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8-19-1991

Leon County, Florida School Board and Leon Classroom Teachers Association, Florida Teaching Profession, National Education Association Amendment (1991)

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Leon County, Florida School Board and Leon Classroom Teachers Association, Florida Teaching Profession, National Education Association Amendment (1991)

Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

Comments

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Master Contract Amendments

91 - 92

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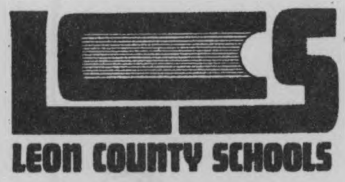
8/28/93

Leon County School Board

and

(Teachers)

**Leon Classroom Teachers
Association**



1,800 em/els

X-8/30/93

1991-92 LCTA CONTRACT AMENDMENTS

Below are amendments to the Contract Agreement between the School Board of Leon County and LCTA for 1991-92. Please attach to the inside back cover of your Contract booklet.

TEACHER EDUCATION CENTER

- 9.10 TEC representatives shall be elected by the faculty at their site. The TEC chair at the District level shall rotate among the elementary, middle, high, and other sites. Should there be a lack of interest at any level for their rotation year, the rotation would move to the next level.

TEMPORARY DUTY

- 16.21 Temporary duty assignments are short-term absences approved by the immediate supervisor away from an employee's normal work location on a professional school-related activity. These activities include such things as field trips, representing Leon County at a multi-district meeting, or assisting other school districts in evaluations or plant surveys. During non-student contact time employees will be given temporary duty for parent conferences with their children/wards.

COMPENSATION

- 21.4 F. Hourly teachers employed in supplemental fire service training programs will be paid a flat rate of \$10 per contact hour of instruction.
- 21.7 Supplemental salaries shall be those as set for in Appendix B which is attached to and incorporated in this Agreement. Teachers assigned to such positions shall be paid in accordance with the said appendix. A joint committee between LCTA and the School Board will meet to develop guidelines for supplements for the 1992-1993 school year. Four teacher representatives will be appointed by the LCTA President and four administrators will be appointed by the Superintendent.
- 21.11 f. The president of the LCTA shall be granted credit on the salary schedule for years served in said office.

Amendment

METHOD_OF_PAYMENT

21.22 A six (6) member committee, three (3) appointed by the LCTA President and three (3) appointed by the Superintendent will be established to study the viability of bi-monthly salary payments. This committee shall meet a minimum of three (3) times to research and prepare a report to be presented to the School Board by May 15, 1991 for their consideration. Talks concerning bi-weekly pay will continue until such time as it is financially feasible to implement in the District.

25.7

General Definition

This and the following sections address a critical issue in school governance, "shared decision-making." To enable this, a system for Site Based Decision-Making is hereby established. Site Based Decision-Making is a democratic system that enables a school's community - defined as its principal, teachers, staff, parents, students, business partners, and other interested citizens - to actively and directly shape the quality of education for its students. Site Based Decision-Making is a strategy for "shared decision-making" and the establishment of an environment for creative teaching and learning. Its hallmark traits are Flexibility and Accountability.

The School Board and the LCTA recognize that arrangements at individual school sites, where employees are given increased responsibility for making decisions with regard to their day-to-day affairs, will foster the collegial exchange of ideas and information that is necessary for effective professional practice and the improvement of the educational process.

25.8

Parameters for Site Based Decision-Making

Site Based Decision-Making must function within the parameters of Federal and State laws, State Board rules, School Board policies, and collective bargaining agreements. Consideration must also be given to Superintendent and Principal authority and responsibilities established by State Statutes.

25.9

Site Based Decision-Making

A school's participation in Site Based Decision-Making shall be voluntary. Each site will have the opportunity to conduct an election to determine participation. An election may be held at the beginning of either semester of a school year. This election (by secret ballot) shall be jointly supervised by the Building Principal and the Lead LCTA Faculty Representative. A three-quarters approval vote by the faculty, building administrators, all support staff and approval by the Principal, with an indication of support from the parent organization shall be necessary for participation. Each June, before school is out, the site employees will vote to decide if they want to continue Site Based Decision-Making.

The results of votes from individual schools shall be reported to the Superintendent, the President of LCTA, and the Central Council.

