BARGAINING AGREEMENT BETWEEN
ZIONSVILLE COMMUNITY SCHOOLS
AND
ZIONSVILLE EDUCATORS ASSOCIATION

July 1, 2025-June 30, 2027

ZIONSVILLE COMMUNITY SCHOOLS
AND
ZIONSVILLE EDUCATORS ASSOCIATION

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2025-2027

This Bargaining Agreement is entered into this 10th day of November 2025, by and between ZIONSVILLE COMMUNITY SCHOOLS AND ZIONSVILLE EDUCATORS ASSOCIATION.

ARTICLE I

DEFINITIONS - As used in this Agreement:

Section 1.01 "Association" - means the Zionsville Educators Association.

Section 1.02 "School Corporation" - means the Zionsville Community Schools of the County of Boone of the State of Indiana.

Section 1.03 "Employee" or "Teacher" in either the singular or plural means bargaining unit member or members.

ARTICLE II
TERMS AND CONDITIONS OF AGREEMENT

Section 2.01 Agreement Length

The term of this Agreement shall begin on July 1, 2025 and shall continue in full force and effect until June 30, 2027, unless additional available revenue would allow for a potential "step" increase on the 2025-2026 Salary Chart (Appendix A-1), which would prompt the parties to reopen negotiations for 2026-27 in Fall 2026.

Section 2.02 Agreement Superseding

This agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices, between the School Corporation and the Association, and constitutes the entire agreement between the parties.

Section 2.03 Full Force 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 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 if not affected by the deleted Article, Section, or Clause.

ARTICLE III RECOGNITION

The School Corporation recognizes the Association as the bargaining agent for employees in the bargaining unit.

ARTICLE IV COMPOSITION OF BARGAINING UNIT

The bargaining unit shall consist of all certificated personnel employed full-time or part-time on regular individual teacher's contracts by the School Corporation except for the Superintendent, Assistant Superintendents, Administrative Assistants, Principals, Assistant Principals, Athletic Directors, ESC level Directors and temporary teachers.

ARTICLE V BOARD'S LIMITATION

The Board construes and the Association recognizes the specific, express provisions of this Agreement as constituting limitations and being the only limitation upon the Board's right, power, authority, duties, and responsibilities to manage and direct the operations and activities of the School Corporation to the full extent authorized by law.

ARTICLE VI
ASSOCIATION AND EMPLOYEE RIGHTS & RESPONSIBILITIES

Section 6.01 Under Indiana Code 20-29-4-1

The Board agrees that members of the bargaining unit have the right freely to organize, join and support the employees' organization for the purpose of engaging in collective bargaining. The Board further agrees that it shall not discourage, deprive, or coerce any employee in the enjoyment of any rights conferred under this contract and that it shall not discriminate against any employee with respect to hours, wages, or terms and conditions of employment by reason of his or her membership in the Association, his or her participation in any activities of the Association or collective bargaining with the Board, or his/her institution of any grievance, complaint or proceeding under this contract.

Section 6.02 Under Indiana Law

Nothing contained in this contract shall be construed to deny or restrict any rights that a member of the bargaining unit may have under Indiana law.

Section 6.03 Exclusive Representation

The rights and privileges of the employees' organization and its representatives, as set forth in this Article, shall be granted only to the exclusive representative under Indiana Code 20-29.

Section 6.04 President Leave

The Association President or designee shall be provided five (5) school days of leave each semester without loss of compensation to engage in professional relations activities on behalf of the Association in the exercise of its responsibilities as the exclusive representative of teachers. The Association shall reimburse the School Corporation for the costs of the substitutes. Released time shall be in increments of at least one-half (1/2) days. A reasonable effort will be made to notify the Superintendent and the employee's building principal one (1) teaching day in advance. In addition, the President(s) of the association shall not lose pay for time spent on association duties during the

contract day, so long as those activities are not conducted during times in which the president or any teacher with whom they are conferring are assigned to teaching or supervising duties.

ARTICLE VII SALARIES

Section 7.01 Salaries and ISTRF

The parties agree that the compensation changes to be affected by this Agreement are accurately reflected in Appendix A attached hereto and made part of this Agreement. In addition to the teacher's basic salary, which includes the salary diversion amounts (Section 7.09B), the School Corporation shall pay to the Indiana State Teachers' Retirement Fund (ISTRF) an additional three percent (3%) of each teacher's salary as the teacher's contribution obligation to the ISTRF.

Section 7.02 Extra Curricular Compensation and ISTRF

The parties agree that the extracurricular compensation (ECA) which shall prevail for the term of this Agreement is accurately reflected in Appendix B attached hereto and made a part of this Agreement (numbers of positions are included for informational purposes only and were not negotiated), except that the parties acknowledge and agree that adjustments will be made by the School Corporation as necessary to maintain Title IX compliance. In addition to the basic ECA compensation provided by Appendix B, the School Corporation shall pay to the ISTRF an additional three percent (3%) of each employee's ECA amount as the faculty member's contribution obligation to the ISTRF and an amount equal to that described in Section 7.09 of this current Bargaining Agreement.

Section 7.03 Determination of Placement within Salary Range

In all cases responsibility for securing the notification and proof necessary to receive the benefits in this section is the employee's; and the official notification verification certification required within this article shall be in the form of an original transcript as provided by the college at the employee's request and by the dates indicated below. Exceptions may be made by the Superintendent only for those enrolled in classes which end in August. The Superintendent, or designee, will evaluate the training and experience of all applicants for positions. Experience will be evaluated as to its value to the School Corporation and credit may or may not be allowed for any or all prior teaching experience. Training will be established by an official transcript furnished by the employee to the Superintendent, or designee, prior to 4:00 p.m. of the fifth workday of the employee's school year contract. The Superintendent, or designee, shall provide all employee candidates a copy of this policy before or at the time the employee candidate submits a written application for employment with the School Corporation. The Superintendent or designee has the ability to offer a higher salary for hard-to-fill positions taking into consideration factors such as current Zionsville Community Schools teacher salaries and market conditions. The Superintendent or designee will regularly discuss the use of this provision with the Association and will discuss any proposed extraordinary applications of this provision as soon as possible.

The employee acknowledges that the initial determination as to the placement within the salary range shall continue to remain in place for all future years, and that any increases shall be calculated from the beginning of the first year's contract of the employee with Zionsville Community Schools. The

employee acknowledges that there will be no future retroactive determination of actual experience, for the purpose of advancing the employee on the salary range.

Section 7.04 State and Out of District Meetings

If an administrator specifically requests in writing that an employee attend a state mandated or out of district meeting during the summer break, the employee shall receive his pro-rata per diem rate. The employee shall assign to the School Corporation any salary reimbursement or stipends (other than for mileage) paid by outside agencies for meeting attendance.

Section 7.05 Salary Computation for Part-Day Employees

A. Employees who teach part of the day shall have their contract computed on the basis of six periods, not seven, based on the assumption that the seventh period is for preparation. The percentages applied to part-time teaching contracts are as follows: One period 16 2/3 %, two periods 33 1/3%; three periods — 50%, four periods — 66 2/3% and five periods — 83 1/3%.

B. Leave Calculation for Part-Day Employees — Leave days shall accrue per the Bargaining Agreement; however, these will count as the equivalent of the employee's part day. Should an employee change their part day in subsequent years then days accumulated during the part day assignment shall mathematically be converted to the then current assignment. The converse is also true so that should an employee move to half day from full day then his/her accumulated leave time would double but would be a half-day amount. For purposes of severance only full days are considered and converted.

C. The assignment provisions in the following paragraph were not bargained but are included in this Agreement for informational purposes only. Additional salary provision for teaching an additional seventh period — While the normal and expected class load per secondary employee is six periods taught with one period for preparation in a seven period day, should student selection warrant a need then the superintendent may determine to post an opening for an additional class period to be taught. Said class may be within the regular student school day or outside the regular student school day. Acceptance of the responsibility to teach this class shall be strictly voluntary; in the case of multiple volunteers then the employee with the greatest seniority within ZCS shall be selected. Any employee selected must be certified to teach that subject. No additional provisions for leaves as designated in Article IX shall be provided. However, additional financial benefits based upon one- sixth (16%) of that employee's salary shall be paid as an addendum to the employee's regular contract. It is understood that the acceptance of this additional period will be only for one year only or for one semester only as posted, and that this arrangement shall not be construed to be ongoing, nor a part of any employee's regular continuing contract.

Section 7.06 Basis for Determining Per Diem Rate during Summer Programs

When a summer program begins before June 30 of any year, payment for such program will be based upon the compensation in effect ending with June 30 of that year. When a program begins on or after July 1 of any year, payment will be based upon the negotiated salary in effect beginning with July 1 of that year.

Section 7.07 Building Closure Grade Relocation

In the event of a building opening or closure or entire grade relocation, then the affected employees will receive a stipend equal to the "Overnight Field Trip Elementary" rate. This stipend is intended to compensate for the ancillary duties of packing and moving required for this event.

Section 7.08 Homebound Instruction

An employee who provides homebound instruction shall be paid their hourly rate for this ancillary duty. Hourly rate shall be calculated by taking the daily rate and dividing it by the hours contracted.

Section 7.09 IRS Code Section 403(b) Annuity and Custodial Mutual Funds Plan

A. Program - The School Corporation has established a tax-deferred retirement plan described in IRS Code Section 403(b) (PLAN) for all certified personnel. The PLAN includes provisions allowing salary reduction contributions, employer contributions, and other elective employee contributions. Subject to the provisions of the IRS code, the PLAN is fully and immediately vested for contributions, is portable, and establishes the rights of PLAN participants to loans and hardship withdrawals.

B. Salary Settlement Diversion - Two and one-half (2.5) percent of each employee's basic salary as provided in Appendix A, prorated for full-time equivalency, shall be diverted from the employee's salary to a PLAN account established for the participating employee. An automatic escalation of one (1) percent per year until the employee's diversion reaches 12.5%, will be incorporated into the PLAN. Employees may opt out of the automatic escalation at any time. Participating employees may voluntarily match or exceed the scheduled amounts.

C. Taxation and ISTRF - The salary settlement diversion contributions (7.09B) are salary reduction contributions that are subject to Social Security and Medicare taxes, and a teacher's salary settlement diversion contributions are includible in the teacher's compensation reportable to ISTRF. It is otherwise intended that salary settlement diversion contributions shall not be subject to income tax when contributed to the PLAN.

D. Plan Administration - The parties' respective bargaining teams shall be empowered to act as the 403(b) Joint Steering Committee. The Committee shall have the authority to establish the tax-deferred PLAN, select the PLAN sole source vendor by mutual agreement, provide training and information to the participants, and any other function necessary to implement this section.

Section 7.10 Ancillary Duty Payment for Class Coverage/Absorption

A. Secondary Teachers- Should the necessity arise that secondary-level teachers be called to provide class coverage during their prep time on days that are not a block schedule, one (1) hour of credit will be awarded, and for block schedule days, two (2) hours of credit will be awarded. The accumulation of six (6) of these credits shall provide the teacher with one (1) day of payment at the current retiree substitute rate, payable at the end of the school year. To be eligible for this provision, a teacher must remain employed on the last contract day of the school year.

B. Elementary Teachers- Should the necessity arise that elementary teachers be called to absorb students from other classrooms, a payment of $200 per day (or $100 per half-day) will be equally split among teachers who absorb students under this provision.
C. Class Coverage/Absorption Pay Ineligibility: Speech-language pathologists, ML teachers, literacy coaches, and counselors are *not* eligible. Related arts teachers are only eligible when the coverage need arises from the absence of another related arts teacher.

Section 7.11 Ancillary Duty Payment for New Teacher Academy

New teachers who attend the annual New Teacher Academy will be paid at the current Professional Development Rate for this ancillary duty.

