Memorandum of Agreement
THE GREATER EGG HARBOR REGIONAL BOARD OF EDUCATION
and
THE GREATER EGG HARBOR REGIONAL EDUCATION ASSOCIATION
JULY 1, 2024 through JUNE 30, 2029

WHEREAS, the GREATER EGG HARBOR REGIONAL BOARD OF EDUCATION (hereinafter the "Board") the GREATER EGG HARBOR REGIONAL EDUCATION ASSOCIATION (hereinafter the "Union"), herein collectively referenced as "the Parties", have negotiated terms to modify the current collective bargaining agreement (CBA) with a term of July 1, 2020 through June 30, 2024 and

WHEREAS, as a result of negotiations, the Union and Board have reached an agreement on changes to terms and conditions of the CBA to be included in a successor contract; and

WHEREAS, the Union and the Board desire to reduce these terms and conditions of agreement to a written Memorandum of Agreement (MOA), the terms of which shall be included in a successor agreement; and

WHEREAS, the Parties understand that the successor agreement needs to be approved and ratified by vote of the Board and the Union's membership; and the respective bargaining agents of the Parties will recommend ratification and approval of this MOA to the Parties.

NOW THEREFORE, the Parties agree that the Parties July 1, 2020 through June 30, 2024 CBA shall be modified consistent with the following:

1. **Article IV**
   - Add "nationality" and "ancestry" as protected.
   -
2. **Article V, Section G:**
   - Update Job Titles:
     1. Vice Principal to Assistant Principal
     2. Athletic Supervisor to Athletic Director
     3. Supervisor of Special Services to Director of Special Services
     4. Supervisor of Special projects to Director of Special Projects
3. **Article IX**
   - Section B: Revise subsection 1: "The work year for teachers working in the employ of the Board prior to September 1 of any school year, shall not exceed 184 days. Administration shall reserve the right to build the schedules within, combining State, District, Building, and Individual Professional Development opportunities."
   - Section C(d): Remove the second sentence.
   - Section C(f)(1): Remove "...or shall be lost" and replace with "...or shall be paid at the original overtime rate" (in conflict with FLSA).

- Renumber section C in proper outline format.
- Section D(8)(c) - Summer work many be chosen on a biweekly basis (Employees would not have to declare for entire summer if they wish to use vacation days for every week).

2. **Article IX - School Psychologists**
    - School Psychologists will work 20 days in the summer (4 in June, 2 last week before school starts, rest mutually agreed upon with supervisor)
    - $2,500 Stipend for being work with HIB (covers any extra work and attendance at Board meeting)
    - Work under the section will be compensated at the per diem rate and computed as part of the annual salary. Per diem is calculated at 1/184.
    - Please note that we cannot guarantee the state Office of Pension will agree that this addition is pensionable.

3. **Article X**
    - Section A:
        ~~i.~~Add to subsection 1: ~~Certified staff taking a "Half-day PM" shall not be released until after after the completion of the third instructional block (time to be 11:24am); certified staff taking a "half-day AM" shall be present by the start of the third instructional block (time to be 10:36am).~~ Add language attached on Half day language

        ii.~~Add subsection 3: Staff shall be required to sign-in digitally by the assigned start of their work-day at the appropriate locations as identified by Administration. Signing-in for others will be considered a disciplinary infraction and will be handled accordingly.~~Add language attached on "sign in" language

4. **Article XI**
    - Current Board policy allows all staff members' children may attend the Greater Egg Harbor Regional Schools tuition free. This statement does not guarantee tuition free and the policy may be updated by the Board in the future to require tuition payment.

5. **Article XII**
    - Employees will be enrolled in health insurance immediately on their start date. Employees hired mid month will start on the first of the next month.

6. **Article XIII**
    - In Section A, subsection 2: Eliminate "any class visit" from the first line.

7. **Article XIV**
    - In Section E, subsection 2 and 3: Revise Wording in Section 2
        a. Remove.
        b. Stays the same.

c. Employees will be reimbursed up to maximum of 140 days.

- In Section E, subsection 3: Revise wording "$30.00 per day - Maximum $4,200.00"

8. **Article XV**
   - In Section A: Remove any and all references to Family Sick Days (new state law makes moot).
   - Eliminate reason for personal day.
   - 5 days leave to include spouse or children (including step Children) or loss of pregnancy.
   - 3 days leave to include employee's immediate family, to include mother, father, brother, sister, current brother-in-law, current sister-in-law, current mother-in-law, current father-in-law, grandparents, grandchildren, and members of the employee's household. The categories of mother, father, brother and sister are inclusive of step relations.
   - In Section A, subsection 2: Change "...in the staff…" to "...of the staff…" and change "...members or the…" to "...members of the…".

9. **Article XVI**
   - Add Section G: ~~Certified Staff on approved leave will work with their supervisor, building principal, and/or leave replacement (substitute) to plan lessons and assessments for the duration of their absence to the extent possible~~. Add language attached on Teachers out on extended leave.

10. **Article XVII**
    - Remove Columbus Day and add Juneteenth; date of observance to be based upon the State of New Jersey Statute language. Add a floating holiday in lieu of the removed Columbus Day.

11. **Article XIV**
    - Add to Section "C" Sick leave may be used for any reason covered by the New Jersey Paid Sick Leave law and/or N.J.S.A. 18A:30-1.

12. **Article XIX**
    - Separate grounds from Custodians - As long as each class could assist the others when needed.

13. **Article XXIII**
    - In Section A, subsection 1: Remove the sentence "The payments shall be included in the regular salary check issued for that period."
    - Section A, subsection 2: Remove "strikethrough" words

14. **Article XXVIII**
    Allow support staff college tuition reimbursement from same pot as teachers.

15. **Article XXXI**

- Add to Section A as the second sentence: The Liaison Committee must have at least two (2) **prepared, elected or appointed,** Association Representatives of the certified staff in attendance in order to call a meeting.

16. Exhibit E-3

- Revise classifications and language to include listing of "student contact" vs "non-student contact" (see previous sidebar). – E-3 Attached
- Review all dollar amounts and update as needed (e.g., PD Committee). E-3 Attached

17. Schedule E-1 and E-2:

- Review all dollar amounts and update as needed (e.g. varying head and asst amounts). See Attached

18. New Language (To be placed as appropriate)

- Athletic Trainers:
  1. Salaries 1.15-1.17-1.2 over course of contract.
  2. Vacation 10-12-15 over course of contract.
  3. Vacation - no two Trainers taking vacation at same time and 5 of those days must be used between end of year and July 4th.
- Nurses:
  1. Nurses will work 10 days during the summer (No more than 3 days in June - Rest mutually agreed upon with Supervisor).
  2. Work under the section will be compensated at the per diem rate and computed as part of the annual salary. Per diem is calculated at 1/184.
  3. Please note that we cannot guarantee the state Office of Pension will agree that this addition is pensionable.
- School Psychologists:
  1. School Psychologists will work 20 days in the summer (4 in June, 2 last week before school starts, rest mutually agreed upon with supervisor)
  2. $2,500 Stipend for being work with HIB (covers any extra work and attendance at Board meeting)
  3. Work under the section will be compensated at the per diem rate and computed as part of the annual salary. Per diem is calculated at 1/184.
  4. Please note that we cannot guarantee the state Office of Pension will agree that this addition is pensionable.

