

A CONTRACTUAL AGREEMENT

between

**BOARD OF EDUCATION OF
COMMUNITY UNIT SCHOOL DISTRICT NO. 223
OGLE COUNTY, ILLINOIS**

and

THE STILLMAN VALLEY EDUCATION ASSOCIATION

2022-2023

2023-2024

2024-2025

2025-2026

2026-2027

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ARTICLE 1
RECOGNITION

A. Recognition and Definition of Bargaining Unit

The Board of Education of Community Unit School District No. 223, Ogle County, Illinois, hereinafter referred to as the "Board," recognizes the Stillman Valley Education Association/IEA-NEA (hereinafter referred to as the "Association") which is an affiliate of the Illinois Education Association and National Education Association, and any successor organization, as the sole and exclusive bargaining agent for all regularly employed full and part-time professional licensed employees, except the Superintendent, Assistant Superintendent, Principals, Assistant Principals, supervisors, managerial employees, short-term employees, substitutes, teacher-aides, and confidential employees.

B. Teachers Defined

Employees within the bargaining unit defined in Section A of this Article will be hereinafter referred to as "teachers."

C. Part-Time Teachers

As respects regularly employed part-time teachers, all economic benefits accruing to full-time teachers pursuant to this Agreement will be pro-rated, including but not limited to, compensation, fringe benefits, sick leave, and personal leave. Participation of such part-time teachers teaching less than 50% in any group insurance program will be subject to reasonable enrollment and other requirements of the insurance carrier.

1. FTE calculation for part-time elementary teachers will be to take the total assigned minutes, excluding a 30 minute lunch, divide that number by 45 and then divide that number by 7 to produce the FTE.

ARTICLE 2
COLLECTIVE BARGAINING PROCEDURES

A. Commencement of Negotiations

Negotiations on a successor contract shall begin not earlier than the beginning of the last year of the current Agreement and not later than May 1 of such year.

B. Mediation

1. If agreement is not reached on all items within ninety (90) days of the commencement of the school year and all items sought to be negotiated had been thoroughly explored without reasonable expectation of reaching agreement, either party may declare to the other, in writing, that an impasse exists and call for the appointment of a mediator in accordance with Section B(2) of this Article. If the Illinois Labor Relations Board invokes mediation within fifteen (15) days of the scheduled start of the school year, the mediator will be appointed in accordance with Section B(2) of this Article.

2. When an impasse is declared or the Illinois Educational Labor Relations Board invokes mediation, a mediator will be selected by the parties from the staff of the Federal Mediation and Conciliation Service. If the Federal Mediation and Conciliation Service is unable for any reason to provide a mediator within a reasonable time after being so requested, the parties will select a mediator from a list to be supplied by the American Arbitration Association. The cost of the mediator, if any, will be shared equally by the Board and the Association.

C. Preparation of Contract

Within sixty (60) days after this Agreement is signed, the Board will prepare twenty (20) copies of the Agreement for the Association and ten (10) copies for the Board. Any additional copies required by either party will be paid for by that party. The Board will provide all newly hired teachers with a copy of the contract no later than the date their employment begins.

D. Memorandum of Understanding Procedures

In the final year of a collectively bargained agreement, but prior to formally beginning negotiations, a committee made up of Board members (or its representative) and members of the SVEA bargaining team will review each Memorandum of Understanding (“MOU”) entered into during the term of the agreement and recommend one of the following three courses of action:

1. Terminate the MOU as it has served its purpose or is no longer relevant, assuming the MOU is either about to expire or has already expired;

2. Recommend adopting the terms of the MOU into the successor agreement and delegate the MOU to a language subcommittee to do so; or
3. Identify the subject matter of the MOU as an “Issue” (using IBB terms) and bargain that issue for the successor agreement.

This committee will provide its recommendations at the beginning of the formal bargaining process and the recommendations will only take hold if the bargaining team reaches consensus using the agreed upon course of action.

ARTICLE 3

EFFECT OF THE AGREEMENT

A. Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment.

B. Severability

If any provision of this Agreement should be found contrary to law by a court of competent jurisdiction, such provision or application will be deemed invalid but all other provisions hereof not affected by such invalidation will continue in full force and effect.

C. Individual Contracts

Any individual contract between the Board and an individual bargaining unit member heretofore and hereafter executed and Board Policy will not be inconsistent with the terms and conditions of this Agreement. If an individual contract and Board Policy contains any language inconsistent with this Agreement, this Agreement, during its duration, will be controlling.

D. Management Rights

The Board retains all functions, rights, and powers or authority of the Board which are specifically limited by the express language of this Agreement.

ARTICLE 4
ASSOCIATION RIGHTS

A. Notice of Meetings

The President of the Association and the Association Representative for each building will be given written notice of all regular and non-emergency special meetings of the Board together with a copy of the agenda and the public minutes of the previous meeting, if prepared, at least twenty-four (24) hours prior to the scheduled time of meeting.

B. Bargaining Information

The Board will, after written request from the Association President, furnish the Association President, the approved final budget, financial statement, audit, a scattergram, and the names of newly hired teachers.

C. Association Leave

1. The Association will be entitled to five (5) school days of Association leave per year for purposes of sending representatives to IEA/NEA sponsored conferences, conventions, or workshops. Teachers authorized by the Association to take such leave will be released from duties without loss of pay subject to the following:
2. The Association will give the Superintendent or designee written notice of the name of the teacher authorized to take such leave, the dates of such meetings, and the meetings involved at least five (5) teacher employment days in advance of the day such teacher will be absent;
3. The Association will reimburse the district in an amount equal to the existing substitute rate for each leave day;
4. The total absence of any individual teacher is not to exceed three (3) days per school year; and
5. No more than two (2) teachers from the same building nor more than five (5) teachers from the District may be absent on Association leave at the same time.
6. If additional days are necessary to attend such meetings, conferences, conventions or workshops or to carry out local association business, the Association may request such days to be granted at the discretion of the Superintendent. The granting or denying of such days shall not be considered precedential.

D. Use of Equipment, Facilities, and Bulletin Boards

The Association will not be denied the reasonable use of:

1. Board typewriters, computers (including the establishment of an Association email group), printers, copy machine and fax machine for Association business, provided (i) approval for use is granted in advance by the administrator responsible for such equipment; (ii) such use will in no manner interfere with instructional or other needs of the Board; and (iii) the Association reimburses the Board for any damage to its equipment occasioned by such use and for the cost of all consumables and/or machine unit or like charges; and (iv) the e-mail group is maintained by the Association.
2. Meeting space in school facilities for Association meetings provided: (i) an Association request is made to the Superintendent or designee in advance of the meeting and such is approved by the Superintendent or designee; (ii) such meeting space is available; (iii) such meeting neither interferes with the School District's educational programs, nor conflicts with school events or teachers' assignments; and (iv) the Association reimburses the Board for any damage and reasonable maintenance costs.
3. A designated bulletin board in the teachers' lounge and the teachers' mailboxes for the posting and distribution of announcements of the Association, provided: (i) such announcements will not contain any information derogatory to members, employees or agents of the Board; (ii) such announcements do not involve endorsements of political candidates; and (iii) all such announcements will be identified as Association materials. The Association will annually notify the Board in writing no later than September 1 of the authorizing officials and will likewise notify the Board of any changes in such authorization.

E. Dues Deduction

The Board will make payroll deductions of dues, initiation fees, assessments, and other payments for the Association in accordance with the terms of the teacher's written authorization, which shall be provided to the Board. Employee requests to authorize, revoke, cancel, or change authorizations for payroll deductions for the Association shall be directed to the Association. The Association shall be responsible for initially processing and providing the Board with requests. If the requests are not provided to the Board, the Board shall rely on information provided by the Association regarding whether deduction for the Association were properly authorized, revoked, canceled, or changed.

The Board will deduct one-twenty-fourth (1/24) of such dues from the regular salary check of the bargaining unit member each month for twelve (12) months beginning in September and ending in August of each year (i.e., equal installments over all pays for the year). The authorizations are continuous and will remain in effect from year to year unless the teacher, upon notifying the Association President, revokes said authorization between September 1 and September 15 or between January 1 and January 15 of any year. The Association will then notify the District Business Office as soon as possible of the revocation. Such authorization will be deemed to be automatically revoked upon termination of employment. All dues authorizations will be effective no later than fifteen (15) days following receipt by the Board. All dues deducted by the Board will be remitted to the Association no later than ten (10) days after such deductions are made, provided the Association will, in accepting such dues, agree to hold harmless the Board for all actions taken

pursuant to this section so long as the Board has complied with its obligations imposed by this section.

The Association shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with these provisions, or in reliance on any list, notice, authorization form, certification, affidavit, assignment or other information furnished by the Association under this provision.

ARTICLE 5

EVALUATION PROCEDURES

A. PERA Joint Committee

The PERA Joint Committee, established pursuant to Section 24A-4(b) of the *School Code*, shall be composed of equal representation selected by the district and the SVEA, which shall have duties regarding the establishment of a performance evaluation plan that incorporates data and indicators of student growth as a significant factor in rating teacher performance and shall be chaired by a member of the SVEA. The PERA Joint Committee shall meet annually as organized by the SVEA. The PERA Joint Committee is responsible for and shall adhere to all requirements set forth by the *School Code* and governing regulations. The following shall be true unless contrary to applicable law.

Each year, the PERA Joint Committee shall meet to assess and review the effectiveness of the District's evaluation plan for the purpose of continuous improvement of instruction and evaluation practices. After each meeting, the PERA Joint Committee shall report its recommendations to the Board. Should the PERA Joint Committee have recommended changes (other than changes to the student growth component, which is within the exclusive authority of the PERA Joint Committee), those recommendations shall first be presented to and reviewed by the SVEA Executive Committee, which will have the right to draft a rebuttal or a response. The PERA Joint Committee's recommendation along with the SVEA's rebuttal/response, if any, will then be presented to the Board for review. No changes (other than changes to the student growth component) will be made to the evaluation plan without Board approval. If the Board and the SVEA Executive Committee do not agree, either party may request to bargain over the recommended changes.

B. Evaluation Cycles

The Board acknowledges the general desirability of formal evaluations, which will include classroom observations of appropriate duration. Each non-tenured teacher shall be formally evaluated at least once each year, which includes at least two formal observations and one informal observation. Each tenured teacher shall be formally evaluated at least once every two years exclusively by administrative personnel who are certified by the State to evaluate teachers, except that a tenured teacher whose performance is rated as either "excellent" or "proficient" will be evaluated at least once in the course of the three school years after receipt of the rating, with at least one informal observation occurring at least once in the course of the two school years after receipt of rating.

C. Evaluation Instrument/Schedule

The regularly employed evaluation form and/or instrument and the general schedule for completion of evaluations shall be made known to the teachers no later than the first building meeting of each academic year. In the event a new evaluation instrument is adopted, then such instrument shall be made known to teachers at the first building meeting after its adoption.

Teachers newly employed during the academic year shall receive their evaluation date(s), procedures, and instruments within 10 school days of the start of their employment.

D. Formal Observations

The parties acknowledge that an appropriate formal observation should be at least forty-five (45) consecutive minutes in length or a complete lesson or a complete period. The parties also acknowledge that it is not always possible to complete such formal observations due to circumstances beyond the evaluator's control. In such circumstances, the formal observations will be at least thirty (30) minutes in overall length or a complete class period, provided each observation segment of such formal evaluation shall be at least fifteen (15) minutes in duration. All formal observations of classroom teaching performance shall be conducted openly with full knowledge of the teacher.

E. Pre-Observation Conference Procedures

The pre-conference will take place within five (5) school days of the formal observation absent a mutual agreement between the teacher and administrator or an emergency that requires the pre-conference to be rescheduled.

Administration will release pre-conference protocol questions to teachers via Evaluwise at least ten (10) school days prior to the pre-conference, and those questions should be returned within three (3) school days of the pre-conference.

Administration has the right to ask varied and additional questions during the pre-conference and to document answers as data on the formal observation write-up.

In the case of an emergency rescheduling of a pre-conference or formal observation, no written portions of the pre-conference will have to be repeated by the teacher.

F. Post-Observation Conference Protocol

The written reflection protocol of the formal observation shall be completed within five (5) student attendance days after said observation.

G. Written Evaluations/Post-Observation Conferences

1. A post-observation conference shall be held between the teacher and the evaluator within eleven (11) teacher attendance days following each formal observation. If the evaluator determines that the evidence collected to date may result in the teacher receiving either a "needs improvement" or "unsatisfactory" performance evaluation rating, then the evaluator shall notify the teacher of that determination. A written evaluation shall also be prepared within ten (10) teacher attendance days following each formal observation. A copy of such evaluation shall be given to the teacher at least one (1) day prior to the post-observation conference.

2. The teacher shall put any objections to or explanation of the evaluation in writing and give them to the evaluator or his designee within five (5) teacher attendance days of the teacher's receipt of the formal evaluation for attachment to the evaluation.
3. A copy of all formal written evaluations and any objection or explanation submitted by the teacher shall be placed in the teacher's official personnel file. Evaluation materials put into the teacher's file must be signed and dated. The signature shall not necessarily indicate agreement with the content, but shall indicate that the teacher has seen and discussed said material.

H. Summative Evaluation Conference

All information to be used in the summative evaluation shall be written and presented to the teacher prior to the summative evaluation conference. In addition to formal observations, the evaluation may include informal observations and other information gleaned by the evaluator in the course of day-to-day activities. The teacher shall have the option of meeting all administrators involved in the composition of the summative evaluation.

I. Unsatisfactory Performance

In the event that the teacher's performance does not meet district standards, the teacher's performance shall be rated "unsatisfactory" and the statutory procedures concerning remediation shall be followed.

J. Consulting Teachers

1. The participation of the consulting teacher shall be voluntary.
2. Teachers who have received an "excellent" rating may volunteer to have their name placed on a roster of consulting teachers. Any teacher scheduled for remediation shall select a qualified teacher from the roster.
3. A consulting teacher shall be released from regular duties as deemed necessary by the building principal. Time assigned by the building principal beyond the normal teacher day shall be compensated at the home tutoring hourly rate and any travel involved shall be reimbursed at the district rate.
4. The remediating teacher has the right to change consulting teachers upon approval by Superintendent or designee.
5. The consulting teacher shall not participate in any of the required evaluations, nor be engaged to evaluate the performance, or make recommendations regarding the employment of the teacher under remediation.
6. The parties agree that a consulting teacher shall not be permitted to testify at any dismissal hearing.

7. Where no consulting teacher is available in the district, the district shall request its Regional Office of Education to provide a consulting teacher. The Regional Office of Education shall thereupon provide a consulting teacher.

K. Non-Tenured Teacher Retention

Normally, the Principal or other administrator will inform each non-tenured teacher of the District's intent to non-renew his/her employment in non-RIF situations as soon as practical following the teacher's second formal evaluation of the year. Nothing in this section shall preclude the District from non-renewing or otherwise dismissing a teacher from employment where otherwise allowed by law.

ARTICLE 6

EMPLOYEE DISCIPLINE

A. Suspensions Without Pay

No teacher will be suspended without pay except for cause.

B. Association Representation

If a teacher is required to meet with the Superintendent or the Board, and in the opinion of the Superintendent or Board, such meeting could result in the dismissal of the teacher (except in a case of Reduction in Force) or suspension, prior notice will be given to the teacher, and the teacher will have the option of having a representative of the Association present.

C. Parental Complaints

1. Any parental complaint against a teacher deemed to justify subsequent disciplinary action shall be brought to the attention of the affected teacher prior to discussion by the Board of Education of any recommended disciplinary action.
2. If a complaint is made against a teacher at a public board meeting, the Board or its designee shall notify the teacher of such complaint.

ARTICLE 7

ASSIGNMENTS, TRANSFERS AND VACANCIES

A. Notice of Assignments/ Junior and High School Master Schedule

By the last day of the school year, the District must develop a master schedule for the following school year. All teachers will be given written notice of their assignments for the forthcoming school year on or before the last day of the current school year. Teacher assignment changes will be done by July 1 preceding the start of the school year unless there is a resignation or an emergency/extenuating circumstance, as determined by the District, that requires a change in a teacher's assignment. If changes in a teacher's assignments are made after such notice, the teacher will be notified of such change.

B. Involuntary Transfers

Any teacher who is to be involuntarily transferred will be given an opportunity to meet with the Superintendent to review the reason(s) for such transfer. All involuntary transfers will be done by July 1 preceding the start of the school year unless there is a resignation or an emergency/extenuating circumstance, as determined by the District, that requires an involuntary transfer. If an involuntary transfer is necessary, the Superintendent and Association will meet to create a training plan for the teacher affected by the involuntary transfer.

C. Compensation for Involuntary Transfers or Reassignments after July 1

If the District involuntarily transfers or reassigns a teacher after July 1 preceding the start of the school year pursuant to Sections 7.B or 7.A, the District will provide an additional, one time stipend in an amount that is commensurate with an overload.

D. Voluntary Transfers

A teacher may request a transfer by making a written transfer request, stating the reason for the transfer, to both the principal concerned and the Superintendent by March 1 of each year. Any teacher who is denied a voluntary transfer will be given an opportunity to meet with the Building Principal to review the reason(s) for the denial of the transfer.

E. Posting of Vacancies

The Board will post notice electronically of any vacancy which occurs in the bargaining unit prior to filling such vacancy. As used herein, vacancy will mean a full-time or regular part-time position that has been newly created or that becomes vacant because the teacher holding that position has left the district. A notice of vacancies occurring during a summer vacation period will be mailed to the Association President and Association Building Representative(s).

F. Summer School Staffing Selection

In the case the Board decides to offer summer school, the following process for selecting a teacher to instruct a specific summer school class will be implemented:

1. Teachers will volunteer for staffing selection.
2. Should more than one teacher desire to teach a specific grade/subject, the teacher who taught that specific grade/subject in the concurrent school year will be selected first. If this still produces more than one candidate, the teacher with the most seniority in the District will be offered the position first.

This provision shall in no way change or affect the seniority structure or method of teacher assignment described otherwise in Articles 7 and 8.

ARTICLE 8

SENIORITY IN REDUCTION IN FORCE

A. Seniority Defined

1. Length of continuous service in the District as utilized in Section 24-12 of *The School Code* will be defined as follows:
2. Years of continuous service as a teacher in the District. Less than full-time teaching service will be computed on a pro rata basis. Time on unpaid leaves of absence of more than ninety (90) consecutive working days will not be counted in determining seniority. Such unpaid leaves of absence approved by the Board will not constitute an interruption of teaching service.
3. If total continuous service as a teacher with the District is equal between two or more teachers, then the order of dismissal and/or recall will be determined by total service as a teacher with the District, whether or not continuous. (Such service will be computed as described in (1) above.)
4. If a tie remains after the application of the procedures as described in (1) and (2) above, then the order of dismissal and/or recall will be determined by horizontal credit on the salary schedule with the person with more credit considered senior.
5. If a tie remains after the application of the procedures as described in (1), (2) or (3) above, the order of dismissal and/or recall will be determined by total teaching service in the grade level or teaching area available to those teachers being considered as equal in services.
6. If a tie remains after the application of the above procedures, the order of dismissal and/or recall will be decided by drawing lots.

B. Seniority List

By February 1st annually, the Board will publish a seniority list which is prepared according to the provisions herein. This list will be posted in the teacher's lounge of each building. The list will include the teacher's responsibility to respond to any discrepancies. Each teacher shall have thirty (30) calendar days thereafter to file written objections to his/her ranking. A teacher's failure to make a timely objection shall be deemed an acceptance of the ranking, and the teacher cannot thereafter challenge his/her seniority until the following school year.

ARTICLE 9
WORKING CONDITIONS

A. Work Year

The Board will negotiate over issues related to the length of the regular teacher work year if either the Board intends to increase the regular work year or if the increase in the regular work year is required by law.

B. Lunch Period

Each teacher will receive a thirty (30) minute, duty-free lunch period as required by Section 24-9 of *The School Code*. This thirty (30) minute period shall not include passing time.

C. Part-Time Positions

The Board may grant a shared/part-time teaching position to a tenured teacher upon such terms and conditions as the Board may elect. The granting or withholding of such shared/part-time teaching position will be non-precedential with respect to any other request of a shared/part-time teaching position. The tenured status of the participating teacher will not be affected by the granting of a shared/part-time teaching position and seniority will accrue in accordance with Article 8.

D. Elementary, Junior High, and High School Preparations Periods

Teachers will be allowed at least two hundred and fifty (250) minutes of planning and preparation time per regular work week. Such planning and preparation time will be in at least twenty (20) consecutive minute increments. In scheduling classes, the Board will make every reasonable effort to schedule teachers' planning and preparation time periods so such periods are evenly distributed throughout the work week. The Board recognizes that planning and preparation time is to be used for teacher planning and preparation; therefore, except for extenuating circumstances, teachers shall not be required to attend any regularly scheduled meetings during that time.

E. Teaching Load

1. The normal daily teaching load in the Junior High will not exceed six (6) committed periods per day. A committed period is defined as an instructional period requiring grading. In scheduling classes, the Board will make every reasonable effort to schedule junior high teachers' planning and preparation time so that such periods are evenly distributed throughout the work week and staff. Any Junior High teacher who is assigned a seventh committed period in lieu of an unassigned preparation or planning period will receive additional compensation calculated per semester in the same manner as overloads are calculated in the high school.
2. The normal 8-Block 2-day cycle assignment load in the High School will not exceed seven (7) committed periods. The unassigned period will be used as preparation time. A committed period is defined as an instructional period any High School Teacher who is

assigned a 4th teaching assignment in any day or who is assigned an 8th duty, will receive additional compensation of \$3,000 per semester. This paragraph will only apply during the time that the 8-Block schedule is in effect.

