

Frankton-Lapel Community Schools
2023 CBA COMPLIANCE CHECKLIST

Item	✓	Page No. ¹
School employer and exclusive representative identified	✓	3, 4
Bargaining unit description matches the IEERB Order in effect at time of ratification	✓	3
Beginning and ending date of CBA (must end on or before June 30, 2025)	✓	1, 10
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)	✓	10
Signed by School Board President, Secretary, or Vice President and exclusive representative	✓	10
General definitions (definitions that apply to the whole CBA)	✓	3, 4
Grievance procedure (if arbitration used, must indicate if advisory or binding)		
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)	✓	10
Salary for new teachers (amount, schedule, or method of calculation)	✓	6, 11-12
Wages/compensation for ancillary duties	✓	7
Wages/compensation for extracurricular duties	✓	13-16
Compensation for extended contracts	✓	8
Public hearing and public meeting attestations (include electronic participation information)	✓	10
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)	✓	6, 12
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least \$40,000, or I.C. 20-28-9-26 report attached to CBA	✓	6, 11-12
Salary increases		
Statement that teachers rated ineffective/improvement necessary are not eligible	✓	6
Based on at least two of the five statutory factors	✓	6
Definitions of factors (e.g., experience, academic needs, instructional leadership)	✓	6
How much each factor contributes to increase (by points, percentage, amount, etc.)	✓	6
Amount of increase (flat amount, % amount) or method for calculating amount	✓	6
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum available salary increase	✓	6
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers	✓	6
Redistribution provision or a statement explaining why redistribution is not necessary	✓	6

Reminders:

1. Clearly identify the Compensation Plan and make sure all salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to Indiana Gateway by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

¹ IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).

Master Contract
Between
The Board of School Trustees
Of
Frankton-Lapel Community Schools
And
The Frankton-Lapel Education Association

July 1, 2023 - June 30, 2024

<u>Article</u>	<u>Subject</u>	<u>Page</u>
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PREAMBLE

THIS AGREEMENT is entered into by and between the BOARD OF SCHOOL TRUSTEES OF FRANKTON-LAPEL COMMUNITY SCHOOLS, hereinafter called "Board", and the FRANKTON-LAPEL EDUCATION ASSOCIATION, hereinafter called "Association".

In consideration of the following mutual covenants, it is agreed as follows:

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive bargaining representative for all certified professional personnel whether under contract, on leave, or on a per diem hourly or class rate basis, employed or to be employed by the Board. Such representation shall cover all personnel assigned to newly created positions. Such representation shall exclude the Superintendent, Assistant Superintendent, Chief Learning Officer, Chief Operating Officer, Principals, Assistant Principals, Business Managers, Administrative Assistants, Athletic Directors, Alternative School Teacher and other Administrative Personnel.
- B. The Board agrees not to bargain with any certificated individual, nor to bargain with or recognize any teacher's organization other than the Association for the duration of this Contract.
- C. The Association recognizes that the Board has the responsibility and authority to manage and direct on behalf of the Public all of the operations and activities of the school district to the full extent authorized by law.

Definitions

- D. The term "Board" and "Association" shall include authorized officers, representatives, and agents.
- E. The term "School Corporation", when used in this Agreement, shall refer to Frankton-Lapel Community Schools of the County of Madison of the State of Indiana.
- F. The term "emergency", when used in this Agreement, shall refer to a condition or situation, which could not have been anticipated under normal circumstances.
- G. The term "teacher" when used in this contract, shall refer to all certificated school teachers, as defined by Indiana Code, employed by the Board and included in the above described bargaining unit.

ARTICLE II

COMPLETION OF SERVICE PAY

- A. Scope. This article applies to any Frankton-Lapel Community Schools (FLCS) certified teacher who meets all criteria set forth in this article.
- B. All teachers who were hired before January 1, 2001 and complete at least ten (10) years of service in FLCS as recognized by the Indiana State Teachers Retirement Fund Board at completion of service will be eligible for additional compensation according to the following schedule:
 1. 10 - 14 years experience--33 1/3% of the accumulated total of that teacher's sick leave, not to exceed a maximum of fifty (50) days.
 2. 15 - 19 years experience--50% of the accumulated total of that teacher's sick leave, not to exceed a maximum of sixty-five (65) days.

