

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

District Proposed Financial Package 3 - 8/16/24:

ARTICLE III, Section 1 Contracts and Provisions for Salaries

Certificated Staff Contracts

There will be an individual contract for regular assignments in conformity with Washington State law and policies, this Agreement, rules and regulations of the District and State Board of Education.

All teacher positions in the District will be filled by certificated employees under contract with the District. Replacement contracts will only be used to replace an employee on District -approved leave of absence for a determined period of time. Exceptions to this clause may occur upon agreement between the District and Association as a result of labor-management discussion.

Release from Contract

Employees will be released from contract if a letter requesting release is received in the human resources office by the end of the day (4:00 p.m.) on the last day of school. After the last day of school, each request will be determined on its own merits. The needs of the District, the availability of an adequate and timely replacement, and the continuity of the educational program offered to students shall receive primary consideration in the District's decision.

General Provisions for Certificated Staff Salaries

1. Employees will be placed on the appropriate step of the Cheney Public Schools Certificated Salary Schedule (salary schedule) according to years of experience and education earned. Salaries for employees subject to this Agreement, during the term of this Agreement, are contained in Appendix A.
2. The normal contract year will be stated on the salary schedule in days or required service to the District.
3. Salary schedule placement will be in accordance with the following criteria:
 - A. Evidence of experience prior to the current school year as a certificated staff member in this District or another, as accepted by the State of Washington based on FTE of the positions held.
 - B. Evidence of credits earned prior to October 1st of the current school year from an accredited college or university, as accepted by the State of Washington.
 - C. For newly employed certificated staff members, placement in the appropriate column for education attainment will be determined by the number of quarter-hour credits acquired after attainment of a Bachelor of Arts/Science Degree, or credits that apply toward the appropriate certificate or related job experience in vocational education if the college recognizes such job experience as credit toward a vocational education or appropriate certificate.
 - D. Credits earned beyond the BA/BS degree will be reported by completing the state-determined credit approval process. Human Resources must verify that the content of the courses meet one or more of the state-defined criteria. Only credits accepted by the Office of Superintendent of Public Instruction (OSPI) are approved for placement on the salary schedule (Appendix A).
 - E. Credits will be reported by means of an official transcript to Human Resources by October 1st of the year earned in order to count toward the current year's salary. In the event the granting university/college does not provide an official transcript prior to October 1st, a letter of completion from the university/college attesting that the work was completed prior to October 1st will suffice until a final transcript is available. Payment for credits will not be processed until transcript is received. Transcript must be received no later than December 31st October 10th to apply to current year's salary schedule. The employee assumes all responsibility to ensure that transcripts and/or verification of employment are received in the District Office Human Resources. Should audit or other state requirements find exception

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

to this provision, this section will necessitate further discussion on payment between the District and the Association.

- F. ~~One increment will be given~~ Placement will be calculated based on cumulative FTE of positions held for each prior year of qualified experience, ~~up to the listed maximum, based on the state personnel report (\$-275) rules. No employee may earn more than 1.0 FTE in any given school year. Unpaid leave may affect annual FTE.~~
- G. The monthly salary payments will be ~~one-twelfth of the contracted salary~~ spread evenly over the fiscal year (Sept 1-Aug 31), based upon months worked. Employees who work the entire school year will have payments spread evenly over 12 months.
- H. ~~Each employee will be issued a Supplemental Contract for 5 additional work days beyond the regular work year at the individual's 1.0 FTE per diem rate. See Article IV, Section 16 — Length of Contract for details.~~
- I.H. The District will recognize military service if an individual's certificated teaching career was interrupted. ~~All personnel now receiving credit on their present salary schedule will continue to be reimbursed for the credits.~~

4. The salary schedule will be contained in Appendix A attached hereto and by reference incorporated herein.

- 5. A. The salary for full-time physical therapists will be equivalent to the amount listed on the salary schedule for Certificated Instructional Staff for staff members with 16 or more years of service, MA+90 or PhD. Salary for part-time physical therapists will be prorated based upon FTE. This agreement has been made as a result of difficulty hiring and retaining qualified physical therapists.
- B. The salary for full-time occupational therapists, psychologists, speech language pathologists, and registered nurses will take into consideration up to 10-years of comparable private-industry experience. Salary for part-time occupational therapists, psychologists, speech language pathologists, and registered nurses will be prorated based upon FTE. The agreement has been made as a result of difficulty hiring and retaining qualified occupational therapists, psychologists, speech language pathologists, and registered nurses.
- C. For non-school experience to count, employees must have worked in paid positions that directly relate to the position held in Cheney School District and must align with the ESA endorsement content area. For the purpose of computing a year of experience, a full year will be deemed to be 2,000 or more hours within a twelve (12) month period, up to one (1) year maximum per fiscal year, defined as September 1st - August 31st. Experience may be pro-rated and placement on the salary schedule would then follow the rules for placement of part-time employees.

In order to apply changes to their placement on the salary schedule for the 2024-2025 school year the OTs, SLPs, nurses and school counselor employees psychologists must provide documentary evidence verified by the prior employer(s) to Human Resources by November 15th, 2024 October November 1, 2024. Any approved changes to salary placement will be retro-actively applied to the first day of the 2024-25 school year.

6. Supplemental Contracts

Additional days (paid by Per Diem Sheet), rResponsibility stipends, PLC stipends, teacher leadership stipends, and co-curricular stipends are contained in Appendix B Appendices B attached hereto and by reference incorporated herein.

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

- A. ~~Teacher leadership and co-curricular positions~~ All supplemental contracts are for one year, with an option for a second year, with supervisor approval.
 - i. Employees holding these positions will receive notification of contract completion as soon as possible, ~~no later than the last day of school.~~
 - ii. Employees interested in continuing in the position for a second year will discuss the option with the supervisor prior to the last day of school. If approved, a supplemental contract will be received prior to the first payment being issued.
- B. Available positions will be announced to all building certificated staff.
- C. Staff may apply via email indicating interest and skills.
- D. The supervisor will interview candidates and select a certificated staff member to fulfill the role. If no building certificated staff members are interested, the position will be announced to district certificated staff, and then to other staff and community members.

ARTICLE III, Section 6D Professional Development and Supply Allocation Funds

The District will provide \$700 per ~~FTE~~-employee (this section excludes less than full-year leave replacement employees and long-term subs) for reimbursement of the following:

- 1) Classes, conferences and/or workshops, attended within a year of request;
- 2) Purchase of work-related materials, excluding technology items that will require network access without prior written consent from the Technology Director (no gift cards may be purchased with these funds for any reason);
- 3) Certification Support, within one year of request.

Employees must submit for reimbursement on an Expense Voucher (form #503B) ~~for reimbursement, up to two times once~~ per year between September 1st and ~~June 30th the last business day of June, or can submit for carryover of the full allocation by February 1st each year by submitting form (form #503B).~~ The form (503B) must be filled out electronically to ensure accuracy. The form ~~can should~~ then be printed and submitted with original, itemized receipts. A Food and Beverage form (form #753) must be included with food and/or beverage purchases. Forms must be received by the business office on or before February 1st to be eligible for carryover. Funds may only be carried over once every two years.

