

Master Agreement

between the

Berrien Springs Education Association

and the

Berrien Springs Board of Education

JULY 1, 2024 through June 30, 2027

TABLE OF CONTENTS

ARTICLE 1 – RECOGNITION	1
ARTICLE 2 – DEFINITIONS.....	1
ARTICLE 3 - RIGHTS OF TEACHERS AND/OR OF THE ASSOCIATION	1
ARTICLE 4 - RIGHTS OF THE BOARD	2
ARTICLE 5 - TEACHING HOURS AND CLASS SIZE	3
ARTICLE 6 - TEACHING CONDITIONS.....	5
ARTICLE 7 - TEACHER EVALUATION.....	6
ARTICLE 8 - TEACHER PLACEMENT.....	6
ARTICLE 9 - TEACHER REDUCTION, LAYOFF/RECALL.....	7
ARTICLE 10 -TEACHER QUALIFICATIONS.....	9
ARTICLE 11 - LEAVES OF ABSENCE	9
ARTICLE 12 - CONTINUITY OF OPERATIONS.....	11
ARTICLE 13 - SENIORITY	12
ARTICLE 14 - SCHOOL CALENDAR	12
ARTICLE 15 - PROFESSIONAL COMPENSATION.....	13
ARTICLE 16 - MENTORS.....	14
ARTICLE 17 - GRIEVANCE PROCEDURE	14
ARTICLE 18 - GENERAL PROVISIONS	17
ARTICLE 19 - TERMS AND LIMITATIONS OF THIS AGREEMENT	17
2024-2025 SCHOOL YEAR CALENDAR.....	19
2025-2026 SCHOOL YEAR CALENDAR.....	20
2026-2027 SCHOOL YEAR CALENDAR.....	21
SCHEDULE A - EMPLOYMENT BENEFIT PROVISIONS	22
2024-2025 Payscale AND LONGEVITY.....	24
2025-2026 Payscale AND LONGEVITY.....	25
2026-2027 Payscale AND LONGEVITY.....	26
2024-2025 SCHEDULE C - ATHLETIC PAY.....	27
2025-2026 SCHEDULE C - ATHLETIC PAY.....	32
2026-2027 SCHEDULE C - ATHLETIC PAY.....	37
2024-2025 SCHEDULE D.....	42
2025-2026 SCHEDULE D.....	44
2026-2027 SCHEDULE D.....	46

ARTICLE 1 – RECOGNITION

- 1.1 The Board recognizes the Association as the exclusive and sole bargaining representative for all teaching personnel under contract, excluding the Superintendent, Assistant Superintendent, principals, supervisors, directors, coordinators, adult education teachers, alternative education teachers, instructional coaches, elementary and secondary guidance specialists, substitute teachers, and all other non-certified teaching personnel. Determination for excluding an alternative education teacher from the bargaining unit shall be based on whether the facility where the teacher works is reported to the State of Michigan as an alternative education facility.

ARTICLE 2 – DEFINITIONS

- 2.1 The term "Board" means the Berrien Springs Board of Education and its officers, trustees, and agents.
- 2.2 The term "Association" means the officers and members of the Berrien Springs/SC Education Association, MEA/NEA.
- 2.3 The term "days" means workdays. During the months that school is in summer recess, Monday through Friday shall be deemed workdays except on national holidays.
- 2.4 The term "teacher" means bargaining unit employee

ARTICLE 3 - RIGHTS OF TEACHERS AND/OR OF THE ASSOCIATION

- 3.1 Pursuant to the Michigan Public Employment Relations Act (PERA), that every Board employee for whom the Association has bargaining rights has the right to freely organize, join, and support the Association for in collective bargaining and other lawful concerted activities for mutual aid and protection. Neither the Board nor the Association will discourage or encourage or deprive or coerce any teacher in the enjoyment of any rights conferred by PERA, or other laws of Michigan or the Constitutions of Michigan and the United States. Neither the District nor the Association will discriminate against any teacher as to hours, wages, or terms or conditions of employment by reason of membership or non-membership in the Association, participation in any lawful Association activities, or the teacher's institution of any grievance, complaint, or proceeding under this Agreement.
- 3.1.1 The Association will indemnify and hold harmless the Board and its agents for errors and/or omissions made as a result of information provided by the bargaining unit employee and/or the Association that is necessary for the implementation of this Article. Further, the Association will hold the Board harmless for all claims, demands, suits, or other forms of liability by reason of action taken or not taken by the Board or its designee to comply with this Article. If this hold harmless provision is rendered void by a court of competent jurisdiction, this Article shall be immediately suspended. Upon suspension, the parties will meet to negotiate successor language in compliance with the court's ruling or one permissible by law and agreeable to both parties.
- 3.2 Nothing contained in this Agreement shall be construed to deny or restrict to any teacher rights he/she may have under the Michigan General School Laws or other applicable laws and

regulations. The Employer may take necessary action to comply with other laws or regulations, including the Revised School Code.

- 3.3 Bargaining unit employees have, upon reasonable request, the right to review the contents of their personnel files in accordance with the Bullard-Plawecki Right to Know Act and to have a representative of the Association accompany them in that review. Absent a Freedom of Information Act request, other personnel file examination is limited to authorized supervisory and office personnel, except as otherwise legally required and except that a non-bargaining unit employee representative, Board Member, or their attorney may review the files if relevant to specific contract administration issues and other administrative or legal proceedings. Except as provided by law or in language above, the Board shall not divulge any disciplinary record from a personnel file to a third party without notice to the bargaining unit employee via first class mail on or before the date of the disclosure to the third party. This notice shall include the identity of the third party. Information about criminal investigations and grievance records shall be kept separate from the personnel file. The District shall follow appropriate due process.
- 3.4 The Board shall grant up to sixteen (16) days (minimum half-day increments) with pay per year (non accumulative) for Association business. No one employee may use more than five (5) of the sixteen (16) days. The Association shall reimburse the Board for any substitute teacher costs relating to Association days. The Association shall reimburse the District on a current basis those sums paid to the Office of Retirement Services for Association release time.
- 3.5 The Board shall transmit to the Association President, on a monthly basis, notices concerning changes in hours of work and all new hires.
- 3.6 Academic Freedom
- Both the employer and the Association will work together to create and preserve an atmosphere which is free from censorship and artificial restraint, and in which academic freedom for teacher and student is protected. Teachers shall work within their respective department or grade level to choose appropriate supplemental materials and methodology consistent with the District's educational goals and objectives within the constraints of the curriculum chosen by the Board.
- 3.7 The local Association has the right to use and/or have access to Employer facilities and equipment, including, but not limited to, printers, iPads, Tablets, computers and related technology, fax, photocopiers, and audiovisual equipment at reasonable times when that equipment is not otherwise in use. The Association shall pay the established fees for all incidental materials and supplies.

ARTICLE 4 - RIGHTS OF THE BOARD

- 4.1 The Board, on its own behalf and on behalf of the District's electors retains and reserves unto itself, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws of Michigan and the United States except as limited by express the terms of this Agreement, including the right to:
- 4.1.1 the executive management and administrative supervision of its employees;
 - 4.1.2 hire all employees and, subject to the law, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion; and to

promote, and transfer all such employees;

- 4.1.3 establish grades and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board; to decide on the means and methods of instruction, the selection and use of textbooks, other teaching materials, and teaching aids of every kind and nature, after due consideration to the recommendations of school professional staff; and
- 4.1.4 determine class schedules, hours of instruction, and the related duties, responsibilities, and assignments of teachers non-teaching activities, and the terms and conditions of employment, all subject to this Agreement.
- 4.2 The exercise of the Board's powers, rights, authority, duties, and responsibilities, the adoption of related policies, rules, regulations, and practices, and the use of related judgment and discretion is limited only by the specific and express terms of this Agreement and then only to the extent those specific and express terms conform with the Constitutions and laws of Michigan and the United States.
- 4.3 Nothing in this Agreement shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district, or local laws or regulations that pertain to education.

ARTICLE 5 - TEACHING HOURS AND CLASS SIZE

- 5.1 The day for all teachers shall be seven (7) hours and twenty (20) minutes, including a duty-free twenty-five (25) minute lunch period. The seven (7) hours and twenty (20) minutes shall cover the ten (10) minute period before the start of the student day and ten (10) minutes after the end of the student day. The remainder of the elementary student's lunch period shall be for preparation and planning as well as when special teachers have assumed classroom responsibilities, provided those specialists are employed by the Board. On Fridays and on days before holidays or vacations, teachers may leave at the close of the school day, if no student or parent has requested to confer with the teacher.
 - 5.1.1 Teachers are required to attend Open House/Back to School Night, Exhibition Night, and Parent/Teacher Conferences.
 - 5.1.2 Elementary Open House shall be held the week before student instruction begins. If parents are to be in the building, elementary staff will have a teacher workday to work in their classrooms before Open House to prepare.
- 5.2 The student-teacher ratio is an important aspect of an effective education program. The Board will continue its effort to keep class sizes at an acceptable number considering the building facilities available, the availability of qualified teachers, and the student's best interests.
 - 5.2.1 The normal teaching load is thirty (30) students per teacher in the elementary grades, middle school, and senior high except that in grades K-3 every effort will be made to limit the load to twenty-five (25) students, taking into consideration the classrooms available for use, the number of students at the grade level concerned, as well as the District's economic conditions. As determined by the Board economic conditions may dictate that

class sizes and normal teaching loads may be exceeded. Before increasing class sizes and normal teaching loads due to economic considerations, the Board will explore other reasonable alternatives and when the desired outcome can be achieved without adversely affecting the economic considerations and are permissible without violating this Agreement or others, then the other reasonable alternatives shall be implemented before exceeding class size and/or normal teaching loads. Traditionally, large group instruction, or experimental classes when teachers have voluntarily agreed to these larger groupings are acceptable.

5.2.2 The normal weekly teaching load shall be thirty (30) teaching periods in the middle school and the senior high school and five (5) preparation periods weekly unless changed by mutual agreement between the Board and the Association. Except as noted in this section, no secondary teacher shall have more than four (4) different class preparations in one (1) semester. Exceptions shall be allowed for Special Education classrooms. Overloads shall not count as preparations because they are voluntary and subject to additional compensation. At the elementary level, preparation time is 200 minutes per week. Elementary staff participation in any meeting required by State or Federal mandate that reduces the weekly 200 minutes will be compensated pro-rata at \$35 per hour.

5.2.3 Use of common planning time shall be decided by grade/department level staff and principal.

Compensation will be paid at 1/6th of the teacher's daily pay per year per overload class. Teachers who only provide push-in support will be paid at 1/12th of the teacher's daily pay per year per overload class.

5.3 Teachers of special subjects such as art, music, and physical education shall be provided with relief and preparation time to the same extent as other District teachers.

5.4 Teachers are not expected to teach more than the normal weekly teaching load.

5.4.1 A teacher assigned to teach a class during their preparation/planning time for more than ten (10) consecutive days shall be compensated at their per diem rate for those days.

5.5 The District, administration, and teaching staff are committed to the ongoing efforts of improving the education process of Berrien Springs students. Due to the nature of schools, extra time may need to occur outside the normal teaching day to accomplish school improvement goals, curriculum issues, and other educational concerns.

