

Negotiation Agreement between

Board of Education, Auburn Community Unit District #10

and

Auburn Education Association

FY 2025 / FY 2026 / FY 2027

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ARTICLE I
RECOGNITION

- A. The Board of Education of Auburn Community Unit School District #10, Sangamon County, Auburn, IL., hereinafter referred to as the School Board recognizes the Auburn Education Association, as affiliate of IEA/NEA, hereinafter referred to as the Association, as the exclusive and sole negotiation agent for all regularly employed certificated teachers, except the superintendent, principals, nurse, social worker, athletic director, and others who are designated by the School Board as administrative or supervisory personnel.
- B. The term "teacher" when used hereinafter in this agreement shall refer to all regularly employed certificated teachers represented by the Association in the negotiation unit defined above.
- C. The School Board agrees not to negotiate with any other employee organization, with regard to negotiable items, other than the Association. This does not preclude members of the School Board or administration from conferring informally with one or more teachers.

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ARTICLE II EFFECT OF AGREEMENT

- A. The parties further acknowledge that, during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the employer and represented employees, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other should not be allowed to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, even through such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- B. This Agreement constitutes the entire Agreement and understanding between the parties and supersedes all prior written and oral agreement, commitments and such practices affected by the Agreement between the Employer and represented employees. This Agreement expresses all obligations of and restrictions imposed on each of the parties during the term of this Agreement. This Agreement may only be amended during its term by written mutual agreement of both parties.
- C. The terms and conditions of individual contracts shall be consistent with this agreement.
- D. External Law/Precedence of Agreement
1. In conduct of its operations and administration of this Agreement, the Board shall comply with applicable federal, state, and local laws, rules and regulations. To the extent that any term, condition, or provision of this Agreement shall conflict with any such applicable law, rule, or regulation, the law, rule, or regulation shall prevail. To the extent that any term, condition, or provision of this Agreement shall conflict with any Board policy or handbook provision, the term, condition, and provision of this Agreement shall prevail.
 2. Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from this agreement to the extent it violated the law, but the remaining articles, sections and clauses shall remain in full force and effect.
- E. No Strike Provision
- During the term of this agreement, employees shall not participate in a strike in whole or in part. Strike means an employee's refusal in concerted action with others to report for duty, or his/her willful absence from his/her position, or his/her stoppage of work, or proper performance of his/her contractual obligations, for the purpose of inducing, influencing, or coercing a change in the condition, compensation, rights, privileges or obligations of public employment. Nothing in this provision shall operate to eliminate an employee's or the Association's legal, constitutional, or regulatory rights.



F. Waiver of No Strike Provision

In the event this Agreement shall contain a negotiations re-opener on some of the contractual items contained therein, the No Strike Provision shall be waived. Should the negotiations process fail to reach an Agreement, the Association shall have the right to strike after satisfying the impasse process of this Agreement and the rules and regulations of the Illinois Educational Labor Relations Act.

G. No Lockout Provision

The Employer agrees that it will not lockout any Employee during the term of this Agreement. In the event this agreement shall contain a negotiations re-opener on some of the contractual items contained therein, the No Lockout Provision shall be waived.

ARTICLE III ASSOCIATION RIGHTS

- A. The Association shall have the right to post notices of its activities and matters of Association concern on bulletin boards in the teachers' lounge at least one of which shall be provided in each school building at a place agreed upon by the superintendent or principal.
- B. The Association shall have the right to use the direct mail service, email service, and teacher mailboxes for communications of its activities and matters of Association concern to teachers.
- C. The Association and its representatives shall have the right for use of designated areas of school buildings for meetings, provided that when special custodial services are required or use of a special facility is requested, the School Board may make a reasonable charge therefore. Such meetings shall not take place during the regular school day, shall not disrupt normal school activities and may be held only with the prior knowledge of the school administrators.
- D. Duly authorized representatives of the Association and their respective affiliates will be allowed to transact official Association business on school property at all reasonable times, provided this shall not interfere nor interrupt normal school operations, and is done with the prior knowledge of the building administrator. And further provided, no teacher will express his/her views, nor Association's views on matters relating to Supervisors-Teacher, Principal-Teacher, or School Board-Administrator relationships in the presence of students.
- E. The School Board shall make available to the Association, within one week of request, all regularly and routinely prepared information concerning the financial condition of the school including the annual financial statements and the adopted budget. Nothing herein shall require the central administrative staff to research and assemble information.
- F. Association Communications

The Association recognizes that issues and problems should be resolved at the Administration level whenever possible and so generally the following steps should be utilized.

For issues at the school level, the President of the Association (or designee) may present any issue that may arise to the school Principal who has authority to address the issue. The Principal shall respond within three work-days of receiving notice of the issue from the Association.

The President of the Association (or designee) shall present issues that relate to District operations directly to the Superintendent who shall respond to the Association within three work-days of receiving notice of the issue from the Association.

All notices and responses hereunder shall be in writing (which may be via email). Nothing herein shall preclude the Association and Principal or Association and Superintendent from convening a meeting to address an issue presented by the Association. In such event, the Principal's response and/or Superintendent's response shall be communicated within three work-days after the meeting date. Any time limits set forth above may be extended by written agreement of the parties.

The Association President (or designee) may request to meet informally with up to three Board members to promote communication between the School Board, the Association, and its members.

G. Discipline

For just cause, teachers shall be subject to disciplinary action by the Administration and/or Board. The Association and Board acknowledge that appropriate disciplinary sanctions for any teacher misconduct shall be determined by the Administration and/or Board based on the repetitive nature of such misconduct and/or the magnitude or severity thereof.

H. Chain of Command

The board and administration recognize that it is preferable for issues concerning a student to first be discussed between the student or parent and the teacher. When possible, that is the avenue through which both the board and administration will direct parents in dealing with a problem. Should that not be possible, the teacher will be informed of concerns no more than five business days for administration to inform a teacher of a concern that has been brought to administration's attention and that administration should encourage parents/guardians to follow proper chain of command.

I. Vacancy Notices

PA 103-0539 Beginning January 1, 2025 vacancies must be communicated internally within 14 days of external posting. The Board shall provide the President(s) of the Association with a copy of official certificated vacancies in the District caused by retirement, resignation, extended illness, death or discharge, or the creation of a new certificated position. Vacancies shall be emailed districtwide. During the school year, all vacancy notices shall be posted on the bulletin board in all teachers' lounges. During the summer, all vacancies shall be posted on the district website.

J. Notification of Hires

The Association President(s) shall be notified in writing of all newly hired teachers, contact information, and where they are to be placed on the salary schedule.

ARTICLE IV
BOARD RIGHTS

- A. It is expressly understood and agreed that all functions, rights, powers, or authority of the school district and the Board, which are not specifically limited by the express language of this agreement are retained by the Board.

Handwritten signature and initials, possibly "CK", in the bottom right corner.

ARTICLE V NEGOTIATIONS

A. Negotiations Procedure:

1. The parties shall commence bargaining for a successor agreement no earlier than 120 days prior to the expiration date of the agreement or unless both parties agree to commence earlier and shall bargain as per the Illinois Educational Labor Relations Act and its Rules and Regulations.
2. Ground rules for negotiations shall be determined at the first meeting prior to negotiations commencing.
3. Both parties agree that it is their mutual responsibility to make written proposals, consider proposals, make counter-proposals, and to seek tentative agreements. Tentative agreements shall be reduced to writing and initialed by the spokespersons of the respective teams at the meeting the tentative agreement is reached, and upon final agreement the entire contract shall be submitted to the Association for ratification and subsequently to the Board of Education.
4. If the parties cannot reach agreement, the Federal Mediation and Conciliation Services shall be contracted for mediation purposes. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. If a replacement is unavailable or the parties cannot agree, the Illinois Education Labor Relations Board shall be notified.

B. Good Faith Bargaining:

1. The Board and the Association agree to participate in good faith negotiations. To negotiate in good faith shall mean the mutual obligation of the Board and the Association to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment and execution of a written contract incorporating any agreement reached; such obligation does not compel either party to agree to a proposal or require the making of a concession.

C. Scope of Negotiations:

1. Areas to be negotiated under this Agreement shall include but not be limited to wages, hours, terms and conditions of employment and any other items mutually agreed upon by both parties.

ARTICLE VI GRIEVANCE PROCEDURE

A. Definition

1. A grievance shall mean a complaint that there has been an alleged violation, misrepresentation or misapplication of any provision of this agreement.

B. Time Limit

1. All time limits herein shall consist of school days except that when a grievance is submitted on or after May 15, the limits shall consist of all week days, Saturdays and Sundays excluded, so that the matter may be resolved before the close of the school term or as soon as possible thereafter. Time limits may be extended only with the written consent of the School Board and the Association. School days for the purpose of the grievance procedure shall mean teacher employment days. The informal grievance procedure must be initiated within ten school days of the knowledge of the occurrence of the alleged violation.

C. Grievance Representation

Grievance representation will be a building representative and/or member of executive council. The representative may be from any building. The superintendent shall be the grievance representative for the Board of Education.

D. Procedure

The parties acknowledge that it is usually most desirable for a teacher(s) and his/her principal to resolve a grievance through free and informal communications. However, if a grievance is not resolved within ten days of the initial meeting, the grievance may be processed as follows:

Step 1: If the grievance is not resolved in the informal process, the teacher or AEA within ten days of the informal process must present the grievance in writing to the principal who will arrange a meeting within ten days. The written grievance should state the nature of the grievance, should note the specific clause or clauses of the agreement allegedly violated, and should state the remedy requested. The principal, and the Grievant (s) shall be present for the meeting. Each party shall have the right to include its representative. The principal shall provide the grievant with a written decision on the grievance within ten days following the meeting.

Step 2: If the grievant is not satisfied with the disposition of the grievance (s) at Step 1, the Association shall refer the grievance, within ten days of the receipt of the written decision, to the Superintendent. A meeting shall be held within ten days of the referral to the superintendent, and the Grievant(s) shall be present. Each party shall have the right to include counselors to develop facts pertinent to the grievance. Within ten days of the meeting, the superintendent shall provide the Association with a written decision.

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Step 3: If the grievant is not satisfied with the disposition of the grievance at Step 2, the Association may, by written notice to the Superintendent, refer the grievance to mediation within 10 days after the decision is provided at Step 2. Upon referral of any grievance to mediation, the Association and the School Board shall jointly request the Federal Mediation & Conciliation Service to provide the services of a mediator at a time or times convenient to all parties. More than one grievance may be submitted to the same mediator if the parties mutually agree in writing.

Step 4: Arbitration: If the grievance is not resolved through mediation, the Association may submit the grievance to binding expedited arbitration under the rules of the American Arbitration Association, which shall act as administrator of the proceedings. If the Association does not file a demand for arbitration within 30 days after the mediation meeting, then the grievance shall be deemed withdrawn.

- E. Neither the School Board nor the Association will be permitted to assert any grounds or evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to, or subtract from the terms of this agreement. However, it is mutually agreed that the arbitrator is empowered to include in his/her recommendation such financial, reimbursements as he/she judges to be proper. Each party shall bear the full cost for its side of the arbitration, and will pay one half of the costs for the arbitrator (s).
- F. Every teacher covered by this agreement shall have the right to present grievances in accordance with these procedures. Nothing contained in this article or elsewhere in this agreement shall be construed to prevent any individual teacher from following the proper channels to discuss and resolve a problem with the administration.
- G. If both parties in a given step agree, said step of the Grievance Procedure may be bypassed and the grievance may be brought directly to the next step.
- H. The aggrieved teacher shall be present at any grievance discussion when the administration and/or the Association deem it necessary. When the presence of the aggrieved teacher at a grievance hearing is requested by either party, illness or other incapacity of either party shall be grounds for any necessary extension of the grievance procedure time limits.
- I. Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and will be held, insofar as possible after regular school hours, or during non-teaching time of personnel involved. When such hearings and conferences are held, at the option of the administration, during school hours all employees whose presence is required shall be excused, with pay, for that purpose.
- J. The failure of a teacher or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, but in no case shall establish a precedent. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step, but in no case shall establish precedent.
- K. The time limits at all steps may be extended by mutual agreement.

ARTICLE VII
REPRESENTATION ELECTION

- A. Elections shall be by secret ballot, and conducted in accordance with the rules and regulations established by the Illinois Educational Labor Relations Act.

ARTICLE VIII SENIORITY

A. Definition of Seniority

1. Seniority shall be defined as the length of a teacher's continuous service in the District. Accumulation of seniority shall begin from the teacher's first working day. The "first working day" shall be defined as the day upon which duties are first performed under contract. Part-time certified staff shall accrue seniority at one-half year for each year of continuous service within the District. Part-time shall be defined as more than 50% but less than 100%.
2. Seniority shall continue to accrue during authorized leaves of absence with or without pay. The teacher shall not lose seniority due to an excused absence or illness or an approved leave providing the teacher completes 105 days of teaching during the school year.
3. Probationary employees shall accumulate seniority upon reaching tenured status at which time their seniority will revert to their first day of work as described in A1.
4. Seniority will be lost due to
 - a. resignations
 - b. dismissal for cause
 - c. retirement
 - d. death
 - e. exhaustion of recall rights
5. By January 15 of each year the Board shall, through transcripts bring up to date the existing seniority list and submit it to the AEA President for approval by the AEA. The list shall demonstrate the certification of each teacher. If the list is not acted upon by the AEA within ten school days of presentation, the list submitted by the Board will be designated the approved list.

B. Reduction in Force

1. If the number of teachers is reduced as a result of a decision of the Board to decrease the number of teachers employed or to discontinue some particular type of teaching service:

RIF procedures will be followed as mandated by state law.
2. If positions become available within one (1) calendar year from the beginning of the following school term, from which the teacher was rified, recall shall be as follows:

- a. Upon recall, teachers with the most seniority, subject to the conditions set forth by state law, will be notified of the availability of any and all positions for which they are certified the time the position comes open.
- b. Failure to respond within fifteen (15) calendar days after the receipt of the Board's letter to recall, delivered by certified mail to the teacher's address on file with the Board recalling such teacher, shall result in termination of the teacher's right of recall hereunder.

