

SUPERIOR PUBLIC SCHOOL DISTRICT #65-0011
2024-2025 NEGOTIATED AGREEMENT

PREAMBLE:

This agreement is made and entered into by and between the Board of Education of the Superior Public Schools, School District 65-0011, (herein referred to as the "Board" or "District") and the Superior Education Association (herein referred to as the "Association").

GENERAL PURPOSE:

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of the Superior Public School District is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter in this Agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

Any item and/or provision contained in this Agreement which may unknowingly be in violation of Federal or State Law(s) or Statute(s) shall be declared null and void.

NEGOTIATION PROCEDURE:

The Association Bargaining Unit will be recognized no later than the August Board meeting.

The Board and the Association must begin negotiations by November 1.

The Board and Association must engage in a minimum of four bargaining sessions unless they reach agreement on a contract before the fourth session.

If the Board and Association have not reached agreement by February 8 they must submit the matter to a resolution officer for fact finding and or/mediation.

When both parties to this Agreement agree, by mutual consent, to enter into professional negotiations in ensuing years, any item and/or provisions contained in this Agreement not requested for change by either party shall be automatically renewed.

RECOGNITION:

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all Certified Contracted Employees of the District. The Association represents all Certificated Contracted Employees who are paid according to the terms and conditions of the master negotiated agreement. The Board shall affirm its recognition as part of a regularly scheduled Board meeting, no later than the August Board of Education meeting during each contract year.

CERTIFIED CONTRACTED EMPLOYEES RIGHTS:

Nothing contained in this Agreement shall be construed to deny any Certified Contracted Employee those rights provided under Nebraska law, other applicable laws, and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided in State and Federal Laws or Statutes, Board Policies, Rules and Regulations of the Nebraska Department of Education, Professional Practices Commission, and the Negotiated Master Agreement.

The Board will not discriminate against any Certified Contracted Employees with respect to terms and conditions of employment, by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement

PART TIME EMPLOYEES:

An employee must be employed a minimum of 0.5 full-time equivalency (FTE) to qualify for fringe benefits. The Salary and fringe benefits of employees who are contracted from 0.5 to 0.99 FTE shall be prorated based on the employees' FTE.

SALARY SCHEDULE:

The salary of Certified Contracted Employees covered by this Agreement shall be determined by the salary schedule attached as Appendix 'A' to this agreement.

The salary schedule recognizes years of experience and advanced educational course work through the Master Degree plus 36 hours, step 16.

The salary schedule is a 4 x 5 schedule. This is defined as a percentage increase of four percent (4%) vertical and five percent (5%) horizontal based on the base salary.

INITIAL SALARY SCHEDULE PLACEMENT:

When Certified Employees are hired by the Superior Public Schools, they shall be credited with all years of previous teaching experience and placed on the salary schedule according to their degree level.

HORIZONTAL MOVEMENT ON THE SALARY SCHEDULE:

The salary schedule recognizes credit hours of work completed beyond the Bachelors Degree and earned after the employee has been awarded the Masters Degree. Graduate credit hours need not apply toward a specific Masters Degree for the movement on the salary schedule up to the Bachelors + 36 / Masters Degree Column (Column E).

For a Certified Contracted Employee to move horizontally on the salary schedule, for additional credit hours beyond the BA level, the credit hours must be presented to the Superintendent's office on an official transcript from the higher educational institution granting the credit hours by September 1 of each school year.

Community College or undergraduate hours necessary for the improvement of instruction may be used for advancement upon approval of the Superintendent.

Graduate hours, applied toward the columns beyond the Bachelors + 36 / Masters Degree Column (Column E) of the salary schedule, must be taken after the certified contracted employee has acquired the Masters Degree.

The Superintendent's office shall request each spring, on an Intent of Horizontal Movement Form, each Certified Contracted Employee's intent to move horizontally on the salary schedule for the next school year.

VERTICAL MOVEMENT ON THE SALARY SCHEDULE:

Certified Contracted Employees shall advance one vertical step for each year of experience in the District until they have reached the last step in the salary schedule column they are placed in. Vertical movement can only be one step per school year.