3. In addition, any teacher who is assigned three (3) committed periods at the Junior High plus two (2) committed periods (1/2 day) at the High School, will receive additional compensation calculated per semester in the same manner as overloads are calculated in the high school. Overloads shall be first offered to qualified teachers in order of their seniority. If no volunteer accepts an overload, the overload shall be assigned in inverse order of seniority among qualified teachers.
4. An elementary teacher will be entitled to overload compensation if the elementary teacher has two hundred and forty-nine (249) minutes or less of planning and preparation time each regular work week. An elementary teacher will be entitled to double overload compensation if he/she has zero minutes of planning and preparation time each regular work week. Overload compensation will be \$3,000 per semester and double overload compensation will be \$6,000 per semester.

F. Junior and High School Teaching Staff Co-Curricular Supervision Assignments

At the beginning of each school year, the junior high and high school administration will post the scheduled activities for the year with dates, times, and assignments. Teachers will be responsible for fulfilling a maximum of (2 for full-time and 1 for part-time) activity assignment slots. Slots not filled will be assigned by the administration until all teacher obligations under this section are covered. Teachers are responsible for fulfilling or getting a replacement. Teachers will be paid a stipend as listed in the appendix for each activity worked under this section. Teachers will receive their stipend at the end of the activity season (fall, winter, and spring).

G. In-School Substitution

1. Any high school teacher who accepts the responsibility of supervising or teaching a class or seminar of an absent teacher at the request of an administrator shall be paid at a rate of 1/4 of the substitute teacher's daily rate per class in addition to his/her regular pay. Any junior high school teacher who accepts the responsibility of supervising or teaching a class of an absent teacher at the request of an administrator shall be paid at a rate of 1/6 of the substitute teacher's daily rate per class in addition to his/her regular pay. A teacher will not be asked to substitute during a currently assigned period/duty until all teachers with preparations have been asked. Such teacher shall not be required to accept the administrator's request and nothing herein shall preclude informal agreements among teachers whereby teachers substitute for another without additional compensation if approved by the principal. Any elementary teacher who substitutes in another teacher's classroom while his/her students are at an assigned class, (i.e., music, physical education) will be compensated at the District's substitute rate prorated which is determined by the number of classroom minutes covered divided by the number of minutes in the student day multiplied by the higher substitute rate.

2. At all buildings when teachers are absent for a full day, the principals shall attempt to secure the services of a substitute teacher or a part-time teacher before requesting a teacher to accept such responsibility.
3. Substitution described in this paragraph shall be compensated within two (2) pay cycles of the teacher's completion of the substitution duty.

H. Class Size

Whenever the size of an individual teacher's class (excluding physical education and music classes) reaches thirty (30) students grades 6-12 or twenty-two (22) students grades K-5, the Superintendent shall advise the Board of Education and the Association in writing and the Association shall have the right to request a meeting with the Superintendent to discuss any recommendations the Association may have. Additionally, if a teacher has any concern about student learning due to the size of the class or the particular student population, the teacher may make a recommendation to the principal; such recommendation may include use of an additional teacher assistant who would not be taken away from such teacher assistant's current assignment.

I. Wellness Program

The District will prioritize and support the wellness of its teachers by offering the following:

1. An active Wellness committee led by the Health Services Director that will be charged with executing the District's programs. Membership will be open and voluntary.
2. The Wellness committee will have a budget annually reviewed by the Association and approved by the Board.
3. The Wellness committee will meet regularly.
4. The Wellness committee will lead efforts, but minimally facilitate the following:
 - a. Annual on-site physical,
 - b. Access to BP testing or weight on demand, and
 - c. Quarterly updates to staff from HR, Wellness, and/or Insurance.
5. District to work with local gyms to try to find discounted annual rates.

J. Inclusion/IEP Placement

1. In each District student attendance center, the administration shall establish a committee composed of the building principal, the pupil personnel services director or designee, a member of the special education staff, a regular education teacher and a teacher designated by the Association from that attendance center. Each building committee shall study issues

related to inclusion of disabled students in regular education classrooms. Such issues may include, but are not limited to, procedures for placement of disabled children in regular education classroom, necessary aides and supportive services to facilitate inclusion of disabled children, methods of evaluating whether disabled children are meeting the goals of their individualized educational plans in regular education classrooms and training of regular education classroom teachers to meet the needs of disabled children. After such study any committee shall have the option of making recommendations regarding appropriate action to the Superintendent.

2. Teachers shall be informed regarding the IEP's of any students assigned to their schedules. When feasible, such information will be made available to the teacher before student contact commences. Any teacher involved in the instruction/supervision of an IEP student will have the opportunity to attend the staffing or submit a written narrative to be included at the staffing.
3. At the beginning of each school year, and at the end of each quarter, each building administrator will meet with his/her special education teachers, as a group, to review quarterly caseload roster reports from the Ogle County Educational Cooperative (OCEC) for the purpose of reviewing class sizes.

K. Orientation

New teachers may be required to report to work up to three days prior to the start of the work year for new teacher orientation. If other teachers are required to participate, they shall be compensated at the then current summer rate.

L. Teacher Harassment

A teacher who is subjected to harassment or threats to his or her well-being of a non-sexual nature, shall inform his or her immediate supervisor of the incident. Thereafter, the immediate supervisor shall notify the teacher of what, if any, action is taken on the teacher's report.

M. Work Day

1. Each teacher's work day will be seven (7) hours and twenty-five (25) minutes in length.
2. Teachers will be at school at least fifteen (15) minutes before school commences and at least fifteen (15) minutes after school is dismissed. Teachers will work with their principal to plan and establish a daily schedule that will include the required number of hours and minutes and be flexible in nature so that a teacher may fulfill committed planning time before or after school. Teachers will notify the principal in advance if there is any change in that schedule.
3. Teachers are professionals who are responsible for being available for professional meetings, such as teacher's meetings, staffings, and parent conferences. Should a teacher

be required to attend such meetings beyond normal school hours, the teacher will be notified in ample time for the teacher to make necessary arrangements. However, the parties recognize that, on occasion, even with notice, a teacher may not be able to attend such a meeting, in which case the teacher may be excused or the meeting shall be rescheduled to a more convenient time.

N. Teacher Personnel File

A copy of any materials that is disciplinary, critical or adverse in nature to be placed in a teacher's personnel file shall be provided to the teacher. The teacher shall acknowledge that he/she has read the material by affixing his/her signature on the copy to be filed. A teacher shall have the right to attach a written response to such materials within twenty (20) business days of receipt of a copy of such materials.

O. Saturday School

Teachers may volunteer to supervise Saturday School. The Board will pay for one teacher for Saturday School. In the event the number of students assigned to Saturday School is twenty (20) or more, the Board will pay for an additional teacher.

P. District Interest Based Problem Solving Committee

In order to promote the best possible relationship between the Association and the Administration/Board and to improve student achievement, the Board and Association agree to establish a District Interest Based Problem Solving Committee. The Committee will meet at mutually agreed upon times, at least once every other month beginning in September to discuss the topics agreed upon during the negotiations prior to the start of this Agreement and other topics of mutual concern. The parties agree that a meeting will be scheduled for both April and August of each year. The Superintendent and an Association representative will establish an agenda for each meeting including topics brought forth in advance. If the incoming average class size in any grade K-5 exceeds 22 students, discussion of how to manage that grade will be on the agenda. The Committee shall consist of Association representatives and Board representatives, all of whom have been previously trained in the Interest Based Problem Solving process.

Q. Junior and High School Lunch Duties

Junior and high school lunch duties will be assigned in accordance with the following process:

1. District administration will attempt to fill junior and high school lunch duties with teacher volunteers or non-licensed staff (i.e., District employees who do not have professional educator licenses).
2. If the lunch duty position(s) cannot be filled with non-licensed staff or teacher volunteers, administration, in its sole discretion, will assign teachers to lunch duty for a school year. Any teacher who is assigned to lunch duty for a school year will only have to complete lunch duty once every three school years, except as required by Section 9.Q.3.

3. If administration assigns the teacher to lunch duty during an “off-year” (i.e., one of the two years after the teacher had already been assigned lunch duty), then the teacher will receive the overload stipend for that school year, as described in Section 9.E.2.

Example: 22-23-lunch duty assignment
 23-24-lunch duty assignment = overload pay
 24-25-lunch duty assignment = overload pay
 25-26-lunch duty assignment
 26-27- lunch duty assignment = overload pay

Teachers who volunteer for lunch duty or teachers who are assigned lunch duty instead of an instructional class, will not be eligible for the overload stipend.

R. Kindergarten Aide

Whenever a Kindergarten classroom does not begin the school year with a classroom aide, the Superintendent shall advise the Board of Education and the Association in writing and the Association shall have the right to request a meeting with the Superintendent to discuss any recommendations the Association may have to support the specific teacher and classroom. Additionally, if a teacher has any concern about student learning due to the lack of an aide, the teacher may make a recommendation to the Superintendent. This provision will not be subject to Article 12, Grievance Procedure.

ARTICLE 10

LEAVES

A. Sick Leave

1. For the 2022-2023 school year only, each full-time teacher will be entitled to up to forty-four (44) sick leave days without loss of pay. At the beginning of the 2022-2023 school year, each teacher shall get thirty-two (32) sick leave days credited to their sick leave total accumulation. A teacher may be able to get up to an additional twelve (12) sick leave days credited at the end of the 2022-2023 school year based on an inverse use formula (e.g., if the teacher uses zero (0) sick leave days during the 2022-2023 school year, he/she will get twelve (12) days added; if he/she uses one (1) sick leave day, he/she will get eleven (11) days added; two (2) days are used, then ten (10) days will be added, etc. ... all the way to zero (0) additional days if seven (7) or more days are used during the 2022-2023 school year).
2. For school years following the 2022-2023 school year, each full-time teacher will be entitled to twelve (12) sick leave days per school year without loss of pay. In addition, teachers using six (6) or fewer sick leave days during one school year will receive a matching amount of the resulting unused balance of the annual allotment of sick leave days added to their cumulative total at the end of the school year. For example, if a teacher uses five (5) days of sick leave during one school year and he/she has seven (7) days of sick leave remaining from the twelve (12) granted at the beginning of the year, seven (7) days will be added to the teacher's cumulative total at the close of the school year.
3. Any unused sick leave days accumulated beyond the maximum allowed to be reported and utilized by TRS may be donated to the sick leave bank upon a teacher's resignation from the District for purposes of retirement. The District may require the teacher to obtain authorization from TRS that such days were not used by TRS prior to being eligible for donation.
4. Sick leave days may be utilized for the following:
 - a. Personal quarantine at home.
 - b. Birth, adoption, placement for adoption, and the acceptance of a child in the need of foster care.
 - c. Personal illness, provided sick leave will not be utilized for purposes of cosmetic surgery (except as such will be reasonable incident to some other illness or disability) and/or for any matter which may be reasonably postponed to a recess or vacation period.
 - d. Serious illness in the immediate family or household. Serious illness will mean a life-threatening circumstance, a medical emergency, or an illness which requires the presence of the teacher.

- e. Death in the immediate family or household.
 - f. The immediate family will mean the teacher' spouse, domestic partner, children, brothers, sisters, parents, grandparents, parents-in-law, brothers-in-law, sisters-in-law, grandchildren, son-in-law, daughters-in-law, stepchildren and legal guardians.
5. Attendance at the funeral of someone who is not a member of the immediate family or household. Use of sick leave for such funeral shall be limited to one day and no more than 4 persons per day may attend the funeral of someone who is not a member of the immediate family or household unless more are approved by the Superintendent at his/her discretion.

B. Notice of Accumulated Sick Leave

The Board will furnish each teacher a written statement at the beginning of the school year setting forth the total accumulated sick leave of the teacher.

C. Personal Business Leave

1. Each teacher will be entitled to two (2) days of personal business leave without loss of pay for matters which cannot be handled during non-school days or hours. Written notification of such leave will be made to the Superintendent or his designee at least twenty-four (24) hours prior to the onset of such leave, provided in an emergency, such application may be made at a later time with an explanation of such emergency. During the month of May, written notification of such leave shall be made to the Superintendent or his designee at least three (3) days prior to the onset of such leave. However, under certain circumstances, such leave may be granted with less than three (3) days notice provided the notice is accompanied by written reasons for the leave.
2. Such leave will not be used at any time for participation in any work stoppage or collective bargaining dispute, or for an activity which will produce income for the teacher. The first and last three (3) teacher employment days of the school year and the day immediately preceding or following a legal holiday, vacation, or school recess will not be available for personal leave. The Superintendent may grant the use of personal leave days during this restricted period at his/her sole discretion after receiving written request for such leave that states the reasons for such leave. The granting or withholding of permission for use of the days shall not be precedential. At the teacher's discretion, unused personal business days will be: (1) rolled over to the next school year for use as personal days to a maximum number of four (4) personal days total accumulated for any one school year; or (2) rolled over into sick leave days, subject to the maximum accumulation set forth in Section A of this Article; or (3) paid to the teacher at the end of the school year at a rate of One-Hundred Dollars (\$100.00) per day.

D. Conference, Professional and IEP Leave

1. The Board may grant a leave of absence with pay to a teacher for the purpose of attending a professional conference or workshop upon such terms and conditions as the Board may

elect. The granting, withholding, or conditioning of such leave of absence will be non-precedential with respect to any other request for such leave by such teacher or any other teacher. If a request for a leave is denied, the teacher may meet with the Superintendent to discuss the reason for denial. The Superintendent will give the reason for the denial in writing within ten (10) days of the denial.

2. The Board will provide each teacher with two (2) days of professional leave to work on District-related activities. The Superintendent shall be responsible for determining the District-approved usages for these days each year with input from the Association. Examples of District-related activities include curriculum development, assessment writing, and data review, etc. Such days shall be scheduled by the Principal.
3. The Board will provide an overall total of fifty (50) days per school year of substitute coverage for teachers required to attend District IEP meetings. After such fifty (50) days are exhausted, teachers are to schedule the remainder of IEP meetings before or after school.

E. Jury/Witness Leave

Each teacher shall be granted a paid leave because of jury duty or because such employee pursuant to subpoena issued by the clerk of a court served on such employee attends as a witness upon trial or have his or her deposition taken in any matter pending in court not involving another teacher or the Association where the Board, its members and/or its administration are adverse parties except that a deduction shall be made equal to the amount received for such jury duty or for per diem fees which the employee is entitled to receive for complying with such subpoena.

F. Unpaid Leave

The Board may grant a leave of absence without pay to a tenured teacher for any purpose, if in its discretion, it deems such leave to be appropriate and beneficial to the School District for a period of up to one (1) school year upon such terms and conditions as the Board may elect. The granting, withholding, or conditioning of such leave of absence will be non-precedential with respect to any other request for such leave by such teacher of any other teacher.

G. Parental/Child Rearing Leave of Absence

A teacher who has entered upon contractual continued service will be eligible for parental/child rearing leave without pay or other benefits subject to the following conditions: (As used herein, “teacher” means a tenured teacher, except as in paragraph 6, which is applicable only to non-tenured teachers). Nothing herein shall interfere with the rights of teachers to utilize accumulated sick leave in accordance with this Agreement and the *School Code*. The leave set forth herein shall be construed in unison with the District policy on leave pursuant to the *Family and Medical Leave Act*.

1. Notification of leave. The teacher will make a written request for leave by advising the Superintendent or designee thirty (30) days prior to the anticipated commencement of the leave or sixty (60) days prior to the expected date of delivery, whichever is earlier. The

request will specify the anticipated beginning and ending dates of the leave, with the understanding leave commences upon delivery. If the teacher requests, the leave will begin on the date the period of disability due to childbearing ends or the expiration of FMLA, whichever occurs last.

2. The teacher and the Superintendent or designee will prepare a plan for a substitute upon notification of leave for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree. The leave will not exceed the balance of the school term in which it commences and two (2) additional semesters. Partial leaves may be granted on a quarterly basis. A teacher requesting the next full year will be required to state her intent to return prior to February 15. The teacher will return to the position she held before the leave or a position that is similar. A teacher shall not be eligible for additional Parental/Child Rearing Leave until he or she has returned to either part-time or full-time employment in the District for at least one school year.
3. Any accumulated sick leave available at the commencement of the leave will be available to the teacher upon return to employment in the District less the amount used, if any.
4. The teacher may maintain insurance benefits by making timely payments of all premiums which may be due to the District's Business Office or elsewhere pursuant to its direction. The amount to be paid for insurance benefits will be calculated by adding the days of the school year worked plus sick days used plus FMLA leave days used, divided by 180 school year work days. This will determine the percentage of the yearly insurance benefits paid by the district. To continue insurance benefits, the employee must pay the remaining percentage.
5. Any teacher desiring adoption leave as a result of becoming an adoptive parent will notify the Superintendent or designee, in writing, when it appears the adoption is imminent. Leave will be granted upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It will be the responsibility of the applying teacher to keep the Superintendent or designee informed on the status of the proceedings, and, as soon as known, the expected date of the delivery of the child.
6. A parental/child-rearing leave may be granted to a non-tenured teacher by action of the Board, subject to all the conditions applicable to the tenured teacher. The granting of parental/child-rearing leave to any non-tenured teacher will not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request will be judged on its own merits. Additional conditions or restrictions may be established for any such leave, provided nothing herein will be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established therefore. Nothing herein shall prevent a non-tenured teacher from use of leave under the *Family and Medical Leave Act* with no break in the four consecutive school terms required to attain contractual continued service.

7. The non-birthing parent, who is a teacher and has entered upon contractual continued service, will be entitled to a parental/child-rearing leave of absence. Such leave will be unpaid and will be subject to all of the applicable notice and other requirements as set forth in this policy. Eligibility for such leave will arise upon the anticipated birth of a teacher's child or the planned adoption of a child by the teacher.
8. In the event of a stillbirth or death to the teacher's spouse or child, the teacher may return to teaching position.

H. FMLA Leave

The 12-month period for the purposes of calculating leave under the Family and Medical Leave Act shall be July 1 to June 30.

ARTICLE 11

SALARY AND FRINGE BENEFITS

A. Salary

School Year	BA	BA 8	BA 16	BA 24	MA	MA 9	MA 18	MA 27
22-23	\$38,962.48	\$40,418.21	\$41,875.15	\$43,330.86	\$44,878.59	\$46,427.49	\$47,974.07	\$49,521.81
23-24	\$40,910.61	\$42,439.12	\$43,968.91	\$45,497.40	\$47,122.52	\$48,748.87	\$50,372.78	\$51,997.90
24-25	\$42,751.59	\$44,348.88	\$45,947.51	\$47,544.79	\$49,243.03	\$50,942.56	\$52,639.55	\$54,337.81
25-26	\$44,889.16	\$46,566.33	\$48,244.89	\$49,922.03	\$51,705.18	\$53,489.69	\$55,271.53	\$57,054.70
26- 27	\$47,358.07	\$49,127.48	\$50,898.35	\$52,667.74	\$54,548.97	\$56,431.63	\$58,311.46	\$60,192.71

The above-referenced starting salaries shall function as minimums for all full-time teachers. Part-time teachers shall be pro-rated. In addition, teachers shall receive \$1,500 for each lane advancement as noted above (e.g., going from BA to BA 8). Teachers receiving their National Board Certification during the term of this Agreement shall receive a onetime \$1,500 stipend for such Certification.

Returning teachers will receive the below listed salary increases over their prior year’s salary or the above referenced minimum salaries, whichever is higher:

For the 2022-2023 school year: teachers will receive a total 6% increase over the 2021-2022 salary.

For the 2023-2024 school year: teachers will receive a total 5% increase over the 2022-2023 salary.

For the 2024-2025 school year: teachers will receive a total 4.5% increase over the 2023-2024 salary.

For the 2025-2026 school year: teachers will receive a total 5% increase over the 2024-2025 salary.

For the 2026-2027 school year: teachers will receive a total 5.5% increase over the 2025-2026 salary.

B. Extra Duty Schedule

For the duration of this Agreement, teachers who are authorized by the Board to perform such extra duties listed in Appendix B will be compensated pursuant to such Appendix. The parties have established a method for teachers to make proposals to the Board to have the Board recognize student organizations. That process is set forth in Appendix B1.

C. Extended Season

For the duration of this Agreement, coaches who work an extended season for advancement in the state series of competition beyond what all teams automatically qualify for shall be compensated in the amount of \$125 per week for head coach and \$75 per week for assistant coach.. Extended season, for purposes of this section, refers to all sports that could compete at the state level for IESA, IHSA, or other state series programming.

D. TRS & THIS Contributions

In addition to the teacher's compensation, the Board shall make a contribution on behalf of each teacher to the State of Illinois Teachers' Retirement System (TRS) and the Teacher Health Insurance Security Fund (THIS) in lieu and in satisfaction of the teacher's required member contributions to the TRS defined benefit plan and THIS. No teacher will have the option of choosing to receive the amounts contributed by the Board directly and the assumption and payment of the teacher's required contributions is a condition of employment made in order to secure the teacher's future services, knowledge and experience.

