

ELGIN PUBLIC SCHOOLS
NEGOTIATIONS AGREEMENT
FOR THE 2024-2025 AND 2025-2026 SCHOOL YEARS

The negotiating teams representing the Board of Education for the Elgin Public Schools and the Elgin Education Association have reached a total agreement on all items ever successfully negotiated and these items represent the total contractual agreement for the 2024-2025 and the 2025-2026 school years. The items are listed as follows:

Item No. 1 - Salary and Salary Schedule

A base salary of \$40,550 for the 2024-25 school year and a base salary of \$41,550 for the 2025-2026 school year. This base salary is to be applied to a 4 x 4.5 salary schedule. The internal structure of the schedule is as indicated on Attachment A.

Item No. 2 - Extra Duty

Percentages of base pay for those compensated extra duties that are assigned as delineated in Attachment B. The board agrees to pay \$20.00 per evening to ticket takers (2-hour shift), score keepers and the clock keepers. A shift will consist of a period of time determined by the athletic director.

Item No. 3 - Health Insurance

A contribution of up to full family insurance per month for each certified employee by the board of education to be applied to the Educator's Health Alliance endorsed plan (\$1050 deductible including single and spouse dental) for the 2024-25 year. The maximum contribution for the 2024-25 school year will be determined by the EHA family rate with single and spouse dental at the \$1050 deductible level. If the health insurance cost goes up 10% or more during either of these negotiated years the entire negotiations process could be re-opened by the board of education. An HSA option may be negotiated in the future by both parties.

Item No. 4 - Personal Illness

The stated amounts and procedures regarding personal illness as enunciated in Attachment C.

Item No. 5 - Family Sick Leave

The stated amounts and conditions regarding the use of sick leave for members of the immediate family as enunciated in Attachment C.

Item No. 6 - Bereavement Leave

The stated amounts and conditions regarding the use of sick leave to attend funeral for friends or relatives not in the immediate family as enunciated in Attachment C.

Item No. 7 - Emergency Leave

The conditions and procedures of emergency leave as enunciated in Attachment C.

Item No. 8 - Personal Leave

The stated amounts and procedures regarding personal leave as enunciated in Attachment C.

Item No. 9 - Professional Leave

The conditions and procedures of professional leave as enunciated in Attachment C.

Item No. 10 - Noon supervision

The school shall provide elementary noon supervision as needed, exclusive of the elementary staff except during an emergency or temporary absence of personnel.

Item No. 11 - Compensation for Unused Sick Leave

The district shall compensate teachers for unused sick leave in the following manner: At the beginning of each school year, teachers continuing their employment at the Elgin Public Schools, shall be compensated for each day of accumulated sick leave exceeding forty (40) days, at a rate of one half per substitute fee, per day. This process shall begin September of 2006, and shall continue until such time as the procedure is amended or repealed through the negotiation process.

Item No. 12 - Compensation for Supervision /Teaching During Time Specified for Preparation

Teachers shall be compensated at a rate of \$10.00 per class period or \$5.00 per one half class period for the supervision / teaching of classes during a designated plan period that is established by each teacher at the beginning of each school year. Compensation shall be limited to not more than two class periods per day, and it shall be the responsibility of the teacher to notify the office of the Superintendent within (5) days, in writing, of the date, time and person for whom they have supervised / taught.

Item No. 13 - Long Term Disability

The Board of Education shall pay the premium for Long Term Disability (income protection) for the members of the certificated staff. The minimum specifications of the long term disability shall include a benefit amount of 66 2/3 % of the salary and an elimination period of "end of accumulated sick leave".

Item No. 14 - Other Items

Other items discussed during the negotiating process or previously negotiated and not included in this agreement are withdrawn from consideration and without standing during the 2024-25 and 2025-26 contract years.

Leave Policy (Attachment C)

Personal Illness: Each teacher shall receive twelve (12) days of sick leave per year; this shall accumulate to a maximum of forty (40) days. A written physician's justification may be required beyond absence of three (3) consecutive days, and every five (5) consecutive days thereafter.

Family Sick Leave: Each teacher may use up to twelve (12) days of their annual sick leave (if available) for illness in the immediate family. Immediate family shall include: spouse, parents of either spouse, child, sister, brother, grandparents of either spouse, sister or brother-in-law, daughter or son-in-law, and grandchild or any other person to whom the teacher is the primary caregiver as determined by "Power of Attorney" or "Court Appointed Custodian".