25.10

Site Based Council

Each school participating in Site Based Decision-Making will be required to establish a clear decision-making structure (Site Based Council) that will systematically involve all segments of the school community. It is suggested that the composition of this council shall be no less than eleven (11) and no more than fifteen (15). This number may be expanded to meet statute requirements when the council serves as the school's advisory council for school improvement and accountability. At sites with less than twenty-five (25) employees, the composition of the council may be less than eleven (11) members. The council members shall be determined by secret ballot. Once the council is formed, it shall elect a chairperson and recorder from its members.

While the particular organizational structure may vary and will be determined by the school itself, the process must meet certain general requirements.

1. A letter of intent of the site's decision to participate shall be forwarded to the Central Council within two working days following the election.
2. Every site shall prepare a collective mission statement aligned with the district's mission statement, defining its purpose as seen by its participants.
3. Parents and community participation in the decision-making process shall be described as well as the relationship to the School Advisory council if different from the Site Based Council.
4. The structure must provide a fair process for resolving conflicts. In the absence of a "sufficient consensus" among the school's decision-makers, the principal will be empowered to make an "interim decision" while the council works to resolve its impasse. The principal will continue to be responsible for implementing decisions, for coordinating day-to-day operations, and for responding to emergencies.

5. Meetings shall be announced in advance, open to the public, and scheduled and conducted according to guidelines written by the school.
6. Each site shall develop a model to evaluate its progress in Site Based Decision-Making.
7. Each site shall participate in training prior to implementation. Training shall continue on an ongoing basis.
8. Each Site Based Council shall include the Lead LCTA Faculty Representative.
9. Council members shall be provided release time when the Council meets during the normal school day.

A Site Based Decision-Making Plan must be approved by the Central Council.

25.11 Central Council

A Council shall be established to perform the functions described below. This Council shall be composed of eighteen (18) members, 50% appointed by the LCTA President and 50% appointed by the Superintendent. Two (2) members must be parents, one (1) appointed by the Superintendent and one (1) appointed by the LCTA President. Two members must be from the business community, one (1) appointed by the Superintendent and one (1) appointed by the LCTA President. Additional participants, as needed, may be appointed by the Council for service on special committees, maintaining the same 50-50 basis. The Council will have Co-chairpersons, one (1) appointed by the LCTA President and one (1) appointed by the Superintendent.

The attainment of consensus among all members of the Central Council shall be a primary goal. Both parties recognize that decisions made by consensus are the most effective in promoting cooperation and commitment to the policies which are established by the Central Council. Only if consensus cannot be reached shall decisions be made by three-fourths majority vote. In order for an issue to be resolved by a vote at a meeting in the event consensus fails, the meeting agenda must have identified the proposed action with sufficient clarity that Council members could have, prior to the meeting, meaningfully consulted with all interested parties with respect to the specific action

under consideration. The vote required shall be three-fourths majority of those members present and voting at the meeting. With respect to procedures governing voting matters, Robert's Rules of Order shall be applicable to issues not addressed herein. An agenda shall be prepared by the Co-chairs of the Council and distributed at least five working days prior to each Council meeting. Agenda items and supporting documents may be submitted by any member, at least 24 hours prior to preparation of the agenda.

25.12 Functions and Responsibilities of Central Council

The Central Council shall have the following functions:

1. Development of a model for Site Based Decision-Making Training programs.
2. Development and refinement of Site Based Decision-Making guidelines. These guidelines recognize the need to reconcile the concepts of site autonomy and diversity of the potentially conflicting concepts of accountability, standards, and coordination.
3. Review, evaluate, and approve Site Based Decision-Making proposals submitted by the Site Council. Before a Site Council proposal can be submitted to the Central Council for review and approval, it must have the formal approval of the Principal and site employees. All Site Based Decision-Making plan approvals are to be conditional and for a specific duration so as to permit future monitoring, review, and revision.
4. Oversee Site Based Decision-Making at all sites.
5. Share information with sites, between sites, and with the public.
6. Approve waiver requests before they are passed on to appropriate parties.
7. Monitor election results at sites.
8. Review end of year evaluation reports from sites.

Central Council appointments shall be made by August 1 of that school year.

Teacher representatives attending Central Council meetings while on assigned time will be released from regular duty without loss of pay. When a meeting is held outside of the employees' regular duty hours, the employees shall be paid at their regular hourly rate.

The Superintendent shall provide reasonable Secretarial/Clerical assistance for taking meeting minutes, publishing, and distributing the minutes to school sites and all Central Council members.

