MASTER CONTRACT

GERMANTOWN TEACHERS ORGANIZATION

And

GERMANTOWN S. D. #60

2024-25

ARTICLE I – PARTIES TO THE AGREEMENT

This Agreement is made and entered into this **14th day of August, 2024**, by and between the Board of Education of Germantown District #60, Clinton County, Illinois, hereinafter referred to as the "Board" or Employer" and the Germantown Teachers Organization, Local #4817, Illinois Federation of Teachers, American Federation of Teachers, AFL-CIO, hereinafter referred to as the "Union" or "Organization."

ARTICLE II – RECOGNITION, JURISDICTION AND SCOPE

Section 1

For the purpose of collective bargaining with respect to wages, hours terms and conditions of employment, the Board recognizes the Union as the sole and exclusive representative for all regularly employed full and part-time certificated employees of the Board during the term of this Agreement – excepting the Superintendent of Schools, Administrative Assistant, Teachers Aides and all other supervisory, confidential, managerial and temporary employees as defined by the Illinois Educational Labor Relations Act.

Section 2

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction or in the event the Congress or the Legislature enacts a law in conflict with any article, section or clause, of this Agreement, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section or clause.

ARTICLE III – MANAGEMENT RIGHTS

The Board retains its statutory rights governing inherent managerial rights of the employer, through its management officials, including, but not limited to, the following:

A. determine the overall budget of the board;

B. set standards for service to the public;

C. determine the function of the employer;

D. determine its organizational structure;

E. selection of new employees; and

F. direction of employees.

ARTICLE IV – NO STRIKE/BARGAINING GUARANTEES

For the life of this agreement, the Organization will not cause any work stoppage strike, sit-down strike, stay-in strike or slow-down strike affecting any site operated by the Board.

ARTICLE V – UNION RIGHTS AND RESPONSIBILITIES

Section 1

Neither the Union nor any officer or employee of the Board, in it recruitment programs, hiring practices, dismissal procedures shall discriminate against any person on the basis of race, color, sex, marital status, age, religion, political affiliation, union affiliation or disability.

Section 2

The Board shall provide the Union with the name and address of any new employee within ten working days of hiring such employee.

Section 3

Employees shall be free to join the Union without interference or penalty. They shall not be encouraged to join nor discouraged from joining the Union by supervisors, administrators or any representatives of the Board.

Section 4

The Union shall have use of school and central office equipment systems and facilities for the conduct of its business, so long as the Union reimburses the District for actual cost of materials, supplies, and telephone charges, and the use is scheduled so as not to interfere with school operations. Notification for building use shall be submitted to the Principal of the Building at least twenty-four (24) hours in advance of the time of intended use.

Section 5

The Board shall furnish the Union President with the following documents and kinds of information as they are received, completed or compiled, or as otherwise indicated:

a. Board agenda;

b. Official minutes of Board meetings. Official minutes shall not include executive session minutes of the Board which have not been released by the Board;

c. Annual budget, all amended Annual budgets, and Monthly budget summaries;

d. Board policy manual and revisions;

e. Annual auditor's report and Management Letter;

f. Current fiscal year budget;

g. Statistical information, <u>not including names</u>, pertaining to step placement, salary lane placement, extended service, and present insurance coverage.

<u>Section 6</u>

The Union and its officers shall be listed in the District's Staff Directory.

<u>Section 7</u>

The Superintendent shall meet as needed with the Union President and other Union representatives to discuss matters of educational policy and development as well as matters relating to the implementation of the Agreement. Such meetings are only informational and are not intended to be construed as bargaining or negotiating by either party.

ARTICLE VI – PERSONNEL FILE

<u>Section 1</u>

The Board shall retain one (1) personnel file per employee.

<u>Section 2</u>

Any material to be placed in the official Board file shall be inserted in a timely fashion, but not to exceed sixty (60) calendar days from the date of the event giving rise to the material to be inserted, or sixty (60) calendar days following district receipt of said materials.

<u>Section 3</u>

Every employee shall have access to all material in his/her personnel file by the close of the business day following submission of a written request.

<u>Section 4</u>

The Board shall not divulge a disciplinary action to a third party, to a party who is not an authorized agent to the Board, or to a party who is not an agent of the Germantown Teachers Organization, unless the employee has consented to the release of information, law requires the release of information, the disclosure is ordered to a party in a legal action of arbitration or the information is requested by a governmental agency as a result of a claim or complaint by an employee, or as a result of a criminal investigation.

Section 5

Every employee shall be given a copy of any evaluative or disciplinary material added to his/her personnel file.

Section 6

Every employee shall have the right to be furnished within two (2) business days of receipt of a written request for a copy of any or all parts of his/her personnel file.

Section 7

Every employee shall have the right to add unsolicited letters of commendation to his/her personnel file and to attach dissenting or explanatory material to any document contained in the personnel file within thirty (30) days of receipt of the material.

Section 8

No person shall remove any material from an employee's personnel file without mutual consent of the employee and the Superintendent or his/her designee.

ARTICLE VII – GRIEVANCE PROCEDURE

A. Definition: A grievance shall mean a complaint that there has been a violation, misinterpretation or misapplication of any of the provisions of this Agreement, or of established policy or practice of the Board or administration which are or effect mandatory subjects of bargaining.

B. General Provisions:

1. In the event an employee or Union representative is required to attend an arbitration hearing, such individuals shall be released from their regular assignment without loss of pay or benefits during the time of required attendance.

2. No employee at any stage of the Grievance Procedure will be required to meet with any administrator or supervisor regarding the pending grievance without benefit of a Union representative.

3. The employee and his/her Union representative and the Board and/or its representative shall have copies of all material submitted by other parties concerned in the grievance.

4. Failure to communicate the decision on a grievance within the specified time limits shall permit lodging an appeal at the next step of this procedure within the time allotted had the decision been given.

5. In any instance where the Union is not representing the grievant, the administrator or supervisor receiving the grievance or making

the decision, shall notify the Union in writing of all meetings, hearings and resolution at any level. The Union may appeal any decision which would seem either to violate any terms of the Agreement or to affect working conditions of the employees in the bargaining unit, and the appealed decision to grant the grievance shall not be implemented until the appeal is finalized.

