



**CCEA**

**NEGOTIATED AGREEMENT**

**2018-2021**

**BETWEEN**

**THE COLLEGE COMMUNITY EDUCATION ASSOCIATION**

**AND**

**THE BOARD OF DIRECTORS OF THE COLLEGE COMMUNITY SCHOOL DISTRICT**

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## ARTICLE I: GRIEVANCE PROCEDURE

### A. Definition

#### 1. Grievance

A "grievance" shall mean a claim by a grievant that a dispute or disagreement of any kind exists involving interpretation or application of the terms of this Agreement.

#### 2. School Days

"School Days" shall mean those days when employees are in attendance, except during summer vacation, when school days shall mean days when the Board's business office is open.

#### 3. Grievant

A grievant is an employee or group of employees filing the grievance or in the case of a class grievance, the Association.

### B. Rights of Employees to Representation

A grievant may be represented to any and all levels of the grievance procedures by himself/herself, and/or at his/her option, by a representative. If requested by the employee, the Association may act as representative of the employee at any and all levels of the grievance procedure.

### C. Procedure

Recognizing the necessity of maintaining without interruption educational services to the community, it is hereby agreed that if during the terms of this agreement, any difference should arise between the Board and an employee, or the Board and the Association as to the interpretation and application of any of the specific provisions of this agreement, there will be no suspension of work or interference with the normal operation of the school system on account of such difference, but a determined effort shall be made to settle it promptly under the provisions of this procedure. The Administration shall determine when an interference or disruption has occurred. A grievant covered by this agreement shall have the right to present grievances in accordance with this procedure, but only if and to the extent that the grievant is aggrieved. When two or more employees request it in writing, the Association may process a grievance from Step 1 as a class grievance.

The failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal. The failure of the principal, supervisor, superintendent, or other administrator to give a decision within the specified time limits, shall be deemed a denial of the grievance at that step and shall permit proceeding to the next step. The time limitations, however, may be extended by mutual agreement, in writing, between the Board and the grievant. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the grievant, and their designated or selected representatives heretofore referred to in this Article.

### STEP ONE

Prior to the actual filing of a grievance, the grievant shall attempt to resolve any grievance by way of an informal verbal discussion between the grievant and his or her immediate supervisor or principal. If the grievance cannot be resolved through informal discussion, the grievant shall file with his or her principal or supervisor, a written grievance stating the nature of the grievance, reciting the specific clause or clause of the agreement allegedly violated and shall specify with particularity the remedy sought. This written grievance must be signed by the grievant and filed within ten (10) school days from the date on which the events giving rise to the grievance first occurred or the date on which first knowledge of the event occurred. A copy of the grievance shall be given by the grievant, to the Association and to his or her immediate supervisor. The principal or immediate supervisor shall render a decision on the grievance and communicate it in writing to the grievant, the superintendent and the Association, within ten (10) school days after receipt of the grievance. If requested by either the principal, immediate supervisor or the grievant, a meeting shall be held with the grievant to discuss the grievance. In the event of such a meeting, the principal or immediate supervisor shall have additional time to respond. Such additional time shall not exceed fifteen (15) school days from receipt of the grievance or ten (10) school days from the date of the meeting, if held, whichever shall be the lesser. The Association and District representatives may be present as an observer and/or speaker at the meeting if requested by the grievant, principal, or immediate supervisor.

### STEP TWO

The grievance shall be considered settled in Step One and not subject to further appeal unless within five (5) school days after the answer of a principal or supervisor is received or is due, whichever is earlier, the grievant submits the grievance in writing to the superintendent or his/her designee. Copies shall also be given by the grievant to the Association and the principal, or immediate supervisor, within ten (10) school days after the written grievance is filed at the Second Step, the grievant and the superintendent or designee shall meet at a mutually agreeable time to resolve the grievance. The Association shall have the right to be present and to speak at this meeting. In addition, the Association may act as representative of the employee if requested to do so by the employee.

The superintendent or his/her designee shall file an answer within ten (10) school days of the Second Step grievance meeting and communicate it in writing to the grievant, his/her principal and to the Association.

#### D. Released Time

All grievances shall be processed outside the employee's work day unless agreed to by the superintendent or designee. Said grievant and/or up to one (1) Association representative shall be released without loss of compensation.

#### E. Separate Grievance Files

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in personal files of the participants.

F. Grievance Forms

All grievance forms are to be found in Appendix 4.

## **ARTICLE II: WAGES AND SALARIES**

A. Schedules

The salary schedules for employees in the College Community School District are set forth in Appendices 1 through 3 which are attached hereto and are made part thereof, except as modified or adjusted in the following paragraphs of this article. The term "regular schedule" as used in this article shall refer to the salary schedule in Appendix 1. The term "co-curricular schedule" as used in this article shall mean the salary schedule in Appendix 2.

B. Regular Salary Schedule

1. Placement on Regular Salary Schedule

New employees shall be placed on the regular salary schedule at the discretion of the board.

2. Advancement on Regular Salary Schedule

a. Increments

Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of satisfactory service until the maximum for their educational classification is reached. A year of service consists of employment in the College Community District for one (1) semester or more in one (1) school year.

b. Educational Lanes

Employees who move from one educational lane to a higher education lane on the salary schedule shall move to the corresponding eligible step on the higher lane. Employee educational advancement on the salary schedule shall be for graduate credit courses within an employee's assigned teaching area or those in pursuit of an advanced degree in the assigned teaching area. Credit may be given for graduate courses outside an employee's assigned teaching area for movement on the salary schedule at the sole discretion of the Superintendent or designee. Only graduate credit from an accredited college or university shall be used for educational lane advancement.

All graduate courses to be applied toward advancement on the salary schedule shall be approved in advance by the Superintendent or his/her designee prior to taking the course. Prior approval may be waived at the sole discretion of the Superintendent or his/her designee. No exceptions will be considered for retroactive approval of course work. No request for

advancement will be accepted for course work after September 1st. The employee shall file evidence of the additional educational lane credit with the Superintendent no later than October 1 of each year in which he/she is eligible to move. See Appendix 5 to complete the requirements of this section.

3. Contract Year

The employee work year shall be 190 days except new personnel shall be required to attend an additional day for orientation.

If the State mandates and funds additional days, said days shall be paid as a separate line item at 1/190<sup>th</sup> of the employee's regular salary.

4. Salary Deductions

Salary deductions for non-paid leave shall be computed at 1/190 of the employee's regular 190-day salary.

5. Extended Contract

Employees offered a contract for periods of more than 190 days shall be compensated for those days at the rate of 1/190<sup>th</sup> of the employee's regular salary.

C. Co-Curricular Salary Schedule

1. Placement on Co-Curricular Salary Schedule

New employees shall be placed on the co-curricular schedule at the discretion of the board.

The co-curricular salary shall be determined by multiplying the designated percentage in Appendix 2 times the negotiated base amount on Appendix 2.

2. Credit for Experience

An employee may be given credit for previous outside experience for directing a particular activity in accordance with Appendix 2 of this Agreement.

3. Advancement on Co-Curricular Schedule

An employee on the co-curricular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of satisfactory service directing a particular activity until the maximum of seven (7) years is reached, with the exceptions noted in Appendix 2.

D. Method of Payment

1. Pay Periods

Each employee shall be paid in twenty-four (24) installments on the 15th and 30th of each month. The July and August installments will be written prior to June 30th. The district will

directly deposit checks to the financial institution of the employee's choosing, if possible.

2. Exception

When a pay day falls on or during a school year holiday, vacation or weekend, employees shall receive their checks on the last previous working day whenever possible.

3. Co-Curricular Contract Pay (Except Interscholastic Athletics)

Employees who receive pay for co-curricular assignments may elect one (1) of the following options for receiving their pay.

Option 1 - The total amount for the co-curricular duties shall be divided into twenty-four (24) installments and be paid as part of each of the twenty-four (24) regular pay periods. In the event the contract is entered into after the beginning of the school year, the total amount shall be divided into the number of pay periods remaining through the August pay period.

Option 2 - The total amount for the co-curricular duty shall be divided into six (6) installments and be paid as part of each of the six (6) pays that relate to the time period that the activity is conducted.

Option 3 - The total amount for the co-curricular duty shall be paid in the lump sum on the first regularly scheduled pay period following completion of the co-curricular assignment.

4. Interscholastic Athletic Contract Pay

The method of payment for coaches of interscholastic athletic activities will be stipulated in the terms of each individual coach's separate contract.

5. Summer Checks

Summer checks, other than for summer school employees, shall be mailed to the address last designated by the employee to the school business office payroll department.

E. Nurses Salary Schedule: See Appendix 1.

F. Auxiliary Pay Rates

Salary rates for auxiliary work will be paid at per-diem (teaching contract divided by 190) rate for instructional assignments; non-instructional assignments will be paid by stipend or hourly rate in accordance with existing procedures. Summer driver education will be paid on a stipend basis. Tutoring will be paid by hourly rate. The hourly rate shall be \$23.00 per hour.

G. Extra Duty Assignments

Employee participation in the extra duty assignments listed in Appendix 3 which extend

beyond the contracted workday shall be compensated according to the rate of pay in Appendix 3, which is attached hereto and made a part thereof.

## ARTICLE III: LEAVES OF ABSENCE

### A. Sick Leave

Requested leaves of absence which require a substitute shall be taken in half or full day increments unless otherwise noted in this agreement. Substitutes scheduled for up to 4 (four) hours shall count as a half day absence against the Employee's days available. Substitutes scheduled for more than 4 (four) hours shall count as a full day's absence against the Employees days available.

All regular contracted personnel shall be granted sick leave days with pay for personal illness in accordance with the following schedule:

1. First year of employment - 10 days
2. Second year of employment - 11 days
3. Third year of employment - 12 days
4. Fourth year of employment - 13 days
5. Fifth year of employment - 14 days
6. Sixth year and subsequent years of employment - 15 days

The above specified sick leave entitlements shall apply only to consecutive years of employment in the school district. Sick leave entitlements may accumulate from year to year to a maximum of 90 days.

