

SUNBURST SCHOOL
BOARD OF TRUSTEES REGULAR MEETING
Wednesday, February 12, 2025
NTCHS LIBRARY – 7:00 PM

1. Call the meeting to order & pledge to our flag
2. Student of the Month Recognition Discussion
3. Consent Agenda Action 1
 - a. Consideration to approve minutes from the January 14, 2025, Regular Board Meeting.
 - b. Consideration to approve Warrants, Payroll, & Warrants to Void since last regular meeting
 - c. Athletic Extra-Curricular Hiring for 2024-25
Jeff Nix – High School Head Track Coach
Ulan Omdahl – High School Assistant Track Coach
Connor Sullivan – Assistant Junior High Track Coach
Barb Roberts – Unified Track Coach
4. Public comments about items that are not on the agenda. Discussion

The Board would like to remind everyone in attendance that public comment is for members of the public to give input on public matters, not personal issues. To avoid violations of privacy, a member of the public wishing to address the Board will NOT be allowed to make comments about any student, staff member or member of the public during his/her designated time to speak. In order to maintain order and to allow everyone the opportunity to speak, the chair may choose to limit an individual's time. By law, the district cannot take any action on matters that come up during public comment.
5. Business Manager's Report Discussion
6. Transportation Director's Report Discussion
7. Technology Report Discussion
8. Athletic Director Report Discussion
9. Elementary Lead Teacher Report Discussion
10. Superintendent's Report Discussion
11. New/Old Business Action 2
 - a. Consideration to approve out of district contract(s) Action 3
 - b. Consideration to approve Dale Ducharm as a substitute teacher Action 4
 - c. Consideration to approve the STO agreement Action 5
 - d. Consideration to accept the resignation of Willie Wilson Action 6
 - e. Consideration to approve hiring Dan Hout for custodial/maintenance Action 7
 - f. Consideration to approve the school calendar for 2025-2026 Action 8
 - g. Consideration to approve teacher contracts as listed Action 9
 - h. Consideration to approve the call for elections
12. Next Regular Board Meeting—March 11, 2025 at 7:00 PM
There will be a building walk-through beginning at the bus barn at 5:00PM.
13. Adjourn Action 10

Information about this agenda, including the Board packet and supplemental documents, is available at the School District office. Please contact the office if you have any questions. The Board Chair is authorized to adjust the order of agenda items to accommodate scheduling needs of interested parties.

SUNBURST SCHOOL DISTRICT #2
REGULAR MEETING

BOARD MINUTES

February 12, 2025

- 1) **CALL TO ORDER:** The Regular meeting of the Board of Trustees was called to order at 7:00pm by Chair Marcia Manthey with the ***pledge to our flag***. The School District No. 2. Trustees present to constitute a quorum were:

Marcia Manthey, Chairman - present

Lyle Benjamin, Trustee - present

Jonette Johannsen, present

Marlena McAlpine, Vice-Chairman - present

Teresa Berthelote, Trustee - present

Guests and staff in attendance were:

Tyler Bucklin, Superintendent

Dan Nau, Business Manager

District Staff – See attached list

- 2) **STUDENT OF THE MONTH RECOGNITION**

The school board was pleased to recognize the January students of the Month from Sunburst Schools. The NTCHS winner was Junior Ali Nau. The winner from Sunburst Junior High was Tripp McAlpine. The winner from Sunburst Elementary was Tucker McAlpine. The board congratulated the students and acknowledged their great work at Sunburst Schools. A picture was taken with the board and the students of the month that were in attendance.

- 3) **AGENDA**

Action 1

Consent Agenda

- a. Consideration to approve minutes from the January 14, 2025 Regular Board.
- b. Consideration to approve Warrants, Payroll, & Warrants to Void since the last regular meeting
- c. Athletic Extra-curricular Hiring for 2024-25
Jeff Nix – High School Head Track Coach
Ulan Omdahl – High School Assistant Track Coach
Barb Roberts – Unified Track Coach

Dan directed the board to the January summary expenditure reports. The reports reflect all P-card transactions for January, claim checks 30325-30357, payroll checks 40208-402212, no voided checks, as well as all payroll electronic transactions.

Jonette made the motion to accept the consent agenda. Marlena seconded the motion and it passed unanimously.

- 4) **PUBLIC COMMENTS ABOUT ITEMS THAT ARE NOT ON THE AGENDA**

Caitlyn Roark inquired about the next steps involved and when action(s) will be taken about her parental concern. Marcia stated that we are waiting for the investigator's information and our lawyers recommendations before any decisions or next steps can be made.

