

NESSON PUBLIC SCHOOL DISTRICT #2  
PROFESSIONAL NEGOTIATIONS CONTRACT  
2019-2021

TABLE OF CONTENTS

<u>ITEM</u>	<u>PAGE</u>
PREAMBLE.....	1
RECOGNITION.....	1
GRIEVANCE PROCEDURE.....	1
TEACHERS' RIGHTS.....	2
TEACHER EMPLOYMENT.....	2
TEACHER ASSIGNMENT.....	2
REDUCTION IN STAFF PROCEDURES.....	3
SCHOOL DAY AND MEETINGS.....	3
SALARIES.....	3
INSURANCE PROGRAMS.....	4
SICK AND PERSONAL LEAVE.....	4
EMERGENCY LEAVE.....	5
CLASSROOM CONTROL AND DISCIPLINE.....	6
MISCELLANEOUS PROVISIONS.....	6
DURATION.....	7
SALARY SCHEDULE.....	8
SALARY SCHEDULE.....	10
EXTRA CURRICULAR SCHEDULE.....	12

**PREAMBLE**

The School Board of the Nesson School District #2 and the Ray Education Association do hereby agree that the welfare of the children of the Nesson School District is paramount in the operation of the school and will be promoted by both parties. The parties do hereby agree as follows:

**ARTICLE I RECOGNITION**

The School Board of the Nesson Public School District #2 (hereafter referred to as the Board) recognizes the Ray Education Association (hereafter referred to as the Association), as the exclusive representative of all licensed teachers employed for classroom instruction excluding the counselor position.

**ARTICLE II GRIEVANCE PROCEDURE**

The Board, the Administration, and the Association do hereby agree that an effectively functioning Grievance Procedure contributes directly to improved professional relationships and thus the quality of professional service to the children of the Nesson School District. A plan to resolve dissatisfactions and redress grievances of both supervisory and teaching personnel is an important part of the effective operation of the Nesson Public School System.

**Section 1. Objectives**

The broad objectives of the Grievance Procedure for the Nesson Public School District shall be:

- a. to insure an opportunity for professional staff members and administrators to have unobstructed communication with one another and the school board with respect to alleged grievance without fear of reprisal.
- b. to reduce that potential area of conflict between professional staff members, the Administration, and the School Board.
- c. to encourage and assure the freedom of communication through recognized channels between professional staff members, administrators and the School Board.
- d. to encourage the resolution of complaints as near the point of origin as possible.
- e. To contribute to the development of improved morale and effectiveness of the Nesson Public School professional staff through an increased understanding of the Nesson Public School policies which affect them.

**Section 2. Definitions**

A grievance is a claim based upon an event or condition, which affects the conditions or circumstances under which a teacher works, allegedly caused by misinterpretations or inequitable application of established policy of the terms of this agreement.

**Section 3. Procedures**

**Step 1.** A teacher or teachers along with their REA Representative will take a grievance to their immediate supervisor, their principal. The teacher or teachers will have ten working days from the date of the occurrence of the incident being grieved to report it to their principal.

**Step 2.** The Principal must respond to the teacher or teachers within five school days after receiving the grievance. If they feel progress is not being made, the teachers may bring the grievance to the attention of the Superintendent who must also respond to their grievance within five school days.

**Step 3.** If the problem is not solved in Steps 1 or 2, then the teacher may request a meeting of the grievance committee; this request is to be in writing. Within ten days after receiving the written request, the Superintendent shall call a meeting of the grievance committee consisting of two school board members, two teachers of the Ray School System, and the Superintendent as chairman. The committee shall examine the complaint, consider the options of all parties concerned, interpret the school policy in question, and submit written reports to the School Board and the REA.

**Section 4. Disposition**

Copies of the grievance procedure shall not become a part of any teacher's personnel file. School Board members, administrators, or teachers shall not discriminate against one another because of the Exercise of their rights under this Grievance Procedure.

## **ARTICLE III TEACHERS' RIGHTS**

### **Section 1. Rights and Protection in Representation**

Pursuant to 15.1-16 of the NDCC, the Board hereby agrees that every teacher employed by the Board shall have the right to organize, to join, and to support the Association and its affiliates for the purpose of professional negotiations and other concerned activities for mutual aid and protections. As a duly elected body exercising governmental power under the laws of North Dakota, the Board agrees that it shall not directly discourage or deprive or coerce any teacher in the enjoyment of right conferred by 15.1-16 or other laws of North Dakota or the Constitution of North Dakota or the United States; that it shall not discriminate against any teacher with respect to hours, salary, or any terms or conditions of employment by reason of his membership in the Association or its affiliates, professional negotiations with the Board, or his grievance, complaints, or proceeding under the provisions of this agreement or otherwise, with respect to any terms or conditions of employment.