Bereavement Leave: Each teacher may use up to three (3) days of their annual sick leave (if available) to attend funerals for friends or relatives not in the immediate family and up to (5) days (if available) of their annual sick leave for immediate family. Any additional days will be granted at the discretion of the administration.

Emergency Leave: Teachers may be granted emergency leave for absence during the day only when the absence is not covered under another leave.

Personal Leave: Two (2) school days of personal leave shall be allowed each teacher during each school term with permission. The superintendent shall be notified, in writing, in advance of the personal day. It shall be the responsibility of the Superintendent to coordinate these days in the best interest of the school. Leave may be granted during the first or last week of the school term or on days preceding or following school holidays or vacations at the discretion of the Superintendent. Teachers will be allowed to carry up to one personal leave day into the next year. After using negotiated personal days teachers may, once a school year, trade four (4) sick days for two (2) personal days. The day(s) or time(s) will be at the Superintendent's discretion.

Professional Leave: Professional leave shall be by administrative approval only.

Item No. 15 - Acceptance

The acceptance of this agreement by both the Elgin Education Association and the Board of Education for the Elgin Public Schools must be as a whole; rejection of any part is a rejection of the total agreement.

Item No. 16 - Compensatory Time

Teachers will receive one-half day off for each of the two Parent/Teacher's Conferences. This is to compensate for the one-half day they will put in during the evening(s) when Parent/Teachers Conferences are held. The compensation time will be as agreed upon by a staff committee and administration. Teachers will work the 185 day schedule with the knowledge that graduation day will no longer count as one of the 185 days. Teachers will make up snow days to fulfill their contractual obligation (at the Superintendent's discretion).

The attached exhibits will indicate the terms of agreement reached by the two committees. This agreement is subject to ratification by the membership of the Elgin Education Association and the Board of Education for the Elgin Public Schools. The ratification of this agreement ends negotiations and represents a total contractual agreement between the Elgin Education Association and the Board of Education for the 2024-2025 AND 2025-2026 school years. All items successfully negotiated or previously negotiated are included in this agreement. Any items not included in this agreement shall be considered void and no longer in effect. No item in this agreement may be unilaterally changed by either party.

Negotiators of the Elgin Education Association

Negotiators of the Board of Education

Becky Lindgren
Jenica Kutschera
Amy Kottling

Zina Wulding
Steven J. Binstock
Eric Beckman

Date 12/13/23

Date 12/13/23

ACCEPTANCE

Amy Kottling
President of the Elgin Education Association

Zina Wulding
President of the Board of Education

12/13/23
Date

12/13/23
Date

**Elgin Public Schools
2024 - 2025
Attachment A
\$40,550**

| | A BA | B BA+9 | C BA+18 | D BA+27 | E BA+36 | F MA | G MA + 9 | H MA + 18 |
|-----------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1 | \$40,550.00 1.0000 | \$42,374.75 1.0450 | \$44,199.50 1.0900 | \$46,024.25 1.1350 | \$47,849.00 1.1800 | \$49,673.75 1.2250 | \$51,498.50 1.2700 | \$53,323.25 1.3150 |
| 2 | \$42,172.00 1.0400 | \$43,996.75 1.0850 | \$45,821.50 1.1300 | \$47,646.25 1.1750 | \$49,471.00 1.2200 | \$51,295.75 1.2650 | \$53,120.50 1.3100 | \$54,945.25 1.3550 |
| 3 | \$43,794.00 1.0800 | \$45,618.75 1.1250 | \$47,443.50 1.1700 | \$49,268.25 1.2150 | \$51,093.00 1.2600 | \$52,917.75 1.3050 | \$54,742.50 1.3500 | \$56,567.25 1.3950 |
| 4 | \$45,416.00 1.1200 | \$47,240.75 1.1650 | \$49,065.50 1.2100 | \$50,890.25 1.2550 | \$52,715.00 1.3000 | \$54,539.75 1.3450 | \$56,364.50 1.3900 | \$58,189.25 1.4350 |
| 5 | \$47,038.00 1.1600 | \$48,862.75 1.2050 | \$50,687.50 1.2500 | \$52,512.25 1.2950 | \$54,337.00 1.3400 | \$56,161.75 1.3850 | \$57,986.50 1.4300 | \$59,811.25 1.4750 |
| 6 | \$48,660.00 1.2000 | \$50,484.75 1.2450 | \$52,309.50 1.2900 | \$54,134.25 1.3350 | \$55,959.00 1.3800 | \$57,783.75 1.4250 | \$59,608.50 1.4700 | \$61,433.25 1.5150 |
| 7 | | \$52,106.75 1.2850 | \$53,931.50 1.33 | \$55,756.25 1.375 | \$57,581.00 1.42 | \$59,405.75 1.465 | \$61,230.50 1.51 | \$63,055.25 1.555 |
| 8 | | | \$55,553.50 1.3700 | \$57,378.25 1.4150 | \$59,203.00 1.4600 | \$61,027.75 1.5050 | \$62,852.50 1.5500 | \$64,677.25 1.5950 |
| 9 | | | | \$59,000.25 1.4550 | \$60,825.00 1.5000 | \$62,649.75 1.5450 | \$64,474.50 1.5900 | \$66,299.25 1.6350 |
| 10 | | | | | \$62,447.00 1.5400 | \$64,271.75 1.5850 | \$66,096.50 1.6300 | \$67,921.25 1.6750 |
| 11 | | | | | | \$65,893.75 1.6250 | \$67,718.50 1.6700 | \$69,543.25 1.7150 |
| 12 | | | | | | | | \$71,165.25 1.7550 |