ARTICLE VIII GRIEVANCE PROCEDURE

Section 8.01

A. Definition — The term "grievance" shall mean, and shall be limited to, an alleged violation or claimed misinterpretation of a specific Article or Section of the Agreement.

B. The term "grievant" shall mean, and shall be limited to, the school employee(s) making the grievance and who is (are) directly affected by the alleged violation or claimed misinterpretation of specific Article or Section of this Agreement.

C. The term "days" shall mean calendar days.

Section 8.02 Procedure and Guidelines

A. Within ten (10) days of the time that the grievant knew, or reasonably should have known of the grievance, the grievant, at a time other than when assigned to supervise students, shall present the grievance to the building principal or designee, who will respond within ten (10) days of receiving the grievance.

B. If, as a result of the informal discussion with the building principal, a grievance still exists; the grievant may invoke the formal grievance procedure. The form shall be available from the Principal's office in each building. A copy of the grievance form shall be delivered to the principal within ten (10) days of receipt of the response of the grievant's building principal, or designee as provided for under Section 8.OIA. If the grievance involved more than one (1) school building, it may be filed with the Superintendent or her appointed designee within the same ten (10) daytime periods.

C. The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to be violated, (4) state the contention of the grievant with respect to the grievance and, (5) indicate the specific relief requested.

D. Within ten (10) calendar days of receipt of the grievance, the principal or, if the grievance involves more than one school building, Superintendent or appointed designee, shall meet with the Association in an effort to resolve the grievance. The principal, or, if the grievance involves more than one school building,

the Superintendent or appointed designee, shall indicate the disposition of the grievance, in writing, within five (5) calendar days of such meeting and shall furnish a copy to the Association.

E. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within ten (10) calendar days of such meeting, the grievance shall be transmitted to the Superintendent within ten (10) days of receipt of the written disposition as provided for under Section 8.02D. Within ten (10) calendar days, the Superintendent or designee shall meet with the Association on the grievance and shall indicate his disposition of the grievance, in writing, within ten (10) calendar days of such meeting and shall furnish a copy to the Association.

F. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within ten (10) calendar days of such meeting, the grievance shall be transmitted to the School Board within ten (10) days of receipt of the written disposition of the Superintendent. The School Board shall review the grievance. The School Board shall indicate its disposition of the grievance, in writing, within ten (10) days of the review.

G. If the Association is not satisfied with the disposition of the grievance by the School Board, or if no disposition has been made within ten (10) calendar days of such review, the grievance may be submitted to binding arbitration before an impartial arbitrator selected through the American Arbitration Association.

1. The selection of the arbitrator shall be made by requesting the American Arbitration Association to name a panel of seven (7) arbitrators from which will be selected an arbitrator by each party alternately striking off a name and the remaining name shall be the arbitrator. All arbitrators on a panel must be members of the National Academy of Arbitrators. The party requesting arbitration shall strike off the first name. There shall be no prestriking of arbitrators by either party.

2. The rules, which govern the arbitration proceedings, shall be in accordance with the rules of the American Arbitration Association.

3. The Board and the Association shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party.

4. Both parties agree to be bound by the award of the arbitrator.

5. The fees and expenses of the arbitrator shall be borne equally by the Board and the Association.

ARTICLE IX
LEAVES FOR EMPLOYEES ON ACTIVE DUTY

Section 9.01 Sick Leave

A. Sick Leave — Each employee who qualifies for the provision in section 3 of the Certified Employee Handbook shall receive zero (0) sick days at the beginning of each year of service in the School Corporation. All other employees shall receive seven and one-half (7.5) sick days at the beginning of each year of service in the School Corporation. These sick leave days may be used to be absent from

work due to personal illness, quarantine, and for illness in the employees' immediate family, or the birth of an employee's child, without loss of compensation.

Immediate family shall be defined as spouse, child, sibling, parent, mother-in-law, father-in-law, grandparent, grandchild and any other member of the family unit living in the same household. Unused sick leave days may accumulate from year to year without limitation.

B. Sick Leave Bank and Procedures — A sick leave bank has been established for use by any employee who has exhausted their total accumulation of sick leave days and had five days of unpaid leave and has an emergency need for either continuous or intermittent leave for the same personal illness/injury. Procedures will be as follows for the operation of the bank. Membership is ongoing and a member may not withdraw after joining.

1. Employees are allowed the opportunity to join in their first year of their employment and as part of annual open enrollment for benefits.

2. Upon retirement with at least 10 years of service with the School Corporation, 10 of the employee's sick leave days will be transferred to the Bank, to the extent the employee has such days available.
3. When there is a perceived emergency need for using sick leave bank days for a member or more than one member simultaneously then the Association President or designee and the Building Principal or designee may jointly, in writing, petition the Superintendent or designee for the use of sick leave bank days for a named member(s). Past leave usage history will be a strong consideration in determining whether a request for usage of sick leave bank days will be granted.

4. Should the sick leave bank's number of days fall below 100, then the Superintendent or designee will assess one day from each participating member, except that no member will be required to contribute a day until the member has accrued 10 days and has been employed with the school for at least two years. Any member with 3 or more years of service and less than 10 days at the end of open enrollment will be assessed a day the following school year when new days are distributed.

5. A report on sick leave bank utilization and days in the bank will be provided as part of corporation Discussion meetings. The Superintendent or designee will maintain a list of all participants that will be made available to the Association President.

6. Sick leave bank usage for any member will cease:
    a. When the member successfully returns to duty;

    b. When the member becomes eligible for the school's long-term disability program; or

    c. If abuse is substantiated and the Superintendent decides to terminate usage in the best interest of all school members.

Section 9.02 Bereavement Leave

A. Immediate Family not spouse or child, and Household Members — Each employee shall qualify for bereavement leave for death in the employee's immediate family or household for a period of not more than five (5) consecutive school days or seven (7) consecutive calendar days beyond such death. Immediate family/household members shall be defined as sibling, parent, mother-in-law, father-in-law, grandparent, grandchild, brother-in-law, sister-in-law, daughter-in-law, son-in-law, or any other individual living in the same household. Bereavement leave of one (1) calendar day shall be granted for the death of other family members. With prior permission of the Superintendent, up to three (3) days may be deferred until a later date to settle legal or other matters related to the death of the loved one.

B. Spouse or Child — In the case of the death of a spouse or child, each employee shall qualify for bereavement leave of up to ten (10) consecutive school days or fourteen (14) consecutive calendar days. At the conclusion of this time, the employee may exercise an option to take an unpaid leave of absence for a maximum time of six months. The employee may return with the beginning of any grading period by providing the building principal with three **(3)** weeks' notice of intent to return. The School Corporation shall maintain existing health insurance coverage on the employee during this bereavement leave of absence at the employee's expense. With prior permission of the Superintendent, up to three (3) days may be deferred until a later date to settle legal or other matters related to the death of the loved one.

Section 9.03 Personal Business Leave

A. Amount — Each employee shall be entitled to be absent from work three (3) days each school year for the transaction of personal business or the conduct of personal or civic affairs. Such leaves may be used in whole or half day increments. Requests for personal business leave should be made 48 hours in advance in writing to the building principal. In cases of emergency or other similar unforeseen circumstance, requests may be made orally to both the substitute coordinator and the building principal.

B. Employees are discouraged from using personal business leave on staff development days or to extend a school vacation. If used on a staff development day then the employee remains totally responsible for securing the learning lost from their being absent during that activity.

C. Accumulation — If an employee does not use all of the personal business leave in a given school year, the remaining personal business leave shall be accumulated for use in later school years, except that no more than a total of two (2) days may be accumulated from earlier school years for use as personal business leave, so that the maximum total personal business leave available in any one school year is three (3) days earned during the school year and up to two (2) days accumulated from earlier school years or a total of five (5) days.

D. Conversion to Sick Leave — Any unused personal business leave not accumulated for use in later years as personal business leave shall be added to the employee's accumulated sick leave.

Section 9.04 Court Duty Leave

Teachers will be excused for jury duty or when subpoenaed to appear as a witness in court in a matter related to school employment. The employee is to turn in any reimbursement (but not mileage) received for such services to the Superintendent and will receive full pay from the School Corporation for the days involved.

Section 9.05 Maternity/Birth Parent Leave

Any employee who is pregnant may continue in active employment as late into her pregnancy as she desires, if she is able to fulfill the requirements of her position. Leave taken that is related to or caused by the employee's pregnancy shall be governed by the following:

A. Any employee who is pregnant is entitled to a leave of absence of up to one year, with such leave to be taken at any time between the commencement of her pregnancy and the first anniversary of the birth of the child. This year may be extended to coincide with the end of the next school year or the end of the next semester with permission of the principal and Superintendent.

B. The period of physical incapacitation, as designated by the employee's attending physician, may be charged, at the teacher's discretion, to her available sick leave provided that acceptable certification of the extended period of physical incapacitation is submitted from an attending physician.

C. The leave of absence shall be deemed to be a leave taken under the provisions of the Family and Medical Leave Act (FMLA) and shall be subject to the provisions of that act for up to a maximum of twelve (12) calendar weeks. Beginning with the first day of the thirteenth week of the leave of absence, the FMLA is no longer applicable. Responsibility for the payment of insurance premiums shall be allocated between the employee and the school corporation as provided in Section 10.09 A of this Collective Bargaining Agreement for the initial 12 weeks of the leave of absence. The employee shall have sole responsibility for the payment of insurance premiums as provided in Section 10.09 B of this Collective Bargaining Agreement for that portion of the leave of absence for which FMLA is not applicable.

D. The employee shall provide the Superintendent with no less than thirty (30) days' notice before the date the leave of absence is to begin or if the employee wishes to request an adjustment to their previously established return-to-work date. However, in case of medical emergency caused by pregnancy or childbirth, the employee shall be granted leave immediately upon her request. Certification of the emergency from an attending physician shall be provided at the beginning of such leave, or as soon thereafter as is practicable. The employee's leave in such cases shall be charged to her available sick leave. Leave required by such medical emergency shall be unpaid only to the extent, if any, to which the employee's leave exceeds the employee's available sick leave balance.

Section 9.06

A. Educational Leave — An employee shall be granted an educational leave not to exceed one (1) school year provided that employee:

1. Has at a minimum completed four (4) years of teaching experience in the School Corporation.
2. Has requested the educational leave on or before April 1 of the school year prior to the school year of leave.

B. Reemployment — Any educational leave granted shall be without jeopardy to reemployment the following school year in a position within the employee's area of certification provided the employee provides, by August 1 following the school year of leave, a document from a college or university which verifies the enrollment and attendance of the employee as a full-time student during the school year of leave.

C. Experience Credit — An employee taking an educational leave under this Article shall retain full credit for the same number of years of experience held when the leave was granted.

Section 9.07 Parental Leave

Birthing and non-birthing (including adoptive) parents shall be granted, within the first or second year, but not both:

A. 5 days of paid Parental Leave days
B. Use of up to 5 days of sick leave, if available/in balance
C. and unpaid leave for a total of up to one year,

following the birth or placement of an employee's child. If the necessity for leave is foreseeable based on the expected birth or placement, the employee shall provide the Superintendent with not less than thirty (30) days' notice before the date the leave is to begin. If the date of birth or placement requires the leave to begin in less than thirty (30) days, the employee shall provide such notice as is practicable.

Section 9.08 Family and Medical Leave Act (FMLA) of 1993

FMLA shall not reduce an employee's entitlement to leave, fringe benefits, or reinstatement provided by this contract.

Section 9.09 Discretionary Leave

Where the superintendent or designee, in their sole discretion, determines that such leave is warranted, the superintendent or designee may grant 1 day of paid discretionary leave to a teacher following circumstances/events/occurrences within the scope of employment.

