Master Contract

Between

The Board of School Trustees

Of

Frankton-Lapel Community Schools

And

The Frankton-Lapel Education Association

July 1, 2026 - June 30, 2027

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PREAMBLE

This *AGREEMENT* is entered into by and between the *BOARD OF SCHOOL TRUSTEES OF FRANKTON-LAPEL COMMUNITY SCHOOLS*, hereinafter called the "Board", and the *FRANKTON-LAPEL EDUCATION ASSOCIATION*, hereinafter called the "Association."

In consideration of the following mutual covenants, it is agreed as follows:

ARTICLE I - Recognition

A. The Board hereby recognized the Association as the exclusive bargaining representative for all certified professional personnel whether under contract, on leave, or on a per diem hourly or class rate basis, employed or to be employed by the Board. Such representation shall cover all personnel assigned to the newly created positions. Such representation shall exclude the Superintendent, Assistant Superintendent, Chief Learning Officer, Chief Operating Officer, Principals, Assistant Principals, Special Education Director, Assistant Special Education Directors, Reading Director, Business Managers, Administrative Assistants, Athletic Directors, Assistant Athletic Directors, Alternative School Teacher, and other Administrative Personnel.

B. The Board agrees not to bargain with any certificated individual, nor to bargain with or recognize any teachers's organization other than the Association for the duration of this Contract.

C. The Association recognized that the Board has the responsibility and authority to manage and direct on behalf of the Public all of the operations and activities of the school district to the full extent authorized by law.

Definitions:

A. The term "Board" and "Association" shall include authorized officers, representatives, and agents.

B. The term "School Corporation", when used in this Agreement, shall refer to Frankton-Lapel Community Schools of the County of Madison of the State of Indiana.

C. The term "emergency", when used in the Agreement, shall refer to a condition or situation, which could not have been anticipated under normal circumstances.

D. The term "teacher", when used in this contract, shall refer to all certificated school teachers, as defined by Indiana Code, employed by the Board and included in the above described bargaining unit.

ARTICLE II - Completion of Service Pay

A. Scope: This article applies to any Frankton-Lapel Community Schools (FLCS) certified teacher who meets all criteria set forth in this article.

B. All teachers who were hired before January 1, 2001, and complete at least ten (10) years of service in FLCS as recognized by the Indiana State Teachers Retirement Fund Board at completion of service will be eligible for additional compensation according to the following schedule:

a. 10 - 14 years experience: 33 ⅓% of the accumulated total of the teacher's sick leave, not to exceed a maximum of fifty (50) days.

b. 15 - 19 years experience: 50% of the accumulated total of the teacher's sick leave, not to exceed a maximum of sixty-five (65) days.

c. 20 - 24 years experience: 75% of the accumulated total of the teacher's sick leave, not to exceed a maximum of seventy-five (75) days.

d. 25 - 29 years experience: 100% of the accumulated total of that teacher's sick leave, not to exceed a maximum of eighty-five (85) days.

e. 30 and over years of experience: 100% of the accumulated total of that teacher's sick leave, not to exceed a maximum of one hundred fifteen (115) days.

C. Completion of service pay is based on years of service, plus accumulated sick leave. Computation shall be based on the teacher's daily rate at the time of completion of service.

D. A teacher considering completion of service must notify the Superintendent of Schools in writing no later than May 1 prior to his/her last year of teaching service in order to qualify for the additional compensation provided by this article.

E. The requirement of notice prior to May 1 of the last year of teaching service shall be waived when an extraordinary emergency arises during the tenure of employment which makes it impossible to give notice as required under ordinary circumstances. A teacher may designate a beneficiary; otherwise, the termination pay shall go to the estate.

F. A teacher must indicate his/her decision to complete service before signing his/her last contract because completion of service pay must be included in the development of the School Corporation budget.

G. The completion of service plan stated above shall include qualifying teachers who voluntarily and/or involuntarily terminate their employment in FLCS.

