

Gunnison Watershed School District Teacher Salary Schedule 2024-25

Effective July 1, 2024

180 working days

\$3,000 added to each cell plus 2% step for all. Base increase varies from 2.9% to 6.3%

	1	2	3	4	5	6	7	8	9	10	11
Step	BA	BA+10	BA+20	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+70
1	50,475	51,425	52,393	54,159	55,183	56,226	57,291	58,376	59,484	60,614	61,766
2	51,425	52,393	53,381	55,183	56,226	57,291	58,376	59,484	60,614	61,766	62,941
3	52,393	53,381	54,389	56,226	57,291	58,376	59,484	60,614	61,766	62,941	64,140
4	53,381	54,389	55,417	57,291	58,376	59,484	60,614	61,766	62,941	64,140	65,363
5	54,389	55,417	56,465	58,376	59,484	60,614	61,766	62,941	64,140	65,363	66,610
6	55,417	56,465	57,534	59,484	60,614	61,766	62,941	64,140	65,363	66,610	67,882
7	56,465	57,534	58,625	60,614	61,766	62,941	64,140	65,363	66,610	67,882	69,180
8	57,534	58,625	59,737	61,766	62,941	64,140	65,363	66,610	67,882	69,180	70,504
9	58,625	59,737	60,872	62,941	64,140	65,363	66,610	67,882	69,180	70,504	71,854
10	59,737	60,872	62,030	64,140	65,363	66,610	67,882	69,180	70,504	71,854	73,231
11	60,872	62,030	63,210	65,363	66,610	67,882	69,180	70,504	71,854	73,231	74,635
12	62,030	63,210	64,414	66,610	67,882	69,180	70,504	71,854	73,231	74,635	76,068
13	63,210	64,414	65,643	67,882	69,180	70,504	71,854	73,231	74,635	76,068	77,529
14	64,414	65,643	66,896	69,180	70,504	71,854	73,231	74,635	76,068	77,529	79,020
15	65,643	66,896	68,174	70,504	71,854	73,231	74,635	76,068	77,529	79,020	80,540
16	66,896	68,174	69,477	71,854	73,231	74,635	76,068	77,529	79,020	80,540	82,091
17	68,174	69,477	70,807	73,231	74,635	76,068	77,529	79,020	80,540	82,091	83,673
18	69,477	70,807	72,163	74,635	76,068	77,529	79,020	80,540	82,091	83,673	85,287
19	70,807	72,163	73,546	76,068	77,529	79,020	80,540	82,091	83,673	85,287	86,932
20	72,163	73,546	74,957	77,529	79,020	80,540	82,091	83,673	85,287	86,932	88,611
21	73,546	74,957	76,396	79,020	80,540	82,091	83,673	85,287	86,932	88,611	90,323
22	74,957	76,396	77,864	80,540	82,091	83,673	85,287	86,932	88,611	90,323	92,070
23	76,396	77,864	79,361	82,091	83,673	85,287	86,932	88,611	90,323	92,070	93,851
24	77,864	79,361	80,888	83,673	85,287	86,932	88,611	90,323	92,070	93,851	95,668
25	79,361	80,888	82,446	85,287	86,932	88,611	90,323	92,070	93,851	95,668	97,521
26	80,888	82,446	84,035	86,932	88,611	90,323	92,070	93,851	95,668	97,521	99,412
27	82,446	84,035	85,656	88,611	90,323	92,070	93,851	95,668	97,521	99,412	101,340
28	84,035	85,656	87,309	90,323	92,070	93,851	95,668	97,521	99,412	101,340	103,307
29	85,656	87,309	88,995	92,070	93,851	95,668	97,521	99,412	101,340	103,307	105,313
30	87,309	88,995	90,715	93,851	95,668	97,521	99,412	101,340	103,307	105,313	107,359

\$1,000 stipend for Doctorate

Teachers will be paid a coverage rate of \$30/hour pursuant to Article 13-9 of the Master Agreement.

