

SCHEDULE A UFEA SALARY SCHEDULE FOR 2023-24 SCHEDULE BASE \$40,180 STARTING SALARY \$41,000 \$42,051 BOARD PAID TRS 2.50% (0.025641 WHEN COMPOUNDED)

B + 0		STEP	SALARY	TRS	TOTAL			
17	\$60,271	\$1,545	\$61,816					
16	\$58,744	\$1,506	\$60,250					
15	\$57,217	\$1,467	\$58,684					
14	\$55,851	\$1,432	\$57,283					
13	\$54,485	\$1,397	\$55,882					
12	\$53,118	\$1,362	\$54,480					
11	\$51,752	\$1,327	\$53,079					
10	\$50,386	\$1,292	\$51,678					
9	\$49,181	\$1,261	\$50,442					
8	\$47,975	\$1,230	\$49,205					
7	\$46,770	\$1,199	\$47,969					
6	\$45,565	\$1,168	\$46,733					
5	\$44,359	\$1,137	\$45,496					
4	\$43,314	\$1,111	\$44,425					
3	\$42,270	\$1,084	\$43,354					
PROBATIONARY		2	\$41,225	\$1,057	\$42,282			
SALARY		W/TRS	\$41,000	\$42,051	1	\$40,180	\$1,030	\$41,210

B + 8		STEP	SALARY	TRS	TOTAL			
17	\$61,476	\$1,576	\$63,052					
16	\$59,949	\$1,537	\$61,486					
15	\$58,422	\$1,498	\$59,920					
14	\$57,056	\$1,463	\$58,519					
13	\$55,690	\$1,428	\$57,118					
12	\$54,324	\$1,393	\$55,717					
11	\$52,958	\$1,358	\$54,316					
10	\$51,592	\$1,323	\$52,915					
9	\$50,386	\$1,292	\$51,678					
8	\$49,181	\$1,261	\$50,442					
7	\$47,975	\$1,230	\$49,205					
6	\$46,770	\$1,199	\$47,969					
5	\$45,565	\$1,168	\$46,733					
4	\$44,520	\$1,142	\$45,662					
3	\$43,475	\$1,115	\$44,590					
PROBATIONARY		2	\$42,430	\$1,088	\$43,518			
SALARY		W/TRS	\$42,230	\$43,313	1	\$41,386	\$1,061	\$42,447

B + 16		STEP	SALARY	TRS	TOTAL			
19	\$65,735	\$1,686	\$67,421					
18	\$64,208	\$1,646	\$65,854					
17	\$62,681	\$1,607	\$64,288					
16	\$61,154	\$1,568	\$62,722					
15	\$59,628	\$1,529	\$61,157					
14	\$58,262	\$1,494	\$59,756					
13	\$56,895	\$1,459	\$58,354					
12	\$55,529	\$1,424	\$56,953					
11	\$54,163	\$1,389	\$55,552					
10	\$52,797	\$1,354	\$54,151					
9	\$51,592	\$1,323	\$52,915					
8	\$50,386	\$1,292	\$51,678					
7	\$49,181	\$1,261	\$50,442					
6	\$47,975	\$1,230	\$49,205					
5	\$46,770	\$1,199	\$47,969					
4	\$45,725	\$1,172	\$46,897					
3	\$44,681	\$1,146	\$45,827					
PROBATIONARY		2	\$43,636	\$1,119	\$44,755			
SALARY		W/TRS	\$43,497	\$44,612	1	\$42,591	\$1,092	\$43,683

B + 24		STEP	SALARY	TRS	TOTAL			
20	\$68,628	\$1,760	\$70,388					
19	\$66,940	\$1,716	\$68,656					
18	\$65,414	\$1,677	\$67,091					
17	\$63,887	\$1,638	\$65,525					
16	\$62,360	\$1,599	\$63,959					
15	\$60,833	\$1,560	\$62,393					
14	\$59,467	\$1,525	\$60,992					
13	\$58,101	\$1,490	\$59,591					
12	\$56,735	\$1,455	\$58,190					
11	\$55,369	\$1,420	\$56,789					
10	\$54,002	\$1,385	\$55,387					
9	\$52,797	\$1,354	\$54,151					
8	\$51,592	\$1,323	\$52,915					
7	\$50,386	\$1,292	\$51,678					
6	\$49,181	\$1,261	\$50,442					
5	\$47,975	\$1,230	\$49,205					
4	\$46,931	\$1,203	\$48,134					
3	\$45,886	\$1,177	\$47,063					
PROBATIONARY		2	\$44,841	\$1,150	\$45,991			
SALARY		W/TRS	\$44,802	\$45,951	1	\$43,797	\$1,123	\$44,920

M + 0		STEP	SALARY	TRS	TOTAL			
22	\$81,405	\$2,087	\$83,492					
21	\$79,396	\$2,036	\$81,432					
20	\$77,387	\$1,984	\$79,371					
19	\$75,378	\$1,933	\$77,311					
18	\$73,369	\$1,881	\$75,250					
17	\$71,360	\$1,830	\$73,190					
16	\$69,351	\$1,778	\$71,129					
15	\$67,343	\$1,731	\$69,234					
14	\$65,334	\$1,683	\$67,338					
13	\$63,325	\$1,636	\$65,442					
12	\$61,316	\$1,589	\$63,547					
11	\$60,271	\$1,545	\$61,816					
10	\$58,583	\$1,502	\$60,085					
9	\$56,895	\$1,459	\$58,354					
8	\$55,208	\$1,416	\$56,624					
7	\$53,681	\$1,376	\$55,057					
6	\$52,154	\$1,337	\$53,491					
5	\$50,627	\$1,298	\$51,925					
4	\$49,100	\$1,259	\$50,359					
3	\$47,734	\$1,224	\$48,958					
PROBATIONARY		2	\$46,368	\$1,189	\$47,557			
SALARY		W/TRS	\$46,000	\$47,179	1	\$45,002	\$1,154	\$46,156