H. Completion of service pay shall be issued by September 1 in the year the teacher completes service.

I. The School Corporation shall contribute up to $2,000.00 toward a single health insurance policy each school year from the date of retirement until the teacher reaches age sixty-five (65) for teachers who retire in 1993 and thereafter, unless reemployed by FLCS in a position which qualifies for insurance. The retiree may purchase a family plan that will cover the retiree and the retiree's dependents at the retiree's expense. The retiree will pay the difference between the cost of a single plan and the cost of a family plan each month. The date for payment of this amount will be established by the Central Office, and the payment must be received on or before the date for the policy to remain in effect. Insurance coverage will cease when the retiree reaches age sixty-five (65).

J. All FLCS certified employees hired after January 1, 2001, are not eligible for (Completion of Service Pay) in the Master Contract. The severance program for all certified employees hired after January 1, 2001, is the School Corporations' contribution to the employee's 401(a) annuity. The established 401(a) account (the school district's contributions), replaces the severance pay. Employees must complete 10 years of service to be vested.

K. Effective January 1, 2006, any teacher hired before January 1, 2001, will be entitled to their severance pay as outlined above, and their 401(a) account as outlined above, minus their 401(a) account value as of April 1, 2006.

ARTICLE III - Professional Compensation

A. The School Corporation has implemented a professional compensation system that complies with Indiana Code.

   a. All returning teachers have an established placement on the leveled salary schedule.

   b. All newly hired teachers with an Indiana teaching license will be placed on the salary schedule commensurate with their experience.

      i. Ex: 0 years of experience = Level 1, 1 year of experience = Level 2, and so on.

   c. The benefits of a returning retired teacher shall include all contract benefits except:

      i. Severance and retirement benefits provided by this Agreement.

      ii. Retired teachers eligible for Medicare benefits will not be eligible for health insurance benefits.

   d. Neither the School Corporation nor the Association will be liable for any problems a returning retired teacher may have with the Indiana State Teachers Retirement Fund (ISTRF), the Social Security Administration, or the Internal Revenue Service (IRS) regarding his/her original retirement, return to teaching, or subsequent second retirement.

   e. New hires will be placed on the leveled salary schedule at the level of their years of experience multiplied by a factor of 1.6. For example, if a teacher is hired and has two prior years of teaching experience, that teacher will be placed on the salary placement with two years experience times 1.6. No teacher without a regular teaching license may ever be placed above level two.

   f. The base salary of teachers (both new hires and returning teachers) who possess a literacy endorsement will be adjusted, as needed, to reflect a $700 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

B. Eligibility for Additional Compensation

   a. Salary Range

      Before Increases: $45,000 to $80,900 / After Increases: $46,100 to $81,900

   b. Base Salary

      i. Factors and Definitions

         1. Evaluation: The teacher's most recent evaluation rating was sufficient to maintain employment with the School Corporation.
         2. Academic Needs: The need to retain the following 83 teachers who are critical to provide educational continuity for students: Employee ID

Number 59, 84, 122, 251, 364, 366, 375, 377, 381, 384, 388, 406, 439, 535, 567, 656, 826, 836, 1004, 1011, 1021, 1035, 1055, 1075, 1130, 1167, 1200, 1209, 1213, 1217, 1222, 1235, 1246, 1289, 1299, 1330, 1331, 1345, 1404, 1412, 1416, 1481, 1485, 1499, 1506, 1507, 1534, 2106, 2206, 2223, 2250, 2275, 2347, 2417, 2426, 2434, 2435, 2438, 2582, 2583, 2584, 2586, 2651, 2678, 2679, 2680, 2681, 2682, 2683, 2684, 2685, 2687, 2693, 3045, 3117, 3123, 3184, 3227, 3252, 3253, 3265, 3312, 3363.

3. Education: The teacher possesses a content area master's degree as defined by the Indiana Department of Education.

ii. Distribution

1. Evaluation = $900
2. Academic Needs = $200
3. Education = $100

c. Itemized Compensation Requirements

i. Total Possible Base Salary Increase Available to Teachers Under Compensation Plan = $1,100

ii. Increase for Education is less than 50% of total possible raise = $100 ($100 / $1,100 = 9%)

iii. Increase for Evaluation = $900

iv. Increase for Academic Needs is at least 10% of total possible raise = $200 ($200 / $1,100 = 18%)

C. Credit shall be given for each year of military service up to a maximum of four (4) years.

D. All teachers shall receive full credit on the salary schedule for outside teaching experience.

E. Frankton-Lapel Community Schools has determined that providing remediation outside the school day, when approved, is an ancillary duty. A teacher shall be paid at the BA/BS Level 1 teacher's hourly contractual rate for this duty.