ARTICLE IV, Section 17 Length of Contract

The ~~employees-employees'~~ regular work year will be 180 days. The District and Association acknowledge that a ~~certified~~ certificated staff member's base salary provides compensation for professional responsibilities of the employee, which may or may not fall within the contracted work day, including but not limited to the following:

- Preparation for the opening and closing of school, including classroom setup.
- Inputting state and district required data and time to analyze and use the results of district, state, and local assessments.
- PLC collaboration, including time outside of regular work hours as scheduled by the team and/or principal.
- Complete annual online trainings by October 1st. Employees who have not completed the required online training by October 1st ~~will have 4 hours payone days' pay deducted from their next paycheck and~~ may be subject to disciplinary action. The pay deduction does Any disciplinary action will not remove the requirement to complete the mandatory training modules.
- Building time to enhance classroom/building activities to reflect changing curriculum and assessment methodologies throughout the year.

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

- Time to plan, grade, and report student progress.
- Participation in IEP, 504, and student support team meetings.
- Participation in activities designed to improve relations and communications with parents.
- Providing supplemental support to students.
- Routinely checking email.
- Participation on committees for school or district purposes, including, curriculum review and adoption and school improvement teams
- Participation in professional development related to school and district priorities
- Enter absences in absence management system in a timely manner.
- Reviewing pay stub information and time off information.

Supplemental Contract Professional Development Days

~~Each employee will be issued a Supplemental Contract for~~ Five (5) additional work days for professional development beyond the regular work year ~~at the individual's 1.0 FTE~~ will be offered at per diem rate and will be paid from a sign-in sheet. These days will be scheduled as follows:

1. Principal's Day: One day will be scheduled and planned by the building administrator with staff input.
2. Building Professional Learning Time: One day for building professional learning.
3. District Professional Learning Days: 3 days will be scheduled and planned in collaboration with teacher leaders in support of district improvement goals. If certain members believe the offering is not applicable to their specialty, they may propose a comparable in-service opportunity to the Director of Teaching & Learning.

In order to receive compensation for these days, the employee must ~~sign a supplemental contract in the fall and a sign in sheet on scheduled days. When an employee who has signed a supplemental contract is absent for one or more of these scheduled days, the employee must use personal leave, sick leave, or other leaves for the absence as described in this agreement~~ sign in and sign out, and participate in the full day of professional development. If an employee is absent on a Professional Development Day, they may work with their administrator to make up the training or attend a similar training.

~~The supplemental contract will be paid in equal monthly installments.~~

Emergency School Closure

In the event of an emergency situation which necessitates either a late start to or an early dismissal of the regular school day, the employee's workday will be adjusted accordingly without loss of pay. When a late start is deemed necessary, all employees shall report to work as soon as safely possible, based on employee's judgment, but no later than the adjusted start time for the day.

When deemed applicable by the Superintendent and an emergency closure waiver is approved, emergency leave without loss of pay will be granted when severe inclement weather conditions, natural disasters, or other emergencies prevent employees from reporting for scheduled work when a school(s) is closed.

ARTICLE IV, Section 19 Length of Workday

The typical employee workday will be 7.5 hours including a 30 minute, unpaid, duty-free lunch. The workday will begin prior to the regular student school day and end after the regular student school day ends. ~~The start and end times that~~

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

~~are agreed to by the District and the Association are not to exceed 300 minutes per 5 day week.~~ This work time is designated for the benefit of pupils, patrons, and colleagues. When employees are required to attend regularly scheduled staff meetings that extend the workday, the building schedule will be adjusted to offset the extended time.

The workday for part-time educators will be based on their percentage of full-time salaries compared to the normal workday for other educators in the building where they are performing their duties. The workday for any educator who is employed for half time or longer will begin or end with the normal workday for other educators in the building where he/she performs his/her duties, whichever is mutually agreeable to the educator and the supervisor. Any variation from the stipulation above requires agreement between the District and Association. Any educator who is employed less than half time will work out the schedule for the workday with his/her supervisor provided that no educator will be required to work a split shift unless this is agreed to by the certified staff member.

The schedule for ESA specialist staff assigned to Student Support Services may be developed based on the percentage of a full-time week, as mutually agreed by the specialist and the supervisor.

An employee may, upon receipt of permission from the building principal, arrive directly before ~~of~~ the opening of school or leave directly after the close of school.

A reasonable number of additional school functions, ~~and~~ building meetings, and professional development scheduled at least 2 weeks in advance, when possible, may entail additional time beyond the employee's day as stated above. Employees having problems in attending additional school functions because of a previous commitment or emergency will conference with their supervisor to be excused.

HomeWorks Part-time Staff: The work day calendar for part-time teachers at HomeWorks will be created in collaboration between the teachers, with final approval by the administrator.

ARTICLE IV, Section 20 Covering Classes

The building principal is responsible to see that all classes are adequately covered at all times.

Any arrangements made for class coverage between employees must have prior approval of the building principal and will not be compensated unless leave is used.

The District will provide substitutes where needed and when practical for any employee who is absent due to illness or injury.

Absence for other purposes will usually be covered by a substitute except when the absence is for a short period of time and the hiring of a substitute is not deemed feasible by the building principal.

In cases of a substitute shortage, the following may occur:~~an administrator may request a staff member to cover a class.~~

- Staff subbed out for in-district activities may be asked to return to their classroom.
- If there are no volunteers, assignments will be made on a rotating basis.
- Teachers who ~~give up a preparation time or part of a prep time to~~ cover another class will submit one hour on a yellow timesheet to receive \$30 their per diem rate for the amount of time providing coverage. The time will be reflected and paid via the absence management system.
- ~~Teachers who cover another class for an entire day will receive a stipend of \$100.~~
- ~~Teachers who cover another class for a half day will receive a stipend of \$50.~~
- ~~If there are no volunteers, assignments will be made on a rotating basis.~~

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

ARTICLE VI, ~~Section 15~~ Specific Funding

- ~~1. Building Professional Development: A District commitment of \$5 per regularly enrolled student FTE, as of October 1st, on a District wide basis will be used to support building professional development. Allocation to each site is based on student FTE.~~
- ~~2. Special Services/Special Needs At-Risk Funds: A fund of \$20 times April elementary FTE of the previous year will be allocated for the purchase of supplies or instructional materials that support learning for students identified for special education, Title I, LAP, Bilingual, 504 services, or other intervention plans at the building level.
Money will be divided proportionately according to the number of such students per building as of April enrollment, and distributed on October 1st.
Decisions on utilization of funds will be by consensus of the building special education team.~~

ARTICLE X, Section 1 Term

This Agreement will be effective as of September 1, 2024 and will continue in full force and effect until midnight, August 31, 2027.

Section 2 Reopeners

This Agreement will be effective as of September 1, 2024 and will continue in full force and effect until midnight, August 31, 2027, with no openers in 2025. Openers in 2026 will be limited to a maximum of three language* openers from CEA with minimum financial impact and unrelated to salary schedule or compensation and a maximum of three language* openers from the District. In addition, Appendix B-6 will be open for negotiations in 2026.