6. A grievance may be initiated and/or conducted by:

   a. An employee in his/her own behalf;

   b. An employee accompanied by a Union representative;

   c. A Union representative at the employee's request;

   d. The Union as sole and exclusive bargaining agent.

7. All informal conferences and Step One meetings shall be Conducted after student dismissal and on a date which will afford a fair and reasonable opportunity for all persons entitled to be present to attend.

8. All references to days shall mean school days, except that between the end of the school year in June and the beginning of the next school year, days shall mean day when the district's business offices are open.

9. All time limits may be extended by mutual agreement between the parties.

10. The arbitrator shall have no right to alter, amend, modify, nullify, ignore, enlarge, add to, subtract from, or change the provisions of this agreement.

C. Procedure for Adjustment of Grievances

INFORMAL CONFERENCE

A complaint may be discussed with the object of resolving the matter informally.

STEP ONE

In the event the matter is not resolved informally, the grievant or the Union shall present a written grievance which shall identify the grievant, summarize relevant facts, identify all provisions of the agreement allegedly violated and a description of the remedy requested with the Superintendent, however, no grievance may be filed more than thirty (30) school days following the event which gave rise to the grievance or the date on which the union or the grievant became aware of the event giving rise to the grievance.

The Superintendent shall, within ten (10) school days of the receipt of the grievance, confer with the grievant and Union representative to try to resolve the grievance.

Within ten (10) school days after the completion of the conference, the superintendent shall give his/her written decision to the grievant and the Union.

STEP TWO

Within thirty (30) school days after receiving the decision of the Superintendent, the Union may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA). If a demand for arbitration is not filed within thirty (30) school days of the date of the Step One answer, then the grievance shall be deemed withdrawn.

The arbitrator shall follow the standard rules of the AAA and his/her decision shall be binding on all parties. Expenses for the arbitration services shall be borne equally by the Board and the Union.

ARTICLE VIII – WORK ACCIDENTS AND ATTACKS

Any employee, who suffers a job-related accident or is attacked in the course of his /her work, shall to the full extent of the law be covered by workman's compensation. Said employee shall have the option of the following:

1. Not be charged with sick days necessary to recover from said accident or attack nor time required to visit an attending physician. Compensation shall be according to Workman's Comp,

   Or

2. Be charged 1/3 of a sick day per day absent, be compensated in full by the district and surrender any and all workman's compensation salary payments to the district.

ARTICLE IX – LEAVES OF ABSENCE

Section 1 – Sick Leave

All employees shall be entitled paid sick leave each year as indicated in the below chart.

- Year 1-10 of Service to the District – 10 Sick Leave Days and 2 Personal Leave Days
- Year 11-19 of Service to the District – 12 Sick Leave Days and 2 Personal Leave Days
- Year 20-28 of Service to the District – 14 Sick Leave Days and 2 Personal Leave Days
- Year 29+ of Service to the District – 16 Sick Leave Days and 2 Personal Leave Days

One such day may be divided into two half days and used as such. Sick leave may be for personal illness, quarantine at home, or serious illness or death in the immediate family or household. Sick leave not used in the year of service for which it was granted shall accumulate to 340 days. Employees shall be notified in writing at the beginning of each school year and periodically thereafter upon request the current number of sick days they have accumulated. A maximum of two days of sick leave may be used as personal leave days per the personal leave restrictions outlined below in Section 2.

SICK LEAVE BANK

Policy

The Sick Leave Bank serves as a depository for eligible and participating employees to donate the equivalent of up to 5 sick leave days each fiscal year to a common sick leave bank. The purpose of this sick leave bank is to alleviate the hardship caused by a serious health condition that forces the employee to take time away from work on an approved leave.

Eligibility and Limitations

1. The sick leave bank may be used for an employee or a family member's (spouse, registered domestic partner, civil union, child, or parent) serious health condition as stipulated under the Family Medical Leave Act (FMLA). The illness or injury must require a health care provider's care as defined in the FMLA.
2. This sick leave bank is available only to those employees who have exhausted all accumulative leave or leave expected to be earned in the current benefit year.
3. Eligibility for participation in the sick leave bank for a fiscal year begins upon the employee's original donation of one day of accrued sick leave to the bank. Participation will continue from year to year, unless the employee does not meet the eligibility requirements or waives election for the bank during the annual enrollment period. Benefits from the sick leave bank are available to employees every year that they contribute at least one day to the bank and may be used retroactively if the individual made a contribution to the sick leave bank in the year(s) from which the leave is being pulled from the bank. For example, if an employee contributes to the bank in 2024-25 but did not contribute to the bank in 2023-24, they will NOT be eligible to use days banked during the 2023-24 school year.
4. Eligibility for participation in the bank will discontinue upon termination of employment, death of the employee, or failure to donate the required one day of sick on a yearly basis as noted above.
5. Once benefits are donated, the benefit is forfeited and cannot be restored to the donating employee.

Donations

Any employee who wishes to voluntarily donate up to 5 sick leave days must donate those days to the bank during the annual enrollment period. Donations made during the annual enrollment period qualify the donor for the current fiscal year and each subsequent year provided the employee contributes at least 1 day to the bank during the annual enrollment period each year.

1. An employee may donate up to 5 sick leave days each fiscal year. A donation can only be made during the annual enrollment period. The enrollment period is August 15-30 annually.

2. Once sick leave has been donated to the bank, it cannot be restored to the donating employee.
3. The contributing employee's sick leave balance is reduced by the number of days donated.
4. Employees may not designate a particular employee to receive their donated time.

Withdrawals

1. An employee must request use of the sick leave bank in writing to the superintendent. All requests should indicate the estimated number of sick leave days required and provide information related to the reason for the request to use the sick leave bank. The district reserves the right to request a physician's statement that includes the beginning date of the condition, a description of the illness or injury, an estimated number of sick days needed, and a prognosis for recovery.
2. The superintendent will render a decision to the employee within five (5) working days after receipt of the request.
3. The amount, if any, of sick leave granted for each request will be determined by the superintendent, but cannot exceed one-third of the balance in the bank or a maximum of twenty (20)working days, whichever is less. No employee may receive more than twenty (20)working days in any one fiscal year. Any balance of days approved but not required for the illness or Parental Leave will remain the property of the sick leave bank.