Central Council meetings shall be held at least once per month with the first meeting held on or before March 31, 1990. Special meetings may be called by the Co-chairs.

25.13

Waivers

Under Site Based Decision-Making, schools may seek changes in uniform decisions affecting their school. Consequently, sites may request waivers from the Federal level, the State, from the School Board, from collective bargaining agreements, or from administrative procedures through the Central Council.

The waiver process must meet the following conditions:

1. A school must explore alternative solutions with the District prior to requesting any waiver.
2. Any waiver request must express a consensus of the school.
3. A description of the situation needing change must be provided which must include alternatives already tried, objectives of the waiver request, and methods and timelines for new procedures.
4. Waivers must be school specific (requested by individual schools) and shall be granted for a limited time, according to the needs of the requesting school.

Any waiver request must be approved by the Central Council. Depending upon the nature of the waiver request, once approved by the Central Council, the request will be forwarded to the appropriate governing authority for its approval or disapproval.

In waiver requests concerning State requirements or rules, once approved locally, the District will make every effort to receive the waiver from the appropriate State agency or governing body.

25.14

Accountability

The intent of Site Based Decision-Making is to give local schools more flexibility and authority and to expect more accountability from them in return. New opportunities to engage in worksite decisions are expected to result in a heightened sense of a school's communities with the objective of ultimately improving educational outcomes.

Participating schools will assess their Site Based Decision-Making progress on a continuing basis and shall be encouraged to share their findings with the wider community. Every school should celebrate its success, while acknowledging its difficulties, under Site Based Decision-Making. As part of assuring accountability, each school shall:

1. Prepare an annual report of its goals, achievements, and accomplishments for the current year and plans for the following year in a format to be determined by the school.
2. Participate in the District's ongoing assessment and accountability programs.
3. Engage in periodic external evaluations directed at the expected benefits of Site Based Decision-Making.
4. In acknowledging difficulties, give an analysis of what the problems are and what corrective steps are being taken.

APPENDIX A

1991-92 TEACHERS SALARY SCHEDULE

STEP	BACHELORS	MASTERS	ED. SPEC.	DOCTORATE
00	20,606	20,906	22,294	23,064
01	20,616	21,512	22,570	23,340
02	20,626	21,792	23,180	23,950
03	20,820	22,516	23,904	24,674
04	21,517	23,214	24,602	25,372
05	22,215	23,911	25,299	26,069
06	22,912	24,609	25,997	26,767
07	23,610	25,306	26,694	27,464
08	24,307	26,004	27,392	28,161
09	25,005	26,701	28,089	28,859
10	25,702	27,399	28,787	29,556
11	26,488	28,134	29,522	30,292
12	27,271	28,917	30,305	31,075
13	28,056	29,703	31,091	31,861
14	28,840	30,485	31,875	32,645
15	29,575	31,241	32,629	33,398
16	30,323	31,998	33,386	34,156
17	30,976	32,667	34,057	34,827
18	32,626	34,196	35,586	36,356

The hourly rate of pay of employees for services rendered under this contract shall be computed by dividing the annual salary by 1421.

For the 1991-1992 school year, in addition to compensation provided in the salary schedule, those employees employed by the District as of the date the Board ratifies the contract, whose salaries were at Step 18 or above prior to August 19, 1991 shall receive a one-time lump sum payment of \$100 on April 10, 1992.

Below are amendments to the Contract Agreement between the School Board of Leon County and LCTA for 1990-91. Please attach to the inside back cover of your contract booklet.

ARTICLE XIV

VACANCIES AND TRANSFERS

- 14.8 Any employee who transfers to an administrative or supervisory position and who later returns to employment within the unit shall be entitled to retain such rights having already accrued under this Agreement and will receive experience credit on the salary schedule for each year of administrative experience. (Administrative experience shall be interpreted to include School Board membership.

ARTICLE XVI

PAID LEAVES

- 16.6 5. During and after the thirteenth year of service, the daily rate multiplied by 100% times the number of days of accumulated sick leave.

MILITARY LEAVE

- 16.19 At the sole discretion of the Board, employees who are called by the President to active military service may be granted thirteen (13) additional paid leave days up to a maximum of thirty (30) days.