M + 16		STEP	SALARY	TRS	TOTAL			
22	\$87,593	\$2,246	\$89,839					
21	\$81,405	\$2,087	\$83,492					
20	\$79,396	\$2,036	\$81,432					
19	\$77,387	\$1,984	\$79,371					
18	\$75,378	\$1,933	\$77,311					
17	\$73,369	\$1,881	\$75,250					
16	\$71,360	\$1,830	\$73,190					
15	\$69,512	\$1,782	\$71,294					
14	\$67,664	\$1,735	\$69,399					
13	\$65,815	\$1,688	\$67,503					
12	\$63,967	\$1,640	\$65,607					
11	\$62,280	\$1,597	\$63,877					
10	\$60,592	\$1,554	\$62,146					
9	\$58,904	\$1,510	\$60,414					
8	\$57,217	\$1,467	\$58,684					
7	\$55,690	\$1,428	\$57,118					
6	\$54,163	\$1,389	\$55,552					
5	\$52,636	\$1,350	\$53,986					
4	\$51,109	\$1,310	\$52,419					
3	\$49,743	\$1,275	\$51,018					
PROBATIONARY		2	\$48,377	\$1,240	\$49,617			
SALARY		W/TRS	\$48,000	\$49,231	1	\$47,011	\$1,205	\$48,216

M + 32		STEP	SALARY	TRS	TOTAL			
22	\$89,602	\$2,297	\$91,899					
21	\$83,414	\$2,139	\$85,553					
20	\$81,405	\$2,087	\$83,492					
19	\$79,396	\$2,036	\$81,432					
18	\$77,387	\$1,984	\$79,371					
17	\$75,378	\$1,933	\$77,311					
16	\$73,369	\$1,881	\$75,250					
15	\$71,521	\$1,834	\$73,355					
14	\$69,673	\$1,786	\$71,459					
13	\$67,824	\$1,739	\$69,563					
12	\$65,976	\$1,692	\$67,668					
11	\$64,289	\$1,648	\$65,937					
10	\$62,601	\$1,605	\$64,206					
9	\$60,913	\$1,562	\$62,475					
8	\$59,226	\$1,519	\$60,744					
7	\$57,699	\$1,479	\$59,178					
6	\$56,172	\$1,440	\$57,612					
5	\$54,645	\$1,401	\$56,046					
4	\$53,118	\$1,362	\$54,480					
3	\$51,752	\$1,327	\$53,079					
PROBATIONARY		2	\$50,386	\$1,292	\$51,678			
SALARY		W/TRS	\$50,000	\$51,282	1	\$49,020	\$1,257	\$50,277

M + 48		STEP	SALARY	TRS	TOTAL			
23	\$94,062	\$2,412	\$96,474					
22	\$92,656	\$2,376	\$95,032					
21	\$88,638	\$2,273	\$90,911					
20	\$83,414	\$2,139	\$85,553					
19	\$81,405	\$2,087	\$83,492					
18	\$79,396	\$2,036	\$81,432					
17	\$77,387	\$1,984	\$79,371					
16	\$75,378	\$1,933	\$77,311					
15	\$73,530	\$1,885	\$75,415					
14	\$71,682	\$1,838	\$73,520					
13	\$69,833	\$1,791	\$71,624					
12	\$67,985	\$1,743	\$69,728					
11	\$66,298	\$1,700	\$67,998					
10	\$64,610	\$1,657	\$66,267					
9	\$62,922	\$1,613	\$64,535					
8	\$61,235	\$1,570	\$62,805					
7	\$59,708	\$1,531	\$61,239					
6	\$58,181	\$1,492	\$59,673					
5	\$56,654	\$1,453	\$58,107					
4	\$55,127	\$1,414	\$56,541					
3	\$53,761	\$1,378	\$55,139					
PROBATIONARY		2	\$52,395	\$1,343	\$53,738			
SALARY		W/TRS	\$52,000	\$53,333	1	\$51,029	\$1,308	\$52,337

SCHEDULE A UFEA SALARY SCHEDULE FOR 2024-25

SCHEDULE BASE \$40,984

STARTING SALARY

\$41,820 \$43,337

BOARD PAID TRS 3.50%

(0.036269 WHEN COMPOUNDED)

Table for B + 0: Columns include STEP, SALARY, TRS, TOTAL. Rows 17-10, 9-6, 5-4, 3-2, and Probationary (SALARY, W/TRS) with values \$41,820 and \$43,337.

Table for B + 8: Columns include STEP, SALARY, TRS, TOTAL. Rows 17-10, 9-6, 5-4, 3-2, and Probationary (SALARY, W/TRS) with values \$43,075 and \$44,637.

Table for B + 16: Columns include STEP, SALARY, TRS, TOTAL. Rows 19-12, 11-8, 7-6, 5-4, 3-2, and Probationary (SALARY, W/TRS) with values \$44,367 and \$45,976.