- 5) **BUSINESS MANAGER'S REPORT:** (see attached report)

Dan reviewed his report.

- 6) **TRANSPORTATION:**

Ulan reviewed his report.

- 7) **TECHNOLOGY DIRECTOR'S REPORT:** (see attached report)

Dan reviewed his report.

- 8) **ATHLETIC DIRECTOR'S REPORT:** (see attached report)
Jeff reviewed his report. Lyle inquired about whether the NIL was controversial and Jeff stated that there were a lot of questions, etc. Schools have to track the NIL student money (\$500 per student). It was noted that golfers and summer basketball players that win titles/prize money are part of the NIL money. The 8th grade rule that we brought was the most controversial but it did pass. The transfer rule did not pass and Jeff and Tyler explained the rationale as it involved moving within a 50 mile radius and having to sit for 90 days. Jeff is 2 for 2 on passing MHSA rule changes which is quite remarkable compared to the normal pass rate. It was noted that many small schools are in a similar position to us and will benefit from athletes being able to play JH and HS sports concurrently.
- 9) **ELEMENTARY LEAD TEACHER REPORT:** (see attached report)
Shannon reviewed his report. Shannon also wanted to recognize Officer Jeff Robins as today is SRO Appreciation Day.
- 10) **SUPERINTENDENT'S REPORT:** (see attached report)
Tyler reviewed his report.
- 11) **NEW/OLD BUSINESS**
- a. **Consideration to approve Out of District Contracts** **Action 2**
There were none.
- b. **Consideration to approve Dale Ducharm as a substitute teacher** **Action 3**
Supt. Bucklin explained that Dale applied to be a substitute and that he recommends hiring him as a substitute pending a positive background check. Lyle inquired if Browning had any comment on him and Tyler stated no. Marcia asked Tyler if lived here in Sunburst and Tyler said he thought he had just moved to town. Teresa made the motion to accept Dale Ducharm as a substitute teacher pending a positive background check. Jonette second the motion and it passed by a 4-0 vote with Lyle abstaining
- c. **Consideration approve the STO agreement** **Action 4**
Supt. Bucklin and the board negotiation committee presented the 3 year agreement that includes some changes as noted in the certified salary matrixes and other handouts. Lyle noted that the negotiations were smooth and he appreciated the cooperation from the STO/teachers. Dan and Tyler explained some of the benefits that our District will see as a result of qualifying for the STARS Act. Tyler further clarified the wording and noted changes in language in the CBA. Jonette made the motion to accept the negotiated STO agreement. Lyle seconded the motion and it passed unanimously.
- d. **Consideration to accept the resignation of Wilson** **Action 5**
Mr. Bucklin noted that Willie will continue to work through the remainder of his contract (June 30, 2025). The board expressed their appreciation to Mr. Wilson for his service to the district. Lyle asked if there was a way of retaining that institutional knowledge. Tyler noted that the next agenda item will help with passing on knowledge. The board extended their appreciation to Willie for his years of service and wished him a happy retirement. Teresa made the motion to accept Willie Wilson's resignation. Jonette seconded the motion. The motion passed unanimously.
- e. **Consideration to approve hiring Dan Hout for custodial/maintenance** **Action 6**
Supt. Bucklin stated that he had interviewed Dan Hout and felt like his background in concrete and construction as well as his ability to also serve as a bus driver would be a great addition to our District. This will allow him to obtain some of the institutional knowledge. He seems like a Swiss Army Knife that could complete a variety of tasks. Lyle made the motion to hire Dan Hout as a custodian at Sunburst Schools. Marlena seconded the motion and it passed unanimously.
- f. **Consideration to approve the school calendar for 2025-2026** **Action 7**
Dan stated that the basic template for this calendar mirrors the calendars from years Past. It was agreed upon by Mr. Nau representing the administration and the STO. Marcia inquired about the long break in between Easter and the end of the year. Dan explained that this was discussed but we could not find a day to steal to fill that void. Shannon noted that the later start date is good for agricultural families. Marlena made the Motion to approve the presented 2025-2026 district calendar. Jonette seconded the motion and it passed unanimously.

g. Consideration to approve teacher contracts as listed

Action 8

Mr. Bucklin made the recommendation to approve the certified contracts for staff members from the attached list. It was noted that Hayley Tharp stated she was not interested in continuing with music for the upcoming year so we will have to look for a new music teacher. Lyle made the motion to approve the contracts as listed. Jonette seconded the motion and it passed unanimously.

h. Consideration to approve the call for elections

Action 9

Dan noted that there is one open board position for the 2025-2028 school board position that is currently held by Jonette Johannsen. As such, the board needs to officially call for elections so candidates can file, etc. Jonette made the motion to approve the call for elections for Sunburst Schools. Teresa seconded the motion and it passed unanimously.