E. Pay Periods

1. Each teacher may choose to receive his/her salary on a ten (10) or twelve (12) month basis. Any teacher hired after March 15, 1990, will receive his/her salary on a twelve (12) month basis. Pay periods will executed on a biweekly pay schedule. Such pay periods are listed in Appendix D.
2. Teachers must report in writing all payroll errors to the payroll department and the Superintendent. The written report must include enough detail to identify the error. The District will correct payroll errors exceeding fifty dollars (\$50.00) within three (3) days of receiving the written report.
3. Payment for extra duty assignments will be paid in lump sum. For activities that do not last the entire school year, payment shall be made in one lump sum following completion of the extra duty assignment. For extra duties lasting the entire school year, payment shall be made in two (2) lump sums with ½ being paid with the payroll occurring at the midpoint of the school year and ½ being paid with the final payroll of the school year.
4. Seasonal activities will be paid in the next pay cycle after completion of the activity.

F. Placement on Starting Salary Schedule

1. At the discretion of the Board, compensation commensurate with teaching experience may be considered.
2. In determining initial placement, the Board shall give credit for relevant advanced degrees and relevant graduate hours earned after a degree.

3. The Board may withhold such salary increase if the Board can demonstrate that the teacher's performance has been unsatisfactory.

G. Horizontal Advancement

1. Horizontal advancement on the compensation schedule will be conditioned on prior written approval of the Superintendent. Such approval will be granted for graduate courses in the teacher's instructional areas or pursuant to a Master's Degree program as previously approved by the Superintendent. Courses will be taken in fully accredited institutions of higher learning. Approved coursework must be completed by September 1 and evidence of successful completion (official transcript) will be submitted prior to September 30, to be considered for horizontal advancement on the compensation schedule at the beginning of the school year. Approved coursework must be completed by January 1 and evidence of successful completion (official transcript) will be submitted prior to January 31, to be considered for horizontal advancement on the compensation schedule for second semester of the school year (pro-rated).
2. Notwithstanding anything else in this Agreement to the contrary, with respect to any teacher employed after July 1, 1992, approval for advancement to all BA lanes and the MA lane will be granted only if such courses are taken pursuant to a Masters Degree Program as previously approved by the Superintendent. However, the Superintendent may approve advancement to another BA lane at his/her sole discretion after receiving written request for such advancement that states the reason for such advancement. The granting of advancement to another BA lane shall not be precedential. For advancement to the MA+9, MA+18 and MA+27 lanes, such approval will be granted for graduate courses in such teacher's instructional areas or pursuant to an advance degree program as previously approved by the Superintendent. In the event the Superintendent approves course work that is not part of a Master's Degree Program, such courses shall be utilized for horizontal advancement after such teacher is awarded a Master's Degree.

H. Limitations on Lane Movement

A teacher may move no more than two (2) lanes in any given school year. Any additional lanes earned will be made up in future years.

I. Health Insurance

1. The Board shall pay the cost of a single insurance premium for Group Major Medical/Health insurance under the District's plan up to the same amount it paid in the previous year for each full-time teacher electing single coverage plus the cost of any increase in such premium up to fifteen percent (15%).
2. The Board shall have the right to select the insurance carrier and policy. The Board shall make its selection after three (3) proposals have been selected by the Insurance Committee who shall make a recommendation to the Superintendent, who, with input from the

Association will make a recommendation to the Board, for implementation on or before November 1 of each year.

3. For each teacher electing dependent coverage, the Board will pay fifty percent (50%) of the full cost of the teacher's elected health insurance (i.e., the cost of single plus dependent), but in no event shall such amount be less than the cost of single coverage. If both spouses are employed by the Board as teachers, the Board will pay up to double the single coverage toward dependent coverage for one spouse. The Board will not pay more than a fifteen percent (15%) increase for family coverage, employee and spouse coverage, or employee and child coverage during any school year.
4. The Board shall not be required to pay for any of the cost of insurance coverage during any portion of the school year the teacher is on an unpaid leave. Accordingly, the total annual amount of the cost of coverage contributed by the Board, as determined in the above paragraph, will be reduced on a pro-rata basis for every day a teacher works less than a full year, including days for which a teacher is on an unpaid leave of absence, based on a 180 day work year. Said deduction shall not include leave which is taken as FMLA leave. The teacher shall compensate for the Board's deduction by paying the additional cost of coverage on a monthly basis with any final adjustments being made from the teacher's final paycheck for the year.
5. The Board shall establish a salary reduction cafeteria plan pursuant to Section 125 of the Internal Revenue Code which shall allow the teachers the option of selecting that portion of dependent health insurance premiums not paid by the Board, unreimbursed medical expenses, dependent children expenses and such other benefits as agreed by and between the Association and the Board. The costs of administering the plan shall be borne by the individual teachers.

J. Dental Insurance

The Board will pay the cost of single coverage group dental insurance equal to the same amount it paid in the previous year for each full time teacher electing coverage under the District's plan plus the cost of any increase in the single premium up to fifteen percent (15%).

K. Life Insurance

The Board will provide each teacher with \$20,000 term life insurance from an insurance carrier selected by the Board.

L. Retirement Incentive

1. If a teacher meets **all** of the eligibility requirements contained in this paragraph 1 of this Section 11.L, the teacher shall be paid a retirement benefit in accordance with paragraph 2, below.
 - a. Must be eligible to retire from TRS pursuant to the rules of TRS upon his/her resignation date;

- b. Must have at least fifteen (15) years of partial or full years of consecutive service as a certified/licensed (TRS) employee in the District;
 - c. Must submit an irrevocable notice of retirement to the District by March 1 prior to the school year in which benefits will begin under this Program;
 - d. May not cause the Board to pay a penalty imposed by TRS due to the teacher's salary exceeding the TRS cap if the teacher retires any time after submitting his/her letter of retirement. For example, a teacher that has earned more than a six percent (6%) increase in his/her salary in any of the three (3) years prior to the year in which the teacher would start receiving the salary increases under paragraph 2, would not be eligible for this Program; and
 - e. May not be receiving retirement benefits from previous contracts.
2. Retirement benefits are as follows:
- a. Provided the teacher meets all the eligibility requirements outlined in Section 11.L.1, the teacher shall be taken "off-schedule" and receive a six percent (6%) salary increase over the prior year's creditable earnings for a maximum of four (4) years.
 - b. Such increases shall be six percent (6%) of the employee's creditable earnings of the prior year's total TRS creditable earnings, and such increases shall be in lieu of any other base salary increases provided for in the contract. The increases shall be paid with the regular paychecks.
 - c. The teacher shall perform all duties that are used in determining creditable earnings in the years in which Program benefits are received. A teacher who does not perform such duties shall have his/her compensation reduced accordingly.
 - d. A teacher under this retirement Program will not be able to earn more than six percent (6%) of the previous year's creditable earnings, regardless of assignment or possible movement, lane advancement, salary increase or extra duty schedule.
 - e. To the extent that the benefits described under this Section shall cause the Board to pay additional penalties to TRS (e.g., excess 6% salary increase), the Board shall have the right to reduce the payment of such benefits so that the Board will not incur such penalties.

M. Travel Reimbursement

If a teacher is required by the Board to use his own transportation in the performance of his duties, the teacher will be reimbursed at the current IRS rate per mile.

N. Insurance Committee

For the duration of this Agreement, an Insurance Committee will be established with at least one (1) meeting held each semester. This committee will consist of two (2) representatives appointed by the Association, the District Superintendent, and a Board member, and two (2) ESP representatives with one (1) ESP representative being an employee from the Transportation area. This committee shall review the current medical/health insurance program, assist in providing insurance information to employees, investigate cost containment options and report findings to the Board at least annually.

O. Teacher Leader Selection and Evaluation Process

Teacher leaders will be selected, evaluated and compensated in accordance with Appendix B.

P. Tuition Reimbursement

1. **Tuition Reimbursement for District selected coursework.** Each school year, the Superintendent will determine if there is a need for teachers to gain additional certifications/endorsements/degrees to meet current and/or future District needs and goals. Teachers who are selected for such educational opportunities may have such educational costs paid for by the Board provided they fulfill all of the requirements listed within this Section 11.P.1. This process is voluntary and no teacher shall be required to take any of the courses offered under this Section. It is designed to offer and provide beneficial advanced study to the teacher while also benefitting the District.

- a. Prior to enrolling in the course(s) to be reimbursed, the teacher must receive advance written approval to enroll in the course(s) from the Superintendent (the Superintendent will initiate this process based on District needs);
- b. The teacher must receive a grade of “C” or better in the course(s) and substantiate the cost of the course(s), including course materials, by providing the Superintendent with a copy of the official transcripts and receipt for the course(s) within sixty (60) calendar days of completion of the course(s). Requests for reimbursements that are untimely will be denied;
- c. The teacher must sign a promissory note as referenced in paragraph 3 below.

2. **Tuition Reimbursement for courses requested by the teacher.** For every dollar spent by the Board on tuition reimbursement in paragraph 1 for programs needed by the District in a given school year, the same dollar amount will be allocated for the tuition reimbursement of courses that do not satisfy the requirements of paragraph 1. Such allocation will be used over a two-year period. So, for example, if the Board spends \$10,000 during the 2022-2023 school year on tuition reimbursement under paragraph 1, the Board will allocate a total of \$10,000 for tuition reimbursement for courses that do not satisfy the requirements of paragraph 1 over the 2023-2024 and 2024-2025 school years.

- a. Any teacher who seeks tuition reimbursement for courses under this paragraph 2 will complete a course approval form and the Association shall determine whether to approve the request.
- b. If multiple teachers apply for tuition reimbursement by the due date set by the Association, teachers will be selected for reimbursement at the discretion of the Association. The Association shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that may arise out of, or by reason of action taken by the Association or Board under this paragraph. Further, the Board makes no representation regarding the taxable nature of this benefit.

3. Tuition Reimbursement Repayment.

If the teacher resigns from employment with the District before completing four (4) full school years of employment with the District after the school year in which the teacher received a reimbursement payment, the teacher must repay a portion of the reimbursement to the District pursuant to the following schedule:

Full School Years Completed After Receiving Reimbursement	Percentage of Tuition to Be Repaid
4 or more years	0%
3 years	25%
2 years	50%
1 year	75%

Such repayment may be deducted from the teacher’s final paycheck with the District provided the teacher signs a promissory note/repayment agreement at the time of the deduction in accordance with the *Illinois Wage Payment Collection Act* a sample of which is attached hereto as Exhibit F. The Board reserves the exclusive right to waive repayment for teachers terminated by the District. Repayment will not be required if a teacher is honorably dismissed pursuant to Section 24-12(b) of the *School Code*.

ARTICLE 12

GRIEVANCE PROCEDURE

A. Definitions

Any written claims by the Association or a teacher that there has been a violation, misinterpretation, or misapplication of the specific terms of this Agreement will be a grievance.

As is used in this Article, the term "days" will mean days on which the school is in session or during summer vacation, days when the business office is open.

B. Informal Procedures

The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communications. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

C. Formal Procedures

Step One: The teacher or the Association will present the grievance in writing to the immediately involved supervisor. Such grievance will be submitted within fifteen (15) days following the occurrence complained of or within fifteen (15) days of when such occurrence should reasonably have become known. The supervisor will arrange for a meeting to take place within ten (10) days after receipt of the grievance to discuss the claim. Within ten (10) days of the meeting, the teacher and the Association will be provided with the supervisor's written response.

Step Two: If the grievance is not resolved at Step One, then the Association may refer the grievance in writing to the superintendent or designee within ten (10) days after receipt of the Step One answer. The Superintendent or designee will arrange for a meeting to take place within ten (10) days of receipt of the appeal. Within ten (10) days of the meeting, the teacher and the Association will be provided with the written response of the Superintendent or designee.

Step Three: If the Association is not satisfied with the disposition of the grievance at Step Two, the Association may refer the grievance in writing along with any other written documents, arguments, or testimony in support of the grievance to the Board within ten (10) days after receipt of the Step Two answer. The Board will review the grievance and provide a written response to the teacher and Association within twenty (20) days after the next regular meeting following the submission of the grievance.

Step Four: Only the Association may submit the grievance to binding arbitration. If the Association is not satisfied with the disposition of the grievance at Step Three, the American Arbitration Association will act as the administrator of the proceedings. If a written demand for arbitration is not filed within twenty (20) days of the date for the Step Three response, then the grievance will be deemed withdrawn. The arbitrator will base his decision solely upon his interpretation of the meaning or application of the specific terms of this Agreement to the facts of

the grievance presented. The arbitrator will have no power to alter, amend, modify or add to the terms of this Agreement.

D. General Provisions

Each party will bear the full costs of its representation. The cost of the arbitrator and the American Arbitration Association will be divided equally between the parties. If either party requests a transcript of the proceedings, that party will bear full costs for that transcript. If both parties order a transcript, the cost of the transcript will be divided equally between the Board and the Association

1. When the teacher requests to be represented by the Association, an Association representative has the right to participate in the processing of a grievance at any step. No teacher will be required to discuss any grievance if an Association's representative is not present.
2. When a teacher is not represented by the Association, the Association has the right to have a representative present state its views at any formal step of the grievance procedure. At Steps Three and four of the grievance procedure, such views will be stated in writing.
3. If a teacher is required by the Board to be involved in a meeting involving the grievance during school hours, he will be excused for such purposes without loss of pay.
4. A grievance may be withdrawn at any level without establishing a precedent and, if withdrawn, will be treated as though never having been filed.
5. The failure of the teacher or Association to act within the time limits set forth will preclude further appeal of the grievance. Upon failure of the Board to meet the time limits prescribed in this Article, the grievance will be advanced to the next highest level. Time limits specified may be extended by mutual written agreement.
6. No reprisals will be taken for the processing or participation in any grievance.
7. All records related to the grievance will be filed separately from the personnel files of the teacher.
8. By mutual agreement, any step of the grievance procedure may be bypassed.
9. Grievances involving one or more supervisors and grievances involving an administrator above building level may be initially filed by the Association at Step Two.
10. By mutual written agreement, the expedited arbitration Rules of the American Arbitration Association may be utilized.

ARTICLE 13

NO STRIKE

During the term of this Agreement and any extension thereof, no employee covered by this Agreement, nor the Association, nor any person acting on behalf of the Association, will ever or at any time engage in, authorize, or instigate any strike, slow-down or other refusal to render full and complete services to the Board. The Association shall not prevent the librarian from fulfilling his/her duties to the Library District during any strike nor shall it take any adverse action against the librarian in the event he/she attempts to fulfill such duties during the strike.

ARTICLE 14

DURATION OF AGREEMENT

This Agreement will be effective on August 12, 2022, and will continue in effect until August 11, 2027. This Agreement will expire at such expiration date unless it is extended for a specific period or periods of time by mutual written agreement of the parties or is replaced by a Successor Agreement.

This Agreement signed this ____ day of _____, 2022.

IN WITNESS WHEREOF:

**For the Board of Education of
Community Unit School District No. 223
Ogle County, Illinois**

**For the Stillman Valley Education
Association/IEA/NEA**

President

President

ATTEST:

ATTEST:

Secretary

Secretary

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APPENDIX A

RESERVED

APPENDIX B

ATHLETIC AND NON-ATHLETIC DIFFERENTIALS

A. Agricultural Teachers

The FFA Advisor and Assistant FFA Advisor are deleted.

Two (2) agricultural teachers shall work extended contracts per school year. One shall work an extended contract of eleven (11) months, which is forty (40) additional days at the teacher's regular rate of pay beyond the regular school year. One shall work an extended contract of ten and one-half (10 ½) months, which is thirty (30) additional days at the teacher's regular rate of pay beyond the regular school year. The agricultural teachers shall perform all of the former FFA Advisor duties.

B. Three Circle Agriculture Grant

For as long as the District participates in the Three Circle Program, the District's two agriculture teachers will work up to an additional sixty (60) days, exclusive of the extended contract days the agriculture teachers are already working pursuant to other Agricultural Teachers paragraph(s) of this Appendix B of the Agreement, at the teacher's regular rate of pay beyond the regular school year to perform duties pursuant to the Three Circle Grant. Each agriculture teacher shall perform the duties, work the requisite number of hours and record their hours in accordance with the requirements of the Three Circle Grant. It is further understood by the Parties that the additional hours and additional pay pursuant to the Three Circle Grant will be dependent upon the extent to which the Three Circle Grant is awarded; however, each agriculture teacher remains obligated to work the extended contract days as set forth in the other Agricultural paragraph above in accordance with this Appendix B, whether or not the Three Circle Grant is awarded. This provision will expire at the end of the term of this Agreement.

C. Teacher Leader Selection, Evaluation and Compensation:

1. Selection

Qualifications: Letter of intent to building principal

- Positions will be posted in every building.
- Interested teachers may apply for positions.
- Interested candidates will be interviewed by building principal.
- Principal will seek feedback from grade level/division members not applying.
- Principal will meet with unsuccessful candidate(s), if appropriate.
- If there is only one candidate and the candidate is not qualified, principal will meet with candidate and provide reasons for not willing to recommend. Position will continue to be posted.
- Principal will make recommendation.
- Principal will not recruit candidates.

2. Evaluation

Principal will evaluate with survey feedback from grade level/department members.

3. Term

2 years with annual review; all positions re-posted every 2 years

4. Evaluation of Program

Effectiveness of structure will be evaluated and reported to Board

D. English/Language Arts Coach

The English/Language Arts (“ELA”) Coach’s work year will be ten (10) days longer than the regular teacher work year in order to complete his/her duties, which will include but not be limited to coaching and providing support to teachers for K-5 English/Language Arts. Such days will be paid at the daily per diem rate for the individual hired or assigned as ELA Coach. The Superintendent or his/her designee shall be the ELA Coach’s direct supervisor and may establish additional duties for the ELA Coach. The ELA Coach may be removed from his/her regular classroom teaching assignment at the discretion of the Superintendent, or designee, to perform other assigned duties. This provision will expire at the end of the term of this Agreement.

E. College and Career Readiness Coordinator

The College and Career Readiness Coordinator work year calendar will be extended by ten (10) days beyond the regular teacher work year in order to complete his/her duties, as assigned by the Superintendent or designee. The specific days and additional work shall be designated by the Superintendent. Such days will be paid at the daily per diem rate for the individual(s) hired or assigned as a College and Career Readiness Coordinator.

F. High School Counselors

The High School Counselor(s) work year calendar will be extended by fifteen (15) days beyond the regular teacher work year in order to complete his/her duties, as assigned by the Superintendent or designee. The specific days and additional work shall be designated by the Superintendent. Such days will be paid at the daily per diem rate for the individual(s) hired or assigned to this position.

G. Math Coach

The Math Coach(s) work year calendar will be extended by ten (10) days beyond the regular teacher work year in order to complete his/her duties, as assigned by the Superintendent or designee. The specific days and additional work shall be designated by the Superintendent. Such days will be paid at the daily per diem rate for the individual(s) hired or assigned to this position.

