

8/31/97

**MASTER AGREEMENT
BETWEEN THE
CALEDONIA COMMUNITY SCHOOLS
BOARD OF EDUCATION**

**AND THE
KENT COUNTY EDUCATION ASSOCIATION/MEA/NEA**

1994-97



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AGREEMENT

THIS AGREEMENT entered into by and between the School District of the Caledonia Community Schools, of Kent, Allegan and Barry Counties, hereinafter called the "Board" and the Kent County Education Association/Michigan Education Association/National Education Association, hereinafter called the "Association."

WITNESSETH:

WHEREAS, this contract is pursuant to Act 379 of the Michigan Public Act of 1965, and

WHEREAS, the purpose of this agreement is to establish clearly in writing; the following agreement between the parties, concerning the salaries, hours and terms and conditions of employment that shall prevail for the duration of this agreement, and

WHEREAS, the members of the Teaching profession are particularly qualified to assist in the formulation of policies and program designed to improve educational standards:

NOW, THEREFORE, the Board and the Association have, in consideration of these mutual promises and stipulations hereinafter specified, agreed to abide by terms set forth for the duration of this agreement.

ARTICLE 1 - RECOGNITION

SECTION 1: The Board hereby recognizes the association as the sole and exclusive bargaining representative for all certified full-time and regular part-time classroom teachers, librarians, guidance counselors, speech therapists, school psychologists, social workers and other certified Special Education Personnel under contract with the Board of Education of Caledonia Community Schools, but excluding substitute teachers, supervisory and executive personnel and office, clerical, maintenance, and operating employees, community education employees, and all other employees of the Board or of any other employer. The term "teacher" when used hereinafter in this agreement shall refer to all employees represented by the Association as defined in this section.

SECTION 2: Within thirty (thirty) days of the effective date of employment, teachers shall sign and deliver to the Board, written authorization to payroll deduct either:

- A. Association membership dues and PAC contributions as identified by the Association, with said authorization for deductions to continue in effect unless revoked by the employee in writing by July 1st of each year.
- B. Service fees as identified by the Association for those teachers who elect not to join the Association but to pay a service fee pursuant to their "Policy Regarding Objections to Political-Ideological Expenditures" and the Administrative Procedures adopted for that policy. The service fee shall not exceed the amount of Association dues collected from members.

In the event any employee to whom one of the foregoing provisions applies fails to comply therewith, the Board shall, upon notification of the Association of the fee for that given school year, deduct the service fee from the employee and remit same to the Association.

The Board agrees to deduct such dues or service fees from the pay of teachers in ten (10) equal deductions, if feasible, and remit the same to the Association. The Board shall not be liable for funds deducted except to issue a check to the Association.

In the event of any legal action against the Board brought in a court or administrative agency because of its compliance with the Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided the Board gives timely

notice and permits the Association intervention as a party if it so desires. The Association agrees that in any action so defended, it will indemnify and hold harmless the Board and its agents from all forms of cost, damages, and other liabilities imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's compliance with this Article.

SECTION 3: The Board agrees to make deductions from the paychecks of teachers for health insurance, credit union deductions and authorized annuity plans. The employee must properly authorize deductions in writing and the only responsibility of the Board will be to pay the deduction to a transmittal agency or a proper party so named.

ARTICLE 2 - TEACHER RIGHTS

SECTION 1: Upon approval of the building principal or superintendent, the Association shall have the right to use school facilities and equipment. The Association shall pay for the cost of all materials and supplies or damages incidental to such use. If the activity is held when a custodian is not on duty, the Association shall pay for the cost of same.

SECTION 2: The Board agrees to make available to the Association, in response to a written request to the Superintendent all District information available to the constituents of the School district. School records are not to be removed from the office in which they are located.

SECTION 3: One bulletin board per staff lounge will be provided for Association business matters. The Association may use the inter-school mail service and teacher mail boxes for communications to teachers.

SECTION 4: No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Each teacher, prior to the evaluation period shall be advised of the evaluation form with which he or she shall be evaluated.

ARTICLE 3 - BOARD OF EDUCATION RIGHTS

The Association recognizes that, except as specifically limited or abrogated by the terms and provisions of this Agreement, all rights to manage, direct and supervise the operations of the school district and the teachers, are vested solely and exclusively in the Board. The Association recognizes that the Board is legally responsible for the operation of the entire school system within the boundaries of the School District of Caledonia and that the Board has the necessary authority to discharge all of its responsibilities. Such responsibilities include, without being limited to, the establishment of education policies, the construction, acquisition and maintenance of school buildings and equipment; the hiring, transfer, assignment, supervision, discipline, promotion and termination of teachers; and the establishment and the revision of rules and regulations governing and pertaining to work and conduct of its employees. The Board and the administrative staff shall be free to exercise all of its managerial rights and authority to the extent permitted by law, provided however, that no action shall violate any of the express terms of this agreement and no rules and regulations shall be adopted or revised which violate the express terms of this agreement.

ARTICLE 4 - TEACHING HOURS AND CLASS LOADS

SECTION 1: Teachers will be in their classrooms or elsewhere as assigned by their principal fifteen (15) minutes before the opening of the pupil's regular school day in the morning. During the school day, teachers are expected to remain in their classrooms with their students. On Fridays, or on days preceding holidays or vacations, the teachers' day shall end at the close of the pupils' day.

The normal work day at the elementary level shall be seven (7) hours. This time includes lunch periods as specified in SECTION 5 of this article. The student instructional day will be a maximum of six hours and ten minutes (6:10) including

lunch but excluding the fifteen minutes at the beginning of the day in which the teachers must be in their classroom (or elsewhere as assigned by the principal) as students are arriving at school. Under normal conditions, at the elementary level, music and physical education sessions will be viewed as teacher preparation time. Departure time at the elementary level will be thirty five minutes after the close of the student instructional day unless there is agreement between building staff and principal to distribute this thirty five minutes differently between the beginning and ending of the day.

SECTION 2: It is the responsibility of each individual teacher to accept duties normally associated with the teaching profession. Attendance at staff meetings is compulsory. The above mentioned departure times are not applicable when staff meetings are called.

SECTION 3: Any teacher desiring to leave his or her assigned building prior to the completion of his or her daily schedule as set forth above, shall notify his or her immediate supervisor or his or her appointee, and get prior approval before leaving.

SECTION 4: The normal weekly teaching load in the high school (9-12) will be twenty five (25) teaching periods and five (5) unassigned preparation periods. The normal work day at the high school level is seven hours and five minutes (7:05) and a maximum of six hours and 35 minutes (6:35) is to be used as student instruction time (including lunch times, teacher preparation times and student passing times). Assignments to a supervised study period shall be considered a teaching period for purpose of this article. The normal teaching load in the middle school on a daily basis will be five (45 minute) periods of teaching, one (45 minute) period of team planning, one (45 minute) period of individual teacher planning and one (19 minute) period of student advisory time.

SECTION 5: All teachers shall be entitled to a duty-free lunch period of no less than thirty (30) minutes duration in the secondary schools and twenty-five (25) minutes out of a thirty-five (35) minute lunch period in the elementary.

SECTION 6: Elementary Recess duties shall be assigned to teachers on a rotating basis.

SECTION 7: All elementary teaching specialists will have relief time equal to that of other elementary teachers. Certified substitutes will be provided for vocal music, physical education, band, and library when the regular teachers are absent if a certified substitute is available, preferably in that subject area.

SECTION 8: If a teacher shall agree to teach more than the normal teaching load as set forth in this Article, the teacher shall be compensated at an additional sum equivalent to one-sixth of his or her basic annual salary. Staff teachers substituting during planning periods or who take lunch period duty will receive \$9.00 per class period or lunch worked.

SECTION 9: It is agreed that class sizes will be limited to not more than 26 pupils per lower elementary (K-2), 28 per upper elementary (3-6), and 30 pupils per Junior High or secondary classrooms or equal to the number of lab stations in the room with the exception of typing, band, vocal music, physical education, and study hall. Whenever class size exceeds the above limitations following written notice by the teacher, action will be taken by the School District's representatives to remedy and correct the situation. Such written notice by the teacher should be sent to the Building Principal with copies to the Superintendent and Association. In reviewing a class size problem, the following criteria shall be taken into consideration:

1. Number of classes being taught by the teacher (s).
2. Number of students in each class(es).
3. Size of classroom or other facilities.
4. Split classes.
5. Number of students being mainstreamed.
6. Special needs of students.
7. Instructional materials and equipment available to teachers.
8. Nature of subject and skills taught, i.e basic or enrichment, etc.

A decision and remedy based on the above criteria shall be implemented within ten (10) calendar days after written notice and request is given by the affected teacher. Failure

to remedy class size problems within fifteen (15) calendar days of the request for action will permit the grievant to file a grievance with the building principal; however, in the case of the high school, the teacher's appeal shall be to a class-size committee rather than a grievance. This committee shall consist of the High School Principal, one administrator designated by the high school principal and two (2) teachers designated by the Association and shall be required to review the complaint and make appropriate recommendations.

The ratio of pupils to classroom teachers within the district shall not exceed the above maximums with the exception of a class having one or more mainstreamed pupils. Teachers having one or more mainstreamed pupils shall have class size decreased according to the number of such pupils and the nature and severity of impairment of the student as defined by the Michigan Department of Education Guidelines for Special Education programs.

SECTION 10: The Board and the Association agree to establish a joint advisory committee known as the Instructional Council. The purpose of this council shall be to recommend instructional strategies affecting the nature and design of the instructional program of the District. The members of the Council will be responsible for developing the criteria for evaluating instructional programs and recommending instructional strategies concerning said programs. All matters concerning K-12 instructional programs and instructional strategies shall be first submitted through the Council for its recommendation prior to action by the Board of Education.

A. The Council shall be composed of at least one teacher from each building (for purposes of Special Education personnel that group will elect a representative the same as a building) and administrators elected annually by their respective groups. The Council shall have co-chairpersons, one a teacher and one an administrator, who shall chair alternate meetings. The Council shall meet on a regularly scheduled basis as determined by the Council membership.

B. The Council shall be responsible for recommending to the Board matters pertaining to textbook selection, teaching equipment and building design teaching experiments and innovations and inservice education programs.

C. The Council may on its own motion, invite students, parents or representatives to meet with the Council for consultation. It may also appoint sub-committees to assist with responsibilities. Staff and clerical assistance shall be provided by the Board.

ARTICLE 5 Protection of Teachers

SECTION 1: If a teacher is sued by reason of disciplinary action taken in accordance with the school policy against the student, the Board will provide legal counsel and render all necessary assistance to the teacher in his or her defense provided the teacher is free of fault. Each teacher has the responsibility to review periodically board policies and administrative rules and regulations.

SECTION 2: If in case of an assault wherein an injury is inflicted on a teacher when the teacher is acting in the line of duty as an employee of the Board, time lost by the teacher shall not be charged against the teacher's sick leave. However, the teacher shall continue to be paid by the Board except that when Worker's Compensation is paid, the Board shall pay the difference between the sum received as a result of Worker's Compensation and the teacher's regular salary at the time of the injury, not to exceed three (3) years.

SECTION 3: The Board will reimburse teachers to a maximum of \$100.00 for any loss damage, or destruction of clothing or personal property, not covered by the teacher's personal insurance while on assigned duty and when the loss does not result from any fault on the part of the teacher.

SECTION 4: Any monies paid by the Board under this Article are to be less any amount received by a teacher as a result of a personal insurance policy (i.e., no double compensation).

SECTION 5: The Board assumes no loss to teachers due to vandalism, fire or theft except when a teacher brings a valuable instructional material to school to use in the classroom and registers it properly with the central office through the principal. Then the teacher must process a claim through his or her personal insurance company and if no coverage is provided or if it is not completely covered by this method the Board agrees to process through its building insurance carrier a claim and if not covered the Board agrees to pay the cost of the material vandalized only; provided existing safeguards available were used to protect the property. Money and jewelry are not covered.

SECTION 6: Layoff and Recall Should substantial and unforeseen changes in student population or other conditions make necessary a general reduction in the number of teachers employed by the Board, the Board shall apply the following order of reduction in personnel:

- A. Voluntary layoff and/or temporary employees;
- B. Probationary teachers with the least number of continuous years teaching in the district, provided there are fully qualified certified teachers to replace and perform all the needed duties of the laid off teachers
- C. If reduction is still necessary, then tenure teachers with the least number of years of continuous service in the district will be laid off first, providing there are fully qualified, fully certified personnel to replace and perform all of the needed duties of the laid off teachers. Fully qualified and fully certified shall be defined as:
 1. Teachers who have earned a provisional, permanent, life, vocational, continuing teaching certificate or licenser(etc) where applicable, in a given subject area
 2. Teachers who have a major in a particular subject to be taught; or who have completed eighteen (18) semester hours of college credit in a given subject area or have taught in the subject area on a regular basis within the last five (5) years preceding the layoff.

SECTION 7 - SENIORITY

- A. Shall be defined as the length of continuous years of service to the Caledonia School District within the bargaining unit from the execution date of the individual contract by the Board.
- B. Shall not be prorated for part-time employees
- C. Shall not accrue while on leaves of absence or layoff.
- D. Shall be frozen for administrators in the bargaining upon leaving the unit.

SECTION 8 - Seniority List/Layoff: The Association and the Board shall prepare a teacher seniority list with certification and qualifications noted on or before January 1 of each year. Within ten (10) school days the list will be verified by the Association prior to its final approval. The Association shall have the right to review as layoff list prior to the notification of individual teachers to be laid off. In the event of a dispute concerning the layoff list, the Association shall have the right to file a written grievance concerning the list within not more than (72) hours after the termination of the meeting requesting review of the list.