In the event of a financial emergency, the District reserves the right to demand to bargain over any financial provisions contained within this contract. In addition, this Agreement will be reopened as necessary to consider the impact of any legislation enacted following execution of this Agreement. Either party may demand the contract be reopened when legislation enacted affects the terms and conditions herein or creates authority to alter personnel practices in public employment.

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

APPENDIX A –

2024-2025 - 7.2% Including IPD

2025-2026 -5% Including IPD

2026-2027 -5% Including IPD

NOTE: See Following Pages (3 per year) with breakdown of Salary Schedule and Total Compensation & Reimbursement Available

Years of Service	24-25 Cert Salary Schedule - 180 Days 7 Hour Work Day + 1/2 Hour Lunch								MA+90
		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	OR
									Ph.D.
0	180 Days	52,252	54,097	55,327	57,785	61,474	65,777	68,850	72,539
	Daily Rate	290.29	300.54	307.37	321.03	341.52	365.43	382.50	402.99
	Per Diem	41.47	42.93	43.91	45.86	48.79	52.20	54.64	57.57
1	180 Days	53,482	55,327	56,556	59,016	62,703	67,005	70,080	73,768
	Daily Rate	297.12	307.37	314.20	327.87	348.35	372.25	389.33	409.82
	Per Diem	42.45	43.91	44.89	46.84	49.76	53.18	55.62	58.55
2	180 Days	54,712	56,556	57,785	60,244	63,932	68,236	71,309	74,998
	Daily Rate	303.95	314.20	321.03	334.69	355.18	379.09	396.16	416.66
	Per Diem	43.42	44.89	45.86	47.81	50.74	54.16	56.59	59.52
3	180 Days	55,940	57,785	59,016	61,474	65,163	69,466	72,539	76,228
	Daily Rate	310.78	321.03	327.87	341.52	362.01	385.92	402.99	423.49
	Per Diem	44.40	45.86	46.84	48.79	51.72	55.13	57.57	60.50
4	180 Days	57,171	59,016	60,244	62,703	66,392	70,694	73,768	77,456
	Daily Rate	317.62	327.87	334.69	348.35	368.85	392.75	409.82	430.31
	Per Diem	45.37	46.84	47.81	49.76	52.69	56.11	58.55	61.47
5	180 Days	58,400	60,244	61,474	63,932	67,621	71,924	74,998	78,686
	Daily Rate	324.45	334.69	341.52	355.18	375.67	399.58	416.66	437.14
	Per Diem	46.35	47.81	48.79	50.74	53.67	57.08	59.52	62.45
6	180 Days	59,629	61,474	62,703	65,163	68,850	73,154	76,843	79,917
	Daily Rate	331.27	341.52	348.35	362.01	382.50	406.41	426.91	443.98
	Per Diem	47.32	48.79	49.76	51.72	54.64	58.06	60.99	63.43
7	180 Days	60,859	62,703	63,932	66,392	70,080	74,383	78,686	81,145
	Daily Rate	338.10	348.35	355.18	368.85	389.33	413.24	437.14	450.81
	Per Diem	48.30	49.76	50.74	52.69	55.62	59.03	62.45	64.40
8	180 Days	62,089	63,932	65,163	67,621	71,309	75,612	80,531	82,375
	Daily Rate	344.94	355.18	362.01	375.67	396.16	420.07	447.39	457.64
	Per Diem	49.28	50.74	51.72	53.67	56.59	60.01	63.91	65.38
9	180 Days	63,318	65,163	66,392	68,850	72,539	76,843	82,375	83,604
	Daily Rate	351.76	362.01	368.85	382.50	402.99	426.91	457.64	464.47
	Per Diem	50.25	51.72	52.69	54.64	57.57	60.99	65.38	66.35
10	180 Days	64,547	66,392	67,621	70,080	73,768	78,072	84,220	84,833
	Daily Rate	358.60	368.85	375.67	389.33	409.82	433.73	467.89	471.29
	Per Diem	51.23	52.69	53.67	55.62	58.55	61.96	66.84	67.33
11	180 Days	65,777	67,621	68,850	71,309	74,998	79,917	86,678	87,293
	Daily Rate	365.43	375.67	382.50	396.16	416.66	443.98	481.54	484.96
	Per Diem	52.20	53.67	54.64	56.59	59.52	63.43	68.79	69.28
12	180 Days	67,005	68,850	70,080	72,539	76,843	82,375	89,137	89,751
	Daily Rate	372.25	382.50	389.33	402.99	426.91	457.64	495.20	498.62
	Per Diem	53.18	54.64	55.62	57.57	60.99	65.38	70.74	71.23
13	180 Days	68,236	70,080	71,309	73,768	79,301	84,833	90,982	93,440
	Daily Rate	379.09	389.33	396.16	409.82	440.56	471.29	505.45	519.11
	Per Diem	54.16	55.62	56.59	58.55	62.94	67.33	72.21	74.16
14	180 Days	69,466	71,309	72,539	74,998	81,759	87,293	93,440	97,129
	Daily Rate	385.92	396.16	402.99	416.66	454.22	484.96	519.11	539.60
	Per Diem	55.13	56.59	57.57	59.52	64.89	69.28	74.16	77.09
15	180 Days	70,694	72,539	73,768	76,228	84,220	89,751	95,899	99,587
	Daily Rate	392.75	402.99	409.82	423.49	467.89	498.62	532.77	553.26
	Per Diem	56.11	57.57	58.55	60.50	66.84	71.23	76.11	79.04
16	180 Days	71,924	73,768	74,998	77,456	86,371	92,210	98,358	102,047
	Daily Rate	399.58	409.82	416.66	430.31	479.84	512.28	546.43	566.93
	Per Diem	57.08	58.55	59.52	61.47	68.55	73.18	78.06	80.99