Employees with an accumulation of more than 90 days shall not be reduced to a maximum of 90 days except through normal attrition. This attrition shall occur only after the employee has used the 15 days they receive each year. If these 15 days are not used, they shall not be carried forward to add to the accumulated total if it makes it more than 90.

When an employee qualifies for long term disability insurance benefits, then that employee, upon returning to active employment, shall be granted, on the first day of employment, the number of sick leave days he/she had available on the date of the disability, not to exceed 90 days.

Whenever an employee will be absent from work, he/she, irrespective of whether the employee is entitled to or receives sick leave benefits, notify his/her principal or the person designed by the principal to receive such notice. If the absence is for consecutive days, the principal or designee shall be notified of the probable date of return and shall be kept advised of any changes in the probable date of return. The principal or designee may require substantiation of any illness.

All sick leave entitlements shall terminate and/or be forfeited upon termination of employment.

Employees are entitled to use accumulated sick leave during the periods they are unable to perform regular duties due to a pregnancy and subsequent recovery.

Sick leave shall not be granted for employee elective surgery unless the doctor states in writing that the surgery is immediately necessary.

B. Illness in Family

1. Employees shall be entitled to five (5) days leave annually, non-accumulative for illness in the family. Illness in the family leaves shall be subject to the approval of the Board. Illness in the family leave shall be construed to mean leave necessitated by illness of a member of the employee's immediate family. Immediate family shall be construed to mean spouse, child, parent, and other relatives whose permanent address is in the same household, as the employee. In the event that a child is born to an employee's spouse, "illness in family" days, if available, may be used for care associated with the delivery. In the event that an employee's spouse or minor child is hospitalized and the employee has exhausted all five (5) illness in family days and all available personal leave days, up to three (3) additional days of illness in family leave may be granted by the Superintendent or designee for the employee to be with their spouse or minor child during the hospitalization, for follow-up appointments directly related to the hospitalization which are scheduled within the same fiscal year, or for direct care of the spouse or minor child related to the hospitalization.
2. Employees of the District are entitled to family medical leave to the same extent and subject to the same terms and conditions as set forth in the Family Medical Leave Act of 1993 and the regulations implementing the Act. No provision of the Act is diminished by the inclusion of this provision in this contract nor are the pre-existing family or medical leave provisions of this contract diminished by the inclusion of this provision in this contract.

C. Personal Leave and Emergency Leave

Each employee shall be credited with two (2) days of personal leave which except as limited herein may be used at the discretion of the employee. Personal leave days may be accumulative up to four (4) days.

An employee planning to use a personal leave day or days shall notify the employee's principal at least one (1) day in advance, except in cases of emergency. In an emergency situation, the employee shall notify the principal as early as possible. No more than three (3) personal leave days per building (two (2) per building during the month of May, except emergency cases) shall be granted in advance for one given day. More than three personal leave days per building may be granted, in the order of request, at the discretion of the Director of Human Resources.

Employees shall not use personal leave during the first five student days or the last five student days of the school year or to extend holidays or vacations. Exceptions will be made if the districts original calendar has been changed and the change in the calendar caused the conflict with this provision and exceptions may be made at the sole discretion of the Superintendent. Personal days shall be granted in not less than one-half (1/2) day.

Employees not using any personal leave during the contract year may request the amount of \$100.00 (prorated for part-time) per day claimed to be paid no later than their August paycheck of the contract year. Day(s) claimed will be subtracted from the personal leave accumulation if this option is taken.



D. Bereavement Leave

Up to five (5) days of leave shall be granted in the event of death of the employee's spouse, child, grandchild and parent. Up to four (4) days of leave shall be granted in the event of death of each of the following: father-in-law, mother-in-law, brother, sister, and any other member of the employee's immediate household. Employees shall be granted up to two (2) days per year to attend funerals in the event of a death of a friend or relative outside the employee's immediate family as defined above. In the event of the death of a grandparent, and the employee has already used the allowable two (2) days per year, one (1) day shall be added to the maximum days allowable. Bereavement leave shall be used to attend the funeral and other related purposes.

E. Religious Leave

Any employee who's commonly recognized religious affiliation requires the observance of holidays other than those scheduled in the school calendar shall be excused by making his/her needs known to the building principal at least ten (10) days prior to the requested holiday. Leave shall be granted on one of the following basis:

- a. Unpaid, without loss of seniority
- b. Paid, by use of a day of personal leave.
- c. Paid, with the immediate supervisor scheduling compensatory time after conferring with the employee.

F. Jury and Legal Leave

Any employee called for jury duty or to testify on behalf of the school district during school hours shall be provided such time. Any fees or remuneration the employee receives during such leave shall be turned over to the College Community School District.

When an employee is excused from jury service before noon, either temporarily or permanently, on any work day, the employee shall promptly report to his/her immediate supervisor and shall complete any remaining hours of work in the work day, if required. An employee subpoenaed as a witness, and who is denied the option of submitting a deposition, shall be granted leave as needed, up to three (3) days.

G. Association Leave

The Board shall grant a leave of absence without loss of salary to an employee for the purpose of transacting official Association business provided notice thereof shall be given in writing to the Superintendent or designee five (5) working days in advance of said leave. Such notice may be waived by the superintendent or his designee at his/her sole discretion. Association leave cannot be used for political purposes. Evidence of Association approval shall be submitted. In no event shall a total number of days granted here under exceed ten (10) in any single school year. Up to ten (10) additional days may be granted with Board approval to attend conferences recommended by the Association, with the provision that the cost of substitute teachers that may be required shall be shared equally by the Board and the Association.

H. Adoption Leave

In case of adoption of a child, an employee shall be granted up to three (3) days of leave with pay, for the necessary legal work involved.

I. Sabbatical Leave

Employees with more than one year's service in the College Community School District may wish to request a sabbatical year's leave of absence. If approved in advance by the Board, this type of leave will allow the person to advance one step on the salary schedule for the time spent in study or travel. Failure to attend school or travel, if leave has been granted for that purpose, would allow the Board to cancel the contract or to offer a continuation contract with no step credit given for the leave time. Sabbatical leave from the school district shall be without pay.

J. Outside Teaching

A leave of absence without pay may be granted for up to two (2) years for an employee who joins any nationally recognized volunteer domestic or overseas program or institution if approved by the Superintendent or Designee.

Upon return from such leave an employee shall be placed at the same position on the salary schedule and maintain the same fringe benefits as he/she should have accrued had he/she taught in the system during such period.

K. Extended Leave

An employee may be granted a leave of absence without pay for reasons acceptable to the Board for a period of not less than one (1) semester or more than one (1) year and which may not be renewed more than one (1) time.

An employee on a full year of extended leave must notify the superintendent by certified mail, return receipt requested, of his/her plan to return the following year, by the first day of February in the year of the extended leave or his/her position will be declared vacant.

An employee on a semester of extended leave must notify the superintendent by certified mail, return receipt requested, of his/her plan to return the following semester no later than forty-five (45) calendar days prior to the end of the semester the employee is on leave, or his/her position will be declared vacant.

L. Other Leaves of Absence

At the sole discretion of the superintendent or designee, leave in addition to those provided in the other paragraphs of this Article may be granted with or without pay or with the employee paying the cost of the substitute, for reasons deemed necessary and appropriate by the superintendent or designee and shall not be subject to the grievance procedure.

M. Other Benefits

All benefits to which an employee was entitled at the time of his/her leave, including unused accumulated sick leave and personal leave days, shall be restored to the employee upon his/her return to active employment.

## **ARTICLE IV: EMPLOYEE HOURS**

A. Hours

The employee's regular workday shall include a thirty (30) minute duty-free lunch, break times, and on Fridays, teachers will be dismissed when responsibilities for students has ended as scheduled by the Building Administration. In arranging schedules, principals shall endeavor to schedule one (1) break time in the forenoon and one (1) break in the afternoon. This shall not preclude an employee from voluntarily giving up break times or duty-free lunch time at his/her request. Normal hours for employees shall be a continuous 8-hour day as assigned by the building administration.

B. Preparation Time

1. When possible all members of the bargaining unit will receive 60 minutes of preparation time during the 8-hour workday as defined by the contract.
2. If 60 minutes of preparation time during the 8-hour workday is not available due to scheduling, preparation time may be calculated weekly. At least 300 minutes of preparation time will be provided in a full 5-day work week.
3. Principals will make every effort to ensure that at least one portion of preparation time is at least 30 minutes in length. The District will endeavor to not schedule meetings during assigned preparation times; and agrees that passing time as defined by the building schedule and other unassigned time of less than 15 minutes will not be designated as preparation time.
3. The principal or his/her designee may temporarily assign an employee to other duties during preparation time if the need arises.
4. The practice of using regular employees as substitutes is undesirable and should be avoided if possible.
6. Teachers who believe their schedule, as developed by the building principal, does not meet these requirements must arrange a meeting with their building Principal within two (2) weeks of receiving their schedule in an effort to resolve the situation at the building-level.

C. Early Dismissal

Employees will be permitted to leave after the dismissal of students, their supervisory duties are complete, and busses have exited campus. Students will be dismissed on the Wednesday prior to Thanksgiving two (2) hours before regular dismissal time. Prior to Winter recess if students are required to attend school on December 23, they will be

dismissed two (2) hours before regular dismissal time.

## **ARTICLE V: HOLIDAYS**

It is agreed that the following holidays shall be considered as non-working, non-paid, non-school calendar holidays and that employees shall not be required to perform duties on these days:

1. Labor Day
2. Thanksgiving Day
3. Christmas Day
4. New Year's Day
5. Good Friday
6. Memorial Day

## **ARTICLE VI: SAFETY PROVISIONS**

### **A. Protective Devices**

Such special clothing, equipment, and devices as may be needed by the employee to perform assigned duties in a safe manner as determined by the Board shall be provided without charge to the employee.

