

**PROFESSIONAL NEGOTIATIONS AGREEMENT BETWEEN
BOARD OF EDUCATION, WESCLIN COMMUNITY UNIT NO. 3
AND WESCLIN EDUCATION ASSOCIATION**

**NEGOTIATED IN 2023-2024
FOR
2024-2025
2025-2026
2026-2027**

NEGOTIATORS FOR THE BOARD OF EDUCATION

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TABLE OF CONTENTS

ARTICLE I	RECOGNITION.....	1
ARTICLE II	ASSOCIATION AND TEACHER RIGHTS.....	1
ARTICLE III	TEACHER PROTECTION.....	2
ARTICLE IV	ASSIGNMENTS.....	2
ARTICLE V	NEGOTIATIONS PROCEDURE.....	3
ARTICLE VI	VACANCIES AND TRANSFERS.....	4
ARTICLE VII	TEACHER EVALUATION.....	4
ARTICLE VIII	PUPIL DISCIPLINE.....	5
ARTICLE IX	LEAVE.....	6
A.	SICK LEAVE.....	6
B.	PERSONAL LEAVE.....	7
C.	BEREAVEMENT LEAVE.....	7
D.	ASSOCIATION LEAVE.....	8
E.	JURY DUTY.....	8
F.	SABBATICAL LEAVE.....	8
G.	UNPAID LEAVES OF ABSENCE.....	8
H.	GENERAL CONDITIONS FOR LEAVES.....	9
ARTICLE X	PROFESSIONAL COMPENSATION.....	11
ARTICLE XI	SALARY INCREMENT CREDIT AND TUITION REIMBURSEMENT.....	12
ARTICLE XII	RETIREMENT BONUS.....	13
A.	ELIGIBILITY.....	13
B.	RETIREMENT BONUS.....	14
C.	BOARD'S DISCRETION.....	15
ARTICLE XIII	FACULTY DUTIES AND PERFORMANCE.....	16
ARTICLE XIV	SEVERANCE CLAUSE.....	17
ARTICLE XV	LAYOFF - NECESSARY REDUCTION IN STAFF/SENIORITY.....	17
A.	SENIORITY.....	17
ARTICLE XVI	DEDUCTION OF MEMBERSHIP DUES.....	18
ARTICLE XVII	GRIEVANCE PROCEDURE AND ARBITRATION.....	18
ARTICLE XVIII	CLASS SIZE.....	20
ARTICLE XIX	MID-TERM BARGAINING OBLIGATIONS.....	20
ATTACHMENT	DURATION AND ACCEPTANCE OF AGREEMENT.....	21

ARTICLE I

RECOGNITION

- A. The Board of Education of the Wesclin Community Unit School District No. 3, Clinton and St. Clair Counties, Illinois, hereinafter referred to as the Board, hereby recognizes the Wesclin Education Association/Illinois Education Association as the sole and exclusive collective bargaining representative for all regularly employed personnel who must have a certificate issued under the provisions of Article 21 of the School Code except:
1. The Superintendent of Schools;
 2. Any and all Assistant Superintendents of Schools;
 3. The Principals;
 4. Any and all Assistant Principals;
 5. The Business Manager;
 6. Any and all administrative personnel hereafter employed; and
 7. Any short-term or temporary employees
- B. As used herein, the term teacher shall refer to any person included in this bargaining unit as defined in Section A of Article I hereof.
- C. The Board agrees not to negotiate with any individual teacher or group of teachers other than the Association in any matter pertaining to wages, hours and terms and conditions of employment or pertaining to any matter specified in the Professional Negotiation Agreement. Contracts may be issued to non-tenured teachers or new employees during negotiations.

ARTICLE II

ASSOCIATION AND TEACHER RIGHTS

- A. A copy of the last month's unapproved Board minutes, current month's agenda, and current month's Board packet not including confidential information will be made available to each WEA building representative and WEA President at the same time as the mailing is made to the Board members.
- B. The Association shall have the prerogative to consult with the Board of Education on any fiscal, budgetary, or tax programs, construction programs, considered or proposed annexation or consolidation or revisions of educational policy which are proposed or under consideration.
- C. Each teacher shall have the right to review the contents of his or her own personnel file during normal working hours and in the presence of the superintendent or designee, in accordance with the Personnel Records Review Act. A representative of the Association may, at the teacher's request, accompany the teacher in this review.
- D. Association officers and members shall not use time of the Board in the transaction of Association business. Materials may be used upon request, for appropriate reimbursement.

- E. The Board shall designate a bulletin board or a separate portion of a bulletin board in the lounges and workrooms of each building in the district for use by the Association. The bulletin boards or portions thereof shall be used by the Association to display announcements concerning Association activities only. Except for notices containing only the time, date and place of WEA meetings, all Association materials intended for distribution or display in any property under the management of the Board must be approved and signed by an appropriate Association official and identified as Association materials before display or distribution. Items displayed shall not contain information derogatory to members, employees or agents of the Board or endorsement of political candidates.
- F. Teachers will adhere to all written board policies and administrative rules and regulations.
- G. Following the negotiation process, copies of the new contract shall be prepared by the district and made available to all teachers. All board and association negotiators shall sign the new contract within thirty (30) days of approval by the board.
- H. Communications between the association and the Board which call for a reply shall not be made available to the news media before a reply has been received or a refusal to reply has been clearly indicated. If either party violates this provision, the communication shall be considered nullified, and no action need be taken by the addressee.

ARTICLE III

TEACHER PROTECTION

- A. In the event that a concern is received or observed by a building evaluator outside the formal evaluation that will result in a rating of needs improvement or unsatisfactory on a teacher's evaluation, the teacher will be notified in writing within ten (10) days and the teacher may request a meeting following the established chain of command, if so desired.
- B. Should a teacher be required to appear before the Board concerning any matter which could result in loss of pay, dismissal or other disciplinary action, the teacher shall be notified in writing of the meeting and the reason for the meeting. The teacher shall be entitled to have a representative present at the meeting.

ARTICLE IV

ASSIGNMENTS

- A. In the event changes in teaching area assignments or building transfers are proposed the teacher affected shall be notified promptly and consulted.
- B. In the event of a summer school program, the teaching positions will be filled by teachers in this bargaining unit to the extent they are qualified and certified to teach the courses presented and to the extent they desire such positions.
- C. Experience Credit:
 - 1. Starting with the 2024-2025 school year, any new teacher hired into the District shall receive year-for-year experience credit on the salary schedule for their

previous full-time teaching experience. The District may request proof of previous teaching experience.

2. During the duration of this Agreement, current teachers hired into the District prior to the 2024-2025 school year who did not receive their full-time teaching experience on the salary schedule shall, during the 2024-2025 school year, provide the District with any necessary documentation required to verify their previous full-time teaching experience. In the remaining two (2) years of the Agreement, those teachers who provided verification shall receive as follows:
 - a. 2025-2026- one (1) additional step on the salary schedule beyond the agreed upon salary increase, i.e. a double step
 - b. 2026-2027- one (1) additional step on the salary schedule beyond the agreed upon salary increase, i.e. a double step

D. Regular teaching duties shall be construed to mean any combination or all of the following:

1. Teaching duties as assigned by the Administration;
2. Serving as a class or club sponsor as assigned on a reasonable basis;
3. Supervisory duties as deemed necessary during the school day, before or after school;
4. Supervisory duties or sponsorship duties at special school activities;
5. Work on committees, survey teams, and reports;
6. Work on school-related community service programs;
7. Participation in general school public relations work;
8. Teachers are expected to be at school, available for consultation with students, parents, or administrators at reasonable times before and after school as determined by administration;

ARTICLE V

NEGOTIATIONS PROCEDURE

- A. Each party shall select four (4) negotiation representatives. The Board shall select Board members and the WEA shall select members of the bargaining unit. Either party shall have the right to utilize outside bargaining representatives.
- B. Negotiations shall begin with either party giving a notice of intent to bargain no later than April 1 of the year this contract expires. Subsequent meetings shall be determined.
- C. At the end of each bargaining meeting, minutes shall be prepared and signed by both parties with tentative agreements being indicated.
- D. When tentative agreements on all matters being negotiated are reached, the items shall be reduced to writing and submitted to the WEA membership and the Board for recommendation for ratification.

- E. Both parties in accordance with labor laws and statutes, shall submit notices to the IELRB.
- F. Each negotiating team may caucus no longer than twenty (20) minutes per caucus, unless agreed upon by all parties.
- G. No new items may be introduced after the third meeting by either negotiating team.
- H. A time limit of two (2) hours for each meeting will be agreed unless both parties agree to an extension of time.
- I. After the Negotiated Agreement has been reached and ratified by both parties, the Association affirms that it does not have the right to strike. The Association affirms that neither the Association or any of its agents or members will assist in or participate in strikes, sanctions, slowdowns or any concerted effort which shall interfere with, impede or impair the normal operation of the school or schools in the district.

ARTICLE VI VACANCIES AND TRANSFERS

- A. Whenever a vacancy in a position in this bargaining unit occurs or is anticipated, the Board shall post a notice thereof in each attendance center and shall send a copy of such notice to the President of the Association. A representative of the Association may consult with the Superintendent of Schools in respect to such vacancies.
- B. Any teacher, tenured or non-tenured, may apply for transfer to another building where a vacancy exists.
- C. The Board declares its support of this policy regarding the filling of vacancies, from its present staff; however, the Board retains the right to make the final decisions on all vacancies and transfers.

ARTICLE VII TEACHER EVALUATION

- A. The parties agree that the primary objective of teacher evaluation is to improve the quality of instruction. The parties recognize the importance and value of a procedure for assisting and evaluating the progress and success of all teachers.
- B. Teachers accept the principle that when performing assigned tasks and tasks normal to their daily work, their performance shall be subject to evaluation. In the event their performance will result in a rating of needs improvement or unsatisfactory on a teacher's evaluation, the teacher will be notified in writing within ten (10) days and the teacher may request a meeting following the established chain of command, if so desired.
- C. The Principal (or the Assistant Principal) shall be responsible for the evaluation of all teachers permanently assigned to his or her attendance center. Several principals may be responsible for evaluation of any teacher who is assigned to more than one (1) attendance center. Nothing herein shall be construed in prohibiting evaluation of any teacher by the Superintendent of Schools.

- D. By the first student attendance day, the school district shall provide a written notice to all teachers subject to an evaluation that school year. The notice shall include a copy of the rubric to be used to rate the teacher to determine performance rating, the negotiated evaluation instrument(s), and a summary of the manner in which student growth and professional practice to be used in the evaluation relate to the performance ratings. No formal evaluation shall take place until such orientation has been completed.

The building principal or immediate supervisor of a newly employed teacher or a teacher reassigned after the beginning of the school term shall notify the teacher of the evaluation procedures in effect. Such notification shall be within thirty (30) days of the first day on a new assignment.

- E. Any formal observation that is to be used to evaluate a teacher shall be in person and with the full knowledge of the teacher. It shall be compiled in writing and discussed with the teacher. No comment, complimentary or adverse, shall be placed in the teacher's personnel file without the teacher's prior knowledge. A copy of the written compilation shall be on file in the teacher's cumulative folder. The teacher shall receive a copy of the evaluation. A teacher's signature shall serve as proof of acknowledgement.

ARTICLE VIII

PUPIL DISCIPLINE

- A. Although the Board recognizes that the teacher has the responsibility for maintenance of discipline within his or her classroom, the Board also recognizes its responsibility to give all reasonable support and assistance to the teacher with respect to the maintenance of control and discipline of students.
1. Teachers shall be held accountable for student behavior in the teachers' assigned activities and classes.
 2. A teacher may exclude a pupil from a classroom when, in the opinion of the teacher, the grossness of an offense, the persistence of the behavior, or the disruptive effect of any violation, makes the continued presence of the pupil in the classroom intolerable.
 3. When a pupil is so excluded by a teacher, the student shall be sent from the classroom to the building administrative office and the problem shall be referred for solution to the building principal or designee.
 4. The building principal or designee shall take appropriate action to solve the discipline problem. Should the principal or designee's decision include the re-admittance of the pupil to class, the teacher shall be notified by name as to the disposition of the case.
 5. If the disobedience or misconduct continues; or the conditions for re-admittance are not met by the pupil, said pupil shall be referred to the administration with a recommendation for suspension.
 6. Parent/Teacher/Administration Advisory Committee

The WEA will select up to three (3) union members at each building to serve on the Parent/Teacher/Administration Advisory Committee. The members on the Advisory

Committee will provide input regarding the parent representation on the Advisory Committee.

7. Safety

Assaults and physical harm to bargaining unit members by students that occur during the performance of a member's duties will not be tolerated. In the event that an assault or physical harm occurs, the teacher will meet with administration and union representation to discuss his or her rights, including the following:

- a. The teacher shall immediately report to the building principal any alleged case of assault and/or battery and shall submit an incident report to the Superintendent. The administration will investigate the alleged assault and/or battery. Such reports shall be retained as part of the employee's personnel file, and the District shall otherwise comply with Section 10-21.7 of the School Code.
- b. The district may, at its discretion and dependent upon the circumstances, initiate a threat assessment following any report of an assault on staff.
- c. The district may initiate reasonable support and interventions for either the student or staff member, as appropriate.
- d. The district will replace any of the employee's personal property that is damaged or destroyed as a result of an assault or battery by a student, provided that the Superintendent may request the original receipt and may, at their discretion, determine a comparable replacement.
- e. If a teacher is injured by a student and cannot come to work due to the injury, the teacher may stay home up to three (3) days without being required to use sick days and receive full compensation. If the absences will exceed three (3) days, workers compensation rules and requirements will go into effect.

ARTICLE IX

LEAVE

A. SICK LEAVE

Employees covered under the terms of this agreement will be granted sick leave based on their experience with Wesclin School District, as set forth below:

Year of Employment in the Wesclin School District	Number of Sick Days
1-10	13
11-20	15
21-30	18
31+	20

These days may accumulate to an unlimited number of days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness, mental or behavioral health complications, or death in the immediate family or household, or birth, adoption, or placement for adoption, and acceptance of a child in need of foster care. The immediate family for purposes of this Article shall include all persons designated as such by the

School Code (*As of July 2024, the School Code identifies immediate family as an employee's child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent.*)

Teachers are granted a monetary bonus of \$400 for using zero (0) sick or personal leave days during the school year or \$200 for using one (1) sick or personal leave day during the school year.