5.5.1 The following activities may be involved in this process:

- Grade level planning
- Building level school improvement
- Curriculum study
- Professional development
- Planning time
- Building level meetings
- District Strategic planning and implementation

5.5.2 Meetings for the above will generally be held immediately before or after school and, when reasonably possible, begin within the ten (10) minute window(s) between report time/leave time. When reasonably possible, teachers will be notified of these meetings twenty-four (24) hours in advance. Emergency meetings do not fall under these guidelines. Weekends, evenings, and other non-traditional workdays are not required of teachers for meetings. Staff meetings will be limited to a maximum of two per month for a total maximum of sixty (6) minutes, e.g., two 30-minute or one 60-minute meeting. This limitation does not include any emergency "stand-up" meetings.

5.6 Section 5.2 shall be reopened for negotiation if the Board restructures the educational program during the term of this Agreement (e.g., change to trimesters, block scheduling).

ARTICLE 6 - TEACHING CONDITIONS

6.1 Consistent with educational practice and staff recommendation, , students may be grouped in classes according to ability, with constant evaluation being made of the groupings so that no student is penalized by being placed or held in an inappropriate group.

6.2 Each teacher may use two (2) half-days during the school year for in-service activities, which must be approved by the administration in advance.

6.3 For travel requirements to programs outside the District , the reimbursement will be according to Board Policy.

6.4 All bargaining unit employees shall be consulted before a position change so they have reasonable time (15 days) to prepare.

6.5 Bargaining unit employees are not required to supervise the District's breakfast program.

6.6 To the extent allowed by law, if an employee appears on a video recording, a copy of the video recording will not be provided to a third party without first notifying the employee and providing the employee with the opportunity to view the recording and receive a copy of the recording. No video of a bargaining unit employee during instruction will be provided to a third party without written consent, unless otherwise required by law.

6.7 The Employer shall pay the entire cost of fingerprinting and criminal records checks for all bargaining unit employees. This provision does not apply to applicants for employment.

6.8 Acceptable professional appearance does not include:

Blue Jeans - no denim colored blue jeans
T-Shirts
Shorts

Exceptions to these standards are field trips, student dress-up days, staff participation days. Deviation from these standards must be approved by the building principal. Approved deviations must be granted uniformly in and among buildings.

6.9 For damage to a teacher's personal property stemming from a documented student assault, the District will reimburse the teacher for up to four hundred dollars (\$400) upon submission of a receipt to replace or repair the damaged personal property as approved by the Superintendent or designee.

Article 7 – Teacher Evaluation

- 7.1 This Article applies only to a "teacher" as defined in Revised School Code Section 1249.
- 7.2 A teacher will be evaluated pursuant to the Marzano Focused performance evaluation system consistent with Revised School Code Section 1249 and the Teachers' Tenure Act.
- 7.3 The District will measure student growth as 20% of the evaluation in the same manner it did for the 2023-2024 school year.
- 7.4 A probationary teacher cannot challenge through the grievance process any aspect of the evaluation process, including but not limited to observations, the IDP, the mid-year performance review, or assigned rating.
- 7.5 An alleged violation of this Article is not subject to arbitration in the grievance process. An arbitrator, however, has jurisdiction to consider a grievance brought by a tenured teacher who receives two (2) consecutive ratings of "needing support" pursuant to the conditions in Revised School Code Section 1249.

Article 8 – Teacher Placement

The Superintendent or designee, in their discretion, determines when a vacancy exists and when a posting is to be made. Consistent with Revised School Code Section 1248, teacher placement decisions will be made by the Superintendent or designee in their discretion based on the following factors:

- 8.1 Staffing the curriculum with the most effective and qualified teachers to instruct the applicable courses and grade levels.
- 8.2 Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization is determined by the Revised School Code, the MDE Teacher Certification Code, the MDE Rules for Special Education Programs and Services, and other applicable statutes and regulations.
- 8.3 Teacher placement decisions must be made based on effectiveness criteria established by Revised School Code Section 1249.
- 8.4 Teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documents on file with the Superintendent's office, including but not limited to:
- a. Compliance with applicable state or federal regulatory standards, including standards

- established as a condition to receipt of foundation, grant, or categorical funding;
- b. Credentials needed for District, school, or program accreditation;
- c. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
- d. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
- e. Disciplinary record, if any;
- f. Length of service in grade level(s) or subject area(s);
- g. Recency of relevant and comparable teaching assignments;
- h. Previous effectiveness ratings;
- i. Attendance and punctuality;
- j. Positive or negative rapport with colleagues, parents, and students;
- k. Ability to withstand the strain of teaching;
- l. Compliance with state and federal law; or
- m. Any other reason that is not arbitrary or capricious.

8.5 Length of service may be considered as a tiebreaker if a teacher placement decision involves two (2) or more teachers and all other distinguishing factors are equal.

8.6 If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.

Article 9 – Teacher Reduction, Layoff/Recall

Consistent with Revised School Code Section 1248, teacher reduction/recall decisions will be based on the following clear and transparent procedures:

9.1 Acting within the approved budget, the Superintendent shall establish the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for the existing teaching staff or that a reduction in teaching staff is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board those teaching positions subject to reduction.

9.2 Teacher reduction and recall decisions are based on teacher effectiveness criteria established in Revised School Code Section 1249.

9.3 Teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documents on file with the Superintendent's office, including but not limited to:

- a. Compliance with applicable state or federal regulatory standards, including standard established as a condition to receipt of foundation, grant, or categorical funding;
- b. Credentials needed for District, school, or program accreditation;
- c. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;

- d. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
- e. Disciplinary record, if any;
- f. Length of service in grade level(s) or subject area(s);
- g. Recency of relevant and comparable teaching assignments;
- h. Previous effectiveness ratings;
- i. Attendance and punctuality;
- j. Positive or negative rapport with colleagues, parents, and students;
- k. Ability to withstand the strain of teaching;
- l. Compliance with state and federal law; or
- m. Any other reason that is not arbitrary or capricious.

9.4 A teacher must provide the District with current information and documentation supporting the teacher's certification and qualifications.

- a. Reduction and recall decisions will be based on the teacher's certification and qualifications recorded in the District's records at the time of the decision.
- b. A laid-off teacher must maintain current contact information (address, phone, and email address) with the Superintendent's office.
- c. Failure to maintain current contact information may negatively affect the teacher's recall.

9.5 Teacher reduction and recall decisions are made by Board action.

9.6 The Superintendent or designee will provide written notice to each affected teacher and the Association of all teacher reduction or recall decisions made by the Board.

9.7 A laid-off teacher is eligible for recall for twelve (12) months from the effective date of implementing the reduction and pursuant to the following factors.

- a. The Superintendent will first identify the grade level(s), academic level(s), or department(s) with a teaching vacancy.
- b. Before or in lieu of initiating the recall of a laid-off teacher, the Superintendent may reassign a teacher(s) to fill vacancies in accordance with this Article.
- c. After or in lieu of any reassignment of existing teaching staff, the Superintendent may fill a vacancy by:
 - i. Recalling the laid-off teacher who is certified and qualified for the vacancy if that teacher was rated at least effective in the most recent year-end evaluation. If more than one (1) laid-off teacher is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with this Appendix; or
 - ii. Posting the vacancy and considering all applicants if the Superintendent determines that the District's educational interests would be served and no teacher on layoff meets the certification and qualification requirements for the position.
- d. The Superintendent or designee will provide written notice of the Board's recall decision to the recalled teacher(s) and will establish the time by which a teacher must accept recall to preserve the teacher's employment rights.

- e. A laid-off teacher who is offered an interview for a vacancy and does not attend that interview forfeits all rights to recall and continued employment.
- f. A laid-off teacher who is recalled and does not accept recall by the time specified in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, extends either time limit in writing.

ARTICLE 10 -TEACHER QUALIFICATIONS

10.1 If no certified teacher is available, the hiring of a non-certified, non-endorsed individual or an individual with a vocational authorization for a teaching position shall follow all applicable state statutes. Those individuals shall be compensated in compliance with Schedule B.

10.1 The following extra-duty positions are tied to teaching positions: high school and middle school marching band, high school and middle school performing choirs, vocalaires, assistant band director, and yearbook. Extra duties will be paid through Schedule D.

10.2 The regular education classroom teacher shall be invited to and shall attend the student's IEP/504 meetings to delineate the classroom teacher's responsibilities for the student while in that teacher's classroom. For any IEP/504, when necessary, a substitute teacher shall be provided for the regular education teacher to allow attendance at the IEP/504 meeting.

10.3 Professional development activities/training at the building or District level may be offered for State Board approved SCECHs credit and for certificate renewal, consistent with State law.

ARTICLE 11 - LEAVES OF ABSENCE

11.1 Sick Leave

11.1.1 All teachers absent from duty due to personal illness will be allowed ten (10) days per year accumulative to 110 days with full pay. An employee with District service of ten (10) years or more will receive one (1) additional sick day per year (total of 11 sick days, of which 3 may be personal).

11.1.2 For a major illness or hospitalization (as distinguished from usual illnesses of a week or less in duration) in which absences are greater than the teacher's accumulated sick leave, the teacher shall lose pay on a daily pro-rata basis for days absent beyond credit available.

11.1.3 Pursuant to the Family and Medical Leave Act of 1993 (FMLA), as amended, the Board and teachers shall comply with the Act and shall provide leave for the following situations:

- birth, adoption, or foster care placement of an employee's child;
- serious health condition of an employee's spouse, child, or parent;
- the employee's own serious health condition; and
- qualifying military exigencies and military caregivers.

FMLA leave shall be granted in accordance with federal law. An employee requesting FMLA leave must do so in accordance with the Act.

This Family and Medical Leave section is not intended to interfere with the use of any other leave in this article. Any employee who wishes to request a Family and Medical Leave will be granted the leave in accordance with federal requirements consistent with Board policy. The beginning date of the Family and Medical Leave shall be the first day of the employee absence which resulted in continuous absences.

11.2 Disability Leave

11.2.1 The Board shall grant to any teacher, on request, a leave of absence of up to one (1) calendar year, renewable at the Board's option for disability. Fringe benefits shall cease unless the teacher elects to cover their insurance premium at his/her expense covered unless by the Family and Medical Leave Act. The teacher shall be allowed sick leave pay to the limit of days accumulated, and continuing until the amount accumulated is exhausted or the teacher, in the opinion of his/her health care provider, is able to resume teaching duties. The Board has the right to obtain a second opinion at Board expense from its physician. If the opinion of the Board's physician differs from the opinion of the teacher's physician, the two physicians shall mutually agree upon a third physician whose opinion shall be binding and not subject to the grievance procedure. The Board shall pay for the third opinion.

A teacher who returns by the beginning of the next school year, shall be returned without loss of position on the salary schedule. If the disability extends beyond the beginning of the next school year, the teacher shall then be reinstated to his/her former position on the salary schedule.

11.2.2 Adoption Leave

With the permission of the Superintendent, a teacher may receive unpaid adoption leave upon placement of the child in the home or custody of the parent. The leave may be extended for the balance of the school year. This leave shall be without pay or benefits except as may be provided by the FMLA, and the returning teacher, if he/she returns no later than the beginning of the next school year, shall be returned to the same place on the salary schedule. A teacher wishing to extend a leave beyond the beginning of the next year shall be reinstated to the first position available for which he/she is both certified and qualified. Insurance may be continued during the leave at the teacher's expense pursuant to the FMLA.

11.3 Other Leaves

11.3.1 Absence due to death in the immediate family shall not be charged to sick leave. Immediate family includes parent, parent-in-law, sibling, spouse, child, grandparent, grandchild, sister-in-law, brother-in-law, or any dependent in the teacher's immediate household. Leave should not exceed three (3) days but may be extended to five (5) days with the approval of administration. Absence due to the death of spouse or child only will be five (5) days.

