

Master

Contract

2022-2023

Between

The

Isanti Community Schools Board of Education

And

Isanti Education Association

## PREAMBLE

This contract is for the 2021-2022 school year and was approved on March 1, 2021 by and between the Board of Education of the School District of Isanti Community School in the county of Knox, in the State of Nebraska (hereinafter referred to as the "Board" or "District" as the context may require) and the Isanti Education Association (hereinafter referred to as the "Association")

## GENERAL PURPOSE

The Board and the Association recognize that the development of a quality educational program for the children attending the public school of Isanti is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter in this Contract with mutual dedication, recognizing that the experience, creativity and judgement of all parties is necessary to reach the educational needs of the community.

## ARTICLE I

### Recognition

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all full-time certificated personnel with no administrative duties employed by the District.

## ARTICLE II

### Teacher Rights

- A. Nothing contained in this Contract shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided in law.
- B. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Contract.

## ARTICLE III

### Grievance Procedure

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solution to the problems which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance and procedure is to ensure fair and equitable treatment to the district's employees.

#### 1. Definitions

- a. Grievance: Any claim or claims by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of all District policies covering terms and condition of employment including but not limited to, the terms of this Contract and any disciplinary action, non-renewal termination or cancellation actions taken by way of the provisions of Neb. Rev. Stat. 79-1236 through 79-1239
- b. Grievant: Teacher, group of teachers, or the Association making the claim as provided in Paragraph I. A.
- c. Time Limits: All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year; the time limits shall consist of all week days Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of rights to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.
- d. Grievance Meetings or Hearing: All meetings and hearings under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant, and the grievant's designated representatives. All parties shall have the right to record the proceedings of any hearing or meeting at all formal levels of the grievance procedure. Hearings before the board shall be closed, at the discretion of the grievant.

2. Association Representation

- a. A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with their immediate supervisor and having the grievance adjusted informally. The settlement shall not be inconsistent with the terms of the negotiated Contract.

3. Reprisals

No reprisal of any kind shall be taken against any employee who utilizes this grievance procedure.

4. Withdrawal of a Grievance

An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party.

5. Advanced Step Filing

The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

6. The Procedure

The parties believe that it is usually most desirable for an employee and his immediate supervisor to resolve problems through free and informal communications. When requested by the teacher, a representative of the Association may assist in this resolution. However, when the grievance remains unresolved then the grievance shall be processed as follows:

STEP 1 The grievant shall present the grievance in writing to the employees' administrator. A hearing shall be held within three (3) days. Within two (2) days of the hearing the administrator shall provide a written answer to the grievance. Provisions shall be made for all parties in the case of unavoidable absences in the normal work days of the administration or the grievant.

STEP 2 The grievant may appeal the decision in Step 1 within six (6) days of receipt of the answer. The administrator shall arrange for a hearing with grievant within five (5) days of receipt of the appeal. Each party shall have the right to call such witnesses as deemed necessary to develop the facts pertinent to the grievance. The administrator will have four (4) days from the date of the hearing to provide the grievant a written decision. Provisions shall be made for all parties in the case of unavoidable absences in the normal work days of the administration or the grievant.

STEP 3 If the grievance is not resolved at Step 2, the grievant may appeal the grievance in writing to the Board president. Within ten (10) days from the date the appeal is received the Board president shall schedule a hearing on the grievance before the Board of Education: the hearing shall be held not later than thirty (30) days from the receipt of the appeal. Each party shall have the right to call such witnesses as it deems necessary to develop facts pertinent to the grievance. The Board will have five (5) day from the date of the hearing to notify, in writing, the grievant of the Board's decision.

STEP 4 If the grievant is not satisfied with the disposition of the grievance at Step 3, or if a written decision has not been rendered within the time provided, the grievant within thirty (30) days of the Board's reply may notify the Board, in writing, of the intent to submit the grievance to binding arbitration. The arbitrator shall be chosen by the parties and shall be a person mutually acceptable to the Board and the grievant. If the Board of Education and the grievant are unable to agree on an arbitrator within ten (10) days after receipt of notice, an arbitrator shall be sought from the American Arbitration Association. The arbitrator shall have no power to alter the terms of any negotiated agreement, but shall be empowered to include in any award such financial reimbursements or remedies judged by the arbitrator proper to resolve the grievance. No evidence or positions shall be submitted to the arbitrator by either party which was not previously disclosed to the other party. The cost of the arbitrator shall be equally borne by the Board and the grievant. All other expenses shall be borne by the party incurring the expense. The decision of the arbitrator shall be binding upon both parties.

