

MEMORANDUM OF AGREEMENT
By and between
THE CITY SCHOOL DISTRICT OF ALBANY
AND
THE ALBANY PUBLIC SCHOOL TEACHERS ASSOCIATION

September 12, 2018

The Albany Public School Teachers Association ("APSTA") and the City School District of Albany ("District") hereby enter into the following Memorandum of Agreement to amend the 2011-2016 collective bargaining agreement ("Agreement") between the parties. The terms of this Memorandum shall amend the prior collective bargaining agreement and shall be incorporated into a new agreement from July 1, 2016 through June 30, 2022. Any Articles, Sections or portions of the 2011-2016 Agreement not discussed herein shall continue and be incorporated into the successor collective agreement. The parties understand and agree that the terms of this Memorandum of Agreement shall not be effective unless and until they are approved by the Board of Education of the District and ratified by the Association.

1. **Articles 12.1 and 12.2, Elementary and Secondary Preparation Periods** - Add a new subparagraph as follows: "Preparation periods are not provided on days on which all of the day is devoted to professional development. The District will provide an hour during such days to cover lunch and any preparation needs."

2. **Article 14.2.1.1, Bereavement Leave** - Effective following approval of the Memorandum of Agreement by the Board of Education, amend to the end to read: "... not to exceed five (5) days within a ten (10) calendar day period of the death for each death." Effective July 1, 2019, add the following: "Members may use up to two (2) days of personal leave for the death of an extended family member not covered above. If a member does not have any personal leave, they may use up to two (2) days of sick leave instead. If documentation is required pursuant to Article 13.1.2, it may consist of a death notice or other acceptable proof."

3. **Article 15, Health Insurance** - Amend as follows:

Article 15.1.1.10 to delete Tom Hines and add Jeffrey Selchick.

- Article 15.1.1.1 amend to provide as follows: "Effective July 1, 2019, the member contribution will increase to sixteen percent (16%). Effective July 1, 2020, the member contribution will increase to eighteen percent (18%). Effective July 1, 2021, the member contribution will increase to twenty percent (20%)."
- Article 15.1.1 - Add a new provision on health insurance buy-out as follows:
"Health Insurance Waiver -

I. Association Members who are eligible to participate in the District's health insurance plan as provided in this Article shall be eligible for an annual stipend in return for waiving participation in health insurance for the following school year. Association members who are married to other employees of the School District are not eligible for this benefit and are only eligible for one family, one two-person, or two individual plans.

2. The amount of the annual stipend shall be \$900 for waiving single coverage and \$1,800 for waiving dependent coverage. Effective July 1, 2019, the annual stipend shall be determined as follows:

As of April 30, 2018, there were a total of one hundred and thirty-eight (138) Association members participating in the coverage waiver plan. Thus, the base number of one hundred and thirty-eight (138) shall be used. The base number shall never be less than one hundred and thirty-eight for the consideration of adjustments to the buy-back stipends even if participation measured on any April 30th falls below this level.

For determination of any future rate changes, the number of participants as of April 30th (or the end date of the District's open enrollment period should it change) shall be used for determining the rate for the following year. If at a future time, an additional twelve (12) members who are otherwise eligible for health insurance, elect the coverage waiver (i.e. raising total

participation to 150), the annual stipend shall be \$1,600 for an individual waiver and \$2,500 for a dependent waiver.

If, at a future time, an additional eight (8) members beyond the twelve (12) (i.e. 158 or more in total participation) elect the coverage waiver, the annual stipend shall be \$2,000 for individual waiver and \$3,000 for dependent waiver.

While a member may elect to participate in the waiver stipend during a school year, the District will only make any payment change adjustments once per year at the start of the school year. This determination will be made by assessing the number of participants who have elected the waiver as of the second buyback payroll in April for the following school year.

In like fashion, should the total participation drop, the waivers shall revert to the prior levels. However, in no event will it be less than \$900 for an individual coverage waiver and \$1,800 for a dependent coverage waiver.

4. Any member requesting coverage waiver must submit proof that they are covered by another health insurance policy.

5. Any eligible member desiring to exercise this option must notify the human resources department during the District's annual open enrollment period of each school year immediately preceding the school year in which the waiver will be effective unless there is a qualifying event that allows a change in coverage level to occur. Payment shall be made by the District to the member in two equal parts, once in October and once in April of the school year in which coverage is waived.

6. Any member who has waived health insurance coverage pursuant to this Article and subsequently elects to have such coverage reinstated in

accordance with the open enrollment period, or if during the school year of waiver, as a result of a qualifying event shall notify the human resources department in writing. If the reinstatement request meets the timelines established in the open enrollment period or meets the definition of a qualifying event, the District will make a request to the carrier for reinstatement accordingly. The unit member shall reimburse the District, from the time of reinstatement, on a pro-rata basis, 1/12 of the annual stipend for each month remaining in the school year in which the reinstatement becomes effective. Such reimbursement may be made by the District implementing payroll deductions.

- Article 15.2.1 - Amend to provide as follows:

"The District shall provide and implement a full cafeteria plan under and consistent with IRS Code 125 and its implementing regulations with the District paying the administrative costs thereof. Consistent with applicable law and regulations, such plan will permit employee contributions from employee health insurance premiums, unreimbursed medical and dental expenses, and allowable child care expenses, etc., in pre-tax dollars. Effective January 1, 2019, in accordance with the IRS's option to enable plan participants to carry over up to \$500 of unused funds for qualifying medical expenses from one plan year to the next, as soon as practicable, the maximum \$500 carry over option will be incorporated within the plan, enabling an employee access to any unused funds from the prior plan year. Only members who enroll in the cafeteria plan for the following year are eligible to the carry over provision for unused funds."