### **Section 2. Statutory Savings Clause**

Nothing contained herein shall be construed to deny or restrict the rights afforded any teacher under the laws of North Dakota.

### **Section 3. Required Meeting or Hearings**

Whenever any teacher is required to appear before the Superintendent or the Board for reasons that will adversely affect the teacher's contractual status, salary increments, or professional position, the teacher shall be notified of the reasons for such a meeting and be entitled to Association representation at such meeting. Conferences with the Superintendent that are not immediately concerned with the above shall not be deemed a part of this section.

### **Section 4. Evaluation of Students**

The teacher shall have the right to grade and evaluate students within the grading policies of the school district. No grade or evaluation shall be changed unless extenuating circumstances warrant such change and upon consultation with the parties involved.

## **ARTICLE IV TEACHER EMPLOYMENT**

### **Section 1. Contract Year**

Teachers' Employment shall be for a period of 182 days, consisting of 175 actual school days, 3 legal holidays, 2 in-service days, and a minimum of 2 professional development days or as required by law. In the event of multiple storm days beyond those scheduled in the approved school calendar, the board reserves the right to grant administration the ability to convert a maximum of two days for professional development use. The days are to be scheduled in the subsequent school year between the 2<sup>nd</sup> Monday of August and the last day of school.

### **Section 2. Part Time Teachers Placement on Salary Schedule**

Part time teachers shall be given credit for one full year of experience each year. Their salary shall be computed by the following formula: number of contract days divided by 182 multiplied by the salary for that particular step on the schedule.

## **ARTICLE V TEACHER ASSIGNMENT**

### **Section 1. Assignment Areas**

Teachers shall be assigned to teach in areas in which they have a North Dakota Department of Public Instruction license or credential. Teachers will be notified of tentative class schedules and class splits by August 1, if practical.

### **Section 2. Extra Curricular**

Any assignments and/or changes in addition to the teaching contract during the regular school year shall not be made without consulting the teacher involved.

### **Section 3. Contract Changes**

Additions or changes in an individual's contract will be reduced to writing on a separate page and attached to the individual's contract. Monies forthcoming for these additions or changes shall be paid in a lump sum at the end of the season or activity affected by the change.

## **ARTICLE VI REDUCTION IN STAFF PROCEDURES**

In the event a reduction in staff is necessary due to a decrease in students, educational revisions, or budgetary or financial consideration, the following procedures shall be applied.

1. Reduction in staff shall be based on seniority with seniority defined as length of service in the district. In the event of a tie, the teacher with the greatest academic preparation in the area of employment will have seniority.
2. When the Board has established the actual number of teachers, the areas, and the disciplines to be affected, the administration will determine the list of people to be laid off.
3. Inasmuch as possible, normal attrition will be used; that is teachers who resign will not be replaced if there are qualified teachers, who meet the teaching assignment of the resigning teacher, available in the District.
4. Teachers who are laid off will be recalled in reverse order of layoff to fill openings as they arise and for which the teacher is qualified for a period of time not to exceed two years.
5. To qualify for recall a teacher must keep the Board informed of their current residence. A teacher who has maintained residence in the district will be considered as having kept the Board informed of their current residence.
6. When a teacher is notified of an opening within the two-year time period specified in paragraph 4 above, they will immediately state if they are available and able to take the position. They must accept within five days or his or her name will be removed from the seniority list.

## **ARTICLE VII SCHOOL DAYS AND MEETINGS**

### **Section 1. School Day**

The teachers' day shall begin thirty minutes prior to the beginning of the students' school day and shall end thirty minutes after the student's school day. Teachers are expected to be prepared for the next days' work and to remain longer if students need help or for parent conferences or meetings.

### **Section 2. Teachers' Meetings**

The administration has the right to call staff meetings prior to or after the school day and attendance shall be required by all staff members unless excused by the administration.

### **Section 3. Lunch Period**

Teachers shall have a duty free noon period.

Contracted Licensed teaching staff will be served free school lunch (menu is the same as student's menu).