SECTION 9 - Recall - Employees shall be recalled in inverse order of layoff to vacancies for which they are certified (licensed, etc.) and qualified. Employees failing to respond to a written notice of recall within ten (10) business days of the receipt of such notice shall be considered to have voluntarily resigned. Except where prohibited by the Tenure Act, teachers shall only be eligible for recall for a period of four (4) years from the effective date of their layoff.

SECTION 10 - Bargaining unit members not subject to the provisions of the Tenure Act shall have a probationary period paralleling that provided by the Act.

SECTION 11 - Changes in certification (etc.) while on layoff shall not affect the teacher's status during the layoff period. It shall, however, be recognized during recall from layoff status. It is the teacher's responsibility to notify the Board in writing of any changes in certification (licenser, etc.) or qualifications which would impact their recall rights.

SECTION 12 - The board will issue individual contracts to probationary teachers and teachers attaining tenure on an annual basis. Individual contracts will be issued to teachers tenured in the Caledonia Schools upon request only. Individual contracts shall not be revoked unless 60 days prior notice is given for the purpose of reduction of personnel due to loss of revenue or declining enrollment.

SECTION 13: When vacancies occur, the Board agrees to give consideration to laid off certified teachers from district members of KCEA/MEA/NEA. A copy of vacancy postings will be sent to the K.C.E.A. offices.

ARTICLE 6 LEAVES OF ABSENCE

SECTION 1: Sick Leave of Absence A. Each teacher may be granted ten (10) days per school year for absences caused by illness or injury. Unused sick leave days may accumulate to a maximum of one hundred eighty-seven. Each day of absence must be approved by the building principal or superintendent. Further: Five (5) days per school year (charged against sick leave) may be used for absence caused by injury or illness to a member of a teacher's immediate family. Immediate family is limited to parents, children, spouses, or individuals residing for an extended period (over one year) in the household, and for persons for whom legal responsibility has been assigned. Absences (immediate family) in excess of five (5) days per school year will be deducted at the rate of 1/187th of the teacher's salary schedule pay for each day absent.

Notes about sick leave:

- Once a teacher has accumulated his/her maximum number of sick days, he/she will be granted 10 days per school year, non-cumulative, for use in the current school year.
- The teacher may be required to present a physician's statement of illness or injury at the request of the building principal or superintendent.
- Absence in excess of accumulated sick leave and not granted by the Sick Leave Bank Committee will be deducted at the rate of 1/187th thereafter of the teacher's schedule pay for each day absent.
- Any teacher whose personal illness extends beyond the teachers accumulated sick leave days may be granted additional sick leave days by the sick bank committee. The committee shall be composed of three Caledonia teachers designated by the Kent County Education Association. Upon receipt of a formal written request by a teacher, the committee shall meet within five (5) days to review the request. The following general guidelines shall apply to all requests for days from the sick bank:

1. A teacher must exhaust all their personal sick leave accumulation. The Bank Committee may grant additional sick leave to a teacher dependent upon demonstrated need.
 2. Days shall not be granted retroactively.
 3. No days shall be granted by the committee where the applicant is receiving Worker's Compensation.
 4. The maximum number of days an individual shall receive from the sick bank shall not exceed 90 days. However, it is expressly understood that an individual must go on the L-T-D plan provided in Article VII upon completion of the required 90 day waiting period.
 5. The decision of the committee shall be final and is not subject to the grievance procedure.
 6. When the existing 132 days are depleted, the Board and the Association will replenish the sick bank by making matching contributions. One sick leave day will be contributed by each teacher or staff at the time the bank is depleted and the Board will match the total teaching staff contributions.
- The Committee and the Kent County Education Association agree to save harmless the Board, including individual Board members and its agents, harmless against any and all claims, demands, lists, suits, or other forms of liability that may arise out of or by reason of action taken by the Committee with respect to Article VI, Sec. I.

SECTION 2: Leaves of absence, with pay and not charged against sick leave, will be made available for the following reasons. Each day of absence must be approved by the building principal or superintendent.

A. Association-Controlled Personal Days: The Board of Education agrees to provide to the association 10 days/contract year, not to accumulate, for personal reasons. The association is charged with the responsibility of granting/denying said days to its membership. While it is not necessary to explain each of the days granted, the association agrees that appropriate building principal(s) will know at least five days in advance of the absence of such leaves. Further, the association accepts the responsibility for monitoring their usage so that neither the image of the teachers nor that of the Board of Education is tarnished in any way.

B. Personal Days - Each teacher will be granted two days during the year which he/she will be allowed to use as he/she sees fit. Such days are to be scheduled with the principal at least one week in advance and the district reserves the right to grant such days to no more than five percent of the teaching staff on one date. Such days are not cumulative and it is agreed that these days will be used with the same cautionary discretion as described in the above section on Association-Controlled Personal Days.

C. Bereavement: Each teacher may be granted five (5) days per school year for death in the immediate family. Immediate family is limited to parents, grandparents, children, grandchildren, brothers, sisters, (in-laws), spouses, or individuals residing for an extended (over one year) period in the household, and for persons for whom legal responsibility has been assigned. One of the five days may be used for the death of any other relative or friend. Unused days will not be accumulative.

D. Jury Duty: If a teacher is called for jury service, he/she may serve. Salary payments will continue normally and any money paid for the jury duty (except mileage) is to be given to the school district.

SECTION 3: Leaves of absence without pay may be granted, upon application, for the following purposes:

A. Study related to the teacher's licensed field or; study, research, or special teaching assignment involving advantage to the school system.

B. Medical - A leave of absence may be granted upon written request to those teachers who are unable to teach because of personal illness or injury.

1. The maximum length of this leave shall be for the duration of the semester for which the leave is granted and the following semester
2. At the Board's discretion, such leave may be extended if applied for in writing and approved by the Board.
3. Failure of any teacher, or designated representative, to apply for such unpaid leave prior to using their last available paid leave day shall be just cause for termination of their employment.
4. If, during the school year, any teacher on an unpaid status is absent more than 30 consecutive work days, insurance benefits will be discontinued.
5. Prior to returning to work the teacher must, on request, furnish the Superintendent with a written, signed statement from the attending physician stating that the teacher is capable of returning and performing the full duties of his or her assignment.
6. Failure to report to work (without notification and approval) on the reinstatement date agreed after recovery shall be considered voluntary termination of employment.

SECTION 4: Other leaves may be granted for periods up to one year, subject to renewal by the Board. The matter of term of leave, replacement, notice, and position on return will be the subject of discussion between those interested parties at the time the leave is considered. Examples of such leaves are:

Child Care Leave: This leave is available without pay. The length of the leave shall not exceed one year, renewable at the discretion of the Board. Some conditions related to child care leave:

A. In order to provide for continuity within the classroom between pupils and teachers, the teacher shall notify the Superintendent's office in writing at least ninety (90) days prior to the beginning of the leave date.

B. As nearly as possible, the beginning date of the leave of absence shall conform to the beginning or ending of a marking period, semester, or school year. In the event of a dispute concerning the beginning date of the leave, the teacher shall be entitled to a private hearing before the Board prior to the Board's action on the leave. Once the beginning date of the leave has been approved by the Board it shall not thereafter be changed, except in the case of emergencies to be determined on an individual basis.

C. Sixty (60) days prior to the termination date of the leave, the teacher shall notify the Board of the employee's intent to return to active teaching status unless the leave extends into the summer in which case the teacher shall notify the Board no later than June 1 of intent to return.

Sabbatical leaves may be granted at the discretion of the Board in accordance with Section 380.1235 of the 1976 revision of the school code of 1955. The Board may at its final option grant 1/2 pay under this section if it so wishes.

Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty in any branch of the armed forces of the United States or called to active duty while a member of the Reserve Armed Forces of the United States and is honorably discharged. Teachers on military leave shall be given benefit of any increments and sick leave allowances which would have been credited to them had they remained in active service to the school.

SECTION 5: A total of seven, one person days (seven for the day or one for seven days, etc.) will be granted to the Association for the purpose of attending state or regional conferences of M.E.A. or association-oriented meetings. The following conditions govern their use:

A. Three (3) days advance notice must be given to the building principal.

B. The cost of the substitute teacher's pay will be reimbursed to the school district by the Association.

C. No time off from regular teaching hours will be granted for conducting Association business.

SECTION 6: All leaves are considered as time off for the protection of the employee. Any employee who willfully violates or misuses this policy or who misrepresents any statement or condition under this policy will be subject to disciplinary action up to and including discharge.

SECTION 7 - Family and Medical Leave Act: Parties agree to abide by the rules and regulations set forth in the Family and Medical Leave Act (federal) of 1993. This section shall not be construed as limiting the right of a member to elect to substitute paid leave for unpaid leave in accordance with section 102 (d) (2) of the aforementioned legislation.

ARTICLE 7 - OTHER BENEFITS

SECTION 1: Teachers may be given full credit for experience in other school systems and may be paid at the salary level to which they are entitled based on their years in when they obtain tenure in the Caledonia School system. Before receiving tenure in the Caledonia School system they may be given up to seven (7) years experience on the salary schedule.

SECTION 2: Any changes in the degree status that affect the salary schedule must be made upon notification and proof of change by September 1, or February 1, of each school year. The change in salary will be effective for the full semester.

SECTION 3: Any teacher of the school district who in the line of duty incurs an injury for which he or she received compensation under the Worker's Compensation Act shall be paid during the period of disability the difference between his or her salary and the amount received under the Worker's Compensation insurance plan, provided that:

A. Said sick-leave benefit is valid by law and payable only if the sick-leave benefit compensation shall not reduce the amount of benefit received the teacher under the Worker's Compensation insurance carrier.

B. Said sick-leave benefit shall not be paid for a longer period than the period equivalent to the accumulated sick leave as heretofore determined in Article 6.

C. The employee shall not lose earned sick-leave time for that percentage of time compensated under the Worker's Compensation insurance plan.

SECTION 4: Hospitalization and Insurance Benefits:

A. The Board shall provide, without cost to the teacher, MESSA Supercare 1 full family medical protection for him/herself and eligible dependents as defined by MESSA and its underwriter. Beginning no sooner than September 1, 1995, employees not opting for health insurance payment through the school district will be granted the equivalent of the single subscriber premium to be received as regular income or applied toward any of the MESSA variable options or any of the board approved annuities. If a husband and wife are employed in the system, they will be eligible for both full family health insurance and the options. For the 1994-95 school year, employees not opting for health insurance will abide by the language in the preceding master agreement wherein funds were directed toward an annuity chosen as a group.

B. The Board of Education will provide premium payment for MESSA's Dental Plan E, 80/80/80,(With 007 orthodontic rider).

C. The Board shall provide MESSA Long Term Disability Insurance for each teacher, 90 day modified fill. Benefits shall begin 90 days after the commencement of the disability and continue at 66-2/3% to age 70 (sickness) and shall include the following features:

1. Monthly maximums of \$3000 with no exclusions on mental and nervous conditions, alcohol or drug addiction;
2. No pre-existing conditions or eligibility waiting period;
3. Maternity benefit up to six (6) weeks after delivery for complications.
4. Recurrent disability clause of six (6) months with a rehabilitation clause of 50%.

D. The Board will provide premium payments toward the purchase of \$40,000 term life insurance coverage with AD&D. The Board reserves the right to bid out the term life coverage.

E. The board will purchase VSP III (vision) for teachers.

F. A single person qualifies for individual membership under group provisions.

G. For those teachers leaving employment in the Caledonia Community School system 12 months of payments will be made by the Board for Group Medical Care insurance if the teacher taught the full year. For teachers leaving during the year, the number of months for which payments will be made will be prorated.

H. Insurance premium contributions shall start, in the case of new teachers, at the beginning of the insurance period immediately following time they begin their teaching duties. (exception: Employees starting after the enrollment period in September will have a waiting period of from thirty (30) to sixty (60) days before the insurance becomes effective, in accordance with the Board of Education group contract.) No changes and/or additions can be made after October 1 with the exception of family addition and/or deletions.

I. The Board of Education will pay for T.B. tests as required by law for employment in the school system.

SECTION 5: The Board agrees to reimburse teachers who are required to travel between schools in the performance of their duties the amount of twenty-five cents (\$.25) per mile for Board approved mileage.

SECTION 6: At the Board's discretion, an early retirement incentive program may be activated. If such program is offered, the details of the package will be presented at a meeting of interested parties.

ARTICLE 8 - GRIEVANCE PROCEDURE

SECTION 1: Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement may file a written grievance with the Board or its designated representative. The Kent County Education Association designated the K.C.E.A. District Director as the local agent responsible for processing grievances.

LEVEL I:

A teacher, group of teachers, or the Association believing that there has been a violation shall within eight (8) school days of its alleged occurrence, orally discuss the grievances with the Building Principal and the representative of the Association in an attempt to resolve the matter. If no resolution is obtained within five (5) school days following the discussion, the grievant shall express the grievance in writing and process in accordance with Level II.

LEVEL II:

Any grievance filed by a teacher, group of teachers, or the Association must be filed within fifteen (15) school days from the date of the alleged occurrence (the Board hereby designates for its representative for such purposes the principal in each school building, and/or the Superintendent of Schools when the particular grievance arises in more than one building.) Within five school days of the receipt of the grievance, the designated representative of the Board shall meet with the Association in an effort to resolve the grievance. The affected may or may not be present as such meeting.