Substitute teachers paid \$130 per 7.5 hour day

All columns increased to step 30 (23-24 school year)

Gunnison Watershed School District Special Service Providers Salary Schedule 2024-25

180 working days: SLP, OT

Effective July 1, 2024

\$3,000 added to each cell plus 2% step for all. Base increase varies from 2.9% to 6.3%

	1	2	3	4	5	6	7	8	9	10	11
Step	BA	BA+10	BA+20	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+70
1	51,112	52,075	53,056	54,846	55,883	56,940	58,019	59,119	60,242	61,387	62,554
2	52,075	53,056	54,057	55,883	56,940	58,019	59,119	60,242	61,387	62,554	63,746
3	53,056	54,057	55,078	56,940	58,019	59,119	60,242	61,387	62,554	63,746	64,960
4	54,057	55,078	56,120	58,019	59,119	60,242	61,387	62,554	63,746	64,960	66,200
5	55,078	56,120	57,182	59,119	60,242	61,387	62,554	63,746	64,960	66,200	67,464
6	56,120	57,182	58,266	60,242	61,387	62,554	63,746	64,960	66,200	67,464	68,753
7	57,182	58,266	59,371	61,387	62,554	63,746	64,960	66,200	67,464	68,753	70,068
8	58,266	59,371	60,499	62,554	63,746	64,960	66,200	67,464	68,753	70,068	71,409
9	59,371	60,499	61,649	63,746	64,960	66,200	67,464	68,753	70,068	71,409	72,778
10	60,499	61,649	62,822	64,960	66,200	67,464	68,753	70,068	71,409	72,778	74,173
11	61,649	62,822	64,018	66,200	67,464	68,753	70,068	71,409	72,778	74,173	75,597
12	62,822	64,018	65,238	67,464	68,753	70,068	71,409	72,778	74,173	75,597	77,048
13	64,018	65,238	66,483	68,753	70,068	71,409	72,778	74,173	75,597	77,048	78,529
14	65,238	66,483	67,753	70,068	71,409	72,778	74,173	75,597	77,048	78,529	80,040
15	66,483	67,753	69,048	71,409	72,778	74,173	75,597	77,048	78,529	80,040	81,581
16	67,753	69,048	70,369	72,778	74,173	75,597	77,048	78,529	80,040	81,581	83,152
17	69,048	70,369	71,716	74,173	75,597	77,048	78,529	80,040	81,581	83,152	84,755
18	70,369	71,716	73,091	75,597	77,048	78,529	80,040	81,581	83,152	84,755	86,391
19	71,716	73,091	74,492	77,048	78,529	80,040	81,581	83,152	84,755	86,391	88,058
20	73,091	74,492	75,922	78,529	80,040	81,581	83,152	84,755	86,391	88,058	89,760
21	74,492	75,922	77,381	80,040	81,581	83,152	84,755	86,391	88,058	89,760	91,495
22	75,922	77,381	78,868	81,581	83,152	84,755	86,391	88,058	89,760	91,495	93,265
23	77,381	78,868	80,386	83,152	84,755	86,391	88,058	89,760	91,495	93,265	95,070
24	78,868	80,386	81,933	84,755	86,391	88,058	89,760	91,495	93,265	95,070	96,911
25	80,386	81,933	83,512	86,391	88,058	89,760	91,495	93,265	95,070	96,911	98,790
26	81,933	83,512	85,122	88,058	89,760	91,495	93,265	95,070	96,911	98,790	100,705
27	83,512	85,122	86,765	89,760	91,495	93,265	95,070	96,911	98,790	100,705	102,659
28	85,122	86,765	88,440	91,495	93,265	95,070	96,911	98,790	100,705	102,659	104,653
29	86,765	88,440	90,149	93,265	95,070	96,911	98,790	100,705	102,659	104,653	106,686
30	88,440	90,149	91,892	95,070	96,911	98,790	100,705	102,659	104,653	106,686	108,759

Gunnison Watershed School District Special Service Providers Salary Schedule 2024-25

190 working days: Nurse, Psychologist, Counselor

Effective July 1, 2024

\$3,000 added to each cell plus 2% step for all. Base increase varies from 2.9% to 6.3%