ARTICLE IV  
Salaries

A. Salary Schedule

The salary of each full-time teacher covered by this Contract shall be determined by the salary schedule attached as Appendix A. Increases in pay shall always include experience increments and professional growth.

B. Initial Placement

When hired, teachers may be credited with all applicable experience in the subject area for which the teacher is hired, and placed on the schedule accordingly.

C. Base Salary

The base salary shall be \$40,720 for the 2021-2022 school year.

D. Horizontal Movement

The District/Superintendent shall be notified in writing of additional hours by May 31<sup>st</sup> and the intent to move on the salary schedule. The movement on the schedule shall take place accordingly. All graduate hours shall be approved by the Superintendent in advance. Additional hours shall be graduate credit hours from an accredited college of teacher education.

E. Vertical Movement

Teacher shall be placed on the proper vertical step in accordance with their experience in the district plus credited prior experience.

F. Advancement in the Absence of a Successor Contract

Each teacher employed by the District will receive vertical and horizontal advancement if applicable in the event this contract continues for the following school year in accordance with the provisions of Article XIII. (Subject to E above)

G. Extra Duty

Where a contractual agreement has been reached between an individual teacher and the district relating to the performance of extra-curricular duties, the salary shall be in accordance with the provisions of the extra duty/extra-curricular salary schedule attached as Appendix B. The District maintains the right to pay above the schedule and to determine the number of coaches and sponsors.

H. Waniyetu Pay

- I. Each Staff member will receive \$300 around December 15<sup>th</sup> of each calendar year.

ARTICLE V

Insurance and Annuities

A. Health Insurance

- a. The Board shall provide EHA Blue Cross/Blue Shield, Blue Preferred \$650 Deductible insurance coverage for single, employee and spouse, employee and children and family; and PPO 100%single dental A,B,C coverage for each teacher. Each teacher also has the option to include family dental coverage without additional cost to the district. The effective date of coverage shall be September 1 to August 31 of each year of employment. In the event of long-term illness or injury of the teacher, the District will continue insurance coverage for the teacher and/or family of the teacher for the remainder of the effective dates of coverage.

B. Life Insurance

- a. The Board shall provide group life insurance protection in the amount of \$10,000 to each full-time teacher covered by this Contract. Part-time teachers shall also receive life insurance.

C. Disability Insurance

- a. A Teacher may, at his/her election, purchase long-term disability insurance from the District's carrier at the Teacher's own expense. The Board will increase the Teacher's compensation by the amount equal to the premium for the insurance. Benefits shall be payable in accordance to LTD Policy at 66.67 percent of annual contractual salary. Benefits payments shall continue to age seventy (70) or until termination of disability, whichever occurs first.

D. Complete Annual Coverage

- a. For each teacher who remains in the employment of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve(12) month period.

ARTICLE VI

Terms of Employment

A. Teacher's Contract

Upon initial employment, the teaching contract issued to employees subject to this Contract shall be on a contract form recommend by the Commissioner of Education, a copy of which is attached to the Appendix and incorporated by reference. All contracts will be contingent upon the receipt of P.L. 81-874 Impact Aid Funds.

B. Release from Contract

Prior to the third Friday in May teachers who wish to be released from their contract shall be released therefrom upon written request filed with the Board of Education. Release from contract after the third Friday in May shall be mutually agreed to by both parties. There shall be no penalty for release from contract.

C. Normal Work Day

The normal work day for full-time teachers shall be between the hours of 8:00 A.M. and 4:00 P.M. plus weekly staff meetings.



#### D. Annual Employment Period

The annual employment period for teachers shall be up to 185 days. The requirement for students will be based on Nebraska Department of Education instructional hours as outlined in Rule 10.

### ARTICLE VII

#### Teacher Assignment

- A. All teachers shall be granted not less than 250 minutes a week for purposes of preparation.
- B. All teachers shall be given a 30-minute duty free lunch as provided by Nebraska Revised Statute 79-8,107.

### ARTICLE VIII

#### Leaves

#### A. Sick Leave and Discretionary Leave

##### B. Sick Leave

- a. Each teacher shall receive ten (10) days of sick leave per year. The days are not to affect current policies covering maternity and bereavement leave. Teachers may carry over any unused sick leave to the next year, up to an accumulation of fifty (50) days.
- b. Sick leave may be used for personal illness, illness of a spouse, parent, or child.
- c. If a teacher misses three (3) or more days in a row they may be required to provide a doctor's note verifying their illness.
- d. Teachers acquiring over fifty (50) days of sick leave will be paid substitute pay for any sick days in excess of 50 days payable at the last pay period in May each year.
- e. Teacher who have at least five (5) years credit or who retire from Isanti Public Schools will be paid for any unused sick leave at a rate of  $\frac{1}{2}$  of substitute pay.
- f. The Board shall furnish to each teacher a written statement September 1 setting forth the total of sick leave credit. Part-time teachers shall receive days prorated to percentage of employment.