Table for B + 24: Columns include STEP, SALARY, TRS, TOTAL. Rows 20-13, 12-9, 8-7, 6-5, 4-3, 2-1, and Probationary (SALARY, W/TRS) with values \$45,500 and \$47,150.

Table for M + 0: Columns include STEP, SALARY, TRS, TOTAL. Rows 22-10, 9-6, 5-4, 3-2, and Probationary (SALARY, W/TRS) with values \$46,820 and \$48,518.

Table for M + 16: Columns include STEP, SALARY, TRS, TOTAL. Rows 22-10, 9-6, 5-4, 3-2, and Probationary (SALARY, W/TRS) with values \$48,820 and \$50,591.

Table for M + 32: Columns include STEP, SALARY, TRS, TOTAL. Rows 22-10, 9-6, 5-4, 3-2, and Probationary (SALARY, W/TRS) with values \$50,820 and \$52,663.

Table for M + 48: Columns include STEP, SALARY, TRS, TOTAL. Rows 23-10, 9-6, 5-4, 3-2, and Probationary (SALARY, W/TRS) with values \$52,820 and \$54,736.

SCHEDULE A UFEA SALARY SCHEDULE FOR 2025-26

SCHEDULE BASE \$41,804 STARTING SALARY

\$42,656 \$44,666

BOARD PAID TRS 4.50%

(0.04712 WHEN COMPOUNDED)

B + 0	STEP	SALARY	TRS	TOTAL
	17	\$61,368	\$2,892	\$64,260
	16	\$59,863	\$2,821	\$62,684
	15	\$58,358	\$2,750	\$61,108
	14	\$57,020	\$2,687	\$59,707
	13	\$55,682	\$2,624	\$58,306
	12	\$54,345	\$2,561	\$56,906
	11	\$53,007	\$2,498	\$55,505
	10	\$51,669	\$2,435	\$54,104
	9	\$50,499	\$2,380	\$52,879
	8	\$49,328	\$2,324	\$51,652
	7	\$48,158	\$2,269	\$50,427
	6	\$46,987	\$2,214	\$49,201
	5	\$45,817	\$2,159	\$47,976
	4	\$44,813	\$2,112	\$46,925
	3	\$43,810	\$2,064	\$45,874
PROBATIONARY				
SALARY	W/TRS			
\$42,656	\$44,666	2	\$42,807	\$44,824
		1	\$41,804	\$43,774

B + 8	STEP	SALARY	TRS	TOTAL
	17	\$62,622	\$2,951	\$65,573
	16	\$61,117	\$2,880	\$63,997
	15	\$59,612	\$2,809	\$62,421
	14	\$58,274	\$2,746	\$61,020
	13	\$56,937	\$2,683	\$59,620
	12	\$55,599	\$2,620	\$58,219
	11	\$54,261	\$2,557	\$56,818
	10	\$52,923	\$2,494	\$55,417
	9	\$51,753	\$2,439	\$54,192
	8	\$50,582	\$2,383	\$52,965
	7	\$49,412	\$2,328	\$51,740
	6	\$48,241	\$2,273	\$50,514
	5	\$47,071	\$2,218	\$49,289
	4	\$46,068	\$2,171	\$48,239
	3	\$45,064	\$2,123	\$47,187
PROBATIONARY				
SALARY	W/TRS			
\$43,936	\$46,006	2	\$44,061	\$46,137
		1	\$43,058	\$45,087

B + 16	STEP	SALARY	TRS	TOTAL
	19	\$66,886	\$3,152	\$70,038
	18	\$65,381	\$3,081	\$68,462
	17	\$63,876	\$3,010	\$66,886
	16	\$62,371	\$2,939	\$65,310
	15	\$60,866	\$2,868	\$63,734
	14	\$59,528	\$2,805	\$62,333
	13	\$58,191	\$2,742	\$60,933
	12	\$56,853	\$2,679	\$59,532
	11	\$55,515	\$2,616	\$58,131
	10	\$54,178	\$2,553	\$56,731
	9	\$53,007	\$2,498	\$55,505
	8	\$51,837	\$2,443	\$54,280
	7	\$50,666	\$2,387	\$53,053
	6	\$49,496	\$2,332	\$51,828
	5	\$48,325	\$2,277	\$50,602
	4	\$47,322	\$2,230	\$49,552
	3	\$46,318	\$2,183	\$48,501
PROBATIONARY				
SALARY	W/TRS			
\$45,254	\$47,386	2	\$45,315	\$47,450
		1	\$44,312	\$46,400

B + 24	STEP	SALARY	TRS	TOTAL
	20	\$69,812	\$3,290	\$73,102
	19	\$68,140	\$3,211	\$71,351
	18	\$66,635	\$3,140	\$69,775
	17	\$65,130	\$3,069	\$68,199
	16	\$63,625	\$2,998	\$66,623
	15	\$62,120	\$2,927	\$65,047
	14	\$60,782	\$2,864	\$63,646
	13	\$59,445	\$2,801	\$62,246
	12	\$58,107	\$2,738	\$60,845
	11	\$56,769	\$2,675	\$59,444
	10	\$55,432	\$2,612	\$58,044
	9	\$54,261	\$2,557	\$56,818
	8	\$53,091	\$2,502	\$55,593
	7	\$51,920	\$2,446	\$54,366
	6	\$50,750	\$2,391	\$53,141
	5	\$49,579	\$2,336	\$51,915
	4	\$48,576	\$2,289	\$50,865
	3	\$47,573	\$2,242	\$49,815
PROBATIONARY				
SALARY	W/TRS			
\$46,500	\$48,691	2	\$46,569	\$48,763
		1	\$45,566	\$47,713