3. 20 - 24 years experience--75% of the accumulated total of that teacher's sick leave, not to exceed a maximum of seventy-five (75) days.
 4. 25 - 29 years of experience--100% of the accumulated total of that teacher's sick leave, not to exceed a maximum of eighty-five (85) days.
 5. 30 and over years of experience--100% of the accumulated total of that teacher's sick leave, not to exceed a maximum of one hundred fifteen (115) days.
- C. Completion of service pay is based on years of service, plus accumulated sick leave. Computation shall be based on teacher's daily rate at the time of completion of service.
 - D. A teacher considering completion of service must notify the Superintendent of Schools in writing no later than May 1 prior to his/her last year of teaching service in order to qualify for the additional compensation provided by this article.
 - E. The requirement of notice prior to May 1st of the last year of teaching service shall be waived when an extraordinary emergency arises during the tenure of employment which makes it impossible to give notice as required under ordinary circumstances. A teacher may designate a beneficiary; otherwise, the termination pay shall go to the estate.
 - F. A teacher must indicate his/her decision to complete service before signing his/her last contract because completion of service pay must be included in the development of the School Corporation budget.
 - G. The completion of service plan stated above shall include qualifying teachers who voluntarily and/or involuntarily terminate their employment in FLCS.
 - H. Completion of service pay shall be issued by September 1 in the year the teacher completes service.
 - I. The School Corporation shall contribute up to \$2,000.00 toward a single health insurance policy each school year from the date of retirement until the teacher reaches age sixty-five (65) for teachers who retire in 1993 and thereafter, unless reemployed by FLCS in a position which qualifies for insurance. The retiree may purchase a family plan that will cover the retiree and the retiree's dependents at the retiree's expense. The retiree will pay the difference between the cost of a single plan and the cost of a family plan each month. The date for payment of this amount will be established by the Central Office and payment must be received on or before that date for the policy to remain in effect. Insurance coverage will cease when the retiree reaches age sixty-five (65).
 - J. All FLCS certified employees, hired after January 1, 2001, are not eligible for (Completion of Service Pay) in the Master Contract. The severance program for all certified employees hired after January 1, 2001 is the School Corporation's contribution to the employee's 401 (a) annuity. This established 401 (a) account (the school district's contributions), replaces the severance pay. Employees must complete 10 years of service to be vested.
 - K. Effective January 1, 2006, any teacher hired before January 1, 2001 will be entitled to their severance pay as outlined above, and their 401(a) account as outlined above, minus their 401(a) account value as of April 1, 2006.

ARTICLE III

PROFESSIONAL COMPENSATION

- A. The School Corporation has implemented a professional compensation system that complies with Indiana Code.
1. All returning teachers have an established placement on the leveled salary schedule.
 2. All newly hired teachers with an Indiana teaching license will be placed on the salary schedule commensurate with their experience.
 - a. Ex: 0 years experience = Level 1, 1 year experience = Level 2, and so on.
 3. All newly hired teachers without a valid Professional Educator License will be placed on the appropriate level on the salary schedule and will not be permitted to advance more than two levels until properly licensed by the state of Indiana. (All existing teachers who are not properly licensed will be considered newly hired teachers for the 2023-2024 school year, for this purpose.)
 4. A teacher who did not receive a highly effective or effective evaluation rating in the prior school year is not eligible for a salary increase in the current year and remains at their prior year salary.
 5. The amount that would have otherwise been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be allocated for compensation to teachers rated effective or highly effective as an increase to base salary. The redistribution will be in the form of a stipend that will be paid at the end of the school year.
- B. Eligibility for Additional Compensation
- Teachers are eligible for additional compensation (a raise in pay) if they gained a year of experience for working at least 120 days in the previous school year and met one of the two factors below.
- Factor 1: Evaluation - Received an effective or highly effective evaluation rating for the prior year.
- Factor 2: Education - Earned a Master's degree in their teaching content area.
1. Eligible teachers who satisfy the evaluation factor will advance a row in their current column.
 2. Eligible teachers who satisfy both the evaluation and the education factors will advance one column to the right but remain in their current row.
 3. Eligible teachers who satisfy the evaluation factor will receive a \$1600 increase to their base salary.
- C. Academic need - The academic needs factor is a teacher retention catch-up and is defined as the need to retain teachers that received a Master's degree after 2012. Up to \$21,600 will be used to increase these teachers' salaries.
- D. At the beginning of the 2023-24 school year, the salaries of returning full-time teachers were between \$41,350 and \$72,950.
- E. The salary range after increase are awarded will be from \$42,950 and \$75,750.
- F. The basic salaries of teachers covered by this Agreement are set forth in Appendix A which is attached to and incorporated in this Contract.
- G. Credit shall be given for each year of military service up to a maximum of four (4) years.
- H. All teachers shall receive full credit on the salary schedule for outside teaching experience.

