

PROFESSIONAL AGREEMENT
Between the
Scales Mound Education Association
and
Scales Mound Community Unit District #211
August 15, 2022 - August 15, 2025

1.0 PREAMBLE

1.1 The Scales Mound Education Association, hereinafter referred to as the “Association” and the Board of Education of District #211, Scales Mound, Illinois, hereinafter referred to as the “Board,” recognize their common aim of providing the best education possible for the youth of the District. The Board, the administrative & supervisory staff, and the professional teaching personnel shall strive to attain this educational objective.

2.0 RECOGNITION

2.1 The Board of Education hereby recognizes the Scales Mound Education Association IEA/NEA as the exclusive and sole negotiating agent for all regularly employed licensed/certified personnel who are functioning as teachers, librarians, and/or guidance counselors, except substitute teachers and teacher aides.

2.2 Teachers shall have the right to organize, join, and assist the Association and to participate in professional negotiations with the Board or its representatives. The Board and the Administrators shall not discriminate against any teachers because of Association membership or negotiating responsibilities.

3.0 DURATION OF AGREEMENT

3.1 This contract will begin on August 15, 2022 - August 15, 2025 unless extended by mutual agreement of both parties.

3.2 Negotiation for future contracts will begin in February of the final year of the contract.

3.3 The terms of this agreement may only be modified by mutual written consent.

4.0 STRIKES

4.1 The Association agrees that it will not, during the period of this agreement, directly or indirectly, engage in or assist in a strike against the Board.

5.0 TEACHER COMPENSATION

5.1 Teacher compensation shall be set forth in Appendices A-C which is attached to and incorporated in this agreement.

5.2 The Board of Education reserves the right to fill any position, if necessary, by placing a teacher at a greater salary than a corresponding teacher compensation rate might call for. This will be done only in extreme emergency situations and written notice will be given to the Scales Mound Education Association in such situations.

5.3 Any hours granted for Education Advancement on the previous year's salary cannot be rescinded.

5.4 Education Advancements will be only for graduate credit courses or required courses in one masters degree program and must be in the teacher's area of responsibility and approved by the Superintendent.

5.5 Teachers (full-time and part-time) working for at least 120 school days during the school year will be granted one full year of experience for salary purposes.

5.6 Any required increase in days worked over 180 will be compensated at the current per diem rate. Optional services will be compensated based upon mutual agreement between the Association and the District. For purposes of this section, optional services will be defined as services performed during those times that school is not in session.

5.7 Teachers may earn only one Education Advancement per year regardless of graduate credit. In the following years, the teacher may earn one additional Education Advancement per year until the advancements correspond with the number of credits earned.

6.0 TUITION AND PROFESSIONAL DEVELOPMENT

6.1 The Board of Education will pay one-half the cost of the University of Wisconsin-Platteville in-state resident rate per graduate credit hour with prior approval of the Board. Tuition reimbursement requests must be submitted to the Superintendent prior to the start date of the course. The Board reserves the right to grant tuition reimbursement for requests that are submitted after the start date of the course. The Board also reserves the right to pay more than one-half of the cost of tuition if it deems necessary.

6.2 Teachers shall participate in at least one professional development activity per year. The activity must be an activity that relates to the teaching responsibilities or recertification of the teacher

and could include, but is not limited to, college course work, workshops, or teacher development activities through satellite programs. Prior approval must be obtained from the Principal or Superintendent if applicable.

6.3 To assist in meeting the above requirement, the Board of Education will reimburse employees at cost for pre-approved expenses.

6.4 For tuition reimbursement, a grade clarifying report or unofficial transcript, and a copy of the total bill must be submitted. To receive an Education Advancement, an official transcript must be submitted.

7.0 TEACHER RETIREMENT SYSTEM BENEFIT

7.1 The Board of Education agrees to make all required member contributions to the Illinois Teachers Retirement System not to exceed 9.0% (plus required salary add on factors) of the salary for each certified teacher. Teachers are responsible for any required member TRS contributions beyond these percentages.