### **B. Protection of Employee**

#### **1. Unsafe and Hazardous Conditions**

All employees have the obligation to call attention to the Board of any suspected unsafe or hazardous conditions. It shall be the responsibility of the Board to correct such reported conditions, if the Board agrees that the conditions are in fact unsafe or hazardous.

#### **2. Assault of an Employee**

Leave:

There shall be three (3) additional days of sick leave granted for absences arising out of, or from such assaults or injuries after which time Worker's Compensation is expected to become effective.

#### **3. Bomb Threats**

In the situation of a bomb threat, no employee shall be required to search for a bomb; however, this shall not preclude an employee from voluntarily agreeing to assist in a search.

## ARTICLE VII: COMPLIANCE CLAUSE AND DURATION

A. Printing Agreements

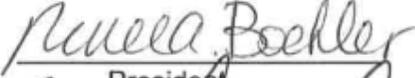
The Contract shall be available on the District Website.

B. Duration of Agreement

This agreement begins on July 1, 2018 and concludes on June 30, 2021.

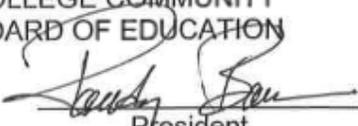
Total base wage increases for the 2019-20 and 2020-21 fiscal years will be calculated based on Iowa Supplemental State Aide increases as outlined in the Tentative Agreement signed on March 23, 2018.

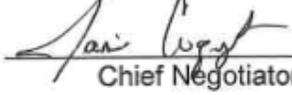
COLLEGE COMMUNITY  
EDUCATION ASSOCIATION

By:   
President

By:   
Chief Negotiator

COLLEGE COMMUNITY  
BOARD OF EDUCATION

By:   
President

By:   
Chief Negotiator

April, 2018

College Community School District--Appendix 1--Salary Schedule 2021-22

Step	BA	BA+12	BA+24	MA	MA+15	MA+30	MA+45	NURSE TSS	NURSE
1	Total \$40,988	\$42,837	\$44,687	\$46,536	\$48,386	\$50,235	\$52,084	\$40,433	\$38,782
2	Total \$42,098	\$43,947	\$46,166	\$48,386	\$50,235	\$52,084	\$53,934	\$40,988	\$39,373
3	Total \$43,577	\$45,427	\$47,646	\$50,235	\$52,084	\$53,934	\$55,783	\$41,543	\$39,964
4	Total \$45,057	\$46,906	\$49,495	\$52,084	\$53,934	\$55,783	\$57,633	\$42,098	\$40,554
5	Total \$46,536	\$48,386	\$51,345	\$53,934	\$55,783	\$57,633	\$59,482	\$42,652	\$41,145
6	Total \$48,386	\$50,235	\$53,194	\$55,783	\$57,633	\$59,852	\$61,701	\$43,207	\$41,735
7	Total \$50,235	\$52,084	\$55,043	\$57,633	\$59,852	\$62,071	\$63,921	\$43,762	\$42,326
8	Total \$51,715	\$53,934	\$56,893	\$59,482	\$61,701	\$64,290	\$66,140	\$44,317	\$42,917
9	Total \$53,194	\$55,783	\$58,742	\$61,331	\$63,551	\$66,140	\$67,989	\$44,902	\$43,507
10	Total \$54,674	\$57,633	\$60,592	\$63,181	\$65,400	\$67,989	\$69,839	\$45,427	\$44,098
11	Total \$55,783	\$59,112	\$62,071	\$65,030	\$67,249	\$69,839	\$71,688	\$45,981	\$44,688
12	Total	\$60,592	\$63,551	\$66,880	\$69,099	\$71,688	\$73,537		
13	Total		\$65,030	\$68,359	\$70,948	\$73,537	\$75,387		
14	Total			\$69,839	\$72,798	\$75,387	\$77,236		
15	Total			\$71,318	\$74,277	\$77,236	\$79,086		
16	Total \$56,183							Total \$46,210	\$45,088
17		Total \$60,992							
18			Total \$65,430						
19									
20				Total \$71,718	Total \$74,677	Total \$77,636	Total \$79,486		
21	Total \$56,583							Total \$46,610	\$45,488
22		Total \$61,392							
23			Total \$65,830						
24									
25				Total \$72,118	Total \$75,077	Total \$78,036	Total \$79,886		
26	Total \$57,033							Total \$46,533	\$45,938
27		Total \$61,842							
28			Total \$66,280						
29									
30				Total \$72,568	Total \$75,527	Total \$78,486	Total \$80,336		
31	Total \$57,483							Total \$46,983	\$46,388
32		Total \$62,292							
33			Total \$66,730						
34									
35				Total \$73,018	Total \$75,977	Total \$78,936	Total \$80,786		
36	Total \$57,933							Total \$47,681	\$46,838

Counting the maximum step on each of the above lanes as "one," an increment of \$400 will be given at the beginning of each sixth step. Starting at step 26 an increment of \$450 will be given.

2021-22

**APPENDIX 2**  
**COLLEGE COMMUNITY SCHOOL DISTRICT**  
**CO-CURRICULAR SCHEDULE: BASE--** **\$40,988**

Level 1 is for years 1-3, Level 2 for years 4-6, Level 3 for years 7+.

ASSIGNMENTS	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$
<b>FOOTBALL</b>						
Head Varsity	17.5%	\$7,173	19.7%	\$8,075	22.5%	\$9,222
Assistant Varsity	10.7%	\$4,386	12.0%	\$4,919	12.8%	\$5,246
Head Sophomore	9.6%	\$3,935	10.8%	\$4,427	12.3%	\$5,042
Assistant Sophomore	8.5%	\$3,484	9.6%	\$3,935	11.0%	\$4,509
Head Freshmen	8.6%	\$3,525	9.7%	\$3,976	11.2%	\$4,591
Assistant Freshmen	7.8%	\$3,197	8.8%	\$3,607	10.0%	\$4,099
Head Middle School	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
Assistant Middle School	6.1%	\$2,500	6.9%	\$2,828	7.8%	\$3,197
<b>BASKETBALL (BOYS &amp; GIRLS)</b>						
Head Varsity	17.5%	\$7,173	19.7%	\$8,075	22.5%	\$9,222
Assistant Varsity	10.7%	\$4,386	12.0%	\$4,919	12.8%	\$5,246
Head Sophomore	9.6%	\$3,935	10.8%	\$4,427	12.3%	\$5,042
Assistant Sophomore	8.5%	\$3,484	9.6%	\$3,935	11.0%	\$4,509
Head Freshmen	8.6%	\$3,525	9.7%	\$3,976	11.2%	\$4,591
Assistant Freshmen	7.8%	\$3,197	8.8%	\$3,607	10.0%	\$4,099
Head Middle School	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
Assistant Middle School	6.1%	\$2,500	6.9%	\$2,828	7.8%	\$3,197
<b>WRESTLING</b>						
Head Varsity	17.5%	\$7,173	19.7%	\$8,075	22.5%	\$9,222
Assistant Varsity	10.7%	\$4,386	12.0%	\$4,919	12.8%	\$5,246
Head Middle School	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
Assistant Middle School	6.1%	\$2,500	6.9%	\$2,828	7.8%	\$3,197
Wrestlettes	1.9%	\$779	2.1%	\$861	2.4%	\$984
<b>BASEBALL</b>						
Head Varsity	13.9%	\$5,697	15.4%	\$6,312	17.4%	\$7,132
Assistant Varsity	9.0%	\$3,689	10.1%	\$4,140	11.5%	\$4,714
Head Sophomore	8.4%	\$3,443	9.5%	\$3,894	10.8%	\$4,427
Assistant Sophomore	6.8%	\$2,787	7.9%	\$3,238	8.8%	\$3,607
Head Freshmen	8.0%	\$3,279	9.0%	\$3,689	10.3%	\$4,222
Head Middle School	6.0%	\$2,459	6.7%	\$2,746	7.7%	\$3,156
<b>SOFTBALL</b>						
Head Varsity	13.9%	\$5,697	15.4%	\$6,312	17.4%	\$7,132
Assistant Varsity	9.0%	\$3,689	10.1%	\$4,140	11.5%	\$4,714
Head Sophomore/Freshmen	8.4%	\$3,443	9.5%	\$3,894	10.8%	\$4,427
Assistant Soph/Fresh	8.0%	\$3,279	9.0%	\$3,689	10.3%	\$4,222
<b>TRACK (BOYS AND GIRLS)</b>						
Boys Cross Country	8.0%	\$3,279	9.8%	\$4,017	11.3%	\$4,632
Girls Cross Country	8.0%	\$3,279	9.8%	\$4,017	11.3%	\$4,632
Assistant Cross Country	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
Head Varsity	13.9%	\$5,697	15.4%	\$6,312	17.4%	\$7,132
Assistant Varsity	9.1%	\$3,730	10.2%	\$4,181	11.6%	\$4,755
MS Boys Cross Country	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
MS Girls Cross Country	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
Head Middle School	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
Assistant Middle School	6.1%	\$2,500	6.9%	\$2,828	7.8%	\$3,197