	1	2	3	4	5	6	7	8	9	10	11
Step	BA	BA+10	BA+20	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+70
1	53,749	54,765	55,800	57,687	58,778	59,897	61,035	62,196	63,380	64,588	65,820
2	54,764	55,801	56,856	58,781	59,894	61,035	62,196	63,380	64,588	65,819	67,076
3	55,800	56,857	57,934	59,897	61,032	62,196	63,380	64,588	65,820	67,076	68,358
4	56,856	57,934	59,032	61,035	62,192	63,380	64,587	65,820	67,076	68,357	69,665
5	57,933	59,032	60,153	62,195	63,376	64,587	65,819	67,076	68,358	69,664	70,998
6	59,031	60,153	61,296	63,379	64,584	65,819	67,075	68,358	69,665	70,998	72,358
7	60,152	61,296	62,462	64,587	65,815	67,075	68,357	69,665	70,998	72,358	73,745
8	61,295	62,462	63,651	65,819	67,072	68,357	69,664	70,998	72,358	73,745	75,160
9	62,461	63,651	64,864	67,075	68,353	69,664	70,997	72,358	73,745	75,160	76,603
10	63,650	64,864	66,101	68,356	69,660	70,997	72,357	73,745	75,160	76,603	78,075
11	64,863	66,102	67,363	69,664	70,993	72,357	73,744	75,160	76,603	78,075	79,577
12	66,101	67,364	68,651	70,997	72,353	73,744	75,159	76,603	78,075	79,577	81,108
13	67,363	68,651	69,964	72,357	73,740	75,159	76,602	78,075	79,577	81,108	82,671
14	68,650	69,964	71,303	73,744	75,155	76,602	78,075	79,577	81,108	82,670	84,264
15	69,963	71,303	72,669	75,159	76,598	78,075	79,576	81,108	82,671	84,264	85,889
16	71,302	72,669	74,062	76,602	78,070	79,576	81,108	82,671	84,264	85,889	87,547
17	72,668	74,063	75,484	78,074	79,572	81,108	82,670	84,264	85,889	87,547	89,238
18	74,061	75,484	76,933	79,576	81,103	82,670	84,263	85,889	87,547	89,238	90,963
19	75,483	76,934	78,412	81,107	82,665	84,263	85,888	87,547	89,238	90,962	92,722
20	76,932	78,412	79,920	82,669	84,258	85,888	87,546	89,238	90,963	92,722	94,516
21	78,411	79,921	81,459	84,263	85,884	87,546	89,237	90,963	92,722	94,516	96,347
22	79,919	81,459	83,028	85,888	87,541	89,237	90,962	92,722	94,516	96,346	98,214
23	81,458	83,028	84,628	87,546	89,232	90,962	92,721	94,517	96,347	98,213	100,118
24	83,027	84,629	86,261	89,236	90,957	92,721	94,515	96,347	98,214	100,118	102,060
25	84,627	86,261	87,926	90,961	92,716	94,515	96,346	98,214	100,118	102,060	104,042
26	86,260	87,926	89,625	92,720	94,510	96,346	98,213	100,118	102,060	104,041	106,062
27	87,925	89,625	91,357	94,515	96,340	98,213	100,117	102,060	104,042	106,062	108,124
28	89,624	91,357	93,124	96,345	98,207	100,117	102,059	104,042	106,062	108,123	110,226
29	91,356	93,125	94,927	98,212	100,111	102,059	104,040	106,063	108,124	110,226	112,371
30	93,123	94,927	96,765	100,116	102,053	104,040	106,061	108,124	110,226	112,370	114,558

\$1000 stipend for Certified School Psychologist

**Gunnison Watershed School District Classified Employee Salary Schedule
2024-25**

Effective July 1, 2024

(Column 1 and 2) 4.5% to the base plus 2% step (Column 3) 3% to the base plus 2% step

contract days	195	260	260
Step	1	2	3
1	59,469	63,950	87,883
2	60,658	65,229	89,640
3	61,871	66,534	91,433
4	63,109	67,865	93,262
5	64,371	69,222	95,127
6	65,658	70,606	97,029
7	66,972	72,018	98,970
8	68,311	73,459	100,949
9	69,677	74,928	102,968
10	71,071	76,426	105,028
11	72,492	77,955	107,128
12	73,942	79,514	109,271
13	75,421	81,104	111,456
14	76,929	82,726	113,686
15	78,468	84,381	115,959
16	80,037	86,069	118,278
17	81,638	87,790	120,644
18	83,271	89,546	123,057
19	84,936	91,337	125,518
20	86,635	93,163	128,028

