

THE WESTSIDE EDUCATION ASSOCIATION
AND
THE DISTRICT 66 BOARD OF EDUCATION

NEGOTIATED AGREEMENT
~~2025-26~~ 2026-27

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AGREEMENT

THIS AGREEMENT made and entered into this ~~18th~~ **23rd** day of February, ~~2025~~ **2026**, by and between the WESTSIDE EDUCATION ASSOCIATION and THE BOARD OF EDUCATION OF DISTRICT 66, Douglas County, Nebraska.

I. RECOGNITION

The Board of Education recognizes the Westside Education Association as the sole and exclusive representative for all non-administrative certificated personnel employed by the Westside Community Schools, hereinafter referred to as "certificated staff." The District also recognizes the importance of ongoing communication with, and inclusion of, the Westside Education Association with regards to matters pertaining to certificated staff.

II. SALARY

A. SALARY SCHEDULE. The ~~2025-2026~~ **2026-2027** salary schedule for the certificated staff of School District 66 shall be in accordance with Appendix "B" attached.

1. All certificated staff within Categories II, III, IV, and V, except those on performance probation, shall receive a salary increase as follows in this table.

24-25 25-26 Years of Certified Service with WCS	Dollar increase if 24-25 25-26 base pay is above corresponding threshold	Percentage increase if 24-25 25-26 base pay is at or below corresponding threshold	24-25 25-26 Base Pay Threshold	
			Masters	Masters+ & above
11 or greater with Bach	Standard increase of \$1,000			
4 to less than 11 with Bach	\$1,750 \$1,450			
Less than 4	\$1,750 \$1,300	5.25% 4.75%	\$59,000 for all degrees	
4 to less than 11	\$1,850 \$1,450	5.25% 4.00%	\$63,000 \$66,000	\$68,000 \$74,000
11 to less than 18	\$1,950 \$1,600	5.25% 4.00%	\$71,000 \$73,000	\$75,000 \$86,000
18 to less than 24	\$2,050 \$1,700	5.25% 3.75%	\$73,000 \$76,000	\$78,000 \$89,000
24+	\$2,150 \$1,850	5.25% 3.50%	\$78,000 \$79,000	\$83,000 \$89,000
Teachers in a District-defined Special Education role shall receive an additional \$4,000 \$3,000 stipend, issued as a separate line item and not incorporated into their base salary.				

2. All certificated staff within Categories II, III, IV, and V, except those on performance probation, shall receive:
 - a. a one-time \$1,300 Career Increment, awarded after the third year in the District.
 - b. a one-time \$500 Career Increment, awarded after the twenty-fourth year in the District.

B. EXTRA DUTY SCHEDULE.

1. The Extra Duty Schedule shall be in accordance with Appendix "C" attached.

2. The Extra Duty Schedule Unit Amount shall be calculated by multiplying the starting teacher salary by .00675.
- C. **HOURLY PAY.** The Board of Education shall pay certificated staff employed teaching summer school, writing curriculum, or performing other assigned duties not contained elsewhere in this Agreement, an hourly rate calculated by multiplying the starting teacher salary by 0.00070590. The Superintendent or designee is provided discretion in determining hourly pay for positions that are federally funded.
- D. **NATIONAL BOARD CERTIFICATION.** To the salaries of certificated staff holding current, qualifying national board certifications, as defined by provision 1 below, the Board of Education shall add \$1,000 at the first year of National Board certification.
1. Qualifying Certifications shall be
 - a. National Board of Professional Teaching Standards (NBPTS)
 - b. American Speech-Language-Hearing Association-Clinic Specialty Certification (Board Certified Specialist)
 - c. National Board of Certified Counselors
- E. **SALARY SCHEDULE GUIDELINES.**
1. General guidelines and basis for placement and pay in Categories III, IV, and V shall be in accordance with Appendix "A" attached.
 2. It is the present intention of the Board of Education to develop the staffing of the schools in order to provide adequate opportunities for certificated staff at all levels to work in Categories III, IV, and V. The Board of Education wishes to maintain this Salary Program in order to properly reward professional staff at all levels who do assume additional responsibilities and time.
 3. The Superintendent is provided discretion in determining salary and benefit adjustments within the ranges of the contract when hiring certificated staff.
 4. Salaries in Categories II, III, IV, and V will be consistent with the Agreement and commensurate with performance evaluation, time, and responsibilities, as determined upon the recommendation of the principal or immediate supervisor and approved by the Board of Education.
 5. Categories.