ASSIGNMENTS	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$
<b>VOLLEYBALL</b>						
Head Varsity	13.9%	\$5,697	15.4%	\$6,312	17.4%	\$7,132
Assistant Varsity	9.0%	\$3,689	10.1%	\$4,140	11.5%	\$4,714
Head Sophomore	8.1%	\$3,320	9.1%	\$3,730	10.4%	\$4,263
Assistant Sophomore	6.8%	\$2,787	7.9%	\$3,238	8.8%	\$3,607
<b>VOLLEYBALL cont...</b>						
Head Freshmen	7.5%	\$3,074	8.4%	\$3,443	9.6%	\$3,935
Assistant Freshmen	6.8%	\$2,787	7.9%	\$3,238	8.8%	\$3,607
Head Middle School	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
Assistant Middle School	6.0%	\$2,459	6.7%	\$2,746	7.7%	\$3,156
<b>TENNIS (BOYS AND GIRLS)</b>						
Head Varsity	8.8%	\$3,607	9.8%	\$4,017	11.3%	\$4,632
Assistant Varsity	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
Head Middle School	6.0%	\$2,459	6.7%	\$2,746	7.7%	\$3,156
Assistant Middle School	5.8%	\$2,377	6.6%	\$2,705	7.4%	\$3,033
<b>GOLF (BOYS AND GIRLS)</b>						
Head Varsity	8.8%	\$3,607	9.8%	\$4,017	11.3%	\$4,632
Asst. Varsity	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
<b>SOCCER (BOYS AND GIRLS)</b>						
Head Varsity	8.7%	\$3,566	9.7%	\$3,976	13.1%	\$5,369
Assistant Varsity	6.5%	\$2,664	7.3%	\$2,992	8.3%	\$3,402
Head Middle School	6.0%	\$2,459	6.7%	\$2,746	7.7%	\$3,156
Assistant Middle School	5.8%	\$2,377	6.6%	\$2,705	7.4%	\$3,033
<b>SWIMMING (BOYS AND GIRLS)</b>						
High School Sponsor	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558
<b>BOWLING</b>						
Head Varsity	8.8%	\$3,607	9.8%	\$4,017	11.3%	\$4,632
<b>CHEERLEADING</b>						
Varsity Sponsor	13.2%	\$5,410	14.8%	\$6,066	16.8%	\$6,886
Freshmen Sponsor	5.2%	\$2,131	5.9%	\$2,418	6.7%	\$2,746
<b>DANCE TEAM</b>						
Dance Team Sponsor	9.6%	\$3,935	10.8%	\$4,427	12.3%	\$5,042
Assistant Dance Team Sponsor	6.8%	\$2,787	7.9%	\$3,238	8.8%	\$3,607
Dance Team Choreographer	2.7%	\$1,107	3.1%	\$1,271	3.5%	\$1,435
<b>WEIGHT ROOM</b>						
Weight Room Supervisor	7.7%	\$3,156	8.7%	\$3,566	9.9%	\$4,058
Fitness Room Supervisor	7.7%	\$3,156	8.7%	\$3,566	9.9%	\$4,058
<b>INSTRUMENTAL MUSIC</b>						
High School	16.7%	\$6,845	18.6%	\$7,624	21.0%	\$8,607
Assistant High School	9.3%	\$3,812	10.4%	\$4,263	11.2%	\$4,591
Middle School	6.8%	\$2,787	7.9%	\$3,238	8.8%	\$3,607
Assistant Middle School	4.8%	\$1,967	5.3%	\$2,172	5.9%	\$2,418
Intermediate School	5.5%	\$2,254	6.8%	\$2,787	7.4%	\$3,033
Asst. Intermediate School	3.0%	\$1,230	3.7%	\$1,517	4.4%	\$1,803
Marching Band Assistant	6.1%	\$2,500	6.9%	\$2,828	7.8%	\$3,197
<b>VOCAL MUSIC</b>						
High School	16.7%	\$6,845	18.6%	\$7,624	21.0%	\$8,607
High School Assistant	9.3%	\$3,812	10.4%	\$4,263	11.2%	\$4,591
High School Musical	5.4%	\$2,213	6.2%	\$2,541	7.2%	\$2,951
HS Musical Accompanist	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558
HS Musical Inst./Vocal/Pit	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558
HS Musical Choreographer	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558
Ambassadors Choreographer	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558
Middle School	6.8%	\$2,787	7.9%	\$3,238	8.8%	\$3,607
Middle School Assistant	2.7%	\$1,107	3.1%	\$1,271	3.5%	\$1,435
MS Musical (Head)	3.2%	\$1,312	4.0%	\$1,640	4.2%	\$1,721
MS Musical Assistant	2.4%	\$967	2.7%	\$1,107	3.0%	\$1,230

ASSIGNMENTS	Level 1 %	\$	Level 2 %	\$	Level 3 %	\$
<b>ACADEMIC SPONSORS</b>						
Head Sponsor	5.3%	\$2,172	6.0%	\$2,459	6.8%	\$2,787
Assistant Sponsor	3.9%	\$1,599	4.4%	\$1,803	5.0%	\$2,049
<b>ELECTRIC CAR</b>						
Electric Car Sponsor	6.1%	\$2,500	6.9%	\$2,828	7.8%	\$3,197
Electric Car Assistant	4.1%	\$1,681	4.6%	\$1,885	5.2%	\$2,131
<b>FAN STAND</b>						
Fan Stand Sponsor	6.1%	\$2,500	6.9%	\$2,828	7.8%	\$3,197
Fan Stand Assistant	4.1%	\$1,681	4.6%	\$1,885	5.2%	\$2,131
<b>FCCLA</b>						
FCCLA Sponsor	2.2%	\$902	2.7%	\$1,107	3.3%	\$1,353
FCCLA Assistant	1.1%	\$451	1.5%	\$615	1.9%	\$779
<b>DRAMA</b>						
High School	14.7%	\$6,025	16.5%	\$6,763	18.8%	\$7,706
H.S. Technical Director	12.6%	\$5,164	14.1%	\$5,779	16.1%	\$6,599
Head Middle School	3.6%	\$1,476	4.1%	\$1,681	4.4%	\$1,803
Assistant Middle School	2.6%	\$1,066	3.0%	\$1,230	3.5%	\$1,435
Middle Sch Tech Director	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558
<b>SPEECH</b>						
High School	11.2%	\$4,591	12.5%	\$5,124	14.3%	\$5,861
Assistant High School	8.1%	\$3,320	9.2%	\$3,771	10.4%	\$4,263
<b>PUBLICATIONS</b>						
H.S. (Newspaper/Annual)	15.2%	\$6,230	17.1%	\$7,009	19.5%	\$7,993
M.S. (Memory Book)	6.0%	\$2,459	6.7%	\$2,746	7.7%	\$3,156
<b>AUDITORIUM</b>						
Fine Arts Technician	15.2%	\$6,230	17.1%	\$7,009	19.5%	\$7,993
<b>STUDENT ORGANIZATIONS</b>						
HS National Honor Society	6.0%	\$2,459	6.7%	\$2,746	7.7%	\$3,156
HS Student Council	11.2%	\$4,591	12.5%	\$5,124	14.3%	\$5,861
Assistant HS Student Council	8.1%	\$3,320	9.2%	\$3,771	10.4%	\$4,263
MS Student Council	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558
<b>CLASS SPONSORS</b>						
Freshmen	1.9%	\$779	2.1%	\$861	2.4%	\$984
Sophomore	1.9%	\$779	2.1%	\$861	2.4%	\$984
Junior	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558
Senior	1.9%	\$779	2.1%	\$861	2.4%	\$984
<b>SPECIAL ART WORK</b>						
High School	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558
Middle School	2.9%	\$1,189	3.3%	\$1,353	3.8%	\$1,558

APPENDIX 3  
EXTRA DUTY ASSIGNMENTS

Middle School:

Basketball-Scorer and Timer	\$20 per contest
Wrestling-Match Timer, Scorer	\$20 per contest
Volleyball-Scorer	\$20 per contest

High School:

Football-Timer, P.A., Scorer Statistician, Video Screen	\$23 per contest
Wrestling-Timer, P.A.	\$23 per contest
Basketball-Timer, Scorer, P.A.	\$23 per contest
Volleyball-Scorer	\$23 per contest
Track-Scorer, P.A., Video Screen	\$23 per contest

Payment shall be restricted to two (2) contests on a single date.

High School Special Events:

Wrestling-System Manager	\$150 per contest
Track-Computer/Timing Operator	\$75 per contest
Football-Event Host	\$150 per contest
Volleyball-Tournament Scorer	\$75 per contest

Payment shall be restricted to one (1) contest on a single date.

College Community School District--Appendix 1--Salary Schedule 2020-21

Step	BA	BA+12	BA+24	MA	MA+15	MA+30	MA+45	NURSE TSS	NURSE
1	Total \$40,837	\$42,679	\$44,521	\$46,363	\$48,205	\$50,046	\$51,889	\$40,284	\$38,782
2	Total \$41,942	\$43,784	\$45,994	\$48,205	\$50,046	\$51,889	\$53,731	\$40,837	\$39,373
3	Total \$43,416	\$45,258	\$47,468	\$50,046	\$51,889	\$53,731	\$55,572	\$41,390	\$39,964
4	Total \$44,889	\$46,732	\$49,310	\$51,889	\$53,731	\$55,572	\$57,414	\$41,942	\$40,554
5	Total \$46,363	\$48,205	\$51,151	\$53,731	\$55,572	\$57,414	\$59,256	\$42,495	\$41,145
6	Total \$48,205	\$50,046	\$52,993	\$55,572	\$57,414	\$59,256	\$61,466	\$43,047	\$41,735
7	Total \$50,046	\$51,889	\$54,836	\$57,414	\$59,256	\$61,835	\$63,676	\$43,600	\$42,326
8	Total \$51,520	\$53,731	\$56,677	\$59,256	\$61,466	\$64,045	\$65,887	\$44,153	\$42,917
9	Total \$52,993	\$55,572	\$58,519	\$61,098	\$63,308	\$65,887	\$67,728	\$44,705	\$43,507
10	Total \$54,467	\$57,414	\$60,361	\$62,940	\$65,150	\$67,728	\$69,570	\$45,258	\$44,098
11	Total \$55,572	\$58,888	\$61,835	\$64,781	\$66,992	\$69,570	\$71,413	\$45,810	\$44,688
12	Total	\$60,361	\$63,308	\$66,623	\$68,833	\$71,413	\$73,254		
13	Total		\$64,781	\$68,097	\$70,675	\$73,254	\$75,096		
14	Total			\$69,570	\$72,518	\$75,096	\$76,938		
15	Total			\$71,044	\$73,991	\$76,938	\$78,779		
16	Total \$55,972							Total \$46,210	\$45,088
17		Total \$60,761							
18			Total \$65,181						
19									
20				Total \$71,444	Total \$74,391	Total \$77,338	Total \$79,179		
21	Total \$56,372							Total \$46,610	\$45,488
22		Total \$61,161							
23			Total \$65,581						
24									
25				Total \$71,844	Total \$74,791	Total \$77,738	Total \$79,579		
26	Total \$56,822							Total \$47,060	\$45,938
27		Total \$61,611							
28			Total \$66,031						
29									
30				Total \$72,294	Total \$75,241	Total \$78,188	Total \$80,029		
31	Total \$57,272							Total \$47,510	\$46,388
32		Total \$62,061							
33			Total \$66,481						
34									
35				Total \$72,744	Total \$75,691	Total \$78,638	Total \$80,479		
36	Total \$57,722							Total \$47,960	\$46,838

Counting the maximum step on each of the above lanes as "one," an increment of \$400 will be given at the beginning of each sixth step.  
 Starting at step 26 an increment of \$450 will be given.

