

AGREEMENT

BETWEEN THE

ELWOOD UNION FREE
SCHOOL DISTRICT

AND THE

ELWOOD TEACHERS'
ALLIANCE

JULY 1, 2025 TO JUNE 30, 2030

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This AGREEMENT is made and entered into this 15th day of July, 2025, by and between the BOARD OF EDUCATION OF ELWOOD UNION FREE SCHOOL DISTRICT, TOWN OF HUNTINGTON, SUFFOLK COUNTY, NEW YORK ("Board"), and the ELWOOD TEACHERS' ALLIANCE ("Alliance"), for and on behalf of itself and the employees, now or hereafter employed in the bargaining unit, as set forth in Article I(A) below.

The Board and the Alliance have collectively negotiated the terms and conditions of employment for the period July 1, 2025 through June 30, 2030, and have concluded a final agreement therefore, as follows:

ARTICLE I - RECOGNITION

A. Pursuant to the certification issued by the Public Employment Relations Board on March 24, 1972, the Board of Education of Elwood Union Free School District, Elwood, New York, recognizes the Elwood Teachers' Alliance, Local 1609, American Federation of Teachers as the exclusive representative concerning salaries, hours and terms and conditions of employment for all members of the staff whose position requires certification as teachers, including guidance counselors, psychologists, and social workers; excluding (1) the Superintendent; (2) Assistant Superintendents; (3) the immediate members of the Superintendent's professional staff; (4) all Elementary and Secondary School Principals and Assistant Principals; and (5) Administrative Assistants. Said recognition shall remain in effect for the duration of this agreement as provided for in Section 208 of the Public Employees Fair Employment Act.

B. The term "teacher," when used hereinafter in this Agreement, shall refer to all employees represented by the Alliance in the bargaining unit as defined above.

C. The Board agrees not to negotiate with any other employee organization except as provided by law for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted in accordance with Article XXVII of this Agreement.

D. Nothing contained herein shall be construed to restrict or deny any employee any rights granted by law or to limit obligations imposed under any law.

ARTICLE II - TEACHER AND ALLIANCE RIGHTS AND RESPONSIBILITIES

A. Pursuant to the Public Employees' Fair Employment Act of 1967, the Board hereby agrees that every teacher employed by the Board shall have the right freely to join and support the Alliance for the purpose of engaging in collective negotiations and other lawful activities. The Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Public Employees' Fair Employment Act, or any laws of New York or the Constitutions of New York and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment, by reason of his/her membership in the Alliance, participation in any activities of the Alliance or collective professional negotiations with the Board, or institution of any grievance, complaints, or proceeding under this Agreement, or otherwise, with respect to any terms or conditions of employment.

B. The Board specifically recognizes the right of its teachers appropriately to invoke the assistance of the Public Employment Relations Board or a mediator from such agency.

C. The Alliance shall have the right to reasonable use of school buildings for professional meetings during times when the building is staffed by the custodial staff.

D. The Board agrees to make available upon request of the duly designated Alliance representative, all public information concerning the fiscal resources of the district, tentative budgetary requirements and allocations of all information dealing with conditions of employment as set forth in the Public Employees Act of 1967.

E. The Board agrees to fully disclose to the Alliance the budgets of each school building as they relate to equipment, supplies and programs.

F. When it is necessary for the President of the Alliance, or the President's designee, to engage in Alliance activities directly relating to the Alliance's duties as representative of the teachers which cannot be performed other than school hours, upon notification of the Building Principal and with the approval of the Superintendent, or designated representative, upon reasonable notice, the president or designee shall be given such reasonable time necessary to perform any such activities without loss of pay or any other penalty. Examples of the above duties are teacher attendance at organization conventions, legislative meetings and participation as retirement delegate and at professional meetings.

G. The Alliance shall be given an opportunity at building faculty meetings to present brief announcements.

H. This Agreement shall not be interpreted or applied to deprive teachers of professional advantages heretofore enjoyed unless expressly stated herein.

I. The Board and the Alliance realize that the President and the Secretary-Treasurer of the Alliance are often required by the nature of their positions to spend a considerable amount of time during the year in matters that are not related to teachers, but to the general cause of education within the District. In consideration of this:

1. If the President of the Alliance is either a guidance counselor or a secondary school classroom teacher, the president will be relieved of two-fifths (2/5) of student load or classroom teaching assignments, respectively, by administrative accommodations or some other method. Wherever possible, efforts will be made to achieve morning teaching assignments for the President of the Alliance. In the event that the Alliance President is other than a guidance counselor or secondary school classroom teacher, the parties will meet to develop a system for equivalent release time which minimizes the impact of such release time on the educational program and on students in particular. The past practice, whenever it has been possible, of the President or Secretary-Treasurer, if a high school or middle school teacher, not being assigned a duty period or a home room, shall continue.

2. If the Secretary-Treasurer is a teacher in the elementary grades, the Principal(s) of the school(s) in which the Secretary-Treasurer teaches shall make every effort to keep the work load at a minimum.

3. The Administration will make every effort to work with the President and Secretary-Treasurer to arrange teaching schedules that will accommodate their responsibilities as officers of the Alliance.

J. Except for late developments, the concerned building faculty representative may submit to the building principal, at least twenty-four (24) hours in advance, items which will be included on the agenda of a building faculty meeting.

K. The September Orientation Day Schedule will provide for an Alliance luncheon.

L. The Board agrees that prior to establishing a summer school program it will meet with the Alliance to negotiate a summer school salary schedule.

M. Summer school positions, including Driver Education positions, shall first be offered to teachers in the bargaining unit on the basis of seniority and ability to perform before being offered to teachers outside the unit.

N. The Board shall solicit the views of teachers from within the building concerned when it is engaged in the process of selecting a new building administrator.

O. The Board agrees to make available exclusively to the Alliance the addresses and telephone numbers of all members of the bargaining unit.

P. Dues Deduction

1. The Board agrees to deduct from the salaries of the teachers, dues for the Elwood Teachers' Alliance, as said teachers individually and voluntarily authorize the Board to deduct and to transmit such monies to the Alliance. Teacher authorization shall be in writing in the form set forth in Schedule "D".

2. The Alliance will certify to the Board in writing the current rate of membership dues named in Section A above. The Alliance will give the Board thirty (30) days' written notice prior to the effective date of any such change.

3. Deductions shall commence with the first pay period after the start of the school year as agreed to by the parties and shall continue for twenty pay periods. Dues shall be deducted in twenty equal payments. For those teachers who submit deduction authorization forms after dues deductions have commenced, dues shall be taken out of each of the remaining twenty checks in the same amount as is deducted from teachers who have dues deducted over the full twenty periods.

4. No later than September 30th of each year the Board will provide the Alliance with a list of those employees who have voluntarily authorized the Board to deduct dues pursuant to subsection P-1 above.

5. The Board agrees that it will not accord dues deduction or similar check-off rights to any other teacher organization.

Q. Credit Union Deduction

The Board agrees to deduct from the salaries of the Teachers an amount of money to be deposited with the Teachers' Credit Union using direct deposit. Such deductions shall be made from the salaries of those teachers who individually and voluntarily authorize the Board in writing, on a form submitted by the Alliance, to deduct and transmit such monies to the Credit Union. The administrative procedures to be followed in implementing this proviso shall be mutually agreed upon between the Board and the Alliance, using subparagraph P(3) of this Article as a guideline.

R. VOTE/COPE

Teachers will be allowed to contribute to VOTE/COPE using payroll deduction. Only one election per year will be allowed.

S. No Strike

Neither the Alliance nor any employee covered by this Agreement shall engage in a strike (within the meaning of the Taylor Law) and neither the Alliance nor any employee covered by this Agreement shall cause, instigate, encourage or condone a strike.

T. The District will provide a biweekly payroll deduction for all benefits arising under the NYSUT Benefit Trust, upon request of any unit employee, provided it is feasible within the constraints of the District's existing computer payroll system to make such deduction, and provided that no deductions are sought for contributions of a political nature. The Alliance agrees to provide the District with documentation regarding benefits under the NYSUT Benefit Trust.

U. A teacher shall have the right to bring a representative from the Alliance to any meeting with the Administration that the teacher deems to be adversarial in nature.

ARTICLE III - BOARD AND ADMINISTRATION RIGHTS AND RESPONSIBILITIES

A. There is reserved exclusively to the Board all responsibilities, powers, rights and authority expressly or impliedly vested in it by the laws and Constitution of New York.

B. The Alliance recognizes that the Board is the policy-making, evaluative body, charged with the responsibility to interpret the educational needs and desires of the community and to translate them into policies and programs. The Alliance recognizes that the Board, as the elected representative of the people of Elwood, retains the right to establish and enforce, in accordance with the Agreement and its authority under law, reasonable rules and personnel

policies relating to the duties and responsibilities of teachers and their working conditions. This is to include, among other things, the management and control of school properties and facilities; grades and courses of instruction; athletic and recreational programs; methods of instruction, materials used for instruction; and the selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel. The Board agrees that where appropriate to do so, it will encourage teacher participation in the aforementioned areas of responsibility.

C. The Alliance specifically recognizes the right of the Board to invoke the assistance of the Public Employment Relations Board or a mediator from such agency.

D. Teachers leaving for any reason during the school year of each year of the contract will be replaced for the balance of that school year as quickly as possible.

E. The Superintendent and representatives of the Executive Board of the Alliance shall meet regularly on at least a monthly basis to discuss matters relating to the implementation of this Agreement and other matters of mutual concern. If the Superintendent is not available, he/she shall designate his representative, or if the Alliance prefers, the meeting shall be rescheduled for the earliest date on which the Superintendent is available.

F. The Principal of each school shall meet at least once a week with the Alliance Building Committee at the request of either party to discuss school operations and questions relating to the implementation of this Agreement, and any other matters of mutual concern.

G. The Board agrees where classes are being considered for elimination, the Building Principal will discuss the situation with the teachers of the concerned departments before any decision is made to eliminate any classes.

H. The Board and Administration agree that students shall be encouraged to take advantage of all elective courses offered in our schools. The Administration shall continue to establish policies to this end, including the publication of elective course offerings and the allowance for teachers to participate in presentations to students.

I. The Board will supply to all teachers, at no cost, a directory of all educational personnel in the Elwood Public Schools as of September 15 of each year, including teachers and administrators, building and central office secretaries, and members of the Board of Education.

J. The Board agrees that prior to reaching any decisions on staff cutback, which would adversely affect current teacher-pupil ratio, the Board will discuss the problem and any proposed solutions thereto with the Alliance.

ARTICLE IV - TEACHING HOURS AND UNASSIGNED TIME

A. No elementary teacher shall be required to remain at his/her assigned place of duty more than six (6) hours and thirty (30) minutes beyond the time scheduled to report for duty except as scheduled below. No middle school teacher shall be required to remain more than seven (7) hours beyond the time scheduled to report for duty except as scheduled below. No high

school teacher shall be required to remain more than seven hours, twenty minutes (7:20) beyond the time scheduled to report for duty except as scheduled below.

The workday for all elementary teachers assigned to the Harley Avenue and James H. Boyd Schools shall be 6 hours, 30 minutes, and the student day shall be 6 hours and 20 minutes. The work day for all teachers assigned to the middle school shall be 7 hours and the student day shall be 6 hours, 43 minutes. The workday for all teachers assigned to the high school shall be 7 hours, 20 minutes and the student day shall be 7 hours, 10 minutes.

B. Building Faculty Meetings - shall be scheduled no more than once every other week except in emergencies.

C. Department Meetings - shall occur no more than once per month. Additional emergency department meetings may be scheduled as needed.

D. No appointments with parents shall be scheduled for teachers without their prior consent, except in case of emergency. Elementary (grades 1-6) parent-teacher conferences shall consist of three one-half days of conferences, one of which shall be in the evening and two of which shall be in the afternoon (on the day of the evening conference, teachers shall be in attendance for half a day). These conferences shall be held on two days during the months of October-November and one day during the months of March-April, kindergarten as per past practice. At all times this provision shall be in accordance with the regulations of the New York State Education Department.

E. Teacher participation in administratively approved extra-curricular activities shall be voluntary and fully compensated in accordance with approved schedules.

F. All elementary teachers shall be entitled to a daily duty free lunch period of not less than forty (40) consecutive minutes and a daily period of equal length for preparation.

G. All secondary teachers shall be entitled to a daily duty free lunch period of forty (40) minutes plus one of equal length for preparation, except under abnormal scheduling.

H. The starting time for each school shall be set and staff notified by June 1st.

I. In the month of June during three school days, the elementary school shall have no students in attendance after 12 noon. This time will be used by teachers in completing their necessary professional responsibilities. Regular academic and special class schedules will be conducted through the last day of school. (Exception to this is library book circulation due to required inventory.)

J. Professional Conferences:

1. Teachers who receive approval from their Building Principals and the Superintendent to attend professional conferences will be reimbursed for their expenses in attending. The amount of reimbursement shall be agreed upon prior to the conference.

2. If the Administration requests that a teacher attend a conference, the District shall reimburse the teacher for all appropriate expenses.

K. There shall be no increase for teachers in types or duration of non-professional duty assignments not heretofore performed by teachers as a result of reassignment or reduction of teacher aides.

L. Conferences concerning observations shall be conducted during the regular school day except in an emergency.

M. Upon the approval of the Building Principal, school libraries may be closed one-half day per month for the purpose of inventory, processing books and other work that may be necessary.

ARTICLE V - TEACHER SCHEDULES AND ASSIGNMENTS

A. Teachers shall be notified by their Building Administrator of their tentative programs for the coming school year including the schools to which they will be assigned, the grades or level and/or subjects that they will teach, as soon as possible. This shall be no later than June 1st for all teachers. Upon request, a teacher may have this notification in writing. For the purpose of this Article, "tentative" shall mean final except for emergency.

B. The Board shall make available exclusively to the Alliance a copy of the Master Schedule of each school for the following year on or before June 1st.

C. To assure that pupils are taught by teachers working within their areas of competence, every effort will be made not to assign teachers outside the scope of their teaching certificates.

D. Where the District has made efforts to secure a substitute during a regularly appointed teacher's absence and has been unsuccessful in doing so, teachers in the affected school may be asked to volunteer to provide instruction during their preparation period. Part-time teachers shall be given the first opportunity to substitute on a voluntary basis. Teachers who volunteer to provide coverage will be paid \$35 per class period. If the per diem substitute rate should increase to a point which divided by five (5), then multiplied by a factor of 1.2 exceeds the \$35 per period, then the higher rate will apply. If there are insufficient volunteers to provide teaching coverage, the District will then be free to assign teachers to provide instructional coverage during their preparation period. Such assignment on a non-voluntary basis, however, may not occur more frequently than once per Monday - Friday work week for each teacher.

Effective July 1, 2025, teachers shall provide one (1) class coverage per school year, as needed, without compensation.

E. The assigned weekly teaching loads in the secondary schools will be 25 teaching periods. Teachers will be available for student supervision, consultation and small group or individual assistance for five (5) class periods per week (but not for any additional regularly scheduled class). Except for emergencies and as otherwise provided herein, every effort will be

made to avoid the assignment of a sixth regular teaching period to a member of the staff, by making use of part-time teachers.

Exceptions: In cases where the total student load of the teacher, due to a specialized situation (special education and reading), is lower than the load of other teachers, five (5) additional weekly scheduled classes may be assigned in place of tutorial work as mentioned above. The foregoing shall not be applicable to special education teachers at the middle and high schools effective October 1, 1990.

F. In the event that, as a result of student scheduling needs, there are class sections in a given department that cannot be filled by assignment to full time staff members, and where there are no part time staff members available for such assignments, and where the District seeks but receives no volunteers from existing full time staff to teach a sixth period to cover such class or classes, then the District shall have the right to assign a sixth period of teaching (per day) to a unit member whose normal work day consists of five periods of teaching per day. Such secondary unit member shall be compensated at the rate of an additional 20% of his/her salary for such an additional assignment for the period of such assignment, and shall further have no duty for the duration of such assignment.

The District's right to assign a sixth teaching period as described herein shall be further subject to the following conditions:

1. No such assignment shall be made until the District has exercised all due diligence, including advertising, to secure the services of a qualified and certified part time teacher to teach the class or classes. If the District is unable to secure the services of such a part time teacher by August 15 for the fall semester or January 15 for the spring semester, it may then assign a sixth period in accord with the herein provisions.

2. Sixth period assignments made hereunder shall be equitably rotated, subject to certification, tenure area and instructional needs.

3. Notwithstanding all of the other provisions herein, under no circumstances shall a teacher be assigned a sixth period until after three (3) full years have elapsed since his/her last such assignment.

4. No untenured teachers shall be assigned a sixth period.

G. Wherever scheduling permits, secondary teachers shall not be assigned more than three consecutive classes nor five consecutive classes and duty assignments.

H. Except as specifically provided for elsewhere in this Agreement, changes from teacher loads and assignments shall not be authorized without prior consultation with the teachers concerned.

I. 1. Part-time positions will be combined to form full-time positions, if possible.

2. Notwithstanding the above, the District shall be permitted to employ one part time teacher in each school within each of the following tenure areas: art, music, physical education, library/media.

3. If a part-time teacher employed under subsection 2 above is appointed to two positions over two complete consecutive school years equaling a total of 1.5 FTE or more, and staffing for the subsequent year projects a position for said staff member of 0.75 FTE or higher, said staff member will be given a regular probationary appointment, subject to law. The affected staff member shall receive one year of credit toward fulfillment of the probationary period as a result of the aforementioned part-time service.

4. The foregoing subsections 1, 2 and 3 shall be administered in a reasonable manner. Any claimed breach hereof may be submitted by the union immediately to expedited arbitration utilizing the arbitration clause of this agreement and submitted at the arbitration stage.

J. Secondary school teachers will not be required to teach more than two (2) subjects nor will they be required to undertake more than three (3) preparations at any one time on a continuing basis except in cases of mutual agreement between the Teacher and Building Administrator. In specialized area departments such as Foreign Language, Business/Marketing, Technology, Family and Consumer Science, Physical Education, Developmental Skills and Special Education, where the range of offering and teacher availability may make this policy unworkable, the above statement does not apply.

