

**SOCIAL WORKERS DIVISION
NEGOTIATIONS AGREEMENT
Douglas County School District 0001
And
Service Employees Local Number 226
2026-2027**

By this Agreement, dated July 13, 2026 by and Between the Board of Education of Douglas County School District 0001 (the District), and the Social Workers represented by Service Employees Local Number 226 (the Union), the parties do hereby agree as follows:

ARTICLE 1

The terms, conditions, and content of this Agreement shall be in effect for a period commencing August 1, 2026, and expiring July 31, 2027.

ARTICLE 2

1. "Covered Employee(s)," as used herein, shall include full-time Social Workers of the School District who met the conditions of, and who are represented in the negotiation of this Agreement by the Union.
2. "Union," as used herein, shall refer to the Service Employees Local 226.
3. "*Policies and Regulations*," as used herein, shall refer to the *Board of Education Policies of the Douglas County School District No. 0001* in effect at the date of the commencement of this Agreement as enacted by the Board of Education according to the laws of the State of Nebraska.
4. "District" as used herein, shall refer to the Douglas County School District No. 0001, State of Nebraska.
5. "Board" as used herein, shall refer to the Board of Education of Douglas County School District No. 0001.
6. "Full-Time Employee" as used herein, shall refer to employees who are employed on a regular basis for thirty (30) or more hours per week.
7. "Official Personnel File" as used herein, shall refer to an employee's record maintained by the employer in the Department of Talent Services.

ARTICLE 3

Each and every provision of the *Policies and Regulations* shall be binding upon both parties, throughout the term of this Agreement, notwithstanding that the District may act to change *Policies and Regulations* after the effective date of this Agreement. This provision shall mean that any Policies and Regulations not related specifically to mandatory subjects of bargaining or other

subjects contained within this Agreement, may be changed by the District and incorporated by reference to apply to the employees covered by this Agreement. The District agrees that it shall comply with the negotiated agreement if the agreement is inconsistent with Board policy.

ARTICLE 4

A. Salary Deductions

1. Mandatory

All deductions required by law will be made from the salary of wages of each covered employee. An employee may also make, upon direct authorization, other requested deductions made available by the District.

The District requires electronic direct deposit of employee's payroll checks. Employees must enter or update direct deposit information utilizing the District's online portal. The deposit will be made at the financial institution of the employee's choosing on each regular payday. Any employee not enrolled in the program will be enrolled in a prepaid debit card program.

2. Dues

The Union and the District agree that a single salary deduction for dues shall be made upon the written authorization of any employee covered under the terms of this agreement. Once notified under the terms stated below, the amount specified in the employee's authorization shall be withheld each pay period from the employee's wages and paid from the District to the Union. This deduction shall continue each pay period until the employee revokes his or her request in writing.

3. The Union must forward written authorizations to the District no later than the fifteenth of the month in order for the District to deduct the dues from the regularly scheduled paycheck of the following month. Only one written authorization will be accepted per year.
4. In the event of a termination of employment of a covered employee, the District shall deduct from the final paycheck of the covered employee a full month's dues for the final month of employment even though the employee's time worked may be less than a full month of covered employment.
5. Employees under this Agreement may revoke dues only once per year. The revocation must be made to the Union. Authorization for deduction of dues shall not be revoked except as of September 1 and then only upon written notice thereof received not prior to May 30 and not later than July 1 of each year.
6. The District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having written authorization.

7. The Union shall indemnify and hold the District harmless from any form of liability, or attorney fees, resulting from the District's attempts to comply with its Article 4, Section A obligations.

ARTICLE 5

1. Length of Year of Experience

For all purposes, including the adjustment of salaries and the computing of fringe benefits, 150 days on duty during the regular school year shall be counted as a creditable school year for Social Workers.

Social Workers will be assigned 188 regular duty days.

2. District or School Closure Day

In the event of a School Closure, or District Closure, staff will be expected to work remotely on days when students would otherwise have been present.

3. Remote Learning Days

In the event of a Remote Learning Day, employees in this bargaining unit will be expected to work remotely on days when students would otherwise have been present.