F. Frankton-Lapel Community Schools has determined that when a teacher is a full-time teacher and is required to travel from one town to the other during the school day, therefore giving up a portion of their preparation time for travel, is an ancillary duty. A teacher shall be compensated for 50% of their preparation period, plus mileage.

G. Teachers completing extra duty assignments as set forth in Appendix B shall be compensated in accordance with the provisions of this Agreement.

H. When a teacher is required to travel between two buildings during the regular school day, such teacher shall be compensated at the approved IRS mileage rate.

I. Basic salary for teachers shall be paid in twenty-six (26) equal payments.

J. Payroll deductions are available to teachers as follows:

a. Teachers' Credit Union
b. Teachers' Retirement

c. United Way Fund
d. Tax Sheltered Annuities Programs
e. Political Contributions
f. Health Savings Account

K. The Board shall establish an appropriate stipend for teachers who participate in approved staff development activities.

L. Effective August 1, 2002, the Board agrees to establish a tax-deferred plan, as described in section 401(a) on the Internal Revenue Code, for all certified licensed teachers. As otherwise provided herein, the Board will make the non-elective contributions to the 401(a) Plan account of each teacher. These non-elective contributions shall be in addition to any salary reduction contributions (Elective deferrals) made at the direction of any employee to the 401(a) Plan or any other tax-deferred plan maintained by the School Corporation. The total contributions made to the 401(a) Plan on behalf of a teacher shall be one and one-half percent (1 ½%) beginning January 1, 2006, provided that an annual contribution shall not exceed the applicable Internal Revenue Code limitations.

a. The non-elective contributions made to the Plans, plus the actual earnings or loss thereon, shall be distributed to a retiring employee in accordance with the terms and provisions of the respective Plan. An eligible employee's Completion of Service Pay amount will be reduced by the non-elective contributions plus the actual earnings, if any, of the Plans allocable to an eligible employee.

M. The School Corporation will cover the cost of all required recurring criminal history checks for all staff members covered by this contract agreement.

N. In the case of a teacher having an extended contract, the teacher will be paid their daily contract rate for the number of days their contract is extended. The daily rate is calculated by dividing the teacher's salary (Appendix A) by 184 teacher days.

ARTICLE IV - Professional and Personal Leave

A. Personal/Sick Leave – Ten (10) personal/sick leave days (13 for first year) shall be granted during the contractual year upon completion of the employee leave form as set forth in attached Appendix E and said form being filed with the superintendent, without loss of compensation for such absence. Those personal/sick leave days unused shall be added to the accumulated personal/sick days on July 1 after the close of school. Teachers who use a personal day on the workday immediately before or immediately after a scheduled school break or other scheduled day off shall be charged two (2) personal leave days for that absence. This provision includes all consecutive days leading up to and/or immediately following the school break. This double day provision will not apply to an approved field trip, approved professional meeting, documented medical procedure, bereavement leave, maternity leave, or jury duty.
B. Absence due to injury, except injury due to the teacher's negligence and/or aggravated assault caused by the teacher, incurred in the course of the teacher's employment, shall not be charged against the teacher's personal/sick leave days. The teacher may claim his/her salary benefits by using accumulated personal/sick leave or the benefits they receive under the Indiana Workers Compensation Act in the event of a work-related injury or illness for the duration of such absence. Teachers shall be given an accounting of their accumulated leaves on each paycheck stub.
C. Illness in Family Leave – All professional personnel of the School Corporation shall be allowed up to two (2) days leave per year with pay, if personnel does not abuse the privilege, not accumulative and not deducted from personal/sick leave days, in case of serious illness, major surgery, or serious accident involving a member of the immediate family. The term "immediate

family" shall be construed to mean spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, or any other member of the family unit living in the same household, no matter what the relation.