Section 9.10 Special Education Teacher of Record Release Time

All teachers who serve as a special education Teacher of Record, speech language pathologist, or school psychologist will be granted 1 day of leave from student supervision duties each semester to maintain statutory compliance through the completion of IEP documents and coordination of/participation in CCC's.

ARTICLE X
BENEFITS DURING TERM OF EMPLOYMENT

Section 10.01 Group Health/Dental/Vision Insurance Program

A. School Corporation Contribution to Health, Dental, and Vision Insurance Premium — The School Corporation shall pay the following percentage each month toward the monthly premium for each full-time employee who elects to participate in the group health, dental, and/or vision insurance programs.

Employee	92% of monthly premium
Employee and Spouse	71% of monthly premium
Family	71% of monthly premium
Employee and Child	71% of monthly premium

B. Part-time employees working at least 0.75 full-time equivalent (FTE) will receive the full employer premium contribution. Part-time employees working less than 0.75 but at least 0.6 FTE will receive 60% of the employer contribution established above. Part-time employees working less than 0.6 but at least 0.5 will receive 50% of the employer contribution established above.

C. The health insurance option generally known as "the Green Plan" is a High Deductible Health Plan/Health Savings Account. Employees selecting this option qualify for a Health Savings Account if they have no other health insurance coverage, are not enrolled in Medicare, and cannot be claimed as a dependent on another individual's tax return.

D. The School Corporation will make contributions into current employees' HSAs in January and September of each year of this Agreement (contributions will be made from school corporation funds, as opposed to Trust funds):

1. In January and again in September of each year of this Agreement, $250 will be deposited for employees electing single HDHP coverage and $500 for employees electing any other HDHP coverage option (for a total possible annual contribution of $500 for employees electing single coverage and $1,000 for employees electing any other HDHP coverage option).

2. To be eligible for either contribution, an individual must be an employee on the date of the distribution of the contribution. An employee who begins employment after the conclusion of the open enrollment period will not be eligible for the January contribution in the following year. Employees who begin employment after January 1 will have the September contribution prorated by the proportion of weeks for which they are employed in that calendar year (for example, an employee who begins work February 4 and elects single coverage will not receive a contribution for January and will receive a contribution for September of $225.96 ($250[(5/52)x$250]).

E. The HDHP will have the following features:

	Employee-only Coverage	Family Coverage
Deductible	$2,400	$4,800
Co-Insurance	20%	20%
Maximum annual deductible and other out-of-pocket expenses*	$3,400	$6,800

*This limit doesn't apply to deductibles and expenses for out-of-network services if the plan uses a network of providers. Instead, only deductibles and out-of-pocket expenses for services within the network should be used to figure whether the limit applies.
Employee-only HDHP coverage is an HDHP covering only an eligible employee. Family HDHP coverage is an HDHP covering an eligible employee and at least one other individual (whether or not that individual is an eligible individual).

F. As is past practice, the deductible and total premium amounts will be decided by the insurance committee. The insurance committee will consist of members of the bargaining team for each year.

Section 10.02 Group Disability Insurance

The School Corporation shall provide a long-term disability income insurance program covering all employees which provides a benefit of sixty-six and two-thirds percent (66 2/3%) of the monthly salary after a ninety-day (90) qualifying period.

Section 10.03 Group Term Life Insurance

The School Corporation shall provide a term life insurance program covering all employees which provides Fifty Thousand dollars ($50,000) accidental death and dismemberment benefit. Retirees may continue to participate in the plan at their own expense until they reach age 65. Current retiree participants in the paid-up life benefit will be allowed to continue, active employees who are at least 65 years of age as of July 1, 2015 will be allowed to participate, but no other new participants will be added after the ratification date of this agreement, and the program will be discontinued when benefits have been distributed to all participants as established in this section. Employees may purchase supplemental coverage for themselves, their spouse, and/or dependent(s) in excess of the contract amount at their own expense and subject to the underwriting provisions of the carrier.

Section 10.04 Section 125 Benefits

Benefits provided by Section 125 of the Internal Revenue Code shall be made available to any employee upon written request.

Section 10.05 In-District Travel

Employees will be reimbursed at the rate established by the School Board for travel required of their position and approved in advance by their building principal. Any employee with assignments in more than one building will be assigned by the Superintendent to one building for purposes of determining travel reimbursement. Such an employee will be reimbursed for travel for the distance between the assigned building and another building for the days that the employee's assignment is in such other building.

Section 10.06 Tuition Support

A maximum of $50,000 per school year covered by this contract will be allocated for Special Education training and/or certification for current bargaining unit members. To receive this support, a teacher must complete the approved form available from the Administration and obtain the approval prior to beginning the program for which the teacher is seeking support, except that teachers enrolled in a program at the

time of ratification may apply within 30 days of the ratification of this Agreement. The parties acknowledge and agree that approvals will be on a first-come, first-served basis and therefore, requests made after funds are exhausted will be denied.

Section 10.07 Wage Payment Arrangement

A. At the time of ratification, employees are receiving payment of their basic salaries in twenty-four equal payments.

An employee's number of payments may be modified by adjustments for length of individual contract, absence with loss of pay, payroll deductions, and like factors.

B. Summer School Payments — Summer school salaries shall be paid in accordance with the calculation outlined in 7.08 during regular summer pay following the submission of required claims and/or time sheets, whichever is applicable.

Section 10.08 Balance of Payment Due

A teacher may request, in writing, prior to March 15, that the balance of salary due and payable as of the close of the term of the teacher's contract be paid. With such notice, said balance will be paid to said teacher not later than the first payday in June, provided the term of the teacher's individual contract has expired.

Section 10.09 Insurance while on Leave of Absence

A. FMLA Leave — The School Corporation's payments in support of insurance programs provided by this article shall continue during any FMLA leave.

B. Leaves other than FMLA - An employee who has been granted an unpaid leave of absence from teaching IN EXCESS OF FMLA LEAVE OR NOT GOVERNED BY FMLA may choose to continue in the School Corporation's group, medical and dental insurance programs at the employee's sole expense, provided the total premium charged for coverage is received by the Corporation's business office prior to the due date each month. Any unpaid days taken prior to accessing sick bank leave under Section 9.01, Paragraph B shall not qualify as a "Leave Other than FMLA" and the school corporation's payment in support of insurance programs shall continue during such days. In addition, any unpaid leave of less than one complete pay period shall not qualify as "Leave Other than FMLA" and the school corporation's payment in support of insurance programs shall continue during such days.

Section 10.10 Direct Deposit and Annuity Deductions

A. Direct Deposit by Electronic Transmission - Employee shall designate a financial institution to which salary payments shall be electronically transferred as direct deposits.

B. Annuity Deductions Procedure

1. Written Authorization — Upon receipt of the written authorization of an employee, the School Corporation shall deduct the amount designated by the employee for annuity

payments and remit that amount to the employee's designated annuity provider. The School Corporation shall make designated deductions for tax sheltered annuities to new companies who have qualified for payroll deductions in accord with IC 20-28-9-18 Existing companies shall be grand fathered deductions as long as authorized deductions remain in force.

Section 10.11 Workers Compensation

If an employee is absent due to injury within the scope of employment which is determined to be covered by Workers Compensation insurance, then the employee will be paid during the resulting absences without an interruption of compensation and the absences will not be charged against the employee's sick leave for the time verified by the attending physician. This will continue under the Workers Compensation coverage or until the employee is qualified for Long Term Disability coverage, whichever is earliest. The employee will assign to the School Corporation any salary reimbursements received from the carrier.

Section 10.12 Background Check, License Renewal, and CPR Fee Reimbursement

Upon receipt of documentation, an employee who has at least 5 years of continuous service in a certified position with the School Corporation will be reimbursed up to $50 per school year for the cost of background check, license renewal, and/or CPR certification.

ARTICLE XI
BENEFITS FOR RETIREMENT AND SEVERANCE FROM EMPLOYMENT

Section 11.01 Retirement Benefits

A. Definition of Retirement Benefits-Each employee shall receive an additional 1.25% of their teaching contract salary that will be deposited into an account that the employee will use for purposes of their retirement from the Zionsville Community Schools. This 1.25% of their teaching salary shall be deposited into the accounts listed in Section 11.01(B).

B. Definition of Types of Retirement Accounts-An IRS Section 401(a) Deferred Retirement Plan Account and an IRS Section 501(c) (9) Health Reimbursement Arrangement (HRA) Plan Account will be created for each employee. Of the 1.25% of an employee's salary referred to in Section 11.01(A), 0.5% will be deposited into the 401(a) Account and the remaining 0.75% will be deposited into the employee's HRA Account. The payment will be made to the plan carrier consistent with the date of each normal payroll payment to the employee.

C. 401(a) and HRA Joint Steering Committee-The parties' respective bargaining teams shall be empowered to act as the 401(a) and HRA Joint Steering Committee. The Committee shall have the authority to establish the IRS Qualified 401(a) and HRA Plans, select the Plan's vendor(s) by means of mutual agreement, provide education and information to the participants through the vendor selected, monitor and make recommendations to the parties regarding the vendor and plan, and any other functions necessary to the implementation of the plan. This same committee shall be empowered to also oversee the 403(b) Joint Steering Committee, as stated in Section 7.09 C with the same authority as the 401(a) and HRA Joint Steering Committee.

Section 11.02 Vesting

A. Vesting Schedule-A vesting schedule has been created for all employed employees subject to the provisions of Section 11.01 and shall apply to both the 401(a) Account and the HRA Account for that employee. This vesting schedule shall be based solely upon the years of experience in the Zionsville Community Schools and will be according to the following:

Zero to 4 years' experience	0%
5 years' experience	50%
6 years' experience	60%
7 years' experience	70%
8 years' experience	80%
9 years' experience	90%
10 or more years' experience	100%

B. Waiver of Vesting-This vesting schedule shall not be applicable to any employee in the event of the employee's death or total disability. In such case, the total amount in the employee's 401(a) Account and the employee's HRA Account will be full vested and assignable to the employee's eligible beneficiary, if any, subject to applicable Federal and State statutes.

C. Forfeited Funds-To the extent allowed by IRS regulations, any and all 401(a) Account and HRA Account funds forfeited by an employee as a result of the employee separating their employment without vesting in part or in whole, shall continue to be held in the 401(a) Plan or HRA, as applicable, and will be used to offset the School Corporation's obligations to make employer contributions to the 401(a) Plan and HRA in the future.

Section 11.03 Substitute Teaching after Retirement An employee who retires from the Zionsville

Community Schools is eligible to participate in the Emeritus Substitute Teacher Program, which will entitle the employee to substitute employee pay in the amount of a sum which is 20% greater than the then standard substitute employee's daily rate of pay.

Section 11.04 Group Term Life Insurance after Retirement

Retirees may continue to participate in the plan, outlined in Section 10.03, at their own expense, and with use of HRA Account money, if so desired, until they reach age 65. Retiree's eligibility, if any, to purchase supplemental coverage for them, their spouse, or their dependent(s) during the period of their retirement at their own expense shall be subject to the underwriting provisions of the carrier.

Section 11.05 IRS 457 Plan

An IRS Section 457 Deferred Compensation Plan Account will be created **f**or each employee so wishing to have an account created for their benefit. The 401(a) Plan Carrier will assist the employee in all steps necessary for the creation of this account and deductions from the employee's salary from the School Corporation into this account.