K. Register of Attendance Reports: Pupil attendance procedures shall be in accordance with applicable law and the regulations of the New York State Education Department. The teachers agree to continue to record the basic attendance data for each individual pupil. The Alliance recognizes the basic attendance record is a legal document and that current practice and procedure will continue with regard to both the role of the teacher and the attendance clerk in protecting the accuracy of the record.

L. Inter-School Teacher Programs: In arranging schedules for teachers who are assigned to more than one school during a school day, the Superintendent shall make an effort to limit the amount of inter-school travel. Such teachers shall be assigned no more than five (5) classes per day with no extra duty whenever possible.

M. A conscientious effort will be made in scheduling to permit teachers to remain in the same assigned room.

N. Assignment of faculty to supervisory duties in corridors, cafeterias, study halls, playgrounds, etc. shall be worked out by the Building Principals and the involved building faculties prior to the start of the school year.

O. Except for unusual circumstances, librarians shall not be assigned supervisory duties which are not related to the library program in their own schools.

P. The Alliance recognizes the important influence which staff members have with residents of the community and in order to maintain and strengthen these ties, each staff member shall attend the annual "Back to School Night" program.

Q. High School courses for high school students may only be taught by members of the bargaining unit, except as indicated in Article XXIX(A). College courses must also be taught by members of the unit if they are for high school credit.

R. Special Education Teachers will receive the equivalent of two (2) days of released time to prepare I.E.P's and/or annual reviews.

S. Guidance counselors shall work one additional evening during the school year as assigned by the administration, in addition to "Back to School Night" referred to in Paragraph "P" above. The District shall have the option to require guidance counselors to work two (2) evenings in addition to the foregoing. The administration shall remunerate such services by granting the guidance counselor compensatory time off at the rate of one evening being the equivalent of one half day of work. Alternatively, the administration may remunerate such additional services at the rate of 1/400th of salary for each additional evening assignment.

T. Unit members shall provide extra help to students requesting same. Said extra help shall be reasonably scheduled by the teacher at times that a student can avail him/herself of such assistance, such times to be during the school day or immediately adjacent to the start/end of the school day, on days school is in session. In addition, unit members at the secondary level shall be required to post and distribute an extra help schedule at the onset of the school year.

ARTICLE VI - CLASS SIZE AND COMPOSITION

A. The Board and Alliance accept the education principles that:

1. Small classes generally offer more opportunity for teachers to know their students better.

2. Small classes are more likely to see teachers using a greater variety of instructional materials and methods than are larger classes.

3. Experimentation, innovation, and invention are more likely to occur in smaller classes than in larger ones.

B. It shall be the policy of the Board of Education to continue endorsement of class sizes which are consistent with the above principles and good education practices. The Board and Alliance agree that there shall be mutual consultation and discussion in resolving any problems that may arise in implementing the above policy. In keeping with the above, it is recommended that class size should be as follows:

ELEMENTARY: K-1 22-26
 2-6 24-28

SECONDARY: The District shall endeavor, insofar as may be practicable, to adhere to a class size maximum of 29 students for all secondary (7-12) subjects, Physical Education and Music excepted. It is agreed and understood, however, that this number represents a guideline which may be exceeded by the District during times of economic distress and shall not be subject to the grievance procedure.

For Elementary and Secondary:

In order to stay within the above philosophy of class size, it is agreed that initial class structure will be such as to allow for growth within these limits. Special subjects will be scheduled as per the following considerations:

1. Safety
2. Student stations
3. Type of group
4. Purpose of class
5. Age and grade level
6. Degree of individualization need (facilities available)

Exceptions:

It may be necessary to alter the limits of class size for extra-ordinary or educational reasons such as:

1. Safety
2. Experimental classes
3. Restricted size and availability of classroom
4. Initiation of new course offerings
5. Completion of a sequence
6. Multiple instructional techniques
7. Unforeseen in-migration of pupils
8. Classes for those at either extreme of intelligence or ability scales
9. Other educational considerations which might conceivably outweigh a deviation of one or two pupils in terms of class size

C. Class size in Industrial Arts and Physical Education shall be set with due regard for health and safety conditions.

ARTICLE VII - TRANSFERS; PROMOTIONS; VACANCIES; SENIORITY

A. Promotions:

1. All openings for promotional positions and for new positions paying salary differentials shall be adequately publicized in every school in the District. All qualified teachers shall be given an adequate opportunity to make application for such positions.

2. In filling such vacancies, the Board agrees to consider the length of service in the District. The Board declares its support of a policy of promotion from within its own teaching staff whenever possible.

B. Transfers and Vacancies:

The Board and Alliance recognize that teacher transfers and reassignments may be disruptive of the educational process and optimum teacher performance, unless there are procedures which assure fairness and guarantee full consideration of the individual interest of teachers as well as the overall interests of school administration. Therefore they agree as follows:

1. During the school year, lists of teaching vacancies and/or new teaching positions created for the next school year shall be made available through the District Office to all teachers. In filling such positions, preference shall be given to presently employed teachers and their length of service.

2. When transfer or reassignment of teachers in a school or grade is necessary, all volunteers shall be given consideration and preference. The best interest of the individual and the School District will be of prime concern.

3. The Alliance recognizes occasions may arise when teachers must be transferred involuntarily. All teachers who are to be transferred involuntarily shall be notified by May 1, except in case of emergency.

4. Involuntary transfers shall be made on the basis of inverse seniority (the person with the least seniority is the person transferred) except for transfers for incompatibility and those resulting from teacher layoff(s).

C. Seniority

Seniority, for the purpose of transfer, is to be defined as time within the District. Where seniority within the District is irrelevant, time within the school shall control.

The District shall provide to the Alliance by October 15 each year, a seniority list of all teachers in the unit. Such list will be reviewable by the Alliance for errors and corrections and in the event of a dispute may be grieved.

Pursuant to Section 2510 of the State Education Law, it is agreed as follows:

1. If the Board of Education abolishes an office or position and creates another office or position for the performance of duties similar to those performed in the office or position abolished, the person filling such office or position at the time of its abolishment shall be appointed to the office or position thus created without reduction in salary or increment, provided the record of such person has been one of faithful, competent service in the office or position he has filled.

2. Whenever the Board of Education abolishes a position under this section, the services of the teacher having the least seniority in the system within the tenure of the position abolished shall be discontinued.

3. If an office or position is abolished or if it is consolidated with another position without creating a new position, the person filling such position at the time of its abolishment or consolidation shall be placed on a preferred eligible list of candidates for appointment to a vacancy that then exists or that may thereafter occur in an office or position similar to the one which such person filled without reduction in salary or increment, provided the record of such person has been one of faithful, competent service in the office or position he has filled. The persons on such preferred list shall be reinstated or appointed to such vacancies in such corresponding or similar positions in the order of their length of service in the system at any time within seven years from the date of the abolition or consolidation of such office or position.

D. Excessed Teacher Rights

1. Excessed tenure teachers on the Recall List shall be offered the option to continue all medical, dental and group life benefits if the carrier approves. The continuation shall be at the group rate and at the teacher's expense.

2. In no event shall an excessed teacher be given consideration above that guaranteed under 2510 of the State Education Law.

3. Vacancies that occur within district will be published immediately. In addition, projected layoffs caused by declining enrollment will be determined as soon as possible and the parties affected notified of future status.

4. Teachers who are laid off will receive salary credit for sick leave on a one for three basis. In the event that a laid-off teacher is rehired, such teacher has the option of maintaining his/her prior accumulation of sick days by paying back to the District the amount of money received for those sick days within thirty (30) days of return to service.

ARTICLE VIII - TEACHER AIDES; CLERICAL HELP

A. It is recognized that the time of teachers should be utilized for professional teaching activity and that non-teaching duties shall be eliminated whenever possible.

B. Clerical help and office machines in the school buildings shall be available to teachers for school purposes subject to the discretion of the principal.

ARTICLE IX - TEACHER FACILITIES

A. Each school shall have the following facilities:

1. Space in each school in which teachers may safely store personal belongings, instructional materials and supplies.

2. Well-lighted and clean teacher rest rooms with supplies of the highest quality.

3. A separate desk with lockable drawer space for every full-time elementary teacher in the system. A desk for every two teachers on the secondary level.

4. Adequate chalk board and bulletin board space in every classroom.

5. Copies exclusively for teachers' use of all texts, teacher's editions and manuals, used in each of the courses he/she is to teach.

6. Adequate grade books, paper, pencils, pens, chalk, erasers, and other subject materials required in daily teaching responsibility. Where available within a building, additional instructional supplies will be provided to a teacher upon his/her request.

7. Each school will have fully equipped art and music rooms wherever space permits.

8. Teachers will have free access to curriculum materials in each school library.

B. Insofar as reasonably practicable and expeditiously as possible, each school will be provided with the following:

1. A teacher work area containing adequate equipment and supplies to aid in preparation of instructional materials.

2. An appropriately furnished room to be used as a faculty lounge. This room shall be in addition to the aforementioned work area. Furniture that is broken or removed shall be repaired or replaced. The faculty lounge will be air conditioned.

3. An adequate eating area, separate from the students. Specific effort will be made to offer choice quality foods which will meet dietary requirements.

C. All faculty room windows will be screened at all times, excepting fire window exits, and faculty rooms will be equipped with a refrigerator and microwave oven.

D. Telephones shall be available and reasonably accessible at no private expense to teachers for school related matters. Such telephones will be located so that privacy of conversation is assured.

E. Any unsafe conditions reported to the Building Administration will be corrected as soon as possible.

ARTICLE X - SCHOOL YEAR

A. The school year is construed to begin September 1st, and to close June 30th, with pre-opening staff meetings and other orientation procedures as part of the regular school year. The teachers shall be excused in June following the last day of the register period session if all duties have been completed in a satisfactory manner. Permission to leave prior to school closing will not be granted for any reason, except in specific instances permission will be granted to attend summer institutes that start before school closes.

Teachers planning to apply for institutes that start before schools close should discuss this matter with their Building Principal to determine the feasibility of leaving early. Permission will only be granted upon written request prior to May 15, and approval by the Building Principal and Superintendent.

B. The school year shall consist of 184 days. In the event of emergency closing, the first three (3) school days shall not be made up.

C. Effective July 1, 2025, if the District does not use all emergency days in a given school year, an additional day off will be added to Memorial Day weekend of that school year.

ARTICLE XI - INCLEMENT WEATHER

When schools are to be closed due to inclement weather, an attempt will be made to notify teachers through the following methods:

A. A telephone chain list will be established by the administration within each building.

B. Employees may call the District emergency closing phone number after 6 A.M. (266-5400).

Every effort shall be made by the Superintendent to reach a decision two (2) hours before the beginning of the school day.

C. School Calendar Changes

1. When an unforeseen change to the adopted school calendar occurs after teachers' first work day of the applicable school year and prior to teachers' last work day of the applicable school year, teachers will be permitted to utilize personal day(s), or if the teacher does

not have any remaining personal days, unpaid leave day(s) for work day absences resulting from the change to the school calendar, subject to the following conditions:

2. A teacher's plans must have been made prior to the date of the qualifying event causing the calendar change, and the teacher must demonstrate that financial loss will occur from the cancellation and/or modification of those plans. Unit members must make every effort to cancel or reschedule prearranged plans to minimize or eliminate financial loss. The unit member must submit satisfactory documentary proof of his/her plans and financial loss associated therewith to the Superintendent no later than thirty (30) working days from the date of the calendar change. The District reserves the right to verify the documentation.

3. Upon timely submission of the above documentation, the unit member may request, in writing, the use of remaining personal day(s) standing to his/her credit during the rescheduled period. The Superintendent, or his/her designee, will in writing determine whether the unit member shall be allowed to utilize personal day(s) standing to his/her credit for absences resulting from the calendar change. Requests shall not be unreasonably denied.

4. If the unit member does not have any remaining personal days standing to the employee's credit, he/she may request the ability to take the days as unpaid leave, which shall be determined by the Superintendent or his/her designee as set forth above. If approved, the unit member's salary will be reduced by 1/200 for each day of absence during this period, and the days on which a unit member utilizes such unpaid leave will not count towards seniority.

ARTICLE XII - SICK LEAVE POLICY

A. Sick leave shall be granted on the basis of twelve (12) days per year with unlimited accumulation. Newly hired teachers in their first year of employment, however, shall be granted ten (10) days per year, accruable at the rate of one (1) day per month, with unlimited accumulation. Commencing with the second year of employment and thereafter, however, such new teachers shall be granted twelve (12) days per year.

A new teacher in the first year of employment may use sick days in excess of the one day per month accrual, provided that the teacher has executed an authorization to the District to deduct any such days used in excess of accrued days from the teacher's final paycheck in the event of termination of employment before the year ends.

B. During the teacher's extended illness, the Board of Education will require periodic medical reports.

C. After five years on the staff, teachers will be automatically notified of their accumulated number of unused sick days. All teachers will be promptly advised of their accumulated number of unused sick days upon requesting this information from the human resources office.

D. Catastrophic Illness Protection Plan. It is the desire of the District to provide adequate and appropriate sick leave should any teacher become subject to extended illness or long term disability.

All teachers who from accident or illness become disabled will be covered by a 66 2/3% salary policy which will take effect at the expiration of their unused sick leave or ninety calendar days from the onset of the condition, whichever period is longer.

Therefore, the disabled teacher will receive full pay for the entire period of the teacher's available accumulated sick leave or ninety calendar days, whichever is longer and the 66 2/3% salary policy will go into effect thereafter.

In the event of an involuntary leave from work due to a severe illness or accident requiring prolonged hospitalization or recovery that does not qualify for the catastrophic illness protection plan set forth above, which occurs during the school year, and from which the member is expected to return to work upon recovery from their illness or accident, a teacher may borrow from future sick leave up to a period of thirty (30) days per school year, to be used no more than once every five (5) years.

Any unit member who borrows from their future sick leave entitlement shall forfeit two (2) of the twelve (12) annual sick leave entitlement per year at the start of each year until the total number of days owed to the District has been repaid in full. In addition, any remaining sick leave entitlement days remaining at the end of each school year will be deducted from their remaining borrowed sick leave entitlement, until they have reached the total number of days owed to the District.

E. A teacher may contribute sick leave days standing to his/her credit to another teacher who has no remaining sick leave days standing to his/her credit, up to a maximum of five (5) days per school year. Sick leave days may only be contributed to a unit member who has experienced an involuntary leave from work due to a severe illness or accident requiring prolonged hospitalization or recovery.

ARTICLE XIII - ABSENCES NOT CHARGEABLE TO CUMULATIVE SICK LEAVE

A. Personal Leave

1. Upon written request to the Building Administrator, at least three school days in advance, each teacher, commencing with their second year of employment, shall be entitled to three days of leave with the reason stated as "personal." Effective July 1, 2020, personal leave requested for a day immediately before or after a recess period (Christmas, winter and spring), a school holiday, or the Thanksgiving break shall be for the purpose of conducting personal business which cannot be accomplished on any other day. A reason must be given. If a unit member elects, that reason may be as simple as "personal". The decision to approve or deny the request shall be based solely on the teacher's attendance history. If denied, the Superintendent, or his/her designee, will provide a written reason for denial within two (2) business days of the request being received.

2. In the event of emergency, the prior request and approval requirements shall be deemed waived and the teacher in such circumstances shall notify the District of the absence and the reasons therefore as soon as it is possible to do so.

3. Unused personal days shall accrue as sick days.

B. Leaves for Other Purposes

Leaves of absence with full pay not chargeable against the teacher's sick leave shall be granted for the following reasons:

1. Absence when a teacher is called for jury duty. Compensation received for jury duty shall be refunded to the District.

2. Court appearance when subpoenaed as a witness in any case connected with the teacher's employment or the school.

3. Administratively approved visitation of other schools.

4. Time necessary to take a selective service physical examination.

5. When attending any function when so directed by the Administration.

C. Death in the Immediate Family

A maximum of five (5) days for each occurrence of death in the immediate family shall be granted.

The term "immediate" means spouse, children, mother, father, brothers, sisters, grandfather, grandmother, father-in-law, mother-in-law, grandchildren, daughter-in-law, son-in-law, step-mother, step-father, step-brother, step-sister, and any other members of the household of which the teacher has been a part.

A maximum of two (2) days for each occurrence of death of a brother-in-law, sister-in-law, aunt, uncle, niece or nephew shall be granted.

D. Military Obligations

Teachers who are called into temporary active duty, not to exceed thirty (30) days, in any unit of the United States Reserves or New York State National Guard and cannot defer this obligation at a time when school is not in session, shall be allowed such leave with full pay as necessary in order to discharge such obligations.

ARTICLE XIV - EXTENDED LEAVES WITHOUT PAY

A. Maternity Leave/Child Care Leave

1. A teacher shall be entitled to a childcare leave of absence for the purpose of preparing for the birth of and/or caring for a new-born infant or, in the case of adoption, a child up to five (5) years of age. The teacher shall be required to provide thirty (30) days' written

notice in advance of the date on which the requested leave is to commence. The notice shall also specify the ending date of the school semester when the requested leave will terminate. Child care leave shall be granted for the duration of the school semester in which it begins and shall, if desired by the teacher, include up to an additional two (2) school semesters. A birth occurring between July 1 and September 1 will be construed as occurring during the semester prior to September 1. The total duration of the leave shall be identified at the time the leave is requested. Once approved by the Board of Education, a child care leave shall not be extended beyond the time originally requested. Teachers on an approved child care leave are required to notify the District in writing of their intent to return. For leaves that extend beyond a school semester and end in June, notification is required not later than March 1; for leaves that extend beyond a school semester and end in January, notification is required by October 1. Leaves of one school semester or less will require 30 calendar days' notice of intent to return. In no event shall cumulative, consecutive childcare leave exceed 4 years.