	24-25 Cert Salary								
Years of	Total Available Compensation & Reimbursement								MA+90
Service		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	OR Ph.D.
0	Base Salary	52,252.50	54,097.41	55,326.99	57,785.09	61,473.84	65,776.85	68,850.27	72,539.02
	New Cert Staff Funds	400.00	400.00	400.00	400.00	400.00	400.00	400.00	400.00
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,451.46	1,502.71	1,536.86	1,605.14	1,707.61	1,827.13	1,912.51	2,014.97
	Total Compensation	54,803.95	56,700.11	57,963.85	60,490.23	64,281.45	68,703.98	71,862.78	75,654.00
1	Base Salary	53,482.08	55,326.99	56,555.50	59,015.74	62,703.42	67,005.36	70,079.86	73,767.54
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,485.61	1,536.86	1,570.99	1,639.33	1,741.76	1,861.26	1,946.66	2,049.10
	Total Compensation	55,667.69	57,563.85	58,826.49	61,355.07	65,145.19	69,566.62	72,726.52	76,516.63
2	Base Salary	54,711.66	56,555.50	57,785.09	60,244.26	63,931.94	68,236.02	71,309.44	74,998.19
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,519.77	1,570.99	1,605.14	1,673.45	1,775.89	1,895.44	1,980.82	2,083.28
	Total Compensation	56,931.43	58,826.49	60,090.23	62,617.71	66,407.82	70,831.46	73,990.26	77,781.48
3	Base Salary	55,940.18	57,785.09	59,015.74	61,473.84	65,162.59	69,465.60	72,539.02	76,227.78
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,553.89	1,605.14	1,639.33	1,707.61	1,810.07	1,929.60	2,014.97	2,117.44
	Total Compensation	58,194.07	60,090.23	61,355.07	63,881.45	67,672.66	72,095.20	75,254.00	79,045.21
4	Base Salary	57,170.83	59,015.74	60,244.26	62,703.42	66,392.18	70,694.11	73,767.54	77,456.29
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,588.08	1,639.33	1,673.45	1,741.76	1,844.23	1,963.73	2,049.10	2,151.56
	Total Compensation	59,458.91	61,355.07	62,617.71	65,145.19	68,936.40	73,357.84	76,516.63	80,307.85
5	Base Salary	58,400.42	60,244.26	61,473.84	63,931.94	67,620.69	71,923.70	74,998.19	78,685.87
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,622.23	1,673.45	1,707.61	1,775.89	1,878.35	1,997.88	2,083.28	2,185.72
	Total Compensation	60,722.65	62,617.71	63,881.45	66,407.82	70,199.04	74,621.58	77,781.48	81,571.59
6	Base Salary	59,628.93	61,473.84	62,703.42	65,162.59	68,850.27	73,154.35	76,843.10	79,916.53
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,656.36	1,707.61	1,741.76	1,810.07	1,912.51	2,032.07	2,134.53	2,219.90
	Total Compensation	61,985.29	63,881.45	65,145.19	67,672.66	71,462.78	75,886.42	79,677.63	82,836.43
7	Base Salary	60,858.51	62,703.42	63,931.94	66,392.18	70,079.86	74,382.86	78,685.87	81,145.04
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,690.51	1,741.76	1,775.89	1,844.23	1,946.66	2,066.19	2,185.72	2,254.03
	Total Compensation	63,249.03	65,145.19	66,407.82	68,936.40	72,726.52	77,149.05	81,571.59	84,099.07
8	Base Salary	62,089.17	63,931.94	65,162.59	67,620.69	71,309.44	75,612.45	80,530.78	82,374.62
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,724.70	1,775.89	1,810.07	1,878.35	1,980.82	2,100.35	2,236.97	2,288.18
	Total Compensation	64,513.87	66,407.82	67,672.66	70,199.04	73,990.26	78,412.79	83,467.75	85,362.81

9	Base Salary	63,317.68	65,162.59	66,392.18	68,850.27	72,539.02	76,843.10	82,374.62	83,604.21
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,758.82	1,810.07	1,844.23	1,912.51	2,014.97	2,134.53	2,288.18	2,322.34
	Total Compensation	65,776.50	67,672.66	68,936.40	71,462.78	75,254.00	79,677.63	85,362.81	86,626.55
10	Base Salary	64,547.26	66,392.18	67,620.69	70,079.86	73,767.54	78,071.62	84,219.54	84,832.72
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,792.98	1,844.23	1,878.35	1,946.66	2,049.10	2,168.66	2,339.43	2,356.46
	Total Compensation	67,040.24	68,936.40	70,199.04	72,726.52	76,516.63	80,940.27	87,258.97	87,889.18
11	Base Salary	65,776.85	67,620.69	68,850.27	71,309.44	74,998.19	79,916.53	86,677.63	87,292.96
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,827.13	1,878.35	1,912.51	1,980.82	2,083.28	2,219.90	2,407.71	2,424.80
	Total Compensation	68,303.98	70,199.04	71,462.78	73,990.26	77,781.48	82,836.43	89,785.34	90,417.76
12	Base Salary	67,005.36	68,850.27	70,079.86	72,539.02	76,843.10	82,374.62	89,136.80	89,751.06
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,861.26	1,912.51	1,946.66	2,014.97	2,134.53	2,288.18	2,476.02	2,493.08
	Total Compensation	69,566.62	71,462.78	72,726.52	75,254.00	79,677.63	85,362.81	92,312.82	92,944.14
13	Base Salary	68,236.02	70,079.86	71,309.44	73,767.54	79,301.20	84,832.72	90,981.71	93,439.81
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,895.44	1,946.66	1,980.82	2,049.10	2,202.81	2,356.46	2,527.27	2,595.55
	Total Compensation	70,831.46	72,726.52	73,990.26	76,516.63	82,204.01	87,889.18	94,208.98	96,735.36
14	Base Salary	69,465.60	71,309.44	72,539.02	74,998.19	81,759.30	87,292.96	93,439.81	97,128.56
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,929.60	1,980.82	2,014.97	2,083.28	2,271.09	2,424.80	2,595.55	2,698.02
	Total Compensation	72,095.20	73,990.26	75,254.00	77,781.48	84,730.39	90,417.76	96,735.36	100,526.58
15	Base Salary	70,694.11	72,539.02	73,767.54	76,227.78	84,219.54	89,751.06	95,898.98	99,586.66
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,963.73	2,014.97	2,049.10	2,117.44	2,339.43	2,493.08	2,663.86	2,766.30
	Total Compensation	73,357.84	75,254.00	76,516.63	79,045.21	87,258.97	92,944.14	99,262.84	103,052.95
16	Base Salary	71,923.70	73,767.54	74,998.19	77,456.29	86,371.04	92,210.22	98,358.14	102,046.90
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,997.88	2,049.10	2,083.28	2,151.56	2,399.20	2,561.40	2,732.17	2,834.64
	Total Compensation	74,621.58	76,516.63	77,781.48	80,307.85	89,470.24	95,471.62	101,790.31	105,581.53
27+	Base Salary	71,923.70	73,767.54	74,998.19	77,456.29	86,371.04	92,210.22	98,358.14	102,046.90
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,997.88	2,049.10	2,083.28	2,151.56	2,399.20	2,561.40	2,732.17	2,834.64
	Career Days*	1,598.30	1,639.28	1,666.63	1,721.25	1,919.36	2,049.12	2,185.74	2,267.71
	Total Compensation	76,219.88	78,155.91	79,448.10	82,029.10	91,389.59	97,520.74	103,976.05	107,849.24
*Article III Section 13									