LEVEL III:

If the meeting is with the school principal and the parties cannot agree, the grievance shall be transmitted within five (5) school days to the Superintendent who shall have five (5) school days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the Superintendent, he or she shall have ten (10) school days from receipt to approve or disapprove it. Association class or group grievance may be submitted directly to the Superintendent. If the grievance shall be denied by the Superintendent, either upon review of the action of the school principal, or the first instance, the Superintendent shall answer the grievance in writing and the grievance with the answer shall be transmitted to the Association. The Association shall have five (5) school days to transmit the grievance to the Board.

LEVEL IV:

No later than its next regular scheduled meeting, the Board shall receive the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance. The Secretary of the Board shall render the Board's decision in writing within (10) school days after the Board hears the grievance.

LEVEL V:

If the decision of the Board is not satisfactory to the Association, the grievance may be submitted within twenty (20) school days to arbitration before an impartial arbitrator selected by the parties. The arbitrator shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the Arbitration hearing. The Board and Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the Board and to the Association. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction where such award does not conflict with or deny the powers and duties of the Board granted by Legislative Act. The costs of any arbitration under this article shall be shared equally by the Board and the Association.

SECTION 2: It is expressly understood that the grievance procedure shall not apply to those matters for which statute authorizes specific remedy, such as Tenure Teacher dismissal. However, it shall be the Board's intent to afford just cause, due process as a

basic principle in the administration of the school district. Should either party fail to institute its specific requirements in processing a grievance under this article, it shall be considered as having been resolved, with remedy applied favorable to the aggrieved or that the grievance is terminated and further proceedings barred. It is expressly recognized that the dismissal of probationary employees is not arbitrable under the terms of this agreement. This exclusion shall not apply to probationary employees hired prior to January 1, 1983.

SECTION 3: It is understood that the time limits are maximum and can be extended with the written mutual consent of both parties. Both parties are encouraged to process a grievance as rapidly as possible and within the limits and procedure as set forth herein.

SECTION 4: The term "days" as used herein shall mean days in which school is in session. During summer vacation regular weekdays (Monday-Friday) excluding holidays, will be the definition of "days."

SECTION 5: The termination of services or failure to re-employ any teacher to a position on the extra-curricular schedule shall not be the basis of a grievance.

ARTICLE 9 - VACANCIES, PROMOTIONS AND TRANSFERS

SECTION 1: The Board recognizes that it is desirable in making assignments to consider the interests and aspiration of its teachers. Requests by a teacher for transfer to a different class, building or position shall be made in writing in a letter of intent form provided by the administration in the spring. The application shall set forth the reasons for transfer, the school, grade or position sought and the applicant's academic qualifications. Such requests shall be renewed once each year to assure active consideration by the Board. Involuntary transfers will be made after prior consultation with the affected teacher or the Association.

SECTION 2: The Association recognizes that when vacancies occur during the school year, it may be difficult to fill them from the faculty staff without undue disruption to the existing instructional program. If the Superintendent, in his/her judgement, so determines, such a vacancy may be filled on a temporary or tentative basis until the end of a normal school year at which time the position will be considered vacant.

SECTION 3: Whenever a vacancy arises, the Superintendent shall promptly notify the Association in writing and shall provide for appropriate posting of said vacancy in every school building in the district.

ARTICLE 10 - TEACHING CONDITIONS

SECTION 1: The Board will provide a separate desk with lockable drawer space for each teacher in the District as well as gym uniforms (up to \$40/year), for Physical Education Teachers, smocks for Art and Home Economic Teachers, laboratory coats for Laboratory or Science Teachers, shop coats for Vocational and Industrial Education Teachers. Laundry service for this last mentioned will be provided without charge to the teacher.

SECTION 2: Teachers, other than newly appointed and substitute teachers, will be notified of their tentative programs for the coming school year as soon as practical and under normal circumstances, no later than June 1. Anything unusual or special about the coming year will be explained then also.

SECTION 3: The Board agrees to make available copying and duplicating facilities to aid teachers in the preparation of instructional material.

SECTION 4: The Board will provide suitable space for each teacher to store coats, overshoes, and to lock personal articles. Copies (exclusively for each teacher's use) of teachers manuals and texts used in each of the courses the teacher is to teach; and adequate supplies of all such material required in daily teaching will be provided by the Board.

SECTION 5: Telephone facilities shall be made available to teachers for their reasonable use. Personal long distance calls will not be charged to the district.

SECTION 6: Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or well being. Teachers shall report any unsafe conditions.

ARTICLE 11 - EVALUATION

SECTION 1: All monitoring or observation of the performance of a teacher will be conducted openly and with full knowledge of the teacher.

SECTION 2: Three copies of any written evaluation will be submitted to the teacher no later than ten (10) days after the observation, two (2) to be signed and returned to the administration and the other to be retained by the teacher. These reports shall contain any observed deficiencies and recommendations for improvement. Each written evaluation of a teacher shall be followed by a personal conference between the teacher and the evaluator for the purposes of clarifying the written evaluation report. In the event the teacher feels the evaluation was incomplete or unjust, the teacher may submit any objections in writing and have them attached to the evaluation report to be placed in the teacher's personal file.

SECTION 3: Each teacher shall have the right, upon request, to review the contents of his or her own personal file. A representative of the Association may, at the teacher's request, accompany the teacher in this review. Confidential reference information shall be excluded.

SECTION 4: No material may be placed in the teacher's personal file without allowing the teacher an opportunity to file a response thereto and said response shall become part of said file. Substantive complaints regarding a teacher's teaching performance which are subsequently verified by an administrative observation or investigation shall be reduced to writing with names of the complainants, administrative action taken, and the remedy clearly stated. In subsequent observation and evaluation reports, failure to again note the specific complaint or deficiency shall be interpreted to mean that the teacher has made

adequate correction or improvement.

SECTION 5: A teacher who shall have allegedly committed a breach of discipline in his or her professional behavior shall be entitled to have present on request the building representative or such other association representative who is readily available when he or she is officially being reprimanded, warned or disciplined for such alleged infraction.

SECTION 6: Any complaints by a parent of a student directed toward a teacher shall be called promptly to the teacher's attention if, in the administration's judgment, such notice will be beneficial.

SECTION 7: The Board and the Association recognize that a new teacher may need help and orientation to become an effective teacher in the Caledonia Community Schools. It is agreed that probationary teachers shall be observed for the purposes of evaluation at least three (3) times during the school year: the first observation prior to November 1, the second observation between November 15 and January 15, and the third observation between January 15 and March 15. One of these observations shall be at a time mutually agreed upon by the teacher and the principal. Tenure teachers shall be evaluated when performance seems to warrant it, but at least once every two (2) years by the building administrator

ARTICLE 12 - GENERAL

SECTION 1: If any provisions of the Agreement or any application of the Agreements to any employee shall be found contrary to law, then such provision or applications shall be deemed null and void, but all other provisions or applications shall continue in full force and effect; furthermore, the provisions of such law shall supersede to the extent of the conflict, the provisions of this Agreement and govern the relations of the parties hereunder. In event any provision herein contained is so rendered invalid, upon written request by either party hereto the Board and Association shall enter into collective

bargaining for the purpose of negotiating a mutually satisfactory replacement for such provision.

SECTION 2: This agreement constitutes the sole and entire existing Agreement between the parties and supersedes all prior practices, whether oral or written, and expresses all obligations of and restrictions imposed upon the District and the Association. This Agreement is subject to amendment, alteration or additions only by a subsequent written agreement between, and executed by, the District and the Association. The waiver of any breach, term or condition of the Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.

SECTION 3: School year calendars will be set, with input from the teachers, and will be within the following parameters:

- A. There will be a maximum of 187 days of work.
- B. There will be a maximum of 182 student instruction days.
- C. The starting date will not be sooner than the fourth Monday in August and the ending date will be no later than June 15th (provided there are no complications with snow day make up).
- D. Some days are to be scheduled within the calendar to provide for snow day make up as opposed to adding them to the end of the calendar. "Snow Day" as used in this agreement, is to be literally translated as "Act of God Day".
- E. Spring break will consist of one week unless by mutual agreement of both parties.
- F. Christmas break will be scheduled and it is possible that there be two full weeks.
- G. Calendar may also include such dates as the following as long as there is no violation of the foregoing parameters:
 1. Inservice Days, Exam schedules, Marking period dates, Parent-teacher conference days
 2. Other special days (i.e. Presidential visit, state playoffs, etc.) that may occur that cannot possibly be forecast.

SECTION 4: Scheduled days of student instruction which are not held because of conditions not within the control of school authorities such as inclement weather, fires, epidemics, mechanical break downs, or health conditions as defined by the city, county or state health authorities may be rescheduled at the discretion of the Board of Education to insure that there is compliance with state mandated minimums. Teachers will receive their regular pay for days which are cancelled but shall work on any rescheduled days with no additional compensation. Should conditions similar to the above cause the cancellation of other than a day of instruction, the Board reserves the right to reschedule such day. An example of this may be a records day or a scheduled inservice day.

The Board of Education, with input from the association and wherever feasible, will schedule make-up days within the regular school year calendar as opposed to adding them to the end of the year. A change in recent legislation, MCLA 388.1701 (3) & (4), would automatically reopen the language in this article of the master agreement.

ARTICLE 13 - COMPENSATION AND EXTRA DUTY CONDITIONS

SECTION 1 - The salary schedule for the 1995-96 School year shall be increased by 2.75% (see appendix A) Additionally, the salary schedule shall be increased by .25% if total revenue - defined as "ability to pay" for the 1995-96 is equal to or greater than total revenue for 1994-95 (See Appendix B) Total revenue in 1994-95 and 1995-96 is defined as total school district revenue including state, local and federal revenue. Revenue calculations required for this clause shall be established no later than October 31, 1995. The same formula will be applied for the figuring of the base increase in the 1996-97 school year. The salary increase calculated in this clause shall apply to all pay schedules in this agreement. Any such increase defined in this clause shall be fully retroactive. Also following Appendix B are the wages for the extra duty assignments.

SECTION 2 - Part-time Employment Employees working less than full time will receive benefits in direct proportion to the amount of their contractual employment. Salary, extra pay, sick leave, leaves of absences, etc. will be prorated in direct proportion to the amount of the individual contract. For example, a teacher working 1/2 time would receive 5 (FTE) sick days/year, 1/2 of the salary at step, 1/2 of the insurance benefit, etc.

SECTION 3 - Extra-duty Activities and Payment The extra-duty wages are listed following Appendix. B.

A. The extra-duty pay schedule as covered in this article does not commit the Board to continuing all of these activities. If a sport has less than 75% of its normally allotted contests (as allowed by the Michigan High School Athletic Association), then the coach's remuneration will be reduced proportionately.

B. The Board reserves the right to approve or disapprove a specific extra-duty activity.

C. In the event that any of the extra-duty positions listed are vacant, a posting will be made. The Board will first examine and consider all of the candidates from the teaching staff who have applied. If, in the opinion of the Board, there is not a suitable candidate for the position, candidates from outside the teaching unit will be considered.

E. Class Sponsors may take one year off from this activity and not lose their particular step. After two years absence, they'd return to step 1.

F. Extra-duty compensation will increase in direct proportion to the base increase in each year of the agreement.

G. As specified in Article 8, the termination of services or failure to re-employ any teacher to a position on the extra-curricular schedule shall not be the basis of a grievance.

H. Beginning in 1994-95 and thereafter, the top step on the extra duty schedule will be the eighth step. However, employees who were on at least step 7 on the extra duty schedule in the 1993-94 school year will be allowed to advance to step 12 by the same increment used in 1993-94. They will be allowed to advance as long as their participation in the particular extra duty is uninterrupted.

SECTION 4 - Tuition Reimbursement

A. Teachers may receive a maximum of \$1,000 per year as tuition reimbursement for courses that relate to their field.

B. Tuition Reimbursement will be based on courses taken from September 1 through August 31.

C. Teachers may receive credit for Continuing Education Credits at the rate of 3 C.E.U.'s being equivalent to one semester credit hour. Teachers may not move from the bachelor's scale to the master's scale by earning C.E.U.'s. but may move to B.A. 20, M.A. 15, 30, or 45 by earning C.E.U.'s.

SECTION 5 - Severance Payment

Any teacher in good standing who has been with the Caledonia Community Schools for 10 years and has accumulated sick leave will be paid \$23/day for any days of unused sick leave up to a maximum of 187 days. If fewer than 187 days are accumulated the payment will be pro rated at the same rate of \$23/day.

ARTICLE 14 - DURATION

This contract will become effective upon ratification by the parties and shall remain in full force and effect until August 31, 1997. It shall not be extended orally or in writing except by the mutual written consent of both parties.

IN WITNESS WHEREOF, the parties hereto have executed this agreement, on this 21 day of February, 1995.