- Add Autism Salary Guides for Paras.
- Creation of a stipend for bus driver- $26/Hour. District will pay for acquisition of CDL.
- Exhibits A through D settlement percentages:
  - 2024/2025 – 3.55%
  - 2025/2026 – 3.65%
  - 2026/2027 – 3.75%
  - 2027/2028 – 3.75%
  - 2028/2029 – 3.70%

19. **SUBSTANTIVE CHANGES.** The changes provided above contain all substantive modifications to be made to the successor CBA between the Parties. All other language in the July 1, 2020 through June 30, 2024 agreement that is not affected by this document shall remain in the new agreement.

20. **MODIFICATION OF ALL TERMS INCONSISTENT WITH THIS MOA.** All other provisions in the July 1, 2020 – June 30, 2024 CBA that are inconsistent with the substantive changes noted above shall be modified for consistency with the terms of this MOA in the successor agreement spanning from July 1, 2024 to June 30, 2029.

21. **WITHDRAWAL AND WAIVER OF TERMS NOT PROVIDED HEREIN.** All proposals and terms not provided in this MOA are hereby withdrawn, rejected, and waived by the parties. The Union agrees to withdraw all pending and open grievances related to the parties contract.

22. **PARTIES' GOOD FAITH TO FINALIZE CONTRACT.** The Parties agree they will act to have the amended successor agreement executed in an expeditious manner upon receipt.

23. **CONSTRUCTION.** This Agreement shall be construed and interpreted in accordance with the laws of the State of New Jersey. However, since each party to this Agreement and their counsel have reviewed and negotiated this Agreement, the general rule of construction that any ambiguity or uncertainty in a writing shall be interpreted against the party drafting the writing shall not apply to any action relating to this Agreement.

24. **RATIFICATION.** The Union and the Board acknowledge the terms of this MOA need to be ratified by the Union and need to be approved by the Greater Egg Harbor Regional Board of Education.

Subject to the ratification provisions set forth above, the Union and the Board signify and acknowledge their agreement to the terms listed above, by the signatures of their duly authorized representatives.

THE GREATER EGG HARBOR REGIONAL BOARD OF EDUCATION

Carol L Houck

Print Name Carol L Houck
Date: 5/29/24

KZ Hartman

Print Name Kerrie Z. Hartman
Date: 5/29/24

THE GREATER EGG HARBOR REGIONAL EDUCATION ASSOCIATION

Print Name Kim Bruces
Date: 5/29/24

Joseph Sccamen

Print Name
Date: 29 May 24

Print Name Amy Hassa
Date: 5·29·2024

Print Name Michele Barnes
Date: 5.29.24

Print Name
Date:

Print Name Scott Kibinsi
Date: 5/29/24

M. Csaszar
Margaret Csaszar
5/29/24

Bridget Demary-Paone
5/29/2024

Allan S. Booth 5/29/2024
Allan S. Booth Jr

Athletic Trainers

Progressive salary and vacation day agreement
2024-2025 1.15 and 10 vacation days
2025-2026 1.15 and 10 vacation days
2026-2027 1.17 and 12 vacation days
2027-2028 1.17 and 12 vacation days
2028-2029 1.2 and 15 vacation days

Initial placement on the guide for 2024-2025

Steph Marryat	BA00 10	
Matt Ardente	MA00 4	
*John Yacoub	*MA00 13	prorated roughly $65000

Teachers out on extended leave

Communication from administration requiring a response from the teacher shall be received within a reasonable amount of time. Teachers will not be required to grade work, create assignments, update the learning management system, update the grading system, or communicate with parents while out on leave. This provision excludes teachers who are physically or mentally unable to respond via email or phone.

"sign in" language

All employees shall be required to follow building safety procedures for daily sign in and arrival time.

half day language / certificated staff

The scheduled end (or beginning) of a teacher's half day workday shall be adjusted to respect the contractual workday and bell schedule. If the midpoint of the day creates a hardship for the building principal and/or sub coordinator, the time shall be adjusted to break at the closest period end (or beginning) but not to exceed 25 minutes of time. No teacher shall leave a class uncovered.

Open House or Graduation

Certificated staff are required to attend their assigned buildings open house or graduation during the regular school year. The final four student contact days of the academic school year shall be noon dismal for certificated staff.

6th period class

ARTICLE X

C. Classroom Teachers

e. No teacher shall be assigned more than five teaching periods but a teacher may volunteer to assume a sixth teaching period in lieu of a non teaching duty. **Such teachers shall be paid $6000 for years 2024-2025 & 2025-2026 and $6500 for years 2026-2027, 2027-2028, 2028-2029**. This pay shall be pensionable income. Teaching a 6th period would be on a voluntary basis and shall be offered to qualified and available department members. Any opportunity for a sixth period assignment shall be posted to enable all interested professional certificated unit members to apply. Each individual voluntary assignment to a sixth period shall sunset at the end of the school year and require a posting and bid for consideration in the following school year. Should a teacher's schedule decrease because of a loss of a sixth period teaching assignment, any lessening of their salary will not be deemed in violation of state law **(NJSA 18A??).**

1. In the event of an eight (8) period day, eight (8) periods shall be scheduled consisting of six (6) instructional periods and two (2) preparation periods. Excluding homeroom and zero period
2. In the event of a four day cycle, no more than eighteen (18) periods shall be used within a four day cycle for student instruction with at least one (1) prep period being provided on each day. Excluding homeroom and zero period.
3. During the spring term, but no later than June 1st, building guidance supervisors and/or district administrators shall share a tentative list via email of all sixth period classes along with anticipated teachers with the Association President.
4. There shall be no more than FOUR (4) scheduled full year sixth period assignments per department per building. A sixth period class assignment shall not be used to create a reduction in force situation.
5. The payment structure will be included in regular pay periods of the 15th and 30th of each month.

School Psychologists initial placement on the guide for 2024-2025

Gabriella Spinella Step 9 MA30 +20 days /summer per diem pay
Vincent Caiazzo Step 7 MA45 +20 days / summer per diem pay
Kathryn (Taylor) Thornton Step 13 MA45 +20 days /summer per diem pay

Bell Schedule *suggested* to ensure 30 minutes lunch for teachers

Current				Proposed		
Warning	7:35			Warning	7:35	
Passing		5	5	Passing		5
Zero A	7:40 - 8:05	35		Zero A	7:40 - 8:05	35
Passing		5	4	Passing		4
Zero B	8:10 - 8:35	35		Zero B	8:09 - 8:34	35
Passing		5	4	Passing		4
HR	8:40 - 8:48	8		HR	8:38 - 8:46	8
Passing		4	4	Passing		4
Block 1	8:52 - 9:40	48		Block 1	8:50 - 9:38	48
Passing		4	4	Passing		4
Block 2	9:44 - 10:32	48		Block 2	9:42 - 10:30	48
Passing		4	4	Passing		4
Block 3	10:36 - 11:24	48		Block 3	10:34 - 11:22	48
Passing		0	4	Passing		4
1st Lunch	11:24 - 11:48			1st Lunch	11:26 - 11:50	24
Block 4B	11:52 - 12:40			Passing		4
Block 4A	11:28 - 12:16			Block 4B	11:54 - 12:42	48
2nd Lunch	12:16 - 12:40			Block 4A	11:26 - 12:14	48
Passing		4		Passing		4
Block 5	12:44 - 1:32	48		2nd Lunch	12:18 - 12:42	24
Passing		4	4	Passing		4
Block 6	1:36 - 2:24	48		Block 5	12:46 - 1:34	48
			4	Passing		4
				Block 6	1:38 - 2:26	48