BASE SALARY:

The base salary for a 185-day contract for the **2024-25 school year** shall be Thirty-Eight Thousand Eight Hundred Dollars (\$38,800) for Certified Contracted Employees.

SIGNING BONUS:

The District and the Association agree and understand that staffing challenges exist that create difficulties in hiring qualified applications for teacher positions. In consideration of wanting the Board to hire the best candidate possible for any open teaching position, the parties agree that the District may offer a signing bonus in an amount up to \$3,000, as provided herein, to secure the employment of a qualified individual for any open teaching position when such individual is not employed by the District as a certificated staff member in the preceding year. The signing bonus will be paid in two equal installments with the first half paid in the August payroll following teacher's first date of employment. The second half of the signing bonus will be paid in the May payroll of the teacher's first contract year unless teacher fails to execute a teaching contract for a second year in which case teacher will have waived and forfeited any right to the second half of the signing bonus.

SALARY PAY DATE:

Certified Contracted Employees shall be paid in twelve (12) equal payments on or before the 15th of each month.

REGISTRATION OF CERTIFICATE:

A valid certificate must be registered with the Superintendent and filed in the Central Office. Failure to meet this requirement by September 15th will result in wages being held.

EXTRA-DUTY SCHEDULE:

When an agreement has been reached between an individual employee and the District relating to the performance of extra duty/curricular duties, the salary shall be in accordance with the extra duty/curricular salary schedule attached as Appendix 'B' to this Agreement.

Steps on the extra duty/curricular schedule are applicable to total accumulated experience in the same activity (basketball, drama, etc.) and level (MS or HS) as previous district.

COVERAGE TIME COMPENSATION:

When a Certified Contracted Employee is asked and agrees to cover another Certified Contracted Employee's class(es), the Certified Contracted Employee shall have the option of being paid the hourly rate of base salary (base salary/185 days/8 hrs), or receive compensation in the form of paid release time. Certified Contracted Employees selecting the hourly rate of base pay option shall be paid in the June paycheck for the hours accumulated during the most recent school year.

Certified Contracted Employees selecting the paid release time option may take such accrued release time in increments of hours upon request to and approval of the administration and cannot be used on Parent Teacher Conference days. The paid release time may accumulate from year to year to a maximum amount of a 5-day equivalency (40 hours).

The number of coverage hours accumulated by each certified contracted employee during the most recent school year as well as hours accumulated during previous school years shall be kept by the Building Principals. Each certified contracted employee will be informed in writing of previously accumulated hours and hours accumulated during the most recent school year the third week of January and prior to checkout in May.

OVERLOAD PAY:

In the event that it is mutually agreed by the District and a Certified Contracted Employee to accept an additional assignment that precludes them from having a planning period that Certified Contracted Employee will be paid overload pay at the rate of 12.5% of the base.

In the event any certified contracted employee is assigned to two (2) separate sites on an everyday basis and travel time precludes them from having a full planning period, that Certified Contracted Employee will be allocated 1/2 of the overload rate or 6.25% of the base salary.

DISTANCE LEARNING:

Assignment of Certified Contracted Employees to a distance learning class held before or after the normal student school day shall be considered a voluntary assignment. This voluntary assignment shall be compensated at the designated

overload pay. The Association recognizes that the School District belongs to the Central Nebraska Distance Education Consortium and has adopted the necessary policies of the consortium to manage and operate the distance learning classroom.

HEALTH - DENTAL INSURANCE:

The District shall provide for each Certified Contracted Employee the Educators Health Alliance Dual Choice Option which includes a choice between the \$1,050 Deductible PPO Health Insurance Plan OR the \$3,800 Deductible HSA-Eligible Plan provided by Blue Cross Blue Shield of Nebraska. If the HSA-Eligible option is selected, the district will contribute the difference in premium between the PPO plan and the HSA-eligible plan to the employee's HSA. There are four tiers of coverage available for employees: Employee Only, Employee & Spouse, Employee & Child(ren) or Employee, Spouse & Child(ren).