In the event an employee who has applied for and been granted an unpaid leave of absence for child care becomes ill or disabled as a result of the pregnancy prior to the scheduled date of commencement of said leave, a period of absence due to such sickness shall be treated as paid sick leave and shall continue as such to the extent that the teacher's own reserve of paid sick leave days continues to exist, until such sickness is over. Thereafter, upon prompt notification to the District, the teacher's originally scheduled unpaid child care leave shall commence. If a teacher becomes ill or disabled for any reason after having commenced unpaid leave of absence for child care, however, such illness shall not serve to convert the absence to paid sick leave absence. Such teacher's status shall only be converted to paid sick leave absence if the sickness extends beyond the teacher's scheduled date to return to work and the teacher is unable to do so because of sickness. Payment of such sick leave would be coincident with the first date of the teacher's scheduled return to work. Notwithstanding the foregoing provision related to the specified termination date of leave under this section, a teacher on such leave may request a return to teaching at the beginning of a semester sooner than the one agreed upon. The request may be granted at the District's sole discretion, upon recommendation by the Superintendent.

2. A teacher who has not received a child care/maternity leave of absence shall be entitled to paid sick leave for absence directly resulting from disability incident to pregnancy and birth. Such paid sick leave shall commence at the time the employee discontinues work because of medical disability and shall terminate when such employee is no longer medically disabled. It is understood that a teacher may utilize accumulated paid sick leave during the six (6) week period for a normal delivery and eight (8) week period for a cesarean delivery. If such teacher exhausts her accumulated sick leave during this period she may borrow from future sick leave up to twenty (20) days per school year, which cannot be used beyond the initial six (6) or eight (8) week period, unless there is a medical certification that the teacher is unable to return to work. Any unit member taking maternity/child care leave and who borrows from their future sick leave entitlement shall forfeit four (4) of the twelve (12) annual sick leave days per year at the start of each year, until the total number of days owed to the District has been repaid in full. Furthermore, a teacher cannot borrow from future sick leave on a subsequent occasion until such time the District has been repaid in full for the prior borrowing of days.

3. In the administration of this article, the Board shall have the right to accelerate the date that either child care/maternity leave is scheduled to commence in the event

that the teacher involved is no longer able by competent medical determination or willing to physically perform the full range of his/her teaching and related duties. In the event of such Board-ordered accelerated leave, the teacher involved shall have the option to determine whether such accelerated time out on leave shall be considered paid sick leave or unpaid leave.

4. In the administration of this article, the extended sick leave provisions of the Sick Leave Article of this Agreement shall not be available for a teacher's absence for childcare, but shall be limited to medical problems where the teacher herself suffers from pregnancy and/or complications thereof.

5. It is further agreed and understood that any entitlement under the provisions of the Family and Medical Leave Act of 1993 shall be applied concurrently within the teacher's overall absence due to incapacitation by pregnancy as well as Child Care Leave.

B. Peace Corps, VISTA, National Teachers Corps, Exchange Teacher

A leave of absence without pay of up to two (2) years will be granted to any tenure teacher who joins the Peace Corps, VISTA, National Teachers Corps or serves as an exchange teacher, and is a full time teaching participant in such programs. Upon return from such leave, a teacher will be considered as if having been actively employed by the Board during the leave and will be placed on the salary schedule at the level that would have been achieved if not for the absence.

C. Military Leave

Military leave will be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States. Upon honorable discharge and upon return from such leave, a teacher will be placed on the salary schedule at the level that would have been achieved had the teacher remained actively employed in the system during the period of absence up to a maximum of four (4) years.

D. Personal Leave

A leave of absence without pay or increment of up to one (1) year may be granted for personal reasons at the discretion of the Board.

E. Professional or Public Service Leaves

The Board will grant a leave of absence without pay or increment to any teacher to campaign for, serve in public office, or serve on the staff of a professional teachers' organization for a period not to exceed two (2) years.

F. Educational Leave

A leave of absence without pay or increment of up to one (1) year may be granted for educational leave at the discretion of the Board. Educational leave shall be defined to mean a leave to enable a teacher to attend an accredited institution full time in working toward a degree,

to complete his/her thesis toward a degree, where such degree is being sought from an accredited institution.

In view of the compelling reasons that may accompany a request for educational leave (e.g., a deadline for completing a thesis; the necessity to satisfy a residency requirement, etc.) a teacher's request for such leave shall not be unreasonably denied.

G. Other Leaves

Other leaves of absence without pay may be granted by the Board.

H. All benefits to which a teacher was entitled at the time a leave of absence commenced, including unused accumulated sick leave, will be restored to the teacher upon return, and the teacher will be assigned to the same position which was had at the time said leave commenced, if available, or to an equivalent position.

I. All requests for leaves of absence and extensions or renewals thereof shall be applied for and granted or disapproved in writing.

J. Leaves of Absence

Except for maternity leave, which shall continue to be available for the entire staff, leaves of absence for any other reason under this Article shall be limited to tenured teachers.

ARTICLE XV - PROFESSIONAL COMPENSATION

A. Salary

1. The 2025-2026 salary schedule for unit staff, set forth in Schedule A-1, shall reflect an increase of 1.75% effective July 1, 2025. Step increment shall be granted for the 2025-2026 school year.

2. The 2026-2027 salary schedule for unit staff, set forth in Schedule A-2, shall reflect an increase of 2.0% effective July 1, 2026. Step increment shall be granted for the 2026-2027 school year.

3. The 2027-2028 salary schedule for unit staff, set forth in Schedule A-3, shall reflect an increase of 2.0% effective July 1, 2027. Step increment shall be granted for the 2027-2028 school year.

4. The 2028-2029 salary schedule for unit staff, set forth in Schedule A-4, shall reflect an increase of 2.0% effective July 1, 2028. Step increment shall be granted for the 2028-2029 school year.

5. The 2029-2030 salary schedule for unit staff, set forth in Schedule A-5, shall reflect an increase of 1.75% effective July 1, 2029. Step increment shall be granted for the 2029-2030 school year.

6. Teachers will receive a paycheck on the first Friday after return to work in September of each year.

7. Advancement to the MA75 column shall be granted only for credits completed on or after July 1, 1990, provided that prior approval for the selected course work shall have been obtained from the Superintendent of Schools or his/her designee.

8. Longevity: Teachers will continue to advance on and beyond the salary schedule for longevity purposes only.

a. Effective July 1, 2020, a teacher will receive payment of an additional 11% of base (BA Step 1) per year after twenty (20) years in the District. All teachers hired prior to July 1, 2020, on a step other than step 1 of the salary schedule shall be credited with years of service that correspond to their step. For example, a teacher hired on step 8 will be credited with 8 years of service for longevity purposes.

b. Effective July 1, 2020, a teacher will receive payment of an additional 11% of base (BA Step 1) per year after twenty-five (25) years in the District. All teachers hired prior to July 1, 2020, on a step other than step 1 of the salary schedule shall be credited with years of service that correspond to their step. For example, a teacher hired on step 8 will be credited with 8 years of service for longevity purposes.

c. Effective July 1, 2020, all longevity payments will be prorated based on actual years of service.

d. Effective July 1, 2025, for the purpose of longevity only, a unit member will be credited with one (1) full year of service if they remain on payroll for five (5) months or more.

e. The maintenance of longevity pay shall be governed by the provisions of this Article.

9. New teachers hired prior to March 1st will be advanced to a new salary step on the next September 1st; new teachers hired after March 1st will remain on step and advance one step on September 1st, after completing at least one full year of service.

B. Extra and Co-Curricular; Athletics

1. Teachers engaged in activities enumerated in schedules B and C shall be compensated in accordance with those schedules.

2. Teachers engaged in activities enumerated herein shall be placed on the appropriate column commensurate with the years of service in the concerned activity.

3. The percentage increases set forth in Section A shall be applied to Schedules B and C. Notwithstanding the foregoing, the following exceptions shall apply:

a. The newly established "Kickline Advisor" stipend and "overnight chaperone" stipend shall not receive the percentage increase effective July 1, 2017, but shall receive the subsequent yearly percentage increases thereafter.

b. The hourly rate of \$66.00 for curriculum writing and any hourly work performed shall not receive the percentage increases each year.

4. For monthly clubs running less than the full year, the stipend will be prorated utilizing a percentage based on the number of months the club will run.

For weekly and bi-weekly clubs that will be running for less than the entirety of the year, the stipend will be prorated using the following methodology: Utilizing the monthly club as a base, 1/10th of the stipend will be paid for each week the club is running. In addition, any clubs running more than ten (10) weeks, an additional amount will be paid per week, based on the frequency of the club (bi-weekly equaling 1/20th and weekly equaling 1/36th).

5. Effective July 1, 2025, the District shall pay or reimburse Suffolk County coaches' dues so they and their student-athletes are able to benefit from joining the organizations, such as attending Suffolk County athletic award ceremonies.

C. Home Tutoring

Effective January 27, 2022, the Board and the Alliance recognize that students from school that require home tutoring are entitled to the best professional tutoring. Therefore, the student's teacher(s) should be notified first about a tutoring assignment. If they are unable to tutor the student, an effort to secure a staff member in the same grade level (elementary) or department (secondary) should be made before expanding the search to additional Alliance members. If an Alliance member cannot fulfill the assignment, the District will contract it to members in a different unit (e.g., Teaching Assistants) or an outside vendor.

Tutors may meet remotely (e.g., using Google Meets) with homebound students either during the workdays (e.g., preparation or lunch period) or after school hours with consent from a parent/guardian. The rate of compensation is \$44.00 for a forty-five (45) minute period or \$66.00 per hour, inclusive of expense reimbursement if meeting in person.

If tutors meet in person with the student, they shall not be required to stay in the home with the child unless a parent/guardian is present. Should the student or parent/guardian not be present when the teacher arrives, the teacher shall leave and be compensated for one (1) hour.

D. When a regular pay day occurs within a vacation period, that pay day shall be advanced to the last day prior to the beginning of said vacation period, provided that not more than one pay period shall be advanced with respect to any vacation period.

E. Part-Time Teachers

Part-time teachers on the secondary level shall be compensated at the rate of 20% of their own step for each regular teaching class arrangement. A duty period may be assigned to such part-time teachers who teach 0.5 FTE or more. Part-time elementary special subject teachers normally teaching 6 periods per day shall be compensated 16 2/3% per period taught, with no duty assigned.

F. The rate of pay for Summer School Teachers will be 5% of the base salary (BA Step 1) for each two (2) week period worked.

G. Professional Improvement (Course Credit)

1. Graduate study in the form of course credits granted by institutions of higher learning, and in-service courses, may be accepted by the Board for the purposes of salary adjustment.

2. Teachers will submit application for course approval to the Superintendent. The Superintendent, or his/her designee, will respond, in writing, to a teacher's course approval application within twenty (20) working days of receipt of a completed application. Teachers will further submit official written evidence of successful completion of each course in order to qualify for salary adjustments.

3. Course credit will be granted for any approved graduate or in-service course successfully completed with a minimum grade of "C". Except as provided below, course credit will be granted for a maximum of 30 in-service hours attained while in the employ of the District, or attained prior to such employment as long as the course was one the District had previously found acceptable for purposes of salary adjustment. In-service course credits in excess of 30 may be accumulated provided, however, that a teacher who has amassed 30 in-service credits may not utilize any more than half of any future in-service credits. The following example is provided: a teacher on the MA 30 column who has attained such a placement by 30 in-service credits may utilize a maximum of 15 additional in-service credits for the attainment of MA 60 placement.

4. Effective August 23, 2023, Alliance members may submit online courses for graduate credit and/or in-service credit, without limit on the number of online credits, but subject to the District's approval.

5. Any graduate credits earned which were not specific requirements for a graduate degree, will be considered for purposes of salary adjustment, even though attained before the granting of the degree, as long as they were in the field of the teacher subject area. Teachers now in Elwood may have their transcripts re-evaluated.

6. a. Teachers completing courses should submit transcripts for Certificate Letters to the District Office immediately upon completion of the course work. It is the responsibility of the teacher to have official transcripts and/or Certificate Letters on file in the District Office substantiating any change in salary status.

b. Transcripts or Certificate Letters of course work completed prior to September 1st must be received by the District Office by October 1st. A letter from the teacher notifying the District that a transcript has been delayed will preserve a retroactive adjustment in salary to September 1, for transcripts which are in fact thereafter received up to February 1 of the school year.

c. Changes from one column to another on the salary schedule may be made at the beginning of the fall term only. Column movements to all columns beyond MA Column based on credits achieved in whole or part subsequent to September 1, 1998 shall be limited to one column movement every two years. This limitation on post-MA column movement shall in no way restrict the number of credits a teacher may achieve or accumulate at any time for salary advancement purposes.

7. There shall be a joint Teacher-Administrator Committee to make recommendations related to the offering of In-Service courses in the District.

8. For the purposes of salary computation, In-Service credit will be offered to teachers who prepare new courses, never taught before in the District. (20 hours to equal 1 credit).

9. Salary credit for use in movement to the MA75 column shall be granted pursuant to Article XV(A)(7).

H. Credit for Past Experience

Full credit for teaching experience outside of the District may be granted at the discretion of the Board of Education at the time of probationary appointment.

I. Credit for Military or National Service

1. Veterans shall be granted up to two (2) years' credit for military service at the time of probationary appointment.

2. Credit for teaching in the Peace Corps and for VISTA shall be granted up to two (2) years at the time of probationary appointment.

J. Committee On Special Education

Teachers who are required to serve after school at hearing will be reimbursed for the extra time at the hourly tutoring rate.

ARTICLE XVI - TAX SHELTERED ANNUITY

The Board shall make available to all members of the professional staff, the Tax Sheltered Annuity. Selection of the carrier of such annuity programs shall be at the option of the Alliance. The Board shall provide a program of payroll deductions to pay for these programs. TSA deposits for unit members will be made two times per month.

ARTICLE XVII - INSURANCE

The Board shall provide the following insurance for each teacher:

A. Health

1. Active Teachers

The District shall provide individual or family insurance coverage (whichever is applicable) to all teachers through the New York State Health Insurance Program (NYSHSIP), Prime Plan - Core Plus medical and Psychiatric Enhancements. The District shall provide, to teachers who so choose, individual or family insurance coverage (whichever is applicable) through the Health Insurance Program of Greater New York (HIP) instead of through the NYSHIP coverage. Payment of the premium for coverage shall be shared between the teacher and the District as follows:

a. Teachers shall pay twenty-two percent (22%) of the premiums for either Individual or Family coverage, as appropriate, with the District paying the remaining seventy-eight percent (78%).

b. The District will continue to assume payment of fifty percent (50%) of the premium for the optional "wrap around" policy.

2. Retired Teachers

The District shall provide individual or family coverage (whichever is applicable) through the New York State Health Insurance Program (NYSHIP), Prime Plan - Core Plus Medical and Psychiatric Enhancements, or, if the teacher so opts, through the HIP plan to all teachers who retire on or after the date of the execution of this contract. Payment of the premiums for coverage under both of these plans shall be shared between the teachers and the District. Teachers shall pay fifteen percent (15%) of premium for individual coverage or twenty five percent (25%) of the premium for family coverage. The District shall pay eighty five percent (85%) of the premium for individual coverage and seventy five percent (75%) of the premium for family coverage.

B. Life Insurance

Life insurance equal to one hundred percent (100%) of the annual salary of each teacher, except those who normally work less than thirty (30) hours a week, (rounded off to the nearest five hundred), with the accidental death and dismemberment benefits. The District will also participate in a "Supplementary Plan" which will enable teachers, by payroll deductions, to purchase additional life insurance at no cost to the District.

Provided that there is no consequential increase in District life insurance premium rates attributable to the following, teachers who retire subsequent to the execution of the parties' new contract shall be permitted to maintain \$20,000 group life insurance coverage at their own cost and expense.

C. Disability

Disability income insurance for each teacher, except those who normally work less than thirty (30) hours a week, providing a minimum of sixty-six and two-thirds (66 2/3%) percent of each teacher's income. There shall be a calendar day waiting period as described in the catastrophic illness protection plan for absence due to sickness or accident. The maximum annual benefit is \$45,000.

D. Dental

1. Eighty percent (80%) of the group dental insurance premium (individual or family coverage, whichever applies in the particular case) for each teacher, except those who normally work less than thirty (30) hours a week. Deductions for the remaining twenty percent (20%) premium cost shall be made from the salaries of those teachers who provide the Board with written authorization to make such deductions, provided, however, that in no event during the term of this Agreement shall the teacher's share of the annual premium exceed \$40.00 for family coverage and \$16.00 for individual coverage, plus 50% of the increase over and above 1985-86 district expenses respectively.

2. Pre-conditions will not be covered; reimbursement by the carrier shall be eighty (80%) percent for Type I service charges and sixty (60%) percent for Type II service charges. During the term of this Agreement there shall be no reduction in benefits from the plan which was in effect on June 30, 1977.

3. A joint committee will be established to study modifications to the dental plan. Said modifications shall generate no additional cost to the District.

E. Vandalism

Claims made by teachers for damage to personal property during school time will be reimbursed at the end of the school year. The District liability is limited to \$1500 per annum. Unused funds will accumulate for future use.

F. Waiver of Health Insurance

Unit members may formally choose to decline coverage in the District's existing medical insurance plan in exchange for a payment from the District. Effective as of January 1, 2010, unit members eligible for Individual coverage shall receive \$1,500 in each calendar year, in exchange for declining such coverage, and unit members eligible for Family coverage shall receive \$3,000 in exchange for declining such coverage.

Effective July 1, 2025, if (i) a minimum of 60 active members decline coverage with a breakdown of at least 7 members on the individual plan and 53 unit members on the family plan or (ii) a minimum of 54 unit members on the family plan decline coverage, unit members eligible for individual coverage shall receive \$3,000 in exchange for declining such coverage and unit members eligible for family coverage shall receive \$8,250 in exchange for declining such coverage. The number of unit members declining such coverage shall be measured annually on

January 1st. Should the unit fail to meet at least one of the two foregoing thresholds, the health insurance waiver payments shall revert to \$1,500/\$3,000 as described above for that year.

Any unit member who opts for this payment in lieu of the District's medical insurance plan shall be required to complete the appropriate District form on an annual basis, prior to the beginning of the calendar year in which he/she wishes to decline such insurance.

Any unit member who is not in the employ of the District on July 1 or who otherwise is employed for less than a full year and who opts for this benefit shall receive payment on a pro rata basis.

Any unit member who declines coverage in any given year and who subsequently needs to re-enroll in the insurance plan may do so, but shall be subject to a three (3) month waiting period. Such unit member shall receive a pro rata payment for the portion of the year for which he/she had no coverage.

