limited to a maximum time of two days each for no more than two persons.

G. ASSOCIATION MEETINGS

The Association shall be allowed up to three (3) days non-accumulative leave, in aggregate, in any school year without loss of pay when such leave is necessary for Association business. A written notification of such leave shall be submitted to the Superintendent for his approval at least five (5) school days prior to the requested day or days of leave.

ARTICLE III: BOARD RIGHTS

The Board, on its own behalf, except as limited by the School Code and by this agreement, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the School Code, including and not limited to the following:

- A. To manage, organize and administer Rochelle Township High School District 212 and its properties and facilities.
- B. To hire all employees, and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, to promote, assign, transfer, give remediation, discipline or dismiss all such employees; subject to the provisions of the School Code
- C. To establish educational policies, goals and objectives; to introduce new or improved methods, equipment or facilities; to insure rights and educational opportunities of students in order to maintain the efficiency of District 212 operations.
- D. To build, move or modify facilities; to establish budget procedures and determine budgetary allocations; to determine the methods of raising revenue; and to take action on any matter concerning these areas.
- E. To make, publish and enforce rules and regulations of the Board not inconsistent with this Agreement.
- F. To take any management action that the Board has been given in the School Code and is not inconsistent with this Agreement.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, in adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this contractual agreement.

ARTICLE IV: GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A grievance shall be any claim by the Association or any employee in the bargaining unit that there has been a violation, misrepresentation, or misapplication of the terms of this agreement; or a violation of the Association's or employee's right of fair treatment.
2. Grievances shall be submitted within fifteen business days of the alleged grievance. All time limits consist of week days except Saturday, Sunday, and school holidays. Summer time limits will be doubled with the exclusion of the filing time period. When a grievance is submitted less than ten days before the end of school, the summer time limits shall apply.

B. PROCEDURES

1. Step I. The parties hereto acknowledge that it is usually most desirable for an employee and the employee's supervisor to resolve problems through free and informal communications. When requested by an employee, an Association representative may accompany an employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:
2. Step II. The employee or the Association must present the grievance in writing to the principal, naming specific violations, misrepresentations, or misapplications and naming the remedy sought. The principal shall arrange for a meeting to take place within ten days after receipt of the grievance. The grievant and the principal shall be present for the meeting. Within ten days of the meeting the grievant and the Association shall be provided with the principal's written decision regarding the grievance, including reasons for the decision.
3. Step III. If the grievance is not resolved in Step II, the Association may refer the grievance to the Superintendent within ten days after receipt of the Step II decision. The Superintendent shall then arrange with the grievant for a meeting to take place within ten days of the Superintendent's receipt of the appeal. Within ten days of the meeting, the grievant and the Association shall be provided with the Superintendent's written decision regarding the grievance, including reasons for the decision.
4. Step IV. If the Association is not satisfied with the disposition of the grievance at Step III, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as administrator of the proceedings. If a demand for arbitration is not filed within thirty days of the date of the Step III decision, then the grievance shall be deemed withdrawn. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.

C. BYPASS

If the grievant and the Superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

D. BYPASS TO ARBITRATION

If the Superintendent and the grievant agree, a grievance may be submitted directly to arbitration.

E. CLASS GRIEVANCE

Class grievances involving one or more employees and grievances involving the Superintendent may be filed initially by the association at Step III.

F. ASSOCIATION PARTICIPATION

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any step when so requested by a grievant or when an adjustment is to be made. No grievant shall be required to participate in the processing of any grievance procedure without an Association representative present if such a representative has been requested.

G. EMPLOYEE NOT ASSOCIATION MEMBER

When an employee is not a member of the Association, the Association shall reserve the right to have its representative present when a contract adjustment is to be made.

H. REPRISALS

No reprisals shall be taken by the Board or by the administration against an employee because of the employee's participation in a grievance proceeding.

I. RELEASED TIME

Should the Board and/or the Superintendent require that an employee or an Association representative be released from his/her regular assignment, he/she shall be released without loss of pay or benefits.

J. FILING OF MATERIALS

All records related to a grievance shall be filed separately from the personnel files of the employees.

K. GRIEVANCE WITHDRAWAL

A grievance may be withdrawn by the grievant at any level without establishing precedent.

L. WRITTEN RESPONSE

If no written response of a decision has been rendered within the time limits established for a step, the grievance may be continued at the next step.

M. AAA RULES

At the request of either party the Expedited Arbitration Rules of the American Arbitration Association shall be followed instead of the Voluntary Labor Arbitration Rules.

N. FEES AND EXPENSES

Fees and expenses of an arbitrator shall be shared equally by the Board and the Association.

ARTICLE V: WORKING CONDITIONS

A. LENGTH OF ORDINARY SCHOOL DAY

The teacher's work day shall be seven hours and forty-five minutes with a lunch period at least equal to the students and in no case less than thirty minutes included in the work day. Teachers will report 20 minutes before the first class and remain 25 minutes after the last class. On the last day of the week, teachers may leave at the end of the student day.

B. ASSIGNED STUDENT CONTACT TIME

A teacher's contract is based on the teacher having up to six periods of student contact during the school day. No more than five periods will be teaching periods. At least one student contact period will be supervisory, or used for technology training. Supervision will include such duties as supervision of study halls, hallways, the lunchroom, the library, the computer labs, the in-school suspension room, or the outside school grounds. The administration will attempt to assign a study hall, computer lab, or library supervision to those teachers with three or more different preps.

When an overload section(s) is deemed necessary, the administration will contact the appropriate department chair. The department chair will then communicate the need for the overload section(s) to the department. The administration retains the right to approve the teacher assignment for the overload section(s). Any teacher choosing to assume a sixth teaching section, versus a supervisory period, shall be paid according to Article V, Section D.

If no teacher chooses to assume the responsibility of the overload section, the administration may assign the overload to a teacher in that department. The administration will attempt to assign the overload section to a teacher with that existing preparation. An overload section will not be assigned to a tenured teacher who is under notice to remedy, or under remediation.

C. PART-TIME TEACHER REMUNERATION

1. USE OF PART-TIME TEACHERS

The Association and the Board realize that it is in the best interest of the students in District #212 to be taught by full-time teachers. The Board will strive to maintain a staff of full-time teachers and to employ part-time teachers sparingly.