ARTICLE IX WORKING CONDITIONS

A. Teacher Assignments

1. The Superintendent shall assign teachers to such buildings and positions as the Superintendent shall deem appropriate to best serve the interests of District students. Teachers shall receive notice of their tentative assignments for the following school year by each June 15. In the event an emergency (for example: death, disability, or resignation of a teacher) causes a change in assignment, the affected employee or employees shall be notified as soon as possible by the Superintendent or building Principal. The Superintendent shall consider the interests of volunteers in circumstances where a teacher reassignment is deemed necessary by the Superintendent. Any volunteer for a vacant position shall be interviewed for such position.
2. Any teacher who is involuntarily transferred shall be entitled to meet with the Superintendent regarding the transfer. Upon request of the involuntarily transferred teacher, The Board shall grant an unpaid leave of absence not to exceed one year or approve the teacher's requested resignation from employment.
3. The number of students on a special education teacher's caseload shall not exceed 17 students. If for any reason the caseload exceeds 17 students, the Board of Education will approve a stipend at the next regularly scheduled school board meeting. The special education teacher will receive the stipend at the next regularly scheduled pay period.
4. Regular education teachers, outside of a self-contained classroom, should not be assigned to teach more than 4 different courses per school day. If assigned more than 4, the teacher would receive a stipend upon Board of Education review. A teacher who wants to volunteer to teach an extra course must sign a waiver to that effect. The waiver must be signed by the President of the Association. A voluntary extra assignment does not necessarily constitute an overload pay.

B. School Year Calendar

1. The calendar shall contain no more than 180 teacher attendance days. An institute day shall be built in following student exams and prior to the final student attendance day. One (1) teacher and one (1) administrator from each building will meet to develop the school calendar. The final decision of the school calendar submitted for ROE/ISBE approval rests upon the Superintendent/Board of Education.

C. Length of Work Day

1. The school day shall start for all certified personnel at 8:00 a.m. and end at 3:40 p.m. with the exception of Friday's release time being 3:30 p.m. Any teacher

prevented by an emergency from arriving promptly at 8:00 a.m. shall, if possible, notify the building principal.

2. Teachers with a doctor or dentist appointment, or other personal matters may be allowed to leave with prior approval from their building principal.
 3. Teachers shall not be required to remain past the normal teaching day except for:
 - a. Parent, student, and/or emergency administrator conferences.
 - b. Open house
 - c. Paid extra-curricular activity/duty
 - d. Faculty meeting
 - e. Emergency situations; which endangers student welfare or safety, which requires employee presence as determined by the building principal and/or superintendent.
 - f. If district wide parent/teacher conferences are scheduled beyond the 3:40 dismissal times, teachers shall be given release time to offset conference times.
- D. The day preceding Thanksgiving, Christmas, and Easter breaks shall not exceed 5 clock hours.
- E. Employees who teach an early bird class will be compensated by being allowed to leave early at the end of the day. The compensatory time will be equal to the amount of time that they are required to be present for the early bird class. In instances where it is in the best interest of students to have the opportunity for an early bird class and compensatory time off at the end of the day is not possible, the individual will receive compensation for the additional class at the rate of 1/7 of that individual's base salary plus TRS for a full-time early bird class. For a class that does not meet daily, the compensation will be pro-rated by the number of days that the early bird class is scheduled to meet.
- F. Personnel File
1. Personnel files shall be maintained by the Superintendent for all teachers. No document shall be placed in the teacher's personnel file unless the teacher has first had an opportunity to review and initial such document. Teachers have the right to prepare a written response to any document that is or shall be included in the personnel file, and such written response shall be appended to such document. The administration's failure to respond to such written response by the teacher shall not be construed to indicate agreement with the contents of such response.
 2. Upon reasonable request, a teacher or an authorized representative of the teacher may review his or her personnel file at any convenient time during regular working hours.
 3. In the event an arbitrator or judge determines that documentation is inaccurate or inappropriate for inclusion in the personnel file, such documentation shall be promptly removed from the file.

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G. Hepatitis Vaccination The Board of Education will provide Hepatitis Vaccinations for those employees desiring the vaccine.

H. Teacher Facilities

1. Teachers shall have access to a desk, chair, and storage facilities in their building. The Board shall provide such furniture and furnishings as appropriate to conveniently facilitate preparation time and the storage of instructional materials and supplies.

I. Preparation Time/Duty-Free Lunch Period

1. All District teachers shall be entitled to a duty-free lunch period of at least 30 minutes. High school and junior high teachers shall be provided with at least one preparation period per regular work day that is of the same uninterrupted duration as a regular class period. K-5 teachers shall be provided at least one preparation period per regular work day that is uninterrupted for at least 30 minutes. For teacher assigned schedules that do not allow for this preparation time, the teacher will be compensated at the Teacher Overload Rate.

J. Job Sharing

1. Definition

Job sharing shall be defined as two teachers currently employed by the District sharing one full-time position for which they are both certified. Teachers in these positions shall be considered less than full-time and shall be provided all benefits and conditions specified in this agreement on a pro-rata basis unless expressly provided otherwise. Job sharing portions shall be created from full-time allocated positions.

2. Salary

Job sharing teachers will remain on the same step of the salary schedule until one full year of credit has been earned (two years in the job sharing position). Movement on the salary schedule will occur at the beginning of the school year after the full year of credit has been earned.

3. Seniority

Teachers who job share shall receive one-half year District seniority for each year in the job sharing position.

4. Leave and Benefits

Leaves and benefits will be on a pro-rata basis. In order to be eligible for health insurance benefits, the employee must work 30 hours per week. Each employee will pay one-half of the monthly premium cost. Each employee received one-half of the benefits but one cannot assume the other's portion.

5. Job Sharing Responsibilities

a. Teacher Requirements

All teachers in a job sharing position will be required to attend Parent/Teacher Conferences, meet the staff nights, regularly scheduled staff meetings, in-service, school improvement, and institute activities, open house, and assigned duties that may occur before or after school.

b. **Formulation of Job Sharing Plan**

The job sharing teachers will formulate a plan which must be submitted to the building principal no later than February 1 of the year proceeding the school year for which the job share is requested. All job share requests are subject to the approval of the Superintendent or designee. The plan must include but is not limited to:

- The teaching responsibilities of each participant
- A general timeline indicating the major instructional units for the year
- A classroom discipline / management plan
- A schedule of the work hours / work days for each participant for the year
- A description of how student work will be evaluated
- A plan for faculty meetings and supervision /duties

6. **Length of Job Share**

- a. A job share shall be for one school year commencing on the first day of school for that school year.
- b. Any teachers desiring to continue in a job share arrangement beyond one full school year must provide written notice to the Building Administrator and Superintendent or designee no later than February 1 of the job share year.
- c. The job share may be extended for two consecutive years with a maximum of five years as a job share employee while employed in the District. These limitations may be extended by mutual agreement of the AEA and the Board.
- d. There will be a limit in the District to three job share opportunities each year.
- e. Each participating teacher shall be guaranteed a return of full-time employment, if desired, for the school year following the job share, subject to reduction-in-force or dismissal for cause. The job share teacher shall retain tenure and will be given the same considerations as all other full-time teachers upon return to full-time status.
- f. An approved application for a job sharing position constitutes a part-time leave.
- g. In the event the employment of a participating teacher ceases, for whatever reason (including leave of absence) the Superintendent or his/her designees shall have the right to return the remaining participating teacher to full-time status to fill a vacant position in any other manner deemed appropriate.

7. **Non-tenured teachers**

A non-tenured teacher who is granted a job share alternative employment opportunity will lose their probationary status and upon return to full-time status would revert back to their first year of four years as a non-tenured teacher.

8. Non-Grieveable

The provisions of the job share shall not be subject to the grievance procedure.

K. Teachers Voluntarily Working on Less than a Full-Time Basis

1. Full time teachers may request to work less than full time. If approved by the superintendent, teachers in these positions shall be provided all benefits and conditions specified in this agreement on a pro-rata basis unless expressly provided otherwise.

2. Salary

Part-time teachers employed on less than a full-time basis shall remain on the same step on the salary schedule until the equivalent of one full year of credit has been earned. Movement on the salary schedule will occur at the beginning of the school year after a full year of credit has been earned.

3. Seniority

Teachers employed on less than a full-time basis shall accrue District seniority on a pro-rata basis for each year of less than full-time service.

4. Leaves and Benefits

Leaves and benefits will be on a pro-rata basis. In order to be eligible for health insurance benefits, the employee must work 30 hours per week. Teachers employed on less than a full-time basis will pay on a pro-rata basis their portion of the monthly premium cost.

5. Job Responsibilities

- a. Teacher Requirements

All teachers employed on less than a full-time basis will be required to attend Parent/Teacher Conferences, meet the staff nights, regularly scheduled staff meetings, in-service, school improvement, and institute activities, open house, and assigned duties that may occur before or after school.

- b. Formulation of Voluntary Part-Time Employment Schedule

Teachers desiring to be voluntarily employed on a part-time basis will submit a letter to the building principal no later than February 1 of the year preceding the school year for which the voluntary part-time employment requests are subject to the approval of the Superintendent or designee and will be based on the ability of the district to provide needed services for students.

6. Length of Part-Time Employment

- a. Voluntary part-time employment shall be for a minimum of one school year commencing on the first day of school for that school year.
- b. Teachers desiring to return to full-time employment must provide written notice to the Building Administrator and Superintendent or designee no later than February 1.
- c. Teachers in voluntary part-time employment shall be guaranteed a return to full-time employment, if desired, subject to the availability of a full-time position for which they are qualified. Voluntary part-time teachers shall retain tenure and will be given the same considerations as all other full-time teachers upon return to full-time status.
- d. Nothing in this article gives a voluntary part-time teacher "bumping" rights unless there is a reduction in force.
- e. There will be a limit in the District to three voluntary part-time employees.

7. Non-Tenured Teachers

A non-tenured teacher who is granted voluntary part-time employment will lose their probationary status and upon return to full-time status would revert back to their first year of four years as a non-tenured teacher.

8. Non-Grievable

The provisions of voluntary part-time application for and acceptance into part-time employment shall not be subject to the grievance procedure.

L. Job Responsibilities

- 1. Each teacher will be provided a job description detailing her/his duties and responsibilities before the start of the school year.

ARTICLE X LEAVES

A. For a leave of any type

1. A tenured teacher will not lose accrued sick leave or advancement on the salary schedule providing the teacher completes 105 days of teaching during the school year of such leave. Employees on such leave may continue benefits if they reimburse the district for costs of benefits for which they apply.
- 2.

B. Sick Leave

1. Each employee shall be entitled to sick leave days each school term without loss of pay. Days shall be awarded based on the number of years employed in the district and according to the following schedule.

0-10 years in the district	=	10 days
11-20 years in the district	=	12 days
21-30 years in the district	=	15 days
31 + years in the district	=	20 days

2. Sick leave shall accumulate to three hundred sixty (360) days. Upon leaving the district, unused days shall be reported to the Teachers' Retirement Service (TRS) for service credit.
3. Sick leave shall be defined according to the Illinois Sick Leave Act. Sick leave may be calculated in half-day increments. Half-day shall start/end at 11:30 A.M. After 3 consecutive sick days or in the case of excessive absenteeism, a doctor's note may be required.

C. Additional Sick Leave

1. Subject to applicable law and TRS rules and regulations, upon an employee's submission of an irrevocable letter or resignation to the Superintendent prior to the commencement of the final two years of employment or the final year of employment, the Board shall award such employee additional sick leave sufficient to secure additional TRS service credit in circumstances where: (1) the Board's actuarial penalty for awarding such additional sick leave shall be less than the ERO penalty the Board would otherwise incur upon the employee's retirement; and (2) the employee will thereby avoid ERO penalty.

D. Sick Leave Bank

1. The purpose of the sick leave bank shall be to provide extended paid sick leave for employees who have exhausted their personally accumulated sick leave and due to

personal serious illness or injury to them or an immediate family member (which means spouse, children, parent, or special circumstances decided by committee) are unable to return to work. Short-term illnesses or injuries are not subject to the sick leave provision.

2. Participation in the sick leave bank shall be voluntary and any employee who elects not to participate in the sick leave bank is not eligible to use it. All employees must return the form indicating either accepting or declining membership. The form shall be turned in to the building sick bank representative. The form must be received by September 30 of each school year.
3. Participating employees shall put in one day per year until the bank reaches its maximum days of 200. All new employees wishing to participate may do so by filling out the application form. If an employee who had previously declined enrollment decides to enroll, he/she must obtain an application form and return it to their building sick bank representative by September 30 of the new school year. A participant may elect to withdraw from the sick bank at any time, and upon withdrawal shall not again be eligible for participation in the sick bank. A withdrawal must be done in writing or by application form. Days will be given back upon retirement for all employees who have participated in the Sick Leave Bank unless all days have been used during the year. Employees who leave the district other than for retirement shall lose their sick leave bank days and cannot use those days for service credit with TRS.
4. The sick bank shall carry over unused days from year-to-year. When the sick bank has exceeded 200 days because of new membership, days will be given back to employees according to the most number of days given and then to seniority.
5. Only members of the sick leave bank shall be allowed to withdraw days from the bank when approved by the committee. When replenishing the sick bank, contributing days will be taken from members on a rotating basis determined by the number of days given and seniority. No member shall be allowed to draw more than thirty days during one school year and no more than sixty days during his/her employment in the Auburn CUSD #10. The balance of days accumulated at the end of one school year shall carry over to the following year. Should the total number of days withdrawn from the bank cause a zero balance, the bank shall cease operations until it can be replenished at the start of the next school year.
6. A committee consisting of one teacher from each building selected by the association will govern the use of the sick leave bank. All employees enrolled in the sick bank will be entitled to draw from the bank provided the employee has exhausted his/her personally accumulated sick leave and personal leave days and has made written application to the committee for withdrawal of days from the bank.
7. Should the employee be unable to make application, his/her designee may do so on their behalf. The request shall state the reason for the inability to return to work along with a physician's statement specifying the nature of the employee's an/or immediate family member's illness or injury. The written request shall also state

the number of days to be used from the bank. An employee must also take three dock days before sick leave bank begins. Before granting the request, the committee must elicit affirmative answers to the following:

- a. Is the employee listed as a current member of the sick leave bank?
- b. Has the employee exhausted his/her personally accumulated sick leave and personal leave?
- c. Has the employee taken three dock days? (Can be taken one per pay period)
- d. Is the absence from work due to a serious illness or injury of the employee or an immediate family member?