4. **Article 4.7.2, Forwarding of Information to the Association** - Delete as such information is available on line and no letters are necessary.

5. **Article 16.6, Arbitration** - Delete Tom Hines in 16.6.1.1 and add Jeffrey Selchick.

6. **Article 19, Duration** - Amend to reflect a new agreement from July 1, 2016 to June 30, 2022.

7. **Article 13, Leave -**

- Effective July 1, 2019, amend 13.2.2 to provide for twelve (12) days of sick leave and three (3) days of personal leave per year rather than the current general fifteen days. Any unused personal leave will accrue as unused sick leave at the end of a year. Effective July 1, 2018, amend so that employees may accumulate up to two hundred and fifty (250) days of leave days.
- Effective July 1, 2018, amend 13.8.1 to reflect one hundred (100) not eighty (80) days.

8. **Article 17, Compensation -**

- Amend Article 17 to add a new Article 17.22 as follows: "Effective January 1, 2019, or as soon thereafter as can be implemented, all unit members are required to utilize direct deposit of pay into a credit union or bank of their choice."
- Amend Article 17.1 (Basic Salary Schedule) and 17.7.1 (ALC Salary Schedule) to provide for the following as reflected on the attached schedules (initial and attach new schedules reflecting the following):

2016-2017 - For the 2016-2017 school year, each member eligible for step shall advance in step or longevity and there is no increase to the salary schedule.

2017-2018 - For the 2017-2018 school year, each member eligible for step shall advance in step or longevity and the 2016-2017 salary schedule by increased one percent (1 %) to create the new 2017-2018 salary schedule.

2018-2019 - For the 2018-2019 school year, each member eligible for step shall advance in step or longevity and the 2017-2018 salary schedule shall

be increased by one and one-quarter percent (1.25%) to create the new 2018-2019 salary schedule.

2019-2020 - For the 2019-2020 school year, each member eligible for step shall advance in step or longevity and the 2018-2019 salary schedule shall be increased by one and one-quarter percent (1.25%) to create the new 2019-2020 salary schedule.

2020-2021 - For the 2020-2021 school year, each member eligible for step shall advance in step or longevity and the 2019-2020 salary schedule shall be increased by one and one-half percent (1.5%) to create the 2020-2021 salary schedule.

2021-2022 - For the 2021-2022 school year, each member eligible for step shall advance in step or longevity and the 2020-2021 salary schedule shall be increased by one and one-half percent (1.5%) to create the 2021-2022 salary schedule.

- Amend Article 17.8 (Nurses) to implement the new schedule as reflected on the attached schedule. The parties also agree to add longevity payments for Nurses consisting of \$1,500 after fifteen (15) years of service and \$1,500 after twenty (20) years of service to the District. These longevities are cumulative and are effective July 1, 2017.

- All retroactive payments will be made by separate check within ninety (90) days of final approval of this MOA by the Board of Education.
- Any retroactive payments required by this Memorandum of Agreement shall only be made to members of the bargaining unit employed at the time the Board of Education approves the Memorandum of Agreement and members who retired between July 1, 2016, and the date the Memorandum of Agreement is approved by the Board of Education.

Amend Article 17.9 (Coaching Schedule) as reflected on the attached schedule effective July 1, 2018. Also agree to add a provision that if there is no qualified applicant for a coaching position, the Superintendent may assign a physical education teacher who does not have a coaching assignment to such assignment under the following conditions:

- No such assignment more than two consecutive years to the same PE teacher;
- The PE teacher will be notified of such assignment no later than sixty (60) calendar days before the start of the season;
- No more than one sport per year to a PE teacher;
- If a PE teacher is involuntarily assigned, they will receive a twenty percent (20%) addition to the stipend for the position; and,
- A PE teacher so involuntarily assigned, may appeal to a committee consisting of an Assistant Superintendent, Director of Athletics, APSTA President, and an APSTA designee) on the basis of hardship to be relieved of such assignment. Any such appeal shall be submitted in writing within two weeks of notice of assignment. The Committee will meet to determine within two weeks of receipt of the appeal. If the Committee cannot come to a majority decision, the Superintendent of Schools shall, within two weeks, determine which will be final and binding whose decision is not subject to grievance.

Amend Article 17.13.2 (Summer School Hourly Rate) from \$37.50 to \$42.50 effective July 1, 2019.

Amend Article 17.16.1 (Club Advisors) - 17.17.5 (Alternative Programs) to reflect increases shown on the attached effective July 1, 2018.

9. **Article 7.1.6.1, Evidence of Planning-** Delete and replace with the following:

.1 All teachers are required to prepare adequately for daily instruction. To demonstrate such preparation, all teachers shall have available on every day of instruction for all topics/classes taught, evidence of planning which is readily available or observable to administrators as they enter the classroom for any observation (formal or informal). The Administrator may request a copy of such evidence of planning subsequent to any such observation which shall be provided no later than the end of the following instructional work day.

.2 Planning formats may include, but are not limited to, lesson plans, unit planning, daily planning, monthly planning, or any combination thereof which evinces and demonstrates prior instructional planning by the teacher as to the objectives and strategies to be used for that class, topic, or other designated instructional segment. Evidence of planning components, observable and/or written, may include:

- Learning Purpose/Objectives (e.g. "I Can" statement)
- Learning/Priority Standards
- Key Vocabulary
- Essential Questions
- Materials/Resources (e.g. anchor charts, student materials)
- Differentiations (e.g. centers, grouping, product, process and content)
- Formative assessments (e.g. exit tickets, checks for understanding)
- Depth of knowledge/questioning
- Student engagement (cognitive and behavioral)
- Direct instruction (e.g. "I do"), scaffolding (e.g. "we do"), independent practice (e.g. "you do").