2. USE OF ADMINISTRATIVE PERSONNEL IN PART-TIME TEACHER ROLES

The Association and the Board agree that, on a case-by-case basis and in consultation with and upon the agreement of the Association, the District may utilize assistant principals or other administrative personnel to serve in part-time teaching roles.

3. PART-TIME DEFINED

A teacher shall be considered to be a full-time teacher when the total time that teacher is required to be in attendance at RTHS is equal to or greater than five clock hours per school day. A teacher shall be considered to be a part-time teacher when that teacher is required to be in attendance at RTHS less than five clock hours per school day.

A part-time teacher shall be required to be present and available for conferences with individual students and for lesson preparation for some time during each school day. This time shall be in addition to the actual student contact periods for which the teacher is employed. The total time the part-time teacher is required to be in attendance at RTHS is based upon the following rationale and determined by the formula expressed below:

- a. A full-time teacher is required to be in attendance at RTHS a minimum total of 435 minutes per day not including a duty free lunch period.
- b. A full-time teacher is contracted for six periods of student contact time at fifty minutes per period per school day for a total of 330 minutes per day. Teachers with a class spanning a lunch period will have five additional minutes of student contact time for each class that spans a lunch period.
- c. The ratio between student contact time and total attendance time is derived as follows:

$$\text{Student Contact Time/Total Attendance Time} = 330 \text{ minutes}/435 \text{ minutes} = .7586$$
- d. Total attendance time by a part-time teacher shall be determined using the following formula:

$$\text{Total Attendance Time} = \text{Student Contact time (in minutes)}/.7586$$

4. PAYMENT OF PART-TIME TEACHERS

- a. Part-time teachers shall be paid according to the following formula:

$$\text{Student Contact Periods}/6 \times \text{Salary (at appropriate experience and educational level on salary schedule)}$$
- b. Part-time teachers will receive all the full fringe benefits of a full-time teacher except for hospitalization insurance.
- c. A full-time teacher reduced to part-time status shall retain all tenure rights and shall be reinstated as a full-time teacher as soon as an appropriate position becomes available.

D. TEACHING ADDITIONAL PERIODS FULL-TIME

RTHS teachers are contracted for six student contact periods per day. Any teacher choosing to assume an additional teaching period shall be paid for that period according to the following formula:

Pay per period = $1/7 \times 1/180$ of the teacher's salary.

The additional teaching period shall be in lieu of the supervisory period.

E. DAILY SUBSTITUTION BY AN RTHS STAFF MEMBER

When a contracted RTHS staff member substitutes for another contracted staff member, the compensation shall be at the rate of \$25.00 per period.

Payment for substituting will be made twice per school year - December and May along with the regular December and May paychecks. Any teachers may assume extra periods without asking compensation if they so desire.

F. DRESS REQUIREMENTS

It is important for teachers to dress in a professional and appropriate manner while teaching the students of Rochelle Township High School. Attire worn by the teaching staff will be conducive to promoting a positive learning environment at Rochelle Township High School. Teachers will dress appropriately for the activities of the day.

G. SUMMER SCHOOL

Rochelle Township High School summer school program will follow stated policies as outlined in the Illinois School Code such as, but not limited to: a minimum of sixty instructional hours excluding breaks during or between classes; and the hiring of teachers who are certified in the subject they are teaching. Summer school teachers shall be paid at a rate of \$1500 per class and will be granted one day of non-accumulative sick leave.

Summer school teaching positions will be posted as specified in Article II, Section E, Staff Vacancy Notification of this agreement. Summer school positions shall be offered to properly certified current Rochelle Township High School Education Association bargaining unit members first, by department. If no properly certified bargaining unit members apply for a summer school position the Board may seek to employ teachers from outside the bargaining unit.

H. Education Reform

Language regarding educational reform to be determined pending passage of educational reform bills.

ARTICLE VI: SALARY SCHEDULE

A. PAYMENT FOR CREDIT BEYOND BACHELORS DEGREE

Degrees acceptable for placement on the Masters pay schedule shall include those in the teacher's areas of certification, those in secondary education, education administrative degree and those other degrees approved by the Board/Administration. Hours leading to the aforementioned degrees shall be eligible for payment on the step schedule between the Bachelors and Master degrees.

B. CREDIT ALLOWANCE FOR PRIOR TEACHING EXPERIENCE

Full credit shall be granted for up to and including ten years of prior full-time teaching experience or equivalent experience as determined by the administration.

The Board may grant a position they deem hard to fill a one-time sign-on bonus to be paid over a 4-year period. The employee will receive a prorated portion of the bonus at the end of each school year except in the event they are non-renewed. In the event the employee is moved to another assignment not deemed hard to fill, the employee will no longer be eligible for continued bonus payments. The RTHS administration will notify the RTHSEA President if an offer is accepted.

C. PAY PERIODS

All certified personnel will be paid on a twelve pay period schedule through electronic deposit. Electronic deposits will be made on the 28th of each month. If the 28th of the month is not a bank business day, then the electronic deposit will be made on the last bank business day prior to the 28th of the month

D. SALARY SCHEDULE

Increase the base by 3% to \$39,968 for 2022-2023
Increase the base by 3% to \$41,167 for 2023-2024
Increase the base by 2% to \$41,990 for 2024-2025
Increase the base by 2% to \$42,830 for 2025-2026

Employees in MA lanes who do not receive vertical incremental movement on the salary schedule will receive an additional \$1200 in 2022-2023, 2023-2024, 2024-2025, and 2025-2026 to be paid at the first payroll following ratification of this contract.

SEE APPENDIX A

ARTICLE VII: EXTRA DUTY SCHEDULE

A. EXTRA-CURRICULAR ASSIGNMENTS

The Board will allow faculty members serving as coaches or directors of extra-curricular activities to resign their positions if their replacements are acceptable to the Board and administration. In the event that a teacher seeks release from an extra-curricular assignment, the Board shall make a continuing effort to find a replacement. Replacements will be recruited from, first, the qualified faculty, and second, from outside qualified people.