Appeal Process

In the event a participant is denied benefits from the sick leave bank, the employee may appeal the decision to the Board of Education. A formal written letter of appeal should be submitted directly to the President of the Board of Education within five (5) working days from the date of the denial. A formal response to such an appeal shall be issued within fifteen (15) days of receipt and is final and binding.

Ineligibility to use the sick leave bank because the employee has not donated sick leave is not cause for appeal.

Section 2 – Personal Leave

Each employee shall be entitled each year to two days for personal business or emergency without loss of pay or deduction of sick leave. A maximum of two days of sick leave may be converted into personal leave days per year for a total of four personal leave days. One such day may be divided into two half days and used as such. Employees shall notify the Superintendent or his/her designee at least twenty-four (24) hours in advance of the leave whenever possible. It shall not be necessary for the employee to include the reason for taking such leave when making this request. Unused personal business or emergency leave shall be allowed to accumulate as sick leave.

- Except in cases of emergency or unavoidable situations, personal leave requests should be submitted to the Superintendent 3 days in advance of the requested date.
- No personal leave days may be used immediately before or immediately after a holiday, or during the first and/or last 5 days of the school year, unless prior approval is granted by the Superintendent.
- Personal leave may not be used in increments of less than one-half day.
- Personal leave days are subject to a substitute's availability.
- Personal leave days may not be used on in-service and/or institute days unless prior approval is granted by the Superintendent.
- Personal leave may not be used when the employee's absence would create an undue hardship.

Section 3 – Extended Illness Leave

Upon utilization of all accumulated sick leave, an employee may be granted, upon request, an extended unpaid leave of absence for the remainder of the school year. At least thirty (30) days notice shall be given to the Superintendent or his/her designee prior to the employee returning to duties. During this period of absence, an employee shall not accrue advancement on the salary schedule.

Section 4 – Jury Leave

No employee shall suffer loss of pay or benefits due to time lost at work by serving on a jury or being subpoenaed to testify in a court of law unless it is the employee's own personal litigation or litigation against the school district. The employee shall notify the Superintendent on the next business day following notification of Jury Duty or receipt of a subpoena. Any fees received exclusive of mileage fees or meal fees, shall be remitted to the district.

Section 5 – Bereavement Leave

Employees shall be allowed three days off without loss of pay in case of death in their immediate family. In the event of multiple deaths of the immediate family, an employee shall be allowed five days off without loss of pay. Employees shall be allowed one working day off without loss of pay in case of the death of: grandmother, grandfather, grandchild, sister-in-law, and brother-in-law. Immediate Family shall include:

Spouse	Mother	Mother-in-law	Foster Parents
Children	Father	Father-in-law	Foster Children
Brother	Step-Parents	Son-in-law	Daughter-in-law
Sister	Step-children	Domestic Partner	

Employees have the option to use Personal days for bereavement of friends and relatives not included in the list of immediate family members.

ARTICLE X – FRINGE BENEFITS

Section 1 – 125 Plan

The district shall, for each current employee within the bargaining unit, contribute **seven thousand seven hundred fifty dollars ($7,750)** towards a cafeteria 125 plan.

Choices in the cafeteria plan shall be:

a. an annuity, or
b. a section 125 plan, or
c. A cash option.

The cost of the 125 plan shall be paid by the employer.

The Board shall provide access under the 125 plan to the Egyptian trust insurance plan. All costs of said plan, family as well as individual, shall be paid by the employee with funds from the section 125 plan, and if needed, additional dollars from the individual teacher through payroll deduction.

Individual former employees during their first calendar year of retirement may, at their election and at their exclusive expense, purchase major medical insurance under the district health insurance plan.

Section 2-Retirement Incentive

An employee tendering an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive in his or her final **two years** of employment only, subject to the following conditions:

1) The teacher shall have a minimum of twenty (20) years of continuous full-time service in the School District by the intended date of retirement.

2) The teacher shall be at least sixty (60) years of age or will have at least thirty-five (35) years of creditable service upon his or her last day of service to the District and will not retire under the statutory Early Retirement Option causing the District to have to pay a penalty or other monies constituting a contribution or surcharge to the Teachers' Retirement System.

3) The teacher shall have tendered to the Board a binding, irrevocable resignation in order to receive the incentive. The teacher's notice may be provided up to September 1st of the school year the retirement incentive is to go into effect.

In exchange for the teacher's binding, irrevocable resignation, the District agrees to remove the teacher from the salary schedule and provide the teacher with a five percent (5%) increase over the teacher's previous year's creditable earnings in year 1 of the retirement incentive and a six percent (6%) increase over the teacher's previous year's creditable earnings in their final year.

If a teacher fails to complete the pre-retirement period or leaves the District prior to the designated retirement date and retires under the statutory Early Retirement Option causing the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, the District shall be entitled to a refund from the teacher in an amount equal to the difference between what the teacher received as the retirement incentive payment and what the teacher would have been entitled to receive as a general wage increase per the terms of the collective bargaining agreement.

In the event the retirement award provided for in this article would cause the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, or would conflict with any state statute or final rule or regulation promulgated by the Teachers' Retirement System, the provisions of this section shall become void and the parties agree to reopen this agreement and attempt to midterm bargain changes necessary to correct any defect created by this incentive.

Teachers should not rely upon the continuation of this retirement incentive award payment program in subsequent collective bargaining agreements. Unless the parties agree to continue this Section in a subsequent collective bargaining agreement, the forgoing benefits will be denied to those who have not applied for such benefits prior to the expiration of this agreement.

In no event will a teacher who is less than four (4) years from retirement eligibility receive an increase in total, reportable TRS creditable earnings in excess of six percent (6%) of the prior year's total, reportable TRS creditable earnings, unless any of the statutory exceptions enacted by P.A. 94-1057 to The Illinois Pension Code become applicable.

The District may, in its sole discretion, limit the number of teachers who retire under the statutory Early Retirement Option in any year to 10% of those teachers who are eligible for the Early Retirement Option. In the event of any limitation upon the statutory Early Retirement Option, the teacher with the greatest District seniority shall have the participation option.