Extra Duty Schedule
2024-2025
Attachment B
\$40,550

| <u>High School Head</u> | % | Salary |
|-------------------------|-----|------------|
| First Year | 9% | \$3,649.50 |
| Second Year | 10% | \$4,055.00 |
| Third Year | 11% | \$4,460.50 |
| Fourth Year | 12% | \$4,866.00 |
| Fifth Year | 13% | \$5,271.50 |

| <u>High School Assist</u> | % | Salary |
|---------------------------|----|------------|
| First Year | 6% | \$2,433.00 |
| Second Year | 7% | \$2,838.50 |
| Third Year | 8% | \$3,244.00 |

| <u>High School Head Track/Golf/Cross Country</u> | % | Salary |
|--|-----|------------|
| First Year | 8% | \$3,244.00 |
| Second Year | 9% | \$3,649.50 |
| Third Year | 10% | \$4,055.00 |
| Fourth Year | 11% | \$4,460.50 |
| Fifth Year | 12% | \$4,866.00 |

| <u>High School Assist Track/Golf/Cross Country</u> | % | Salary |
|--|----|------------|
| First Year | 4% | \$1,622.00 |
| Second Year | 5% | \$2,027.50 |
| Third Year | 6% | \$2,433.00 |

| <u>Junior High Coach</u> | % | Salary |
|--------------------------|----|------------|
| First Year | 2% | \$811.00 |
| Second Year | 3% | \$1,216.50 |

| <u>Music</u> | % | Salary |
|--------------|--------|------------|
| First Year | 10% | \$4,055.00 |
| Second Year | 10.50% | \$4,257.75 |
| Third Year | 11% | \$4,460.50 |
| Fourth Year | 11.50% | \$4,663.25 |
| Fifth Year | 12% | \$4,866.00 |

| <u>Football Field</u> | % | Salary |
|-----------------------|-------|----------|
| Per season | 1.50% | \$608.25 |

| <u>Activities Director</u> | % | Salary |
|----------------------------|-----|--------|
| | 15% | |

| <u>E Club (Concessions)</u> | % | Salary |
|-----------------------------|----|------------|
| | 4% | \$1,622.00 |

| <u>Class Sponsor</u> | % | Salary |
|----------------------|-------|------------|
| Senior* | 1% | \$405.50 |
| Junior* | 2.67% | \$1,082.69 |
| Prom | 1.33% | \$539.32 |
| Sophomore* | 1% | \$405.50 |
| Freshman* | 1% | \$405.50 |

| <u>Speech</u> | % | Salary |
|---------------|-------|------------|
| First Year | 6% | \$2,433.00 |
| Second Year | 6.50% | \$2,635.75 |
| Third Year | 7% | \$2,838.50 |
| Fourth Year | 7.50% | \$3,041.25 |
| Fifth Year | 8% | \$3,244.00 |