The granting of sick leave in any situation that may be questionable or not covered above shall be at the discretion of the Superintendent. Misuse of sick leave shall result in docking of pay on a pro-rated basis.

Upon retirement, no more than fifty (50) sick and/or personal days not used for TRS creditable service may be reimbursed at the rate of the highest substitute scale.

By October 1 of each school year, each teacher will be notified as to the number of sick leave days he/she has accumulated.

B. PERSONAL LEAVE

Teachers are granted three (3) days of personal leave per year. If two (2) or more consecutive personal leave days are requested, reasons for the request must be provided to the superintendent for approval.

Teachers may carry over no more than two (2) unused personal leave days per year to the following school year. Any other unused personal leave days will be converted to sick leave annually.

Requests for personal leave shall be submitted for approval, in writing, to the building principal at least five (5) working days prior to the onset of such leave. In an emergency, such application may be made at a later time with an explanation of such emergency. The principal shall forward approved requests to the Superintendent. The Superintendent shall respond in writing.

Personal leave may be denied:

1. The day immediately preceding or following a vacation or holiday;
2. For in-service and institute days;
3. When there are three (3) personal leave days already granted within the district for the day requested; and/or
4. During the first two (2) and last two (2) weeks of school.

In the event of an emergency, the above guidelines may be waived on an individual basis. Misuse of personal leave shall result in docking of pay on a pro-rated basis.

C. BEREAVEMENT LEAVE

Up to three (3) days per funeral at full pay shall be granted for bereavement leave for the death of the teacher's immediate family as interpreted by the School Code as well as legal guardians, aunts, uncles, nephews, nieces, sisters-in-law, and brothers-in-law. If additional time is needed beyond the three (3) bereavement days, the teacher will be allowed to use up to ten (10) days of

available sick leave. If an employee does not have sick leave available, they may take these days as unpaid leave. *(As of July 2024, the school code identifies immediate family as an employee's child, stepchild, spouse, domestic partner, sibling, parent, mother in-law, father in-law, grandchild, grandparent, or stepparent.)*

An employee may use two (2) sick leave days per year for bereavement leave for any individual that is not covered by the bereavement leave identified above.

D. ASSOCIATION LEAVE

During any school year, representatives of the Association may be absent for an aggregate of not to exceed ten (10) school days for the purpose of attending any regional, state or national meeting of the Illinois Education Association or the National Education Association, or both. Teachers authorized by the Association to take such leave shall be released from duties without loss of pay subject to the following:

1. In the event of any such absence, the Association shall reimburse the Board for the cost of the substitute.
2. At least five (5) school days advance written notice to the Superintendent of Schools shall be given of the intended absence;
3. No more than three (3) teachers may be granted Association leave on any one (1) day provided no more than three (3) teachers may be from the same building.

E. JURY DUTY

There shall be no loss in salary because of jury duty except that the Board shall make a deduction equal to the amount received for such jury duty.

F. SABBATICAL LEAVE

Any teacher may request a sabbatical leave. If the Board shall determine in its sole discretion to grant a sabbatical leave, such leave shall be in accordance with the requirements of the *School Code* (105 ILCS 5/24-6.1) and the following provisions:

1. Applications for leave during the fall semester shall be filed before February 1. Applications for leave during the spring semester shall be filed before October 1; and
2. Such leave shall start only at the beginning of the fall or spring semester.

G. UNPAID LEAVES OF ABSENCE

Teachers may be eligible for unpaid leaves of absence for any of the following reasons, subject to the general conditions for leave in Section G of this Article and to any other specific conditions which may apply as set forth in subparagraphs 1 and 2 below.

1. Parental/Child-Rearing/Adoption Leave

Any teacher who has entered upon contractual continued service (tenure) shall be entitled to a parental/child-rearing and/or adoption leave without pay or other benefits, subject to the general conditions of Section G, below.

Such teacher may request additional unpaid leave after using accumulated sick leave related to the pregnancy and/or delivery of a child. The extent of any leave shall not be greater than ninety (90) consecutive teaching days. These ninety (90) days shall include the paid sick leave during the disability related to the pregnancy and/or delivery of the child.

Nothing in this Section shall be construed as requiring any teacher to apply for a parental/child-rearing leave. A teacher not eligible for or not desiring parental/child-rearing leave may utilize accumulated sick leave during any period of disability related to the pregnancy and/or to the delivery of the child. Also, see reference to the Family and Medical Leave Act in subparagraph G.12, below.

2. General Leave

Upon request, leaves of absence without pay and other benefits may be granted by the Board of Education, on the recommendation of the Superintendent. Any reimbursement granted during a period of leave shall be at the discretion of the Board. The Board reserves the right to place any teacher returning from a period of leave in a new assignment.

H. GENERAL CONDITIONS FOR LEAVES OF ABSENCE

Unless otherwise set forth in this Agreement, any leave of absence granted by the Board for the reasons stated in Section F of this Article is subject to the following general terms and conditions.

1. Time-Lines for Requesting Leaves

Application for an unpaid leave shall be made in writing to the Superintendent or designee at least sixty (60) calendar days prior to the proposed start of the leave; or, if the leave is for the following school year, by April 1 of the preceding school year. The application shall indicate the requested starting and ending dates of the leave. An emergency request for an unpaid leave of absence may be submitted with as much advance notice as possible under the circumstances, and in addition to the requested starting and ending dates of the leave, shall state the basis for the emergency. The Superintendent shall notify the teacher promptly following the Board's next regular meeting of the disposition of the leave request.

2. Structuring of Leave

After submission of the application and consultation with the teacher and a representative of the Association (if said representative is requested by the teacher), the Superintendent or designee shall prepare a plan for the commencement and termination of any leave of absence recommended for approval. The Superintendent or designee shall take into consideration maintenance of continuity of the related District program, medical factors, if relevant, duration of the leave requested, availability of substitutes and other pertinent time factors related to the request.

Every effort shall be made to have the leaves terminate immediately prior to the start of a new school year. Such leaves shall commence upon the date agreed upon by the Superintendent or designee and the teacher.

3. Applicability of Sick Leave

Sick leave shall not be applicable during the period of any leave except as provided in Section F.1 above. Any accumulated sick leave available at the commencement of the leave, and not used pursuant to Section F.1 above, shall be available to the teacher upon return to employment in the District.

4. Medical Substantiation

Any request for an unpaid leave of absence based upon personal medical reasons shall be accompanied by a physician's statement indicating the nature, anticipated extent and duration of medical disability. Evidence from a qualified physician indicating the employee's ability to perform all assigned duties shall be submitted at least ten (10) calendar days prior to the return of any employee on an unpaid leave for personal medical reasons.

5. Compensation Schedule Advancement

A teacher who is absent from his/her duties shall be credited with advancement on the compensation schedule, provided said teacher has worked in the District for ninety (90) or more teacher employment days during the school year for which such credit is sought and further provided that the teacher has complied in all other respects with any other provision which may be applicable regarding advancement on the compensation schedule as may be set forth in this Agreement.

6. Benefits

Any teacher on leave shall not receive any benefits as specified in this agreement; except, with the consent of the carrier, a teacher on an unpaid leave of absence may maintain insurance benefits by making timely payment of all premiums which may be due to the Business Office.

7. Notice of Intent to Return

Any teacher granted an unpaid leave of one (1) school year or more, as a condition thereof, shall advise the Superintendent or designee in writing no later than February 1 prior to the termination of such leave that he/she intends to return to employment. For leaves granted for periods of time less than one (1) school year, the Superintendent or designee shall consult with the teacher with regard to establishing a reasonable date for notice of return. Failure to advise the Superintendent or designee of intent to return as required by this section shall be treated as an election not to return to employment and as a resignation from the District.

8. Early Return from Leave

A teacher on an approved leave of absence may request in writing to return from leave if the reasons for the leave no longer exist, subject to the discretion of the Superintendent.

9. Seniority

Any teacher on an unpaid leave of absence of more than ninety (90) teaching days shall not accrue any seniority.

10. Non-Tenured Teachers

A leave may be granted to a non-tenured teacher by action of the Board, subject to all the conditions applicable to a tenured teacher. The granting of leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or accept the conditions established therefore.

11. Board Discretion

Notwithstanding the general conditions set forth elsewhere in this Article, the Board retains the sole discretion to grant or extend any discretionary unpaid leave of absence under any conditions deemed appropriate. Such discretion shall not be exercised in an arbitrary or unreasonable manner. The granting or denying of an unpaid leave or extension shall be non-precedential with respect to any other request for leave by a teacher in the District.

12. The Family Medical Leave Act

The leave provisions of Sections F and G, above, shall be construed in accordance with the District policy regarding the Family and Medical Leave Act (FMLA).

13. Eligibility for Further Leaves

Anything in this section to the contrary notwithstanding, a teacher who has been granted an unpaid leave of absence shall not become eligible for a subsequent leave unless and until such teacher has returned to full-time service for at least one (1) complete school term, provided, under exceptional circumstances, the Board may grant such leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.

ARTICLE X

PROFESSIONAL COMPENSATION

- A. The salary schedule for the 2024-2025, 2025-2026, and 2026-2027 school year is set forth in Appendix A.

- B. The extra-duty schedules of compensation for 2024-2025, 2025-2026, and 2026-2027 are set forth in Appendix B and Appendix C.
- The extra-duty schedules outline positions that are eligible for longevity steps. If a position is eligible for longevity, an experience step will be granted after each three (3) years of experience.
 - o Experience is based on staying with the same sponsorship or in the same grouping of sports as identified in Appendix B or Appendix C.
 - o Experience is forfeited if an individual is not an active sponsor/coach after five (5) years.
- C. The Board shall offer a flexible benefits plan consisting of a group insurance plan, a healthcare flexible spending account, and a childcare flexible spending account so long as it is legal to do so. All vendor and/or third party administrative costs will be borne by the employees. The cost of each plan shall be sheltered from the total salary of each teacher. Each teacher may also participate in an approved tax-sheltered annuity so long as it is legal to do so.
- D. The District will reimburse personnel who are required to maintain Illinois Department of Professional Regulation license the cost of license renewal upon presentation of paid receipt of said license.
- E. All district personnel will be reimbursed at the rate allowed by the IRS per mile for travel approved by the superintendent.
- Meals, when authorized, will be reimbursed upon presentation of receipts based in the General Services Administration per diem rate.
- Lodging allowance, when previously approved, will be paid on presentation of receipts.
- F. Paydays shall be the 15th and last day of each month. If a regular pay date during the school term falls on a day when school is not in session, employees shall receive their checks on the last teacher attendance day, prior thereto. No checks shall be mailed during the regular school term.
- G. Teachers who earn extra money by being class sponsors, working ball games, substitute teaching, etc. will receive pay for these activities on December 15 and June 15.
- H. Teachers assigned less than full time will be paid the appropriate fractional portion of regular salary on the schedule.
- I. Teachers who give up their planning period to substitute for an absent teacher shall receive the amount stated in the compensation index per period (period = *One* 45-50 minute period or *Two* 25 minute periods).

ARTICLE XI SALARY INCREMENT CREDIT AND TUITION REIMBURSEMENT

- A. In order for an employee to become eligible for salary increment credit, the employee shall submit the *Request for Pre-Approval for Increment Credit and Tuition Reimbursement* to the Superintendent for pre-approval of the coursework and receive

pre-approval of the coursework from the Superintendent prior to the scheduled first day of the coursework.

- B. Criteria for courses for advancement on the salary schedule are as follows:

Courses past a bachelor's degree must be part of an approved master's degree program in either the teacher's major teaching field or in an area of education as deemed eligible by the Superintendent.

Courses past a master's degree must be graduate or post-graduate level courses, preferably towards a second master's degree/education specialist (EdS) degree or a doctorate degree.

When hired, teachers will be given their education experience based on these guidelines.

- C. Eligible coursework must be from a fully accredited college or university and the employee must demonstrate successful completion of coursework with a grade of "B" or better or "Pass" in the case of a Pass/Fail.
- D. Advancement on the salary schedule will take place once per year beginning on September 15. Course documentation from the previous three (3) semesters should be submitted to the Superintendent by September 1.
- E. In order to become eligible for tuition reimbursement, the employee must submit the *Request for Pre-Approval for Increment Credit and Tuition Reimbursement* form to the Superintendent for pre-approval of the coursework and receive pre-approval of the coursework from the Superintendent prior to the scheduled first day of the coursework.
- F. The Board agrees to reimburse certified personnel \$100 credit hour for college credit courses. The maximum reimbursement cannot exceed \$1,200 per fiscal year (summer semester to summer semester), per person.

Reimbursement shall be limited to courses of study for additional certification of a teacher, courses in his or her major teaching field or graduate courses for advanced degrees in education.

- G. In order to receive reimbursement, the teacher shall file proof of payment, courses completed, and credits earned in the Unit Office by September 1 of the school year. Reimbursement shall be paid one (1) time per year, on September 30, for the previous fall, spring, and summer semesters.

ARTICLE XII RETIREMENT BONUS

- A. Eligibility

1. The teacher must be a minimum age of fifty-five (55) and must have been employed in the District, in any capacity, for a total of ten (10) years.

2. The teacher shall submit a letter of resignation indicating the year of retirement to the Superintendent by May 1 of the school year immediately prior to the notice period. Such notice period may be one (1), two (2), three (3), four (4), or five (5) years in length.
3. The teacher shall be entitled to all the rights and privileges of a retiree under the applicable laws, policies, and provisions of the District.
4. The District may limit the number of participants to 5% of the full-time teacher population per fiscal year. (If there is a limit on the number of teachers retiring in any given school year, those teachers with the most seniority shall be given priority.)
5. The benefits of this Article shall not be applicable to teachers who leave the employment of the District for reasons other than retirement, such reasons including, but not being limited to, dismissal for cause.