M + 0	STEP	SALARY	TRS	TOTAL
	22	\$82,938	\$3,908	\$86,846
	21	\$80,932	\$3,814	\$84,746
	20	\$78,925	\$3,719	\$82,644
	19	\$76,919	\$3,624	\$80,543
	18	\$74,912	\$3,530	\$78,442
	17	\$72,906	\$3,435	\$76,341
	16	\$70,899	\$3,341	\$74,240
	15	\$69,060	\$3,254	\$72,314
	14	\$67,220	\$3,167	\$70,387
	13	\$65,381	\$3,081	\$68,462
	12	\$63,542	\$2,994	\$66,536
	11	\$61,869	\$2,915	\$64,784
	10	\$60,197	\$2,836	\$63,033
	9	\$58,525	\$2,758	\$61,283
	8	\$56,853	\$2,679	\$59,532
	7	\$55,348	\$2,608	\$57,956
	6	\$53,843	\$2,537	\$56,380
	5	\$52,338	\$2,466	\$54,804
	4	\$50,833	\$2,395	\$53,228
	3	\$49,496	\$2,332	\$51,828
PROBATIONARY				
SALARY	W/TRS			
\$47,656	\$49,902	2	\$48,158	\$50,427
		1	\$46,820	\$49,026

M + 16	STEP	SALARY	TRS	TOTAL
	22	\$89,460	\$4,215	\$93,675
	21	\$83,022	\$3,912	\$86,934
	20	\$81,015	\$3,817	\$84,832
	19	\$79,009	\$3,723	\$82,732
	18	\$77,002	\$3,628	\$80,630
	17	\$74,996	\$3,534	\$78,530
	16	\$72,989	\$3,439	\$76,428
	15	\$71,150	\$3,353	\$74,503
	14	\$69,310	\$3,266	\$72,576
	13	\$67,471	\$3,179	\$70,650
	12	\$65,632	\$3,093	\$68,725
	11	\$63,960	\$3,014	\$66,974
	10	\$62,287	\$2,935	\$65,222
	9	\$60,615	\$2,856	\$63,471
	8	\$58,943	\$2,777	\$61,720
	7	\$57,438	\$2,706	\$60,144
	6	\$55,933	\$2,636	\$58,569
	5	\$54,428	\$2,565	\$56,993
	4	\$52,923	\$2,494	\$55,417
	3	\$51,586	\$2,431	\$54,017
PROBATIONARY				
SALARY	W/TRS			
\$49,656	\$51,996	2	\$50,248	\$52,616
		1	\$48,910	\$51,215

M + 32	STEP	SALARY	TRS	TOTAL
	22	\$91,550	\$4,314	\$95,864
	21	\$85,112	\$4,010	\$89,122
	20	\$83,106	\$3,916	\$87,022
	19	\$81,099	\$3,821	\$84,920
	18	\$79,092	\$3,727	\$82,819
	17	\$77,086	\$3,632	\$80,718
	16	\$75,079	\$3,538	\$78,617
	15	\$73,240	\$3,451	\$76,691
	14	\$71,401	\$3,364	\$74,765
	13	\$69,561	\$3,278	\$72,839
	12	\$67,722	\$3,191	\$70,913
	11	\$66,050	\$3,112	\$69,162
	10	\$64,378	\$3,033	\$67,411
	9	\$62,705	\$2,955	\$65,660
	8	\$61,033	\$2,876	\$63,909
	7	\$59,528	\$2,805	\$62,333
	6	\$58,023	\$2,734	\$60,757
	5	\$56,519	\$2,663	\$59,182
	4	\$55,014	\$2,592	\$57,606
	3	\$53,676	\$2,529	\$56,205
PROBATIONARY				
SALARY	W/TRS			
\$51,656	\$54,090	2	\$52,338	\$54,804
		1	\$51,000	\$53,403

M + 48	STEP	SALARY	TRS	TOTAL
	23	\$96,274	\$4,536	\$100,810
	22	\$94,811	\$4,467	\$99,278
	21	\$90,630	\$4,270	\$94,900
	20	\$85,196	\$4,014	\$89,210
	19	\$83,189	\$3,920	\$87,109
	18	\$81,183	\$3,825	\$85,008
	17	\$79,176	\$3,731	\$82,907
	16	\$77,170	\$3,636	\$80,806
	15	\$75,330	\$3,550	\$78,880
	14	\$73,491	\$3,463	\$76,954
	13	\$71,651	\$3,376	\$75,027
	12	\$69,812	\$3,290	\$73,102
	11	\$68,140	\$3,211	\$71,351
	10	\$66,468	\$3,132	\$69,600
	9	\$64,796	\$3,053	\$67,849
	8	\$63,123	\$2,974	\$66,097
	7	\$61,619	\$2,903	\$64,522
	6	\$60,114	\$2,833	\$62,947
	5	\$58,609	\$2,762	\$61,371
	4	\$57,104	\$2,691	\$59,795
	3	\$55,766	\$2,628	\$58,394
PROBATIONARY				
SALARY	W/TRS			
\$53,656	\$56,184	2	\$54,428	\$56,993
		1	\$53,091	\$55,593

SCHEDULE A UFEA SALARY SCHEDULE FOR 2026-27 SCHEDULE BASE \$42,640 STARTING SALARY \$43,510 \$46,287 BOARD PAID TRS 6.00% (0.06383 WHEN COMPOUNDED)

Table for B + 0: Columns include STEP, SALARY, TRS, TOTAL. Rows 17-4. Probationary rows 3, 2, 1 with SALARY and W/TRS sub-columns.