D. Bereavement Leave - In case of death(s) within the immediate family, the teacher shall be provided with a leave of five (5) school days within a two-week period of the date of death and shall receive full compensation for such leave. Immediate family shall be interpreted as spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, or any other member of the family unit living in the same household, no matter what degree of relationship. If more than one (1) death in the immediate family should occur, five (5) full days shall be granted for each. Two (2) school day leaves shall be granted for funerals in case of the death(s) of other family members.
E. Legal Leave - A teacher called for jury duty or to appear as a witness before a judicial or administrative tribunal, or in an arbitration, negotiation, or fact-finding proceeding, shall receive the difference between legal leave pay and the teacher's daily pay.
F. Emergency Military Leave - If National Guard or Reserve encampment or a period of active training due to an emergency situation should occur during the school year, the teacher required to participate shall be granted temporary leave of absence and shall receive the difference between military pay and the teacher's daily pay.
G. Professional Meetings - When proper arrangements have been made by the principal, with the approval of the superintendent, teachers may be excused to attend professional meetings, school-sponsored events, conventions, etc.
H. The FLEA President will receive three (3) professional days to conduct Association business each school year.
I. Teachers taking loss of pay for short-term unpaid leave shall also be charged the cost of health insurance (if school insured) at the rate of $1/184^{th}$ per day charged.
J. Maternity Leave - Allows the birthing parent a 6-week maternity leave of absence. The leave consists of 6 consecutive weeks/30 weekdays and begins with the birth of the child. Any contracted days within the 6-week maternity leave period will be paid at the birthing parent's daily rate.

ARTICLE V - Insurance Benefits

A. Worker's Compensation: The Board shall provide Workers Compensation Insurance for all teachers.

B. Life Insurance: Effective March 1, 1992, the Board shall provide for teachers a group life insurance protection plan which shall pay the teacher's designated beneficiary the sum of fifty thousand dollars ($50,000) in the event of death; and in the event of an accidental death, a sum not less than two (2) times that amount shall be paid. The Board shall pay all premiums except for one dollar ($1.00), which shall be paid by the teacher. If a teacher is employed on a partial contract, these benefits are paid by the School Corporation in the same proportion; i.e., a 4/6 teacher would have 4/6 of the premium paid, with the difference being paid by the teacher. This is effective for employees hired after July 1, 1996.

C. Long-Term Disability: The Board shall provide long-term disability insurance for all teachers based on their maximum salary. The carrier shall be the company selected by the Board after discussion with the Association. If a teacher is employed on a partial contract, these benefits are paid by the School Corporation in the same proportion; i.e., 4/6 teachers would have 4/6 of the premium paid, with the difference being paid by the teacher. This is effective for employees hired after July 1, 1996.

D. Health Insurance Plan: The Board shall provide for each full-time teacher employed under a regular contract, the current agreed-upon health insurance plan if so desired by the teacher. The Board shall pay 90% of the premiums, and 10% of the premiums shall be paid by the teacher. If

a teacher is employed on a partial contract, these benefits are paid by the School Corporation in the same proportion, i.e., a 4/6 teacher would have 4/6 of the premium paid, with the difference being paid by the teacher. This is effective for employees hired after July 1, 1996.

E. Dental Insurance: The Board shall offer a group dental plan for teachers. The Board shall pay an amount not to exceed one dollar ($1.00) per month for each teacher who desires to participate. The dental plan will include the teacher's choice of dentist, if possible.

F. Optical Plan: The Board shall offer a group optical plan for teachers. The Board shall pay an amount not to exceed one dollar ($1.00) per month for each teacher who desires to participate. The optical plan will include the teacher's choice of provider, if possible.

G. Section 125 Plan: The Board shall provide a first-generation Section 125 Plan for each full-time teacher employed under a regular contract.

H. Insurance Coverage: For a teacher who is not employed on the ending date of the school year, the School Corporation's obligation to contribute toward the premium of insurance programs participated in by the teacher ceases on the date of the teacher's separation from employment. For a teacher who finishes the regular school year but is separated from employment with the School Corporation, the Board's obligation to contribute toward insurance programs participated in by the teacher shall cease on August 31 following the last day worked by the teacher.