E. Maternity / Paternity Leave

Teachers may use accumulated sick days up to 30 days after delivery or until doctor's release. Disabilities related to the pregnancy shall be considered as any other medical disability and the teacher may use sick days to the extent that the teacher has them. Additional unpaid leave may be taken not to exceed forty- two (42) calendar days.

F. Bereavement Leave

Certified staff members shall be granted one bereavement day per year to attend the funeral of a close friend or family member other than those of the immediate family. Bereavement leave is non-accumulative and will be deducted from an employee's accumulated sick leave. Any paid bereavement leave or paid sick leave will count towards the number of unpaid leave days the employee is eligible to use under the Family Bereavement Leave Act.

G. Leave Without Pay

1. Subject to applicable law, the Board may, at its sole discretion, grant a tenured teacher a leave of absence without pay and under such conditions as the Board may specify. A request for a leave of absence without pay shall be initiated by submitting a written request to the Superintendent at least 90 days notice requirement in cases of emergency or other extenuating circumstances. The request should include a summary of the reasons why the teacher seeks the leave and shall identify a proposed beginning and ending date. Such leave (including any extension requested by the teacher) shall not exceed 12 months and shall correspond with semesters or academic years whenever possible.
2. A tenured teacher granted a leave under this section shall be eligible to participate in the District's group insurance program, provided that such teacher shall be responsible for payment of the entire cost of any insurance coverage and provided that such eligibility is allowed under applicable insurance policies, programs, or agreements. Any teacher who requests and is granted a partial leave without pay shall assume the applicable pro rata payment obligation for such teacher's insurance premiums.

H. Family / Medical Leave

Teachers shall be eligible for unpaid family and/or medical leave in accordance with the provisions of the Family and Medical Leave Act, which leave shall run concurrently with other District-approved leave (such as vacation leave and/or sick leave).

I. Personal Leave

1. All full time professional staff shall have two (2) personal days per year and teaching personnel employed for a period of time less than full time will have personal time prorated according to the percentage employed, to the nearest one-half (1/2) day, provided the following conditions are met:
 - a. At least two (2) school days prior written notice must be given the building principal. The principal may waive the time requirement.
 - b. No days may be used except with prior approval of building principal, on the days of teacher institute, the last day of the school year and during parent-teacher conference week. During parent-teacher conference week, personal days may be used if conferences have been scheduled on alternate days of that week.
 - c. Such personal days may not be used in increments of less than one-half (1/2) day at a time.
 - d. No more than two (2) employees per building may be granted a personal day for the same day. The building principal may waive the two (2) employees per building limit.
 - e. Unused personal leave days shall accumulate as sick leave.
 - f. 11:30 am defines a half day.
 - g. If additional time is requested and permission is granted, the teacher will have a deduction of one-one hundred eightieth (1/180) of his/her annual salary for each of the absences in excess of the one allotted personal day. Under no circumstances should teachers plan to take vacations during the school term, unless approved by the Board. Any teacher who takes unauthorized vacation during the school term will be considered to have breached his/her contract.
 - h. Personal leave may not be used during or in conjunction with a state school visit.
 - i. Employees who have accrued ninety (90) days of sick leave at any time prior to a contract year and do not use over one (1) day of sick or personal time and are not absent without pay during the previous contract year, shall be allowed to roll over one (1) personal day. Employees that continue to meet the aforementioned criteria will be allowed to maintain a maximum of three (3) personal days per contract year.

- j. Employees shall not be allowed the use of "dock" days to extend any personal leave.

J. Professional Day

1. One (1) day may be granted for professional reasons on approval of the building principal. Requests for more than one day will be considered by the principal.
2. The District will award CPDU credit when possible for in-district workshops, conferences, and in-service programs.
3. The district will provide ten (10) hours of in-house professional development each school year. Teachers will be notified of these opportunities by e-mail.

K. Association Business Day

At least two AEA members are allowed to attend IEA association days. AEA members (designated by AEA executive committee) shall be granted up to four (4) days without loss of pay to attend IEA functions. The four (4) days are for the entire local, not per individual member.

**ARTICLE XI
CONTINUING EDUCATION**

A. Tuition Reimbursement

1. All courses taken for advancement on the salary schedule must relate to the teacher's instructional field, a major or minor area of certification, or a graduate program in education. If the employee wishes to be reimbursed for such courses, a request must be presented to the superintendent for his approval/disapproval. The request forms available in each administrator's office shall be used for such requests. A payment of \$350.00 per semester hour, not to exceed tuition, will be paid in the second September check and the second February check after an official transcript has been submitted. Courses must have been completed within the past twelve months and a maximum of sixteen hours submitted to the superintendent prior to a teacher leaving for summer vacation.
2. Semester hours past a degree must be received after the official awarding of the last degree of the salary schedule.
3. Employees who are no longer employed by the district when the semester hour payment is made will not be eligible for reimbursement. In instances where the individual is not employed in the district due to a reduction in force, the individual will be eligible for reimbursement. In instances where the individual is asked to resign or is terminated, tuition reimbursement will be paid if the course has been approved in advance by the superintendent.

B. National Board Certification Allowance

1. The Employer shall pay the full cost of the fee for assessment associated with the attainment of certification by the National Board for Professional Teaching Standards for an employee who submits a written application through the Illinois State Board of Education Candidate Subsidy Program. It is understood that the Employer's obligation may be reduced by the amount provided by the State Board of Education through its subsidy program. Additionally, the travel allowance shall be approved for any Employee seeking such certification for travel related to the assessment phase of the National Board certification.
2. The Employee must remain an employee of the district for three years or be subject to reimbursing the district for the cost of the assessment fee.

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ARTICLE XII
TEACHER SAFETY

- A. An assault upon a teacher acting as an agent of the Board shall be promptly reported to the Board. The Board shall, if after a Board hearing decided the teacher was acting within Board policy, provide legal counsel and render reasonable assistance to the teacher in connection with the incident by law enforcement and judicial authorities in compliance with 105IL CS 5/10-21.7.

ARTICLE XIII COMPENSATION

A. Salaries

1. All teacher's salaries shall be based on college credits completed as of September 1 of the school year.
2. Teacher salaries will be paid every other Friday. If one of those days conflict with a holiday, checks will be issued the day prior. The teacher association dues will be deducted evenly over an eight-month basis.

B. Notice of Retirement

1. If an Employee who commenced employment with Employer prior to October 1, 2024, shall give the Board irrevocable notice of retirement by October 1, 2024, four (4) years prior to the year of retirement. The Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increases in compensation for each of his/her remaining four years of service.
2. If an who commenced employment with Employer prior to October 1, 2024, shall give the Board irrevocable notice of retirement by October 1, 2024, three (3) years prior to the year of retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increases in compensation for each of his/her remaining three years of service.
3. If an Employee who commenced employment with Employer prior to October 1, 2024, shall give the Board irrevocable notice of retirement by October 1, 2024, two (2) years prior to the year of retirement. the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increase in compensation, for each of his/her remaining two years of service.
4. If an Employee who commenced employment with Employer prior to October 1, 2024, shall give the Board irrevocable notice of retirement by October 1, 2024, one (1) year prior to the year of retirement. the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increase in compensation, for each of his/her remaining year of service.

Any Employee who commenced employment with Employer after October 1, 2024, shall be entitled to the same Notice of Retirement options and benefits as set forth above, provided that any such Employee shall have at least ten (10) consecutive years of full-time employment with Employer on the submission date of the irrevocable Notice of Retirement.

C. Calculation of Retirement Incentive

1. All calculations for salary increases will be based on the Teachers Retirement System (TRS) creditable earnings in the year prior to the submission of the irrevocable notice of retirement.

2. If after submitting an irrevocable notice of retirement by October 1st, the Employee resigns from, or is dismissed from activities covered in the Extra-Curricular Schedule, the retirement incentive for that Employee will be recalculated accordingly.
3. All adjustments for the final calculation of the retirement incentive will be made on the final June paycheck.

D. Irrevocable Letter of Resignation

1. To be eligible, an Employee must submit an irrevocable letter of resignation by October 1st, which must be accompanied by a (TRS) member requested "Personal Statement of Benefits: and a "Benefit Estimate" confirmation of total years of service. In addition, an employee is considered to be eligible for the retirement incentive by meeting one of the following conditions:
 - a. The Employee becomes sixty (60) years of age by July 1 of a school year and has five years TRS creditable service.
 - b. The Employee qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age and having attained thirty-five (35) years of upgraded TRS creditable service.
 - c. The Employee qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age and having attained thirty-eight (38) years of nonupgraded TRS creditable service.

E. Teachers Retirement Contributions (TRS)

1. During the term of this Agreement the Board shall pay each Employee's share of TRS contributions in an amount not to exceed 9.0% of teacher's compensation. The salary schedules attached shall reflect such payments in accordance with the following formula: (Base Salary x 1.098901).

ARTICLE XIV
EXTRA-CURRICULAR ASSIGNMENTS

- A. The Auburn Education Association shall be responsible for providing the desired number of ticket sellers at all events held outside of normal school hours. In the event the AEA fails to provide the necessary personnel, the principals shall assign ticket sellers on an equitable basis.
- B. Extra-Curricular Assignments
 - 1. All assignments of extra-curricular activities (those not directly related to the individual's classroom assignment) will be voluntary, or, in the absence of volunteers, will be assigned by the principal on an equitable basis. Teachers will be compensated for accepting those assignments as provided for in Extra Pay Items of the salary schedule.
- C. If a coach accepts two positions, the coach will be paid for both positions as listed on the extra duty pay schedule.
- D. The first option in filling head coaching positions will be to offer an interview to qualified, certified staff with a four (4) year degree, but offer the position to the most qualified.
- E. There is a section added to the teacher evaluation form that will address a discussion of the extra-curricular activities the individual is involved in.



**ARTICLE XV
REIMBURSEMENT**

A. Travel Reimbursement

1. Reimbursement of travel expenses is as follows: IRS rate for personal automobile. Reimbursement of actual expenses not to exceed \$100.00 per day for lodging unless approved by administration prior and \$31.00 per day for food allowance, \$15.50 for half days. Alcohol is not reimbursable. Reimbursement for personal auto will be paid in the following situations:
 - a. When school transportation cannot be provided
 - b. When personal auto must be used in situations in addition to school means.
 - c. When approved in advance by the principal and/or superintendent.
2. When personal auto must be used to conduct business in connection with extra duty pay items, reimbursement requests must be submitted to the administration for consideration prior to the intended business.
3. Employees who teach on a daily basis in both Auburn and Divernon will receive travel reimbursement at the IRS rate as of August 1 for each school year.

B. Class Period Reimbursement

1. Staff members who have volunteered for or are assigned the responsibility of an absent teacher's class shall be reimbursed.
2. In case of an all day teacher absence or a one-half day teacher absence, the principal shall make every effort to obtain a substitute. If a substitute cannot be obtained, the principal may assign the responsibility from among the staff available only during their prep time, not during their teaching assigned times; therefore, the certified staff member will receive a cover hour stipend for that additional responsibility.
3. When a teacher is assigned by administration to take on more students into a classroom, due to the lack of substitute availability, the teacher shall not have a class that exceeds 23 students in total. Should the class exceed 23 students, then the teacher will be compensated at the cover hour rate per hour up to the maximum rate of substitute pay. Teacher absences, which apply under this provision, are for:

- a. Approved sick day
 - b. Approved professional day
 - c. Approved emergency leave
 - d. For periods of a school day when a teacher must be absent due to an approved scheduled school event.
3. These periods shall be paid at the rate established in the Extra Pay Schedule. Reimbursement shall be paid three (3) times a year. The time will be turned in by the 10th of December, March, and June and payment will be made on the second payroll of those months. Late requests will be paid on the following payment period.
4. In cases of an emergency when a teacher must be out of the classroom for a period for reasons of a personal emergency, it will be necessary for the teacher to arrange for another teacher to cover the period for them or pay will be docked accordingly. The teacher must give explanation of the need to the principal prior to leaving. There will be no pay for such periods.

ARTICLE XVI
INSURANCE

- A. The board of education will pay for FY 25, \$8,400, for FY 26 \$9,000, and for FY 27 and after \$9,300 per year toward the cost of the employee premium, not to exceed individual premium of selected plan.

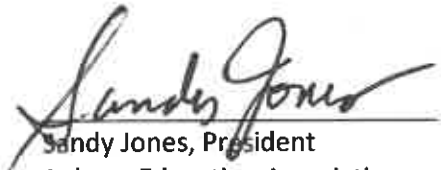
ACCEPTANCE AND DURATION

This agreement is signed and adopted this 10th day of October 2024 and shall be in effect from July 1, 2024 through June 30, 2027. It shall remain in full force and effect from year to year thereafter, unless notice to "Request to Renegotiate" is provided in writing no earlier than 120 days prior to the expiration date of the agreement. Such notice to renegotiate shall have been considered to have been given as of the date shown on the postmark if mailed.

Notwithstanding any provision of this article or Agreement, this Agreement shall remain in full force and effect after any expiration date while negotiations are continuing for a new Agreement.


The next salary negotiations will take place during the 26/27 school term.