Table for B + 8: Columns include STEP, SALARY, TRS, TOTAL. Rows 17-4. Probationary rows 3, 2, 1 with SALARY and W/TRS sub-columns.

Table for B + 16: Columns include STEP, SALARY, TRS, TOTAL. Rows 19-4. Probationary rows 3, 2, 1 with SALARY and W/TRS sub-columns.

Table for B + 24: Columns include STEP, SALARY, TRS, TOTAL. Rows 20-4. Probationary rows 3, 2, 1 with SALARY and W/TRS sub-columns.

Table for M + 0: Columns include STEP, SALARY, TRS, TOTAL. Rows 22-4. Probationary rows 3, 2, 1 with SALARY and W/TRS sub-columns.

Table for M + 16: Columns include STEP, SALARY, TRS, TOTAL. Rows 22-4. Probationary rows 3, 2, 1 with SALARY and W/TRS sub-columns.

Table for M + 32: Columns include STEP, SALARY, TRS, TOTAL. Rows 22-4. Probationary rows 3, 2, 1 with SALARY and W/TRS sub-columns.

Table for M + 48: Columns include STEP, SALARY, TRS, TOTAL. Rows 23-4. Probationary rows 3, 2, 1 with SALARY and W/TRS sub-columns.

		2023-2024 % of Base	2023-2024 Increment	2023-2024 Longevity	2024-2025 % of Base	2024-2025 Increment	2024-2025 Longevity	2025-2026 % of Base	2025-2026 Increment	2025-2026 Longevity	2025-2026 % of Base	2025-2026 Increment	2025-2026 Longevity
		\$40,180			\$40,984			\$41,804			\$42,640		
CHAIR - 1-3 FTE IN DEPARTMENT	CHR1/CHR1L	0.05	\$2,009	\$2,210	0.05	\$2,049	\$2,254	0.05	\$2,090	\$2,299	0.05	\$2,132	\$2,345
CHAIR - 4-7 FTE IN DEPARTMENT	CHR2/CHR2L	0.06	\$2,411	\$2,652	0.06	\$2,459	\$2,705	0.06	\$2,508	\$2,759	0.06	\$2,558	\$2,814
CHAIR - 8-11 FTE IN DEPARTMENT	CHR3/CHR3L	0.07	\$2,813	\$3,094	0.07	\$2,869	\$3,156	0.07	\$2,926	\$3,219	0.07	\$2,985	\$3,283
CHAIR - 12-15 FTE IN DEPARTMENT	CHR4/CHR4L	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
CHAIR - 16+ FTE IN DEPARTMENT	CHR5/CHR5L	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
DRIVERS EDUCATION COORDINATOR	DRIVE/DRIVEL	0.06	\$2,411	\$2,652	0.06	\$2,459	\$2,705	0.06	\$2,508	\$2,759	0.06	\$2,558	\$2,814
ASSISTANT ATHLETIC DIRECTOR	AAD	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159
HIGH SCHOOL ACTIVITY TREASURER	SHAT/SHATL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
PBIS COACH													
HIGH SCHOOL	PBISHS		\$1,000			\$1,000			\$1,000			\$1,000	
JUNIOR HIGH	PBISJH		\$800			\$800			\$800			\$800	
ELEMENTARY 300+ ENROLLMENT	PBIS2 300+		\$600			\$600			\$600			\$600	
ELEMENTARY <300 ENROLLMENT	PBIS1 <300		\$400			\$400			\$400			\$400	
SPORTS - HIGH SCHOOL													
HEAD COACHES													
BASEBALL	SHBE/SHBEL	0.16	\$6,429	\$7,072	0.16	\$6,557	\$7,213	0.16	\$6,689	\$7,358	0.16	\$6,822	\$7,505
BASKETBALL	SHBB/SHBBL	0.19	\$7,634	\$8,398	0.19	\$7,787	\$8,566	0.19	\$7,943	\$8,737	0.19	\$8,102	\$8,912
BASS FISHING		0.025	\$1,005	\$1,105	0.025	\$1,025	\$1,127	0.025	\$1,045	\$1,150	0.025	\$1,066	\$1,173
CROSS COUNTRY	SHCC/SHCCL	0.16	\$6,429	\$7,072	0.16	\$6,557	\$7,213	0.16	\$6,689	\$7,358	0.16	\$6,822	\$7,505
E-SPORTS		0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159
FOOTBALL	SHFT/SHFTL	0.19	\$7,634	\$8,398	0.19	\$7,787	\$8,566	0.19	\$7,943	\$8,737	0.19	\$8,102	\$8,912
GOLF	SHGF/SHGFL	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159
LACROSSE	SHLA/SHLAL	0.13	\$5,223	\$5,746	0.13	\$5,328	\$5,861	0.13	\$5,435	\$5,978	0.13	\$5,543	\$6,098
SOCCER	SHSO/SHSOL	0.16	\$6,429	\$7,072	0.16	\$6,557	\$7,213	0.16	\$6,689	\$7,358	0.16	\$6,822	\$7,505
SOFTBALL	SHSB/SHSBL	0.16	\$6,429	\$7,072	0.16	\$6,557	\$7,213	0.16	\$6,689	\$7,358	0.16	\$6,822	\$7,505
SWIMMING	SHSW/SHSWL	0.16	\$6,429	\$7,072	0.16	\$6,557	\$7,213	0.16	\$6,689	\$7,358	0.16	\$6,822	\$7,505
TENNIS	SHTN/SHTNL	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159
TRACK	SHTR/SHTRL	0.16	\$6,429	\$7,072	0.16	\$6,557	\$7,213	0.16	\$6,689	\$7,358	0.16	\$6,822	\$7,505
VOLLEYBALL	SHVB/SHVBL	0.19	\$7,634	\$8,398	0.19	\$7,787	\$8,566	0.19	\$7,943	\$8,737	0.19	\$8,102	\$8,912
WRESTLING	SHWR/SHWRL	0.19	\$7,634	\$8,398	0.19	\$7,787	\$8,566	0.19	\$7,943	\$8,737	0.19	\$8,102	\$8,912
ASSISTANT COACHES													
BASEBALL	AVBE/AVBEL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
BASKETBALL	AVBB/AVBBL	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159
CROSS COUNTRY	AVCC/AVCCL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
E-SPORTS		0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
FOOTBALL	AVFT/AVFTL	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159