ACCEPTANCE OF AGREEMENT

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 8, 2025, and electronic participation from the parties and/or public was not permitted; and

2. A public meeting in compliance with I.C. § 20-29-6-19 was held on October 6, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Accepted by the Zionsville Community Schools

Katherine E. Aeschleman
President of the Board of School Trustees

Vice President of the Board of School Trustees

Secretary of the Board of School Trustees

Board Member

Board Member

Rebecca A. Coffman
Superintendent of the Zionsville Community Schools

Accepted by Zionsville Educators Association

Cynthia R-L
Zionsville Educators Association Chairman of the Negotiations Committee

Amanda S Renner
ZEA Bargaining Team Member

Angela Bourff
ZEA Bargaining Team Member

ZEA Bargaining Team Member

Brandon Moorad
ZEA Bargaining Team Member

(Ratified in Membership Meeting October 1, 2025)
(Ratified in Public Board Meeting November 10, 2025)

Appendix A

Zionsville Community Schools

Salary Range and Compensation Plan

The salary range is $52,000-$ 103,500 without TRF contributions and before the increases negotiated under this Agreement.

Eligibility for Salary Increase:

To be eligible for an increase, a returning teacher must have been employed 120 days during the preceding year.

No teacher rated ineffective or needs improvement will receive any increase for the year following the ineffective or needs improvement rating, except for teachers eligible under IC 20-28-9-1.5(f).

For 2026-2027, no teacher who took unauthorized leave in the preceding year will be eligible for any increase.

Newly hired teachers are not eligible for a salary increase under the compensation model in either year of this Agreement. All teachers hired with no experience will receive a starting salary of $52,500.

Compensation Model and Salary Increase Amounts

Eligible teachers will receive salary increases based upon the following compensation model:

2025-2026

With a total available increase of $3,281.60, the following factors will be applied in the following order:

1. *Evaluation* is defined as rated effective or highly effective on the *Evaluation* for the preceding school year or eligible for a salary increase under the new teacher exception under IC 20-28-9-1.5(g). Returning teachers who satisfy the evaluation factor will receive a base salary increase of $2,500.

2. The *Academic Needs of Students* factor is divided into 2 sub-factors:

    a. Academic Needs 1: Defined as educational continuity through maintenance of a *competitive* compensation system, resulting in a base salary increase of $500 for all eligible teachers whose 2024-2025 salary was under $95,000.
    b. Academic Needs 2: Defined as educational continuity through maintenance of a *consistent* compensation system, resulting in a base salary increase of $281.60 for an eligible teacher whose 2024-2025 base salary was not a multiple of $500.

2026-2027

With a total available increase of $2,000, the following factors will be applied in the following order:

1. *Evaluation* is defined as rated effective or highly effective on the *Evaluation* for the preceding school year or eligible for a salary increase under the new teacher exception under IC 20-28-9-1.5(g). Returning teachers who satisfy the evaluation factor will receive a base salary increase of $1,500.
2. *Academic Needs of Students* is defined as educational continuity through maintenance of a *competitive* compensation system, resulting in a base salary increase of $500 for all eligible teachers.

In addition to base salary increases resulting from application of the compensation model, any eligible teacher who submits documentation showing obtainment of a literacy endorsement on their license by March 1 of each year of this Agreement will be granted an additional base salary increase of $200 for the year in which documentation of attainment was first submitted.

ECA Schedule (Appendix B1 and B2) The ECA base is $11,250.

APPENDIX A-1

Salary Chart
2025-2027 (After Increases)

Category	Salary
New Hire	$52,500
A	$53,000
B	$53,500
C	$54,000
D	$54,500
E	$55,000
F	$55,500
G	$56,000
H	$56,500
I	$57,000
J	$57,500
K	$58,000
L	$58,500
M	$59,000
N	$59,500
O	$60,000
P	$60,500
Q	$61,000
R	$61,500
S	$62,000
T	$62,500
U	$63,000
V	$63,500
W	$64,000
X	$64,500
Y	$65,000
Z	$65,500
A2	$66,000
B2	$66,500
C2	$67,000
D2	$67,500
E2	$68,000
F2	$68,500
G2	$69,000
H2	$69,500
I2	$70,000
J2	$70,500
K2	$71,000
L2	$71,500
M2	$72,000
N2	$72,500
O2	$73,000
P2	$73,500
Q2	$74,000
R2	$74,500
S2	$75,000
T2	$75,500
U2	$76,000
V2	$76,500
W2	$77,000
X2	$77,500
Y2	$78,000
Z2	$78,500
A3	$79,000
B3	$79,500
C3	$80,000
D3	$80,500
E3	$81,000
F3	$81,500
G3	$82,000
H3	$82,500
I3	$83,000
J3	$83,500
K3	$84,000
L3	$84,500
M3	$85,000
N3	$85,500
O3	$86,000
P3	$86,500
Q3	$87,000
R3	$87,500
S3	$88,000
T3	$88,500
U3	$89,000
V3	$89,500
W3	$90,000
X3	$90,500
Y3	$91,000
Z3	$91,500
A4	$92,000
B4	$92,500
C4	$93,000
D4	$93,500
E4	$94,000
F4	$94,500
G4	$95,000
H4	$95,500
I4	$96,000
J4	$96,500
K4	$97,000
L4	$97,500
M4	$98,000
N4	$98,500
O4	$99,000
P4	$99,500
Q4	$100,000
R4	$100,500
S4	$101,000
T4	$101,500
U4	$102,000
V4	$102,500
W4	$103,000
X4	$103,500
Y4	$104,000
Z4	$104,500
A5	$105,000
B5	$105,500
C5	$106,000
D5	$106,500

APPENDIX B1 (By Index)
EXTRA CURRICULAR COMPENSATION SCHEDULE
Effective for the **2025-2026 ECA**
Note: All ECA positions must have a position description on file before payment can be authorized.

			Certified Including
		Certified Base =	403B
ACTIVITY	**INDEX**	$11,250	$11,538
High School			
Head Boys Basketball	1.00	$11,250	$11,538
Head Football	1.00	$11,250	$11,538
Head Girls Basketball	1.00	$11,250	$11,538
Head Swimming	0.82	$9,225	$9,462
Head Wrestling-Boys	0.82	$9,225	$9,462
Head Wrestling-Girls	0.82	$9,225	$9,462
Head Volleyball-Girls	0.82	$9,225	$9,462
Head Volleyball-Boys	0.82	$9,225	$9,462
Head Softball	0.71	$7,988	$8,192
Head Baseball	0.71	$7,988	$8,192
Assistant Football Coordinator (1 of 2)	0.65	$7,313	$7,500
Assistant Football Coordinator (2 of 2)	0.65	$7,313	$7,500
Head Boys Track	0.61	$6,863	$7,038
Head Girls Track	0.61	$6,863	$7,038
Head Boys Soccer	0.61	$6,863	$7,038
Head Girls Soccer	0.61	$6,863	$7,038
Marching Band Head Director	0.61	$6,863	$7,038
Show Choir Director	0.61	$6,863	$7,038
Show Choir Director	0.61	$6,863	$7,038
Assistant Girls Basketball (1 of 2)	0.60	$6,750	$6,923
Assistant Football (1 of 7)	0.60	$6,750	$6,923
Head Cheerleading pays 1-4	0.60	$6,750	$6,923
Assistant Boys Basketball (1 of 2)	0.60	$6,750	$6,923
Assistant Football (2 of 6)	0.60	$6,750	$6,923
Assistant Boys Basketball (2 of 2)	0.60	$6,750	$6,923
Assistant Football (3 of 7)	0.60	$6,750	$6,923
Assistant Football (4 of 7)	0.60	$6,750	$6,923
Assistant Girls Basketball (2 of 2)	0.60	$6,750	$6,923
Assistant Football (5 of 7)	0.60	$6,750	$6,923
Assistant Football (6 of 7)	0.60	$6,750	$6,923
Assistant Football (7 of 7)	0.60	$6,750	$6,923
Head Girls Golf	0.56	$6,300	$6,462
Head Boys Golf	0.56	$6,300	$6,462
Head Girls Tennis	0.56	$6,300	$6,462
Head Boys Tennis	0.56	$6,300	$6,462
Head Girls Cross Country	0.56	$6,300	$6,462
Head Boys Cross Country	0.56	$6,300	$6,462
Head Girls Lacrosse	0.56	$6,300	$6,462

Head Boys Lacrosse	0.56	$6,300	$6,462
Athletics Social Media Coordinator	0.56	$6,300	$6,462
Assistant Baseball (1 of 2)	0.49	$5,513	$5,654
Assistant Softball (1 of 2)	0.49	$5,513	$5,654
Assistant Baseball (2 of 2)	0.49	$5,513	$5,654
Assistant Softball (2 of 2)	0.49	$5,513	$5,654
Assistant Volleyball (1 of 2) Girls	0.46	$5,175	$5,308
Assistant Volleyball (2 of 2) Girls	0.46	$5,175	$5,308
Assistant Volleyball (1 of 2) Boys	0.46	$5,175	$5,308
Assistant Volleyball (2 of 2) Boys	0.46	$5,175	$5,308
Assistant Wrestling (1 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (2 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (3 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (4 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (5 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (1of 1) Girls	0.46	$5,175	$5,308
Assistant Football (1 of 2)	0.45	$5,063	$5,192
Assistant Football (2 of 2)	0.45	$5,063	$5,192
Assistant Girls Basketball (1 of 3)	0.45	$5,063	$5,192
Assistant Girls Basketball (2 of 3)	0.45	$5,063	$5,192
Assistant Girls Basketball (3 of 3)	0.45	$5,063	$5,192
Assistant Boys Basketball (1 of 3)	0.45	$5,063	$5,192
Assistant Boys Basketball (2 of 3)	0.45	$5,063	$5,192
Assistant Boys Basketball (3 of 3)	0.45	$5,063	$5,192
Unified Track & Field Head Coach	0.40	$4,500	$4,615
Choral Director (1 of 2)	0.40	$4,500	$4,615
Choral Director (2 of 2)	0.40	$4,500	$4,615
Assistant Marching Band (1 of 3)	0.40	$4,500	$4,615
Assistant Marching Band (2 of 3)	0.40	$4,500	$4,615
Assistant Marching Band (3 of 3)	0.40	$4,500	$4,615
Assistant Swimming (1 of 3)	0.40	$4,500	$4,615
Assistant Swimming (2 of 3)	0.40	$4,500	$4,615
Assistant Swimming (3 of 3)	0.40	$4,500	$4,615
Assistant Swimming (Diving)	0.40	$4,500	$4,615
Band Director	0.40	$4,500	$4,615
Fall Musical Lead	0.38	$4,275	$4,385
Department Chair 20.1 or more FTE	0.38	$4,275	$4,385
Winter Guard Director Pays 2 & 4	0.38	$4,275	$4,385
Indoor Percussion Director	0.38	$4,275	$4,385
Weight Room Coordinator Summer	0.36	$4,050	$4,154
Assistant Boys Track (1 of 4)	0.36	$4,050	$4,154
Assistant Girls Track (1 of 4)	0.36	$4,050	$4,154
Assistant Boys Track (2 of 3)	0.36	$4,050	$4,154
Assistant Girls Track (2 of 4)	0.36	$4,050	$4,154
Assistant Boys Track (3 of 3)	0.36	$4,050	$4,154
Assistant Girls Track (3 of 4)	0.36	$4,050	$4,154
Assistant Boys Track (4 of 4)	0.36	$4,050	$4,154
Assistant Girls Track (4 of 4)	0.36	$4,050	$4,154
Assistant Coed Track	0.36	$4,050	$4,154
Yearbook	0.35	$3,938	$4,038
Assistant Football (1 of 2)	0.35	$3,938	$4,038