Base Salary							
Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	54,585	55,835	57,085	58,335	59,585	60,835	62,085
2	55,085	56,335	57,585	58,835	60,085	61,335	62,585
3	55,585	56,835	58,085	59,335	60,585	61,835	63,085
4	56,085	57,335	58,585	59,835	61,085	62,335	63,585
5	56,835	58,085	59,335	60,585	61,835	63,085	64,335
6	59,435	60,685	61,935	63,185	64,435	65,685	66,935
7	62,035	63,285	64,535	65,785	67,035	68,285	69,535
8	64,635	65,885	67,135	68,385	69,635	70,885	72,135
9	67,235	68,485	69,735	70,985	72,235	73,485	74,735
10	69,835	71,085	72,335	73,585	74,835	76,085	77,335
11	72,435	73,685	74,935	76,185	77,435	78,685	79,935
12	78,410	79,660	80,910	82,160	83,410	84,660	85,910
13	87,075	88,325	89,575	90,825	92,075	93,325	94,575
Staff/ Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	3	0	0	0	0	0	0
2	10	0	0	3	0	0	0
3	3	2	0	4	0	0	0
4	3	2	0	3	0	1	0
5	3	1	0	3	0	0	0
6	5	4	0	7	2	1	0
7	4	1	1	1	0	1	0
8	6	5	1	3	1	0	0
9	3	1	0	6	1	0	0
10	4	1	0	4	2	2	0
11	3	2	0	4	0	0	0
12	8	1	0	4	3	0	0
13	48	19	11	50	11	11	11
Totals	**103**	**39**	**13**	**92**	**20**	**16**	**11**
Cost	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	163,755	0	0	0	0	0	0
2	550,850	0	0	176,505	0	0	0
3	166,755	113,670	0	237,340	0	0	0
4	168,255	114,670	0	179,505	0	62,335	0
5	170,505	58,085	0	181,755	0	0	0
6	297,175	242,740	0	442,295	128,870	65,685	0
7	248,140	63,285	64,535	65,785	0	68,285	0
8	387,810	329,425	67,135	205,155	69,635	0	0
9	201,705	68,485	0	425,910	72,235	0	0
10	279,340	71,085	0	294,340	149,670	152,170	0
11	217,305	147,370	0	304,740	0	0	0
12	627,280	79,660	0	328,640	250,230	0	0
13	4,179,600	1,678,175	985,325	4,541,250	1,012,825	1,026,575	1,040,325
						Total	**23,224,180**

Year 1 3.55%							
Step	BA	BA 15	BA 30	MA	MA 15	MA 30	MA 45
1	55,000	56,250	57,500	58,750	60,000	61,250	62,500
2	55,085	56,335	57,585	58,835	60,085	61,335	62,585
3	55,585	56,835	58,085	59,335	60,585	61,835	63,085
4	56,085	57,335	58,585	59,835	61,085	62,335	63,585
5	58,480	59,730	60,980	62,230	63,480	64,730	65,980
6	61,075	62,325	63,575	64,825	66,075	67,325	68,575
7	63,575	64,825	66,075	67,325	68,575	69,825	71,075
8	66,075	67,325	68,575	69,825	71,075	72,325	73,575
9	68,575	69,825	71,075	72,325	73,575	74,825	76,075
10	71,575	72,825	74,075	75,325	76,575	77,825	79,075
11	74,575	75,825	77,075	78,325	79,575	80,825	82,075
12	80,575	81,825	83,075	84,325	85,575	86,825	88,075
13	88,575	89,825	91,075	92,325	93,575	94,825	96,075
Staff/ Step	BA	BA 15	BA 30	MA	MA 15	MA 30	MA 45
1	0	0	0	0	0	0	0
2	3	0	0	0	0	0	0
3	10	0	0	3	0	0	0
4	3	2	0	4	0	0	0
5	3	2	0	3	0	1	0
6	3	1	0	3	0	0	0
7	5	4	0	7	2	1	0
8	4	1	1	1	0	1	0
9	6	5	1	3	1	0	0
10	3	1	0	6	1	0	0
11	4	1	0	4	2	2	0
12	3	2	0	4	0	0	0
13	56	20	11	54	14	11	11
Totals	**103**	**39**	**13**	**92**	**20**	**16**	**11**
Cost	BA	BA 15	BA 30	MA	MA 15	MA 30	MA 45
1	0	0	0	0	0	0	0
2	165,255	0	0	0	0	0	0
3	555,850	0	0	178,005	0	0	0
4	168,255	114,670	0	239,340	0	0	0
5	175,440	119,460	0	186,690	0	64,730	0
6	183,225	62,325	0	194,475	0	0	0
7	317,875	259,300	0	471,275	137,150	69,825	0
8	264,300	67,325	68,575	69,825	0	72,325	0
9	411,450	349,125	71,075	216,975	73,575	0	0
10	214,725	72,825	0	451,950	76,575	0	0
11	298,300	75,825	0	313,300	159,150	161,650	0
12	241,725	163,650	0	337,300	0	0	0
13	4,960,200	1,796,500	1,001,825	4,985,550	1,310,050	1,043,075	1,056,825
						Total	**24,048,695**
							3.5502

Year 2 3.65%							
Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	56,303	57,553	58,803	60,053	61,303	62,553	63,803
2	56,803	58,053	59,303	60,553	61,803	63,053	64,303
3	57,303	58,553	59,803	61,053	62,303	63,553	64,803
4	57,803	59,053	60,303	61,553	62,803	64,053	65,303
5	60,303	61,553	62,803	64,053	65,303	66,553	67,803
6	62,803	64,053	65,303	66,553	67,803	69,053	70,303
7	65,303	66,553	67,803	69,053	70,303	71,553	72,803
8	67,803	69,053	70,303	71,553	72,803	74,053	75,303
9	70,303	71,553	72,803	74,053	75,303	76,553	77,803
10	73,303	74,553	75,803	77,053	78,303	79,553	80,803
11	76,303	77,553	78,803	80,053	81,303	82,553	83,803
12	82,303	83,553	84,803	86,053	87,303	88,553	89,803
13	90,303	91,553	92,803	94,053	95,303	96,553	97,803
Staff/ Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	3	0	0	0	0	0	0
4	10	0	0	3	0	0	0
5	3	2	0	4	0	0	0
6	3	2	0	3	0	1	0
7	3	1	0	3	0	0	0
8	5	4	0	7	2	1	0
9	4	1	1	1	0	1	0
10	6	5	1	3	1	0	0
11	3	1	0	6	1	0	0
12	4	1	0	4	2	2	0
13	59	22	11	58	14	11	11
Totals	**103**	**39**	**13**	**92**	**20**	**16**	**11**
Cost	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	171,909	0	0	0	0	0	0
4	578,030	0	0	184,659	0	0	0
5	180,909	123,106	0	256,212	0	0	0
6	188,409	128,106	0	199,659	0	69,053	0
7	195,909	66,553	0	207,159	0	0	0
8	339,015	276,212	0	500,871	145,606	74,053	0
9	281,212	71,553	72,803	74,053	0	76,553	0
10	439,818	372,765	75,803	231,159	78,303	0	0
11	228,909	77,553	0	480,318	81,303	0	0
12	329,212	83,553	0	344,212	174,606	177,106	0
13	5,327,877	2,014,166	1,020,833	5,455,074	1,334,242	1,062,083	1,075,833
						Total	**24,926,332**
							3.6494