I. Teachers On Leave of Absence: Group insurance programs for teachers on leave of absence shall be administered in the following manner:

   a. For a teacher on maternity or medical leave, the Board shall contribute toward the premium of the insurance programs participated in by the teacher for a period of six (6) months following the beginning of the leave. After that date, the teacher may elect to continue insurance coverage under letter b or c below.

   b. A teacher on leave of absence may elect to retain continuous coverage of the insurance programs in which he/she is participating by paying the entire monthly premiums. These premiums shall be paid at the School Corporation office by the first day of the month. Employees shall notify the Superintendent, in writing, of the desire to continue the insurance coverage while on leave, not later than the day the leave begins.

   c. COBRA - Employee's COBRA rights shall be honored.

J. Retirees: All certified employees, retiring from the School Corporation at age 55 or older, shall be permitted to maintain insurance coverage at their expense until age 65.

ARTICLE VI - Grievance Procedures

A. A "Grievance" is a claim by one (1) or more teachers of a violation, of a misapplication, or a misinterpretation of this Agreement, or rules, regulations, and/or policies of the Board.
B. The term "day" when used in this Article shall be weekdays excluding Saturday and Sunday.
C. The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues that may arise from time to time with respect to specific claims of violations, misapplication, or misinterpretation of policies of the Board. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the

procedure.

D. The number of days indicated at each level shall be considered as maximum, and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representatives of each party.

LEVEL ONE - A teacher with a grievance may initiate this procedure in one of the following ways:

a. He/She may approach the immediate supervisor concerned and discuss the matter in his/her own behalf.
b. He/She may request that a representative of the Association accompany him/her in approaching his/her immediate supervisor.
c. In the event that steps a. and b. above are unsuccessful, the teacher may file a formal grievance in writing, signed by the grievant. This form shall be filed in quadruplicate, with one (1) copy to the Association, one (1) copy to the grievant, one (1) copy to the immediate supervisor, and one (1) copy to the superintendent. A formal grievance shall be filed as soon as possible, but in no event longer than thirty (30) days after disclosure of the facts giving rise to the grievance.
d. Within five (5) days of the filing of the formal grievance in writing, a meeting shall take place between the immediate supervisor concerned, the grievant, and the Association representative; and an answer to the grievance shall be given to the grievant in writing within five (5) days.

LEVEL TWO - If the grievant is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the date of filing, whichever shall be later, the grievance shall be transmitted to the Superintendent; within seven (7) days the Superintendent or his/her designee and parties involved shall meet with the grievant and the Association representative on said grievance and shall indicate his/her disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the grievant.

LEVEL THREE - If the grievant is not satisfied with the disposition of the grievance by the Superintendent or his/her designee, or if no disposition has been made within five (5) days such meeting or ten (10) days from the date of filing, whichever shall be the later, the grievance shall be transmitted to the Board by filing a written copy thereof with the secretary or other designee of the Board. The Board, no later than its next regular meeting or within two (2) weeks, whichever shall be later, shall meet with the grievant and the Association representative on the grievance. Disposition of the grievance in writing by the Board shall be made no later than five (5) days thereafter. A copy of such disposition shall be furnished to the grievant.

ARTICLE VII - Terms of Agreement

A. The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto, which may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in an amendment hereto.

B. Should an Article, Section, or Clause of this Agreement be declared illegal by a court or competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement if not affected by the deleted Article, Section, or Clause.

C. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with the terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of

this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

D. Any individual contract between the Board and any individual teacher shall be expressly subject to the terms and conditions of this Agreement or successor Agreements.

E. If changes are made to the FLCS Education Fund for the 2025-2026 school year by the Indiana General Assembly, the contract will be reopened to negotiate further base salary increases.

F. This Agreement is posted on the FLCS website at: http://flcs.k12.in.us/

G. The undersigned attest to the following:

   a. A public hearing was held in compliance with I.C. 20-29-6-1(b) on September 10, 2026, and electronic participation from the parties and/or public was not permitted.

   b. A public meeting in compliance with I.C. 10-29-6-19 was held on October 8, 2026, to discuss the tentative agreement, and electronic participation from the governing body and/or public was not permitted.

This Agreement shall be effective as of July 1, 2026, and shall continue in effect through June 30, 2027. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

In Witness whereof, the parties hereto have caused this instrument to be executed this 13th day of November 2026.