3 Such evidence of planning may be reviewed by administrators as a mean of assisting in and improving classroom practices. Administrators may provide advice on the content of such evidence of planning or templates or other examples of evidence of planning that the administrator believes will assist the teacher in improving classroom practices and instructional performance. The administrator will provide written feedback to the teacher within two (2) school days .

4 In the event that a teacher exhibits a pattern of inadequate evidence of planning as documented in previous feedback cycles with an administrator, on an informal or formal observation, the administrator will follow the established Professional Support Plan (PSP) process to support the classroom teacher in improving evidence of planning which may include a particular planning format."

10. Article 12.4.3, Substitutes - Effective September 1, 2018, add a new subparagraph as follows: "For Nurses, if a regular substitute nurse is not available and a Registered Nurse is reassigned from a building with two Registered Nurses to cover that uncovered building, each RN will be paid \$62.50 for the day."

11. Article 12.2.4, Secondary Preparation Periods- Effective July 1, 2019, add a new section 5 as follows: "In the event a teacher assigned to Albany High School is scheduled to make more than two instructional classroom changes in a day, that teacher will have no supervisory duty assigned to them."

12. Article 12.2.4.3, Sixth Period - The parties agree to establish a committee to review this provision consisting of representatives designated by the Superintendent of Schools and APSTA President to review potential changes to all aspects of this provision, including compensation. Such committee shall meet and conclude its review by February of 2019. Any resulting agreements will be implemented by the 2019-2020 school year. Any changes are subject to ratification by the Association and approval by the Board of Education.

13. **Articles 1.3 and 1.4, Dues Deduction and Agency Fee** - Discuss any changes to the dues deduction form and delete Article 1.4 on Agency Fee. Amend Appendix "F" to delete "... between September 1st and September 15th of any given year."


14. Make any other editorial or date changes as may be agreed upon by the parties. These include, but are not limited to:


- Delete any references to Livingston.
- Change any references to IST to RTL. Note, the District is moving to Multi-Tiered Teachers Support Systems for Students (combines the academic and behavioral aspects of RTL. Thus, it may be best to add "or any other intervention services system".
- Article 13.6 - change 13.10 to 13.9, 13.10.5 to 13.9.5, and 13.7.1 to 13.6.1.
- Article 13.7.3 - change 13.8.1 to 13.7.1.

Dated: September 15, 2018

FOR THE DISTRICT:

FOR APSTA:



Kaweeda G. Adams
Superintendent of Schools



President


William Hogan
Deputy Superintendent for Business


Deanna Carras, Chief Negotiator
Bargaining Team Member


Human Resources Administrator


Larry Drew
Bargaining Team Member


Lori McKenna
Assistant Superintendent


Leah Gaetano
Bargaining Team Member


Susan Gray
Bargaining Team Member


Bargaining Team Member

APSTA Proposed Salary Schedules

Prepared: August 8, 2018

	100.00%	101.00%	101.25%	101.25%	101.50%	101.50%
STEP	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
1	\$ 52,140	\$ 52,661	\$ 53,320	\$ 53,986	\$ 54,796	\$ 55,618
2	53,965	54,505	55,186	55,876	56,714	57,565
3	56,198	56,760	57,469	58,187	59,060	59,946
4	58,499	59,084	59,822	60,570	61,478	62,401
5	60,795	61,403	62,170	62,948	63,892	64,850
6	63,167	63,799	64,596	65,404	66,385	67,380
7	65,059	65,710	66,531	67,363	68,373	69,399
8	67,026	67,696	68,542	69,399	70,440	71,497
9	69,002	69,692	70,563	71,445	72,517	73,605
10	71,407	72,121	73,023	73,935	75,044	76,170
11	73,894	74,633	75,566	76,510	77,658	78,823
12	76,468	77,233	78,198	79,176	80,363	81,569
13	79,476	80,271	81,274	82,290	83,524	84,777
14	83,614	84,450	85,506	86,575	87,873	89,191
15	89,244	90,136	91,263	92,404	93,790	95,197
16	89,244	90,136	91,263	92,404	93,790	95,197
17	89,244	90,136	91,263	92,404	93,790	95,197
18	89,244	90,136	91,263	92,404	93,790	95,197
19	96,246	97,208	98,424	99,654	101,149	102,666
20	96,246	97,208	98,424	99,654	101,149	102,666
21	96,246	97,208	98,424	99,654	101,149	102,666
22	96,246	97,208	98,424	99,654	101,149	102,666
23	96,246	97,208	98,424	99,654	101,149	102,666
24	96,246	97,208	98,424	99,654	101,149	102,666
25	96,246	97,208	98,424	99,654	101,149	102,666
26	100,285	101,288	102,554	103,836	105,393	106,974
27	100,285	101,288	102,554	103,836	105,393	106,974
28	100,285	101,288	102,554	103,836	105,393	106,974
29	100,285	101,288	102,554	103,836	105,393	106,974
30	102,596	103,622	104,917	106,229	107,822	109,439