Category I: 196 Day Contract—Basic Contract for First Year Certificated Staff. One additional day, for a total of 197, for First Year Special Services Certificated Staff. Required staff determined by the Director of Special Services.

Category II: 191 Day Contract—Basic Contract for Certificated Staff after the First Year.

Category III: 191 Day Contract—With Responsibilities in Addition to Regular Teaching Duties.

Category IV: 191 Day Contract—Up to 20 additional contracted academic units and/or days.

Category V: 191 Day Contract—Between 20.5 and 37.5 additional contracted academic units and/or days.

Category VI: Hourly employment beyond the individual certificated staff member's contract (Categories I-V).
- F. **MASTER'S DEGREE REQUIREMENT.**
1. All certificated staff hired for the 1994-95 School Year and thereafter shall obtain a master's degree by the completion of their tenth year of employment in the District.

2. Part-time certificated staff shall complete this requirement when their accumulated FTE equals ten years.
3. Certificated staff failing to meet this requirement may have their salaries frozen at the salary of their tenth year until the requirement is met.
4. A master's degree must be either in the subject area of the certificated staff member's assignment or a master's degree in education with one-half (1/2) of the required hours in the specific area of the certificated staff member's assignment.
5. Verification of an earned master's degree must be made by receipt of an official transcript before salary adjustment will be made.
6. BA+36 Hours.
 - a. Certificated staff members wishing to work toward a master's degree but who plan or desire flexibility and extended time in completing the master's program must have the total program of courses approved by the superintendent of schools or the superintendent's designee prior to enrolling in the flexible program.
 - b. With prior approval, certificated staff members will be compensated at the MA level at the time that 36 hours (or 30 hours if completed prior to September 1, 2020) beyond the bachelor's degree is verified by official transcript, and if the hours earned are consistent with the prior approved program. No more than 12 of these hours can be outside of the planned master's program. This certificated staff member will be compensated at the MA level for a period of four (4) years in order to complete the MA Program or will revert to the BA Classification for continued salary compensation.
7. Certificated staff qualifying for horizontal advancement to MA or MA+30 or doctoral degrees shall receive additional compensation for horizontal movement at least as great as the difference between the dollar amounts stated in the Agreement between BA and MA or BA+36 in Category I, as presented in Appendix "B." For horizontal movement to MA+30, the +30 hours must be earned after the MA degree is conferred.

G. REPLACEMENT IN CATEGORY.

1. Certificated staff placed in Category II after having been placed in Category III, IV, or V, shall receive the same salary as a certificated staff member in Category II with like years of service in the District and with like educational degrees or degrees plus hours of credit as defined in the Agreement.
2. Certificated staff placed in Category II, III, IV, or V, after having previously been placed in a higher category, shall receive a salary within the range set out in the Agreement in accordance with said certificated staff member's educational degrees or degrees and hours as specified in this Agreement and further, said certificated staff member shall be placed within the proper range in accordance with a performance evaluation.
3. Requests by certificated staff seeking placement in Category II, after having been employed in Categories III, IV, or V, shall receive due consideration by the appropriate administrator(s), and placement in Category II may be made, provided there is an available position for said staff member in Category II.
4. In the event the Board of Education intends to place a certificated staff member in a category which results in a reduction in pay for the next contract period, notice of such intent shall be given to said staff member in accordance with Nebraska state statutes governing continuing contracts.

H. PLACEMENT APPEAL.

1. Any certificated staff member who is not satisfied with his/her placement in Categories I, II, III, IV, or V may request a hearing before a Placement Appeal Committee consisting of the Superintendent of Schools, the appropriate building principal, the Assistant Superintendent for Human Resources and District Operations, and the Assistant Superintendent for Teaching and Learning.
2. The Placement Appeal Committee shall meet with said certificated staff member, and representatives of the Westside Education Association within two (2) weeks of receipt of said appeal.
3. The Placement Appeal Committee shall report its decision, in writing, within five (5) school days after the hearing.
4. The decision of the Placement Appeal Committee shall be final.