B. Retirement Bonus

1. The Board shall pay a retirement bonus of \$12,000 to a participating teacher during the one (1), two (2), three (3), four (4), or five (5) year notice period. The retirement bonus may be paid in two (2) forms: i) TRS creditable earnings and/or ii.) a post-retirement severance payment and shall be paid according to the following procedures:
 - a. During the first year of the notice period, the District shall determine the teacher's scheduled salary, including any stipends for extra-curricular duties performed by the teacher in the immediately prior year, and if such amount does not exceed the immediately prior year's creditable earnings by 6%, utilize a portion of the \$12,000 bonus to increase the teacher's creditable earnings by 6% more than was reported to TRS for the immediately prior year. (e.g., Assuming a teacher earned a \$88,500 salary and a \$4,550 coaching stipend during the 2024-2025 school term and is scheduled to earn \$98,072 in salary/coaching stipend for the 2025-2026 school term. The District shall increase the teacher's creditable earnings to \$98,633 for the 2025-2026 school term by paying the teacher an additional amount equal to \$561 in his/her last May paycheck of the first notice year. The \$12,000 retirement bonus shall then be reduced by \$561.)

Apart from the 6% increase described above, the teacher shall not be eligible to receive any other increase in creditable earnings from the District, unless such other increase in creditable earnings would not cause the District to owe any contribution/penalty to TRS for "salary increases in excess of 6%.
 - b. For each succeeding year of the notice period, where there exists a balance of the bonus to be paid, such comparison shall be made between the teacher's creditable earnings for the immediately prior year and scheduled salary/stipend for the current year, and that portion of the bonus necessary to increase the teacher's creditable earnings by 6% more than was reported in the immediately prior year shall be paid to the teacher as additional creditable earnings in his/her last May paycheck for the current year. In any succeeding

year, if the balance is less than the amount needed to increase the teacher's creditable earnings by 6% more than was reported in the immediately prior year, then only the amount remaining will be paid to the teacher as additional creditable earnings in the last May paycheck for the current year.

- c. In the event the entire bonus is not paid to the teacher as creditable earnings during the notice period, the remaining balance, less state and federal taxes and any other deductions required by law and/or authorized by the teacher shall be paid to the teacher as a non-reportable (to TRS) severance payment within thirty (30) days after the teacher's receipt of his/her last regular paycheck. To be eligible to receive such severance payment, the teacher must work until the date of retirement indicated in his/her original notice to the Superintendent. Failure to work until such date shall result in a forfeiture of any remaining balance.
2. The teacher acknowledges the Board's retirement bonus is based on the expressed reliance on the teacher's declaration to retire. The teacher acknowledges the retirement is final and irrevocable and cannot be withdrawn or modified except under these conditions:
 - a. If a teacher dies or becomes permanently and totally disabled (as determined by the Illinois Teachers' Retirement System) after his or her notice of retirement is accepted by the Board, but before the effective date thereof, none of the then unpaid portion of his or her retirement payment shall be payable, but the teacher's estate shall not be required to make any refund.
 - b. If, after a teacher's notice of early retirement is accepted by the Board, but before the effective date thereof, the teacher's employment is terminated for any reason other than death or permanent, total disability, all future payments of the retirement payment shall cease and such teacher shall be liable to repay to this School District all previously paid amounts of the retirement payment.
 - c. If, after a teacher's notice of early retirement is accepted by the Board, but before the effective date thereof, the teacher's spouse dies or the teacher suffers a major financial disability or any other reason acceptable to the Board in its sole discretion, the teacher may petition the Board to rescind the teacher's resignation and the Board's acceptance thereof. The Board may, but shall not be required to, grant such a petition. If its initial determination is to deny, the teacher may appear in person before the Board before it makes its final determination. If the Board grants the petition, to the extent permitted by law, the teacher must repay as much of the retirement payment as previously received by the teacher, subject to such arrangements as may be acceptable to, and approved by, the Board.
 - d. In the event the Illinois General Assembly enacts any legislative changes that impacts retirement bonuses/incentives and changes the 6% allowable rate, the parties will meet within sixty (60) calendar days of the effective date of said action to reopen negotiations on this Article XII.

C. Board's Discretion

At the Board's discretion, it may enter into an individual agreement with a teacher to grant retirement benefits (other than those specified in this Article XII). The grant of any such retirement benefits shall be non-precedential.

ARTICLE XIII FACULTY DUTIES AND PERFORMANCE

- A. Teachers covered under the terms of this agreement shall be responsible for the supervision of school property and for the supervision of students under school-related circumstances.
- B. The teachers' work year shall not exceed 180 days with a school calendar of no more than 185 days, which includes five (5) emergency days as set forth in the School Code.
- C. The teachers' work day shall begin fifteen (15) minutes prior to the students' day beginning and will extend to fifteen (15) minutes after the students' day ends.
- D. Teachers shall participate in curriculum development and serve on committees to which they may equitably be appointed.
- E. Teachers shall be available at reasonable times for parent conferences and student help. Teachers shall arrange for conferences with parents and/or students as needed.
- F. Each teacher shall prepare adequate daily and long-term lesson plans, consistent with the curriculum guide, as well as make adequate preparations for daily instruction. The lesson plans shall be available at all times to administrative personnel upon request and shall be subject to review and evaluation. Teachers shall be held accountable for the maintenance and completion of all records as required. In addition, teachers shall be held accountable for materials, equipment, and facilities assigned to them.
- G. Teachers shall encourage and support school functions outside the regular instructional program, which may contribute to the pupil's development in attitudes, appreciation, behavior and special abilities.
- H. The Association and the Board agree that it is the responsibility of every teacher to continue professional improvement, to keep abreast of new developments and trends in his or her professional field. The Board encourages professional improvement. Each teacher shall provide a copy of their professional development plan if requested by the board describing professional growth activities.
- I. The Association and the Board recognize the need for having a reasonable number of faculty meetings. Administrators will use reasonable judgment concerning timing, frequency, and length of before and after school meetings involving teachers. Teachers shall attend all meetings as required by the Board and Administrators during the regular workweek. The Administration will make every effort to plan early release time for regularly scheduled faculty meetings.

- J. All days of attendance for pupils shall be used for instruction unless designated otherwise by the Board.
- K. Teachers shall not use their institutional privileges for private gain.
- L. Each teacher shall, upon request of the Board, undergo a medical or psychiatric examination at the expense of the Board.
- M. Teachers shall accept non-teaching duties when assigned by the administration for the proper functioning of the schools. Such duties may occur at times other than during the regular school day. The administration shall rotate the assignments among teachers on a fair and equitable basis
- N. Except for the lunch period, unassigned time of a teacher shall be devoted to instructional duties.
- O. Teachers recognize that their primary job is teaching, and if any outside employment interferes with performance of their primary job, they will not continue such employment during the school year. Teachers shall not accept nor continue in any employment deemed to present a conflict of interest with their primary job.
- P. Teachers shall assume the responsibility for adequate growth of the pupils they are assigned to teach. Teachers shall utilize the results of tests and other evaluative criteria and measures to improve their instructional efforts.
- Q. The Board will allow a representative(s) from the WEA to assist in the selection of administrators, but such a representative may not vote.

ARTICLE XIV SEVERANCE CLAUSE

Should any Article, Section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that Article, Section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections and clauses shall remain in full force and effect to the extent that such Articles, Sections and clauses are consistent with the opinion of the court.

ARTICLE XV LAYOFF - NECESSARY REDUCTION IN STAFF/SENIORITY

A. Seniority

For purposes of Reduction in Force of teachers in Groups 3 and 4 under the School Code, length of continuous service shall be determined as follows: Length of continuous service shall be measured from the first date of employment as a full-time teacher in the District. In the event of a tie in length of continuous service, the teacher with the most advanced lane placement due to educational attainment shall be considered more senior. Length of continuous service shall not be interrupted by a Board-approved leave of absence, but such leave shall not be included in the computation of length of continuous service if such leave exceeds ninety (90) teaching days. Less than full-time tenured teaching service shall be computed on a pro-rata basis.

ARTICLE XVI

DEDUCTION OF MEMBERSHIP DUES

Any teacher who is a member of the Association or who has applied for membership may sign and deliver to the Board an assignment authorizing deduction of membership dues in the Association, the NEA, and the IEA. Such authorization shall be submitted annually. Pursuant to such authorization, the Board shall deduct one-eighth of such dues from the salary check of the teacher for four (4) months, with the first deduction October 1, and the last in January of each year. Teachers employed after the commencement of the school term shall pay directly to the Education Association.

With respect to all sums deducted by the Board pursuant to authorization of the employee for membership dues, the Board agrees to remit promptly to the treasurer of the Association that portion allocated to the Association and to remit the balance for both the NEA and IEA to the Illinois Education Association, 100 East Edwards Street, Springfield, Illinois 62704. Such remittances shall be accompanied by an alphabetical list previously furnished. The Association shall from time to time advise the Board of all members of the Association in good standing and furnish any other information needed by the Board to fulfill the provisions of this article.

ARTICLE XVII GRIEVANCE PROCEDURE AND ARBITRATION

SECTION 1 DEFINITIONS

A grievance is defined as an alleged violation, misinterpretation, or misapplication of a specific article or section of this agreement.

“Working day” is defined as any day on which the District office is open.

An individual employee and or WEA may present his/her/their grievance to the Board or its designated representative and have the grievance adjusted without the intervention of the Association or its representatives, as long as the adjustment is not inconsistent with the terms of this agreement. Grievances will be presented in the following steps:

SECTION 2 PROCEDURE

STEP ONE

- A. Within ten (10) working days from the date of the occurrence of the event giving rise to a grievance, or within ten (10) working days from the date the grievant should have had reasonable knowledge of the event giving rise to the grievance, the employee, either directly or accompanied by his building representative, will present in writing the “Statement of Grievance” to his or her Principal during non-teaching hours. The “Statement of Grievance” shall name the employee involved, shall state the facts giving rise to the grievance, shall identify by appropriate reference all the provisions of the agreement alleged to be violated, shall state the contention of the employee and of the Association with respect to these provisions, and shall indicate the specific relief requested.
- B. Within ten (10) working days after presentation of grievance, the Principal shall give his or her answer in writing to the employee.

STEP TWO

- A. If the grievance is not resolved in Step One, the grievant may, within five (5) working days of receipt of Principal's answer, submit to the Superintendent a written "Statement of Grievance" signed by the grievant. A copy shall be given to the Principal involved at the same time.
- B. The Superintendent or his or her designated representative shall give the Association representative an answer in writing no later than five (5) working days after receipt of the written grievance. If further investigation is needed, additional time may be allowed by mutual agreement of the Superintendent and the Association.

STEP THREE

- A. No later than the second regular scheduled Board meeting following the decision of the Superintendent, an appeal from the decision may be made to the Board. It shall be in writing and accompanied by a copy of the decision at Step Two. A copy shall be given to the Superintendent at the same time.
- B. No later than fifteen (15) working days after the regular Board meeting, the Board shall hold a hearing on the grievance. All those listed in Step Two shall have a right to participate in this step.
- C. Within fifteen (15) working days after the hearing, the Board shall communicate its decision in writing, and state their reasons if requested, to the Association and the aggrieved teacher, if any.
- D. The Association may not present any material, allegation or remedy that was not presented in Step Two.
- E. Such procedures shall be in accordance with Title IX and/or Section 504 of the Rehabilitation Act.

SECTION 3 APPEARANCE AND REPRESENTATION

- A. Hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Such hearing shall be conducted during non-school hours, unless there is mutual agreement for other arrangements.
- B. The Board and the Association are responsible for the payment of their own representatives and witnesses involved in any grievance meeting.
- C. If the grievance arises from an action of authority higher than the Principal of a school, the employee or the Association may present such grievance at Step Two of this procedure.

SECTION 4 TIME LIMITS

- A. Time limits provided in this Agreement may be extended by mutual agreement when signed by the parties.

- B. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall permit the Association to lodge an appeal on the next step of this procedure.
- C. Any grievance not advanced from one step to the next within the time limits of that step, shall be deemed resolved by the Board's answer at the previous step.

SECTION 5 TEACHER'S LEGAL RIGHTS

- A. Nothing contained herein shall deny to any teacher of his or her rights under State or Federal Constitutions and laws.
- B. No probationary teacher may use the grievance procedure in any way to appeal discharge or a decision by the Board not to renew his contract.
- C. No teacher shall use the grievance procedure to appeal any decision of the Board or administration if such decision is applicable to a state or Federal Regulatory Commission or Agency.

SECTION 6 ARBITRATION

- A. Within thirty (30) working days after receipt of the decision of the Board, or if the Board fails to reach a decision, the Association or the Board, upon written notice to the other, may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association or IELRB or FMCS.
- B. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them, and neither shall be responsible for the expense of witnesses called by the other.

ARTICLE XVIII CLASS SIZE

The Board agrees that class size may be unreasonably large for certain grade levels and subject matter taught. The Board of Education will take this into consideration and will attempt to ameliorate these difficulties as early as it is feasible to do so.

ARTICLE XIX MID-TERM BARGAINING OBLIGATIONS

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that all the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement. Therefore, the Board has no obligation to negotiate any further during the term of this Agreement except as to the impact of Board decisions relating to teachers' employment conditions.