Year 3 3.75%							
Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	60,149	61,399	62,649	63,899	65,149	66,399	67,649
2	60,649	61,899	63,149	64,399	65,649	66,899	68,149
3	61,149	62,399	63,649	64,899	66,149	67,399	68,649
4	61,649	62,899	64,149	65,399	66,649	67,899	69,149
5	62,149	63,399	64,649	65,899	67,149	68,399	69,649
6	64,649	65,899	67,149	68,399	69,649	70,899	72,149
7	67,149	68,399	69,649	70,899	72,149	73,399	74,649
8	69,649	70,899	72,149	73,399	74,649	75,899	77,149
9	72,149	73,399	74,649	75,899	77,149	78,399	79,649
10	75,149	76,399	77,649	78,899	80,149	81,399	82,649
11	78,149	79,399	80,649	81,899	83,149	84,399	85,649
12	84,149	85,399	86,649	87,899	89,149	90,399	91,649
13	92,149	93,399	94,649	95,899	97,149	98,399	99,649
Staff/ Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	3	0	0	0	0	0	0
5	10	0	0	3	0	0	0
6	3	2	0	4	0	0	0
7	3	2	0	3	0	1	0
8	3	1	0	3	0	0	0
9	5	4	0	7	2	1	0
10	4	1	1	1	0	1	0
11	6	5	1	3	1	0	0
12	3	1	0	6	1	0	0
13	63	23	11	62	16	13	11
Totals	**103**	**39**	**13**	**92**	**20**	**16**	**11**
Cost	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	184,947	0	0	0	0	0	0
5	621,490	0	0	197,697	0	0	0
6	193,947	131,79	0	273,596	0	0	0
7	201,447	136,79	0	212,697	0	73,399	0
8	208,947	70,899	0	220,197	0	0	0
9	360,745	293,59	0	531,293	154,298	78,399	0
10	300,596	76,399	77,649	78,899	0	81,399	0
11	468,894	396,99	80,649	245,697	83,149	0	0
12	252,447	85,399	0	527,394	89,149	0	0
13	5,805,387	2,148,1	1,041,139	5,945,738	1,554,384	1,279,187	1,096,139
						Total	**25,861,056**
							3.7499

Year 4 3.75%							
Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	64,197	65,447	66,697	67,947	69,197	70,447	71,697
2	64,697	65,947	67,197	68,447	69,697	70,947	72,197
3	65,197	66,447	67,697	68,947	70,197	71,447	72,697
4	65,697	66,947	68,197	69,447	70,697	71,947	73,197
5	66,197	67,447	68,697	69,947	71,197	72,447	73,697
6	66,697	67,947	69,197	70,447	71,697	72,947	74,197
7	69,197	70,447	71,697	72,947	74,197	75,447	76,697
8	71,697	72,947	74,197	75,447	76,697	77,947	79,197
9	74,197	75,447	76,697	77,947	79,197	80,447	81,697
10	77,197	78,447	79,697	80,947	82,197	83,447	84,697
11	80,197	81,447	82,697	83,947	85,197	86,447	87,697
12	86,197	87,447	88,697	89,947	91,197	92,447	93,697
13	94,197	95,447	96,697	97,947	99,197	100,447	101,697
Staff/ Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	3	0	0	0	0	0	0
6	10	0	0	3	0	0	0
7	3	2	0	4	0	0	0
8	3	2	0	3	0	1	0
9	3	1	0	3	0	0	0
10	5	4	0	7	2	1	0
11	4	1	1	1	0	1	0
12	6	5	1	3	1	0	0
13	66	24	11	68	17	13	11
Totals	**103**	**39**	**13**	**92**	**20**	**16**	**11**
Cost	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	198,591	0	0	0	0	0	0
6	666,970	0	0	211,341	0	0	0
7	207,591	140,894	0	291,788	0	0	0
8	215,091	145,894	0	226,341	0	77,947	0
9	222,591	75,447	0	233,841	0	0	0
10	385,985	313,788	0	566,629	164,394	83,447	0
11	320,788	81,447	82,697	83,947	0	86,447	0
12	517,182	437,235	88,697	269,841	91,197	0	0
13	6,217,002	2,290,728	1,063,667	6,660,396	1,686,349	1,305,811	1,118,667
						Total	**26,830,668**
							3.7493

Year 5 3.70%	3.65							
Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**	
1	68,421	69,671	70,921	72,171	73,421	74,671	75,921	
2	68,921	70,171	71,421	72,671	73,921	75,171	76,421	
3	69,421	70,671	71,921	73,171	74,421	75,671	76,921	
4	69,921	71,171	72,421	73,671	74,921	76,171	77,421	
5	70,421	71,671	72,921	74,171	75,421	76,671	77,921	
6	70,921	72,171	73,421	74,671	75,921	77,171	78,421	
7	71,421	72,671	73,921	75,171	76,421	77,671	78,921	
8	73,921	75,171	76,421	77,671	78,921	80,171	81,421	
9	76,421	77,671	78,921	80,171	81,421	82,671	83,921	
10	79,421	80,671	81,921	83,171	84,421	85,671	86,921	
11	82,421	83,671	84,921	86,171	87,421	88,671	89,921	
12	88,421	89,671	90,921	92,171	93,421	94,671	95,921	
13	96,421	97,671	98,921	100,171	101,421	102,671	103,921	
Staff/ Step	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**	
1	0	0	0	0	0	0	0	**0**
2	0	0	0	0	0	0	0	**0**
3	0	0	0	0	0	0	0	**0**
4	0	0	0	0	0	0	0	**0**
5	0	0	0	0	0	0	0	**0**
6	3	0	0	0	0	0	0	**3**
7	10	0	0	3	0	0	0	**13**
8	3	2	0	4	0	0	0	**9**
9	3	2	0	3	0	1	0	**9**
10	3	1	0	3	0	0	0	**7**
11	5	4	0	7	2	1	0	**19**
12	4	1	1	1	0	1	0	**8**
13	72	29	12	71	18	13	11	**226**
Totals	**103**	**39**	**13**	**92**	**20**	**16**	**11**	**294**
Cost	**BA**	**BA 15**	**BA 30**	**MA**	**MA 15**	**MA 30**	**MA 45**	
1	0	0	0	0	0	0	0	
2	0	0	0	0	0	0	0	
3	0	0	0	0	0	0	0	
4	0	0	0	0	0	0	0	
5	0	0	0	0	0	0	0	
6	212,763	0	0	0	0	0	0	
7	714,210	0	0	225,513	0	0	0	
8	221,763	150,342	0	310,684	0	0	0	
9	229,263	155,342	0	240,513	0	82,671	0	
10	238,263	80,671	0	249,513	0	0	0	
11	412,105	334,684	0	603,197	174,842	88,671	0	
12	353,684	89,671	90,921	92,171	0	94,671	0	
13	6,942,31	2,832,459	1,187,052	7,112,141	1,825,578	1,334,723	1,143,131	
						Total	**27,823,524**	
							3.7005	

Step Differen	Step Improvement
	13,836
500	13,836
500	13,836
500	13,836
500	13,586
500	11,486
500	9,386
2,500	9,286
2,500	9,186
3,000	9,586
3,000	9,986
6,000	10,011
8,000	9,346