ARTICLE XI – SALARY

Appendix A: Salary Schedule
Any teacher hired prior to August 15, 2020, will continue on the salary schedule for the duration of their employment with the district. Teachers on the salary schedule include: Chad Rakers, Cheri Markwell, Leslie Eversgerd, Kelsey Peppenhorst, Danny Glynn, Jordan Liszewski, Dawn Strake, Hillary Kurtz, Jerica Conner, Angie Garren, and Tiffany Graham.

The district shall be responsible for a TRS payment of up to 9.4% and the THIS (M) contribution of up to .92%.

Appendix B: Salary Matrix
Any teacher hired after August 15, 2020, will be placed on the salary matrix based on years of experience. Staff are only placed on the chart for their first year of employment. After the first year of employment, staff will be placed on the employee list and will receive raises to the base salary as outlined in the collective bargaining agreement. Teachers on the salary matrix include: **Charles Abney, Olivia Antonacci,** Kristine Beer, Emma Conway, Lindsey Goestenkors, Carrie Hall, Rylie Johnson, **Susan Knapp**, Katie Mense, **Rachel Poettker,** Grace Reuter, Kayla Rutz, **Bethany Vides,** Trisha Weekley, Rose Wilken, and Bryan Winterbottom.

Salary Matrix – Base Salary				
Year 1 = 38247	**Year 2 = 38625**	**Year 3 = 38932**	**Year 4 = 39618**	**Year 5 = 40575**
Year 6 = 41808	**Year 7 = 42734**	**Year 8 = 43417**	**Year 9 = 44103**	**Year 10 = 44924**
Year 11 = 46364	**Year 12 = 47629**	**Year 13 = 48314**	**Year 14 = 49068**	**Year 15 = 49753**
Year 16 = 50438	**Year 17 = 51705**	**Year 18 = 52459**	**Year 19 = 53211**	**Year 20 = 53966**
Year 21 = 55265	**Year 22 = 56567**	**Year 23 = 57321**	**Year 24 = 58076**	**Year 25 = 58828**
Year 26 = 59580	**Year 27 = 60882**	**Year 28 = 61635**	**Year 29 = 62387**	**Year 30 = 63140**
Year 31 = 63895	**Year 32 = 65469**	**Year 33 = 66223**	**Year 34 = 66976**	**Year 35 = 67731**

Under Appendix B, an education incentive will be awarded each year of the contract for the following:

BS + 8 = Base Salary + $750 incentive
BS + 16 = Base Salary + $1500 incentive
BS + 24 = Base Salary + $2250 incentive
MS = Base Salary + $3000 incentive
MS + 12 = Base Salary + $3750 Incentive
MS + 24 = Base Salary + $4500 Incentive

The district shall be responsible for a TRS payment of up to 9.4% and the THIS (M) contribution of up to .92%.

<u>Section 2</u>

Employees performing extra-curricular duties shall be paid for any extra-curricular activities or work beyond their regular tasks or duties in accordance with the attached Extra-Curricular Compensation Schedule identified as Appendix B. For those employees holding positions which increase with experience, said employees shall be advanced one increment beyond the step at which they were compensated in the previous year.

<u>Section 3</u>

Tuition Reimbursement

Teachers may apply for reimbursement of college credit expense. A total of $5000.00 per fiscal year (July 1-June 30) may be used for claims by certified staff. The following conditions must be met:

- College Credit Approved by the Superintendent
- Divided equally among teachers who earn approved college credit
- Maximum payment of $100 per credit hour
- Grade of A or B
- Reimbursement will be paid out only if the teacher remains in the school district for the following school year. The payout will occur on September 15 of the new school year.
- All payments to be claimed need to be requested on the TRF form by May 15.

ARTICLE XII – SENIORITY/REDUCTIONS IN FORCE.

Section 1

Seniority shall be defined as the length of continuous service to the Employer and shall be applied district-wide in the bargaining unit. Upon employment, each employee shall receive a Seniority Date which shall be the date the Board approved his/her employment or the first day of actual work, whichever is earlier.

Should a conflict arise concerning two or more teachers with identical seniority, ties shall be broken on the following basis…

A. First day of teaching;
B. Date of Board action to employ;
C. Date of teacher's signature on contract;
D. Date of earliest application on file;
E. Highest number of total years teaching;
F. Highest degree and hours earned.

If two or more employees still have the same seniority, the Employer or administration shall conduct a drawing of lots witnessed by the affected employees and an authorized Union representative.

Section 2

Continuous Service is broken only by one of the following…

a. Voluntary quitting or resignation;

b. Discharge for proper cause;

c. Failure of the employee to return to work at the expiration date of an approved leave of absence or recall to work after a lay-off when a notice of ten or more work days has been delivered to the employee by certified or registered mail at the last address filed by the employee with the Board office.

Section 3

Continuous service shall not be broken and shall continue to be accumulated during an approved leave of absence, lay-off or disability.

Section 4

A sequence of honorable dismissal list shall be prepared annually by the employer and delivered to the Union President no later than 75 calendar days before the end of each school year.

Section 5

Lay-offs or decreases in the number of employees covered by this Agreement shall be made according to relevant section(s) of School Code.

ARTICLE XIII – TEACHER RIGHTS AND WORKING CONDITIONS

A work space for teachers shall be provided. Typewriters, computers, printers, telephones for non-toll and reverse charges calls and photocopying equipment shall be provided for teachers' use.

ARTICLE XIV – EVALUATION PROCEDURES

The parties have jointly agreed to an Evaluation Plan pursuant to the requirements of Section 24-A of the School Code.

ARTICLE XV – CLASS SCHEDULES AND PERIODS

Section 1

Teachers shall work days that do not exceed six clock hours and 50 minutes.

Section 2

Regular education teachers shall average thirty (30) minutes of plan time between 8:30 a.m. and 3:05 p.m. per school day to be used as determined by the teacher. Because of some class size issues, the Union and management shall meet to resolve issues where the thirty-minute average cannot be met.

Section 3

Teachers shall have a duty-free lunch period not less than the student's lunch period or thirty (30) minutes, whichever is greater.

Section 4

Teachers shall work no more than 176 actual pupil attendance days plus four institute days in any school year.