##### C. Discretionary Leave

- a. Each teacher shall receive three (3) days of discretionary leave per year. Teachers may carry over a maximum of two (2) days a year to accumulate a total

of five (5) discretionary days. The teacher can never use more than five (5) discretionary days in any given year.

- b. Teachers who do not use their discretionary leave will be paid for unused days at the rate of a substitute teacher.
- c. Teachers may use discretionary leave days at their discretion, so long as no more than three teachers take discretionary leave on a given day. Discretionary leave will be allowed on a first-come, first-serve basis. When possible, teachers must provide administration with written notice at least three (3) working days prior to such an absence.
- d. Available discretionary leave time will be reduced by one (1) hour increments.
- e. The Board shall furnish to each teacher a written statement September 1 setting forth the total of discretionary leave credit. Part-time teachers shall receive days prorated to percentage of employment.

#### D. Sick Bank

- a. Membership in the bank is voluntary, but each member must donate one day of their annual sick leave to the bank per year, within the first ten days of the new contract year.
- b. Once days are donated to the bank, they cannot be withdrawn by any party without strict adherence to the policy regulation herein, regardless of employment status.
- c. When the bank accumulates to 60 days, all members will be considered vested.
- d. New members may gain a vested interest in the bank by donating 1 day per year for a period of five (5) years. If the bank is already at 60 days, the “new employee” will be kept in a separate account and used to replenish the bank before members are asked to donate again.
- e. A member will be able to use a maximum of 20 contract days from the bank per year.
- f. Preconditions to be met prior to the use of the sick leave bank:
  - i. The member must have exhausted all annual leave resources
  - ii. Use of the bank will be on a first-come, first serve basis.
  - iii. A doctor’s statement will be required to enter the sick leave bank.
  - iv. SEA may only grant use of the sick bank or may grant additional days upon receipt of written request, under extenuating circumstances.

#### E. Substitutes for Teachers

In case of absence from school, substitutes will be notified by the administrator for duty. Teachers must notify the designated administrator as soon as possible, but no later than 7:00 A.M.

#### F. Family Illness

Teachers shall be able to use their sick leave for illness in their immediate families.

G. Bereavement/Terminal Illness

Up to four (4) working days of paid leave shall be granted a teacher in the event of each death/terminal illness of an immediate family, i.e., mother, father, spouse, child, maternal or paternal grandparent, grandchild, brother, sister, or in-laws (mother, father, brother, sister, grandparent). Sick leave days may be used for additional funeral leave. The leave request time requirements will be waived in emergency situations.

H. Temporary Military

Teachers called into temporary active duty of any unit of the U.S. Reserves or the State National Guard shall be paid their regular pay. Verification shall be provided by the educator surrendering payment for said service.

I. Jury Duty

Teachers called into jury duty shall be paid their regular pay. Verification shall be provided by the educator surrendering payment for said service.

J. Adoption Leave

- a. Adoption leave with pay shall be granted to teachers requesting such leave for a period not to exceed ten (10) working days from the time custody of the child is received.
- b. Such leave shall be extended at the teacher's request with pay for a period not to exceed six weeks.

K. Child Rearing

- a. A teacher shall be granted leave with pay of ten (10) working days for child rearing at the approximate time of birth or incapacitation of the mother. Sick leave days may be used thereafter.
- b. Such leave shall be extended at the teacher's request with pay for a period not to exceed six weeks. However, teachers shall be entitled to use sick leave days without pay after utilizing the ten (10) paid working days for child rearing.

ARTICLE IX  
Miscellaneous Provisions

A. Nondiscrimination

The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers or in the application, or administration of this Contract on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.

B. Board Policy

This Contract supersedes any Board policy which contradicts any terms of this Contract for the term of said Contract. The Board shall carry out the commitments contained herein. The Board shall provide the Association and all teaching employees with copies of all Board policies.

C. Separability

If any provision of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

D. Compliance between Individual Contract and Master Contract

Any individual contract between the Board and an individual full-time teacher shall be subject to and consistent with the terms and conditions of this Contract.