| <u>Annual</u> | % | Salary |
|---------------|-------|------------|
| First Year | 6% | \$2,433.00 |
| Second Year | 6.50% | \$2,635.75 |
| Third Year | 7% | \$2,838.50 |
| Fourth Year | 7.50% | \$3,041.25 |
| Fifth Year | 8% | \$3,244.00 |

| <u>EHCC</u> | % | Salary |
|-------------|-------|------------|
| First Year | 6% | \$2,433.00 |
| Second Year | 6.50% | \$2,635.75 |
| Third Year | 7% | \$2,838.50 |

| <u>One-Act</u> | % | Salary |
|----------------|-------|------------|
| First Year | 6% | \$2,433.00 |
| Second Year | 6.50% | \$2,635.75 |
| Third Year | 7% | \$2,838.50 |
| Fourth Year | 7.50% | \$3,041.25 |
| Fifth Year | 8% | \$3,244.00 |

| <u>One-Act Assistant</u> | % | Salary |
|--------------------------|-------|------------|
| First year | 3% | \$1,216.50 |
| Second year | 3.50% | \$1,419.25 |
| Third | 4% | \$1,622.00 |

| <u>FFA</u> | % | Salary |
|-------------|-------|------------|
| First Year | 6% | \$2,433.00 |
| Second Year | 6.50% | \$2,635.75 |
| Third Year | 7% | \$2,838.50 |
| Fourth Year | 7.50% | \$3,041.25 |
| Fifth Year | 8% | \$3,244.00 |

Teammates
\$1000 per year, two positions

| <u>Zero Hour Weights</u> | % | Salary |
|--------------------------|----|------------|
| Per school year | 8% | \$3,244.00 |

Quiz Bowl

| | | |
|-------------|-------|----------|
| High School | 1.50% | \$608.25 |
| Junior High | 0.50% | \$202.75 |

Danz & Cheer Squad

| | | |
|-------------|-------|------------|
| First Year | 2% | \$811.00 |
| Second Year | 2.50% | \$1,013.75 |
| Third Year | 3% | \$1,216.50 |
| Fourth Year | 3.50% | \$1,419.25 |
| Fifth Year | 4% | \$1,622.00 |

Danz & Cheer Squad Assistant

| | | |
|-------------|-------|----------|
| First Year | 1% | \$405.50 |
| Second Year | 1.50% | \$608.25 |
| Third Year | 2% | \$811.00 |

TEACHING DL CLASS

Not percentage based; \$600.00
per class per semester
DL pay WAS CLARIFIED AND AGREED TO
RATHER THAN compensation at 1.5%on
8/14/15 by both parties of the negotiations
process. This is the same amount that was
paid since the beginning of DL
compensation.

After School Study Hall

\$15/day

Ticket Takers

\$20/2 hours

Line Judges

\$15/game (Wolfpack agreement)

Scoretable

\$10/game (Wolfpack agreement)