## **ARTICLE VIII SALARIES**

### **Section 1. Application of Schedule**

The salary schedule of the district shall apply to all teachers and is attached to and made a part of this article. All teachers shall be placed on the salary schedule at the discretion of the board. The Board reserves the right to digress from the salary schedule in critical areas or emergencies.

### **Section 2. Method of Payment**

Normal paydays are the 5<sup>th</sup> and 20<sup>th</sup> of each month at which time equal payments of salary, less deductions, will be made. The standard method of payment of the teacher's contract is calculated over 12 months. The final check is to be issued June fifth following verification of the Superintendent of completion of all conditions of the contract.

### Section 3. Advancement Vertically

All teachers shall return and obtain a minimum of FOUR GRADUATE SEMESTER HOURS of credit in their major or minor field of study every five years. If this is not done, the teacher will not be moved vertically on the salary schedule. Undergraduate or other areas may be permitted if prior approval is received from the Superintendent. This section took effect at the beginning of the 1982-1983 school year. As of April 1995 the form, "Graduate Coursework" & "In-service Hours" record sheet was officially adopted to monitor compliance with the professional growth requirements.

#### a. Adding Steps to Salary Schedule

Any teacher who reaches the highest step of the salary schedule in the BS+32 and the MS+8 lanes shall be granted the same step increment in their present education lane for each additional year of contracted service.

#### b. Adding Steps to Extra-Curricular Salary Schedule

Any coach/advisor shall be granted one additional step for each year of extra-curricular work scheduled beyond the 30-year maximum listed in the schedule effective May, 2019.

### Section 4. Advancement Laterally

If, after contracts are signed, a teacher becomes qualified for a higher lane on the salary schedule due to attendance at summer school, the teacher's contract will be changed to the amount corresponding to the higher step. Credits earned after the school year starts will not be applied until the following academic year.

### Section 5. Extra-Curricular Pay

Teachers receiving extra-curricular pay may receive the full payment at the completion of the job or they may have the amount divided equally and added to each regular paycheck. They must decide which option they prefer before the first pay period and all of each teacher's extra-curricular pay must be paid the same way.

### Section 6. Teachers Covering Additional Periods

All teachers shall be paid the equivalent of one period of the substitute teacher's pay for relinquishing their preparation period to cover another teacher's class or study hall.

## ARTICLE IX INSURANCE PROGRAM

All contracted licensed teaching staff employed prior to the 2001-2002 school year shall receive the amount listed on the salary schedule to be used towards an employee health insurance and/or taxable cash option plan that is in compliance with Internal Revenue regulations. Employees may have the option of adjusting their benefit distribution as needed at the beginning of each school year.

Any contracted licensed teaching staff employed beginning with the 2001-2002 school year and thereafter shall receive up to the amount listed on the salary schedule to be used towards an employee health insurance plan. Effective with the 2011-2012 school year, contracted licensed teaching staff not needing health insurance will have the option to receive 50% of the amount listed on the salary schedule to be used towards a taxable cash option plan that is in compliance with Internal Revenue regulations. Employee must have access to a quality insurance plan elsewhere, such as a spouse's plan, to be eligible.

A third party agency that is mutually agreed upon by the Ray Education Association and the Nesson School Board shall administer the health insurance plan.

## ARTICLE X LEAVES

### Section 1. Accumulation of Sick Leave

At the beginning of each school year, each teacher shall be credited with a twelve-day sick leave allowance to be used for absence caused by illness, disability, or clinical appointment of the teacher. A doctor's certificate may be requested by the Superintendent of any sick leave exceeding three days. In case of medical emergencies encountered by a teacher's family member, the teacher may be granted those days as sick leave at the discretion of the Superintendent. The unused portion of such allowance shall accumulate from year to year to a maximum of 108 days. At the beginning of each school year,

the Board shall furnish a written statement to each teacher setting forth the teacher's unused sick leave credit. Upon those occasions when a teacher receives a direct salary compensation check from the North Dakota Workmen's Compensation Bureau as provided by the State, the amount of that compensation check shall be deducted from the regular salary check to which the employee is entitled.

#### Section 2. Exhaustion of Sick Leave

The district shall sever the teacher's pay after twelve (12) days of sick leave or termination of accumulative sick leave. If days were needed beyond the accumulated sick leave, or personal leave, a teacher would have 1/182 of the yearly salary deducted for each additional day.