**K.C.E.A./M.E.A./N.E.A BOARD OF EDUCATION OF THE
CALEDONIA COMMUNITY SCHOOLS OF
KENT, ALLEGAN AND BARRY
COUNTIES**



K.C.E.A. DISTRICT DIRECTOR

PRESIDENT

K.C.E.A. PRESIDENT

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Francis Musto

CHIEF NEGOTIATOR

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David Nesvick

TEAM MEMBER

TRUSTEE

James J. Reed

TEAM MEMBER

TRUSTEE

Judith Trudeau

TEAM MEMBER

SUPERINTENDENT

TEAM MEMBER

[Signature]

BOARD NEGOTIATOR

Appendix A 2.75%

1994-95

Bachelors			Bachelors + 20			Masters			Masters + 15			Masters + 30			Masters+45		
Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary
1	1.00	\$28,115	1	1.05	\$29,521	1	1.11	\$31,208	1	1.16	\$32,613	1	1.21	\$34,019	1	1.26	\$35,425
2	1.05	\$29,521	2	1.10	\$30,927	2	1.16	\$32,613	2	1.21	\$34,019	2	1.26	\$35,425	2	1.31	\$36,831
3	1.10	\$30,927	3	1.15	\$32,332	3	1.22	\$34,300	3	1.27	\$35,706	3	1.32	\$37,112	3	1.37	\$38,518
4	1.15	\$32,332	4	1.20	\$33,738	4	1.28	\$35,987	4	1.33	\$37,393	4	1.38	\$38,799	4	1.43	\$40,204
5	1.21	\$34,019	5	1.26	\$35,425	5	1.34	\$37,674	5	1.39	\$39,080	5	1.44	\$40,486	5	1.49	\$41,891
6	1.27	\$35,706	6	1.32	\$37,112	6	1.40	\$39,361	6	1.45	\$40,767	6	1.50	\$42,173	6	1.55	\$43,578
7	1.33	\$37,393	7	1.38	\$38,799	7	1.46	\$41,048	7	1.51	\$42,454	7	1.56	\$43,859	7	1.62	\$45,546
8	1.39	\$39,080	8	1.44	\$40,486	8	1.53	\$43,016	8	1.58	\$44,422	8	1.64	\$46,109	8	1.69	\$47,514
9	1.46	\$41,048	9	1.51	\$42,454	9	1.61	\$45,265	9	1.66	\$46,671	9	1.71	\$48,077	9	1.76	\$49,482
10	1.53	\$43,016	10	1.58	\$44,422	10	1.68	\$47,233	10	1.73	\$48,639	10	1.78	\$50,045	10	1.83	\$51,450
11	1.60	\$44,984	11	1.65	\$46,390	11	1.75	\$49,201	11	1.80	\$50,607	11	1.85	\$52,013	11	1.90	\$53,419
12	1.64	\$46,109	12	1.69	\$47,514	12	1.78	\$50,045	12	1.83	\$51,450	12	1.89	\$53,137	12	1.93	\$54,262
13	1.64	\$46,109	13	1.69	\$47,514	13	1.78	\$50,045	13	1.83	\$51,450	13	1.89	\$53,137	13	1.93	\$54,262
14	1.64	\$46,109	14	1.69	\$47,514	14	1.78	\$50,045	14	1.83	\$51,450	14	1.89	\$53,137	14	1.93	\$54,262
15	1.68	\$47,233	15	1.73	\$48,639	15	1.81	\$50,888	15	1.86	\$52,294	15	1.92	\$53,981	15	1.96	\$55,105
16	1.68	\$47,233	16	1.73	\$48,639	16	1.81	\$50,888	16	1.86	\$52,294	16	1.92	\$53,981	16	1.97	\$55,387
17	1.68	\$47,233	17	1.73	\$48,639	17	1.82	\$51,169	17	1.86	\$52,294	17	1.92	\$53,981	17	1.97	\$55,387
18	1.72	\$48,358	18	1.77	\$49,764	18	1.84	\$51,732	18	1.89	\$53,137	18	1.94	\$54,543	18	1.99	\$55,949
19	1.72	\$48,358	19	1.77	\$49,764	19	1.84	\$51,732	19	1.89	\$53,137	19	1.94	\$54,543	19	1.99	\$55,949
20	1.72	\$48,358	20	1.77	\$49,764	20	1.85	\$52,013	20	1.89	\$53,137	20	1.94	\$54,543	20	1.99	\$55,949
21	1.72	\$48,358	21	1.77	\$49,764	21	1.88	\$52,856	21	1.91	\$53,700	21	1.96	\$55,105	21	2.00	\$56,230
22	1.76	\$49,482	22	1.81	\$50,888	22	1.88	\$52,856	22	1.92	\$53,981	22	1.98	\$55,668	22	2.03	\$57,073
23	1.76	\$49,482	23	1.81	\$50,888	23	1.88	\$52,856	23	1.92	\$53,981	23	1.98	\$55,668	23	2.03	\$57,073
24	1.76	\$49,482	24	1.81	\$50,888	24	1.88	\$52,856	24	1.93	\$54,262	24	1.98	\$55,668	24	2.03	\$57,073
25	1.76	\$49,482	25	1.81	\$50,888	25	1.89	\$53,137	25	1.94	\$54,543	25	1.98	\$55,668	25	2.04	\$57,355
26	1.80	\$50,607	26	1.85	\$52,013	26	1.92	\$53,981	26	1.97	\$55,387	26	2.02	\$56,792	26	2.07	\$58,198

Appendix A 2.75%

1995-96

Bachelors			Bachelors + 20			Masters			Masters + 15			Masters + 30			Masters+45		
Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary
1	1.00	\$28,888	1	1.05	\$30,332	1	1.11	\$32,066	1	1.16	\$33,510	1	1.21	\$34,954	1	1.26	\$36,399
2	1.05	\$30,332	2	1.10	\$31,777	2	1.16	\$33,510	2	1.21	\$34,954	2	1.26	\$36,399	2	1.31	\$37,843
3	1.10	\$31,777	3	1.15	\$33,221	3	1.22	\$35,243	3	1.27	\$36,688	3	1.32	\$38,132	3	1.37	\$39,577
4	1.15	\$33,221	4	1.20	\$34,666	4	1.28	\$36,977	4	1.33	\$38,421	4	1.38	\$39,865	4	1.43	\$41,310
5	1.21	\$34,954	5	1.26	\$36,399	5	1.34	\$38,710	5	1.39	\$40,154	5	1.44	\$41,599	5	1.49	\$43,043
6	1.27	\$36,688	6	1.32	\$38,132	6	1.40	\$40,443	6	1.45	\$41,888	6	1.50	\$43,332	6	1.55	\$44,776
7	1.33	\$38,421	7	1.38	\$39,865	7	1.46	\$42,176	7	1.51	\$43,621	7	1.56	\$45,065	7	1.62	\$46,799
8	1.39	\$40,154	8	1.44	\$41,599	8	1.53	\$44,199	8	1.58	\$45,643	8	1.64	\$47,376	8	1.69	\$48,821
9	1.46	\$42,176	9	1.51	\$43,621	9	1.61	\$46,510	9	1.66	\$47,954	9	1.71	\$49,398	9	1.76	\$50,843
10	1.53	\$44,199	10	1.58	\$45,643	10	1.68	\$48,532	10	1.73	\$49,976	10	1.78	\$51,421	10	1.83	\$52,865
11	1.60	\$46,221	11	1.65	\$47,665	11	1.75	\$50,554	11	1.80	\$51,998	11	1.85	\$53,443	11	1.90	\$54,887
12	1.64	\$47,376	12	1.69	\$48,821	12	1.78	\$51,421	12	1.83	\$52,865	12	1.89	\$54,598	12	1.93	\$55,754
13	1.64	\$47,376	13	1.69	\$48,821	13	1.78	\$51,421	13	1.83	\$52,865	13	1.89	\$54,598	13	1.93	\$55,754
14	1.64	\$47,376	14	1.69	\$48,821	14	1.78	\$51,421	14	1.83	\$52,865	14	1.89	\$54,598	14	1.93	\$55,754
15	1.68	\$48,532	15	1.73	\$49,976	15	1.81	\$52,287	15	1.86	\$53,732	15	1.92	\$55,465	15	1.96	\$56,620
16	1.68	\$48,532	16	1.73	\$49,976	16	1.81	\$52,287	16	1.86	\$53,732	16	1.92	\$55,465	16	1.97	\$56,909
17	1.68	\$48,532	17	1.73	\$49,976	17	1.82	\$52,576	17	1.86	\$53,732	17	1.92	\$55,465	17	1.97	\$56,909
18	1.72	\$49,687	18	1.77	\$51,132	18	1.84	\$53,154	18	1.89	\$54,598	18	1.94	\$56,043	18	1.99	\$57,487
19	1.72	\$49,687	19	1.77	\$51,132	19	1.84	\$53,154	19	1.89	\$54,598	19	1.94	\$56,043	19	1.99	\$57,487
20	1.72	\$49,687	20	1.77	\$51,132	20	1.85	\$53,443	20	1.89	\$54,598	20	1.94	\$56,043	20	1.99	\$57,487
21	1.72	\$49,687	21	1.77	\$51,132	21	1.88	\$54,309	21	1.91	\$55,176	21	1.96	\$56,620	21	2.00	\$57,776
22	1.76	\$50,843	22	1.81	\$52,287	22	1.88	\$54,309	22	1.92	\$55,465	22	1.98	\$57,198	22	2.03	\$58,643
23	1.76	\$50,843	23	1.81	\$52,287	23	1.88	\$54,309	23	1.92	\$55,465	23	1.98	\$57,198	23	2.03	\$58,643
24	1.76	\$50,843	24	1.81	\$52,287	24	1.88	\$54,309	24	1.93	\$55,754	24	1.98	\$57,198	24	2.03	\$58,643
25	1.76	\$50,843	25	1.81	\$52,287	25	1.89	\$54,598	25	1.94	\$56,043	25	1.98	\$57,198	25	2.04	\$58,932
26	1.80	\$51,998	26	1.85	\$53,443	26	1.92	\$55,465	26	1.97	\$56,909	26	2.02	\$58,354	26	2.07	\$59,798

Appendix A 2.75%

1996-97

Bachelors			Bachelors + 20			Masters			Masters + 15			Masters + 30			Masters+45		
Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary
1	1.00	\$29,682	1	1.05	\$31,166	1	1.11	\$32,947	1	1.16	\$34,431	1	1.21	\$35,915	1	1.26	\$37,399
2	1.05	\$31,166	2	1.10	\$32,650	2	1.16	\$34,431	2	1.21	\$35,915	2	1.26	\$37,399	2	1.31	\$38,883
3	1.10	\$32,650	3	1.15	\$34,134	3	1.22	\$36,212	3	1.27	\$37,696	3	1.32	\$39,180	3	1.37	\$40,664
4	1.15	\$34,134	4	1.20	\$35,618	4	1.28	\$37,993	4	1.33	\$39,477	4	1.38	\$40,961	4	1.43	\$42,445
5	1.21	\$35,915	5	1.26	\$37,399	5	1.34	\$39,774	5	1.39	\$41,258	5	1.44	\$42,742	5	1.49	\$44,226
6	1.27	\$37,696	6	1.32	\$39,180	6	1.40	\$41,555	6	1.45	\$43,039	6	1.50	\$44,523	6	1.55	\$46,007
7	1.33	\$39,477	7	1.38	\$40,961	7	1.46	\$43,336	7	1.51	\$44,820	7	1.56	\$46,304	7	1.62	\$48,085
8	1.39	\$41,258	8	1.44	\$42,742	8	1.53	\$45,413	8	1.58	\$46,898	8	1.64	\$48,678	8	1.69	\$50,163
9	1.46	\$43,336	9	1.51	\$44,820	9	1.61	\$47,788	9	1.66	\$49,272	9	1.71	\$50,756	9	1.76	\$52,240
10	1.53	\$45,413	10	1.58	\$46,898	10	1.68	\$49,866	10	1.73	\$51,350	10	1.78	\$52,834	10	1.83	\$54,318
11	1.60	\$47,491	11	1.65	\$48,975	11	1.75	\$51,944	11	1.80	\$53,428	11	1.85	\$54,912	11	1.90	\$56,396
12	1.64	\$48,678	12	1.69	\$50,163	12	1.78	\$52,834	12	1.83	\$54,318	12	1.89	\$56,099	12	1.93	\$57,286
13	1.64	\$48,678	13	1.69	\$50,163	13	1.78	\$52,834	13	1.83	\$54,318	13	1.89	\$56,099	13	1.93	\$57,286
14	1.64	\$48,678	14	1.69	\$50,163	14	1.78	\$52,834	14	1.83	\$54,318	14	1.89	\$56,099	14	1.93	\$57,286
15	1.68	\$49,866	15	1.73	\$51,350	15	1.81	\$53,724	15	1.86	\$55,209	15	1.92	\$56,989	15	1.96	\$58,474
16	1.68	\$49,866	16	1.73	\$51,350	16	1.81	\$53,724	16	1.86	\$55,209	16	1.92	\$56,989	16	1.97	\$58,474
17	1.68	\$49,866	17	1.73	\$51,350	17	1.82	\$54,021	17	1.86	\$55,209	17	1.92	\$56,989	17	1.97	\$58,474
18	1.72	\$51,053	18	1.77	\$52,537	18	1.84	\$54,615	18	1.89	\$56,099	18	1.94	\$57,583	18	1.99	\$59,067
19	1.72	\$51,053	19	1.77	\$52,537	19	1.84	\$54,615	19	1.89	\$56,099	19	1.94	\$57,583	19	1.99	\$59,067
20	1.72	\$51,053	20	1.77	\$52,537	20	1.85	\$54,912	20	1.89	\$56,099	20	1.94	\$57,583	20	1.99	\$59,067
21	1.72	\$51,053	21	1.77	\$52,537	21	1.88	\$55,802	21	1.91	\$56,693	21	1.96	\$58,177	21	2.00	\$59,364
22	1.76	\$52,240	22	1.81	\$53,724	22	1.88	\$55,802	22	1.92	\$56,989	22	1.98	\$58,770	22	2.03	\$60,254
23	1.76	\$52,240	23	1.81	\$53,724	23	1.88	\$55,802	23	1.92	\$56,989	23	1.98	\$58,770	23	2.03	\$60,254
24	1.76	\$52,240	24	1.81	\$53,724	24	1.88	\$55,802	24	1.93	\$57,286	24	1.98	\$58,770	24	2.03	\$60,254
25	1.76	\$52,240	25	1.81	\$53,724	25	1.89	\$56,099	25	1.94	\$57,583	25	1.98	\$58,770	25	2.04	\$60,551
26	1.80	\$53,428	26	1.85	\$54,912	26	1.92	\$56,989	26	1.97	\$58,474	26	2.02	\$59,958	26	2.07	\$61,442