Next Regular Board Meeting — **March 11, 2025 at 7:00 PM**

There will be a building walk-through beginning at the bus barn at 5:00pm.

12) ADJOURN

Action 10

Lyle moved to adjourn the meeting at 7:53pm. Jonette seconded the motion. The motion passed unanimously.

Marcia Marthuf
BOARD CHAIRPERSON

J. Lyle
BUSINESS MANAGER

DATE: 3/11/25

DATE: 3-11-25

Business Manager Report –February 12, 2025
Dan Nau

During this meeting being held on February 12, 2025, one of the action items doing the call for election for the one open trustee position this year (Jonette Johannsen). This term will last from May 2025-2028. This will be for a mail-in election with the election date being on May 6, 2025.

All tax forms were completed and mailed in a timely manner.

Our insurance representative provided our employees with a great Zoom video call to go over many of the benefits that are available to our employees at little to no cost so that employees can best utilize all that our great insurance plan offers.

Transportation Report
2/12/25

All the routes are going well.

The old Kevin Bus is back in Cut Bank. They have the part we needed for the Webasto, and they are going to look at the new codes it's reading.

The new Kevin Bus has been running good. Little fixes are being done to make it better. For example, headlight adjustments and cold air coming into the cab.

School Board Technology Report February 12, 2025

Technology:

- We continue to make sure that all of our computers are being updated to run Windows 11 by November 25. After that time, Microsoft will no longer provide updates or security patches.
- Technology is working well to support the learning for our students and staff at Sunburst Schools.

- Due to family priorities for our spring high school coaches we are reshuffling our staff and recommending the following:

HS Head – Jeff Nix

HS Assistant – Ulan Omdahl (currently JH Assistant)

JH Assistant – Connor Sullivan

(Please note - JH Head under contract – Darcy Fairhurst)

- At the MHSA annual meeting, Sunburst was successful in attaining a 2/3 majority votes and starting in the fall 8th graders can play the same sport for JH & HS at the same time.
- Also passing were the following MHSA initiatives: Awards/Prizes up to \$500 acceptance in monetary value, Students can accept NIL – with no ties to school, 3 game ban for fan ejections, 2 year physical forms
- Speech and Drama Results: All four participants advanced to state
- Basketball Districts @ CMR, Divisonals @ Great Falls – 4 Seasons
- Spring Sports first day of practice HS is March 10
- JH Track first practice March 24

February Board Report- By Shannon Dunk (Elem. Lead Teacher)

*Winter Benchmarking has been completed as of the week of January 20-24th.

*MLK Jr. Day - No School on Monday, January 20th.

*Mrs. Nau had her 1st day of Preschool on Wednesday, January 29th. She had 8 preschool students show up on the first day as well as her Kindergarten Class of 8. Thanks to Mrs. Nau for offering this wonderful opportunity for the youth of our community to get an early start on being ready for Kindergarten.

*The K-6 2nd Quarter Awards Ceremony was held on Friday, January 24th @ 1:45. There were several classroom awards presented along with honor roll and perfect attendance awards.

*We had a hearing screening for all Kindergarten, 1st grade, all new students, and any student referrals on Friday, January 31st.

*February 3rd-7th we celebrated Lunch Lady Appreciation Week. Each day the various classes made a sign or poster for the lunch ladies and brought them some special treats. The classes also learned about and helped with the cleaning of the lunchroom one day during the week. Thanks to Lorrie and Brandi for the awesome and nutritious breakfasts and lunches that they provide each day for the staff and students.

*Toole County Spelling Bee on Monday, February 10th @ 6pm in the Shelby HS auditorium.

K-6 Enrollment= 58 Students (Down 4 from one month ago).

SUNBURST SCHOOL DISTRICT

Superintendent Report to the Board

2-12-25

Facilities

Willie has put in his letter of resignation that will take effect at the end of June. I would like to thank Willie for all of his years of service and wish him the very best in everything that he does.

With that I am recommending that we hire Dan Hout to replace Willie. I know that Willie isn't done until June but this will give Dan a chance to have Willie show him around and answer questions that arise during the school year. Also, Lynn is going to be gone for six weeks coming up and we could use the extra help while he is gone.