Faculty members assigned to teach a sixth class may resign from extra-curricular duties and will not be mandated to assume the vacant position.

Initial contact with prospective replacements is the right and responsibility of the Superintendent. If a replacement from outside the staff does not complete the year, the position shall revert to the previous holder of the position.

After 2021-2022, extra-curricular assignments with an asterisk will sunset after the current advisor and will not be reinstated or considered unless mutually agreed upon by the RTHSEA and RTHS administration.

B. EXTRA-DUTY PAY SCHEDULE

SEE APPENDIX A-1

ARTICLE VIII: FRINGE BENEFITS

A. MEDICAL AND HOSPITALIZATION INSURANCE

The Board will contribute up to \$1000 per month per teacher toward the actual individual medical and hospitalization insurance plan for 2022-2023.

The Board will contribute up to \$1025 per month per teacher toward the actual individual medical and hospitalization insurance plan for 2023-2024.

The Board will contribute up to \$1050 per month per teacher toward the actual individual medical and hospitalization insurance plan for 2024-2025.

The Board will contribute up to \$1100 per month per teacher toward the actual individual medical and hospitalization insurance plan for 2025-2026.

Medical and hospitalization coverage expire for teachers leaving the system on September 30 following their termination of employment.

Medical and hospitalization coverage for new employees will be simultaneous with the first day of required teacher attendance.

No employees retiring after June 1, 2001, will be allowed group insurance. COBRA conversion rights are applicable to retired teachers at the time of their retirement.

B. LIFE INSURANCE

The Board will pay the premium on a \$20,000.00 term life insurance policy for each employee. New employee's policies become effective on October 1 of the year in which employment begins.

C. ANNUITY PLAN

The Board permits employees to participate in an annuity plan which may be initiated twice yearly, October 1 and January 15.

D. PENSION

The Board will pay the individual member contribution of 9.0% to the Illinois Teacher Retirement System.

The Board will pay a sum equal to 1.24% of the gross earnings (teacher's salary, extra-curricular pay, pay for substituting) of the certified personnel for the required member contribution to the TRS health insurance system (THIS).

The parties agree to negotiate any increase in required pension contribution pending action of State Legislature.

E. ONE-TIME RETIREMENT STIPEND

Employees who are eligible for early or normal TRS retirement at the end of a school year shall be eligible for the payment of a one-time stipend from the Board. The board shall pay the teacher according to the chart below for years of service at RTHS. The stipend may be used in any or all of the teacher's last four years in order to raise creditable earnings to 6% over the previous year. Any portion of the stipend not paid to the employee for the

purpose of raising creditable earnings to 6% in the last four years will be paid after the effective date of the teacher's retirement and will be non-TRS creditable earnings.

20+ years	\$600 per year of service
11-19 years	\$400 per year of service
5 -10 years	\$200 per year of service

If the maximum annual salary increase per year allowable under TRS rules is reduced below 6%, and RTHS is not grandfathered at 6% for the term of this Agreement, then the Board may reduce the stipend paid in a given year by an amount necessary to avoid the Board paying any TRS penalty on excessive earnings. In this event, the amount of the reduction will be paid after the effective date of the teacher's retirement and will be non-TRS creditable earnings.

ARTICLE IX: LEAVES

A. ATTENDANCE AT MEETINGS, CONVENTIONS, WORKSHOPS, ETC.

Professional leave days for conventions, workshop, conferences, or classroom visitation/evaluations of other districts in the instructor's teaching field are allowed by the Board at the approval of the Superintendent.

When Certified Personnel are state-level officers in their professional academic organizations, they may attend conferences, workshops, meetings and conventions during their term of office.

Teachers may attend such meetings without loss of pay or benefits and will be reimbursed for registration fees, transportation, lodging, and up to \$35.00 per day for meals.

B. SICK LEAVE

The Board shall grant each teacher twenty (20) days sick leave per school year, accumulative to three hundred sixty days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the family or household. The immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians or as approved by the Superintendent.

The Board may require a physician's certificate by a Board-designated physician, or if treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three consecutive days for personal illness. Such examination and certificate shall be at the expense of the Board. Medical certification and other issues relating to sick leave shall be resolved in accordance with law, including the Family and Medical Leave Act.

The Board may grant sick days beyond current contractual limits to a teacher whose sick leave is below contractual maximums in the teacher's final two years of employment following consultation with the Association.

Should teachers, who have provided notice of intent to retire, use sick days where their accumulated total drops below the number required for retirement according to TRS rules, the teacher may elect to continue employment with the District. Unused sick days shall lapse.

C. UNPAID LEAVE

Unpaid leaves of one or two semesters duration may be granted by the Board for educational reasons, for maternity/paternity responsibilities, for personal illness, or for disability or illness in the immediate family (Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-

law, brothers or sisters-in-law, and legal guardians).

Requests for such leave must be submitted in writing at least thirty days prior to the beginning date of the leave. Employees granted such leaves must notify the Board of their intention to return at least sixty days prior to the beginning of the semester in which they will return or forfeit their right of reemployment.

A one year career leave would be allowed any teacher after ten (10) years of continuous service at RTHS. Employees must notify the Board of their intention to request such a leave by May 1 and notify the Board by the following March 1 of their intention to return or not return to teaching.

Leaves one semester in duration allow vertical advancement on the salary schedule; leaves of two semesters do not allow vertical advancement.

Tenure benefits shall continue unaffected by the leave, but seniority time will not accumulate during the time of the leave. Fringe benefits are available to the employee on leave but payment for such benefits is the responsibility of the employee.

Unpaid leaves shall be granted in conformity with law including the Family and Medical Leave Act. Except as expressly provided in the specific language of this contract, no leave rights greater than those required by law are conferred by this Agreement.

D. PERSONAL LEAVE

Up to three days of personal leave will be granted each year for personal use with the following restrictions:

1. not less than forty-eight hours advance notice
2. no recreational days
3. not more than three teachers on personal leave at any given time; priority based in order requests are received
4. not allowed the day prior to or day after a holiday or vacation period
5. not allowed during final examinations in either semester
6. not allowed for gainful employment elsewhere
7. not allowed the last two weeks of the second semester, except in extenuating circumstances. Permission must be given by the Superintendent.