- 11.3.2 Three (3) of the sick days per year specified in Article 10.1.1 may be used for personal leave upon notice to the Superintendent or designee at least forty eight (48) hours in advance when possible. Each of the three (3) personal days are subject to the conditions in paragraphs (a) and (c) below; one (1) of the three (3) personal days being subject to paragraph (b) below:
- a) Principals need not grant more than six (6) requests on any given day on a District-wide basis.
 - b) Personal days may be used for activities which cannot be scheduled outside the normal school hours and which requires the teacher's presence.
 - c) Personal days shall not be taken on days immediately before or after vacation or holiday periods, in-service days, during parent-teacher conferences, or on the first or last days of school.
- 11.3.3 Leaves for other reasons must be discussed in advance with the administration, and shall be granted without pay if the Superintendent or designee determines the leave will not adversely affect the District or cause the District to incur economic expense.
- 11.3.4 In accordance with Revised School Code Section 1235, a teacher who has been employed for seven (7) consecutive years by the Board may be granted a sabbatical leave of study for professional improvement not to exceed two (2) semesters at one time. Upon return from the leave the teacher shall be restored to a position for which he/she is certified and qualified. If no position is available, the teacher shall be placed on a waiting list and offered the first position for which he/she is qualified when available. Refusal of a position offered relieves the Board of any further obligation to the teacher for offer of employment. Time spent on sabbatical leave up to a total of one (1) year, shall be treated as teaching service for the purpose of applying the salary schedule in effect at the time of reemployment.
- 11.3.5 Teachers shall be released for jury duty when called to serve, and shall be paid regular salary. When, in the Superintendent's opinion, the teacher's absence due to jury duty, will work a hardship and significantly impair the educational program, the Superintendent may request that the court excuse the teacher from jury duty, with the understanding that this decision is at the court's discretion. Teachers will be asked to provide the letter from the court stating that they served.
- 11.3.6 A leave of absence shall be granted a teacher who is called to active duty by any branch of the Uniformed Services of the United States. Reinstatement on completion of the mandatory service shall be without loss of salary increment credits.

ARTICLE 12 - CONTINUITY OF OPERATIONS

12.1 Both parties recognize the desirability of continuous and uninterrupted operations of the instructional program during the normal school year and avoidance of disputes which threaten to interfere with those operations. Since the parties have established a comprehensive grievance procedure by which un-resolved disputes may be settled by impartial means, the parties have removed the basic cause of work interruptions during this Agreement. The Association agrees that it shall not, during this Agreement, directly

or indirectly engage in or assist in any strike, as defined by Section 1 of the Public Employment Relations Act.

12.2 Nothing in this Article requires the Board to keep school open in the event of severe weather or other conditions as determined by the Board. Teachers shall receive full teaching credit for days absent under this paragraph if those days are accepted for state school aid reimbursement. On days when schools can't open due to severe weather or other conditions, teachers are not required to report to duty. However, all instructional days lost which would result in the District's loss of state aid shall be made up within the fiscal year applicable (ending June 30) but not later than the day(s) immediately after the scheduled last day of school. The make-up days shall be determined by both parties. Before school is closed due to severe weather conditions, consideration will be given for a late or delayed start of school. If the opening of school is delayed due to severe weather or other conditions, then report time for bargaining unit employees will be delayed for the same amount of time. If a meeting was scheduled before school, then the meeting will be delayed the same amount of time or cancelled. There may be other circumstances besides severe weather that could cause a delay or cancellation for students only. Also, if a delay occurs after staff has reported or another building has begun, professional activity will be dictated by common sense.

Make-up of exam days and/or half-days missed due to closure of school due to severe weather or other conditions shall be done in accordance with the following:

12.1.1 1/2 days shall be made up as 1/2 days.

12.1.2 if practical, in a building(s) when a 1/2 day exam schedule is used, the missed exams will be made up by rescheduling them upon return to school in the same format (1/2 day exams, 1/2 day teacher preparation).

12.1.3 as agreed to by the Board and the Association.

ARTICLE 13 - SENIORITY

13.1 Seniority shall commence with the earliest of the following dates: letter of intent, first workday, date of individual contract, or Board action. Seniority shall continue to accrue without interruption unless the teacher resigns or is terminated. Teachers are responsible to provide the Board by no later than October 15 of each year, information about additional semester or quarter hours, degrees, or certifications earned during the preceding year.

ARTICLE 14 - SCHOOL CALENDAR

14.1 The school calendar is set forth in Schedule A. There shall be no deviation from or change in the school calendar except by mutual agreement of the Board and the Association, unless the deviation is necessary to satisfy days or hours of student instruction to receive full State aid. The deviation shall be negotiated. If the parties do not agree, the make-up day(s) will be added to the end of the calendar.

14.1.1 Teachers' classrooms will not be occupied by any program until five (5) school days after the close of school.

14.2 Teacher duty days shall be:

14.2.1 180 student days and 185 teacher days, unless the mutually agreed on calendar for a particular school year has a different number of student days or teacher days, or unless otherwise required by law.

14.3 The Board may institute two (2) half days of in-service, or appropriate equivalency, for teachers during the school year. Planning for in-service activities will be jointly determined by the Board and the Association. The school year is defined as the teacher duty days in the current school calendar.

ARTICLE 15 - PROFESSIONAL COMPENSATION

15.1 Salaries for teachers covered by this Agreement are in Schedule B. Per diem pay shall be calculated by dividing the teacher's annual base salary by 186.

15.2 At the discretion of the administration, new hires will credit for years of experience in consideration for placement on pay scale. Administration will not be allowed to randomly place a newly-hired teacher on a higher step without the experience years. Audiologist, speech pathologist, and teaching positions requiring speech pathologist certification shall be placed, at a minimum, on step 11, MA column.

15.2.1 Teachers are entitled to notice of their salary and step level on or before the first pay of the school year.

15.3 The Board will implement a policy regarding merit pay. Wage scale advancement (Schedule B) by step or lane occurs as bargained by the parties and depends on a rating of at least "effective" on the teacher's year-end performance evaluation.

15.4 The Board will reimburse teachers for all expenses incurred due to Board-mandated or Board-requested additional teacher training.

15.5 Part-time teachers employed less than 3/4 time shall receive pro-rata salary and full increment credits. Those who are employed 3/4 time or more shall receive pro-rata salary and full benefits, including increment credits and insurance.

15.6 Teachers who qualify to move lanes during the school year shall report this status to the Superintendent in writing with a copy of the diploma or official transcript. Adjustments to a new schedule shall be made no later than twenty-one (21) calendar days after notice to the Superintendent, unless the adjustment is prohibited by law.

15.7 The salary of those individuals with extended school year and/or extended school day contracts shall be prorated per the salary schedule for extra time worked. (All programs requiring extended school year and/or school day work schedules must be approved by the Superintendent.)

15.8 Teachers asked by the Administration to substitute during preparation time shall be paid at the rate of \$35.00 per hour, payable on the regular payroll. Specials teachers who substitute for additional classes will be compensated \$35 per hour.

15.9 Continuing education credits may be used for certification renewal to the extent allowed by Michigan law including SCECHs.

15.10 Teachers who notify the Superintendent in writing by January 31 of the intent to resign their position at the end of that school year (and who actually resign) shall receive one thousand dollars

(\$1,000.00) as an early resignation notification incentive. This amount shall be paid to the teacher in one lump sum in the teacher's last pay in June.

Additionally, teachers who have been continuously employed with the District for at least ten (10) years will be paid a sum equal to one hundred dollars (\$100.00) times the number of years of service with the District if: (1) they notify the Superintendent in writing by January 31 of the intent to retire from their position at the end of that school year, and (2) they actually retire. Amounts paid under this section will be paid to the teachers in one lump sum in the teachers' last pay in June.

ARTICLE 16 - MENTORS

16.1 For the first three (3) years of employment in classroom teaching, a teacher shall be assigned by the school in which he or she teaches to one (1) or more master teachers, college professors, or retired master teachers who will act as a mentor or mentors to the teacher. Bargaining unit employees shall be considered for such assignments. Any bargaining unit employee so selected may decline. Mentors shall assist the probationary employee to achieve the goals of the probationer's individual development plan.

16.2 If a bargaining unit employee is appointed as a mentor the following provisions will apply:

16.2.1 Bargaining unit employees shall not participate in the supervision of or give input for the evaluation of the probationer.

16.2.2 When possible, the bargaining unit mentor and the probationer shall be assigned common preparation time. The mentor and the probationer shall be allowed, upon request and with the permission of the administration of the probationer's building, time for observation and consultation purposes.

16.2.3 The parties shall reasonably avoid placing the mentor in a position of mistrust with the mentee.

16.2.4 Each mentor shall be compensated at the rate of 2% of the B.A. base each year for their service inclusive of training activities outside the work day or school year, not to exceed 5 days beyond the contract year.

16.2.5 At the request of the bargaining unit employee or the probationer the mentor/mentee arrangement can be terminated and a new mentor assigned to the probationer.

ARTICLE 17 - GRIEVANCE PROCEDURE

17.1 All communications regarding grievances shall be in writing. For the purposes of this Article, "workday" is defined as a day that the District's Central Office is open.

17.2 The Board designates the principal of each building to act as its representative at Level One as and the Superintendent or designee to act at Level Two.

17.3 A grievance shall be an alleged violation, misinterpretation, or misapplication of any of the express provision of this Agreement. The following matters shall not be the basis of any grievances filed under this article:

- 17.3.1 The termination of services of or failure to re-employ any probationary teacher whose performances were evaluated less than effective.
- 17.3.2 The termination of services or failure to re-employ any teacher to a position on the extracurricular schedule.
- 17.3.3 Cases of discharge or demotion under the Teacher's Tenure Act.
- 17.3.4 Any dispute involving a prohibited subject of bargaining under the Public Employment Relations Act.
- 17.4 The first step of the grievance procedure shall be an informal meeting between the grievant(s), the Association, and the Board's representative. This meeting shall occur within twenty (20) calendar days of the occurrence. If this requirement is not satisfied, the issue is non-grievable. A teacher or the Association may file grievances subject to this Agreement.
- 17.5 If the parties cannot agree and resolve the issue at the informal level, the grievance shall be filed, in writing, with the principal within five (5) workdays of the meeting held at the principal's level. The principal shall respond, in writing, to the grievance within five (5) workdays of receipt of the written grievance.
- 17.6 If the grievant(s) is still not satisfied with the response, the grievance shall be transmitted, in writing, within five (5) workdays, to the Superintendent. Upon receipt of the grievance, the Superintendent shall have seven (7) workdays to make reasonable documented efforts to meet with the grievant(s) and discuss the grievance. Sending an email to the grievant qualifies as "reasonable documented effort." The Superintendent shall, within five (5) workdays of the meeting at his/her level, respond, in writing, with the grievance disposition.
- If the grievance arises in more than one building and if the grievance is filed directly, in writing, with the Superintendent, he/she shall have ten (10) workdays to make reasonable documented efforts to meet with the grievant(s) and discuss the grievance. Sending an email to the grievant qualifies as "reasonable documented effort." The Superintendent shall then, within five (5) workdays of the meeting, respond in writing with the grievance disposition.
- Written grievances shall:
- a) Be signed by the grievant(s);
 - b) Be specific;
 - c) It Contain a synopsis of the facts giving rise to the alleged violation;
 - d) Cite the section or subsections of this Agreement alleged to have been violated;
 - e) Contain the date of the alleged violation;
 - f) Specify the relief sought.
- 17.7 If the grievant(s) is not satisfied with the Superintendent's response, the grievance shall be transmitted, in writing, within five (5) work days from the time the grievant(s) receives the Superintendent's response, to the Board through its secretary.
- 17.8 Within twenty (20) workdays after receipt of the grievance, the Board shall pass upon it. The Board may hold a hearing or prescribe procedures as it deems appropriate to consider the

grievance. The Board shall issue a final determination of the grievance within thirty (30) calendar days after its submission to the Board, unless the parties agree otherwise.