ATTACHMENT DURATION AND ACCEPTANCE OF AGREEMENT

A. This agreement shall become effective on September 4, 2024 and shall continue in effect until August 31, 2027.

B. This agreement is signed this 19th day of September 2024.

In witness thereof:

FOR THE WEA:

Rise Row
negotiator

Kristen Oster
negotiator

Jessica Pilgreen
negotiator

Lisa Breda
negotiator

FOR THE BOARD:

[Signature]
negotiator

Connie Elmore
negotiator

David Bero
negotiator

Jim [Signature]
negotiator

Wesclyn Community Unit District 3
Salary Schedule 2024-2025

STEP	Base Salary \$ 50,000														Eds/ 2nd MS		PhD
	BS	BS+6	BS+12	BS+18	BS+24	BS+30	MS	MS+6	MS+12	MS+18	MS+24						
0	50000	51000	52000	53000	54000	55000	56000	57000	58000	59000	60000	61000	62000				
1	51250	52250	53250	54250	55250	56250	57250	58250	59250	60250	61250	62250	63250				
2	52800	53500	54500	55500	56500	57500	58500	59500	60500	61500	62500	63500	64500				
3	53750	54750	55750	56750	57750	58750	59750	60750	61750	62750	63750	64750	65750				
4	55000	56000	57000	58000	59000	60000	61000	62000	63000	64000	65000	66000	67000				
5	56250	57250	58250	59250	60250	61250	62250	63250	64250	65250	66250	67250	68250				
6	57500	58500	59500	60500	61500	62500	63500	64500	65500	66500	67500	68500	69500				
7	58750	59750	60750	61750	62750	63750	64750	65750	66750	67750	68750	69750	70750				
8	60000	61000	62000	63000	64000	65000	66000	67000	68000	69000	70000	71000	72000				
9	61250	62250	63250	64250	65250	66250	67250	68250	69250	70250	71250	72250	73250				
10	62500	63500	64500	65500	66500	67500	68500	69500	70500	71500	72500	73500	74500				
11	63750	64750	65750	66750	67750	68750	69750	70750	71750	72750	73750	74750	75750				
12	65000	66000	67000	68000	69000	70000	71000	72000	73000	74000	75000	76000	77000				
13	66250	67250	68250	69250	70250	71250	72250	73250	74250	75250	76250	77250	78250				
14	67500	68500	69500	70500	71500	72500	73500	74500	75500	76500	77500	78500	79500				
15	68750	69750	70750	71750	72750	73750	74750	75750	76750	77750	78750	79750	80750				
16	70000	71000	72000	73000	74000	75000	76000	77000	78000	79000	80000	81000	82000				
17	71250	72250	73250	74250	75250	76250	77250	78250	79250	80250	81250	82250	83250				
18	72500	73500	74500	75500	76500	77500	78500	79500	80500	81500	82500	83500	84500				
19	73750	74750	75750	76750	77750	78750	79750	80750	81750	82750	83750	84750	85750				
20	75000	76000	77000	78000	79000	80000	81000	82000	83000	84000	85000	86000	87000				
21	76250	77250	78250	79250	80250	81250	82250	83250	84250	85250	86250	87250	88250				
22	77500	78500	79500	80500	81500	82500	83500	84500	85500	86500	87500	88500	89500				
23	78750	79750	80750	81750	82750	83750	84750	85750	86750	87750	88750	89750	90750				
24	80000	81000	82000	83000	84000	85000	86000	87000	88000	89000	90000	91000	92000				
25	81250	82250	83250	84250	85250	86250	87250	88250	89250	90250	91250	92250	93250				
26							88500	89500	90500	91500	92500	93500	94500				
27							89750	90750	91750	92750	93750	94750	95750				
28												96000	97000				

*Any teacher that will not advance an experience step because they are at the bottom of the salary schedule will receive their current position on this salary schedule plus a \$500 longevity bonus for each year past falling off the schedule.
For example a BS with 28 years experience will receive \$81,250 + \$1,500 = \$82,750

**TRS and THIS contributions will be deducted from the above listed salaries and sheltered for tax purposes.

***Additionally, any needed health insurance, dental insurance, or vision insurance premiums will be deducted from the above listed salaries and sheltered for tax purposes.

Wesclin Community Unit District 3
Salary Schedule 2025-2026

STEP	Base Salary \$ 52,000													Eds/ 2nd MS		PhD
	BS	BS+6	BS+12	BS+18	BS+24	BS+30	MS	MS+6	MS+12	MS+18	MS+24					
0	52000	53040	54080	55120	56160	57200	58240	59280	60320	61360	62400	63440	64480			
1	53300	54340	55380	56420	57460	58500	59540	60580	61620	62660	63700	64740	65780			
2	54600	55640	56680	57720	58760	59800	60840	61880	62920	63960	65000	66040	67080			
3	55900	56940	57980	59020	60060	61100	62140	63180	64220	65260	66300	67340	68380			
4	57200	58240	59280	60320	61360	62400	63440	64480	65520	66560	67600	68640	69680			
5	58500	59540	60580	61620	62660	63700	64740	65780	66820	67860	68900	69940	70980			
6	59800	60840	61880	62920	63960	65000	66040	67080	68120	69160	70200	71240	72280			
7	61100	62140	63180	64220	65260	66300	67340	68380	69420	70460	71500	72540	73580			
8	62400	63440	64480	65520	66560	67600	68640	69680	70720	71760	72800	73840	74880			
9	63700	64740	65780	66820	67860	68900	69940	70980	72020	73060	74100	75140	76180			
10	65000	66040	67080	68120	69160	70200	71240	72280	73320	74360	75400	76440	77480			
11	66300	67340	68380	69420	70460	71500	72540	73580	74620	75660	76700	77740	78780			
12	67600	68640	69680	70720	71760	72800	73840	74880	75920	76960	78000	79040	80080			
13	68900	69940	70980	72020	73060	74100	75140	76180	77220	78260	79300	80340	81380			
14	70200	71240	72280	73320	74360	75400	76440	77480	78520	79560	80600	81640	82680			
15	71500	72540	73580	74620	75660	76700	77740	78780	79820	80860	81900	82940	83980			
16	72800	73840	74880	75920	76960	78000	79040	80080	81120	82160	83200	84240	85280			
17	74100	75140	76180	77220	78260	79300	80340	81380	82420	83460	84500	85540	86580			
18	75400	76440	77480	78520	79560	80600	81640	82680	83720	84760	85800	86840	87880			
19	76700	77740	78780	79820	80860	81900	82940	83980	85020	86060	87100	88140	89180			
20	78000	79040	80080	81120	82160	83200	84240	85280	86320	87360	88400	89440	90480			
21	79300	80340	81380	82420	83460	84500	85540	86580	87620	88660	89700	90740	91780			
22	80600	81640	82680	83720	84760	85800	86840	87880	88920	89960	91000	92040	93080			
23	81900	82940	83980	85020	86060	87100	88140	89180	90220	91260	92300	93340	94380			
24	83200	84240	85280	86320	87360	88400	89440	90480	91520	92560	93600	94640	95680			
25	84500	85540	86580	87620	88660	89700	90740	91780	92820	93860	94900	95940	96980			
26							92040	93080	94120	95160	96200	97240	98280			
27							93340	94380	95420	96460	97500	98540	99580			
28												99840	100880			

*Any teacher that will not advance an experience step because they are at the bottom of the salary schedule will receive their current position on this salary schedule plus a \$500 longevity bonus for each year past falling off the schedule.
 For example a BS with 28 years experience will receive \$84,500 + \$1,500 = \$86,000

**TRS and THIS contributions will be deducted from the above listed salaries and sheltered for tax purposes.
 ***Additionally, any needed health insurance, dental insurance, or vision insurance premiums will be deducted from the above listed salaries and sheltered for tax purposes.

Wesclin Community Unit District 3
Salary Schedule 2026-2027

STEP	Base Salary \$ 54,000														Eds/ 2nd MS		PhD
	BS	BS+6	BS+12	BS+18	BS+24	BS+30	MS	MS+6	MS+12	MS+18	MS+24						
0	54000	55080	56160	57240	58320	59400	60480	61560	62640	63720	64800			65880	66960		
1	55350	56430	57510	58590	59670	60750	61830	62910	63990	65070	66150			67230	68310		
2	56700	57780	58860	59940	61020	62100	63180	64260	65340	66420	67500			68580	69660		
3	58050	59130	60210	61290	62370	63450	64530	65610	66690	67770	68850			69930	71010		
4	59400	60480	61560	62640	63720	64800	65880	66960	68040	69120	70200			71280	72360		
5	60750	61830	62910	63990	65070	66150	67230	68310	69390	70470	71550			72630	73710		
6	62100	63180	64260	65340	66420	67500	68580	69660	70740	71820	72900			73980	75060		
7	63450	64530	65610	66690	67770	68850	69930	71010	72090	73170	74250			75330	76410		
8	64800	65880	66960	68040	69120	70200	71280	72360	73440	74520	75600			76680	77760		
9	66150	67230	68310	69390	70470	71550	72630	73710	74790	75870	76950			78030	79110		
10	67500	68580	69660	70740	71820	72900	73980	75060	76140	77220	78300			79380	80460		
11	68850	69930	71010	72090	73170	74250	75330	76410	77490	78570	79650			80730	81810		
12	70200	71280	72360	73440	74520	75600	76680	77760	78840	79920	81000			82080	83160		
13	71550	72630	73710	74790	75870	76950	78030	79110	80190	81270	82350			83430	84510		
14	72900	73980	75060	76140	77220	78300	79380	80460	81540	82620	83700			84780	85860		
15	74250	75330	76410	77490	78570	79650	80730	81810	82890	83970	85050			86130	87210		
16	75600	76680	77760	78840	79920	81000	82080	83160	84240	85320	86400			87480	88560		
17	76950	78030	79110	80190	81270	82350	83430	84510	85590	86670	87750			88830	89910		
18	78300	79380	80460	81540	82620	83700	84780	85860	86940	88020	89100			90180	91260		
19	79650	80730	81810	82890	83970	85050	86130	87210	88290	89370	90450			91530	92610		
20	81000	82080	83160	84240	85320	86400	87480	88560	89640	90720	91800			92880	93960		
21	82350	83430	84510	85590	86670	87750	88830	89910	90990	92070	93150			94230	95310		
22	83700	84780	85860	86940	88020	89100	90180	91260	92340	93420	94500			95580	96660		
23	85050	86130	87210	88290	89370	90450	91530	92610	93690	94770	95850			96930	98010		
24	86400	87480	88560	89640	90720	91800	92880	93960	95040	96120	97200			98280	99360		
25	87750	88830	89910	90990	92070	93150	94230	95310	96390	97470	98550			99630	100710		
26	89100	90180	91260	92340	93420	94500	95580	96660	97740	98820	99900			100980	102060		
27							96930	98010	99090	100170	101250			102330	103410		
28							98280	99360	100440	101520	102600			103680	104760		

*Any teacher that will not advance an experience step because they are at the bottom of the salary schedule will receive their current position on this salary schedule plus a \$500 longevity bonus for each year past falling off the schedule.
 For example a BS with 28 years experience will receive \$89,100 + \$1,000 = \$90,100
 **TRS and THIS contributions will be deducted from the above listed salaries and sheltered for tax purposes.
 ***Additionally, any needed health insurance, dental insurance, or vision insurance premiums will be deducted from the above listed salaries and sheltered for tax purposes.