G. Flexible Benefits

Employee contributions to health and dental insurance premiums shall be processed through an IRS Section 125 plan. The IRS125 plan shall permit all deductions allowable under IRS regulations.

ARTICLE XVIII - CURRICULUM AND EXPERIMENTATION

A. The Board agrees that all committees formed by Administrators and/or Supervisors which formulate policies affecting curriculum or instructional materials shall have Alliance representation. The Board recognizes the right of the Alliance to appoint representative committees to study and recommend changes to existing policies relating to curriculum or instructional matters. The Board further agrees that subsequent administrative action upon committee recommendations will be discussed with committee participants immediately prior to any action.

B. The Board agrees that there will be teacher participation in the institution and development of all new and experimental programs.

ARTICLE XIX - TEXTBOOKS

The Board agrees that all committees formed by Administrators and/or Supervisors which formulate policies regarding the use of textbooks shall have Alliance representation. The Board recognizes the right of the Alliance to appoint representative committees to study and recommend change of existing policies and textbooks. The Board further agrees that subsequent administrative action upon committee recommendations will be discussed with committee participants immediately prior to any action.

ARTICLE XX - TEACHER EVALUATION

A. All observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

B. Teachers may have access to their personnel files in both the school in which they teach or the District Office to review any document prepared by the teacher, college transcripts, progress evaluation forms prepared by the Principal or Supervisor, and other information which are not received as privileged or confidential.

C. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. In no case shall this be done publicly. Any such discipline, reprimand or reduction in rank, compensation or advantage including adverse evaluation of teacher performance or violation of professional ethics asserted by the Board or any agent or representative thereof shall be subject to the grievance procedure.

D. Any serious complaints regarding a teacher made to the Administration and/or Board of Education by any parent, student, or other person will be promptly called to the teacher's attention.

E. Complaints to the Board of Education concerning an individual shall be heard only in executive session. By this provision the Board undertakes the obligation of deferring for executive session a charge or complaint by a parent or resident of the District against any teacher. The Board does not, however, assume any obligation in a situation involving an intemperate outburst and/or a general commentary on teacher service in the District.

F. No material, excluding references and information obtained in the process of evaluating the teacher for employment, which is derogatory to a teacher's conduct, service, character or personality, shall be placed in the file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he/she has read such material by affixing personal signature on the actual copy to be filed with the understanding that such signature merely signifies having read the material to be filed. Such signature does not necessarily indicate agreement with its content. The teacher will also have the right to submit a written answer to such material and his/her answer will be reviewed by the Superintendent and attached to the file copy. As compared to derogatory or critical material in a teacher's file to which a teacher has the opportunity to attach rebutting and/or explanatory material, untrue material shall be physically removed from a teacher's file and the teacher shall have the opportunity to verify its removal and destruction.

G. Upon submission of written request and with the approval of the District Office, the teacher shall be furnished with a reproduction of any material in the teacher's file, excluding references and information obtained in the process of evaluating the teacher for employment.

ARTICLE XXI - PROBATIONARY AND TENURE STATUS

A. The probationary period and tenure status of teachers shall be in accordance with applicable law.

B. A teacher thought not to meet acceptable standards at any time during the probationary period will be informed of such status as soon as possible. The administration will endeavor to make this determination by the end of his/her second year of service in the District.

C. A teacher on probationary status will be notified by April 1st of each year if it is the administration's intent not to continue the employment of said teacher.

The foregoing modification shall not, however, derogate from the Board's authority to renew and/or discontinue at any time the service of any teacher during his/her probationary period prior to being placed on tenure, in accordance with the provisions of the State Education Law.

D. If it is to be recommended that a probationary teacher's services be discontinued and/or said teacher not be granted tenure, said teacher shall be notified of such intended recommendation and the date of the Board meeting at which such recommendation is to be considered at least thirty (30) days prior to such Board meeting. Such teacher may, not later than twenty-one (21) days prior to the aforementioned Board meeting, request, in writing, that he/she be furnished with a written statement giving the reasons for such recommendation. Within seven (7) days thereafter such written statement shall be furnished. Such teacher may file a written response to such statement with the District Clerk not later than seven (7) days prior to the date of the Board meeting.

ARTICLE XXII - TEACHER PROTECTION

A. Liability Protection

1. The Board shall provide an attorney or attorneys for, and pay such attorneys' fees and expenses necessarily incurred in the defense of a teacher in any civil or criminal action or proceeding arising out of disciplinary action taken against any pupil of the District while in the discharge of his/her duties within the scope of his/her employment. The Board shall not be bound to the above unless such teacher shall within ten (10) days of the time he/she is served with any summons, complaint, process or notice, deliver the original or a copy to the Board. (All in accordance with section 3028 of the Education Law.)

2. Save Harmless Clause - It is the duty of the Board to save harmless and protect all teachers from financial loss arising out of any claim, demand, suit or judgment by reason of alleged negligence or other acts resulting in accidental bodily injury to any person within or without the school building, provided such teacher at the time of the accident or injury was acting in the discharge of his/her duties within the scope of his/her employment and/or under the direction of the Board. The Board shall not be bound to the above unless such teacher shall, within ten (10) days of the time he is served with any summons, complaint, process or notice, deliver the original or a copy of the same to the Board. (All in accordance with Section 3023 of the Education Law).

B. Protection When Insured

A teacher suffering a work-connected injury through no negligence on his/her part, will receive benefits of the workers' compensation insurance carried by the School District. These benefits will be supplemented in order to insure full salary to the teacher for a period consisting of his/her accumulated sick leave or ninety calendar days, whichever is longer. Upon return to active service, the teacher's sick leave accumulation will be reinstated.

C. Teachers shall not be held responsible for monies which have been turned into the office for safekeeping. Teachers will be reimbursed for clothing which has been damaged while in the performance of their duties or as a result of the performance of their duties, if no negligence on the teacher's part is involved. Such reimbursement shall apply if the damage occurs within the school or while the teacher is engaged in the supervision of students and the teacher is not covered by his/her own liability policy.

ARTICLE XXIII - PHYSICAL EXAMINATION

New teachers may be required to have a pre-employment physical examination. Thereafter, the school district may require a physical examination once every three (3) years. If the teacher wishes to be examined by a doctor other than the school physician, he/she may do so provided the teacher pays the fee. Notwithstanding the foregoing, the Board reserves the right to require a physical examination of any teacher more frequently than as indicated above at the Board's expense unless the teacher chooses his/her own doctor.

The Board will arrange for staff members to have the Scratch Test and assume the costs thereof. Where the Scratch Test indicates a problem, an x-ray follow-up will be required. X-ray will be at the teacher's expense unless it can be arranged by the District at no expense to the teacher.

If there is a disagreement between the Board of Education and the teacher as to the selection of a physician, the teacher may select from a list of approved physicians approved by the Alliance and the District. The physician's fee will be paid by the District.

ARTICLE XXIV - RETIREMENT INCENTIVE PLAN

A. Teachers who retire under the service or disability retirement provisions of the NYSTRS, and who are not "vesting" and who will be eligible to receive a pension, and who have a minimum of twenty (20) years of credited New York State Teachers' Retirement System ("NYSTRS") or New York State Employees' Retirement System ("NYSERS") service and ten (10) years of Elwood service at the time of their retirement will receive payment for unused accrued sick leave on a "1 for 3" basis. To be eligible for this benefit, a written resignation for the purpose of retirement must be received no later than four (4) months prior to the retirement date of the employee.

B. Effective July 1, 2025, teachers who retire into NYSTRS when they are first eligible without penalty as defined by NYSTRS shall receive a one-time \$20,000 employer non-elective, non-discretionary contribution to the teacher's Internal Revenue Code § 403(b) account. Unit

members must provide an irrevocable letter for the purposes of retirement by March 1st of the year of retirement with an effective date of June 30th of the year of retirement.

Should an employee who tenders such a letter experience a significant life changing event between the date the letter is submitted and the effective date of retirement set forth in the letter which causes them to seek to rescind such letter, it is understood and agreed that the decision to accept or reject the request to rescind shall be at the sole discretion of the District, and that the decision shall be final and not subject to challenge.

C. Employees who satisfy the eligibility requirements set forth in this Article shall receive payment in the form of an employer, non-elective, non-discretionary contribution to the account established under Section 403(b) of the Internal Revenue Code of 1986 of the eligible employee, subject to and in accordance with the following terms:

1. In lieu of a cash payment for unused sick leave, the District, on behalf of the each eligible employee, shall make a one-time, non-elective, non-discretionary employer contribution, calculated for each eligible employee in accordance with the above provisions.

2. The non-elective employer contribution as specified above, shall be contributed to such provider as may be selected by an eligible unit member to receive employer contributions pursuant to all the terms specified herein. If an employee does not designate a 403(b) account which can receive an employer non-elective contribution, the District shall deposit a 403(b) account on behalf of the unit member as required by law.

3. Each eligible employee shall notify the District in writing of the total elective contributions, if any, made by such unit member to any Code Section 403(b) account, other than with respect to contributions made as an employee of the District. Such notification shall be provided no later than thirty (30) days prior to the required date of contribution.

4. The amount of the non-elective employer contribution shall not exceed the applicable annual contribution limits permitted under relevant law, i.e., Section 415(c)(1) of the Internal Revenue Code. In the event that the aggregate of the employer non-elective contribution exceeds the applicable annual contribution limitation, the excess amount shall be paid directly to the eligible unit member as compensation. All non-elective employer contributions and excess compensation amounts shall be remitted by no later than thirty (30) days after the employee's retirement or separation date, whichever is applicable, but no later than as otherwise required by law.

5. Under no circumstances, other than as specifically provided herein, shall any employee or his or her estate, receive the Retirement Benefit or Separation Benefit, whichever is applicable, in cash.

6. The Alliance and the District has made no representations to the bargaining unit members as to the position of the Internal Revenue Service ("IRS") regarding the tax-deferred status of these contributions or as the position of the NYSTRS or NYSERS regarding whether these contributions will be included in the member's final average salary. The District

will fulfill any applicable legal obligations in processing and reporting these contributions to NYSTRS or NYSERS, whichever is applicable.

7. The provision of the District non-elective contribution provided herein shall be deemed incorporated into the Adoption Agreement completed and executed by the District in connection with the adoption of its Section 403(b) Benefit Plan as if fully set forth herein.

D. The District will continue whatever the District currently provides regarding hospitalization and if the carrier approves, the right to continue his/her own participation in the District's group dental and life insurance program.

E. The District and the Alliance agree to meet during the month of January of each school year to review and discuss matters which relate to the possible or pending retirements of Elwood teachers, and to develop recommendations if there is mutual agreement on same.

ARTICLE XXV - STUDENT DISCIPLINE

A. The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom.

Each school shall set a policy of behavior and discipline for students, to be formulated by a committee of teachers, initiated by the Alliance with a Building Administrator. The policy shall be in writing and endorsed by the Superintendent.

B. Pursuant to the policy called for under A above, there will be a teacher-administrator committee in each school to establish discipline procedures.

ARTICLE XXVI - ATTENDANCE REVIEW

Before a District determination that a unit member has demonstrated misuse of sick leave and before the District's decision to institute the below described formal procedure, the Superintendent or designee shall hold an informal conference with the unit member to communicate the perceived problem, hear the employee's explanation, and discuss the matter. Thereafter, in the event that the District determines that the unit member has demonstrated misuse of sick leave, the following procedure shall be available for use by the District.

A. The Unit member shall be notified in writing of the District's concern. Said written notification shall also establish a conference date for a discussion of the District's concerns. The conference shall be held by the Superintendent or his/her designee. The employee shall have the right to Union representation at said meeting. A writing summarizing the conference shall be prepared by the Superintendent or his/her designee and provided to the employee. In the event that the procedure in paragraph B is not invoked within one (1) year of the delivery of the above summary to the employee, the same shall be removed from the employee's personnel file.

B. Thereafter, within a reasonable period of time, if no improvement in the employee's attendance record is evident, as determined by the district, a second conference shall

be held to review the lack of improvement. The employee may be represented by the Union at said meeting. Following said meeting, the Superintendent or designee shall issue a written determination which shall include a formal reprimand and may impose the requirement that the employee submit a sick note for the one (1) year next following issuance of the aforesaid determination.

C. Nothing hereinabove set forth shall be deemed a prerequisite to institution of appropriate disciplinary proceedings pursuant to law.

D. The decision to institute this procedure shall be reviewable by way of expedited arbitration pursuant to the rules for voluntary arbitration of the American Arbitration Association before an arbitrator chosen in accord with rules for selecting an arbitrator for grievances, as provided for elsewhere in this agreement.

E. The criteria will be based on attendance beginning with the 1988-89 school year.

ARTICLE XXVII - GRIEVANCE PROCEDURE

A. Declaration of Purpose

The establishment and maintenance of harmonious and cooperative relationship between the Board and its teachers is essential to the operation of the schools. It is the purpose of this procedure to secure, at the most immediate administrative level, equitable solutions to alleged grievances of teachers through procedures under which they may present grievances, free from coercion, interference, restraint, discrimination or reprisal, and by which the Board and its teachers are afforded adequate opportunity to dispose of their differences without the necessity of time-consuming and costly proceedings before administrative agencies and/or in the courts.

B. Definitions

1. A Grievance is a claim by any teacher or group of teachers in the negotiating unit based upon any event or condition affecting their welfare and/or terms and conditions of employment, or the interpretation, meaning or application of any of the provisions of this Agreement or any subsequent agreement entered into pursuant to this Agreement.

2. The term "Supervisor" shall mean any administrative or supervisory officer immediately responsible for the area in which an alleged grievance arises except for the Superintendent and assistant(s).

3. Aggrieved Party shall mean any person or group of persons in the negotiating unit filing a grievance.

4. Party in Interest shall mean the representative of the aggrieved party and any party named in a grievance who is not the aggrieved party.

5. Grievance Committee is the committee created and constituted by the Elwood Teachers' Alliance.

6. Hearing Officer shall mean any individual or Board member charged with the duty of rendering decisions at any stage in grievances hereunder.

C. Procedures

1. All written grievances shall include the name and position of the aggrieved party, and a statement setting forth the specific nature of the grievance and the facts relating thereto and the redress sought by the aggrieved party.

2. Except for informal decisions at Stage 1a, all decisions shall be rendered in writing at each step of the grievance procedure, setting forth findings of fact, conclusions and supporting reasons therefor.

3. If a grievance affects a group of teachers and appears to be associated with system-wide policies, it may be submitted by the Alliance directly at Stage 2, described below.

4. The Alliance will insure that individual teachers with a grievance will actually appear at grievance meetings which are held concerning their grievances.

5. The preparation and processing of grievances insofar as practicable, shall be conducted during the hours of employment.

6. The Board and the Alliance agree to facilitate any investigation which may be required to make available any and all material and relevant documents, communications and records concerning alleged grievances.

7. Except as otherwise provided in Stage 1a and Stage 1b, an aggrieved party and any party in interest shall have the right at all stages of a grievance to question all witnesses called against him/her, to testify and to call witnesses on his/her own behalf, and be furnished with a copy of any minutes of the proceedings made at each and every stage of the grievance procedure.

8. No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or by any member of the administration against the aggrieved party, any party in interest, any representative, any member of the grievance committee or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.

9. Forms for filing grievances, and other necessary documents will be jointly developed by the Board and the Alliance. The forms shall be available at the District Office and Building Offices.

10. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

11. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter formally with any appropriate member of the administration and having the grievance informally adjusted without the intervention of the

Alliance, provided the adjustment is not inconsistent with the terms of this Agreement. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects, be final, said adjustment shall not create a precedent or ruling binding upon either of the parties of this Agreement in future proceedings.

12. If any provision of this grievance procedure or any application thereof to any teacher or group of teachers in the negotiation unit shall be finally determined by any court to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue to full force and effect.

13. The District Office shall be responsible for accumulating and maintaining an Official Grievance Record which shall consist of the written grievance, all exhibits, transcripts, communications, minutes and/or notes of testimony, as the case may be, and written decisions at all stages. Official minutes may be kept at either party's discretion and expense, of all proceedings in Stage 2, 3, and 4. A copy of such minutes will be made available to the aggrieved party and his/her representative within two (2) days after the conclusion of hearings at Stage 2, 3, and 4. The aggrieved party shall advise the appropriate hearing officer of any errors in said minutes. Any such claim of error in the minutes shall become a part of the Official Grievance Record and the hearing officer shall indicate the determination made respecting any claimed error. The Official Grievance Record shall be available for inspection and/or copying by the aggrieved party, his/her representative and the Board, but shall not be deemed a public record.

14. The existence of the procedure hereby established, shall not be deemed to require any individual teacher to pursue the remedies here provided and shall not, in any manner, impair or limit the right of any individual teacher to pursue these remedies or any other remedies available in any other form.

15. The Alliance Grievance Committee shall be advised by the District Office of any grievance which reaches Stage 2 and of the decisions thereof.

D. Time Limits

1. The time limits specified for either party under this Article may be extended only by mutual agreement.

2. No written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within thirty (30) school days after the teacher knew or should have known of the act or condition on which the grievance is based.

3. If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.

4. Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party and his/her representative within a specified time limit, shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.

5. In the event a grievance is filed on or after June 1st, upon request by or on behalf of the aggrieved party, the time limits set forth herein will be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is possible.

Stage 1: Supervisor - Building Principal

a) A teacher having a grievance will discuss it with the teacher's supervisor, either directly or through a representative with the objective of resolving the matter informally. The supervisor will confer with all parties in interest but, in arriving at his/her decision, will not consider any matter, materials or statements offered by or on behalf of any such party in interest with whom consultation has been had without the aggrieved party or his/her representative present. If the teacher submits the grievance through a representative, the teacher may be present during the discussion of the grievance. If the matter is first discussed informally with an immediate supervisor and is not resolved, it will be discussed with the appropriate principal.

b) If the grievance is not resolved informally, it shall be reduced to writing and presented to the principal. Within five (5) school days after the written grievance is received by the Principal, he/she shall render a decision thereon in writing and present it to the teacher and teacher's representative.