		25-26 Cert Salary Schedule - 180 Days							
Years		7 Hour Work Day + 1/2 Hour Lunch							MA+90
of									OR
Service		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	Ph.D.
0	180 Days	54,865	56,802	58,093	60,674	64,548	69,066	72,293	76,166
	Daily Rate	304.81	315.57	322.74	337.08	358.60	383.70	401.63	423.14
	Per Diem	43.54	45.08	46.11	48.15	51.23	54.81	57.38	60.45
1	180 Days	56,156	58,093	59,383	61,967	65,839	70,356	73,584	77,456
	Daily Rate	311.98	322.74	329.91	344.26	365.77	390.86	408.80	430.31
	Per Diem	44.57	46.11	47.13	49.18	52.25	55.84	58.40	61.47
2	180 Days	57,447	59,383	60,674	63,256	67,129	71,648	74,875	78,748
	Daily Rate	319.15	329.91	337.08	351.42	372.94	398.04	415.97	437.49
	Per Diem	45.59	47.13	48.15	50.20	53.28	56.86	59.42	62.50
3	180 Days	58,737	60,674	61,967	64,548	68,421	72,939	76,166	80,039
	Daily Rate	326.32	337.08	344.26	358.60	380.12	405.22	423.14	444.66
	Per Diem	46.62	48.15	49.18	51.23	54.30	57.89	60.45	63.52
4	180 Days	60,029	61,967	63,256	65,839	69,712	74,229	77,456	81,329
	Daily Rate	333.50	344.26	351.42	365.77	387.29	412.38	430.31	451.83
	Per Diem	47.64	49.18	50.20	52.25	55.33	58.91	61.47	64.55
5	180 Days	61,320	63,256	64,548	67,129	71,002	75,520	78,748	82,620
	Daily Rate	340.67	351.42	358.60	372.94	394.45	419.55	437.49	459.00
	Per Diem	48.67	50.20	51.23	53.28	56.35	59.94	62.50	65.57
6	180 Days	62,610	64,548	65,839	68,421	72,293	76,812	80,685	83,912
	Daily Rate	347.84	358.60	365.77	380.12	401.63	426.73	448.25	466.18
	Per Diem	49.69	51.23	52.25	54.30	57.38	60.96	64.04	66.60
7	180 Days	63,901	65,839	67,129	69,712	73,584	78,102	82,620	85,202
	Daily Rate	355.01	365.77	372.94	387.29	408.80	433.90	459.00	473.35
	Per Diem	50.72	52.25	53.28	55.33	58.40	61.99	65.57	67.62
8	180 Days	65,194	67,129	68,421	71,002	74,875	79,393	84,557	86,493
	Daily Rate	362.19	372.94	380.12	394.45	415.97	441.07	469.76	480.52
	Per Diem	51.74	53.28	54.30	56.35	59.42	63.01	67.11	68.65
9	180 Days	66,484	68,421	69,712	72,293	76,166	80,685	86,493	87,784
	Daily Rate	369.35	380.12	387.29	401.63	423.14	448.25	480.52	487.69
	Per Diem	52.76	54.30	55.33	57.38	60.45	64.04	68.65	69.67
10	180 Days	67,775	69,712	71,002	73,584	77,456	81,975	88,431	89,074
	Daily Rate	376.53	387.29	394.45	408.80	430.31	455.42	491.28	494.86
	Per Diem	53.79	55.33	56.35	58.40	61.47	65.06	70.18	70.69
11	180 Days	69,066	71,002	72,293	74,875	78,748	83,912	91,012	91,658
	Daily Rate	383.70	394.45	401.63	415.97	437.49	466.18	505.62	509.21
	Per Diem	54.81	56.35	57.38	59.42	62.50	66.60	72.23	72.74
12	180 Days	70,356	72,293	73,584	76,166	80,685	86,493	93,594	94,239
	Daily Rate	390.86	401.63	408.80	423.14	448.25	480.52	519.96	523.55
	Per Diem	55.84	57.38	58.40	60.45	64.04	68.65	74.28	74.79
13	180 Days	71,648	73,584	74,875	77,456	83,266	89,074	95,531	98,112
	Daily Rate	398.04	408.80	415.97	430.31	462.59	494.86	530.73	545.07
	Per Diem	56.86	58.40	59.42	61.47	66.08	70.69	75.82	77.87
14	180 Days	72,939	74,875	76,166	78,748	85,847	91,658	98,112	101,985
	Daily Rate	405.22	415.97	423.14	437.49	476.93	509.21	545.07	566.58
	Per Diem	57.89	59.42	60.45	62.50	68.13	72.74	77.87	80.94
15	180 Days	74,229	76,166	77,456	80,039	88,431	94,239	100,694	104,566
	Daily Rate	412.38	423.14	430.31	444.66	491.28	523.55	559.41	580.92
	Per Diem	58.91	60.45	61.47	63.52	70.18	74.79	79.92	82.99
16	180 Days	75,520	77,456	78,748	81,329	90,690	96,821	103,276	107,149
	Daily Rate	419.55	430.31	437.49	451.83	503.83	537.89	573.76	595.27
	Per Diem	59.94	61.47	62.50	64.55	71.98	76.84	81.97	85.04

		25-26 Cert Salary							
Years of		Total Available Compensation & Reimbursement							MA+90
Service		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	OR Ph.D.
0	Base Salary	54,865.12	56,802.28	58,093.34	60,674.34	64,547.53	69,065.69	72,292.79	76,165.98
	New Cert Staff Funds	400.00	400.00	400.00	400.00	400.00	400.00	400.00	400.00
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,524.03	1,577.84	1,613.70	1,685.40	1,792.99	1,918.49	2,008.13	2,115.72
	Total Compensation	57,489.15	59,480.12	60,807.05	63,459.74	67,440.52	72,084.18	75,400.92	79,381.70
1	Base Salary	56,156.18	58,093.34	59,383.28	61,966.53	65,838.60	70,355.63	73,583.85	77,455.91
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,559.89	1,613.70	1,649.54	1,721.29	1,828.85	1,954.32	2,044.00	2,151.55
	Total Compensation	58,416.08	60,407.05	61,732.81	64,387.82	68,367.45	73,009.95	76,327.84	80,307.47
2	Base Salary	57,447.25	59,383.28	60,674.34	63,256.47	67,128.53	71,647.82	74,874.91	78,748.10
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,595.76	1,649.54	1,685.40	1,757.12	1,864.68	1,990.22	2,079.86	2,187.45
	Total Compensation	59,743.00	61,732.81	63,059.74	65,713.59	69,693.21	74,338.03	77,654.77	81,635.55
3	Base Salary	58,737.18	60,674.34	61,966.53	64,547.53	68,420.72	72,938.88	76,165.98	80,039.16
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,631.59	1,685.40	1,721.29	1,792.99	1,900.58	2,026.08	2,115.72	2,223.31
	Total Compensation	61,068.77	63,059.74	64,387.82	67,040.52	71,021.30	75,664.96	78,981.70	82,962.47
4	Base Salary	60,029.37	61,966.53	63,256.47	65,838.60	69,711.78	74,228.82	77,455.91	81,329.10
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,667.48	1,721.29	1,757.12	1,828.85	1,936.44	2,061.91	2,151.55	2,259.14
	Total Compensation	62,396.86	64,387.82	65,713.59	68,367.45	72,348.22	76,990.73	80,307.47	84,288.24
5	Base Salary	61,320.44	63,256.47	64,547.53	67,128.53	71,001.72	75,519.88	78,748.10	82,620.17
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,703.35	1,757.12	1,792.99	1,864.68	1,972.27	2,097.77	2,187.45	2,295.00
	Total Compensation	63,723.78	65,713.59	67,040.52	69,693.21	73,673.99	78,317.66	81,635.55	85,615.17
6	Base Salary	62,610.37	64,547.53	65,838.60	68,420.72	72,292.79	76,812.07	80,685.26	83,912.35
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,739.18	1,792.99	1,828.85	1,900.58	2,008.13	2,133.67	2,241.26	2,330.90
	Total Compensation	65,049.55	67,040.52	68,367.45	71,021.30	75,000.92	79,645.74	83,626.52	86,943.25
7	Base Salary	63,901.44	65,838.60	67,128.53	69,711.78	73,583.85	78,102.01	82,620.17	85,202.29
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,775.04	1,828.85	1,864.68	1,936.44	2,044.00	2,169.50	2,295.00	2,366.73
	Total Compensation	66,376.48	68,367.45	69,693.21	72,348.22	76,327.84	80,971.51	85,615.17	88,269.02
8	Base Salary	65,193.63	67,128.53	68,420.72	71,001.72	74,874.91	79,393.07	84,557.32	86,493.36
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,810.93	1,864.68	1,900.58	1,972.27	2,079.86	2,205.36	2,348.81	2,402.59
	Total Compensation	67,704.56	69,693.21	71,021.30	73,673.99	77,654.77	82,298.43	87,606.14	89,595.95

