

**BOARD OF EDUCATION
MERIDIAN COMMUNITY UNIT SCHOOL DISTRICT NO. 15
PUBLIC POSTING**

October 22, 2024

Overview of Bargaining

The Meridian Federation of Teachers is the exclusive bargaining representative for all non-exempt licensed or certified employees of the School District, as well as student service coordinators. There are approximately 70 employees in the bargaining unit represented by the Federation.

Bargaining for a successor agreement to the 2021-2024 collective bargaining agreement between the Board of Education and the Meridian Federation of Teachers began on June 11, 2024. Additional meetings were held between the parties on July 8, July 29, and August 20. Following the August 20 meeting, the Federation requested the assistance of a mediator through the Federal Mediation and Conciliation Service (“FMCS”). Additional meetings with the assistance of the mediator occurred on September 18 and October 3. An additional meeting is scheduled for October 30. On October 16, the Federation initiated the public posting process, pursuant to Section 12 of the Illinois Educational Labor Relations Act.

The 2021-2024 collective bargaining agreement expired on August 19, 2024. The first day of the 2024-2025 school year was August 15, 2024.

As part of its initial proposal in June, the Federation proposed nineteen changes to contract provisions, not including salary. The Board proposed two changes (language for coursework advancement and a change in the stipend schedule from a percentage basis to a flat dollar amount). Of the nineteen Federation proposals, the Board has accepted or reached a compromise on eleven; the Federation has rejected both of the Board’s proposals.

During the course of bargaining, the parties have reached tentative agreements for many changes to the contract, including increased flexibility in work schedules for employees on extended contracts, codification of Federation access to information and employees, revisions to the retirement incentive program, an increase in pay for internal substitutions, and revisions to posting provisions. The last proposal of the Board also accepted the requested Federation increase in the amount of annual insurance premiums paid by the Board, though that has not been part of a written agreement as of yet. The parties have also reached agreement on many provisions related to the incorporation of the student service coordinator position into the bargaining unit. Both parties have also withdrawn proposals which have been made during the bargaining process.

Open Items

The following matters remain open:

- Salary and wage increases
- Extra-duty compensation

- Restrictions on the use of personal leave
- Tuition reimbursement (new proposal by the Federation)
- Limitation on courses which can be used for salary schedule advancement (Board proposal)
- Pay differential for student service coordinator with college degree
- Memorandum of understanding regarding pay adjustment for 2 individuals whose schedule placement was adjusted during a prior round of bargaining
- Term of agreement

The Board submitted a complete counterproposal through the mediator to the Federation on all open items on October 3. That proposal is attached as Exhibit A.

I. SALARY AND WAGE INCREASE

A. Salary Schedule Explanation

To understand the parties' salary and wage proposals, one has to understand the teachers' salary schedule. As with most teachers' contracts, the salary schedule for teachers includes steps for years of service to the District and lanes for additional education. Depending on the education lane, there are between 30 and 33 vertical steps. The amounts of the step increases on the current (2023-2024) schedule vary from \$800 to \$950. In addition, the Board pays the full (9.0%) TRS pension contribution. While the percentages vary somewhat, the average percentage increase of a step is 1.58%.

Under the 2023-2024 schedule, "automatic" step increases for teachers are as follows:

Degree	Years Experience	Step increase
Bachelor's	1-5	\$800
	6-15	\$850
	16-30	\$925
Master's	1-5	\$875
	6-10	\$900
	11-15	\$975
	16-33	\$950

Those increases occur without any additional money applied to the Salary Schedule, and without completing any additional education. Teachers also have the opportunity to advance horizontally on the Salary Schedule by completing hours past their Bachelor's Degree, including a Master's Degree. There are a total of nine education lanes on the Salary Schedule, with the amount of increase for additional education ranging from \$1066 to \$2566. While the percentage increases vary, the average additional amount for advancing to another lane is 2.34%, not including the amount of the step for an additional year of service. If no additional money is added to the Salary Schedule, the cost to the District of the same teachers in 2023-2024 advancing one step on the schedule in the 2024-2025 school year (without any changes to the schedule) is \$63,800, due solely to the natural pay raise from advancing one step for another year of service.

The Salary Schedules for each year of the 2021-2024 collective bargaining agreement can be viewed at

https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/351/meridian_school_district/3250159/Final_Contract_2021-2024.pdf

The District's website is www.meridianhawks.net.

B. Board Proposal

During the course of bargaining, the Board has agreed to the Federation's revision to the structure of the Salary Schedule in the first year of the new contract. Instead of the step increases described above, the Board has agreed that the "automatic" increases for the salary schedules, beginning with the 2024-2025 school year, will be as follows:

Degree	Years Experience	Step increase
Bachelor's	1-9	\$800
	10-15	\$900
	16-30	\$1000
Master's	1-5	\$875
	6-10	\$900
	11-15	\$950
	16-33	\$1050

As with the 2023-2024 schedule, those increases occur without any additional money applied to the Salary Schedule, and without completing any additional education.

At the October 3 bargaining meeting, the Board proposed salary increases for a new four-year contract as follows:

2024-2025	Step increase (between \$800 and \$1050) plus an additional \$2000, plus the adjustment in the schedule described above. This will result in an increase ranging \$2700 and \$4775 for each teacher on the salary schedule. The percentage increase for each employee will range between 4.83% and 7.11%, with an average increase of 6.39%.
2025-2026	Step increase (between \$800 and \$1050) plus an additional \$1500. This will result in an increase ranging from \$2300 to \$2550 for each teacher on the salary schedule. The percentage increase for each employee will range from 3.31% to 4.92%, with an average increase of 4.52%.
2026-2027	Step increase (between \$800 and \$1050) plus an additional \$1350. This will result in an increase ranging from \$2150 to \$2400 for each teacher on the salary schedule. The percentage increase for each employee will range from 3.02% to 4.92%, with an average increase of 4.07%.

2027-2028 Step increase (between \$800 and \$1050) plus an additional \$1500. This will result in an increase ranging from \$2300 to \$2550 for each teacher on the salary schedule. The percentage increase for each employee will range from 3.11% to 5.02%, with an average increase of 4.13%.

The Board calculates the cost of increased teacher salary under its proposal as \$742,654.23 over 4 years. This represents an average annual increase of 4.78% per teacher and a total average increase of \$10,238.51 per teacher over the four years.

C. Federation Proposal

The Federation has proposed a three-year contract with increases in the automatic step increases in each year of the contract. The Federation’s proposed schedules would include step increases as follows:

	2024-2025	2025-2026	2026-2027
	Bachelor’s	Bachelor’s	Bachelor’s
Yrs 1-9	\$800	\$900	\$1000
Yrs 10-15	\$900	\$1000	\$1100
Yrs 16-30	\$1000	\$1100	\$1200
	Master’s	Master’s	Master’s
Yrs 1-5	\$875	\$975	\$1075
Yrs 6-10	\$950	\$1050	\$1150
Yrs 11-33	\$1050	\$1150	\$1250

That means that each year an additional \$100 would be added to each step on the schedule. For example, a teacher with 20 years of experience in the District would receive an automatic \$2000 increase plus the amount of the step, plus any negotiated increase, because Step 20 would increase by \$100 for each of the 20 years.