The District shall provide for each Certified Contracted Employee the Nebraska Educators Health Alliance individual PPO - 100% A, 75% B, 50% C Coverage- Option 2 Dental Plan provided by Blue Cross Blue Shield of Nebraska. The District shall provide the Employee & Spouse PPO - 100% A, 75% B, 50% C Coverage- Option 2 Dental Plan for those Certified Contracted Employees who are married couples who both teach in the District. Further, Certified Contracted Employees may select the Employee & Spouse, Employee & Child(ren) or Employee, Spouse & Child(ren) Dental Plan by paying for the difference in such plan through payroll deduction. The premiums for health and dental insurance are paid to the insurance company and will not be paid as cash or salary to the employee in place of the health and dental insurance coverage.

Any Certified Contracted Employee of 0.5 F.T.E. and less than 1.0 F.T.E. will have health and dental benefits prorated based on F.T.E. equivalency.

LIFE INSURANCE:

Each Certified Contracted Employee may elect at the beginning of each school year an option to purchase term life insurance for themselves and/or dependents at the Certified Contracted Employee expense. This expense will be payroll deducted.

The Superintendent's office will assist the individual and/or family with initial filing of such claim.

DISABILITY INSURANCE:

The District shall provide a group Disability Insurance Plan (LTD) for each Certified Contracted Employee. The District will include the premium of such LTD insurance as part of each Certified Contracted Employee's total salary plus the health/dental insurance premium. The premium for each Certified Contracted Employee will then be payroll deducted monthly for the cost of such premium for LTD insurance. The Disability Insurance Plan will provide a 66 and 2/3 percent of salary and health/dental insurance premium upon the disability of the certified employee.

The individual must meet the waiting period qualifications of the plan. The waiting period will not exceed the maximum accumulation of sick leave (45) days or at

the end of the accumulated sick leave. Further, the plan will have a minimal waiting period for preexisting conditions.

The Superintendent's office will assist the affected individual and/or family members with the initial filing with the insurance carrier.

SECTION 125 PLAN:

Each Certified Contracted Employee shall be entitled to participate in a Section 125 Plan.

ANNUAL COVERAGE:

The District shall make the payments of premiums, as provided in this Agreement, for Health, Dental, and Disability Insurance for the entire annual fiscal year of the District. That year is September 1 to August 31. An exception to this provision will be separation of contractual terms between a Certified Contracted Employee and the District.

SICK LEAVE:

Certified Contracted Employees shall be credited with ten (10) days per year sick leave, cumulative to forty-five (45) days.

The time granted under this leave may be used for personal illness or illness in the Certified Contracted Employee's immediate family.

After ten (10) consecutive years of service to the District, upon separation from the District, the Certified Contracted Employee shall be compensated for all unused, accumulated sick leave days. This compensation shall be at the rate of 25% of the District's current rate of substitute teacher pay for each day of unused sick leave. Payment will be made in the June paycheck.

PERSONAL LEAVE:

At the beginning of each school year, each Certified Contracted Employee shall be credited with two (2) days of paid personal leave at no cost to the Certified Contracted Employee. Notification to the Certified Contracted Employee's Building Principal, or immediate supervisor, for personal leave shall be made at the earliest time possible by the Certified Contracted Employee making the request. If the Certified Contracted Employee has unused personal leave at the end of the contract year, the Certified Contracted Employee will be given the option of being paid for the unused day(s) or banking the unused day(s) for use in a future school year. If the Certified Contracted Employee chooses to cash in the unused day(s) the rate of pay will be the regular substitute rate that is set by the district. Payment will be made in the June paycheck.

Personal leave requests may be made in hour increments. No personal leave will be granted one (1) day before and/or one (1) day after scheduled vacation periods as listed on the adopted school calendar. Vacations shall include but not limited to: Labor Day, fall break, Thanksgiving Vacation, Christmas Vacation, winter break, and Easter Weekend. This can be waived by the Superintendent for emergency situations.

The Superintendent shall have the authority to limit the number of approved requests for any given day, if over 3 teachers request personal leave on the same day at any one of the school sites, depending on the availability of substitutes.