	26-27 Cert Salary Schedule - 180 Days								
Years	7 Hour Work Day + 1/2 Hour Lunch								MA+90
of									OR
Service		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	Ph.D.
0	180 Days	57,608	59,642	60,998	63,708	67,775	72,519	75,907	79,974
	Daily Rate	320.05	331.35	338.88	353.93	376.53	402.88	421.71	444.30
	Per Diem	45.72	47.34	48.41	50.56	53.79	57.55	60.24	63.47
1	180 Days	58,964	60,998	62,352	65,065	69,131	73,873	77,263	81,329
	Daily Rate	327.58	338.88	346.40	361.47	384.06	410.41	429.24	451.83
	Per Diem	46.80	48.41	49.49	51.64	54.87	58.63	61.32	64.55
2	180 Days	60,320	62,352	63,708	66,419	70,485	75,230	78,619	82,686
	Daily Rate	335.11	346.40	353.93	369.00	391.58	417.95	436.77	459.36
	Per Diem	47.87	49.49	50.56	52.71	55.94	59.71	62.40	65.62
3	180 Days	61,674	63,708	65,065	67,775	71,842	76,586	79,974	84,041
	Daily Rate	342.63	353.93	361.47	376.53	399.12	425.48	444.30	466.90
	Per Diem	48.95	50.56	51.64	53.79	57.02	60.78	63.47	66.70
4	180 Days	63,031	65,065	66,419	69,131	73,197	77,940	81,329	85,396
	Daily Rate	350.17	361.47	369.00	384.06	406.65	433.00	451.83	474.42
	Per Diem	50.02	51.64	52.71	54.87	58.09	61.86	64.55	67.77
5	180 Days	64,386	66,419	67,775	70,485	74,552	79,296	82,686	86,751
	Daily Rate	357.70	369.00	376.53	391.58	414.18	440.53	459.36	481.95
	Per Diem	51.10	52.71	53.79	55.94	59.17	62.93	65.62	68.85
6	180 Days	65,741	67,775	69,131	71,842	75,907	80,653	84,720	88,108
	Daily Rate	365.23	376.53	384.06	399.12	421.71	448.07	470.66	489.49
	Per Diem	52.18	53.79	54.87	57.02	60.24	64.01	67.24	69.93
7	180 Days	67,097	69,131	70,485	73,197	77,263	82,007	86,751	89,462
	Daily Rate	372.76	384.06	391.58	406.65	429.24	455.60	481.95	497.01
	Per Diem	53.25	54.87	55.94	58.09	61.32	65.09	68.85	71.00
8	180 Days	68,453	70,485	71,842	74,552	78,619	83,363	88,785	90,818
	Daily Rate	380.30	391.58	399.12	414.18	436.77	463.13	493.25	504.54
	Per Diem	54.33	55.94	57.02	59.17	62.40	66.16	70.46	72.08
9	180 Days	69,808	71,842	73,197	75,907	79,974	84,720	90,818	92,174
	Daily Rate	387.82	399.12	406.65	421.71	444.30	470.66	504.54	512.08
	Per Diem	55.40	57.02	58.09	60.24	63.47	67.24	72.08	73.15
10	180 Days	71,163	73,197	74,552	77,263	81,329	86,074	92,852	93,528
	Daily Rate	395.35	406.65	414.18	429.24	451.83	478.19	515.84	519.60
	Per Diem	56.48	58.09	59.17	61.32	64.55	68.31	73.69	74.23
11	180 Days	72,519	74,552	75,907	78,619	82,686	88,108	95,562	96,240
	Daily Rate	402.88	414.18	421.71	436.77	459.36	489.49	530.90	534.67
	Per Diem	57.55	59.17	60.24	62.40	65.62	69.93	75.84	76.38
12	180 Days	73,873	75,907	77,263	79,974	84,720	90,818	98,273	98,951
	Daily Rate	410.41	421.71	429.24	444.30	470.66	504.54	545.96	549.73
	Per Diem	58.63	60.24	61.32	63.47	67.24	72.08	77.99	78.53
13	180 Days	75,230	77,263	78,619	81,329	87,430	93,528	100,307	103,017
	Daily Rate	417.95	429.24	436.77	451.83	485.72	519.60	557.26	572.32
	Per Diem	59.71	61.32	62.40	64.55	69.39	74.23	79.61	81.76
14	180 Days	76,586	78,619	79,974	82,686	90,140	96,240	103,017	107,084
	Daily Rate	425.48	436.77	444.30	459.36	500.78	534.67	572.32	594.91
	Per Diem	60.78	62.40	63.47	65.62	71.54	76.38	81.76	84.99
15	180 Days	77,940	79,974	81,329	84,041	92,852	98,951	105,729	109,794
	Daily Rate	433.00	444.30	451.83	466.90	515.84	549.73	587.38	609.97
	Per Diem	61.86	63.47	64.55	66.70	73.69	78.53	83.91	87.14
16	180 Days	79,296	81,329	82,686	85,396	95,224	101,662	108,440	112,507
	Daily Rate	440.53	451.83	459.36	474.42	529.02	564.79	602.44	625.04
	Per Diem	62.93	64.55	65.62	67.77	75.57	80.68	86.06	89.29