Stage 2: Superintendent

a) If the teacher initiating the grievance is not satisfied with the written decision at the conclusion of Stage 1 and wishes to proceed further under the auspices of the Alliance pursuant to this grievance procedure, the teacher shall, within five (5) school days present the grievance to the Alliance's Grievance Committee for its consideration.

b) If the Grievance Committee determines that the teacher has a meritorious grievance, then it will file a written appeal of the decision at Stage 1 with the Superintendent within twenty (20) school days after the teacher has received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal. This provision shall not limit the individual teacher's right of appeal, provided in C-13 above.

c) Within five (5) school days after receipt of the appeal, the Superintendent or duly authorized representative shall hold a hearing with the teacher and his/her representative and all other parties of interest.

d) The Superintendent shall render a decision in writing to the teacher, or his/her representative within five (5) school days after the conclusion of the hearing.

Stage 3: Arbitration

a) If the aggrieved is not satisfied with the decision at Stage 2, and if the Alliance Grievance Committee determines that the grievance is meritorious and that appealing it is in the best interest of the District, he/she may submit the grievance to arbitration by written notice to the Superintendent and the Board within fifteen (15) school days of the decision at Stage 2. This provision shall not limit the individual teacher's right of similar recourse, however, as provided in C-13 above.

b) The Board and the Alliance agree to use the following permanent arbitrators, in rotating order:

1. Howard Edelman
2. Martin Scheinman
3. Robert Simmelkjaer
4. Rosemary Townley
5. Bonnie Siber Weinstock

Within five (5) school days, or as soon thereafter as possible, after such written notice from the aggrieved, the Board and the Alliance will contact the next arbitrator in rotation, and will obtain a commitment from said arbitrator to serve. Both parties will abide by the Rules and Regulations for Voluntary Arbitration of the AAA insofar as they do not conflict with the terms of this agreement.

c) The selected arbitrator will hear the matter promptly and will issue a decision not later than fourteen (14) calendar days from the date of the close of the hearing, and if oral hearings have been waived, then the date of the final statements and proofs are submitted to said arbitrator. The arbitrator will set forth the findings of fact, reasoning and conclusions on the issues in writing to the Board of Education and aggrieved.

d) The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and the Alliance (or the individual teacher where the grievance is not processed under Alliance auspices).

e) The decision of the arbitrator is final and binding on both parties except in the event that the arbitrator's award exceeds \$8,000, in which case the award becomes advisory. The only exclusion to this exception is in the event that the ruling prescribes the rehiring of a teacher and the contemplated cost is in excess of \$8,000. In the event that the ruling involves the rehiring of a teacher, then the decision is binding.

Stage 4: Board of Education

a) In the event the binding aspect of Stage 3, (paragraph e) does not apply: Within five (5) school days after receipt of the arbitrator's report, or in the event of unforeseen or unavoidable circumstances, then within ten (10) school days after such receipt, the Board shall hold a hearing on the grievance. The hearing shall be conducted in executive session. The official grievance record maintained by the Superintendent shall be available for the use of the Board. The Board may involve the parties of interest in the hearing.

b) Within the five (5) school days after the conclusion of the hearing, the Board shall render a decision, in writing, on the grievance.

c) Such action by the Board of Education shall be taken fifteen (15) days after receipt of the arbitrator's report.

ARTICLE XXVIII - COMMUNITY VOLUNTEERS

The Alliance recognizes that community volunteers can provide diversified opportunities for students and staff alike. Hence, in such cases where the unique skills and/or experiences of a community volunteer can be utilized to augment the existing educational program, community volunteers shall be permitted in the District, provided such volunteers not perform any functions or provide any services for which unit members are ordinarily paid, and further provided that the District first provide notice to the Alliance. It is understood that it is not the intent of this provision to adversely affect the unit or any of its members, nor shall it result in the displacement of any unit work. A dispute as to the application of this language may be submitted to expedited arbitration, utilizing the arbitration clause of this agreement and submitted at the arbitration stage. The foregoing shall not be asserted by the District as proof of lack of exclusivity on the part of the Alliance of unit instructional work.

ARTICLE XXIX - DISTANCE LEARNING

The Alliance recognizes that in certain circumstances, valuable educational experiences may only be available through the utilization of distance learning techniques. In such circumstances, the District shall have the right to provide instructional services through such distance learning means, provided that no bargaining unit member's work is displaced and further provided that the District first advises the Alliance of its intent to implement such distance learning services. It is understood that no unit member shall suffer a reduction in employment as a result of such implementation. A dispute as to the application of this language may be submitted to expedited arbitration, utilizing the arbitration clause of this agreement and submitted at the arbitration stage. The foregoing shall not be asserted by the District as proof of lack of exclusivity on the part of the Alliance of unit instructional work.

A. Credit Recovery

Notwithstanding the language contained in Article V(Q), the District may utilize BOCES instructors to teach credit recovery classes to high school students, provided that unit members are offered by BOCES the first opportunity to teach such classes.

B. Online High School Courses

1. If an online course is not a course which is offered at the District, the student can take the online course for credit. The grade for the online course will appear on the student's transcript but will not be calculated as part of the student's grade point average.

2. If a scheduled District course does not run due to insufficient student enrollment, the student can take the same course offered online for credit. The grade for the online course will appear on the student's transcript but will not be calculated as part of the student's grade point average.

3. If the District is unable to schedule a course for a student as a result of the student's full academic schedule, the student can take the course online for credit. The grade for the online course will appear on the student's transcript but will not be calculated as part of the student's grade point average.

ARTICLE XXX - MISCELLANEOUS PROVISIONS

A. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to the Agreement. Before the Board adopts a change in policy which affects wages, hours or any other conditions of employment of those in the negotiating unit, which is not covered by the terms of this Agreement and which has not been proposed by the Alliance, the Board will notify the Alliance in writing that it is considering such a change. The Alliance will have the right to negotiate such items with the Board.

B. This Agreement shall supersede any rules, regulations, or practices of the Board applying to the members of this negotiating unit, which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

C. An individual arrangement, agreement or contract between the Board and an individual teacher, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement and any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties.

D. In the event any guide, directory or publication is supplied by the administration or the Board to the teachers during the life of this Agreement, and such document contains matter that contradicts or is in conflict with any term or provision of this Agreement, this Agreement shall be deemed controlling.

E. If any provisions of this Agreement or any application of this Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall be not deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Any substitute provision or section shall be the subject of negotiations between the Alliance and the District; said substitute provision or action shall retain the equities of the original provision.

F. Copies of the School Board Agenda will be provided by calling the District Office, and minutes of previous Board of Education meetings will be sent to the Alliance at no cost, as soon as they become available.

G. Anti-discrimination clause: The Board and the Administration agree that there shall be no discrimination on the basis of race, color, creed, age or sex in its employment practices; including hiring, promotion, transfer, discharge and administration of any of the terms and conditions covered by the Agreement.

H. Teachers shall have the right to designate the title by which they want to be addressed (e.g., Mr., Mrs., Miss, Ms., Dr.).

I. The Board agrees to print this Agreement and to provide the Alliance with sufficient copies of same.

J. Labor-Management Committee

A Labor-Management Committee shall be established consisting of two (2) designees of the Superintendent of Schools and two (2) designees of the President of Union. The Committee shall meet periodically at mutually convenient times to discuss and attempt resolution of issues of common interest. Requests for a committee meeting may be initiated by either party with a proposed agenda for purposes of discussion.

ARTICLE XXXI - NEGOTIATION PROCEDURES: MODIFICATION AND DURATION OF AGREEMENT

A. It is contemplated that terms and conditions of employment provided in this Agreement shall remain in effect until altered by mutual agreement in writing between the parties. Nevertheless, because of the special nature of the public educational process, it is recognized that matters may from time to time arise of vital mutual concern of the parties which have not been fully or adequately negotiated between them. It is in the public interest that the opportunity for mutual discussion of such matters be provided. The parties accordingly agree to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.

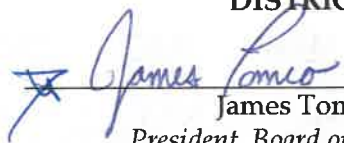
B. The provisions of this Agreement shall remain in effect until June 30, 2030.

C. The parties agree that negotiations for a successor Agreement should begin no later than March 15, 2030.

D. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

**ELWOOD UNION FREE SCHOOL
DISTRICT**

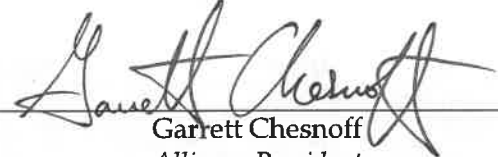


James Tomeo
President, Board of Education



Gayle Steele, Ed.D.
Superintendent of Schools

ELWOOD TEACHERS' ALLIANCE



Garrett Chesnoff
Alliance President

**SCHEDULE A-1
TEACHER SALARY SCHEDULE
2025-2026**

Step	BA	BA15	MA	MA15	MA30	MA45	MA60	MA75	PHD
1	\$56,300	\$59,403	\$67,396	\$71,016	\$74,295	\$77,925	\$81,595	\$87,032	\$95,758
2	\$57,251	\$60,275	\$69,650	\$72,965	\$76,687	\$80,385	\$84,013	\$89,433	\$99,277
3	\$59,513	\$62,134	\$71,940	\$75,121	\$79,094	\$83,060	\$86,421	\$91,847	\$102,773
4	\$62,960	\$65,624	\$75,301	\$78,883	\$82,681	\$86,683	\$90,194	\$95,618	\$106,582
5	\$65,461	\$68,148	\$78,816	\$82,714	\$86,440	\$89,697	\$93,993	\$99,414	\$108,763
6	\$67,530	\$70,599	\$82,087	\$86,014	\$89,771	\$93,527	\$97,269	\$102,690	\$111,476
7	\$69,801	\$73,952	\$86,244	\$90,151	\$93,901	\$97,655	\$101,408	\$106,826	\$114,958
8	\$72,712	\$76,200	\$89,236	\$93,155	\$96,899	\$100,657	\$104,447	\$109,873	\$117,928
9	\$75,212	\$78,187	\$91,417	\$95,773	\$100,011	\$103,753	\$107,501	\$112,923	\$120,843
10	\$77,328	\$80,236	\$94,265	\$99,136	\$102,771	\$106,926	\$110,662	\$116,089	\$123,737
11	\$79,603	\$82,303	\$99,371	\$103,547	\$106,813	\$110,507	\$114,201	\$119,625	\$126,352
12	\$81,577	\$84,495	\$101,483	\$106,127	\$109,405	\$113,790	\$117,409	\$122,832	\$129,306
13	\$84,264	\$87,524	\$104,937	\$109,605	\$113,400	\$116,941	\$121,546	\$126,962	\$133,263
14	\$86,114	\$89,630	\$108,155	\$111,072	\$116,946	\$119,917	\$125,126	\$130,553	\$136,571
15						\$121,574	\$128,455	\$133,880	\$139,443

SCHEDULE A-2
TEACHER SALARY SCHEDULE
2026-2027

Step	BA	BA15	MA	MA15	MA30	MA45	MA60	MA75	PHD
1	\$57,426	\$60,591	\$68,744	\$72,436	\$75,781	\$79,484	\$83,227	\$88,773	\$97,673
2	\$58,396	\$61,481	\$71,043	\$74,424	\$78,221	\$81,993	\$85,693	\$91,222	\$101,263
3	\$60,703	\$63,377	\$73,379	\$76,623	\$80,676	\$84,721	\$88,149	\$93,684	\$104,828
4	\$64,219	\$66,936	\$76,807	\$80,461	\$84,335	\$88,417	\$91,998	\$97,530	\$108,714
5	\$66,770	\$69,511	\$80,392	\$84,368	\$88,169	\$91,491	\$95,873	\$101,402	\$110,938
6	\$68,881	\$72,011	\$83,729	\$87,734	\$91,566	\$95,398	\$99,214	\$104,744	\$113,706
7	\$71,197	\$75,431	\$87,969	\$91,954	\$95,779	\$99,608	\$103,436	\$108,963	\$117,257
8	\$74,166	\$77,724	\$91,021	\$95,018	\$98,837	\$102,670	\$106,536	\$112,070	\$120,287
9	\$76,716	\$79,751	\$93,245	\$97,688	\$102,011	\$105,828	\$109,651	\$115,181	\$123,260
10	\$78,875	\$81,841	\$96,150	\$101,119	\$104,826	\$109,065	\$112,875	\$118,411	\$126,212
11	\$81,195	\$83,949	\$101,358	\$105,618	\$108,949	\$112,717	\$116,485	\$122,018	\$128,879
12	\$83,209	\$86,185	\$103,513	\$108,250	\$111,593	\$116,066	\$119,757	\$125,289	\$131,892
13	\$85,949	\$89,274	\$107,036	\$111,797	\$115,668	\$119,280	\$123,977	\$129,501	\$135,928
14	\$87,836	\$91,423	\$110,318	\$113,293	\$119,285	\$122,315	\$127,629	\$133,164	\$139,302
15						\$124,005	\$131,024	\$136,558	\$142,232

SCHEDULE A-3
TEACHER SALARY SCHEDULE
2027-2028

Step	BA	BA15	MA	MA15	MA30	MA45	MA60	MA75	PHD
1	\$58,575	\$61,803	\$70,119	\$73,885	\$77,297	\$81,073	\$84,891	\$90,548	\$99,627
2	\$59,564	\$62,710	\$72,464	\$75,913	\$79,785	\$83,633	\$87,407	\$93,046	\$103,288
3	\$61,917	\$64,644	\$74,846	\$78,156	\$82,289	\$86,416	\$89,912	\$95,558	\$106,925
4	\$65,504	\$68,275	\$78,343	\$82,070	\$86,021	\$90,185	\$93,838	\$99,481	\$110,888
5	\$68,106	\$70,901	\$82,000	\$86,056	\$89,932	\$93,321	\$97,790	\$103,430	\$113,157
6	\$70,258	\$73,451	\$85,403	\$89,489	\$93,398	\$97,305	\$101,199	\$106,839	\$115,980
7	\$72,621	\$76,940	\$89,728	\$93,793	\$97,695	\$101,600	\$105,505	\$111,142	\$119,602
8	\$75,650	\$79,278	\$92,841	\$96,918	\$100,814	\$104,724	\$108,667	\$114,312	\$122,692
9	\$78,251	\$81,346	\$95,110	\$99,642	\$104,051	\$107,945	\$111,844	\$117,485	\$125,725
10	\$80,452	\$83,478	\$98,073	\$103,141	\$106,923	\$111,246	\$115,133	\$120,779	\$128,736
11	\$82,819	\$85,628	\$103,386	\$107,730	\$111,128	\$114,971	\$118,815	\$124,458	\$131,457
12	\$84,873	\$87,909	\$105,583	\$110,415	\$113,825	\$118,387	\$122,152	\$127,794	\$134,530
13	\$87,668	\$91,060	\$109,176	\$114,033	\$117,981	\$121,665	\$126,456	\$132,091	\$138,647
14	\$89,593	\$93,251	\$112,524	\$115,559	\$121,671	\$124,762	\$130,181	\$135,827	\$142,088
15						\$126,486	\$133,645	\$139,289	\$145,076

SCHEDULE A-4
TEACHER SALARY SCHEDULE
2028-2029

Step	BA	BA15	MA	MA15	MA30	MA45	MA60	MA75	PHD
1	\$59,746	\$63,039	\$71,521	\$75,363	\$78,842	\$82,695	\$86,589	\$92,359	\$101,619
2	\$60,755	\$63,964	\$73,913	\$77,431	\$81,381	\$85,305	\$89,155	\$94,907	\$105,354
3	\$63,156	\$65,937	\$76,343	\$79,719	\$83,935	\$88,144	\$91,711	\$97,469	\$109,064
4	\$66,814	\$69,641	\$79,910	\$83,711	\$87,742	\$91,989	\$95,715	\$101,471	\$113,106
5	\$69,468	\$72,319	\$83,640	\$87,777	\$91,731	\$95,187	\$99,746	\$105,499	\$115,420
6	\$71,663	\$74,920	\$87,111	\$91,279	\$95,266	\$99,252	\$103,223	\$108,975	\$118,299
7	\$74,073	\$78,478	\$91,523	\$95,669	\$99,648	\$103,632	\$107,615	\$113,365	\$121,994
8	\$77,163	\$80,864	\$94,698	\$98,857	\$102,830	\$106,818	\$110,840	\$116,598	\$125,146
9	\$79,816	\$82,973	\$97,012	\$101,635	\$106,132	\$110,104	\$114,081	\$119,835	\$128,240
10	\$82,061	\$85,147	\$100,035	\$105,204	\$109,061	\$113,471	\$117,435	\$123,195	\$131,311
11	\$84,475	\$87,341	\$105,453	\$109,885	\$113,351	\$117,271	\$121,191	\$126,947	\$134,086
12	\$86,570	\$89,667	\$107,695	\$112,623	\$116,101	\$120,755	\$124,595	\$130,350	\$137,221
13	\$89,422	\$92,881	\$111,360	\$116,314	\$120,341	\$124,099	\$128,986	\$134,733	\$141,420
14	\$91,385	\$95,116	\$114,775	\$117,870	\$124,104	\$127,257	\$132,785	\$138,544	\$144,930
15						\$129,015	\$136,317	\$142,075	\$147,978