7.2 The Board of Education agrees to make all required member contributions to the Illinois Retired Teacher Health Insurance Program not to exceed 1.24% of the creditable earnings for each certified teacher. Teachers are responsible for any required member THIS contributions over 1.24%.

8.0 TEACHING CONDITIONS

8.1 Thirty-minute duty free lunch periods will be provided to teachers as per the Illinois School Code. Lunch times will be adjusted by the administration, as needed, to accomplish this.

8.2 All teachers will be provided with an average of at least forty-five (45) minutes per day preparation time. Teachers working less than full time will have their preparation time pro-rated as to time employed.

8.3 Teachers who fill in for an absent teacher will be reimbursed, if requested on the proper form, at the rate of \$15.00 per period for each period covered.

8.4 The district will notify teachers in writing of all open position(s)/class(es) and said openings will be posted in a place agreed upon by both parties one week prior to advertising the position to the general public. Interested, certified/licensed teachers who apply during that week will receive first

consideration for the opening. All teaching positions will be filled with personnel certified to teach the posted position(s)/class(es).

8.5 Teachers will be evaluated according to the procedures set forth in Performance Evaluation Reform Act and the Scales Mound Community Unit School District #211 Teacher Evaluation Plan adopted in 2015. Job descriptions will be reevaluated periodically as needed. Each teacher will be supplied with a copy of the evaluation plan as changes are made.

8.6 A yearly schedule of early dismissal days will be developed by the administration for the purpose of faculty meetings. Attendance at these meetings will be mandatory unless prior approval for an absence has been granted by the Principal or Superintendent. This section does not preclude special faculty meetings on an as needed basis without early dismissals.

8.7 School shall be dismissed at 2:00 p.m. on the day preceding Thanksgiving, and Winter & Spring vacations. School will resume no sooner than January 3 following Winter break. Spring break will include the Monday following the break unless all emergency days have been used.

8.8 The Superintendent shall place on the calendar for certified/licensed staff members each year (4) regularly scheduled Association meeting dates. The Superintendent shall allow 45 minutes for such meetings. These meetings shall be placed during teacher contract time and if allowable, once a quarter.

8.9 In the event that a student has committed battery against a teacher, that student will be removed from the classroom. The teacher may choose to be present during any related due process procedures. The teacher will be informed of disciplinary action. If a teacher is medically disabled as a result of battery by a student, there will be no loss in pay, no sick days used, no reassignment of position upon return.

8.10 A sixty-calendar day notice prior to the close of school must be given in the event of reassignments, lay offs, reduction in hours, or dismissals.

9.0 RETIREMENT INCENTIVE

9.1 The Board will provide a Retirement Incentive to those teachers who submit in writing by February first of the year prior to the planned retirement, their intention to retire. The Board may waive the notification deadline.

9.2 A teacher receiving the Retirement Incentive will receive up to a six percent (6%) or maximum amount allowed by law or current regulation without the District incurring a penalty, or requires additional payment to TRS by the Board, increase in TRS creditable earnings during each of the 2 years prior to retirement. The retirement incentive will only be provided if said teacher will have at least 35 years of creditable teaching experience as determined by TRS or will be 60 years of age and completed at least fifteen years of full-time service in the employment of Scales Mound District at the time of his/her retirement.

9.3 To receive the Retirement Incentive a teacher must be eligible to receive a retirement allowance from the Teachers' Retirement System at the conclusion of his/her service in the Scales Mound District.