2020-21

APPENDIX 2  
COLLEGE COMMUNITY SCHOOL DISTRICT  
CO-CURRICULAR SCHEDULE: BASE-- \$40,837

Level 1 is for years 1-3, Level 2 for years 4-6, Level 3 for years 7+.

ASSIGNMENTS	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$
<b>FOOTBALL</b>						
Head Varsity	17.5%	\$7,146	19.7%	\$8,045	22.5%	\$9,188
Assistant Varsity	10.7%	\$4,370	12.0%	\$4,900	12.8%	\$5,227
Head Sophomore	9.6%	\$3,920	10.8%	\$4,410	12.3%	\$5,023
Assistant Sophomore	8.5%	\$3,471	9.6%	\$3,920	11.0%	\$4,492
Head Freshmen	8.6%	\$3,512	9.7%	\$3,961	11.2%	\$4,574
Assistant Freshmen	7.8%	\$3,185	8.8%	\$3,594	10.0%	\$4,084
Head Middle School	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
Assistant Middle School	6.1%	\$2,491	6.9%	\$2,818	7.8%	\$3,185
<b>BASKETBALL (BOYS &amp; GIRLS)</b>						
Head Varsity	17.5%	\$7,146	19.7%	\$8,045	22.5%	\$9,188
Asssistant Varsity	10.7%	\$4,370	12.0%	\$4,900	12.8%	\$5,227
Head Sophomore	9.6%	\$3,920	10.8%	\$4,410	12.3%	\$5,023
Assistant Sophomore	8.5%	\$3,471	9.6%	\$3,920	11.0%	\$4,492
Head Freshmen	8.6%	\$3,512	9.7%	\$3,961	11.2%	\$4,574
Assistant Freshmen	7.8%	\$3,185	8.8%	\$3,594	10.0%	\$4,084
Head Middle School	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
Assistant Middle School	6.1%	\$2,491	6.9%	\$2,818	7.8%	\$3,185
<b>WRESTLING</b>						
Head Varsity	17.5%	\$7,146	19.7%	\$8,045	22.5%	\$9,188
Assistant Varsity	10.7%	\$4,370	12.0%	\$4,900	12.8%	\$5,227
Head Middle School	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
Assistant Middle School	6.1%	\$2,491	6.9%	\$2,818	7.8%	\$3,185
Wrestlettes	1.9%	\$776	2.1%	\$858	2.4%	\$980
<b>BASEBALL</b>						
Head Varsity	13.9%	\$5,676	15.4%	\$6,289	17.4%	\$7,106
Assistant Varsity	9.0%	\$3,675	10.1%	\$4,125	11.5%	\$4,696
Head Sophomore	8.4%	\$3,430	9.5%	\$3,880	10.8%	\$4,410
Assistant Sophomore	6.8%	\$2,777	7.9%	\$3,226	8.8%	\$3,594
Head Freshmen	8.0%	\$3,267	9.0%	\$3,675	10.3%	\$4,206
Head Middle School	6.0%	\$2,450	6.7%	\$2,736	7.7%	\$3,144
<b>SOFTBALL</b>						
Head Varsity	13.9%	\$5,676	15.4%	\$6,289	17.4%	\$7,106
Assistant Varsity	9.0%	\$3,675	10.1%	\$4,125	11.5%	\$4,696
Head Sophomore/Freshmen	8.4%	\$3,430	9.5%	\$3,880	10.8%	\$4,410
Assistant Soph/Fresh	8.0%	\$3,267	9.0%	\$3,675	10.3%	\$4,206
<b>TRACK (BOYS AND GIRLS)</b>						
Boys Cross Country	8.0%	\$3,267	9.8%	\$4,002	11.3%	\$4,615
Girls Cross Country	8.0%	\$3,267	9.8%	\$4,002	11.3%	\$4,615
Assistant Cross Country	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
Head Varsity	13.9%	\$5,676	15.4%	\$6,289	17.4%	\$7,106
Assistant Varsity	9.1%	\$3,716	10.2%	\$4,165	11.6%	\$4,737
MS Boys Cross Country	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
MS Girls Cross Country	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
Head Middle School	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
Assistant Middle School	6.1%	\$2,491	6.9%	\$2,818	7.8%	\$3,185
<b>VOLLEYBALL</b>						
Head Varsity	13.9%	\$5,676	15.4%	\$6,289	17.4%	\$7,106
Assistant Varsity	9.0%	\$3,675	10.1%	\$4,125	11.5%	\$4,696

Head Sophomore	8.1%	\$3,308	9.1%	\$3,716	10.4%	\$4,247
Assistant Sophomore	6.8%	\$2,777	7.9%	\$3,226	8.8%	\$3,594
ASSIGNMENTS						
		Level 1		Level 2		Level 3
		%	\$	%	\$	%
VOLLEYBALL cont...						
Head Freshmen	7.5%	\$3,063	8.4%	\$3,430	9.6%	\$3,920
Assistant Freshmen	6.8%	\$2,777	7.9%	\$3,226	8.8%	\$3,594
Head Middle School	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
Assistant Middle School	6.0%	\$2,450	6.7%	\$2,736	7.7%	\$3,144
TENNIS (BOYS AND GIRLS)						
Head Varsity	8.8%	\$3,594	9.8%	\$4,002	11.3%	\$4,615
Assistant Varsity	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
Head Middle School	6.0%	\$2,450	6.7%	\$2,736	7.7%	\$3,144
Assistant Middle School	5.8%	\$2,369	6.6%	\$2,695	7.4%	\$3,022
GOLF (BOYS AND GIRLS)						
Head Varsity	8.8%	\$3,594	9.8%	\$4,002	11.3%	\$4,615
Asst. Varsity	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
SOCCER (BOYS AND GIRLS)						
Head Varsity	8.7%	\$3,553	9.7%	\$3,961	13.1%	\$5,350
Assistant Varsity	6.5%	\$2,654	7.3%	\$2,981	8.3%	\$3,389
Head Middle School	6.0%	\$2,450	6.7%	\$2,736	7.7%	\$3,144
Assistant Middle School	5.8%	\$2,369	6.6%	\$2,695	7.4%	\$3,022
SWIMMING (BOYS AND GIRLS)						
High School Sponsor	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552
BOWLING						
Head Varsity	8.8%	\$3,594	9.8%	\$4,002	11.3%	\$4,615
CHEERLEADING						
Varsity Sponsor	13.2%	\$5,390	14.8%	\$6,044	16.8%	\$6,861
Freshmen Sponsor	5.2%	\$2,124	5.9%	\$2,409	6.7%	\$2,736
DANCE TEAM						
Dance Team Sponsor	9.6%	\$3,920	10.8%	\$4,410	12.3%	\$5,023
Assistant Dance Team Sponsor	6.8%	\$2,777	7.9%	\$3,226	8.8%	\$3,594
Dance Team Choreographer	2.7%	\$1,103	3.1%	\$1,266	3.5%	\$1,429
WEIGHT ROOM						
Weight Room Supervisor	7.7%	\$3,144	8.7%	\$3,553	9.9%	\$4,043
Fitness Room Supervisor	7.7%	\$3,144	8.7%	\$3,553	9.9%	\$4,043
INSTRUMENTAL MUSIC						
High School	16.7%	\$6,820	18.6%	\$7,596	21.0%	\$8,576
Assistant High School	9.3%	\$3,798	10.4%	\$4,247	11.2%	\$4,574
Middle School	6.8%	\$2,777	7.9%	\$3,226	8.8%	\$3,594
Assistant Middle School	4.8%	\$1,960	5.3%	\$2,164	5.9%	\$2,409
Intermediate School	5.5%	\$2,246	6.8%	\$2,777	7.4%	\$3,022
Asst. Intermediate School	3.0%	\$1,225	3.7%	\$1,511	4.4%	\$1,797
Marching Band Assistant	6.1%	\$2,491	6.9%	\$2,818	7.8%	\$3,185
VOCAL MUSIC						
High School	16.7%	\$6,820	18.6%	\$7,596	21.0%	\$8,576
High School Assistant	9.3%	\$3,798	10.4%	\$4,247	11.2%	\$4,574
High School Musical	5.4%	\$2,205	6.2%	\$2,532	7.2%	\$2,940
HS Musical Accompanist	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552
HS Musical Inst./Vocal/Pit	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552
HS Musical Choreographer	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552
Ambassadors Choreographer	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552
Middle School	6.8%	\$2,777	7.9%	\$3,226	8.8%	\$3,594
Middle School Assistant	2.7%	\$1,103	3.1%	\$1,266	3.5%	\$1,429