**SCHEDULE A-5
TEACHER SALARY SCHEDULE
2029-2030**

Step	BA	BA15	MA	MA15	MA30	MA45	MA60	MA75	PHD
1	\$60,792	\$64,142	\$72,773	\$76,682	\$80,222	\$84,142	\$88,105	\$93,975	\$103,397
2	\$61,818	\$65,084	\$75,207	\$78,786	\$82,805	\$86,798	\$90,715	\$96,568	\$107,197
3	\$64,261	\$67,091	\$77,679	\$81,114	\$85,404	\$89,686	\$93,316	\$99,174	\$110,972
4	\$67,983	\$70,859	\$81,308	\$85,176	\$89,277	\$93,598	\$97,390	\$103,246	\$115,085
5	\$70,683	\$73,585	\$85,104	\$89,313	\$93,336	\$96,853	\$101,492	\$107,345	\$117,440
6	\$72,917	\$76,231	\$88,636	\$92,876	\$96,933	\$100,989	\$105,029	\$110,883	\$120,369
7	\$75,370	\$79,852	\$93,124	\$97,343	\$101,392	\$105,446	\$109,498	\$115,348	\$124,129
8	\$78,513	\$82,279	\$96,355	\$100,587	\$104,630	\$108,687	\$112,780	\$118,639	\$127,336
9	\$81,212	\$84,425	\$98,710	\$103,414	\$107,990	\$112,030	\$116,077	\$121,932	\$130,484
10	\$83,497	\$86,637	\$101,785	\$107,045	\$110,970	\$115,456	\$119,491	\$125,350	\$133,609
11	\$85,954	\$88,869	\$107,299	\$111,808	\$115,334	\$119,323	\$123,312	\$129,169	\$136,432
12	\$88,085	\$91,236	\$109,579	\$114,594	\$118,133	\$122,868	\$126,776	\$132,631	\$139,622
13	\$90,987	\$94,507	\$113,309	\$118,349	\$122,447	\$126,270	\$131,243	\$137,091	\$143,895
14	\$92,984	\$96,781	\$116,784	\$119,933	\$126,276	\$129,484	\$135,108	\$140,968	\$147,467
15						\$131,273	\$138,703	\$144,561	\$150,568

**SCHEDULE B
CO-CURRICULAR SALARIES
2025-2026**

JOHN GLENN HIGH SCHOOL CLUBS	25/26
ASST. DIRECTOR OF STUDENT ACTIVITIES	2,217
FRESHMAN CLASS ADVISOR	2,651
GLENN VARIETY SHOW	2,864
HIGH SCHOOL TREASURER	5,787
HOMECOMING	1,287
INTERNATIONAL NIGHT	606
JUNIOR CLASS ADVISOR	3,696
KICKLINE ADVISORY - ANNUAL	5,770
KNIGHT TIMES NEWSPAPER	5,005
MARCHING BAND COLOR GUARD INSTRUCTOR	2,208
MARCHING BAND DIRECTOR	7,018
MARCHING BAND PERCUSSION INSTRUCTOR	2,941
MARCHING BAND FIELD INSTRUCTOR	2,672
MUSICAL ASSISTANT DIRECTOR	2,255
MUSICAL COSTUMES/CHOREOGRAPHER	1,916
MUSICAL DIRECTOR	3,738
MUSICAL PIT DIRECTOR	1,916
MUSICAL PRODUCER	1,916
MUSICAL REHEARSAL ACCOMPANIST	1,916
MUSICAL SETS - CONSTRUCTION	1,916
MUSICAL SETS - DESIGN/PAINTING	1,916
MUSICAL VOCAL DIRECTOR	1,916
SENIOR CLASS ADVISOR	4,603
SOPHOMORE CLASS ADVISOR	2,809
STUDENT GOVERNMENT ADVISOR	5,690
VIDEO YEARBOOK	2,270
VOLLEYBALL-A-THON	1,287
YEARBOOK ASSISTANT DIRECTOR	2,217
YEARBOOK DIRECTOR	7,345
YEARBOOK PHOTOGRAPHER	2,217

ELWOOD MIDDLE SCHOOL CLUBS	25/26
8TH GRADE ADVISOR	2,651
7TH GRADE ADVISOR	2,482
6TH GRADE ADVISOR	2,482
MS STUDENT ACTIVITIES DIRECTOR	3,719
YEARBOOK ADVISOR	3,685
YEARBOOK PHOTOGRAPHER	877
MIDDLE SCHOOL TREASURER	3,613
MUSICAL DIRECTOR	3,689
MUSICAL - ASSISTANT DIRECTOR	1,013
MUSICAL PRODUCER	2,591
MUSICAL - MUSIC DIRECTOR	1,916
MUSICAL - SETS	1,982
MUSICAL - COSTUMES	871
MUSICAL - ART	641
MUSICAL - STAGE MANAGER	811
VIDEO YEARBOOK	877

BOYD CLUBS	25/26
BOYD MUSICAL CHOREOGRAPHER	2,020
BOYD MUSICAL DIRECTOR	2,020
BOYD MUSICAL DIRECTOR	2,020
BOYD MUSICAL PRODUCER	2,020
BOYD MUSICAL SETS AND ART	2,491
BOYD STUDENT COUNCIL	2,145

JGHS/EMS	25/26
CLUBS - MEETING WEEKLY	2,929
CLUBS - MEETING BI-WEEKLY (every two weeks)	2,270
CLUBS - MEETING MONTHLY	1,614

HARLEY/BOYD	25/26
ELEM. STUDENT COUNCIL ADVISOR	2,145
CLUBS - MEETING WEEKLY @ 80%	2,343
CLUBS - MEETING MONTHLY	1,614

**SCHEDULE B
CO-CURRICULAR SALARIES
2026-2027**

JOHN GLENN HIGH SCHOOL CLUBS	26/27
ASST. DIRECTOR OF STUDENT ACTIVITIES	2,284
FRESHMAN CLASS ADVISOR	2,731
GLENN VARIETY SHOW	2,950
HIGH SCHOOL TREASURER	5,961
HOMECOMING	1,326
INTERNATIONAL NIGHT	625
JUNIOR CLASS ADVISOR	3,807
KICKLINE ADVISORY - ANNUAL	6,687
KNIGHT TIMES NEWSPAPER	5,156
MARCHING BAND COLOR GUARD INSTRUCTOR	2,275
MARCHING BAND DIRECTOR	7,229
MARCHING BAND PERCUSSION INSTRUCTOR	3,030
MARCHING BAND FIELD INSTRUCTOR	2,752
MUSICAL ASSISTANT DIRECTOR	2,323
MUSICAL COSTUMES/CHOREOGRAPHER	1,974
MUSICAL DIRECTOR	3,851
MUSICAL PIT DIRECTOR	1,974
MUSICAL PRODUCER	1,974
MUSICAL REHEARSAL ACCOMPANIST	1,974
MUSICAL SETS - CONSTRUCTION	1,974
MUSICAL SETS - DESIGN/PAINTING	1,974
MUSICAL VOCAL DIRECTOR	1,974
SENIOR CLASS ADVISOR	4,742
SOPHOMORE CLASS ADVISOR	2,894
STUDENT GOVERNMENT ADVISOR	5,861
VIDEO YEARBOOK	2,339
VOLLEYBALL-A-THON	1,326
YEARBOOK ASSISTANT DIRECTOR	2,284
YEARBOOK DIRECTOR	7,566
YEARBOOK PHOTOGRAPHER	2,284

ELWOOD MIDDLE SCHOOL CLUBS	26/27
8TH GRADE ADVISOR	2,731
7TH GRADE ADVISOR	2,557
6TH GRADE ADVISOR	2,557
MS STUDENT ACTIVITIES DIRECTOR	3,831
YEARBOOK ADVISOR	3,796
YEARBOOK PHOTOGRAPHER	904
MIDDLE SCHOOL TREASURER	3,722
MUSICAL DIRECTOR	3,800
MUSICAL - ASSISTANT DIRECTOR	1,044
MUSICAL PRODUCER	2,669
MUSICAL - MUSIC DIRECTOR	1,974
MUSICAL - SETS	2,042
MUSICAL - COSTUMES	898
MUSICAL - ART	661
MUSICAL - STAGE MANAGER	836
VIDEO YEARBOOK	904

BOYD CLUBS	26/27
BOYD MUSICAL CHOREOGRAPHER	2,081
BOYD MUSICAL DIRECTOR	2,081
BOYD MUSICAL DIRECTOR	2,081
BOYD MUSICAL PRODUCER	2,081
BOYD MUSICAL SETS AND ART	2,566
BOYD STUDENT COUNCIL	2,210

JGHS/EMS	26/27
CLUBS - MEETING WEEKLY	3,017
CLUBS - MEETING BI-WEEKLY (every two weeks)	2,339
CLUBS - MEETING MONTHLY	1,663

HARLEY/BOYD	26/27
ELEM. STUDENT COUNCIL ADVISOR	2,210
CLUBS - MEETING WEEKLY	3,017
CLUBS - MEETING MONTHLY	1,663

**SCHEDULE B
CO-CURRICULAR SALARIES
2027-2028**

JOHN GLENN HIGH SCHOOL CLUBS	27/28
ASST. DIRECTOR OF STUDENT ACTIVITIES	2,353
FRESHMAN CLASS ADVISOR	2,813
GLENN VARIETY SHOW	3,039
HIGH SCHOOL TREASURER	6,140
HOMECOMING	1,366
INTERNATIONAL NIGHT	644
JUNIOR CLASS ADVISOR	3,922
KICKLINE ADVISORY - ANNUAL	6,888
KNIGHT TIMES NEWSPAPER	5,311
MARCHING BAND COLOR GUARD INSTRUCTOR	2,344
MARCHING BAND DIRECTOR	7,446
MARCHING BAND PERCUSSION INSTRUCTOR	3,121
MARCHING BAND FIELD INSTRUCTOR	2,835
MUSICAL ASSISTANT DIRECTOR	2,393
MUSICAL COSTUMES/CHOREOGRAPHER	2,034
MUSICAL DIRECTOR	3,967
MUSICAL PIT DIRECTOR	2,034
MUSICAL PRODUCER	2,034
MUSICAL REHEARSAL ACCOMPANIST	2,034
MUSICAL SETS - CONSTRUCTION	2,034
MUSICAL SETS - DESIGN/PAINTING	2,034
MUSICAL VOCAL DIRECTOR	2,034
SENIOR CLASS ADVISOR	4,885
SOPHOMORE CLASS ADVISOR	2,981
STUDENT GOVERNMENT ADVISOR	6,037
VIDEO YEARBOOK	2,410
VOLLEYBALL-A-THON	1,366
YEARBOOK ASSISTANT DIRECTOR	2,353
YEARBOOK DIRECTOR	7,793
YEARBOOK PHOTOGRAPHER	2,353

JGHS/EMS	27/28
CLUBS - MEETING WEEKLY	3,108
CLUBS - MEETING BI-WEEKLY (every two weeks)	2,410
CLUBS - MEETING MONTHLY	1,713

ELWOOD MIDDLE SCHOOL CLUBS	27/28
8TH GRADE ADVISOR	2,813
7TH GRADE ADVISOR	2,634
6TH GRADE ADVISOR	2,634
MS STUDENT ACTIVITIES DIRECTOR	3,946
YEARBOOK ADVISOR	3,910
YEARBOOK PHOTOGRAPHER	932
MIDDLE SCHOOL TREASURER	3,834
MUSICAL DIRECTOR	3,914
MUSICAL - ASSISTANT DIRECTOR	1,076
MUSICAL PRODUCER	2,750
MUSICAL - MUSIC DIRECTOR	2,034
MUSICAL - SETS	2,104
MUSICAL - COSTUMES	925
MUSICAL - ART	681
MUSICAL - STAGE MANAGER	862
VIDEO YEARBOOK	932

BOYD CLUBS	27/28
BOYD MUSICAL CHOREOGRAPHER	2,144
BOYD MUSICAL DIRECTOR	2,144
BOYD MUSICAL DIRECTOR	2,144
BOYD MUSICAL PRODUCER	2,144
BOYD MUSICAL SETS AND ART	2,643
BOYD STUDENT COUNCIL	2,277

HARLEY/BOYD	27/28
ELEM. STUDENT COUNCIL ADVISOR	2,277
CLUBS - MEETING WEEKLY	3,108
CLUBS - MEETING MONTHLY	1,713

**SCHEDULE B
CO-CURRICULAR SALARIES
2028-2029**

JOHN GLENN HIGH SCHOOL CLUBS	28/29
ASST. DIRECTOR OF STUDENT ACTIVITIES	2,424
FRESHMAN CLASS ADVISOR	2,898
GLENN VARIETY SHOW	3,131
HIGH SCHOOL TREASURER	6,325
HOMECOMING	1,407
INTERNATIONAL NIGHT	664
JUNIOR CLASS ADVISOR	4,040
KICKLINE ADVISORY - ANNUAL	7,094
KNIGHT TIMES NEWSPAPER	5,471
MARCHING BAND COLOR GUARD INSTRUCTOR	2,415
MARCHING BAND DIRECTOR	7,670
MARCHING BAND PERCUSSION INSTRUCTOR	3,215
MARCHING BAND FIELD INSTRUCTOR	2,920
MUSICAL ASSISTANT DIRECTOR	2,465
MUSICAL COSTUMES/CHOREOGRAPHER	2,096
MUSICAL DIRECTOR	4,087
MUSICAL PIT DIRECTOR	2,096
MUSICAL PRODUCER	2,096
MUSICAL REHEARSAL ACCOMPANIST	2,096
MUSICAL SETS - CONSTRUCTION	2,096
MUSICAL SETS - DESIGN/PAINTING	2,096
MUSICAL VOCAL DIRECTOR	2,096
SENIOR CLASS ADVISOR	5,032
SOPHOMORE CLASS ADVISOR	3,071
STUDENT GOVERNMENT ADVISOR	6,219
VIDEO YEARBOOK	2,483
VOLLEYBALL-A-THON	1,407
YEARBOOK ASSISTANT DIRECTOR	2,424
YEARBOOK DIRECTOR	8,027
YEARBOOK PHOTOGRAPHER	2,424

ELWOOD MIDDLE SCHOOL CLUBS	28/29
8TH GRADE ADVISOR	2,898
7TH GRADE ADVISOR	2,714
6TH GRADE ADVISOR	2,714
MS STUDENT ACTIVITIES DIRECTOR	4,065
YEARBOOK ADVISOR	4,028
YEARBOOK PHOTOGRAPHER	960
MIDDLE SCHOOL TREASURER	3,950
MUSICAL DIRECTOR	4,032
MUSICAL - ASSISTANT DIRECTOR	1,109
MUSICAL PRODUCER	2,833
MUSICAL - MUSIC DIRECTOR	2,096
MUSICAL - SETS	2,168
MUSICAL - COSTUMES	953
MUSICAL - ART	702
MUSICAL - STAGE MANAGER	888
VIDEO YEARBOOK	960

BOYD CLUBS	28/29
BOYD MUSICAL CHOREOGRAPHER	2,209
BOYD MUSICAL DIRECTOR	2,209
BOYD MUSICAL DIRECTOR	2,209
BOYD MUSICAL PRODUCER	2,209
BOYD MUSICAL SETS AND ART	2,723
BOYD STUDENT COUNCIL	2,346

JGHS/EMS	28/29
CLUBS - MEETING WEEKLY	3,202
CLUBS - MEETING BI-WEEKLY (every two weeks)	2,483
CLUBS - MEETING MONTHLY	1,765

HARLEY/BOYD	28/29
ELEM. STUDENT COUNCIL ADVISOR	2,346
CLUBS - MEETING WEEKLY	3,202
CLUBS - MEETING MONTHLY	1,765

**SCHEDULE B
CO-CURRICULAR SALARIES
2029-2030**

JOHN GLENN HIGH SCHOOL CLUBS	29/30
ASST. DIRECTOR OF STUDENT ACTIVITIES	2,491
FRESHMAN CLASS ADVISOR	2,978
GLENN VARIETY SHOW	3,218
HIGH SCHOOL TREASURER	6,499
HOMECOMING	1,446
INTERNATIONAL NIGHT	683
JUNIOR CLASS ADVISOR	4,152
KICKLINE ADVISORY - ANNUAL	7,307
KNIGHT TIMES NEWSPAPER	5,622
MARCHING BAND COLOR GUARD INSTRUCTOR	2,482
MARCHING BAND DIRECTOR	7,881
MARCHING BAND PERCUSSION INSTRUCTOR	3,304
MARCHING BAND FIELD INSTRUCTOR	3,000
MUSICAL ASSISTANT DIRECTOR	2,533
MUSICAL COSTUMES/CHOREOGRAPHER	2,154
MUSICAL DIRECTOR	4,200
MUSICAL PIT DIRECTOR	2,154
MUSICAL PRODUCER	2,154
MUSICAL REHEARSAL ACCOMPANIST	2,154
MUSICAL SETS - CONSTRUCTION	2,154
MUSICAL SETS - DESIGN/PAINTING	2,154
MUSICAL VOCAL DIRECTOR	2,154
SENIOR CLASS ADVISOR	5,171
SOPHOMORE CLASS ADVISOR	3,156
STUDENT GOVERNMENT ADVISOR	6,391
VIDEO YEARBOOK	2,552
VOLLEYBALL-A-THON	1,446
YEARBOOK ASSISTANT DIRECTOR	2,491
YEARBOOK DIRECTOR	8,248
YEARBOOK PHOTOGRAPHER	2,491

ELWOOD MIDDLE SCHOOL CLUBS	29/30
8TH GRADE ADVISOR	2,978
7TH GRADE ADVISOR	2,789
6TH GRADE ADVISOR	2,789
MS STUDENT ACTIVITIES DIRECTOR	4,177
YEARBOOK ADVISOR	4,139
YEARBOOK PHOTOGRAPHER	987
MIDDLE SCHOOL TREASURER	4,059
MUSICAL DIRECTOR	4,143
MUSICAL - ASSISTANT DIRECTOR	1,140
MUSICAL PRODUCER	2,911
MUSICAL - MUSIC DIRECTOR	2,154
MUSICAL - SETS	2,228
MUSICAL - COSTUMES	980
MUSICAL - ART	722
MUSICAL - STAGE MANAGER	913
VIDEO YEARBOOK	987

BOYD CLUBS	29/30
BOYD MUSICAL CHOREOGRAPHER	2,270
BOYD MUSICAL DIRECTOR	2,270
BOYD MUSICAL DIRECTOR	2,270
BOYD MUSICAL PRODUCER	2,270
BOYD MUSICAL SETS AND ART	2,798
BOYD STUDENT COUNCIL	2,411

JGHS/EMS	29/30
CLUBS - MEETING WEEKLY	3,291
CLUBS - MEETING BI-WEEKLY (every two weeks)	2,552
CLUBS - MEETING MONTHLY	1,814

