

## I. Academic Special Increments

DESCRIPTION	2025-2026 Increment
<b>Secondary Department Chairpersons</b> (6-12; 12 positions, 1 per department in district: Language Arts, Mathematics, Science, Social Studies, Foreign Language, Business, Physical Education, STEM, Guidance, Library, Visual Art, Fine Arts [vocal music/instrumental music/drama], Agriculture Education, BMITE)	
3-8 dept. members	2,200.00
9-14 dept. members	2,550.00
15-20 dept. members	2,850.00
21 dept. members	3,150.00
26-30 dept. members	3,450.00
31 or more dept. members	3,750.00
<b>Building Coordinators</b> (6-12; at buildings with 3 or more members in the following departments but no on-site department chair: Foreign Language, Business, Special Education; also at buildings with 3 or more members in the following departments in addition to any on-site department chair: Language Arts, Mathematics, Science, Social Studies, STEM)	
3-8 building dept. members	1,020.00
9 or more building dept. members	1,270.00
<b>Elementary Grade Level Coordinators</b> (7 PreK-5 positions in the district, 1 per grade level; 2 Instructional Coaching positions in the district)	1,600.00
<b>Elementary Virtual Grade Level Coordinators</b>	1,600.00
<b>Elementary Coordinators</b> (PreK-5; 9 positions, 1 per area in district: Art, Music, Physical Education, Librarians, Counselors, Gifted/Talented, Special Education, Reading Remediation, Speech Pathologists)	1,150.00
Vocal Music Supervisor	1,700.00
Music Supervisor (6-12)	2,670.00
Newspaper (Sr. High)	1,460.00
Yearbook (Sr. High)	2,530.00
Yearbook (Middle School)	970.00
Competitive Speech (9-12)	3,460.00
Drama (9-12)	4,710.00
Drama (6-8)	1,000.00
Student Council (Sr. High)	2,500.00
Student Council (Middle School)	970.00
Varsity Academic Bowl	1,940.00
MathCounts (Middle Schools)	1,020.00
Site Technology Assistant	1,200.00
National Honor Society (Sr. High)	1,110.00
Future Business Leaders of America / Junior Achievement (Sr. High)	970.00
National Junior Honor Society (Middle Schools)	800.00
Counselors	1,760.00
School Psychologist	10,000.00
Speech Language Pathologist	10,000.00
FFA	7,000.00
Secondary Science Fair Competition Sponsor	2,500.00
Secondary VEX Robotics Competition Sponsor	2,000.00
Technology Student Association District Coordinator	2,000.00

## **II. Vocal and Instrumental Music Salary Schedules**

<b>DESCRIPTION</b>	<b>2025-2026 Increment</b>
Senior High Band Director (includes Middle School and/or Elementary assignments)	12,500.00
Associate Senior High Band Director (includes Middle School and/or Elementary assignments)	9,000.00
Assistant Senior High Band Director (includes Middle School and/or Elementary assignments)	7,500.00
Orchestra Director (6-12)	8,000.00
Assistant Orchestra Director (6-12)	4,300.00
Orchestra Assistant (6-12)	3,000.00
Vocal Music Director (Senior High)	8,000.00
Vocal Music Director (Middle School)	3,400.00
Assistant Vocal Music Director	4,300.00
Assistant Vocal Music Director (Middle School)	2,500.00
Musical - Head Director/Production Manager (Senior High)	1,000.00
Musical - Assistant Director (Senior High)	800.00
Winter Guard	6,500.00
Color Guard	6,500.00

## **III. Athletic Salary Schedule**

<b>Sport</b>	<b>DESCRIPTION</b>	<b>2025-2026 Increment</b>
Baseball	Head Varsity	7,760.00
	Assistant Varsity	3,300.00
	Head 9th Grade	2,610.00
	Assistant 9th Grade	1,700.00
	Head 8th Grade	1,700.00
	Assistant 8th Grade	1,500.00
	Head 7th Grade	1,700.00
	Assistant 7th Grade	1,500.00
Basketball (Boys & Girls)	Head Varsity	10,650.00
	Assistant Varsity	4,100.00
	Head 9th Grade	3,300.00
	Assistant 9th Grade	1,800.00
	Head 8th Grade	2,350.00
	Assistant 8th Grade	1,800.00
	Head 7th Grade	2,350.00
	Assistant 7th Grade	1,800.00
	Mentor Coach Girls Basketball	2,000.00
	Mentor Coach Boys Basketball	2,000.00
Cross Country (Boys & Girls)	Head Varsity	5,500.00
	Assistant Varsity	2,500.00
	Head 8th Grade	2,000.00
	Assistant 8th Grade	1,200.00
	Head 7th Grade	2,000.00
	Assistant 7th Grade	1,200.00
Football	Defensive Coordinator	8,000.00
	Offensive Coordinator	8,000.00