Dual Credit Stipend

Reimbursement rate of the college

Funds must be used in the department of the Dual Credit teacher

Elgin Public Schools
2025 - 2026
Attachment A
\$41,550

| | A | B | C | D | E | F | G | H |
|-----------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA + 9 | MA + 18 |
| 1 | \$41,550.00 1.0000 | \$43,419.75 1.0450 | \$45,289.50 1.0900 | \$47,159.25 1.1350 | \$49,029.00 1.1800 | \$50,898.75 1.2250 | \$52,768.50 1.2700 | \$54,638.25 1.3150 |
| 2 | \$43,212.00 1.0400 | \$45,081.75 1.0850 | \$46,951.50 1.1300 | \$48,821.25 1.1750 | \$50,691.00 1.2200 | \$52,560.75 1.2650 | \$54,430.50 1.3100 | \$56,300.25 1.3550 |
| 3 | \$44,874.00 1.0800 | \$46,743.75 1.1250 | \$48,613.50 1.1700 | \$50,483.25 1.2150 | \$52,353.00 1.2600 | \$54,222.75 1.3050 | \$56,092.50 1.3500 | \$57,962.25 1.3950 |
| 4 | \$46,536.00 1.1200 | \$48,405.75 1.1650 | \$50,275.50 1.2100 | \$52,145.25 1.2550 | \$54,015.00 1.3000 | \$55,884.75 1.3450 | \$57,754.50 1.3900 | \$59,624.25 1.4350 |
| 5 | \$48,198.00 1.1600 | \$50,067.75 1.2050 | \$51,937.50 1.2500 | \$53,807.25 1.2950 | \$55,677.00 1.3400 | \$57,546.75 1.3850 | \$59,416.50 1.4300 | \$61,286.25 1.4750 |
| 6 | \$49,860.00 1.2000 | \$51,729.75 1.2450 | \$53,599.50 1.2900 | \$55,469.25 1.3350 | \$57,339.00 1.3800 | \$59,208.75 1.4250 | \$61,078.50 1.4700 | \$62,948.25 1.5150 |
| 7 | | \$53,391.75 1.2850 | \$55,261.50 1.33 | \$57,131.25 1.375 | \$59,001.00 1.42 | \$60,870.75 1.465 | \$62,740.50 1.51 | \$64,610.25 1.555 |
| 8 | | | \$56,923.50 1.3700 | \$58,793.25 1.4150 | \$60,663.00 1.4600 | \$62,532.75 1.5050 | \$64,402.50 1.5500 | \$66,272.25 1.5950 |
| 9 | | | | \$60,455.25 1.4550 | \$62,325.00 1.5000 | \$64,194.75 1.5450 | \$66,064.50 1.5900 | \$67,934.25 1.6350 |
| 10 | | | | | \$63,987.00 1.5400 | \$65,856.75 1.5850 | \$67,726.50 1.6300 | \$69,596.25 1.6750 |
| 11 | | | | | | \$67,518.75 1.6250 | \$69,388.50 1.6700 | \$71,258.25 1.7150 |
| 12 | | | | | | | | \$72,920.25 1.7550 |

Extra Duty Schedule
2025-2026
Attachment B
\$41,550

| <u>High School Head</u> | % | Salary |
|-------------------------|-----|------------|
| First Year | 9% | \$3,739.50 |
| Second Year | 10% | \$4,155.00 |
| Third Year | 11% | \$4,570.50 |
| Fourth Year | 12% | \$4,986.00 |
| Fifth Year | 13% | \$5,401.50 |

| <u>High School Assist</u> | % | Salary |
|---------------------------|----|------------|
| First Year | 6% | \$2,493.00 |
| Second Year | 7% | \$2,908.50 |
| Third Year | 8% | \$3,324.00 |

| <u>High School Head Track/Golf/Cross Country</u> | % | Salary |
|--|-----|------------|
| First Year | 8% | \$3,324.00 |
| Second Year | 9% | \$3,739.50 |
| Third Year | 10% | \$4,155.00 |
| Fourth Year | 11% | \$4,570.50 |
| Fifth Year | 12% | \$4,986.00 |

| <u>High School Assist Track/Golf/Cross Country</u> | % | Salary |
|--|----|------------|
| First Year | 4% | \$1,662.00 |
| Second Year | 5% | \$2,077.50 |
| Third Year | 6% | \$2,493.00 |

| <u>Junior High Coach</u> | % | Salary |
|--------------------------|----|------------|
| First Year | 2% | \$831.00 |
| Second Year | 3% | \$1,246.50 |

| <u>Music</u> | % | Salary |
|--------------|--------|------------|
| First Year | 10% | \$4,155.00 |
| Second Year | 10.50% | \$4,362.75 |
| Third Year | 11% | \$4,570.50 |
| Fourth Year | 11.50% | \$4,778.25 |
| Fifth Year | 12% | \$4,986.00 |

| <u>Football Field</u> | % | Salary |
|-----------------------|-------|----------|
| Per season | 1.50% | \$623.25 |

| <u>Activities Director</u> | % | Salary |
|----------------------------|-----|--------|
| | 15% | |

| <u>E Club (Concessions)</u> | % | Salary |
|-----------------------------|----|------------|
| | 4% | \$1,662.00 |

| <u>Class Sponsor</u> | % | Salary |
|----------------------|-------|------------|
| Senior* | 1% | \$415.50 |
| Junior* | 2.67% | \$1,109.39 |
| Prom | 1.33% | \$552.62 |
| Sophomore* | 1% | \$415.50 |
| Freshman* | 1% | \$415.50 |

| <u>Speech</u> | % | Salary |
|---------------|-------|------------|
| First Year | 6% | \$2,493.00 |
| Second Year | 6.50% | \$2,700.75 |
| Third Year | 7% | \$2,908.50 |
| Fourth Year | 7.50% | \$3,116.25 |
| Fifth Year | 8% | \$3,324.00 |