III. INSURANCE

A. HEALTH AND DENTAL INSURANCE

1. Coverage. The Board of Education shall make health and dental insurance available to certificated staff. Health insurance coverage shall be comparable to the Educators Health Alliance \$1,200 Deductible plan. The Board of Education shall not reduce health or dental insurance benefits in the current plan coverage without the express, written consent of the Westside Education Association.
2. Premiums.
 - a. The Board of Education shall pay 100 percent of each certificated staff member's individual health and dental insurance premiums and 75 percent of dependent health insurance premiums.
 - b. After a certificated staff member has completed *three* years of service with the District, the Board of Education shall pay 100 percent of said staff member's family health premiums, and 100 percent of said staff member's individual dental premiums, provided said staff member qualifies for such coverage.
 - c. In cases of married couples who are both employed by the District, the Board of Education shall pay 100 percent of said couples' family health premiums OR 100 percent of said certificated staff members' individual health and dental premiums. The Board of Education shall pay 100 percent of said couples' family dental premiums provided each of the said staff members qualify for 100 percent district paid family health premiums based on provision b above.
 - d. Determinations regarding eligibility for coverage shall be in accordance with terms and conditions of the applicable insurance policies.
 - e. The District and the District's agent(s) shall maintain the confidentiality of all private health information in accordance with applicable federal, state, and local laws. The District will not receive the results from any biometric screening test.

B. TERM LIFE INSURANCE

1. The Board of Education shall provide and pay for term life insurance in the benefit amount of \$60,000 for each certificated staff member.
 - a. The Board of Education shall make additional term life insurance (up to \$125,000 in increments of \$25,000) available for purchase by individual certificated staff members, the premium for which the Board of

Education shall deduct from the pay of the staff member. Such offering shall be contingent upon employees meeting the percentage of participation required by the insurance company.

- b. The percentage of participation and the rate of premium shall be designated by the present term life insurance carrier.
- c. Certificated staff who elect for a Group Supplemental Term Life and AD&D coverage have the opportunity to purchase additional Group Supplemental Term Life/AD&D coverage for their spouse under the age of 70 up to a maximum amount of the lesser of \$60,000 or the employee supplemental amount.
- d. Certificated staff who have Basic Life/AD&D coverage have the opportunity to purchase additional Group Basic Life and AD&D for dependent child(ren) up to age 19, or 25 if a full-time student, in increments of \$2,500 up to a maximum of \$10,000 without completing a health application.

C. LONG TERM DISABILITY INSURANCE

- 1. The Board of Education shall provide long-term disability insurance for each certificated staff member.
 - a. Elimination Period: 90 consecutive calendar days
 - b. Benefit Percent: Up to 66 percent of covered salary, with a minimum monthly benefit of \$100 and a maximum monthly benefit of \$5,000, subject to terms and conditions set forth in the long-term disability policy.
 - c. Cost of living adjustment: 3 percent annual for 10 years
- 2. The Board of Education shall reimburse certificated staff for long-term disability insurance premiums once per fiscal year, either upon separation with the District or in August.

**IV.
LEAVE**

A. SICK LEAVE

- 1. PROBATIONARY CERTIFICATED. The Board of Education shall provide each full-time probationary certificated staff member ~~who begins employment on or after June 1, 2014~~, with twelve days of paid sick leave per contract year. Unused sick leave may be carried over to any succeeding contract year that the staff member remains a probationary certificated employee.
- 2. PERMANENT CERTIFICATED ~~(and Probationary Certificated who began employment prior to June 1, 2014)~~. The Board of Education shall provide each full-time ~~probationary~~ **permanent** certificated staff member ~~who began employment prior to June 1, 2014~~, with paid sick leave up to the date said staff member is eligible to apply for long-term disability benefits. ~~Certificated staff shall not be eligible for paid sick leave for any illness or injury that extends from one school year into the next school year.~~

B. FAMILY MEMBER ILLNESS LEAVE

The Board of Education shall grant up to five days of paid family illness leave when it is necessary for the certificated staff member to provide care due to the illness of a family member. For probationary certificated staff members, the five

days of paid family illness is incorporated in the twelve days of paid sick leave. "Family Member" shall mean the staff member's spouse, domestic partner, or minor child living at the same residence as the staff member, a person permanently living in the staff member's residence for whom the staff member is legally responsible, or parent of the staff member, regardless of residence.