The Federation’s most recent proposal is for annual increases, in addition to the steps, in the following amounts:

2024-2025 Step increase (between \$800 and \$1050) plus an additional \$2000, plus the adjustment in the schedule described above. This will result in an increase ranging \$2700 and \$4775 for each teacher on the salary schedule. The percentage increase for each employee will range between 4.83% and 7.11%, with an average increase of 6.39%. **The Federation’s proposal and the Board’s salary proposals for the first year of the new contract are the same.**

2025-2026 Step increase (between \$900 and \$1150) plus an additional \$1500, plus the adjustment in the schedule described above. This will result in an increase ranging from \$2400 to \$5300 for each teacher on the salary schedule. The percentage increase for each employee will range from 5.44% to 7.92%, with an average increase of 6.59%.

2026-2027 Step increase (between \$1000 and \$1250) plus an additional \$1250, plus the adjustment in the schedule described above. This will result in an increase ranging from \$2350 to \$5250 for each teacher on the salary schedule. The percentage increase for each employee will range from 5.06% to 7.32%, with an average increase of 6.12%.

The Board calculates the cost of increased teacher salary under the Federation's proposal as \$756,504.23 over 3 years. This represents an average annual increase of 6.37% per teacher and a total average increase of \$10,433.58 per teacher over the three years.

II. EXTRA-DUTY SCHEDULES

The current Agreement includes an Extra Duty Pay Schedule, which provides for the payment of various extra duty stipends (for coaches, sponsors and similar duties) on the basis of a percentage of the teacher's education lane on the salary schedule. The current Schedule can be found in the current collective bargaining agreement, linked above. The Board has proposed converting the Extra Duty Schedule so that a flat dollar amount is paid for each position, regardless of the educational level of the individual holding the position. The Board's proposal attempts to approximate, in flat dollars, the amounts being paid now for those positions. The proposal calls for an annual increase in those amounts of 3%. The Board believes this is a more equitable method of calculating extra duty pay and will result in greater public transparency. No person receiving a stipend would have his or her pay reduced under the Board's proposal. The Board's proposal also adds a tenth year of experience lane to the schedules. The full Extra Duty Pay Schedule proposal is included in Exhibit A.

III. RESTRICTIONS ON THE USE OF PERSONAL LEAVE

The contract allows each teacher to use up to three personal days per year, subject to certain restrictions. The parties have exchanged "package proposals" with various changes to the Leave article in the contract. As part of those packages, the Board has already agreed to additional sick leave days and an expansion in the allowable use of bereavement leave, and agreed to drop restrictions on the use of personal leave on the first and last five days of the school year. However, the Board has rejected the Federation's proposal to allow teachers to use personal leave on the day immediately preceding or following a holiday or vacation. While there is a potential cost of increased substitutes for additional use of personal leave, the cost is not significant. It is, however, very difficult to find suitable substitute teachers to fill in for teachers, particularly on days preceding or following holidays. As the Board has already agreed to significantly reduce restrictions on the use of personal leave, it believes its proposal is warranted and in the best interest of students.

IV. TUITION REIMBURSEMENT

The Federation has proposed a new section of the contract which would reimburse teachers for the cost of tuition at the rate of \$200 per semester hour for coursework for advancement on the salary schedule. Under the Federation's proposal, no more than 10 employees per year would be allowed to receive reimbursement, with a limit of \$800 per year per teacher. If 10 employees per year qualified for such reimbursement at the maximum rate, the cost of the proposal would be \$8000. While the Board recognizes the cost of that proposal is relatively small, the Board objects to paying teachers for courses which will be used for advancement on the salary schedule, as those costs will be recovered by teachers as they advance horizontally on the schedule as a result of the completion of such coursework.

V. ADVANCEMENT ON THE SALARY SCHEDULE

As described above, the salary schedule provides for increases in salary based on additional education levels. The Board supports that concept and encourages its teachers to achieve additional education. However, the Board further believes that such coursework must be provided through an accredited university by university faculty. Current language does not require that. The Board has proposed adding that requirement to the contract section providing for the advancement on the salary schedule. The Board believes such a change would benefit students. The Federation has rejected that proposal.

It is unlikely that the Board's proposal, or the Federation's rejection of the same, would involve a monetary cost to the District.

VI. STUDENT SERVICE COORDINATOR POSITION

Within the past year, the position of Student Service Coordinator was added to the bargaining unit represented by the Federation. There are two individuals currently serving in that position. While the Board believes the position is very important and valuable to students and staff, the job description can be filled equally whether the person has a Bachelor's degree or not. The Federation's proposal is that a person in that role who has a degree would receive a higher hourly rate than one without a degree. The Board has rejected that proposal.

VII. MEMORANDUM OF UNDERSTANDING

Several years ago, during an earlier round of collective bargaining, the parties restructured the salary schedule. As a result, certain teachers were placed in a different salary schedule cell than they otherwise would have been. Those individuals received increases based on their revised schedule placement, and that has continued for several years. The Federation has now proposed the parties enter a Memorandum of Understanding adjusting the schedule placement of the 2 remaining teachers affected by that adjustment, so that they would receive additional compensation. The Board has rejected the Federation's proposal.

VIII. TERM OF AGREEMENT

The Federation has proposed a three-year contract. The Board believes it is in the best interest of the District and its teachers to reach agreement on a longer term, to avoid protracted negotiations and potential disruption of the educational process. A long-term contract will better enable the Board to make budget projections and will help ensure the sustainability of the District. The Board believes a five-year contract is in the best interest of the parties. However, at the last Board meeting, the Board submitted a four-year proposal in an effort to reach compromise. The Federation rejected that proposal.

MERIDIAN COMMUNITY UNIT SCHOOL DISTRICT NO. 15
October 3, 2024

PROPOSAL OF BOARD OF EDUCATION

ARTICLE XIII- LEAVES OF ABSENCE

Section 3. Personal Leave

As part of a package proposal concerning various changes in the Leaves Article, the remainder of which have been agreed upon, the Board resubmits its proposal in Section 3 and rejects the Union's proposals to remove additional restrictions on the use of Personal Leave:

Each employee shall be granted three (3) personal days each year of this Agreement. A personal day is a day required for personal business or emergency without loss of pay or deduction of sick leave. A written request for personal leave shall be made to the building principal as early as possible in advance of the requested leave and except in an emergency situation, shall be made at least two days prior to the day of the leave. Personal leave may not be taken **during the first or last five (5) days of school or** on the first working day preceding or following a holiday or vacation. On a particular day no more than 10% of the certified staff in **any building the District** may take personal leave. Restrictions on the use of personal leave days may be waived by the Superintendent on a case-by-case basis. This provision is separate and apart from any situation where the teacher might otherwise be entitled to leave under Family Medical Leave. Unused personal leave days shall accumulate as sick leave.

[remainder of section unchanged]

ARTICLE XIV – FRINGE BENEFITS

Section 8. Tuition Reimbursement (new Section proposed by Union)

The Board rejects the Union's proposal to reimburse employees for the cost of completing coursework to advance on the salary schedule, as such cost will be recovered by teachers as they advance horizontally on the schedule as a result of the completion of such coursework.

ARTICLE XV – SALARY

Section 1. Term

The Board proposes a four-year contract, covering the 2024-2025, 2025-2026, 2026-2027, and 2027-2028 school years.