ALC Proposed Salary Schedules

Prepared: August 8, 2018

	100.00%	101.00%	101.25%	101.25%	101.50%	101.50%
Level	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
1st	38.42	38.80	39.29	39.78	40.38	40.98
2nd	39.98	40.38	40.88	41.40	42.02	42.65
3rd	40.34	40.74	41.25	41.77	42.39	43.03
4th	51.83	52.35	53.00	53.67	54.47	55.29
5th-18th	54.89	55.44	56.13	56.83	57.69	58.55
19th plus	57.44	58.01	58.74	59.47	60.37	61.27

Nurses Salary Schedule

Prepared: 8/8/2018

Step	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
1	\$ 39,732	\$ 40,924	\$42,152	\$ 43,416	\$ 44,719	\$ 46,060
2	41,191	42,221	43,276	44,358	45,467	46,604
3	42,978	44,052	45,154	46,283	47,440	48,626
4	44,819	45,939	47,088	48,265	49,472	50,709
5	46,657	47,823	49,019	50,244	51,501	52,788
6	48,554	49,768	51,012	52,287	53,595	54,934
7	50,067	51,319	52,602	53,917	55,265	56,646
8	51,641	52,932	54,255	55,612	57,002	58,427
9	53,223	54,554	55,917	57,315	58,748	60,217
10	55,146	56,525	57,938	59,386	60,871	62,393

Longevity payments for Nurses are \$1,500 after fifteen years (15) and \$1,500 after twenty years (20) of service to the District. These longevity payments are cumulative and are effective July 1, 2017.

Non-Schedule Compensation Table

Prepared: September 12, 2018

Prepared 8/9/2018								
Non-Schedule		BASE	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Club Advisors	Yearbook	\$5,000	\$5,000	\$5,000	\$5,500	\$5,500	\$5,500	\$5,500
	Newspaper	\$4,000	\$4,000	\$4,000	\$4,500	\$4,500	\$4,500	\$4,500
	Dramatics	\$5,500	\$5,500	\$5,500	\$6,000	\$6,000	\$6,000	\$6,000
	Clubs	\$250	\$250	\$250	\$300	\$300	\$300	\$300
Coaches (see coaches salary schedule)								
Appendix C	Hourly	\$15.00	\$15.00	\$15.00	\$17.00	\$17.00	\$17.00	\$17.00
Summer School*	Hourly	\$37.50	\$37.50	\$37.50	\$37.50	\$42.50	\$42.50	\$42.50
Curriculum Work	Hourly	\$37.50	\$37.50	\$37.50	\$40.50	\$40.50	\$40.50	\$40.50
Night School	Hourly	\$40.50	\$40.50	\$40.50	\$44.00	\$44.00	\$44.00	\$44.00
RTI		\$775	\$775	\$775	\$800	\$800	\$800	\$800
Nat. Board Cert.		\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Music Stipends	Band Dir	\$4,715	\$4,715	\$4,715	\$5,100	\$5,100	\$5,100	\$5,100
	Asst March	\$3,772	\$3,772	\$3,772	\$4,170	\$4,170	\$4,170	\$4,170
	Color Guard	\$3,772	\$3,772	\$3,772	\$4,170	\$4,170	\$4,170	\$4,170
Sixth Period		\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
IEP		\$800	\$800	\$800	\$800	\$800	\$800	\$800
ALC (increase schedule by same rate as teacher schedule- displayed on teacher salary schedule)								
Robotics	Head*	\$2,500	\$2,500	\$2,500	\$3,100	\$3,100	\$3,100	\$3,100
	Asst		\$2,500	\$2,500	\$2,800	\$2,800	\$2,800	\$2,800
	Asst		\$2,500	\$2,500	\$2,800	\$2,800	\$2,800	\$2,800
	Asst		\$2,500	\$2,500	\$2,800	\$2,800	\$2,800	\$2,800

*Includes any non-work day student instruction such as after school assigned/performed instruction.

COACHES SALARY SCHEDULE

2016-17 and 2017-18

(Prepared 8/9/2018)