MS Musical (Head)	3.2%	\$1,307	4.0%	\$1,633	4.2%	\$1,715
MS Musical Assistant	2.4%	\$964	2.7%	\$1,103	3.0%	\$1,225
<b>ACADEMIC SPONSORS</b>						
Head Sponsor	5.3%	\$2,164	6.0%	\$2,450	6.8%	\$2,777
Assistant Sponsor	3.9%	\$1,593	4.4%	\$1,797	5.0%	\$2,042
<b>ASSIGNMENTS</b>						
	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$
<b>ELECTRIC CAR</b>						
Electric Car Sponsor	6.1%	\$2,491	6.9%	\$2,818	7.8%	\$3,185
Electric Car Assistant	4.1%	\$1,674	4.6%	\$1,879	5.2%	\$2,124
<b>FAN STAND</b>						
Fan Stand Sponsor	6.1%	\$2,491	6.9%	\$2,818	7.8%	\$3,185
Fan Stand Assistant	4.1%	\$1,674	4.6%	\$1,879	5.2%	\$2,124
<b>FCCLA</b>						
FCCLA Sponsor	2.2%	\$898	2.7%	\$1,103	3.3%	\$1,348
FCCLA Assistant	1.1%	\$449	1.5%	\$613	1.9%	\$776
<b>DRAMA</b>						
High School	14.7%	\$6,003	16.5%	\$6,738	18.8%	\$7,677
H.S. Technical Director	12.6%	\$5,145	14.1%	\$5,758	16.1%	\$6,575
Head Middle School	3.6%	\$1,470	4.1%	\$1,674	4.4%	\$1,797
Assistant Middle School	2.6%	\$1,062	3.0%	\$1,225	3.5%	\$1,429
Middle Sch Tech Director	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552
<b>SPEECH</b>						
High School	11.2%	\$4,574	12.5%	\$5,105	14.3%	\$5,840
Assistant High School	8.1%	\$3,308	9.2%	\$3,757	10.4%	\$4,247
<b>PUBLICATIONS</b>						
H.S. (Newspaper/Annual)	15.2%	\$6,207	17.1%	\$6,983	19.5%	\$7,963
M.S. (Memory Book)	6.0%	\$2,450	6.7%	\$2,736	7.7%	\$3,144
<b>AUDITORIUM</b>						
Fine Arts Technician	15.2%	\$6,207	17.1%	\$6,983	19.5%	\$7,963
<b>STUDENT ORGANIZATIONS</b>						
HS National Honor Society	6.0%	\$2,450	6.7%	\$2,736	7.7%	\$3,144
HS Student Council	11.2%	\$4,574	12.5%	\$5,105	14.3%	\$5,840
Assistant HS Student Council	8.1%	\$3,308	9.2%	\$3,757	10.4%	\$4,247
MS Student Council	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552
<b>CLASS SPONSORS</b>						
Freshmen	1.9%	\$776	2.1%	\$858	2.4%	\$980
Sophomore	1.9%	\$776	2.1%	\$858	2.4%	\$980
Junior	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552
Senior	1.9%	\$776	2.1%	\$858	2.4%	\$980
<b>SPECIAL ART WORK</b>						
High School	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552
Middle School	2.9%	\$1,184	3.3%	\$1,348	3.8%	\$1,552

#### APPENDIX 3

#### EXTRA DUTY ASSIGNMENTS

Middle School:

Basketball-Scorer and Timer

\$20 per contest

Wrestling-Match Timer, Scorer	\$20	per contest
Volleyball-Scorer	\$20	per contest

High School:

Football-Timer, P.A., Scorer	\$23	per contest
Statistician, Video Screen		
Wrestling-Timer, P.A.	\$23	per contest
Basketball-Timer, Scorer, P.A.	\$23	per contest
Volleyball-Scorer	\$23	per contest
Track-Scorer, P.A., Video Screen	\$23	per contest

Payment shall be restricted to two (2) contests on a single date.

High School Special Events:

Wrestling-System Manager	\$150	per contest
Track-Computer/Timing Operator	\$75	per contest
Football-Event Host	\$150	per contest
Volleyball-Tournament Scorer	\$75	per contest

Payment shall be restricted to one (1) contest on a single date.

College Community School District--Appendix 1--Salary Schedule 2019-20

BASE \$35,222 Multiplier      ATSS \$1,464 Base      TSS BASE \$4,000 ATSS      \$ 1,013,552      fte 424.506 ATSS 692.199

Step	BA	BA+12	BA+24	MA	MA+15	MA+30	MA+45	NURSE TSS	NURSE
1	Total \$40,686	\$42,520	\$44,355	\$46,189	\$48,023	\$49,858	\$51,693	\$40,136	\$38,634
2	Total \$41,787	\$43,621	\$45,822	\$48,023	\$49,858	\$51,693	\$53,527	\$40,686	\$39,222
3	Total \$43,255	\$45,089	\$47,290	\$49,858	\$51,693	\$53,527	\$55,361	\$41,236	\$39,810
4	Total \$44,721	\$46,557	\$49,124	\$51,693	\$53,527	\$55,361	\$57,195	\$41,787	\$40,399
5	Total \$46,189	\$48,023	\$50,958	\$53,527	\$55,361	\$57,195	\$59,029	\$42,337	\$40,987
6	Total \$48,023	\$49,858	\$52,792	\$55,361	\$57,195	\$59,396	\$61,230	\$42,887	\$41,575
7	Total \$49,858	\$51,693	\$54,627	\$57,195	\$59,396	\$61,598	\$63,432	\$43,438	\$42,164
8	Total \$51,325	\$53,527	\$56,461	\$59,029	\$61,230	\$63,799	\$65,633	\$43,988	\$42,752
9	Total \$52,792	\$55,361	\$58,296	\$60,864	\$63,064	\$65,633	\$67,467	\$44,538	\$43,340
10	Total \$54,260	\$57,195	\$60,130	\$62,698	\$64,900	\$67,467	\$69,301	\$45,089	\$43,929
11	Total \$55,361	\$58,663	\$61,598	\$64,532	\$66,734	\$69,301	\$71,136	\$45,639	\$44,517
12	Total	\$60,130	\$63,064	\$66,366	\$68,568	\$71,136	\$72,970		
13	Total		\$64,532	\$67,834	\$70,402	\$72,970	\$74,804		
14	Total			\$69,301	\$72,237	\$74,804	\$76,639		
15	Total			\$70,769	\$73,704	\$76,639	\$78,473		
16	Total \$55,761							Total \$46,039	\$44,917
17		Total \$60,530							
18			Total \$64,932						
19									
20				Total \$71,169	Total \$74,104	Total \$77,039	Total \$78,873		
21	Total \$56,161							Total \$46,439	\$45,317
22		Total \$60,930							
23			Total \$65,332						
24									
25				Total \$71,569	Total \$74,504	Total \$77,439	Total \$79,273		
26	Total \$56,611							Total \$46,889	\$45,767
27		Total \$61,380							
28			Total \$65,782						
29									
30				Total \$72,019	Total \$74,954	Total \$77,889	Total \$79,723		
31	Total \$57,061							Total \$47,339	\$46,217
32		Total \$61,830							
33			Total \$66,232						
34									
35				Total \$72,469	Total \$75,404	Total \$78,339	Total \$80,173		
36	Total \$57,511							Total \$47,789	\$46,667

Counting the maximum step on each of the above lanes as "one," an increment of \$400 will be given at the beginning of each sixth step. Starting at step 26 an increment of \$450 will be given.

COLLEGE COMMUNITY SCHOOL DISTRICT  
CO-CURRICULAR SCHEDULE: BASE-- \$40,686

Level 1 is for years 1-3, Level 2 for years 4-6, Level 3 for years 7+.

ASSIGNMENTS	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$
<b>FOOTBALL</b>						
Head Varsity	17.5%	\$7,120	19.7%	\$8,015	22.5%	\$9,154
Assistant Varsity	10.7%	\$4,353	12.0%	\$4,882	12.8%	\$5,208
Head Sophomore	9.6%	\$3,906	10.8%	\$4,394	12.3%	\$5,004
Assistant Sophomore	8.5%	\$3,458	9.6%	\$3,906	11.0%	\$4,475
Head Freshmen	8.6%	\$3,499	9.7%	\$3,947	11.2%	\$4,557
Assistant Freshmen	7.8%	\$3,174	8.8%	\$3,580	10.0%	\$4,069
Head Middle School	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
Assistant Middle School	6.1%	\$2,482	6.9%	\$2,807	7.8%	\$3,174
<b>BASKETBALL (BOYS &amp; GIRLS)</b>						
Head Varsity	17.5%	\$7,120	19.7%	\$8,015	22.5%	\$9,154
Assistant Varsity	10.7%	\$4,353	12.0%	\$4,882	12.8%	\$5,208
Head Sophomore	9.6%	\$3,906	10.8%	\$4,394	12.3%	\$5,004
Assistant Sophomore	8.5%	\$3,458	9.6%	\$3,906	11.0%	\$4,475
Head Freshmen	8.6%	\$3,499	9.7%	\$3,947	11.2%	\$4,557
Assistant Freshmen	7.8%	\$3,174	8.8%	\$3,580	10.0%	\$4,069
Head Middle School	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
Assistant Middle School	6.1%	\$2,482	6.9%	\$2,807	7.8%	\$3,174
<b>WRESTLING</b>						
Head Varsity	17.5%	\$7,120	19.7%	\$8,015	22.5%	\$9,154
Assistant Varsity	10.7%	\$4,353	12.0%	\$4,882	12.8%	\$5,208
Head Middle School	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
Assistant Middle School	6.1%	\$2,482	6.9%	\$2,807	7.8%	\$3,174
Wrestlettes	1.9%	\$773	2.1%	\$854	2.4%	\$976
<b>BASEBALL</b>						
Head Varsity	13.9%	\$5,655	15.4%	\$6,266	17.4%	\$7,079
Assistant Varsity	9.0%	\$3,662	10.1%	\$4,109	11.5%	\$4,679
Head Sophomore	8.4%	\$3,418	9.5%	\$3,865	10.8%	\$4,394
Assistant Sophomore	6.8%	\$2,767	7.9%	\$3,214	8.8%	\$3,580
Head Freshmen	8.0%	\$3,255	9.0%	\$3,662	10.3%	\$4,191
Head Middle School	6.0%	\$2,441	6.7%	\$2,726	7.7%	\$3,133
<b>SOFTBALL</b>						
Head Varsity	13.9%	\$5,655	15.4%	\$6,266	17.4%	\$7,079
Assistant Varsity	9.0%	\$3,662	10.1%	\$4,109	11.5%	\$4,679
Head Sophomore/Freshmen	8.4%	\$3,418	9.5%	\$3,865	10.8%	\$4,394
Assistant Soph/Fresh	8.0%	\$3,255	9.0%	\$3,662	10.3%	\$4,191
<b>TRACK (BOYS AND GIRLS)</b>						
Boys Cross Country	8.0%	\$3,255	9.8%	\$3,987	11.3%	\$4,598
Girls Cross Country	8.0%	\$3,255	9.8%	\$3,987	11.3%	\$4,598
Assistant Cross Country	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
Head Varsity	13.9%	\$5,655	15.4%	\$6,266	17.4%	\$7,079
Assistant Varsity	9.1%	\$3,702	10.2%	\$4,150	11.6%	\$4,720
MS Boys Cross Country	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
MS Girls Cross Country	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
Head Middle School	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
Assistant Middle School	6.1%	\$2,482	6.9%	\$2,807	7.8%	\$3,174
<b>VOLLEYBALL</b>						
Head Varsity	13.9%	\$5,655	15.4%	\$6,266	17.4%	\$7,079
Assistant Varsity	9.0%	\$3,662	10.1%	\$4,109	11.5%	\$4,679
Head Sophomore	8.1%	\$3,296	9.1%	\$3,702	10.4%	\$4,231