1 - Athletic Director, Emergency Manager

2 - Fleet Manager, District Maintenance, Nutrition Supervisor

3 - Transportation/Facilities Director, Accountant, Technology Director

Gunnison Watershed School District Classified Employee Hourly Wage Schedule 2024-25

Effective July 1, 2024

6% increase to base plus 2% step

Step	1	2	3	4	5	6	7
1	18.89	19.74	20.63	21.53	23.39	26.22	30.76
2	19.27	20.14	21.04	21.96	23.85	26.75	31.38
3	19.66	20.54	21.46	22.40	24.33	27.28	32.01
4	20.05	20.95	21.89	22.85	24.82	27.83	32.65
5	20.45	21.37	22.33	23.31	25.31	28.39	33.30
6	20.86	21.80	22.77	23.77	25.82	28.95	33.97
7	21.28	22.23	23.23	24.25	26.34	29.53	34.65
8	21.70	22.68	23.69	24.73	26.86	30.12	35.34
9	22.14	23.13	24.17	25.23	27.40	30.72	36.04
10	22.58	23.59	24.65	25.73	27.95	31.34	36.77
11	23.03	24.07	25.14	26.25	28.51	31.97	37.50
12	23.49	24.55	25.65	26.77	29.08	32.61	38.25
13	23.96	25.04	26.16	27.31	29.66	33.26	39.02
14	24.44	25.54	26.68	27.85	30.25	33.92	39.80
15	24.93	26.05	27.22	28.41	30.86	34.60	40.59
16	25.43	26.57	27.76	28.98	31.48	35.29	41.41
17	25.94	27.10	28.32	29.56	32.11	36.00	42.23
18	26.45	27.65	28.88	30.15	32.75	36.72	43.07
19	26.98	28.20	29.46	30.75	33.40	37.45	43.94
20	27.52	28.76	30.05	31.37	34.07	38.20	44.82
21	28.07	29.34	30.65	31.99	34.75	38.97	45.71
22	28.64	29.92	31.26	32.63	35.45	39.75	46.63
23	29.21	30.52	31.89	33.29	36.16	40.54	47.56
24	29.79	31.13	32.53	33.95	36.88	41.35	48.51
25	30.39	31.76	33.18	34.63	37.62	42.18	49.48
26	31.00	32.39	33.84	35.32	38.37	43.02	50.46
27	31.62	33.04	34.52	36.03	39.14	43.88	51.48
28	32.25	33.70	35.21	36.75	39.92	44.76	52.51
29	32.89	34.37	35.91	37.49	40.72	45.66	53.56
30	33.55	35.06	36.63	38.24	41.53	46.57	54.62

1 - Assistant Building Manager, Food Service, Auto Detailer (reviewed FY11-12, revised FY12-13)

2 - Lake Site Manager, Finance Office Staff (revised FY17-18), Substitute and Enrichment Coordinator (added FY22-23)

3 - Bus Driver, Dispatch (added FY22-23), Kitchen Manager (revised FY17-18)

4 - Office Manager, Building Manager (added FY17-18), Bookkeeper

5 - Data Analyst, Special Services Admin (moved from salary to hourly 16-17), Transportation & Facilities Admin (added FY22-23)

6 - Assistant to Sup't /HR, AP/Payroll Specialist (moved from salary to hourly 16-17), Benefits Coordinator (added 21-22)

7 - IT Specialist (moved from salary to hourly 16-17), Mechanic

Gunnison Watershed School District Classified Instructional Employee Hourly Wage and Salary Schedule 2024—25

Effective July 1, 2024

6% increase to base plus 2% step increase.

							180 Contract Days
Step	1	2		3	4	5	6
1	19.75	20.63		36,836	39,783	43,240	49,533
2	20.14	21.04		37,572	40,578	44,105	50,523
3	20.55	21.46		38,324	41,390	44,987	51,534
4	20.96	21.89			42,218	45,887	52,565
5	21.38	22.33			43,062	46,805	53,616
6	21.80	22.77			43,923	47,741	54,688
7	22.24	23.23			44,802	48,696	55,782
8	22.68	23.69			45,698	49,669	56,898
9	23.14	24.17			46,612	50,663	58,036
10	23.60	24.65			47,544	51,676	59,196
11		25.14			48,495	52,710	60,380
12		25.65			49,465	53,764	61,588
13		26.16				54,839	62,820
14		26.68				55,936	64,076
15		27.21				57,055	65,358
16		27.76				58,196	66,665
17		28.31				59,360	67,998
18		28.88				60,547	69,358
19		29.46				61,758	70,745
20		30.05				62,993	72,160
21		30.65					73,603
22		31.26					75,075
23		31.89					76,577
24		32.52					78,108
25		33.17					79,670
26		33.84					81,264
27		34.52					82,889
28		35.21					84,547
29		35.91					86,238
30		36.63					87,963