ARTICLE X  
Personnel File

A. File

Any teacher shall have the right, upon request to review the contents of their personnel file(s) and to receive copies at individual's expense of any documents contained therein.

B. Derogatory Material

No material derogatory to a teacher's conduct, service, character, performance or personality shall be placed in the teacher's personnel file unless the teacher has had the prior opportunity to review the material. The teacher shall acknowledge that they had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and their answer shall be reviewed by the Superintendent or the Superintendent's designee and attached to the file copy.

C. No Separate File

Although the Board agrees to protect the confidentiality of personal reference, academic credentials and other similar personnel records, it shall not establish any separate personnel files(s) which is/are not available for the teacher's inspections.

ARTICLE XI  
Safety

The parties agree that it is the responsibility of the Board to provide and maintain a safe place of employment. Consistent with the teacher's assignment, it is the responsibility of the teacher to report observed unsafe or hazardous practices or conditions. The principal or immediate supervisor will contact duly qualified personnel who will in turn make a timely inspection and take steps to remedy the condition.

## ARTICLE XII Duration of Contract

This contract is approved as of February 9, 2022 and shall become effective for the 2022-2023 school year and remain in effect until a new contract has been negotiated.

## ARTICLE XIII Reduction in Force (RIF) Policy

Amendment Attached March 1, 2021

The board of education may determine that a reduction in force of certificated staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances. If the board, in its sole discretion, determines that a reduction of certificated staff is necessary, the superintendent shall notify those employees whose contracts may be reduced. However, the employment of a permanent employee may not be terminated through a reduction in force while a probationary employee is retained to render a service that the permanent employee is qualified to perform by reason of certification and endorsement, or when certification is not applicable, by reason of college credits in the teaching area.

- 1. Definition of Reduction in Force.** A reduction in force shall consist of a reduction of one or more positions or a reduction in the percentage of employment of one or more certificated staff members, even if the number of percentage of employment of the certificated staff overall may be increased by other hirings or increases in the percentage of employment of other employees. Reduction in force may result in the termination of employment or an amendment to an employee's contract reducing the extent of the employee's employment.

- 2. Restriction of Right to Administrative Position.** Due to the confidential and unique personal working relationship necessary between the administration and the board of education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.
  
- 3. Criteria for Reduction in Force.** The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate.
  - a. Programs to be offered;
  - b. Areas of endorsement that are of present or future value to the district. This criterion shall be based upon the endorsement(s) shown on each teacher's Nebraska Teaching Certificate;
  - c. State and federal laws or regulations that may mandate certain employment practices;
  - d. Involvement in the programs and activities sponsored by the school district;
  - e. Special or advanced training consisting of college credit or other training that would be of present or future value to the district;
  - f. The organizational and educational effect caused by multiple part-time certificated employees;
  - g. Formal and informal evaluation of staff performance by supervising administrators and if evaluations will be used as a criterion for a given reduction-in-force, the evaluation procedures shall be those adopted by board policy in effect at the time of the reduction and the evaluation forms shall be those on file with the Nebraska Department of Education for the district;
  - h. Any other reasons that are rationally related to the instruction in or administration of the school district.
  
- 4. Consideration of Uninterrupted Service.** If, after consideration of the criteria listed above, it is the opinion of the superintendent that there is no significant difference between or among certificated employees being considered for reduction, the employee(s) with the longest uninterrupted service to the district shall be retained.
  - a. Uninterrupted length of service is defined as the number of continuous full-time equivalent years of employment in the district as a teacher.
  - b. A full-time equivalent year is defined as employment on a full-time basis for an entire school year.
  - c. Less than full-time employment reduces the teacher's full-time equivalent employment for a school year. For example, a teacher employed on a half-time basis would be credited with half a year full-time equivalent employment.
  - d. A break in service will terminate a teacher's seniority and length of service under this provision. That period of time when a teacher is on a leave of absence shall not constitute a break in service; however, any years of absences or fractions of years of leave of absence will not count as years of employment for the purposes of determining the length of a teacher's uninterrupted service.

**5. Rights of Recall.**

- a. Any certificated employee whose contract has been terminated shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect.
- b. Such employee shall have preferred rights to re-employment for a period of 24 months commencing at the end of the contract year, and the employee shall be recalled on the basis of length of service to the district to any position that he or she is qualified to teach by endorsement or college preparation.
- c. Upon re-employment, a recalled employee shall be placed on the salary schedule and provided fringe benefits based on existing district policies and the current negotiated agreement. Any year or years of absence from employment shall not be considered as a year or years of employment by the district.
- d. An employee under contract to another education institution may waive recall, but such waiver shall not deprive the employee of his or her right to subsequent recall.