FY23 Activities - Non Certified

Differential Base	\$38,962.48									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Class Sponsors:										
Senior	4.25%	\$1,655.91	4.50%	\$1,753.31	4.75%	\$1,850.72	5.00%	\$1,948.12	5.25%	\$2,045.53
Junior	4.25%	\$1,655.91	4.50%	\$1,753.31	4.75%	\$1,850.72	5.00%	\$1,948.12	5.25%	\$2,045.53
Sophomore	3.00%	\$1,168.87	3.25%	\$1,266.28	3.50%	\$1,363.69	3.75%	\$1,461.09	4.00%	\$1,558.50
Freshman	2.95%	\$1,149.39	3.20%	\$1,246.80	3.45%	\$1,344.21	3.70%	\$1,441.61	3.95%	\$1,539.02
Drama:										
Musical Director	8.00%	\$3,117.00	8.50%	\$3,311.81	9.00%	\$3,506.62	9.50%	\$3,701.44	10.00%	\$3,896.25
Asst Musical Director	4.50%	\$1,753.31	4.75%	\$1,850.72	5.00%	\$1,948.12	5.25%	\$2,045.53	5.50%	\$2,142.94
Musical Vocal	3.00%	\$1,168.87	3.50%	\$1,363.69	4.00%	\$1,558.50	4.50%	\$1,753.31	5.00%	\$1,948.12
Musical Instrumental	3.50%	\$1,363.69	4.00%	\$1,558.50	4.50%	\$1,753.31	5.00%	\$1,948.12	5.50%	\$2,142.94
High School Play	7.00%	\$2,727.37	7.50%	\$2,922.19	8.00%	\$3,117.00	8.50%	\$3,311.81	9.00%	\$3,506.62
Junior High Play	4.50%	\$1,753.31	4.75%	\$1,850.72	5.00%	\$1,948.12	5.25%	\$2,045.53	5.50%	\$2,142.94
Cheerleading:										
Football	6.00%	\$2,337.75	6.25%	\$2,435.16	6.50%	\$2,532.56	6.75%	\$2,629.97	7.00%	\$2,727.37
Basketball	6.50%	\$2,532.56	6.75%	\$2,629.97	7.00%	\$2,727.37	7.25%	\$2,824.78	7.50%	\$2,922.19
Junior High	5.00%	\$1,948.12	5.25%	\$2,045.53	5.50%	\$2,142.94	5.75%	\$2,240.34	6.00%	\$2,337.75
Jr High Asst	3.00%	\$1,168.87	3.25%	\$1,266.28	3.50%	\$1,363.69	3.75%	\$1,461.09	4.00%	\$1,558.50
High School Asst	3.5%	\$1,363.69	4.00%	\$1,558.50	4.50%	\$1,753.31	5.00%	\$1,948.12	5.50%	\$2,142.94
Dance	9.50%	\$3,701.44	9.75%	\$3,798.84	10.00%	\$3,896.25	10.25%	\$3,993.65	10.50%	\$4,091.06
Yearbook	11.00%	\$4,285.87	11.50%	\$4,480.69	12.00%	\$4,675.50	12.50%	\$4,870.31	13.00%	\$5,065.12
F.H.A	6.50%	\$2,532.56	7.00%	\$2,727.37	7.50%	\$2,922.19	8.00%	\$3,117.00	8.50%	\$3,311.81
Student Council:										
				\$0.00						
SVHS Student Council	7.00%	\$2,727.37	7.25%	\$2,824.78	7.50%	\$2,922.19	7.75%	\$3,019.59	8.00%	\$3,117.00
SVHS Asst Stu Co	5.00%	\$1,948.12	5.25%	\$2,045.53	5.50%	\$2,142.94	5.75%	\$2,240.34	6.00%	\$2,337.75
MJH Student Council	5.00%	\$1,948.12	5.25%	\$2,045.53	5.50%	\$2,142.94	5.75%	\$2,240.34	6.00%	\$2,337.75
Students for Students	4.25%	\$1,655.91	4.75%	\$1,850.72	5.25%	\$2,045.53	5.75%	\$2,240.34	6.25%	\$2,435.16

Outdoor Club	4.00%	\$1,558.50	4.50%	\$1,753.31	5.00%	\$1,948.12	5.50%	\$2,142.94	6.00%	\$2,337.75
Outdoor Club Asst	2.00%	\$779.25	2.25%	\$876.66	2.50%	\$974.06	2.75%	\$1,071.47	3.00%	\$1,168.87
Band:										
SVHS Band	8.00%	\$3,117.00	8.50%	\$3,311.81	9.00%	\$3,506.62	9.50%	\$3,701.44	10.00%	\$3,896.25
MJH Band	2.00%	\$779.25	2.50%	\$974.06	3.00%	\$1,168.87	3.50%	\$1,363.69	4.00%	\$1,558.50
Chorus:										
SVHS Chorus	5.00%	\$1,948.12	5.50%	\$2,142.94	6.00%	\$2,337.75	6.50%	\$2,532.56	7.00%	\$2,727.37
NJH Vocal	2.00%	\$779.25	2.50%	\$974.06	3.00%	\$1,168.87	3.50%	\$1,363.69	4.00%	\$1,558.50
French Club	4.00%	\$1,558.50	4.25%	\$1,655.91	4.50%	\$1,753.31	4.75%	\$1,850.72	5.00%	\$1,948.12
Academic Bowl:										
Academic Bowl	7.00%	\$2,727.37	7.50%	\$2,922.19	8.00%	\$3,117.00	8.50%	\$3,311.81	9.00%	\$3,506.62
Asst Academic Bowl	5.00%	\$1,948.12	5.25%	\$2,045.53	5.50%	\$2,142.94	5.75%	\$2,240.34	6.00%	\$2,337.75
8th Grade Academic Bowl	3.50%	\$1,363.69	3.75%	\$1,461.09	4.00%	\$1,558.50	4.25%	\$1,655.91	4.50%	\$1,753.31
7th Grade Academic Bowl	3.50%	\$1,363.69	3.75%	\$1,461.09	4.00%	\$1,558.50	4.25%	\$1,655.91	4.50%	\$1,753.31
Math Team	4.50%	\$1,753.31	5.00%	\$1,948.12	5.50%	\$2,142.94	6.00%	\$2,337.75	6.50%	\$2,532.56
Asst Math Team	3.00%	\$1,168.87	3.25%	\$1,266.28	3.50%	\$1,363.69	3.75%	\$1,461.09	4.00%	\$1,558.50
WYSE Team	4.00%	\$1,558.50	4.50%	\$1,753.31	5.00%	\$1,948.12	5.50%	\$2,142.94	6.00%	\$2,337.75
Asst. WYSE Team	2.00%	\$779.25	2.25%	\$876.66	2.50%	\$974.06	2.75%	\$1,071.47	3.00%	\$1,168.87
National Honor	3.00%	\$1,168.87	3.25%	\$1,266.28	3.50%	\$1,363.69	3.75%	\$1,461.09	4.00%	\$1,558.50
Chess Club	5.00%	\$1,948.12	5.25%	\$2,045.53	5.50%	\$2,142.94	5.75%	\$2,240.34	6.00%	\$2,337.75
Adult Ed. Director	4.00%	\$1,558.50	4.50%	\$1,753.31	5.00%	\$1,948.12	5.50%	\$2,142.94	6.00%	\$2,337.75
Teacher Hourly SS/Dr. Ed										
		\$25.00/hr (\$150.00/day)								

FY24 Activities - Non Certified

Differential Base	\$40,910.61									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Class Sponsors:										
Senior	4.25%	\$1,738.70	4.50%	\$1,840.98	4.75%	\$1,943.25	5.00%	\$2,045.53	5.25%	\$2,147.81
Junior	4.25%	\$1,738.70	4.50%	\$1,840.98	4.75%	\$1,943.25	5.00%	\$2,045.53	5.25%	\$2,147.81
Sophomore	3.00%	\$1,227.32	3.25%	\$1,329.59	3.50%	\$1,431.87	3.75%	\$1,534.15	4.00%	\$1,636.42
Freshman	2.95%	\$1,206.86	3.20%	\$1,309.14	3.45%	\$1,411.42	3.70%	\$1,513.69	3.95%	\$1,615.97
Drama:										
Musical Director	8.00%	\$3,272.85	8.50%	\$3,477.40	9.00%	\$3,681.95	9.50%	\$3,886.51	10.00%	\$4,091.06
Asst Musical Director	4.50%	\$1,840.98	4.75%	\$1,943.25	5.00%	\$2,045.53	5.25%	\$2,147.81	5.50%	\$2,250.08
Musical Vocal	3.00%	\$1,227.32	3.50%	\$1,431.87	4.00%	\$1,636.42	4.50%	\$1,840.98	5.00%	\$2,045.53
Musical Instrumental	3.50%	\$1,431.87	4.00%	\$1,636.42	4.50%	\$1,840.98	5.00%	\$2,045.53	5.50%	\$2,250.08
High School Play	7.00%	\$2,863.74	7.50%	\$3,068.30	8.00%	\$3,272.85	8.50%	\$3,477.40	9.00%	\$3,681.95
Junior High Play	4.50%	\$1,840.98	4.75%	\$1,943.25	5.00%	\$2,045.53	5.25%	\$2,147.81	5.50%	\$2,250.08
Cheerleading:										
Football	6.00%	\$2,454.64	6.25%	\$2,556.91	6.50%	\$2,659.19	6.75%	\$2,761.47	7.00%	\$2,863.74
Basketball	6.50%	\$2,659.19	6.75%	\$2,761.47	7.00%	\$2,863.74	7.25%	\$2,966.02	7.50%	\$3,068.30
Junior High	5.00%	\$2,045.53	5.25%	\$2,147.81	5.50%	\$2,250.08	5.75%	\$2,352.36	6.00%	\$2,454.64
Jr High Asst	3.00%	\$1,227.32	3.25%	\$1,329.59	3.50%	\$1,431.87	3.75%	\$1,534.15	4.00%	\$1,636.42
High School Asst	3.50%	\$1,431.87	4.00%	\$1,636.42	4.50%	\$1,840.98	5.00%	\$2,045.53	5.50%	\$2,250.08
Dance	9.50%	\$3,886.51	9.75%	\$3,988.78	10.00%	\$4,091.06	10.25%	\$4,193.34	10.50%	\$4,295.61
Yearbook	11.00%	\$4,500.17	11.50%	\$4,704.72	12.00%	\$4,909.27	12.50%	\$5,113.83	13.00%	\$5,318.38
F.H.A	6.50%	\$2,659.19	7.00%	\$2,863.74	7.50%	\$3,068.30	8.00%	\$3,272.85	8.50%	\$3,477.40
Student Council:		\$0.00		\$0.00						
SVHS Student Council	7.00%	\$2,863.74	7.25%	\$2,966.02	7.50%	\$3,068.30	7.75%	\$3,170.57	8.00%	\$3,272.85
SVHS Asst Stu Co	5.00%	\$2,045.53	5.25%	\$2,147.81	5.50%	\$2,250.08	5.75%	\$2,352.36	6.00%	\$2,454.64
MJH Student Council	5.00%	\$2,045.53	5.25%	\$2,147.81	5.50%	\$2,250.08	5.75%	\$2,352.36	6.00%	\$2,454.64
Students for Students	4.25%	\$1,738.70	4.75%	\$1,943.25	5.25%	\$2,147.81	5.75%	\$2,352.36	6.25%	\$2,556.91
Outdoor Club	4.00%	\$1,636.42	4.50%	\$1,840.98	5.00%	\$2,045.53	5.50%	\$2,250.08	6.00%	\$2,454.64
Outdoor Club Asst	2.00%	\$818.21	2.25%	\$920.49	2.50%	\$1,022.77	2.75%	\$1,125.04	3.00%	\$1,227.32
Band:										
SVHS Band	8.00%	\$3,272.85	8.50%	\$3,477.40	9.00%	\$3,681.95	9.50%	\$3,886.51	10.00%	\$4,091.06
MJH Band	2.00%	\$818.21	2.50%	\$1,022.77	3.00%	\$1,227.32	3.50%	\$1,431.87	4.00%	\$1,636.42
Chorus:										

SVHS Chorus	5.00%	\$2,045.53	5.50%	\$2,250.08	6.00%	\$2,454.64	6.50%	\$2,659.19	7.00%	\$2,863.74
NJH Vocal	2.00%	\$818.21	2.50%	\$1,022.77	3.00%	\$1,227.32	3.50%	\$1,431.87	4.00%	\$1,636.42
French Club	4.00%	\$1,636.42	4.25%	\$1,738.70	4.50%	\$1,840.98	4.75%	\$1,943.25	5.00%	\$2,045.53
Academic Bowl:										
Academic Bowl	7.00%	\$2,863.74	7.50%	\$3,068.30	8.00%	\$3,272.85	8.50%	\$3,477.40	9.00%	\$3,681.95
Asst Academic Bowl	5.00%	\$2,045.53	5.25%	\$2,147.81	5.50%	\$2,250.08	5.75%	\$2,352.36	6.00%	\$2,454.64
8th Grade Academic Bowl	3.50%	\$1,431.87	3.75%	\$1,534.15	4.00%	\$1,636.42	4.25%	\$1,738.70	4.50%	\$1,840.98
7th Grade Academic Bowl	3.50%	\$1,431.87	3.75%	\$1,534.15	4.00%	\$1,636.42	4.25%	\$1,738.70	4.50%	\$1,840.98
Math Team	4.50%	\$1,840.98	5.00%	\$2,045.53	5.50%	\$2,250.08	6.00%	\$2,454.64	6.50%	\$2,659.19
Asst Math Team	3.00%	\$1,227.32	3.25%	\$1,329.59	3.50%	\$1,431.87	3.75%	\$1,534.15	4.00%	\$1,636.42
WYSE Team	4.00%	\$1,636.42	4.50%	\$1,840.98	5.00%	\$2,045.53	5.50%	\$2,250.08	6.00%	\$2,454.64
Asst. WYSE Team	2.00%	\$818.21	2.25%	\$920.49	2.50%	\$1,022.77	2.75%	\$1,125.04	3.00%	\$1,227.32
National Honor	3.00%	\$1,227.32	3.25%	\$1,329.59	3.50%	\$1,431.87	3.75%	\$1,534.15	4.00%	\$1,636.42
Chess Club	5.00%	\$2,045.53	5.25%	\$2,147.81	5.50%	\$2,250.08	5.75%	\$2,352.36	6.00%	\$2,454.64
Adult Ed. Director	4.00%	\$1,636.42	4.50%	\$1,840.98	5.00%	\$2,045.53	5.50%	\$2,250.08	6.00%	\$2,454.64
Teacher Hourly SS/Dr. Ed		\$25.00/hr (\$150/day)								

FY25 Activities - Non Certified

Differential Base	\$42,751.59									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Class Sponsors:										
Senior	4.25%	\$1,816.94	4.50%	\$1,923.82	4.75%	\$2,030.70	5.00%	\$2,137.58	5.25%	\$2,244.46
Junior	4.25%	\$1,816.94	4.50%	\$1,923.82	4.75%	\$2,030.70	5.00%	\$2,137.58	5.25%	\$2,244.46
Sophomore	3.00%	\$1,282.55	3.25%	\$1,389.43	3.50%	\$1,496.31	3.75%	\$1,603.18	4.00%	\$1,710.06
Freshman	2.95%	\$1,261.17	3.20%	\$1,368.05	3.45%	\$1,474.93	3.70%	\$1,581.81	3.95%	\$1,688.69
Drama:										
Musical Director	8.00%	\$3,420.13	8.50%	\$3,633.89	9.00%	\$3,847.64	9.50%	\$4,061.40	10.00%	\$4,275.16
Asst Musical Director	4.50%	\$1,923.82	4.75%	\$2,030.70	5.00%	\$2,137.58	5.25%	\$2,244.46	5.50%	\$2,351.34
Musical Vocal	3.00%	\$1,282.55	3.50%	\$1,496.31	4.00%	\$1,710.06	4.50%	\$1,923.82	5.00%	\$2,137.58
Musical Instrumental	3.50%	\$1,496.31	4.00%	\$1,710.06	4.50%	\$1,923.82	5.00%	\$2,137.58	5.50%	\$2,351.34
High School Play	7.00%	\$2,992.61	7.50%	\$3,206.37	8.00%	\$3,420.13	8.50%	\$3,633.89	9.00%	\$3,847.64
Junior High Play	4.50%	\$1,923.82	4.75%	\$2,030.70	5.00%	\$2,137.58	5.25%	\$2,244.46	5.50%	\$2,351.34
Cheerleading:										
Football	6.00%	\$2,565.10	6.25%	\$2,671.97	6.50%	\$2,778.85	6.75%	\$2,885.73	7.00%	\$2,992.61
Basketball	6.50%	\$2,778.85	6.75%	\$2,885.73	7.00%	\$2,992.61	7.25%	\$3,099.49	7.50%	\$3,206.37
Junior High	5.00%	\$2,137.58	5.25%	\$2,244.46	5.50%	\$2,351.34	5.75%	\$2,458.22	6.00%	\$2,565.10
Jr High Asst	3.00%	\$1,282.55	3.25%	\$1,389.43	3.50%	\$1,496.31	3.75%	\$1,603.18	4.00%	\$1,710.06
High School Asst	3.50%	\$1,496.31	4.00%	\$1,710.06	4.50%	\$1,923.82	5.00%	\$2,137.58	5.50%	\$2,351.34
Dance	9.50%	\$4,061.40	9.75%	\$4,168.28	10.00%	\$4,275.16	10.25%	\$4,382.04	10.50%	\$4,488.92
Yearbook	11.00%	\$4,702.67	11.50%	\$4,916.43	12.00%	\$5,130.19	12.50%	\$5,343.95	13.00%	\$5,557.71
F.H.A	6.50%	\$2,778.85	7.00%	\$2,992.61	7.50%	\$3,206.37	8.00%	\$3,420.13	8.50%	\$3,633.89
Student Council:										
SVHS Student Council	7.00%	\$2,992.61	7.25%	\$3,099.49	7.50%	\$3,206.37	7.75%	\$3,313.25	8.00%	\$3,420.13
SVHS Asst Stu Co	5.00%	\$2,137.58	5.25%	\$2,244.46	5.50%	\$2,351.34	5.75%	\$2,458.22	6.00%	\$2,565.10
MJH Student Council	5.00%	\$2,137.58	5.25%	\$2,244.46	5.50%	\$2,351.34	5.75%	\$2,458.22	6.00%	\$2,565.10
Students for Students	4.25%	\$1,816.94	4.75%	\$2,030.70	5.25%	\$2,244.46	5.75%	\$2,458.22	6.25%	\$2,671.97
Outdoor Club										
Outdoor Club	4.00%	\$1,710.06	4.50%	\$1,923.82	5.00%	\$2,137.58	5.50%	\$2,351.34	6.00%	\$2,565.10
Outdoor Club Asst	2.00%	\$855.03	2.25%	\$961.91	2.50%	\$1,068.79	2.75%	\$1,175.67	3.00%	\$1,282.55
Band:										
SVHS Band	8.00%	\$3,420.13	8.50%	\$3,633.89	9.00%	\$3,847.64	9.50%	\$4,061.40	10.00%	\$4,275.16
MJH Band	2.00%	\$855.03	2.50%	\$1,068.79	3.00%	\$1,282.55	3.50%	\$1,496.31	4.00%	\$1,710.06
Chorus:										
SVHS Chorus	5.00%	\$2,137.58	5.50%	\$2,351.34	6.00%	\$2,565.10	6.50%	\$2,778.85	7.00%	\$2,992.61

NJH Vocal	2.00%	\$855.03	2.50%	\$1,068.79	3.00%	\$1,282.55	3.50%	\$1,496.31	4.00%	\$1,710.06
French Club	4.00%	\$1,710.06	4.25%	\$1,816.94	4.50%	\$1,923.82	4.75%	\$2,030.70	5.00%	\$2,137.58
Academic Bowl:										
Academic Bowl	7.00%	\$2,992.61	7.50%	\$3,206.37	8.00%	\$3,420.13	8.50%	\$3,633.89	9.00%	\$3,847.64
Asst Academic Bowl	5.00%	\$2,137.58	5.25%	\$2,244.46	5.50%	\$2,351.34	5.75%	\$2,458.22	6.00%	\$2,565.10
8th Grade Academic Bowl	3.50%	\$1,496.31	3.75%	\$1,603.18	4.00%	\$1,710.06	4.25%	\$1,816.94	4.50%	\$1,923.82
7th Grade Academic Bowl	3.50%	\$1,496.31	3.75%	\$1,603.18	4.00%	\$1,710.06	4.25%	\$1,816.94	4.50%	\$1,923.82
Math Team	4.50%	\$1,923.82	5.00%	\$2,137.58	5.50%	\$2,351.34	6.00%	\$2,565.10	6.50%	\$2,778.85
Asst Math Team	3.00%	\$1,282.55	3.25%	\$1,389.43	3.50%	\$1,496.31	3.75%	\$1,603.18	4.00%	\$1,710.06
WYSE Team	4.00%	\$1,710.06	4.50%	\$1,923.82	5.00%	\$2,137.58	5.50%	\$2,351.34	6.00%	\$2,565.10
Asst. WYSE Team	2.00%	\$855.03	2.25%	\$961.91	2.50%	\$1,068.79	2.75%	\$1,175.67	3.00%	\$1,282.55
National Honor	3.00%	\$1,282.55	3.25%	\$1,389.43	3.50%	\$1,496.31	3.75%	\$1,603.18	4.00%	\$1,710.06
Chess Club	5.00%	\$2,137.58	5.25%	\$2,244.46	5.50%	\$2,351.34	5.75%	\$2,458.22	6.00%	\$2,565.10
Adult Ed. Director	4.00%	\$1,710.06	4.50%	\$1,923.82	5.00%	\$2,137.58	5.50%	\$2,351.34	6.00%	\$2,565.10
Teacher Hourly SS/Dr. Ed		\$25.00/hr (\$150/day)								