ARTICLE XXI

DIRECT DEPOSIT PAY

- 21.19 The District will set up a system of direct deposit pay with the North Florida Education Credit Union which will be available to all members of the bargaining unit. Other direct deposit pay options shall be offered by the Board at its discretion.

If there is an overpayment of salary or supplement to the employee:

1. The Payroll Department will notify the employee by letter within 24 hours of the discovery of the overpayment.
2. Only the amount of overpayment will be returned to the County.
3. All legal requirements must be met.

METHOD OF PAYMENT

21.22 A six (6) member committee, three (3) appointed by the LCTA and three (3) appointed by the Superintendent will be established to study the viability of bi-monthly salary payments. This committee shall meet a minimum of three (3) times to research and prepare a report to be presented to the School Board by May 15, 1991 for their consideration.

ARTICLE XXV

GENERAL DEFINITION

25.7 This and the following sections address a critical issue in school governance, "shared decision-making." To enable this, a system for Site Based Decision-Making is hereby established. Site Based Decision-Making is a democratic system that enables a school's community - defined as its principal, teachers, staff, parents, students, and other interested citizens - to actively and directly shape the quality of education for its students. Site Based Decision-Making is a strategy for "shared decision-making" and the establishment of an environment for creative teaching and learning. Its hallmark traits are Flexibility and Accountability.

The School Board and the LCTA recognize that arrangements at individual schools, where employees are given increased responsibility for making decisions with regard to their day-to-day affairs, will foster the collegial exchange of ideas and information that is necessary for effective professional practice and the improvement of the educational process.

PARAMETERS FOR SITE BASED DECISION-MAKING

- 25.8 Site Based Decision-Making must function within the parameters of Federal and State laws, State Board rules, School Board policies, and collective bargaining agreements. Consideration must also be given to Superintendent and Principal authority and responsibilities established by State Statutes.

SITE BASED DECISION-MAKING

- 25.9 A school's participation in Site Based Decision-Making shall be voluntary. Each site will have the opportunity to conduct an election to determine participation. This election (by secret ballot) shall be jointly supervised by the Building Principal and the Lead LCTA Faculty Representative. A three-quarters approval vote by the faculty and building administrators and approval by the Principal, with an indication of support from the parent organization shall be necessary for participation. In ensuing years, the site employees will vote at the first faculty meeting to decide if they want to begin or continue Site Based Decision-Making. The results of votes from individual schools shall be reported to the Superintendent, the President of LCTA, and the Central Council.

SITE BASED COUNCIL

- 25.10 Each school participating in Site Based Decision-Making will be required to establish a clear decision-making structure (Site Based Council) that will systematically involve all segments of the school community. The composition of this council shall be no less than eleven (11) and no more than fifteen (15). At sites with less than twenty-five (25) employees, the composition of the council may be less than eleven (11) members. The composition of the council shall be determined by secret ballot.

While the particular organizational structure may vary and will be determined by the school itself, the process must meet certain general requirements.

1. A letter of intent of the site's decision to participate shall be forwarded to the Central Council within two working days following the election.

2. Every site shall prepare a collective mission statement aligned with the district's mission statement, defining its purpose as seen by its participants.
3. Parents participation in the decision-making process shall be described.
4. The structure must provide a fair process for resolving conflicts. In the absence of a "sufficient consensus" among the school's decision-makers, the principal will be empowered to make an "interim decision" while the group works to resolve its impasse. The principal will continue to be responsible for seeing that decisions are implemented, for coordinating day-to-day operations, and for responding to emergencies.
5. Meetings shall be announced in advance, open to the public, and scheduled and conducted according to guidelines written by the school.
6. Each site shall develop a model to evaluate its progress in Site Based Decision-Making.
7. Each site shall participate in training prior to implementation.
8. Each Site Based Council shall include the Lead LCTA Faculty Representative.
9. Council members shall be provided release time when the Council meets during the normal school day.

A Site Based Decision-Making Plan must be approved by the Central Council.

CENTRAL COUNCIL

- 25.11 A Council shall be established to perform the functions described below. This Council shall be composed of sixteen (16) members, 50% appointed by the LCTA and 50% appointed by the Superintendent. Two (2) members must be parents, one (1) appointed by the Superintendent and one (1) appointed by the LCTA. Additional

participants, as needed, may be appointed by the Council for service on special committees, maintaining the same 50-50 basis. The Council will have Co-chairpersons, one (1) appointed by the LCTA and one (1) appointed by the Superintendent.