Prin Sec

3/24 base	Salary	Staff	Cost	
1	47,508	0	0	
2	48,208	0	0	
3	48,908	0	0	
4	49,608	0	0	
5	50,358	1	50,358	
6	51,108	0	0	
7	51,858	0	0	
8	52,608	0	0	
9	53,358	0	0	
10	54,108	0	0	
11	54,858	0	0	
12	55,608	0	0	
13	56,358	1	56,358	
14	57,108	0	0	
15	57,858	0	0	
16	58,608	0	0	
17	59,608	0	0	
18	60,608	0	0	
19	61,608	0	0	
20	62,608	1	62,608	
	Total	3	**169,324**	

2024/2025	3.55			
1	49,012	0	0	
2	49,712	0	0	
3	50,412	0	0	
4	51,112	0	0	
5	51,862	0	0	
6	52,612	1	52,612	
7	53,362	0	0	
8	54,112	0	0	
9	54,862	0	0	
10	55,612	0	0	
11	56,362	0	0	
12	57,112	0	0	
13	57,862	0	0	
14	58,612	1	58,612	
15	59,362	0	0	
16	60,112	0	0	
17	61,112	0	0	
18	62,112	0	0	
19	63,112	0	0	
20	64,112	1	64,112	
	Total	3	**175,336**	
	3.55	inc cost	3.5506	

2025/2026	3.65			
1	50,645	0	0	
2	51,345	0	0	
3	52,045	0	0	
4	52,745	0	0	
5	53,495	0	0	
6	54,245	0	0	
7	54,995	1	54,995	
8	55,745	0	0	
9	56,495	0	0	
10	57,245	0	0	
11	57,995	0	0	
12	58,745	0	0	
13	59,495	0	0	
14	60,245	0	0	
15	60,995	1	60,995	
16	61,745	0	0	
17	62,745	0	0	
18	63,745	0	0	
19	64,745	0	0	
20	65,745	1	65,745	
	Total	3	**181,735**	
	3.65	inc cost	3.6496	

2026/2027	3.75			
1	52,417	0	0	
2	53,117	0	0	
3	53,817	0	0	
4	54,517	0	0	
5	55,267	0	0	
6	56,017	0	0	
7	56,767	0	0	
8	57,517	1	57,517	
9	58,267	0	0	
10	59,017	0	0	
11	59,767	0	0	
12	60,517	0	0	
13	61,267	0	0	
14	62,017	0	0	
15	62,767	0	0	
16	63,517	1	63,517	
17	64,517	0	0	
18	65,517	0	0	
19	66,517	0	0	
20	67,517	1	67,517	
	Total	3	**188,551**	
		inc cost	3.7505	

2027/2028	3.75			
1	54,190	0	0	
2	54,890	0	0	
3	55,590	0	0	
4	56,290	0	0	
5	57,040	0	0	
6	57,790	0	0	
7	58,540	0	0	
8	59,290	0	0	
9	60,040	1	60,040	
10	60,790	0	0	
11	61,540	0	0	
12	62,290	0	0	
13	63,040	0	0	
14	63,790	0	0	
15	64,540	0	0	
16	65,290	0	0	
17	66,290	1	66,290	
18	67,290	0	0	
19	68,290	0	0	
20	69,290	1	69,290	
	Total	3	**195,620**	
		inc cost	3.7491	

2028/2029	3.7		
1	56,020	0	0
2	56,720	0	0
3	57,420	0	0
4	58,120	0	0
5	58,870	0	0
6	59,620	0	0
7	60,370	0	0
8	61,120	0	0
9	61,870	0	0
10	62,620	1	62,620
11	63,370	0	0
12	64,120	0	0
13	64,870	0	0
14	65,620	0	0
15	66,370	0	0
16	67,120	0	0
17	68,120	0	0
18	69,120	1	69,120
19	70,120	0	0
20	71,120	1	71,120
	Total	3	**202,860**
		inc cost	3.7011

Secretary

Base 23/24	Salary	Staff	Cost	
1	46,112	2.45	112,974	
2	46,812	3.725	174,375	
3	47,512	3	142,536	
4	48,212	1	48,212	
5	48,912	0	0	
6	49,612	0.725	35,969	
7	50,312	0	0	
8	51,012	0	0	
9	51,712	0	0	
10	52,412	1	52,412	
11	53,112	0	0	
12	53,912	3	161,736	
13	54,712	1	54,712	
14	55,712	0	0	
15	56,712	0	0	
16	57,712	2	115,424	
17	58,812	1	58,812	
18	60,012	1	60,012	
19	61,312	0	0	
20	62,812	0	0	
21	64,600	1	64,600	
22	66,400	3	199,200	
	Total	23.9	**1,280,974**	

2024/2025	3.55			
1	47,252	0	0	
2	47,952	2.45	117,482	
3	48,652	3.725	181,229	
4	49,352	3	148,056	
5	50,052	1	50,052	
6	50,752	0	0	
7	51,452	0.725	37,303	
8	52,152	0	0	
9	52,852	0	0	
10	53,552	0	0	
11	54,252	1	54,252	
12	55,052	0	0	
13	55,852	3	167,556	
14	56,852	1	56,852	
15	57,852	0	0	
16	58,852	0	0	
17	59,952	2	119,904	
18	61,152	1	61,152	
19	62,452	1	62,452	
20	63,952	0	0	
21	65,740	0	0	
22	67,400	4	269,600	
	Total	23.9	**1,325,890**	
		Inc cost	3.506	

2025/2026	3.65			
1	48,540	0	0	
2	49,240	0	0	
3	49,940	2.45	122,353	
4	50,640	3.725	188,634	
5	51,340	3	154,020	
6	52,040	1	52,040	
7	52,740	0	0	
8	53,440	0.725	38,744	
9	54,140	0	0	
10	54,840	0	0	
11	55,540	0	0	
12	56,340	1	56,340	
13	57,140	0	0	
14	58,140	3	174,420	
15	59,140	1	59,140	
16	60,140	0	0	
17	61,240	0	0	
18	62,440	2	124,880	
19	63,740	1	63,740	
20	65,240	1	65,240	
21	67,028	0	0	
22	68,400	4	273,600	
	Total	23.9	**1,373,151**	
		Inc cost	3.5645	

2026/2027	3.75			
1	49,931	0	0	
2	50,631	0	0	
3	51,331	0	0	
4	52,031	2.45	127,476	
5	52,731	3.725	196,423	
6	53,431	3	160,293	
7	54,131	1	54,131	
8	54,831	0	0	
9	55,531	0.725	40,260	
10	56,231	0	0	
11	56,931	0	0	
12	57,731	0	0	
13	58,531	1	58,531	
14	59,531	0	0	
15	60,531	3	181,593	
16	61,531	1	61,531	
17	62,631	0	0	
18	63,831	0	0	
19	65,131	2	130,262	
20	66,631	1	66,631	
21	68,419	1	68,419	
22	69,400	4	277,600	
	Total	23.9	**1,423,150**	
		Inc cost	3.6412	

2027/2028	3.75			
1	51,361	0	0	
2	52,061	0	0	
3	52,761	0	0	
4	53,461	0	0	
5	54,161	2.45	132,694	
6	54,861	3.725	204,357	
7	55,561	3	166,683	
8	56,261	1	56,261	
9	56,961	0	0	
10	57,661	0.725	41,804	
11	58,361	0	0	
12	59,161	0	0	
13	59,961	0	0	
14	60,961	1	60,961	
15	61,961	0	0	
16	62,961	3	188,883	
17	64,061	1	64,061	
18	65,261	0	0	
19	66,561	0	0	
20	68,061	2	136,122	
21	69,849	1	69,849	
22	70,400	5	352,000	
	Total	23.9	**1,473,676**	
		Inc cost	3.5503	