4. Late Start or Early Release

In the event the Superintendent declares a Late Start or Early Release as a result of inclement weather, covered employees assigned to school sites will work a revised schedule as designated by the Superintendent. Covered employees assigned to non-school sites will work their regular schedule.

5. Lunch Period for "Covered Employees"

Lunch period schedules for each "covered employee" shall be established to allow the covered employee an uninterrupted thirty (30) minutes per day to eat lunch.

ARTICLE 6

Acceptable Dress and Appearance

The District retains the right to determine appropriate dress code standards.

ARTICLE 7

Leaves of Absence - Employees shall be entitled to the leaves of absence as set forth in the *Policies and Regulations*. An employee on any leave of absence is not on duty and any day on leave of absence does not count for purposes of determining whether an employee has earned a creditable

year of service. For example, such an employee shall not receive credit toward advancement on the salary schedule during the period of leave nor shall such time count as years of service for the purpose of acquiring accumulated sick leave, or credit toward retirement. A position for an employee shall no longer be held if the employee on leave of absence remains away from duty beyond the expiration date of approved leave or renewal of leave.

1. Absence for Professional Purposes. Covered employees may be excused for professional purposes without loss of pay upon written application to the Superintendent or the Superintendent's designee. All absence for professional reasons, that is those reasons which will benefit and promote the work of the District, must be approved twenty school days in advance before such absence may be granted. The Chief Talent Officer may grant an exception to this requirement on a case-by-case basis. The Chief Talent Officer must also grant permission for such absence in writing, and notation of this fact must be made on the payroll by the certifying person.

Upon recommendation of the Superintendent, professional staff may be reimbursed for approved attendance at such professional meetings out of District funds. For budgetary purposes, as much planning as possible should be made one year in advance.

2. Personal Leave

- a. Each full-time employee who works thirty (30) or more hours per week shall be granted three (3) personal days per year (one and one half (1.5) days per semester for first year employees). Requests for Personal Leave must be approved by the principal or the employee's immediate supervisor. Approval will be subject to the District and department scheduling requirements and needs.

Whenever possible, business transactions shall be scheduled after the employee duty hours.

Each school year that an employee has unused personal leave days, the employee shall be awarded one sick leave day for each unused personal leave day, subject to limitations on maximum accumulation. Any such additional accumulation is recorded separate from the maximum accumulation.

PLEASE NOTE: Personal leave cannot be requested during the first five student contact days or on days when parent/teacher conferences are scheduled (exceptions shall be granted in the event of an emergency after consulting with your direct supervisor) or the last ten contracted days or on days immediately preceding or following a District observed federal or school holiday and/or recess period.

3. Sick Leave

Employees shall be entitled to sick leave as set forth in the *Policies and Regulations*. All full-time professional employees of the District shall be entitled to an annual sick leave allocation equal to one sick leave day per month, up to ten (10) sick days per year, with the total annual allocation being made available for use at the beginning of the fiscal year. Eligible employees

accumulate sick leave until they have reached the maximum accumulation for sick days. The maximum accumulation for sick days is 130 days for all full-time employees.

Employees who reach the applicable maximum shall no longer accrue sick leave. Once the employee's sick leave balance falls below the maximum, accrual shall commence again until reaching the maximum. Any otherwise eligible employee who is on a leave of absence shall not accrue sick leave while on a leave of absence.

The employee's accumulated sick leave may be used for the illness of an immediate family member. Immediate family member will include the employee's spouse, children, parents in a care facility, or an individual who is a permanent resident in the employee's home or for whom the employee has specific legal responsibility.

Whenever a first-year employee resigns within the first six months of employment, the employee is obligated to repay the amount of any sick leave benefit paid in excess of one day per month of actual employment.

Sick leave shall only be granted to employees for days when they are medically unable to work due to personal injury, illness or pregnancy-related conditions. Such conditions shall be certified to the Talent Services Department by principals or other authorized supervisory officers who may require a physician's statement to support their certification. The Chief Talent Officer may designate a second physician to conduct an examination to confirm the opinion of the employee's physician.