#### Section 3. Paternity Leave

Paternity leave is treated in our district under sick leave policy. If the mother requires hospitalization due to her pregnancy, the father would be able to use his sick leave while she was in the hospital. Administrative approval would be needed if the paternal leave extended beyond five days.

#### Section 4. Unused Sick Leave Over One Hundred Eight (108) Days

Any teacher upon reaching the 108-day cap on sick leave shall be reimbursed for additional unused sick leave at a rate of ten dollars (\$10) per day payable at the end of the school year.

#### Section 5. Payment of Accumulated Sick Leave Upon Retirement

Any teacher who has at least ten (10) years of service with the District, who applies and qualifies for retirement benefits with North Dakota Teachers Fund For Retirement, shall be reimbursed for unused sick leave at a rate of twenty dollars (\$20) per day payable at the end of the school year.

#### Section 6. Personal Leave

At the beginning of each school year each teacher will be credited with three days annually to be used for personal business. Two days can be accumulated to allow a maximum of (5) five days. A teacher will be paid \$50.00 a day for unused personal days beyond 2 days. A personal business day may be used for any purpose at the discretion of the teacher provided a substitute is available. A teacher planning to use a personal business day or days shall notify his principal at least one school day in advance. Personal leave will be granted provided no more than two teachers will be taking personal leave at the same time and substitute teachers are available. First requests will be honored first. (If days were needed beyond the accumulated sick leave or personal leave, a teacher would have 1/182 of the yearly salary deducted for each of the additional days.)

Administrative approval would be needed for more than five days. Extra-curricular pay would not be included in the total salary unless these days fell during the season of the extra-curricular event.

#### Section 7. Emergency/Bereavement Leave

(A) **Bereavement Leave:** In cases of death of mother, father, spouse, brother, sister, child, grandmother, grandfather, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, or in the case of any other relative residing in the immediate household of any teacher: absence with pay, not to exceed five (5) working days, per occurrence, shall be granted to full and part-time licensed teaching employees with net credited experience in the District of three (3) months or more.

1. If more than the five (5) working days specified above is needed for the purposes of this provision, the teacher, with approval of the Superintendent, may either use accumulated sick leave days OR have the cost of a substitute deducted from their pay.
  - a. Neither sick leave nor substitute pay deduct may be used UNLESS the Bereavement Leave provided has been exhausted.
  - b. If pay deduction is chosen, the substitute pay amount will be deducted whether or not a sub is required.
2. Other special leaves, such as (but not limited to) death and/or critical illness of an aunt, uncle, nephew, niece, etc; may be authorized at the discretion of the Superintendent for inclusion in this provision.

(B) **Emergency Leave:** In cases of critical illness of mother, father, spouse, brother, sister, child, grandmother, grandfather, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, or in the case of any other relative residing in the immediate household of any teacher: absence with pay, not to exceed five (5) working days shall be granted to full and part-time licensed teaching employees with net credited experience in the District of three (3) months or more.

(NOTE: Items A-1, A-1-a, and A-1-b, cited above also apply to this Part B)

(C) At the beginning of each school year each teacher shall be credited with two days weather related emergency leave (separate from and in addition to the Provisions of 6A & 6B.)

## **ARTICLE XI CLASSROOM CONTROL AND DISCIPLINE**

### **Section 1. Policy**

A definition of the duties and responsibilities of all administrators and teachers pertaining to student behavior shall be presented to each teacher at the start of each school year.

### **Section 2. Disruption**

When, in the judgment of a teacher, a student is by his behavior disrupting the instructional program to the detriment of other students, the teacher may exclude the student from the classroom for that day. In such cases, the principal shall contact the parent or guardian involved as soon as possible to discuss the problem and decide upon steps to a resolution.

In the event that such disruption constitutes cause for suspension of a student from school, such suspension shall follow a procedure that has been previously established by the Superintendent and the Board and has been distributed at the beginning of the year to student, teachers, and parents.

### **Section 3. Legal Protection**

Any case of assault upon a teacher shall be promptly reported to the Superintendent and the Board. **THE BOARD SHALL CARRY WORKERS' COMPENSATION AND LIABILITY INSURANCE THAT WILL COVER TEACHERS' INJURIES, LEGAL COSTS, AND/OR DAMAGES WHEN THE INJURY IS JOB RELATED AND/OR THE DISTRICT IS LIABLE.**

### **Section 4. Action on Complaints**

No action shall be taken upon any complaint by a parent or a student directed toward a teacher nor shall any notice thereof be included in said teacher's file unless such matter is reported in writing to the teacher concerned.