		Step 1	Step 2	Step 3	Step 4	Step 5
Academic Coach		\$5,248	\$5,373	\$5,498	\$5,623	\$5,748
Debate	Head Coach	7,123	7,248	7,373	7,498	7,622
	Assistant Coach	5,798	5,923	6,048	6,173	6,298
Cross Country	Varsity	3,062	3,186	3,311	3,436	3,561
	Modified	2,562	2,687	2,812	2,936	3,062
Football	Varsity	4,374	4,499	4,623	4,748	4,874
	Varsity Assistant & JV	3,436	3,561	3,686	3,811	3,936
	JV Assistant & Modified	2,936	3,062	3,186	3,311	3,436
	Modified Assistant	2,374	2,499	2,625	2,781	2,936
Golf	Varsity	2,374	2,499	2,625	2,781	2,936
Football Cheerleading	Varsity	2,625	2,781	2,936	3,062	3,186
	Junior Varsity	2,125	2,249	2,374	2,499	2,625
	Combined JV & Varsity	3,062	3,186	3,311	3,436	3,561
Basketball Cheerleading	Varsity	2,936	3,062	3,186	3,311	3,436
	Junior Varsity	2,499	2,625	2,781	2,936	3,062
	Combined JV & Varsity	3,436	3,561	3,686	3,811	3,936
	Modified	1,999	2,125	2,249	2,374	2,499
Drill Team - Winter	Varsity	2,514	2,640	2,772	2,883	2,998
	Varsity Assistant	2,201	2,312	2,427	2,524	2,625
Drill Team - Spring	Varsity	2,514	2,640	2,772	2,883	2,998
	Varsity Assistant	2,201	2,312	2,427	2,524	2,625
Soccer	Varsity	3,311	3,436	3,561	3,686	3,811
	Varsity Assistant & JV	2,781	2,936	3,062	3,186	3,311
	Modified	2,249	2,374	2,499	2,625	2,781
Swimming	Men's Varsity	3,686	3,811	3,936	4,092	4,248
	Men's Varsity Assistant	3,186	3,311	3,436	3,561	3,686
	Women's Varsity	3,186	3,311	3,436	3,561	3,686
	Women's Varsity Assist	2,499	2,625	2,781	2,905	3,062
	Men's Modified	2,625	2,781	2,936	3,062	3,186
	Men's Modified Assistant	2,125	2,249	2,374	2,499	2,625
Tennis	Varsity	3,186	3,311	3,436	3,561	3,686
Basketball	Varsity	4,374	4,499	4,623	4,748	4,874
	Varsity Assistant & JV	3,436	3,561	3,686	3,811	3,936
	Freshman	2,936	3,062	3,186	3,311	3,436
	Modified	2,374	2,499	2,625	2,781	2,936
	Varsity	2,625	2,781	2,936	3,062	3,186
Bowling	Varsity	2,625	2,781	2,936	3,062	3,186
Indoor Track	Varsity	4,374	4,499	4,623	4,748	4,874
	Assistant	3,436	3,499	3,686	3,811	3,936
Wrestling	Varsity	3,686	3,811	3,936	4,092	4,248
	Varsity Assistant	3,186	3,311	3,436	3,561	3,686
	Junior Varsity	2,625	2,781	2,936	3,062	3,186
	Modified	2,125	2,249	2,374	2,499	2,625
Volleyball	Varsity	3,186	3,311	3,436	3,561	3,686
	Varsity Assistant & JV	2,499	2,625	2,781	2,936	3,062
	Modified	2,061	2,187	2,312	2,436	2,562
Baseball	Varsity	3,311	3,436	3,561	3,686	3,811
	Varsity Assistant & JV	2,781	2,936	3,062	3,186	3,311
	Modified	2,249	2,374	2,499	2,625	2,781
Softball	Varsity	3,311	3,436	3,561	3,686	3,811
	Varsity Assistant & JV	2,781	2,936	3,062	3,186	3,311
	Modified	2,249	2,374	2,499	2,625	2,781
Outdoor Track	Varsity	3,311	3,436	3,561	3,686	3,811
	Assistant	2,781	2,936	3,062	3,186	3,311
	Modified	2,281	2,405	2,531	2,656	2,781

An additional \$100 per year for each additional year coached in the field in the CSDA above and beyond 10 years will be paid above step 5 above up to a maximum of \$1,000.

COACHES SALARY SCHEDULE

(Prepared 8/9/2018)

2018-19		115.00%	115.00%	115.00%	115.00%	115.00%
		Step 1	Step 2	Step 3	Step 4	Step 5
Academic Coach		\$6,035	\$6,179	\$6,322	\$6,466	\$6,610
Debate	Head Coach	8,192	8,335	8,479	8,622	8,766
	Assistant Coach	6,667	6,812	6,956	7,099	7,242
Cross Country (same as softball and tack)	Varsity	3,808	3,951	4,095	4,239	4,382
	Modified	2,587	2,730	2,874	3,018	3,198
Football	Varsity	5,030	5,174	5,317	5,460	5,605
	Varsity Assistant & JV	3,951	4,095	4,239	4,382	4,527
	JV Assistant & Modified	3,377	3,521	3,664	3,808	3,951
	Modified Assistant	2,730	2,874	3,018	3,198	3,377
Golf	Varsity	2,730	2,874	3,018	3,198	3,377
Football Cheerleading	Varsity	3,018	3,198	3,377	3,521	3,664
	Junior Varsity	2,443	2,587	2,730	2,874	3,018
	Combined JV & Varsity	3,521	3,664	3,808	3,951	4,095
Basketball Cheerleading	Varsity	3,377	3,521	3,664	3,808	3,951
	Junior Varsity	2,874	3,018	3,198	3,377	3,521
	Combined JV & Varsity	3,951	4,095	4,239	4,382	4,527
	Modified	2,299	2,443	2,587	2,730	2,874
Drill Team - Winter	Varsity	2,891	3,036	3,188	3,315	3,448
	Varsity Assistant	2,532	2,658	2,791	2,903	3,018
Drill Team - Spring	Varsity	2,891	3,036	3,188	3,315	3,448
	Varsity Assistant	2,532	2,658	2,791	2,903	3,018
Soccer	Varsity	3,808	3,951	4,095	4,239	4,382
	Varsity Assistant & JV	3,198	3,377	3,521	3,664	3,808
	Modified	2,587	2,730	2,874	3,018	3,198
Swimming	Men's Varsity	4,239	4,382	4,527	4,706	4,885
	Men's Varsity Assistant	3,664	3,808	3,951	4,095	4,239
	Women's Varsity	3,664	3,808	3,951	4,095	4,239
	Women's Varsity Assist	2,874	3,018	3,198	3,341	3,521
	Men's Modified	3,018	3,198	3,377	3,521	3,664
	Men's Modified Assistant	2,443	2,587	2,730	2,874	3,018
Tennis	Varsity	3,664	3,808	3,951	4,095	4,239
Basketball	Varsity	5,030	5,174	5,317	5,460	5,605
	Varsity Assistant & JV	3,951	4,095	4,239	4,382	4,527
	Freshman	3,377	3,521	3,664	3,808	3,951
	Modified	2,730	2,874	3,018	3,198	3,377
Bowling	Varsity	3,018	3,198	3,377	3,521	3,664
Indoor Track	Varsity	5,030	5,174	5,317	5,460	5,605
	Assistant	3,951	4,095	4,239	4,382	4,527
Wrestling	Varsity	4,239	4,382	4,527	4,706	4,885
	Varsity Assistant	3,664	3,808	3,951	4,095	4,239
	Junior Varsity	3,018	3,198	3,377	3,521	3,664
	Modified	2,443	2,587	2,730	2,874	3,018
Volleyball	Varsity	3,664	3,808	3,951	4,095	4,239
	Varsity Assistant & JV	2,874	3,018	3,198	3,377	3,521
	Modified	2,370	2,515	2,658	2,802	2,946
Baseball	Varsity	3,808	3,951	4,095	4,239	4,382
	Varsity Assistant & JV	3,198	3,377	3,521	3,664	3,808
	Modified	2,587	2,730	2,874	3,018	3,198
Softball	Varsity	3,808	3,951	4,095	4,239	4,383
	Varsity Assistant & JV	3,198	3,377	3,521	3,664	3,808
	Modified	2,587	2,730	2,874	3,018	3,198
Outdoor Track	Varsity	3,808	3,951	4,095	4,239	4,383
	Assistant	3,198	3,377	3,521	3,664	3,808
	Modified	2,623	2,766	2,911	3,054	3,198