4. Payment for Accumulated Sick Leave

For employees retiring, an applicable dollar amount of the unused sick leave accumulated by a full-time employee who resigns or dies after 20 creditable years of service to the District, or who retires through normal, early or disability retirement under the Omaha School Employees' Retirement System, or is terminated due to reduction in force, shall be paid or applied to provide supplemental retirement or post-retirement medical care benefits as follows:

- a. The applicable dollar amount of the employee's unused sick leave shall be calculated as follows: 50% of the employee's contracted daily rate at the time of retirement or resignation, termination due to reduction-in-force, or death multiplied by the number of unused sick days, not to exceed the maximum days accumulation as defined in Article 7, Paragraph 3.
- b. If the employee dies after 20 creditable years of service to the District, the applicable dollar amount of the employee's unused sick leave shall be paid to the employee's estate in a lump sum within 60 days of the employee's death.
- c. If the number of the employee's unused sick leave days at the time of the employee's resignation or retirement is less than 10, the applicable dollar amount of the employee's unused sick leave shall be paid in a lump sum to the employee within 60 days of such resignation or retirement.

- d. If the number of the employee's unused sick leave days at the time of the employee's resignation or retirement is 10 or more, the applicable dollar amount of the employee's unused sick leave shall be applied to provide supplemental retirement income benefits and/or post-retirement medical care benefits pursuant to the terms and conditions of the District's Accumulated Sick Leave Conversion Plan. The employee shall not have any option to receive a cash payment of the applicable dollar amount of the unused sick leave or to have the unused sick leave applied to provide any form of benefit that is not provided under the District's Accumulated Sick Leave Conversion Plan.

A full-time employee who is terminated from employment because of a reduction-in-force shall, regardless of the number of the employee's creditable years of service to the District, be paid the applicable dollar amount of the employee's unused sick leave in a lump sum within 60 days of such termination.

4. Bereavement Leave – Employees shall be entitled to bereavement leave as set forth in the *Policies and Regulations*.
5. Election/Jury Duty – Employees shall be entitled to election leave as set forth in the *Policies and Regulations*.
6. FMLA Leave

Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993 as described in *Policies and Regulations*.

7. Military and Family Military Leave

Employees shall be entitled to military leave as set forth in the *Policies and Regulations* and as provided for by the laws of the State of Nebraska and of the United States.

ARTICLE 9

1. The hiring and employment of all employees shall be without regard to race, color, religion, gender, sexual orientation, marital status, disability, age, national origin, sex (including pregnancy), gender identity, gender expression, genetic information, veteran status, citizenship status, political affiliation, economic status, or participation or nonparticipation in any labor organizations, as set forth in the *Policies and Regulations*, the laws of the State of Nebraska, and the laws of the United States.

The District has the right to hire, suspend, discharge, assign or change jobs and job descriptions, create or modify policies, contract for services, transfer employees, promote, reward, discipline, determine work hours, and increase or decrease the work force. In the event it becomes necessary to reduce the covered employees' work force, consideration shall be given on the basis of qualifications for the position, which shall include but not be limited to, seniority status in the District and experience in the type of work required by the position in question. Management will also determine school calendar, hours of school, hours of work and all other procedures necessary to provide for the education and well-being of students in the District, except as otherwise specifically provided herein.

2. Transfer requests may be considered during the school year at the discretion of the District. All decisions are to be based primarily upon the welfare of the students and the Strategic Plan of the District.
3. Any employee who resigns shall give the District advance notice of ten (10) working days.

ARTICLE 10

Grievances shall be initiated pursuant to *Policies and Regulations*.

ARTICLE 11

Insurance Benefits:

Group Insurance Coverage:

1. Employee Medical-Hospitalization-Major Medical Insurance

In the event that the regulations change regarding the Patient Protection Affordability Care Act, both parties agree that negotiations will be immediately reopened to accommodate changes necessary for compliance by the District.

The District is currently providing Blue Cross/Blue Shield Blue Preferred (PPO) Plan to all full-time employees. The District shall offer employees the choice of the following from BlueCross/BlueShield: Network Blue PPO (\$1,200 deductible), Premium Select BlueChoice (\$0 deductible), or Blueprint Health (\$0 deductible). In the event the District's health insurance plan deductible increases or decreases during the contract year, the parties agree the new deductible will be the closest deductible to the current deductible that provides same or similar coverage.