HARLEY/BOYD	29/30
ELEM. STUDENT COUNCIL ADVISOR	2,411
CLUBS - MEETING WEEKLY	3,291
CLUBS - MEETING MONTHLY	1,814

**SCHEDULE C
COACHES SALARIES
2025-2026**

JGHS Varsity & JV Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4
Baseball	Head	M	V	8,131	8,384	8,644	8,910
Baseball	Head	M	JV	6,025	6,212	6,403	6,602
Basketball	Head	F	V	8,916	9,191	9,476	9,770
Basketball	Head	M	V	8,916	9,191	9,476	9,770
Basketball	Head	M	JV	6,391	6,587	6,790	7,002
Basketball	Head	F	JV	6,391	6,587	6,790	7,002
Basketball	Asst.	M	V	6,211	6,403	6,601	6,806
Basketball	Asst.	F	V	6,211	6,403	6,601	6,806
Cheerleaders	Head	M & F	V(BB)	4,502	4,640	4,784	4,931
Cheerleaders	Head	M & F	JV(FB)	3,484	3,593	3,705	3,819
Cheerleaders	Head	M & F	V(FB)	4,502	4,640	4,784	4,931
Cheerleaders	Head	M & F	JV(BB)	3,484	3,593	3,705	3,819
Flag Football	Head	F	V	8,131	8,384	8,644	8,910
Football	Head	M	V	9,584	9,879	10,184	10,500
Football	Asst.	M	V	6,678	6,888	7,099	7,319
Football	Asst.	M	V	6,678	6,888	7,099	7,319
Football	Head	M	JV	6,678	6,888	7,099	7,319
Football	Asst.	M	JV	5,666	5,838	6,018	6,204
Golf	Head	M & F	V	5,808	5,987	6,174	6,362
Lacrosse	Head	M	V	8,131	8,384	8,644	8,910
Lacrosse	Head	F	V	8,131	8,384	8,644	8,910
Lacrosse	Head	M	JV	6,025	6,212	6,403	6,602
Lacrosse	Head	F	JV	6,025	6,212	6,403	6,602
Lacrosse	Asst.	M	V	6,025	6,212	6,403	6,602
Lacrosse	Asst.	F	V	6,025	6,212	6,403	6,602
Soccer	Head	M	V	7,406	7,635	7,870	8,114
Soccer	Head	F	V	7,406	7,635	7,870	8,114
Soccer	Head	M	JV	5,517	5,687	5,864	6,046
Soccer	Head	F	JV	5,517	5,687	5,864	6,046
Soccer	Asst.	M	V	5,553	5,725	5,901	6,084
Soccer	Asst.	F	V	5,553	5,725	5,901	6,084
Softball	Head	F	V	8,131	8,384	8,644	8,910
Softball	Head	F	JV	6,025	6,212	6,403	6,602
Tennis	Head	M	V	7,406	7,635	7,870	8,114
Tennis	Head	F	V	6,678	6,888	7,099	7,319
Tennis	Head	M	JV	5,517	5,687	5,864	6,046
Tennis	Head	F	JV	4,934	5,091	5,248	5,412
Track	Head	M	VW	8,131	8,384	8,644	8,910
Track	Head	F	VW	8,131	8,384	8,644	8,910
Track	Head	M	VS	8,131	8,384	8,644	8,910
Track	Head	F	VS	8,131	8,384	8,644	8,910
Track	Asst.	F	VW	6,025	6,212	6,403	6,602
Track	Asst.	M	VW	6,025	6,212	6,403	6,602
Track	Asst.	F	VS	6,025	6,212	6,403	6,602
Track	Asst.	M	VS	6,025	6,212	6,403	6,602
Volleyball	Head	F	V	8,131	8,384	8,644	8,910
Volleyball	Head	F	JV	6,025	6,212	6,403	6,602
Wrestling	Head	M	V	8,916	9,191	9,476	9,770
Wrestling	Head	M & F	JV	6,391	6,587	6,790	7,002
X Country	Head	M	V	7,406	7,635	7,870	8,114

X Country	Head	F	V	7,406	7,635	7,870	8,114
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EMS Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4
Baseball	Head	M	MS	5,082	5,242	5,401	5,568
Basketball	Head	M	MS	5,082	5,242	5,401	5,568
Basketball	Head	F	MS	4,791	4,936	5,094	5,250
Football	Head	M	MS	5,374	5,538	5,710	5,886
Football	Asst.	M	MS	4,645	4,790	4,935	5,093
Lacrosse	Head	M	MS	5,082	5,242	5,401	5,568
Lacrosse	Head	F	MS	5,082	5,242	5,401	5,568
MS Cheerleading	(Football)	M & F	MS	2,325	2,394	2,471	2,546
MS Cheerleading	(Basketball)	M & F	MS	2,325	2,394	2,471	2,546
Soccer	Head	M	MS	4,502	4,640	4,784	4,931
Soccer	Head	F	MS	4,502	4,640	4,784	4,931
Soccer	Asst.	M	MS	3,375	3,480	3,589	3,699
Soccer	Asst.	F	MS	3,375	3,480	3,589	3,699
Softball	Head	F	MS	5,082	5,242	5,401	5,568
Tennis	Head	M	MS	4,791	4,936	5,094	5,250
Tennis	Head	F	MS	4,502	4,640	4,784	4,931
Track	Head	M	MS	5,082	5,242	5,401	5,568
Track	Head	F	MS	5,082	5,242	5,401	5,568
Track	Asst.	F	MSS	3,813	3,930	4,051	4,176
Volleyball	Head	F	MS	5,082	5,242	5,401	5,568
Wrestling	Head	M & F	MS	4,791	4,936	5,094	5,250
Wrestling	Asst.	M & F	MS	3,596	3,705	3,821	3,938
X Country	Head	M & F	MS	4,502	4,640	4,784	4,931

UNIFIED Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4
Basketball	Head	M & F	All	3,812	3,931	4,051	4,176
Bowling	Head	M & F	All	3,593	3,666	3,782	3,899

Equipment Supervisor – High School	1,587	1,587	1,587	1,587
Equipment Supervisor – Middle School	587	587	587	587

INTRAMURALS	48	48	48	48
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	SINGLE	DOUBLE
GAME PHOTOGRAPHER	116	146
TIMEKEEPER	116	146
CROWD CONTROL	116	146
SCOUTING	116	146
ANNOUNCER	116	146

WEIGHT LIFTING ROOM SUPERVISOR	26 per hour
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Extended seasons by playoff participation will be compensated at 1/10 of an individual's base coaching salary per week.

**SCHEDULE C
COACHES SALARIES
2026-2027**

JGHS Varsity & JV Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Baseball	Head	M	V	8,294	8,551	8,817	9,088	9,179
Baseball	Head	M	JV	6,146	6,336	6,531	6,734	6,801
Basketball	Head	F	V	9,094	9,375	9,665	9,966	10,065
Basketball	Head	M	V	9,094	9,375	9,665	9,966	10,065
Basketball	Head	M	JV	6,518	6,719	6,926	7,142	7,214
Basketball	Head	F	JV	6,518	6,719	6,926	7,142	7,214
Basketball	Asst.	M	V	6,335	6,531	6,733	6,942	7,011
Basketball	Asst.	F	V	6,335	6,531	6,733	6,942	7,011
Cheerleaders	Head	M & F	V(BB)	6,687	6,888	7,094	7,289	7,362
Cheerleaders	Head	M & F	JV(FB)	4,688	4,829	4,973	5,110	5,161
Cheerleaders	Head	M & F	V(FB)	6,687	6,888	7,094	7,289	7,362
Cheerleaders	Head	M & F	JV(BB)	4,688	4,829	4,973	5,110	5,161
Flag Football	Head	F	V	8,294	8,551	8,817	9,088	9,179
Football	Head	M	V	9,776	10,077	10,388	10,710	10,817
Football	Asst.	M	V	6,811	7,026	7,241	7,465	7,540
Football	Asst.	M	V	6,811	7,026	7,241	7,465	7,540
Football	Head	M	JV	6,811	7,026	7,241	7,465	7,540
Football	Asst.	M	JV	5,779	5,955	6,138	6,328	6,391
Golf	Head	M & F	V	5,924	6,107	6,298	6,489	6,554
Lacrosse	Head	M	V	8,294	8,551	8,817	9,088	9,179
Lacrosse	Head	F	V	8,294	8,551	8,817	9,088	9,179
Lacrosse	Head	M	JV	6,146	6,336	6,531	6,734	6,801
Lacrosse	Head	F	JV	6,146	6,336	6,531	6,734	6,801
Lacrosse	Asst.	M	V	6,146	6,336	6,531	6,734	6,801
Lacrosse	Asst.	F	V	6,146	6,336	6,531	6,734	6,801
Soccer	Head	M	V	7,554	7,787	8,028	8,277	8,359
Soccer	Head	F	V	7,554	7,787	8,028	8,277	8,359
Soccer	Head	M	JV	5,628	5,801	5,981	6,167	6,229
Soccer	Head	F	JV	5,628	5,801	5,981	6,167	6,229
Soccer	Asst.	M	V	5,664	5,839	6,019	6,206	6,268
Soccer	Asst.	F	V	5,664	5,839	6,019	6,206	6,268
Softball	Head	F	V	8,294	8,551	8,817	9,088	9,179
Softball	Head	F	JV	6,146	6,336	6,531	6,734	6,801
Tennis	Head	M	V	7,554	7,787	8,028	8,277	8,359
Tennis	Head	F	V	6,811	7,026	7,241	7,465	7,540
Tennis	Head	M	JV	5,628	5,801	5,981	6,167	6,229
Tennis	Head	F	JV	5,033	5,192	5,353	5,520	5,575
Track	Head	M	VW	8,294	8,551	8,817	9,088	9,179
Track	Head	F	VW	8,294	8,551	8,817	9,088	9,179
Track	Head	M	VS	8,294	8,551	8,817	9,088	9,179
Track	Head	F	VS	8,294	8,551	8,817	9,088	9,179
Track	Asst.	F	VW	6,146	6,336	6,531	6,734	6,801
Track	Asst.	M	VW	6,146	6,336	6,531	6,734	6,801
Track	Asst.	F	VS	6,146	6,336	6,531	6,734	6,801
Track	Asst.	M	VS	6,146	6,336	6,531	6,734	6,801
Volleyball	Head	F	V	8,294	8,551	8,817	9,088	9,179
Volleyball	Head	F	JV	6,146	6,336	6,531	6,734	6,801
Wrestling	Head	M	V	9,094	9,375	9,665	9,966	10,065
Wrestling	Head	M & F	JV	6,518	6,719	6,926	7,142	7,214

X Country	Head	M	V	7,554	7,787	8,028	8,277	8,359
X Country	Head	F	V	7,554	7,787	8,028	8,277	8,359

EMS Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Baseball	Head	M	MS	5,184	5,346	5,509	5,679	5,736
Basketball	Head	M	MS	5,184	5,346	5,509	5,679	5,736
Basketball	Head	F	MS	4,886	5,035	5,196	5,355	5,409
Football	Head	M	MS	5,481	5,649	5,825	6,004	6,064
Football	Asst.	M	MS	4,738	4,885	5,034	5,195	5,246
Lacrosse	Head	M	MS	5,184	5,346	5,509	5,679	5,736
Lacrosse	Head	F	MS	5,184	5,346	5,509	5,679	5,736
MS Cheerleading	(Football)	M & F	MS	2,371	2,442	2,521	2,597	2,623
MS Cheerleading	(Basketball)	M & F	MS	2,371	2,442	2,521	2,597	2,623
Soccer	Head	M	MS	4,592	4,732	4,880	5,030	5,080
Soccer	Head	F	MS	4,592	4,732	4,880	5,030	5,080
Soccer	Asst.	M	MS	3,443	3,550	3,661	3,773	3,810
Soccer	Asst.	F	MS	3,443	3,550	3,661	3,773	3,810
Softball	Head	F	MS	5,184	5,346	5,509	5,679	5,736
Tennis	Head	M	MS	4,886	5,035	5,195	5,355	5,409
Tennis	Head	F	MS	4,592	4,732	4,880	5,029	5,080
Track	Head	M	MS	5,184	5,346	5,509	5,679	5,736
Track	Head	F	MS	5,184	5,346	5,509	5,679	5,736
Track	Asst.	F	MSS	3,889	4,008	4,132	4,259	4,302
Volleyball	Head	F	MS	5,184	5,346	5,509	5,679	5,736
Wrestling	Head	M & F	MS	4,886	5,035	5,196	5,355	5,409
Wrestling	Asst.	M & F	MS	3,668	3,779	3,897	4,017	4,057
X Country	Head	M & F	MS	4,592	4,732	4,880	5,030	5,080

UNIFIED Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Basketball	Head	M & F	All	3,888	4,010	4,132	4,260	4,302
Bowling	Head	M & F	All	3,665	3,739	3,858	3,977	4,017

Equipment Supervisor – High School	1,619	1,619	1,619	1,619	1,619
Equipment Supervisor – Middle School	599	599	599	599	599

INTRAMURALS	48	48	48	48	48
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	SINGLE	DOUBLE
GAME PHOTOGRAPHER	117	147
TIMEKEEPER	117	147
CROWD CONTROL	117	147
SCOUTING	117	147
ANNOUNCER	117	147

WEIGHT LIFTING ROOM SUPERVISOR	26 per hour
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Extended seasons by playoff participation will be compensated at 1/10 of an individual's base coaching salary per week.

**SCHEDULE C
COACHES SALARIES
2027-2028**

JGHS Varsity & JV Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Baseball	Head	M	V	8,460	8,722	8,994	9,269	9,362	9,456
Baseball	Head	M	JV	6,269	6,463	6,662	6,869	6,937	7,007
Basketball	Head	F	V	9,276	9,563	9,858	10,165	10,267	10,369
Basketball	Head	M	V	9,276	9,563	9,858	10,165	10,267	10,369
Basketball	Head	M	JV	6,649	6,853	7,064	7,285	7,358	7,431
Basketball	Head	F	JV	6,649	6,853	7,064	7,285	7,358	7,431
Basketball	Asst.	M	V	6,462	6,661	6,867	7,081	7,152	7,223
Basketball	Asst.	F	V	6,462	6,661	6,867	7,081	7,152	7,223
Cheerleaders	Head	M & F	V(BB)	6,821	7,026	7,236	7,435	7,509	7,584
Cheerleaders	Head	M & F	JV(FB)	4,782	4,926	5,072	5,212	5,264	5,317
Cheerleaders	Head	M & F	V(FB)	6,821	7,026	7,236	7,435	7,509	7,584
Cheerleaders	Head	M & F	JV(BB)	4,782	4,926	5,072	5,212	5,264	5,317
Flag Football	Head	F	V	8,460	8,722	8,994	9,269	9,362	9,456
Football	Head	M	V	9,972	10,278	10,596	10,924	11,033	11,144
Football	Asst.	M	V	6,948	7,166	7,386	7,615	7,691	7,768
Football	Asst.	M	V	6,948	7,166	7,386	7,615	7,691	7,768
Football	Head	M	JV	6,948	7,166	7,386	7,615	7,691	7,768
Football	Asst.	M	JV	5,895	6,074	6,261	6,454	6,519	6,584
Golf	Head	M & F	V	6,042	6,229	6,424	6,619	6,685	6,752
Lacrosse	Head	M	V	8,460	8,722	8,994	9,269	9,362	9,456
Lacrosse	Head	F	V	8,460	8,722	8,994	9,269	9,362	9,456
Lacrosse	Head	M	JV	6,269	6,463	6,662	6,869	6,937	7,007
Lacrosse	Head	F	JV	6,269	6,463	6,662	6,869	6,937	7,007
Lacrosse	Asst.	M	V	6,269	6,463	6,662	6,869	6,937	7,007
Lacrosse	Asst.	F	V	6,269	6,463	6,662	6,869	6,937	7,007
Soccer	Head	M	V	7,705	7,943	8,188	8,442	8,526	8,612
Soccer	Head	F	V	7,705	7,943	8,188	8,442	8,526	8,612
Soccer	Head	M	JV	5,740	5,917	6,101	6,291	6,354	6,417
Soccer	Head	F	JV	5,740	5,917	6,101	6,291	6,354	6,417
Soccer	Asst.	M	V	5,777	5,956	6,140	6,330	6,393	6,457
Soccer	Asst.	F	V	5,777	5,956	6,140	6,330	6,393	6,457
Softball	Head	F	V	8,460	8,722	8,994	9,269	9,362	9,456
Softball	Head	F	JV	6,269	6,463	6,662	6,869	6,937	7,007
Tennis	Head	M	V	7,705	7,943	8,188	8,442	8,526	8,612
Tennis	Head	F	V	6,948	7,166	7,386	7,615	7,691	7,768
Tennis	Head	M	JV	5,740	5,917	6,101	6,291	6,354	6,417
Tennis	Head	F	JV	5,134	5,296	5,460	5,630	5,687	5,743
Track	Head	M	VW	8,460	8,722	8,994	9,269	9,362	9,456
Track	Head	F	VW	8,460	8,722	8,994	9,269	9,362	9,456
Track	Head	M	VS	8,460	8,722	8,994	9,269	9,362	9,456
Track	Head	F	VS	8,460	8,722	8,994	9,269	9,362	9,456
Track	Asst.	F	VW	6,269	6,463	6,662	6,869	6,937	7,007
Track	Asst.	M	VW	6,269	6,463	6,662	6,869	6,937	7,007
Track	Asst.	F	VS	6,269	6,463	6,662	6,869	6,937	7,007
Track	Asst.	M	VS	6,269	6,463	6,662	6,869	6,937	7,007
Volleyball	Head	F	V	8,460	8,722	8,994	9,269	9,362	9,456
Volleyball	Head	F	JV	6,269	6,463	6,662	6,869	6,937	7,007
Wrestling	Head	M	V	9,276	9,563	9,858	10,165	10,267	10,369
Wrestling	Head	M & F	JV	6,649	6,853	7,064	7,285	7,358	7,431

X Country	Head	M	V	7,705	7,943	8,188	8,442	8,526	8,612
X Country	Head	F	V	7,705	7,943	8,188	8,442	8,526	8,612

EMS Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Baseball	Head	M	MS	5,287	5,453	5,619	5,793	5,851	5,909
Basketball	Head	M	MS	5,287	5,453	5,619	5,793	5,851	5,909
Basketball	Head	F	MS	4,984	5,136	5,299	5,462	5,517	5,572
Football	Head	M	MS	5,591	5,762	5,941	6,124	6,185	6,247
Football	Asst.	M	MS	4,833	4,983	5,135	5,298	5,351	5,405
Lacrosse	Head	M	MS	5,287	5,453	5,619	5,793	5,851	5,909
Lacrosse	Head	F	MS	5,287	5,453	5,619	5,793	5,851	5,909
MS Cheerleading	(Football)	M & F	MS	2,418	2,491	2,571	2,649	2,676	2,702
MS Cheerleading	(Basketball)	M & F	MS	2,418	2,491	2,571	2,649	2,676	2,702
Soccer	Head	M	MS	4,684	4,827	4,978	5,130	5,182	5,233
Soccer	Head	F	MS	4,684	4,827	4,978	5,130	5,182	5,233
Soccer	Asst.	M	MS	3,512	3,621	3,734	3,848	3,886	3,925
Soccer	Asst.	F	MS	3,512	3,621	3,734	3,848	3,886	3,925
Softball	Head	F	MS	5,287	5,453	5,619	5,793	5,851	5,909
Tennis	Head	M	MS	4,984	5,136	5,299	5,462	5,517	5,572
Tennis	Head	F	MS	4,684	4,827	4,978	5,130	5,181	5,233
Track	Head	M	MS	5,287	5,453	5,619	5,793	5,851	5,909
Track	Head	F	MS	5,287	5,453	5,619	5,793	5,851	5,909
Track	Asst.	F	MSS	3,967	4,089	4,215	4,345	4,388	4,432
Volleyball	Head	F	MS	5,287	5,453	5,619	5,793	5,851	5,909
Wrestling	Head	M & F	MS	4,984	5,136	5,299	5,462	5,517	5,572
Wrestling	Asst.	M & F	MS	3,741	3,855	3,975	4,097	4,138	4,180
X Country	Head	M & F	MS	4,684	4,827	4,978	5,130	5,182	5,233

UNIFIED Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Basketball	Head	M & F	All	3,966	4,090	4,215	4,345	4,388	4,432
Bowling	Head	M & F	All	3,738	3,814	3,935	4,057	4,097	4,138

Equipment Supervisor – High School	1,651	1,651	1,651	1,651	1,651	1,651
Equipment Supervisor – Middle School	611	611	611	611	611	611

INTRAMURALS	48	48	48	48	48	48
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	SINGLE	DOUBLE
GAME PHOTOGRAPHER	118	148
TIMEKEEPER	118	148
CROWD CONTROL	118	148
SCOUTING	118	148
ANNOUNCER	118	148

WEIGHT LIFTING ROOM SUPERVISOR	26 per hour
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Extended seasons by playoff participation will be compensated at 1/10 of an individual's base coaching salary per week.