ARTICLE XVI – ASSIGNMENTS, TRANSFERS AND SENIORITY

Section 1

Teachers shall be initially notified in writing no later than August 1 of any change in their assignments for the following school term, as to grade level, school and/or subject area. If a change of assignment occurs after August 1, the employee will be notified of the change within ten (10) days of the change.

Section 2

Any employee presently on tenure may apply for a transfer to another position. Such application shall be in writing to the Superintendent. Qualifications, experience, and job performance will be considered in filling the vacancy.

Section 3

The Superintendent shall have posted in the building a notice of all vacancies in promotional positions as they occur. Notice of promotional positions shall be accompanied by a job description and a statement of minimum qualifications and salary range. No vacancy except in case of an emergency shall be filled on a temporary basis until such vacancy shall have been posted for at least five (5) employee work days. During the summer vacation, the Organization President shall be notified, in writing, of any vacant positions.

ARTICLE XVII – DURATION

This contract shall be in full force and effect beginning on **August 15, 2024, through August 14, 2025.**

[signature] 8/14/24		[signature] 7/30/24	
For the Board	Date	For the Union	Date
[signature] 8/14/24		[signature] 7/30/24	
For the Board	Date	For the Union	Date
[signature] 8-14-24			
For the Board	Date	For the Union	Date

Germantown SD 60					
13-014-0600-02					
Appendix A: 2024-25 Salary Schedule					
Yr	BS +0	BS + 8	BS + 16	BS + 24	MS
0	$ 38,247	$ 39,104	$ 39,960	$ 40,815	$ 41,672
TRS	$ 3,783	$ 3,867	$ 3,952	$ 4,037	$ 4,121
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 49,780	$ 50,721	$ 51,662	$ 52,601	$ 53,543
NEC; THIS (M) & (E) = 2.15%	$ 1,070	$ 1,091	$ 1,111	$ 1,131	$ 1,151
Total	$ 50,850	$ 51,812	$ 52,773	$ 53,732	$ 54,694
1	$ 38,625	$ 39,481	$ 40,337	$ 41,189	$ 42,049
TRS	$ 3,820	$ 3,905	$ 3,989	$ 4,074	$ 4,159
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 50,195	$ 51,136	$ 52,076	$ 53,012	$ 53,957
NEC; THIS (M) & (E) = 2.15%	$ 1,079	$ 1,099	$ 1,120	$ 1,140	$ 1,160
Total	$ 51,274	$ 52,235	$ 53,196	$ 54,152	$ 55,117
2	$ 38,932	$ 39,788	$ 40,644	$ 41,499	$ 42,358
TRS	$ 3,850	$ 3,935	$ 4,020	$ 4,104	$ 4,189
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 50,532	$ 51,473	$ 52,414	$ 53,353	$ 54,297
NEC; THIS (M) & (E) = 2.15%	$ 1,086	$ 1,107	$ 1,127	$ 1,147	$ 1,167
Total	$ 51,619	$ 52,580	$ 53,540	$ 54,500	$ 55,464
3	$ 39,618	$ 40,475	$ 41,330	$ 42,185	$ 43,041
TRS	$ 3,918	$ 4,003	$ 4,088	$ 4,172	$ 4,257
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 51,286	$ 52,228	$ 53,167	$ 54,107	$ 55,047
NEC; THIS (M) & (E) = 2.15%	$ 1,103	$ 1,123	$ 1,143	$ 1,163	$ 1,184
Total	$ 52,389	$ 53,351	$ 54,310	$ 55,270	$ 56,231
4	$ 40,575	$ 41,431	$ 42,289	$ 43,144	$ 44,001
TRS	$ 4,013	$ 4,098	$ 4,182	$ 4,267	$ 4,352
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 52,338	$ 53,278	$ 54,221	$ 55,161	$ 56,102
NEC; THIS (M) & (E) = 2.15%	$ 1,125	$ 1,145	$ 1,166	$ 1,186	$ 1,206
Total	$ 53,463	$ 54,424	$ 55,387	$ 56,347	$ 57,308
Yr	BS +0	BS + 8	BS + 16	BS + 24	MS
5	$ 41,808	$ 42,666	$ 43,522	$ 44,377	$ 45,232
TRS	$ 4,135	$ 4,220	$ 4,304	$ 4,389	$ 4,474
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 53,693	$ 54,635	$ 55,576	$ 56,515	$ 57,456
NEC; THIS (M) & (E) = 2.15%	$ 1,154	$ 1,175	$ 1,195	$ 1,215	$ 1,235
Total	$ 54,847	$ 55,810	$ 56,771	$ 57,730	$ 58,691

Yr	BS +0	BS + 8	BS + 16	BS + 24	MS
6	$ 42,734	$ 43,587	$ 44,446	$ 45,301	$ 46,160
TRS	$ 4,226	$ 4,311	$ 4,396	$ 4,480	$ 4,565
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 54,710	$ 55,647	$ 56,591	$ 57,532	$ 58,476
NEC; THIS (M) & (E) = 2.15%	$ 1,176	$ 1,196	$ 1,217	$ 1,237	$ 1,257
Total	$ 55,886	$ 56,844	$ 57,808	$ 58,769	$ 59,733
7	$ 43,417	$ 44,275	$ 45,132	$ 45,987	$ 46,843
TRS	$ 4,294	$ 4,379	$ 4,464	$ 4,548	$ 4,633
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 55,461	$ 56,403	$ 57,345	$ 58,286	$ 59,226
NEC; THIS (M) & (E) = 2.15%	$ 1,192	$ 1,213	$ 1,233	$ 1,253	$ 1,273
Total	$ 56,653	$ 57,616	$ 58,578	$ 59,539	$ 60,500
8	$ 44,103	$ 44,960	$ 45,814	$ 46,671	$ 47,526
TRS	$ 4,362	$ 4,447	$ 4,531	$ 4,616	$ 4,700
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 56,214	$ 57,156	$ 58,095	$ 59,037	$ 59,977
NEC; THIS (M) & (E) = 2.15%	$ 1,209	$ 1,229	$ 1,249	$ 1,269	$ 1,289
Total	$ 57,423	$ 58,385	$ 59,345	$ 60,307	$ 61,266
9	$ 44,924	$ 45,781	$ 46,637	$ 47,492	$ 48,347
TRS	$ 4,443	$ 4,528	$ 4,612	$ 4,697	$ 4,782
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 57,118	$ 58,059	$ 59,000	$ 59,939	$ 60,879
NEC; THIS (M) & (E) = 2.15%	$ 1,228	$ 1,248	$ 1,268	$ 1,289	$ 1,309
Total	$ 58,346	$ 59,308	$ 60,268	$ 61,228	$ 62,188
10	$ 46,364	$ 47,216	$ 48,074	$ 48,934	$ 49,788
TRS	$ 4,585	$ 4,670	$ 4,755	$ 4,840	$ 4,924
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 58,700	$ 59,636	$ 60,579	$ 61,524	$ 62,462
NEC; THIS (M) & (E) = 2.15%	$ 1,262	$ 1,282	$ 1,302	$ 1,323	$ 1,343
Total	$ 59,962	$ 60,918	$ 61,881	$ 62,847	$ 63,805
11	$ 47,629	$ 48,485	$ 49,342	$ 50,197	$ 51,053
TRS	$ 4,711	$ 4,795	$ 4,880	$ 4,965	$ 5,049
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 60,090	$ 61,030	$ 61,972	$ 62,912	$ 63,852
NEC; THIS (M) & (E) = 2.15%	$ 1,292	$ 1,312	$ 1,332	$ 1,353	$ 1,373
Total	$ 61,382	$ 62,343	$ 63,305	$ 64,264	$ 65,225