Auburn Education Association
Auburn, Illinois


Sandy Jones, President
Auburn Education Association

10-10-2024
Date

Board of Education
Auburn District #10
Auburn, Illinois


Carl Kessler, President
Auburn Board of Education

10-10-2024
Date

FY25

Step	B	B+8	B+16	B+24	M	M+12	M+24	M+36	M+48
0 TRS	42473	42940	43412	43890	44724	45574	46440	47322	48221
	3823	3865	3907	3950	4025	4102	4180	4259	4340
IRS	38650	39076	39505	39940	40699	41472	42260	43063	43881
1 TRS	43208	43683	44164	44649	45498	46362	47243	48141	49055
	3889	3931	3975	4018	4095	4173	4252	4333	4415
IRS	39319	39752	40189	40631	41403	42190	42991	43808	44640
2 TRS	43955	44439	44928	45422	46285	47164	48060	48973	49904
	3956	3999	4043	4088	4166	4245	4325	4408	4491
IRS	39999	40439	40884	41334	42119	42919	43735	44566	45413
3 TRS	44716	45208	45705	46208	47085	47980	48892	49821	50767
	4024	4069	4113	4159	4238	4318	4400	4484	4569
IRS	40691	41139	41591	42049	42848	43662	44491	45337	46198
4 TRS	45489	45990	46495	47007	47900	48810	49738	50683	51646
	4094	4139	4185	4231	4311	4393	4476	4561	4648
IRS	41395	41851	42311	42776	43589	44417	45261	46121	46997
5 TRS	46276	46785	47300	47820	48729	49655	50598	51559	52539
	4165	4211	4257	4304	4386	4469	4554	4640	4729
IRS	42111	42575	43043	43516	44343	45186	46044	46919	47811
6 TRS	47077	47595	48118	48647	49572	50514	51473	52451	53448
	4237	4284	4331	4378	4461	4546	4633	4721	4810
IRS	42840	43311	43788	44269	45110	45967	46841	47731	48638
7 TRS	47891	48418	48951	49489	50429	51388	52364	53359	54373
	4310	4358	4406	4454	4539	4625	4713	4802	4894
IRS	43581	44060	44545	45035	45891	46763	47651	48556	49479
8 TRS	48720	49256	49797	50345	51302	52277	53270	54282	55313
	4385	4433	4482	4531	4617	4705	4794	4885	4978
IRS	44335	44823	45316	45814	46685	47572	48475	49397	50335
9 TRS	49563	50108	50659	51216	52189	53181	54191	55221	56270
	4461	4510	4559	4609	4697	4786	4877	4970	5064
IRS	45102	45598	46100	46607	47492	48395	49314	50251	51206
10 TRS	50420	50975	51535	52102	53092	54101	55129	56176	57244
	4538	4588	4638	4689	4778	4869	4962	5056	5152
IRS	45882	46387	46897	47413	48314	49232	50167	51120	52092
11 TRS	51292	51856	52427	53004	54011	55037	56083	57148	58234
	4616	4667	4718	4770	4861	4953	5047	5143	5241
IRS	46676	47189	47708	48233	49150	50084	51035	52005	52993

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FY25

Step	B	B+8	B+16	B+24	M	M+12	M+24	M+36	M+48
12 TRS	52180	52754	53334	53921	54945	55989	57053	58137	59241
	4696	4748	4800	4853	4945	5039	5135	5232	5332
IRS	47483	48006	48534	49068	50000	50950	51918	52904	53910
13 TRS	53082	53666	54257	54853	55896	56958	58040	59143	60266
	4777	4830	4883	4937	5031	5126	5224	5323	5424
IRS	48305	48836	49373	49917	50865	51831	52816	53820	54842
14 TRS	54001	54595	55195	55802	56863	57943	59044	60166	61309
	4860	4914	4968	5022	5118	5215	5314	5415	5518
IRS	49141	49681	50228	50780	51745	52728	53730	54751	55791
15 TRS	54935	55539	56150	56768	57846	58945	60065	61207	62370
	4944	4999	5054	5109	5206	5305	5406	5509	5613
IRS	49991	50541	51097	51659	52640	53640	54659	55698	56756
16 TRS	55885	56500	57121	57750	58847	59965	61104	62265	63449
	5030	5085	5141	5197	5296	5397	5499	5604	5710
IRS	50856	51415	51981	52552	53551	54568	55605	56662	57738
17 TRS	56852	57477	58110	58749	59865	61003	62162	63343	64546
	5117	5173	5230	5287	5388	5490	5595	5701	5809
IRS	51735	52304	52880	53461	54477	55512	56567	57642	58737
18 TRS	57836	58472	59115	59765	60901	62058	63237	64438	65663
	5205	5262	5320	5379	5481	5585	5691	5799	5910
IRS	52630	53209	53795	54386	55420	56473	57546	58639	59753
19 TRS	58836	59483	60138	60799	61954	63131	64331	65553	66799
	5295	5353	5412	5472	5576	5682	5790	5900	6012
IRS	53541	54130	54725	55327	56378	57450	58541	59653	60787
20 TRS	59854	60512	61178	61851	63026	64224	65444	66687	67954
	5387	5446	5506	5567	5672	5780	5890	6002	6116
IRS	54467	55066	55672	56284	57354	58444	59554	60685	61839
21 TRS	60889	61559	62236	62921	64117	65335	66576	67841	69130
	5480	5540	5601	5663	5770	5880	5992	6106	6222
IRS	55409	56019	56635	57258	58346	59455	60584	61735	62908
22 TRS	61943	62624	63313	64010	65226	66465	67728	69015	70326
	5575	5636	5698	5761	5870	5982	6096	6211	6329
IRS	56368	56988	57615	58249	59355	60483	61632	62803	63997
23 TRS	63014	63708	64408	65117	66354	67615	68900	70209	71543
	5671	5734	5797	5861	5972	6085	6201	6319	6439
IRS	57343	57974	58612	59256	60382	61530	62699	63890	65104

FY25

Step	B	B+8	B+16	B+24	M	M+12	M+24	M+36	M+48
24 TRS	64105	64810	65523	66243	67502	68785	70092	71423	72780
	5769	5833	5897	5962	6075	6191	6308	6428	6550
IRS	58335	58977	59626	60282	61427	62594	63783	64995	66230
25 TRS	65214	65931	66656	67389	68670	69975	71304	72659	74039
	5869	5934	5999	6065	6180	6298	6417	6539	6664
IRS	59344	59997	60657	61324	62490	63677	64887	66120	67376
26 TRS	66342	67072	67809	68555	69858	71185	72538	73916	75320
	5971	6036	6103	6170	6287	6407	6528	6652	6779
IRS	60371	61035	61707	62385	63571	64778	66009	67263	68541
27 TRS	67490	68232	68982	69741	71066	72417	73793	75195	76623
	6074	6141	6208	6277	6396	6517	6641	6768	6896
IRS	61416	62091	62774	63465	64670	65899	67151	68427	69727
28 TRS	68657	69412	70176	70948	72296	73669	75069	76495	77949
	6179	6247	6316	6385	6507	6630	6756	6885	7015
IRS	62478	63165	63860	64563	65789	67039	68313	69611	70934
29 TRS	69845	70613	71390	72175	73547	74944	76368	77819	79297
	6286	6355	6425	6496	6619	6745	6873	7004	7137
IRS	63559	64258	64965	65679	66927	68199	69495	70815	72161
30 TRS	71053	71835	72625	73424	74819	76240	77689	79165	80669
	6395	6465	6536	6608	6734	6862	6992	7125	7260
IRS	64658	65370	66089	66816	68085	69379	70697	72040	73409
31 TRS	72282	73078	73881	74694	76113	77559	79033	80535	82065
	6505	6577	6649	6722	6850	6980	7113	7248	7386
IRS	65777	66501	67232	67972	69263	70579	71920	73287	74679
32 TRS	73533	74342	75160	75986	77430	78901	80400	81928	83485
	6618	6691	6764	6839	6969	7101	7236	7374	7514
IRS	66915	67651	68395	69148	70461	71800	73164	74554	75971
33 TRS	74805	75628	76460	77301	78770	80266	81791	83345	84929
	6732	6807	6881	6957	7089	7224	7361	7501	7644
IRS	68073	68821	69578	70344	71680	73042	74430	75844	77285
34 TRS	76099	76936	77783	78638	80132	81655	83206	84787	86398
	6849	6924	7000	7077	7212	7349	7489	7631	7776
IRS	69250	70012	70782	71561	72920	74306	75718	77156	78622
35 TRS	77416	78267	79128	79999	81519	83067	84646	86254	87893
	6967	7044	7122	7200	7337	7476	7618	7763	7910
IRS	70448	71223	72007	72799	74182	75591	77028	78491	79982

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FY26

Step	B	B+8	B+16	B+24	M	M+12	M+24	M+36	M+48
0 TRS	44222	44709	45201	45698	46566	47451	48352	49271	50207
	3980	4024	4068	4113	4191	4271	4352	4434	4519
IRS	40242	40685	41133	41585	42375	43180	44001	44837	45689
1 TRS	44987	45482	45983	46488	47372	48272	49189	50124	51076
	4049	4093	4138	4184	4263	4344	4427	4511	4597
IRS	40939	41389	41844	42304	43108	43927	44762	45612	46479
2 TRS	45766	46269	46778	47293	48191	49107	50040	50991	51959
	4119	4164	4210	4256	4337	4420	4504	4589	4676
IRS	41647	42105	42568	43036	43854	44687	45536	46401	47283
3 TRS	46557	47070	47587	48111	49025	49956	50906	51873	52858
	4190	4236	4283	4330	4412	4496	4581	4669	4757
IRS	42367	42833	43305	43781	44613	45460	46324	47204	48101
4 TRS	47363	47884	48411	48943	49873	50821	51786	52770	53773
	4263	4310	4357	4405	4489	4574	4661	4749	4840
IRS	43100	43574	44054	44538	45384	46247	47125	48021	48933
5 TRS	48182	48712	49248	49790	50736	51700	52682	53683	54703
	4336	4384	4432	4481	4566	4653	4741	4831	4923
IRS	43846	44328	44816	45309	46170	47047	47941	48852	49780
6 TRS	49016	49555	50100	50651	51614	52594	53594	54612	55649
	4411	4460	4509	4559	4645	4733	4823	4915	5008
IRS	44604	45095	45591	46093	46968	47861	48770	49697	50641
7 TRS	49864	50412	50967	51527	52507	53504	54521	55557	56612
	4488	4537	4587	4637	4726	4815	4907	5000	5095
IRS	45376	45875	46380	46890	47781	48689	49614	50557	51517
8 TRS	50726	51284	51849	52419	53415	54430	55464	56518	57592
	4565	4616	4666	4718	4807	4899	4992	5087	5183
IRS	46161	46669	47182	47701	48608	49531	50472	51431	52408
9 TRS	51604	52172	52746	53326	54339	55371	56423	57495	58588
	4644	4695	4747	4799	4891	4983	5078	5175	5273
IRS	46960	47476	47998	48526	49448	50388	51345	52321	53315
10 TRS	52497	53074	53658	54248	55279	56329	57400	58490	59601
	4725	4777	4829	4882	4975	5070	5166	5264	5364
IRS	47772	48298	48829	49366	50304	51260	52234	53226	54237
11 TRS	53405	53992	54586	55187	56235	57304	58393	59502	60633
	4806	4859	4913	4967	5061	5157	5255	5355	5457
IRS	48599	49133	49674	50220	51174	52146	53137	54147	55176



FY26

Step	B	B+8	B+16	B+24	M	M+12	M+24	M+36	M+48
12 TRS	54329	54926	55531	56142	57208	58295	59403	60531	61682
	4890	4943	4998	5053	5149	5247	5346	5448	5551
IRS	49439	49983	50533	51089	52059	53049	54057	55084	56130
13 TRS	55269	55877	56491	57113	58198	59304	60430	61579	62749
	4974	5029	5084	5140	5238	5337	5439	5542	5647
IRS	50295	50848	51407	51973	52960	53966	54992	56037	57101
14 TRS	56225	56843	57469	58101	59205	60330	61476	62644	63834
	5060	5116	5172	5229	5328	5430	5533	5638	5745
IRS	51165	51727	52296	52872	53876	54900	55943	57006	58089
15 TRS	57198	57827	58463	59106	60229	61373	62539	63728	64939
	5148	5204	5262	5320	5421	5524	5629	5735	5844
IRS	52050	52622	53201	53786	54808	55850	56911	57992	59094
16 TRS	58187	58827	59474	60129	61271	62435	63621	64830	66062
	5237	5294	5353	5412	5514	5619	5726	5835	5946
IRS	52950	53533	54122	54717	55757	56816	57895	58995	60116
17 TRS	59194	59845	60503	61169	62331	63515	64722	65952	67205
	5327	5386	5445	5505	5610	5716	5825	5936	6048
IRS	53866	54459	55058	55664	56721	57799	58897	60016	61156
18 TRS	60218	60880	61550	62227	63409	64614	65842	67093	68367
	5420	5479	5539	5600	5707	5815	5926	6038	6153
IRS	54798	55401	56010	56627	57702	58799	59916	61054	62214
19 TRS	61260	61933	62615	63303	64506	65732	66981	68253	69550
	5513	5574	5635	5697	5806	5916	6028	6143	6260
IRS	55746	56359	56979	57606	58701	59816	60952	62111	63291
20 TRS	62319	63005	63698	64399	65622	66869	68140	69434	70753
	5609	5670	5733	5796	5906	6018	6133	6249	6368
IRS	56711	57334	57965	58603	59716	60851	62007	63185	64386
21 TRS	63398	64095	64800	65513	66757	68026	69318	70635	71977
	5706	5769	5832	5896	6008	6122	6239	6357	6478
IRS	57692	58326	58968	59617	60749	61904	63080	64278	65499
22 TRS	64494	65204	65921	66646	67912	69203	70518	71857	73223
	5804	5868	5933	5998	6112	6228	6347	6467	6590
IRS	58690	59335	59988	60648	61800	62974	64171	65390	66633
23 TRS	65610	66332	67061	67799	69087	70400	71738	73101	74489
	5905	5970	6036	6102	6218	6336	6456	6579	6704
IRS	59705	60362	61026	61697	62869	64064	65281	66521	67785