Section 5. Advancement on the Schedule.

The Board resubmits its proposal to require coursework for advancement on the salary schedule is part of a recognized program through an accredited university:

College credit earned prior to the opening of the school term will count in determining the placement of the teacher on the salary schedule under the following conditions:

- A. The course is part of a recognized advanced degree program provided **directly through an accredited university by university faculty** within the teacher's area of instruction or the area of administration or counseling in which program the teacher is enrolled, or in the joint opinion of the teacher and the building principal the course will enhance the teacher's ability to perform his/her assigned tasks, and;

(remainder of Section unchanged)

STUDENT SERVICE COORDINATOR POSITION

The Board rejects the Union's proposal to pay a higher hourly rate to Student Service Coordinators with a bachelor's degree and believes the hourly rate should be the same, regardless of the degree.

MEMORANDUM OF UNDERSTANDING

The Board rejects the Union's proposal to create a MOU adjusting pay for 2 individuals whose salary schedule placement was adjusted during a prior round of bargaining.

SALARY AND EXTRACURRICULAR SCHEDULES

2024-2025	\$2000 on base, with Union's step original step adjustments
2025-2026	\$1500 on base
2026-2027	\$1350 on base
2027-2028	\$1500 on base

See attached schedules.

				BASE SALARY \$41,359				BASE SALARY \$42,859				BASE SALARY \$44,209				BASE SALARY \$45,709					
Teachers 24-25	Placmt.	Step	Yrs.	23-24	2020 to base + Step			2025-2026			2026-2027			2027-2028			Total Increase	Average %			
				\$	\$	\$ Raise	% Raise	\$	\$ Raise	% Raise	\$	\$ Raise	% Raise	\$	\$ Raise	% Raise					
Anderson, Jacob	BS	B	2	800	\$39,359.00	\$42,159.00	\$2,800.00	7.11%	\$44,459.00	\$2,300.00	5.18%	\$46,609.00	\$2,150.00	4.84%	\$48,909.00	\$2,300.00	4.72%	\$9,550.00	5.59%		
Aukamp, Suzanne	BS+16	BB	28	1000	\$65,166.00	\$69,166.00	\$4,000.00	6.14%	\$71,666.00	\$2,500.00	3.48%	\$74,016.00	\$2,350.00	3.19%	\$76,516.00	\$2,500.00	3.29%	\$11,350.00	4.10%		
Bickel, Alison	MS	J	10	950	\$51,553.00	\$54,703.00	\$3,150.00	6.11%	\$57,153.00	\$2,450.00	4.28%	\$59,453.00	\$2,300.00	3.87%	\$61,903.00	\$2,450.00	4.12%	\$10,350.00	4.68%		
Bourisaw, Noelle	BS	Y	25	1000	\$59,384.00	\$63,159.00	\$3,775.00	6.36%	\$65,659.00	\$2,500.00	3.81%	\$68,009.00	\$2,350.00	3.52%	\$70,509.00	\$2,500.00	3.62%	\$11,125.00	4.39%		
Craig, Madison	BS	C	3	800	\$40,159.00	\$42,959.00	\$2,800.00	6.97%	\$45,259.00	\$2,300.00	5.05%	\$47,409.00	\$2,150.00	4.53%	\$49,709.00	\$2,300.00	4.85%	\$9,550.00	5.48%		
Dalby, Jessica	MS+32	D	4	875	\$50,607.00	\$53,482.00	\$2,875.00	5.68%	\$55,857.00	\$2,375.00	4.24%	\$58,082.00	\$2,225.00	3.83%	\$60,457.00	\$2,375.00	3.93%	\$9,850.00	4.55%		
Felter, Bailey	BS	C	3	800	\$40,159.00	\$42,959.00	\$2,800.00	6.97%	\$45,259.00	\$2,300.00	5.05%	\$47,409.00	\$2,150.00	4.53%	\$49,709.00	\$2,300.00	4.85%	\$9,550.00	5.48%		
Getz, Jeanne	BS	BB	27	1000	\$62,159.00	\$65,159.00	\$3,000.00	4.83%	\$67,659.00	\$2,500.00	3.74%	\$70,009.00	\$2,350.00	3.37%	\$72,509.00	\$2,500.00	3.57%	\$10,350.00	3.93%		
Gillis, Macie	MS	H	8	900	\$49,753.00	\$52,803.00	\$3,050.00	6.13%	\$55,203.00	\$2,400.00	4.33%	\$57,453.00	\$2,250.00	3.93%	\$59,853.00	\$2,400.00	4.14%	\$10,100.00	4.73%		
Gorden, Ashley	BS	E	5	800	\$41,759.00	\$44,559.00	\$2,800.00	6.71%	\$46,859.00	\$2,300.00	4.91%	\$49,009.00	\$2,150.00	4.39%	\$51,309.00	\$2,300.00	4.69%	\$9,550.00	5.29%		
Gorden, Carrie	BS	T	20	1000	\$54,759.00	\$58,159.00	\$3,400.00	6.21%	\$60,659.00	\$2,500.00	4.16%	\$63,009.00	\$2,350.00	3.73%	\$65,509.00	\$2,500.00	3.97%	\$10,750.00	4.59%		
Hadowsky, April	BS	CC	28	1000	\$63,084.00	\$67,159.00	\$4,075.00	6.46%	\$69,659.00	\$2,500.00	3.72%	\$72,009.00	\$2,350.00	3.27%	\$74,509.00	\$2,500.00	3.47%	\$11,425.00	4.26%		
Heffernan, Alexandra	BS	H	8	800	\$44,259.00	\$46,959.00	\$2,700.00	6.10%	\$49,259.00	\$2,300.00	4.67%	\$51,409.00	\$2,150.00	4.19%	\$53,709.00	\$2,300.00	4.47%	\$9,450.00	4.96%		
Meisenhelter, Dana	BS	L	12	900	\$47,659.00	\$50,459.00	\$2,800.00	5.88%	\$52,959.00	\$2,400.00	4.53%	\$55,109.00	\$2,250.00	4.06%	\$57,509.00	\$2,400.00	4.36%	\$9,850.00	4.81%		
Merano, Melanie	MS	S	20	1000	\$60,178.00	\$64,153.00	\$3,975.00	6.61%	\$66,653.00	\$2,500.00	3.76%	\$69,003.00	\$2,350.00	3.41%	\$71,503.00	\$2,500.00	3.62%	\$11,325.00	4.41%		
Minnott, Christa	BS	S	20	1000	\$54,759.00	\$58,159.00	\$3,400.00	6.21%	\$60,659.00	\$2,500.00	4.16%	\$63,009.00	\$2,350.00	3.73%	\$65,509.00	\$2,500.00	3.97%	\$10,750.00	4.59%		
Miller, Alexa	BS	B	2	800	\$42,159.00	\$44,959.00	\$2,800.00	6.64%	\$49,259.00	\$2,300.00	4.67%	\$51,409.00	\$2,150.00	4.19%	\$53,709.00	\$2,300.00	4.47%	\$6,750.00	5.08%		
Pistorius, Megan	MS	J	10	950	\$51,553.00	\$54,703.00	\$3,150.00	6.11%	\$57,153.00	\$2,450.00	4.28%	\$59,453.00	\$2,300.00	3.87%	\$61,903.00	\$2,450.00	4.12%	\$10,350.00	4.68%		