Assistant Sophomore	6.8%	\$2,767	7.9%	\$3,214	8.8%	\$3,580
ASSIGNMENTS	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$
VOLLEYBALL cont...						
Head Freshmen	7.5%	\$3,051	8.4%	\$3,418	9.6%	\$3,906
Assistant Freshmen	6.8%	\$2,767	7.9%	\$3,214	8.8%	\$3,580
Head Middle School	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
Assistant Middle School	6.0%	\$2,441	6.7%	\$2,726	7.7%	\$3,133
TENNIS (BOYS AND GIRLS)						
Head Varsity	8.8%	\$3,580	9.8%	\$3,987	11.3%	\$4,598
Assistant Varsity	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
Head Middle School	6.0%	\$2,441	6.7%	\$2,726	7.7%	\$3,133
Assistant Middle School	5.8%	\$2,360	6.6%	\$2,685	7.4%	\$3,011
GOLF (BOYS AND GIRLS)						
Head Varsity	8.8%	\$3,580	9.8%	\$3,987	11.3%	\$4,598
Asst. Varsity	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
SOCCER (BOYS AND GIRLS)						
Head Varsity	8.7%	\$3,540	9.7%	\$3,947	13.1%	\$5,330
Assistant Varsity	6.5%	\$2,645	7.3%	\$2,970	8.3%	\$3,377
Head Middle School	6.0%	\$2,441	6.7%	\$2,726	7.7%	\$3,133
Assistant Middle School	5.8%	\$2,360	6.6%	\$2,685	7.4%	\$3,011
SWIMMING (BOYS AND GIRLS)						
High School Sponsor	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546
BOWLING						
Head Varsity	8.8%	\$3,580	9.8%	\$3,987	11.3%	\$4,598
CHEERLEADING						
Varsity Sponsor	13.2%	\$5,371	14.8%	\$6,022	16.8%	\$6,835
Freshmen Sponsor	5.2%	\$2,116	5.9%	\$2,400	6.7%	\$2,726
DANCE TEAM						
Dance Team Sponsor	9.6%	\$3,906	10.8%	\$4,394	12.3%	\$5,004
Assistant Dance Team Sponsor	6.8%	\$2,767	7.9%	\$3,214	8.8%	\$3,580
Dance Team Choreographer	2.7%	\$1,099	3.1%	\$1,261	3.5%	\$1,424
WEIGHT ROOM						
Weight Room Supervisor	7.7%	\$3,133	8.7%	\$3,540	9.9%	\$4,028
Fitness Room Supervisor	7.7%	\$3,133	8.7%	\$3,540	9.9%	\$4,028
INSTRUMENTAL MUSIC						
High School	16.7%	\$6,795	18.6%	\$7,568	21.0%	\$8,544
Assistant High School	9.3%	\$3,784	10.4%	\$4,231	11.2%	\$4,557
Middle School	6.8%	\$2,767	7.9%	\$3,214	8.8%	\$3,580
Assistant Middle School	4.8%	\$1,953	5.3%	\$2,156	5.9%	\$2,400
Intermediate School	5.5%	\$2,238	6.8%	\$2,767	7.4%	\$3,011
Asst. Intermediate School	3.0%	\$1,221	3.7%	\$1,505	4.4%	\$1,790
Marching Band Assistant	6.1%	\$2,482	6.9%	\$2,807	7.8%	\$3,174
VOCAL MUSIC						
High School	16.7%	\$6,795	18.6%	\$7,568	21.0%	\$8,544
High School Assistant	9.3%	\$3,784	10.4%	\$4,231	11.2%	\$4,557
High School Musical	5.4%	\$2,197	6.2%	\$2,523	7.2%	\$2,929
HS Musical Accompanist	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546
HS Musical Inst./Vocal/Pit	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546
HS Musical Choreographer	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546
Ambassadors Choreographer	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546
Middle School	6.8%	\$2,767	7.9%	\$3,214	8.8%	\$3,580
Middle School Assistant	2.7%	\$1,099	3.1%	\$1,261	3.5%	\$1,424
MS Musical (Head)	3.2%	\$1,302	4.0%	\$1,627	4.2%	\$1,709
MS Musical Assistant	2.4%	\$960	2.7%	\$1,099	3.0%	\$1,221

**ACADEMIC SPONSORS**

Head Sponsor	5.3%	\$2,156	6.0%	\$2,441	6.8%	\$2,767
Assistant Sponsor	3.9%	\$1,587	4.4%	\$1,790	5.0%	\$2,034

**ASSIGNMENTS**

	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$

**ELECTRIC CAR**

Electric Car Sponsor	6.1%	\$2,482	6.9%	\$2,807	7.8%	\$3,174
Electric Car Assistant	4.1%	\$1,668	4.6%	\$1,872	5.2%	\$2,116

**FAN STAND**

Fan Stand Sponsor	6.1%	\$2,482	6.9%	\$2,807	7.8%	\$3,174
Fan Stand Assistant	4.1%	\$1,668	4.6%	\$1,872	5.2%	\$2,116

**FCCLA**

FCCLA Sponsor	2.2%	\$895	2.7%	\$1,099	3.3%	\$1,343
FCCLA Assistant	1.1%	\$448	1.5%	\$610	1.9%	\$773

**DRAMA**

High School	14.7%	\$5,981	16.5%	\$6,713	18.8%	\$7,649
H.S. Technical Director	12.6%	\$5,126	14.1%	\$5,737	16.1%	\$6,550
Head Middle School	3.6%	\$1,465	4.1%	\$1,668	4.4%	\$1,790
Assistant Middle School	2.6%	\$1,058	3.0%	\$1,221	3.5%	\$1,424
Middle Sch Tech Director	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546

**SPEECH**

High School	11.2%	\$4,557	12.5%	\$5,086	14.3%	\$5,818
Assistant High School	8.1%	\$3,296	9.2%	\$3,743	10.4%	\$4,231

**PUBLICATIONS**

H.S. (Newspaper/Annual)	15.2%	\$6,184	17.1%	\$6,957	19.5%	\$7,934
M.S. (Memory Book)	6.0%	\$2,441	6.7%	\$2,726	7.7%	\$3,133

**AUDITORIUM**

Fine Arts Technician	15.2%	\$6,184	17.1%	\$6,957	19.5%	\$7,934
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**STUDENT ORGANIZATIONS**

HS National Honor Society	6.0%	\$2,441	6.7%	\$2,726	7.7%	\$3,133
HS Student Council	11.2%	\$4,557	12.5%	\$5,086	14.3%	\$5,818
Assistant HS Student Council	8.1%	\$3,296	9.2%	\$3,743	10.4%	\$4,231
MS Student Council	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546

**CLASS SPONSORS**

Freshmen	1.9%	\$773	2.1%	\$854	2.4%	\$976
Sophomore	1.9%	\$773	2.1%	\$854	2.4%	\$976
Junior	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546
Senior	1.9%	\$773	2.1%	\$854	2.4%	\$976

**SPECIAL ART WORK**

High School	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546
Middle School	2.9%	\$1,180	3.3%	\$1,343	3.8%	\$1,546

**APPENDIX 3****EXTRA DUTY ASSIGNMENTS**

Middle School:

Basketball-Scorer and Timer	\$20	per contest
Wrestling-Match Timer, Scorer	\$20	per contest
Volleyball-Scorer	\$20	per contest

High School:

Football-Timer, P.A., Scorer Statistician, Video Screen	\$23 per contest
Wrestling-Timer, P.A.	\$23 per contest
Basketball-Timer, Scorer, P.A.	\$23 per contest
Volleyball-Scorer	\$23 per contest
Track-Scorer, P.A., Video Screen	\$23 per contest

Payment shall be restricted to two (2) contests on a single date.

High School Special Events:

Wrestling-System Manager	\$150 per contest
Track-Computer/Timing Operator	\$75 per contest
Football-Event Host	\$150 per contest
Volleyball-Tournament Scorer	\$75 per contest

Payment shall be restricted to one (1) contest on a single date.