Assistant Football (2 of 2)	0.35	$3,938	$4,038
Assistant Softball (1 of 4)	0.35	$3,938	$4,038
Assistant Softball (2 of 4)	0.35	$3,938	$4,038
Assistant Softball (3 of 4)	0.35	$3,938	$4,038
Assistant Softball (4 of 4)	0.35	$3,938	$4,038
Assistant Baseball (1 of 4)	0.35	$3,938	$4,038
Assistant Baseball (2 of 4)	0.35	$3,938	$4,038
Assistant Baseball (3 of 4)	0.35	$3,938	$4,038
Assistant Baseball (4 of 4)	0.35	$3,938	$4,038
Spirit Dance Team Coach	0.35	$3,938	$4,038
Assistant Volleyball (1 of 2)Girls	0.34	$3,825	$3,923
Assistant Volleyball (2 of 2) Girls	0.34	$3,825	$3,923
Assistant Volleyball (1 of 2) Boys	0.34	$3,825	$3,923
Assistant Volleyball (2 of 2) Boys	0.34	$3,825	$3,923
ECA Event Manager	0.34	$3,825	$3,923
Department Chair 16.1 - 20.0 FTE	0.34	$3,825	$3,923
Assistant Girls Soccer (1 of 4)	0.33	$3,713	$3,808
Assistant Girls Soccer (2 of 4)	0.33	$3,713	$3,808
Assistant Girls Soccer (3 of 4)	0.33	$3,713	$3,808
Assistant Girls Soccer (4 of 4)	0.33	$3,713	$3,808
Assistant Boys Soccer (1 of 4)	0.33	$3,713	$3,808
Assistant Boys Soccer (2 of 4)	0.33	$3,713	$3,808
Assistant Boys Soccer (3 of 4)	0.33	$3,713	$3,808
Assistant Boys Soccer (4 of 4)	0.33	$3,713	$3,808
Assistant Boys Cross Country (1 of 2)	0.33	$3,713	$3,808
Assistant Boys Cross Country (2 of 2)	0.33	$3,713	$3,808
Assistant Girls Cross Country (1 of 2)	0.33	$3,713	$3,808
Assistant Girls Cross Country (2 of 2)	0.33	$3,713	$3,808
Assistant Boys Lacrosse (1 of 4)	0.33	$3,713	$3,808
Assistant Boys Lacrosse (2 of 4)	0.33	$3,713	$3,808
Assistant Boys Lacrosse (3 of 4)	0.33	$3,713	$3,808
Assistant Boys Lacrosse (4 of 4)	0.33	$3,713	$3,808
Assistant Girls Lacrosse (1 of 4)	0.33	$3,713	$3,808
Assistant Girls Lacrosse (2 of 4)	0.33	$3,713	$3,808
Assistant Girls Lacrosse (3 of 4)	0.33	$3,713	$3,808
Assistant Girls Lacrosse (4 of 4)	0.33	$3,713	$3,808
Department Chair 12.1 - 16.0 FTE	0.30	$3,375	$3,462
Orchestra Director	0.30	$3,375	$3,462
Spring Play Director	0.30	$3,375	$3,462
Unified Football Head Coach	0.28	$3,150	$3,231
Unified Track & Field Assistant Coach	0.27	$3,038	$3,115
Assistant Girls Tennis (1 of 3)	0.27	$3,038	$3,115
Assistant Girls Tennis (2 of 3)	0.27	$3,038	$3,115
Assistant Girls Tennis (3 of 3)	0.27	$3,038	$3,115
Assistant Boys Tennis (1 of 3)	0.27	$3,038	$3,115
Assistant Boys Tennis (2 of 3)	0.27	$3,038	$3,115
Assistant Boys Tennis (3 of 3)	0.27	$3,038	$3,115
Assistant Girls Golf (1 of 2)	0.27	$3,038	$3,115
Assistant Girls Golf (2 of 2)	0.27	$3,038	$3,115
Assistant Boys Golf (1of 2)	0.27	$3,038	$3,115
Assistant Girls Golf (2 of 2)	0.27	$3,038	$3,115

Assistant Cheerleader Coach (1 of 2) pays 1-4	0.26	$2,925	$3,000
Department Chair 8.1 - 12.0 FTE	0.26	$2,925	$3,000
Assistant Cheerleader Coach (2 of 2) Pays 1-4	0.26	$2,925	$3,000
Newspaper	0.25	$2,813	$2,885
Assistant Girls Soccer	0.25	$2,813	$2,885
Assistant Boys Soccer	0.25	$2,813	$2,885
Generic Athletic Flex Position (1 of 4)	0.22	$2,475	$2,538
Generic Athletic Flex Position (2 of 4)	0.22	$2,475	$2,538
Generic Athletic Flex Position (3 of 4)	0.22	$2,475	$2,538
Generic Athletic Flex Position (4 of 4)	0.22	$2,475	$2,538
Department Chair 4.1 - 8.0 FTE	0.22	$2,475	$2,538
Fall Event Assistant	0.22	$2,475	$2,538
Junior Sponsor (1 of 2)	0.20	$2,250	$2,308
School Play Pay #5	0.20	$2,250	$2,308
Junior Sponsor (2 of 2)	0.20	$2,250	$2,308
Musical Pay #2	0.20	$2,250	$2,308
Fall Musical Pit Lead	0.20	$2,250	$2,308
Fall Musical Vocal Lead	0.20	$2,250	$2,308
Fall Musical Staging Lead	0.20	$2,250	$2,308
Social Media/Communications Coordinator	0.20	$2,250	$2,308
Intramural	0.18	$2,025	$2,077
Department Chair < 4 FTE	0.18	$2,025	$2,077
Weight Room Coordinator Spring	0.18	$2,025	$2,077
Weight Room Coordinator Winter	0.18	$2,025	$2,077
Weight Room Coordinator Fall	0.18	$2,025	$2,077
Spring Event Assistant	0.17	$1,913	$1,962
Spirit Dance Team Assistant	0.16	$1,800	$1,846
Senior Sponsor (2 of 2)	0.15	$1,688	$1,731
Senior Sponsor (1 of 2) Pays 3 & 6	0.15	$1,688	$1,731
Winter Event Assistant	0.13	$1,463	$1,500
Unified Track & Field Assistant Coach (1 of 2)	0.12	$1,350	$1,385
Unified Track & Field Assistant Coach (2 of 2)	0.12	$1,350	$1,385
Unified Football Assistant Coach	0.12	$1,350	$1,385
Pep Band Assistant	0.10	$1,125	$1,154
Assistant Track	0.09	$1,013	$1,038
Student Activity Level 5 (1 of 3)	0.40	$4,500	$4,615
Student Activity Level 5 (2 of 3)	0.40	$4,500	$4,615
Student Activity Level 5 (3 of 3)	0.40	$4,500	$4,615
Student Activity Level 4 (1 of 6)	0.32	$3,600	$3,692
Student Activity Level 4 (2 of 6)	0.32	$3,600	$3,692
Student Activity Level 4 (3 of 6)	0.32	$3,600	$3,692
Student Activity Level 4 (4 of 6)	0.32	$3,600	$3,692
Student Activity Level 4 (5 of 6)	0.32	$3,600	$3,692
Student Activity Level 4 (6 of 6)	0.32	$3,600	$3,692
Student Activity Level 3 (1 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (2 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (3 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (4 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (5 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (6 of 6)	0.24	$2,700	$2,769
Student Activity Level 2 (1 of 8)	0.16	$1,800	$1,846

Student Activity Level 2 (2 of 8)	0.16	$1,800	$1,846
Student Activity Level 2 (3 of 8)	0.16	$1,800	$1,846
Student Activity Level 2 (4 of 8)	0.16	$1,800	$1,846
Student Activity Level 2 (5 of 8)	0.16	$1,800	$1,846
Student Activity Level 2 (6 of 8)	0.16	$1,800	$1,846
Student Activity Level 2 (7 of 8)	0.16	$1,800	$1,846
Student Activity Level 2 (8 of 8)	0.16	$1,800	$1,846
Student Activity Level 1 (1 of 20)	0.08	$900	$923
Student Activity Level 1 (2 of 20)	0.08	$900	$923
Student Activity Level 1 (3 of 20)	0.08	$900	$923
Student Activity Level 1 (4 of 20)	0.08	$900	$923
Student Activity Level 1 (5 of 20)	0.08	$900	$923
Student Activity Level 1 (6 of 20)	0.08	$900	$923
Student Activity Level 1 (7 of 20)	0.08	$900	$923
Student Activity Level 1 (8 of 20)	0.08	$900	$923
Student Activity Level 1 (9 of 20)	0.08	$900	$923
Student Activity Level 1 (10 of 20)	0.08	$900	$923
Student Activity Level 1 (11 of 20)	0.08	$900	$923
Student Activity Level 1 (12 of 20)	0.08	$900	$923
Student Activity Level 1 (13 of 20)	0.08	$900	$923
Student Activity Level 1 (14 of 20)	0.08	$900	$923
Student Activity Level 1 (15 of 20)	0.08	$900	$923
Student Activity Level 1 (16 of 20)	0.08	$900	$923
Student Activity Level 1 (17 of 20)	0.08	$900	$923
Student Activity Level 1 (18 of 20)	0.08	$900	$923
Student Activity Level 1 (19 of 20)	0.08	$900	$923
Student Activity Level 1 (20 of 20)	0.08	$900	$923
Sophomore Sponsor	0.05	$563	$577
Freshman Sponsor	0.05	$563	$577
Teacher Mentor	0.05	$563	$577
Overnight Field Trip	0.02	$225	$231
Program Development Workshops (per day)	0.02	$225	$231
District Initiative Day (summer/weekend)	0.02	$225	$231
Staff Development Day (summer/weekend)	0.01	$113	$115
Tutor Hourly Rate	0.0034	$38	$39
Middle School			
Multiple Intramural Programs	0.60	$6,750	$6,923
Head Girls Basketball 8th	0.45	$5,063	$5,192
Head Girls Basketball 7th	0.45	$5,063	$5,192
Head Boys Basketball 8th	0.45	$5,063	$5,192
Head Boys Basketball 7th	0.45	$5,063	$5,192
Head Football 8th	0.45	$5,063	$5,192
Head Football 7th	0.45	$5,063	$5,192
Head Wrestling	0.37	$4,163	$4,269
Head Volleyball 8th	0.37	$4,163	$4,269
Head Volleyball 7th	0.37	$4,163	$4,269
Head Cheerleader Coach (Pays 1-4)	0.36	$4,050	$4,154
Head Softball 8th	0.36	$4,050	$4,154
Head Softball 7th	0.36	$4,050	$4,154
Head Baseball 8th	0.36	$4,050	$4,154