Punches, Roger	BS	J	10	900	\$45,959.00	\$48,659.00	\$2,700.00	5.87%	\$51,059.00	\$2,400.00	4.70%	\$53,309.00	\$2,250.00	4.21%	\$55,709.00	\$2,400.00	4.50%	\$9,750.00	4.93%		
Quinlan, Julie	MS	P	16	1050	\$57,328.00	\$61,003.00	\$3,675.00	6.41%	\$63,553.00	\$2,550.00	4.01%	\$65,953.00	\$2,400.00	3.62%	\$68,503.00	\$2,550.00	3.87%	\$11,175.00	4.56%		
Reed, Alice	BS	I	9	900	\$45,109.00	\$47,759.00	\$2,650.00	5.87%	\$50,159.00	\$2,400.00	4.78%	\$52,409.00	\$2,250.00	4.29%	\$54,809.00	\$2,400.00	4.58%	\$9,700.00	4.99%		
Rutan, Aaren	MS	D	4	800	\$46,203.00	\$49,078.00	\$2,875.00	6.22%	\$51,378.00	\$2,300.00	4.49%	\$53,528.00	\$2,150.00	4.01%	\$55,828.00	\$2,300.00	4.13%	\$9,625.00	4.85%		
Schippert, Taylor	BS	B	2	800	\$42,159.00	\$44,959.00	\$2,800.00	6.64%	\$49,259.00	\$2,300.00	4.67%	\$51,409.00	\$2,150.00	4.19%	\$53,709.00	\$2,300.00	4.47%	\$6,750.00	5.08%		
Sietz, Mariah	MS	H	8	950	\$49,753.00	\$52,803.00	\$3,050.00	6.13%	\$55,253.00	\$2,450.00	4.42%	\$57,553.00	\$2,300.00	4.00%	\$60,003.00	\$2,450.00	4.26%	\$10,250.00	4.80%		
Snively, Adam	MS	K	17	1050	\$58,278.00	\$62,053.00	\$3,775.00	6.48%	\$64,603.00	\$2,550.00	4.11%	\$67,003.00	\$2,400.00	3.57%	\$69,553.00	\$2,550.00	3.81%	\$11,275.00	4.53%		
Snow, Carrie	BS+8	Q	11	800	\$48,750.00	\$51,500.00	\$2,750.00	5.64%	\$53,800.00	\$2,500.00	4.64%	\$55,950.00	\$2,350.00	4.17%	\$58,250.00	\$2,500.00	4.17%	\$9,500.00	5.45%		
Steiling, Holly	MS	L	12	1050	\$54,616.00	\$57,991.00	\$3,375.00	6.18%	\$60,541.00	\$2,550.00	4.24%	\$62,941.00	\$2,400.00	3.86%	\$65,491.00	\$2,550.00	4.05%	\$10,875.00	4.65%		
Stewart, Kailae	BS	B	2	800	\$39,359.00	\$42,159.00	\$2,800.00	7.11%	\$44,459.00	\$2,300.00	5.18%	\$46,609.00	\$2,150.00	4.64%	\$48,909.00	\$2,300.00	4.72%	\$9,550.00	5.59%		
Stogsdill, Michael	MS+32	AA	27	1050	\$72,182.00	\$76,957.00	\$4,775.00	6.62%	\$79,507.00	\$2,550.00	3.21%	\$81,907.00	\$2,400.00	2.93%	\$84,457.00	\$2,550.00	3.11%	\$12,275.00	4.02%		
Thomas, Jennifer	MS+32	X	24	1050	\$69,332.00	\$73,807.00	\$4,475.00	6.45%	\$76,357.00	\$2,550.00	3.34%	\$78,757.00	\$2,400.00	3.04%	\$81,307.00	\$2,550.00	3.24%	\$11,975.00	4.07%		
Trimble, Julie	MS	P	15	1050	\$57,328.00	\$61,003.00	\$3,675.00	6.41%	\$63,553.00	\$2,550.00	4.01%	\$65,953.00	\$2,400.00	3.62%	\$68,503.00	\$2,550.00	3.87%	\$11,175.00	4.56%		
Ward, Jenna	BS	B	2	800	\$39,359.00	\$42,159.00	\$2,800.00	7.11%	\$44,459.00	\$2,300.00	5.18%	\$46,609.00	\$2,150.00	4.64%	\$48,909.00	\$2,300.00	4.72%	\$9,550.00	5.59%		
					\$1,742,108.00	\$97,925.00	6.30%	\$1,819,533.00	\$77,425.00	4.55%	\$1,892,158.00	\$72,625.00	4.08%	\$1,969,583.00	\$77,425.00	4.18%					
					\$2000 to base + Step				\$1500 to base + Step				\$1350 to base + Step			\$1500 to base + Step					
					\$2000 to base + Step				\$1500 to base + Step				\$1350 to base + Step			\$1500 to base + Step					
					\$2000 to base + Step				\$1500 to base + Step				\$1350 to base + Step			\$1500 to base + Step					
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24-25				
MIDDLE SCHOOL - FALL	1-3 Years	4-6 Years	7+ Years	10+ Years
GIRLS SOFTBALL	\$3,250	\$3,500	\$3,750	\$4,000
ASST. GIRLS SOFTBALL	\$2,000	\$2,250	\$2,500	\$2,750
GIRLS BASKETBALL	\$3,750	\$4,000	\$4,250	\$4,500
ASST. GIRLS BB	\$2,000	\$2,250	\$2,500	\$2,750
BOYS BASEBALL	\$3,250	\$3,500	\$3,750	\$4,000
ASST. BOYS BASEBALL	\$2,000	\$2,250	\$2,500	\$2,750
MIDDLE SCHOOL - WINTER				
BOYS BASKETBALL	\$3,750	\$4,000	\$4,250	\$4,500
ASST. BOYS BB	\$2,000	\$2,250	\$2,500	\$2,750
HEAD VOLLEYBALL	\$3,750	\$4,000	\$4,250	\$4,500
ASST. VB	\$2,000	\$2,250	\$2,500	\$2,750
CHEER SPONSOR	\$2,000	\$2,250	\$2,500	\$2,750
MIDDLE SCHOOL - SPRING				
GIRLS TRACK	\$3,000	\$3,250	\$3,500	\$3,750
BOYS TRACK	\$3,000	\$3,250	\$3,500	\$3,750
24-25				
HIGH SCHOOL - FALL	1-3 Years	4-6 Years	7+ Years	10+ Years
HEAD FOOTBALL	\$6,000	\$6,750	\$7,000	\$7,500
VARSITY ASST. FOOTBALL	\$3,500	\$3,750	\$4,000	\$4,250
JV ASST. FOOTBALL	\$3,500	\$3,750	\$4,000	\$4,250
ASST. FOOTBALL	\$2,750	\$3,000	\$3,250	\$3,500
HEAD BOYS SOCCER	\$3,750	\$4,000	\$4,500	\$4,750
ASST. SOCCER	\$2,000	\$2,250	\$2,500	\$2,750
HEAD GOLF	\$3,750	\$4,000	\$4,250	\$4,500
HEAD VOLLEYBALL	\$6,000	\$6,750	\$7,000	\$7,500
ASST. VOLLEYBALL	\$3,500	\$3,750	\$4,000	\$4,250
F'BALL CHEERLEADING	\$1,250	\$1,500	\$1,750	\$2,000
HIGH SCHOOL - WINTER				
HEAD BOYS B'BALL	\$6,000	\$6,500	\$7,000	\$7,500
ASST. BOYS B'BALL	\$3,500	\$3,750	\$4,000	\$4,250
FRESH. BOYS B'BALL	\$2,750	\$3,000	\$3,250	\$3,500
HEAD GIRLS B'BALL	\$6,000	\$6,500	\$7,000	\$7,500
ASST. GIRLS B'BALL	\$3,500	\$3,750	\$4,000	\$4,250
B'BALL CHEERLEADING	\$2,000	\$2,250	\$2,500	\$2,750
HIGH SCHOOL - SPRING				
HEAD BASEBALL	\$4,000	\$4,250	\$4,500	\$4,750
ASST. BASEBALL	\$2,750	\$3,000	\$3,250	\$3,500
BOYS TRACK	\$4,000	\$4,250	\$4,500	\$4,750
GIRLS TRACK	\$4,000	\$4,250	\$4,500	\$4,750
HEAD SOFTBALL	\$4,000	\$4,250	\$4,500	\$4,750
ASST. SOFTBALL	\$2,750	\$3,000	\$3,250	\$3,500
HEAD GIRLS SOCCER	\$3,750	\$4,000	\$4,500	\$4,750
ASST. GIRLS SOCCER	\$2,000	\$2,250	\$2,500	\$2,750