C. PARENTAL LEAVE

BIRTH OR ADOPTION OF A CHILD

(Non-Birth Parent): The Board of Education shall provide the non-birth parent paid leave for the birth or adoption of a child. Ten (10) days of paid leave shall be provided for each tenured certified staff member who is a non-birth parent. These days should be used within ten (10) weeks of the birth or adoption, and are to be taken consecutively. In the event of complications, extenuating circumstances, or international adoption, additional days up to thirty (30) may be granted by the superintendent or the superintendent's designee.

Birth-Parent Leave: Birth-parent leave shall be provided per the provisions of FMLA. Paid leave will be available based on the sick leave balance in accordance with the Sick Leave provisions of this agreement.

D. PERSONAL/BUSINESS LEAVE

1. The Board of Education shall provide certificated staff with up to one day (or two half-days), with the exceptions of the parameters outlined in section 2 below, of paid personal/business leave per year to allow certificated staff release from normal work hours. Upon separation (final paycheck), any unused personal/business leave shall be paid out at the certified staff member's daily rate of pay.
2. Accumulation.
 - a. From time of hire through your third year of employment with Westside Community Schools as a certified staff member, certificated staff shall carry forward unused personal leave each year up to a total of one day, to be used for personal or business reasons.
 - b. After three years of employment with Westside Community Schools as a certified staff member, certificated staff shall carry forward unused personal leave each year up to a total of two days, to be used for personal or business reasons.
 - c. After five years of employment with Westside Community Schools as a certified staff member, certificated staff shall carry forward unused personal leave each year up to a total of three days, to be used for personal or business reasons.
 - d. After ten years of employment with Westside Community Schools as a certified staff member, certificated staff shall carry forward unused personal leave each year up to a total of four days, to be used for personal or business reasons.
3. Procedure for use.
 - a. Requests for leave shall be submitted via email to:
 - the certificated staff member's building principal or immediate supervisor prior to the date(s) requested for leave and **prior to requesting a substitute**

- the Assistant Superintendent for Human Resources and District Operations for requests made on or after the date(s) requested for leave, for leave during blackout dates, and for unpaid leave.
 - b. Personal leave requests shall be considered in the order received.
 - c. The number of personal leave requests approved by the District shall not exceed five percent of the District's certificated staff on any given contract day nor exceed one certificated staff or 5 percent (whichever is greater) of the building's certificated staff members on any given contract day.
 - d. Unless, in the determination of the Assistant Superintendent for Human Resources and District Operations, an unforeseeable emergency situation exists, personal/business leave shall not be taken during the first ten (10) or last fifteen (15) student contract days of the contract year, or during the one (1) day immediately before or after holidays or breaks.
- E. **BEREAVEMENT LEAVE**
- The Board of Education shall provide paid bereavement leave according to the following guidelines. Additional days may be granted at the discretion of the Assistant Superintendent for Human Resources and District Operations on either a substitute deduction basis or certificated staff member's per diem rate of pay.
- 1. Up to ten days for death of certificated staff member's spouse or child
 - 2. Up to five days for death of certificated staff member's parent, grandchild, or sibling.
 - 3. Up to three days for certificated staff member's grandparent, in-law (parent, sibling, or child), or person living in the staff member's household for whose care the staff member is responsible.
 - 4. Up to one day for persons other than those listed above, not to exceed four days within a single contract year.
- F. **MAJOR RELIGIOUS HOLIDAY LEAVE.** The Board of Education shall provide certificated staff with religious holiday leave for participation in religious holiday if participation cannot be scheduled outside of school hours.
- G. **ASSOCIATION LEAVE.** The Board of Education shall grant up to ten (10) days per year to the Association for the President and/or the President's approved member designees to attend to the affairs of the organization.
- H. **INCLEMENT WEATHER DAY REPORTING:** The Board of Education and the Westside Education Association agree that teachers are required to work from home on snow and cold days.

V. GRIEVANCE PROCEDURE

- A. Any party covered by this Agreement shall have the right to grieve a dispute as to any of the terms of this Agreement in the following manner.
- 1. The aggrieved party shall provide written notice of the grievance to their Principal (district representative) within seven (7) teacher contract days from the date the grievant knew or should have known of the incident giving rise to the grievance.