The attainment of consensus among all members of the Central Council shall be a primary goal. Both parties recognize that decisions made by consensus are the most effective in promoting cooperation and commitment to the policies which are established by the Central Council. Only if consensus cannot be reached shall decisions be made by three-fourths majority vote. In order for an issue to be resolved by a vote at a meeting in the event consensus fails, the meeting agenda must have identified the proposed action with sufficient clarity that Council members could have, prior to the meeting, meaningfully consulted with all interested parties with respect to the specific action under consideration. The vote required shall be three-fourths majority of those members present and voting at the meeting. With respect to procedures governing voting matters, Robert's Rules of Order shall be applicable to issues not addressed herein. An agenda shall be prepared by the Co-chairs of the Council and distributed at least five working days prior to each Council meeting. Agenda items and supporting documents may be submitted by any member, at least 24 hours prior to preparation of the agenda.

FUNCTIONS AND RESPONSIBILITIES OF CENTRAL COUNCIL

- 25.12 The Central Council shall have the following functions:
1. Development of a model for Site Based Decision-Making Training programs.
 2. Development and refinement of Site Based Decision-Making guidelines. These guidelines recognize the need to reconcile the concepts of site autonomy and diversity of the potentially conflicting concepts of accountability, standards, and coordination.
 3. Review, evaluate, and approve Site Based Decision-Making proposals submitted by the Site Council. Before a Site Council proposal can be submitted to the Central Council for review and approval, it

must have the formal approval of the Principal and site employees. All Site Based Decision-Making plan approvals are to be conditional and for a specific duration so as to permit future monitoring, review, and revision.

4. Oversee Site Based Decision-Making at all sites.
5. Share information with sites, between sites, and with the public.
6. Approve waiver requests before they are passed on to appropriate parties.

Initial Central Council appointments shall be made by March 31, 1990. In ensuing years, Central Council appointments shall be made by August 15 of that school year.

Teacher representatives attending Central Council meetings while on assigned time will be released from regular duty without loss of pay. When a meeting is held outside of the employees' regular duty hours, the employees shall be paid at their regular hourly rate.

The Superintendent shall provide reasonable Secretarial/Clerical assistance for taking meeting minutes, publishing, and distributing the minutes to school sites and all Central Council members.

Central Council meetings shall be held at least once per month with the first meeting held on or before March 31, 1990. Special meetings may be called by the Co-chairs.

WAIVERS

25.13

Under Site Based Decision-Making, schools may seek changes in uniform decisions affecting their school. Consequently, sites may request waivers from the Federal level, the State, from the School Board, from collective bargaining agreements, or from administrative procedures through the Central Council.

The waiver process must meet the following conditions:

1. A school must explore alternative solutions with the District prior to requesting any waiver.

2. Any waiver request must express a consensus of the school.
3. A description of the situation needing change must be provided which must include alternatives already tried, objectives of the waiver request, and methods and timelines for new procedures.
4. Waivers must be school specific (requested by individual schools) and shall be granted for a limited time, according to the needs of the requesting school.

Any waiver request must be approved by the Central Council, the Superintendent, and the School Board. In waivers affecting the Master Contract, the LCTA must also give approval.

In waiver requests concerning State requirements or rules, once approved locally, the District will make every effort to receive the waiver from the appropriate State agency or governing body.

ACCOUNTABILITY

25.14 The intent of Site Based Decision-Making is to give local schools more flexibility and authority and to expect more accountability from them in return. New opportunities to engage in worksite decisions are expected to result in a heightened sense of a school's communities with the objective of ultimately improving educational outcomes.

Participating schools will assess their Site Based Decision-Making progress on a continuing basis and shall be encouraged to share their findings with the wider community. Every school should celebrate its success, while acknowledging its difficulties, under Site Based Decision-Making. As part of assuring accountability, each school shall:

1. Prepare an annual report of its goals, achievements, and accomplishments for the current year and plans for the following year in a format to be determined by the school.

2. Participate in the District's ongoing assessment and accountability programs.
3. Engage in periodic external evaluations directed at the expected benefits of Site Based Decision-Making.
4. In acknowledging difficulties, give an analysis of what the problems are and what corrective steps are being taken.