Head Baseball 7th	0.36	$4,050	$4,154
Head Girls Track	0.36	$4,050	$4,154
Head Boys Track	0.36	$4,050	$4,154
Head Girls Cross Country	0.36	$4,050	$4,154
Head Boys Cross Country	0.36	$4,050	$4,154
Head Boys Golf	0.36	$4,050	$4,154
Head Girls Golf	0.36	$4,050	$4,154
Head Girls Tennis	0.36	$4,050	$4,154
Head Boys Tennis	0.36	$4,050	$4,154
Assistant Football (1 of 4)	0.35	$3,938	$4,038
Assistant Football (2 of 4)	0.35	$3,938	$4,038
Assistant Football (3 of 4)	0.35	$3,938	$4,038
Assistant Football (4 of 4)	0.35	$3,938	$4,038
Assistant Girls Basketball 8th	0.34	$3,825	$3,923
Assistant Girls Basketball 7th	0.34	$3,825	$3,923
Assistant Boys Basketball 8th	0.34	$3,825	$3,923
Assistant Boys Basketball 7th	0.34	$3,825	$3,923
Yearbook (1 of 2)	0.30	$3,375	$3,462
Yearbook (2 of 2)	0.30	$3,375	$3,462
Audeteria Manager Pays 1-6	0.30	$3,375	$3,462
Musical Director	0.30	$3,375	$3,462
Robotics Coach	0.30	$3,375	$3,462
Student Council (Fall)	0.29	$3,263	$3,346
Department Chair 20.1 or more FTE	0.28	$3,150	$3,231
Department Chair 16.1 - 20.0 FTE	0.26	$2,925	$3,000
Assistant Baseball	0.26	$2,925	$3,000
Assistant Softball	0.26	$2,925	$3,000
Assistant Wrestling/MS (1 of 3)	0.24	$2,700	$2,769
Assistant Wrestling/MS (2 of 3)	0.24	$2,700	$2,769
Assistant Wrestling/MS (3 of 3)	0.24	$2,700	$2,769
Boys Volleyball (1 of 2)	0.24	$2,700	$2,769
Boys Volleyball (1 of 2)	0.24	$2,700	$2,769
Assistant Girls Track (1 of 2)	0.24	$2,700	$2,769
Assistant Girls Track (2 of 2)	0.24	$2,700	$2,769
Assistant Boys Track (1 of 2)	0.24	$2,700	$2,769
Assistant Boys Track (2 of 2)	0.24	$2,700	$2,769
Assistant Volleyball 7th	0.24	$2,700	$2,769
Assistant Volleyball 8th	0.24	$2,700	$2,769
Assistant Cross Country (1 of 2)	0.24	$2,700	$2,769
Assistant Cross Country (2 of 2)	0.24	$2,700	$2,769
Assistant Softball Coach 7th	0.24	$2,700	$2,769
Assistant Softball Coach 8th	0.24	$2,700	$2,769
Assistant Baseball Coach 7th	0.24	$2,700	$2,769
Assistant Baseball Coach 8th	0.24	$2,700	$2,769
Assistant Boys Tennis Coach	0.24	$2,700	$2,769
Assistant Girls Tennis Coach	0.24	$2,700	$2,769
Department Chair 12.1 - 16.0 FTE	0.24	$2,700	$2,769
Dept. Chair 8.1 - 12.0 FTE	0.22	$2,475	$2,538
Assistant Cheerleader Coach/MS (1 of 2) pays 1-4	0.22	$2,475	$2,538
Assistant Cheerleader Coach/MS (2 of 2) - pays 1-4	0.22	$2,475	$2,538

Choir Programs (1 of 2)	0.22	$2,475	$2,538
Choir Programs (2 of 2)	0.22	$2,475	$2,538
Orchestra Programs (1 of 2)	0.22	$2,475	$2,538
Orchestra Programs (2 of 2)	0.22	$2,475	$2,538
Band Programs (1 of 3)	0.22	$2,475	$2,538
Band Programs (2 of 3)	0.22	$2,475	$2,538
Band Programs (3 of 3)	0.22	$2,475	$2,538
Department Chair 4.1 - 8.0 FTE	0.20	$2,250	$2,308
Computer Coordinator/Webmaster pays 1, 3 and 6	0.20	$2,250	$2,308
Social Media/Communications Coordinator	0.20	$2,250	$2,308
Department Chair 4.0 or less FTE	0.18	$2,025	$2,077
Fall Events Assistant	0.17	$1,913	$1,962
Winter Events Assistant	0.17	$1,913	$1,962
Spring Events Assistant	0.17	$1,913	$1,962
JV Boys Golf	0.15	$1,688	$1,731
JV Girls Golf	0.15	$1,688	$1,731
Assistant Musical Director	0.15	$1,688	$1,731
NJHS 7th	0.15	$1,688	$1,731
NJHS 8th	0.15	$1,688	$1,731
Assistant Robotics Coach	0.15	$1,688	$1,731
Assistant Cross Country Coach	0.10	$1,125	$1,154
Academic Coach (1 of 12)	0.08	$900	$923
Academic Coach (2 of 12)	0.08	$900	$923
Academic Coach (3 of 12)	0.08	$900	$923
Academic Coach (4 of 12)	0.08	$900	$923
Academic Coach (5 of 12)	0.08	$900	$923
Academic Coach (6 of 12)	0.08	$900	$923
Academic Coach (7 of 12)	0.08	$900	$923
Academic Coach (8 of 12)	0.08	$900	$923
Academic Coach (9 of 12)	0.08	$900	$923
Academic Coach (10 of 12)	0.08	$900	$923
Academic Coach (11 of 12)	0.08	$900	$923
Academic Coach (12 of 12)	0.08	$900	$923
Club (1 of 25)	0.08	$900	$923
Club (2 of 25)	0.08	$900	$923
Club (3 of 25)	0.08	$900	$923
Club (4 of 25)	0.08	$900	$923
Club (5 of 25)	0.08	$900	$923
Club (6 of 25)	0.08	$900	$923
Club (7 of 25)	0.08	$900	$923
Club (8 of 25)	0.08	$900	$923
Club (9 of 25)	0.08	$900	$923
Club (10 of 25)	0.08	$900	$923
Club (11 of 25)	0.08	$900	$923
Club (12 of 25)	0.08	$900	$923
Club (13 of 25)	0.08	$900	$923
Club (14 of 25)	0.08	$900	$923
Club (15 of 25)	0.08	$900	$923
Club (16 of 25)	0.08	$900	$923
Club (17 of 25)	0.08	$900	$923
Club (18 of 25)	0.08	$900	$923

Club (19 of 25)	0.08	$900	$923
Club (20 of 25)	0.08	$900	$923
Club (21 of 25)	0.08	$900	$923
Club (22 of 25)	0.08	$900	$923
Club (23 of 25)	0.08	$900	$923
Club (24 of 25)	0.08	$900	$923
Club (25 of 25)	0.08	$900	$923
Teacher Mentor	0.05	$563	$577
Overnight Field Trip	0.02	$225	$231
Program Devel. Workshops (per day)	0.02	$225	$231
District Initiative Day (summer/weekend)	0.02	$225	$231
Staff Development Day (summer/weekend)	0.01	$113	$115
Tutor Hourly Rate	0.0034	$38	$39
Intramurals:	**0.6**	**$6,750**	**$6,923**
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Elementary			
Robotics Coach	0.30	$3,375	$3,462
Robotics Coach	0.30	$3,375	$3,462
Computer Coordinator/Webmaster (Pays 1,3,6)	0.20	$2,250	$2,308
Social Media/Communications Coordinator	0..20	$2,250	$2,308
Yearbook Sponsor - pays 2, 4	0.10	$1,125	$1,154
Book Adoption Coordinator	0.09	$1,013	$1,038
Generic Club or Academic Comp. (1 of 5)	0.08	$900	$923
Generic Club or Academic Comp. (2 of 5)	0.08	$900	$923
Generic Club or Academic Comp. (3 of 5)	0.08	$900	$923
Generic Club or Academic Comp. (4 of 5)	0.08	$900	$923
Generic Club or Academic Comp. (5 fo 5)	0.08	$900	$923
Student Council - pays 2-4	0.08	$900	$923
Academic Program - spelling bee	0.04	$450	$462
Teacher Mentor	0.05	$563	$577
Overnight Field Trip	0.02	$225	$231
Program Devel. Workshops (per day)	0.02	$225	$231
Related Arts Evening Program (1 of 5)	0.02	$225	$231
Related Arts Evening Program (2 of 5)	0.02	$225	$231
Related Arts Evening Program (3 of 5)	0.02	$225	$231
Related Arts Evening Program (4 of 5)	0.02	$225	$231

Evening Program (5 of 5)	0.02	$225	$231
District Initiative Day (summer/weekend)	0.02	$225	$231
Staff Development Day (summer/weekend)	0.01	$113	$115
'Tutor Hourly Rate	0.0034	$38	$39

APPENDIX B2 (By Index)
EXTRA CURRICULAR COMPENSATION SCHEDULE
Effective for the **2026-2027 ECA**
Note: All ECA positions must have a position description on file before payment can be authorized.

			Certified Including
		Certified Base =	403B
ACTIVITY	**INDEX**	$11,250	$11,538
High School			
Head Boys Basketball	1.00	$11,250	$11,538
Head Football	1.00	$11,250	$11,538
Head Girls Basketball	1.00	$11,250	$11,538
Head Swimming	0.82	$9,225	$9,462
Head Wrestling-Boys	0.82	$9,225	$9,462
Head Wrestling-Girls	0.82	$9,225	$9,462
Head Volleyball-Girls	0.82	$9,225	$9,462
Head Volleyball-Boys	0.82	$9,225	$9,462
Head Softball	0.71	$7,988	$8,192
Head Baseball	0.71	$7,988	$8,192
Assistant Football Coordinator (1 of 2)	0.65	$7,313	$7,500
Assistant Football Coordinator (2 of 2)	0.65	$7,313	$7,500
Head Boys Track	0.61	$6,863	$7,038
Head Girls Track	0.61	$6,863	$7,038
Head Boys Soccer	0.61	$6,863	$7,038
Head Girls Soccer	0.61	$6,863	$7,038
Marching Band Head Director	0.61	$6,863	$7,038
Show Choir Director	0.61	$6,863	$7,038
Show Choir Director	0.61	$6,863	$7,038
Assistant Girls Basketball (1 of 2)	0.60	$6,750	$6,923
Assistant Football (1 of 9)	0.60	$6,750	$6,923
Head Cheerleading pays 1-4	0.60	$6,750	$6,923
Assistant Boys Basketball (1 of 2)	0.60	$6,750	$6,923
Assistant Football (2 of 9)	0.60	$6,750	$6,923
Assistant Boys Basketball (2 of 9)	0.60	$6,750	$6,923
Assistant Football (3 of 9)	0.60	$6,750	$6,923
Assistant Football (4 of 9)	0.60	$6,750	$6,923
Assistant Girls Basketball (2 of 2)	0.60	$6,750	$6,923
Assistant Football (5 of 9)	0.60	$6,750	$6,923
Assistant Football (6 of 9)	0.60	$6,750	$6,923
Assistant Football (7 of 9)	0.60	$6,750	$6,923
Assistant Football (8 of 9)	0.60	$6,750	$6,923
Assistant Football (9 of 9)	0.60	$6,750	$6,923
Head Girls Golf	0.56	$6,300	$6,462
Head Boys Golf	0.56	$6,300	$6,462
Head Girls Tennis	0.56	$6,300	$6,462
Head Boys Tennis	0.56	$6,300	$6,462
Head Girls Cross Country	0.56	$6,300	$6,462

