

**Salary Schedule based on 191-day contract**  
**Base \$32,278**

The Board shall pay for the cost of the premium for a single policy, up to a maximum of \$325 per month toward medical insurance for each teacher who is enrolled in the district sponsored health insurance program. This money is not available as a cash option for those who do not choose to participate.

Step	B.S.	B.S. + 15	M.S. or 36	M.S. + 15	MS +30
0	33278	34364	35450	36540	37631
1	33619	34705	35791	36881	37972
2	33960	35046	36132	37222	38313
3	34301	35387	36473	37563	38654
4	34642	35728	36814	37904	38995
5	34983	36069	37155	38245	39336
6	35472	36558	37644	38734	39825
7	35961	37047	38133	39223	40314
8	36450	37536	38622	39712	40803
9	36939	38025	39111	40201	41292
10	37428	38514	39600	40690	41781
11	38033	39119	40205	41295	42386
12	38638	39724	40810	41900	42991
13		40329	41415	42505	43596
14		40934	42020	43110	44201
15		41539	42625	43715	44806
16		42252	43338	44428	45519
17			44051	45141	46232
18			44764	45854	46945
19			45477	46567	47658
20				47280	48371
21				48105	49196
22					50021
23					50846
24					51671
25					52496

Longevity: Those employees in the BS+36/MS, MS+15, and MS+30 columns who are unable to benefit from further vertical advancement on the salary schedule shall receive the dollar amount indicated at the last step of their respective columns plus vertical increment for that column. In addition, those in the BS+36/MS column shall receive \$100, those in the MS+15 column shall receive \$200, and those in the MS+30 column shall receive \$300. This is a one time addition of dollars that will be calculated in an employee's salary as an "off-schedule" payment every year that employee is at the bottom of their respective pay column and cannot move any further. For those employees who have been receiving this "off-schedule" payment prior to the start of the 2007-08 school year, they will continue to receive this "off-schedule" payment during the course of their employment. For these employees, this "off-schedule" payment will not be calculated a second time when they again reach the bottom of their respective pay column and cannot move any further.

This provision shall not apply to teachers who have National Board Certification. Those employees in the BS+15, BS+36/MS, MS+15, and MS+30 columns and who are unable to benefit from further vertical advancement on the

salary schedule and who have National Board Certification shall receive an additional \$400, accumulative, per year. The Board of Education shall review this provision annually. If in any given year the Board determines that it cannot fund this provision, the Board shall have the right to delete this provision at the end of the current school year. Should this provision be deleted by the Board, teachers shall retain all accumulative dollars associated with this pay provision as part of their annual salary.

The following stipulations shall apply to only those certified staff employed with USD 320 during the 1999-2000 school year.

1. An employee who elected not to participate in the district's group health insurance plan will continue to receive the off-schedule amount stipulated in the 2000-2001 negotiated agreement. (This refers to the agreement made regarding the increase in the district contribution to the health insurance benefit for certified employees.)
2. An employee who initially elected not to participate in the district's group health insurance plan and who received the stipulated off-schedule amount may, at any time, elect to participate in the district's group health insurance plan.
3. Once an employee elects to participate in the district's group health insurance plan the employee is never again eligible to receive the stipulated off-schedule dollar amount.

The following stipulations shall apply to only those certified staff employed with USD 320 during the 2003-2004 school year.

1. An employee shall receive a dollar amount equal to 1.85% of their 2003-2004 salary as part of the pay increase beginning with the 2004-2005 school year. The dollar amount for any form of movement on the salary schedule shall count towards the 1.85% pay increase. If salary schedule movement does not equal a 1.85% increase, the employee shall receive the full amount of movement plus an additional dollar amount to equal 1.85% of the 03-04 salary. Should movement exceed 1.85% of the teacher's 2003-2004 salary, the teacher will receive the full amount of movement with no additional dollar amount.
2. This dollar amount shall be reflected in the off-schedule category for pay and shall remain the same until such time that the employee resigns or is released from employment with USD 320.
3. In the event that an employee leaves the employment of USD 320 and then is subsequently rehired, the 1.85% pay amount will not be applied to the new employment contract.

**ARTICLE VIII**  
**Schedule For Supplemental Pay**

FORMULA FOR FIGURING SUPPLEMENTAL PAY: The indicated percentage on the schedule below shall be applied to each individual's years' experience according to the attached Supplemental salary schedule. The number of individuals required for each position shall be based on need, and determined by the USD 320 administration.