2. If the aggrieved person is not satisfied with the disposition of Step 1, the grievant may submit their claim to the Assistant Superintendent for Human Resources and District Operations. This shall be in writing and copies should be retained for the aggrieved person and the professional organization. Within five (5) teacher contract days of the delivery receipt, the Assistant Superintendent for Human Resources and District Operations shall, in writing, render their decision. A copy of the decision shall be given to the Westside Education Association.
 3. If the aggrieved person is not satisfied with the decision or if no decision is rendered within the allotted time, the aggrieved person may appeal directly to the Superintendent via written notice.
 4. In the event a dispute shall arise between the administration and the Westside Education Association with reference to the proper interpretation or application of the provisions of this Agreement and such dispute was not resolved by Steps 1-3, then such dispute shall, within thirty (30) days of the initial delivery receipt of the grievance on the request of either party, be submitted to the Board of Education. Within thirty (30) days, the Board of Education shall conduct a hearing on the grievance and shall render a decision thereon within ten (10) teacher contract days following the hearing. The grievant shall have the right to be represented at such hearing by a representative of the Westside Education Association. Written copies of the decision shall be sent to the grievant, superintendent of schools, principal of the grievant and to the local offices of the Westside Education Association.
- B. On items affecting category placement, procedures established through the Placement Appeal Committee will be followed.
- C. The aggrieved person shall have, at his/her request, the assistance of the Association at any step.

VI. HEALTH EXAMINATION

The Board of Education may require health examinations of certificated staff by a physician, to be designated by the Board of Education. In that event, the Board of Education will assume the cost of the required physical examination. This provision shall not include payment of physicians for verifications of illness or absence under the sick leave program or examinations related to pregnancy.

VII. USE OF DISTRICT PROPERTY

- A. Representatives of the Association shall be allowed to conduct Association business on school property during or outside of school hours, provided such business does not cause any interruption of the employee's job responsibilities and causes no interruption of the school program.
- B. The Association shall be allowed the use of school buildings for meetings, subject to availability of space and compliance with Board policies and regulations. In the event any custodial or maintenance costs are incurred, the Association shall be responsible for payment of such charges. This does not authorize the use of any public resource, including public facilities, for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question, and any such use may not conflict with any provision of the Nebraska Accountability and Disclosure Act or other law governing use of public resources by public employees

VIII. USE OF DISTRICT COMMUNICATION SYSTEMS

The Association and its members shall be allowed to make reasonable use of the school's communication systems, including, but not limited to, mailboxes, bulletin boards, intercom, fax machines, email, and telephones provided that such use does not result in any charge or fee to the District. The Association shall be responsible for payment or reimbursement of any charges to the District that directly results from any use of the District's communication systems. This does not authorize the use of any public resource, including public facilities, for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question, and any such use may not conflict with any provision of the Nebraska Accountability and Disclosure Act or other law governing use of public resources by public employees.

IX DUTY FREE LUNCH

In accordance with Nebraska State Law 79-8,107, all certified staff members shall be granted a 30-minute duty-free lunch.

X DEFINED PLAN TIME

The District recognizes the importance of plan time and will provide plan time for all teachers, as outlined in the Certified Staff Handbook.

XI CLASSROOM COVERAGE AND PLAN TIME COMPENSATION

Teachers requested by an administrator/principal or administrator/principal's designee to cover for absent colleagues, when a substitute is not in place shall be reimbursed as follows.

- A. Eligibility for compensation
 - 1. Elementary
For all faculty who provide any coverage related to an unfilled absence (for example, taking additional students, covering for a special, etc.), the building principal shall work with the impacted faculty to divide the current substitute teacher pay rate proportionate to the coverage provided. No impacted staff shall be compensated for less than one hour at the hourly rate of pay as defined by Section 2, C.
 - 2. Secondary
Middle school teachers that temporarily teach another teacher's section and lose preparation or planning time because a substitute is not available shall be paid at the hourly pay rate as defined by Section 2, C.

High school teachers that teach class 25 mods per week or more and that temporarily teach another teacher's section and lose preparation or planning time because a substitute is not available shall be paid at the hourly pay rate as defined by Section 2, C.

Additional considerations for compensation: Teachers (7 – 12) covering in place of a regularly scheduled supervision are not allowed added compensation. Teachers may be required to cover and be reimbursed for a maximum of ninety (90) minutes per day. Teachers must complete and turn in the hour pay form to

their building administrative assistant or administrator. The building administrator will have the primary responsibility to approve and submit the time sheets for reimbursement.

Any other instance where a teacher loses plan time, at the direction of building administration, and an equivalent plan time is not provided within ten (10) student contact days following the initial loss of time, the lost plan time shall be paid at the hourly pay rate as defined by Section 2, C.