Unused personal leave days shall be added to the next year's sick leave. Personal leave will not accumulate from year to year. The Superintendent will be responsible for personal leaves; emergency requests in exception to this policy are at his discretion.

E. MILEAGE ALLOWANCE

The Board will reimburse school personnel traveling on official school business at the IRS rate per mile.

ARTICLE X: ACCEPTANCE OF AGREEMENT

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the mutual consent of the parties.

The Administration will, within ten (10) business days of the signing of the contract, have a typed and corrected copy of the contract given to the Association President.

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 null and void. The remaining articles, sections, and clauses shall remain in full force and effect.

This agreement shall be effective as of July 1, 2022, and shall continue in force until June 30, 2026. This agreement shall expire at such expiration date unless it is extended for specific period or periods by mutual written agreement of the parties or is replaced by a successor agreement.

This agreement adopted and signed this 16 day of May, 2022.

In witness thereof:


Thomas Huddleston, President, Board of Education


Martin Ravnaas, Jr., Secretary, Board of Education


Kristin Flanagan, President, RTHS Education Association


Susan Naylor, Secretary, RTHS Education Association

BASE	39,968	% INCREASE	100.0%	2122 base	38,804
BA H STEP	300	VERT STEP	1,998	% Increase	103.00%
MA H STEP	500	PHD INC	3,840		
% VERT	5%			State Min	33,750
MA %	115%				

STEP	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	PHD
1	39,968	40,268	40,568	40,868	41,168	45,963	46,463	46,963	47,463	47,963	48,463	48,963	49,463	53,303
2	41,966	42,266	42,566	42,866	43,166	47,961	48,461	48,961	49,461	49,961	50,461	50,961	51,461	55,301
3	43,964	44,264	44,564	44,864	45,164	49,959	50,459	50,959	51,459	51,959	52,459	52,959	53,459	57,299
4	45,962	46,262	46,562	46,862	47,162	51,957	52,457	52,957	53,457	53,957	54,457	54,957	55,457	59,297
5	47,960	48,260	48,560	48,860	49,160	53,955	54,455	54,955	55,455	55,955	56,455	56,955	57,455	61,295
6	49,958	50,258	50,558	50,858	51,158	55,953	56,453	56,953	57,453	57,953	58,453	58,953	59,453	63,293
7	51,956	52,256	52,556	52,856	53,156	57,951	58,451	58,951	59,451	59,951	60,451	60,951	61,451	65,291
8	53,954	54,254	54,554	54,854	55,154	59,949	60,449	60,949	61,449	61,949	62,449	62,949	63,449	67,289
9	53,954	56,252	56,552	56,852	57,152	61,947	62,447	62,947	63,447	63,947	64,447	64,947	65,447	69,287
10	53,954	56,252	58,550	58,850	59,150	63,945	64,445	64,945	65,445	65,945	66,445	66,945	67,445	71,285
11	53,954	56,252	58,550	60,848	61,148	65,943	66,443	66,943	67,443	67,943	68,443	68,943	69,443	73,283
12	53,954	56,252	58,550	60,848	63,146	67,941	68,441	68,941	69,441	69,941	70,441	70,941	71,441	75,281
13	53,954	56,252	58,550	60,848	65,144	69,939	70,439	70,939	71,439	71,939	72,439	72,939	73,439	77,279
14	53,954	56,252	58,550	60,848	65,144	71,937	72,437	72,937	73,437	73,937	74,437	74,937	75,437	79,277
15	53,954	56,252	58,550	60,848	65,144	73,935	74,435	74,935	75,435	75,935	76,435	76,935	77,435	81,275
16	53,954	56,252	58,550	60,848	65,144	75,933	76,433	76,933	77,433	77,933	78,433	78,933	79,433	83,273
17	53,954	56,252	58,550	60,848	65,144	77,931	78,431	78,931	79,431	79,931	80,431	80,931	81,431	85,271
18	53,954	56,252	58,550	60,848	65,144	79,929	80,429	80,929	81,429	81,929	82,429	82,929	83,429	87,269
19	53,954	56,252	58,550	60,848	65,144	81,927	82,427	82,927	83,427	83,927	84,427	84,927	85,427	89,267
20	53,954	56,252	58,550	60,848	65,144	83,925	84,425	84,925	85,425	85,925	86,425	86,925	87,425	91,265

BASE	41,167	% INCREASE	100.0%	2223base	39,968
BA H STEP	300	VERT STEP	2,058	% Increase	103.00%
MA H STEP	500	PHD INC	3,840		
% VERT	5%			State Min	36,400
MA %	115%				

STEP	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	PHD
1	41,167	41,467	41,767	42,067	42,367	47,342	47,842	48,342	48,842	49,342	49,842	50,342	50,842	54,682
2	43,225	43,525	43,825	44,125	44,425	49,400	49,900	50,400	50,900	51,400	51,900	52,400	52,900	56,740
3	45,283	45,583	45,883	46,183	46,483	51,458	51,958	52,458	52,958	53,458	53,958	54,458	54,958	58,798
4	47,341	47,641	47,941	48,241	48,541	53,516	54,016	54,516	55,016	55,516	56,016	56,516	57,016	60,856
5	49,399	49,699	49,999	50,299	50,599	55,574	56,074	56,574	57,074	57,574	58,074	58,574	59,074	62,914
6	51,457	51,757	52,057	52,357	52,657	57,632	58,132	58,632	59,132	59,632	60,132	60,632	61,132	64,972
7	53,515	53,815	54,115	54,415	54,715	59,690	60,190	60,690	61,190	61,690	62,190	62,690	63,190	67,030
8	55,573	55,873	56,173	56,473	56,773	61,748	62,248	62,748	63,248	63,748	64,248	64,748	65,248	69,088
9	55,573	57,931	58,231	58,531	58,831	63,806	64,306	64,806	65,306	65,806	66,306	66,806	67,306	71,146
10	55,573	57,931	60,289	60,589	60,889	65,864	66,364	66,864	67,364	67,864	68,364	68,864	69,364	73,204
11	55,573	57,931	60,289	62,647	62,947	67,922	68,422	68,922	69,422	69,922	70,422	70,922	71,422	75,262
12	55,573	57,931	60,289	62,647	65,005	69,980	70,480	70,980	71,480	71,980	72,480	72,980	73,480	77,320
13	55,573	57,931	60,289	62,647	67,063	72,038	72,538	73,038	73,538	74,038	74,538	75,038	75,538	79,378
14	55,573	57,931	60,289	62,647	67,063	74,096	74,596	75,096	75,596	76,096	76,596	77,096	77,596	81,436
15	55,573	57,931	60,289	62,647	67,063	76,154	76,654	77,154	77,654	78,154	78,654	79,154	79,654	83,494
16	55,573	57,931	60,289	62,647	67,063	78,212	78,712	79,212	79,712	80,212	80,712	81,212	81,712	85,552
17	55,573	57,931	60,289	62,647	67,063	80,270	80,770	81,270	81,770	82,270	82,770	83,270	83,770	87,610
18	55,573	57,931	60,289	62,647	67,063	82,328	82,828	83,328	83,828	84,328	84,828	85,328	85,828	89,668
19	55,573	57,931	60,289	62,647	67,063	84,386	84,886	85,386	85,886	86,386	86,886	87,386	87,886	91,726
20	55,573	57,931	60,289	62,647	67,063	86,444	86,944	87,444	87,944	88,444	88,944	89,444	89,944	93,784