FY26

Step	B	B+8	B+16	B+24	M	M+12	M+24	M+36	M+48
24 TRS	66745	67479	68222	68972	70282	71618	72979	74365	75778
	6007	6073	6140	6207	6325	6446	6568	6693	6820
IRS	60738	61406	62082	62765	63957	65172	66410	67672	68958
25 TRS	67900	68647	69402	70165	71498	72857	74241	75652	77089
	6111	6178	6246	6315	6435	6557	6682	6809	6938
IRS	61789	62468	63156	63850	65063	66300	67559	68843	70151
26 TRS	69074	69834	70602	71379	72735	74117	75525	76960	78423
	6217	6285	6354	6424	6546	6671	6797	6926	7058
IRS	62858	63549	64248	64955	66189	67447	68728	70034	71365
27 TRS	70269	71042	71824	72614	73994	75399	76832	78292	79779
	6324	6394	6464	6535	6659	6786	6915	7046	7180
IRS	63945	64649	65360	66079	67334	68614	69917	71246	72599
28 TRS	71485	72271	73066	73870	75274	76704	78161	79646	81160
	6434	6504	6576	6648	6775	6903	7035	7168	7304
IRS	65051	65767	66490	67222	68499	69801	71127	72478	73855
29 TRS	72722	73522	74330	75148	76576	78031	79513	81024	82564
	6545	6617	6690	6763	6892	7023	7156	7292	7431
IRS	66177	66905	67641	68385	69684	71008	72357	73732	75133
30 TRS	73980	74794	75616	76448	77901	79381	80889	82426	83992
	6658	6731	6805	6880	7011	7144	7280	7418	7559
IRS	67322	68062	68811	69568	70890	72237	73609	75008	76433
31 TRS	75260	76088	76925	77771	79248	80754	82288	83852	85445
	6773	6848	6923	6999	7132	7268	7406	7547	7690
IRS	68486	69240	70001	70771	72116	73486	74882	76305	77755
32 TRS	76562	77404	78255	79116	80619	82151	83712	85303	86923
	6891	6966	7043	7120	7256	7394	7534	7677	7823
IRS	69671	70438	71212	71996	73364	74758	76178	77625	79100
33 TRS	77886	78743	79609	80485	82014	83572	85160	86778	88427
	7010	7087	7165	7244	7381	7522	7664	7810	7958
IRS	70876	71656	72444	73241	74633	76051	77496	78968	80469
34 TRS	79234	80105	80986	81877	83433	85018	86633	88280	89957
	7131	7209	7289	7369	7509	7652	7797	7945	8096
IRS	72103	72896	73698	74508	75924	77367	78836	80334	81861
35 TRS	80604	81491	82387	83294	84876	86489	88132	89807	91513
	7254	7334	7415	7496	7639	7784	7932	8083	8236
IRS	73350	74157	74973	75797	77237	78705	80200	81724	83277

CK 8

FY27

Step	B	B+8	B+16	B+24	M	M+12	M+24	M+36	M+48
0 TRS	46044	46550	47062	47580	48484	49405	50344	51301	52275
	4144	4190	4236	4282	4364	4446	4531	4617	4705
IRS	41900	42361	42827	43298	44121	44959	45813	46684	47571
1 TRS	46840	47356	47877	48403	49323	50260	51215	52188	53180
	4216	4262	4309	4356	4439	4523	4609	4697	4786
IRS	42625	43094	43568	44047	44884	45737	46606	47491	48394
2 TRS	47651	48175	48705	49241	50176	51130	52101	53091	54100
	4289	4336	4383	4432	4516	4602	4689	4778	4869
IRS	43362	43839	44321	44809	45660	46528	47412	48313	49231
3 TRS	48475	49008	49547	50093	51044	52014	53002	54009	55036
	4363	4411	4459	4508	4594	4681	4770	4861	4953
IRS	44112	44598	45088	45584	46450	47333	48232	49149	50082
4 TRS	49314	49856	50405	50959	51927	52914	53919	54944	55988
	4438	4487	4536	4586	4673	4762	4853	4945	5039
IRS	44876	45369	45868	46373	47254	48152	49067	49999	50949
5 TRS	50167	50719	51277	51841	52826	53829	54852	55894	56956
	4515	4565	4615	4666	4754	4845	4937	5030	5126
IRS	45652	46154	46662	47175	48071	48985	49915	50864	51830
6 TRS	51035	51596	52164	52738	53740	54761	55801	56861	57942
	4593	4644	4695	4746	4837	4928	5022	5118	5215
IRS	46442	46953	47469	47991	48903	49832	50779	51744	52727
7 TRS	51918	52489	53066	53650	54669	55708	56766	57845	58944
	4673	4724	4776	4828	4920	5014	5109	5206	5305
IRS	47245	47765	48290	48821	49749	50694	51657	52639	53639
8 TRS	52816	53397	53984	54578	55615	56672	57748	58846	59964
	4753	4806	4859	4912	5005	5100	5197	5296	5397
IRS	48062	48591	49126	49666	50610	51571	52551	53550	54567
9 TRS	53730	54321	54918	55522	56577	57652	58748	59864	61001
	4836	4889	4943	4997	5092	5189	5287	5388	5490
IRS	48894	49432	49976	50525	51485	52463	53460	54476	55511
10 TRS	54659	55260	55868	56483	57556	58650	59764	60899	62056
	4919	4973	5028	5083	5180	5278	5379	5481	5585
IRS	49740	50287	50840	51399	52376	53371	54385	55418	56471
11 TRS	55605	56216	56835	57460	58552	59664	60798	61953	63130
	5004	5059	5115	5171	5270	5370	5472	5576	5682
IRS	50600	51157	51720	52289	53282	54294	55326	56377	57448

FY27

Step	B	B+8	B+16	B+24	M	M+12	M+24	M+36	M+48
12 TRS	56567	57189	57818	58454	59565	60696	61850	63025	64222
	5091	5147	5204	5261	5361	5463	5566	5672	5780
IRS	51476	52042	52614	53193	54204	55234	56283	57353	58442
13 TRS	57545	58178	58818	59465	60595	61746	62920	64115	65333
	5179	5236	5294	5352	5454	5557	5663	5770	5880
IRS	52366	52942	53525	54113	55142	56189	57257	58345	59453
14 TRS	58541	59185	59836	60494	61643	62815	64008	65224	66464
	5269	5327	5385	5444	5548	5653	5761	5870	5982
IRS	53272	53858	54451	55050	56095	57161	58247	59354	60482
15 TRS	59554	60209	60871	61541	62710	63901	65115	66353	67613
	5360	5419	5478	5539	5644	5751	5860	5972	6085
IRS	54194	54790	55393	56002	57066	58150	59255	60381	61528
16 TRS	60584	61250	61924	62605	63795	65007	66242	67501	68783
	5453	5513	5573	5634	5742	5851	5962	6075	6190
IRS	55131	55738	56351	56971	58053	59156	60280	61425	62593
17 TRS	61632	62310	62995	63688	64898	66131	67388	68668	69973
	5547	5608	5670	5732	5841	5952	6065	6180	6298
IRS	56085	56702	57326	57956	59058	60180	61323	62488	63675
18 TRS	62698	63388	64085	64790	66021	67275	68554	69856	71184
	5643	5705	5768	5831	5942	6055	6170	6287	6407
IRS	57055	57683	58317	58959	60079	61221	62384	63569	64777
19 TRS	63783	64484	65194	65911	67163	68439	69740	71065	72415
	5740	5804	5867	5932	6045	6160	6277	6396	6517
IRS	58042	58681	59326	59979	61119	62280	63463	64669	65898
20 TRS	64886	65600	66322	67051	68325	69623	70946	72294	73668
	5840	5904	5969	6035	6149	6266	6385	6506	6630
IRS	59047	59696	60353	61017	62176	63357	64561	65788	67038
21 TRS	66009	66735	67469	68211	69507	70828	72174	73545	74942
	5941	6006	6072	6139	6256	6375	6496	6619	6745
IRS	60068	60729	61397	62072	63252	64453	65678	66926	68197
22 TRS	67151	67889	68636	69391	70710	72053	73422	74817	76239
	6044	6110	6177	6245	6364	6485	6608	6734	6861
IRS	61107	61779	62459	63146	64346	65568	66814	68084	69377
23 TRS	68313	69064	69824	70592	71933	73300	74692	76112	77558
	6148	6216	6284	6353	6474	6597	6722	6850	6980
IRS	62164	62848	63540	64238	65459	66703	67970	69262	70577

FY27

Step	B	B+8	B+16	B+24	M	M+12	M+24	M+36	M+48
24 TRS	69494	70259	71032	71813	73177	74568	75985	77428	78899
	6254	6323	6393	6463	6586	6711	6839	6969	7101
IRS	63240	63935	64639	65350	66591	67857	69146	70460	71798
25 TRS	70697	71474	72260	73055	74443	75858	77299	78768	80264
	6363	6433	6503	6575	6700	6827	6957	7089	7224
IRS	64334	65042	65757	66480	67743	69031	70342	71679	73041
26 TRS	71920	72711	73511	74319	75731	77170	78636	80130	81653
	6473	6544	6616	6689	6816	6945	7077	7212	7349
IRS	65447	66167	66895	67630	68915	70225	71559	72919	74304
27 TRS	73164	73969	74782	75605	77041	78505	79997	81517	83066
	6585	6657	6730	6804	6934	7065	7200	7336	7476
IRS	66579	67311	68052	68800	70108	71440	72797	74180	75590
28 TRS	74430	75248	76076	76913	78374	79863	81381	82927	84503
	6699	6772	6847	6922	7054	7188	7324	7463	7605
IRS	67731	68476	69229	69991	71321	72676	74056	75464	76897
29 TRS	75717	76550	77392	78243	79730	81245	82789	84362	85964
	6815	6890	6965	7042	7176	7312	7451	7593	7737
IRS	68903	69661	70427	71202	72554	73933	75338	76769	78228
30 TRS	77027	77874	78731	79597	81109	82650	84221	85821	87452
	6932	7009	7086	7164	7300	7439	7580	7724	7871
IRS	70095	70866	71645	72433	73810	75212	76641	78097	79581
31 TRS	78360	79222	80093	80974	82513	84080	85678	87306	88965
	7052	7130	7208	7288	7426	7567	7711	7858	8007
IRS	71307	72092	72885	73686	75086	76513	77967	79448	80958
32 TRS	79715	80592	81479	82375	83940	85535	87160	88816	90504
	7174	7253	7333	7414	7555	7698	7844	7993	8145
IRS	72541	73339	74146	74961	76385	77837	79316	80823	82358
33 TRS	81094	81986	82888	83800	85392	87015	88668	90353	92069
	7298	7379	7460	7542	7685	7831	7980	8132	8286
IRS	73796	74608	75428	76258	77707	79183	80688	82221	83783
34 TRS	82497	83405	84322	85250	86870	88520	90202	91916	93662
	7425	7506	7589	7672	7818	7967	8118	8272	8430
IRS	75073	75898	76733	77577	79051	80553	82084	83643	85233
35 TRS	83925	84848	85781	86725	88372	90051	91762	93506	95283
	7553	7636	7720	7805	7954	8105	8259	8416	8575
IRS	76371	77211	78061	78919	80419	81947	83504	85090	86707

FY 25 EXTRA-CURRICULAR SCHEDULE																
42473	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	Appendix C					
											16-20	16-20	21-25	21-25	26+	26+
HS Athletics																
Football Head/Boys	17%	\$ 7,220	17.5%	\$ 7,433	18.0%	\$ 7,645	18.5%	\$ 7,858	19.0%	\$ 8,070	19.5%	\$ 8,282	20.0%	\$ 8,495	20.5%	\$ 8,707
Football Assistant	13%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946	14.5%	\$ 6,159	15.0%	\$ 6,371	15.5%	\$ 6,583	16.0%	\$ 6,796	16.5%	\$ 7,008
Football Assistant	13%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946	14.5%	\$ 6,159	15.0%	\$ 6,371	15.5%	\$ 6,583	16.0%	\$ 6,796	16.5%	\$ 7,008
Football Assistant/Freshman divided 3 ways equally Fr FB, Fr FB, Ast Fr FB	6%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610	9.0%	\$ 3,823	9.5%	\$ 4,035
Basketball Head/Boys	17%	\$ 7,220	17.5%	\$ 7,433	18.0%	\$ 7,645	18.5%	\$ 7,858	19.0%	\$ 8,070	19.5%	\$ 8,282	20.0%	\$ 8,495	20.5%	\$ 8,707
Basketball Head/Girls	17%	\$ 7,220	17.5%	\$ 7,433	18.0%	\$ 7,645	18.5%	\$ 7,858	19.0%	\$ 8,070	19.5%	\$ 8,282	20.0%	\$ 8,495	20.5%	\$ 8,707
Basketball Assistant/Boys	13%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946	14.5%	\$ 6,159	15.0%	\$ 6,371	15.5%	\$ 6,583	16.0%	\$ 6,796	16.5%	\$ 7,008
Basketball Assistant/Girls	13%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946	14.5%	\$ 6,159	15.0%	\$ 6,371	15.5%	\$ 6,583	16.0%	\$ 6,796	16.5%	\$ 7,008
Basketball Assistant/F'man Boys	6%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610	9.0%	\$ 3,823	9.5%	\$ 4,035
Basketball Assistant/F'man Girls	6%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610	9.0%	\$ 3,823	9.5%	\$ 4,035
Volleyball Head/Girls	17%	\$ 7,220	17.5%	\$ 7,433	18.0%	\$ 7,645	18.5%	\$ 7,858	19.0%	\$ 8,070	19.5%	\$ 8,282	20.0%	\$ 8,495	20.5%	\$ 8,707
Volleyball Assistant/Girls	13%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946	14.5%	\$ 6,159	15.0%	\$ 6,371	15.5%	\$ 6,583	16.0%	\$ 6,796	16.5%	\$ 7,008
Volleyball Assistant/Freshman	6%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610	9.0%	\$ 3,823	9.5%	\$ 4,035
Soccer Head / HS Girls	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946
Soccer Asst / HS Girls	5%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610

OK

FY 25 EXTRA-CURRICULAR SCHEDULE

Appendix C

42473	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
HS Athletics																
Golf/Boys	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610
Golf/Girls	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610
Golf Assistant/Boys	2.5%	\$ 1,062	3.0%	\$ 1,274	3.5%	\$ 1,487	4.0%	\$ 1,699	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548
Golf Assistant/Girls	2.5%	\$ 1,062	3.0%	\$ 1,274	3.5%	\$ 1,487	4.0%	\$ 1,699	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548
Track & Field/Boys	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946	14.5%	\$ 6,159	15.0%	\$ 6,371	15.5%	\$ 6,583
Track & Field/Girls	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946	14.5%	\$ 6,159	15.0%	\$ 6,371	15.5%	\$ 6,583
Track & Field Asst.	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610
Baseball Head/Boys	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946
Baseball Assistant/Boys	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610
Softball Head/Girls	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.0%	\$ 5,097	13.0%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946
Softball Assistant/Girls	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610
Cross Country HS	10.0%	\$ 4,247	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521	13.5%	\$ 5,734
Cross Country Assistant HS	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610
Wrestling	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521	13.5%	\$ 5,734	14.0%	\$ 5,946
Wrestling Assistant	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610
Cheerleading (Football & Camp)	4.0%	\$ 1,699	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185
Cheerleading (Basketball & Competition)	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610	9.0%	\$ 3,823	9.5%	\$ 4,035

For employees currently coaching in the Auburn School District, an assistant or head coach at any level who moves to a different position in the same sport, will be given full credit on the coaching salary schedule for his/her previous years of coaching experience.