GOLF	AVGF/AVGFL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
LACROSSE	AVLA/AVLAL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
SOCCER	AVSO/AVSOL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
SOFTBALL	AVSB/AVSBL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
SWIMMING	ASW/ASWL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
TENNIS	AVTN/AVTNL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
TRACK	AVTR/AVTRL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
VOLLEYBALL	AVVB/AVVBL	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159
WRESTLING	AVWR/AVWRL	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159

SPORTS - JUNIOR HIGH

7/8-BASEBALL	JHBE/JHBEL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
7-BASKETBALL	JHBB/JHBBL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
8-BASKETBALL	JHBB/JHBBL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
7/8-SOFTBALL	JHSB/JHSBL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
7-TRACK	JHTR/JHTRL	0.06	\$2,411	\$2,652	0.06	\$2,459	\$2,705	0.06	\$2,508	\$2,759	0.06	\$2,558	\$2,814
8-TRACK	JHTR/JHTRL	0.06	\$2,411	\$2,652	0.06	\$2,459	\$2,705	0.06	\$2,508	\$2,759	0.06	\$2,558	\$2,814
7-VOLLEYBALL	JHVB/JHVBL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
8-VOLLEYBALL	JHVB/JHVBL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
7/8-WRESTLING	JHWR/JHWRL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
7/8-CROSS COUNTRY	JHCC/JHCCL	0.06	\$2,411	\$2,652	0.06	\$2,459	\$2,705	0.06	\$2,508	\$2,759	0.06	\$2,558	\$2,814

CHEERLEADERS / DANCE

HIGH SCHOOL

VARSITY FOOTBALL	CHFT/CHFTL	0.06	\$2,411	\$2,652	0.06	\$2,459	\$2,705	0.06	\$2,508	\$2,759	0.06	\$2,558	\$2,814
COMPETITIVE CHEER	CHBB/CHBBL	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159
SOPHOMORE	SOCH/SOCHL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
COMPETITIVE DANCE	DANHS	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159

JUNIOR HIGH

7/8 CHEERLEADER	JHC/JHCL	0.05	\$2,009	\$2,210	0.05	\$2,049	\$2,254	0.05	\$2,090	\$2,299	0.05	\$2,132	\$2,345
DANCE	DANJH	0.05	\$2,009	\$2,210	0.05	\$2,049	\$2,254	0.05	\$2,090	\$2,299	0.05	\$2,132	\$2,345

ADVISORS / SPONSORS

HIGH SCHOOL

TECHNICAL DIRECTOR	HSTD/HSTD L	0.1	\$4,018	\$4,420	0.1	\$4,098	\$4,508	0.1	\$4,180	\$4,598	0.1	\$4,264	\$4,690
HEAD SENIOR CLASS	HSCS/HSCSL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
HEAD JUNIOR CLASS	HJCS/HJCSL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
HEAD SOPHOMORE CLASS	SOCS/SOCSL	0.01	\$402	\$442	0.01	\$410	\$451	0.01	\$418	\$460	0.01	\$426	\$469
HEAD FRESHMAN CLASS	HFCS/HFCSL	0.01	\$402	\$442	0.01	\$410	\$451	0.01	\$418	\$460	0.01	\$426	\$469
FCCLA SPONSOR	FHA/FHAL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
NEWSPAPER	SHNS/SHNSL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
STUDENT COUNCIL	SHSC/SHSCL	0.1	\$4,018	\$4,420	0.1	\$4,098	\$4,508	0.1	\$4,180	\$4,598	0.1	\$4,264	\$4,690
YEARBOOK	SHYB/SHYBL	0.08	\$3,214	\$3,536	0.08	\$3,279	\$3,607	0.08	\$3,344	\$3,679	0.08	\$3,411	\$3,752
FBLA	SHYB/SHYBL	0.0125	\$502	\$552	0.0125	\$512	\$564	0.0125	\$523	\$575	0.0125	\$533	\$586