- I. Frankton-Lapel Community Schools has determined that providing remediation outside the school day, when approved, is an ancillary duty. A teacher shall be paid at the BA/BS Level 1 teacher's hourly contractual rate for this duty.
- J. Frankton-Lapel Community Schools has determined that when a teacher is a full-time teacher and is required to travel from one town to the other during the school day, therefore giving up a portion of their preparation time for travel, is an ancillary duty. A teacher shall be compensated for 50% of their preparation period, plus mileage.
- K. Teachers completing extra duty assignments as set forth in attached Appendix B shall be compensated in accordance with the provisions of this Agreement.
- L. When a teacher is required to travel between two buildings during the regular school day, such teacher shall be compensated at the approved IRS mileage rate.
- M. Basic salary for teachers shall be paid in twenty-six (26) equal payments.
- N. Payroll deductions are available to teachers as follows:
 1. Teachers' Credit Union
 2. Teachers' Retirement
 3. United Fund
 4. Tax Sheltered Annuities Programs
 5. Political Contributions
 6. Health Saving Account
- O. The Board shall establish an appropriate stipend to be paid to teachers who participate in approved staff development activities.
- P. If the School Corporation employs a retired teacher on either a full-time or part-time basis, the teacher's salary shall be based on fifty percent (50%) of the retired teacher's experience unless the position qualifies as a high academic need. If the position qualifies as high academic need, which is defined as any position with fewer than five (5) applicants, then the retired teacher's salary shall be based on one hundred percent (100%) of their experience.
 - 1). The benefits of the returning retired teacher shall include all contract benefits except:
 - a. Severance and retirement benefits provided by this Agreement.
 - b. Retired teachers eligible for Medicare benefits will not be eligible for health insurance benefits.

Neither the School Corporation nor the Association will be liable for any problems a returning retired teacher may have with the Indiana State Teachers Retirement Fund (ISTRF), the Social Security Administration, or the Internal Revenue Service (IRS) regarding his or her original retirement, return to teaching, or subsequent second retirement.
- Q. Effective August 1, 2002, the Board agrees to establish a tax-deferred plan, as described in section 401(a) of the Internal Revenue Code, for all certified licensed teachers. As otherwise provided herein, the Board will make the non-elective contributions to the 401(a) Plan account of each teacher. These non-elective contributions shall be in addition to any salary reduction contributions (Elective deferrals) made at the direction of any employee to the 401(a) Plan or any other tax-deferred plan maintained by the School Corporation. The total contributions made to the 401(a) Plan on behalf of a teacher shall be one and one-half percent (1.5%) beginning January 1, 2006 provided that an annual contribution shall not exceed the applicable Internal Revenue Code limitations.

The non-elective contributions made to the Plans plus the actual earnings or loss thereon shall be distributed to a retiring employee in accordance with the terms and provisions of the respective Plan. An eligible employee's Completion of Service Pay amount will be reduced by the non-elective contributions plus the actual earnings, if any, of the Plans allocable to an eligible employee.

- R. The School Corporation will cover the cost of all required recurring criminal history checks for all staff members covered by this contract agreement.
- S. In the case of a teacher having an extended contract, the teacher will be paid their daily contract rate for the number of days their contract is extended. Daily rate will be figured by dividing the teacher's salary (Appendix A) by 184 teacher days.