POSITION	INDEX	3 year step increases based on experience											
		Years 1-3	Years 4-6	Years 7-9	Years 10-12	Years 13-15	Years 16-18	Years 19-21	Years 22-24	Years 25-27	Years 28-30	Years 30 +	
ATHLETIC DIRECTOR		\$ 50,000	\$ 51,250	\$ 52,500	\$ 53,750	\$ 55,000	\$ 56,250	\$ 57,500	\$ 58,750	\$ 60,000	\$ 61,250	\$ 62,500	
HIGH SCHOOL AD	13.7%	\$ 6,850.00	\$ 7,021.25	\$ 7,192.50	\$ 7,363.75	\$ 7,535.00	\$ 7,706.25	\$ 7,877.50	\$ 8,048.75	\$ 8,220.00	\$ 8,391.25	\$ 8,562.50	
MIDDLE SCHOOL AD	3.9%	\$ 1,950.00	\$ 1,998.75	\$ 2,047.50	\$ 2,096.25	\$ 2,145.00	\$ 2,193.75	\$ 2,242.50	\$ 2,291.25	\$ 2,340.00	\$ 2,388.75	\$ 2,437.50	
BOYS BASKETBALL													
HS VARSITY BOYS BASKETBALL	11.9%	\$ 5,950.00	\$ 6,098.75	\$ 6,247.50	\$ 6,396.25	\$ 6,545.00	\$ 6,693.75	\$ 6,842.50	\$ 6,991.25	\$ 7,140.00	\$ 7,288.75	\$ 7,437.50	
HS JV BOYS BASKETBALL	8.9%	\$ 4,450.00	\$ 4,561.25	\$ 4,672.50	\$ 4,783.75	\$ 4,895.00	\$ 5,006.25	\$ 5,117.50	\$ 5,228.75	\$ 5,340.00	\$ 5,451.25	\$ 5,562.50	
FRESHMAN BOYS BASKETBALL	8.9%	\$ 4,450.00	\$ 4,561.25	\$ 4,672.50	\$ 4,783.75	\$ 4,895.00	\$ 5,006.25	\$ 5,117.50	\$ 5,228.75	\$ 5,340.00	\$ 5,451.25	\$ 5,562.50	
BOYS 8TH GRADE BASKETBALL	7.7%	\$ 3,850.00	\$ 3,946.25	\$ 4,042.50	\$ 4,138.75	\$ 4,235.00	\$ 4,331.25	\$ 4,427.50	\$ 4,523.75	\$ 4,620.00	\$ 4,716.25	\$ 4,812.50	
BOYS 7TH GRADE BASKETBALL	5.8%	\$ 2,900.00	\$ 2,972.50	\$ 3,045.00	\$ 3,117.50	\$ 3,190.00	\$ 3,262.50	\$ 3,335.00	\$ 3,407.50	\$ 3,480.00	\$ 3,552.50	\$ 3,625.00	
5th/6th BOYS BASKETBALL	3.8%	\$ 1,900.00	\$ 1,947.50	\$ 1,995.00	\$ 2,042.50	\$ 2,090.00	\$ 2,137.50	\$ 2,185.00	\$ 2,232.50	\$ 2,280.00	\$ 2,327.50	\$ 2,375.00	
5th/6th BOYS BASKETBALL	3.8%	\$ 1,900.00	\$ 1,947.50	\$ 1,995.00	\$ 2,042.50	\$ 2,090.00	\$ 2,137.50	\$ 2,185.00	\$ 2,232.50	\$ 2,280.00	\$ 2,327.50	\$ 2,375.00	
GIRLS BASKETBALL													
HS VARSITY GIRLS BASKETBALL	11.9%	\$ 5,950.00	\$ 6,098.75	\$ 6,247.50	\$ 6,396.25	\$ 6,545.00	\$ 6,693.75	\$ 6,842.50	\$ 6,991.25	\$ 7,140.00	\$ 7,288.75	\$ 7,437.50	
HS JV GIRLS BASKETBALL	8.9%	\$ 4,450.00	\$ 4,561.25	\$ 4,672.50	\$ 4,783.75	\$ 4,895.00	\$ 5,006.25	\$ 5,117.50	\$ 5,228.75	\$ 5,340.00	\$ 5,451.25	\$ 5,562.50	
GIRLS 8TH GRADE BASKETBALL	7.7%	\$ 3,850.00	\$ 3,946.25	\$ 4,042.50	\$ 4,138.75	\$ 4,235.00	\$ 4,331.25	\$ 4,427.50	\$ 4,523.75	\$ 4,620.00	\$ 4,716.25	\$ 4,812.50	
GIRLS 7TH GRADE BASKETBALL	5.8%	\$ 2,900.00	\$ 2,972.50	\$ 3,045.00	\$ 3,117.50	\$ 3,190.00	\$ 3,262.50	\$ 3,335.00	\$ 3,407.50	\$ 3,480.00	\$ 3,552.50	\$ 3,625.00	
5th/6th GIRLS BASKETBALL	3.8%	\$ 1,900.00	\$ 1,947.50	\$ 1,995.00	\$ 2,042.50	\$ 2,090.00	\$ 2,137.50	\$ 2,185.00	\$ 2,232.50	\$ 2,280.00	\$ 2,327.50	\$ 2,375.00	
5th/6th GIRLS BASKETBALL	3.8%	\$ 1,900.00	\$ 1,947.50	\$ 1,995.00	\$ 2,042.50	\$ 2,090.00	\$ 2,137.50	\$ 2,185.00	\$ 2,232.50	\$ 2,280.00	\$ 2,327.50	\$ 2,375.00	
BASEBALL													
HS VARSITY BOYS BASEBALL	9.1%	\$ 4,550.00	\$ 4,663.75	\$ 4,777.50	\$ 4,891.25	\$ 5,005.00	\$ 5,118.75	\$ 5,232.50	\$ 5,346.25	\$ 5,460.00	\$ 5,573.75	\$ 5,687.50	
HS JV BOYS BASEBALL	6.9%	\$ 3,450.00	\$ 3,536.25	\$ 3,622.50	\$ 3,708.75	\$ 3,795.00	\$ 3,881.25	\$ 3,967.50	\$ 4,053.75	\$ 4,140.00	\$ 4,226.25	\$ 4,312.50	
MS BOYS BASEBALL	5.5%	\$ 2,750.00	\$ 2,818.75	\$ 2,887.50	\$ 2,956.25	\$ 3,025.00	\$ 3,093.75	\$ 3,162.50	\$ 3,231.25	\$ 3,300.00	\$ 3,368.75	\$ 3,437.50	
MS BOYS ASST. BASEBALL	4.2%	\$ 2,100.00	\$ 2,152.50	\$ 2,205.00	\$ 2,257.50	\$ 2,310.00	\$ 2,362.50	\$ 2,415.00	\$ 2,467.50	\$ 2,520.00	\$ 2,572.50	\$ 2,625.00	
SOFTBALL													
HS VARSITY GIRLS SOFTBALL	9.1%	\$ 4,550.00	\$ 4,663.75	\$ 4,777.50	\$ 4,891.25	\$ 5,005.00	\$ 5,118.75	\$ 5,232.50	\$ 5,346.25	\$ 5,460.00	\$ 5,573.75	\$ 5,687.50	
HS JV GIRLS SOFTBALL	6.9%	\$ 3,450.00	\$ 3,536.25	\$ 3,622.50	\$ 3,708.75	\$ 3,795.00	\$ 3,881.25	\$ 3,967.50	\$ 4,053.75	\$ 4,140.00	\$ 4,226.25	\$ 4,312.50	
8th GRADE GIRLS SOFTBALL	5.5%	\$ 2,750.00	\$ 2,818.75	\$ 2,887.50	\$ 2,956.25	\$ 3,025.00	\$ 3,093.75	\$ 3,162.50	\$ 3,231.25	\$ 3,300.00	\$ 3,368.75	\$ 3,437.50	
7TH GRADE GIRLS SOFTBALL	4.2%	\$ 2,100.00	\$ 2,152.50	\$ 2,205.00	\$ 2,257.50	\$ 2,310.00	\$ 2,362.50	\$ 2,415.00	\$ 2,467.50	\$ 2,520.00	\$ 2,572.50	\$ 2,625.00	
BOWLING													
HS VARSITY BOYS/GIRLS BOWLIN	9.1%	\$ 4,550.00	\$ 4,663.75	\$ 4,777.50	\$ 4,891.25	\$ 5,005.00	\$ 5,118.75	\$ 5,232.50	\$ 5,346.25	\$ 5,460.00	\$ 5,573.75	\$ 5,687.50	
MS BOYS/GIRLS BOWLING	3.6%	\$ 1,800.00	\$ 1,845.00	\$ 1,890.00	\$ 1,935.00	\$ 1,980.00	\$ 2,025.00	\$ 2,070.00	\$ 2,115.00	\$ 2,160.00	\$ 2,205.00	\$ 2,250.00	
TRACK													
HS VARSITY TRACK	9.1%	\$ 4,550.00	\$ 4,663.75	\$ 4,777.50	\$ 4,891.25	\$ 5,005.00	\$ 5,118.75	\$ 5,232.50	\$ 5,346.25	\$ 5,460.00	\$ 5,573.75	\$ 5,687.50	
HS VARSITY ASSISTANT	6.9%	\$ 3,450.00	\$ 3,536.25	\$ 3,622.50	\$ 3,708.75	\$ 3,795.00	\$ 3,881.25	\$ 3,967.50	\$ 4,053.75	\$ 4,140.00	\$ 4,226.25	\$ 4,312.50	
HS VARSITY ASSISTANT	6.9%	\$ 3,450.00	\$ 3,536.25	\$ 3,622.50	\$ 3,708.75	\$ 3,795.00	\$ 3,881.25	\$ 3,967.50	\$ 4,053.75	\$ 4,140.00	\$ 4,226.25	\$ 4,312.50	
MS TRACK	5.5%	\$ 2,750.00	\$ 2,818.75	\$ 2,887.50	\$ 2,956.25	\$ 3,025.00	\$ 3,093.75	\$ 3,162.50	\$ 3,231.25	\$ 3,300.00	\$ 3,368.75	\$ 3,437.50	
MS TRACK ASSISTANT	4.2%	\$ 2,100.00	\$ 2,152.50	\$ 2,205.00	\$ 2,257.50	\$ 2,310.00	\$ 2,362.50	\$ 2,415.00	\$ 2,467.50	\$ 2,520.00	\$ 2,572.50	\$ 2,625.00	
CROSS COUNTRY													
HS CROSS COUNTRY	7.8%	\$ 3,900.00	\$ 3,997.50	\$ 4,095.00	\$ 4,192.50	\$ 4,290.00	\$ 4,387.50	\$ 4,485.00	\$ 4,582.50	\$ 4,680.00	\$ 4,777.50	\$ 4,875.00	
MS CROSS COUNTRY	3.6%	\$ 1,800.00	\$ 1,845.00	\$ 1,890.00	\$ 1,935.00	\$ 1,980.00	\$ 2,025.00	\$ 2,070.00	\$ 2,115.00	\$ 2,160.00	\$ 2,205.00	\$ 2,250.00	
BOYS SOCCER													
HS VARSITY BOYS SOCCER	9.1%	\$ 4,550.00	\$ 4,663.75	\$ 4,777.50	\$ 4,891.25	\$ 5,005.00	\$ 5,118.75	\$ 5,232.50	\$ 5,346.25	\$ 5,460.00	\$ 5,573.75	\$ 5,687.50	
HS ASSISTANT SOCCER	6.9%	\$ 3,450.00	\$ 3,536.25	\$ 3,622.50	\$ 3,708.75	\$ 3,795.00	\$ 3,881.25	\$ 3,967.50	\$ 4,053.75	\$ 4,140.00	\$ 4,226.25	\$ 4,312.50	

POSITION	INDEX	3 year step increases based on experience												
		Years 1-3	Years 4-6	Years 7-9	Years 10-12	Years 13-15	Years 16-18	Years 19-21	Years 22-24	Years 25-27	Years 28-30	Years 30+		
ATHLETIC DIRECTOR		\$ 52,000	\$ 53,300	\$ 54,600	\$ 55,900	\$ 57,200	\$ 58,500	\$ 59,800	\$ 61,100	\$ 62,400	\$ 63,700	\$ 65,000		
HIGH SCHOOL AD	13.7%	\$ 7,124.00	\$ 7,302.10	\$ 7,480.20	\$ 7,658.30	\$ 7,836.40	\$ 8,014.50	\$ 8,192.60	\$ 8,370.70	\$ 8,548.80	\$ 8,726.90	\$ 8,905.00		
MIDDLE SCHOOL AD	3.9%	\$ 2,028.00	\$ 2,078.70	\$ 2,129.40	\$ 2,180.10	\$ 2,230.80	\$ 2,281.50	\$ 2,332.20	\$ 2,382.90	\$ 2,433.60	\$ 2,484.30	\$ 2,535.00		
BOYS BASKETBALL														
HS VARSITY BOYS BASKETBALL	11.9%	\$ 6,188.00	\$ 6,342.70	\$ 6,497.40	\$ 6,652.10	\$ 6,806.80	\$ 6,961.50	\$ 7,116.20	\$ 7,270.90	\$ 7,425.60	\$ 7,580.30	\$ 7,735.00		
HS JV BOYS BASKETBALL	8.9%	\$ 4,628.00	\$ 4,743.70	\$ 4,859.40	\$ 4,975.10	\$ 5,090.80	\$ 5,206.50	\$ 5,322.20	\$ 5,437.90	\$ 5,553.60	\$ 5,669.30	\$ 5,785.00		
FRESHMAN BOYS BASKETBALL	8.9%	\$ 4,628.00	\$ 4,743.70	\$ 4,859.40	\$ 4,975.10	\$ 5,090.80	\$ 5,206.50	\$ 5,322.20	\$ 5,437.90	\$ 5,553.60	\$ 5,669.30	\$ 5,785.00		
BOYS 8TH GRADE BASKETBALL	7.7%	\$ 4,004.00	\$ 4,104.10	\$ 4,204.20	\$ 4,304.30	\$ 4,404.40	\$ 4,504.50	\$ 4,604.60	\$ 4,704.70	\$ 4,804.80	\$ 4,904.90	\$ 5,005.00		
BOYS 7TH GRADE BASKETBALL	5.8%	\$ 3,016.00	\$ 3,091.40	\$ 3,166.80	\$ 3,242.20	\$ 3,317.60	\$ 3,393.00	\$ 3,468.40	\$ 3,543.80	\$ 3,619.20	\$ 3,694.60	\$ 3,770.00		
5th/6th BOYS BASKETBALL	3.8%	\$ 1,976.00	\$ 2,025.40	\$ 2,074.80	\$ 2,124.20	\$ 2,173.60	\$ 2,223.00	\$ 2,272.40	\$ 2,321.80	\$ 2,371.20	\$ 2,420.60	\$ 2,470.00		
5th/6th BOYS BASKETBALL	3.8%	\$ 1,976.00	\$ 2,025.40	\$ 2,074.80	\$ 2,124.20	\$ 2,173.60	\$ 2,223.00	\$ 2,272.40	\$ 2,321.80	\$ 2,371.20	\$ 2,420.60	\$ 2,470.00		
GIRLS BASKETBALL														
HS VARSITY GIRLS BASKETBALL	11.9%	\$ 6,188.00	\$ 6,342.70	\$ 6,497.40	\$ 6,652.10	\$ 6,806.80	\$ 6,961.50	\$ 7,116.20	\$ 7,270.90	\$ 7,425.60	\$ 7,580.30	\$ 7,735.00		
HS JV GIRLS BASKETBALL	8.9%	\$ 4,628.00	\$ 4,743.70	\$ 4,859.40	\$ 4,975.10	\$ 5,090.80	\$ 5,206.50	\$ 5,322.20	\$ 5,437.90	\$ 5,553.60	\$ 5,669.30	\$ 5,785.00		
GIRLS 8TH GRADE BASKETBALL	7.7%	\$ 4,004.00	\$ 4,104.10	\$ 4,204.20	\$ 4,304.30	\$ 4,404.40	\$ 4,504.50	\$ 4,604.60	\$ 4,704.70	\$ 4,804.80	\$ 4,904.90	\$ 5,005.00		
GIRLS 7TH GRADE BASKETBALL	5.8%	\$ 3,016.00	\$ 3,091.40	\$ 3,166.80	\$ 3,242.20	\$ 3,317.60	\$ 3,393.00	\$ 3,468.40	\$ 3,543.80	\$ 3,619.20	\$ 3,694.60	\$ 3,770.00		
5th/6th GIRLS BASKETBALL	3.8%	\$ 1,976.00	\$ 2,025.40	\$ 2,074.80	\$ 2,124.20	\$ 2,173.60	\$ 2,223.00	\$ 2,272.40	\$ 2,321.80	\$ 2,371.20	\$ 2,420.60	\$ 2,470.00		
5th/6th GIRLS BASKETBALL	3.8%	\$ 1,976.00	\$ 2,025.40	\$ 2,074.80	\$ 2,124.20	\$ 2,173.60	\$ 2,223.00	\$ 2,272.40	\$ 2,321.80	\$ 2,371.20	\$ 2,420.60	\$ 2,470.00		
BASEBALL														
HS VARSITY BOYS BASEBALL	9.1%	\$ 4,732.00	\$ 4,850.30	\$ 4,968.60	\$ 5,086.90	\$ 5,205.20	\$ 5,323.50	\$ 5,441.80	\$ 5,560.10	\$ 5,678.40	\$ 5,796.70	\$ 5,915.00		
HS JV BOYS BASEBALL	6.9%	\$ 3,588.00	\$ 3,677.70	\$ 3,767.40	\$ 3,857.10	\$ 3,946.80	\$ 4,036.50	\$ 4,126.20	\$ 4,215.90	\$ 4,305.60	\$ 4,395.30	\$ 4,485.00		
MS BOYS BASEBALL	5.5%	\$ 2,860.00	\$ 2,931.50	\$ 3,003.00	\$ 3,074.50	\$ 3,146.00	\$ 3,217.50	\$ 3,289.00	\$ 3,360.50	\$ 3,432.00	\$ 3,503.50	\$ 3,575.00		
MS BOYS ASST. BASEBALL	4.2%	\$ 2,184.00	\$ 2,238.60	\$ 2,293.20	\$ 2,347.80	\$ 2,402.40	\$ 2,457.00	\$ 2,511.60	\$ 2,566.20	\$ 2,620.80	\$ 2,675.40	\$ 2,730.00		
SOFTBALL														
HS VARSITY GIRLS SOFTBALL	9.1%	\$ 4,732.00	\$ 4,850.30	\$ 4,968.60	\$ 5,086.90	\$ 5,205.20	\$ 5,323.50	\$ 5,441.80	\$ 5,560.10	\$ 5,678.40	\$ 5,796.70	\$ 5,915.00		
HS JV GIRLS SOFTBALL	6.9%	\$ 3,588.00	\$ 3,677.70	\$ 3,767.40	\$ 3,857.10	\$ 3,946.80	\$ 4,036.50	\$ 4,126.20	\$ 4,215.90	\$ 4,305.60	\$ 4,395.30	\$ 4,485.00		
8th GRADE GIRLS SOFTBALL	5.5%	\$ 2,860.00	\$ 2,931.50	\$ 3,003.00	\$ 3,074.50	\$ 3,146.00	\$ 3,217.50	\$ 3,289.00	\$ 3,360.50	\$ 3,432.00	\$ 3,503.50	\$ 3,575.00		
7TH GRADE GIRLS SOFTBALL	4.2%	\$ 2,184.00	\$ 2,238.60	\$ 2,293.20	\$ 2,347.80	\$ 2,402.40	\$ 2,457.00	\$ 2,511.60	\$ 2,566.20	\$ 2,620.80	\$ 2,675.40	\$ 2,730.00		
BOWLING														
HS VARSITY BOYS/GIRLS BOWLING	9.1%	\$ 4,732.00	\$ 4,850.30	\$ 4,968.60	\$ 5,086.90	\$ 5,205.20	\$ 5,323.50	\$ 5,441.80	\$ 5,560.10	\$ 5,678.40	\$ 5,796.70	\$ 5,915.00		
MS BOYS/GIRLS BOWLING	3.6%	\$ 1,872.00	\$ 1,918.80	\$ 1,965.60	\$ 2,012.40	\$ 2,059.20	\$ 2,106.00	\$ 2,152.80	\$ 2,199.60	\$ 2,246.40	\$ 2,293.20	\$ 2,340.00		
TRACK														
HS VARSITY TRACK	9.1%	\$ 4,732.00	\$ 4,850.30	\$ 4,968.60	\$ 5,086.90	\$ 5,205.20	\$ 5,323.50	\$ 5,441.80	\$ 5,560.10	\$ 5,678.40	\$ 5,796.70	\$ 5,915.00		
HS VARSITY ASSISTANT	6.9%	\$ 3,588.00	\$ 3,677.70	\$ 3,767.40	\$ 3,857.10	\$ 3,946.80	\$ 4,036.50	\$ 4,126.20	\$ 4,215.90	\$ 4,305.60	\$ 4,395.30	\$ 4,485.00		
HS VARSITY ASSISTANT	6.9%	\$ 3,588.00	\$ 3,677.70	\$ 3,767.40	\$ 3,857.10	\$ 3,946.80	\$ 4,036.50	\$ 4,126.20	\$ 4,215.90	\$ 4,305.60	\$ 4,395.30	\$ 4,485.00		
MS TRACK	5.5%	\$ 2,860.00	\$ 2,931.50	\$ 3,003.00	\$ 3,074.50	\$ 3,146.00	\$ 3,217.50	\$ 3,289.00	\$ 3,360.50	\$ 3,432.00	\$ 3,503.50	\$ 3,575.00		
MS TRACK ASSISTANT	4.2%	\$ 2,184.00	\$ 2,238.60	\$ 2,293.20	\$ 2,347.80	\$ 2,402.40	\$ 2,457.00	\$ 2,511.60	\$ 2,566.20	\$ 2,620.80	\$ 2,675.40	\$ 2,730.00		
CROSS COUNTRY														
HS CROSS COUNTRY	7.8%	\$ 4,056.00	\$ 4,157.40	\$ 4,258.80	\$ 4,360.20	\$ 4,461.60	\$ 4,563.00	\$ 4,664.40	\$ 4,765.80	\$ 4,867.20	\$ 4,968.60	\$ 5,070.00		
MS CROSS COUNTRY	3.6%	\$ 1,872.00	\$ 1,918.80	\$ 1,965.60	\$ 2,012.40	\$ 2,059.20	\$ 2,106.00	\$ 2,152.80	\$ 2,199.60	\$ 2,246.40	\$ 2,293.20	\$ 2,340.00		
BOYS SOCCER														
HS VARSITY BOYS SOCCER	9.1%	\$ 4,732.00	\$ 4,850.30	\$ 4,968.60	\$ 5,086.90	\$ 5,205.20	\$ 5,323.50	\$ 5,441.80	\$ 5,560.10	\$ 5,678.40	\$ 5,796.70	\$ 5,915.00		
HS ASSISTANT SOCCER	6.9%	\$ 3,588.00	\$ 3,677.70	\$ 3,767.40	\$ 3,857.10	\$ 3,946.80	\$ 4,036.50	\$ 4,126.20	\$ 4,215.90	\$ 4,305.60	\$ 4,395.30	\$ 4,485.00		