FY26 Activities - Non Certified

Differential Base	\$44,889.16									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Class Sponsors:										
Senior	4.25%	\$1,907.79	4.50%	\$2,020.01	4.75%	\$2,132.24	5.00%	\$2,244.46	5.25%	\$2,356.68
Junior	4.25%	\$1,907.79	4.50%	\$1,923.82	4.75%	\$2,132.24	5.00%	\$2,244.46	5.25%	\$2,356.68
Sophomore	3.00%	\$1,346.67	3.25%	\$1,389.43	3.50%	\$1,571.12	3.75%	\$1,683.34	4.00%	\$1,795.57
Freshman	2.95%	\$1,324.23	3.20%	\$1,368.05	3.45%	\$1,548.68	3.70%	\$1,660.90	3.95%	\$1,773.12
Drama:										
Musical Director	8.00%	\$3,591.13	8.50%	\$3,815.58	9.00%	\$4,040.02	9.50%	\$4,264.47	10.00%	\$4,488.92
Asst Musical Director	4.50%	\$2,020.01	4.75%	\$2,132.24	5.00%	\$2,244.46	5.25%	\$2,356.68	5.50%	\$2,468.90
Musical Vocal	3.00%	\$1,346.67	3.50%	\$1,571.12	4.00%	\$1,795.57	4.50%	\$2,020.01	5.00%	\$2,244.46
Musical Instrumental	3.50%	\$1,571.12	4.00%	\$1,795.57	4.50%	\$2,020.01	5.00%	\$2,244.46	5.50%	\$2,468.90
High School Play	7.00%	\$3,142.24	7.50%	\$3,366.69	8.00%	\$3,591.13	8.50%	\$3,815.58	9.00%	\$4,040.02
Junior High Play	4.50%	\$2,020.01	4.75%	\$2,132.24	5.00%	\$2,244.46	5.25%	\$2,356.68	5.50%	\$2,468.90
Cheerleading:										
Football	6.00%	\$2,693.35	6.25%	\$2,805.57	6.50%	\$2,917.80	6.75%	\$3,030.02	7.00%	\$3,142.24
Basketball	6.50%	\$2,917.80	6.75%	\$3,030.02	7.00%	\$3,142.24	7.25%	\$3,254.46	7.50%	\$3,366.69
Junior High	5.00%	\$2,244.46	5.25%	\$2,356.68	5.50%	\$2,468.90	5.75%	\$2,581.13	6.00%	\$2,693.35
Jr High Asst	3.00%	\$1,346.67	3.25%	\$1,458.90	3.50%	\$1,571.12	3.75%	\$1,683.34	4.00%	\$1,795.57
High School Asst	3.50%	\$1,571.12	4.00%	\$1,795.57	4.50%	\$2,020.01	5.00%	\$2,244.46	5.50%	\$2,468.90
Dance	9.50%	\$4,264.47	9.75%	\$4,376.69	10.00%	\$4,488.92	10.25%	\$4,601.14	10.50%	\$4,713.36
Yearbook	11.00%	\$4,937.81	11.50%	\$5,162.25	12.00%	\$5,386.70	12.50%	\$5,611.15	13.00%	\$5,835.59
F.H.A	6.50%	\$2,917.80	7.00%	\$3,142.24	7.50%	\$3,366.69	8.00%	\$3,591.13	8.50%	\$3,815.58
Student Council:										
SVHS Student Council	7.00%	\$3,142.24	7.25%	\$3,254.46	7.50%	\$3,366.69	7.75%	\$3,478.91	8.00%	\$3,591.13
SVHS Asst Stu Co	5.00%	\$2,244.46	5.25%	\$2,356.68	5.50%	\$2,468.90	5.75%	\$2,581.13	6.00%	\$2,693.35
MJH Student Council	5.00%	\$2,244.46	5.25%	\$2,356.68	5.50%	\$2,468.90	5.75%	\$2,581.13	6.00%	\$2,693.35
Students for Students	4.25%	\$1,907.79	4.75%	\$2,132.24	5.25%	\$2,356.68	5.75%	\$2,581.13	6.25%	\$2,805.57
Outdoor Club										
Outdoor Club	4.00%	\$1,795.57	4.50%	\$2,020.01	5.00%	\$2,244.46	5.50%	\$2,468.90	6.00%	\$2,693.35
Outdoor Club Asst	2.00%	\$897.78	2.25%	\$1,010.01	2.50%	\$1,122.23	2.75%	\$1,234.45	3.00%	\$1,346.67
Band:										
SVHS Band	8.00%	\$3,591.13	8.50%	\$3,815.58	9.00%	\$4,040.02	9.50%	\$4,264.47	10.00%	\$4,488.92
MJH Band	2.00%	\$897.78	2.50%	\$1,122.23	3.00%	\$1,346.67	3.50%	\$1,571.12	4.00%	\$1,795.57

Chorus:										
SVHS Chorus	5.00%	\$2,244.46	5.50%	\$2,468.90	6.00%	\$2,693.35	6.50%	\$2,917.80	7.00%	\$3,142.24
NJH Vocal	2.00%	\$897.78	2.50%	\$1,122.23	3.00%	\$1,346.67	3.50%	\$1,571.12	4.00%	\$1,795.57
French Club	4.00%	\$1,795.57	4.25%	\$1,907.79	4.50%	\$2,020.01	4.75%	\$2,132.24	5.00%	\$2,244.46
Academic Bowl:										
Academic Bowl	7.00%	\$3,142.24	7.50%	\$3,366.69	8.00%	\$3,591.13	8.50%	\$3,815.58	9.00%	\$4,040.02
Asst Academic Bowl	5.00%	\$2,244.46	5.25%	\$2,356.68	5.50%	\$2,468.90	5.75%	\$2,581.13	6.00%	\$2,693.35
8th Grade Academic Bowl	3.50%	\$1,571.12	3.75%	\$1,683.34	4.00%	\$1,795.57	4.25%	\$1,907.79	4.50%	\$2,020.01
7th Grade Academic Bowl	3.50%	\$1,571.12	3.75%	\$1,683.34	4.00%	\$1,795.57	4.25%	\$1,907.79	4.50%	\$2,020.01
Math Team	4.50%	\$2,020.01	5.00%	\$2,244.46	5.50%	\$2,468.90	6.00%	\$2,693.35	6.50%	\$2,917.80
Asst Math Team	3.00%	\$1,346.67	3.25%	\$1,458.90	3.50%	\$1,571.12	3.75%	\$1,683.34	4.00%	\$1,795.57
WYSE Team	4.00%	\$1,795.57	4.50%	\$2,020.01	5.00%	\$2,244.46	5.50%	\$2,468.90	6.00%	\$2,693.35
Asst. WYSE Team	2.00%	\$897.78	2.25%	\$1,010.01	2.50%	\$1,122.23	2.75%	\$1,234.45	3.00%	\$1,346.67
National Honor	3.00%	\$1,346.67	3.25%	\$1,458.90	3.50%	\$1,571.12	3.75%	\$1,683.34	4.00%	\$1,795.57
Chess Club	5.00%	\$2,244.46	5.25%	\$2,356.68	5.50%	\$2,468.90	5.75%	\$2,581.13	6.00%	\$2,693.35
Adult Ed. Director	4.00%	\$1,795.57	4.50%	\$2,020.01	5.00%	\$2,244.46	5.50%	\$2,468.90	6.00%	\$2,693.35
Teacher Hourly SS/Dr. Ed	\$25.00/hr (\$150/day)									

FY27 Activities - Non Certified

Differential Base **\$47,358.07**

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Class Sponsors:										
Senior	4.25%	\$2,012.72	4.50%	\$2,131.11	4.75%	\$2,249.51	5.00%	\$2,367.90	5.25%	\$2,486.30
Junior	4.25%	\$2,012.72	4.50%	\$2,131.11	4.75%	\$2,249.51	5.00%	\$2,367.90	5.25%	\$2,486.30
Sophomore	3.00%	\$1,420.74	3.25%	\$1,539.14	3.50%	\$1,657.53	3.75%	\$1,775.93	4.00%	\$1,894.32
Freshman	2.95%	\$1,397.06	3.20%	\$1,515.46	3.45%	\$1,633.85	3.70%	\$1,752.25	3.95%	\$1,870.64
Drama:										
Musical Director	8.00%	\$3,788.65	8.50%	\$4,025.44	9.00%	\$4,262.23	9.50%	\$4,499.02	10.00%	\$4,735.81
Asst Musical Director	4.50%	\$2,131.11	4.75%	\$2,249.51	5.00%	\$2,367.90	5.25%	\$2,486.30	5.50%	\$2,604.69
Musical Vocal	3.00%	\$1,420.74	3.50%	\$1,657.53	4.00%	\$1,894.32	4.50%	\$2,131.11	5.00%	\$2,367.90
Musical Instrumental	3.50%	\$1,657.53	4.00%	\$1,894.32	4.50%	\$2,131.11	5.00%	\$2,367.90	5.50%	\$2,604.69
High School Play	7.00%	\$3,315.06	7.50%	\$3,551.86	8.00%	\$3,788.65	8.50%	\$4,025.44	9.00%	\$4,262.23
Junior High Play	4.50%	\$2,131.11	4.75%	\$2,249.51	5.00%	\$2,367.90	5.25%	\$2,486.30	5.50%	\$2,604.69
Cheerleading:										
Football	6.00%	\$2,841.48	6.25%	\$2,959.88	6.50%	\$3,078.27	6.75%	\$3,196.67	7.00%	\$3,315.06
Basketball	6.50%	\$3,078.27	6.75%	\$3,196.67	7.00%	\$3,315.06	7.25%	\$3,433.46	7.50%	\$3,551.86
Junior High	5.00%	\$2,367.90	5.25%	\$2,486.30	5.50%	\$2,604.69	5.75%	\$2,723.09	6.00%	\$2,841.48
Jr High Asst	3.00%	\$1,420.74	3.25%	\$1,539.14	3.50%	\$1,657.53	3.75%	\$1,775.93	4.00%	\$1,894.32
High School Asst	3.50%	\$1,657.53	4.00%	\$1,894.32	4.50%	\$2,131.11	5.00%	\$2,367.90	5.50%	\$2,604.69
Dance	9.50%	\$4,499.02	9.75%	\$4,617.41	10.00%	\$4,735.81	10.25%	\$4,854.20	10.50%	\$4,972.60
Yearbook	11.00%	\$5,209.39	11.50%	\$5,446.18	12.00%	\$5,682.97	12.50%	\$5,919.76	13.00%	\$6,156.55
F.H.A	6.50%	\$3,078.27	7.00%	\$3,315.06	7.50%	\$3,551.86	8.00%	\$3,788.65	8.50%	\$4,025.44
Student Council:										
SVHS Student Council	7.00%	\$3,315.06	7.25%	\$3,433.46	7.50%	\$3,551.86	7.75%	\$3,670.25	8.00%	\$3,788.65
SVHS Asst Stu Co	5.00%	\$2,367.90	5.25%	\$2,486.30	5.50%	\$2,604.69	5.75%	\$2,723.09	6.00%	\$2,841.48
MJH Student Council	5.00%	\$2,367.90	5.25%	\$2,486.30	5.50%	\$2,604.69	5.75%	\$2,723.09	6.00%	\$2,841.48
Students for Students	4.25%	\$2,012.72	4.75%	\$2,249.51	5.25%	\$2,486.30	5.75%	\$2,723.09	6.25%	\$2,959.88
Outdoor Club										
Outdoor Club	4.00%	\$1,894.32	4.50%	\$2,131.11	5.00%	\$2,367.90	5.50%	\$2,604.69	6.00%	\$2,841.48
Outdoor Club Asst	2.00%	\$947.16	2.25%	\$1,065.56	2.50%	\$1,183.95	2.75%	\$1,302.35	3.00%	\$1,420.74
Band:										
SVHS Band	8.00%	\$3,788.65	8.50%	\$4,025.44	9.00%	\$4,262.23	9.50%	\$4,499.02	10.00%	\$4,735.81
MJH Band	2.00%	\$947.16	2.50%	\$1,183.95	3.00%	\$1,420.74	3.50%	\$1,657.53	4.00%	\$1,894.32
Chorus:										
SVHS Chorus	5.00%	\$2,367.90	5.50%	\$2,604.69	6.00%	\$2,841.48	6.50%	\$3,078.27	7.00%	\$3,315.06

NJH Vocal	2.00%	\$947.16	2.50%	\$1,183.95	3.00%	\$1,420.74	3.50%	\$1,657.53	4.00%	\$1,894.32
French Club	4.00%	\$1,894.32	4.25%	\$2,012.72	4.50%	\$2,131.11	4.75%	\$2,249.51	5.00%	\$2,367.90
Academic Bowl:										
Academic Bowl	7.00%	\$3,315.06	7.50%	\$3,551.86	8.00%	\$3,788.65	8.50%	\$4,025.44	9.00%	\$4,262.23
Asst Academic Bowl	5.00%	\$2,367.90	5.25%	\$2,486.30	5.50%	\$2,604.69	5.75%	\$2,723.09	6.00%	\$2,841.48
8th Grade Academic Bowl	3.50%	\$1,657.53	3.75%	\$1,775.93	4.00%	\$1,894.32	4.25%	\$2,012.72	4.50%	\$2,131.11
7th Grade Academic Bowl	3.50%	\$1,657.53	3.75%	\$1,775.93	4.00%	\$1,894.32	4.25%	\$2,012.72	4.50%	\$2,131.11
Math Team	4.50%	\$2,131.11	5.00%	\$2,367.90	5.50%	\$2,604.69	6.00%	\$2,841.48	6.50%	\$3,078.27
Asst Math Team	3.00%	\$1,420.74	3.25%	\$1,539.14	3.50%	\$1,657.53	3.75%	\$1,775.93	4.00%	\$1,894.32
WYSE Team	4.00%	\$1,894.32	4.50%	\$2,131.11	5.00%	\$2,367.90	5.50%	\$2,604.69	6.00%	\$2,841.48
Asst. WYSE Team	2.00%	\$947.16	2.25%	\$1,065.56	2.50%	\$1,183.95	2.75%	\$1,302.35	3.00%	\$1,420.74
National Honor	3.00%	\$1,420.74	3.25%	\$1,539.14	3.50%	\$1,657.53	3.75%	\$1,775.93	4.00%	\$1,894.32
Chess Club	5.00%	\$2,367.90	5.25%	\$2,486.30	5.50%	\$2,604.69	5.75%	\$2,723.09	6.00%	\$2,841.48
Adult Ed. Director	4.00%	\$1,894.32	4.50%	\$2,131.11	5.00%	\$2,367.90	5.50%	\$2,604.69	6.00%	\$2,841.48
Teacher Hourly SS/Dr. Ed		\$25.00/hr (\$150/day)								

FY23 Athletics - Certified

Differential Base	\$42,858.73									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Head Golf	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst Golf	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
Head Football	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Football (5)	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
Varsity Volleyball	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Volleyball (2)	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
MJH 7th/8th Volleyball (2)	7.50%	\$3,214.40	8.00%	\$3,428.70	8.50%	\$3,642.99	9.00%	\$3,857.29	9.50%	\$4,071.58
*Asst. MJH Volleyball	5.50%	\$2,357.23	6.00%	\$2,571.52	6.50%	\$2,785.82	7.00%	\$3,000.11	7.50%	\$3,214.40
Head Wrestling:	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Wrestling (2)	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
MJH Wrestling	7.50%	\$3,214.40	8.00%	\$3,428.70	8.50%	\$3,642.99	9.00%	\$3,857.29	9.50%	\$4,071.58
Asst. MJH Wrestling	5.50%	\$2,357.23	6.00%	\$2,571.52	6.50%	\$2,785.82	7.00%	\$3,000.11	7.50%	\$3,214.40
Head Boys Basketball	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Boys Basketball (2)	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
MJH 7th/8th Boys Bkb (2)	7.50%	\$3,214.40	8.00%	\$3,428.70	8.50%	\$3,642.99	9.00%	\$3,857.29	9.50%	\$4,071.58
*MJH Asst. Boys Bkb	5.50%	\$2,357.23	6.00%	\$2,571.52	6.50%	\$2,785.82	7.00%	\$3,000.11	7.50%	\$3,214.40
Head Girls Basketball	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Girls Basketball (2)	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
MJH 7th/8th GirlsBkb (2)	7.50%	\$3,214.40	8.00%	\$3,428.70	8.50%	\$3,642.99	9.00%	\$3,857.29	9.50%	\$4,071.58
*MJH Asst. Girls Bkb	5.50%	\$2,357.23	6.00%	\$2,571.52	6.50%	\$2,785.82	7.00%	\$3,000.11	7.50%	\$3,214.40

Head Track/Cross Country	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Track (3)/Cross Country	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
MJH Boys/Girls Track (2)	7.50%	\$3,214.40	8.00%	\$3,428.70	8.50%	\$3,642.99	9.00%	\$3,857.29	9.50%	\$4,071.58
MJH Boys/Girls Asst. Track (2)	6.00%	\$2,571.52	6.50%	\$2,785.82	7.00%	\$3,000.11	7.50%	\$3,214.40	8.00%	\$3,428.70
Head Baseball	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Baseball (2)	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
Head Softball	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Softball (2)	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
Head Girls Soccer	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Girls Soccer	9.00%	\$3,857.29	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46
Head Boys Soccer	13.75%	\$5,893.08	14.75%	\$6,321.66	15.75%	\$6,750.25	16.75%	\$7,178.84	17.75%	\$7,607.42
Asst. Boys Soccer	9.50%	\$4,071.58	10.00%	\$4,285.87	10.50%	\$4,500.17	11.00%	\$4,714.46	11.50%	\$4,928.75
6th Grade Athletics	6.00%	\$2,571.52	6.50%	\$2,785.82	7.00%	\$3,000.11	7.50%	\$3,214.40	8.00%	\$3,428.70
Asst 6th Grade Athletics	4.50%	\$1,928.64	4.75%	\$2,035.79	5.00%	\$2,142.94	5.25%	\$2,250.08	5.50%	\$2,357.23

FY24 Athletics - Certified

Differential Base **\$45,001.67**

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Head Golf	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst Golf	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
Head Football	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Football (5)	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
Varsity Volleyball	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Volleyball (2)	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
MJH 7th/8th Volleyball (2)	7.50%	\$3,375.13	8.00%	\$3,600.13	8.50%	\$3,825.14	9.00%	\$4,050.15	9.50%	\$4,275.16
*Asst. MJH Volleyball	5.50%	\$2,475.09	6.00%	\$2,700.10	6.50%	\$2,925.11	7.00%	\$3,150.12	7.50%	\$3,375.13
Head Wrestling:	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Wrestling (2)	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
MJH Wrestling	7.50%	\$3,375.13	8.00%	\$3,600.13	8.50%	\$3,825.14	9.00%	\$4,050.15	9.50%	\$4,275.16
Asst. MJH Wrestling	5.50%	\$2,475.09	6.00%	\$2,700.10	6.50%	\$2,925.11	7.00%	\$3,150.12	7.50%	\$3,375.13
Head Boys Basketball	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Boys Basketball (2)	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
MJH 7th/8th Boys Bkb (2)	7.50%	\$3,375.13	8.00%	\$3,600.13	8.50%	\$3,825.14	9.00%	\$4,050.15	9.50%	\$4,275.16
*MJH Asst. Boys Bkb	5.50%	\$2,475.09	6.00%	\$2,700.10	6.50%	\$2,925.11	7.00%	\$3,150.12	7.50%	\$3,375.13
Head Girls Basketball	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Girls Basketball (2)	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
MJH 7th/8th GirlsBkb (2)	7.50%	\$3,375.13	8.00%	\$3,600.13	8.50%	\$3,825.14	9.00%	\$4,050.15	9.50%	\$4,275.16
*MJH Asst. Girls Bkb	5.50%	\$2,475.09	6.00%	\$2,700.10	6.50%	\$2,925.11	7.00%	\$3,150.12	7.50%	\$3,375.13
Head Track/Cross Country	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Track (3)/Cross Country	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
MJH Boys/Girls Track (2)	7.50%	\$3,375.13	8.00%	\$3,600.13	8.50%	\$3,825.14	9.00%	\$4,050.15	9.50%	\$4,275.16
MJH Boys/Girls Asst. Track (2)	6.00%	\$2,700.10	6.50%	\$2,925.11	7.00%	\$3,150.12	7.50%	\$3,375.13	8.00%	\$3,600.13

Head Baseball	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Baseball (2)	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
Head Softball	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Softball (2)	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
Head Girls Soccer	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Girls Soccer	9.00%	\$4,050.15	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18
Head Boys Soccer	13.75%	\$6,187.73	14.75%	\$6,637.75	15.75%	\$7,087.76	16.75%	\$7,537.78	17.75%	\$7,987.80
Asst. Boys Soccer	9.50%	\$4,275.16	10.00%	\$4,500.17	10.50%	\$4,725.18	11.00%	\$4,950.18	11.50%	\$5,175.19
6th Grade Athletics	6.00%	\$2,700.10	6.50%	\$2,925.11	7.00%	\$3,150.12	7.50%	\$3,375.13	8.00%	\$3,600.13
Asst 6th Grade Athletics	4.50%	\$2,025.08	4.75%	\$2,137.58	5.00%	\$2,250.08	5.25%	\$2,362.59	5.50%	\$2,475.09
MJH Athletic Director	12.00%	\$5,400.20	13.00%	\$5,850.22	14.00%	\$6,300.23	15.00%	\$6,750.25	16.00%	\$7,200.27

FY25 Athletics - Certified

Differential Base	\$47,026.75									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Head Golf	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst Golf	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
Head Football	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Football (5)	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
Varsity Volleyball	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Volleyball (2)	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
MJH 7th/8th Volleyball (2)	7.50%	\$3,527.01	8.00%	\$3,762.14	8.50%	\$3,997.27	9.00%	\$4,232.41	9.50%	\$4,467.54
*Asst. MJH Volleyball	5.50%	\$2,586.47	6.00%	\$2,821.60	6.50%	\$3,056.74	7.00%	\$3,291.87	7.50%	\$3,527.01
Head Wrestling:	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Wrestling (2)	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
MJH Wrestling	7.50%	\$3,527.01	8.00%	\$3,762.14	8.50%	\$3,997.27	9.00%	\$4,232.41	9.50%	\$4,467.54
Asst. MJH Wrestling	5.50%	\$2,586.47	6.00%	\$2,821.60	6.50%	\$3,056.74	7.00%	\$3,291.87	7.50%	\$3,527.01
Head Boys Basketball	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Boys Basketball (2)	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
MJH 7th/8th Boys Bkb (2)	7.50%	\$3,527.01	8.00%	\$3,762.14	8.50%	\$3,997.27	9.00%	\$4,232.41	9.50%	\$4,467.54
*MJH Asst. Boys Bkb	5.50%	\$2,586.47	6.00%	\$2,821.60	6.50%	\$3,056.74	7.00%	\$3,291.87	7.50%	\$3,527.01
Head Girls Basketball	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Girls Basketball (2)	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
MJH 7th/8th GirlsBkb (2)	7.50%	\$3,527.01	8.00%	\$3,762.14	8.50%	\$3,997.27	9.00%	\$4,232.41	9.50%	\$4,467.54
*MJH Asst. Girls Bkb	5.50%	\$2,586.47	6.00%	\$2,821.60	6.50%	\$3,056.74	7.00%	\$3,291.87	7.50%	\$3,527.01
Head Track/Cross Country	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Track (3)/Cross Country	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
MJH Boys/Girls Track (2)	7.50%	\$3,527.01	8.00%	\$3,762.14	8.50%	\$3,997.27	9.00%	\$4,232.41	9.50%	\$4,467.54
MJH Boys/Girls Asst. Track (2)	6.00%	\$2,821.60	6.50%	\$3,056.74	7.00%	\$3,291.87	7.50%	\$3,527.01	8.00%	\$3,762.14