Employees shall be included under the group insurance coverage plan on the first (1st) day of the month following 30 days of employment with the District. Insurance coverage is as follows:

The District shall pay the following dollar amounts toward the health insurance plan selected by the employee for the 2026-2027 contract year:

Coverage	Monthly	Yearly
Employee	\$902.48	\$10,829.76
Employee and Children	\$1,349.12	\$16,189.44
Employee and Spouse	\$1,397.42	\$16,769.04
Employee, Spouse and Children	\$1,876.38	\$22,516.56
Dual Employee	\$1,895.13	\$22,741.56

Dual Employee and Children	\$2,544.67	\$30,536.04
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The District shall pay the following dollar amounts toward the District's Dental Insurance Plan for both the duration of this Agreement:

Dental Insurance	Monthly	Yearly
Employee	\$28.67	\$344.04
Employee and Children	\$28.67	\$344.04
Employee and Spouse	\$28.67	\$344.04
Employee, Spouse, and Children	\$28.67	\$344.04
Dual Employee	\$57.34	\$688.08

Employees are eligible to purchase additional dental coverage for their dependents under the Blue Cross/Blue Shield Preferred Dental Plan.

No covered employee who a) was employed by the District during the 2025-2026 school year, b) remains employed during the 2026-2027 school year, and c) elects the same health insurance plan coverage tier for both school years, shall suffer a reduction in gross pay for the 2026-2027 school year as a result of the increase in employee health insurance premium contributions. Affected employees shall receive a single off-schedule salary supplement on the paycheck in December in an amount necessary to match the employee's gross pay for the 2025-26 contract year. For purposes of this clause, gross pay shall be defined as the covered employee's schedule salary plus any applicable Long Service Increment less the employee's health insurance premium contribution.

For the duration of this contract, a group health insurance re-opener clause will exist. If the Board seeks to change insurers, the objective and intent will be to maintain or improve employee coverage for similar or less cost than that charged by the present insurer for the time period this agreement is in force. If the Board determines that another insurance carrier could provide this benefit as described above, the carrier must meet similar standards to the current insurance carrier.

An employee who retires after completing all contractual obligations and who elects to begin his/her voluntary retirement before August 31 of the year of his/her retirement will continue to be covered by the health insurance program until August 31 of the year of retirement, and the premiums will be paid in the same manner that they were paid prior to taking voluntary retirement.

Group Term Life Insurance:

The District shall provide group term life insurance for employees in the amount of \$25,000.

Those employees who retire after September 1, 1985, shall receive Basic Group Term Life Insurance coverage equal to that which was in force immediately prior to retirement. This coverage will be in effect until the retiree's 65th birth date.

Following completion of one month's continuous full-time employment, each new full-time

employee shall be eligible to enroll for additional term life insurance with the employee paying the entire cost. No evidence of insurability will be required if enrollment is completed during this initial month of employment, or within 31 days of the date of eligibility. Insurance coverage will be effective the first of the month following date of enrollment. Premiums will be paid through payroll deduction.

The employee may choose an additional \$12,500, \$25,000, \$50,000, \$75,000, \$100,000, \$150,000, or \$200,000 of coverage.

For subsequent purchase of additional coverage, the full-time employee will be required to complete a health statement. The insurance company will review the health information and reserves the right to accept or reject the applicant. If the application is accepted by the insurance company, coverage will be effective on the first of the month following approval of the application for coverage.

The cost of the life insurance will be based upon the attained age of the applicant on the dates of application. Coverage will be continued on a year-to-year basis unless the individual elects to terminate coverage on any monthly premium due date. The cost in future years will be based upon the attained age of the individual on each September 1.

In the event of termination of employment of the employee, the employee may convert the voluntary term life insurance on the same basis as the basic group insurance plan if conversion is permitted under the governing plan. The terms and conditions of any voluntary life insurance policy the District may offer to employees are subject to change in the District's sole discretion.