GIRLS SOCCER												
HS VARSITY GIRLS SOCCER	9.1%	\$ 4,732.00	\$ 4,850.30	\$ 4,968.60	\$ 5,086.90	\$ 5,205.20	\$ 5,323.50	\$ 5,441.80	\$ 5,560.10	\$ 5,678.40	\$ 5,796.70	\$ 5,915.00
HS ASSISTANT SOCCER	6.9%	\$ 3,588.00	\$ 3,677.70	\$ 3,767.40	\$ 3,857.10	\$ 3,946.80	\$ 4,036.50	\$ 4,126.20	\$ 4,215.90	\$ 4,305.60	\$ 4,395.30	\$ 4,485.00
VOLLEYBALL												
HS VARSITY GIRLS VOLLEYBALL	9.1%	\$ 4,732.00	\$ 4,850.30	\$ 4,968.60	\$ 5,086.90	\$ 5,205.20	\$ 5,323.50	\$ 5,441.80	\$ 5,560.10	\$ 5,678.40	\$ 5,796.70	\$ 5,915.00
HS VARSITY ASSISTANT VOLLEYBALL	6.9%	\$ 3,588.00	\$ 3,677.70	\$ 3,767.40	\$ 3,857.10	\$ 3,946.80	\$ 4,036.50	\$ 4,126.20	\$ 4,215.90	\$ 4,305.60	\$ 4,395.30	\$ 4,485.00
MS ASSISTANT VOLLEYBALL	6.9%	\$ 3,588.00	\$ 3,677.70	\$ 3,767.40	\$ 3,857.10	\$ 3,946.80	\$ 4,036.50	\$ 4,126.20	\$ 4,215.90	\$ 4,305.60	\$ 4,395.30	\$ 4,485.00
MS HEAD VOLLEYBALL	5.5%	\$ 2,860.00	\$ 2,931.50	\$ 3,003.00	\$ 3,074.50	\$ 3,146.00	\$ 3,217.50	\$ 3,289.00	\$ 3,360.50	\$ 3,432.00	\$ 3,503.50	\$ 3,575.00
MS ASSISTANT VOLLEYBALL	4.2%	\$ 2,184.00	\$ 2,239.60	\$ 2,293.20	\$ 2,347.80	\$ 2,402.40	\$ 2,457.00	\$ 2,511.60	\$ 2,566.20	\$ 2,620.80	\$ 2,675.40	\$ 2,730.00
5th/6th VOLLEYBALL	3.8%	\$ 1,976.00	\$ 2,025.40	\$ 2,074.80	\$ 2,124.20	\$ 2,173.60	\$ 2,223.00	\$ 2,272.40	\$ 2,321.80	\$ 2,371.20	\$ 2,420.60	\$ 2,470.00
5th/6th VOLLEYBALL	3.8%	\$ 1,976.00	\$ 2,025.40	\$ 2,074.80	\$ 2,124.20	\$ 2,173.60	\$ 2,223.00	\$ 2,272.40	\$ 2,321.80	\$ 2,371.20	\$ 2,420.60	\$ 2,470.00
GOLF												
HS BOYS (No Girls)	7.7%	\$ 4,005.93	\$ 4,106.07	\$ 4,206.22	\$ 4,306.37	\$ 4,406.52	\$ 4,506.67	\$ 4,606.81	\$ 4,706.96	\$ 4,807.11	\$ 4,907.26	\$ 5,007.41
HS BOYS w/ GIRLS (3 or less)	9.8%	\$ 5,096.00	\$ 5,223.40	\$ 5,350.80	\$ 5,478.20	\$ 5,605.60	\$ 5,733.00	\$ 5,860.40	\$ 5,987.80	\$ 6,115.20	\$ 6,242.60	\$ 6,370.00
HS GIRLS (4 or more)	6.9%	\$ 3,588.00	\$ 3,677.70	\$ 3,767.40	\$ 3,857.10	\$ 3,946.80	\$ 4,036.50	\$ 4,126.20	\$ 4,215.90	\$ 4,305.60	\$ 4,395.30	\$ 4,485.00
MS BOYS / GIRLS	4.0%	\$ 2,080.00	\$ 2,132.00	\$ 2,184.00	\$ 2,236.00	\$ 2,288.00	\$ 2,340.00	\$ 2,392.00	\$ 2,444.00	\$ 2,496.00	\$ 2,548.00	\$ 2,600.00
CHEERLEADING												
HS VARSITY CHEERLEADING	5.1%	\$ 2,652.00	\$ 2,718.30	\$ 2,784.60	\$ 2,850.90	\$ 2,917.20	\$ 2,983.50	\$ 3,049.80	\$ 3,116.10	\$ 3,182.40	\$ 3,248.70	\$ 3,315.00
HS VARSITY CHEERLEADING	5.1%	\$ 2,652.00	\$ 2,718.30	\$ 2,784.60	\$ 2,850.90	\$ 2,917.20	\$ 2,983.50	\$ 3,049.80	\$ 3,116.10	\$ 3,182.40	\$ 3,248.70	\$ 3,315.00
HS VARSITY CHEERLEADING	5.1%	\$ 2,652.00	\$ 2,718.30	\$ 2,784.60	\$ 2,850.90	\$ 2,917.20	\$ 2,983.50	\$ 3,049.80	\$ 3,116.10	\$ 3,182.40	\$ 3,248.70	\$ 3,315.00
SUMMER CAMP CHEERLEADING	1.7%	\$ 884.00	\$ 906.10	\$ 928.20	\$ 950.30	\$ 972.40	\$ 994.50	\$ 1,016.60	\$ 1,038.70	\$ 1,060.80	\$ 1,082.90	\$ 1,105.00
SUMMER CAMP CHEERLEADING	1.7%	\$ 884.00	\$ 906.10	\$ 928.20	\$ 950.30	\$ 972.40	\$ 994.50	\$ 1,016.60	\$ 1,038.70	\$ 1,060.80	\$ 1,082.90	\$ 1,105.00
SUMMER CAMP CHEERLEADING	1.7%	\$ 884.00	\$ 906.10	\$ 928.20	\$ 950.30	\$ 972.40	\$ 994.50	\$ 1,016.60	\$ 1,038.70	\$ 1,060.80	\$ 1,082.90	\$ 1,105.00
MIDDLE SCHOOL CHEERLEADING	2.8%	\$ 1,456.00	\$ 1,492.40	\$ 1,528.80	\$ 1,565.20	\$ 1,601.60	\$ 1,638.00	\$ 1,674.40	\$ 1,710.80	\$ 1,747.20	\$ 1,783.60	\$ 1,820.00
FOOTBALL CHEERLEADING	1.7%	\$ 884.00	\$ 906.10	\$ 928.20	\$ 950.30	\$ 972.40	\$ 994.50	\$ 1,016.60	\$ 1,038.70	\$ 1,060.80	\$ 1,082.90	\$ 1,105.00
FOOTBALL CHEERLEADING	1.7%	\$ 884.00	\$ 906.10	\$ 928.20	\$ 950.30	\$ 972.40	\$ 994.50	\$ 1,016.60	\$ 1,038.70	\$ 1,060.80	\$ 1,082.90	\$ 1,105.00
FOOTBALL CHEERLEADING	1.7%	\$ 884.00	\$ 906.10	\$ 928.20	\$ 950.30	\$ 972.40	\$ 994.50	\$ 1,016.60	\$ 1,038.70	\$ 1,060.80	\$ 1,082.90	\$ 1,105.00
DANCE												
HS VARSITY DANCE	5.1%	\$ 2,652.00	\$ 2,718.30	\$ 2,784.60	\$ 2,850.90	\$ 2,917.20	\$ 2,983.50	\$ 3,049.80	\$ 3,116.10	\$ 3,182.40	\$ 3,248.70	\$ 3,315.00
SUMMER CAMP DANCE	1.7%	\$ 884.00	\$ 906.10	\$ 928.20	\$ 950.30	\$ 972.40	\$ 994.50	\$ 1,016.60	\$ 1,038.70	\$ 1,060.80	\$ 1,082.90	\$ 1,105.00
MIDDLE SCHOOL DANCE	2.8%	\$ 1,456.00	\$ 1,492.40	\$ 1,528.80	\$ 1,565.20	\$ 1,601.60	\$ 1,638.00	\$ 1,674.40	\$ 1,710.80	\$ 1,747.20	\$ 1,783.60	\$ 1,820.00
WEIGHT TRAINING												
FALL WEIGHT TRAINING	5.0%	\$ 2,600.00	\$ 2,665.00	\$ 2,730.00	\$ 2,795.00	\$ 2,860.00	\$ 2,925.00	\$ 2,990.00	\$ 3,055.00	\$ 3,120.00	\$ 3,185.00	\$ 3,250.00
WINTER WEIGHT TRAINING	5.0%	\$ 2,600.00	\$ 2,665.00	\$ 2,730.00	\$ 2,795.00	\$ 2,860.00	\$ 2,925.00	\$ 2,990.00	\$ 3,055.00	\$ 3,120.00	\$ 3,185.00	\$ 3,250.00
SPRING WEIGHT TRAINING	5.0%	\$ 2,600.00	\$ 2,665.00	\$ 2,730.00	\$ 2,795.00	\$ 2,860.00	\$ 2,925.00	\$ 2,990.00	\$ 3,055.00	\$ 3,120.00	\$ 3,185.00	\$ 3,250.00
SUMMER WEIGHT TRAINING	3.4%	\$ 1,768.00	\$ 1,812.20	\$ 1,856.40	\$ 1,900.60	\$ 1,944.80	\$ 1,989.00	\$ 2,033.20	\$ 2,077.40	\$ 2,121.60	\$ 2,165.80	\$ 2,210.00
FOOTBALL												
HS VARSITY FOOTBALL	11.9%	\$ 6,188.00	\$ 6,342.70	\$ 6,497.40	\$ 6,652.10	\$ 6,806.80	\$ 6,961.50	\$ 7,116.20	\$ 7,270.90	\$ 7,425.60	\$ 7,580.30	\$ 7,735.00
ASSISTANT FOOTBALL	8.9%	\$ 4,628.00	\$ 4,743.70	\$ 4,859.40	\$ 4,975.10	\$ 5,090.80	\$ 5,206.50	\$ 5,322.20	\$ 5,437.90	\$ 5,553.60	\$ 5,669.30	\$ 5,785.00
ASSISTANT FOOTBALL	8.9%	\$ 4,628.00	\$ 4,743.70	\$ 4,859.40	\$ 4,975.10	\$ 5,090.80	\$ 5,206.50	\$ 5,322.20	\$ 5,437.90	\$ 5,553.60	\$ 5,669.30	\$ 5,785.00
ASSISTANT FOOTBALL	8.9%	\$ 4,628.00	\$ 4,743.70	\$ 4,859.40	\$ 4,975.10	\$ 5,090.80	\$ 5,206.50	\$ 5,322.20	\$ 5,437.90	\$ 5,553.60	\$ 5,669.30	\$ 5,785.00
ASSISTANT FOOTBALL	8.9%	\$ 4,628.00	\$ 4,743.70	\$ 4,859.40	\$ 4,975.10	\$ 5,090.80	\$ 5,206.50	\$ 5,322.20	\$ 5,437.90	\$ 5,553.60	\$ 5,669.30	\$ 5,785.00