### **Section 5. Policy to Provide a Protected Environment**

The School Board of the Nesson School District #2 will not condone the accosting of any employee during the performance of their assigned duties; and will vigorously support any such employee, including the filing of complaint charges on their behalf, if it is deemed to be necessary. (Adopted by the Board 6/13/95)

## **ARTICLE XII MISCELLANEOUS PROVISIONS**

### **Section 1. Understanding**

The Board and the Association agree that the terms and conditions set forth in this agreement represent the full and completed understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made a part of this agreement.

### **Section 2. Saving Clause**

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement.

### **Section 3. Individual Contracts**

Any contract between the Board and a teacher shall be expressly subject to the terms and conditions of this agreement. If an individual contract contains any language inconsistent with this agreement, this agreement for its duration shall be controlling.

### **Section 4. Copies**

The Board will provide copies of this agreement within thirty days after the agreement is signed and shall present to all teachers employed by the District a copy. Two copies of this agreement shall be provided to the Association for its use.

**ARTICLE XIII DURATION**

The provisions of this agreement will be effective as of **JULY 1, 2019** and will continue and remain in full force and effect until **JUNE 30, 2021**. Said agreement will automatically be renewed and continue in full force and effect for additional periods of one year(s) unless either the Board or the Association gives written notice to the other not later than ninety days prior to the expiration date or any anniversary thereof of its desire to reopen this agreement and to negotiate over the terms of a successor agreement. The Board and the Association may mutually agree to reopen negotiations at any time on any selected article of this agreement and to extend the remaining articles without further negotiations. In addition, both parties expressly recognize that negotiations on the terms of a successor agreement must take place at the request of either party providing proper notice is given. In witness thereof, duly authorized representatives of the Board and the Association hereunto set their hands and seals this 23<sup>rd</sup> day of May, 2019.

 ASSOCIATION PRESIDENT

 BOARD CHAIRMAN



**SALARY SCHEDULE 2019-2020****RAY PUBLIC SCHOOL**

<b>STEP</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>BS+32</b>	<b>Masters</b>	<b>Masters+8</b>
0	50536	50886	51261	51661	52261	52886	53511
1	51076	51426	51801	52201	53011	53801	54511
2	51616	51966	52341	52741	53761	54716	55511
3	52156	52506	52881	53281	54511	55631	56511
4	52696	53046	53421	53821	55261	56546	57511
5	53236	53586	53961	54361	56011	57461	58511
6	53776	54126	54501	54901	56761	58376	59511
7	54316	54666	55041	55441	57511	59291	60511
8	54856	55206	55581	55981	58261	60206	61511
9	55396	55746	56121	56521	59011	61121	62511
10	55936	56286	56661	57061	59761	62036	63511
11		56826	57201	57601	60511	62951	64511
12		57366	57741	58141	61261	63866	65511
13		57906	58281	58681	62011	64781	66511
14		58446	58821	59221	62761	65696	67511
15			59361	59761	63511	66611	68511
16			59901	60301	64261	67526	69511
17				60841	65011	68441	70511
18				61381	65761	69356	71511
19				61921	66511	70271	72511
20				62461	67261	71186	73511
21					68011	72101	74511
22					68761	73016	75511
23					69511	73931	76511
24					70261	74846	77511
25					71011	75761	78511
26					71761	76676	79511
27					72511	77591	80511
28					73261	78506	81511
29					74011	79421	82511
30					74761	80336	83511
31					75511	81251	84511

Insurance/Annuity 25% of base = \$12,634.00



**SALARY SCHEDULE 2020-2021****RAY PUBLIC SCHOOL**

<b>STEP</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>BS+32</b>	<b>Masters</b>	<b>Masters+8</b>
0	51547	51897	52272	52672	53272	53897	54522
1	52087	52437	52812	53212	54022	54812	55522
2	52627	52977	53352	53752	54772	55727	56522
3	53167	53517	53892	54292	55522	56642	57522
4	53707	54057	54432	54832	56272	57557	58522
5	54247	54597	54972	55372	57022	58472	59522
6	54787	55137	55512	55912	57772	59387	60522
7	55327	55677	56052	56452	58522	60302	61522
8	55867	56217	56592	56992	59272	61217	62522
9	56407	56757	57132	57532	60022	62132	63522
10	56947	57297	57672	58072	60772	63047	64522
11		57837	58212	58612	61522	63962	65522
12		58377	58752	59152	62272	64877	66522
13		58917	59292	59692	63022	65792	67522
14		59457	59832	60232	63772	66707	68522
15			60372	60772	64522	67622	69522
16			60912	61312	65272	68537	70522
17				61852	66022	69452	71522
18				62392	66772	70367	72522
19				62932	67522	71282	73522
20				63472	68272	72197	74522
21					69022	73112	75522
22					69772	74027	76522
23					70522	74942	77522
24					71272	75857	78522
25					72022	76772	79522
26					72772	77687	80522
27					73522	78602	81522
28					74272	79517	82522
29					75022	80432	83522
30					75772	81347	84522
31					76522	82262	85522