BASE	41,990	% INCREASE	100.0%	2324 base	41,167
BA H STEP	300	VERT STEP	2,100	% Increase	102.00%
MA H STEP	500	PHD INC	3,840		
% VERT	5%			State Min	36,946
MA %	115%				

STEP	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	PHD
1	41,990	42,290	42,590	42,890	43,190	48,289	48,789	49,289	49,789	50,289	50,789	51,289	51,789	55,629
2	44,090	44,390	44,690	44,990	45,290	50,389	50,889	51,389	51,889	52,389	52,889	53,389	53,889	57,729
3	46,190	46,490	46,790	47,090	47,390	52,489	52,989	53,489	53,989	54,489	54,989	55,489	55,989	59,829
4	48,290	48,590	48,890	49,190	49,490	54,589	55,089	55,589	56,089	56,589	57,089	57,589	58,089	61,929
5	50,390	50,690	50,990	51,290	51,590	56,689	57,189	57,689	58,189	58,689	59,189	59,689	60,189	64,029
6	52,490	52,790	53,090	53,390	53,690	58,789	59,289	59,789	60,289	60,789	61,289	61,789	62,289	66,129
7	54,590	54,890	55,190	55,490	55,790	60,889	61,389	61,889	62,389	62,889	63,389	63,889	64,389	68,229
8	56,690	56,990	57,290	57,590	57,890	62,989	63,489	63,989	64,489	64,989	65,489	65,989	66,489	70,329
9	56,690	59,090	59,390	59,690	59,990	65,089	65,589	66,089	66,589	67,089	67,589	68,089	68,589	72,429
10	56,690	59,090	61,490	61,790	62,090	67,189	67,689	68,189	68,689	69,189	69,689	70,189	70,689	74,529
11	56,690	59,090	61,490	63,890	64,190	69,289	69,789	70,289	70,789	71,289	71,789	72,289	72,789	76,629
12	56,690	59,090	61,490	63,890	66,290	71,389	71,889	72,389	72,889	73,389	73,889	74,389	74,889	78,729
13	56,690	59,090	61,490	63,890	68,390	73,489	73,989	74,489	74,989	75,489	75,989	76,489	76,989	80,829
14	56,690	59,090	61,490	63,890	68,390	75,589	76,089	76,589	77,089	77,589	78,089	78,589	79,089	82,929
15	56,690	59,090	61,490	63,890	68,390	77,689	78,189	78,689	79,189	79,689	80,189	80,689	81,189	85,029
16	56,690	59,090	61,490	63,890	68,390	79,789	80,289	80,789	81,289	81,789	82,289	82,789	83,289	87,129
17	56,690	59,090	61,490	63,890	68,390	81,889	82,389	82,889	83,389	83,889	84,389	84,889	85,389	89,229
18	56,690	59,090	61,490	63,890	68,390	83,989	84,489	84,989	85,489	85,989	86,489	86,989	87,489	91,329
19	56,690	59,090	61,490	63,890	68,390	86,089	86,589	87,089	87,589	88,089	88,589	89,089	89,589	93,429
20	56,690	59,090	61,490	63,890	68,390	88,189	88,689	89,189	89,689	90,189	90,689	91,189	91,689	95,529

BASE	42,830	% INCREASE	100.0%	2425 base	41,990
BA H STEP	300	VERT STEP	2,142	% Increase	102.00%
MA H STEP	500	PHD INC	3,840		
% VERT	5%			State Min	37,500
MA %	115%				