JUNIOR HIGH													
FCCLA SPONSOR	FHA/FHAL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
STUDENT SENATE	JHSS/JHSSL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876
YEARBOOK	JHYB/JHYB	0.06	\$2,411	\$2,652	0.06	\$2,459	\$2,705	0.06	\$2,508	\$2,759	0.06	\$2,558	\$2,814
SPIRIT CLUB	JHSC/JHSC	0.02	\$804	\$884	0.02	\$820	\$902	0.02	\$836	\$920	0.02	\$853	\$938
ELEMENTARY													
STUDENT COUNCIL	ELSC/ELSCL	0.02	\$804	\$884	0.02	\$820	\$902	0.02	\$836	\$920	0.02	\$853	\$938
PATROL	ELPA/ELPAL	0.02	\$804	\$884	0.02	\$820	\$902	0.02	\$836	\$920	0.02	\$853	\$938
ACADEMIC - COACHES													
HIGH SCHOOL													
MOCK TRIAL	SHMT/SHMTL	0.015	\$603	\$663	0.015	\$615	\$676	0.015	\$627	\$690	0.015	\$640	\$704
CHESS	SHCH/SHCHL	0.025	\$1,005	\$1,105	0.025	\$1,025	\$1,127	0.025	\$1,045	\$1,150	0.025	\$1,066	\$1,173
DRAMA	SHDR/SHDRL	0.11	\$4,420	\$4,862	0.11	\$4,508	\$4,959	0.11	\$4,598	\$5,058	0.11	\$4,690	\$5,159
SCHOLASTIC BOWL	SCB/SCBL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
ASST. SCHOLASTIC BOWL	SCBA/SCBAL	0.055	\$2,210	\$2,431	0.055	\$2,254	\$2,480	0.055	\$2,299	\$2,529	0.055	\$2,345	\$2,580
SPEECH	SHSP/SHSPL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
ASSISTANT SPEECH	SHAS/SHASL	0.055	\$2,210	\$2,431	0.055	\$2,254	\$2,480	0.055	\$2,299	\$2,529	0.055	\$2,345	\$2,580
MATH TEAM	SHMAT/SHMATL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
JUNIOR HIGH													
MATH	JHMA/JHMAL	0.03	\$1,205	\$1,326	0.03	\$1,230	\$1,352	0.03	\$1,254	\$1,380	0.03	\$1,279	\$1,407
DRAMA	JHDR/JHDRL	0.03	\$1,205	\$1,326	0.03	\$1,230	\$1,352	0.03	\$1,254	\$1,380	0.03	\$1,279	\$1,407
CHESS	JHCH/JHCHL	0.01	\$402	\$442	0.01	\$410	\$451	0.01	\$418	\$460	0.01	\$426	\$469
SPEECH	JHSP/JHSPL	0.03	\$1,205	\$1,326	0.03	\$1,230	\$1,352	0.03	\$1,254	\$1,380	0.03	\$1,279	\$1,407
YOUNG AUTHORS	JHYA/JHYAL	0.02	\$804	\$884	0.02	\$820	\$902	0.02	\$836	\$920	0.02	\$853	\$938
ELEMENTARY													
CHESS	ELCH/ELCHL	0.01	\$402	\$442	0.01	\$410	\$451	0.01	\$418	\$460	0.01	\$426	\$469
YOUNG AUTHORS-SGL/DBL	YA1/YA1L	0.01	\$402	\$442	0.01	\$410	\$451	0.01	\$418	\$460	0.01	\$426	\$469
YOUNG AUTHORS-TRI/QUAD	YA2/YA2L	0.02	\$804	\$884	0.02	\$820	\$902	0.02	\$836	\$920	0.02	\$853	\$938
MUSIC													
HIGH SCHOOL													
BAND	SHBA/SHBAL	0.045	\$1,808	\$1,989	0.045	\$1,844	\$2,029	0.045	\$1,881	\$2,069	0.045	\$1,919	\$2,111
ASST. BAND	ASBA/ASBAL	0.045	\$1,808	\$1,989	0.045	\$1,844	\$2,029	0.045	\$1,881	\$2,069	0.045	\$1,919	\$2,111
JAZZ BAND	SHJZ/SHJZL	0.03	\$1,205	\$1,326	0.03	\$1,230	\$1,352	0.03	\$1,254	\$1,380	0.03	\$1,279	\$1,407
CHOIR	SHCR/SHCRL	0.045	\$1,808	\$1,989	0.045	\$1,844	\$2,029	0.045	\$1,881	\$2,069	0.045	\$1,919	\$2,111
ORCHESTRA	SHOR/SHORL	0.045	\$1,808	\$1,989	0.045	\$1,844	\$2,029	0.045	\$1,881	\$2,069	0.045	\$1,919	\$2,111
WINTER GUARD DIRECTOR	WGD/WGDL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
WINTER GUARD ASST. DIR.	WGAD/WGADL	0.045	\$1,808	\$1,989	0.045	\$1,844	\$2,029	0.045	\$1,881	\$2,069	0.045	\$1,919	\$2,111
VOCAL ENSEMBLE DIRECTOR	SCDR/SCDRL	0.03	\$1,205	\$1,326	0.03	\$1,230	\$1,352	0.03	\$1,254	\$1,380	0.03	\$1,279	\$1,407
MARCHING BAND DIRECTOR	MBDR/MBDRL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
ASSISTANT MARCHING BAND DIRECTOR	ASBDR/ASBDRL	0.045	\$1,808	\$1,989	0.045	\$1,844	\$2,029	0.045	\$1,881	\$2,069	0.045	\$1,919	\$2,111
MUSICAL DIRECTOR	MUDR/MUDRL	0.04	\$1,607	\$1,768	0.04	\$1,639	\$1,803	0.04	\$1,672	\$1,839	0.04	\$1,706	\$1,876