17.9 BINDING ARBITRATION

- 17.9.1 If the Association is not satisfied with the grievance disposition at the Board level, it may move the matter for arbitration by providing the Board with written notice of intent to arbitrate within ten (10) workdays of the date of the Board's disposition. The parties shall have ten (10) workdays from the date of the notice of intent to arbitrate to mutually agree on an arbitrator. If the parties do not mutually agree within that ten (10) workday time period, the Association shall file its Demand to Arbitrate with the American Arbitration Association (AAA) within thirty (30) calendar days of the date of the Board's disposition and the arbitrator shall be selected in accordance with AAA rules.
- 17.9.2 Neither party may raise a new defense or ground at Level Four not previously raised or disclosed at other written levels. Each party shall submit to the other party not less than three (3) workdays before the hearing a pre-hearing statement alleging facts, grounds, and defenses which will be proven at the hearing and hold a conference at that time in an attempt to settle the grievance.
- 17.9.3 The Arbitrator's decision shall be final and binding on the employees, the Board and the Association; subject to the right of the Board, or the Association to judicial review, any lawful decision of the arbitrator shall be placed into effect.
- 17.9.4 The arbitrator shall not:
 - 17.9.4.1 Add to, subtract from, disregard, alter, or modify any term of this Agreement.
 - 17.9.4.2 Establish salary scales. change any practice, policy, or rule of the Board.
 - 17.9.4.3 Interpret state or federal law but must apply the law as it is written or interpreted by the courts.
 - 17.9.4.4 Hear any grievance previously barred from the scope of the grievance procedure.
- 17.9.5 After the grievance has been assigned to an arbitrator the grievance shall not be withdrawn by either party except with mutual consent.
- 17.9.6 If either party disputes the arbitrability of any grievance, the arbitrator shall have jurisdiction to determine arbitrability. If a case is appealed to the arbitrator in which he/she has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.
- 17.9.7 Except upon the parties' mutual express written consent, the arbitrator shall not consider more than one (1) grievance at the same time.
- 17.9.8 The cost of the AAA fees and arbitrator shall be borne equally by the parties. Each party shall assume its own cost for representation including any expense for witnesses.

- 17.9.9 If the Association fails to institute a grievance within the time limits specified, the grievance will not be processed. If the Association fails to appeal a decision within the limits specified, the grievance will not be processed.
- 17.9.10 All grievance preparation, filing, presentation, or consideration shall be held at times other than when a teacher or a participating Association representative are on assigned duty.
- 17.9.11 When no wage loss has been caused by Board action, the Board has no obligation to make monetary adjustments and the arbitrator shall have no power to order one.
- 17.9.12 When possible, grievance negotiations and arbitration matters shall be scheduled after the regular school day. With prior approval from the Superintendent, a teacher engaged during the school day in negotiating on behalf of the Association with any Board representative or participating in any professional grievance negotiation, including arbitration shall be released from regular duties without loss of salary.
- 17.10 The grievance process time limits shall be strictly followed and enforced. Failure to abide by a time limit at any level shall cause the waiver of further processing of the grievance. However, if time limit extensions are necessary, they shall be granted, in writing, by the party to whom the request is made.

ARTICLE 18 - GENERAL PROVISIONS

- 18.1 Realizing that student discipline and supervision is necessary to the education program, each principal shall specify in a handbook provided to teachers at the beginning of the school year, a procedure for student discipline matters and shall discuss these matters carefully with the school faculty. The superintendent shall review the handbooks approval to ensure a uniform policy is being practiced.
- 18.2 Teachers will be provided with login information to report their absence online. Absences should be reported no later than two (2) hours before the start of the teacher's scheduled report time. After the teacher has reported unavailability on a given day, the Board has full responsibility to procure substitute teachers.
- 18.3 A teacher's supervision of a student teacher is voluntary. No teacher shall supervise more than one student teacher simultaneously.
- 18.4 An emergency manager appointed under the Local Financial Stability and Choice Act, MCL 141.1541 et seq. may reject, modify, or terminate this Agreement as provided in that Act.

ARTICLE 19 - TERMS AND LIMITATIONS OF THIS AGREEMENT

- 19.1 This Agreement shall be effective the date it is ratified by all parties and shall continue in effect until June 30, 20247, without change unless changes are approved by both parties.

This Agreement is the result of extensive negotiations in which, each party had the right and opportunity to make demands and proposals and to negotiate those proposals with the other party. This Agreement sets forth the parties' full understanding about its contents. Therefore, for the life of this Agreement, the Board and the Association agree that the other is not obligated to bargain collectively as to any matter not covered in this Agreement.

Notwithstanding the previous paragraph, new extra-curricular positions are negotiable at the request of either party.

19.2 This contract represents the entire Agreement between the parties.


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

I certify that this Agreement was ratified by the Berrien Springs Education Association on June 26, 2024.



KeriAnn Wishart, President

I certify that this was ratified by the Board of Education of the Berrien Springs Public Schools at a board meeting held on August 15, 2024.



Dr. Thomas Bruce, Ed.D., Superintendent



2024-25 School Year Calendar

180 Student Days/185 Teacher Days

August 19	M	Professional Development Day
August 20	T	Work Day for Teachers (full day)
August 21	W	Professional Development Day ~ Evening Open House – All Buildings
August 22	Th	Districtwide Meeting (Half Day)/Staff PD (Half Day)
August 26	M	Classes Begin: Half Day for Mars & Sylvester Elementary Full Day for Middle & High School
August 30/September 2	F, M	Labor Day Holiday, No School
October 15	T	Half Day for Students, PM Professional Development for Staff
October 25	F	End of 1 st Marking Period
November 6	W	Full Day, PM Parent-Teacher Conferences
November 7	Th	Half Day for Students, Afternoon & Evening Conferences
November 8	F	Half Day for Students & Staff
November 27-29	W (1/2 Day), TH-F	Thanksgiving Holiday, No School
December 4	W	Half Days for Students, PM Professional Development for Staff
December 23-January 3	M-F	Winter Holiday Break, No School
January 6	M	Classes Resume
January 16	Th	Half Days for MS/HS Students for Exams, MS/HS Staff full day Building Teacher Record Day
January 17	F	Half Day All Students, Virtual Teacher Records Day End of 2 nd Marking Period, End of 1 st Semester
January 20	M	No School for Students, Professional Development Day for Staff
February 6	Th	Half Day for Students, PM Professional Development for Staff
February 17	M	President's Day ~ No School
March 6	Th	Half Day Elementary Students, PM Parent-Teacher Elementary Conferences Full Day Secondary Students and Staff
March 21	F	Half Days All Students, Teacher Record Day End of 3 rd Marking Period
March 25	T	High School Exhibition Night
March 26	W	Middle School Exhibition Night
March 28	F	Half Day for Students and Staff
March 31 - April 4	M-F	Spring Break
April 18	F	Good Friday, No School
May 26	M	Memorial Day, No School
June 2	M	Half Days for Students Pre-K - 12, MS/HS Semester Exams
June 3	T	Half Days for Students Pre-K - 12, MS/HS Semester Exams
June 4	W	Half Day Students Pre-K - 12, MS/HS Semester Exams Last day of School, End of 4 th Marking Period End of 2 nd Semester



2025-26 School Year Calendar

180 Student Days/185 Teacher Days

August 18	M	Professional Development Days
August 19	T	Professional Development Days
August 20	W	Work Day for Teachers (full day) ~ Evening Open House – All Buildings
August 21	Th	Districtwide Meeting (Half Day)/Staff PD (Half Day)
August 25	M	Classes Begin: Half Day for Mars & Sylvester Elementary Full Day for Middle & High School
August 29/September 1	F, M	Labor Day Holiday, No School
October 14	T	Half Days for Students, PM Professional Development for Staff
October 24	F	Half Days All Students, Teachers Record Day End of 1 st Marking Period
November 5	W	Full Day, PM Parent-Teacher Conferences
November 6	Th	Half Day for Students, Afternoon & Evening Conferences
November 7	F	Half Day for Students & Staff
November 26-28	W (1/2 Day), TH-F	Thanksgiving Holiday, No School
December 3	W	Half Days for Students, PM Professional Development for Staff
December 22-January 2	M-F	Winter Holiday Break, No School
January 5	M	Classes Resume
January 15	Th	Half Days for MS/HS Students for Exams, Teacher Record Day
January 16	F	Half Day All Students, Virtual Teacher Records Day End of 2 nd Marking Period, End of 1 st Semester
January 19	M	No School for Students, Professional Development Day for Staff
February 3	T	Half Days for Students, PM Professional Development for Staff
February 16	M	President's Day ~ No School
March 5	Th	Half Day Elementary Students, PM Parent-Teacher Conferences Elementary, Full Day Secondary
March 20	F	Half Days All Students, Teacher Record Day End of 3 rd Marking Period
March 24	T	High School Exhibition Night
March 25	W	Middle School Exhibition Night
March 26	Th	Half Day All Students and Staff
March 27	F	No School
March 30 - April 3	M-F	Spring Break
May 25	M	Memorial Day, No School
June 1	M	Half Days for Students Pre-K - 12, MS/HS Semester Exams
June 2	T	Half Days for Students Pre-K - 12, MS/HS Semester Exams
June 3	W	Half Day Students Pre-K - 12, MS/HS Semester Exams Last day of School, End of 4 th Marking Period End of 2 nd Semester



2026-27 School Year Calendar

180 Student Days/185 Teacher Days

August 24	M	Professional Development Days
August 25	T	Work Day for Teachers (full day)
August 26	W	Professional Development Days ~ Evening Open House – All Buildings
August 27	Th	Districtwide Meeting (Half Day)/Staff PD (Half Day)
August 31	M	Classes Begin: Half Day for Mars & Sylvester Elementary Full Day for Middle & High School
September 4/7	F, M	Labor Day Holiday, No School
October 20	T	Half Days for Students, PM Professional Development for Staff
October 30	F	End of 1 st Marking Period
November 11	W	Full Day, PM Parent-Teacher Conferences
November 12	Th	Half Day for Students, Afternoon & Evening Conferences
November 13	F	Half Day for Students & Staff
November 25-27	W (1/2 Day), TH-F	Thanksgiving Holiday, No School
December 2	W	Half Days for Students, PM Professional Development for Staff
December 21-January 1	M-F	Winter Holiday Break, No School
January 4	M	Classes Resume
January 18	M	No School for Students, Professional Development Day for Staff
January 21	Th	Half Days for MS/HS Students for Exams, Teacher Record Day
January 22	F	Half Day All Students, Virtual Teacher Records Day End of 2 nd Marking Period, End of 1 st Semester
February 9	T	Half Days for Students, PM Professional Development for Staff
February 15	M	President's Day ~ No School
March 11	Th	Half Day Elementary Students, PM Parent-Teacher Conferences Elementary, Full Day Secondary
March 16	T	High School Exhibition Night
March 17	W	Middle School Exhibition Night
March 26	F	Half Days All Students, Teacher Record Day End of 3rd Marking Period
March 25	TH	Half Day for Students & Staff
March 26	F	Good Friday ~ No School
March 29 - April 2	M-F	Spring Break
May 31	M	Memorial Day, No School
June 7	M	Half Days for Students Pre-K - 12, MS/HS Semester Exams
June 8	T	Half Days for Students Pre-K - 12, MS/HS Semester Exams
June 9	W	Half Day Students Pre-K - 12, MS/HS Semester Exams Last day of School, End of 4 th Marking Period End of 2 nd Semester

SCHEDULE A - EMPLOYMENT BENEFIT PROVISIONS

In addition to the contractual salary schedules, the following benefits shall be provided according to teacher eligibility:

- A. Each teacher employed $\frac{3}{4}$ time or more shall be eligible for either Plan A or Plan B as described below.