9.4 Any certified employee electing by submission of a letter of intent to retire at the end of the school year 2022-2023, 2023-2024, 2024-2025, 2025-2026, 2026-2027 will be taken off the salary schedule and will receive up to a six percent (6%) or maximum amount allowed by law or current regulation without the District incurring a penalty increase, or requires additional payment to TRS by the Board, in TRS creditable earnings during each of the 2 years prior to retirement. At the time the notice of retirement is given, the teacher and the administration shall meet to review the salary situation for the teacher. In the event that the awarding of the retirement enhancement would result in a TRS penalty, the pay increase will be reduced to the level where there is no penalty to the Board of Education. This increase shall be a part of the employee's regular pay and shall be paid equally as part of the employee's regular checks. The employee must submit a written notification to the District by the date(s) listed below:

Notification by February 1, 2023 - Retire at the end of the 2023-2024 school year
Retire at the end of the 2024-2025 school year

Notification by February 1, 2024 - Retire at the end of the 2024-2025 school year
Retire at the end of the 2025-2026 school year

Notification by February 1, 2025- Retire at the end of the 2025-2026 school year
Retire at the end of the 2026-2027 school year

9.5 If a teacher who is receiving the Retirement Incentive does not retire as had been intended, he/she must make arrangements with the Board to adjust his/her salary to the amount it would have

been if the Retirement Incentive had not been given. The Board makes the final determination when an employee wishes to rescind his/her intent to retire.

10.0 SICK LEAVE

10.1 Sick leave will be granted at thirteen (13) days per year with accumulation up to 360 days. Teachers working less than full-time will have their days pro-rated as to time employed.

Such leave shall accumulate for the first (15) years. After a teacher has taught full-time for (15) or more years in the Scales Mound School District and has accumulated a minimum of fifty (50) sick leave days prior to the beginning of the next school year, said teacher shall be granted a one-time benefit of sick leave up to one year, not to exceed a total 170 school days, and within the TRS guidelines.

Sick leave time for teachers with teaching experience outside of the Scales Mound School District will be determined by the Superintendent. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption or placement for adoption.

10.2 A teacher may miss 1-2 class periods (1 ½ hours) upon approval from the principal for medical reasons. Teachers will find their own internal substitute. A doctor's documentation of the appointment will be required upon the teacher's return. More than 2 class periods (1 ½ hours) will then be considered either ½ or full sick or personal day.

10.3 Any teacher with sick days in excess of 360 at the end of the school year may donate the excess to the sick leave bank. This is at the discretion of the teacher.

10.4 Pre Approved absence(s) will not be deducted until after the absence occurs.

11.0 PERSONAL LEAVE

11.1 The Board of Education will allow three (3) days of personal leave per teacher per year, cumulative to Five (5). Personal leave use is discouraged during school improvement days (½ day), teacher institutes, and parent-teacher conferences (½ day), and the first and last five days of the school year, except in emergencies approved by administration. Notification should be given to the administration five days in advance to the leave, except in emergencies.

If a teacher does not have any sick or personal leave remaining, the teacher will be required to use dock time equal to the portion of the specified hours that he/she was not in attendance.

11.2 Compensation for unused personal leave will be paid at the same rate as the daily substitute pay. In lieu of payment, teachers will be given the option of adding accumulated personal leave to sick leave benefits.

11.3 Personal leave will be granted in increments of 1/8 of a school day.

11.4 Pre Approved leave will not be deducted until after the leave occurs.

11.5. Licensed/Certified staff can earn 1 additional personal day yearly by pre-approving with administration work time in the classroom during the summer months. This time can only be done in 1 full contractual day or 2 half-day contractual increments.

12.0 BEREAVEMENT LEAVE

12.1 Each teacher will be entitled to two (2) days of bereavement leave in the event of the death of a member of the employee's immediate family, including: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents in law, sisters in law, brothers in law, and legal guardians. Deaths of relatives and friends not listed above will require the approval of the Superintendent

13.0 LEAVE OF ABSENCE

13.1 After completion of five (5) years of service in the District, teachers may apply for leave of absence. Teachers may apply for a sabbatical leave of absence after completion of six (6) years of service in the District. The Board of Education will consider each application on its own merit and may grant a leave of up to one year. Application for leave must be made by April 1 of the year prior to the leave year. Teachers on leave must notify the Board of Education of their intent to return by March 15 of their leave year. See 16.7 as to insurance benefits.