Enrollment

High School - 38 Junior High - 25 Elementary - 58

		9-10	10-8	11-12	12-10	1-14	2-12	3-11	4-8	5-13
K		8	8	8	8	10	8			
1		6	5	5	5	6	5			
2		11	11	11	12	12	12			
3		7	7	7	7	7	7			
4		10	9	9	10	10	10			
5		9	9	9	9	9	9			
6		8	8	8	8	8	7			
7		9	10	10	10	10	10			
8		15	16	16	16	16	15			
9		7	9	9	9	9	9			
10		10	10	10	10	10	10			
11		14	13	12	12	12	11			
12		7	7	8	8	8	8			
Total		119	122	122	124	127	121			

Negotiations

The CBA is complete and ready for board approval.

Junior High Co-Op with Shelby Report

We contacted our insurance company and they highly recommended that if we were to co-op with Shelby for a sport that the school provide transportation and a coach/driver to drive that transportation because of liability exposure. At this time I would recommend that we do not co-op with Shelby for Junior High wrestling.

Personel

I am recommending that we hire the attached list of certified teachers for the school year 25-26.

Dale Ducharm has moved to Sunburst from Browning and has applied for a substitute teacher position. He was a substitute teacher in Browning before he moved. I am recommending that we hire Dale as a substitute teacher pending a positive background check.

Extracurricular and Student Activities

- High School Basketball
 - Valier (H) 2/14 - Senior Night
 - @ Augusta 2/15
 - District Tournament 2/20-22 @ CMR
 - Divisional Tournament 2/26-3/1 @ Four Seasons Arena
- High School Track
 - Practice Begins 3/10
- FFA
 - @ Valier LDE Event 2/17
- Local Science Fair 2/26
- Regional Science Fair @ GF 3/11
- Art Mobile 3/3-4
- 5-12 Grade Ski Trip to Showdown 3/6
- 3rd Quarter Midterm 2/21

February 5, 2025

Walter L. Wilson

Custodian Sunburst High School

Tyler Bucklin

Superintendent Sunburst Schools

This letter is to inform you that I plan to retire from my position at the end of my contract
In June 2025.

A handwritten signature in blue ink that reads "Walter L. Wilson". The signature is fluid and cursive, with the first name "Walter" and last name "Wilson" clearly legible.

Walter L. Wilson

Certified Staff Recommended for 2025-2026

Alex Aschim
Whitney Aschim
Patricia Bergstrom
Melissa Chilton
Shannon Dunk
Shayle Ehlers
Brandi Farbo
Ula Hilt-Omdahl
Natalie Kerfoot
Melissa Nau
Amanda Nix
Jeff Nix
Kortnee Pace
Hali Richmond
Kris Ryan
Kaitlyn Smith
Chelsea Taylor
Janna Tomsheck

Proposed Calendar 2025-2026 Sunburst Schools

July 25						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 25						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

January 26						
Su	M	Tu	W	Th	F	Sa
	1	2	3			
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

May 26						
Su	M	Tu	W	Th	F	Sa
	1	2				
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

August 25						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December 25						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 26						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

August 26						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

REQUIRED HOURS =
 Monday-Thurs. = 1080
 Fridays = 137
 Total Days = 32
 Hours NTCHS = 169
 Hours 3 & 4 = 1092.533333
 1094.666667

54800 913.3333
 10752 179.2
 54800 913.3333
 10880 181.3333
 400
 340

NTCHS Mon-Thurs = 400
 NTCHS Fri. 336
 Elem 3-4 Mon-Thurs. = 400
 Elem 3-4 Fri. = 340
 3 & 4 8:15-10:00 105
 Mon-Thurs 10:00-11:40 100
 12:15-3:30 195
 3 & 4 8:15-10:00 105
 Friday 10:00-11:40 100
 12:15-2:30 135

Aug. 15 - First Day of Practice
 Aug. 25 & 26 - PIR Days
 Aug. 27 - First Day of School
 Sept. 1 - Labor Day
 Oct. 16 & 17 - MEA Convention
 Oct. 30-Nov. 1 - District VB
 Nov. 7 - PT Conferences (No school)
 Nov. 20 - Basketball begins
 Nov. 26-28 - Thanksgiving
 Dec. 20-Jan. 4 - Christmas Break
 Jan. 19 - MLK Day
 Feb. 16 - Presidents Day
 Feb. 16-21 - District BB
 Mar. 20 - No School
 Apr. 2-7 - Easter Break
 May 16 - Graduation
 May 25 - Memorial Day
 Q1 = Aug. 27-Oct. 31 (45 days)
 Q1 Midterm = Sept. 26
 Q2 = Nov. 3-Jan. 16 (41 days)
 Q2 Midterm = Dec. 5
 Q3 = Jan. 19-Mar 20 (42 days)
 Q3 Midterm = Feb. 20
 Q4 = Mar. 23-May 22 (41 days)
 Q4 Midterm = Apr. 24
 PIR Days
 Aug. 25, 26 - Back to School PIR
 Oct. 16, 17 - MEA
 Nov. 7 - PT Conference
 Apr. 7 - Spring PIR
 May. 26 - Record Keeping