STEP	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	PHD
1	42,830	43,130	43,430	43,730	44,030	49,255	49,755	50,255	50,755	51,255	51,755	52,255	52,755	56,595
2	44,972	45,272	45,572	45,872	46,172	51,397	51,897	52,397	52,897	53,397	53,897	54,397	54,897	58,737
3	47,114	47,414	47,714	48,014	48,314	53,539	54,039	54,539	55,039	55,539	56,039	56,539	57,039	60,879
4	49,256	49,556	49,856	50,156	50,456	55,681	56,181	56,681	57,181	57,681	58,181	58,681	59,181	63,021
5	51,398	51,698	51,998	52,298	52,598	57,823	58,323	58,823	59,323	59,823	60,323	60,823	61,323	65,163
6	53,540	53,840	54,140	54,440	54,740	59,965	60,465	60,965	61,465	61,965	62,465	62,965	63,465	67,305
7	55,682	55,982	56,282	56,582	56,882	62,107	62,607	63,107	63,607	64,107	64,607	65,107	65,607	69,447
8	57,824	58,124	58,424	58,724	59,024	64,249	64,749	65,249	65,749	66,249	66,749	67,249	67,749	71,589
9	57,824	60,266	60,566	60,866	61,166	66,391	66,891	67,391	67,891	68,391	68,891	69,391	69,891	73,731
10	57,824	60,266	62,708	63,008	63,308	68,533	69,033	69,533	70,033	70,533	71,033	71,533	72,033	75,873
11	57,824	60,266	62,708	65,150	65,450	70,675	71,175	71,675	72,175	72,675	73,175	73,675	74,175	78,015
12	57,824	60,266	62,708	65,150	67,592	72,817	73,317	73,817	74,317	74,817	75,317	75,817	76,317	80,157
13	57,824	60,266	62,708	65,150	69,734	74,959	75,459	75,959	76,459	76,959	77,459	77,959	78,459	82,299
14	57,824	60,266	62,708	65,150	69,734	77,101	77,601	78,101	78,601	79,101	79,601	80,101	80,601	84,441
15	57,824	60,266	62,708	65,150	69,734	79,243	79,743	80,243	80,743	81,243	81,743	82,243	82,743	86,583
16	57,824	60,266	62,708	65,150	69,734	81,385	81,885	82,385	82,885	83,385	83,885	84,385	84,885	88,725
17	57,824	60,266	62,708	65,150	69,734	83,527	84,027	84,527	85,027	85,527	86,027	86,527	87,027	90,867
18	57,824	60,266	62,708	65,150	69,734	85,669	86,169	86,669	87,169	87,669	88,169	88,669	89,169	93,009
19	57,824	60,266	62,708	65,150	69,734	87,811	88,311	88,811	89,311	89,811	90,311	90,811	91,311	95,151
20	57,824	60,266	62,708	65,150	69,734	89,953	90,453	90,953	91,453	91,953	92,453	92,953	93,453	97,293

Extra-Curricular
FY 2023

Appendix A-1

	71.65	72.65	73.65	74.65	75.65	76.65	77.65	78.65	79.65	80.65	81.65	82.65	83.65	
POSITION	YEAR - 1	YEAR - 2	YEAR - 3	YEAR - 4	YEAR - 5	YEAR - 6	YEAR - 7	YEAR - 8	YEAR - 9	YEAR - 10	YEAR - 11	YEAR - 12	YEAR - 13	Points
FOOTBALL - HEAD	6,582	6,684	6,776	6,868	6,960	7,052	7,144	7,236	7,328	7,420	7,512	7,604	7,696	92
FOOTBALL - ASST	4,514	4,577	4,640	4,703	4,766	4,829	4,892	4,955	5,018	5,081	5,144	5,207	5,270	63
BOYS BBALL - HEAD	6,592	6,684	6,776	6,868	6,960	7,052	7,144	7,236	7,328	7,420	7,512	7,604	7,696	92
BOYS BBALL - ASST	4,514	4,577	4,640	4,703	4,766	4,829	4,892	4,955	5,018	5,081	5,144	5,207	5,270	63
WRESTLING - HEAD	6,234	6,321	6,408	6,495	6,582	6,669	6,756	6,843	6,930	7,017	7,104	7,191	7,278	87
WRESTLING - ASST	4,299	4,359	4,419	4,479	4,539	4,599	4,659	4,719	4,779	4,839	4,899	4,959	5,019	60
BOYS BASEBALL - HEAD	4,944	5,013	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	69
BOYS BASEBALL - ASST	3,368	3,415	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	47
BOYS TENNIS - HEAD	4,944	5,013	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	69
BOYS TENNIS - ASST	3,368	3,415	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	47
BOYS TRACK - HEAD	4,944	5,013	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	69
BOYS TRACK - ASST	3,368	3,415	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	47
CROSS-COUNTRY - HEAD	4,944	5,013	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	69
CROSS-COUNTRY - ASST	3,368	3,415	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	47
GOLF - HEAD	3,726	3,778	3,830	3,882	3,934	3,986	4,038	4,090	4,142	4,194	4,246	4,298	4,350	52
GOLF - ASST	2,508	2,543	2,578	2,613	2,648	2,683	2,718	2,753	2,788	2,823	2,858	2,893	2,928	35
VOLLEYBALL - HEAD	4,227	4,286	4,345	4,404	4,463	4,522	4,581	4,640	4,699	4,758	4,817	4,876	4,935	59
VOLLEYBALL - ASST	3,009	3,051	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	42
GIRLS BBALL - HEAD	6,592	6,684	6,776	6,868	6,960	7,052	7,144	7,236	7,328	7,420	7,512	7,604	7,696	92