POSITION				
24-25				
MIDDLE SCHOOL	1-3 Years	4-6 Years	7+ Years	10+ Years
MDL CHORUS	\$1,200	\$1,300	\$1,400	\$1,500
MDL VOCAL COACH	\$600	\$650	\$700	\$750
SCHOLASTIC BOWL	\$2,500	\$2,750	\$3,000	\$3,250
ASST. SCHOLASTIC BOWL	\$1,000	\$1,250	\$1,500	\$1,750
DIRECTOR THEATER	\$3,000	\$3,250	\$3,500	\$3,750
YEARBOOK SPONSOR	\$2,000	\$2,500	\$3,000	\$3,500
NAT'L HONOR SOCIETY	\$1,750	\$2,000	\$2,250	\$2,500
BAND DIRECTOR	\$1,200	\$1,300	\$1,400	\$1,500
STUDENT COUNCIL	\$2,500	\$2,750	\$3,000	\$3,250
6TH GRADE TEAM LEADER	\$800			
7TH GRADE TEAM LEADER	\$800			
8TH GRADE TEAM LEADER	\$800			
HIGH SCHOOL				
SENIOR SPONSOR	\$800			
SENIOR SPONSOR	\$800			
SENIOR SPONSOR	\$800			
JUNIOR SPONSOR	\$1,250			
JUNIOR SPONSOR	\$1,250			
JUNIOR SPONSOR	\$1,250			
SOPHOMORE SPONSOR	\$800			
SOPHOMORE SPONSOR	\$800			
SOPHOMORE SPONSOR	\$800			
FRESHMAN SPONSOR	\$800			
FRESHMAN SPONSOR	\$800			
FRESHMAN SPONSOR	\$800			
STUDENT COUNCIL	\$2,750	\$3,250	\$3,750	\$4,000
NAT'L HONOR SOCIETY	\$2,750	\$3,250	\$3,750	\$4,000
SCHOLASTIC BOWL	\$3,000	\$3,500	\$4,000	\$4,500
ASST. SCHOLASTIC BOWL	\$1,500	\$1,750	\$2,000	\$2,250
ACADEMIC CHALLENGE	\$1,500	\$1,750	\$2,000	\$2,250
YEARBOOK SPONSOR	\$3,500	\$3,750	\$4,000	\$4,250
BAND DIRECTOR	\$3,000	\$3,250	\$3,500	\$3,750
DRAMA/PLAY SPONSOR	\$3,000	\$3,250	\$3,500	\$3,750
HS CHORUS	\$1,200	\$1,300	\$1,400	\$1,500
HS VOCAL COACH	\$600	\$650	\$700	\$750
FCS	\$2,750	\$3,250	\$3,750	\$4,000
SADD SPONSOR	\$2,750	\$3,250	\$3,750	\$4,000
TECHNOLOGY DIRECTOR	\$6,500	\$7,000	\$7,500	\$8,000
FFA	\$2,750	\$3,250	\$3,750	\$4,000
ATHLETIC DIRECTOR	\$7,500	\$8,000	\$8,500	\$9,000

POSITION	25-26	103.00%		
	1-3 Years	4-6 Years	7+ Years	10+ Years
MIDDLE SCHOOL - FALL				
GIRLS SOFTBALL	\$3,347.50	\$3,605.00	\$3,862.50	\$4,120.00
ASST. GIRLS SOFTBALL	\$2,060.00	\$2,317.50	\$2,575.00	\$2,832.50
GIRLS BASKETBALL	\$3,862.50	\$4,120.00	\$4,377.50	\$4,635.00
ASST. GIRLS BB	\$2,060.00	\$2,317.50	\$2,575.00	\$2,832.50
BOYS BASEBALL	\$3,347.50	\$3,605.00	\$3,862.50	\$4,120.00
ASST. BOYS BASEBALL	\$2,060.00	\$2,317.50	\$2,575.00	\$2,832.50
MIDDLE SCHOOL - WINTER				
BOYS BASKETBALL	\$3,862.50	\$4,120.00	\$4,377.50	\$4,635.00
ASST. BOYS BB	\$2,060.00	\$2,317.50	\$2,575.00	\$2,832.50
HEAD VOLLEYBALL	\$3,862.50	\$4,120.00	\$4,377.50	\$4,635.00
ASST. VB	\$2,060.00	\$2,317.50	\$2,575.00	\$2,832.50
CHEER SPONSOR	\$2,060.00	\$2,317.50	\$2,575.00	\$2,832.50
MIDDLE SCHOOL - SPRING				
GIRLS TRACK	\$3,090.00	\$3,347.50	\$3,605.00	\$3,862.50
BOYS TRACK	\$3,090.00	\$3,347.50	\$3,605.00	\$3,862.50
	25-26			
HIGH SCHOOL - FALL	1-3 Years	4-6 Years	7+ Years	10+ Years
HEAD FOOTBALL	\$6,180.00	\$6,952.50	\$7,210.00	\$7,725.00
VARSITY ASST. FOOTBALL	\$3,605.00	\$3,862.50	\$4,120.00	\$4,377.50
JV ASST. FOOTBALL	\$3,605.00	\$3,862.50	\$4,120.00	\$4,377.50
ASST. FOOTBALL	\$2,832.50	\$3,090.00	\$3,347.50	\$3,605.00
HEAD BOYS SOCCER	\$3,862.50	\$4,120.00	\$4,635.00	\$4,892.50
ASST. SOCCER	\$2,060.00	\$2,317.50	\$2,575.00	\$2,832.50
HEAD GOLF	\$3,862.50	\$4,120.00	\$4,377.50	\$4,635.00
HEAD VOLLEYBALL	\$6,180.00	\$6,952.50	\$7,210.00	\$7,725.00
ASST. VOLLEYBALL	\$3,605.00	\$3,862.50	\$4,120.00	\$4,377.50
F'BALL CHEERLEADING	\$1,287.50	\$1,545.00	\$1,802.50	\$2,060.00
HIGH SCHOOL - WINTER				
HEAD BOYS B'BALL	\$6,180.00	\$6,695.00	\$7,210.00	\$7,725.00
ASST. BOYS B'BALL	\$3,605.00	\$3,862.50	\$4,120.00	\$4,377.50
FRESH. BOYS B'BALL	\$2,832.50	\$3,090.00	\$3,347.50	\$3,605.00
HEAD GIRLS B'BALL	\$6,180.00	\$6,695.00	\$7,210.00	\$7,725.00
ASST. GIRLS B'BALL	\$3,605.00	\$3,862.50	\$4,120.00	\$4,377.50
B'BALL CHEERLEADING	\$2,060.00	\$2,317.50	\$2,575.00	\$2,832.50
HIGH SCHOOL - SPRING				
HEAD BASEBALL	\$4,120.00	\$4,377.50	\$4,635.00	\$4,892.50
ASST. BASEBALL	\$2,832.50	\$3,090.00	\$3,347.50	\$3,605.00
BOYS TRACK	\$4,120.00	\$4,377.50	\$4,635.00	\$4,892.50
GIRLS TRACK	\$4,120.00	\$4,377.50	\$4,635.00	\$4,892.50
HEAD SOFTBALL	\$4,120.00	\$4,377.50	\$4,635.00	\$4,892.50
ASST. SOFTBALL	\$2,832.50	\$3,090.00	\$3,347.50	\$3,605.00
HEAD GIRLS SOCCER	\$3,862.50	\$4,120.00	\$4,635.00	\$4,892.50
ASST. GIRLS SOCCER	\$2,060.00	\$2,317.50	\$2,575.00	\$2,832.50