**SCHEDULE C
COACHES SALARIES
2028-2029**

JGHS Varsity & JV Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Baseball	Head	M	V	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Baseball	Head	M	JV	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Basketball	Head	F	V	9,462	9,754	10,056	10,368	10,472	10,577	10,682
Basketball	Head	M	V	9,462	9,754	10,056	10,368	10,472	10,577	10,682
Basketball	Head	M	JV	6,782	6,990	7,205	7,431	7,505	7,580	7,656
Basketball	Head	F	JV	6,782	6,990	7,205	7,431	7,505	7,580	7,656
Basketball	Asst.	M	V	6,591	6,795	7,005	7,223	7,295	7,368	7,441
Basketball	Asst.	F	V	6,591	6,795	7,005	7,223	7,295	7,368	7,441
Cheerleaders	Head	M & F	V(BB)	6,957	7,167	7,381	7,584	7,659	7,736	7,813
Cheerleaders	Head	M & F	JV(FB)	4,878	5,025	5,173	5,316	5,369	5,423	5,477
Cheerleaders	Head	M & F	V(FB)	6,957	7,167	7,381	7,584	7,659	7,736	7,813
Cheerleaders	Head	M & F	JV(BB)	4,878	5,025	5,173	5,316	5,369	5,423	5,477
Flag Football	Head	F	V	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Football	Head	M	V	10,171	10,484	10,808	11,143	11,254	11,367	11,480
Football	Asst.	M	V	7,087	7,310	7,534	7,767	7,845	7,923	8,002
Football	Asst.	M	V	7,087	7,310	7,534	7,767	7,845	7,923	8,002
Football	Head	M	JV	7,087	7,310	7,534	7,767	7,845	7,923	8,002
Football	Asst.	M	JV	6,013	6,196	6,386	6,583	6,649	6,716	6,783
Golf	Head	M & F	V	6,163	6,354	6,552	6,752	6,819	6,887	6,956
Lacrosse	Head	M	V	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Lacrosse	Head	F	V	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Lacrosse	Head	M	JV	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Lacrosse	Head	F	JV	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Lacrosse	Asst.	M	V	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Lacrosse	Asst.	F	V	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Soccer	Head	M	V	7,859	8,102	8,352	8,611	8,697	8,784	8,872
Soccer	Head	F	V	7,859	8,102	8,352	8,611	8,697	8,784	8,872
Soccer	Head	M	JV	5,855	6,035	6,223	6,416	6,481	6,545	6,611
Soccer	Head	F	JV	5,855	6,035	6,223	6,416	6,481	6,545	6,611
Soccer	Asst.	M	V	5,893	6,075	6,262	6,456	6,521	6,586	6,652
Soccer	Asst.	F	V	5,893	6,075	6,262	6,456	6,521	6,586	6,652
Softball	Head	F	V	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Softball	Head	F	JV	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Tennis	Head	M	V	7,859	8,102	8,352	8,611	8,697	8,784	8,872
Tennis	Head	F	V	7,087	7,310	7,534	7,767	7,845	7,923	8,002
Tennis	Head	M	JV	5,855	6,035	6,223	6,416	6,481	6,545	6,611
Tennis	Head	F	JV	5,236	5,402	5,569	5,743	5,800	5,858	5,917
Track	Head	M	VW	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Track	Head	F	VW	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Track	Head	M	VS	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Track	Head	F	VS	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Track	Asst.	F	VW	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Track	Asst.	M	VW	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Track	Asst.	F	VS	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Track	Asst.	M	VS	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Volleyball	Head	F	V	8,629	8,897	9,174	9,455	9,549	9,645	9,741
Volleyball	Head	F	JV	6,394	6,592	6,795	7,006	7,076	7,147	7,218
Wrestling	Head	M	V	9,462	9,754	10,056	10,368	10,472	10,577	10,682
Wrestling	Head	M & F	JV	6,782	6,990	7,205	7,431	7,505	7,580	7,656

X Country	Head	M	V	7,859	8,102	8,352	8,611	8,697	8,784	8,872
X Country	Head	F	V	7,859	8,102	8,352	8,611	8,697	8,784	8,872

EMS Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Baseball	Head	M	MS	5,393	5,562	5,732	5,909	5,968	6,027	6,088
Basketball	Head	M	MS	5,393	5,562	5,732	5,909	5,968	6,027	6,088
Basketball	Head	F	MS	5,084	5,238	5,405	5,571	5,627	5,683	5,740
Football	Head	M	MS	5,702	5,877	6,060	6,246	6,309	6,372	6,435
Football	Asst.	M	MS	4,929	5,083	5,237	5,404	5,458	5,513	5,568
Lacrosse	Head	M	MS	5,393	5,562	5,732	5,909	5,968	6,027	6,088
Lacrosse	Head	F	MS	5,393	5,562	5,732	5,909	5,968	6,027	6,088
MS Cheerleading	(Football)	M & F	MS	2,467	2,541	2,623	2,702	2,729	2,756	2,784
MS Cheerleading	(Basketball)	M & F	MS	2,467	2,541	2,623	2,702	2,729	2,756	2,784
Soccer	Head	M	MS	4,778	4,924	5,077	5,233	5,285	5,338	5,391
Soccer	Head	F	MS	4,778	4,924	5,077	5,233	5,285	5,338	5,391
Soccer	Asst.	M	MS	3,582	3,693	3,808	3,925	3,964	4,004	4,044
Soccer	Asst.	F	MS	3,582	3,693	3,808	3,925	3,964	4,004	4,044
Softball	Head	F	MS	5,393	5,562	5,732	5,909	5,968	6,027	6,088
Tennis	Head	M	MS	5,084	5,238	5,405	5,571	5,627	5,683	5,740
Tennis	Head	F	MS	4,778	4,924	5,077	5,233	5,285	5,338	5,391
Track	Head	M	MS	5,393	5,562	5,732	5,909	5,968	6,027	6,088
Track	Head	F	MS	5,393	5,562	5,732	5,909	5,968	6,027	6,088
Track	Asst.	F	MSS	4,046	4,170	4,299	4,432	4,476	4,521	4,566
Volleyball	Head	F	MS	5,393	5,562	5,732	5,909	5,968	6,027	6,088
Wrestling	Head	M & F	MS	5,084	5,238	5,405	5,571	5,627	5,683	5,740
Wrestling	Asst.	M & F	MS	3,816	3,932	4,055	4,179	4,221	4,263	4,306
X Country	Head	M & F	MS	4,778	4,924	5,077	5,233	5,285	5,338	5,391

UNIFIED Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Basketball	Head	M & F	All	4,045	4,172	4,299	4,432	4,476	4,521	4,566
Bowling	Head	M & F	All	3,813	3,890	4,013	4,138	4,179	4,221	4,263

Equipment Supervisor – High School	1,684	1,684	1,684	1,684	1,684	1,684	1,684
Equipment Supervisor – Middle School	623	623	623	623	623	623	623

INTRAMURALS	48	48	48	48	48	48	48
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	SINGLE	DOUBLE
GAME PHOTOGRAPHER	119	149
TIMEKEEPER	119	149
CROWD CONTROL	119	149
SCOUTING	119	149
ANNOUNCER	119	149

WEIGHT LIFTING ROOM SUPERVISOR 26 per hour

Extended seasons by playoff participation will be compensated at 1/10 of an individual's base coaching salary per week.

**SCHEDULE C
COACHES SALARIES
2029-2030**

JGHS Varsity & JV Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Baseball	Head	M	V	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Baseball	Head	M	JV	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Basketball	Head	F	V	9,627	9,925	10,232	10,550	10,655	10,762	10,869	10,978
Basketball	Head	M	V	9,627	9,925	10,232	10,550	10,655	10,762	10,869	10,978
Basketball	Head	M	JV	6,900	7,113	7,332	7,561	7,636	7,713	7,790	7,868
Basketball	Head	F	JV	6,900	7,113	7,332	7,561	7,636	7,713	7,790	7,868
Basketball	Asst.	M	V	6,706	6,914	7,127	7,349	7,422	7,497	7,572	7,647
Basketball	Asst.	F	V	6,706	6,914	7,127	7,349	7,422	7,497	7,572	7,647
Cheerleaders	Head	M & F	V(BB)	7,079	7,292	7,510	7,717	7,793	7,871	7,950	8,030
Cheerleaders	Head	M & F	JV(FB)	4,963	5,113	5,264	5,409	5,463	5,518	5,573	5,629
Cheerleaders	Head	M & F	V(FB)	7,079	7,292	7,510	7,717	7,793	7,871	7,950	8,030
Cheerleaders	Head	M & F	JV(BB)	4,963	5,113	5,264	5,409	5,463	5,518	5,573	5,629
Flag Football	Head	F	V	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Football	Head	M	V	10,349	10,667	10,997	11,338	11,451	11,566	11,681	11,798
Football	Asst.	M	V	7,211	7,438	7,666	7,903	7,982	8,062	8,142	8,224
Football	Asst.	M	V	7,211	7,438	7,666	7,903	7,982	8,062	8,142	8,224
Football	Head	M	JV	7,211	7,438	7,666	7,903	7,982	8,062	8,142	8,224
Football	Asst.	M	JV	6,118	6,304	6,498	6,699	6,766	6,833	6,902	6,971
Golf	Head	M & F	V	6,271	6,465	6,667	6,870	6,938	7,008	7,078	7,149
Lacrosse	Head	M	V	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Lacrosse	Head	F	V	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Lacrosse	Head	M	JV	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Lacrosse	Head	F	JV	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Lacrosse	Asst.	M	V	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Lacrosse	Asst.	F	V	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Soccer	Head	M	V	7,996	8,244	8,498	8,762	8,849	8,938	9,027	9,117
Soccer	Head	F	V	7,996	8,244	8,498	8,762	8,849	8,938	9,027	9,117
Soccer	Head	M	JV	5,957	6,141	6,331	6,529	6,594	6,660	6,727	6,794
Soccer	Head	F	JV	5,957	6,141	6,331	6,529	6,594	6,660	6,727	6,794
Soccer	Asst.	M	V	5,996	6,181	6,372	6,569	6,635	6,701	6,768	6,836
Soccer	Asst.	F	V	5,996	6,181	6,372	6,569	6,635	6,701	6,768	6,836
Softball	Head	F	V	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Softball	Head	F	JV	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Tennis	Head	M	V	7,996	8,244	8,498	8,762	8,849	8,938	9,027	9,117
Tennis	Head	F	V	7,211	7,438	7,666	7,903	7,982	8,062	8,142	8,224
Tennis	Head	M	JV	5,957	6,141	6,331	6,529	6,594	6,660	6,727	6,794
Tennis	Head	F	JV	5,328	5,497	5,667	5,843	5,902	5,961	6,020	6,081
Track	Head	M	VW	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Track	Head	F	VW	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Track	Head	M	VS	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Track	Head	F	VS	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Track	Asst.	F	VW	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Track	Asst.	M	VW	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Track	Asst.	F	VS	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Track	Asst.	M	VS	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Volleyball	Head	F	V	8,780	9,052	9,334	9,620	9,716	9,814	9,912	10,011
Volleyball	Head	F	JV	6,506	6,708	6,914	7,129	7,200	7,272	7,345	7,418
Wrestling	Head	M	V	9,627	9,925	10,232	10,550	10,655	10,762	10,869	10,978
Wrestling	Head	M & F	JV	6,900	7,113	7,332	7,561	7,636	7,713	7,790	7,868

X Country	Head	M	V	7,996	8,244	8,498	8,762	8,849	8,938	9,027	9,117
X Country	Head	F	V	7,996	8,244	8,498	8,762	8,849	8,938	9,027	9,117

EMS Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Baseball	Head	M	MS	5,488	5,660	5,832	6,012	6,072	6,133	6,194	6,256
Basketball	Head	M	MS	5,488	5,660	5,832	6,012	6,072	6,133	6,194	6,256
Basketball	Head	F	MS	5,173	5,330	5,500	5,669	5,726	5,783	5,841	5,899
Football	Head	M	MS	5,802	5,980	6,166	6,355	6,419	6,483	6,548	6,613
Football	Asst.	M	MS	5,015	5,172	5,329	5,499	5,554	5,609	5,666	5,722
Lacrosse	Head	M	MS	5,488	5,660	5,832	6,012	6,072	6,133	6,194	6,256
Lacrosse	Head	F	MS	5,488	5,660	5,832	6,012	6,072	6,133	6,194	6,256
MS Cheerleading	(Football)	M & F	MS	2,510	2,585	2,669	2,749	2,777	2,805	2,833	2,861
MS Cheerleading	(Basketball)	M & F	MS	2,510	2,585	2,669	2,749	2,777	2,805	2,833	2,861
Soccer	Head	M	MS	4,861	5,010	5,166	5,324	5,378	5,431	5,486	5,541
Soccer	Head	F	MS	4,861	5,010	5,166	5,324	5,378	5,431	5,486	5,541
Soccer	Asst.	M	MS	3,645	3,758	3,875	3,994	4,034	4,074	4,115	4,156
Soccer	Asst.	F	MS	3,645	3,758	3,875	3,994	4,034	4,074	4,115	4,156
Softball	Head	F	MS	5,488	5,660	5,832	6,012	6,072	6,133	6,194	6,256
Tennis	Head	M	MS	5,173	5,330	5,500	5,669	5,726	5,783	5,841	5,899
Tennis	Head	F	MS	4,861	5,010	5,166	5,324	5,377	5,431	5,486	5,540
Track	Head	M	MS	5,488	5,660	5,832	6,012	6,072	6,133	6,194	6,256
Track	Head	F	MS	5,488	5,660	5,832	6,012	6,072	6,133	6,194	6,256
Track	Asst.	F	MSS	4,117	4,243	4,375	4,509	4,554	4,600	4,646	4,692
Volleyball	Head	F	MS	5,488	5,660	5,832	6,012	6,072	6,133	6,194	6,256
Wrestling	Head	M & F	MS	5,173	5,330	5,500	5,669	5,726	5,783	5,841	5,899
Wrestling	Asst.	M & F	MS	3,883	4,000	4,126	4,252	4,295	4,338	4,381	4,425
X Country	Head	M & F	MS	4,861	5,010	5,166	5,324	5,378	5,431	5,486	5,541

UNIFIED Sports

Sport	Position	Gender	Level	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Basketball	Head	M & F	All	4,116	4,245	4,374	4,509	4,554	4,600	4,646	4,692
Bowling	Head	M & F	All	3,880	3,958	4,084	4,210	4,252	4,295	4,338	4,381

Equipment Supervisor – High School	1,713	1,713	1,713	1,713	1,713	1,713	1,713	1,713	1,713	1,713	1,713
Equipment Supervisor – Middle School	634	634	634	634	634	634	634	634	634	634	634

INTRAMURALS	48	48	48	48	48	48	48	48	48	48	48
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	SINGLE	DOUBLE
GAME PHOTOGRAPHER	120	150
TIMEKEEPER	120	150
CROWD CONTROL	120	150
SCOUTING	120	150
ANNOUNCER	120	150

WEIGHT LIFTING ROOM SUPERVISOR	26 per hour
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Extended seasons by playoff participation will be compensated at 1/10 of an individual's base coaching salary per week.

SCHEDULE D
PAYROLL DEDUCTION AUTHORIZATION

Social Security Number

Last Name

First Name

Middle

District Name

Union

To The Board of Education:

I hereby authorize you, according to arrangements agreed upon with the above association, to deduct from my salary and transmit to said association, dues as certified by said association. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefor. I revoke any and all instruments heretofore made by me for such purposes. This authorization shall remain in full force and effect for all purposes while I am employed in this school system or until revoked by me in writing between August 1 and August 31 of any given year.

Member Name

Date

Member Signature