POSITION	INDEX	3 year step increases based on experience												
		Years 1-3	Years 4-6	Years 7-9	Years 10-12	Years 13-15	Years 16-18	Years 19-21	Years 22-24	Years 25-27	Years 28-30	Years 30 +		
ATHLETIC DIRECTOR		\$ 54,000	\$ 55,350	\$ 56,700	\$ 58,050	\$ 59,400	\$ 60,750	\$ 62,100	\$ 63,450	\$ 64,800	\$ 66,150	\$ 67,500		
HIGH SCHOOL AD	13.7%	\$ 7,398.00	\$ 7,582.95	\$ 7,767.90	\$ 7,952.85	\$ 8,137.80	\$ 8,322.75	\$ 8,507.70	\$ 8,692.65	\$ 8,877.60	\$ 9,062.55	\$ 9,247.50		
MIDDLE SCHOOL AD	3.9%	\$ 2,106.00	\$ 2,158.65	\$ 2,211.30	\$ 2,263.95	\$ 2,316.60	\$ 2,369.25	\$ 2,421.90	\$ 2,474.55	\$ 2,527.20	\$ 2,579.85	\$ 2,632.50		
BOYS BASKETBALL														
HS VARSITY BOYS BASKETBALL	11.9%	\$ 6,426.00	\$ 6,586.65	\$ 6,747.30	\$ 6,907.95	\$ 7,068.60	\$ 7,229.25	\$ 7,389.90	\$ 7,550.55	\$ 7,711.20	\$ 7,871.85	\$ 8,032.50		
HS JV BOYS BASKETBALL	8.9%	\$ 4,806.00	\$ 4,926.15	\$ 5,046.30	\$ 5,166.45	\$ 5,286.60	\$ 5,406.75	\$ 5,526.90	\$ 5,647.05	\$ 5,767.20	\$ 5,887.35	\$ 6,007.50		
FRESHMAN BOYS BASKETBALL	8.9%	\$ 4,806.00	\$ 4,926.15	\$ 5,046.30	\$ 5,166.45	\$ 5,286.60	\$ 5,406.75	\$ 5,526.90	\$ 5,647.05	\$ 5,767.20	\$ 5,887.35	\$ 6,007.50		
BOYS 8TH GRADE BASKETBALL	7.7%	\$ 4,158.00	\$ 4,261.95	\$ 4,365.90	\$ 4,469.85	\$ 4,573.80	\$ 4,677.75	\$ 4,781.70	\$ 4,885.65	\$ 4,989.60	\$ 5,093.55	\$ 5,197.50		
BOYS 7TH GRADE BASKETBALL	5.8%	\$ 3,132.00	\$ 3,210.30	\$ 3,288.60	\$ 3,366.90	\$ 3,445.20	\$ 3,523.50	\$ 3,601.80	\$ 3,680.10	\$ 3,758.40	\$ 3,836.70	\$ 3,915.00		
5th/6th BOYS BASKETBALL	3.8%	\$ 2,052.00	\$ 2,103.30	\$ 2,154.60	\$ 2,205.90	\$ 2,257.20	\$ 2,308.50	\$ 2,359.80	\$ 2,411.10	\$ 2,462.40	\$ 2,513.70	\$ 2,565.00		
5th/6th BOYS BASKETBALL	3.8%	\$ 2,052.00	\$ 2,103.30	\$ 2,154.60	\$ 2,205.90	\$ 2,257.20	\$ 2,308.50	\$ 2,359.80	\$ 2,411.10	\$ 2,462.40	\$ 2,513.70	\$ 2,565.00		
GIRLS BASKETBALL														
HS VARSITY GIRLS BASKETBALL	11.9%	\$ 6,426.00	\$ 6,586.65	\$ 6,747.30	\$ 6,907.95	\$ 7,068.60	\$ 7,229.25	\$ 7,389.90	\$ 7,550.55	\$ 7,711.20	\$ 7,871.85	\$ 8,032.50		
HS JV GIRLS BASKETBALL	8.9%	\$ 4,806.00	\$ 4,926.15	\$ 5,046.30	\$ 5,166.45	\$ 5,286.60	\$ 5,406.75	\$ 5,526.90	\$ 5,647.05	\$ 5,767.20	\$ 5,887.35	\$ 6,007.50		
GIRLS 8TH GRADE BASKETBALL	7.7%	\$ 4,158.00	\$ 4,261.95	\$ 4,365.90	\$ 4,469.85	\$ 4,573.80	\$ 4,677.75	\$ 4,781.70	\$ 4,885.65	\$ 4,989.60	\$ 5,093.55	\$ 5,197.50		
GIRLS 7TH GRADE BASKETBALL	5.8%	\$ 3,132.00	\$ 3,210.30	\$ 3,288.60	\$ 3,366.90	\$ 3,445.20	\$ 3,523.50	\$ 3,601.80	\$ 3,680.10	\$ 3,758.40	\$ 3,836.70	\$ 3,915.00		
5th/6th GIRLS BASKETBALL	3.8%	\$ 2,052.00	\$ 2,103.30	\$ 2,154.60	\$ 2,205.90	\$ 2,257.20	\$ 2,308.50	\$ 2,359.80	\$ 2,411.10	\$ 2,462.40	\$ 2,513.70	\$ 2,565.00		
5th/6th GIRLS BASKETBALL	3.8%	\$ 2,052.00	\$ 2,103.30	\$ 2,154.60	\$ 2,205.90	\$ 2,257.20	\$ 2,308.50	\$ 2,359.80	\$ 2,411.10	\$ 2,462.40	\$ 2,513.70	\$ 2,565.00		
BASEBALL														
HS VARSITY BOYS BASEBALL	9.1%	\$ 4,914.00	\$ 5,036.85	\$ 5,159.70	\$ 5,282.55	\$ 5,405.40	\$ 5,528.25	\$ 5,651.10	\$ 5,773.95	\$ 5,896.80	\$ 6,019.65	\$ 6,142.50		
HS JV BOYS BASEBALL	6.9%	\$ 3,726.00	\$ 3,819.15	\$ 3,912.30	\$ 4,005.45	\$ 4,098.60	\$ 4,191.75	\$ 4,284.90	\$ 4,378.05	\$ 4,471.20	\$ 4,564.35	\$ 4,657.50		
MS BOYS BASEBALL	5.5%	\$ 2,970.00	\$ 3,044.25	\$ 3,118.50	\$ 3,192.75	\$ 3,267.00	\$ 3,341.25	\$ 3,415.50	\$ 3,489.75	\$ 3,564.00	\$ 3,638.25	\$ 3,712.50		
MS BOYS ASST. BASEBALL	4.2%	\$ 2,268.00	\$ 2,324.70	\$ 2,381.40	\$ 2,438.10	\$ 2,494.80	\$ 2,551.50	\$ 2,608.20	\$ 2,664.90	\$ 2,721.60	\$ 2,778.30	\$ 2,835.00		
SOFTBALL														
HS VARSITY GIRLS SOFTBALL	9.1%	\$ 4,914.00	\$ 5,036.85	\$ 5,159.70	\$ 5,282.55	\$ 5,405.40	\$ 5,528.25	\$ 5,651.10	\$ 5,773.95	\$ 5,896.80	\$ 6,019.65	\$ 6,142.50		
HS JV GIRLS SOFTBALL	6.9%	\$ 3,726.00	\$ 3,819.15	\$ 3,912.30	\$ 4,005.45	\$ 4,098.60	\$ 4,191.75	\$ 4,284.90	\$ 4,378.05	\$ 4,471.20	\$ 4,564.35	\$ 4,657.50		
8th GRADE GIRLS SOFTBALL	5.5%	\$ 2,970.00	\$ 3,044.25	\$ 3,118.50	\$ 3,192.75	\$ 3,267.00	\$ 3,341.25	\$ 3,415.50	\$ 3,489.75	\$ 3,564.00	\$ 3,638.25	\$ 3,712.50		
7TH GRADE GIRLS SOFTBALL	4.2%	\$ 2,268.00	\$ 2,324.70	\$ 2,381.40	\$ 2,438.10	\$ 2,494.80	\$ 2,551.50	\$ 2,608.20	\$ 2,664.90	\$ 2,721.60	\$ 2,778.30	\$ 2,835.00		
BOWLING														
HS VARSITY BOYS/GIRLS BOWLIN	9.1%	\$ 4,914.00	\$ 5,036.85	\$ 5,159.70	\$ 5,282.55	\$ 5,405.40	\$ 5,528.25	\$ 5,651.10	\$ 5,773.95	\$ 5,896.80	\$ 6,019.65	\$ 6,142.50		
MS BOYS/GIRLS BOWLING	3.6%	\$ 1,944.00	\$ 1,992.60	\$ 2,041.20	\$ 2,089.80	\$ 2,138.40	\$ 2,187.00	\$ 2,235.60	\$ 2,284.20	\$ 2,332.80	\$ 2,381.40	\$ 2,430.00		
TRACK														
HS VARSITY TRACK	9.1%	\$ 4,914.00	\$ 5,036.85	\$ 5,159.70	\$ 5,282.55	\$ 5,405.40	\$ 5,528.25	\$ 5,651.10	\$ 5,773.95	\$ 5,896.80	\$ 6,019.65	\$ 6,142.50		
HS VARSITY ASSISTANT	6.9%	\$ 3,726.00	\$ 3,819.15	\$ 3,912.30	\$ 4,005.45	\$ 4,098.60	\$ 4,191.75	\$ 4,284.90	\$ 4,378.05	\$ 4,471.20	\$ 4,564.35	\$ 4,657.50		
HS VARSITY ASSISTANT	6.9%	\$ 3,726.00	\$ 3,819.15	\$ 3,912.30	\$ 4,005.45	\$ 4,098.60	\$ 4,191.75	\$ 4,284.90	\$ 4,378.05	\$ 4,471.20	\$ 4,564.35	\$ 4,657.50		
MS TRACK	5.5%	\$ 2,970.00	\$ 3,044.25	\$ 3,118.50	\$ 3,192.75	\$ 3,267.00	\$ 3,341.25	\$ 3,415.50	\$ 3,489.75	\$ 3,564.00	\$ 3,638.25	\$ 3,712.50		
MS TRACK ASSISTANT	4.2%	\$ 2,268.00	\$ 2,324.70	\$ 2,381.40	\$ 2,438.10	\$ 2,494.80	\$ 2,551.50	\$ 2,608.20	\$ 2,664.90	\$ 2,721.60	\$ 2,778.30	\$ 2,835.00		
CROSS COUNTRY														
HS CROSS COUNTRY	7.8%	\$ 4,212.00	\$ 4,317.30	\$ 4,422.60	\$ 4,527.90	\$ 4,633.20	\$ 4,738.50	\$ 4,843.80	\$ 4,949.10	\$ 5,054.40	\$ 5,159.70	\$ 5,265.00		
MS CROSS COUNTRY	3.6%	\$ 1,944.00	\$ 1,992.60	\$ 2,041.20	\$ 2,089.80	\$ 2,138.40	\$ 2,187.00	\$ 2,235.60	\$ 2,284.20	\$ 2,332.80	\$ 2,381.40	\$ 2,430.00		
BOYS SOCCER														
HS VARSITY BOYS SOCCER	9.1%	\$ 4,914.00	\$ 5,036.85	\$ 5,159.70	\$ 5,282.55	\$ 5,405.40	\$ 5,528.25	\$ 5,651.10	\$ 5,773.95	\$ 5,896.80	\$ 6,019.65	\$ 6,142.50		
HS ASSISTANT SOCCER	6.9%	\$ 3,726.00	\$ 3,819.15	\$ 3,912.30	\$ 4,005.45	\$ 4,098.60	\$ 4,191.75	\$ 4,284.90	\$ 4,378.05	\$ 4,471.20	\$ 4,564.35	\$ 4,657.50		