POSITION	25-26			
	1-3 Years	4-6 Years	7+ Years	10+ Years
MIDDLE SCHOOL				
MDL CHORUS	\$1,236.00	\$1,339.00	\$1,442.00	\$1,545.00
MDL VOCAL COACH	\$618.00	\$669.50	\$721.00	\$772.50
SCHOLASTIC BOWL	\$2,575.00	\$2,832.50	\$3,090.00	\$3,347.50
ASST. SCHOLASTIC BOWL	\$1,030.00	\$1,287.50	\$1,545.00	\$1,802.50
DIRECTOR THEATER	\$3,090.00	\$3,347.50	\$3,605.00	\$3,862.50
YEARBOOK SPONSOR	\$2,060.00	\$2,575.00	\$3,090.00	\$3,605.00
NAT'L HONOR SOCIETY	\$1,802.50	\$2,060.00	\$2,317.50	\$2,575.00
BAND DIRECTOR	\$1,236.00	\$1,339.00	\$1,442.00	\$1,545.00
STUDENT COUNCIL	\$2,575.00	\$2,832.50	\$3,090.00	\$3,347.50
6TH GRADE TEAM LEADER	\$824.00			
7TH GRADE TEAM LEADER	\$824.00			
8TH GRADE TEAM LEADER	\$824.00			
HIGH SCHOOL				
SENIOR SPONSOR	\$824.00			
SENIOR SPONSOR	\$824.00			
SENIOR SPONSOR	\$824.00			
JUNIOR SPONSOR	\$1,287.50			
JUNIOR SPONSOR	\$1,287.50			
JUNIOR SPONSOR	\$1,287.50			
SOPHOMORE SPONSOR	\$824.00			
SOPHOMORE SPONSOR	\$824.00			
SOPHOMORE SPONSOR	\$824.00			
FRESHMAN SPONSOR	\$824.00			
FRESHMAN SPONSOR	\$824.00			
FRESHMAN SPONSOR	\$824.00			
STUDENT COUNCIL	\$2,832.50	\$3,347.50	\$3,862.50	\$4,120.00
NAT'L HONOR SOCIETY	\$2,832.50	\$3,347.50	\$3,862.50	\$4,120.00
SCHOLASTIC BOWL	\$3,090.00	\$3,605.00	\$4,120.00	\$4,635.00
ASST. SCHOLASTIC BOWL	\$1,545.00	\$1,802.50	\$2,060.00	\$2,317.50
ACADEMIC CHALLENGE	\$1,545.00	\$1,802.50	\$2,060.00	\$2,317.50
YEARBOOK SPONSOR	\$3,605.00	\$3,862.50	\$4,120.00	\$4,377.50
BAND DIRECTOR	\$3,090.00	\$3,347.50	\$3,605.00	\$3,862.50
DRAMA/PLAY SPONSOR	\$3,090.00	\$3,347.50	\$3,605.00	\$3,862.50
HS CHORUS	\$1,236.00	\$1,339.00	\$1,442.00	\$1,545.00
HS VOCAL COACH	\$618.00	\$669.50	\$721.00	\$772.50
FCS	\$2,832.50	\$3,347.50	\$3,862.50	\$4,120.00
SADD SPONSOR	\$2,832.50	\$3,347.50	\$3,862.50	\$4,120.00
TECHNOLOGY DIRECTOR	\$6,695.00	\$7,210.00	\$7,725.00	\$8,240.00
FFA	\$2,832.50	\$3,347.50	\$3,862.50	\$4,120.00
ATHLETIC DIRECTOR	\$7,725.00	\$8,240.00	\$8,755.00	\$9,270.00