Appendix B
3%
1994-95

Bachelors			Bachelors + 20			Masters			Masters + 15			Masters + 30			Masters+45		
Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary
1	1.00	\$28,115	1	1.05	\$29,521	1	1.11	\$31,208	1	1.16	\$32,613	1	1.21	\$34,019	1	1.26	\$35,425
2	1.05	\$29,521	2	1.10	\$30,927	2	1.16	\$32,613	2	1.21	\$34,019	2	1.26	\$35,425	2	1.31	\$36,831
3	1.10	\$30,927	3	1.15	\$32,332	3	1.22	\$34,300	3	1.27	\$35,706	3	1.32	\$37,112	3	1.37	\$38,518
4	1.15	\$32,332	4	1.20	\$33,738	4	1.28	\$35,987	4	1.33	\$37,393	4	1.38	\$38,799	4	1.43	\$40,204
5	1.21	\$34,019	5	1.26	\$35,425	5	1.34	\$37,674	5	1.39	\$39,080	5	1.45	\$40,486	5	1.49	\$41,891
6	1.27	\$35,706	6	1.32	\$37,112	6	1.40	\$39,361	6	1.45	\$40,767	6	1.50	\$42,173	6	1.55	\$43,578
7	1.33	\$37,393	7	1.38	\$38,799	7	1.46	\$41,048	7	1.51	\$42,454	7	1.56	\$43,859	7	1.62	\$45,546
8	1.39	\$39,080	8	1.44	\$40,486	8	1.53	\$43,016	8	1.58	\$44,422	8	1.64	\$46,109	8	1.69	\$47,514
9	1.46	\$41,048	9	1.51	\$42,454	9	1.61	\$45,265	9	1.66	\$46,671	9	1.71	\$48,077	9	1.76	\$49,482
10	1.53	\$43,016	10	1.58	\$44,422	10	1.68	\$47,233	10	1.73	\$48,639	10	1.78	\$50,045	10	1.83	\$51,450
11	1.60	\$44,984	11	1.65	\$46,390	11	1.75	\$49,201	11	1.80	\$50,607	11	1.85	\$52,013	11	1.90	\$53,419
12	1.64	\$46,109	12	1.69	\$47,514	12	1.78	\$50,045	12	1.83	\$51,450	12	1.89	\$53,137	12	1.93	\$54,262
13	1.64	\$46,109	13	1.69	\$47,514	13	1.78	\$50,045	13	1.83	\$51,450	13	1.89	\$53,137	13	1.93	\$54,262
14	1.64	\$46,109	14	1.69	\$47,514	14	1.78	\$50,045	14	1.83	\$51,450	14	1.89	\$53,137	14	1.93	\$54,262
15	1.68	\$47,233	15	1.73	\$48,639	15	1.81	\$50,888	15	1.86	\$52,294	15	1.92	\$53,981	15	1.96	\$55,105
16	1.68	\$47,233	16	1.73	\$48,639	16	1.81	\$50,888	16	1.86	\$52,294	16	1.92	\$53,981	16	1.97	\$55,387
17	1.68	\$47,233	17	1.73	\$48,639	17	1.82	\$51,169	17	1.86	\$52,294	17	1.92	\$53,981	17	1.97	\$55,387
18	1.72	\$48,358	18	1.77	\$49,764	18	1.84	\$51,732	18	1.89	\$53,137	18	1.94	\$54,543	18	1.99	\$55,949
19	1.72	\$48,358	19	1.77	\$49,764	19	1.84	\$51,732	19	1.89	\$53,137	19	1.94	\$54,543	19	1.99	\$55,949
20	1.72	\$48,358	20	1.77	\$49,764	20	1.85	\$52,013	20	1.89	\$53,137	20	1.94	\$54,543	20	1.99	\$55,949
21	1.72	\$48,358	21	1.77	\$49,764	21	1.88	\$52,856	21	1.91	\$53,700	21	1.96	\$55,105	21	2.00	\$56,230
22	1.76	\$49,482	22	1.81	\$50,888	22	1.88	\$52,856	22	1.92	\$53,981	22	1.98	\$55,668	22	2.03	\$57,073
23	1.76	\$49,482	23	1.81	\$50,888	23	1.88	\$52,856	23	1.92	\$53,981	23	1.98	\$55,668	23	2.03	\$57,073
24	1.76	\$49,482	24	1.81	\$50,888	24	1.88	\$52,856	24	1.93	\$54,262	24	1.98	\$55,668	24	2.03	\$57,073
25	1.76	\$49,482	25	1.81	\$50,888	25	1.89	\$53,137	25	1.94	\$54,543	25	1.98	\$55,668	25	2.04	\$57,355
26	1.80	\$50,607	26	1.85	\$52,013	26	1.92	\$53,981	26	1.97	\$55,387	26	2.02	\$56,792	26	2.07	\$58,198

Appendix B
3%
1995-96

Bachelors			Bachelors + 20			Masters			Masters + 15			Masters + 30			Masters+45		
Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary
1	1.00	\$28,958	1	1.05	\$30,406	1	1.11	\$32,143	1	1.16	\$33,591	1	1.21	\$35,039	1	1.26	\$36,487
2	1.05	\$30,406	2	1.10	\$31,854	2	1.16	\$33,591	2	1.21	\$35,039	2	1.26	\$36,487	2	1.31	\$37,935
3	1.10	\$31,854	3	1.15	\$33,302	3	1.22	\$35,329	3	1.27	\$36,777	3	1.32	\$38,225	3	1.37	\$39,672
4	1.15	\$33,302	4	1.20	\$34,750	4	1.28	\$37,066	4	1.33	\$38,514	4	1.38	\$39,962	4	1.43	\$41,410
5	1.21	\$35,039	5	1.26	\$36,487	5	1.34	\$38,804	5	1.39	\$40,252	5	1.44	\$41,700	5	1.49	\$43,147
6	1.27	\$36,777	6	1.32	\$38,225	6	1.40	\$40,541	6	1.45	\$41,989	6	1.50	\$43,437	6	1.55	\$44,885
7	1.33	\$38,514	7	1.38	\$39,962	7	1.46	\$42,279	7	1.51	\$43,727	7	1.56	\$45,174	7	1.62	\$46,912
8	1.39	\$40,252	8	1.44	\$41,700	8	1.53	\$44,306	8	1.58	\$45,754	8	1.64	\$47,491	8	1.69	\$48,939
9	1.46	\$42,279	9	1.51	\$43,727	9	1.61	\$46,622	9	1.66	\$48,070	9	1.71	\$49,518	9	1.76	\$50,966
10	1.53	\$44,306	10	1.58	\$45,754	10	1.68	\$48,649	10	1.73	\$50,097	10	1.78	\$51,545	10	1.83	\$52,993
11	1.60	\$46,333	11	1.65	\$47,781	11	1.75	\$50,677	11	1.80	\$52,124	11	1.85	\$53,572	11	1.90	\$55,020
12	1.64	\$47,491	12	1.69	\$48,939	12	1.78	\$51,545	12	1.83	\$52,993	12	1.89	\$54,731	12	1.93	\$55,889
13	1.64	\$47,491	13	1.69	\$48,939	13	1.78	\$51,545	13	1.83	\$52,993	13	1.89	\$54,731	13	1.93	\$55,889
14	1.64	\$47,491	14	1.69	\$48,939	14	1.78	\$51,545	14	1.83	\$52,993	14	1.89	\$54,731	14	1.93	\$55,889
15	1.68	\$48,649	15	1.73	\$50,097	15	1.81	\$52,414	15	1.86	\$53,862	15	1.92	\$55,599	15	1.96	\$56,758
16	1.68	\$48,649	16	1.73	\$50,097	16	1.81	\$52,414	16	1.86	\$53,862	16	1.92	\$55,599	16	1.97	\$57,047
17	1.68	\$48,649	17	1.73	\$50,097	17	1.82	\$52,704	17	1.86	\$53,862	17	1.92	\$55,599	17	1.97	\$57,047
18	1.72	\$49,808	18	1.77	\$51,256	18	1.84	\$53,283	18	1.89	\$54,731	18	1.94	\$56,179	18	1.99	\$57,626
19	1.72	\$49,808	19	1.77	\$51,256	19	1.84	\$53,283	19	1.89	\$54,731	19	1.94	\$56,179	19	1.99	\$57,626
20	1.72	\$49,808	20	1.77	\$51,256	20	1.85	\$53,572	20	1.89	\$54,731	20	1.94	\$56,179	20	1.99	\$57,626
21	1.72	\$49,808	21	1.77	\$51,256	21	1.88	\$54,441	21	1.91	\$55,310	21	1.96	\$56,758	21	2.00	\$57,916
22	1.76	\$50,966	22	1.81	\$52,414	22	1.88	\$54,441	22	1.92	\$55,599	22	1.98	\$57,337	22	2.03	\$58,785
23	1.76	\$50,966	23	1.81	\$52,414	23	1.88	\$54,441	23	1.92	\$55,599	23	1.98	\$57,337	23	2.03	\$58,785
24	1.76	\$50,966	24	1.81	\$52,414	24	1.88	\$54,441	24	1.93	\$55,889	24	1.98	\$57,337	24	2.03	\$58,785
25	1.76	\$50,966	25	1.81	\$52,414	25	1.89	\$54,731	25	1.94	\$56,179	25	1.98	\$57,337	25	2.04	\$59,074
26	1.80	\$52,124	26	1.85	\$53,572	26	1.92	\$55,599	26	1.97	\$57,047	26	2.02	\$58,495	26	2.07	\$59,943

Appendix B
3%
1996-97

Bachelors			Bachelors + 20			Masters			Masters + 15			Masters + 30			Masters+45		
Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary
1	1.00	\$29,827	1	1.05	\$31,318	1	1.11	\$33,108	1	1.16	\$34,599	1	1.21	\$36,091	1	1.26	\$37,582
2	1.05	\$31,318	2	1.10	\$32,810	2	1.16	\$34,599	2	1.21	\$36,091	2	1.26	\$37,582	2	1.31	\$39,073
3	1.10	\$32,810	3	1.15	\$34,301	3	1.22	\$36,389	3	1.27	\$37,880	3	1.32	\$39,372	3	1.37	\$40,863
4	1.15	\$34,301	4	1.20	\$35,792	4	1.28	\$38,179	4	1.33	\$39,670	4	1.38	\$41,161	4	1.43	\$42,653
5	1.21	\$36,091	5	1.26	\$37,582	5	1.34	\$39,968	5	1.39	\$41,460	5	1.44	\$42,951	5	1.49	\$44,442
6	1.27	\$37,980	6	1.32	\$39,372	6	1.40	\$41,758	6	1.45	\$43,249	6	1.50	\$44,741	6	1.55	\$46,232
7	1.33	\$39,670	7	1.38	\$41,161	7	1.46	\$43,547	7	1.51	\$45,039	7	1.56	\$46,530	7	1.62	\$48,320
8	1.39	\$41,460	8	1.44	\$42,951	8	1.53	\$45,635	8	1.58	\$47,127	8	1.64	\$48,916	8	1.69	\$50,408
9	1.46	\$43,547	9	1.51	\$45,039	9	1.61	\$48,021	9	1.66	\$49,513	9	1.71	\$51,004	9	1.76	\$52,496
10	1.53	\$45,635	10	1.58	\$47,127	10	1.68	\$50,109	10	1.73	\$51,601	10	1.78	\$53,092	10	1.83	\$54,583
11	1.60	\$47,723	11	1.65	\$49,215	11	1.75	\$52,197	11	1.80	\$53,689	11	1.85	\$55,180	11	1.90	\$56,671
12	1.64	\$48,916	12	1.69	\$50,408	12	1.78	\$53,092	12	1.83	\$54,583	12	1.89	\$56,373	12	1.93	\$57,566
13	1.64	\$48,916	13	1.69	\$50,408	13	1.78	\$53,092	13	1.83	\$54,583	13	1.89	\$56,373	13	1.93	\$57,566
14	1.64	\$48,916	14	1.69	\$50,408	14	1.78	\$53,092	14	1.83	\$54,583	14	1.89	\$56,373	14	1.93	\$57,566
15	1.68	\$50,109	15	1.73	\$51,601	15	1.81	\$53,987	15	1.86	\$55,478	15	1.92	\$57,268	15	1.96	\$58,461
16	1.68	\$50,109	16	1.73	\$51,601	16	1.81	\$53,987	16	1.86	\$55,478	16	1.92	\$57,268	16	1.97	\$58,759
17	1.68	\$50,109	17	1.73	\$51,601	17	1.82	\$54,285	17	1.86	\$55,478	17	1.92	\$57,268	17	1.97	\$58,759
18	1.72	\$51,302	18	1.77	\$52,794	18	1.84	\$54,882	18	1.89	\$56,373	18	1.94	\$57,864	18	1.99	\$59,356
19	1.72	\$51,302	19	1.77	\$52,794	19	1.84	\$54,882	19	1.89	\$56,373	19	1.94	\$57,864	19	1.99	\$59,356
20	1.72	\$51,302	20	1.77	\$52,794	20	1.85	\$55,180	20	1.89	\$56,373	20	1.94	\$57,864	20	1.99	\$59,356
21	1.72	\$51,302	21	1.77	\$52,794	21	1.88	\$56,075	21	1.91	\$56,970	21	1.96	\$58,461	21	2.00	\$59,654
22	1.76	\$52,496	22	1.81	\$53,987	22	1.88	\$56,075	22	1.92	\$57,268	22	1.98	\$59,057	22	2.03	\$60,549
23	1.76	\$52,496	23	1.81	\$53,987	23	1.88	\$56,075	23	1.92	\$57,268	23	1.98	\$59,057	23	2.03	\$60,549
24	1.76	\$52,496	24	1.81	\$53,987	24	1.88	\$56,075	24	1.93	\$57,566	24	1.98	\$59,057	24	2.03	\$60,549
25	1.76	\$52,496	25	1.81	\$53,987	25	1.89	\$56,373	25	1.94	\$57,864	25	1.98	\$59,057	25	2.04	\$60,847
26	1.80	\$53,689	26	1.85	\$55,180	26	1.92	\$57,268	26	1.97	\$58,759	26	2.02	\$60,251	26	2.07	\$61,742