XII PRO-RATED COMPENSATION AND BENEFITS

Certified staff who are employed part-time (less than 1.0 FTE) will receive all salary and benefits outlined in this negotiated agreement, as well as any corresponding memorandums of understanding, at a prorated amount proportionate to the certified staff's assigned FTE. The Superintendent or designee is provided discretion in determining salary and benefit adjustments.

XIII DURATION

This Agreement shall remain in full force and effect until a successor agreement is ratified by both parties.

XIV ENTIRE AGREEMENT

This Agreement sets forth the entire intent and understanding of all of the parties hereto on the subject hereof and that all terms of this agreement have been duly bargained.

IN WITNESS WHEREOF, the parties hereto have hereunder caused this instrument to be executed on the ~~18th~~ **23rd** day of February, ~~2025~~ **2026**.

Negotiation Representative
Westside Education Association

RATIFIED:

Negotiation Representative
Westside Board of Education

RATIFIED:

President
Westside Education Association

President
Westside Board of Education

WESTSIDE COMMUNITY SCHOOLS
APPENDIX A
CATEGORY SCHEDULE FOR CERTIFICATED STAFF

~~2025-2026~~ 2026-2027 Category Schedule

Category	Description: Additional Contracted Academic Units and/or Days	
I	196 Day Basic Contract for first-year certificated staff. One additional day, for a total of 197, for first-year Special Services Certificated Staff. Required staff determined by the Director of Special Services. No additional contracted academic units and/or days	
II	191 Day Contract for certificated staff after the first year: No additional contracted academic units and/or days	
III	191 Day Contract with additional commitment and responsibilities: No additional contracted academic units and/or days	
IV	191 Day Contract with additional commitment and responsibilities: Up to 20 additional contracted academic units and/or days	
V	191 Day Contract with additional commitment and responsibilities: 20.5 – 37.5 additional contracted academic units and/or days	
VI		
	Hourly Employment	Curriculum writing, summer school teaching, and other assigned duties not otherwise contained in this Agreement \$31.20 \$32.47 / hr

¹ See Article II, Section C.

WESTSIDE COMMUNITY SCHOOLS
APPENDIX B
2025-2026 2026-2027 Salary Schedule

24-25 25-26 Years of Certified Service with WCS*	Dollar increase if 24-25 25-26 base pay is above corresponding threshold	Percentage increase if 24-25 25-26 base pay is at or below corresponding threshold	24-25 25-26 Base Pay Threshold		MA/ BA +36	MA +30	Ed.D / Ph.D
			Masters	Masters+ & above			
New Hire	Starting Salary w/BA \$44,200 \$46,000				\$47,200 \$49,750		
11 or greater with Bach	Standard increase of \$1,000				Horizontal movement of: \$3,000 \$3,750 \$3,900 \$3,000 (added to the base salary) once degree is conferred		
4 to less than 11 with Bach	\$1,750 \$1,450				Horizontal movement of: \$3,000 \$3,750 \$3,900 \$3,000 (added to the base salary) once degree is conferred		
Less than 4	\$1,750 \$1,300	5.25% 4.75%	\$59,000 for all degrees		Horizontal movement of: \$3,000 \$3,750 \$3,900 \$3,000 (added to the base salary) once degree is conferred		
4 to less than 11	\$1,850 \$1,450	5.25% 4.00%	\$63,000 \$66,000	\$68,000 \$74,000	Horizontal movement of: \$3,000 \$3,750 \$3,900 \$3,000 (added to the base salary) once degree is conferred		
11 to less than 18	\$1,950 \$1,600	5.25% 4.00%	\$71,000 \$73,000	\$75,000 \$86,000	Horizontal movement of: \$3,000 \$3,750 \$3,900 \$3,000 (added to the base salary) once degree is conferred		
18 to less than 24	\$2,050 \$1,700	5.25% 3.75%	\$73,000 \$76,000	\$78,000 \$89,000	Horizontal movement of: \$3,000 \$3,750 \$3,900 \$3,000 (added to the base salary) once degree is conferred		
24+	\$2,150 \$1,850	5.25% 3.50%	\$78,000 \$79,000	\$83,000 \$89,000	Horizontal movement of: \$3,000 \$3,750 \$3,900 \$3,000 (added to the base salary) once degree is conferred		
Teachers in a District-defined Special Education role shall receive an additional \$4,000 \$3,000 stipend, issued as a separate line item and not incorporated into their base salary.							
*Years of service are seniority number (minus years for degree). Teachers who have been with the District for less than three consecutive school years do not appear on the seniority list and will be placed in the Bach degree or less than 4 categories.							