Yr	BS +0	BS + 8	BS + 16	BS + 24	MS
12	$ 48,314	$ 49,172	$ 50,025	$ 50,882	$ 51,741
TRS	$ 4,778	$ 4,863	$ 4,948	$ 5,032	$ 5,117
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 60,843	$ 61,785	$ 62,723	$ 63,664	$ 64,608
NEC; THIS (M) & (E) = 2.15%	$ 1,308	$ 1,328	$ 1,349	$ 1,369	$ 1,389
Total	$ 62,151	$ 63,114	$ 64,071	$ 65,033	$ 65,997
13	$ 49,068	$ 49,925	$ 50,780	$ 51,635	$ 52,491
TRS	$ 4,853	$ 4,938	$ 5,022	$ 5,107	$ 5,191
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 61,671	$ 62,613	$ 63,552	$ 64,492	$ 65,432
NEC; THIS (M) & (E) = 2.15%	$ 1,326	$ 1,346	$ 1,366	$ 1,387	$ 1,407
Total	$ 62,997	$ 63,959	$ 64,919	$ 65,878	$ 66,839
14	$ 49,753	$ 50,610	$ 51,463	$ 52,320	$ 53,177
TRS	$ 4,921	$ 5,005	$ 5,090	$ 5,174	$ 5,259
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 62,424	$ 63,365	$ 64,303	$ 65,244	$ 66,186
NEC; THIS (M) & (E) = 2.15%	$ 1,342	$ 1,362	$ 1,383	$ 1,403	$ 1,423
Total	$ 63,766	$ 64,728	$ 65,685	$ 66,647	$ 67,609
15	$ 50,438	$ 51,295	$ 52,150	$ 53,005	$ 53,860
TRS	$ 4,988	$ 5,073	$ 5,158	$ 5,242	$ 5,327
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 63,176	$ 64,118	$ 65,058	$ 65,997	$ 66,937
NEC; THIS (M) & (E) = 2.15%	$ 1,358	$ 1,379	$ 1,399	$ 1,419	$ 1,439
Total	$ 64,535	$ 65,497	$ 66,456	$ 67,416	$ 68,376
16	$ 51,705	$ 52,562	$ 53,418	$ 54,274	$ 55,128
TRS	$ 5,114	$ 5,198	$ 5,283	$ 5,368	$ 5,452
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 64,569	$ 65,510	$ 66,451	$ 67,392	$ 68,330
NEC; THIS (M) & (E) = 2.15%	$ 1,388	$ 1,408	$ 1,429	$ 1,449	$ 1,469
Total	$ 65,957	$ 66,919	$ 67,880	$ 68,840	$ 69,799
17	$ 52,459	$ 53,313	$ 54,169	$ 55,026	$ 55,882
TRS	$ 5,188	$ 5,273	$ 5,357	$ 5,442	$ 5,527
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 65,397	$ 66,335	$ 67,276	$ 68,218	$ 69,158
NEC; THIS (M) & (E) = 2.15%	$ 1,406	$ 1,426	$ 1,446	$ 1,467	$ 1,487
Total	$ 66,803	$ 67,762	$ 68,723	$ 69,684	$ 70,645

Yr	BS +0	BS + 8	BS + 16	BS + 24	MS
18	$ 53,211	$ 54,067	$ 54,925	$ 55,779	$ 56,636
TRS	$ 5,263	$ 5,347	$ 5,432	$ 5,517	$ 5,601
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 66,223	$ 67,164	$ 68,107	$ 69,045	$ 69,987
NEC; THIS (M) & (E) = 2.15%	$ 1,424	$ 1,444	$ 1,464	$ 1,484	$ 1,505
Total	$ 67,647	$ 68,608	$ 69,571	$ 70,530	$ 71,492
19	$ 53,966	$ 54,820	$ 55,679	$ 56,531	$ 57,389
TRS	$ 5,337	$ 5,422	$ 5,507	$ 5,591	$ 5,676
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 67,053	$ 67,991	$ 68,935	$ 69,871	$ 70,814
NEC; THIS (M) & (E) = 2.15%	$ 1,442	$ 1,462	$ 1,482	$ 1,502	$ 1,523
Total	$ 68,495	$ 69,453	$ 70,418	$ 71,374	$ 72,337
20	$ 55,265	$ 56,122	$ 56,980	$ 57,835	$ 58,688
TRS	$ 5,466	$ 5,550	$ 5,635	$ 5,720	$ 5,804
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 68,480	$ 69,422	$ 70,365	$ 71,304	$ 72,243
NEC; THIS (M) & (E) = 2.15%	$ 1,472	$ 1,493	$ 1,513	$ 1,533	$ 1,553
Total	$ 69,953	$ 70,915	$ 71,878	$ 72,837	$ 73,796
21	$ 56,567	$ 57,424	$ 58,277	$ 59,134	$ 59,991
TRS	$ 5,594	$ 5,679	$ 5,764	$ 5,848	$ 5,933
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 69,911	$ 70,853	$ 71,791	$ 72,733	$ 73,675
NEC; THIS (M) & (E) = 2.15%	$ 1,503	$ 1,523	$ 1,544	$ 1,564	$ 1,584
Total	$ 71,414	$ 72,376	$ 73,335	$ 74,297	$ 75,259
22	$ 57,321	$ 58,174	$ 59,032	$ 59,889	$ 60,743
TRS	$ 5,669	$ 5,754	$ 5,838	$ 5,923	$ 6,008
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 70,740	$ 71,678	$ 72,621	$ 73,562	$ 74,501
NEC; THIS (M) & (E) = 2.15%	$ 1,521	$ 1,541	$ 1,561	$ 1,582	$ 1,602
Total	$ 72,260	$ 73,219	$ 74,182	$ 75,144	$ 76,103
23	$ 58,076	$ 58,928	$ 59,785	$ 60,641	$ 61,497
TRS	$ 5,744	$ 5,828	$ 5,913	$ 5,997	$ 6,082
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 71,569	$ 72,506	$ 73,448	$ 74,389	$ 75,329
NEC; THIS (M) & (E) = 2.15%	$ 1,539	$ 1,559	$ 1,579	$ 1,599	$ 1,620
Total	$ 73,108	$ 74,065	$ 75,027	$ 75,988	$ 76,949