	26-27 Cert Salary								
Years of	Total Available Compensation & Reimbursement								MA+90
Service		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	OR Ph.D.
0	Base Salary	57,608.38	59,642.39	60,998.01	63,708.06	67,774.91	72,518.97	75,907.42	79,974.27
	New Cert Staff Funds	400.00	400.00	400.00	400.00	400.00	400.00	400.00	400.00
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,600.23	1,656.73	1,694.39	1,769.67	1,882.64	2,014.42	2,108.54	2,221.51
	Total Compensation	60,308.61	62,399.13	63,792.40	66,577.73	70,757.54	75,633.39	79,115.96	83,295.78
1	Base Salary	58,963.99	60,998.01	62,352.44	65,064.86	69,130.52	73,873.41	77,263.04	81,328.71
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,637.89	1,694.39	1,732.01	1,807.36	1,920.29	2,052.04	2,146.20	2,259.13
	Total Compensation	61,301.88	63,392.40	64,784.46	67,572.21	71,750.82	76,625.45	80,109.24	84,287.84
2	Base Salary	60,319.61	62,352.44	63,708.06	66,419.29	70,484.96	75,230.21	78,618.66	82,685.51
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,675.54	1,732.01	1,769.67	1,844.98	1,957.92	2,089.73	2,183.85	2,296.82
	Total Compensation	62,695.15	64,784.46	66,177.73	68,964.27	73,142.87	78,019.94	81,502.51	85,682.33
	3	Base Salary	61,674.04	63,708.06	65,064.86	67,774.91	71,841.76	76,585.82	79,974.27
PD & Supply Allocation Funds		700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
5 Sign In Supplemental Days		1,713.17	1,769.67	1,807.36	1,882.64	1,995.60	2,127.38	2,221.51	2,334.48
Total Compensation		64,087.21	66,177.73	67,572.21	70,357.54	74,537.36	79,413.21	82,895.78	87,075.60
4	Base Salary	63,030.84	65,064.86	66,419.29	69,130.52	73,197.37	77,940.26	81,328.71	85,395.56
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,750.86	1,807.36	1,844.98	1,920.29	2,033.26	2,165.01	2,259.13	2,372.10
	Total Compensation	65,481.70	67,572.21	68,964.27	71,750.82	75,930.63	80,805.27	84,287.84	88,467.66
5	Base Salary	64,386.46	66,419.29	67,774.91	70,484.96	74,551.81	79,295.87	82,685.51	86,751.17
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,788.51	1,844.98	1,882.64	1,957.92	2,070.88	2,202.66	2,296.82	2,409.75
	Total Compensation	66,874.97	68,964.27	70,357.54	73,142.87	77,322.69	82,198.54	85,682.33	89,860.93
6	Base Salary	65,740.89	67,774.91	69,130.52	71,841.76	75,907.42	80,652.67	84,719.52	88,107.97
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,826.14	1,882.64	1,920.29	1,995.60	2,108.54	2,240.35	2,353.32	2,447.44
	Total Compensation	68,267.03	70,357.54	71,750.82	74,537.36	78,715.96	83,593.03	87,772.84	91,255.42
7	Base Salary	67,096.51	69,130.52	70,484.96	73,197.37	77,263.04	82,007.11	86,751.17	89,462.41
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,863.79	1,920.29	1,957.92	2,033.26	2,146.20	2,277.98	2,409.75	2,485.07
	Total Compensation	69,660.30	71,750.82	73,142.87	75,930.63	80,109.24	84,985.08	89,860.93	92,647.47
8	Base Salary	68,453.31	70,484.96	71,841.76	74,551.81	78,618.66	83,362.72	88,785.19	90,818.02
	PD & Supply Allocation Funds	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
	5 Sign In Supplemental Days	1,901.48	1,957.92	1,995.60	2,070.88	2,183.85	2,315.63	2,466.26	2,522.72
	Total Compensation	71,054.79	73,142.87	74,537.36	77,322.69	81,502.51	86,378.36	91,951.44	94,040.75

[illegible]

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

APPENDIX B-1: Additional Days

(Paid by Per Diem Sheet)

All days will be worked outside of the regular contract year and in collaboration with the supervisor on when the work days will be utilized.

POSITION	Location	DAYS
Counselor	High School	9
Counselor	Elementary/Middle	5
MLL/ELL/ELD Support	SSS	<u>43.70%</u>
Occupational Therapist	SSS	5
Psychologist	SSS	7
Physical Therapist	SSS	5
Registered Nurse (<u>non lead</u>)	SSS	10
<u>Lead Registered Nurse</u>	<u>SSS</u>	<u>15</u>
Speech Language Pathologist	SSS	5
<u>CTE Teacher</u>	<u>Middle/High School</u>	<u>1*</u>
TOSA, Principal Assistant	Designated Schools	10
TOSA, SEL Specialist	District	5

*Per CTE Funded course at Middle School and/or High School —up to 1 per diem day per year, needs prior approval by CTE Director and the District.

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

APPENDIX B-2: Enhancements to Base for Additional Responsibilities

~~(Paid by Supplemental Contract~~ Based upon position held)

POSITION	Location	% of Employee's Base
MLL/ELL/ELD Support	SSS	3.70%
Library Media Specialist <u>Information and Technology</u>	All Levels	1.00%
Music: Elementary Band/Music	Elem.	4.20%
Music: M.S. Vocal/Instrumental	MS	5.00%
Music: H.S. Vocal/ Instrumental/Strings	CHS	9.70%
TOSA, <u>Instructional Support</u>	<u>T&L</u>	4.60%
Special Education Teachers	All Levels	1.25 <u>1.75</u> %

APPENDIX B-2A: ~~Responsibility Stipends~~First Aid Instructor

(Paid by Timesheet)

POSITION	Location	Rate
District First Aid Training	All Levels	<u>Teaching Initial-a</u> Class: \$180; Renewal Class \$120

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

APPENDIX B-3: PLC Team Lead/Department Coordinator Stipends

(Paid by Supplemental Contract)

	<u>5 or Less</u>	<u>6-9 Members</u>	<u>10 or More</u>
<u>PLC Team Lead</u>	<u>\$1,500</u>	<u>\$2,000</u>	<u>\$2,200</u>
<u>CHS Department Coordinator</u>	<u>\$1,500</u>	<u>\$2,000</u>	<u>\$2,200</u>

Stipends are for staff within specific departments.

Administration determines the number and type of positions hired.

Selection of PLC Team Leads/Department Coordinators

- Names of interested candidate(s) given to all PLC/department members and applicable administrators.
- Teams may choose to vote on candidate(s) or defer to the principal/designee to select the PLC team lead/department chair.
- If choosing to vote, the PLC/Department members vote on candidate(s) to select PLC lead/department chair.
- Name of the candidate receiving the most votes is submitted to the principal or designee for approval.
- If candidate is not approved by the principal/designee, another candidate may be submitted to the principal/designee by the PLC/department for approval.

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

APPENDIX B-4: Teacher Leadership Stipends

(Paid by Supplemental Contract)

Role	Elementary	Middle School	High School
Coordination of nighttime curricular events (Event may rotate between science, art, literacy nights)	\$500 <i>2 stipends per school</i> <i>HomeWorks:</i> <i>1 stipend (\$500)</i>	\$575 <i>2 stipends per school</i>	\$0
Administrative coverage/support	\$1,000 <i>1 stipend per school</i>	\$500 <i>1 stipend per school</i>	\$500 <i>1 stipend</i>
Building Level Decision-Making Chair	\$500 <i>1 stipend per school</i>	\$500 <i>1 stipend per school</i>	\$500 <i>1 stipend per school</i>
Professional Development Coordination (Aligned with SIP focus)	\$2,000 per school <i>Number and stipend amounts determined by principal</i> <i>HomeWorks: \$500</i>	\$4,750 per school <i>Number and stipend amounts determined by principal</i>	\$6,000 <i>Number and stipend amounts determined by principal</i> <i>TSHS: \$500</i> <i><u>WIN: \$500</u></i>
Highly Capable Coordinator		\$1,500 <i>1 stipend per school</i>	\$1,500 <i>1 stipend</i>
<u>Book Fair Coordinator *</u>	<u>\$125</u>	<u>\$125</u>	<u>\$0</u>

*Per Book Fair, up to 2 times per year when sponsored by ASB and the completed fundraiser packet is approved in advance. Must be offered first to the school librarian.