An additional \$100 per year for each additional year coached in the field in the CSDA above and beyond 10 years will be paid above step 5 above up to a maximum of \$1,000.

If there is no qualified applicant for a coaching position, the Superintendent may assign a physical education teacher who does not have a coaching assignment to such assignment under the following conditions:

- No such assignment more than two consecutive years to the same teacher;
- The teacher will be notified of such assignment no later than sixty (60) calendar days before the start of the season;
- No more than one sport per year to a teacher;
- If a PE teacher is involuntarily assigned, they will receive a twenty percent (20%) addition to the stipend for the position.

COACHES SALARY SCHEDULE

2019-20

(Prepared 8/9/2018)

		105.00%	105.00%	105.00%	105.00%	105.00%
		Step 1	Step 2	Step 3	Step 4	Step 5
Academic Coach		\$6,337	\$6,488	\$6,638	\$6,789	\$6,941
Debate	Head Coach	8,601	8,752	8,903	9,053	9,204
	Assistant Coach	7,001	7,152	7,303	7,454	7,605
Cross Country	Varsity	3,998	4,149	4,300	4,451	4,602
	Modified	2,716	2,867	3,017	3,169	3,358
Football	Varsity	5,282	5,432	5,583	5,733	5,885
	Varsity Assistant & JV	4,149	4,300	4,451	4,602	4,753
	JV Assistant & Modified	3,546	3,697	3,848	3,998	4,149
	Modified Assistant	2,867	3,017	3,169	3,358	3,546
Golf	Varsity	2,867	3,017	3,169	3,358	3,546
Football Cheerleading	Varsity	3,169	3,358	3,546	3,697	3,848
	Junior Varsity	2,566	2,716	2,867	3,017	3,169
	Combined JV & Varsity	3,697	3,848	3,998	4,149	4,300
Basketball Cheerleading	Varsity	3,546	3,697	3,848	3,998	4,149
	Junior Varsity	3,017	3,169	3,358	3,546	3,697
	Combined JV & Varsity	4,149	4,300	4,451	4,602	4,753
	Modified	2,414	2,566	2,716	2,867	3,017
Drill Team - Winter	Varsity	3,035	3,187	3,348	3,481	3,621
	Varsity Assistant	2,658	2,791	2,931	3,048	3,169
Drill Team - Spring	Varsity	3,035	3,187	3,348	3,481	3,621
	Varsity Assistant	2,658	2,791	2,931	3,048	3,169
Soccer	Varsity	3,998	4,149	4,300	4,451	4,602
	Varsity Assistant & JV	3,358	3,546	3,697	3,848	3,998
	Modified	2,716	2,867	3,017	3,169	3,358
Swimming	Men's Varsity	4,451	4,602	4,753	4,941	5,130
	Men's Varsity Assistant	3,848	3,998	4,149	4,300	4,451
	Women's Varsity	3,848	3,998	4,149	4,300	4,451
	Women's Varsity Assist	3,017	3,169	3,358	3,508	3,697
	Men's Modified	3,169	3,358	3,546	3,697	3,848
	Men's Modified Assistant	2,566	2,716	2,867	3,017	3,169
Tennis	Varsity	3,848	3,998	4,149	4,300	4,451
Basketball	Varsity	5,282	5,432	5,583	5,733	5,885
	Varsity Assistant & JV	4,149	4,300	4,451	4,602	4,753
	Freshman	3,546	3,697	3,848	3,998	4,149
	Modified	2,867	3,017	3,169	3,358	3,546
Bowling	Varsity	3,169	3,358	3,546	3,697	3,848
Indoor Track	Varsity	5,282	5,432	5,583	5,733	5,885
	Assistant	4,149	4,300	4,451	4,602	4,753
Wrestling	Varsity	4,451	4,602	4,753	4,941	5,130
	Varsity Assistant	3,848	3,998	4,149	4,300	4,451
	Junior Varsity	3,169	3,358	3,546	3,697	3,848
	Modified	2,566	2,716	2,867	3,017	3,169
Volleyball	Varsity	3,848	3,998	4,149	4,300	4,451
	Varsity Assistant & JV	3,017	3,169	3,358	3,546	3,697
	Modified	2,489	2,641	2,791	2,942	3,094
Baseball	Varsity	3,998	4,149	4,300	4,451	4,602
	Varsity Assistant & JV	3,358	3,546	3,697	3,848	3,998
	Modified	2,716	2,867	3,017	3,169	3,358
Softball	Varsity	3,998	4,149	4,300	4,451	4,603
	Varsity Assistant & JV	3,358	3,546	3,697	3,848	3,998
	Modified	2,716	2,867	3,017	3,169	3,358
Outdoor Track	Varsity	3,998	4,149	4,300	4,451	4,603
	Assistant	3,358	3,546	3,697	3,848	3,998
	Modified	2,754	2,904	3,056	3,207	3,358