1 - Educational Assistant Non-Credentialed, Permanent Substitute Teacher Non-Credentialed

2 - Educational Assistant Credentialed, Permanent Substitute Teacher Credentialed

3 - Preschool Teacher PDIS Level 2

4 - Preschool Teacher PDIS Level 3, Occupational Therapy Assistant (OTA), Speech-Language Assistant (SLPA)

5 - Preschool Teacher PDIS Level 4

6 - Preschool Teacher PDIS Level 5 or 6

Preschool Teacher Level is determined according to Colorado Shines Professional Development Information System

Preschool Teachers with a CDE Teaching License are still classified employees, but paid on the teacher salary schedule

Credentials Required for Lane 2 (any one allows for lane 3): Teaching License, BA or MA in educational field, ECC level 2 or higher, RBT certification, Science of Reading certificate, RN/LPN/CNA/EMT Certification, Bilingual. After 10 steps in Lane 1, staff will be moved to step 11 in Lane 2 due to level of experience.

Gunnison Watershed School District Athletics Stipend Schedule

Effective July 1, 2024

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7	Lane 8
1	3,000	\$2,650	\$2,385	\$2,143	\$2,000	\$1,825	\$1,590	\$1,325
2	3,075	2,716	\$2,445	\$2,197	\$2,050	\$1,871	\$1,630	\$1,358
3	3,152	2,784	\$2,506	\$2,251	\$2,101	\$1,917	\$1,670	\$1,392
4	3,231	2,854	\$2,568	\$2,308	\$2,154	\$1,965	\$1,712	\$1,427
5	3,311	2,925	\$2,633	\$2,365	\$2,208	\$2,014	\$1,755	\$1,463
6	3,394	2,998	\$2,698	\$2,425	\$2,263	\$2,065	\$1,799	\$1,499
7	3,479	3,073	\$2,766	\$2,485	\$2,319	\$2,116	\$1,844	\$1,537
8	3,566	3,150	\$2,835	\$2,547	\$2,377	\$2,169	\$1,890	\$1,575
9	3,655	3,229	\$2,906	\$2,611	\$2,437	\$2,224	\$1,937	\$1,614
10	3,747	3,309	\$2,979	\$2,676	\$2,498	\$2,279	\$1,986	\$1,655
11	3,840	3,392	\$3,053	\$2,743	\$2,560	\$2,336	\$2,035	\$1,696
12	3,936	3,477	\$3,129	\$2,812	\$2,624	\$2,395	\$2,086	\$1,739
13	4,035	3,564	\$3,208	\$2,882	\$2,690	\$2,454	\$2,138	\$1,782
14	4,136	3,653	\$3,288	\$2,954	\$2,757	\$2,516	\$2,192	\$1,827
15	4,239	3,744	\$3,370	\$3,028	\$2,826	\$2,579	\$2,247	\$1,872
16	4,345	3,838	\$3,454	\$3,104	\$2,897	\$2,643	\$2,303	\$1,919
17	4,454	3,934	\$3,541	\$3,181	\$2,969	\$2,709	\$2,360	\$1,967
18	4,565	4,032	\$3,629	\$3,261	\$3,043	\$2,777	\$2,419	\$2,016
19	4,679	4,133	\$3,720	\$3,342	\$3,119	\$2,846	\$2,480	\$2,067
20	4,796	4,236	\$3,813	\$3,426	\$3,197	\$2,918	\$2,542	\$2,118
	HS Basketball	HS Head Baseball	HS Head Soccer	HS Head Golf	HS Asst Baseball	HS Asst Soccer	MS Head Football	MS Asst Football
	HS Head Hockey	HS Head Volleyball	HS Head X-Country	HS Asst Basketball	HS Asst Volleyball	HS Asst X-Country	MS Head Volleyball	MS Asst Volleyball
	HS Spirit Team	HS Head Track	HS Head Softball	HS Asst Hockey	HS Asst Track	HS Asst Softball	MS Head Basketball	MS Asst Basketball
		HS Head Wrestling	HS Head Swim	HS Asst Swim	HS Asst Wrestling		MS Head Wrestling	MS Asst Wrestling
		HS Head Football	HS Head Lacrosse	HS Asst Lacrosse	HS Asst Football		MS Head Gymnastics	MS Asst Gymnastics
					HS Asst Golf		MS Head Track	MS Asst Track
							MS Head X-Country	MS Asst X-Country