TRS is included in the stated rate for certified Auburn and SASED employees who are coaches and sponsors. For non-certified employees, 9 will be deducted from the state rate.

ACK

FY 25 EXTRA-CURRICULAR SCHEDULE

Appendix C

42473		0-2	0-2	3-5	3-5	6-8	6-8	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
JH Athletics																
Baseball/Boys	4.0%	\$ 1,699	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185
Baseball Assistant/Boys	2.0%	\$ 849	2.5%	\$ 1,062	3.0%	\$ 1,274	3.5%	\$ 1,487	4.0%	\$ 1,699	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336
Basketball Boys/7th	9.5%	\$ 4,035	10.0%	\$ 4,247	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521
Basketball Boys/8th	9.5%	\$ 4,035	10.0%	\$ 4,247	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521
Basketball Girls/7th	9.5%	\$ 4,035	10.0%	\$ 4,247	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521
Basketball Girls/8th	9.5%	\$ 4,035	10.0%	\$ 4,247	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521
Basketball Boys/6th	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398
Basketball Girls/6th	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398
Volleyball Girls/7th	9.5%	\$ 4,035	10.0%	\$ 4,247	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521
Volleyball Girls/8th	9.5%	\$ 4,035	10.0%	\$ 4,247	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884	12.0%	\$ 5,097	12.5%	\$ 5,309	13.0%	\$ 5,521
Volleyball Girls/6th	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398
Track & Field/Boys	8.0%	\$ 3,398	8.5%	\$ 3,610	9.0%	\$ 3,823	9.5%	\$ 4,035	10.0%	\$ 4,247	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884
Track & Field/Girls	8.0%	\$ 3,398	8.5%	\$ 3,610	9.0%	\$ 3,823	9.5%	\$ 4,035	10.0%	\$ 4,247	10.5%	\$ 4,460	11.0%	\$ 4,672	11.5%	\$ 4,884
Track & Field Assistant	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398
Wrestling	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610	9.0%	\$ 3,823	9.5%	\$ 4,035	10.0%	\$ 4,247	10.5%	\$ 4,460
Wrestling Assistant	3.0%	\$ 1,274	3.5%	\$ 1,487	4.0%	\$ 1,699	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761
Cheerleading	4.0%	\$ 1,699	5.0%	\$ 2,124	6.0%	\$ 2,548	7.0%	\$ 2,973	8.0%	\$ 3,398	9.0%	\$ 3,823	10.0%	\$ 4,247	11.0%	\$ 4,672

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CK

FY 25 EXTRA-CURRICULAR SCHEDULE

Appendix C

42473	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
JH Athletics																
JH Athletic Director	10.0%	\$ 4,247	11.0%	\$ 4,672	12.0%	\$ 5,097	13.0%	\$ 5,521	14.0%	\$ 5,946	15.0%	\$ 6,371	16.0%	\$ 6,796	17.0%	\$ 7,220
Softball/Girls	4.0%	\$ 1,699	5.0%	\$ 2,124	5.2%	\$ 2,209	5.4%	\$ 2,294	5.6%	\$ 2,378	5.8%	\$ 2,463	6.0%	\$ 2,548	6.2%	\$ 2,633
Softball Assistant/Girls	2.0%	\$ 849	2.5%	\$ 1,062	3.0%	\$ 1,274	3.5%	\$ 1,487	4.0%	\$ 1,699	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336
Cross Country Coach	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	8.0%	\$ 3,398	8.5%	\$ 3,610

For employees currently coaching in the Auburn School District, an assistant or head coach at any level who moves to a different position in the same sport, will be given full credit on the coaching salary schedule for his/her previous years of coaching experience.

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SP (K)

FY 25 EXTRA-CURRICULAR SCHEDULE

Appendix B

42473		0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
HS Extra- Curricular																	
Scholastic Bowl	4.0%	\$ 1,699	4.5%	\$ 1,911	5.0%	\$ 2,124	5.5%	\$ 2,336	6.0%	\$ 2,548	6.5%	\$ 2,761	7.0%	\$ 2,973	7.5%	\$ 3,185	
	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	
National Honor Society	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	
National Honor Society Assistant	1.2%	\$ 510	1.3%	\$ 552	1.4%	\$ 595	1.5%	\$ 637	1.6%	\$ 680	1.7%	\$ 722	1.8%	\$ 765	1.9%	\$ 807	
Year Book w/ Class Period	5.7%	\$ 2,421	5.72%	\$ 2,429	5.74%	\$ 2,438	5.76%	\$ 2,446	5.78%	\$ 2,455	5.8%	\$ 2,463	5.82%	\$ 2,472	5.84%	\$ 2,480	
Homescoming Parade	1.2%	\$ 510	1.3%	\$ 552	1.4%	\$ 595	1.5%	\$ 637	1.6%	\$ 680	1.7%	\$ 722	1.8%	\$ 765	1.9%	\$ 807	
Academic Contests (per contest)	1.2%	\$ 510	1.3%	\$ 552	1.4%	\$ 595	1.5%	\$ 637	1.6%	\$ 680	1.7%	\$ 722	1.8%	\$ 765	1.9%	\$ 807	
Awards Night Chairman	1.2%	\$ 510	1.3%	\$ 552	1.4%	\$ 595	1.5%	\$ 637	1.6%	\$ 680	1.7%	\$ 722	1.8%	\$ 765	1.9%	\$ 807	
Prom Coordinator	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	
Business Club	1.2%	\$ 510	1.3%	\$ 552	1.4%	\$ 595	1.5%	\$ 637	1.6%	\$ 680	1.7%	\$ 722	1.8%	\$ 765	1.9%	\$ 807	
FCCLA Club	1.2%	\$ 510	1.3%	\$ 552	1.4%	\$ 595	1.5%	\$ 637	1.6%	\$ 680	1.7%	\$ 722	1.8%	\$ 765	1.9%	\$ 807	
Spanish Club	1.2%	\$ 510	1.3%	\$ 552	1.4%	\$ 595	1.5%	\$ 637	1.6%	\$ 680	1.7%	\$ 722	1.8%	\$ 765	1.9%	\$ 807	
Play/Musical Band	2.0%	\$ 849	2.1%	\$ 892	2.2%	\$ 934	2.3%	\$ 977	2.4%	\$ 1,019	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	
Play/Musical Choir	2.0%	\$ 849	2.1%	\$ 892	2.2%	\$ 934	2.3%	\$ 977	2.4%	\$ 1,019	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	
Play/Musical Choreographer	2.0%	\$ 849	2.1%	\$ 892	2.2%	\$ 934	2.3%	\$ 977	2.4%	\$ 1,019	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	
Play/Musical Director	4.0%	\$ 1,699	4.2%	\$ 1,784	4.4%	\$ 1,869	4.6%	\$ 1,954	4.8%	\$ 2,039	5.0%	\$ 2,124	5.2%	\$ 2,209	5.4%	\$ 2,294	
Class Sponsor	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	
Class Sponsor	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	
Class Sponsor	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	
Class Sponsor	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	

back

FY 25 EXTRA-CURRICULAR SCHEDULE

Appendix B

42473	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
Dance Class Performances min. of 3 required	1.6%	\$ 680														
Band Performances & Contests * min. of 4 required	6.5%	\$ 2,761	6.7%	\$ 2,846	6.9%	\$ 2,931	7.1%	\$ 3,016	7.3%	\$ 3,101	7.5%	\$ 3,185	7.7%	\$ 3,270	7.9%	\$ 3,355
Vocal Music Performances & Contest * min of 4 required	4.8%	\$ 2,039	5.0%	\$ 2,124	5.2%	\$ 2,209	5.4%	\$ 2,294	5.6%	\$ 2,378	5.8%	\$ 2,463	6.0%	\$ 2,548	6.2%	\$ 2,633

For employees currently coaching in the Auburn School District, an assistant or head coach at any level who moves to a different position in the same sport, will be given full credit on the coaching salary schedule for his/her previous years of coaching experience.

TRS is included in the stated rate for certified Auburn and SASED employees who are coaches and sponsors. For non-certified employees, 9 will be deducted from the state rate.

b. dk

FY 25 EXTRA-CURRICULAR SCHEDULE

Appendix B

42473	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
JH Extra-Curricular																
Literary Contest	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	3.3%	\$ 1,402	3.4%	\$ 1,444	3.5%	\$ 1,487
Literary Contest	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	3.3%	\$ 1,402	3.4%	\$ 1,444	3.5%	\$ 1,487
Student Council	2.6%	\$ 1,104	2.7%	\$ 1,147	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	3.3%	\$ 1,402
Scholastic Bowl	2.8%	\$ 1,189	2.9%	\$ 1,232	3.0%	\$ 1,274	3.1%	\$ 1,317	3.2%	\$ 1,359	3.3%	\$ 1,402	3.4%	\$ 1,444	3.5%	\$ 1,487
Yearbook Sponsor	2.0%	\$ 849	2.1%	\$ 892	2.2%	\$ 934	2.3%	\$ 977	2.4%	\$ 1,019	2.5%	\$ 1,062	2.6%	\$ 1,104	2.7%	\$ 1,147
Band Performances & Contests	4.8%	\$ 2,039	5.0%	\$ 2,124	5.2%	\$ 2,209	5.4%	\$ 2,294	5.6%	\$ 2,378	5.8%	\$ 2,463	6.0%	\$ 2,548	6.2%	\$ 2,633
Vocal Music Performances & Contests	4.8%	\$ 2,039	5.0%	\$ 2,124	5.2%	\$ 2,209	5.4%	\$ 2,294	5.6%	\$ 2,378	5.8%	\$ 2,463	6.0%	\$ 2,548	6.2%	\$ 2,633
Academic Contests (per contest)	1.0%	\$ 425	1.1%	\$ 467	1.2%	\$ 510	1.3%	\$ 552	1.4%	\$ 595	1.5%	\$ 637	1.6%	\$ 680	1.7%	\$ 722

MIDDLE SCHOOL EXTRA-CURRICULAR

5TH Grade Band *min. of 3 required performances	1.6%	\$ 680														
5th Grade Choir *min. of 3 required performances	1.6%	\$ 680														
MS General Music *min. of 3 required performances	1.6%	\$ 680														

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FY 2025 SPECIAL EVENT SCHEDULE

APPENDIX D

Position	Pay	TRS
Tutoring outside of school hours (certified personnel)	\$30.00 per hour	included
Summer School (certified positions only)	\$30.00 per hour	included
Driver's Ed/Driving outside of school hours	\$24.89 per hour	included
Cover hours	\$30.00 per hour	included
Extra-curricular supervision beyond school day and not previously covered under extra pay schedule	\$30.00 per hour	included
Mentoring	\$350.00 per full year	included
Teacher Overload Rate	1/8th of Teacher's Salary	included
Building Website Coordinator	\$796.49 per year	included
Counselor	30 days at salary rate per day (additional days, if needed may be authorized by the building principal)	included
Weightlifting supervision (summer) 4 persons x3 days/wk. x3 hours/day	\$8.25 per hour	N/A

b.
dc

FY 26 EXTRA-CURRICULAR SCHEDULE														
44222	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	Appendix C			
											16-20	16-20	21-25	26+
HS Athletics														
Football Head/Boys	17%	\$ 7,518	\$ 7,739	\$ 7,739	\$ 7,960	18.0%	\$ 8,181	\$ 8,181	\$ 8,402	19.0%	\$ 8,623	19.5%	\$ 8,844	20.5%
Football Assistant	13%	\$ 5,749	\$ 5,970	\$ 5,970	\$ 6,191	14.0%	\$ 6,412	\$ 6,412	\$ 6,633	15.0%	\$ 6,854	15.5%	\$ 7,076	16.5%
Football Assistant	13%	\$ 5,749	\$ 5,970	\$ 5,970	\$ 6,191	14.0%	\$ 6,412	\$ 6,412	\$ 6,633	15.0%	\$ 6,854	15.5%	\$ 7,076	16.5%
Football Assistant/Freshman divided 3 ways equally Fr FB, Fr FB, Ast Fr FB	6%	\$ 2,653	\$ 2,874	\$ 2,874	\$ 3,096	7.0%	\$ 3,317	\$ 3,317	\$ 3,538	8.0%	\$ 3,759	8.5%	\$ 3,980	9.5%
Basketball Head/Boys	17%	\$ 7,518	\$ 7,739	\$ 7,739	\$ 7,960	18.0%	\$ 8,181	\$ 8,181	\$ 8,402	19.0%	\$ 8,623	19.5%	\$ 8,844	20.5%
Basketball Head/Girls	17%	\$ 7,518	\$ 7,739	\$ 7,739	\$ 7,960	18.0%	\$ 8,181	\$ 8,181	\$ 8,402	19.0%	\$ 8,623	19.5%	\$ 8,844	20.5%
Basketball Assistant/Boys	13%	\$ 5,749	\$ 5,970	\$ 5,970	\$ 6,191	14.0%	\$ 6,412	\$ 6,412	\$ 6,633	15.0%	\$ 6,854	15.5%	\$ 7,076	16.5%
Basketball Assistant/Girls	13%	\$ 5,749	\$ 5,970	\$ 5,970	\$ 6,191	14.0%	\$ 6,412	\$ 6,412	\$ 6,633	15.0%	\$ 6,854	15.5%	\$ 7,076	16.5%
Basketball Assistant/F'man Boys	6%	\$ 2,653	\$ 2,874	\$ 2,874	\$ 3,096	7.0%	\$ 3,317	\$ 3,317	\$ 3,538	8.0%	\$ 3,759	8.5%	\$ 3,980	9.5%
Basketball Assistant/F'man Girls	6%	\$ 2,653	\$ 2,874	\$ 2,874	\$ 3,096	7.0%	\$ 3,317	\$ 3,317	\$ 3,538	8.0%	\$ 3,759	8.5%	\$ 3,980	9.5%
Volleyball Head/Girls	17%	\$ 7,518	\$ 7,739	\$ 7,739	\$ 7,960	18.0%	\$ 8,181	\$ 8,181	\$ 8,402	19.0%	\$ 8,623	19.5%	\$ 8,844	20.5%
Volleyball Assistant/Girls	13%	\$ 5,749	\$ 5,970	\$ 5,970	\$ 6,191	14.0%	\$ 6,412	\$ 6,412	\$ 6,633	15.0%	\$ 6,854	15.5%	\$ 7,076	16.5%
Volleyball Assistant/Freshman	6%	\$ 2,653	\$ 2,874	\$ 2,874	\$ 3,096	7.0%	\$ 3,317	\$ 3,317	\$ 3,538	8.0%	\$ 3,759	8.5%	\$ 3,980	9.5%
Soccer Head / HS Girls	10.5%	\$ 4,643	\$ 4,864	\$ 4,864	\$ 5,086	11.5%	\$ 5,307	\$ 5,307	\$ 5,528	12.5%	\$ 5,749	13.0%	\$ 5,970	14.0%
Soccer Asst / HS Girls	5%	\$ 2,211	\$ 2,432	\$ 2,432	\$ 2,653	6.0%	\$ 2,874	\$ 2,874	\$ 3,096	7.0%	\$ 3,317	7.5%	\$ 3,538	8.5%