An additional \$100 per year for each additional year coached in the field in the CSDA above and beyond 10 years will be paid above step 5 above up to a maximum of \$1,000.

If there is no qualified applicant for a coaching position, the Superintendent may assign a physical education teacher who does not have a coaching assignment to such assignment under the following conditions:

- No such assignment more than two consecutive years to the same teacher;
- The teacher will be notified of such assignment no later than sixty (60) calendar days before the start of the season;
- No more than one sport per year to a teacher;
- If a PE teacher is involuntarily assigned, they will receive a twenty percent (20%) addition to the stipend for the position.

COACHES SALARY SCHEDULE		(Prepared 8/9/2018)				
2020-21		105.00%	105.00%	105.00%	105.00%	105.00%
		Step 1	Step 2	Step 3	Step 4	Step 5
Academic Coach		\$6,654	\$6,813	\$6,970	\$7,129	\$7,288
Debate	Head Coach	9,031	9,189	9,348	9,506	9,664
	Assistant Coach	7,351	7,510	7,669	7,827	7,985
Cross Country	Varsity	4,198	4,356	4,515	4,673	4,832
	Modified	2,852	3,010	3,168	3,328	3,525
Football	Varsity	5,546	5,704	5,862	6,020	6,179
	Varsity Assistant & JV	4,356	4,515	4,673	4,832	4,991
	JV Assistant & Modified	3,723	3,882	4,040	4,198	4,356
	Modified Assistant	3,010	3,168	3,328	3,525	3,723
Golf	Varsity	3,010	3,168	3,328	3,525	3,723
Football Cheerleading	Varsity	3,328	3,525	3,723	3,882	4,040
	Junior Varsity	2,694	2,852	3,010	3,168	3,328
	Combined JV & Varsity	3,882	4,040	4,198	4,356	4,515
Basketball Cheerleading	Varsity	3,723	3,882	4,040	4,198	4,356
	Junior Varsity	3,168	3,328	3,525	3,723	3,882
	Combined JV & Varsity	4,356	4,515	4,673	4,832	4,991
	Modified	2,534	2,694	2,852	3,010	3,168
Drill Team - Winter	Varsity	3,187	3,347	3,515	3,655	3,802
	Varsity Assistant	2,791	2,931	3,077	3,200	3,328
Drill Team - Spring	Varsity	3,187	3,347	3,515	3,655	3,802
	Varsity Assistant	2,791	2,931	3,077	3,200	3,328
Soccer	Varsity	4,198	4,356	4,515	4,673	4,832
	Varsity Assistant & JV	3,525	3,723	3,882	4,040	4,198
	Modified	2,852	3,010	3,168	3,328	3,525
Swimming	Men's Varsity	4,673	4,832	4,991	5,189	5,386
	Men's Varsity Assistant	4,040	4,198	4,356	4,515	4,673
	Women's Varsity	4,040	4,198	4,356	4,515	4,673
	Women's Varsity Assist	3,168	3,328	3,525	3,684	3,882
	Men's Modified	3,328	3,525	3,723	3,882	4,040
	Men's Modified Assistant	2,694	2,852	3,010	3,168	3,328
Tennis	Varsity	4,040	4,198	4,356	4,515	4,673
Basketball	Varsity	5,546	5,704	5,862	6,020	6,179
	Varsity Assistant & JV	4,356	4,515	4,673	4,832	4,991
	Freshman	3,723	3,882	4,040	4,198	4,356
	Modified	3,010	3,168	3,328	3,525	3,723
Bowling	Varsity	3,328	3,525	3,723	3,882	4,040
Indoor Track	Varsity	5,546	5,704	5,862	6,020	6,179
	Assistant	4,356	4,515	4,673	4,832	4,991
Wrestling	Varsity	4,673	4,832	4,991	5,189	5,386
	Varsity Assistant	4,040	4,198	4,356	4,515	4,673
	Junior Varsity	3,328	3,525	3,723	3,882	4,040
	Modified	2,694	2,852	3,010	3,168	3,328
Volleyball	Varsity	4,040	4,198	4,356	4,515	4,673
	Varsity Assistant & JV	3,168	3,328	3,525	3,723	3,882
	Modified	2,613	2,773	2,931	3,089	3,248
Baseball	Varsity	4,198	4,356	4,515	4,673	4,832
	Varsity Assistant & JV	3,525	3,723	3,882	4,040	4,198
	Modified	2,852	3,010	3,168	3,328	3,525
Softball	Varsity	4,198	4,356	4,515	4,673	4,832
	Varsity Assistant & JV	3,525	3,723	3,882	4,040	4,198
	Modified	2,852	3,010	3,168	3,328	3,525
Outdoor Track	Varsity	4,198	4,356	4,515	4,673	4,832
	Assistant	3,525	3,723	3,882	4,040	4,198
	Modified	2,891	3,050	3,209	3,367	3,525

An additional \$100 per year for each additional year coached in the field in the CSDA above and beyond 10 years will be paid above step 5 above up to a maximum of \$1,000.