1994-95 Extra Duty Schedule @2.75%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
FOOTBALL					
Head Varsity	\$3,770	\$4,236	\$5,230	\$5,648	\$6,213
Ass't Varsity (2)	\$2,451	\$2,754	\$3,400	\$3,672	\$4,039
Head J.V.	\$2,435	\$2,736	\$3,378	\$3,649	\$4,013
Ass't J.V.	\$2,323	\$2,610	\$3,222	\$3,480	\$3,828
Frosh	\$2,275	\$2,557	\$3,156	\$3,409	\$3,750
Ass't Frosh	\$2,240	\$2,517	\$3,107	\$3,356	\$3,691
BASKETBALL, B					
Head Varsity	\$3,770	\$4,236	\$5,229	\$5,648	\$6,212
Head J.V.	\$2,435	\$2,736	\$3,378	\$3,649	\$4,013
Frosh	\$2,275	\$2,557	\$3,156	\$3,409	\$3,750
Middle School	\$1,778	\$1,998	\$2,467	\$2,664	\$2,930
BASKETBALL, G					
Head Varsity	\$3,770	\$4,236	\$5,229	\$5,648	\$6,212
Head J.V.	\$2,435	\$2,736	\$3,378	\$3,649	\$4,013
Frosh	\$2,275	\$2,557	\$3,156	\$3,409	\$3,750
Middle School	\$1,778	\$1,998	\$2,467	\$2,664	\$2,930
TRACK, BOYS					
Head Varsity	\$2,844	\$3,196	\$3,945	\$4,261	\$4,687
Ass't. Varsity	\$2,042	\$2,295	\$2,833	\$3,060	\$3,366
Middle School	\$2,042	\$2,295	\$2,833	\$3,060	\$3,366
TRACK, GIRLS					
Head Varsity	\$2,844	\$3,196	\$3,945	\$4,261	\$4,687
Ass't Varsity	\$2,042	\$2,295	\$2,833	\$3,060	\$3,366
Middle School	\$2,042	\$2,295	\$2,833	\$3,060	\$3,366
BASEBALL					
Head Varsity	\$2,776	\$3,119	\$3,850	\$4,158	\$4,574
Junior Varsity	\$2,031	\$2,282	\$2,818	\$3,043	\$3,347
Frosh	\$1,828	\$2,054	\$2,536	\$2,739	\$3,012
SOFTBALL					
Head Varsity	\$2,776	\$3,119	\$3,850	\$4,158	\$4,574
Junior Varsity	\$2,031	\$2,282	\$2,818	\$3,043	\$3,347
Frosh	\$1,828	\$2,054	\$2,536	\$2,739	\$3,012
WRESTLING					
Head Varsity	\$3,191	\$3,585	\$4,426	\$4,780	\$5,258
Junior Varsity	\$2,306	\$2,591	\$3,199	\$3,455	\$3,801
Middle School	\$1,827	\$2,053	\$2,534	\$2,737	\$3,011

1994-95 Extra Duty Schedule @2.75%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
SOCCER					
Varsity	\$2,776	\$3,119	\$3,850	\$4,158	\$4,574
Junior Varsity	\$2,031	\$2,282	\$2,818	\$3,043	\$3,347
GYMNASTICS					
	\$2,641	\$2,967	\$3,663	\$3,956	\$4,352
TENNIS, BOYS					
	\$2,266	\$2,547	\$3,144	\$3,395	\$3,735
TENNIS, GIRLS					
	\$2,266	\$2,547	\$3,144	\$3,395	\$3,735
GOLF, BOYS					
	\$2,165	\$2,432	\$3,003	\$3,243	\$3,568
GOLF, GIRLS					
	\$2,165	\$2,432	\$3,003	\$3,243	\$3,568
CROSS COUNTRY					
	\$2,323	\$2,610	\$3,222	\$3,480	\$3,828
VOLLEYBALL					
Head Varsity	\$2,641	\$2,967	\$3,663	\$3,956	\$4,352
Junior Varsity	\$1,914	\$2,151	\$2,655	\$2,868	\$3,154
Middle School	\$1,387	\$1,559	\$1,924	\$2,078	\$2,286
NEWSPAPER					
High School	\$1,013	\$1,138	\$1,405	\$1,517	\$1,669
Middle School	\$607	\$683	\$843	\$910	\$1,001
CHEERLEADING					
Varsity	\$1,788	\$2,009	\$2,481	\$2,679	\$2,947
Junior Varsity	\$1,490	\$1,674	\$2,067	\$2,232	\$2,455
Frosh	\$1,192	\$1,339	\$1,653	\$1,785	\$1,964
Middle School	\$1,068	\$1,200	\$1,482	\$1,600	\$1,760
POMPONS					
	\$894	\$1,005	\$1,240	\$1,339	\$1,473
BAND					
High School	\$3,066	\$3,445	\$4,253	\$4,593	\$5,053
Middle School	\$2,201	\$2,473	\$3,054	\$3,298	\$3,628
ORCHESTRA					
	\$2,201	\$2,473	\$3,054	\$3,298	\$3,628
CHORAL					
	\$1,381	\$1,551	\$1,915	\$2,068	\$2,275
YEARBOOK					
High School	\$1,723	\$1,936	\$2,390	\$2,581	\$2,839
Middle School	\$1,114	\$1,252	\$1,546	\$1,670	\$1,837
DEBATE					
	\$1,600	\$1,797	\$2,219	\$2,396	\$2,636

1994-95 Extra Duty Schedule @2.75%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
DRAMA per PROD.	\$1,070	\$1,202	\$1,484	\$1,603	\$1,731
FORENSICS	\$913	\$1,025	\$1,266	\$1,367	\$1,504
DEPT. CHAIRS	\$844	\$949	\$1,171	\$1,265	\$1,391
TEAM LEADERS	\$844	\$949	\$1,171	\$1,265	\$1,391
ELEM. CAMP	\$421	\$421	\$421	\$421	\$421
SAFETY PATROL	\$984	\$984	\$984	\$984	\$984

DRIVER ED.	1994-95	1995-96	1996-97
Coordinator	\$896	\$920	\$945
Instructors			
step 1	\$18.51	\$19.02	\$19.55
step 2	\$19.17	\$19.69	\$20.23
step 3	\$19.84	\$20.39	\$20.95

CLASS SPONSORS	1994-95	1995-96	1996-97
1st Step	\$537	\$551	\$567
2nd Step	\$537	\$551	\$567
3rd Step	\$843	\$866	\$890
4th Step	\$1,150	\$1,181	\$1,214

*** Step 12 applies only to pre determined group. See Article 13, Section 3 H

1995-96 Extra Duty Schedule @2.75%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
FOOTBALL					
Head Varsity	\$3,874	\$4,353	\$5,374	\$5,803	\$6,384
Ass't Varsity (2)	\$2,518	\$2,830	\$3,493	\$3,773	\$4,150
Head J.V.	\$2,502	\$2,812	\$3,471	\$3,749	\$4,124
Ass't J.V.	\$2,387	\$2,682	\$3,311	\$3,576	\$3,933
Frosh	\$2,338	\$2,627	\$3,243	\$3,502	\$3,853
Ass't Frosh	\$2,302	\$2,586	\$3,193	\$3,448	\$3,793
BASKETBALL,B					
Head Varsity	\$3,873	\$4,352	\$5,373	\$5,803	\$6,383
Head J.V.	\$2,502	\$2,812	\$3,471	\$3,749	\$4,124
Frosh	\$2,338	\$2,627	\$3,243	\$3,502	\$3,853
Middle School	\$1,827	\$2,053	\$2,535	\$2,737	\$3,011
BASKETBALL, G					
Head Varsity	\$3,873	\$4,352	\$5,373	\$5,803	\$6,383
Head J.V.	\$2,502	\$2,812	\$3,471	\$3,749	\$4,124
Frosh	\$2,338	\$2,627	\$3,243	\$3,502	\$3,853
Middle School	\$1,827	\$2,053	\$2,535	\$2,737	\$3,011
TRACK, BOYS					
Head Varsity	\$2,922	\$3,284	\$4,054	\$4,378	\$4,816
Ass't. Varsity	\$2,098	\$2,358	\$2,911	\$3,144	\$3,458
Middle School	\$2,098	\$2,358	\$2,911	\$3,144	\$3,458
TRACK, GIRLS					
Head Varsity	\$2,922	\$3,284	\$4,054	\$4,378	\$4,816
Ass't Varsity	\$2,098	\$2,358	\$2,911	\$3,144	\$3,458
Middle School	\$2,098	\$2,358	\$2,911	\$3,144	\$3,458
BASEBALL					
Head Varsity	\$2,852	\$3,204	\$3,956	\$4,273	\$4,700
Junior Varsity	\$2,087	\$2,345	\$2,895	\$3,127	\$3,439
Frosh	\$1,878	\$2,110	\$2,605	\$2,814	\$3,095
SOFTBALL					
Head Varsity	\$2,852	\$3,204	\$3,956	\$4,273	\$4,700
Junior Varsity	\$2,087	\$2,345	\$2,895	\$3,127	\$3,439
Frosh	\$1,878	\$2,110	\$2,605	\$2,814	\$3,095
WRESTLING					
Head Varsity	\$3,279	\$3,684	\$4,548	\$4,912	\$5,403
Junior Varsity	\$2,370	\$2,663	\$3,287	\$3,550	\$3,905
Middle School	\$1,877	\$2,109	\$2,604	\$2,812	\$3,093

1995-96 Extra Duty Schedule @2.75%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
SOCCER					
Varsity	\$2,852	\$3,204	\$3,956	\$4,273	\$4,700
Junior Varsity	\$2,087	\$2,345	\$2,895	\$3,127	\$3,439
GYMNASTICS					
	\$2,714	\$3,049	\$3,764	\$4,065	\$4,472
TENNIS, BOYS					
	\$2,329	\$2,617	\$3,230	\$3,489	\$3,838
TENNIS, GIRLS					
	\$2,329	\$2,617	\$3,230	\$3,489	\$3,838
GOLF, BOYS					
	\$2,224	\$2,499	\$3,086	\$3,332	\$3,666
GOLF, GIRLS					
	\$2,224	\$2,499	\$3,086	\$3,332	\$3,666
CROSS COUNTRY					
	\$2,387	\$2,682	\$3,311	\$3,576	\$3,933
VOLLEYBALL					
Head Varsity	\$2,714	\$3,049	\$3,764	\$4,065	\$4,472
Junior Varsity	\$1,967	\$2,210	\$2,728	\$2,946	\$3,241
Middle School	\$1,425	\$1,602	\$1,977	\$2,135	\$2,349
NEWSPAPER					
High School	\$1,041	\$1,169	\$1,444	\$1,559	\$1,715
Middle School	\$624	\$701	\$866	\$935	\$1,029
CHEERLEADING					
Varsity	\$1,837	\$2,064	\$2,549	\$2,753	\$3,028
Junior Varsity	\$1,531	\$1,720	\$2,124	\$2,294	\$2,523
Frosh	\$1,225	\$1,376	\$1,699	\$1,835	\$2,018
Middle School	\$1,097	\$1,233	\$1,522	\$1,644	\$1,809
POM PONS					
	\$919	\$1,032	\$1,274	\$1,376	\$1,514
BAND					
High School	\$3,150	\$3,540	\$4,370	\$4,720	\$5,192
Middle School	\$2,262	\$2,541	\$3,138	\$3,389	\$3,727
ORCHESTRA					
	\$2,262	\$2,541	\$3,138	\$3,389	\$3,727
CHORAL					
	\$1,419	\$1,594	\$1,968	\$2,125	\$2,338
YEARBOOK					
High School	\$1,770	\$1,989	\$2,456	\$2,652	\$2,918
Middle School	\$1,145	\$1,287	\$1,588	\$1,716	\$1,887
DEBATE					
	\$1,644	\$1,847	\$2,280	\$2,462	\$2,708

1995-96 Extra Duty Schedule @2.75%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
DRAMA per PROD.	\$1,099	\$1,235	\$1,525	\$1,647	\$1,779
FORENSICS	\$938	\$1,054	\$1,301	\$1,405	\$1,545
DEPT. CHAIRS	\$867	\$975	\$1,203	\$1,299	\$1,429
TEAM LEADERS	\$867	\$975	\$1,203	\$1,299	\$1,429
ELEM. CAMP	\$433	\$433	\$433	\$433	\$433
SAFETY PATROL	\$1,011	\$1,011	\$1,011	\$1,011	\$1,011