Head Baseball	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Baseball (2)	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
Head Softball	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Softball (2)	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
Head Girls Soccer	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Girls Soccer	9.00%	\$4,232.41	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94
Head Boys Soccer	13.75%	\$6,466.18	14.75%	\$6,936.45	15.75%	\$7,406.71	16.75%	\$7,876.98	17.75%	\$8,347.25
Asst. Boys Soccer	9.50%	\$4,467.54	10.00%	\$4,702.67	10.50%	\$4,937.81	11.00%	\$5,172.94	11.50%	\$5,408.08
6th Grade Athletics	6.00%	\$2,821.60	6.50%	\$3,056.74	7.00%	\$3,291.87	7.50%	\$3,527.01	8.00%	\$3,762.14
Asst 6th Grade Athletics	4.50%	\$2,116.20	4.75%	\$2,233.77	5.00%	\$2,351.34	5.25%	\$2,468.90	5.50%	\$2,586.47
MJH Athletic Director	12.00%	\$5,643.21	13.00%	\$6,113.48	14.00%	\$6,583.74	15.00%	\$7,054.01	16.00%	\$7,524.28

FY26 Athletics - Certified

Differential Base **\$49,378.08**

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Head Golf	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst Golf	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
Head Football	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Football (5)	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
Varsity Volleyball	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Volleyball (2)	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
MJH 7th/8th Volleyball (2)	7.50%	\$3,703.36	8.00%	\$3,950.25	8.50%	\$4,197.14	9.00%	\$4,444.03	9.50%	\$4,690.92
*Asst. MJH Volleyball	5.50%	\$2,715.79	6.00%	\$2,962.68	6.50%	\$3,209.57	7.00%	\$3,456.47	7.50%	\$3,703.36
Head Wrestling:	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Wrestling (2)	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
MJH Wrestling	7.50%	\$3,703.36	8.00%	\$3,950.25	8.50%	\$4,197.14	9.00%	\$4,444.03	9.50%	\$4,690.92
Asst. MJH Wrestling	5.50%	\$2,715.79	6.00%	\$2,962.68	6.50%	\$3,209.57	7.00%	\$3,456.47	7.50%	\$3,703.36
Head Boys Basketball	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Boys Basketball (2)	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
MJH 7th/8th Boys Bkb (2)	7.50%	\$3,703.36	8.00%	\$3,950.25	8.50%	\$4,197.14	9.00%	\$4,444.03	9.50%	\$4,690.92
*MJH Asst. Boys Bkb	5.50%	\$2,715.79	6.00%	\$2,962.68	6.50%	\$3,209.57	7.00%	\$3,456.47	7.50%	\$3,703.36
Head Girls Basketball	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Girls Basketball (2)	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
MJH 7th/8th GirlsBkb (2)	7.50%	\$3,703.36	8.00%	\$3,950.25	8.50%	\$4,197.14	9.00%	\$4,444.03	9.50%	\$4,690.92
*MJH Asst. Girls Bkb	5.50%	\$2,715.79	6.00%	\$2,962.68	6.50%	\$3,209.57	7.00%	\$3,456.47	7.50%	\$3,703.36
Head Track/Cross Country	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Track (3)/Cross Country	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
MJH Boys/Girls Track (2)	7.50%	\$3,703.36	8.00%	\$3,950.25	8.50%	\$4,197.14	9.00%	\$4,444.03	9.50%	\$4,690.92
MJH Boys/Girls Asst. Track (2)	6.00%	\$2,962.68	6.50%	\$3,209.57	7.00%	\$3,456.47	7.50%	\$3,703.36	8.00%	\$3,950.25

Head Baseball	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Baseball (2)	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
Head Softball	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Softball (2)	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
Head Girls Soccer	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Girls Soccer	9.00%	\$4,444.03	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59
Head Boys Soccer	13.75%	\$6,789.49	14.75%	\$7,283.27	15.75%	\$7,777.05	16.75%	\$8,270.83	17.75%	\$8,764.61
Asst. Boys Soccer	9.50%	\$4,690.92	10.00%	\$4,937.81	10.50%	\$5,184.70	11.00%	\$5,431.59	11.50%	\$5,678.48
6th Grade Athletics	6.00%	\$2,962.68	6.50%	\$3,209.57	7.00%	\$3,456.47	7.50%	\$3,703.36	8.00%	\$3,950.25
Asst 6th Grade Athletics	4.50%	\$2,222.01	4.75%	\$2,345.46	5.00%	\$2,468.90	5.25%	\$2,592.35	5.50%	\$2,715.79
MJH Athletic Director	12.00%	\$5,925.37	13.00%	\$6,419.15	14.00%	\$6,912.93	15.00%	\$7,406.71	16.00%	\$7,900.49

FY27 Athletics - Certified

Differential Base	\$52,093.88									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Head Golf	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst Golf	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
Head Football	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst. Football (5)	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
Varsity Volleyball	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst. Volleyball (2)	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
MJH 7th/8th Volleyball (2)	7.50%	\$3,907.04	8.00%	\$4,167.51	8.50%	\$4,427.98	9.00%	\$4,688.45	9.50%	\$4,948.92
*Asst. MJH Volleyball	5.50%	\$2,865.16	6.00%	\$3,125.63	6.50%	\$3,386.10	7.00%	\$3,646.57	7.50%	\$3,907.04
Head Wrestling:	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst. Wrestling (2)	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
MJH Wrestling	7.50%	\$3,907.04	8.00%	\$4,167.51	8.50%	\$4,427.98	9.00%	\$4,688.45	9.50%	\$4,948.92
Asst. MJH Wrestling	5.50%	\$2,865.16	6.00%	\$3,125.63	6.50%	\$3,386.10	7.00%	\$3,646.57	7.50%	\$3,907.04
Head Boys Basketball	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst. Boys Basketball (2)	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
MJH 7th/8th Boys Bkb (2)	7.50%	\$3,907.04	8.00%	\$4,167.51	8.50%	\$4,427.98	9.00%	\$4,688.45	9.50%	\$4,948.92
*MJH Asst. Boys Bkb	5.50%	\$2,865.16	6.00%	\$3,125.63	6.50%	\$3,386.10	7.00%	\$3,646.57	7.50%	\$3,907.04
Head Girls Basketball	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst. Girls Basketball (2)	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
MJH 7th/8th GirlsBkb (2)	7.50%	\$3,907.04	8.00%	\$4,167.51	8.50%	\$4,427.98	9.00%	\$4,688.45	9.50%	\$4,948.92
*MJH Asst. Girls Bkb	5.50%	\$2,865.16	6.00%	\$3,125.63	6.50%	\$3,386.10	7.00%	\$3,646.57	7.50%	\$3,907.04
Head Track/Cross Country	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst. Track (3)/Cross Country	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
MJH Boys/Girls Track (2)	7.50%	\$3,907.04	8.00%	\$4,167.51	8.50%	\$4,427.98	9.00%	\$4,688.45	9.50%	\$4,948.92
MJH Boys/Girls Asst. Track (2)	6.00%	\$3,125.63	6.50%	\$3,386.10	7.00%	\$3,646.57	7.50%	\$3,907.04	8.00%	\$4,167.51
Head Baseball	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66

Asst. Baseball (2)	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
Head Softball	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst. Softball (2)	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
Head Girls Soccer	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst. Girls Soccer	9.00%	\$4,688.45	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33
Head Boys Soccer	13.75%	\$7,162.91	14.75%	\$7,683.85	15.75%	\$8,204.79	16.75%	\$8,725.72	17.75%	\$9,246.66
Asst. Boys Soccer	9.50%	\$4,948.92	10.00%	\$5,209.39	10.50%	\$5,469.86	11.00%	\$5,730.33	11.50%	\$5,990.80
6th Grade Athletics	6.00%	\$3,125.63	6.50%	\$3,386.10	7.00%	\$3,646.57	7.50%	\$3,907.04	8.00%	\$4,167.51
Asst 6th Grade Athletics	4.50%	\$2,344.22	4.75%	\$2,474.46	5.00%	\$2,604.69	5.25%	\$2,734.93	5.50%	\$2,865.16
MJH Athletic Director	12.00%	\$6,251.27	13.00%	\$6,772.20	14.00%	\$7,293.14	15.00%	\$7,814.08	16.00%	\$8,335.02

FY23 Activities - Certified

Differential Base		\$42,858.73									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount	
Class Sponsors:											
Senior		4.25%	\$1,821.50	4.50%	\$1,928.64	4.75%	\$2,035.79	5.00%	\$2,142.94	5.25%	\$2,250.08
Junior		4.25%	\$1,821.50	4.50%	\$1,928.64	4.75%	\$2,035.79	5.00%	\$2,142.94	5.25%	\$2,250.08
Sophomore		3.00%	\$1,285.76	3.25%	\$1,392.91	3.50%	\$1,500.06	3.75%	\$1,607.20	4.00%	\$1,714.35
Freshman		2.95%	\$1,264.33	3.20%	\$1,371.48	3.45%	\$1,478.63	3.70%	\$1,585.77	3.95%	\$1,692.92
Book Club		2.75%	\$1,178.62	3.00%	\$1,285.76	3.25%	\$1,392.91	3.50%	\$1,500.06	3.75%	\$1,607.20
Renaissance Team		3.00%	\$1,285.76	3.25%	\$1,392.91	3.50%	\$1,500.06	3.75%	\$1,607.20	5.00%	\$2,142.94
Reading Buddies		3.00%	\$1,285.76	3.25%	\$1,392.91	3.50%	\$1,500.06	3.75%	\$1,607.20	5.00%	\$2,142.94
K-5 Music	\$198 per performance										
PBIS	770/yr										
Lighthouse	1980/yr										
Drama:											
Musical Director		8.00%	\$3,428.70	8.50%	\$3,642.99	9.00%	\$3,857.29	9.50%	\$4,071.58	10.00%	\$4,285.87
Asst Musical Director		4.50%	\$1,928.64	4.75%	\$2,035.79	5.00%	\$2,142.94	5.25%	\$2,250.08	5.50%	\$2,357.23
Musical Vocal		3.00%	\$1,285.76	3.50%	\$1,500.06	4.00%	\$1,714.35	4.50%	\$1,928.64	5.00%	\$2,142.94
Musical Instrumental		3.50%	\$1,500.06	4.00%	\$1,714.35	4.50%	\$1,928.64	5.00%	\$2,142.94	5.50%	\$2,357.23
High School Play		7.00%	\$3,000.11	7.50%	\$3,214.40	8.00%	\$3,428.70	8.50%	\$3,642.99	9.00%	\$3,857.29
Junior High Play		4.50%	\$1,928.64	4.75%	\$2,035.79	5.00%	\$2,142.94	5.25%	\$2,250.08	5.50%	\$2,357.23
Cheerleading:											
Football		6.00%	\$2,571.52	6.25%	\$2,678.67	6.50%	\$2,785.82	6.75%	\$2,892.96	7.00%	\$3,000.11
Basketball/Comp		13.75%	\$5,893.08								
Junior High		5.00%	\$2,142.94	5.25%	\$2,250.08	5.50%	\$2,357.23	5.75%	\$2,464.38	6.00%	\$2,571.52
Jr High Asst		3.00%	\$1,285.76	3.25%	\$1,392.91	3.50%	\$1,500.06	3.75%	\$1,607.20	4.00%	\$1,714.35
High School Asst		3.50%	\$1,500.06	4.00%	\$1,714.35	4.50%	\$1,928.64	5.00%	\$2,142.94	5.50%	\$2,357.23

Dance	9.50%	\$4,071.58	9.75%	\$4,178.73	10.00%	\$4,285.87	10.25%	\$4,393.02	10.50%	\$4,500.17
Yearbook	11.00%	\$4,714.46	11.50%	\$4,928.75	12.00%	\$5,143.05	12.50%	\$5,357.34	13.00%	\$5,571.63
F.H.A	6.50%	\$2,785.82	7.00%	\$3,000.11	7.50%	\$3,214.40	8.00%	\$3,428.70	8.50%	\$3,642.99
Student Council:				\$0.00						
SVHS Student Council	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
SVHS Asst Stu Co	5.00%	\$2,142.94	5.25%	\$2,250.08	5.50%	\$2,357.23	5.75%	\$2,464.38	6.00%	\$2,571.52
MJH Student Council	5.00%	\$2,142.94	5.25%	\$2,250.08	5.50%	\$2,357.23	5.75%	\$2,464.38	6.00%	\$2,571.52
Students for Students	4.25%	\$1,821.50	4.75%	\$2,035.79	5.25%	\$2,250.08	5.75%	\$2,464.38	6.25%	\$2,678.67
Outdoor Club	4.00%	\$1,714.35	4.50%	\$1,928.64	5.00%	\$2,142.94	5.50%	\$2,357.23	6.00%	\$2,571.52
Outdoor Club Asst	2.00%	\$857.17	2.25%	\$964.32	2.50%	\$1,071.47	2.75%	\$1,178.62	3.00%	\$1,285.76
Environmental Club	3.00%	\$1,285.76	3.25%	\$1,392.91	3.50%	\$1,500.06	3.75%	\$1,607.20	5.00%	\$2,142.94
Band:										
SVHS Band	8.00%	\$3,428.70	8.50%	\$3,642.99	9.00%	\$3,857.29	9.50%	\$4,071.58	10.00%	\$4,285.87
MJH Band	2.00%	\$857.17	2.50%	\$1,071.47	3.00%	\$1,285.76	3.50%	\$1,500.06	4.00%	\$1,714.35
Chorus:										
SVHS Chorus	5.00%	\$2,142.94	5.50%	\$2,357.23	6.00%	\$2,571.52	6.50%	\$2,785.82	7.00%	\$3,000.11
MJHS Chorus	2.00%	\$857.17	2.50%	\$1,071.47	3.00%	\$1,285.76	3.50%	\$1,500.06	4.00%	\$1,714.35
French Club	4.00%	\$1,714.35	4.25%	\$1,821.50	4.50%	\$1,928.64	4.75%	\$2,035.79	5.00%	\$2,142.94
Spanish Club	4.00%	\$1,714.35	4.25%	\$1,821.50	4.50%	\$1,928.64	4.75%	\$2,035.79	5.00%	\$2,142.94
Academic Bowl:										
Academic Bowl	7.00%	\$3,000.11	7.50%	\$3,214.40	8.00%	\$3,428.70	8.50%	\$3,642.99	9.00%	\$3,857.29
Asst Academic Bowl	5.00%	\$2,142.94	5.25%	\$2,250.08	5.50%	\$2,357.23	5.75%	\$2,464.38	6.00%	\$2,571.52
8th Grade Academic Bowl	3.50%	\$1,500.06	3.75%	\$1,607.20	4.00%	\$1,714.35	4.25%	\$1,821.50	4.50%	\$1,928.64
7th Grade Academic Bowl	3.50%	\$1,500.06	3.75%	\$1,607.20	4.00%	\$1,714.35	4.25%	\$1,821.50	4.50%	\$1,928.64
Math Team	4.50%	\$1,928.64	5.00%	\$2,142.94	5.50%	\$2,357.23	6.00%	\$2,571.52	6.50%	\$2,785.82
Asst Math Team	3.00%	\$1,285.76	3.25%	\$1,392.91	3.50%	\$1,500.06	3.75%	\$1,607.20	4.00%	\$1,714.35
WYSE Team	4.00%	\$1,714.35	4.50%	\$1,928.64	5.00%	\$2,142.94	5.50%	\$2,357.23	6.00%	\$2,571.52
Asst. WYSE Team	2.00%	\$857.17	2.25%	\$964.32	2.50%	\$1,071.47	2.75%	\$1,178.62	3.00%	\$1,285.76

National Honor	3.00%	\$1,285.76	3.25%	\$1,392.91	3.50%	\$1,500.06	3.75%	\$1,607.20	4.00%	\$1,714.35
Chess Club	5.00%	\$2,142.94	5.25%	\$2,250.08	5.50%	\$2,357.23	5.75%	\$2,464.38	6.00%	\$2,571.52
Adult Ed. Director	4.00%	\$1,714.35	4.50%	\$1,928.64	5.00%	\$2,142.94	5.50%	\$2,357.23	6.00%	\$2,571.52
Teacher Hourly SS/Dr. Ed	\$25.00/hr (\$15000/day)									

Division Leaders

Highland Kg (with MC)	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
Highland 1 st Grade	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
Highland 2nd Grade	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
Highland Intervention	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
Monroe Kg (with Highland)	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
Monroe 1 st Grade	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
Monroe 2nd Grade	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
Monroe Intervention	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
MJH 6 th Grade	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
MJH 7 th Grade	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
MJH 8 th Grade	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
MJH Intervention	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS English	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS Math	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS Science	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS Social Studies	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS Special Ed/Counseling	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS Ag/Industrial Tech	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS Business & Tech Edu	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS Family & Consumer Science; Health/PE/Driver's Ed	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS Foreign Language	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70
HS Visual & Performing Arts	7.00%	\$3,000.11	7.25%	\$3,107.26	7.50%	\$3,214.40	7.75%	\$3,321.55	8.00%	\$3,428.70

FY24 Activities - Certified

Differential Base	\$45,001.67									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Class Sponsors:										
Senior	4.25%	\$1,912.57	4.50%	\$2,025.08	4.75%	\$2,137.58	5.00%	\$2,250.08	5.25%	\$2,362.59
Junior	4.25%	\$1,912.57	4.50%	\$2,025.08	4.75%	\$2,137.58	5.00%	\$2,250.08	5.25%	\$2,362.59
Sophomore	3.00%	\$1,350.05	3.25%	\$1,462.55	3.50%	\$1,575.06	3.75%	\$1,687.56	4.00%	\$1,800.07
Freshman	2.95%	\$1,327.55	3.20%	\$1,440.05	3.45%	\$1,552.56	3.70%	\$1,665.06	3.95%	\$1,777.57
Book Club	2.75%	\$1,237.55	3.00%	\$1,350.05	3.25%	\$1,462.55	3.50%	\$1,575.06	3.75%	\$1,687.56
Renaissance Team	3.00%	\$1,350.05	3.25%	\$1,462.55	3.50%	\$1,575.06	3.75%	\$1,687.56	5.00%	\$2,250.08
Reading Buddies	3.00%	\$1,350.05	3.25%	\$1,462.55	3.50%	\$1,575.06	3.75%	\$1,687.56	5.00%	\$2,250.08
K-5 Music	217.8	per performance								
PBIS	847									
Lighthouse	2178									
Drama:										
Musical Director	8.00%	\$3,600.13	8.50%	\$3,825.14	9.00%	\$4,050.15	9.50%	\$4,275.16	10.00%	\$4,500.17
Asst Musical Director	4.50%	\$2,025.08	4.75%	\$2,137.58	5.00%	\$2,250.08	5.25%	\$2,362.59	5.50%	\$2,475.09
Musical Vocal	3.00%	\$1,350.05	3.50%	\$1,575.06	4.00%	\$1,800.07	4.50%	\$2,025.08	5.00%	\$2,250.08
Musical Instrumental	3.50%	\$1,575.06	4.00%	\$1,800.07	4.50%	\$2,025.08	5.00%	\$2,250.08	5.50%	\$2,475.09
High School Play	7.00%	\$3,150.12	7.50%	\$3,375.13	8.00%	\$3,600.13	8.50%	\$3,825.14	9.00%	\$4,050.15
Junior High Play	4.50%	\$2,025.08	4.75%	\$2,137.58	5.00%	\$2,250.08	5.25%	\$2,362.59	5.50%	\$2,475.09
Cheerleading:										
Football	6.00%	\$2,700.10	6.25%	\$2,812.60	6.50%	\$2,925.11	6.75%	\$3,037.61	7.00%	\$3,150.12
Basketball/Comp	13.75%	\$6,187.73								
Junior High	5.00%	\$2,250.08	5.25%	\$2,362.59	5.50%	\$2,475.09	5.75%	\$2,587.60	6.00%	\$2,700.10
Jr High Asst	3.00%	\$1,350.05	3.25%	\$1,462.55	3.50%	\$1,575.06	3.75%	\$1,687.56	4.00%	\$1,800.07
High School Asst	3.50%	\$1,575.06	4.00%	\$1,800.07	4.50%	\$2,025.08	5.00%	\$2,250.08	5.50%	\$2,475.09
Dance	9.50%	\$4,275.16	9.75%	\$4,387.66	10.00%	\$4,500.17	10.25%	\$4,612.67	10.50%	\$4,725.18
Yearbook	11.00%	\$4,950.18	11.50%	\$5,175.19	12.00%	\$5,400.20	12.50%	\$5,625.21	13.00%	\$5,850.22
F.H.A	6.50%	\$2,925.11	7.00%	\$3,150.12	7.50%	\$3,375.13	8.00%	\$3,600.13	8.50%	\$3,825.14
Student Council:										
SVHS Student Council	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
SVHS Asst Stu Co	5.00%	\$2,250.08	5.25%	\$2,362.59	5.50%	\$2,475.09	5.75%	\$2,587.60	6.00%	\$2,700.10
MJH Student Council	5.00%	\$2,250.08	5.25%	\$2,362.59	5.50%	\$2,475.09	5.75%	\$2,587.60	6.00%	\$2,700.10
Students for Students	4.25%	\$1,912.57	4.75%	\$2,137.58	5.25%	\$2,362.59	5.75%	\$2,587.60	6.25%	\$2,812.60