Frankton-Lapel Education Association

BY: _____
President

BY: _____
Secretary

Board of School Trustees of Frankton-Lapel Community Schools

BY: _____
President

BY: _____
Secretary

APPENDIX A - Leveled Salary Schedules

Leveled Salary Schedule - School Year 2025 - 2026

Level	BA/BS	MA/MS
1	$45,000	$46,600
2	$45,700	$47,300
3	$46,400	$48,000
4	$47,100	$48,700
5	$47,800	$49,400
6	$48,500	$50,100
7	$49,200	$50,800
8	$49,900	$51,500
9	$50,600	$52,200
10	$51,300	$52,900
11	$52,000	$53,600
12	$52,700	$54,300
13	$53,400	$55,000
14	$54,100	$55,700
15	$54,800	$56,400
16	$55,500	$57,100
17	$56,200	$57,800
18	$56,900	$58,500
19	$57,600	$59,200
20	$58,300	$59,900
21	$59,000	$60,600
22	$59,700	$61,300
23	$60,400	$62,000
24	$61,100	$62,700
25		$63,400

Level	BA/BS	MA/MS
26		$64,100
27		$64,800
28		$65,500
29		$66,200
30		$66,900
31		$67,600
32		$68,300
33		$69,000
34		$69,700
35		$70,400
36		$71,100
37		$71,800
38		$72,500
39		$73,200
40		$73,900
41		$74,600
42		$75,300
43		$76,000
44		$76,700
45		$77,400
46		$78,100
47		$78,800
48		$79,500
49		$80,200
50		$80,900

The salary range for 2025-2026 is $45,000 - $80,900

Leveled Salary Schedule - School Year 2026 - 2027

Level	BA/BS	MA/MS
1	$46,100	$47,600
2	$46,800	$48,300
3	$47,500	$49,000
4	$48,200	$49,700
5	$48,900	$50,400
6	$49,600	$51,100
7	$50,300	$51,800
8	$51,000	$52,500
9	$51,700	$53,200
10	$52,400	$53,900
11	$53,100	$54,600
12	$53,800	$55,300
13	$54,500	$56,000
14	$55,200	$56,700
15	$55,900	$57,400
16	$56,600	$58,100
17	$57,300	$58,800
18	$58,000	$59,500
19	$58,700	$60,200
20	$59,400	$60,900
21	$60,100	$61,600
22	$60,800	$62,300
23	$61,500	$63,000
24	$62,200	$63,700
25		$64,400

Level	BA/BS	MA/MS
26		$65,100
27		$65,800
28		$66,500
29		$67,200
30		$67,900
31		$68,600
32		$69,300
33		$70,000
34		$70,700
35		$71,400
36		$72,100
37		$72,800
38		$73,500
39		$74,200
40		$74,900
41		$75,600
42		$76,300
43		$77,000
44		$77,700
45		$78,400
46		$79,100
47		$79,800
48		$80,500
49		$81,200
50		$81,900

The salary range for 2026-2027 is $46,100 - $81,900

APPENDIX B - Extra Curricular Salaries

Base $38,500		
	Index	**Salary**
Category I		
Basketball - Head HS (Boys & Girls)	0.2	$7,700
Football - Head HS	0.2	$7,700
Category II		
Band Director - HS (Summer)	0.15	$5,775
Wrestling - Head HS (Boys & Girls)	0.15	$5,775
Category III		
Baseball - Head HS	0.11	$4,235
Basketball - Assistant HS (Boys & Girls)	0.11	$4,235
Football - Assistant HS	0.11	$4,235
Soccer - HS (Boys & Girls)	0.11	$4,235
Softball - Head HS	0.11	$4,235
Volleyball - Head HS	0.11	$4,235
Category IV		
Cheerleader - HS	0.08	$3,080
Cross Country - HS (Boys & Girls)	0.08	$3,080
Golf - HS (Boys & Girls)	0.08	$3,080
Gymnastics - HS	0.08	$3,080
Swimming - HS	0.08	$3,080
Tennis - HS (Boys & Girls)	0.08	$3,080
Track - Head HS (Boys & Girls)	0.08	$3,080
Category V		
Advanced Placement/Dual Credit - HS (1 per Teacher)	0.075	$2,888
Band Director - HS	0.075	$2,888
Basketball - Freshman (Boys & Girls)	0.075	$2,888
Career Counseling	0.075	$2,888