DRIVER ED.	1994-95	1995-96	1996-97
Coordinator	\$896	\$920	\$945
Instructors			
step 1	\$18.51	\$19.02	\$19.55
step 2	\$19.17	\$19.69	\$20.23
step 3	\$19.84	\$20.39	\$20.95

CLASS SPONSORS	1994-95	1995-96	1996-97
1st Step	\$537	\$551	\$567
2nd Step	\$537	\$551	\$567
3rd Step	\$843	\$866	\$890
4th Step	\$1,150	\$1,181	\$1,214

*** Step 12 applies only to pre determined group. See Article 13, Section 3 H

1996-97 Extra Duty Schedule @2.75%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
FOOTBALL					
Head Varsity	\$3,980	\$4,472	\$5,521	\$5,963	\$6,559
Ass't Varsity (2)	\$2,588	\$2,907	\$3,589	\$3,877	\$4,264
Head J.V.	\$2,571	\$2,889	\$3,567	\$3,852	\$4,237
Ass't J.V.	\$2,452	\$2,755	\$3,402	\$3,674	\$4,041
Frosh	\$2,402	\$2,699	\$3,332	\$3,599	\$3,959
Ass't Frosh	\$2,365	\$2,657	\$3,280	\$3,543	\$3,897
BASKETBALL, B					
Head Varsity	\$3,980	\$4,472	\$5,521	\$5,962	\$6,559
Head J.V.	\$2,571	\$2,889	\$3,567	\$3,852	\$4,237
Frosh	\$2,402	\$2,699	\$3,332	\$3,599	\$3,959
Middle School	\$1,877	\$2,109	\$2,604	\$2,813	\$3,094
BASKETBALL, G					
Head Varsity	\$3,980	\$4,472	\$5,521	\$5,962	\$6,559
Head J.V.	\$2,571	\$2,889	\$3,567	\$3,852	\$4,237
Frosh	\$2,402	\$2,699	\$3,332	\$3,599	\$3,959
Middle School	\$1,877	\$2,109	\$2,604	\$2,813	\$3,094
TRACK, BOYS					
Head Varsity	\$3,003	\$3,374	\$4,165	\$4,498	\$4,948
Ass't. Varsity	\$2,156	\$2,423	\$2,991	\$3,230	\$3,553
Middle School	\$2,156	\$2,423	\$2,991	\$3,230	\$3,553
TRACK, GIRLS					
Head Varsity	\$3,003	\$3,374	\$4,165	\$4,498	\$4,948
Ass't Varsity	\$2,156	\$2,423	\$2,991	\$3,230	\$3,553
Middle School	\$2,156	\$2,423	\$2,991	\$3,230	\$3,553
BASEBALL					
Head Varsity	\$2,930	\$3,293	\$4,065	\$4,390	\$4,829
Junior Varsity	\$2,144	\$2,410	\$2,975	\$3,213	\$3,534
Frosh	\$1,930	\$2,168	\$2,677	\$2,891	\$3,180
SOFTBALL					
Head Varsity	\$2,930	\$3,293	\$4,065	\$4,390	\$4,829
Junior Varsity	\$2,144	\$2,410	\$2,975	\$3,213	\$3,534
Frosh	\$1,930	\$2,168	\$2,677	\$2,891	\$3,180
WRESTLING					
Head Varsity	\$3,369	\$3,785	\$4,673	\$5,047	\$5,552
Junior Varsity	\$2,435	\$2,736	\$3,377	\$3,648	\$4,012
Middle School	\$1,929	\$2,167	\$2,675	\$2,889	\$3,178

1996-97 Extra Duty Schedule @2.75%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12****
SOCCER					
Varsity	\$2,930	\$3,293	\$4,065	\$4,390	\$4,829
Junior Varsity	\$2,144	\$2,410	\$2,975	\$3,213	\$3,534
GYMNASTICS					
	\$2,788	\$3,133	\$3,868	\$4,177	\$4,595
TENNIS, BOYS					
	\$2,393	\$2,689	\$3,319	\$3,585	\$3,943
TENNIS, GIRLS					
	\$2,393	\$2,689	\$3,319	\$3,585	\$3,943
GOLF, BOYS					
	\$2,286	\$2,568	\$3,170	\$3,424	\$3,766
GOLF, GIRLS					
	\$2,286	\$2,568	\$3,170	\$3,424	\$3,766
CROSS COUNTRY					
	\$2,452	\$2,755	\$3,402	\$3,674	\$4,041
VOLLEYBALL					
Head Varsity	\$2,788	\$3,133	\$3,868	\$4,177	\$4,595
Junior Varsity	\$2,021	\$2,271	\$2,803	\$3,027	\$3,330
Middle School	\$1,465	\$1,646	\$2,032	\$2,194	\$2,414
NEWSPAPER					
High School	\$1,069	\$1,201	\$1,483	\$1,602	\$1,762
Middle School	\$641	\$721	\$890	\$961	\$1,057
CHEERLEADING					
Varsity	\$1,888	\$2,121	\$2,619	\$2,828	\$3,111
Junior Varsity	\$1,573	\$1,767	\$2,182	\$2,357	\$2,592
Frosh	\$1,258	\$1,414	\$1,745	\$1,885	\$2,073
Middle School	\$1,128	\$1,267	\$1,564	\$1,689	\$1,858
POM PONS					
	\$944	\$1,061	\$1,309	\$1,414	\$1,556
BAND					
High School	\$3,237	\$3,637	\$4,490	\$4,850	\$5,335
Middle School	\$2,324	\$2,611	\$3,224	\$3,482	\$3,830
ORCHESTRA					
	\$2,324	\$2,611	\$3,224	\$3,482	\$3,830
CHORAL					
	\$1,458	\$1,638	\$2,022	\$2,184	\$2,402
YEARBOOK					
High School	\$1,819	\$2,044	\$2,523	\$2,725	\$2,998
Middle School	\$1,177	\$1,322	\$1,632	\$1,763	\$1,939
DEBATE					
	\$1,689	\$1,897	\$2,343	\$2,530	\$2,783

1996-97 Extra Duty Schedule @2.75%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
DRAMA per PROD.	\$1,129	\$1,269	\$1,567	\$1,692	\$1,827
FORENSICS	\$964	\$1,083	\$1,337	\$1,444	\$1,588
DEPT. CHAIRS	\$891	\$1,001	\$1,236	\$1,335	\$1,469
TEAM LEADERS	\$891	\$1,001	\$1,236	\$1,335	\$1,469
ELEM. CAMP	\$444	\$444	\$444	\$444	\$444
SAFETY PATROL	\$1,039	\$1,039	\$1,039	\$1,039	\$1,039

DRIVER ED.	1994-95	1995-96	1996-97
Coordinator	\$896	\$920	\$945
Instructors			
step 1	\$18.51	\$19.02	\$19.55
step 2	\$19.17	\$19.69	\$20.23
step 3	\$19.84	\$20.39	\$20.95

CLASS SPONSORS	1994-95	1995-96	1996-97
1st Step	\$537	\$551	\$567
2nd Step	\$537	\$551	\$567
3rd Step	\$843	\$866	\$890
4th Step	\$1,150	\$1,181	\$1,214

*** Step 12 applies only to pre determined group. See Article 13, Section 3 H

1994-95 Extra Duty Schedule @3%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
FOOTBALL					
Head Varsity	\$3,770	\$4,236	\$5,230	\$5,648	\$6,213
Ass't Varsity (2)	\$2,451	\$2,754	\$3,400	\$3,672	\$4,039
Head J.V.	\$2,435	\$2,736	\$3,378	\$3,649	\$4,013
Ass't J.V.	\$2,323	\$2,610	\$3,222	\$3,480	\$3,828
Frosh	\$2,275	\$2,557	\$3,156	\$3,409	\$3,750
Ass't Frosh	\$2,240	\$2,517	\$3,107	\$3,356	\$3,691
BASKETBALL, B					
Head Varsity	\$3,770	\$4,236	\$5,229	\$5,648	\$6,212
Head J.V.	\$2,435	\$2,736	\$3,378	\$3,649	\$4,013
Frosh	\$2,275	\$2,557	\$3,156	\$3,409	\$3,750
Middle School	\$1,778	\$1,998	\$2,467	\$2,664	\$2,930
BASKETBALL, G					
Head Varsity	\$3,770	\$4,236	\$5,229	\$5,648	\$6,212
Head J.V.	\$2,435	\$2,736	\$3,378	\$3,649	\$4,013
Frosh	\$2,275	\$2,557	\$3,156	\$3,409	\$3,750
Middle School	\$1,778	\$1,998	\$2,467	\$2,664	\$2,930
TRACK, BOYS					
Head Varsity	\$2,844	\$3,196	\$3,945	\$4,261	\$4,687
Ass't. Varsity	\$2,042	\$2,295	\$2,833	\$3,060	\$3,366
Middle School	\$2,042	\$2,295	\$2,833	\$3,060	\$3,366
TRACK, GIRLS					
Head Varsity	\$2,844	\$3,196	\$3,945	\$4,261	\$4,687
Ass't Varsity	\$2,042	\$2,295	\$2,833	\$3,060	\$3,366
Middle School	\$2,042	\$2,295	\$2,833	\$3,060	\$3,366
BASEBALL					
Head Varsity	\$2,776	\$3,119	\$3,850	\$4,158	\$4,574
Junior Varsity	\$2,031	\$2,282	\$2,818	\$3,043	\$3,347
Frosh	\$1,828	\$2,054	\$2,536	\$2,739	\$3,012
SOFTBALL					
Head Varsity	\$2,776	\$3,119	\$3,850	\$4,158	\$4,574
Junior Varsity	\$2,031	\$2,282	\$2,818	\$3,043	\$3,347
Frosh	\$1,828	\$2,054	\$2,536	\$2,739	\$3,012
WRESTLING					
Head Varsity	\$3,191	\$3,585	\$4,426	\$4,780	\$5,258
Junior Varsity	\$2,306	\$2,591	\$3,199	\$3,455	\$3,801
Middle School	\$1,827	\$2,053	\$2,534	\$2,737	\$3,011

1994-95 Extra Duty Schedule @3%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
SOCCER					
Varsity	\$2,776	\$3,119	\$3,850	\$4,158	\$4,574
Junior Varsity	\$2,031	\$2,282	\$2,818	\$3,043	\$3,347
GYMNASTICS					
	\$2,641	\$2,967	\$3,663	\$3,956	\$4,352
TENNIS, BOYS					
	\$2,266	\$2,547	\$3,144	\$3,395	\$3,735
TENNIS, GIRLS					
	\$2,266	\$2,547	\$3,144	\$3,395	\$3,735
GOLF, BOYS					
	\$2,165	\$2,432	\$3,003	\$3,243	\$3,568
GOLF, GIRLS					
	\$2,165	\$2,432	\$3,003	\$3,243	\$3,568
CROSS COUNTRY					
	\$2,323	\$2,610	\$3,222	\$3,480	\$3,828
VOLLEYBALL					
Head Varsity	\$2,641	\$2,967	\$3,663	\$3,956	\$4,352
Junior Varsity	\$1,914	\$2,151	\$2,655	\$2,868	\$3,154
Middle School	\$1,387	\$1,559	\$1,924	\$2,078	\$2,286
NEWSPAPER					
High School	\$1,013	\$1,138	\$1,405	\$1,517	\$1,669
Middle School	\$607	\$683	\$843	\$910	\$1,001
CHEERLEADING					
Varsity	\$1,788	\$2,009	\$2,481	\$2,679	\$2,947
Junior Varsity	\$1,490	\$1,674	\$2,067	\$2,232	\$2,455
Frosh	\$1,192	\$1,339	\$1,653	\$1,785	\$1,964
Middle School	\$1,068	\$1,200	\$1,482	\$1,600	\$1,760
POM PONS					
	\$894	\$1,005	\$1,240	\$1,339	\$1,473
BAND					
High School	\$3,066	\$3,445	\$4,253	\$4,593	\$5,053
Middle School	\$2,201	\$2,473	\$3,054	\$3,298	\$3,628
ORCHESTRA					
	\$2,201	\$2,473	\$3,054	\$3,298	\$3,628
CHORAL					
	\$1,381	\$1,551	\$1,915	\$2,068	\$2,275
YEARBOOK					
High School	\$1,723	\$1,936	\$2,390	\$2,581	\$2,839
Middle School	\$1,114	\$1,252	\$1,546	\$1,670	\$1,837
DEBATE					
	\$1,600	\$1,797	\$2,219	\$2,396	\$2,636

1994-95 Extra Duty Schedule @3%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
DRAMA per PROD.	\$1,070	\$1,202	\$1,484	\$1,603	\$1,731
FORENSICS	\$913	\$1,025	\$1,266	\$1,367	\$1,504
DEPT. CHAIRS	\$844	\$949	\$1,171	\$1,265	\$1,391
TEAM LEADERS	\$844	\$949	\$1,171	\$1,265	\$1,391
ELEM. CAMP	\$421	\$421	\$421	\$421	\$421
SAFETY PATROL	\$984	\$984	\$984	\$984	\$984

DRIVER ED.	1994-95	1995-96	1996-97
Coordinator	\$896	\$922	\$950
Instructors			
step 1	\$18.51	\$19.07	\$19.64
step 2	\$19.17	\$19.74	\$20.33
step 3	\$19.84	\$20.44	\$21.05