<b>Athletic Salary Schedule (continued)</b>		
<b>Sport</b>	<b>DESCRIPTION</b>	<b>2025-2026 Increment</b>
Football (continued)	Special Teams Coordinator	7,000.00
	Assistant Varsity	6,400.00
	Head 9th Grade	5,000.00
	Assistant 9th Grade	4,000.00
	Head 8th Grade	4,500.00
	Assistant 8th Grade	3,500.00
	Head 7th Grade	4,500.00
	Assistant 7th Grade	3,500.00
Golf (Boys & Girls)	Head Varsity	4,200.00
	Assistant Varsity	2,000.00
	Head 8th Grade	1,400.00
	Assistant 8th Grade	1,200.00
	Head 7th Grade	1,400.00
	Assistant 7th Grade	1,200.00
Soccer (Boys & Girls)	Head Varsity	5,880.00
	Assistant Varsity	2,220.00
	Head 8th Grade	1,700.00
	Assistant 8th Grade	1,500.00
	Head 7th Grade	1,700.00
	Assistant 7th Grade	1,500.00
Softball	Head Varsity	7,760.00
	Assistant Varsity	3,300.00
	Head 8th Grade	2,610.00
	Assistant 8th Grade	1,700.00
	Head 7th Grade	2,610.00
	Assistant 7th Grade	1,700.00
Softball (Slow Pitch)	Head Varsity	5,000.00
	Assistant Varsity	2,500.00
	Head 8th Grade	1,670.00
	Assistant 8th Grade	1,100.00
	Head 7th Grade	1,670.00
	Assistant 7th Grade	1,100.00
Swimming (Boys & Girls)	Head Varsity	10,000.00
	Assistant Varsity	3,000.00
	Head 8th Grade	2,350.00
	Assistant 8th Grade	1,800.00
	Head 7th Grade	2,350.00
	Assistant 7th Grade	1,800.00
Tennis (Boys & Girls)	Head Varsity	7,000.00
	Assistant Varsity	2,100.00
	Head 8th Grade	2,000.00
	Assistant 8th Grade	1,500.00
	Head 7th Grade	2,000.00
	Assistant 7th Grade	1,500.00
	Junior Varsity Coach	1,500.00

<b>Athletic Salary Schedule (continued)</b>		
<b>Sport</b>	<b>DESCRIPTION</b>	<b>2025-2026 Increment</b>
Track (Boys & Girls)	Head Varsity	5,700.00
	Assistant Varsity	2,500.00
	Head 8th Grade	2,230.00
	Assistant 8th Grade	1,690.00
	Head 7th Grade	2,230.00
	Assistant 7th Grade	1,690.00
Volleyball	Head Varsity	5,750.00
	Assistant Varsity	2,670.00
	Head 9th Grade	2,200.00
	Assistant 9th Grade	1,700.00
	Head 8th Grade	2,000.00
	Assistant 8th Grade	1,500.00
	Head 7th Grade	2,000.00
	Assistant 7th Grade	1,500.00
Wrestling (Boys & Girls)	Head Varsity	9,000.00
	Assistant Varsity	3,500.00
	Head 8th Grade	3,000.00
	Assistant 8th Grade	2,400.00
	Head 7th Grade	3,000.00
	Assistant 7th Grade	2,400.00
Spirit Squad (Cheer)	Head High School	6,280.00
	Head 9th Grade	3,000.00
	Head 8th Grade	2,500.00
	Assistant 8th Grade	2,000.00
	Head 7th Grade	2,500.00
	Assistant 7th Grade	2,000.00
Stunt the Sport (Cheer)	Head High School	2,500.00
	Assistant High School	1,500.00
Spirit Squad (Pom)	Head High School	6,280.00
	Head 9th Grade	3,000.00
	Assistant 9th Grade	2,500.00
Special Olympics	Coach Elementary	2,000.00
	Coach Secondary	2,000.00
E-Sports	E-Sports Sponsor	3,500.00
Sports Media/Bruin TV & Scoreboard	Sponsor	4,000.00

Each area has the flexibility to pool their funding and make stipend adjustments as long as the total stipend amount allocated for that area is not exceeded for budgetary purposes.

## 2.11 Extra Duty Increment Review

Annually the Association and the District will each review extra duty increments for adequacy and equity. The parties will share the results of their reviews with each other by the end of the first semester. At the time the parties exchange bargaining issues, as provided in the Procedural Agreement,

the parties will present specific increments to be adjusted, added, or deleted, with specific dollar amounts to be determined through negotiations.

## **2.12 Job Related Certification Testing**

If directed by the Executive Director of Human Resources to obtain additional certification, the district will reimburse the cost of the certification exam upon proof of successful completion and assignment to the new certification area.

### Grievance Procedure

The BEA may act as the “grievant” to alleged violations of the extra-duty process.