14.0 SICK LEAVE BANK

14.1 A sick leave bank shall be established for all certified teachers who desire to participate. This bank shall be established and maintained through a contribution of two days sick leave by each participating teacher during the first year of membership in the bank. A contribution of one day of sick leave will be required each year thereafter, except if the bank has a balance of 200 days or more on the first day of school, then only those teachers who have not yet contributed 10 days to the bank will continue to donate until they have reached their 10-day contribution.

14.2 Teachers must provide written notice of intent to participate in the sick leave bank within 30 calendar days of the first day of required teacher attendance as specified by the school calendar in either of the first two years of employment.

14.3 A teacher will be withdrawn from the plan upon termination of employee as a result of dismissal, resignation, or otherwise. Teachers withdrawn from the plan shall not be permitted to withdraw any sick leave days which were previously donated to the plan.

14.4 A committee made up of two (2) Association officers (chosen by the Association) and the Superintendent will administer the sick leave bank.

14.5 The committee shall meet at the beginning of each school year and at the close of each school year to determine the condition of the sick leave bank and make a report to the Association and the Board on its condition.

14.6 The committee shall meet at other times as called for to consider members' requests for withdrawals from the bank. The decision of the committee is not grievable.

14.7 The committee is charged with the responsibility of ensuring that sick leave granted from the bank is used for legitimate purposes. The committee may request any reasonable information and documentation to substantiate the legitimacy of the request.

14.8 Priority for use of sick leave bank days will be on the basis of first come, first served. In the event that more than one person applies for sick leave days at the same time and the requests will deplete the sick leave bank, the sick leave days remaining in the bank will be divided evenly among the applicants.

14.9 A teacher shall not withdraw days from the bank until he/she has exhausted all of his/her accumulated sick leave followed by the use of five (5) days (not necessarily consecutive) of no benefits before use of the bank is available, except as provided for in other sections of this contract.

14.10 A teacher may withdraw from the sick leave bank a maximum of 45 days per contract year. If sick bank leave is remaining at the end of the contract year, those days would be returned the sick leave bank.

14.11 Sick leave bank days shall be applicable solely to the illness or disability of the teacher and not to the illness or death of any other person or persons.

14.12 A teacher may not be receiving benefits from the sick leave bank and benefits from the Teachers' Retirement System at the same time. A teacher may elect to stop sick leave payment and take advantage of TRS Disability Benefits should he/she so desire. Furthermore, sick leave bank days shall not be available for use during an unpaid leave of absence.

14.13 The bank shall not be applicable to illness or disability resulting from cosmetic surgery or any surgical or other procedure that may be safely deferred until a vacation or recess period.

14.14 Teachers who withdraw sick leave days from the bank will not be required to replace those days except as a regular contributing member of the bank.

14.15 All unused sick leave bank days donated by individual teachers to the bank will be returned to the individual teachers on a prorated basis if the plan is terminated at the end of a school year.

14.16 Teachers in their first year of employment with the district will not be able to withdraw sick leave bank days until completing 60 school days of service.

14.17 Nothing in this article shall be construed as placing any obligation on the board to advance or loan additional sick leave days to the bank should all days be used up in any period or periods of its operation.

14.18 The Scales Mound Education Association, its members or teachers represented, agrees, with respect to the operation of the sick leave bank, that it will hold harmless and defend the Board of Education, its members, employees and/or agents, as regards any action, complaint or suit of any type, provided only that the Board shall fulfill its responsibilities as set forth above. In the event any action, complaint, or suit of any type in any form shall be brought against the Board, its members, employees and/or agents, the Board shall retain the exclusive right to select counsel to defend such action, complaint, or suit and/or to determine whether such action, complaint, or suit should be compromised or settled.