Outdoor Club	4.00%	\$1,800.07	4.50%	\$2,025.08	5.00%	\$2,250.08	5.50%	\$2,475.09	6.00%	\$2,700.10
Outdoor Club Asst	2.00%	\$900.03	2.25%	\$1,012.54	2.50%	\$1,125.04	2.75%	\$1,237.55	3.00%	\$1,350.05
Environmental Club	3.00%	\$1,350.05	3.25%	\$1,462.55	3.50%	\$1,575.06	3.75%	\$1,687.56	5.00%	\$2,250.08
Band:										
SVHS Band	8.00%	\$3,600.13	8.50%	\$3,825.14	9.00%	\$4,050.15	9.50%	\$4,275.16	10.00%	\$4,500.17
MJH Band	2.00%	\$900.03	2.50%	\$1,125.04	3.00%	\$1,350.05	3.50%	\$1,575.06	4.00%	\$1,800.07
Chorus:										
SVHS Chorus	5.00%	\$2,250.08	5.50%	\$2,475.09	6.00%	\$2,700.10	6.50%	\$2,925.11	7.00%	\$3,150.12
MJHS Chorus	2.00%	\$900.03	2.50%	\$1,125.04	3.00%	\$1,350.05	3.50%	\$1,575.06	4.00%	\$1,800.07
French Club	4.00%	\$1,800.07	4.25%	\$1,912.57	4.50%	\$2,025.08	4.75%	\$2,137.58	5.00%	\$2,250.08
Spanish Club	4.00%	\$1,800.07	4.25%	\$1,912.57	4.50%	\$2,025.08	4.75%	\$2,137.58	5.00%	\$2,250.08
Academic Bowl:										
Academic Bowl	7.00%	\$3,150.12	7.50%	\$3,375.13	8.00%	\$3,600.13	8.50%	\$3,825.14	9.00%	\$4,050.15
Asst Academic Bowl	5.00%	\$2,250.08	5.25%	\$2,362.59	5.50%	\$2,475.09	5.75%	\$2,587.60	6.00%	\$2,700.10
8th Grade Academic Bowl	3.50%	\$1,575.06	3.75%	\$1,687.56	4.00%	\$1,800.07	4.25%	\$1,912.57	4.50%	\$2,025.08
7th Grade Academic Bowl	3.50%	\$1,575.06	3.75%	\$1,687.56	4.00%	\$1,800.07	4.25%	\$1,912.57	4.50%	\$2,025.08
Math Team	4.50%	\$2,025.08	5.00%	\$2,250.08	5.50%	\$2,475.09	6.00%	\$2,700.10	6.50%	\$2,925.11
Asst Math Team	3.00%	\$1,350.05	3.25%	\$1,462.55	3.50%	\$1,575.06	3.75%	\$1,687.56	4.00%	\$1,800.07
WYSE Team	4.00%	\$1,800.07	4.50%	\$2,025.08	5.00%	\$2,250.08	5.50%	\$2,475.09	6.00%	\$2,700.10
Asst. WYSE Team	2.00%	\$900.03	2.25%	\$1,012.54	2.50%	\$1,125.04	2.75%	\$1,237.55	3.00%	\$1,350.05
National Honor	3.00%	\$1,350.05	3.25%	\$1,462.55	3.50%	\$1,575.06	3.75%	\$1,687.56	4.00%	\$1,800.07
Chess Club	5.00%	\$2,250.08	5.25%	\$2,362.59	5.50%	\$2,475.09	5.75%	\$2,587.60	6.00%	\$2,700.10
Adult Ed. Director	4.00%	\$1,800.07	4.50%	\$2,025.08	5.00%	\$2,250.08	5.50%	\$2,475.09	6.00%	\$2,700.10
Teacher Hourly SS/Dr. Ed	\$25.00/hr (\$150.00/day)									

Division Leaders	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
Highland Kg (with MC)	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
Highland 1 st Grade	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
Highland 2nd Grade	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
Highland Intervention	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
Monroe Kg (with Highland)	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
Monroe 1 st Grade	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
Monroe 2nd Grade	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
Monroe Intervention	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
MJH 6 th Grade	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
MJH 7 th Grade	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
MJH 8 th Grade	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13

MJH Intervention	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS English	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS Math	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS Science	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS Social Studies	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS Special Ed/Counseling	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS Ag/Industrial Tech	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS Business & Tech Edu	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS Family & Consumer Science;										
Health/PE/Driver's Ed	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS Foreign Language	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13
HS Visual & Performing Arts	7.00%	\$3,150.12	7.25%	\$3,262.62	7.50%	\$3,375.13	7.75%	\$3,487.63	8.00%	\$3,600.13

FY25 Activities - Certified

Differential Base		\$47,026.75									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount	
Class Sponsors:											
Senior	4.25%	\$1,998.64	4.50%	\$2,116.20	4.75%	\$2,233.77	5.00%	\$2,351.34	5.25%	\$2,468.90	
Junior	4.25%	\$1,998.64	4.50%	\$2,116.20	4.75%	\$2,233.77	5.00%	\$2,351.34	5.25%	\$2,468.90	
Sophomore	3.00%	\$1,410.80	3.25%	\$1,528.37	3.50%	\$1,645.94	3.75%	\$1,763.50	4.00%	\$1,881.07	
Freshman	2.95%	\$1,387.29	3.20%	\$1,504.86	3.45%	\$1,622.42	3.70%	\$1,739.99	3.95%	\$1,857.56	
Book Club	2.75%	\$1,293.24	3.00%	\$1,410.80	3.25%	\$1,528.37	3.50%	\$1,645.94	3.75%	\$1,763.50	
Renaissance Team	3.00%	\$1,410.80	3.25%	\$1,528.37	3.50%	\$1,645.94	3.75%	\$1,763.50	5.00%	\$2,351.34	
Reading Buddies	3.00%	\$1,410.80	3.25%	\$1,528.37	3.50%	\$1,645.94	3.75%	\$1,763.50	5.00%	\$2,351.34	
K-5 Music	239.58										
PBIS	931.7										
Lighthouse	2395.8										
Drama:											
Musical Director	8.00%	\$3,762.14	8.50%	\$3,997.27	9.00%	\$4,232.41	9.50%	\$4,467.54	10.00%	\$4,702.67	
Asst Musical Director	4.50%	\$2,116.20	4.75%	\$2,233.77	5.00%	\$2,351.34	5.25%	\$2,468.90	5.50%	\$2,586.47	
Musical Vocal	3.00%	\$1,410.80	3.50%	\$1,645.94	4.00%	\$1,881.07	4.50%	\$2,116.20	5.00%	\$2,351.34	
Musical Instrumental	3.50%	\$1,645.94	4.00%	\$1,881.07	4.50%	\$2,116.20	5.00%	\$2,351.34	5.50%	\$2,586.47	
High School Play	7.00%	\$3,291.87	7.50%	\$3,527.01	8.00%	\$3,762.14	8.50%	\$3,997.27	9.00%	\$4,232.41	
Junior High Play	4.50%	\$2,116.20	4.75%	\$2,233.77	5.00%	\$2,351.34	5.25%	\$2,468.90	5.50%	\$2,586.47	
Cheerleading:											
Football	6.00%	\$2,821.60	6.25%	\$2,939.17	6.50%	\$3,056.74	6.75%	\$3,174.31	7.00%	\$3,291.87	
Basketball/Comp	13.75%	\$6,466.18									
Junior High	5.00%	\$2,351.34	5.25%	\$2,468.90	5.50%	\$2,586.47	5.75%	\$2,704.04	6.00%	\$2,821.60	
Jr High Asst	3.00%	\$1,410.80	3.25%	\$1,528.37	3.50%	\$1,645.94	3.75%	\$1,763.50	4.00%	\$1,881.07	
High School Asst	3.50%	\$1,645.94	4.00%	\$1,881.07	4.50%	\$2,116.20	5.00%	\$2,351.34	5.50%	\$2,586.47	
Dance	9.50%	\$4,467.54	9.75%	\$4,585.11	10.00%	\$4,702.67	10.25%	\$4,820.24	10.50%	\$4,937.81	
Yearbook	11.00%	\$5,172.94	11.50%	\$5,408.08	12.00%	\$5,643.21	12.50%	\$5,878.34	13.00%	\$6,113.48	
F.H.A	6.50%	\$3,056.74	7.00%	\$3,291.87	7.50%	\$3,527.01	8.00%	\$3,762.14	8.50%	\$3,997.27	
Student Council:											
SVHS Student Council	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14	
SVHS Asst Stu Co	5.00%	\$2,351.34	5.25%	\$2,468.90	5.50%	\$2,586.47	5.75%	\$2,704.04	6.00%	\$2,821.60	
MJH Student Council	5.00%	\$2,351.34	5.25%	\$2,468.90	5.50%	\$2,586.47	5.75%	\$2,704.04	6.00%	\$2,821.60	
Students for Students	4.25%	\$1,998.64	4.75%	\$2,233.77	5.25%	\$2,468.90	5.75%	\$2,704.04	6.25%	\$2,939.17	

Outdoor Club	4.00%	\$1,881.07	4.50%	\$2,116.20	5.00%	\$2,351.34	5.50%	\$2,586.47	6.00%	\$2,821.60
Outdoor Club Asst	2.00%	\$940.53	2.25%	\$1,058.10	2.50%	\$1,175.67	2.75%	\$1,293.24	3.00%	\$1,410.80
Environmental Club	3.00%	\$1,410.80	3.25%	\$1,528.37	3.50%	\$1,645.94	3.75%	\$1,763.50	5.00%	\$2,351.34
Band:										
SVHS Band	8.00%	\$3,762.14	8.50%	\$3,997.27	9.00%	\$4,232.41	9.50%	\$4,467.54	10.00%	\$4,702.67
MJH Band	2.00%	\$940.53	2.50%	\$1,175.67	3.00%	\$1,410.80	3.50%	\$1,645.94	4.00%	\$1,881.07
Chorus:										
SVHS Chorus	5.00%	\$2,351.34	5.50%	\$2,586.47	6.00%	\$2,821.60	6.50%	\$3,056.74	7.00%	\$3,291.87
MJHS Chorus	2.00%	\$940.53	2.50%	\$1,175.67	3.00%	\$1,410.80	3.50%	\$1,645.94	4.00%	\$1,881.07
French Club	4.00%	\$1,881.07	4.25%	\$1,998.64	4.50%	\$2,116.20	4.75%	\$2,233.77	5.00%	\$2,351.34
Spanish Club	4.00%	\$1,881.07	4.25%	\$1,998.64	4.50%	\$2,116.20	4.75%	\$2,233.77	5.00%	\$2,351.34
Academic Bowl:										
Academic Bowl	7.00%	\$3,291.87	7.50%	\$3,527.01	8.00%	\$3,762.14	8.50%	\$3,997.27	9.00%	\$4,232.41
Asst Academic Bowl	5.00%	\$2,351.34	5.25%	\$2,468.90	5.50%	\$2,586.47	5.75%	\$2,704.04	6.00%	\$2,821.60
8th Grade Academic Bowl	3.50%	\$1,645.94	3.75%	\$1,763.50	4.00%	\$1,881.07	4.25%	\$1,998.64	4.50%	\$2,116.20
7th Grade Academic Bowl	3.50%	\$1,645.94	3.75%	\$1,763.50	4.00%	\$1,881.07	4.25%	\$1,998.64	4.50%	\$2,116.20
Math Team	4.50%	\$2,116.20	5.00%	\$2,351.34	5.50%	\$2,586.47	6.00%	\$2,821.60	6.50%	\$3,056.74
Asst Math Team	3.00%	\$1,410.80	3.25%	\$1,528.37	3.50%	\$1,645.94	3.75%	\$1,763.50	4.00%	\$1,881.07
WYSE Team	4.00%	\$1,881.07	4.50%	\$2,116.20	5.00%	\$2,351.34	5.50%	\$2,586.47	6.00%	\$2,821.60
Asst. WYSE Team	2.00%	\$940.53	2.25%	\$1,058.10	2.50%	\$1,175.67	2.75%	\$1,293.24	3.00%	\$1,410.80
National Honor	3.00%	\$1,410.80	3.25%	\$1,528.37	3.50%	\$1,645.94	3.75%	\$1,763.50	4.00%	\$1,881.07
Chess Club	5.00%	\$2,351.34	5.25%	\$2,468.90	5.50%	\$2,586.47	5.75%	\$2,704.04	6.00%	\$2,821.60
Adult Ed. Director	4.00%	\$1,881.07	4.50%	\$2,116.20	5.00%	\$2,351.34	5.50%	\$2,586.47	6.00%	\$2,821.60
Teacher Hourly SS/Dr. Ed	\$25.00/hr (\$150.00/day)									
Division Leaders										
Highland Kg (with MC)	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
Highland 1 st Grade	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
Highland 2nd Grade	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
Highland Intervention	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
Monroe Kg (with Highland)	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
Monroe 1 st Grade	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
Monroe 2nd Grade	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
Monroe Intervention	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
MJH 6 th Grade	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
MJH 7 th Grade	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
MJH 8 th Grade	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
MJH Intervention	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14

HS English	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
HS Math	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
HS Science	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
HS Social Studies	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
HS Special Ed/Counseling	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
HS Ag/Industrial Tech	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
HS Business & Tech Edu	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
HS Family & Consumer Science;										
Health/PE/Driver's Ed	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
HS Foreign Language	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14
HS Visual & Performing Arts	7.00%	\$3,291.87	7.25%	\$3,409.44	7.50%	\$3,527.01	7.75%	\$3,644.57	8.00%	\$3,762.14

FY26 Activities - Certified

Differential Base	\$49,378.08									
Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Class Sponsors:										
Senior	4.25%	\$2,098.57	4.50%	\$2,222.01	4.75%	\$2,345.46	5.00%	\$2,468.90	5.25%	\$2,592.35
Junior	4.25%	\$2,098.57	4.50%	\$2,222.01	4.75%	\$2,345.46	5.00%	\$2,468.90	5.25%	\$2,592.35
Sophomore	3.00%	\$1,481.34	3.25%	\$1,604.79	3.50%	\$1,728.23	3.75%	\$1,851.68	4.00%	\$1,975.12
Freshman	2.95%	\$1,456.65	3.20%	\$1,580.10	3.45%	\$1,703.54	3.70%	\$1,826.99	3.95%	\$1,950.43
Book Club	2.75%	\$1,357.90	3.00%	\$1,481.34	3.25%	\$1,604.79	3.50%	\$1,728.23	3.75%	\$1,851.68
Renaissance Team	3.00%	\$1,481.34	3.25%	\$1,604.79	3.50%	\$1,728.23	3.75%	\$1,851.68	5.00%	\$2,468.90
Reading Buddies	3.00%	\$1,481.34	3.25%	\$1,604.79	3.50%	\$1,728.23	3.75%	\$1,851.68	5.00%	\$2,468.90
K-5 Music	263.538									
PBIS	1024.87									
Lighthouse	2635.38									
Drama:										
Musical Director	8.00%	\$3,950.25	8.50%	\$4,197.14	9.00%	\$4,444.03	9.50%	\$4,690.92	10.00%	\$4,937.81
Asst Musical Director	4.50%	\$2,222.01	4.75%	\$2,345.46	5.00%	\$2,468.90	5.25%	\$2,592.35	5.50%	\$2,715.79
Musical Vocal	3.00%	\$1,481.34	3.50%	\$1,728.23	4.00%	\$1,975.12	4.50%	\$2,222.01	5.00%	\$2,468.90
Musical Instrumental	3.50%	\$1,728.23	4.00%	\$1,975.12	4.50%	\$2,222.01	5.00%	\$2,468.90	5.50%	\$2,715.79
High School Play	7.00%	\$3,456.47	7.50%	\$3,703.36	8.00%	\$3,950.25	8.50%	\$4,197.14	9.00%	\$4,444.03
Junior High Play	4.50%	\$2,222.01	4.75%	\$2,345.46	5.00%	\$2,468.90	5.25%	\$2,592.35	5.50%	\$2,715.79
Cheerleading:										
Football	6.00%	\$2,962.68	6.25%	\$3,086.13	6.50%	\$3,209.57	6.75%	\$3,333.02	7.00%	\$3,456.47
Basketball/Comp	13.75%	\$6,789.49								
Junior High	5.00%	\$2,468.90	5.25%	\$2,592.35	5.50%	\$2,715.79	5.75%	\$2,839.24	6.00%	\$2,962.68
Jr High Asst	3.00%	\$1,481.34	3.25%	\$1,604.79	3.50%	\$1,728.23	3.75%	\$1,851.68	4.00%	\$1,975.12
High School Asst	3.50%	\$1,728.23	4.00%	\$1,975.12	4.50%	\$2,222.01	5.00%	\$2,468.90	5.50%	\$2,715.79
Dance	9.50%	\$4,690.92	9.75%	\$4,814.36	10.00%	\$4,937.81	10.25%	\$5,061.25	10.50%	\$5,184.70
Yearbook	11.00%	\$5,431.59	11.50%	\$5,678.48	12.00%	\$5,925.37	12.50%	\$6,172.26	13.00%	\$6,419.15
F.H.A	6.50%	\$3,209.57	7.00%	\$3,456.47	7.50%	\$3,703.36	8.00%	\$3,950.25	8.50%	\$4,197.14
Student Council:										
SVHS Student Council	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
SVHS Asst Stu Co	5.00%	\$2,468.90	5.25%	\$2,592.35	5.50%	\$2,715.79	5.75%	\$2,839.24	6.00%	\$2,962.68
MJH Student Council	5.00%	\$2,468.90	5.25%	\$2,592.35	5.50%	\$2,715.79	5.75%	\$2,839.24	6.00%	\$2,962.68
Students for Students	4.25%	\$2,098.57	4.75%	\$2,345.46	5.25%	\$2,592.35	5.75%	\$2,839.24	6.25%	\$3,086.13

Outdoor Club	4.00%	\$1,975.12	4.50%	\$2,222.01	5.00%	\$2,468.90	5.50%	\$2,715.79	6.00%	\$2,962.68
Outdoor Club Asst	2.00%	\$987.56	2.25%	\$1,111.01	2.50%	\$1,234.45	2.75%	\$1,357.90	3.00%	\$1,481.34
Environmental Club	3.00%	\$1,481.34	3.25%	\$1,604.79	3.50%	\$1,728.23	3.75%	\$1,851.68	5.00%	\$2,468.90
Band:										
SVHS Band	8.00%	\$3,950.25	8.50%	\$4,197.14	9.00%	\$4,444.03	9.50%	\$4,690.92	10.00%	\$4,937.81
MJH Band	2.00%	\$987.56	2.50%	\$1,234.45	3.00%	\$1,481.34	3.50%	\$1,728.23	4.00%	\$1,975.12
Chorus:										
SVHS Chorus	5.00%	\$2,468.90	5.50%	\$2,715.79	6.00%	\$2,962.68	6.50%	\$3,209.57	7.00%	\$3,456.47
MJHS Chorus	2.00%	\$987.56	2.50%	\$1,234.45	3.00%	\$1,481.34	3.50%	\$1,728.23	4.00%	\$1,975.12
French Club	4.00%	\$1,975.12	4.25%	\$2,098.57	4.50%	\$2,222.01	4.75%	\$2,345.46	5.00%	\$2,468.90
Spanish Club	4.00%	\$1,975.12	4.25%	\$2,098.57	4.50%	\$2,222.01	4.75%	\$2,345.46	5.00%	\$2,468.90
Academic Bowl:										
Academic Bowl	7.00%	\$3,456.47	7.50%	\$3,703.36	8.00%	\$3,950.25	8.50%	\$4,197.14	9.00%	\$4,444.03
Asst Academic Bowl	5.00%	\$2,468.90	5.25%	\$2,592.35	5.50%	\$2,715.79	5.75%	\$2,839.24	6.00%	\$2,962.68
8th Grade Academic Bowl	3.50%	\$1,728.23	3.75%	\$1,851.68	4.00%	\$1,975.12	4.25%	\$2,098.57	4.50%	\$2,222.01
7th Grade Academic Bowl	3.50%	\$1,728.23	3.75%	\$1,851.68	4.00%	\$1,975.12	4.25%	\$2,098.57	4.50%	\$2,222.01
Math Team	4.50%	\$2,222.01	5.00%	\$2,468.90	5.50%	\$2,715.79	6.00%	\$2,962.68	6.50%	\$3,209.57
Asst Math Team	3.00%	\$1,481.34	3.25%	\$1,604.79	3.50%	\$1,728.23	3.75%	\$1,851.68	4.00%	\$1,975.12
WYSE Team	4.00%	\$1,975.12	4.50%	\$2,222.01	5.00%	\$2,468.90	5.50%	\$2,715.79	6.00%	\$2,962.68
Asst. WYSE Team	2.00%	\$987.56	2.25%	\$1,111.01	2.50%	\$1,234.45	2.75%	\$1,357.90	3.00%	\$1,481.34
National Honor	3.00%	\$1,481.34	3.25%	\$1,604.79	3.50%	\$1,728.23	3.75%	\$1,851.68	4.00%	\$1,975.12
Chess Club	5.00%	\$2,468.90	5.25%	\$2,592.35	5.50%	\$2,715.79	5.75%	\$2,839.24	6.00%	\$2,962.68
Adult Ed. Director	4.00%	\$1,975.12	4.50%	\$2,222.01	5.00%	\$2,468.90	5.50%	\$2,715.79	6.00%	\$2,962.68
Teacher Hourly SS/Dr. Ed	\$25.00/hr (\$150.00/day)									
Division Leaders	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
Highland Kg (with MC)	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
Highland 1 st Grade	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
Highland 2nd Grade	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
Highland Intervention	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
Monroe Kg (with Highland)	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
Monroe 1 st Grade	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
Monroe 2nd Grade	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
Monroe Intervention	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
MJH 6 th Grade	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
MJH 7 th Grade	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
MJH 8 th Grade	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
MJH Intervention	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
HS English	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25