Insurance/Annuity 25% of base = \$12,886.75



## EXTRA-CURRICULAR SALARY SCHEDULE 2019-2021

Steps	HEAD	HEAD	ASST	ASST	JR HIGH	ELEM	FFA	HEAD	ASST	ANNUAL	CONC	JR CL	ST COUNCIL
	FB, VB	GF, TR	FB, VB	GF, TR	COACH	COACH	FBLA	SPEECH	SPEECH		MGR*	ADV	SADD
	BB	BsB	BB	BsB			FCCLA						
	FPsB	FPsB	FPsB	FPsB	CHEER COACH								
0	3000	2200	2150	2050	1800	1500	3000	2300	2150	1600	1650	800	1250
1	3100	2300	2250	2150	1900	1600	3100	2400	2250	1700	1750		
2	3200	2400	2350	2250	2000	1700	3200	2500	2350	1800	1850		
3	3300	2500	2450	2350	2100	1800	3300	2600	2450	1900	1950		
4	3400	2600	2550	2450	2200	1900	3400	2700	2550	2000	2050		
5	3500	2700	2650	2550	2300	2000	3500	2800	2650	2100	2150		
6	3600	2800	2750	2650	2400	2100	3600	2900	2750	2200	2250		
7	3700	2900	2850	2750	2500	2200	3700	3000	2850	2300	2350		
8	3800	3000	2950	2850	2600	2300	3800	3100	2950	2400	2450		
9	3900	3100	3050	2950	2700	2400	3900	3200	3050	2500	2550		
10	4000	3200	3150	3050	2800	2500	4000	3300	3150	2600	2650		
11	4100	3300	3250	3150	2900	2600	4100	3400	3250	2700			
12	4200	3400	3350	3250	3000	2700	4200	3500	3350	2800			
13	4300	3500	3450	3350	3100	2800	4300	3600	3450	2900			
14	4400	3600	3550	3450	3200	2900	4400	3700	3550	3000			
15	4500	3700	3650	3550	3300	3000	4500	3800	3650	3100			
16	4600	3800	3750	3650	3400	3100	4600	3900	3750	3200			
17	4700	3900	3850	3750	3500	3200	4700	4000	3850	3300			
18	4800	4000	3950	3850	3600	3300	4800	4100	3950	3400			
19	4900	4100	4050	3950	3700	3400	4900	4200	4050	3500			
20	5000	4200	4150	4050	3800	3500	5000	4300	4150	3600			
21	5100	4300	4250	4150	3900	3600	5100	4400	4250	3700			
22	5200	4400	4350	4250	4000	3700	5200	4500	4350	3800			
23	5300	4500	4450	4350	4100	3800	5300	4600	4450	3900			
24	5400	4600	4550	4450	4200	3900	5400	4700	4550	4000			
25	5500	4700	4650	4550	4300	4000	5500	4800	4650	4100			
26	5600	4800	4750	4650	4400	4100	5600	4900	4750	4200			
27	5700	4900	4850	4750	4500	4200	5700	5000	4850	4300			
28	5800	5000	4950	4850	4600	4300	5800	5100	4950	4400			
29	5900	5100	5050	4950	4700	4400	5900	5200	5050	4500			
30	6000	5200	5150	5050	4800	4500	6000	5300	5150	4600			

FFA/FBLA/FCCLA: School District pays expenses for National Convention

**BONUS COACHING/ADVISOR PAY:** \$250 per week for Head Coach/Advisor; \$175 per week for Asst. Coach/Advisor; Maximum of 2 weeks bonus pay for extra time worked.

\*CONCESSION MGR: If unable to fill position, the Jr. Class Advisor will be assigned the duty.

PLAY = Amount per play

CHEERLEADING = Amount per season