15.0 ASSOCIATION LEAVE

15.1 At the beginning of every school year, the Association shall be credited with a total of five (5) days to be used by teachers who are officers or representatives of the Association, such use, with pay, to be at the discretion of the Association. It is understood that the Association will assume the cost of the substitute teacher. The Association will request the use of such days no less than twenty-four (24) hours prior to the commencement of such leave.

16.0 INSURANCE

16.1 The Board of Education will pay \$950 per month per contract year 2022-2023, 2023-2024, 2024-2025 toward any health insurance offered by the District's group insurance company for each teacher. Teachers working less than full-time will have their benefit pro-rated as to time employed. The Board of Education will be responsible for the payroll deduction portion of the program.

If the single coverage health insurance premium is less than the Board contribution, the difference between the premium and the Board contribution shall be added to the teacher's salary.

16.2 The Board will allow teachers covered by this agreement the opportunity to have the amount of insurance premiums the individual pays figured as pre-tax money. The Board will assume the responsibility for making the proper payroll adjustments and filing requirements as dictated by the section. This section will be null and void should the IRS Section 125 change so as to become an expense to the District other than what was assumed at the time of this contract. Declaration by the teacher shall be made at the time of employment or at the beginning of a school term.

16.3 All teachers of Scales Mound Community Unit District #211, who average 30 or more hours of work per week as determined by the Board of Education, are eligible for participation in the group.

16.4 A teacher may choose which product(s) best fit(s) his/her need(s) and will be allowed to withdraw from a program at any time. Other changes may be made only if there is a qualifying event - marriage, death in the family, birth, etc. If a discrepancy exists between these procedures and the insurance policies, the procedures set forth in the policies shall govern.

16.5 The policy year is September 1 through August 31. New teachers will be provided benefits during the policy year. New teachers selecting benefits in excess of the Board's contribution will have to make an advance payment to the District of an amount equal to the difference between the premium and the Board's contribution, or make arrangements for withholding double that amount from the

September paycheck. Otherwise, coverage will not begin until October 1, and the Board's contribution for the first month will be forfeited.

16.6 The participation of teachers in the group programs will be terminated upon the earliest of the following dates:

(a) The first of the month following the date of the teacher's termination of employment with the Board, except that a person employed for the full school year will be terminated upon receipt of their final paycheck. It is the responsibility of the employer to fully inform the departing teacher of the consequences of this clause.

(b) The first of the month following the date of change in occupation or retirement.

16.7 A teacher shall be considered employed by the District during a leave of absence and will be given the opportunity to continue coverage by making arrangements with the District to pay for such coverage themselves.

16.8 Upon retirement from District #211 with a minimum of 15 years of service to the District, a teacher may elect to retain insurance coverage through the group policy. Said teacher will pay for the premiums of the elected coverage. This benefit will not be available if the District's insurance provider does not allow retired teachers to be part of the health insurance program.

17.0 SUPERVISORY AND EXTRACURRICULAR ACTIVITIES

17.1 The assignment of supervisory duties at school-sponsored activities will be made on an equitable basis among all teachers. When assigning these duties, the time required and the degree of responsibility will be the primary considerations.

17.2 The duties listed below require a larger amount of out-of-school time and/or extra work in addition to the regular teaching load and will receive extra compensation. These extra duty salaries will be paid in a payroll check; they are to be calculated at the end of each month and processed for payment in the second semi-monthly paycheck.

The Board reserves the right to select people of a reasonable basis for the positions listed below:

(A) Bus chaperone	\$10.00
(B) Jr. High Ticket Seller	\$15.00
(C) Jr. High Door Duty	\$15.00
(D) Jr. High scorekeeper	\$18.00
(E) Jr. High timekeeper	\$18.00
(F) High School Dance Chaperone	\$20.00
(G) High School Ticket Seller	\$22.50
(H) High School Door Duty	\$22.50
(I) High School scorekeeper	\$27.00
(J) High School timekeeper	\$27.00
(K) Non-school day activity supervisory compensation with prior administrative approval	\$40.00

(L) The FFA Advisor will be eligible for up to 10 days of additional summer work days paid at his/her per diem rate. The Superintendent must approve these additional workdays in advance.