2025-2026

SUNBURST SCHOOL DISTRICT #2 CERTIFIED SALARY SCHEDULE

STEPS	BA	BA+15 Qtrs or 10 Sem	BA+30 Qtrs or 20 Sem	5th Year, 30 Sem or 45 Qtr	MASTERS	MASTERS +10
\$41,615	0.030	0.033	0.0355	0.037	0.0375	0.038
(add to each step)	\$1,248.45	\$1,373.30	\$1,477.33	\$1,539.76	\$1,560.56	\$1,581.37
0 (8)	\$ 41,615	\$ 42,115	\$ 42,865	\$ 43,865	\$ 45,115	\$ 46,615
1 (9)	\$ 42,863	\$ 43,488	\$ 44,342	\$ 45,405	\$ 46,676	\$ 48,196
2 (10)	\$ 44,112	\$ 44,862	\$ 45,820	\$ 46,945	\$ 48,236	\$ 49,778
3 (11)	\$ 45,360	\$ 46,235	\$ 47,297	\$ 48,484	\$ 49,797	\$ 51,359
4 (12)	\$ 46,609	\$ 47,608	\$ 48,774	\$ 50,024	\$ 51,357	\$ 52,940
5 (13)	\$ 47,857	\$ 48,981	\$ 50,252	\$ 51,564	\$ 52,918	\$ 54,522
6 (14)	\$ 49,106	\$ 50,355	\$ 51,729	\$ 53,104	\$ 54,478	\$ 56,103
7 (15)	\$ 50,354	\$ 51,728	\$ 53,206	\$ 54,643	\$ 56,039	\$ 57,685
8 (16)	\$ 51,603	\$ 53,101	\$ 54,684	\$ 56,183	\$ 57,600	\$ 59,266
9 (17)	\$ 52,851	\$ 54,475	\$ 56,161	\$ 57,723	\$ 59,160	\$ 60,847
10 (18)	\$ 54,100	\$ 55,848	\$ 57,638	\$ 59,263	\$ 60,721	\$ 62,429
11 (19)	\$ 55,348	\$ 57,221	\$ 59,116	\$ 60,802	\$ 62,281	\$ 64,010
12 (20)	\$ 56,596	\$ 58,595	\$ 60,593	\$ 62,342	\$ 63,842	\$ 65,591
13 (21)	\$ 57,845	\$ 59,968	\$ 62,070	\$ 63,882	\$ 65,402	\$ 67,173
14 (22)	\$ 59,093	\$ 61,341	\$ 63,548	\$ 65,422	\$ 66,963	\$ 68,754
15 (23)		\$ 62,714	\$ 65,025	\$ 66,961	\$ 68,523	\$ 70,336
16 (24)		\$ 64,088	\$ 66,502	\$ 68,501	\$ 70,084	\$ 71,917
17 (25)		\$ 65,461	\$ 67,980	\$ 70,041	\$ 71,645	\$ 73,498
18 (26)			\$ 69,457	\$ 71,581	\$ 73,205	\$ 75,080
19 (27)			\$ 70,934	\$ 73,120	\$ 74,766	\$ 76,661
20 (28)			\$ 72,412	\$ 74,660	\$ 76,326	\$ 78,242

[\$500 INCREASE to BA+15, then \$250 INCREASE FOR EACH ADDITIONAL LANE]