ack

FY 26 EXTRA-CURRICULAR SCHEDULE

Appendix C

44222	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
HS Athletics																
Golf/Boys	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759
Golf/Girls	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759
Golf Assistant/Boys	2.5%	\$ 1,106	3.0%	\$ 1,327	3.5%	\$ 1,548	4.0%	\$ 1,769	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653
Golf Assistant/Girls	2.5%	\$ 1,106	3.0%	\$ 1,327	3.5%	\$ 1,548	4.0%	\$ 1,769	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653
Track & Field/Boys	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749	13.5%	\$ 5,970	14.0%	\$ 6,191	14.5%	\$ 6,412	15.0%	\$ 6,633	15.5%	\$ 6,854
Track & Field/Girls	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749	13.5%	\$ 5,970	14.0%	\$ 6,191	14.5%	\$ 6,412	15.0%	\$ 6,633	15.5%	\$ 6,854
Track & Field Asst.	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759
Baseball Head/Boys	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749	13.5%	\$ 5,970	14.0%	\$ 6,191
Baseball Assistant/Boys	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759
Softball Head/Girls	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.0%	\$ 5,307	13.0%	\$ 5,749	13.5%	\$ 5,970	14.0%	\$ 6,191
Softball Assistant/Girls	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759
Cross Country HS	10.0%	\$ 4,422	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749	13.5%	\$ 5,970
Cross Country Assistant HS	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759
Wrestling	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749	13.5%	\$ 5,970	14.0%	\$ 6,191
Wrestling Assistant	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759
Cheerleading (Football & Camp)	4.0%	\$ 1,769	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317
Cheerleading (Basketball & Competition)	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759	9.0%	\$ 3,980	9.5%	\$ 4,201

For employees currently coaching in the Auburn School District, an assistant or head coach at any level who moves to a different position in the same sport, will be given full credit on the coaching salary schedule for his/her previous years of coaching experience.

TRS is included in the stated rate for certified Auburn and SASED employees who are coaches and sponsors. For non-certified employees, 9 will be deducted from the state rate.

AK

FY 26 EXTRA-CURRICULAR SCHEDULE

Appendix C

44222	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
JH Athletics																
Baseball/Boys	4.0%	\$ 1,769	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317
Baseball Assistant/Boys	2.0%	\$ 884	2.5%	\$ 1,106	3.0%	\$ 1,327	3.5%	\$ 1,548	4.0%	\$ 1,769	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432
Basketball Boys/7th	9.5%	\$ 4,201	10.0%	\$ 4,422	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749
Basketball Boys/8th	9.5%	\$ 4,201	10.0%	\$ 4,422	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749
Basketball Girls/7th	9.5%	\$ 4,201	10.0%	\$ 4,422	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749
Basketball Girls/8th	9.5%	\$ 4,201	10.0%	\$ 4,422	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749
Basketball Boys/6th	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538
Basketball Girls/6th	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538
Volleyball Girls/7th	9.5%	\$ 4,201	10.0%	\$ 4,422	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749
Volleyball Girls/8th	9.5%	\$ 4,201	10.0%	\$ 4,422	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086	12.0%	\$ 5,307	12.5%	\$ 5,528	13.0%	\$ 5,749
Volleyball Girls/6th	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538
Track & Field/Boys	8.0%	\$ 3,538	8.5%	\$ 3,759	9.0%	\$ 3,980	9.5%	\$ 4,201	10.0%	\$ 4,422	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086
Track & Field/Girls	8.0%	\$ 3,538	8.5%	\$ 3,759	9.0%	\$ 3,980	9.5%	\$ 4,201	10.0%	\$ 4,422	10.5%	\$ 4,643	11.0%	\$ 4,864	11.5%	\$ 5,086
Track & Field Assistant	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538
Wrestling	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759	9.0%	\$ 3,980	9.5%	\$ 4,201	10.0%	\$ 4,422	10.5%	\$ 4,643
Wrestling Assistant	3.0%	\$ 1,327	3.5%	\$ 1,548	4.0%	\$ 1,769	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874
Cheerleading	4.0%	\$ 1,769	5.0%	\$ 2,211	6.0%	\$ 2,653	7.0%	\$ 3,096	8.0%	\$ 3,538	9.0%	\$ 3,980	10.0%	\$ 4,422	11.0%	\$ 4,864

AK CK

FY 26 EXTRA-CURRICULAR SCHEDULE

Appendix C

44222	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
JH Athletics																
JH Athletic Director	10.0%	\$ 4,422	11.0%	\$ 4,864	12.0%	\$ 5,307	13.0%	\$ 5,749	14.0%	\$ 6,191	15.0%	\$ 6,633	16.0%	\$ 7,076	17.0%	\$ 7,518
Softball/Girls	4.0%	\$ 1,769	5.0%	\$ 2,211	5.2%	\$ 2,300	5.4%	\$ 2,388	5.6%	\$ 2,476	5.8%	\$ 2,565	6.0%	\$ 2,653	6.2%	\$ 2,742
Softball Assistant/Girls	2.0%	\$ 884	2.5%	\$ 1,106	3.0%	\$ 1,327	3.5%	\$ 1,548	4.0%	\$ 1,769	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432
Cross Country Coach	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317	8.0%	\$ 3,538	8.5%	\$ 3,759

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FY 26 EXTRA-CURRICULAR SCHEDULE

Appendix C

44222		0-2	0-2	3-5	3-5	6-8	6-8	9-11	12-15	16-20	16-20	21-25	21-25	26+	26+	
HS Extra-Curricular																
Scholastic Bowl	4.0%	\$ 1,769	4.5%	\$ 1,990	5.0%	\$ 2,211	5.5%	\$ 2,432	6.0%	\$ 2,653	6.5%	\$ 2,874	7.0%	\$ 3,096	7.5%	\$ 3,317
Student Council (2)	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415
National Honor Society	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415
National Honor Society Assistant	1.2%	\$ 531	1.3%	\$ 575	1.4%	\$ 619	1.5%	\$ 663	1.6%	\$ 708	1.7%	\$ 752	1.8%	\$ 796	1.9%	\$ 840
Year Book w/ Class Period	5.7%	\$ 2,521	5.72%	\$ 2,529	5.74%	\$ 2,538	5.76%	\$ 2,547	5.78%	\$ 2,556	5.8%	\$ 2,565	5.82%	\$ 2,574	5.84%	\$ 2,583
Homescoming Parade	1.2%	\$ 531	1.3%	\$ 575	1.4%	\$ 619	1.5%	\$ 663	1.6%	\$ 708	1.7%	\$ 752	1.8%	\$ 796	1.9%	\$ 840
Academic Contests (per contest)	1.2%	\$ 531	1.3%	\$ 575	1.4%	\$ 619	1.5%	\$ 663	1.6%	\$ 708	1.7%	\$ 752	1.8%	\$ 796	1.9%	\$ 840
Awards Night Chairman	1.2%	\$ 531	1.3%	\$ 575	1.4%	\$ 619	1.5%	\$ 663	1.6%	\$ 708	1.7%	\$ 752	1.8%	\$ 796	1.9%	\$ 840
Prom Coordinator	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415
Business Club	1.2%	\$ 531	1.3%	\$ 575	1.4%	\$ 619	1.5%	\$ 663	1.6%	\$ 708	1.7%	\$ 752	1.8%	\$ 796	1.9%	\$ 840
FCCLA Club	1.2%	\$ 531	1.3%	\$ 575	1.4%	\$ 619	1.5%	\$ 663	1.6%	\$ 708	1.7%	\$ 752	1.8%	\$ 796	1.9%	\$ 840
Spanish Club	1.2%	\$ 531	1.3%	\$ 575	1.4%	\$ 619	1.5%	\$ 663	1.6%	\$ 708	1.7%	\$ 752	1.8%	\$ 796	1.9%	\$ 840
Play/Musical Band	2.0%	\$ 884	2.1%	\$ 929	2.2%	\$ 973	2.3%	\$ 1,017	2.4%	\$ 1,061	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194
Play/Musical Choir	2.0%	\$ 884	2.1%	\$ 929	2.2%	\$ 973	2.3%	\$ 1,017	2.4%	\$ 1,061	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194
Play/Musical Choreographer	2.0%	\$ 884	2.1%	\$ 929	2.2%	\$ 973	2.3%	\$ 1,017	2.4%	\$ 1,061	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194
Play/Musical Director	4.0%	\$ 1,769	4.2%	\$ 1,857	4.4%	\$ 1,946	4.6%	\$ 2,034	4.8%	\$ 2,123	5.0%	\$ 2,211	5.2%	\$ 2,300	5.4%	\$ 2,388
Class Sponsor	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415
Class Sponsor	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415
Class Sponsor	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415
Class Sponsor	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415

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FY 26 SPECIAL EVENT SCHEDULE APPENDIX D

44222	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
Band Performances & Contests	6.5%	\$ 2,874	6.7%	\$ 2,963	6.9%	\$ 3,051	7.1%	\$ 3,140	7.3%	\$ 3,228	7.5%	\$ 3,317	7.7%	\$ 3,405	7.9%	\$ 3,494
Vocal Music Performances & Contest	6.5%	\$ 2,874	6.7%	\$ 2,963	6.9%	\$ 3,051	7.1%	\$ 3,140	7.3%	\$ 3,228	7.5%	\$ 3,317	7.7%	\$ 3,405	7.9%	\$ 3,494

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FY 26 EXTRA-CURRICULAR SCHEDULE

Appendix C

44222	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
JH Extra Curricular																
Literary Contest	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415	3.3%	\$ 1,459	3.4%	\$ 1,504	3.5%	\$ 1,548
Literary Contest	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415	3.3%	\$ 1,459	3.4%	\$ 1,504	3.5%	\$ 1,548
Student Council	2.6%	\$ 1,150	2.7%	\$ 1,194	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415	3.3%	\$ 1,459
Scholastic Bowl	2.8%	\$ 1,238	2.9%	\$ 1,282	3.0%	\$ 1,327	3.1%	\$ 1,371	3.2%	\$ 1,415	3.3%	\$ 1,459	3.4%	\$ 1,504	3.5%	\$ 1,548
Yearbook Sponsor	2.0%	\$ 884	2.1%	\$ 929	2.2%	\$ 973	2.3%	\$ 1,017	2.4%	\$ 1,061	2.5%	\$ 1,106	2.6%	\$ 1,150	2.7%	\$ 1,194
Band Performances & Contests	4.8%	\$ 2,123	5.0%	\$ 2,211	5.2%	\$ 2,300	5.4%	\$ 2,388	5.6%	\$ 2,476	5.8%	\$ 2,565	6.0%	\$ 2,653	6.2%	\$ 2,742
Vocal Music Performances & Contests	4.8%	\$ 2,123	5.0%	\$ 2,211	5.2%	\$ 2,300	5.4%	\$ 2,388	5.6%	\$ 2,476	5.8%	\$ 2,565	6.0%	\$ 2,653	6.2%	\$ 2,742
Academic Contests (per contest)	1.0%	\$ 442	1.1%	\$ 486	1.2%	\$ 531	1.3%	\$ 575	1.4%	\$ 619	1.5%	\$ 663	1.6%	\$ 708	1.7%	\$ 752

MIDDLE SCHOOL EXTRA-CURRICULAR

5TH Grade Band *min. of 3 required performances	1.6%	\$ 708														
5th Grade Choir *min. of 3 required performances	1.6%	\$ 708														
MS General Music *min. of 3 required performances	1.6%	\$ 708														

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ACK

ULAR SCHEDULE

44222

Position	Pay	TRS
Tutoring outside of school hours (certified personnel)	\$30.00 per hour	included
Summer School (certified positions only)	\$30.00 per hour	included
Driver's Ed/Driving outside of school hours	\$24.89 per hour	included
Cover hours	\$30.00 per hour	included
Extra-curricular supervision beyond school day and not previously covered under extra pay schedule	\$30.00 per hour	included
Mentoring	\$350.00 per full year	included
Teacher Overload Rate	1/8th of Teacher's Salary	included
Building Website Coordinator	\$796.49 per year	included
Counselor	30 days at salary rate per day (additional days, if needed may be authorized by the building principal)	included
Weightlifting supervision (summer) 4 persons x3 days/wk. x3 hours/day	\$8.25 per hour	N/A