2. Flexible Benefit Plan

A full-time employee who elects to receive health and/or life insurance coverage which requires premiums to be paid by the employee shall pay any required premiums pursuant to a salary reduction agreement under the District's Flexible Benefit Plan in order for such premiums to be excluded from the employee's income and social security tax base and accordingly, paid by the employee on a pre-tax basis. Employees subject to the foregoing requirement shall execute any documents or agreements required by the District as Administrator of the Flexible Benefit Plan to effectuate the employee's election and agreement to pay his or her required premiums for group health and/or life insurance on a pre-tax basis under the Flexible Benefit Plan. Any employee who fails to file the required salary reduction agreement shall be deemed to have elected under the Flexible Benefit Plan to pay the required premiums for health and/or life insurance coverage of the employee and his or her dependents through a reduction in salary, and the District shall be authorized to reduce and withhold the required premiums from the employee's salary as a pre-tax contribution to the Flexible Benefit Plan.

3. Long-Term Disability Program.

The District shall provide long-term disability benefits for employees incurring long illness. The benefit begins on the 91st calendar day following the date of disability. The program includes all full-time employees with 30 days of employment.

For those employees who become disabled after September 1, 1978, the amount of Social Security

benefits to be coordinated with the Monthly Indemnity Benefit provided under the Long-term Disability Plan shall be based upon the Social Security benefit in effect on the date of the initial disability award.

Any subsequent changes in the Social Security Law which result in an increase in Social Security benefits shall not be used to reduce the amount of Monthly Indemnity Benefit under the Long-term Disability Plan.

Any change in dependent status after the date of the initial disability award will be considered in the computation of Social Security benefits payable, and the Monthly Indemnity Benefit payable under the Long-term Disability Plan will be adjusted accordingly.

ARTICLE 12

Pension Plan

Covered employees shall be included under any pension plan established by the District.

ARTICLE 13

Long-Service Increment

Bargaining Unit Members shall receive a LSI increment as follows:

Completion of Years of Creditable Service	LSI Increment
15	\$950
20	\$2,000
25	\$5,800
30	\$7,700
35	\$9,600
40	\$11,500
45	\$13,400

LSI amounts are NOT cumulative. Creditable experience shall mean actual experience within the district as an employee of the District as defined in the *Policies and Regulations*.

ARTICLE 14

Social Worker Lead

Bargaining unit member(s) who serve as a Social Worker Lead shall receive an additional 10% of their salary and will be assigned 200 regular duty days.

ARTICLE 15

Spectator Event

Staff members with current District identification will be allowed entry for the staff member and their immediate family (spouse and children under 18 years of age) into any District spectator sport event.

ARTICLE 16

Mileage Reimbursement

The mileage reimbursement for use of personal automobiles for approved school business shall be at the rate established by law.

ARTICLE 17

1. Extra Pay.

a. Summer School.

Bargaining unit members who work beyond their contracted days during the summer shall be compensated at \$40.00 per hour or as specified by the grant funding activity.

b. Professional Development.

Bargaining unit members who instruct or lead professional development or attend District-required training or professional development, shall be paid \$15.00 per hour or as specified by the grant funding the activity. This activity must be approved by the employee's supervisor.

Bargaining unit members who engage in curriculum writing as defined and approved by the Coordinator of School Social Work, Coordinator of Mental Health Services, or Coordinator of MTSS-B shall be paid \$32.00 per hour.

c. Supervision.

Bargaining unit members who supervise lunch, before or after school activities, or athletic activities, including intramurals, shall be paid \$20.00 per hour. Lunch payment eligibility is limited to days when Social Workers are asked to supervise more than one 30-minute lunch.

d. Evening Activities / Parent Teacher Conferences.

Bargaining unit members who supervise or work school-regulated evening activities (i.e., conferences, open houses) shall be paid \$32.00 per hour. This does not include student team meetings, such as SATs, MTSS-B, MDTs, IEPs, or 504s. Bargaining unit members may be required to attend two to four parent/teacher conference sessions per year. A session may occur over multiple days. These scheduled conferences can occur before, during or after the duty day. Bargaining unit members will receive compensatory time for each hour worked outside of the duty day up to a maximum of seven hours. Bargaining unit members shall be paid \$32 per hour for scheduled parent teacher conferences in excess of seven hours outside of the duty day per semester.

e. Extracurricular duties.