2026-2027

SUNBURST SCHOOL DISTRICT #2

CERTIFIED SALARY SCHEDULE

REFLECTS 3% RAISE ON THE BASE

STEPS	BA	BA+15 Qtrs or 10 Sem	BA+30 Qtrs or 20 Sem	5th Year, 30 Sem or 45 Qtr	MASTERS	MASTERS +10
\$42,863	0.030	0.032	0.033	0.0345	0.035	0.0355
(add to each step)	\$1,285.90	\$1,371.63	\$1,431.64	\$1,478.79	\$1,500.22	\$1,521.65
0 (8)	\$ 42,863	\$ 43,363	\$ 44,113	\$ 45,113	\$ 46,363	\$ 47,863
1 (9)	\$ 44,149	\$ 44,735	\$ 45,545	\$ 46,592	\$ 47,864	\$ 49,385
2 (10)	\$ 45,435	\$ 46,107	\$ 46,977	\$ 48,071	\$ 49,364	\$ 50,907
3 (11)	\$ 46,721	\$ 47,478	\$ 48,408	\$ 49,550	\$ 50,864	\$ 52,428
4 (12)	\$ 48,007	\$ 48,850	\$ 49,840	\$ 51,029	\$ 52,364	\$ 53,950
5 (13)	\$ 49,293	\$ 50,222	\$ 51,272	\$ 52,507	\$ 53,865	\$ 55,472
6 (14)	\$ 50,579	\$ 51,593	\$ 52,703	\$ 53,986	\$ 55,365	\$ 56,993
7 (15)	\$ 51,865	\$ 52,965	\$ 54,135	\$ 55,465	\$ 56,865	\$ 58,515
8 (16)	\$ 53,151	\$ 54,336	\$ 55,567	\$ 56,944	\$ 58,365	\$ 60,037
9 (17)	\$ 54,437	\$ 55,708	\$ 56,998	\$ 58,423	\$ 59,865	\$ 61,558
10 (18)	\$ 55,722	\$ 57,080	\$ 58,430	\$ 59,901	\$ 61,366	\$ 63,080
11 (19)	\$ 57,008	\$ 58,451	\$ 59,861	\$ 61,380	\$ 62,866	\$ 64,602
12 (20)	\$ 58,294	\$ 59,823	\$ 61,293	\$ 62,859	\$ 64,366	\$ 66,123
13 (21)	\$ 59,580	\$ 61,195	\$ 62,725	\$ 64,338	\$ 65,866	\$ 67,645
14 (22)	\$ 60,866	\$ 62,566	\$ 64,156	\$ 65,816	\$ 67,367	\$ 69,167
15 (23)		\$ 63,938	\$ 65,588	\$ 67,295	\$ 68,867	\$ 70,688
16 (24)		\$ 65,310	\$ 67,020	\$ 68,774	\$ 70,367	\$ 72,210
17 (25)		\$ 66,681	\$ 68,451	\$ 70,253	\$ 71,867	\$ 73,732
18 (26)			\$ 69,883	\$ 71,732	\$ 73,367	\$ 75,253
19 (27)			\$ 71,315	\$ 73,210	\$ 74,868	\$ 76,775
20 (28)			\$ 72,746	\$ 74,689	\$ 76,368	\$ 78,296

[\$500 INCREASE to BA+15, then \$250 INCREASE FOR EACH ADDITIONAL LANE]

2027-2028

SUNBURST SCHOOL DISTRICT #2

CERTIFIED SALARY SCHEDULE

REFLECTS 3% RAISE ON THE BASE

STEPS	BA	BA+15 Qtrs or 10 Sem	BA+30 Qtrs or 20 Sem	5th Year, 30 Sem or 45 Qtr	MASTERS	MASTERS +10
\$44,149	0.030	0.031	0.032	0.0325	0.033	0.0335
(add to each step)	\$1,324.48	\$1,368.63	\$1,412.78	\$1,434.85	\$1,456.93	\$1,479.00
0 (8)	\$ 44,149	\$ 44,649	\$ 45,399	\$ 46,399	\$ 47,649	\$ 49,149
1 (9)	\$ 45,474	\$ 46,018	\$ 46,812	\$ 47,834	\$ 49,106	\$ 50,628
2 (10)	\$ 46,798	\$ 47,387	\$ 48,225	\$ 49,269	\$ 50,563	\$ 52,107
3 (11)	\$ 48,123	\$ 48,755	\$ 49,638	\$ 50,704	\$ 52,020	\$ 53,586
4 (12)	\$ 49,447	\$ 50,124	\$ 51,050	\$ 52,139	\$ 53,477	\$ 55,065
5 (13)	\$ 50,772	\$ 51,493	\$ 52,463	\$ 53,574	\$ 54,934	\$ 56,544
6 (14)	\$ 52,096	\$ 52,861	\$ 53,876	\$ 55,008	\$ 56,391	\$ 58,023
7 (15)	\$ 53,421	\$ 54,230	\$ 55,289	\$ 56,443	\$ 57,848	\$ 59,502
8 (16)	\$ 54,745	\$ 55,598	\$ 56,702	\$ 57,878	\$ 59,305	\$ 60,981
9 (17)	\$ 56,070	\$ 56,967	\$ 58,114	\$ 59,313	\$ 60,762	\$ 62,460
10 (18)	\$ 57,394	\$ 58,336	\$ 59,527	\$ 60,748	\$ 62,219	\$ 63,939
11 (19)	\$ 58,719	\$ 59,704	\$ 60,940	\$ 62,183	\$ 63,676	\$ 65,418
12 (20)	\$ 60,043	\$ 61,073	\$ 62,353	\$ 63,618	\$ 65,132	\$ 66,897
13 (21)	\$ 61,368	\$ 62,442	\$ 63,765	\$ 65,052	\$ 66,589	\$ 68,376
14 (22)	\$ 62,692	\$ 63,810	\$ 65,178	\$ 66,487	\$ 68,046	\$ 69,855
15 (23)		\$ 65,179	\$ 66,591	\$ 67,922	\$ 69,503	\$ 71,334
16 (24)		\$ 66,547	\$ 68,004	\$ 69,357	\$ 70,960	\$ 72,813
17 (25)		\$ 67,916	\$ 69,417	\$ 70,792	\$ 72,417	\$ 74,292
18 (26)			\$ 70,829	\$ 72,227	\$ 73,874	\$ 75,771
19 (27)			\$ 72,242	\$ 73,662	\$ 75,331	\$ 77,250
20 (28)			\$ 73,655	\$ 75,096	\$ 76,788	\$ 78,729