Yr	BS +0	BS + 8	BS + 16	BS + 24	MS
24	$ 58,828	$ 59,679	$ 60,538	$ 61,396	$ 62,251
TRS	$ 5,818	$ 5,902	$ 5,987	$ 6,072	$ 6,157
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 72,397	$ 73,332	$ 74,276	$ 75,218	$ 76,158
NEC; THIS (M) & (E) = 2.15%	$ 1,557	$ 1,577	$ 1,597	$ 1,617	$ 1,637
Total	$ 73,953	$ 74,908	$ 75,872	$ 76,836	$ 77,795
25	$ 59,580	$ 60,435	$ 61,292	$ 62,146	$ 63,006
TRS	$ 5,893	$ 5,977	$ 6,062	$ 6,146	$ 6,231
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 73,223	$ 74,162	$ 75,104	$ 76,042	$ 76,988
NEC; THIS (M) & (E) = 2.15%	$ 1,574	$ 1,594	$ 1,615	$ 1,635	$ 1,655
Total	$ 74,797	$ 75,757	$ 76,719	$ 77,677	$ 78,643
26	$ 60,882	$ 61,740	$ 62,594	$ 63,448	$ 64,305
TRS	$ 6,021	$ 6,106	$ 6,191	$ 6,275	$ 6,360
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 74,654	$ 75,596	$ 76,535	$ 77,473	$ 78,415
NEC; THIS (M) & (E) = 2.15%	$ 1,605	$ 1,625	$ 1,645	$ 1,666	$ 1,686
Total	$ 76,259	$ 77,222	$ 78,180	$ 79,139	$ 80,101
27	$ 61,635	$ 62,491	$ 63,346	$ 64,203	$ 65,058
TRS	$ 6,096	$ 6,180	$ 6,265	$ 6,350	$ 6,434
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 75,481	$ 76,422	$ 77,361	$ 78,303	$ 79,242
NEC; THIS (M) & (E) = 2.15%	$ 1,623	$ 1,643	$ 1,663	$ 1,684	$ 1,704
Total	$ 77,104	$ 78,065	$ 79,024	$ 79,986	$ 80,946
28	$ 62,387	$ 63,244	$ 64,101	$ 64,957	$ 65,813
TRS	$ 6,170	$ 6,255	$ 6,340	$ 6,424	$ 6,509
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 76,307	$ 77,249	$ 78,191	$ 79,131	$ 80,072
NEC; THIS (M) & (E) = 2.15%	$ 1,641	$ 1,661	$ 1,681	$ 1,701	$ 1,722
Total	$ 77,948	$ 78,910	$ 79,872	$ 80,833	$ 81,793
29	$ 63,140	$ 63,997	$ 64,852	$ 65,709	$ 66,565
TRS	$ 6,245	$ 6,329	$ 6,414	$ 6,499	$ 6,583
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 77,135	$ 78,076	$ 79,016	$ 79,958	$ 80,898
NEC; THIS (M) & (E) = 2.15%	$ 1,658	$ 1,679	$ 1,699	$ 1,719	$ 1,739
Total	$ 78,793	$ 79,755	$ 80,715	$ 81,677	$ 82,637
30	$ 63,895	$ 64,752	$ 65,605	$ 66,462	$ 67,319
TRS	$ 6,319	$ 6,404	$ 6,488	$ 6,573	$ 6,658
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 77,964	$ 78,906	$ 79,843	$ 80,785	$ 81,727
NEC; THIS (M) & (E) = 2.15%	$ 1,676	$ 1,696	$ 1,717	$ 1,737	$ 1,757
Total	$ 79,641	$ 80,603	$ 81,560	$ 82,522	$ 83,484