**6. Current Teaching Certificate.**

- a. Upon initial employment with the district, each certificated employee shall file a copy of his or her teaching certificate, including endorsements with the superintendent of schools.
- b. The employee shall be responsible for filing any changes in certification or endorsements with the superintendent.

**6. Address Records.**

- a. A certificated employee whose employment contract has been terminated because of a reduction in force shall, during the period which he or she is eligible for recall, be responsible for reporting any change of address to the superintendent of schools.
- b. If there is a vacancy to which a former employee has a right of recall, the district may communicate an offer of re-employment by telephone, by e-mail, or by United States mail sent to the former employee's last known address. If the school district does not receive written acceptance of the offer within seven days, the former employee shall be deemed to have waived his or her rights to be recalled to the employment position.

ARTICLE XIV  
Document Authorization

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed herein, all on the day and year first above written.

Isanti Education Association

Isanti Community School  
Board of Education

By \_\_\_\_\_  
President

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Chief Negotiator

By \_\_\_\_\_  
Vice President

By \_\_\_\_\_  
Negotiation team Member

By \_\_\_\_\_  
Secretary

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date





POSITION	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6
<b>Athletics</b>						
Athletic Director	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Head Golf	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%
Head Football	9.5%	10.0%	10.5%	11.0%	11.5%	12.0%
Asst. Football	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%
Head Volleyball	9.5%	10.0%	10.5%	11.0%	11.5%	12.0%
Asst. Volleyball	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%
Head Basketball	9.5%	10.0%	10.5%	11.0%	11.5%	12.0%
Asst. Basketball	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%
Head Track	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%
Asst. Track	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
JH FB/BB/VB	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
JH Track	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%
H.S. Cross Court	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%
JH Cross Count	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%
<b>Class Sponsors</b>						
Senior Class	2.0%					
Jr. Class	2.0%					
Sophomore Class	1.5%					
Freshman Class	1.5%					
7th Grade Spons	1.5%					
8th Grade Spons	1.5%					
<b>Extra Curricular Activities</b>						
Culture Club	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Music	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%
Cheerleading	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%
Drama	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%
Speech	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%
Tech Support	6.0%					
Student Council	2.0%					
Yearbook Spons	8.0%					
Skills USA	3.0%					
Prom	4.0%					
SAT Coordinator	4.0%					
SAT Coordinator	4.0%					
Concession Star	4.0%					
FFA	8.0%					
FCCLA	8.0%					
<b>Current Base \$</b>		<b>40,720.00</b>				

POSITION	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6
<b>Athletics</b>						
Athletic Director	\$ 3,257.60	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60
Assistant Athletic Director	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Head Golf	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20
Head Football	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20	\$ 4,682.80	\$ 4,886.40
Asst. Football	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00	\$ 3,257.60
Head Volleyball	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20	\$ 4,682.80	\$ 4,886.40
Asst. Volleyball	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00	\$ 3,257.60
Head Basketball	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20	\$ 4,682.80	\$ 4,886.40
Asst. Basketball	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00	\$ 3,257.60
Head Track	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20
Asst. Track	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00
JH FB/BB/VB	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00
JH Track	\$ 1,628.80	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80
H.S. Cross Country	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20
JH Cross Country	\$ 1,628.80	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80
<b>Class Sponsors</b>	\$ -					
Senior Class	\$ 814.40					
Jr. Class/Concess	\$ 814.40					
Sophomore Class	\$ 610.80					
Freshman Class	\$ 610.80					
7th Grade Spons	\$ 610.80					
8th Grade Spons	\$ 610.80					
<b>Extra Curricular A</b>	\$ -					
Culture Club	\$ 3,257.60	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60
Music	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00	\$ 3,257.60	\$ 3,461.20	\$ 3,664.80
Cheerleading	\$ 1,425.20	\$ 1,628.80	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20
Drama	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40
Speech	\$ 1,221.60	\$ 1,425.20	\$ 1,628.80	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60
Tech Support	\$ 2,443.20					
Student Council	\$ 814.40					
Yearbook Sponsor	\$ 3,257.60					
Skills USA	\$ 1,221.60					
Prom	\$ 1,628.80					
HAL Coordinator	\$ 1,628.80					
SAT Coordinator	\$ 1,628.80					
Teacher Mentor	\$ 1,628.80					
District Assessment	\$ 3,257.60					
FCCLA	\$ 3,257.60					
<b>Current Base \$</b>		<b>40,720.00</b>				