The open enrollment period is the month of November. Coverage extends from January 1 through December 31 each year.

Insurance coverage terminates on August 31 for those teachers leaving District employment at the close of the school year.

MESSA PAK Choices II Health Insurance Plan A is provided by the Board (per eligibility) with the following limit:

PLAN A

HEALTHMESSA Choices II with \$500/\$1000 in-network deductible

\$10/25/50 office visit/urgent care/ER visit

\$10/\$40 RX

DENTAL DELTA DENTAL 50/50/50 \$500

VISION VSP 2

LTD 66 2/3%, \$5,000 MAX, 90 CDMF

LIFE \$50,000 AD&D (increased from \$10,000 to \$50,000)

PLAN B

DENTAL 75/75/50 \$1000

VISION VSP 2

LTD SAME AS A

LIFE SAME AS A

Plan specifics may change with consent of the Association.

COST

The Board shall pay 100% of the Plan B premium.

For teachers selecting Plan A, the Board's obligation to pay the health insurance portion of the Plan A costs shall not exceed those amounts established by the Publicly Funded Health Insurance Act. The teacher shall pay any portion of the health insurance costs in excess of those amounts through payroll deduction. For 2024 those amounts are

Full Family - \$21,007.83 per coverage year

Individual and Spouse - \$16,109.06 per coverage year

Single Subscriber - \$7,702.85 per coverage year

The aforementioned amounts shall be adjusted per the Publicly Funded Health Insurance Contribution Act to be consistent with the "caps" in Section 3 of that Act. To determine the health insurance portion of the Plan A premium, the Board shall obtain from MESSA information needed to ascertain the Plan A premium and the premiums for the separate insurances which comprise Plan A. The Board shall also obtain quotes from MESSA for the insurance described in Plan A and Plan B to determine the premiums for that insurance

if not purchased as part of a PAK. The Board has the discretion to provide teachers with the insurance with or without a PAK.

- B. If a teacher is not eligible for health insurance under the Board-provided plan at the Fall enrollment time, but later becomes eligible, the teacher shall be enrolled upon notice to the Board of the later eligibility, provided that the notice is within thirty (30) days of eligibility. The eligibility for enrollment and the benefits available shall be the same as if the enrollment had taken place at the normal enrollment time.

Teachers who select MESSA PAK B are eligible for a cash option of \$5,000, or as mutually agreed by the District and Association, per year through the section 125 plan outlined below provided they first present documented proof that he/she already receives health insurance in compliance with the Affordable Care Act.

- C. For spouses both employed by the District, the person carrying the hospitalization insurance shall be at their option.
- D. All benefit premiums paid by the Board shall be terminated not later than thirty (30) days after the termination of employment (whatever the reason) and further, all eligibility for participation in benefit programs by the spouse and/or dependents (present or future) shall end simultaneously except for COBRA.
- E. Tax sheltered annuities shall be available at the teacher's expense.
- F. The Board shall pay in full its obligation of the employee retirement contribution of all contracted salary earned.
- G. Section 125 Plan will be implemented as follows:

The Employer shall provide a cash option in lieu of health benefits. The cash option amount shall be as specified in the plan document.

The amount of the cash payment received may be applied by the teacher to a tax-deferred annuity. To elect a tax-deferred annuity, the teacher shall enter into a written salary reduction agreement.

All cost relating to the implementation and administration of benefits (\$400 per year plus \$1.50 per employee per year) for teachers under this program shall be paid by the Employer. The Section 125 administration shall be provided by MESSA optional. The Employer shall enter into a MESSA optional administrative services contract.

The Board shall provide a premium contribution plan. To elect a premium contribution plan in the amount per contract agreement, the teacher shall enter into a written salary reduction agreement. The Board will make available a payroll deduction procedure for each teacher who selects a Long-Term Care Program.

The current insurance language will be maintained for the 2024-2027 school years.

**BSEA Wage Scales
2024-2025**

BA Salary Scale	
Step	Amount
1	45,129
2	45,129
3	45,129
4	46,784
5	48,439
6	50,095
7	51,751
8	53,406
9	55,062
10	56,716
11	58,373
12	60,029
13	61,683
14	63,339
15	64,994
16	66,650
17	68,306
18	69,961
19	71,616
20	73,271

MA Salary Scale	
Step	Amount
1	47,178
2	47,178
3	47,178
4	48,834
5	50,489
6	52,145
7	53,799
8	55,456
9	57,112
10	58,766
11	60,422
12	62,077
13	63,733
14	65,389
15	67,044
16	68,699
17	70,354
18	72,011
19	73,666
20	75,321
21	76,977
22	78,632
23	80,288
24	81,944
25	83,598

Longevity will be based on years of service with the district, not the step
The cut off for service is October 31st.

Longevity

Steps 5-9	750
Steps 10-14	1000
Steps 15-19	1500
Steps 20-24	2500
Steps 25+	3500

**BSEA Wage Scales
2025-2026**

BA Salary Scale	
Step	Amount
1	46,483
2	46,483
3	46,483
4	48,188
5	49,892
6	51,598
7	53,304
8	55,008
9	56,714
10	58,418
11	60,124
12	61,830
13	63,534
14	65,239
15	66,944
16	68,650
17	70,355
18	72,060
19	73,765
20	75,469

MA Salary Scale	
Step	Amount
1	48,593
2	48,593
3	48,593
4	50,299
5	52,004
6	53,709
7	55,413
8	57,120
9	58,825
10	60,529
11	62,235
12	63,939
13	65,645
14	67,351
15	69,055
16	70,760
17	72,465
18	74,171
19	75,876
20	77,581
21	79,286
22	80,991
23	82,697
24	84,402
25	86,106

Longevity will be based on years of service with the district, not the step
The cut off for service is October 31st.

Longevity

Steps 5-9	750
Steps 10-14	1000
Steps 15-19	1500
Steps 20-24	2500
Steps 25+	3500

**BSEA Wage Scales
2026-2027**

BA Salary Scale	
Step	Amount
1	47,877
2	47,877
3	47,877
4	49,634
5	51,389
6	53,145
7	54,903
8	56,659
9	58,415
10	60,170
11	61,928
12	63,685
13	65,440
14	67,196
15	68,952
16	70,709
17	72,466
18	74,221
19	75,978
20	77,733

MA Salary Scale	
Step	Amount
1	50,051
2	50,051
3	50,051
4	51,808
5	53,564
6	55,320
7	57,076
8	58,833
9	60,590
10	62,345
11	64,102
12	65,857
13	67,615
14	69,371
15	71,127
16	72,883
17	74,638
18	76,396
19	78,153
20	79,908
21	81,665
22	83,421
23	85,178
24	86,934
25	88,689

Longevity will be based on years of service with the district, not the step
The cut off for service is October 31st.

Longevity	
Steps 5-9	750
Steps 10-14	1000
Steps 15-19	1500
Steps 20-24	2500
Steps 25+	3500

2024-2025 HIGH SCHOOL

EXPERIENCE*	% of	1	2	3	4	5	6	7	8
BASE SALARY	Step	\$45,129	\$46,784	\$48,439	\$50,095	\$51,751	\$53,406	\$55,062	\$56,716
ASSIGNMENT									
FOOTBALL									
HEAD VARSITY	17%	7,672	7,953	8,235	8,516	8,798	9,079	9,361	9,642
VARSITY ASST	10%	4,513	4,678	4,844	5,010	5,175	5,341	5,506	5,672
VARSITY ASST	10%	4,513	4,678	4,844	5,010	5,175	5,341	5,506	5,672
VARSITY ASST	10%	4,513	4,678	4,844	5,010	5,175	5,341	5,506	5,672
HEAD JV	10%	4,513	4,678	4,844	5,010	5,175	5,341	5,506	5,672
JV ASST	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
FRESHMAN/JV ASST	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
CROSS COUNTRY (CO-ED)									
HEAD VARSITY	12%	5,415	5,614	5,813	6,011	6,210	6,409	6,607	6,806
VARSITY ASST (TRIGGER 20+)	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
SOCCER (MEN & WOMEN)									
HEAD VARSITY	12%	5,415	5,614	5,813	6,011	6,210	6,409	6,607	6,806
VARSITY ASST	7%	3,159	3,275	3,391	3,507	3,623	3,738	3,854	3,970
HEAD JV (IF 2 TEAMS)	7%	3,159	3,275	3,391	3,507	3,623	3,738	3,854	3,970
BASKETBALL (MEN & WOMEN)									
HEAD VARSITY	17%	7,672	7,953	8,235	8,516	8,798	9,079	9,361	9,642
VARSITY ASST	9%	4,062	4,211	4,360	4,509	4,658	4,807	4,956	5,104
HEAD JV	12%	5,415	5,614	5,813	6,011	6,210	6,409	6,607	6,806
FRESHMAN (IF 3 TEAMS)	10%	4,513	4,678	4,844	5,010	5,175	5,341	5,506	5,672
WRESTLING									
HEAD VARSITY	14%	6,318	6,550	6,781	7,013	7,245	7,477	7,709	7,940
ASST VARSITY	9%	4,062	4,211	4,360	4,509	4,658	4,807	4,956	5,104
JV COACH (TRIGGER 35+)	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
VOLLEYBALL									
HEAD VARSITY	13%	5,867	6,082	6,297	6,512	6,728	6,943	7,158	7,373
VARSITY ASST	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
HEAD JV	9%	4,062	4,211	4,360	4,509	4,658	4,807	4,956	5,104
FRESHMAN (IF 3 TEAMS)	7%	3,159	3,275	3,391	3,507	3,623	3,738	3,854	3,970
BASEBALL/SOFTBALL									
HEAD VARSITY	13%	5,867	6,082	6,297	6,512	6,728	6,943	7,158	7,373
VARSITY ASST	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
HEAD JV (IF 2 TEAMS)	9%	4,062	4,211	4,360	4,509	4,658	4,807	4,956	5,104
TRACK & FIELD									
HEAD VARSITY MENS	13%	5,867	6,082	6,297	6,512	6,728	6,943	7,158	7,373
HEAD VARSITY WOMEN	13%	5,867	6,082	6,297	6,512	6,728	6,943	7,158	7,373
VARSITY ASST MENS	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
VARSITY ASST WOMEN	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
HEAD JV (TRIGGER 80+)	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537

TENNIS (MEN & WOMEN)									
HEAD VARSITY	12%	5,415	5,614	5,813	6,011	6,210	6,409	6,607	6,806
ASST VARSITY	7%	3,159	3,275	3,391	3,507	3,623	3,738	3,854	3,970
JV COACH (TRIGGER 18+)	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
GOLF (MEN & WOMEN)									
HEAD VARSITY	12%	5,415	5,614	5,813	6,011	6,210	6,409	6,607	6,806
VARSITY ASST (TRIGGER 20+)	7%	3,159	3,275	3,391	3,507	3,623	3,738	3,854	3,970
COMPETITIVE CHEER									
HEAD VARSITY	12%	5,415	5,614	5,813	6,011	6,210	6,409	6,607	6,806
FOOTBALL SIDELINE CHEER									
HEAD VARSITY	5%	2,256	2,339	2,422	2,505	2,588	2,670	2,753	2,836
JV COACH (TRIGGER 26+)	3%	1,354	1,404	1,453	1,503	1,553	1,602	1,652	1,701

All head coaches will be evaluated by the A.D.. All assistant coaches will be evaluated annually by the Head Coach.