(M) The Guidance Counselor will be eligible for up to 10 days of additional summer work days paid at his/her per diem rate. The Superintendent must approve these additional workdays in advance.

17.3 Increments for extra-curricular activities and coaching will receive extra compensation figured as a percentage of the base salary. The Board reserves the right to select individuals on a reasonable basis for the positions.

17.4 An employee switching positions within the same sport, whether it be high school, junior high, or co-op experience, will keep years of experience.

(Regards to extra-curricular base-multiplier on appendix B.)

17.5 Instructional Teaching positions that occur during the summer and taught by certified/licensed staff will be paid at a rate of \$35.00 per hour.

18.0 GRIEVANCE PROCEDURE

18.1 A grievance is defined as a dispute arising over working conditions and disputes relating to conditions of employment.

18.2 The grievance may be initiated by the teacher and/or Association against the administration or against the Board of Education (following the steps listed in 18.7) whenever there has been a violation, misrepresentation, or misapplication of the terms of this agreement or established policy or practice of the Board of Education.

18.3 The primary purpose of the procedure is to secure at the lowest level possible equitable solutions to a claim of the aggrieved person or persons. It should be determined at this stage at what level the grievance is pertinent. This will prevent loss of time in airing the grievance between inappropriate parties.

18.4 No reprisals shall be taken by the Board of Education or the Administration against any employee because of said person's participation in a grievance.

18.5 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

18.6 A grievance may be withdrawn at any level without establishing precedent.

18.7 *The days in this timeline are school attendance days.

Step 1: The parties acknowledge that it is usually most desirable for a teacher and principal to resolve problems through free and informal communications.

Step 2: If the grievance is not resolved in the initial meeting, the teacher and/or Association must submit the grievance in writing, using the grievance form located in the Appendix D of this contract, within ten (10) days to his or her immediate supervisor. A meeting will be arranged within four (4) days. The teacher and/or Association will be provided with written answer to the grievance within four (4) days after the meeting by the supervisor.

Step 3: If the teacher and/or Association feel the grievance is not satisfactorily resolved, the teacher and/or Association may follow the procedure of Step 2 and meet with the Superintendent. The grievant will be provided with a written answer to the grievance within four (4) days after the meeting by the Superintendent.

Step 4: If resolution is still not achieved, the grievance may be submitted in writing within fifteen (15) days to the Board of Education through its President, and the grievance will be listed under closed hearing on the agenda of the next regularly scheduled meeting of the Board. A written decision will be delivered by the Board to the grievant within ten (10) days after their meeting.

Step 5: If the Scales Mound Education Association is not satisfied with the disposition of a grievance at Step 4, the Association may submit the grievance to binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty days of last response then the grievance shall be considered withdrawn.

18.8 The fees and the expenses of the arbitrator shall be shared equally by the Board of Education and the Scales Mound Education Association.

18.9 If a discrepancy exists between the above and H.B. 1530 Illinois Educational Labor Relations Act, the procedures set forth in the law shall govern.

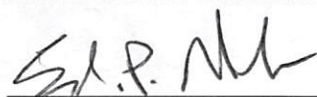
19.0 JUST CAUSE

19.1 No employee shall be disciplined without just cause. Discipline includes, but is not limited to, warnings, reprimands, suspensions, reductions in rank, and discharge. At the time such action is taken, written notice of the specific grounds forming the basis for disciplinary action will be delivered to the Employee and the Association.