If the Certified Contracted Employee has unused personal leave at the end of the contract year and chooses to bank the unused day(s) for future use the days(s) may be banked cumulative to a total of five (5) days. The Certified Contracted Employee may use any number of personal days up to the total accumulated amount during the contract year subject to conditions listed in the PERSONAL LEAVE section of this agreement. Once a personal leave day is banked for future use by the Certified Contracted Employee, the day must be used as a personal leave day and may not be cashed in.

The number of personal leave days accumulated by each Certified Contracted Employee during the most recent school year as well as personal leave days banked from previous school years shall be kept by the Building Principals. The third week of January and prior to checkout in May each Certified Contracted Employee will be informed in writing of the number of unused personal leave days that they have accumulated.

In addition to the two (2) days of personal leave credited to the Certified Contracted Employee at the beginning of each school year under the criteria listed above, each Certified Contracted Employee shall be entitled to one (1) additional day of leave under the following terms and conditions:

A. The Certified Contracted Employee will reimburse the District for the cost of a substitute teacher for that day dependent on the request of one-half (1/2) or full day increment.

B. If the Certified Contracted Employee elects to have the reimbursement deducted from their paycheck the District will do so and no further deduction will be made from the Certified Contracted Employee's paycheck.

C. This day will be contingent upon the availability of a substitute teacher.

D. The one (1) additional personal leave day that may be given to the Certified Contracted Employee is not available to be reimbursed monetarily at the end of the contract year and/or can not be banked for use in a future school year.

SICK LEAVE EXCHANGE FOR PERSONAL LEAVE:

Staff may exchange two (2) sick leave days for one (1) additional personal day when their personal leave bank is zero. Staff may exchange for a total of two (2) personal days a year. Exchanges are made at the time of use, not in advance, so they cannot be paid out.

PROFESSIONAL LEAVE:

The District recognizes that it is in the best interest of the District to further the professional growth and development of the District's Certified Contracted Employees. Therefore, professional growth activities recognized and approved by the Superintendent may be requested by an individual or by the administration. This

professional leave shall be granted for Certified Contracted Employees attendance at professional meetings and visitations in their own teaching field, coaching field, or in an area deemed to help improve the quality of some area in the District. The fees, travel, lodging, etc. required to attend the activity shall be paid by the District unless both parties agree otherwise.

It is also recognized that there may, from time to time, be requests made for professional leave that may be recognized, mutually by the Superintendent and the Certified Contracted Employee involved, as self improvement for the Certified Contracted Employee. This type of request is subject to approval of the Superintendent. Any cost to attend this activity will be the sole responsibility of the individual making the leave request.

If the Certified Contracted Employee is an elected official of a state or national professional organization, the Certified Contracted Employee may request professional leave to attend official meetings to carry out the duties of the office, with the Certified Contracted Employee paying the wages of his/her substitute. This type of request is subject to approval of the Superintendent.

Any Certified Contracted Employee who is a member of a community service organization or is requested by such organization to attend or participate in meetings or activities of the organization conducted during school hours shall request professional leave. This type of request is subject to approval of the Superintendent.

BEREAVEMENT LEAVE:

Five (5) paid days shall be granted to Certified Contracted Employees in the event of death of the Certified Contracted Employee's spouse, child, or parent, which shall not be charged against sick leave. Five (5) additional days, if needed, shall be charged against sick leave. If needed, full pay deduction based on the Certified Contracted Employees per daily rate of salary shall be made after ten (10) days.

Three (3) paid days shall be granted in the event of death of grandparents, grandparents-in-law, parents-in-law, sister, brother, sons-in-law, daughters-in-law, sister-in-law, brother-in-law or grandchildren, which shall not be charged against sick leave. Five (5) additional days, if needed, shall be charged against sick leave. If needed, full pay deduction based on the Certified Contracted Employees per daily rate of salary shall be made after eight (8) days.

Death of friend or relative, not covered in bereavement leave, would be charged against sick leave. Five days maximum per school year allowed.

In the case of the death of a student or immediate relative of a present or past student the school district will be represented by granting bereavement leave to selected staff.