ARTICLE IV

INSURANCE BENEFITS

- A. Worker's Compensation. The Board shall provide Worker's Compensation Insurance for all teachers.
- B. Life Insurance. Effective March 1, 1992, the Board shall provide for teachers a group life insurance protection plan which shall pay the teacher's designated beneficiary the sum of fifty thousand dollars (\$50,000) in the event of death; and in the event of an accidental death, a sum not less than two (2) times that amount shall be paid. The Board shall pay all premiums except for one dollar (\$1.00), which shall be paid by the teacher. If a teacher is employed on a partial contract, these benefits are paid by the School Corporation in the same proportion; i.e., a 4/6 teacher would have 4/6 of the premium paid, with the difference being paid by the teacher. This is effective for employees hired after July 1, 1996.
- C. Long Term Disability. The Board shall provide long-term disability insurance for all teachers based upon their maximum salary. The carrier shall be the company selected by the Board after discussion with the Association. If a teacher is employed on a partial contract, these benefits are paid by the School Corporation in the same proportion; i.e., a 4/6 teacher would have 4/6 of the premium paid, with the difference being paid by the teacher. This is effective for employees hired after July 1, 1996.
- D. Health Insurance Plan. The Board shall provide for each full-time teacher employed under a regular contract, the current agreed upon health insurance plan if so desired by the teacher. The Board shall pay 90% of the premiums and 10% of the premiums shall be paid by the teacher. If a teacher is employed on a partial contract, these benefits are paid by the School Corporation in the same proportion; i.e., a 4/6 teacher would have 4/6 of the premium paid, with the difference being paid by the teacher. This is effective for employees hired after July 1, 1996.
- E. Dental Plan. The Board shall offer a group dental plan for teachers. The Board shall pay an amount not to exceed one dollar (\$1.00) per month for each teacher who desires to participate. The dental plan will include the teacher's choice of dentist, if possible.
- F. Optical Plan. The Board shall offer a group optical plan for teachers. The Board shall pay an amount not to exceed one dollar (\$1.00) per month for each teacher who desires to participate. The optical plan will include the teacher's choice of provider, if possible.
- G. Section 125 Plan. The Board shall provide a first generation Section 125 plan for each full-time teacher employed under regular contract.

- H. Insurance Coverage. For a teacher who is not employed on the ending date of the school year, the School Corporation's obligation to contribute toward the premium of insurance programs participated in by the teacher ceases on the date of the teacher's separation from employment. For a teacher who finishes the regular school year, but is separated from employment with the School Corporation, the Board's obligation to contribute toward insurance programs participated in by the teacher shall cease on August 31 following the last day worked by the teacher.
- I. Teachers On Leave Of Absence. Group insurance programs for teachers on leave of absence shall be administered in the following manner:
1. For a teacher on maternity or medical leave, the Board shall contribute toward the premium of insurance programs participated in by the teacher for a period of six (6) months following beginning of the leave. After that date, the teacher may elect to continue insurance coverage under #2 to #3 below.
 2. A teacher on leave of absence may elect to retain continuous coverage of the insurance programs in which he/she is participating by paying the entire monthly premiums. These premiums shall be paid at the School Corporation office by the first day of the month. Employee shall notify the Superintendent, in writing, of the desire to continue the insurance coverage while on leave, not later than the day the leave begins.
 3. COBRA – Employee's COBRA rights shall be honored.
- J. Retirees. All certified employees, retiring from the School Corporation at age 55 or older, shall be permitted to maintain insurance coverage at their expense until age 65.

ARTICLE V

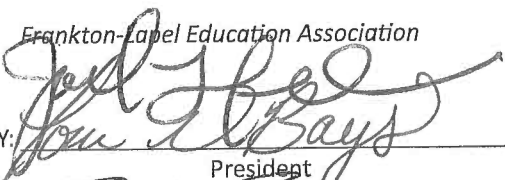
TERMS OF AGREEMENT


- A. The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in an amendment hereto.
- B. Should any Article, Section, or Clause of this Agreement be declared illegal by a court or competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement if not affected by the deleted Article, Section, or Clause.
- C. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- D. Any individual contract between the Board and any individual teacher shall be expressly subject to the terms and conditions of this Agreement or successor Agreements.
- E. If changes are made to the FLCS Education Fund for the 2023-24 school year by the Indiana General Assembly, the contract will be reopened to negotiate further base salary increases.
- F. This Agreement is posted on the FLCS website at: <http://flcs.k12.in.us/>
- G. The undersigned attest to the following:
 - 1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on September 20, 2023, and electronic participation from the parties and/or public was not permitted.
 - 2. A public meeting in compliance with with I.C. 20-29-6-19 was held on September 27, 2023, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This Agreement shall be effective as of July 1, 2023, and shall continue in effect through June 30, 2024. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.