Gunnison Watershed School District Activities Stipend Schedule

Effective July 1, 2024

Step	Lane 9	Lane 10	Lane 11	Lane 12	Lane 13	Lane 14	Lane 15	Lane 16
1	\$2,385	\$2,010	\$1,500	\$1,330	\$930	\$530	\$255	\$133
2	\$2,445	\$2,060	\$1,538	\$1,363	\$953	\$543	\$261	\$136
3	\$2,506	\$2,112	\$1,576	\$1,397	\$977	\$557	\$268	\$140
4	\$2,568	\$2,165	\$1,615	\$1,432	\$1,002	\$571	\$275	\$143
5	\$2,633	\$2,219	\$1,656	\$1,468	\$1,027	\$585	\$281	\$147
6	\$2,698	\$2,274	\$1,697	\$1,505	\$1,052	\$600	\$289	\$150
7	\$2,766	\$2,331	\$1,740	\$1,542	\$1,079	\$615	\$296	\$154
8	\$2,835	\$2,389	\$1,783	\$1,581	\$1,105	\$630	\$303	\$158
9	\$2,906	\$2,449	\$1,828	\$1,620	\$1,133	\$646	\$311	\$162
10	\$2,979	\$2,510	\$1,873	\$1,661	\$1,161	\$662	\$318	\$166
11	\$3,053	\$2,573	\$1,920	\$1,703	\$1,190	\$678	\$326	\$170
12	\$3,129	\$2,637	\$1,968	\$1,745	\$1,220	\$695	\$335	\$175
13	\$3,208	\$2,703	\$2,017	\$1,789	\$1,251	\$713	\$343	\$179
14	\$3,288	\$2,771	\$2,068	\$1,833	\$1,282	\$731	\$352	\$183
15	\$3,370	\$2,840	\$2,119	\$1,879	\$1,314	\$749	\$360	\$188
16	\$3,454	\$2,911	\$2,172	\$1,926	\$1,347	\$768	\$369	\$193
17	\$3,541	\$2,984	\$2,227	\$1,974	\$1,381	\$787	\$379	\$197
18	\$3,629	\$3,058	\$2,282	\$2,024	\$1,415	\$806	\$388	\$202
19	\$3,720	\$3,135	\$2,339	\$2,074	\$1,450	\$827	\$398	\$207
20	\$3,813	\$3,213	\$2,398	\$2,126	\$1,487	\$847	\$408	\$213
	HS Student Council	GMS Head Science O	GMS Taylor Challenge	GHS LULAC club	MS Band	HS Senior Class	CBES SLC	GWSD DAC Rep
	GHS Climbing Team	GHS Head Science O	GHS Asst Drama Dir	GHS Journalism	GMS Vocal		Mentor	GHS Reading Club
	GHS Speech & Debate	GHS Vocal Music		HS Yearbook	MS Student Council		GES SLC	CBES 3-5 Grade Ski
	GHS Drama Director			GMS Asst Science O	HS Junior Class		SAC Rep	GES 5th Grade Ski
	GHS Band			GHS FFA	HS NHS		CBHS Current Events	GMS 6th Grade Ski
	GHS Mountain Bike Team			GCS Yearbook	CBSS SAGA		CBES Yearbook	GES 4th Grade Ski
				GHS Asst Speech & Debate			CBHS Music Club	CBES 1-2 Grade Ski
				GHS Skills USA				

Notes:

Positions may move lanes year to year based upon documented hours worked outside of school hours