SABBATICAL LEAVE:

Sabbatical leave may be granted up to one full year (12 months) for the purpose of educational advancement upon written request to the Board of Education. The Certified Contracted Employee granted sabbatical leave shall agree to return to the District's employment for one contract year following the sabbatical leave. The

Certified Contracted Employee granted sabbatical leave shall retain their year's of experience and placement on the index salary schedule, but will not accrue a year's credit of service for such leave. Upon return to active employment, the District may assign the Certified Contracted Employee to duties by reason of certification and endorsement. Sabbatical leave will be unpaid leave. A certified Contracted Employee granted sabbatical leave must reimburse the District for the premium for Health and Dental Insurance if the Certified Contracted Employee wishes to maintain Health and Dental Insurance. All other fringe benefits shall be maintained by the District.

SAFETY COMMITTEE

Pursuant to NEB. REV. STAT. §§ 48-443, the parties agree that the Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

WAIVER OF BARGAINING RIGHTS AND AMENDMENT TO AGREEMENT:

During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

NONDISCRIMINATION:

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

GRIEVANCE PROCEDURE:

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems that may from time to time, arise concerning the interpretation, application, or meaning of the terms and conditions of employment in

this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

A. Definitions

Grievance: Any claim or claims, by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of any District policies covering terms and conditions of employment including, but not limited to the terms of the Agreement.

Grievant: Teacher, group of teachers, or the Association making the claim as provided in the paragraph above.

Time Limits: All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year, or the grievance process extends beyond the school year. The time limits shall consist of all weekdays of Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step of the grievance procedure. Failure of the Board, or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.

Grievance Meetings or Hearings: All meetings and hearings under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant, and the grievant's designated representative. If the grievant chooses to not have a representative assist them, the Association shall have the right to be present as provided in Section B of this procedure. All parties shall have the right to record the proceedings of any hearing or meetings at all formal levels of the grievance procedure. Hearings before the Board of Education shall be closed at the discretion of the grievant.

B. Representation

A grievant shall have the right to have representative(s), local and/or state, present to represent the grievant at each level of the grievance procedure. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with his or her immediate supervisor, or building principal, and having the grievance settled informally.

The settlement shall not be inconsistent with the terms of the negotiated Agreement.

C. Reprisals

No reprisals of any kind shall be taken against any employee who uses this grievance procedure.

D. Withdrawal of a Grievance

An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party.

E. Advanced Step Filing

The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

F. Grievance Procedure

Informal Resolution: The parties believe that it is usually most desirable for an employee and his or her immediate supervisor to resolve problems through free and informal communication. When requested by the teacher, a representative of the Association, local or state, may assist in this resolution. However, when the grievance remains unresolved, then the grievance shall be processed as follows:

Step 1. Written Grievance to the Principal. The grievant shall initiate the grievance in writing within five (5) school days to the principal. The failure to present the grievance within five (5) school days shall result in the waiver of the grievance. The grievance must contain a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, and the requested resolution. The grievant shall sign and date the grievance.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The grievant must present all evidence at this meeting. The parties shall record this meeting. The principal shall submit his or her determination in writing to the grievant within five (5) school days of the meeting.

Step 2. Written appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal the decision to the superintendent of schools or his or her designee. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) school days of the receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced in Step 1. In other words, this is an "appeal on record".

The superintendent of schools or his designee shall hold a formal meeting within seven (7) school days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 3. Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of the receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced in step 1. In other words, this is an "appeal on the record." The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision with five (5) school days of hearing the grievance.

Written Presentation. All grievances presented at Step 1 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 1 and appeals at Steps 2 and 3 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Appendix 'A'

SALARY SCHEDULE 2024-2025 SCHOOL YEAR
represents 185 days of contacted service

4 X 5 INDEX

BASE OF

\$38,800.