ARTICLE XXVI

TERM OF THE AGREEMENT

26.1 This Agreement shall continue in effect through August 20, 1993.

APPENDIX A

1990-91 TEACHERS SALARY SCHEDULE
EFFECTIVE JANUARY 18, 1991

STEP	BACHELORS	MASTERS	ED. SPEC.	DOCTORATE
00	20,606	20,906	22,294	23,064
01	20,616	21,512	22,570	23,340
02	20,626	21,792	23,180	23,950
03	20,820	22,516	23,904	24,674
04	21,517	23,214	24,602	25,372
05	22,215	23,911	25,299	26,069
06	22,912	24,609	25,997	26,767
07	23,610	25,306	26,694	27,464
08	24,307	26,004	27,392	28,161
09	25,005	26,701	28,089	28,859
10	25,702	27,399	28,787	29,556
11	26,488	28,134	29,522	30,292
12	27,271	28,917	30,305	31,075
13	28,056	29,703	31,091	31,861
14	28,840	30,485	31,875	32,645
15	29,575	31,241	32,629	33,398
16	30,323	31,998	33,386	34,156
17	30,976	32,667	34,057	34,827
18	32,626	34,196	35,586	36,356

The hourly rate of pay of employees for services rendered under this contract shall be computed by dividing the annual salary by 1421.

The effective date of this Salary Schedule for Pay Type 04 (Hourly) Teachers shall be January 11, 1991.

In addition to compensation provided in the above Salary Schedule, those employees employed by the District as of the date the Board ratifies this contract, whose salaries were at Step 18 or above prior to August 20, 1990 shall receive a one-time lump sum payment of \$250. This payment shall be made in the June, 1991 paycheck.