CLASS SPONSORS	1994-95	1995-96	1996-97
1st Step	\$537	\$553	\$569
2nd Step	\$537	\$553	\$569
3rd Step	\$843	\$868	\$894
4th Step	\$1,150	\$1,184	\$1,220

*** Step 12 applies only to pre determined group. See Article 13, Section 3 H

1995-96 Extra Duty Schedule @3%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
FOOTBALL					
Head Varsity	\$3,883	\$4,363	\$5,387	\$5,818	\$6,399
Ass't Varsity (2)	\$2,524	\$2,836	\$3,502	\$3,782	\$4,160
Head J.V.	\$2,509	\$2,819	\$3,480	\$3,758	\$4,134
Ass't J.V.	\$2,392	\$2,688	\$3,319	\$3,584	\$3,943
Frosh	\$2,344	\$2,633	\$3,251	\$3,511	\$3,862
Ass't Frosh	\$2,307	\$2,592	\$3,200	\$3,456	\$3,802
BASKETBALL, B					
Head Varsity	\$3,883	\$4,363	\$5,386	\$5,817	\$6,399
Head J.V.	\$2,509	\$2,819	\$3,480	\$3,758	\$4,134
Frosh	\$2,344	\$2,633	\$3,251	\$3,511	\$3,862
Middle School	\$1,832	\$2,058	\$2,541	\$2,744	\$3,018
BASKETBALL, G					
Head Varsity	\$3,883	\$4,363	\$5,386	\$5,817	\$6,399
Head J.V.	\$2,509	\$2,819	\$3,480	\$3,758	\$4,134
Frosh	\$2,344	\$2,633	\$3,251	\$3,511	\$3,862
Middle School	\$1,832	\$2,058	\$2,541	\$2,744	\$3,018
TRACK, BOYS					
Head Varsity	\$2,929	\$3,292	\$4,064	\$4,389	\$4,828
Ass't. Varsity	\$2,104	\$2,364	\$2,918	\$3,151	\$3,466
Middle School	\$2,104	\$2,364	\$2,918	\$3,151	\$3,466
TRACK, GIRLS					
Head Varsity	\$2,929	\$3,292	\$4,064	\$4,389	\$4,828
Ass't Varsity	\$2,104	\$2,364	\$2,918	\$3,151	\$3,466
Middle School	\$2,104	\$2,364	\$2,918	\$3,151	\$3,466
BASEBALL					
Head Varsity	\$2,859	\$3,212	\$3,966	\$4,283	\$4,711
Junior Varsity	\$2,092	\$2,351	\$2,902	\$3,134	\$3,448
Frosh	\$1,883	\$2,116	\$2,612	\$2,821	\$3,103
SOFTBALL					
Head Varsity	\$2,859	\$3,212	\$3,966	\$4,283	\$4,711
Junior Varsity	\$2,092	\$2,351	\$2,902	\$3,134	\$3,448
Frosh	\$1,883	\$2,116	\$2,612	\$2,821	\$3,103
WRESTLING					
Head Varsity	\$3,287	\$3,693	\$4,559	\$4,924	\$5,416
Junior Varsity	\$2,375	\$2,669	\$3,295	\$3,559	\$3,915
Middle School	\$1,882	\$2,114	\$2,610	\$2,819	\$3,101

1995-96 Extra Duty Schedule @3%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
SOCCER					
Varsity	\$2,859	\$3,212	\$3,966	\$4,283	\$4,711
Junior Varsity	\$2,092	\$2,351	\$2,902	\$3,134	\$3,448
GYMNASTICS					
	\$2,720	\$3,056	\$3,773	\$4,075	\$4,483
TENNIS, BOYS					
	\$2,334	\$2,623	\$3,238	\$3,497	\$3,847
TENNIS, GIRLS					
	\$2,334	\$2,623	\$3,238	\$3,497	\$3,847
GOLF, BOYS					
	\$2,230	\$2,505	\$3,093	\$3,341	\$3,675
GOLF, GIRLS					
	\$2,230	\$2,505	\$3,093	\$3,341	\$3,675
CROSS COUNTRY					
	\$2,392	\$2,688	\$3,319	\$3,584	\$3,943
VOLLEYBALL					
Head Varsity	\$2,720	\$3,056	\$3,773	\$4,075	\$4,483
Junior Varsity	\$1,972	\$2,215	\$2,735	\$2,954	\$3,249
Middle School	\$1,429	\$1,605	\$1,982	\$2,141	\$2,355
NEWSPAPER					
High School	\$1,043	\$1,172	\$1,447	\$1,563	\$1,719
Middle School	\$626	\$703	\$868	\$937	\$1,031
CHEERLEADING					
Varsity	\$1,842	\$2,070	\$2,555	\$2,759	\$3,035
Junior Varsity	\$1,535	\$1,724	\$2,129	\$2,299	\$2,529
Frosh	\$1,228	\$1,379	\$1,703	\$1,839	\$2,023
Middle School	\$1,100	\$1,236	\$1,526	\$1,648	\$1,813
POM PONS					
	\$921	\$1,035	\$1,277	\$1,380	\$1,518
BAND					
High School	\$3,158	\$3,548	\$4,381	\$4,731	\$5,204
Middle School	\$2,267	\$2,548	\$3,145	\$3,397	\$3,736
ORCHESTRA					
	\$2,267	\$2,548	\$3,145	\$3,397	\$3,736
CHORAL					
	\$1,422	\$1,598	\$1,973	\$2,130	\$2,343
YEARBOOK					
High School	\$1,775	\$1,994	\$2,462	\$2,659	\$2,925
Middle School	\$1,148	\$1,290	\$1,592	\$1,720	\$1,892
DEBATE					
	\$1,648	\$1,851	\$2,285	\$2,468	\$2,715

1995-96 Extra Duty Schedule @3%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
DRAMA per PROD.	\$1,102	\$1,238	\$1,529	\$1,651	\$1,783
FORENSICS	\$940	\$1,056	\$1,304	\$1,408	\$1,549
DEPT. CHAIRS	\$869	\$977	\$1,206	\$1,303	\$1,433
TEAM LEADERS	\$869	\$977	\$1,206	\$1,303	\$1,433
ELEM. CAMP	\$434	\$434	\$434	\$434	\$434
SAFETY PATROL	\$1,014	\$1,014	\$1,014	\$1,014	\$1,014

DRIVER ED.	1994-95	1995-96	1996-97
Coordinator	\$896	\$922	\$950
Instructors			
step 1	\$18.51	\$19.07	\$19.64
step 2	\$19.17	\$19.74	\$20.33
step 3	\$19.84	\$20.44	\$21.05

CLASS SPONSORS	1994-95	1995-96	1996-97
1st Step	\$537	\$553	\$569
2nd Step	\$537	\$553	\$569
3rd Step	\$843	\$868	\$894
4th Step	\$1,150	\$1,184	\$1,220

*** Step 12 applies only to pre determined group. See Article 13, Section 3 H

1996-97 Extra Duty Schedule @3%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
FOOTBALL					
Head Varsity	\$4,000	\$4,494	\$5,548	\$5,992	\$6,591
Ass't Varsity (2)	\$2,600	\$2,922	\$3,607	\$3,895	\$4,285
Head J.V.	\$2,584	\$2,903	\$3,584	\$3,871	\$4,258
Ass't J.V.	\$2,464	\$2,769	\$3,418	\$3,692	\$4,061
Frosh	\$2,414	\$2,712	\$3,348	\$3,616	\$3,978
Ass't Frosh	\$2,376	\$2,670	\$3,296	\$3,560	\$3,916
BASKETBALL, B					
Head Varsity	\$3,999	\$4,494	\$5,548	\$5,991	\$6,591
Head J.V.	\$2,584	\$2,903	\$3,584	\$3,871	\$4,258
Frosh	\$2,414	\$2,712	\$3,348	\$3,616	\$3,978
Middle School	\$1,887	\$2,120	\$2,617	\$2,826	\$3,109
BASKETBALL, G					
Head Varsity	\$3,999	\$4,494	\$5,548	\$5,991	\$6,591
Head J.V.	\$2,584	\$2,903	\$3,584	\$3,871	\$4,258
Frosh	\$2,414	\$2,712	\$3,348	\$3,616	\$3,978
Middle School	\$1,887	\$2,120	\$2,617	\$2,826	\$3,109
TRACK, BOYS					
Head Varsity	\$3,017	\$3,390	\$4,186	\$4,520	\$4,972
Ass't. Varsity	\$2,167	\$2,434	\$3,005	\$3,246	\$3,570
Middle School	\$2,167	\$2,434	\$3,005	\$3,246	\$3,570
TRACK, GIRLS					
Head Varsity	\$3,017	\$3,390	\$4,186	\$4,520	\$4,972
Ass't Varsity	\$2,167	\$2,434	\$3,005	\$3,246	\$3,570
Middle School	\$2,167	\$2,434	\$3,005	\$3,246	\$3,570
BASEBALL					
Head Varsity	\$2,945	\$3,309	\$4,085	\$4,412	\$4,853
Junior Varsity	\$2,155	\$2,421	\$2,989	\$3,228	\$3,551
Frosh	\$1,939	\$2,179	\$2,690	\$2,905	\$3,196
SOFTBALL					
Head Varsity	\$2,945	\$3,309	\$4,085	\$4,412	\$4,853
Junior Varsity	\$2,155	\$2,421	\$2,989	\$3,228	\$3,551
Frosh	\$1,939	\$2,179	\$2,690	\$2,905	\$3,196
WRESTLING					
Head Varsity	\$3,385	\$3,804	\$4,696	\$5,072	\$5,579
Junior Varsity	\$2,447	\$2,749	\$3,394	\$3,665	\$4,032
Middle School	\$1,938	\$2,178	\$2,688	\$2,904	\$3,194

1996-97 Extra Duty Schedule @3%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
SOCCER					
Varsity	\$2,945	\$3,309	\$4,085	\$4,412	\$4,853
Junior Varsity	\$2,155	\$2,421	\$2,989	\$3,228	\$3,551
GYMNASTICS					
	\$2,802	\$3,148	\$3,886	\$4,197	\$4,617
TENNIS, BOYS					
	\$2,404	\$2,702	\$3,335	\$3,602	\$3,962
TENNIS, GIRLS					
	\$2,404	\$2,702	\$3,335	\$3,602	\$3,962
GOLF, BOYS					
	\$2,297	\$2,581	\$3,186	\$3,441	\$3,785
GOLF, GIRLS					
	\$2,297	\$2,581	\$3,186	\$3,441	\$3,785
CROSS COUNTRY					
	\$2,464	\$2,769	\$3,418	\$3,692	\$4,061
VOLLEYBALL					
Head Varsity	\$2,802	\$3,148	\$3,886	\$4,197	\$4,617
Junior Varsity	\$2,031	\$2,282	\$2,817	\$3,042	\$3,346
Middle School	\$1,472	\$1,654	\$2,042	\$2,205	\$2,425
NEWSPAPER					
High School	\$1,075	\$1,207	\$1,491	\$1,610	\$1,771
Middle School	\$644	\$724	\$894	\$966	\$1,062
CHEERLEADING					
Varsity	\$1,897	\$2,132	\$2,632	\$2,842	\$3,126
Junior Varsity	\$1,581	\$1,776	\$2,193	\$2,368	\$2,605
Frosh	\$1,264	\$1,421	\$1,754	\$1,894	\$2,084
Middle School	\$1,133	\$1,273	\$1,572	\$1,698	\$1,867
POM PONS					
	\$949	\$1,066	\$1,316	\$1,421	\$1,563
BAND					
High School	\$3,253	\$3,655	\$4,512	\$4,873	\$5,361
Middle School	\$2,335	\$2,624	\$3,240	\$3,499	\$3,849
ORCHESTRA					
	\$2,335	\$2,624	\$3,240	\$3,499	\$3,849
CHORAL					
	\$1,465	\$1,646	\$2,032	\$2,194	\$2,414
YEARBOOK					
High School	\$1,828	\$2,054	\$2,536	\$2,739	\$3,012
Middle School	\$1,182	\$1,328	\$1,640	\$1,771	\$1,948
DEBATE					
	\$1,697	\$1,907	\$2,354	\$2,542	\$2,797

1996-97 Extra Duty Schedule @3%

ACTIVITY	Step 1	Step 3	STEP 5	Step 8	Step 12***
DRAMA per PROD.	\$1,135	\$1,275	\$1,574	\$1,700	\$1,836
FORENSICS	\$968	\$1,088	\$1,343	\$1,451	\$1,596
DEPT. CHAIRS	\$896	\$1,006	\$1,242	\$1,342	\$1,476
TEAM LEADERS	\$896	\$1,006	\$1,242	\$1,342	\$1,476
ELEM. CAMP	\$447	\$447	\$447	\$447	\$447
SAFETY PATROL	\$1,044	\$1,044	\$1,044	\$1,044	\$1,044

DRIVER ED.	1994-95	1995-96	1996-97
Coordinator	\$896	\$922	\$950
Instructors			
step 1	\$18.51	\$19.07	\$19.64
step 2	\$19.17	\$19.74	\$20.33
step 3	\$19.84	\$20.44	\$21.05

CLASS SPONSORS	1994-95	1995-96	1996-97
1st Step	\$537	\$553	\$569
2nd Step	\$537	\$553	\$569
3rd Step	\$843	\$868	\$894
4th Step	\$1,150	\$1,184	\$1,220

*** Step 12 applies only to pre determined group. See Article 13, Section 3 H