If there is no qualified applicant for a coaching position, the Superintendent may assign a physical education teacher who does not have a coaching assignment to such assignment under the following conditions:

- No such assignment more than two consecutive years to the same teacher;
- The teacher will be notified of such assignment no later than sixty (60) calendar days before the start of the season;
- No more than one sport per year to a teacher;
- If a PE teacher is involuntarily assigned, they will receive a twenty percent (20%) addition to the stipend for the position.

COACHES SALARY SCHEDULE		(Prepared 8/9/2018)				
2021-22		105.00%	105.00%	105.00%	105.00%	105.00%
		Step 1	Step 2	Step 3	Step 4	Step 5
Academic Coach		\$6,987	\$7,154	\$7,319	\$7,485	\$7,652
Debate	Head Coach	9,483	9,649	9,815	9,981	10,147
	Assistant Coach	7,718	7,885	8,052	8,218	8,384
Cross Country	Varsity	4,408	4,574	4,741	4,907	5,073
	Modified	2,995	3,161	3,327	3,494	3,702
Football	Varsity	5,823	5,989	6,155	6,321	6,488
	Varsity Assistant & JV	4,574	4,741	4,907	5,073	5,240
	JV Assistant & Modified	3,909	4,076	4,242	4,408	4,574
	Modified Assistant	3,161	3,327	3,494	3,702	3,909
Golf	Varsity	3,161	3,327	3,494	3,702	3,909
Football Cheerleading	Varsity	3,494	3,702	3,909	4,076	4,242
	Junior Varsity	2,829	2,995	3,161	3,327	3,494
	Combined JV & Varsity	4,076	4,242	4,408	4,574	4,741
Basketball Cheerleading	Varsity	3,909	4,076	4,242	4,408	4,574
	Junior Varsity	3,327	3,494	3,702	3,909	4,076
	Combined JV & Varsity	4,574	4,741	4,907	5,073	5,240
	Modified	2,661	2,829	2,995	3,161	3,327
Drill Team - Winter	Varsity	3,347	3,514	3,691	3,838	3,992
	Varsity Assistant	2,931	3,078	3,231	3,360	3,494
Drill Team - Spring	Varsity	3,347	3,514	3,691	3,838	3,992
	Varsity Assistant	2,931	3,078	3,231	3,360	3,494
Soccer	Varsity	4,408	4,574	4,741	4,907	5,073
	Varsity Assistant & JV	3,702	3,909	4,076	4,242	4,408
	Modified	2,995	3,161	3,327	3,494	3,702
Swimming	Men's Varsity	4,907	5,073	5,240	5,448	5,655
	Men's Varsity Assistant	4,242	4,408	4,574	4,741	4,907
	Women's Varsity	4,242	4,408	4,574	4,741	4,907
	Women's Varsity Assist	3,327	3,494	3,702	3,868	4,076
	Men's Modified	3,494	3,702	3,909	4,076	4,242
	Men's Modified Assistant	2,829	2,995	3,161	3,327	3,494
Tennis	Varsity	4,242	4,408	4,574	4,741	4,907
Basketball	Varsity	5,823	5,989	6,155	6,321	6,488
	Varsity Assistant & JV	4,574	4,741	4,907	5,073	5,240
	Freshman	3,909	4,076	4,242	4,408	4,574
	Modified	3,161	3,327	3,494	3,702	3,909
Bowling	Varsity	3,494	3,702	3,909	4,076	4,242
Indoor Track	Varsity	5,823	5,989	6,155	6,321	6,488
	Assistant	4,574	4,741	4,907	5,073	5,240
Wrestling	Varsity	4,907	5,073	5,240	5,448	5,655
	Varsity Assistant	4,242	4,408	4,574	4,741	4,907
	Junior Varsity	3,494	3,702	3,909	4,076	4,242
	Modified	2,829	2,995	3,161	3,327	3,494
Volleyball	Varsity	4,242	4,408	4,574	4,741	4,907
	Varsity Assistant & JV	3,327	3,494	3,702	3,909	4,076
	Modified	2,744	2,912	3,078	3,244	3,411
Baseball	Varsity	4,408	4,574	4,741	4,907	5,073
	Varsity Assistant & JV	3,702	3,909	4,076	4,242	4,408
	Modified	2,995	3,161	3,327	3,494	3,702
Softball	Varsity	4,408	4,574	4,741	4,907	5,074
	Varsity Assistant & JV	3,702	3,909	4,076	4,242	4,408
	Modified	2,995	3,161	3,327	3,494	3,702
Outdoor Track	Varsity	4,408	4,574	4,741	4,907	5,074
	Assistant	3,702	3,909	4,076	4,242	4,408
	Modified	3,036	3,202	3,369	3,536	3,702

An additional \$100 per year for each additional year coached in the field in the CSDA above and beyond 10 years will be paid above step 5 above up to a maximum of \$1,000.

If there is no qualified applicant for a coaching position, the Superintendent may assign a physical education teacher who does not have a coaching assignment to such assignment under the following conditions:

- No such assignment more than two consecutive years to the same teacher;
- The teacher will be notified of such assignment no later than sixty (60) calendar days before the start of the season;
- No more than one sport per year to a teacher;
- If a PE teacher is involuntarily assigned, they will receive a twenty percent (20%) addition to the stipend for the position