2024-25 HIGH SCHOOL EXTENDED SEASON

EXPERIENCE* BASE SALARY	% of Step	1 \$45,129	2 \$46,784	3 \$48,439	4 \$50,095	5 \$51,751	6 \$53,406	7 \$55,062	8 \$56,716
ASSIGNMENT									
FOOTBALL									
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
VARSITY ASST (OC)	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
VARSITY ASST (DC)	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
VARSITY ASST POSITION	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
VARSITY ASST POSITION	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
HEAD JV	0%								
JV ASST	0%								
JV ASST (TRIGGER 60+)	0%								
CROSS COUNTRY									
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
VARSITY ASST (TRIGGER 20+)	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
SOCCER (MEN & WOMEN)									
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
VARSITY ASST	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
HEAD JV (IF 2 TEAMS)	0%								
BASKETBALL (MEN & WOMEN)									
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
VARSITY ASST	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
HEAD JV	0%								
FRESHMAN (IF 3 TEAMS)	0%								
WRESTLING									
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
ASST VARSITY	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
JV COACH (TRIGGER 24+)	0%								
VOLLEYBALL									
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
VARSITY ASST	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
HEAD JV	0%								
FRESHMAN (IF 3 TEAMS)	0%								
BASEBALL/SOFTBALL									
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
VARSITY ASST	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
HEAD JV (IF 2 TEAMS)	0%								
TRACK & FIELD									
HEAD VARSITY (MEN)	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
HEAD VARSITY (WOMEN)	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
VARSITY ASST	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
HEAD JV (TRIGGER 40+/GENDE	0%								
TENNIS									
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134
ASST VARSITY	1%	\$451	\$468	\$484	\$501	\$518	\$534	\$551	\$567
JV COACH (TRIGGER 24+)	0%								

GOLF										
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134	
COMPETITIVE CHEER										
HEAD VARSITY	2%	\$903	\$936	\$969	\$1,002	\$1,035	\$1,068	\$1,101	\$1,134	
JV COACH (IF 2 TEAMS)	0%									

2024-25 MIDDLE SCHOOL

EXPERIENCE* BASE SALARY	% of Step	1 \$45,129	2 \$46,784	3 \$48,439	4 \$50,095	5 \$51,751	6 \$53,406
ASSIGNMENT							
FOOTBALL							
HEAD COACH 7TH	5%	2,256	2,339	2,422	2,505	2,588	2,670
ASST COACH 7TH	4%	1,805	1,871	1,938	2,004	2,070	2,136
HEAD COACH 8TH	5%	2,256	2,339	2,422	2,505	2,588	2,670
ASST COACH 8TH	4%	1,805	1,871	1,938	2,004	2,070	2,136
CROSS COUNTRY CO-ED							
HEAD COACH	5%	2,256	2,339	2,422	2,505	2,588	2,670
ASST COACH (TRIGGER 30+)	4%	1,805	1,871	1,938	2,004	2,070	2,136
VOLLEYBALL							
HEAD COACH 7TH	5%	2,256	2,339	2,422	2,505	2,588	2,670
HEAD COACH 8TH	5%	2,256	2,339	2,422	2,505	2,588	2,670
BASKETBALL (MEN & WOMEN)							
HEAD COACH 7TH	5%	2,256	2,339	2,422	2,505	2,588	2,670
HEAD COACH 8TH	5%	2,256	2,339	2,422	2,505	2,588	2,670
WRESTLING CO-ED							
HEAD COACH	5%	2,256	2,339	2,422	2,505	2,588	2,670
ASST COACH	4%	1,805	1,871	1,938	2,004	2,070	2,136
ADD'L ASST COACH (TRIGGER 45+)	3%	1,354	1,404	1,453	1,503	1,553	1,602
TRACK & FIELD CO-ED							
HEAD COACH BOYS	5%	2,256	2,339	2,422	2,505	2,588	2,670
HEAD COACH GIRLS	5%	2,256	2,339	2,422	2,505	2,588	2,670
ASST COACH (TRIGGER 60+)	4%	1,805	1,871	1,938	2,004	2,070	2,136
SIDELINE CHEER CO-ED							
HEAD COACH	4%	1,805	1,871	1,938	2,004	2,070	2,136
ADD'L ASST COACH (TRIGGER 20+)	2%	903	936	969	1,002	1,035	1,068
COMPETITIVE CHEER							
Head Coach	5%	2,256	2,339	2,422	2,505	2,588	2,670

2025-2026 HIGH SCHOOL

EXPERIENCE*	% of	1	2	3	4	5	6	7	8
BASE SALARY	Step	\$46,483	\$48,188	\$49,892	\$51,598	\$53,304	\$55,008	\$56,714	\$58,418
ASSIGNMENT									
FOOTBALL									
HEAD VARSITY	17%	7,902	8,192	8,482	8,772	9,062	9,351	9,641	9,931
VARSITY ASST	10%	4,648	4,819	4,989	5,160	5,330	5,501	5,671	5,842
VARSITY ASST	10%	4,648	4,819	4,989	5,160	5,330	5,501	5,671	5,842
VARSITY ASST	10%	4,648	4,819	4,989	5,160	5,330	5,501	5,671	5,842
HEAD JV	10%	4,648	4,819	4,989	5,160	5,330	5,501	5,671	5,842
JV ASST	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
FRESHMAN/JV ASST	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
CROSS COUNTRY (CO-ED)									
HEAD VARSITY	12%	5,578	5,783	5,987	6,192	6,396	6,601	6,806	7,010
VARSITY ASST (TRIGGER 20+)	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
SOCCER (MEN & WOMEN)									
HEAD VARSITY	12%	5,578	5,783	5,987	6,192	6,396	6,601	6,806	7,010
VARSITY ASST	7%	3,254	3,373	3,492	3,612	3,731	3,851	3,970	4,089
HEAD JV (IF 2 TEAMS)	7%	3,254	3,373	3,492	3,612	3,731	3,851	3,970	4,089
BASKETBALL (MEN & WOMEN)									
HEAD VARSITY	17%	7,902	8,192	8,482	8,772	9,062	9,351	9,641	9,931
VARSITY ASST	9%	4,183	4,337	4,490	4,644	4,797	4,951	5,104	5,258
HEAD JV	12%	5,578	5,783	5,987	6,192	6,396	6,601	6,806	7,010
FRESHMAN (IF 3 TEAMS)	10%	4,648	4,819	4,989	5,160	5,330	5,501	5,671	5,842
WRESTLING									
HEAD VARSITY	14%	6,508	6,746	6,985	7,224	7,463	7,701	7,940	8,179
ASST VARSITY	9%	4,183	4,337	4,490	4,644	4,797	4,951	5,104	5,258
JV COACH (TRIGGER 35+)	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
VOLLEYBALL									
HEAD VARSITY	13%	6,043	6,264	6,486	6,708	6,930	7,151	7,373	7,594
VARSITY ASST	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
HEAD JV	9%	4,183	4,337	4,490	4,644	4,797	4,951	5,104	5,258
FRESHMAN (IF 3 TEAMS)	7%	3,254	3,373	3,492	3,612	3,731	3,851	3,970	4,089
BASEBALL/SOFTBALL									
HEAD VARSITY	13%	6,043	6,264	6,486	6,708	6,930	7,151	7,373	7,594
VARSITY ASST	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
HEAD JV (IF 2 TEAMS)	9%	4,183	4,337	4,490	4,644	4,797	4,951	5,104	5,258
TRACK & FIELD									
HEAD VARSITY MENS	13%	6,043	6,264	6,486	6,708	6,930	7,151	7,373	7,594
HEAD VARSITY WOMEN	13%	6,043	6,264	6,486	6,708	6,930	7,151	7,373	7,594
VARSITY ASST MENS	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
VARSITY ASST WOMEN	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
HEAD JV (TRIGGER 80+)	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673

TENNIS (MEN & WOMEN)									
HEAD VARSITY	12%	5,578	5,783	5,987	6,192	6,396	6,601	6,806	7,010
ASST VARSITY	7%	3,254	3,373	3,492	3,612	3,731	3,851	3,970	4,089
JV COACH (TRIGGER 18+)	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
GOLF (MEN & WOMEN)									
HEAD VARSITY	12%	5,578	5,783	5,987	6,192	6,396	6,601	6,806	7,010
VARSITY ASST (TRIGGER 20+)	7%	3,254	3,373	3,492	3,612	3,731	3,851	3,970	4,089
COMPETITIVE CHEER									
HEAD VARSITY	12%	5,578	5,783	5,987	6,192	6,396	6,601	6,806	7,010
FOOTBALL SIDELINE CHEER									
HEAD VARSITY	5%	2,324	2,409	2,495	2,580	2,665	2,750	2,836	2,921
JV COACH (TRIGGER 26+)	3%	1,394	1,446	1,497	1,548	1,599	1,650	1,701	1,753

All head coaches will be evaluated by the A.D.. All assistant coaches will be evaluated annually by the Head Coach.