HS VARSITY GIRLS SOCCER	9.1%	\$ 4,914.00	\$ 5,036.85	\$ 5,159.70	\$ 5,282.55	\$ 5,405.40	\$ 5,528.25	\$ 5,651.10	\$ 5,773.95	\$ 5,896.80	\$ 6,019.65	\$ 6,142.50
HS ASSISTANT SOCCER	6.9%	\$ 3,726.00	\$ 3,819.15	\$ 3,912.30	\$ 4,005.45	\$ 4,098.60	\$ 4,191.75	\$ 4,284.90	\$ 4,378.05	\$ 4,471.20	\$ 4,564.35	\$ 4,657.50
VOLLEYBALL												
HS VARSITY GIRLS VOLLEYBALL	9.1%	\$ 4,914.00	\$ 5,036.85	\$ 5,159.70	\$ 5,282.55	\$ 5,405.40	\$ 5,528.25	\$ 5,651.10	\$ 5,773.95	\$ 5,896.80	\$ 6,019.65	\$ 6,142.50
HS VARSITY ASSISTANT VOLLEYBALL	6.9%	\$ 3,726.00	\$ 3,819.15	\$ 3,912.30	\$ 4,005.45	\$ 4,098.60	\$ 4,191.75	\$ 4,284.90	\$ 4,378.05	\$ 4,471.20	\$ 4,564.35	\$ 4,657.50
MS HEAD VOLLEYBALL	6.9%	\$ 3,726.00	\$ 3,819.15	\$ 3,912.30	\$ 4,005.45	\$ 4,098.60	\$ 4,191.75	\$ 4,284.90	\$ 4,378.05	\$ 4,471.20	\$ 4,564.35	\$ 4,657.50
MS ASSISTANT VOLLEYBALL	5.5%	\$ 2,970.00	\$ 3,044.25	\$ 3,118.50	\$ 3,192.75	\$ 3,267.00	\$ 3,341.25	\$ 3,415.50	\$ 3,489.75	\$ 3,564.00	\$ 3,638.25	\$ 3,712.50
5th/6th VOLLEYBALL	4.2%	\$ 2,268.00	\$ 2,324.70	\$ 2,381.40	\$ 2,438.10	\$ 2,494.80	\$ 2,551.50	\$ 2,608.20	\$ 2,664.90	\$ 2,721.60	\$ 2,778.30	\$ 2,835.00
5th/6th VOLLEYBALL	3.8%	\$ 2,052.00	\$ 2,103.30	\$ 2,154.60	\$ 2,205.90	\$ 2,257.20	\$ 2,308.50	\$ 2,359.80	\$ 2,411.10	\$ 2,462.40	\$ 2,513.70	\$ 2,565.00
GOLF	3.8%	\$ 2,052.00	\$ 2,103.30	\$ 2,154.60	\$ 2,205.90	\$ 2,257.20	\$ 2,308.50	\$ 2,359.80	\$ 2,411.10	\$ 2,462.40	\$ 2,513.70	\$ 2,565.00
HS BOYS (No Girls)	7.7%	\$ 4,160.00	\$ 4,264.00	\$ 4,368.00	\$ 4,472.00	\$ 4,576.00	\$ 4,680.00	\$ 4,784.00	\$ 4,888.00	\$ 4,992.00	\$ 5,096.00	\$ 5,200.00
HS BOYS w/ GIRLS (3 or less)	9.8%	\$ 5,292.00	\$ 5,424.30	\$ 5,556.60	\$ 5,688.90	\$ 5,821.20	\$ 5,953.50	\$ 6,085.80	\$ 6,218.10	\$ 6,350.40	\$ 6,482.70	\$ 6,615.00
HS GIRLS (4 or more)	6.9%	\$ 3,726.00	\$ 3,819.15	\$ 3,912.30	\$ 4,005.45	\$ 4,098.60	\$ 4,191.75	\$ 4,284.90	\$ 4,378.05	\$ 4,471.20	\$ 4,564.35	\$ 4,657.50
MS BOYS / GIRLS	4.0%	\$ 2,160.00	\$ 2,214.00	\$ 2,268.00	\$ 2,322.00	\$ 2,376.00	\$ 2,430.00	\$ 2,484.00	\$ 2,538.00	\$ 2,592.00	\$ 2,646.00	\$ 2,700.00
CHEERLEADING												
HS VARSITY CHEERLEADING	5.1%	\$ 2,754.00	\$ 2,822.85	\$ 2,891.70	\$ 2,960.55	\$ 3,029.40	\$ 3,098.25	\$ 3,167.10	\$ 3,235.95	\$ 3,304.80	\$ 3,373.65	\$ 3,442.50
HS VARSITY CHEERLEADING	5.1%	\$ 2,754.00	\$ 2,822.85	\$ 2,891.70	\$ 2,960.55	\$ 3,029.40	\$ 3,098.25	\$ 3,167.10	\$ 3,235.95	\$ 3,304.80	\$ 3,373.65	\$ 3,442.50
HS VARSITY CHEERLEADING	5.1%	\$ 2,754.00	\$ 2,822.85	\$ 2,891.70	\$ 2,960.55	\$ 3,029.40	\$ 3,098.25	\$ 3,167.10	\$ 3,235.95	\$ 3,304.80	\$ 3,373.65	\$ 3,442.50
SUMMER CAMP CHEERLEADING	1.7%	\$ 918.00	\$ 940.95	\$ 963.90	\$ 986.85	\$ 1,009.80	\$ 1,032.75	\$ 1,055.70	\$ 1,078.65	\$ 1,101.60	\$ 1,124.55	\$ 1,147.50
SUMMER CAMP CHEERLEADING	1.7%	\$ 918.00	\$ 940.95	\$ 963.90	\$ 986.85	\$ 1,009.80	\$ 1,032.75	\$ 1,055.70	\$ 1,078.65	\$ 1,101.60	\$ 1,124.55	\$ 1,147.50
SUMMER CAMP CHEERLEADING	1.7%	\$ 918.00	\$ 940.95	\$ 963.90	\$ 986.85	\$ 1,009.80	\$ 1,032.75	\$ 1,055.70	\$ 1,078.65	\$ 1,101.60	\$ 1,124.55	\$ 1,147.50
MIDDLE SCHOOL CHEERLEADING	2.8%	\$ 1,512.00	\$ 1,549.80	\$ 1,587.60	\$ 1,625.40	\$ 1,663.20	\$ 1,701.00	\$ 1,738.80	\$ 1,776.60	\$ 1,814.40	\$ 1,852.20	\$ 1,890.00
FOOTBALL CHEERLEADING	1.7%	\$ 918.00	\$ 940.95	\$ 963.90	\$ 986.85	\$ 1,009.80	\$ 1,032.75	\$ 1,055.70	\$ 1,078.65	\$ 1,101.60	\$ 1,124.55	\$ 1,147.50
FOOTBALL CHEERLEADING	1.7%	\$ 918.00	\$ 940.95	\$ 963.90	\$ 986.85	\$ 1,009.80	\$ 1,032.75	\$ 1,055.70	\$ 1,078.65	\$ 1,101.60	\$ 1,124.55	\$ 1,147.50
FOOTBALL CHEERLEADING	1.7%	\$ 918.00	\$ 940.95	\$ 963.90	\$ 986.85	\$ 1,009.80	\$ 1,032.75	\$ 1,055.70	\$ 1,078.65	\$ 1,101.60	\$ 1,124.55	\$ 1,147.50
DANCE												
HS VARSITY DANCE	5.1%	\$ 2,754.00	\$ 2,822.85	\$ 2,891.70	\$ 2,960.55	\$ 3,029.40	\$ 3,098.25	\$ 3,167.10	\$ 3,235.95	\$ 3,304.80	\$ 3,373.65	\$ 3,442.50
SUMMER CAMP DANCE	1.7%	\$ 918.00	\$ 940.95	\$ 963.90	\$ 986.85	\$ 1,009.80	\$ 1,032.75	\$ 1,055.70	\$ 1,078.65	\$ 1,101.60	\$ 1,124.55	\$ 1,147.50
MIDDLE SCHOOL DANCE	2.8%	\$ 1,512.00	\$ 1,549.80	\$ 1,587.60	\$ 1,625.40	\$ 1,663.20	\$ 1,701.00	\$ 1,738.80	\$ 1,776.60	\$ 1,814.40	\$ 1,852.20	\$ 1,890.00
WEIGHT TRAINING												
FALL WEIGHT TRAINING	5.0%	\$ 2,700.00	\$ 2,767.50	\$ 2,835.00	\$ 2,902.50	\$ 2,970.00	\$ 3,037.50	\$ 3,105.00	\$ 3,172.50	\$ 3,240.00	\$ 3,307.50	\$ 3,375.00
WINTER WEIGHT TRAINING	5.0%	\$ 2,700.00	\$ 2,767.50	\$ 2,835.00	\$ 2,902.50	\$ 2,970.00	\$ 3,037.50	\$ 3,105.00	\$ 3,172.50	\$ 3,240.00	\$ 3,307.50	\$ 3,375.00
SPRING WEIGHT TRAINING	5.0%	\$ 2,700.00	\$ 2,767.50	\$ 2,835.00	\$ 2,902.50	\$ 2,970.00	\$ 3,037.50	\$ 3,105.00	\$ 3,172.50	\$ 3,240.00	\$ 3,307.50	\$ 3,375.00
SUMMER WEIGHT TRAINING	3.4%	\$ 1,836.00	\$ 1,881.90	\$ 1,927.80	\$ 1,973.70	\$ 2,019.60	\$ 2,065.50	\$ 2,111.40	\$ 2,157.30	\$ 2,203.20	\$ 2,249.10	\$ 2,295.00
FOOTBALL												
HS VARSITY FOOTBALL	11.9%	\$ 6,426.00	\$ 6,566.65	\$ 6,747.30	\$ 6,907.95	\$ 7,068.60	\$ 7,229.25	\$ 7,389.90	\$ 7,550.55	\$ 7,711.20	\$ 7,871.85	\$ 8,032.50
ASSISTANT FOOTBALL	8.9%	\$ 4,806.00	\$ 4,926.15	\$ 5,046.30	\$ 5,166.45	\$ 5,286.60	\$ 5,406.75	\$ 5,526.90	\$ 5,647.05	\$ 5,767.20	\$ 5,887.35	\$ 6,007.50
ASSISTANT FOOTBALL	8.9%	\$ 4,806.00	\$ 4,926.15	\$ 5,046.30	\$ 5,166.45	\$ 5,286.60	\$ 5,406.75	\$ 5,526.90	\$ 5,647.05	\$ 5,767.20	\$ 5,887.35	\$ 6,007.50
ASSISTANT FOOTBALL	8.9%	\$ 4,806.00	\$ 4,926.15	\$ 5,046.30	\$ 5,166.45	\$ 5,286.60	\$ 5,406.75	\$ 5,526.90	\$ 5,647.05	\$ 5,767.20	\$ 5,887.35	\$ 6,007.50
ASSISTANT FOOTBALL	8.9%	\$ 4,806.00	\$ 4,926.15	\$ 5,046.30	\$ 5,166.45	\$ 5,286.60	\$ 5,406.75	\$ 5,526.90	\$ 5,647.05	\$ 5,767.20	\$ 5,887.35	\$ 6,007.50

8th Gr. Team Leader	2.2%	\$ 1,100.00
Grade 9	1.6%	\$ 800.00
Grade 9	1.6%	\$ 800.00
Grade 10	1.6%	\$ 800.00
Grade 10	1.6%	\$ 800.00
Grade 11	2.8%	\$ 1,400.00
Grade 11	2.8%	\$ 1,400.00
Grade 12	2.3%	\$ 1,150.00
Grade 12	2.3%	\$ 1,150.00
Extra Duty		
Before/After school(a)	0.00088	\$ 44.00
School time(b)	0.00063	\$ 31.50
Coach Bus Driver	0.00175	\$ 87.50

(a) - after school detention, parking lot attendant, door duty, ticket sales, homebound & scholar bowl officials

(b) - lunch supervision, detention, work during plan and in-house subbing

8th Gr. Team Leader	2.2%	\$ 1,144.00
Grade 9	1.6%	\$ 832.00
Grade 9	1.6%	\$ 832.00
Grade 10	1.6%	\$ 832.00
Grade 10	1.6%	\$ 832.00
Grade 11	2.8%	\$ 1,456.00
Grade 11	2.8%	\$ 1,456.00
Grade 12	2.3%	\$ 1,196.00
Grade 12	2.3%	\$ 1,196.00
Extra Duty		
Before/After school(a)	0.00088	\$ 45.76
School time(b)	0.00063	\$ 32.76
Coach Bus Driver	0.00175	\$ 91.00

(a) - after school detention, parking lot attendant, door duty, ticket sales, homebound & scholar bowl officials

(b) - lunch supervision, detention, work during plan and in-house subbing

8th Gr. Team Leader	2.2%	\$ 1,188.00
Grade 9	1.6%	\$ 864.00
Grade 9	1.6%	\$ 864.00
Grade 10	1.6%	\$ 864.00
Grade 10	1.6%	\$ 864.00
Grade 11	2.8%	\$ 1,512.00
Grade 11	2.8%	\$ 1,512.00
Grade 12	2.3%	\$ 1,242.00
Grade 12	2.3%	\$ 1,242.00
Extra Duty		
Before/After school(a)	0.00088	\$ 47.52
School time(b)	0.00063	\$ 34.02
Coach Bus Driver	0.00175	\$ 94.50

- (a) - after school detention, parking lot attendant, door duty, ticket sales, homebound & scholar bowl officials
- (b) - lunch supervision, detention, work during plan and in-house subbing