STEP/EXP.	4 X 5 INDEX				BASE OF				
	B.A.	B.A. + 9	B.A. + 18	B.A. + 27	M.A.	M.A. + 9	M.A. + 18	M.A. + 27	M.A. + 36
	A	B	C	D	E	F	G	H	I
1	1.00 \$38,800.	1.05 \$40,740.	1.10 \$42,680.	1.15 \$44,620.	1.20 \$46,560.	1.25 \$48,500.	1.30 \$50,440.	1.35 \$52,380.	1.40 \$54,320.
2	1.04 \$40,352.	1.09 \$42,292.	1.14 \$44,232.	1.19 \$46,172.	1.24 \$48,112.	1.29 \$50,052.	1.34 \$51,992.	1.39 \$53,932.	1.44 \$55,872.
3	1.08 \$41,904.	1.13 \$43,844.	1.18 \$45,784.	1.23 \$47,724.	1.28 \$49,664.	1.33 \$51,604.	1.38 \$53,544.	1.43 \$55,484.	1.48 \$57,424.
4	1.12 \$43,456.	1.17 \$45,396.	1.22 \$47,336.	1.27 \$49,276.	1.32 \$51,216.	1.37 \$53,156.	1.42 \$55,096.	1.47 \$57,036.	1.52 \$58,976.
5	1.16 \$45,008.	1.21 \$46,948.	1.26 \$48,888.	1.31 \$50,828.	1.36 \$52,768.	1.41 \$54,708.	1.46 \$56,648.	1.51 \$58,588.	1.56 \$60,528.
6	1.20 \$46,560.	1.25 \$48,500.	1.30 \$50,440.	1.35 \$52,380.	1.40 \$54,320.	1.45 \$56,260.	1.50 \$58,200.	1.55 \$60,140.	1.60 \$62,080.
7		1.29 \$50,052.	1.34 \$51,992.	1.39 \$53,932.	1.44 \$55,872.	1.49 \$57,812.	1.54 \$59,752.	1.59 \$61,692.	1.64 \$63,632.
8		1.33 \$51,604.	1.38 \$53,544.	1.43 \$55,484.	1.48 \$57,424.	1.53 \$59,364.	1.58 \$61,304.	1.63 \$63,244.	1.68 \$65,184.
9			1.42 \$55,096.	1.47 \$57,036.	1.52 \$58,976.	1.57 \$60,916.	1.62 \$62,856.	1.67 \$64,796.	1.72 \$66,736.
10				1.51 \$58,588.	1.56 \$60,528.	1.61 \$62,468.	1.66 \$64,408.	1.71 \$66,348.	1.76 \$68,288.
11				1.55 \$60,140.	1.60 \$62,080.	1.65 \$64,020.	1.70 \$65,960.	1.75 \$67,900.	1.80 \$69,840.
12					1.64 \$63,632.	1.69 \$65,572.	1.74 \$67,512.	1.79 \$69,452.	1.84 \$71,392.
13					1.68 \$65,184.	1.73 \$67,124.	1.78 \$69,064.	1.83 \$71,004.	1.88 \$72,944.
14					1.72 \$66,736.	1.77 \$68,676.	1.82 \$70,616.	1.87 \$72,556.	1.92 \$74,496.
15						1.81 \$70,228.	1.86 \$72,168.	1.91 \$74,108.	1.96 \$76,048.
16						1.85 \$71,780.	1.90 \$73,720.	1.95 \$75,660.	2.00 \$77,600.

CATEGORY I

- Head Football
- Head Volleyball
- Head Basketball-Boys
- Head Basketball-Girls
- Head Wrestling
- Head Sr High Track
- FFA-1 Sponsor
- Instrumental Music
- Drill Team

YEARS OF EXPERIENCE	PERCENT OF BASE	
1	12.5%	\$ 4,850.00
2	13.0%	\$ 5,044.00
3	13.5%	\$ 5,238.00
4	14.0%	\$ 5,432.00
5	14.5%	\$ 5,626.00
6	15.5%	\$ 6,014.00

CATEGORY II

- Head Cross Country
- Head Golf-Boys
- Head Golf-Girls
- Assistant Football
- Assistant Volleyball
- Assistant Basketball-Boys
- Assistant Basketball-Girls
- Assistant Wrestling
- 7th & 8th Head Track
- FFA-2 Sponsors
- Vocal Music