2028/2029	3.7		
1	52,878	0	0
2	53,578	0	0
3	54,278	0	0
4	54,978	0	0
5	55,678	0	0
6	56,378	2.45	138,126
7	57,078	3.725	212,616
8	57,778	3	173,334
9	58,478	1	58,478
10	59,178	0	0
11	59,878	0.725	43,412
12	60,678	0	0
13	61,478	0	0
14	62,478	0	0
15	63,478	1	63,478
16	64,478	0	0
17	65,578	3	196,734
18	66,778	1	66,778
19	68,078	0	0
20	69,578	0	0
21	71,366	2	142,732
22	71,400	6	428,400
	Total	23.9	**1,524,087**
		Inc cost	3.4208

B+G 23/24	Salary	Staff	Cost
1	34,927	5.900	206,069.30
2	35,427	3.725	131,965.58
3	35,927	7.450	267,656.15
4	36,427	1.000	36,427.00
5	36,927	4.725	174,480.08
6	37,427	2.725	101,988.58
7	38,027	2.000	76,054.00
8	38,727	2.000	77,454.00
9	39,527	1.725	68,184.08
10	40,327	1.000	40,327.00
11	41,232	0.000	0.00
12	42,232	2.000	84,464.00
13	43,432	4.000	173,728.00
14	44,682	2.000	89,364.00
15	45,982	2.000	91,964.00
16	47,282	0.000	0.00
17	48682	2.000	97,364.00
18	49,732	2.000	99,464.00
19	50,732	0.000	0.00
20	51,732	1.000	51,732.00
21	52,732	4.000	210,928.00
22	53,832	0.000	0.00
23	54,932	1.000	54,932.00
24	58,410	1.000	58,410.00
		53.250	2,192,955.75

2024/2025	Salary	Staff	Cost
1	35,964	0.000	0.00
2	36,064	5.900	212,777.60
3	36,564	3.725	136,200.90
4	37,064	7.450	276,126.80
5	37,564	1.000	37,564.00
6	38,064	4.725	179,852.40
7	38,664	2.725	105,359.40
8	39,364	2.000	78,728.00
9	40,164	2.000	80,328.00
10	40,964	1.725	70,662.90
11	41,869	1.000	41,869.00
12	42,869	0.000	0.00
13	44,069	2.000	88,138.00
14	45,319	4.000	181,276.00
15	46,619	2.000	93,238.00
16	47,919	2.000	95,838.00
17	49,319	0.000	0.00
18	50,369	2.000	100,738.00
19	51,369	2.000	102,738.00
20	52,369	0.000	0.00
21	53,369	1.000	53,369.00
22	54,469	4.000	217,876.00
23	55,569	0.000	0.00
24	59,047	2.000	118,094.00
		53.250	2,270,774.00
Add $2,500 for Grounds Positions			**3.5486**

2025/2026	Salary	Staff	Cost
1	37,029	0.000	0.00
2	37,129	0.000	0.00
3	37,329	5.900	220,241.10
4	37,829	3.725	140,913.03
5	38,329	7.450	285,551.05
6	38,829	1.000	38,829.00
7	39,429	4.725	186,302.03
8	40,129	2.725	109,351.53
9	40,929	2.000	81,858.00
10	41,729	2.000	83,458.00
11	42,634	1.725	73,543.65
12	43,634	1.000	43,634.00
13	44,834	0.000	0.00
14	46,084	2.000	92,168.00
15	47,384	4.000	189,536.00
16	48,684	2.000	97,368.00
17	50,084	2.000	100,168.00
18	51,134	0.000	0.00
19	52,134	2.000	104,268.00
20	53,134	2.000	106,268.00
21	54,134	0.000	0.00
22	55,234	1.000	55,234.00
23	56,334	4.000	225,336.00
24	59,812	2.000	119,624.00
		53.250	2,353,651.38
Add $2,500 for Grounds Positions			**3.6497**

2026/ 2027	Salary	Staff	Cost	
1	37,897	0.000	0.00	
2	38,097	0.000	0.00	
3	38,297	0.000	0.00	
4	38,497	5.900	227,132.30	
5	38,997	3.725	145,263.83	
6	39,497	7.450	294,252.65	
7	40,097	1.000	40,097.00	
8	40,797	4.725	192,765.83	
9	41,597	2.725	113,351.83	
10	42,397	2.000	84,794.00	
11	43,302	2.000	86,604.00	
12	44,302	1.725	76,420.95	
13	45,502	1.000	45,502.00	
14	46,752	0.000	0.00	
15	48,052	2.000	96,104.00	
16	49,352	4.000	197,408.00	
17	50,752	2.000	101,504.00	
18	51,802	2.000	103,604.00	
19	52,802	0.000	0.00	
20	53,802	2.000	107,604.00	
21	54,802	2.000	109,604.00	
22	55,902	0.000	0.00	
23	57,002	1.000	57,002.00	
24	60,480	6.000	362,880.00	
		53.250	2,441,894.38	
Add $2,500 for Grounds Positions			**3.7492**	

2027/2028	Salary	Staff	Cost	
1	39,108	0.000	0.00	
2	39,308	0.000	0.00	
3	39,508	0.000	0.00	
4	39,708	0.000	0.00	
5	39,908	5.900	235,457.20	
6	40,408	3.725	150,519.80	
7	41,008	7.450	305,509.60	
8	41,708	1.000	41,708.00	
9	42,508	4.725	200,850.30	
10	43,308	2.725	118,014.30	
11	44,213	2.000	88,426.00	
12	45,213	2.000	90,426.00	
13	46,413	1.725	80,062.43	
14	47,663	1.000	47,663.00	
15	48,963	0.000	0.00	
16	50,263	2.000	100,526.00	
17	51,663	4.000	206,652.00	
18	52,713	2.000	105,426.00	
19	53,713	2.000	107,426.00	
20	54,713	0.000	0.00	
21	55,713	2.000	111,426.00	
22	56,813	2.000	113,626.00	
23	57,913	0.000	0.00	
24	61,391	7.000	429,737.00	
		53.250	2,533,455.63	
Add $2,500 for Grounds Positions			**3.7496**	

2028/2029	Salary	Staff	Cost
1	40,405	0.000	0.00
2	40,605	0.000	0.00
3	40,805	0.000	0.00
4	41,005	0.000	0.00
5	41,205	0.000	0.00
6	41,405	5.900	244,289.50
7	42,005	3.725	156,468.63
8	42,705	7.450	318,152.25
9	43,505	1.000	43,505.00
10	44,305	4.725	209,341.13
11	45,210	2.725	123,197.25
12	46,210	2.000	92,420.00
13	47,410	2.000	94,820.00
14	48,660	1.725	83,938.50
15	49,960	1.000	49,960.00
16	51,260	0.000	0.00
17	52,660	2.000	105,320.00
18	53,710	4.000	214,840.00
19	54,710	2.000	109,420.00
20	55,710	2.000	111,420.00
21	56,710	0.000	0.00
22	57,810	2.000	115,620.00
23	58,910	2.000	117,820.00
24	62,388	7.000	436,716.00
		53.250	2,627,248.25
Add $2,500 for Grounds Positions			**3.702**

Maint 23/24	Salary	Staff	Cost	
1	50,545	0	0	
2	51,045	0	0	
3	51,545	1	51545	
4	52,045	1	52045	
5	52,545	1	52545	
6	53,045	0	0	
7	53,745	2	107490	
8	54,445	0	0	
9	55,335	0	0	
10	56,235	0	0	
11	57,135	1	57135	
12	58,035	0	0	
13	59,030	1	59030	
14	60,130	0	0	
15	61,280	0	0	
16	62,430	0	0	
		7	**379,790**	