Coach	2025-26	2025-26	2026-27	2026-27	2027-28	2027-28
H.S. Extracurriculars	% Base	Salary Base	% Base	Salary Base	% Base	Salary Base
		\$ 41,615		\$ 42,863.00		\$ 44,149.00
Head Football	8.00%	\$ 3,329	8.00%	\$ 3,429	8.00%	\$ 3,532
Asst. Football	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Head Volleyball	8.00%	\$ 3,329	8.00%	\$ 3,429	8.00%	\$ 3,532
Asst. Volleyball	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Head Cross Country Track	6.00%	\$ 2,497	6.00%	\$ 2,572	6.00%	\$ 2,649
Asst. Cross Country Track	4.50%	\$ 1,873	4.50%	\$ 1,929	4.50%	\$ 1,987
Head Boys Basketball	8.00%	\$ 3,329	8.00%	\$ 3,429	8.00%	\$ 3,532
Asst. Boys Basketball	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Asst. Boys Basketball	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Head Girls Basketball	8.00%	\$ 3,329	8.00%	\$ 3,429	8.00%	\$ 3,532
Asst. Girls Basketball	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Head Track Coach	8.00%	\$ 3,329	8.00%	\$ 3,429	8.00%	\$ 3,532
Asst. Track Coach	4.50%	\$ 1,873	4.50%	\$ 1,929	4.50%	\$ 1,987
Asst. Track Coach	4.50%	\$ 1,873	4.50%	\$ 1,929	4.50%	\$ 1,987
Head HS Golf	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Asst. HS Golf	3.50%	\$ 1,457	3.50%	\$ 1,500	3.50%	\$ 1,545
Athletic Director	12.50%	\$ 5,202	12.50%	\$ 5,358	12.50%	\$ 5,519
Pep Band Coach	4.00%	\$ 1,665	4.00%	\$ 1,715	4.00%	\$ 1,766
Concession Advisor	8.00%	\$ 3,329	8.00%	\$ 3,429	8.00%	\$ 3,532
FCCLA Advisor	4.00%	\$ 1,665	4.00%	\$ 1,715	4.00%	\$ 1,766
FFA Advisor	4.00%	\$ 1,665	4.00%	\$ 1,715	4.00%	\$ 1,766
Nat'l Honor Society Advisor	2.00%	\$ 832	2.00%	\$ 857	2.00%	\$ 883
Pep Club Advisor (CANCELLE	2.000%	\$ 832	2.000%	\$ 857	2.000%	\$ 883
ProStart Advisor CANCELLED	2.00%	\$ 832	2.00%	\$ 857	2.00%	\$ 883
Science Advisor	4.00%	\$ 1,665	4.00%	\$ 1,715	4.00%	\$ 1,766
Robotics	2.00%	\$ 832	2.00%	\$ 857	2.00%	\$ 883
Assistant Science/Robotics	3.00%	\$ 1,248	3.00%	\$ 1,286	3.00%	\$ 1,324
Speech/Drama Coach	5.00%	\$ 2,081	5.00%	\$ 2,143	5.00%	\$ 2,207
Student Council/Pep Club	3.000%	\$ 1,248	3.000%	\$ 1,286	3.000%	\$ 1,324