POSITION	26-27	103.00%		
	1-3 Years	4-6 Years	7+ Years	10+ Years
MIDDLE SCHOOL - FALL				
GIRLS SOFTBALL	\$3,447.93	\$3,713.15	\$3,978.38	\$4,243.60
ASST. GIRLS SOFTBALL	\$2,121.80	\$2,387.03	\$2,652.25	\$2,917.48
GIRLS BASKETBALL	\$3,978.38	\$4,243.60	\$4,508.83	\$4,774.05
ASST. GIRLS BB	\$2,121.80	\$2,387.03	\$2,652.25	\$2,917.48
BOYS BASEBALL	\$3,447.93	\$3,713.15	\$3,978.38	\$4,243.60
ASST. BOYS BASEBALL	\$2,121.80	\$2,387.03	\$2,652.25	\$2,917.48
MIDDLE SCHOOL - WINTER				
BOYS BASKETBALL	\$3,978.38	\$4,243.60	\$4,508.83	\$4,774.05
ASST. BOYS BB	\$2,121.80	\$2,387.03	\$2,652.25	\$2,917.48
HEAD VOLLEYBALL	\$3,978.38	\$4,243.60	\$4,508.83	\$4,774.05
ASST. VB	\$2,121.80	\$2,387.03	\$2,652.25	\$2,917.48
CHEER SPONSOR	\$2,121.80	\$2,387.03	\$2,652.25	\$2,917.48
MIDDLE SCHOOL - SPRING				
GIRLS TRACK	\$3,182.70	\$3,447.93	\$3,713.15	\$3,978.38
BOYS TRACK	\$3,182.70	\$3,447.93	\$3,713.15	\$3,978.38
27-28				
HIGH SCHOOL - FALL	1-3 Years	4-6 Years	7+ Years	10+ Years
HEAD FOOTBALL	\$6,365.40	\$7,161.08	\$7,426.30	\$7,956.75
VARSITY ASST. FOOTBALL	\$3,713.15	\$3,978.38	\$4,243.60	\$4,508.83
JV ASST. FOOTBALL	\$3,713.15	\$3,978.38	\$4,243.60	\$4,508.83
ASST. FOOTBALL	\$2,917.48	\$3,182.70	\$3,447.93	\$3,713.15
HEAD BOYS SOCCER	\$3,978.38	\$4,243.60	\$4,774.05	\$5,039.28
ASST. SOCCER	\$2,121.80	\$2,387.03	\$2,652.25	\$2,917.48
HEAD GOLF	\$3,978.38	\$4,243.60	\$4,508.83	\$4,774.05
HEAD VOLLEYBALL	\$6,365.40	\$7,161.08	\$7,426.30	\$7,956.75
ASST. VOLLEYBALL	\$3,713.15	\$3,978.38	\$4,243.60	\$4,508.83
F'BALL CHEERLEADING	\$1,326.13	\$1,591.35	\$1,856.58	\$2,121.80
HIGH SCHOOL - WINTER				
HEAD BOYS B'BALL	\$6,365.40	\$6,895.85	\$7,426.30	\$7,956.75
ASST. BOYS B'BALL	\$3,713.15	\$3,978.38	\$4,243.60	\$4,508.83
FRESH. BOYS B'BALL	\$2,917.48	\$3,182.70	\$3,447.93	\$3,713.15
HEAD GIRLS B'BALL	\$6,365.40	\$6,895.85	\$7,426.30	\$7,956.75
ASST. GIRLS B'BALL	\$3,713.15	\$3,978.38	\$4,243.60	\$4,508.83
B'BALL CHEERLEADING	\$2,121.80	\$2,387.03	\$2,652.25	\$2,917.48
HIGH SCHOOL - SPRING				
HEAD BASEBALL	\$4,243.60	\$4,508.83	\$4,774.05	\$5,039.28
ASST. BASEBALL	\$2,917.48	\$3,182.70	\$3,447.93	\$3,713.15
BOYS TRACK	\$4,243.60	\$4,508.83	\$4,774.05	\$5,039.28
GIRLS TRACK	\$4,243.60	\$4,508.83	\$4,774.05	\$5,039.28
HEAD SOFTBALL	\$4,243.60	\$4,508.83	\$4,774.05	\$5,039.28
ASST. SOFTBALL	\$2,917.48	\$3,182.70	\$3,447.93	\$3,713.15
HEAD GIRLS SOCCER	\$3,978.38	\$4,243.60	\$4,774.05	\$5,039.28
ASST. GIRLS SOCCER	\$2,121.80	\$2,387.03	\$2,652.25	\$2,917.48

POSITION	26-27			
	1-3 Years	4-6 Years	7+ Years	10+ Years
MIDDLE SCHOOL				
MDL CHORUS	\$1,273.08	\$1,379.17	\$1,485.26	\$1,591.35
MDL VOCAL COACH	\$636.54	\$689.59	\$742.63	\$795.68
SCHOLASTIC BOWL	\$2,652.25	\$2,917.48	\$3,182.70	\$3,447.93
ASST. SCHOLASTIC BOWL	\$1,060.90	\$1,326.13	\$1,591.35	\$1,856.58
DIRECTOR THEATER	\$3,182.70	\$3,447.93	\$3,713.15	\$3,978.38
YEARBOOK SPONSOR	\$2,121.80	\$2,652.25	\$3,182.70	\$3,713.15
NAT'L HONOR SOCIETY	\$1,856.58	\$2,121.80	\$2,387.03	\$2,652.25
BAND DIRECTOR	\$1,273.08	\$1,379.17	\$1,485.26	\$1,591.35
STUDENT COUNCIL	\$2,652.25	\$2,917.48	\$3,182.70	\$3,447.93
6TH GRADE TEAM LEADER	\$848.72			
7TH GRADE TEAM LEADER	\$848.72			
8TH GRADE TEAM LEADER	\$848.72			
HIGH SCHOOL				
SENIOR SPONSOR	\$848.72			
SENIOR SPONSOR	\$848.72			
SENIOR SPONSOR	\$848.72			
JUNIOR SPONSOR	\$1,326.13			
JUNIOR SPONSOR	\$1,326.13			
JUNIOR SPONSOR	\$1,326.13			
SOPHOMORE SPONSOR	\$848.72			
SOPHOMORE SPONSOR	\$848.72			
SOPHOMORE SPONSOR	\$848.72			
FRESHMAN SPONSOR	\$848.72			
FRESHMAN SPONSOR	\$848.72			
FRESHMAN SPONSOR	\$848.72			
STUDENT COUNCIL	\$2,917.48	\$3,447.93	\$3,978.38	\$4,243.60
NAT'L HONOR SOCIETY	\$2,917.48	\$3,447.93	\$3,978.38	\$4,243.60
SCHOLASTIC BOWL	\$3,182.70	\$3,713.15	\$4,243.60	\$4,774.05
ASST. SCHOLASTIC BOWL	\$1,591.35	\$1,856.58	\$2,121.80	\$2,387.03
ACADEMIC CHALLENGE	\$1,591.35	\$1,856.58	\$2,121.80	\$2,387.03
YEARBOOK SPONSOR	\$3,713.15	\$3,978.38	\$4,243.60	\$4,508.83
BAND DIRECTOR	\$3,182.70	\$3,447.93	\$3,713.15	\$3,978.38
DRAMA/PLAY SPONSOR	\$3,182.70	\$3,447.93	\$3,713.15	\$3,978.38
HS CHORUS	\$1,273.08	\$1,379.17	\$1,485.26	\$1,591.35
HS VOCAL COACH	\$636.54	\$689.59	\$742.63	\$795.68
FCS	\$2,917.48	\$3,447.93	\$3,978.38	\$4,243.60
SADD SPONSOR	\$2,917.48	\$3,447.93	\$3,978.38	\$4,243.60
TECHNOLOGY DIRECTOR	\$6,895.85	\$7,426.30	\$7,956.75	\$8,487.20
FFA	\$2,917.48	\$3,447.93	\$3,978.38	\$4,243.60
ATHLETIC DIRECTOR	\$7,956.75	\$8,487.20	\$9,017.65	\$9,548.10