ASST. MUSICAL DIRECTOR	ASMU/ASMUL	0.02	\$804	\$884	0.02	\$820	\$902	0.02	\$836	\$920	0.02	\$853	\$938
MUSICAL ACCOMPANIST	MUAC/MUACL	0.015	\$603	\$663	0.015	\$615	\$676	0.015	\$627	\$690	0.015	\$640	\$704
MUSICAL ORCHESTRA DIR.	MUOR/MUORL	0.015	\$603	\$663	0.015	\$615	\$676	0.015	\$627	\$690	0.015	\$640	\$704
COLOR GUARD (FLAGS)	COGU/COGUL	0.09	\$3,616	\$3,978	0.09	\$3,689	\$4,057	0.09	\$3,762	\$4,139	0.09	\$3,838	\$4,221
DRUM LINE	DRUM/DRUML	0.045	\$1,808	\$1,989	0.045	\$1,844	\$2,029	0.045	\$1,881	\$2,069	0.045	\$1,919	\$2,111
MADRIGALS	SHMA/SHMAL	0.03	\$1,205	\$1,326	0.03	\$1,230	\$1,352	0.03	\$1,254	\$1,380	0.03	\$1,279	\$1,407
WINTER DRUMLINE	WDRU/WDRUL	0.03	\$1,205	\$1,326	0.03	\$1,230	\$1,352	0.03	\$1,254	\$1,380	0.03	\$1,279	\$1,407

JUNIOR HIGH

BAND	JHBA/JHBAL	0.035	\$1,406	\$1,547	0.035	\$1,434	\$1,578	0.035	\$1,463	\$1,609	0.035	\$1,492	\$1,642
JAZZ BAND	JHJZ/JHJZL	0.02	\$804	\$884	0.02	\$820	\$902	0.02	\$836	\$920	0.02	\$853	\$938
CHOIR	JHCR/JHCRL	0.035	\$1,406	\$1,547	0.035	\$1,434	\$1,578	0.035	\$1,463	\$1,609	0.035	\$1,492	\$1,642
ORCHESTRA	JHOR/JHORL	0.035	\$1,406	\$1,547	0.035	\$1,434	\$1,578	0.035	\$1,463	\$1,609	0.035	\$1,492	\$1,642

ELEMENTARY

SCHOOL CONCERTS		0.01	\$402	\$442	0.01	\$410	\$451	0.01	\$418	\$460	0.01	\$426	\$469
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TECHNOLOGY

BUILDING TECHNOLOGY COACH	BTECH		\$1,000			\$1,000			\$1,000			\$1,000	
HIGH SCHOOL - Webmaster	WEBH/WEBHL	0.06	\$2,411	\$2,652	0.06	\$2,459	\$2,705	0.06	\$2,508	\$2,759	0.06	\$2,558	\$2,814
HIGH SCHOOL IMC - Webmaster	WEBI/WEBIL	0.01	\$402	\$442	0.01	\$410	\$451	0.01	\$418	\$460	0.01	\$426	\$469
MIDDLE SCHOOL - Webmaster	WEBM/WEBML	0.03	\$1,205	\$1,326	0.03	\$1,230	\$1,352	0.03	\$1,254	\$1,380	0.03	\$1,279	\$1,407
ELEMENTARY - Webmaster	WEBE/WEBL	0.02	\$804	\$884	0.02	\$820	\$902	0.02	\$836	\$920	0.02	\$853	\$938

EXTRA DUTIES - PER SEMESTER

Extra Assignment: Instructional		0.06	\$2,411		0.06	\$2,459		0.06	\$2,508		0.06	\$2,558	
Extra Assignment: Non-Instructional*		0.03	\$1,205		0.03	\$1,230		0.03	\$1,254		0.03	\$1,279	
<i>*includes Noon Hour Supervision</i>													

ADDITIONAL EDUCATION ATTAINMENT

PhD, EdD			\$1,500			\$1,500			\$1,500			\$1,500	
National Board Teacher Certification*			\$1,500			\$1,500			\$1,500			\$1,500	
CCC*			\$1,500			\$1,500			\$1,500			\$1,500	
LCSW*			\$1,500			\$1,500			\$1,500			\$1,500	
Nationally Certified School Counselor*			\$1,500			\$1,500			\$1,500			\$1,500	
Nationally Certified School Psychologist*			\$1,500			\$1,500			\$1,500			\$1,500	
Nationally Certified School Nurse*			\$1,500			\$1,500			\$1,500			\$1,500	

* for full-time employees only

An employee who has performed the same assignment for 5 cumulative years shall be additionally compensated in the amount of .10 times the current rate for the applicable Schedule B assignment. This does not include Extra Assignments or Additional Educational Attainment.

- Longevity in coaching would be gained by doing the same Schedule B indexed sport at any level for 5 years.
- Longevity in music would be gained by holding a position within the specific category at any level for 5 years.
- Longevity in any academic area would be gained by doing the same Schedule B activity at any level for 5 years.

When a bargaining unit member and non-bargaining unit member are equally qualified in all respects for a Schedule B position, the bargaining unit member will be hired.