3.
OK

FY 27 EXTRA-CURRICULAR SCHEDULE														
46044	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	Appendix C			
											16-20	16-20	21-25	21-25
HS Athletics														26+
Football Head/Boys	17%	\$ 7,827	17.5%	\$ 8,058	18.0%	\$ 8,288	18.5%	\$ 8,518	19.0%	\$ 8,748	19.5%	\$ 8,979	20.0%	\$ 9,209
Football Assistant	13%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446	14.5%	\$ 6,676	15.0%	\$ 6,907	15.5%	\$ 7,137	16.0%	\$ 7,367
Football Assistant	13%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446	14.5%	\$ 6,676	15.0%	\$ 6,907	15.5%	\$ 7,137	16.0%	\$ 7,367
Football Assistant/Freshman divided 3 ways equally Fr FB, Fr FB, Asst Fr FB	6%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914	9.0%	\$ 4,144
Basketball Head/Boys	17%	\$ 7,827	17.5%	\$ 8,058	18.0%	\$ 8,288	18.5%	\$ 8,518	19.0%	\$ 8,748	19.5%	\$ 8,979	20.0%	\$ 9,209
Basketball Head/Girls	17%	\$ 7,827	17.5%	\$ 8,058	18.0%	\$ 8,288	18.5%	\$ 8,518	19.0%	\$ 8,748	19.5%	\$ 8,979	20.0%	\$ 9,209
Basketball Assistant/Boys	13%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446	14.5%	\$ 6,676	15.0%	\$ 6,907	15.5%	\$ 7,137	16.0%	\$ 7,367
Basketball Assistant/Girls	13%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446	14.5%	\$ 6,676	15.0%	\$ 6,907	15.5%	\$ 7,137	16.0%	\$ 7,367
Basketball Assistant/F'man Boys	6%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914	9.0%	\$ 4,144
Basketball Assistant/F'man Girls	6%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914	9.0%	\$ 4,144
Volleyball Head/Girls	17%	\$ 7,827	17.5%	\$ 8,058	18.0%	\$ 8,288	18.5%	\$ 8,518	19.0%	\$ 8,748	19.5%	\$ 8,979	20.0%	\$ 9,209
Volleyball Assistant/Girls	13%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446	14.5%	\$ 6,676	15.0%	\$ 6,907	15.5%	\$ 7,137	16.0%	\$ 7,367
Volleyball Assistant/Freshman	6%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914	9.0%	\$ 4,144
Soccer Head / HS Girls	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986	13.5%	\$ 6,216
Soccer Asst / HS Girls	5%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684

19.0%

FY 27 EXTRA-CURRICULAR SCHEDULE

Appendix C

46044	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
HS Athletics																
Golf/Boys	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914
Golf/Girls	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914
Golf Assistant/Boys	2.5%	\$ 1,151	3.0%	\$ 1,381	3.5%	\$ 1,612	4.0%	\$ 1,842	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763
Golf Assistant/Girls	2.5%	\$ 1,151	3.0%	\$ 1,381	3.5%	\$ 1,612	4.0%	\$ 1,842	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763
Track & Field/Boys	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446	14.5%	\$ 6,676	15.0%	\$ 6,907	15.5%	\$ 7,137
Track & Field/Girls	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446	14.5%	\$ 6,676	15.0%	\$ 6,907	15.5%	\$ 7,137
Track & Field Asst.	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914
Baseball Head/Boys	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446
Baseball Assistant/Boys	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914
Softball Head/Girls	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.0%	\$ 5,525	13.0%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446
Softball Assistant/Girls	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914
Cross Country HS	10.0%	\$ 4,604	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986	13.5%	\$ 6,216
Cross Country Assistant HS	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914
Wrestling	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986	13.5%	\$ 6,216	14.0%	\$ 6,446
Wrestling Assistant	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914
Cheerleading (Football & Camp)	4.0%	\$ 1,842	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453
Cheerleading (Basketball & Competition)	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914	9.0%	\$ 4,144	9.5%	\$ 4,374

For employees currently coaching in the Auburn School District, an assistant or head coach at any level who moves to a different position in the same sport, will be given full credit on the coaching salary schedule for his/her previous years of coaching experience.

TRS is included in the stated rate for certified Auburn and SASD employees who are coaches and sponsors. For non-certified employees, 9 will be deducted from the state rate.

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FY 27 EXTRA-CURRICULAR SCHEDULE

Appendix C

46044	0-2	0-2	3-5	3-5	6-8	6-8	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+	
JH Athletics																
Baseball/Boys	4.0%	\$ 1,842	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453
Baseball Assistant/Boys	2.0%	\$ 921	2.5%	\$ 1,151	3.0%	\$ 1,381	3.5%	\$ 1,612	4.0%	\$ 1,842	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532
Basketball Boys/7th	9.5%	\$ 4,374	10.0%	\$ 4,604	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986
Basketball Boys/8th	9.5%	\$ 4,374	10.0%	\$ 4,604	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986
Basketball Girls/7th	9.5%	\$ 4,374	10.0%	\$ 4,604	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986
Basketball Girls/8th	9.5%	\$ 4,374	10.0%	\$ 4,604	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986
Basketball Boys/6th	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684
Basketball Girls/6th	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684
Volleyball Girls/7th	9.5%	\$ 4,374	10.0%	\$ 4,604	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986
Volleyball Girls/8th	9.5%	\$ 4,374	10.0%	\$ 4,604	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295	12.0%	\$ 5,525	12.5%	\$ 5,756	13.0%	\$ 5,986
Volleyball Girls/6th	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684
Track & Field/Boys	8.0%	\$ 3,684	8.5%	\$ 3,914	9.0%	\$ 4,144	9.5%	\$ 4,374	10.0%	\$ 4,604	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295
Track & Field/Girls	8.0%	\$ 3,684	8.5%	\$ 3,914	9.0%	\$ 4,144	9.5%	\$ 4,374	10.0%	\$ 4,604	10.5%	\$ 4,835	11.0%	\$ 5,065	11.5%	\$ 5,295
Track & Field Assistant	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684
Wrestling	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914	9.0%	\$ 4,144	9.5%	\$ 4,374	10.0%	\$ 4,604	10.5%	\$ 4,835
Wrestling Assistant	3.0%	\$ 1,381	3.5%	\$ 1,612	4.0%	\$ 1,842	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993
Cheerleading	4.0%	\$ 1,842	5.0%	\$ 2,302	6.0%	\$ 2,763	7.0%	\$ 3,223	8.0%	\$ 3,684	9.0%	\$ 4,144	10.0%	\$ 4,604	11.0%	\$ 5,065

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FY 27 EXTRA-CURRICULAR SCHEDULE

Appendix C

46044	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
JH Athletics																
JH Athletic Director	10.0%	\$ 4,604	11.0%	\$ 5,065	12.0%	\$ 5,525	13.0%	\$ 5,986	14.0%	\$ 6,446	15.0%	\$ 6,907	16.0%	\$ 7,367	17.0%	\$ 7,827
Softball/Girls	4.0%	\$ 1,842	5.0%	\$ 2,302	5.2%	\$ 2,394	5.4%	\$ 2,486	5.6%	\$ 2,578	5.8%	\$ 2,671	6.0%	\$ 2,763	6.2%	\$ 2,855
Softball Assistant/Girls	2.0%	\$ 921	2.5%	\$ 1,151	3.0%	\$ 1,381	3.5%	\$ 1,612	4.0%	\$ 1,842	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532
Cross Country Coach	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453	8.0%	\$ 3,684	8.5%	\$ 3,914

For employees currently coaching in the Auburn School District, an assistant or head coach at any level who moves to a different position in the same sport, will be given full credit on the coaching salary schedule for his/her previous years of coaching experience.

TRS is included in the stated rate for certified Auburn and SASED employees who are coaches and sponsors. For non-certified employees, 9 will be deducted from the state rate.

OK

FY 27 EXTRA-CURRICULAR SCHEDULE

Appendix C

46044	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
HS Extra-Curricular																
Scholastic Bowl	4.0%	\$ 1,842	4.5%	\$ 2,072	5.0%	\$ 2,302	5.5%	\$ 2,532	6.0%	\$ 2,763	6.5%	\$ 2,993	7.0%	\$ 3,223	7.5%	\$ 3,453
Student Council (2)	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473
National Honor Society	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473
National Honor Society Assistant	1.2%	\$ 553	1.3%	\$ 599	1.4%	\$ 645	1.5%	\$ 691	1.6%	\$ 737	1.7%	\$ 783	1.8%	\$ 829	1.9%	\$ 875
Year Book w/ Class Period	5.7%	\$ 2,625	5.72%	\$ 2,634	5.74%	\$ 2,643	5.76%	\$ 2,652	5.78%	\$ 2,661	5.8%	\$ 2,671	5.82%	\$ 2,680	5.84%	\$ 2,689
Homecoming Parade	1.2%	\$ 553	1.3%	\$ 599	1.4%	\$ 645	1.5%	\$ 691	1.6%	\$ 737	1.7%	\$ 783	1.8%	\$ 829	1.9%	\$ 875
Academic Contests (per context)	1.2%	\$ 553	1.3%	\$ 599	1.4%	\$ 645	1.5%	\$ 691	1.6%	\$ 737	1.7%	\$ 783	1.8%	\$ 829	1.9%	\$ 875
Awards Night Chairman	1.2%	\$ 553	1.3%	\$ 599	1.4%	\$ 645	1.5%	\$ 691	1.6%	\$ 737	1.7%	\$ 783	1.8%	\$ 829	1.9%	\$ 875
Prom Coordinator	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473
Business Club	1.2%	\$ 553	1.3%	\$ 599	1.4%	\$ 645	1.5%	\$ 691	1.6%	\$ 737	1.7%	\$ 783	1.8%	\$ 829	1.9%	\$ 875
FCCLA Club	1.2%	\$ 553	1.3%	\$ 599	1.4%	\$ 645	1.5%	\$ 691	1.6%	\$ 737	1.7%	\$ 783	1.8%	\$ 829	1.9%	\$ 875
Spanish Club	1.2%	\$ 553	1.3%	\$ 599	1.4%	\$ 645	1.5%	\$ 691	1.6%	\$ 737	1.7%	\$ 783	1.8%	\$ 829	1.9%	\$ 875
Play/Musical Band	2.0%	\$ 921	2.1%	\$ 967	2.2%	\$ 1,013	2.3%	\$ 1,059	2.4%	\$ 1,105	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243
Play/Musical Choir	2.0%	\$ 921	2.1%	\$ 967	2.2%	\$ 1,013	2.3%	\$ 1,059	2.4%	\$ 1,105	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243
Play/Musical Choreographer	2.0%	\$ 921	2.1%	\$ 967	2.2%	\$ 1,013	2.3%	\$ 1,059	2.4%	\$ 1,105	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243
Play/Musical Director	4.0%	\$ 1,842	4.2%	\$ 1,934	4.4%	\$ 2,026	4.6%	\$ 2,118	4.8%	\$ 2,210	5.0%	\$ 2,302	5.2%	\$ 2,394	5.4%	\$ 2,486
Class Sponsor	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473
Class Sponsor	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473
Class Sponsor	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473
Class Sponsor	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473

OK

FY 27 SPECIAL EVENT SCHEDULE APPENDIX D

46044	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
Band Performances & Contests	6.5%	\$ 2,993	6.7%	\$ 3,085	6.9%	\$ 3,177	7.1%	\$ 3,269	7.3%	\$ 3,361	7.5%	\$ 3,453	7.7%	\$ 3,545	7.9%	\$ 3,637
Vocal Music Performances & Contest	6.5%	\$ 2,993	6.7%	\$ 3,085	6.9%	\$ 3,177	7.1%	\$ 3,269	7.3%	\$ 3,361	7.5%	\$ 3,453	7.7%	\$ 3,545	7.9%	\$ 3,637

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TRS is included in the stated rate for certified Auburn and SASED employees who are coaches and sponsors. For non-certified employees, 9 will be deducted from the state rate.

FY 27 EXTRA-CURRICULAR SCHEDULE

Appendix C

46044	0-2	0-2	3-5	3-5	6-8	6-8	9-11	9-11	12-15	12-15	16-20	16-20	21-25	21-25	26+	26+
JH Extra-Curricular																
Literary Contest	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473	3.3%	\$ 1,519	3.4%	\$ 1,565	3.5%	\$ 1,612
Literary Contest	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473	3.3%	\$ 1,519	3.4%	\$ 1,565	3.5%	\$ 1,612
Student Council	2.6%	\$ 1,197	2.7%	\$ 1,243	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473	3.3%	\$ 1,519
Scholastic Bowl	2.8%	\$ 1,289	2.9%	\$ 1,335	3.0%	\$ 1,381	3.1%	\$ 1,427	3.2%	\$ 1,473	3.3%	\$ 1,519	3.4%	\$ 1,565	3.5%	\$ 1,612
Yearbook Sponsor	2.0%	\$ 921	2.1%	\$ 967	2.2%	\$ 1,013	2.3%	\$ 1,059	2.4%	\$ 1,105	2.5%	\$ 1,151	2.6%	\$ 1,197	2.7%	\$ 1,243
Band Performances & Contests	4.8%	\$ 2,210	5.0%	\$ 2,302	5.2%	\$ 2,394	5.4%	\$ 2,486	5.6%	\$ 2,578	5.8%	\$ 2,671	6.0%	\$ 2,763	6.2%	\$ 2,855
Vocal Music Performances & Contests	4.8%	\$ 2,210	5.0%	\$ 2,302	5.2%	\$ 2,394	5.4%	\$ 2,486	5.6%	\$ 2,578	5.8%	\$ 2,671	6.0%	\$ 2,763	6.2%	\$ 2,855
Academic Contests (per contest)	1.0%	\$ 460	1.1%	\$ 506	1.2%	\$ 553	1.3%	\$ 599	1.4%	\$ 645	1.5%	\$ 691	1.6%	\$ 737	1.7%	\$ 783

MIDDLE SCHOOL EXTRA-CURRICULAR

5TH Grade Band *min. of 3 required performances	1.6%	\$ 737														
5th Grade Choir *min. of 3 required performances	1.6%	\$ 737														
MS General Music *min. of 3 required performances	1.6%	\$ 737														

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MS

ULAR SCHEDULE

46044

Position	Pay	TRS
Tutoring outside of school hours (certified personnel)	\$30.00 per hour	included
Summer School (certified positions only)	\$30.00 per hour	included
Driver's Ed/Driving outside of school hours	\$24.89 per hour	included
Cover hours	\$30.00 per hour	included
Extra-curricular supervision beyond school day and not previously covered under extra pay schedule	\$30.00 per hour	included
Mentoring	\$350.00 per full year	included
Teacher Overload Rate	1/8th of Teacher's Salary	included
Building Website Coordinator	\$796.49 per year	included
Counselor	30 days at salary rate per day (additional days, if needed may be authorized by the building principal)	included
Weightlifting supervision (summer) 4 persons x3 days/wk. x3 hours/day	\$8.25 per hour	N/A

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CK