POSITION	27-28	103.00%		
MIDDLE SCHOOL - FALL	1-3 Years	4-6 Years	7+ Years	10+ Years
GIRLS SOFTBALL	\$3,551.36	\$3,824.54	\$4,097.73	\$4,370.91
ASST. GIRLS SOFTBALL	\$2,185.45	\$2,458.64	\$2,731.82	\$3,005.00
GIRLS BASKETBALL	\$4,097.73	\$4,370.91	\$4,644.09	\$4,917.27
ASST. GIRLS BB	\$2,185.45	\$2,458.64	\$2,731.82	\$3,005.00
BOYS BASEBALL	\$3,551.36	\$3,824.54	\$4,097.73	\$4,370.91
ASST. BOYS BASEBALL	\$2,185.45	\$2,458.64	\$2,731.82	\$3,005.00
MIDDLE SCHOOL - WINTER				
BOYS BASKETBALL	\$4,097.73	\$4,370.91	\$4,644.09	\$4,917.27
ASST. BOYS BB	\$2,185.45	\$2,458.64	\$2,731.82	\$3,005.00
HEAD VOLLEYBALL	\$4,097.73	\$4,370.91	\$4,644.09	\$4,917.27
ASST. VB	\$2,185.45	\$2,458.64	\$2,731.82	\$3,005.00
CHEER SPONSOR	\$2,185.45	\$2,458.64	\$2,731.82	\$3,005.00
MIDDLE SCHOOL - SPRING				
GIRLS TRACK	\$3,278.18	\$3,447.93	\$3,713.15	\$3,978.38
BOYS TRACK	\$3,278.18	\$3,447.93	\$3,713.15	\$3,978.38
27-28				
HIGH SCHOOL - FALL	1-3 Years	4-6 Years	7+ Years	10+ Years
HEAD FOOTBALL	\$6,556.36	\$7,375.91	\$7,649.09	\$8,195.45
VARSITY ASST. FOOTBALL	\$3,824.54	\$4,097.73	\$4,370.91	\$4,644.09
JV ASST. FOOTBALL	\$3,824.54	\$4,097.73	\$4,370.91	\$4,644.09
ASST. FOOTBALL	\$3,005.00	\$3,278.18	\$3,551.36	\$3,824.54
HEAD BOYS SOCCER	\$4,097.73	\$4,370.91	\$4,917.27	\$5,190.45
ASST. SOCCER	\$2,185.45	\$2,458.64	\$2,731.82	\$3,005.00
HEAD GOLF	\$4,097.73	\$4,370.91	\$4,644.09	\$4,917.27
HEAD VOLLEYBALL	\$6,556.36	\$7,375.91	\$7,649.09	\$8,195.45
ASST. VOLLEYBALL	\$3,824.54	\$4,097.73	\$4,370.91	\$4,644.09
F'BALL CHEERLEADING	\$1,365.91	\$1,639.09	\$1,912.27	\$2,185.45
HIGH SCHOOL - WINTER				
HEAD BOYS B'BALL	\$6,556.36	\$7,102.73	\$7,649.09	\$8,195.45
ASST. BOYS B'BALL	\$3,824.54	\$4,097.73	\$4,370.91	\$4,644.09
FRESH. BOYS B'BALL	\$3,005.00	\$3,278.18	\$3,551.36	\$3,824.54
HEAD GIRLS B'BALL	\$6,556.36	\$7,102.73	\$7,649.09	\$8,195.45
ASST. GIRLS B'BALL	\$3,824.54	\$4,097.73	\$4,370.91	\$4,644.09
B'BALL CHEERLEADING	\$2,185.45	\$2,458.64	\$2,731.82	\$3,005.00
HIGH SCHOOL - SPRING				
HEAD BASEBALL	\$4,370.91	\$4,644.09	\$4,917.27	\$5,190.45
ASST. BASEBALL	\$3,005.00	\$3,278.18	\$3,551.36	\$3,824.54
BOYS TRACK	\$4,370.91	\$4,644.09	\$4,917.27	\$5,190.45
GIRLS TRACK	\$4,370.91	\$4,644.09	\$4,917.27	\$5,190.45
HEAD SOFTBALL	\$4,370.91	\$4,644.09	\$4,917.27	\$5,190.45
ASST. SOFTBALL	\$3,005.00	\$3,278.18	\$3,551.36	\$3,824.54
HEAD GIRLS SOCCER	\$4,097.73	\$4,370.91	\$4,917.27	\$5,190.45
ASST. GIRLS SOCCER	\$2,185.45	\$2,458.64	\$2,731.82	\$3,005.00

POSITION	27-28			
MIDDLE SCHOOL	1-3 Years	4-6 Years	7+ Years	10+ Years
MDL CHORUS	\$1,311.27	\$1,420.55	\$1,529.82	\$1,639.09
MDL VOCAL COACH	\$655.64	\$710.27	\$764.91	\$819.55
SCHOLASTIC BOWL	\$2,731.82	\$3,005.00	\$3,278.18	\$3,551.36
ASST. SCHOLASTIC BOWL	\$1,092.73	\$1,365.91	\$1,639.09	\$1,912.27
DIRECTOR THEATER	\$3,278.18	\$3,551.36	\$3,824.54	\$4,097.73
YEARBOOK SPONSOR	\$2,185.45	\$2,731.82	\$3,278.18	\$3,824.54
NAT'L HONOR SOCIETY	\$1,912.27	\$2,185.45	\$2,458.64	\$2,731.82
BAND DIRECTOR	\$1,311.27	\$1,420.55	\$1,529.82	\$1,639.09
STUDENT COUNCIL	\$2,731.82	\$3,005.00	\$3,278.18	\$3,551.36
6TH GRADE TEAM LEADER	\$874.18			
7TH GRADE TEAM LEADER	\$874.18			
8TH GRADE TEAM LEADER	\$874.18			
HIGH SCHOOL				
SENIOR SPONSOR	\$874.18			
SENIOR SPONSOR	\$874.18			
SENIOR SPONSOR	\$874.18			
JUNIOR SPONSOR	\$1,365.91			
JUNIOR SPONSOR	\$1,365.91			
JUNIOR SPONSOR	\$1,365.91			
SOPHOMORE SPONSOR	\$874.18			
SOPHOMORE SPONSOR	\$874.18			
SOPHOMORE SPONSOR	\$874.18			
FRESHMAN SPONSOR	\$874.18			
FRESHMAN SPONSOR	\$874.18			
FRESHMAN SPONSOR	\$874.18			
STUDENT COUNCIL	\$3,005.00	\$3,551.36	\$4,097.73	\$4,370.91
NAT'L HONOR SOCIETY	\$3,005.00	\$3,551.36	\$4,097.73	\$4,370.91
SCHOLASTIC BOWL	\$3,278.18	\$3,824.54	\$4,370.91	\$4,917.27
ASST. SCHOLASTIC BOWL	\$1,639.09	\$1,912.27	\$2,185.45	\$2,458.64
ACADEMIC CHALLENGE	\$1,639.09	\$1,912.27	\$2,185.45	\$2,458.64
YEARBOOK SPONSOR	\$3,824.54	\$4,097.73	\$4,370.91	\$4,644.09
BAND DIRECTOR	\$3,278.18	\$3,551.36	\$3,824.54	\$4,097.73
DRAMA/PLAY SPONSOR	\$3,278.18	\$3,551.36	\$3,824.54	\$4,097.73
HS CHORUS	\$1,311.27	\$1,420.55	\$1,529.82	\$1,639.09
HS VOCAL COACH	\$655.64	\$710.27	\$764.91	\$819.55
FCS	\$3,005.00	\$3,551.36	\$4,097.73	\$4,370.91
SADD SPONSOR	\$3,005.00	\$3,551.36	\$4,097.73	\$4,370.91
TECHNOLOGY DIRECTOR	\$7,102.73	\$7,649.09	\$8,195.45	\$8,741.82
FFA	\$3,005.00	\$3,551.36	\$4,097.73	\$4,370.91
ATHLETIC DIRECTOR	\$8,195.45	\$8,741.82	\$9,288.18	\$9,834.54