Head Boys Cross Country	0.56	$6,300	$6,462
Head Girls Lacrosse	0.56	$6,300	$6,462
Head Boys Lacrosse	0.56	$6,300	$6,462
Athletics Social Media Coordinator	0.56	$6,300	$6,462
Assistant Baseball (1 of 2)	0.49	$5,513	$5,654
Assistant Softball (1 of 2)	0.49	$5,513	$5,654
Assistant Baseball (2 of 2)	0.49	$5,513	$5,654
Assistant Softball (2 of 2)	0.49	$5,513	$5,654
Assistant Volleyball (1 of 2) Girls	0.46	$5,175	$5,308
Assistant Volleyball (2 of 2) Girls	0.46	$5,175	$5,308
Assistant Volleyball (1 of 2) Boys	0.46	$5,175	$5,308
Assistant Volleyball (2 of 2) Boys	0.46	$5,175	$5,308
Assistant Wrestling (1 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (2 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (3 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (4 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (5 of 5)	0.46	$5,175	$5,308
Assistant Wrestling (1of 1) Girls	0.46	$5,175	$5,308
Assistant Football (1 of 2)	0.45	$5,063	$5,192
Assistant Football (2 of 2)	0.45	$5,063	$5,192
Assistant Girls Basketball (1 of 3)	0.45	$5,063	$5,192
Assistant Girls Basketball (2 of 3)	0.45	$5,063	$5,192
Assistant Girls Basketball (3 of 3)	0.45	$5,063	$5,192
Assistant Boys Basketball (1 of 3)	0.45	$5,063	$5,192
Assistant Boys Basketball (2 of 3)	0.45	$5,063	$5,192
Assistant Boys Basketball (3 of 3)	0.45	$5,063	$5,192
Unified Track & Field Head Coach	0.40	$4,500	$4,615
Choral Director (1 of 2)	0.40	$4,500	$4,615
Choral Director (2 of 2)	0.40	$4,500	$4,615
Assistant Marching Band (1 of 4)	0.40	$4,500	$4,615
Assistant Marching Band (2 of 4)	0.40	$4,500	$4,615
Assistant Marching Band (3 of 4)	0.40	$4,500	$4,615
Assistant Marching Band (4 of 4)	0.40	$4,500	$4,615
Assistant Swimming (1 of 4)	0.40	$4,500	$4,615
Assistant Swimming (2 of 4)	0.40	$4,500	$4,615
Assistant Swimming (3 of 4)	0.40	$4,500	$4,615
Assistant Swimming (4 of 4)	0.40	$4,500	$4,615
Assistant Swimming (Diving)	0.40	$4,500	$4,615
Band Director	0.40	$4,500	$4,615
Fall Musical Lead	0.38	$4,275	$4,385
Department Chair 20.1 or more FTE	0.38	$4,275	$4,385
Winter Guard Director Pays 2 & 4	0.38	$4,275	$4,385
Indoor Percussion Director	0.38	$4,275	$4,385
Weight Room Coordinator Summer	0.36	$4,050	$4,154
Assistant Boys Track (1 of 4)	0.36	$4,050	$4,154
Assistant Girls Track (1 of 4)	0.36	$4,050	$4,154
Assistant Boys Track (2 of 3)	0.36	$4,050	$4,154
Assistant Girls Track (2 of 4)	0.36	$4,050	$4,154
Assistant Boys Track (3 of 3)	0.36	$4,050	$4,154
Assistant Girls Track (3 of 4)	0.36	$4,050	$4,154
Assistant Boys Track (4 of 4)	0.36	$4,050	$4,154

Assistant Girls Track (4 of 4)	0.36	$4,050	$4,154
Assistant Coed Track	0.36	$4,050	$4,154
Yearbook	0.35	$3,938	$4,038
Assistant Football (1 of 2)	0.35	$3,938	$4,038
Assistant Football (2 of 2)	0.35	$3,938	$4,038
Assistant Softball (1 of 4)	0.35	$3,938	$4,038
Assistant Softball (2 of 4)	0.35	$3,938	$4,038
Assistant Softball (3 of 4)	0.35	$3,938	$4,038
Assistant Softball (4 of 4)	0.35	$3,938	$4,038
Assistant Baseball (1 of 4)	0.35	$3,938	$4,038
Assistant Baseball (2 of 4)	0.35	$3,938	$4,038
Assistant Baseball (3 of 4)	0.35	$3,938	$4,038
Assistant Baseball (4 of 4)	0.35	$3,938	$4,038
Spirit Dance Team Coach	0.35	$3,938	$4,038
Assistant Volleyball (1 of 2)Girls	0.34	$3,825	$3,923
Assistant Volleyball (2 of 2) Girls	0.34	$3,825	$3,923
Assistant Volleyball (1 of 2) Boys	0.34	$3,825	$3,923
Assistant Volleyball (2 of 2) Boys	0.34	$3,825	$3,923
ECA Event Manager	0.34	$3,825	$3,923
Department Chair 16.1 - 20.0 FTE	0.34	$3,825	$3,923
Assistant Girls Soccer (1 of 4)	0.33	$3,713	$3,808
Assistant Girls Soccer (2 of 4)	0.33	$3,713	$3,808
Assistant Girls Soccer (3 of 4)	0.33	$3,713	$3,808
Assistant Girls Soccer (4 of 4)	0.33	$3,713	$3,808
Assistant Boys Soccer (1 of 4)	0.33	$3,713	$3,808
Assistant Boys Soccer (2 of 4)	0.33	$3,713	$3,808
Assistant Boys Soccer (3 of 4)	0.33	$3,713	$3,808
Assistant Boys Soccer (4 of 4)	0.33	$3,713	$3,808
Assistant Boys Cross Country (1 of 2)	0.33	$3,713	$3,808
Assistant Boys Cross Country (2 of 2)	0.33	$3,713	$3,808
Assistant Girls Cross Country (1 of 2)	0.33	$3,713	$3,808
Assistant Girls Cross Country (2 of 2)	0.33	$3,713	$3,808
Assistant Boys Lacrosse (1 of 4)	0.33	$3,713	$3,808
Assistant Boys Lacrosse (2 of 4)	0.33	$3,713	$3,808
Assistant Boys Lacrosse (3 of 4)	0.33	$3,713	$3,808
Assistant Boys Lacrosse (4 of 4)	0.33	$3,713	$3,808
Assistant Girls Lacrosse (1 of 4)	0.33	$3,713	$3,808
Assistant Girls Lacrosse (2 of 4)	0.33	$3,713	$3,808
Assistant Girls Lacrosse (3 of 4)	0.33	$3,713	$3,808
Assistant Girls Lacrosse (4 of 4)	0.33	$3,713	$3,808
Department Chair 12.1 - 16.0 FTE	0.30	$3,375	$3,462
Orchestra Director	0.30	$3,375	$3,462
Spring Play Director	0.30	$3,375	$3,462
Unified Football Head Coach	0.28	$3,150	$3,231
Unified Track & Field Assistant Coach	0.27	$3,038	$3,115
Assistant Girls Tennis (1 of 3)	0.27	$3,038	$3,115
Assistant Girls Tennis (2 of 3)	0.27	$3,038	$3,115
Assistant Girls Tennis (3 of 3)	0.27	$3,038	$3,115
Assistant Boys Tennis (1 of 3)	0.27	$3,038	$3,115
Assistant Boys Tennis (2 of 3)	0.27	$3,038	$3,115
Assistant Boys Tennis (3 of 3)	0.27	$3,038	$3,115

Assistant Girls Golf (1 of 2)	0.27	$3,038	$3,115
Assistant Girls Golf (2 of 2)	0.27	$3,038	$3,115
Assistant Boys Golf (1of 2)	0.27	$3,038	$3,115
Assistant Girls Golf (2 of 2)	0.27	$3,038	$3,115
Assistant Cheerleader Coach (1 of 2) pays 1-4	0.26	$2,925	$3,000
Assistant Cheerleader Coach (2 of 3) pays 1-4	0.26	$2,925	$3,000
Assistant Cheerleader Coach (3 of 3) pays 1-4	0.26	$2,925	$3,000
Department Chair 8.1 - 12.0 FTE	0.26	$2,925	$3,000
Newspaper	0.25	$2,813	$2,885
Assistant Girls Soccer	0.25	$2,813	$2,885
Assistant Boys Soccer	0.25	$2,813	$2,885
Generic Athletic Flex Position (1 of 6)	0.22	$2,475	$2,538
Generic Athletic Flex Position (2 of 6)	0.22	$2,475	$2,538
Generic Athletic Flex Position (3 of 6)	0.22	$2,475	$2,538
Generic Athletic Flex Position (4 of 6)	0.22	$2,475	$2,538
Generic Athletic Flex Position (5 of 6)	0.22	$2,475	$2,538
Generic Athletic Flex Position (6 of 6)	0.22	$2,475	$2,538
Department Chair 4.1 - 8.0 FTE	0.22	$2,475	$2,538
Fall Event Assistant	0.22	$2,475	$2,538
Junior Sponsor (1 of 2)	0.20	$2,250	$2,308
School Play Pay #5	0.20	$2,250	$2,308
Junior Sponsor (2 of 2)	0.20	$2,250	$2,308
Musical Pay #2	0.20	$2,250	$2,308
Fall Musical Pit Lead	0.20	$2,250	$2,308
Fall Musical Vocal Lead	0.20	$2,250	$2,308
Fall Musical Staging Lead	0.20	$2,250	$2,308
Indoor Percussion Assistant	0.20	$2,250	$2,308
Winter Guard Assistant	0.20	$2,250	$2,308
.2 Marching Band Assistant (1 of 2)	0.20	$2,250	$2,308
.2 Marching Band Assistant (2 of 2)	0.20	$2,250	$2,308
Social Media/Communications Coordinator	0.20	$2,250	$2,308
Intramural	0.18	$2,025	$2,077
Department Chair < 4 FTE	0.18	$2,025	$2,077
Weight Room Coordinator Spring	0.18	$2,025	$2,077
Weight Room Coordinator Winter	0.18	$2,025	$2,077
Weight Room Coordinator Fall	0.18	$2,025	$2,077
Spring Event Assistant	0.17	$1,913	$1,962
Spirit Dance Team Assistant	0.16	$1,800	$1,846
Senior Sponsor (2 of 2)	0.15	$1,688	$1,731
Senior Sponsor (1 of 2) Pays 3 & 6	0.15	$1,688	$1,731
Winter Event Assistant	0.13	$1,463	$1,500
Unified Track & Field Assistant Coach (1 of 2)	0.12	$1,350	$1,385
Unified Track & Field Assistant Coach (2 of 2)	0.12	$1,350	$1,385
Unified Football Assistant Coach	0.12	$1,350	$1,385
Pep Band Assistant	0.10	$1,125	$1,154
Assistant Track	0.09	$1,013	$1,038
Student Activity Level 5 (1 of 3)	0.40	$4,500	$4,615
Student Activity Level 5 (2 of 3)	0.40	$4,500	$4,615
Student Activity Level 5 (3 of 3)	0.40	$4,500	$4,615
Student Activity Level 4 (1 of 8)	0.32	$3,600	$3,692
Student Activity Level 4 (2 of 8)	0.32	$3,600	$3,692

Student Activity Level 4 (3 of 8)	0.32	$3,600	$3,692
Student Activity Level 4 (4 of 8)	0.32	$3,600	$3,692
Student Activity Level 4 (5 of 8)	0.32	$3,600	$3,692
Student Activity Level 4 (6 of 8)	0.32	$3,600	$3,692
Student Activity Level 4 (7 of 8)	0.32	$3,600	$3,692
Student Activity Level 4 (8 of 8)	0.32	$3,600	$3,692
Student Activity Level 3 (1 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (2 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (3 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (4 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (5 of 6)	0.24	$2,700	$2,769
Student Activity Level 3 (6 of 6)	0.24	$2,700	$2,769
Student Activity Level 2 (1 of 10)	0.16	$1,800	$1,846
Student Activity Level 2 (2 of 10)	0.16	$1,800	$1,846
Student Activity Level 2 (3 of 10)	0.16	$1,800	$1,846
Student Activity Level 2 (4 of 10)	0.16	$1,800	$1,846
Student Activity Level 2 (5 of 10)	0.16	$1,800	$1,846
Student Activity Level 2 (6 of 10)	0.16	$1,800	$1,846
Student Activity Level 2 (7 of 10)	0.16	$1,800	$1,846
Student Activity Level 2 (8 of 10)	0.16	$1,800	$1,846
Student Activity Level 2 (9 of 10)	0.16	$1,800	$1,846
Student Activity Level 2 (10 of 10)	0.16	$1,800	$1,846
Student Activity Level 1 (1 of 25)	0.08	$900	$923
Student Activity Level 1 (2 of 25)	0.08	$900	$923
Student Activity Level 1 (3 of 25)	0.08	$900	$923
Student Activity Level 1 (4 of 25)	0.08	$900	$923
Student Activity Level 1 (5 of 25)	0.08	$900	$923
Student Activity Level 1 (6 of 25)	0.08	$900	$923
Student Activity Level 1 (7 of 25)	0.08	$900	$923
Student Activity Level 1 (8 of 25)	0.08	$900	$923
Student Activity Level 1 (9 of 25)	0.08	$900	$923
Student Activity Level 1 (10 of 25)	0.08	$900	$923
Student Activity Level 1 (11 of 25)	0.08	$900	$923
Student Activity Level 1 (12 of 25)	0.08	$900	$923
Student Activity Level 1 (13 of 25)	0.08	$900	$923
Student Activity Level 1 (14 of 25)	0.08	$900	$923
Student Activity Level 1 (15 of 25)	0.08	$900	$923
Student Activity Level 1 (16 of 25)	0.08	$900	$923
Student Activity Level 1 (17 of 25)	0.08	$900	$923
Student Activity Level 1 (18 of 25)	0.08	$900	$923
Student Activity Level 1 (19 of 25)	0.08	$900	$923
Student Activity Level 1 (20 of 25)	0.08	$900	$923
Student Activity Level 1 (21 of 25)	0.08	$900	$923
Student Activity Level 1 (22 of 25)	0.08	$900	$923
Student Activity Level 1 (23 of 25)	0.08	$900	$923
Student Activity Level 1 (24 of 25)	0.08	$900	$923
Student Activity Level 1 (25 of 25)	0.08	$900	$923
Sophomore Sponsor	0.05	$563	$577
Freshman Sponsor	0.05	$563	$577
Teacher Mentor	0.05	$563	$577
Overnight Field Trip	0.02	$225	$231