In Witness whereof, the parties hereto have caused this instrument to be executed this 12th day of October 2023.

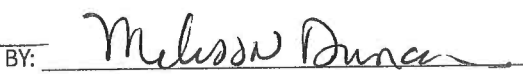
Frankton-Lapel Education Association

BY: 
 President

BY: 
 Secretary

Board of School Trustees of Frankton-Lapel
 Community Schools

BY: 
 President

BY: 
 Secretary

APPENDIX A

Leveled Salary Schedule - School Year 2022-2023

Level	BA/BS	MA/MS
1	\$41,350	\$42,950
2	\$42,550	\$44,150
3	\$43,750	\$45,350
4	\$44,950	\$46,550
5	\$46,150	\$47,750
6	\$47,350	\$48,950
7	\$48,550	\$50,150
8	\$49,750	\$51,350
9	\$50,950	\$52,550
10	\$52,150	\$53,750
11	\$53,350	\$54,950
12	\$54,550	\$56,150
13		\$57,350
14		\$58,550
15		\$59,750
16		\$60,950
17		\$62,150
18		\$63,350
19		\$64,550
20		\$65,750
21		\$66,950
22		\$68,150
23		\$69,350
24		\$70,550
25		\$71,750
26		\$72,950

The salary range for 2022-2023 is \$41,350 - \$72,950

Leveled Salary Schedule - School Year 2023-2024

Level	BA/BS	MA/MS
1	\$42,950	\$44,550
2	\$44,150	\$45,750
3	\$45,350	\$46,950
4	\$46,550	\$48,150
5	\$47,750	\$49,350
6	\$48,950	\$50,550
7	\$50,150	\$51,750
8	\$51,350	\$52,950
9	\$52,550	\$54,150
10	\$53,750	\$55,350
11	\$54,950	\$56,550
12	\$56,150	\$57,750
13	\$57,350	\$58,950
14		\$60,150
15		\$61,350
16		\$62,550
17		\$63,750
18		\$64,950
19		\$66,150
20		\$67,350
21		\$68,550
22		\$69,750
23		\$70,950
24		\$72,150
25		\$73,350
26		\$74,550
27		\$75,750

The salary range for 2023-2024 is \$42,950 - \$75,750

APPENDIX BExtra Curricular Salaries

Base
\$38,500

	Index	Salary
Category I		
Basketball - Head HS (Boys & Girls)	0.2	\$7,700
Football - Head HS	0.2	\$7,700

Category II		
Band Director - HS (Summer)	0.15	\$5,775
Wrestling - Head HS	0.15	\$5,775

Category III		
Baseball - Head HS	0.11	\$4,235
Basketball - Assistant HS (Boys & Girls)	0.11	\$4,235
Football - Assistant HS	0.11	\$4,235
Soccer - HS (Boys & Girls)	0.11	\$4,235
Softball - Head HS	0.11	\$4,235
Volleyball - Head HS	0.11	\$4,235
Wrestling - HS (Girls)	0.11	\$4,235

Category IV		
Cheerleader - HS	0.08	\$3,080
Cross Country - HS (Boys & Girls)	0.08	\$3,080
Golf - HS (Boys & Girls)	0.08	\$3,080
Gymnastics - HS	0.08	\$3,080
Swimming - HS	0.08	\$3,080
Tennis - HS (Boys & Girls)	0.08	\$3,080
Track - Head HS (Boys & Girls)	0.08	\$3,080

Category V		
Advanced Placement/Dual Credit - HS (1 per Teacher)	0.075	\$2,888

Band Director - HS	0.075	\$2,888
Basketball - Freshman (Boys & Girls)	0.075	\$2,888
Career Counseling	0.075	\$2,888
Show Choir - HS	0.075	\$2,888