Coach	25-26	2025-26	26-27	2026-27	27-28	2027-28
JH Extracurriculars	% Base	% Base	% Base	% Base	% Base	Base
		\$ 41,615.00		\$ 42,863.00		\$ 44,149.00
Head Football	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Asst. Football	4.00%	\$ 1,665	4.00%	\$ 1,715	4.00%	\$ 1,766
Head Volleyball	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Asst. Volleyball	4.00%	\$ 1,665	4.00%	\$ 1,715	4.00%	\$ 1,766
Head Boys Basketball	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Asst. Boys Basketball	4.00%	\$ 1,665	4.00%	\$ 1,715	4.00%	\$ 1,766
Head Girls Basketball	5.50%	\$ 2,289	5.50%	\$ 2,357	5.50%	\$ 2,428
Asst. Girls Basketball	4.00%	\$ 1,665	4.00%	\$ 1,715	4.00%	\$ 1,766
Head Track Coach	5.00%	\$ 2,081	5.00%	\$ 2,143	5.00%	\$ 2,207
Asst. Track Coach	3.50%	\$ 1,457	3.50%	\$ 1,500	3.50%	\$ 1,545
Athletic Director	4.00%	\$ 1,665	4.00%	\$ 1,715	4.00%	\$ 1,766
Head Spring Basketball Coach	1.50%	\$ 624	1.50%	\$ 643	1.50%	\$ 662
Asst. Spring Basketball Coac	1.50%	\$ 624	1.50%	\$ 643	1.50%	\$ 662
JH Science Advisor	3.00%	\$ 1,248	3.00%	\$ 1,286	3.00%	\$ 1,324

Negotiated Items for 2025-2028 CBA

- New Salary Schedule with base salary starting at \$41, 615 with a 3-year contract
- Cap the front load amount at \$3500 for an HSA account
- Teacher day beginning at 7:45 a.m.
- Changing in section 7.8(c) to "retain 25 days in their own unused sick leave account" to 30 days to be consistent with section 7.4 where a teacher must have "at least 30 days in their sick bank"
- CBA Language change: In Article 7-Leaves, 7.4 (payout of sick days at end of service) "5-9 years (insert word: continuous) service up to 50 days, 10-14 years (continuous) service up to 65 days..."
- CBA Language change: 9.5 "Extra curricular coaches and sponsors will be paid based on the definition in article 9.3 in a physical check ~~form not~~ or direct deposit. The coaches and advisors will be paid out after check-out by the Principal and/or Athletic Director."
- New Extra-Curricular Salary Schedule with new percentages and experience percentages, added position of JH Science
- Additional wording for Lane Change and Master's Program approval and addition of Appendix F (Lane Change Form)
- Grammatical Revision-will be completed with Tyler at a later date

New Language for Lane Change Approval would read as follows:

(10.7) Individual contracts will be modified to reflect the qualified educational lane changes one each year, effective at the beginning of the school year provided a transcript of qualifying credits is submitted to the superintendent's office no later than September 15 of each year.

- A. For the purpose of this schedule, a quarter shall consist of either fifteen (15) quarter hours or ten (10) semester hours (or the equivalent combination thereof) of training in the teacher's subject matter field or one that is closely related to it.
- B. All teachers who anticipate horizontal movement on the salary schedule must indicate such change on the Lane Change Form found in Appendix F-no later than May 1st of the school year prior to the anticipated horizontal movement. Failure to indicate anticipated horizontal movement before May 1st of the school year prior to the anticipated horizontal movement will result in such movement being denied. Documentation in the form of transcripts from an accredited college or university showing satisfactory completion of courses as described in this section must be furnished before September 15th. *(10.8) If a transcript is not available by September 15, other satisfactory evidence of successful completion of the course will be accepted, pending receipt of the official transcript. Satisfactory evidence will be grade records sent from the school in question. The grade report may be used to satisfy the time deadline but shall not be construed as satisfying the provision for pay purposes.* Failure to provide such documentation before September 15th will result in the denial of horizontal movement. September 15th of each year will be the last day any contract revisions may be made.
- C. All teachers seeking a Master's Degree must submit the Master's program Approval Form found in Appendix F to the administrator prior to the starting date of the Master's Program to qualify for future horizontal movement on the salary schedule. The Master's program must be in the teacher's subject matter field or one that is closely related in order to move horizontally on the salary schedule.

2

February 12, 2025

PLEASE SIGN IN!!

REPRESENTING

AD

teachers

Self and Ali

Teachers

Parent