| <u>Annual</u> | % | Salary |
|---------------|-------|------------|
| First Year | 6% | \$2,493.00 |
| Second Year | 6.50% | \$2,700.75 |
| Third Year | 7% | \$2,908.50 |
| Fourth Year | 7.50% | \$3,116.25 |
| Fifth Year | 8% | \$3,324.00 |

| <u>EHCC</u> | % | Salary |
|-------------|-------|------------|
| First Year | 6% | \$2,493.00 |
| Second Year | 6.50% | \$2,700.75 |
| Third Year | 7% | \$2,908.50 |

| <u>One-Act</u> | % | Salary |
|----------------|-------|------------|
| First Year | 6% | \$2,493.00 |
| Second Year | 6.50% | \$2,700.75 |
| Third Year | 7% | \$2,908.50 |
| Fourth Year | 7.50% | \$3,116.25 |
| Fifth Year | 8% | \$3,324.00 |

| <u>One-Act Assistant</u> | % | Salary |
|--------------------------|-------|------------|
| First year | 3% | \$1,246.50 |
| Second year | 3.50% | \$1,454.25 |
| Third | 4% | \$1,662.00 |

| <u>FFA</u> | % | Salary |
|-------------|-------|------------|
| First Year | 6% | \$2,493.00 |
| Second Year | 6.50% | \$2,700.75 |
| Third Year | 7% | \$2,908.50 |
| Fourth Year | 7.50% | \$3,116.25 |
| Fifth Year | 8% | \$3,324.00 |

Teammates
\$1000 per year, two positions

| <u>Zero Hour Weights</u> | % | Salary |
|--------------------------|----|------------|
| Per school year | 8% | \$3,324.00 |

Quiz Bowl

| | | |
|-------------|-------|----------|
| High School | 1.50% | \$623.25 |
| Junior High | 0.50% | \$207.75 |

Danz & Cheer Squad

| | | |
|-------------|-------|------------|
| First Year | 2% | \$831.00 |
| Second Year | 2.50% | \$1,038.75 |
| Third Year | 3% | \$1,246.50 |
| Fourth Year | 3.50% | \$1,454.25 |
| Fifth Year | 4% | \$1,662.00 |

Danz & Cheer Squad Assistant

| | | |
|-------------|-------|----------|
| First Year | 1% | \$415.50 |
| Second Year | 1.50% | \$623.25 |
| Third Year | 2% | \$831.00 |

TEACHING DL CLASS

Not percentage based; \$600.00
per class per semester
DL pay WAS CLARIFIED AND AGREED TO
RATHER THAN compensation at 1.5%on
8/14/15 by both parties of the negotiations
process. This is the same amount that was
paid since the beginning of DL
compensation.

After School Study Hall

\$15/day

Ticket Takers

\$20/2 hours

Line Judges

\$15/game (Wolfpack agreement)

Scoretable

\$10/game (Wolfpack agreement)

Dual Credit Stipend

Reimbursement rate of the college

Funds must be used in the department of the Dual Credit teacher

2024-25 and 2025-2026 Negotiations

1. Base Increase of \$1000 to \$40,550.00 for 2024-25
2. Base Increase of \$1000 to \$41,550 for 2025-2026
3. Add one step to the Bachelors Column
4. Add one step to the Bachelors + 9 Column
5. Add one step to the Masters + 18 Column
6. Subtract one step from the Bachelors +27 Column
7. HSA is not added as an option, but can be negotiated in January 2025
8. After School Study Hall increases from \$12 to \$15
9. Dual Credit Teachers will be reimbursed at the current rate that other colleges reimburse, as NECC no longer reimburses teachers for teaching dual credit classes (dual credit classes are free through NECC). EPS will cover the reimbursement amount for teachers teaching dual credit classes when a college does not reimburse the teachers.
10. SPED teachers on a 10 day extended contract as they need to finish NDE reports, etc. after school is out
11. Add Golf to Asst. Track to make it Asst. Track and Golf on Activity Schedule
12. Add 5th Year to HS Track and Golf on Activity Schedule
13. Ticket Takers up \$10 to \$20 per shift
14. Line judges/clock operators, etc. up \$5 to \$15 per game (Wolfpack Decision)