Show Choir - HS	0.075	$2,888

Category VI

Baseball - Assistant HS	0.065	$2,503
Golf - Assistant HS	0.065	$2,503
Football - Jr High	0.065	$2,503
Soccer - Assistant HS	0.065	$2,503
Softball - Assistant HS	0.065	$2,503
Track - Assistant HS (Boys & Girls)	0.065	$2,503
Volleyball - Assistant HS	0.065	$2,503
Wrestling - Assistant HS (Boys & Girls)	0.065	$2,503
Yearbook - HS	0.065	$2,503

Category VII

Basketball - 7th Grade (Boys & Girls)	0.055	$2,118
Basketball - 8th Grade (Boys & Girls)	0.055	$2,118
Building Tech Support	0.055	$2,118
Football - Assistant Jr High	0.055	$2,118

Category VIII

Assistant Band Director - HS (Summer)	0.04	$1,540
Baseball - 7/8	0.04	$1,540
Basketball - 6th Grade (Boys & Girls)	0.04	$1,540
Cheer/Pep Club - Jr High	0.04	$1,540
Cross Country - Jr High (Boys & Girls)	0.04	$1,540
Golf - Jr High (Boys & Girls)	0.04	$1,540
Soccer - Jr High	0.04	$1,540
Softball - 7/8	0.04	$1,540
Swimming - Jr High	0.04	$1,540
Tennis - Jr High (Boys & Girls)	0.04	$1,540
Track - Jr High (Boys & Girls)	0.04	$1,540
Volleyball - Jr High	0.04	$1,540
Volleyball - 6th Grade	0.04	$1,540
Wrestling - Jr High	0.04	$1,540
Yearbook - Elementary and Middle School	0.04	$1,540

Category IX		
8th Grade Class Sponsor with class trip	0.037	$1,425
Band Director - Jr High	0.037	$1,425
Department Chairperson - JSHS	0.037	$1,425
Junior Class Sponsor	0.037	$1,425
Senior Class Sponsor	0.037	$1,425
Summer Fitness - HS	0.037	$1,425
Show Choir - Jr High	0.037	$1,425
Webmaster - Corporation Website	0.037	$1,425
Category X		
Band Director Assistant - HS	0.03	$1,155
Building Helpdesk Support	0.03	$1,155
FFA Sponsor - HS	0.03	$1,155
Guard Director - HS	0.03	$1,155
Librarian - JSHS (Opening/closing for the school year)	0.03	$1,155
Major Musical Production - HS	0.03	$1,155
School Improvement Plan Co-Chair	0.03	$1,155
Category XI		
Academic Competition Coach - HS	0.025	$963
Drama/Plays - HS	0.025	$963
Football - Jr High (Summer)	0.025	$963
Jazz Band - HS	0.025	$963
Webmaster - Jr/Sr HS	0.025	$963
Category XII		
Mentor Teacher (Yrs service begins with completion of cert.)	0.02	$770
Pep Band - HS	0.02	$770
Pep Club - HS	0.02	$770
Rhythm Club	0.02	$770
School Newspaper - HS	0.02	$770
Webmaster - Elementary	0.02	$770
Clay Target	0.02	$770

Category XIII		
7th Grade Class Sponsor	0.015	$578
8th Grade Class Sponsor	0.015	$578
Baseball (Varsity) - Summer	0.015	$578
Basketball (Varsity) - Summer (Boys & Girls)	0.015	$578
Cheerleader & Pep Club - 6th Grade	0.015	$578
Clubs	0.015	$578
Football (Varsity) - Summer	0.015	$578
French Club Sponsor - HS	0.015	$578
Freshman Class Sponsor	0.015	$578
Health Club - HS	0.015	$578
High School Choir (2 Performances)	0.015	$578
Honor Society - HS	0.015	$578
SADD Sponsor - HS	0.015	$578
Science Club Sponsor - HS	0.015	$578
Science Fair Chairperson - Elementary	0.015	$578
Sophomore Class Sponsor	0.015	$578
Spanish Club Sponsor - HS	0.015	$578
Student Council - HS	0.015	$578
Student Council - Jr High	0.015	$578
Show Choir - Elementary	0.015	$578
Volleyball (Varsity) - Summer	0.015	$578
Yearbook - Elementary	0.015	$578
Student Council - Elem	0.015	$578