HS Math	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
HS Science	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
HS Social Studies	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
HS Special Ed/Counseling	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
HS Ag/Industrial Tech	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
HS Business & Tech Edu	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
HS Family & Consumer Science;		\$3,456.47								
Health/PE/Driver's Ed	7.00%		7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
HS Foreign Language	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25
HS Visual & Performing Arts	7.00%	\$3,456.47	7.25%	\$3,579.91	7.50%	\$3,703.36	7.75%	\$3,826.80	8.00%	\$3,950.25

FY27 Activities - Certified

Differential Base **\$52,093.88**

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Class Sponsors:										
Senior	4.25%	\$2,213.99	4.50%	\$2,344.22	4.75%	\$2,474.46	5.00%	\$2,604.69	5.25%	\$2,734.93
Junior	4.25%	\$2,213.99	4.50%	\$2,344.22	4.75%	\$2,474.46	5.00%	\$2,604.69	5.25%	\$2,734.93
Sophomore	3.00%	\$1,562.82	3.25%	\$1,693.05	3.50%	\$1,823.29	3.75%	\$1,953.52	4.00%	\$2,083.76
Freshman	2.95%	\$1,536.77	3.20%	\$1,667.00	3.45%	\$1,797.24	3.70%	\$1,927.47	3.95%	\$2,057.71
Book Club	2.75%	\$1,432.58	3.00%	\$1,562.82	3.25%	\$1,693.05	3.50%	\$1,823.29	3.75%	\$1,953.52
Renaissance Team	3.00%	\$1,562.82	3.25%	\$1,693.05	3.50%	\$1,823.29	3.75%	\$1,953.52	5.00%	\$2,604.69
Reading Buddies	3.00%	\$1,562.82	3.25%	\$1,693.05	3.50%	\$1,823.29	3.75%	\$1,953.52	5.00%	\$2,604.69
K-5 Music	289.8918									
PBIS	1127.357									
Lighthouse	2898.918									
Drama:										
Musical Director	8.00%	\$4,167.51	8.50%	\$4,427.98	9.00%	\$4,688.45	9.50%	\$4,948.92	10.00%	\$5,209.39
Asst Musical Director	4.50%	\$2,344.22	4.75%	\$2,474.46	5.00%	\$2,604.69	5.25%	\$2,734.93	5.50%	\$2,865.16
Musical Vocal	3.00%	\$1,562.82	3.50%	\$1,823.29	4.00%	\$2,083.76	4.50%	\$2,344.22	5.00%	\$2,604.69
Musical Instrumental	3.50%	\$1,823.29	4.00%	\$2,083.76	4.50%	\$2,344.22	5.00%	\$2,604.69	5.50%	\$2,865.16
High School Play	7.00%	\$3,646.57	7.50%	\$3,907.04	8.00%	\$4,167.51	8.50%	\$4,427.98	9.00%	\$4,688.45
Junior High Play	4.50%	\$2,344.22	4.75%	\$2,474.46	5.00%	\$2,604.69	5.25%	\$2,734.93	5.50%	\$2,865.16
Cheerleading:										
Football	6.00%	\$3,125.63	6.25%	\$3,255.87	6.50%	\$3,386.10	6.75%	\$3,516.34	7.00%	\$3,646.57
Basketball/Comp	13.75%	\$7,162.91		\$0.00		\$0.00		\$0.00		\$0.00
Junior High	5.00%	\$2,604.69	5.25%	\$2,734.93	5.50%	\$2,865.16	5.75%	\$2,995.40	6.00%	\$3,125.63
Jr High Asst	3.00%	\$1,562.82	3.25%	\$1,693.05	3.50%	\$1,823.29	3.75%	\$1,953.52	4.00%	\$2,083.76
High School Asst	3.50%	\$1,823.29	4.00%	\$2,083.76	4.50%	\$2,344.22	5.00%	\$2,604.69	5.50%	\$2,865.16
Dance	9.50%	\$4,948.92	9.75%	\$5,079.15	10.00%	\$5,209.39	10.25%	\$5,339.62	10.50%	\$5,469.86
Yearbook	11.00%	\$5,730.33	11.50%	\$5,990.80	12.00%	\$6,251.27	12.50%	\$6,511.73	13.00%	\$6,772.20
F.H.A	6.50%	\$3,386.10	7.00%	\$3,646.57	7.50%	\$3,907.04	8.00%	\$4,167.51	8.50%	\$4,427.98
Student Council:										
SVHS Student Council	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
SVHS Asst Stu Co	5.00%	\$2,604.69	5.25%	\$2,734.93	5.50%	\$2,865.16	5.75%	\$2,995.40	6.00%	\$3,125.63
MJH Student Council	5.00%	\$2,604.69	5.25%	\$2,734.93	5.50%	\$2,865.16	5.75%	\$2,995.40	6.00%	\$3,125.63
Students for Students	4.25%	\$2,213.99	4.75%	\$2,474.46	5.25%	\$2,734.93	5.75%	\$2,995.40	6.25%	\$3,255.87

Outdoor Club	4.00%	\$2,083.76	4.50%	\$2,344.22	5.00%	\$2,604.69	5.50%	\$2,865.16	6.00%	\$3,125.63
Outdoor Club Asst	2.00%	\$1,041.88	2.25%	\$1,172.11	2.50%	\$1,302.35	2.75%	\$1,432.58	3.00%	\$1,562.82
Environmental Club	3.00%	\$1,562.82	3.25%	\$1,693.05	3.50%	\$1,823.29	3.75%	\$1,953.52	5.00%	\$2,604.69
Band:										
SVHS Band	8.00%	\$4,167.51	8.50%	\$4,427.98	9.00%	\$4,688.45	9.50%	\$4,948.92	10.00%	\$5,209.39
MJH Band	2.00%	\$1,041.88	2.50%	\$1,302.35	3.00%	\$1,562.82	3.50%	\$1,823.29	4.00%	\$2,083.76
Chorus:										
SVHS Chorus	5.00%	\$2,604.69	5.50%	\$2,865.16	6.00%	\$3,125.63	6.50%	\$3,386.10	7.00%	\$3,646.57
MJHS Chorus	2.00%	\$1,041.88	2.50%	\$1,302.35	3.00%	\$1,562.82	3.50%	\$1,823.29	4.00%	\$2,083.76
French Club	4.00%	\$2,083.76	4.25%	\$2,213.99	4.50%	\$2,344.22	4.75%	\$2,474.46	5.00%	\$2,604.69
Spanish Club	4.00%	\$2,083.76	4.25%	\$2,213.99	4.50%	\$2,344.22	4.75%	\$2,474.46	5.00%	\$2,604.69
Academic Bowl:										
Academic Bowl	7.00%	\$3,646.57	7.50%	\$3,907.04	8.00%	\$4,167.51	8.50%	\$4,427.98	9.00%	\$4,688.45
Asst Academic Bowl	5.00%	\$2,604.69	5.25%	\$2,734.93	5.50%	\$2,865.16	5.75%	\$2,995.40	6.00%	\$3,125.63
8th Grade Academic Bowl	3.50%	\$1,823.29	3.75%	\$1,953.52	4.00%	\$2,083.76	4.25%	\$2,213.99	4.50%	\$2,344.22
7th Grade Academic Bowl	3.50%	\$1,823.29	3.75%	\$1,953.52	4.00%	\$2,083.76	4.25%	\$2,213.99	4.50%	\$2,344.22
Math Team	4.50%	\$2,344.22	5.00%	\$2,604.69	5.50%	\$2,865.16	6.00%	\$3,125.63	6.50%	\$3,386.10
Asst Math Team	3.00%	\$1,562.82	3.25%	\$1,693.05	3.50%	\$1,823.29	3.75%	\$1,953.52	4.00%	\$2,083.76
WYSE Team	4.00%	\$2,083.76	4.50%	\$2,344.22	5.00%	\$2,604.69	5.50%	\$2,865.16	6.00%	\$3,125.63
Asst. WYSE Team	2.00%	\$1,041.88	2.25%	\$1,172.11	2.50%	\$1,302.35	2.75%	\$1,432.58	3.00%	\$1,562.82
National Honor	3.00%	\$1,562.82	3.25%	\$1,693.05	3.50%	\$1,823.29	3.75%	\$1,953.52	4.00%	\$2,083.76
Chess Club	5.00%	\$2,604.69	5.25%	\$2,734.93	5.50%	\$2,865.16	5.75%	\$2,995.40	6.00%	\$3,125.63
Adult Ed. Director	4.00%	\$2,083.76	4.50%	\$2,344.22	5.00%	\$2,604.69	5.50%	\$2,865.16	6.00%	\$3,125.63
Teacher Hourly SS/Dr. Ed	\$25.00/hr (\$150.00/day)									

Division Leaders	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
Highland Kg (with MC)	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
Highland 1 st Grade	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
Highland 2nd Grade	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
Highland Intervention	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
Monroe Kg (with Highland)	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
Monroe 1 st Grade	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
Monroe 2nd Grade	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
Monroe Intervention	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
MJH 6 th Grade	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
MJH 7 th Grade	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
MJH 8 th Grade	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
MJH Intervention	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
HS English	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51

HS Math	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
HS Science	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
HS Social Studies	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
HS Special Ed/Counseling	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
HS Ag/Industrial Tech	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
HS Business & Tech Edu	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
HS Family & Consumer Science;										
Health/PE/Driver's Ed	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
HS Foreign Language	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51
HS Visual & Performing Arts	7.00%	\$3,646.57	7.25%	\$3,776.81	7.50%	\$3,907.04	7.75%	\$4,037.28	8.00%	\$4,167.51

Note: Process to release teacher leader from position will be developed

APPENDIX B1

RECOGNIZED STUDENT ORGANIZATION (RSO) CREATION PROTOCOL

1. The desire to start an RSO activity exists by a teacher
 - A. Proposed RSO activity aligns with district or school MVV (Mission, Vision, Values) or goals
 - The teacher wishing to start the organization, or sponsor, is to create an organizational plan for the activity including: RSO mission, vision, alignment to goals, and a plan for sustainability
 - The proposed RSO activity will be presented to the BOE through a YouTube video or other electronic presentation format* between August and October of each year. In the event a video or digital presentation is not the desired approach of the person sponsoring the proposed RSO activity, an in-person presentation at the October BOE meeting will take place. The presentation should not exceed five minutes. In the case of an in-person presentation, as much information as can be provided to the BOE prior to the presentation would be beneficial.
 - The presentation should include the following:
 - The video shall contain both information from the advisor and include student voice. Examples of student voice include, but are not limited to, student participating in the actual presentation or some other data (survey, petition) demonstrating sincere student interest.
 - The video shall include the total time commitment per year for the advisor, the total amount of students impacted, and whether or not the club is dependent upon any other funding
 - The teacher must follow all student record and other confidentiality requirements with regard to such presentation. The BOE will determine whether or not to recognize the proposed RSO activity. The decision of the Board is non-precedential and not subject to the grievance process set forth in Article 12 of the Contract.
 - If recognized, the BOE, in its sole discretion, will determine the compensation level of the advisor, if any, based on the availability of funds in the supplemental activity fund at the November BOE meeting **

B. Proposed RSO activity does not align directly with district or school MVV or goals, but there is a belief that such a club is NECESSARY to best serve our students

- The teacher wishing to start the organization, or sponsor, is to create an organizational plan for the activity including: Organization mission, vision, alignment to goals, and a plan for sustainability
 - Clearly address why this is necessary despite not aligning with MVV or goals. The use of data to support this assertion is necessary.
- The proposed RSO activity will be presented to the BOE through a YouTube video or other electronic presentation format* between August and October of each year. In the event a video or digital presentation is not the desired approach of the person sponsoring the proposed RSO activity, an in-person presentation at the October BOE meeting will take place. The presentation should not exceed five minutes. In the case of an in-person presentation, as much information as can be provided to the BOE prior to the presentation would be beneficial.
- The presentation should include the following:
 - The video shall contain both information from the advisor and include student voice. Examples of student voice include, but are not limited to, student participating in the actual presentation or some other data (survey, petition) demonstrating sincere student interest.
 - The video shall include the total time commitment per year for the advisor, the total amount of students impacted, and whether or not the club is dependent upon any other funding
- The BOE will determine whether or not to recognize the proposed RSO activity. The decision of the BOE is non-precedential and not subject to the grievance process set forth in Article 12 of the Contract.
- If recognized, the BOE, in its sole discretion, will determine the compensation level of the advisor, if any, based on the availability of funds in the supplemental activity fund at the November BOE meeting **

C. Proposed RSO activity does not push forward the mission of the district but there is a belief that it will be a fun and positive experience for students

- The teacher wishing to start the organization, or sponsor, is to create an organizational plan for the activity including: RSO mission, vision, alignment to goals, and a plan for sustainability
 - The proposed RSO activity will be presented to the BOE through a YouTube video or other digital format* between August and October of each year. The video shall contain both information from the advisor and include student voice.
 - The BOE will determine whether or not to recognize the proposed RSO activity at the November BOE meeting. The decision of the Board is non-precedential and not subject to the grievance process set forth in Article 12 of the Contract.
 - If recognized, the BOE, in its sole discretion, will determine the compensation level of the advisor, if any, based on the availability of funds in the supplemental activity fund at the November BOE meeting **
2. In the event a faculty member believes they are being asked and/or directed to complete an activity outside of the job description that involves leading peers and/or leading or supervising students they are encouraged to use the protocols set in place to discuss whether or not this newly assigned task satisfies the RSO requirements.
- A. Protocols in place would include: professional conversation, IBCC, IBPSC, or the grievance procedure outlined in the Contract.
 - B. In the event this issue comes up and it is determined that the BOE should determine whether or not this qualifies as an RSO, all timelines previously outlined in this protocol do not apply.
3. All currently functioning activities not recognized in the collective bargaining agreement will operate as if they are a new proposed RSO activity just starting.
4. If an activity is currently taking place, but the advisor and activity are only seeking BOE recognition, not compensation – they will be identified as an RSO immediately upon ratification of this Agreement.

** Supplemental activity fund

- Once an RSO has successfully operated for 2 (two) years and compensation has been provided, the BOE as a function of negotiations will add this activity to the list of differentials, unless the BOE questions the activity, direction, or performance of the group. In such a case the BOE must notify the Association of its concerns when negotiations for a successor agreement

commence or 180 days prior to the current contract expiring (whichever occurs first).

- Data indicating success includes accomplishing organization set goals, contributing to the school and community, and sustaining student involvement and participation numbers should be provided to the BOE to focus conversations during bargaining.
- Please note the BOE has the right to eliminate and not fund any sport, activity, or RSO at any time for financial reasons. The decision of the BOE is non-precedential and not subject to the grievance process set forth in Article 12 of the Contract.
- If such elimination were to occur, the employee is under no obligation to continue the work of sponsoring or leading the activity. Additionally, if the employee chooses to not continue such activity this will not negatively impact the employee in the evaluation process.

APPENDIX C

RESERVED

APPENDIX D
PAYROLL SCHEDULE

APPENDIX E

ACKNOWLEDGEMENT OF SICK LEAVE BANK

The Association acknowledges the existence of the Board's policy regarding the sick leave bank as well as the terms and conditions therein. The Association confirms that such policy and the terms and conditions set forth therein are not a part of this Agreement and therefore cannot be grieved.

APPENDIX F

ILLINOIS WAGE PAYMENT COLLECTION ACT

MERIDIAN COMMUNITY UNIT SCHOOL DISTRICT NO. 223

Tuition Reimbursement Program
Promissory Note

Date: _____, 202_

Pursuant to the terms articulated in Article 11.P, of the [_____ Insert name of CBA _____] (“CBA”), the Meridian Community Unit School District No. 223 (the “District”) agrees to reimburse _____ (“the Teacher”) for the cost of certain tuition and expenses (hereinafter, “Article 11.P.” or the “Program”).

As set forth in the CBA, in consideration of such reimbursement payments, the Teacher has complied with the terms and conditions in Article 11.P, by receiving a grade of “C” or better in the course(s) and substantiating the cost of the course(s) by providing the Superintendent with a copy of the official transcripts and receipt for the course(s) within Sixty (60) calendar days of completion of the course(s). Further, it has been verified that the course was pre-approved by the Superintendent that it met the conditions for reimbursement under paragraph 1 of Article 11.P. As a final condition of receiving reimbursement under Article 11.P., the Teacher is required to sign this Promissory Note, which conditions his/her receipt of such reimbursement on the continued satisfaction of certain performance as set forth herein.

If the Teacher resigns from employment with the District before completing four (4) full school years of employment with the District after the school year in which the Teacher received a reimbursement payment, the Teacher must repay a portion of the reimbursement to the District pursuant to the following:

Repayment Schedule:

Full School Years Completed After Receiving Reimbursement	Percentage of Tuition to Be Repaid
4 or more years	0%
3 years	25%
2 years	50%
1 year	75%

Conditions of Reimbursement. I hereby attest that on _____, 202_, I received the **AMOUNT OF REIMBURSEMENT** set forth below pursuant to my participation in the Program to which this Promissory Note is attached and into which this Promissory Note is incorporated. And as a condition of receipt, I agree that if I choose to leave the employment of the District by my request or am terminated for cause, in accordance with the timeline set forth above in the Repayment Schedule, following the school year of my receipt of **AMOUNT OF**

REIMBURSEMENT, I will be required to repay such amount to the District accordingly. I further understand that I will not be required to repay the **AMOUNT OF REIMBURSEMENT** if I am honorably dismissed pursuant to Section 24-12(b) of the *School Code*. I also understand and agree to all of the following:

- this Promissory Note is a stand-alone document and that receipt of any reimbursements pursuant to the Program in other school years does not negate the repayment obligations set forth herein; and further, nothing in this Promissory Note negates or affects the repayment obligations set forth in those Promissory Notes; and
- should I be repaying several Promissory Notes, the oldest shall be satisfied first; and
- nothing herein guarantees any tax advantage; and as such, by participating in the Program, and that the District is in no way responsible for any tax consequences I experience due to participation in this Program.

Therefore, I understand and agree that as a condition of receiving the below **AMOUNT OF REIMBURSEMENT** I will be required to repay and hereby do **PROMISE TO REPAY** the District, the **AMOUNT OF REIMBURSEMENT** owed in accordance with the **Repayment Schedule** if I leave or am terminated from employment with the District as described under the **Conditions of Reimbursement** set forth in this Promissory Note.

AMOUNT OF REIMBURSEMENT: _____

If I am required to repay under this Promissory Note, such repayment shall be made by equal payroll deductions for the remainder of the school year in which I notify the District, or the District otherwise becomes aware, of my inability to fulfill the terms of the Program by leaving employment under the terms set forth as the **Condition of Reimbursement** above. In accordance with the rules governing the *Illinois Wage Payment and Collection Act*, 820 ILCS 115/1-16, I further understand that, by executing this Promissory Note I am hereby freely giving my consent to deduct such amount as described above and agree to allow the District to deduct such amount from each and every paycheck I receive throughout my employment until the debt is satisfied. In the event there are no remaining paychecks due to me, and there is an amount still owing, I will repay the District any and all amounts that remain owing over a time period established by the District. Notwithstanding, I understand that nothing in this Promissory Note shall act to promise employment to me for any length of time or create a contract of employment.

I understand and agree that should I fail to pay the above referenced payment(s), and fail to cure such failure to pay within a reasonable period of time (i.e., 30 days), I shall be considered to have defaulted and the District shall be entitled to pursue a legal claim against me in a court of competent jurisdiction. I further agree that in the event of a default of this Promissory Note, the District shall seek not only repayment as described above, but shall also be entitled to seek reimbursement of all costs and fees incurred by the District in collecting the balance due.

THIS PROMISSORY NOTE SHALL CONSTITUTE MY EXPRESS WRITTEN CONSENT, WITHIN THE MEANING OF THE ILLINOIS WAGE PAYMENT AND COLLECTION ACT, 820 ILCS § 115/9, TO DEDUCT THE AMOUNT SET FORTH ABOVE FROM ANY WAGES OR FINAL COMPENSATION DUE ME BY MERIDIAN

COMMUNITY UNIT SCHOOL DISTRICT NO. 223 EVEN IN EXCESS OF 15% OF SUCH COMPENSATION. THIS CONSENT WAS FREELY GIVEN PRIOR TO ANY DEDUCTION BEING MADE.

This Promissory Note has been freely given and executed by me this ___ day of _____, 202_.

Employee: _____ Date: _____

Employer: _____ Date: _____

Witness: _____ Date: _____