2025-26 HIGH SCHOOL EXTENDED SEASON

EXPERIENCE* BASE SALARY	% of Step	1 \$46,483	2 \$48,188	3 \$49,892	4 \$51,598	5 \$53,304	6 \$55,008	7 \$56,714	8 \$58,418
ASSIGNMENT									
FOOTBALL									
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
VARSITY ASST (OC)	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
VARSITY ASST (DC)	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
VARSITY ASST POSITION	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
VARSITY ASST POSITION	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
HEAD JV	0%								
JV ASST	0%								
JV ASST (TRIGGER 60+)	0%								
CROSS COUNTRY									
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
VARSITY ASST (TRIGGER 20+)	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
SOCCER (MEN & WOMEN)									
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
VARSITY ASST	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
HEAD JV (IF 2 TEAMS)	0%								
BASKETBALL (MEN & WOMEN)									
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
VARSITY ASST	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
HEAD JV	0%								
FRESHMAN (IF 3 TEAMS)	0%								
WRESTLING									
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
ASST VARSITY	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
JV COACH (TRIGGER 24+)	0%								
VOLLEYBALL									
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
VARSITY ASST	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
HEAD JV	0%								
FRESHMAN (IF 3 TEAMS)	0%								
BASEBALL/SOFTBALL									
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
VARSITY ASST	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
HEAD JV (IF 2 TEAMS)	0%								
TRACK & FIELD									
HEAD VARSITY (MEN)	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
HEAD VARSITY (WOMEN)	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
VARSITY ASST	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
HEAD JV (TRIGGER 40+/GENDE	0%								
TENNIS									
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168
ASST VARSITY	1%	\$465	\$482	\$499	\$516	\$533	\$550	\$567	\$584
JV COACH (TRIGGER 24+)	0%								

GOLF										
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168	
COMPETITIVE CHEER										
HEAD VARSITY	2%	\$930	\$964	\$998	\$1,032	\$1,066	\$1,100	\$1,134	\$1,168	
JV COACH (IF 2 TEAMS)	0%									

2025-26 MIDDLE SCHOOL

EXPERIENCE* BASE SALARY	% of Step	1 \$46,483	2 \$48,188	3 \$49,892	4 \$51,598	5 \$53,304	6 \$55,008
ASSIGNMENT							
FOOTBALL							
HEAD COACH 7TH	5%	2,324	2,409	2,495	2,580	2,665	2,750
ASST COACH 7TH	4%	1,859	1,928	1,996	2,064	2,132	2,200
HEAD COACH 8TH	5%	2,324	2,409	2,495	2,580	2,665	2,750
ASST COACH 8TH	4%	1,859	1,928	1,996	2,064	2,132	2,200
CROSS COUNTRY CO-ED							
HEAD COACH	5%	2,324	2,409	2,495	2,580	2,665	2,750
ASST COACH (TRIGGER 30+)	4%	1,859	1,928	1,996	2,064	2,132	2,200
VOLLEYBALL							
HEAD COACH 7TH	5%	2,324	2,409	2,495	2,580	2,665	2,750
HEAD COACH 8TH	5%	2,324	2,409	2,495	2,580	2,665	2,750
BASKETBALL (MEN & WOMEN)							
HEAD COACH 7TH	5%	2,324	2,409	2,495	2,580	2,665	2,750
HEAD COACH 8TH	5%	2,324	2,409	2,495	2,580	2,665	2,750
WRESTLING CO-ED							
HEAD COACH	5%	2,324	2,409	2,495	2,580	2,665	2,750
ASST COACH	4%	1,859	1,928	1,996	2,064	2,132	2,200
ADD'L ASST COACH (TRIGGER 45+)	3%	1,394	1,446	1,497	1,548	1,599	1,650
TRACK & FIELD CO-ED							
HEAD COACH BOYS	5%	2,324	2,409	2,495	2,580	2,665	2,750
HEAD COACH GIRLS	5%	2,324	2,409	2,495	2,580	2,665	2,750
ASST COACH (TRIGGER 60+)	4%	1,859	1,928	1,996	2,064	2,132	2,200
SIDELINE CHEER CO-ED							
HEAD COACH	4%	1,859	1,928	1,996	2,064	2,132	2,200
ADD'L ASST COACH (TRIGGER 20+)	2%	930	964	998	1,032	1,066	1,100
COMPETITIVE CHEER							
Head Coach	5%	2,324	2,409	2,495	2,580	2,665	2,750

2026-2027 HIGH SCHOOL

EXPERIENCE*	% of	1	2	3	4	5	6	7	8
BASE SALARY	Step	\$47,877	\$49,634	\$51,389	\$53,145	\$54,903	\$56,659	\$58,415	\$60,170
ASSIGNMENT									
FOOTBALL									
HEAD VARSITY	17%	8,139	8,438	8,736	9,035	9,334	9,632	9,931	10,229
VARSITY ASST	10%	4,788	4,963	5,139	5,315	5,490	5,666	5,842	6,017
VARSITY ASST	10%	4,788	4,963	5,139	5,315	5,490	5,666	5,842	6,017
VARSITY ASST	10%	4,788	4,963	5,139	5,315	5,490	5,666	5,842	6,017
HEAD JV	10%	4,788	4,963	5,139	5,315	5,490	5,666	5,842	6,017
JV ASST	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814
FRESHMAN/JV ASST	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814
CROSS COUNTRY (CO-ED)									
HEAD VARSITY	12%	5,745	5,956	6,167	6,377	6,588	6,799	7,010	7,220
VARSITY ASST (TRIGGER 20+)	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814
SOCCER (MEN & WOMEN)									
HEAD VARSITY	12%	5,745	5,956	6,167	6,377	6,588	6,799	7,010	7,220
VARSITY ASST	7%	3,351	3,474	3,597	3,720	3,843	3,966	4,089	4,212
HEAD JV (IF 2 TEAMS)	7%	3,351	3,474	3,597	3,720	3,843	3,966	4,089	4,212
BASKETBALL (MEN & WOMEN)									
HEAD VARSITY	17%	8,139	8,438	8,736	9,035	9,334	9,632	9,931	10,229
VARSITY ASST	9%	4,309	4,467	4,625	4,783	4,941	5,099	5,257	5,415
HEAD JV	12%	5,745	5,956	6,167	6,377	6,588	6,799	7,010	7,220
FRESHMAN (IF 3 TEAMS)	10%	4,788	4,963	5,139	5,315	5,490	5,666	5,842	6,017
WRESTLING									
HEAD VARSITY	14%	6,703	6,949	7,194	7,440	7,686	7,932	8,178	8,424
ASST VARSITY	9%	4,309	4,467	4,625	4,783	4,941	5,099	5,257	5,415
JV COACH (TRIGGER 35+)	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814
VOLLEYBALL									
HEAD VARSITY	13%	6,224	6,452	6,681	6,909	7,137	7,366	7,594	7,822
VARSITY ASST	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814
HEAD JV	9%	4,309	4,467	4,625	4,783	4,941	5,099	5,257	5,415
FRESHMAN (IF 3 TEAMS)	7%	3,351	3,474	3,597	3,720	3,843	3,966	4,089	4,212
BASEBALL/SOFTBALL									
HEAD VARSITY	13%	6,224	6,452	6,681	6,909	7,137	7,366	7,594	7,822
VARSITY ASST	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814
HEAD JV (IF 2 TEAMS)	9%	4,309	4,467	4,625	4,783	4,941	5,099	5,257	5,415
TRACK & FIELD									
HEAD VARSITY MENS	13%	6,224	6,452	6,681	6,909	7,137	7,366	7,594	7,822
HEAD VARSITY WOMEN	13%	6,224	6,452	6,681	6,909	7,137	7,366	7,594	7,822
VARSITY ASST MENS	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814
VARSITY ASST WOMEN	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814
HEAD JV (TRIGGER 80+)	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814

TENNIS (MEN & WOMEN)									
HEAD VARSITY	12%	5,745	5,956	6,167	6,377	6,588	6,799	7,010	7,220
ASST VARSITY	7%	3,351	3,474	3,597	3,720	3,843	3,966	4,089	4,212
JV COACH (TRIGGER 18+)	8%	3,830	3,971	4,111	4,252	4,392	4,533	4,673	4,814
GOLF (MEN & WOMEN)									
HEAD VARSITY	12%	5,745	5,956	6,167	6,377	6,588	6,799	7,010	7,220
VARSITY ASST (TRIGGER 20+)	7%	3,351	3,474	3,597	3,720	3,843	3,966	4,089	4,212
COMPETITIVE CHEER									
HEAD VARSITY	12%	5,745	5,956	6,167	6,377	6,588	6,799	7,010	7,220
FOOTBALL SIDELINE CHEER									
HEAD VARSITY	5%	2,394	2,482	2,569	2,657	2,745	2,833	2,921	3,009
JV COACH (TRIGGER 26+)	3%	1,436	1,489	1,542	1,594	1,647	1,700	1,752	1,805

All head coaches will be evaluated by the A.D.. All assistant coaches will be evaluated annually by the Head Coach.

2026-27 HIGH SCHOOL EXTENDED SEASON

EXPERIENCE* BASE SALARY	% of Step	1 \$47,877	2 \$49,634	3 \$51,389	4 \$53,145	5 \$54,903	6 \$56,659	7 \$58,415	8 \$60,170
ASSIGNMENT									
FOOTBALL									
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
VARSITY ASST (OC)	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
VARSITY ASST (DC)	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
VARSITY ASST POSITION	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
VARSITY ASST POSITION	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
HEAD JV	0%								
JV ASST	0%								
JV ASST (TRIGGER 60+)	0%								
CROSS COUNTRY									
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
VARSITY ASST (TRIGGER 20+)	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
SOCCER (MEN & WOMEN)									
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
VARSITY ASST	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
HEAD JV (IF 2 TEAMS)	0%								
BASKETBALL (MEN & WOMEN)									
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
VARSITY ASST	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
HEAD JV	0%								
FRESHMAN (IF 3 TEAMS)	0%								
WRESTLING									
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
ASST VARSITY	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
JV COACH (TRIGGER 24+)	0%								
VOLLEYBALL									
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
VARSITY ASST	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
HEAD JV	0%								
FRESHMAN (IF 3 TEAMS)	0%								
BASEBALL/SOFTBALL									
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
VARSITY ASST	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
HEAD JV (IF 2 TEAMS)	0%								
TRACK & FIELD									
HEAD VARSITY (MEN)	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
HEAD VARSITY (WOMEN)	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
VARSITY ASST	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
HEAD JV (TRIGGER 40+/GENDE	0%								
TENNIS									
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203
ASST VARSITY	1%	\$479	\$496	\$514	\$531	\$549	\$567	\$584	\$602
JV COACH (TRIGGER 24+)	0%								

GOLF										
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203	
COMPETITIVE CHEER										
HEAD VARSITY	2%	\$958	\$993	\$1,028	\$1,063	\$1,098	\$1,133	\$1,168	\$1,203	
JV COACH (IF 2 TEAMS)	0%									

2026-27 MIDDLE SCHOOL

EXPERIENCE* BASE SALARY	% of Step	1 \$47,877	2 \$49,634	3 \$51,389	4 \$53,145	5 \$54,903	6 \$56,659
ASSIGNMENT							
FOOTBALL							
HEAD COACH 7TH	5%	2,394	2,482	2,569	2,657	2,745	2,833
ASST COACH 7TH	4%	1,915	1,985	2,056	2,126	2,196	2,266
HEAD COACH 8TH	5%	2,394	2,482	2,569	2,657	2,745	2,833
ASST COACH 8TH	4%	1,915	1,985	2,056	2,126	2,196	2,266
CROSS COUNTRY CO-ED							
HEAD COACH	5%	2,394	2,482	2,569	2,657	2,745	2,833
ASST COACH (TRIGGER 30+)	4%	1,915	1,985	2,056	2,126	2,196	2,266
VOLLEYBALL							
HEAD COACH 7TH	5%	2,394	2,482	2,569	2,657	2,745	2,833
HEAD COACH 8TH	5%	2,394	2,482	2,569	2,657	2,745	2,833
BASKETBALL (MEN & WOMEN)							
HEAD COACH 7TH	5%	2,394	2,482	2,569	2,657	2,745	2,833
HEAD COACH 8TH	5%	2,394	2,482	2,569	2,657	2,745	2,833
WRESTLING CO-ED							
HEAD COACH	5%	2,394	2,482	2,569	2,657	2,745	2,833
ASST COACH	4%	1,915	1,985	2,056	2,126	2,196	2,266
ADD'L ASST COACH (TRIGGER 45+)	3%	1,436	1,489	1,542	1,594	1,647	1,700
TRACK & FIELD CO-ED							
HEAD COACH BOYS	5%	2,394	2,482	2,569	2,657	2,745	2,833
HEAD COACH GIRLS	5%	2,394	2,482	2,569	2,657	2,745	2,833
ASST COACH (TRIGGER 60+)	4%	1,915	1,985	2,056	2,126	2,196	2,266
SIDELINE CHEER CO-ED							
HEAD COACH	4%	1,915	1,985	2,056	2,126	2,196	2,266
ADD'L ASST COACH (TRIGGER 20+)	2%	958	993	1,028	1,063	1,098	1,133
COMPETITIVE CHEER							
Head Coach	5%	2,394	2,482	2,569	2,657	2,745	2,833