Yr	BS +0	BS + 8	BS + 16	BS + 24	MS
31	$ 65,469	$ 66,326	$ 67,181	$ 68,040	$ 68,893
TRS	$ 6,475	$ 6,560	$ 6,644	$ 6,729	$ 6,814
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 79,694	$ 80,636	$ 81,575	$ 82,519	$ 83,456
NEC; THIS (M) & (E) = 2.15%	$ 1,713	$ 1,734	$ 1,754	$ 1,774	$ 1,794
Total	$ 81,407	$ 82,369	$ 83,329	$ 84,293	$ 85,250
32	$ 66,223	$ 67,078	$ 67,935	$ 68,792	$ 69,647
TRS	$ 6,550	$ 6,634	$ 6,719	$ 6,804	$ 6,888
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 80,522	$ 81,462	$ 82,403	$ 83,345	$ 84,285
NEC; THIS (M) & (E) = 2.15%	$ 1,731	$ 1,751	$ 1,772	$ 1,792	$ 1,812
Total	$ 82,254	$ 83,213	$ 84,175	$ 85,137	$ 86,097
33	$ 66,976	$ 67,831	$ 68,689	$ 69,546	$ 70,401
TRS	$ 6,624	$ 6,709	$ 6,793	$ 6,878	$ 6,963
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 81,350	$ 82,289	$ 83,232	$ 84,174	$ 85,113
NEC; THIS (M) & (E) = 2.15%	$ 1,749	$ 1,769	$ 1,789	$ 1,810	$ 1,830
Total	$ 83,099	$ 84,058	$ 85,022	$ 85,983	$ 86,943
34	$ 67,731	$ 68,585	$ 69,443	$ 70,298	$ 71,152
TRS	$ 6,699	$ 6,783	$ 6,868	$ 6,952	$ 7,037
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 82,179	$ 83,118	$ 84,061	$ 85,000	$ 85,939
NEC; THIS (M) & (E) = 2.15%	$ 1,767	$ 1,787	$ 1,807	$ 1,827	$ 1,848
Total	$ 83,946	$ 84,905	$ 85,868	$ 86,827	$ 87,787
35	$ 68,482	$ 69,338	$ 70,197	$ 71,050	$ 71,907
TRS	$ 6,773	$ 6,858	$ 6,943	$ 7,027	$ 7,112
Cafeteria 125 Plan	$ 7,750	$ 7,750	$ 7,750	$ 7,750	$ 7,750
Creditable Earnings	$ 83,005	$ 83,945	$ 84,889	$ 85,827	$ 86,769
NEC; THIS (M) & (E) = 2.15%	$ 1,785	$ 1,805	$ 1,825	$ 1,845	$ 1,866
Total	$ 84,789	$ 85,750	$ 86,714	$ 87,673	$ 88,635

*This salary schedule is reflective of a 3.0% increase.

Appendix C Stipend Schedule 2024-25

Years Experience	Math Contest	Scholar Bowl	Student Council	Newspaper	SIP	AD	Band Director
0	100	500	900	900	1000	4000	3500
1	100	525	925	925	1035	4050	3550
2	100	550	950	950	1070	4100	3600
3	100	575	975	975	1105	4150	3650
4	100	600	1000	1000	1140	4200	3700
5	100	625	1025	1025	1175	4250	3750
6	100	650	1050	1050	1210	4300	3800
7	100	675	1075	1075	1245	4350	3850
8	100	700	1100	1100	1280	4400	3900
9	100	725	1125	1125	1315	4450	3950
10	100	750	1150	1150	1350	4500	4000
11	100	775	1175	1175	1385	4550	4050
12	100	800	1200	1200	1420	4600	4100
13	100	825	1225	1225	1455	4650	4150
14	100	850	1250	1250	1490	4700	4200
15	100	875	1275	1275	1525	4750	4250
16	100	900	1300	1300	1560	4800	4300
17	100	925	1325	1325	1595	4850	4350
18	100	950	1350	1350	1630	4900	4400
19	100	975	1375	1375	1665	4950	4450
20	100	1000	1400	1400	1700	5000	4500
21	100	1025	1425	1425	1735	5050	4550
22	100	1050	1450	1450	1770	5100	4600
23	100	1075	1475	1475	1805	5150	4650
24	100	1100	1500	1500	1840	5200	4700
25	100	1125	1525	1525	1875	5250	4750

2024-25 Coach Salary Schedule											
Year	**Track**	**Bowling**	**Cheer**	**Cross Country**	**Golf**	**5 / 6 GB**	**JV/V GB**	**5 / 6 BB**	**JV/V BB**	**5 / 6 VB**	**JV/V VB**
1	700	950	950	950	950	1000	1850	1150	1950	950	1550
2	735	985	985	985	985	1025	1885	1175	1985	975	1585
3	770	1020	1020	1020	1020	1050	1920	1200	2020	1000	1620
4	805	1055	1055	1055	1055	1075	1955	1225	2055	1025	1655
5	840	1090	1090	1090	1090	1100	1990	1250	2090	1050	1690
6	875	1125	1125	1125	1125	1125	2025	1275	2125	1075	1725
7	910	1160	1160	1160	1160	1150	2060	1300	2160	1100	1760
8	945	1195	1195	1195	1195	1175	2095	1325	2195	1125	1795
9	980	1230	1230	1230	1230	1200	2130	1350	2230	1150	1830
10	1015	1265	1265	1265	1265	1225	2165	1375	2265	1175	1865
11	1050	1300	1300	1300	1300	1250	2200	1400	2300	1200	1900
12	1085	1335	1335	1335	1335	1275	2235	1425	2335	1225	1935
13	1120	1370	1370	1370	1370	1300	2270	1450	2370	1250	1970
14	1155	1405	1405	1405	1405	1325	2305	1475	2405	1275	2005
15	1190	1440	1440	1440	1440	1350	2340	1500	2440	1300	2040
16	1225	1475	1475	1475	1475	1375	2375	1525	2475	1325	2075
17	1260	1510	1510	1510	1510	1400	2410	1550	2510	1350	2110
18	1295	1545	1545	1545	1545	1425	2445	1575	2545	1375	2145
19	1330	1580	1580	1580	1580	1450	2480	1600	2580	1400	2180
20	1365	1615	1615	1615	1615	1475	2515	1625	2615	1425	2215
21	1400	1650	1650	1650	1650	1500	2550	1650	2650	1450	2250
22	1435	1685	1685	1685	1685	1525	2585	1675	2685	1475	2285
23	1470	1720	1720	1720	1720	1550	2620	1700	2720	1500	2320
24	1505	1755	1755	1755	1755	1575	2655	1725	2755	1525	2355
25	1540	1790	1790	1790	1790	1600	2690	1750	2790	1550	2390

	Length of Season	Approx. Weeks
Track	4/4-5/13	5.4
Cheer	10/12-1/29	15.4
5/6 GB	9/23-10/30	5.2
5/6 BB	11/8-1/4	8.1
JV/V BB	10/12-2/8	17
JV/V GB	10/15-1/17	13.3
5/6 VB	2/4-3/12	5.2
JV/V VB	2/4-3/19	6.2
Bowling	1/1- 3/19	10
Golf	3/1 - 5/10	10
Cross Country	8/1-10/15	10

5.4 = 5 weeks 4 days