2024/2025	Salary	Staff	Cost	
1	51,771	0	0	
2	52,271	0	0	
3	52,771	0	0	
4	53,271	1	53271	
5	53,771	1	53771	
6	54,271	1	54271	
7	54,971	0	0	
8	55,671	2	111342	
9	56,561	0	0	
10	57,461	0	0	
11	58,361	0	0	
12	59,261	1	59261	
13	60,256	0	0	
14	61,356	1	61356	
15	62,506	0	0	
16	63,656	0	0	
		7	393,272	
			3.54986	

2025/2026	Salary	Staff	Cost	
1	53,018	0	0	
2	53,518	0	0	
3	54,018	0	0	
4	54,518	0	0	
5	55,018	1	55018	
6	55,518	1	55518	
7	56,218	1	56218	
8	56,918	0	0	
9	57,808	2	115616	
10	58,708	0	0	
11	59,608	0	0	
12	60,508	0	0	
13	61,503	1	61503	
14	62,603	0	0	
15	63,753	1	63753	
16	64,903	0	0	
		7	407,626	
			3.6499	

2026/2027	Salary	Staff	Cost	
1	54,352	0	0	
2	54,852	0	0	
3	55,352	0	0	
4	55,852	0	0	
5	56,352	0	0	
6	56,852	1	56852	
7	57,552	1	57552	
8	58,252	1	58252	
9	59,142	0	0	
10	60,042	2	120084	
11	60,942	0	0	
12	61,842	0	0	
13	62,837	0	0	
14	63,937	1	63937	
15	65,087	0	0	
16	66,237	1	66237	
		7	422,914	
			3.75050	

2027/2028	Salary	Staff	Cost	
1	55,869	0	0	
2	56,369	0	0	
3	56,869	0	0	
4	57,369	0	0	
5	57,869	0	0	
6	58,369	0	0	
7	59,069	1	59069	
8	59,769	1	59769	
9	60,659	1	60659	
10	61,559	0	0	
11	62,459	2	124918	
12	63,359	0	0	
13	64,354	0	0	
14	65,454	0	0	
15	66,604	1	66604	
16	67,754	1	67754	
		7	438,773	
			3.7499	

2028/2029	Salary	Staff	Cost
1	57,410	0	0
2	57,910	0	0
3	58,410	0	0
4	58,910	0	0
5	59,410	0	0
6	59,910	0	0
7	60,610	0	0
8	61,310	1	61310
9	62,200	1	62200
10	63,100	1	63100
11	64,000	0	0
12	64,900	2	129800
13	65,895	0	0
14	66,995	0	0
15	68,145	0	0
16	69,295	2	138590
		7	455,000
			3.698

base 2023/2024			**Year 1 24/25**		
Para			Step		
1	22,441		1	24,056	
2	22,641		2	24,256	
3	22,841		3	24,456	
4	23,041		4	24,656	
5	23,341		5	24,956	
6	23,686		6	25,301	
7	24,279		7	25,894	
8	25,218		8	26,833	
9	26,184		9	27,799	
10	27,150		10	28,765	
11	28,088		11	29,703	
12	29,054		12	30,669	
13	30,020		13	31,635	
14	31,857		14	33,472	
Staff			Staff		
1	0		1	0	
2	0		2	0	
3	0		3	0	
4	0		4	0	
5	0		5	0	
6	0.725		6	0	
7	0		7	0.725	
8	2		8	0	
9	0		9	2	
10	1		10	0	
11	0		11	1	
12	0		12	0	
13	1		13	0	
14	7		14	8	
Total	**11.73**		Total	**11.73**	
Cost			Cost		
1	0		1	0	
2	0		2	0	
3	0		3	0	
4	0		4	0	
5	0		5	0	
6	17172.35		6	0	
7	0		7	18773.15	
8	50436		8	0	
9	0		9	55598	
10	27150		10	0	
11	0		11	29703	
12	0		12	0	
13	30020		13	0	
14	222999		14	267776	
	347,777			371,850	
				6.9219	
				1 time guide improv	

Year 2 25/26			**Year 3 26/27**		
Step			Step		
1	24,876		1	25,776	
2	25,076		2	25,976	
3	25,276		3	26,176	
4	25,476		4	26,376	
5	25,776		5	26,676	
6	26,121		6	27,021	
7	26,714		7	27,614	
8	27,653		8	28,553	
9	28,619		9	29,519	
10	29,585		10	30,485	
11	30,523		11	31,423	
12	31,489		12	32,389	
13	32,455		13	33,355	
14	34,292		14	35,192	
Staff			Staff		
1	0		1	0	
2	0		2	0	
3	0		3	0	
4	0		4	0	
5	0		5	0	
6	0		6	0	
7	0		7	0	
8	0.725		8	0	
9	0		9	0.725	
10	2		10	0	
11	0		11	2	
12	1		12	0	
13	0		13	1	
14	8		14	8	
Total	**11.73**		Total	**11.73**	
Cost			Cost		
1	0		1	0	
2	0		2	0	
3	0		3	0	
4	0		4	0	
5	0		5	0	
6	0		6	0	
7	0		7	0	
8	20048.425		8	0	
9	0		9	21401.275	
10	59170		10	0	
11	0		11	62846	
12	31489		12	0	
13	0		13	33355	
14	274336		14	281536	
	385,043			399,138	
	3.5480			**3.6606**	
ement					

Year 4 27/28			Year 5 28/29	
Step			Step	
1	26,626		1	27,676
2	26,826		2	27,876
3	27,026		3	28,076
4	27,226		4	28,276
5	27,526		5	28,576
6	27,871		6	28,921
7	28,464		7	29,514
8	29,403		8	30,453
9	30,369		9	31,419
10	31,335		10	32,385
11	32,273		11	33,323
12	33,239		12	34,289
13	34,205		13	35,255
14	36,042		14	37,092
Staff			Staff	
1	0		1	0
2	0		2	0
3	0		3	0
4	0		4	0
5	0		5	0
6	0		6	0
7	0		7	0
8	0		8	0
9	0		9	0
10	0.725		10	0
11	0		11	0.725
12	2		12	0
13	0		13	2
14	9		14	9
Total	**11.73**		Total	**11.73**
Cost			Cost	
1	0		1	0
2	0		2	0
3	0		3	0
4	0		4	0
5	0		5	0
6	0		6	0
7	0		7	0
8	0		8	0
9	0		9	0
10	22717.875		10	0
11	0		11	24159.175
12	66478		12	0
13	0		13	70510
14	324378		14	333828
	413,574			428,497
	3.6167			**3.6084**

base 2023/2024			**Year 1 24/25**		
Para Autism			**Para Autism**		
1	24,941		1	25,941	
2	25,141		2	26,141	
3	25,341		3	26,341	
4	25,541		4	26,541	
5	25,841		5	26,841	
6	26,186		6	27,186	
7	26,779		7	27,779	
8	27,718		8	28,718	
9	28,684		9	29,684	
10	29,650		10	30,650	
11	30,588		11	31,588	
12	31,554		12	32,554	
13	32,520		13	33,520	
14	34,357		14	35,357	
Staff			Staff		
1	1		1	0	
2	0		2	1	
3	1		3	0	
4	0		4	1	
5	0		5	0	
6	0		6	0	
7	0		7	0	
8	0		8	0	
9	0		9	0	
10	0		10	0	
11	0		11	0	
12	0		12	0	
13	0		13	0	
14	0		14	0	
	2			**2**	
Cost			Cost		
1	24,941		1	0	
2	0		2	26,141	
3	25,341		3	0	
4	0		4	26,541	
5	0		5	0	
6	0		6	0	
7	0		7	0	
8	0		8	0	
9	0		9	0	
10	0		10	0	
11	0		11	0	
12	0		12	0	
13	0		13	0	
14	0		14	0	
	50,282			52,682	**4.773**
				1 Time Guide Improvement	