Bargaining unit members may qualify for additional compensation for athletics, fine arts, and other extra duties as listed in Appendix A. The District will inform bargaining unit members of the manner in which these individual stipends will be disbursed.

2. Fieldwork Supervisors. Provided there is grant funding available to the District, those Social Workers who agree to act as a Fieldwork Supervisor for a social work fieldwork student who is completing their Advanced Level MSW fieldwork will receive a total stipend of One Thousand Five Hundred Dollars (\$1,500) for each year the Fieldwork Supervisor supervises the social work student. The Social Worker will receive Seven Hundred Fifty Dollars (\$750), or one-half of the total stipend, after completing 250 hours of supervision.

ARTICLE 18

Except as provided in the following paragraph, all new hires shall be placed on Step 1. Employees who have earned a creditable year during the previous contract year shall move on step for the 2026-2027 contract year only. Upon reaching the final step of the salary schedule, movement on step shall cease.

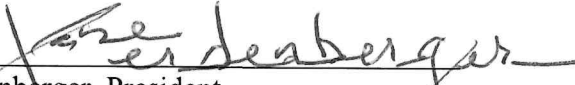
New employees hired to begin service as a full-time employee, who have prior OPS or outside work experience in a social work-related field, as determined by Talent Services, after having obtained a Master's degree in Social Work, shall receive credit for each such creditable year of service up to a maximum number of years equivalent to the top step of this agreement's salary schedule for initial placement on the salary schedule.

Any covered employee whose salary for the 2025-2026 school year is greater than the salary set forth in the 2026-2027 salary schedule following appropriate placement and movement on step shall remain at the 2025-2026 salary for the 2026-2027 school year.

Salary Schedule
2026-2027

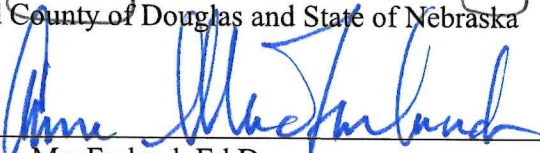
22A	Social Worker – 10M			
Step	MA	MA18	MA30	PHD
1	58,023	60,305	62,587	65,646
2	59,543	61,875	64,207	67,366
3	61,062	63,444	65,827	69,086
4	62,581	65,014	67,446	70,806
5	64,101	66,583	69,066	72,526
6	65,620	68,153	70,686	74,246
7	67,139	69,722	72,305	75,966
8	68,659	71,292	73,925	77,686
9	70,178	72,861	75,545	79,406
10	71,697	74,431	77,164	81,126
11	73,224	76,007	78,791	82,853
12	74,750	77,584	80,418	84,580
13	76,276	79,160	82,044	86,307
14	77,803	80,737	83,671	88,034
15	79,329	82,313	85,298	89,761
16	80,862	83,897	86,932	91,496
17	82,396	85,480	88,565	93,230
18	83,929	87,064	90,199	94,964
19	85,462	88,648	91,833	96,698
20	86,996	90,231	93,466	98,432

Attest:



Jane Erdenberger, President
School District No. 0001 in the City of Omaha
and County of Douglas and State of Nebraska

7/13/20
Date



Anne MacFarland, Ed.D.,
Secretary to the Board of Education
School District No. 0001 in the City of Omaha
and County of Douglas and State of Nebraska