APPENDIX B
TEACHER SALARY SCHEDULE
SALARY SUPPLEMENTS

Sit Facilitator or Site Based Decision Chair - 2%

1992-93 SUPPLEMENT CODES

SUPPL CODE	SUPPLEMENT TITLE	%	\$ VALUE
1	HIGH SCHOOL HEAD FOOTBALL COACH	12%	\$2,101.80
2	HIGH SCHOOL BAND DIRECTOR	15%	\$2,627.25
3	HIGH SCHOOL CHORUS DIRECTOR	15%	\$2,627.25
4	HIGH SCHOOL ATHLETIC DIRECTOR	15%	\$2,627.25
5	HIGH SCHOOL BASKETBALL COACH - BOYS	12%	\$2,101.80
5	HIGH SCHOOL BASKETBALL COACH - GIRLS	12%	\$2,101.80
6	HIGH SCHOOL BASEBALL COACH	12%	\$2,101.80
7	HIGH SCHOOL HEAD CHEERLEADER	12%	\$2,101.80
8	HIGH SCHOOL BAND ASSISTANT	8%	\$1,401.20
9	HIGH SCHOOL CHORUS ASSISTANT	8%	\$1,401.20
10	INDUSTRIAL ARTS - MSHS	8%	\$1,401.20
11	INDUSTRIAL ED - LIVELY	8%	\$1,401.20
12	AGRICULTURE - HSLIVELY/ADULT ED	8%	\$1,401.20
13	ATHLETIC BUSINESS MANAGER	8%	\$1,401.20
14	HIGH SCHOOL HEAD TRACK COACH - BOYS	12%	\$2,101.80
14	HIGH SCHOOL HEAD TRACK COACH - GIRLS	12%	\$2,101.80
15	HIGH SCHOOL BASKETBALL ASSISTANT - BOYS	6%	\$1,050.90
16	HIGH SCHOOL BASKETBALL ASSISTANT - GIRLS	6%	\$1,050.90
17	GRETCHEN EVERHART STUDENT ACTIVITY DIRECTOR	8%	\$1,401.20
18	HIGH SCHOOL HEAD SOCCER COACH - BOYS	12%	\$2,101.80
18	HIGH SCHOOL HEAD SOCCER COACH - GIRLS	12%	\$2,101.80
19	MIDDLE SCHOOL BAND DIRECTOR	8%	\$1,401.20
20	MIDDLE SCHOOL CHORUS DIRECTOR	8%	\$1,401.20
21	HIGH SCHOOL HEAD SOFTBALL COACH	12%	\$2,101.80
22	HIGH SCHOOL CHEERLEADER ASSISTANT	6%	\$1,050.90
23	HIGH SCHOOL HEAD VOLLEYBALL COACH	12%	\$2,101.80
24	STUDENT PRODUCTIONS - MSHS	4%	\$700.80
25	HIGH SCHOOL HEAD WRESTLING COACH	8%	\$1,401.20
27	ESE - VERY SPECIAL ARTS	4%	\$700.80
28	YEARBOOK SPONSOR - MSHS	4%	\$700.80
29	NEWSPAPER SPONSOR - MSHS	4%	\$700.80
30	HIGH SCHOOL BASEBALL ASSISTANT COACH	6%	\$1,050.90
31	HIGH SCHOOL SWIMMING COACH - BOYS	8%	\$1,401.20
31	HIGH SCHOOL SWIMMING COACH - GIRLS	8%	\$1,401.20
32	HIGH SCHOOL TENNIS COACH - BOYS	8%	\$1,401.20
32	HIGH SCHOOL TENNIS COACH - GIRLS	8%	\$1,401.20
33	FHSAA ACTIVITY SPONSOR	2%	\$350.30
35	HIGH SCHOOL WEIGHTLIFTING COACH	8%	\$1,401.20
37	HIGH SCHOOL CROSS COUNTRY COACH - BOYS	8%	\$1,401.20
37	HIGH SCHOOL CROSS COUNTRY COACH - GIRLS	8%	\$1,401.20
38	TEC REPRESENTATIVE	3%	\$525.45
40	HIGH SCHOOL GOLF COACH - BOYS	8%	\$1,401.20
40	HIGH SCHOOL GOLF COACH - GIRLS	8%	\$1,401.20
41	HIGH SCHOOL JUNIOR/SENIOR CLASS SPONSOR	4%	\$700.80
42	STUDENT GOVERNMENT SPONSOR	4%	\$700.80
44	ACADEMIC COACH - MIDDLE SCHOOL	20%	
44	ACADEMIC COACH - HIGH SCHOOL	30%	
45	DEPARTMENT CHAIR/TEAM LEADER	2% - 9%	
46	HIGH SCHOOL FOOTBALL ASSISTANT COACH	10%	\$1,751.50
48	MIDDLE SCHOOL ACTIVITY DIRECTOR	12%	\$2,101.80
49	HIGH SCHOOL VOLLEYBALL ASSISTANT COACH	6%	\$1,050.90
50	HIGH SCHOOL SOFTBALL ASSISTANT COACH	6%	\$1,050.90
52	SPECIAL OLYMPICS SUPERVISOR	8%	\$1,401.20
53	HIGH SCHOOL SOCCER ASSISTANT COACH - BOYS	6%	\$1,050.90
53	HIGH SCHOOL SOCCER ASSISTANT COACH - GIRLS	6%	\$1,050.90
54	MIDDLE SCHOOL SOCCER COACH - BOYS	4%	\$700.80
54	MIDDLE SCHOOL SOCCER COACH - GIRLS	4%	\$700.80
55	MIDDLE SCHOOL BASKETBALL COACH - BOYS	4%	\$700.80
55	MIDDLE SCHOOL BASKETBALL COACH - GIRLS	4%	\$700.80
56	MIDDLE SCHOOL VOLLEYBALL COACH - (COED)	4%	\$700.80
57	MIDDLE SCHOOL SCHOOL HEAD CHEERLEADER	4%	\$700.80
64	MIDDLE SCHOOL GOLF COACH - (COED)	4%	\$700.80
65	MIDDLE SCHOOL TRACK COACH - BOYS & GIRLS	4%	\$700.80
66	MIDDLE SCHOOL SOFTBALL COACH - BOYS & GIRLS	4%	\$700.80
67	HIGH SCHOOL BRAIN BOWL COACH	4%	\$700.80
68	FUTURE EDUCATORS OF AMERICA	4%	\$700.80
69	SIT FACILITATOR	2%	\$350.30
70	SITE FACILITATOR	3%	\$525.45
71	TQE (TOTAL QUALITY EDUCATION) CHAIR	3%	\$350.30
72	ELEMENTARY STUDENT PRODUCTION/ACADEMIC COACH	2%	\$350.30
73	ELEMENTARY GOVERMENT SPONSOR	2%	\$350.30
74	HONOR SOCIETY	4%	\$700.80

EXTENDED SEASON SUPPLEMENTS ARE BASED ON THE NUMBER OF WEEKS
OF EXTENDED SEASON PLAY AND ARE PAID AT 10% PER WEEK

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