Program Development Workshops (per day)	0.02	$225	$231
District Initiative Day (summer/weekend)	0.02	$225	$231
Staff Development Day (summer/weekend)	0.01	$113	$115
Tutor Hourly Rate	0.0034	$38	$39
Middle School			
Multiple Intramural Programs	0.60	$6,750	$6,923
Head Girls Basketball 8th	0.45	$5,063	$5,192
Head Girls Basketball 7th	0.45	$5,063	$5,192
Head Boys Basketball 8th	0.45	$5,063	$5,192
Head Boys Basketball 7th	0.45	$5,063	$5,192
Head Football 8th	0.45	$5,063	$5,192
Head Football 7th	0.45	$5,063	$5,192
Head Wrestling	0.37	$4,163	$4,269
Head Volleyball 8th	0.37	$4,163	$4,269
Head Volleyball 7th	0.37	$4,163	$4,269
Head Cheerleader Coach (Pays 1-4)	0.36	$4,050	$4,154
Head Softball 8th	0.36	$4,050	$4,154
Head Softball 7th	0.36	$4,050	$4,154
Head Baseball 8th	0.36	$4,050	$4,154
Head Baseball 7th	0.36	$4,050	$4,154
Head Girls Track	0.36	$4,050	$4,154
Head Boys Track	0.36	$4,050	$4,154
Head Girls Cross Country	0.36	$4,050	$4,154
Head Boys Cross Country	0.36	$4,050	$4,154
Head Boys Golf	0.36	$4,050	$4,154
Head Girls Golf	0.36	$4,050	$4,154
Head Girls Tennis	0.36	$4,050	$4,154
Head Boys Tennis	0.36	$4,050	$4,154
Assistant Football (1 of 4)	0.35	$3,938	$4,038
Assistant Football (2 of 4)	0.35	$3,938	$4,038
Assistant Football (3 of 4)	0.35	$3,938	$4,038
Assistant Football (4 of 4)	0.35	$3,938	$4,038
Assistant Girls Basketball 8th	0.34	$3,825	$3,923
Assistant Girls Basketball 7th	0.34	$3,825	$3,923
Assistant Boys Basketball 8th	0.34	$3,825	$3,923
Assistant Boys Basketball 7th	0.34	$3,825	$3,923
Yearbook (1 of 2)	0.30	$3,375	$3,462
Yearbook (2 of 2)	0.30	$3,375	$3,462
Audeteria Manager Pays 1-6	0.30	$3,375	$3,462
Musical Director	0.30	$3,375	$3,462
Robotics Coach	0.30	$3,375	$3,462
Student Council (Fall)	0.29	$3,263	$3,346
Department Chair 20.1 or more FTE	0.28	$3,150	$3,231
Department Chair 16.1 - 20.0 FTE	0.26	$2,925	$3,000
Assistant Baseball	0.26	$2,925	$3,000
Assistant Softball	0.26	$2,925	$3,000
Assistant Wrestling/MS (1 of 3)	0.24	$2,700	$2,769
Assistant Wrestling/MS (2 of 3)	0.24	$2,700	$2,769
Assistant Wrestling/MS (3 of 3)	0.24	$2,700	$2,769

Boys Volleyball (1 of 2)	0.24	$2,700	$2,769
Boys Volleyball (1 of 2)	0.24	$2,700	$2,769
Assistant Girls Track (1 of 2)	0.24	$2,700	$2,769
Assistant Girls Track (2 of 2)	0.24	$2,700	$2,769
Assistant Boys Track (1 of 2)	0.24	$2,700	$2,769
Assistant Boys Track (2 of 2)	0.24	$2,700	$2,769
Assistant Volleyball 7th	0.24	$2,700	$2,769
Assistant Volleyball 8th	0.24	$2,700	$2,769
Assistant Cross Country (1 of 2)	0.24	$2,700	$2,769
Assistant Cross Country (2 of 2)	0.24	$2,700	$2,769
Assistant Softball Coach 7th	0.24	$2,700	$2,769
Assistant Softball Coach 8th	0.24	$2,700	$2,769
Assistant Baseball Coach 7th	0.24	$2,700	$2,769
Assistant Baseball Coach 8th	0.24	$2,700	$2,769
Assistant Boys Tennis Coach	0.24	$2,700	$2,769
Assistant Girls Tennis Coach	0.24	$2,700	$2,769
Department Chair 12.1 - 16.0 FTE	0.24	$2,700	$2,769
Dept. Chair 8.1 - 12.0 FTE	0.22	$2,475	$2,538
Assistant Cheerleader Coach/MS (1 of 2) pays 1-4	0.22	$2,475	$2,538
Assistant Cheerleader Coach/MS (2 of 2) - pays 1-4	0.22	$2,475	$2,538
Choir Programs (1 of 2)	0.22	$2,475	$2,538
Choir Programs (2 of 2)	0.22	$2,475	$2,538
Orchestra Programs (1 of 2)	0.22	$2,475	$2,538
Orchestra Programs (2 of 2)	0.22	$2,475	$2,538
Band Programs (1 of 3)	0.22	$2,475	$2,538
Band Programs (2 of 3)	0.22	$2,475	$2,538
Band Programs (3 of 3)	0.22	$2,475	$2,538
Department Chair 4.1 - 8.0 FTE	0.20	$2,250	$2,308
Computer Coordinator/Webmaster pays 1, 3 and 6	0.20	$2,250	$2,308
Social Media/Communications Coordinator	0.20	$2,250	$2,308
Department Chair 4.0 or less FTE	0.18	$2,025	$2,077
Fall Events Assistant	0.17	$1,913	$1,962
Winter Events Assistant	0.17	$1,913	$1,962
Spring Events Assistant	0.17	$1,913	$1,962
JV Boys Golf	0.15	$1,688	$1,731
JV Girls Golf	0.15	$1,688	$1,731
Assistant Musical Director	0.15	$1,688	$1,731
NJHS 7th	0.15	$1,688	$1,731
NJHS 8th	0.15	$1,688	$1,731
Assistant Robotics Coach	0.15	$1,688	$1,731
Assistant Cross Country Coach	0.10	$1,125	$1,154
Academic Coach (1 of 12)	0.08	$900	$923
Academic Coach (2 of 12)	0.08	$900	$923
Academic Coach (3 of 12)	0.08	$900	$923
Academic Coach (4 of 12)	0.08	$900	$923
Academic Coach (5 of 12)	0.08	$900	$923
Academic Coach (6 of 12)	0.08	$900	$923
Academic Coach (7 of 12)	0.08	$900	$923
Academic Coach (8 of 12)	0.08	$900	$923
Academic Coach (9 of 12)	0.08	$900	$923
Academic Coach (10 of 12)	0.08	$900	$923

Academic Coach (11 of 12)	0.08	$900	$923
Academic Coach (12 of 12)	0.08	$900	$923
Club (1 of 25)	0.08	$900	$923
Club (2 of 25)	0.08	$900	$923
Club (3 of 25)	0.08	$900	$923
Club (4 of 25)	0.08	$900	$923
Club (5 of 25)	0.08	$900	$923
Club (6 of 25)	0.08	$900	$923
Club (7 of 25)	0.08	$900	$923
Club (8 of 25)	0.08	$900	$923
Club (9 of 25)	0.08	$900	$923
Club (10 of 25)	0.08	$900	$923
Club (11 of 25)	0.08	$900	$923
Club (12 of 25)	0.08	$900	$923
Club (13 of 25)	0.08	$900	$923
Club (14 of 25)	0.08	$900	$923
Club (15 of 25)	0.08	$900	$923
Club (16 of 25)	0.08	$900	$923
Club (17 of 25)	0.08	$900	$923
Club (18 of 25)	0.08	$900	$923
Club (19 of 25)	0.08	$900	$923
Club (20 of 25)	0.08	$900	$923
Club (21 of 25)	0.08	$900	$923
Club (22 of 25)	0.08	$900	$923
Club (23 of 25)	0.08	$900	$923
Club (24 of 25)	0.08	$900	$923
Club (25 of 25)	0.08	$900	$923
Teacher Mentor	0.05	$563	$577
Overnight Field Trip	0.02	$225	$231
Program Devel. Workshops (per day)	0.02	$225	$231
District Initiative Day (summer/weekend)	0.02	$225	$231
Staff Development Day (summer/weekend)	0.01	$113	$115
Tutor Hourly Rate	0.0034	$38	$39
Intramurals:	**0.6**	**$6,750**	**$6,923**
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
Intramural Program			
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Intramural Program			
Intramural Program			
Intramural Program			

Elementary			
Robotics Coach	0.30	$3,375	$3,462
Robotics Coach	0.30	$3,375	$3,462
Computer Coordinator/Webmaster (Pays 1,3,6)	0.20	$2,250	$2,308
Social Media/Communications Coordinator	0..20	$2,250	$2,308
Yearbook Sponsor - pays 2, 4	0.10	$1,125	$1,154
Book Adoption Coordinator	0.09	$1,013	$1,038
Generic Club or Academic Comp. (1 of 5)	0.08	$900	$923
Generic Club or Academic Comp. (2 of 5)	0.08	$900	$923
Generic Club or Academic Comp. (3 of 5)	0.08	$900	$923
Generic Club or Academic Comp. (4 of 5)	0.08	$900	$923
Generic Club or Academic Comp. (5 of 5)	0.08	$900	$923
Student Council - pays 2-4	0.08	$900	$923
Academic Program - spelling bee	0.04	$450	$462
Teacher Mentor	0.05	$563	$577
Overnight Field Trip	0.02	$225	$231
Program Devel. Workshops (per day)	0.02	$225	$231
Related Arts Evening Program (1 of 5)	0.02	$225	$231
Related Arts Evening Program (2 of 5)	0.02	$225	$231
Related Arts Evening Program (3 of 5)	0.02	$225	$231
Related Arts Evening Program (4 of 5)	0.02	$225	$231
Evening Program (5 of 5)	0.02	$225	$231
District Initiative Day (summer/weekend)	0.02	$225	$231
Staff Development Day (summer/weekend)	0.01	$113	$115
'Tutor Hourly Rate	0.0034	$38	$39