GIRLS BBALL - ASST	4,514	4,577	4,640	4,703	4,766	4,829	4,892	4,955	5,018	5,081	5,144	5,207	5,270	63
GIRLS SOFTBALL - HEAD	4,944	5,013	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	69
GIRLS SOFTBALL - ASST	3,368	3,415	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	47
GIRLS TRACK - HEAD	4,944	5,013	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	69
GIRLS TRACK - ASST	3,368	3,415	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	47
GIRLS TENNIS - HEAD	4,227	4,286	4,345	4,404	4,463	4,522	4,581	4,640	4,699	4,758	4,817	4,876	4,935	59
GIRLS TENNIS - ASST	3,009	3,051	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	42
SOCCER - HEAD	4,227	4,286	4,345	4,404	4,463	4,522	4,581	4,640	4,699	4,758	4,817	4,876	4,935	59
SOCCER - ASST	3,009	3,051	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	42
POM PON DIRECTOR	3,583	3,633	3,683	3,733	3,783	3,833	3,883	3,933	3,983	4,033	4,083	4,133	4,183	50
CHEERLEADING - HEAD (FALL)	3,583	3,633	3,683	3,733	3,783	3,833	3,883	3,933	3,983	4,033	4,083	4,133	4,183	50
CHEERLEADING - ASST (FALL)	2,293	2,325	2,357	2,389	2,421	2,453	2,485	2,517	2,549	2,581	2,613	2,645	2,677	32
CHEERLEADING - HEAD (WTR)	4,299	4,359	4,419	4,479	4,539	4,599	4,659	4,719	4,779	4,839	4,899	4,959	5,019	60
CHEERLEADING - ASST (WTR)	2,938	2,979	3,020	3,061	3,102	3,143	3,184	3,225	3,266	3,307	3,348	3,389	3,430	41
BOYS BOWLING	3,009	3,051	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	42
GIRLS BOWLING	3,009	3,051	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	42
BAND - HEAD	4,801	4,868	4,935	5,002	5,069	5,136	5,203	5,270	5,337	5,404	5,471	5,538	5,605	67
BAND - ASST	4,084	4,141	4,198	4,255	4,312	4,369	4,426	4,483	4,540	4,597	4,654	4,711	4,768	57
CHOIR - HEAD	4,801	4,868	4,935	5,002	5,069	5,136	5,203	5,270	5,337	5,404	5,471	5,538	5,605	67
CHOIR - ASST	4,084	4,141	4,198	4,255	4,312	4,369	4,426	4,483	4,540	4,597	4,654	4,711	4,768	57
DRAMA - HEAD	5,589	5,667	5,745	5,823	5,901	5,979	6,057	6,135	6,213	6,291	6,369	6,447	6,525	78
DIRECTOR OF PLAYS	3,153	3,197	3,241	3,285	3,329	3,373	3,417	3,461	3,505	3,549	3,593	3,637	3,681	44
SPEECH - HEAD	5,589	5,667	5,745	5,823	5,901	5,979	6,057	6,135	6,213	6,291	6,369	6,447	6,525	78
SPEECH - ASST	3,153	3,197	3,241	3,285	3,329	3,373	3,417	3,461	3,505	3,549	3,593	3,637	3,681	44
TICKET MANAGER	4,299	4,359	4,419	4,479	4,539	4,599	4,659	4,719	4,779	4,839	4,899	4,959	5,019	60
YEARBOOK **	5,589	5,667	5,745	5,823	5,901	5,979	6,057	6,135	6,213	6,291	6,369	6,447	6,525	78
STUDENT COUNCIL - HEAD	3,224	3,269	3,314	3,359	3,404	3,449	3,494	3,539	3,584	3,629	3,674	3,719	3,764	45
STUDENT COUNCIL - ASST	2,866	2,906	2,946	2,986	3,026	3,066	3,106	3,146	3,186	3,226	3,266	3,306	3,346	40
SENIOR SPONSOR	1,791	1,816	1,841	1,866	1,891	1,916	1,941	1,966	1,991	2,016	2,041	2,066	2,091	25
JUNIOR SPONSOR	1,791	1,816	1,841	1,866	1,891	1,916	1,941	1,966	1,991	2,016	2,041	2,066	2,091	25
SOPH SPONSOR	717	727	737	747	757	767	777	787	797	807	817	827	837	10
FROSH SPONSOR	358	363	368	373	378	383	388	393	398	403	408	413	418	5
FFA - HEAD	3,224	3,269	3,314	3,359	3,404	3,449	3,494	3,539	3,584	3,629	3,674	3,719	3,764	45
FFA - ASST	2,866	2,906	2,946	2,986	3,026	3,066	3,106	3,146	3,186	3,226	3,266	3,306	3,346	40
GREENHOUSE MANAGER	2,866	2,906	2,946	2,986	3,026	3,066	3,106	3,146	3,186	3,226	3,266	3,306	3,346	40
AG DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
ART DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
COUSNS DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
DR EDUC DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
ELL DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
ENGLISH DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
MATH DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
MUSIC DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
PHYS ED DEPT CHAIR	2,221	2,252	2,283	2,314	2,345	2,376	2,407	2,438	2,469	2,500	2,531	2,562	2,593	31
SCIENCE DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
SOCIAL SCI DEPT CHAIR	1,146	1,162	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	16
SPEC ED DEPT CHAIR	2,221	2,252	2,283	2,314	2,345	2,376	2,407	2,438	2,469	2,500	2,531	2,562	2,593	31