EXAMPLE: Head boys football coach with three years of football coaching experience would receive:  $.12 \times \$29,476 = \$3,537$

WHS Head FB Coach.....	12%	WHS Head Girls VB Coach .....	12%
WHS Asst FB Coach .....	8%	WHS Asst Girls VB Coach.....	8%
WHS Head Boys BB Coach .....	12%	WHS Boys Baseball Coach .....	12%
WHS Asst Boys BB Coach .....	8%	WHS Asst Boys Baseball Coach.....	8%
WHS Head Wrestling Coach .....	12%	WHS Girls Softball Coach.....	12%
WHS Asst Wrestling Coach.....	8%	WHS Asst Girls Softball Coach .....	8%
WHS Head Track Coach .....	12%	WHS Girls Tennis Coach.....	8%
WHS Asst Track Coach.....	8%	WHS Boys Tennis.....	8%
WHS Head Cross Country Coach.....	12%	WHS Golf Coach .....	8%
WHS Asst Cross Country Coach.....	8%	WMS Head FB Coach .....	8%
WHS Head Girls BB Coach.....	12%	WMS Asst FB Coach.....	5%
WHS Asst Girls BB Coach.....	8%	WMS Head Boys BB Coach.....	8%
WMS Asst Boys BB Coach .....	5%	WMS Asst Track Coach .....	5%
WMS Head Wrestling Coach.....	8%	WMS Head Girls BB Coach.....	8%
WMS Asst Wrestling Coach .....	5%	WMS Asst Girls BB Coach .....	5%
WMS Head Boys Track Coach.....	8%	WMS Head Girls VB Coach.....	8%
WMS Head Girls Track Coach .....	8%	WMS Asst Girls VB Coach .....	5%
WHS Cheerleading Coach .....	8%	WHS Kays/Kayettes Sponsor.....	1%
WHS Asst. Cheerleading Coach .....	4%	WHS FCCLA Sponsor** .....	8%
WHS FFA Sponsor .....	6%	WHS Jr/Sr Prom Coordinator .....	2%*

WHS Science Club .....	3%	WHS Senior Interview Day Coordinator .....	2%*
WHS Science Research Sponsor .....	6%	WHS Foreign Language Club .....	½ %
WHS Head Play Director .....	10%	WHS National Honor Society Sponsor.....	4%
WHS Asst Play Director.....	6%	WHS AFS Sponsor.....	2%
WHS Head Musical Director.....	12%	WHS SADD Sponsor.....	2%
WHS Asst Musical Director .....	8%	WHS Art Club Sponsor.....	½ %
WHS Student Council Sponsor .....	5%	WHS Scholars Bowl Sponsor.....	4%
WHS Drill Team Coach .....	4%	WHS Renaissance Sponsor.....	2%
WHS Color Guard Coach .....	4%	WHS FEA Sponsor.....	1%
WHS FBLA Sponsor** .....	8%	WMS Cheerleading Coach.....	4%
WHS W-Club Sponsor.....	½ %	WMS FCCLA Sponsor.....	3%
WHS Weights Club.....	½%	WMS Student Council Sponsor.....	4%
WHS Freshman Class Sponsor .....	1%		
WHS Sophomore Class Sponsor.....	1%	WMS Kays/Kayettes Sponsor .....	3%
WHS Junior Class Sponsor .....	1%	WMS Yearbook.....	1%
WHS Senior Class Sponsor .....	1%	WHS National Forensics League .....	4%
MS Science Club .....	3%	District PDC Chairperson .....	4%
MS Chess Club .....	3%	MS Robotics Club.....	3%
WE Robotics Club** .....	3%	HS Link Crew (2) .....	4%
HS Culinary Arts .....	4%		

Aides serving as Head Coaches 1% less than Head Coach position until 2nd year.

Aides serving as assistant coaches 1% less than assistant coaches in that sport until 2nd year.

\* In the event that this position cannot be filled by district staff, administration may hire an individual outside of district staff.

\*\* Division of the pay percentage is to be determined by the sponsors and reported to the activities director. Once the percentage is determined, the pay shall be applied in accordance with the formula for figuring supplemental pay as listed above.

Positions With Set Rates

Dance Sponsor..... \$15 per hour  
 Activity Bus Sponsor..(under 50 miles)..... \$20  
 (over 50 miles)..... .. \$30

This applies only to additional bus sponsors not listed on the extra duty salary schedule.  
 Ticket takers and Supervision of Co-curricular Events.....\$10 minimum (\$10 minimum plus \$5.00 an hour after first hour in addition to minimum)

Timers and Score Keepers....\$15 minimum (\$15 minimum plus \$7.50 an hour after first hour in addition to minimum)

Teachers who have been assigned supervisory duties during the duration of the lunch period shall receive a free lunch and shall receive a specified hourly pay rate of \$7.15.

**SUPPLEMENTAL SALARY SCHEDULE**

0	33278
1	33619
2	33960
3	34301
4	34642
5	34983
6	35472
7	35961
8	36450
9	36939
10	37428
11	38033
12	38638
13	39243
14	39848
15	40453

Application of Prior Experience On Positions Paid as Percentages

Prior Experience Within USD 320 - A teacher with prior experience as an assistant or head coach/sponsor within USD 320 in a given sport/activity at the Middle School or Senior High School level will be granted full credit for his/her total prior service in that sport/activity.

Prior Experience in Program Level Within Another School District - A teacher with prior coaching/sponsoring experience in another school district will be granted credit for that experience when the position he/she assumes within USD 320 is within the same program level and the same sport/activity.

Prior middle level experience will apply when the coach/sponsor assumes a position at the Middle School in that sport/activity.