Year 2 25/26			Year 3 26/27		
Para Autism			**Para Autism**		
1	26,641		1	27,379	
2	26,841		2	27,579	
3	27,041		3	27,779	
4	27,241		4	27,979	
5	27,541		5	28,279	
6	27,886		6	28,624	
7	28,479		7	29,217	
8	29,418		8	30,156	
9	30,384		9	31,122	
10	31,350		10	32,088	
11	32,288		11	33,026	
12	33,254		12	33,992	
13	34,220		13	34,958	
14	36,057		14	36,795	
Staff			Staff		
1	0		1	0	
2	0		2	0	
3	1		3	0	
4	0		4	1	
5	1		5	0	
6	0		6	1	
7	0		7	0	
8	0		8	0	
9	0		9	0	
10	0		10	0	
11	0		11	0	
12	0		12	0	
13	0		13	0	
14	0		14	0	
	2			**2**	
Cost			Cost		
1	0		1	0	
2	0		2	0	
3	27,041		3	0	
4	0		4	27,979	
5	27,541		5	0	
6	0		6	28,624	
7	0		7	0	
8	0		8	0	
9	0		9	0	
10	0		10	0	
11	0		11	0	
12	0		12	0	
13	0		13	0	
14	0		14	0	
	54,582	**3.6065**		56,603	**3.7027**
t					

Year 4 27/28	3.70		**Year 5 28/29**	3.650	
Para Autism			**Para Autism**		
1	27,982		1	28,412	
2	28,182		2	28,612	
3	28,382		3	28,812	
4	28,582		4	29,012	
5	28,882		5	29,312	
6	29,227		6	29,657	
7	29,820		7	30,250	
8	30,759		8	31,189	
9	31,725		9	32,155	
10	32,691		10	33,121	
11	33,629		11	34,059	
12	34,595		12	35,025	
13	35,561		13	35,991	
14	37,398		14	37,828	
Staff			Staff		
1	0		1	0	
2	0		2	0	
3	0		3	0	
4	0		4	0	
5	1		5	0	
6	0		6	1	
7	1		7	0	
8	0		8	1	
9	0		9	0	
10	0		10	0	
11	0		11	0	
12	0		12	0	
13	0		13	0	
14	0		14	0	
	2			**2**	
Cost			Cost		
1	0		1	0	
2	0		2	0	
3	0		3	0	
4	0		4	0	
5	28,882		5	0	
6	0		6	29,657	
7	29,820		7	0	
8	0		8	31,189	
9	0		9	0	
10	0		10	0	
11	0		11	0	
12	0		12	0	
13	0		13	0	
14	0		14	0	
	58,702	**3.7083**		60,846	**3.6523**

Athletics

1. Football Head Coach/ Marching Band Director - $9600 (year 1); year 3 $10,000

2. All other head coaches - $8000 (year 1 for coaches not bball/wrestling) ($8600 year 3); $8600 (basketball/wrestling year 1); $8700 year 5

Include E-Sports (full year/ may be split)
(cheerleading will be one job for fall and winter. The stipend may be split for different coaches.)

3. Football Assistant Coaches - $6500 (1); $7000 (year 3); $7100 year 5

4. All other Assistant Coaches - $5500 (year 1); $6000 (year 3); basketball/wrestling year 1$6000; (Assistant cheerleading stipends will account for fall and winter. The stipend may be split for different coaches for different seasons.) year 5 $6100

5. Weight Room - $2500 summer (1800 fall, winter, spring) (year 1)

Start now with new contract

<u>Activities</u>

<u>Schedule A (Clubs) $2500</u>

Art, Forensics, Ski, Renaissance, Anytown, Computer, Habitat for Humanity, Peer Counseling, Peer Mediation, SADD, Varsity Mentor, Culinary, Earth Shepherd, Freshman Transition, FBLA, World Language Honor Society, French, Latin, World Language, Spanish, Italian, Key Club, Spanish Interest Club, Science, MCIC, Math, Literary Magazine, Knitting, Honor Society, Dance, Social Studies, Newspaper, GAA, Earth Shepherd, Fishing Club, Forensics, FTP, Gaming Club, Gay/Straight Alliance, Read, Robotics, Pit Band, Tri M, NHS, Pirate Princess, STAR Ast, Falcon Varsity, Tribe Council, Summer Drama (each), Summer Band, jazz band (noncompetitive)

<u>Schedule B (Academic Competitions) $3200</u>

Academic Competition, Academic Decathlon, Chess, Mock Trial, Environmental Competition, Jazz Band (competitive), Green Team, STAR

<u>Schedule C (Government and Assistant Activities) $4000</u>

Fr - Sr Classes, Student Council, Assistants to Schedule D (stagecraft, vocals for musical, ast directors, drama ast, stage/pit band), Media Ast video production, Choir Ast, Yearbook Ast, Light and Sound board, Stagecraft,

<u>Schedule D (Activities) $4500</u>

Yearbook, Falcon Flock (shadow programs), Dance, Drama, Choir, Media video production, School Store, Concert Band

Exhibit E-3
Additional Duty Stipends
2024-2029

Extra Duty	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
Homebound Tutor (hour)	50	50	50	55	55
Ticket Seller / Event Staff (hour)	50	50	50	55	55
Timekeeper (hour)	60	60	60	65	65
Bus Supervisor (annual)	1800	1800	1800	2000	2000
Supervisor Summer Litho. (hour)	35	35	35	40	40
Assistant Summer Litho (hour)	35	35	35	40	40
Summer Tutorial / Enrichment (hour)	50	50	50	55	55
Non Curricular hourly rate	35	35	35	40	40
Approved Tutorial (hour)	50	50	50	55	55
After School / Summer Curriculum Development & Articulation (hour)	35	35	35	40	40
Writing Course of Study	750	750	750	750	750
Site Manager (annual)	9000	9000	9000	9000	9000
Student Coordinator	5500	5500	5500	6000	6500
Sub Coordinator	4300	4300	4300	5000	5000
Detention (hour)	35	35	35	40	40
Sound and Light (hour) outside groups	35	35	35	40	40
Local Professional Development Committee Member	1000	1000	1000	1000	1000
Homebound Coordinator - per incident	70	70	70	70	70
Drama 1 act play 3 act play 3 act musical	 $150 $300 $600	 $150 $300 $600	 $150 $300 $600	 $150 $300 $600	 $150 $300 $600
Drama Asst 1 act play 3 act play 3 act musical	 $90 $180 $360	 $90 $180 $360	 $90 $180 $360	 $90 $180 $360	 $90 $180 $360

Building & Grounds - shift coordinators (Article XI / L)	1200	1200	1200	1200	1200
Building & Grounds - shipping & receiving (Article XI / L)	800	800	800	800	800
Building & Grounds - black seal (Article XI / K)	2400	2400	2400	2400	2400