WESTSIDE COMMUNITY SCHOOLS ~~2025-2026~~ 2026-2027

APPENDIX C

EXTRA CURRICULAR - EXTRA DUTY SCHEDULE

One unit = ~~\$298~~ \$311 in ~~2025-2026~~ 2026-2027²

UNITS	2025-26 2026-27 AMOUNT	WHS	WMS	ELEMENTARY
33	9,834 10,263	Head Football		
31	9,641	Head Swim		
30	8,940 9,330	Head Basketball		
29	8,642 9,019	Head Swim Head Aquatics Head Track		
28	8,344 8,708	Head Volleyball		
26	7,748 8,086	Head Wrestling		
24	7,152 7,464	Head Baseball Head Soccer Head Softball		
20	5,960 6,220	Head JV Basketball Head JV Football Head JV Volleyball		
19	5,662 5,909	Asst. Varsity Basketball Asst. Varsity Football Asst. Varsity Volleyball Asst. Varsity Wrestling		
17	5,066 5,287	Head JV Baseball Head JV Wrestling		
16	4,768 4,976	Head Cross Country Head Golf Head Tennis Head Bowling Head Robotics Head JV Soccer Head JV Softball Asst. Varsity Soccer Asst. Varsity Baseball Asst. Varsity Softball Asst. Swimming/Diving Head Fall E-Sports Head Spring E-Sports		

² See Article II, Section B.

UNITS	2025-26 2026-27 AMOUNT	WHS	WMS	ELEMENTARY
15	4,470 4,665	Head 9th Basketball Head 9th Football Head 9th Volleyball Head 9th Wrestling Head Reserve Basketball Head Reserve Volleyball Head Reserve Softball		
14	4,172 4,354	Asst. JV Football Assistant Track Assistant Cross Country Assistant Golf Assistant Bowling Head JV Tennis Assistant Fall E-Sports Assistant Spring E-Sports Unified Lead Sponsor (District Wide)		
13	3,874 4,043	Journalism		
12	3,576 3,732	Other 9th Coaches Speech Debate Head Winter E-Sports Head Reserve Tennis	Head Basketball Head Football Head Volleyball Head Wrestling Head Track Head Cross Country	
10	2,980 3,110	Drama Club Weight Trainer Assistant Winter E-Sports	Asst. Athletic Director/semester Head Robotics Head E-Sports	
9	2,682 2,799		Asst. Basketball Asst. Football Asst. Volleyball Asst. Wrestling Asst. Track	
8	2,384 2,488	Fall Athletic Aide Winter Athletic Aide		
7	2,086 2,177		Asst. Cross Country	
6	1,788 1,866	Spring Athletic Aide Intramurals		
1-6	298 — 1,788 311-1,866	Unified Sponsors / Coaches Other Clubs and Activities	Athletic Aide (1-2 per season, up to 4 seasons) Intramurals (1-2 per sport) Unified Sponsors / Coaches Other Clubs and Activities	Intramurals Outdoor Education Special Project Coord. (i.e., Math Field Day, Perf. Arts, Clubs, Variety Show) Student Government Technology Unified Sponsors / Coaches Other Clubs and Activities

WESTSIDE COMMUNITY SCHOOLS ~~2025-2026~~ 2026-2027
APPENDIX D
CURRICULAR LEADERSHIP OR CORE DUTIES AS DEFINED BY ROLE

Defined Extra Pay

UNITS	WHS	WMS	ELEMENTARY
20	Department Chair (for those in the position 22/23 and before) Psychologist	Department Head Psychologist	Psychologist
16	Department Chair (for those in the position 23/24 and after)		

Eligible for Extra Pay (as defined by the Extra Duty/Assignment & Unit Pay document)*

ALL LEVELS	WHS	WMS	ELEMENTARY
Curriculum Chair			
Instructional Coaches			
Team Leaders	Curriculum Representative	Curriculum Representative	
Psychologists	Leadership Representative	Leadership Representative	
Speech Language Pathologists			
School Counselors			

*WEA will provide selected representatives to participate in the annual review of the Extra Duty Assignment and Unit Pay document.