This Agreement is signed and adopted this 20 day of June 2022
In witness thereof:

For Board of Education,

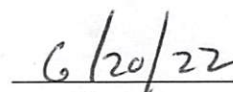
Scales Mound Community Unit School District #211



President

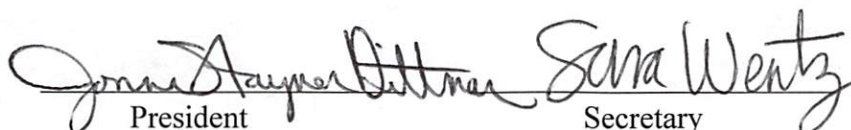


Secretary

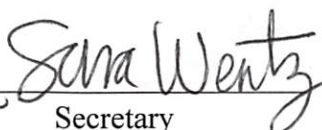


Date

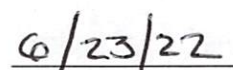
For Scales Mound Education Association



President



Secretary



Date

Attested to:



Superintendent

Appendix A

Base salary:

2022-2023 = \$42,221

2023-2024 = \$44,754

2024-2025 = \$46,991

Teacher's yearly increase will be:

Current/Previous year's salary plus:

Years in district:	2022-2023	2023-2024	2024-2025
0-9	5%	6%	5%
10+	4%	5%	4%

Education Advancements of \$2000 are granted in the following increments.

(Education Advancements would be added to the teacher's salary
before the yearly increase would be calculated.)

BA+8

BA+16

BA+24

MA

MA+15

Appendix B

Base Multiplier Schedule for Extra Duty Positions

Experience in Extra Duty Position @ Scales Mound

	<u>0-4 YRS</u>	<u>5-9 YRS</u>	<u>10-14 YRS</u>	<u>15 & Over YRS</u>
0.50%	0.50%	0.5833%	0.6667%	.7500%
0.75%	0.75%	0.8750%	1.0000%	1.1250%
1.00%	1.00%	1.1667%	1.3333%	1.5000%
1.50%	1.50%	1.7500%	2.0000%	2.2500%
2.00%	2.00%	2.3333%	2.6667%	3.0000%
3.00%	3.00%	3.5000%	4.0000%	4.5000%
4.00%	4.00%	4.6667%	5.3333%	6.0000%
5.00%	5.00%	5.8333%	6.6667%	7.5000%
6.00%	6.00%	7.0000%	8.0000%	9.0000%
7.00%	7.00%	8.1667%	9.3333%	10.5000%
8.00%	8.00%	9.3333%	10.6667%	12.0000%
9.00%	9.00%	10.5000%	12.0000%	13.5000%
10.00%	10.00%	11.6667%	13.3333%	15.0000%
11.00%	11.00%	12.8333%	14.6667%	16.5000%
12.00%	12.00%	14.0000%	16.0000%	18.0000%

Appendix C

Coaching & Extra Duty Salaries (figured as a % of base)

Athletic Director	12.00%
HS Basketball (boys)	10.00%
Asst HS Basketball (boys)	8.00%
HS Basketball (girls)	10.00%
Asst HS Basketball (girls)	8.00%
JrH Basketball (boys)	7.00%
JrH Basketball (girls)	7.00%
HS Volleyball (girls)	10.00%
Asst Volleyball (girls)	8.00%
JrH Volleyball (girls)	7.00%
JrH Football (boys)	7.00%
HS Baseball (boys)	10.00%
Asst HS Baseball (boys)	8.00%
HS Softball (girls)	10.00%
HS Football (boys)	10.00%
Asst HS Football (boys)	8.00%
HS Track	10.00%
JrH Track	7.00%
JrH Quiz Bowl	2.00%
HS Academic Bowl	3.00%
Assistant Academic Bowl	2.00%
HS Golf	5.00%
Yearbook Advisor	4.00%
FFA Advisor	7.00%
Student Council Advisor	0.75%
Art Club	0.75%
NHS Advisor	0.50%
Senior Class Advisor	1.50%
Junior Class Advisor	1.00%
Sophomore Class Advisor	0.50%
Freshman Class Advisor	0.50%
Eighth Grade Class Advisor	0.75%
Play or Musical Director	3.00%
Pep Band, Concerts & Contests	3.00%

The Athletic Director will be supplied a cell phone and service equal to other phones/service supplied to employees by the District or a monthly stipend equal to the average cost per phone/service supplied to employees by the District.