7/13/20
Date



Steve Owens, President
Service Employees Local 226

7-9-20
Date

Appendix A
Pay for Athletics, Fine Arts and Other Extra Duty

High School Athletics Coaches & Assistant Coaches	2026-27
Assistant Athletic Director	\$10,500
Baseball Asst	\$4,610
Baseball Head	\$6,450
Basketball Asst	\$4,810
Basketball Head	\$8,610
Bowling Asst	\$2,510
Bowling Asst (B&G) Combined (Dual)	\$2,700
Bowling Head	\$3,890
Bowling Head (B&G) Combined (Dual)	\$4,510
Cross Country Asst	\$2,560
Cross Country B&G Asst Combined (Dual)	\$2,760
Cross Country B&G Head Combined (Dual)	\$4,610
Cross Country Head	\$3,580
Diving Coach (1 coach serves all High Schools)	\$5,430
eSports Asst (Per Semester)	\$2,150
eSports Head (Per Semester)	\$3,580
Football Asst	\$4,810
Football Head	\$8,610
Golf Asst	\$2,560
Golf Head	\$3,580
Soccer Asst	\$4,610
Soccer Head	\$6,450
Softball Asst	\$4,610
Softball Head	\$6,450
Special Olympics Coach	\$1,790
Swimming Asst	\$4,610
Swimming B&G Asst	\$4,860
Swimming B&G Head	\$7,380
Swimming Head	\$6,450
Tennis Asst	\$2,560
Tennis Head	\$3,890
Track & Field Asst	\$4,610
Track & Field B&G Asst	\$4,860
Track & Field B&G Head (Dual)	\$7,380

Track & Field Head	\$6,450
Unified Sports Asst	\$1,790
Unified Sports Head	\$2,870
Volleyball Asst	\$4,710
Volleyball Head	\$8,200
Wrestling Asst	\$4,610
Wrestling Head	\$6,450
Wrestling Head (B&G) Combined (Dual)	\$7,350
Wrestling Assistant (B&G) Combined (Dual)	\$4,810
High School Arts & Extracurricular	2026-27
Academic Club or Honor Society (Science Olympiad, Math Competition, Class Officers, National Honor Society etc.)	\$1,840
Academic Decathlon	\$1,840
Asst Band Dir (per Semester)	\$1,840
Cheerleader	\$4,860
Color Guard (per season fall and winter)	\$1,840
Culinary	\$1,330
Dance Team (Change from Pom Pom)	\$4,610
DECA	\$3,690
DECA (Asst)	\$1,840
DECA (Split Lead)	\$3,070
Dramatics (per event)	\$2,560
Drill Team	\$1,840
Educators Rising	\$4,100
FBLA	\$3,690
FBLA (Asst)	\$1,840
FBLA (Split Lead)	\$3,070
FFA	\$4,510
HOSA	\$3,690
HOSA (Asst)	\$1,840
HOSA (Split Lead)	\$3,070
Instrumental Music	\$8,610
JROTC Instructor - Split 2 at ea school = 1 Instructor Pay.	\$5,330
Newspaper	\$3,380
Pep Club	\$1,840
Robotics	\$2,560
Skills USA-VICA	\$3,690

Skills USA-VICA (Asst)	\$1,840
Skills USA-VICA (Split Lead)	\$3,070
Speech & Debate	\$4,610
Speech & Debate (Asst)	\$2,300
Speech & Debate (Split Lead)	\$3,840
Stagecraft	\$3,170
Student Government	\$3,070
Vocal Music	\$6,450
Yearbook	\$3,280
Middle School Athletics Coaches & Assistant Coaches	2026-27
Basketball Head	\$3,140
Basketball Asst	\$1,880
Cheer Coach	\$1,880
Cross Country Asst	\$1,560
Cross Country B&G Asst Combined	\$2,260
Cross Country B&G Head Combined	\$3,780
Cross Country Head	\$2,620
Drill/Dance Team Coach	\$1,880
Football Asst	\$1,880
Football Head	\$3,140
Soccer Asst	\$1,880
Soccer Head	\$3,140
Swimming Asst	\$1,880
Swimming Head	\$3,140
Track & Field Asst	\$1,880
Track & Field B&G Asst	\$1,880
Track & Field Head	\$2,620
Volleyball Asst	\$1,880
Volleyball Head	\$3,140
Wrestling Asst	\$1,880
Wrestling Head	\$3,140
Middle School Arts & Extracurricular	2026-27

Academic Club (Science Olympiad, Math Competition, Quiz Bowl etc.)	\$1,260
Assistant Band Director	\$1,040
Instrumental Music	\$3,660
Robotics	\$2,620
Student Council	\$1,260
Vocal Music	\$2,300
Yearbook - Middle School	\$1,880
Elementary School Arts & Extracurricular	2026-27
Academic Club	\$1,260
Safety Patrol Coordinator	\$1,880
Student Council	\$1,260