YEARS OF EXPERIENCE	PERCENT OF BASE	
1	8.0%	\$ 3,104.00
2	8.5%	\$ 3,298.00
3	9.0%	\$ 3,492.00
4	9.5%	\$ 3,686.00
5	10.0%	\$ 3,880.00
6	10.5%	\$ 4,074.00

CATEGORY III

- Assistant Sr High Track
- One Act Plays (Minimum Conference & Districts)
- FBLA
- FCCLA

YEARS OF EXPERIENCE	PERCENT OF BASE	
1	6.0%	\$ 2,328.00
2	6.5%	\$ 2,522.00
3	7.0%	\$ 2,716.00
4	7.5%	\$ 2,910.00
5	8.0%	\$ 3,104.00
6	8.5%	\$ 3,298.00

CATEGORY IV

- 7th & 8th Football
- 7th & 8th Volleyball
- 7th & 8th Basketball-Boys
- 7th & 8th Basketball-Girls
- 7th & 8th Wrestling
- Assistant 7th & 8th Track
- Assistant Golf
- Two-Act Production
- Head Speech
- Student Council
- Concessions

YEARS OF EXPERIENCE	PERCENT OF BASE	
1	5.0%	\$ 1,940.00
2	5.5%	\$ 2,134.00
3	6.0%	\$ 2,328.00
4	6.5%	\$ 2,522.00
5	7.0%	\$ 2,716.00
6	7.5%	\$ 2,910.00

CATEGORY V

Yearbook/Flashlight
 DC Trip (three day minimum)
 Community Service Club
 Bowling
 Adult Education

YEARS OF EXPERIENCE	PERCENT OF BASE	
1	4.0%	\$ 1,552.00
2	4.5%	\$ 1,746.00
3	5.0%	\$ 1,940.00
4	5.5%	\$ 2,134.00
5	6.0%	\$ 2,328.00
6	6.5%	\$ 2,522.00

CATEGORY VI

Assistant Drama
 Assistant Speech
 TeamMates Coordinator
 Secondary Quiz Bowl
 Junior Class Sponsor

YEARS OF EXPERIENCE	PERCENT OF BASE	
1	3.0%	\$ 1,164.00
2	3.5%	\$ 1,358.00
3	4.0%	\$ 1,552.00
4	4.5%	\$ 1,746.00
5	5.0%	\$ 1,940.00
6	5.5%	\$ 2,134.00

CATEGORY VII

Art Club
 After School Hours Enrichment

YEARS OF EXPERIENCE	PERCENT OF BASE	
1	3.0%	\$ 1,164.00
2	3.5%	\$ 1,358.00
3	4.0%	\$ 1,552.00

CATEGORY VIII

Class Sponsors-9th, 10th, 12th, Mid Sch
 National Honor Society
 S-Club

YEARS OF EXPERIENCE	PERCENT OF BASE	
1	1.5%	\$ 582.00
2	2.0%	\$ 776.00
3	2.5%	\$ 970.00

SUMMER WEIGHT ROOM SUPERVISION

The district will pay summer weight room supervisor(s) at the rate of \$12 per hour up to 4 hours per day, four days a week. A maximum of 8 weeks (32 days) will be paid. The person(s) being paid must clock in and out to receive compensation.

SUMMER CURRICULUM WORK

Summer curriculum work as assigned will be paid the hourly rate of base salary minus \$2.00 per hour $[(\text{base salary}/185 \text{ days}/8 \text{ hrs}) - \$2.00]$. Work to be completed by August 1st.

ELEMENTARY QUIZ BOWL

The District will pay the Elementary Quiz Bowl sponsor at the hourly rate paid for certified staff through the After School Program up to 2 hours per week of practice not to exceed 15 hours total.

COLLEGE COURSE STIPEND

The District will pay a stipend of \$500 per course for any Superior School District Teacher who meets the requirements of a College, Community College, or University to teach a dual credit course on the Superior High School Campus. The class must include Superior High School students and must be taught by the teacher and not delivered as a virtual class from the college or university.

VIDEO BOARD/STRIV STIPEND

The District will pay a stipend per event of \$40 up to a triangular. A tournament will be paid a stipend of \$100.