POSITION	73.65	74.65	75.65	76.65	77.65	78.65	79.65	80.65	81.65	82.65	83.65	84.65	85.65	Points
	YEAR - 1	YEAR - 2	YEAR - 3	YEAR - 4	YEAR - 5	YEAR - 6	YEAR - 7	YEAR - 8	YEAR - 9	YEAR - 10	YEAR - 11	YEAR - 12	YEAR - 13	
FOOTBALL - HEAD	6,776	6,868	6,960	7,052	7,144	7,236	7,328	7,420	7,512	7,604	7,696	7,788	7,880	92
FOOTBALL - ASST	4,640	4,703	4,766	4,829	4,892	4,955	5,018	5,081	5,144	5,207	5,270	5,333	5,396	63
BOYS BBALL - HEAD	6,776	6,868	6,960	7,052	7,144	7,236	7,328	7,420	7,512	7,604	7,696	7,788	7,880	92
BOYS BBALL - ASST	4,640	4,703	4,766	4,829	4,892	4,955	5,018	5,081	5,144	5,207	5,270	5,333	5,396	63
WRESTLING - HEAD	6,408	6,495	6,582	6,669	6,756	6,843	6,930	7,017	7,104	7,191	7,278	7,365	7,452	87
WRESTLING - ASST	4,419	4,479	4,539	4,599	4,659	4,719	4,779	4,839	4,899	4,959	5,019	5,079	5,139	60
BOYS BASEBALL - HEAD	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	5,841	5,910	69
BOYS BASEBALL - ASST	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	3,979	4,026	47
BOYS TENNIS - HEAD	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	5,841	5,910	69
BOYS TENNIS - ASST	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	3,979	4,026	47
BOYS TRACK - HEAD	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	5,841	5,910	69
BOYS TRACK - ASST	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	3,979	4,026	47
CROSS-COUNTRY - HEAD	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	5,841	5,910	69
CROSS-COUNTRY - ASST	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	3,979	4,026	47
GOLF - HEAD	3,830	3,882	3,934	3,986	4,038	4,090	4,142	4,194	4,246	4,298	4,350	4,402	4,454	52
GOLF - ASST	2,578	2,613	2,648	2,683	2,718	2,753	2,788	2,823	2,858	2,893	2,928	2,963	2,998	35
VOLLEYBALL - HEAD	4,345	4,404	4,463	4,522	4,581	4,640	4,699	4,758	4,817	4,876	4,935	4,994	5,053	59
VOLLEYBALL - ASST	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	3,555	3,597	42
GIRLS BBALL - HEAD	6,776	6,868	6,960	7,052	7,144	7,236	7,328	7,420	7,512	7,604	7,696	7,788	7,880	92
GIRLS BBALL - ASST	4,640	4,703	4,766	4,829	4,892	4,955	5,018	5,081	5,144	5,207	5,270	5,333	5,396	63
GIRLS SOFTBALL - HEAD	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	5,841	5,910	69
GIRLS SOFTBALL - ASST	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	3,979	4,026	47
GIRLS TRACK - HEAD	5,082	5,151	5,220	5,289	5,358	5,427	5,496	5,565	5,634	5,703	5,772	5,841	5,910	69
GIRLS TRACK - ASST	3,462	3,509	3,556	3,603	3,650	3,697	3,744	3,791	3,838	3,885	3,932	3,979	4,026	47
GIRLS TENNIS - HEAD	4,345	4,404	4,463	4,522	4,581	4,640	4,699	4,758	4,817	4,876	4,935	4,994	5,053	59
GIRLS TENNIS - ASST	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	3,555	3,597	42
SOCCER - HEAD	4,345	4,404	4,463	4,522	4,581	4,640	4,699	4,758	4,817	4,876	4,935	4,994	5,053	59
SOCCER - ASST	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	3,555	3,597	42
POM PON DIRECTOR	3,683	3,733	3,783	3,833	3,883	3,933	3,983	4,033	4,083	4,133	4,183	4,233	4,283	50
CHEERLEADING - HEAD (FALL)	3,683	3,733	3,783	3,833	3,883	3,933	3,983	4,033	4,083	4,133	4,183	4,233	4,283	50
CHEERLEADING - ASST (FALL)	2,357	2,389	2,421	2,453	2,485	2,517	2,549	2,581	2,613	2,645	2,677	2,709	2,741	32
CHEERLEADING - HEAD (WTR)	4,419	4,479	4,539	4,599	4,659	4,719	4,779	4,839	4,899	4,959	5,019	5,079	5,139	60
CHEERLEADING - ASST (WTR)	3,020	3,061	3,102	3,143	3,184	3,225	3,266	3,307	3,348	3,389	3,430	3,471	3,512	41
BOYS BOWLING	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	3,555	3,597	42
GIRLS BOWLING	3,093	3,135	3,177	3,219	3,261	3,303	3,345	3,387	3,429	3,471	3,513	3,555	3,597	42
BAND - HEAD	4,935	5,002	5,069	5,136	5,203	5,270	5,337	5,404	5,471	5,538	5,605	5,672	5,739	67
BAND - ASST	4,198	4,255	4,312	4,369	4,426	4,483	4,540	4,597	4,654	4,711	4,768	4,825	4,882	57
CHOIR - HEAD	4,935	5,002	5,069	5,136	5,203	5,270	5,337	5,404	5,471	5,538	5,605	5,672	5,739	67
CHOIR - ASST	4,198	4,255	4,312	4,369	4,426	4,483	4,540	4,597	4,654	4,711	4,768	4,825	4,882	57
DRAMA - HEAD	5,745	5,823	5,901	5,979	6,057	6,135	6,213	6,291	6,369	6,447	6,525	6,603	6,681	78
DIRECTOR OF PLAYS	3,241	3,285	3,329	3,373	3,417	3,461	3,505	3,549	3,593	3,637	3,681	3,725	3,769	44
SPEECH - HEAD	5,745	5,823	5,901	5,979	6,057	6,135	6,213	6,291	6,369	6,447	6,525	6,603	6,681	78
SPEECH - ASST	3,241	3,285	3,329	3,373	3,417	3,461	3,505	3,549	3,593	3,637	3,681	3,725	3,769	44
TICKET MANAGER	4,419	4,479	4,539	4,599	4,659	4,719	4,779	4,839	4,899	4,959	5,019	5,079	5,139	60
YEARBOOK **	5,745	5,823	5,901	5,979	6,057	6,135	6,213	6,291	6,369	6,447	6,525	6,603	6,681	78
STUDENT COUNCIL - HEAD	3,314	3,359	3,404	3,449	3,494	3,539	3,584	3,629	3,674	3,719	3,764	3,809	3,854	45
STUDENT COUNCIL - ASST	2,946	2,986	3,026	3,066	3,106	3,146	3,186	3,226	3,266	3,306	3,346	3,386	3,426	40
SENIOR SPONSOR	1,841	1,866	1,891	1,916	1,941	1,966	1,991	2,016	2,041	2,066	2,091	2,116	2,141	25
JUNIOR SPONSOR	1,841	1,866	1,891	1,916	1,941	1,966	1,991	2,016	2,041	2,066	2,091	2,116	2,141	25
SOPH SPONSOR	737	747	757	767	777	787	797	807	817	827	837	847	857	10
FROSH SPONSOR	368	373	378	383	388	393	398	403	408	413	418	423	428	5
FFA - HEAD	3,314	3,359	3,404	3,449	3,494	3,539	3,584	3,629	3,674	3,719	3,764	3,809	3,854	45
FFA - ASST	2,946	2,986	3,026	3,066	3,106	3,146	3,186	3,226	3,266	3,306	3,346	3,386	3,426	40
GREENHOUSE MANAGER	2,946	2,986	3,026	3,066	3,106	3,146	3,186	3,226	3,266	3,306	3,346	3,386	3,426	40
AG DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
ART DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
COUNS DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
DR EDUC DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
ELL DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
ENGLISH DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
MATH DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
MUSIC DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
PHYS ED DEPT CHAIR	2,283	2,314	2,345	2,376	2,407	2,438	2,469	2,500	2,531	2,562	2,593	2,624	2,655	31
SCIENCE DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
SOCIAL SCI DEPT CHAIR	1,178	1,194	1,210	1,226	1,242	1,258	1,274	1,290	1,306	1,322	1,338	1,354	1,370	16
SPEC ED DEPT CHAIR	2,283	2,314	2,345	2,376	2,407	2,438	2,469	2,500	2,531	2,562	2,593	2,624	2,655	31