Hiring process for teacher leadership stipend positions:

- 1) Supervisor will email the stipend position announcement to all certified staff
- 2) Staff will respond via email indicating interest and skills
- 3) Supervisor will talk with each candidate about expectations, work load, and qualifications
- 4) Supervisor will select the certified staff member to fulfill the role
- 5) Stipend positions are on a year-to-year basis with supervisor approval.

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

APPENDIX B-5: Co-Curricular Stipends

(Paid by Supplemental Contract)

All work for supplemental responsibilities will take place outside of the regular workday in direct support of students and in compliance with all insurance guidelines for activities, travel, and students' learning experiences.

Role	P-5	6-8	9-12
ASB Clubs**	\$500 <i>3 stipends per school</i> (Balance Core Academics & Enrichment)	\$750 <i>5 stipends per school</i> (Balance Core Academics & Enrichment)	Tier 1: \$250 <u>500</u> Tier 2: \$500 <u>1,000</u> Tier 3: \$750 <u>1,250</u> Total Available: \$7,750 <u>12,000</u> (Balance Core Academics & Enrichment) TSHS-ALE Total: \$750 <u>1,250</u>
Competitive ASB Clubs & Events	Competitive Academic Club: \$1,000 <i>2 stipends per school</i> (Math is Cool, for example) Extended Season Stipend: \$200	Competitive Academic Club: \$1,000 <i>4 stipends per school</i> (Math is Cool or Science Olympiad, for example) Extended Season Stipend: \$200	Competitive Academic Club: \$1,000 <u>1,500</u> <i>2 stipends</i> (Knowledge Bowl or Science Club, for example) Extended Season Stipend: \$200
ASB Activities	5 th Grade Sports & Activities: \$650 <i>2 stipends per school</i> Field Day Prep: \$250 <i>1 stipend per school</i> HomeWorks-ALE Field Day: \$150	Annual: \$1,500 <i>1 stipend per school</i> Drama Director: \$2,000 per show <i>2 stipends per school</i> Drama Asst: \$1,200 per show <i>2 stipends per school</i>	Annual: \$2,000 <u>2,500</u> Drama Director: \$3,000 <u>3,500</u> per show <i>2 stipends per school</i> Drama Asst: \$1,700 <u>2,000</u> per show <i>2 stipends per school</i>
Student Leadership	Elementary/HomeWorks ASB: \$575 <i>1 stipend per school</i> Safety Patrol: \$575 <i>1 stipend per school</i>		Class Advisor (Head): \$2,500 <u>3,000</u> <i>4 stipends</i> Class Advisor (Asst): \$1,875 <u>2,000</u> <i>4 stipends</i> Leadership Advisor: \$4,500 <u>5,000</u> <i>1 stipend</i> TSHS-ALE Student Involvement Coordinator: \$500

**** ASB Clubs provide opportunities for students above and beyond the school curriculum.**

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

Hiring process for co-curricular stipend positions:

- 1) Supervisor will email the stipend position announcement to all certified staff
 - 2) Staff will respond via email indicating interest and skills
 - 3) Supervisor will talk with each candidate about expectations, work load, and qualifications
 - 4) Supervisor will select the certified staff member to fulfill the role
 - 5) Stipend positions are for one year, with an option for a second year with supervisor approval (intention of 2 years)
- *The building administrator may choose to split stipends.

HS BASIC RESPONSIBILITIES:

- \$250500:
 - Maintain budget
 - Schedule club meetings (minimum of 8 per year)
 - Provide minutes for each club meeting
 - Provide a table with information at orientation and/or Provide club information to student body
- \$5001,000:
 - Above items, plus:
 - Community service project approved by ADASB
- \$7501,250:
 - Above items, plus:
 - Fundraiser(s) which follow ASB regulations
 - Facilitate club activities in addition to regular meetings
 - Promote the club within the school

STUDENT CONTACT TIME:

Minimum of 10 hours for \$250500

MS BASIC RESPONSIBILITIES:

- Oversee club focus
- Distribute, collect, and maintain all required paperwork associated with the activity
- Coordinate facilities and materials
- Oversee set up and cleanup of all activities

STUDENT CONTACT TIME:

- 40-15 student contact hours

Minimum of 16 meeting times

Provision:	DISTRICT FINANCIAL PACKAGE	Title:	
Presentation:	District Financial Package 3	Date:	8/16/2024

APPENDIX B-6: Supplemental Responsibilities(Paid by Supplemental Contract)

All work for supplemental responsibilities will take place outside of the regular workday in direct support of students and in compliance with all insurance guidelines for activities, travel, and students' learning experiences.

POSITION	Location	% of Employee's Base
CTE- Head FFA CTSO Advisor*	HS	13.80%
CTE- Assistant FFA CTSO Advisor* <u>/***</u>	HS	11.00%
CTE – CTSO Head Advisor */**	HS	7.00%
CTE – CTSO Assistant Advisor*/***	HS	2.40%
CTE – CTSO Head Advisor****	MS	5.00%

~~*—Per CTE Funded course at Middle School and/or High School — up to 1 per diem day per year, needs prior approval by CTE Director and the District.~~

*All CTSO Advisors at the High School Level will support ALL high school age students ~~as needed from CHS and TSHS~~ as well as 8th graders ~~from either middle school~~ under a single CTSO, if a middle school CTSO is not offered.

**Head High School CTSO Advisors include, Robotics, Skills USA, DECA, Sports Medicine, FBLA, HOSA and FCCLA. New CTSOs may be added at any time with both CTE Director and District Approval.

***Assistant CTSO Advisors include FBLA and FCCLA. Additional Assistant CTSO Advisor may be added at any time with both CTE Director and District Approval, based upon student numbers and participation.

****Head Middle School CTSO Advisors include 3 positions at each Middle School, to be assigned by the CTE Director annually. New CTSO's may be added at any time with both CTE Director and District Approval.

Hiring process for B-2-6 stipend positions:

- 1) Supervisor will email the stipend position announcement to all certified CTE staff in the building:
- 2) CTE Staff will respond via email indicating interest and skills
- 3) Supervisor will talk with each CTE candidate about expectations, work load, and qualifications
- 4) Supervisor will select the CTE certified staff member to fulfill the role
- 5) Stipend positions are on a year-to-year basis with supervisor approval

Note: *The building administrator may choose to split stipends.

At the conclusion of the 2024-25 school year, each Advisor will submit an accountability spreadsheet designed in collaboration with the CTE Director that will assist in the following:

During the 2025-26 school year, a committee will be formed, including at the CTE Director, 3 high school CTE teachers (selected by the department), 2 middle school CTE teachers (selected by the department), one secondary administrator and the District's Finance Director that will come together to review the proposed matrix and associated documents, and modify to make them financially feasible. The information collected by the committee will be provided to both parties in the summer of 2026. Upon receipt of the information, the parties will meet and negotiate as part of a reopener.