Category VI

Baseball - Assistant HS	0.065	\$2,503
Football - Jr High	0.065	\$2,503
Soccer - Assistant HS	0.065	\$2,503
Softball - Assistant HS	0.065	\$2,503
Track - Assistant HS (Boys & Girls)	0.065	\$2,503
Volleyball - Assistant HS	0.065	\$2,503
Wrestling - Assistant HS	0.065	\$2,503
Yearbook - HS	0.065	\$2,503

Category VII

Basketball - 7th Grade (Boys & Girls)	0.055	\$2,118
Basketball - 8th Grade (Boys & Girls)	0.055	\$2,118
Building Tech Support	0.055	\$2,118
Football - Assistant Jr High	0.055	\$2,118

Category VIII

Assistant Band Director - HS (Summer)	0.04	\$1,540
Baseball - 7/8	0.04	\$1,540
Basketball - 6th Grade (Boys & Girls)	0.04	\$1,540
Cross Country - Jr High (Boys & Girls)	0.04	\$1,540
Golf - Jr High (Boys & Girls)	0.04	\$1,540
Soccer - Jr High	0.04	\$1,540
Softball - 7/8	0.04	\$1,540
Tennis - Jr High (Boys & Girls)	0.04	\$1,540
Track - Jr High (Boys & Girls)	0.04	\$1,540
Volleyball - Jr High	0.04	\$1,540
Wrestling - Jr High	0.04	\$1,540
Yearbook - Elementary and Middle School	0.04	\$1,540

Category IX

8th Grade Class Sponsor with class trip	0.037	\$1,425
Band Director - Jr High	0.037	\$1,425
Department Chairperson - JSHS	0.037	\$1,425
Junior Class Sponsor	0.037	\$1,425
Senior Class Sponsor	0.037	\$1,425
Summer Fitness - HS	0.037	\$1,425
Show Choir - Jr High	0.037	\$1,425
Webmaster - Corporation Website	0.037	\$1,425

Category X

Band Director Assistant - HS	0.03	\$1,155
Building Helpdesk Support	0.03	\$1,155
FFA Sponsor - HS	0.03	\$1,155
Guard Director - HS	0.03	\$1,155
Librarian - JSHS (Opening/closing for the school year)	0.03	\$1,155
Major Musical Production - HS	0.03	\$1,155
School Improvement Plan Co-Chair	0.03	\$1,155

Category XI

Academic Competition Coach - HS	0.025	\$963
Cheerleader/Pep Club - Jr High	0.025	\$963
Drama/Plays - HS	0.025	\$963
Football - Jr High (Summer)	0.025	\$963
Jazz Band - HS	0.025	\$963
Webmaster - Jr/Sr HS	0.025	\$963

Category XII

Mentor Teacher (Yrs service begins with completion of cert.)	0.02	\$770
Pep Band - HS	0.02	\$770
Pep Club - HS	0.02	\$770
School Newspaper - HS	0.02	\$770
Webmaster - Elementary	0.02	\$770
Clay Target	0.02	\$770

Category XIII

7th Grade Class Sponsor	0.015	\$578
8th Grade Class Sponsor	0.015	\$578
Baseball (Varsity) - Summer	0.015	\$578
Basketball (Varsity) - Summer (Boys & Girls)	0.015	\$578
Cheerleader & Pep Club - 6th Grade	0.015	\$578
Clubs	0.015	\$578
Football (Varsity) - Summer	0.015	\$578
French Club Sponsor - HS	0.015	\$578
Freshman Class Sponsor	0.015	\$578
Health Club - HS	0.015	\$578
High School Choir (2 Performances)	0.015	\$578
Honor Society - HS	0.015	\$578
SADD Sponsor - HS	0.015	\$578
Science Club Sponsor - HS	0.015	\$578
Science Fair Chairperson - Elementary	0.015	\$578
Sophomore Class Sponsor	0.015	\$578
Spanish Club Sponsor - HS	0.015	\$578
Student Council - HS	0.015	\$578
Student Council - Jr High	0.015	\$578
Student Council - Elem	0.015	\$578
Show Choir - Elementary	0.015	\$578
Volleyball (Varsity) - Summer	0.015	\$578
Yearbook - Elementary	0.015	\$578
Student Council - Elem	0.015	\$578