SCHEDULE D - ACTIVITIES SALARIES 2024-2025

Step		1	2	3	4	5	6	7	8
Base Salary		\$45,129	\$46,784	\$48,439	\$50,095	\$51,751	\$53,406	\$55,062	\$56,716
ASSIGNMENT									
HIGH SCHOOL									
9th Grade Advisor	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
10th Grade Advisor	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Junior Co-sponsor	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Senior Co-sponsor	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Student Council	7%	3,159	3,275	3,391	3,507	3,623	3,738	3,854	3,970
National Honor Society	7%	3,159	3,275	3,391	3,507	3,623	3,738	3,854	3,970
Pom Pon Sponsor	6%	2,708	2,807	2,906	3,006	3,105	3,204	3,304	3,403
Yearbook Advisor	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
Marching Band	15%	6,769	7,018	7,266	7,514	7,763	8,011	8,259	8,507
Asst. Marching Band	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Play Director	9%	4,062	4,211	4,360	4,509	4,658	4,807	4,956	5,104
Ass't. Play Director	6%	2,708	2,807	2,906	3,006	3,105	3,204	3,304	3,403
Play/Musical Choreographer	2%	903	936	969	1,002	1,035	1,068	1,101	1,134
H.S. Math Competition	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
H.S. Robotics	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
Science Olympiad	5%	2,256	2,339	2,422	2,505	2,588	2,670	2,753	2,836
E-Sports	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Quiz Bowl	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Close Up	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
B.P.O.A.	6%	2,708	2,807	2,906	3,006	3,105	3,204	3,304	3,403
Vocal Director	11%	4,964	5,146	5,328	5,510	5,693	5,875	6,057	6,239
Newspaper	6%	2,708	2,807	2,906	3,006	3,105	3,204	3,304	3,403
School Improvement Chair	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
International Club	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Vocal Director	10%	4,513	4,678	4,844	5,010	5,175	5,341	5,506	5,672
MIDDLE SCHOOL									
Band Director	6%	2,708	2,807	2,906	3,006	3,105	3,204	3,304	3,403
Ass't. Band Director	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Play Director	8%	3,610	3,743	3,875	4,008	4,140	4,272	4,405	4,537
Ass't. Play Director	5%	2,256	2,339	2,422	2,505	2,588	2,670	2,753	2,836
Robotics	6%	2,708	2,807	2,906	3,006	3,105	3,204	3,304	3,403
M.S. Math Competition	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Student Senate Advisor	7%	3,159	3,275	3,391	3,507	3,623	3,738	3,854	3,970
Science Olympiad	5%	2,256	2,339	2,422	2,505	2,588	2,670	2,753	2,836
M.S. Spelling	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
School Improvement Chair	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Vocal Director	6%	2,708	2,807	2,906	3,006	3,105	3,204	3,304	3,403
Washington Trip/Advisor	2%	903	936	969	1,002	1,035	1,068	1,101	1,134
Yearbook Advisor	2%	903	936	969	1,002	1,035	1,068	1,101	1,134

SYLVESTER ELEMENTARY									
Volcalaires	7%	3,159	3,275	3,391	3,507	3,623	3,738	3,854	3,970
Student Council	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Science Club	5%	2,256	2,339	2,422	2,505	2,588	2,670	2,753	2,836
Elementary Yearbook	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
Sylv Conflict Manager	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
School Improvement Chair	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269
MARS ELEMENTARY									
School Improvement Chair	4%	1,805	1,871	1,938	2,004	2,070	2,136	2,202	2,269

Advisor of the Yearbook to be paid \$13.50 per hour for summer effort, as provided in advance by the High School Principal, up to a yearly monetary total of 8%.

Co-op Coordinator to be paid per diem/per hour (for extra duty).

This Schedule merely indicates the remuneration in the event the position is filled.

SCHEDULE D - ACTIVITIES SALARIES 2025-2026

Step		1	2	3	4	5	6	7	8
Base Salary		\$46,483	\$48,188	\$49,892	\$51,598	\$53,304	\$55,008	\$56,714	\$58,418
ASSIGNMENT									
HIGH SCHOOL									
9th Grade Advisor	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
10th Grade Advisor	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Junior Co-sponsor	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Senior Co-sponsor	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Student Council	7%	3,254	3,373	3,492	3,612	3,731	3,851	3,970	4,089
National Honor Society	7%	3,254	3,373	3,492	3,612	3,731	3,851	3,970	4,089
Pom Pon Sponsor	6%	2,789	2,891	2,994	3,096	3,198	3,300	3,403	3,505
Yearbook Advisor	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
Marching Band	15%	6,972	7,228	7,484	7,740	7,996	8,251	8,507	8,763
Asst. Marching Band	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Play Director	9%	4,183	4,337	4,490	4,644	4,797	4,951	5,104	5,258
Ass't. Play Director	6%	2,789	2,891	2,994	3,096	3,198	3,300	3,403	3,505
Play/Musical Choreographer	2%	930	964	998	1,032	1,066	1,100	1,134	1,168
H.S. Math Competition	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
H.S. Robotics	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
Science Olympiad	5%	2,324	2,409	2,495	2,580	2,665	2,750	2,836	2,921
E-Sports	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Quiz Bowl	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Close Up	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
B.P.O.A.	6%	2,789	2,891	2,994	3,096	3,198	3,300	3,403	3,505
Vocal Director	11%	5,113	5,301	5,488	5,676	5,863	6,051	6,239	6,426
Newspaper	6%	2,789	2,891	2,994	3,096	3,198	3,300	3,403	3,505
School Improvement Chair	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
International Club	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Vocal Director	10%	4,648	4,819	4,989	5,160	5,330	5,501	5,671	5,842
MIDDLE SCHOOL									
Band Director	6%	2,789	2,891	2,994	3,096	3,198	3,300	3,403	3,505
Ass't. Band Director	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Play Director	8%	3,719	3,855	3,991	4,128	4,264	4,401	4,537	4,673
Ass't. Play Director	5%	2,324	2,409	2,495	2,580	2,665	2,750	2,836	2,921
Robotics	6%	2,789	2,891	2,994	3,096	3,198	3,300	3,403	3,505
M.S. Math Competition	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Student Senate Advisor	7%	3,254	3,373	3,492	3,612	3,731	3,851	3,970	4,089
Science Olympiad	5%	2,324	2,409	2,495	2,580	2,665	2,750	2,836	2,921
M.S. Spelling	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
School Improvement Chair	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Vocal Director	6%	2,789	2,891	2,994	3,096	3,198	3,300	3,403	3,505
Washington Trip/Advisor	2%	930	964	998	1,032	1,066	1,100	1,134	1,168
Yearbook Advisor	2%	930	964	998	1,032	1,066	1,100	1,134	1,168

SYLVESTER ELEMENTARY									
Volcalaires	7%	3,254	3,373	3,492	3,612	3,731	3,851	3,970	4,089
Student Council	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Science Club	5%	2,324	2,409	2,495	2,580	2,665	2,750	2,836	2,921
Elementary Yearbook	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
Sylv Conflict Manager	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
School Improvement Chai	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337
MARS ELEMENTARY									
School Improvement Chai	4%	1,859	1,928	1,996	2,064	2,132	2,200	2,269	2,337

Advisor of the Yearbook to be paid \$13.50 per hour for summer effort, as provided in advance by the High School Principal, up to a yearly monetary total of 8%.

Co-op Coordinator to be paid per diem/per hour (for extra duty).

This Schedule merely indicates the remuneration in the event the position is filled.

SCHEDULE D - ACTIVITIES SALARIES 2026-2027

Step		1	2	3	4	5	6	7	8
Base Salary		\$4,877	\$49,634	\$51,389	\$53,145	\$54,903	\$56,659	\$58,415	\$60,170
ASSIGNMENT									
HIGH SCHOOL									
9th Grade Advisor	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
10th Grade Advisor	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Junior Co-sponsor	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Senior Co-sponsor	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Student Council	7%	341	3,474	3,597	3,720	3,843	3,966	4,089	4,212
National Honor Society	7%	341	3,474	3,597	3,720	3,843	3,966	4,089	4,212
Pom Pon Sponsor	6%	293	2,978	3,083	3,189	3,294	3,400	3,505	3,610
Yearbook Advisor	8%	390	3,971	4,111	4,252	4,392	4,533	4,673	4,814
Marching Band	15%	732	7,445	7,708	7,972	8,235	8,499	8,762	9,026
Asst. Marching Band	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Play Director	9%	439	4,467	4,625	4,783	4,941	5,099	5,257	5,415
Ass't. Play Director	6%	293	2,978	3,083	3,189	3,294	3,400	3,505	3,610
Play/Musical Choreographer	2%	98	993	1,028	1,063	1,098	1,133	1,168	1,203
H.S. Math Competition	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
H.S. Robotics	8%	390	3,971	4,111	4,252	4,392	4,533	4,673	4,814
Science Olympiad	5%	244	2,482	2,569	2,657	2,745	2,833	2,921	3,009
E-Sports	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Quiz Bowl	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Close Up	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
B.P.O.A.	6%	293	2,978	3,083	3,189	3,294	3,400	3,505	3,610
Vocal Director	11%	536	5,460	5,653	5,846	6,039	6,232	6,426	6,619
Newspaper	6%	293	2,978	3,083	3,189	3,294	3,400	3,505	3,610
School Improvement Chair	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
International Club	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Vocal Director	10%	488	4,963	5,139	5,315	5,490	5,666	5,842	6,017
MIDDLE SCHOOL									
Band Director	6%	293	2,978	3,083	3,189	3,294	3,400	3,505	3,610
Ass't. Band Director	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Play Director	8%	390	3,971	4,111	4,252	4,392	4,533	4,673	4,814
Ass't. Play Director	5%	244	2,482	2,569	2,657	2,745	2,833	2,921	3,009
Robotics	6%	293	2,978	3,083	3,189	3,294	3,400	3,505	3,610
M.S. Math Competition	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Student Senate Advisor	7%	341	3,474	3,597	3,720	3,843	3,966	4,089	4,212
Science Olympiad	5%	244	2,482	2,569	2,657	2,745	2,833	2,921	3,009
M.S. Spelling	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
School Improvement Chair	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Vocal Director	6%	293	2,978	3,083	3,189	3,294	3,400	3,505	3,610
Washington Trip/Advisor	2%	98	993	1,028	1,063	1,098	1,133	1,168	1,203
Yearbook Advisor	2%	98	993	1,028	1,063	1,098	1,133	1,168	1,203

SYLVESTER ELEMENTARY									
Volcalaires	7%	341	3,474	3,597	3,720	3,843	3,966	4,089	4,212
Student Council	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Science Club	5%	244	2,482	2,569	2,657	2,745	2,833	2,921	3,009
Elementary Yearbook	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
Sylv Conflict Manager	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
School Improvement Chair	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407
MARS ELEMENTARY									
School Improvement Chair	4%	195	1,985	2,056	2,126	2,196	2,266	2,337	2,407

Advisor of the Yearbook to be paid \$13.50 per hour for summer effort, as provided in advance by the High School Principal, up to a yearly monetary total of 8%.

Co-op Coordinator to be paid per diem/per hour (for extra duty).

This Schedule merely indicates the remuneration in the event the position is filled.