College Community School District--Appendix 1--Salary Schedule 2018-19

	BASE	\$35,025			ATSS	\$1,448		TSS BASE	\$4,000	fte	420.132	
	Multiplier				Base			ATSS	\$ 978,353	ATSS	675.838	
Step		BA	BA+12	BA+24	MA	MA+15	MA+30	MA+45		NURSE TSS	NURSE	
1	Total	\$40,473	\$42,296	\$44,120	\$45,944	\$47,767	\$49,591	\$51,415		\$39,926	\$38,440	
2	Total	\$41,567	\$43,390	\$45,579	\$47,767	\$49,591	\$51,415	\$53,238		\$40,473	\$39,025	
3	Total	\$43,026	\$44,849	\$47,038	\$49,591	\$51,415	\$53,238	\$55,062		\$41,019	\$39,610	
4	Total	\$44,485	\$46,308	\$48,862	\$51,415	\$53,238	\$55,062	\$56,885		\$41,567	\$40,196	
5	Total	\$45,944	\$47,767	\$50,685	\$53,238	\$55,062	\$56,885	\$58,709		\$42,114	\$40,781	
6	Total	\$47,767	\$49,591	\$52,508	\$55,062	\$56,885	\$59,074	\$60,897		\$42,661	\$41,367	
7	Total	\$49,591	\$51,415	\$54,333	\$56,885	\$59,074	\$61,262	\$63,086		\$43,208	\$41,952	
8	Total	\$51,049	\$53,238	\$56,156	\$58,709	\$60,897	\$63,451	\$65,274		\$43,755	\$42,537	
9	Total	\$52,508	\$55,062	\$57,979	\$60,533	\$62,721	\$65,274	\$67,097		\$44,303	\$43,123	
10	Total	\$53,967	\$56,885	\$59,803	\$62,356	\$64,545	\$67,097	\$68,922		\$44,849	\$43,708	
11	Total	\$55,062	\$58,344	\$61,262	\$64,180	\$66,368	\$68,922	\$70,745		\$45,396	\$44,293	
12	Total		\$59,803	\$62,721	\$66,004	\$68,192	\$70,745	\$72,569				
13	Total			\$64,180	\$67,463	\$70,015	\$72,569	\$74,392				
14	Total				\$68,922	\$71,840	\$74,392	\$76,216				
15	Total				\$70,381	\$73,298	\$76,216	\$78,040				
16	Total	\$55,462								Total	\$45,796	\$44,693
17			Total	\$60,203								
18				Total	\$64,580							
19												
20					Total	\$70,781	Total	\$73,698	Total	\$76,616	Total	\$78,440
21	Total	\$55,862								Total	\$46,196	\$45,093
22			Total	\$60,603								
23				Total	\$64,980							
24												
25					Total	\$71,181	Total	\$74,098	Total	\$77,016	Total	\$78,840
26	Total	\$56,312								Total	\$46,646	\$45,543
27			Total	\$61,053								
28				Total	\$65,430							
29												
30					Total	\$71,631	Total	\$74,548	Total	\$77,466	Total	\$79,290
31	Total	\$56,762								Total	\$47,096	\$45,993
32			Total	\$61,503								
33				Total	\$65,880							
34												
35					Total	\$72,081	Total	\$74,998	Total	\$77,916	Total	\$79,740
36	Total	\$57,212								Total	\$47,546	\$46,443

Counting the maximum step on each of the above lanes as "one," an increment of \$400 will be given at the beginning of each sixth step.

Starting at step 26 an increment of \$450 will be given.

## COLLEGE COMMUNITY SCHOOL DISTRICT

CO-CURRICULAR SCHEDULE: BASE--

\$40,473

Level 1 is for years 1-3, Level 2 for years 4-6, Level 3 for years 7+.

ASSIGNMENTS	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$
<b>FOOTBALL</b>						
Head Varsity	17.5%	\$7,083	19.7%	\$7,973	22.5%	\$9,106
Assistant Varsity	10.7%	\$4,331	12.0%	\$4,857	12.8%	\$5,181
Head Sophomore	9.6%	\$3,885	10.8%	\$4,371	12.3%	\$4,978
Assistant Sophomore	8.5%	\$3,440	9.6%	\$3,885	11.0%	\$4,452
Head Freshmen	8.6%	\$3,481	9.7%	\$3,926	11.2%	\$4,533
Assistant Freshmen	7.8%	\$3,157	8.8%	\$3,562	10.0%	\$4,047
Head Middle School	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
Assistant Middle School	6.1%	\$2,469	6.9%	\$2,793	7.8%	\$3,157
<b>BASKETBALL (BOYS &amp; GIRLS)</b>						
Head Varsity	17.5%	\$7,083	19.7%	\$7,973	22.5%	\$9,106
Assistant Varsity	10.7%	\$4,331	12.0%	\$4,857	12.8%	\$5,181
Head Sophomore	9.6%	\$3,885	10.8%	\$4,371	12.3%	\$4,978
Assistant Sophomore	8.5%	\$3,440	9.6%	\$3,885	11.0%	\$4,452
Head Freshmen	8.6%	\$3,481	9.7%	\$3,926	11.2%	\$4,533
Assistant Freshmen	7.8%	\$3,157	8.8%	\$3,562	10.0%	\$4,047
Head Middle School	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
Assistant Middle School	6.1%	\$2,469	6.9%	\$2,793	7.8%	\$3,157
<b>WRESTLING</b>						
Head Varsity	17.5%	\$7,083	19.7%	\$7,973	22.5%	\$9,106
Assistant Varsity	10.7%	\$4,331	12.0%	\$4,857	12.8%	\$5,181
Head Middle School	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
Assistant Middle School	6.1%	\$2,469	6.9%	\$2,793	7.8%	\$3,157
Wrestlettes	1.9%	\$769	2.1%	\$850	2.4%	\$971
<b>BASEBALL</b>						
Head Varsity	13.9%	\$5,626	15.4%	\$6,233	17.4%	\$7,042
Assistant Varsity	9.0%	\$3,643	10.1%	\$4,088	11.5%	\$4,654
Head Sophomore	8.4%	\$3,400	9.5%	\$3,845	10.8%	\$4,371
Assistant Sophomore	6.8%	\$2,752	7.9%	\$3,197	8.8%	\$3,562
Head Freshmen	8.0%	\$3,238	9.0%	\$3,643	10.3%	\$4,169
Head Middle School	6.0%	\$2,428	6.7%	\$2,712	7.7%	\$3,116
<b>SOFTBALL</b>						
Head Varsity	13.9%	\$5,626	15.4%	\$6,233	17.4%	\$7,042
Assistant Varsity	9.0%	\$3,643	10.1%	\$4,088	11.5%	\$4,654
Head Sophomore/Freshmen	8.4%	\$3,400	9.5%	\$3,845	10.8%	\$4,371
Assistant Soph/Fresh	8.0%	\$3,238	9.0%	\$3,643	10.3%	\$4,169
<b>TRACK (BOYS AND GIRLS)</b>						
Boys Cross Country	8.0%	\$3,238	9.8%	\$3,966	11.3%	\$4,573
Girls Cross Country	8.0%	\$3,238	9.8%	\$3,966	11.3%	\$4,573
Assistant Cross Country	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
Head Varsity	13.9%	\$5,626	15.4%	\$6,233	17.4%	\$7,042
Assistant Varsity	9.1%	\$3,683	10.2%	\$4,128	11.6%	\$4,695
MS Boys Cross Country	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
MS Girls Cross Country	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
Head Middle School	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
Assistant Middle School	6.1%	\$2,469	6.9%	\$2,793	7.8%	\$3,157
<b>VOLLEYBALL</b>						
Head Varsity	13.9%	\$5,626	15.4%	\$6,233	17.4%	\$7,042
Assistant Varsity	9.0%	\$3,643	10.1%	\$4,088	11.5%	\$4,654
Head Sophomore	8.1%	\$3,278	9.1%	\$3,683	10.4%	\$4,209
Assistant Sophomore	6.8%	\$2,752	7.9%	\$3,197	8.8%	\$3,562
<b>ASSIGNMENTS</b>						
	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$
<b>VOLLEYBALL cont.</b>						
Head Freshmen	7.5%	\$3,035	8.4%	\$3,400	9.6%	\$3,885
Assistant Freshmen	6.8%	\$2,752	7.9%	\$3,197	8.8%	\$3,562
Head Middle School	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
Assistant Middle School	6.0%	\$2,428	6.7%	\$2,712	7.7%	\$3,116

TENNIS (BOYS AND GIRLS)						
Head Varsity	8.8%	\$3,562	9.8%	\$3,966	11.3%	\$4,573
Assistant Varsity	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
Head Middle School	6.0%	\$2,428	6.7%	\$2,712	7.7%	\$3,116
Assistant Middle School	5.8%	\$2,347	6.6%	\$2,671	7.4%	\$2,995
GOLF (BOYS AND GIRLS)						
Head Varsity	8.8%	\$3,562	9.8%	\$3,966	11.3%	\$4,573
Asst. Varsity	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
SOCCER (BOYS AND GIRLS)						
Head Varsity	8.7%	\$3,521	9.7%	\$3,926	13.1%	\$5,302
Assistant Varsity	6.5%	\$2,631	7.3%	\$2,955	8.3%	\$3,359
Head Middle School	6.0%	\$2,428	6.7%	\$2,712	7.7%	\$3,116
Assistant Middle School	5.8%	\$2,347	6.6%	\$2,671	7.4%	\$2,995
SWIMMING (BOYS AND GIRLS)						
High School Sponsor	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538
BOWLING						
Head Varsity	8.8%	\$3,562	9.8%	\$3,966	11.3%	\$4,573
CHEERLEADING						
Varsity Sponsor	13.2%	\$5,342	14.8%	\$5,990	16.8%	\$6,799
Freshmen Sponsor	5.2%	\$2,105	5.9%	\$2,388	6.7%	\$2,712
DANCE TEAM						
Dance Team Sponsor	9.6%	\$3,885	10.8%	\$4,371	12.3%	\$4,978
Assistant Dance Team Sponsor	6.8%	\$2,752	7.9%	\$3,197	8.8%	\$3,562
Dance Team Choreographer	2.7%	\$1,093	3.1%	\$1,255	3.5%	\$1,417
WEIGHT ROOM						
Weight Room Supervisor	7.7%	\$3,116	8.7%	\$3,521	9.9%	\$4,007
Fitness Room Supervisor	7.7%	\$3,116	8.7%	\$3,521	9.9%	\$4,007
INSTRUMENTAL MUSIC						
High School	16.7%	\$6,759	18.6%	\$7,528	21.0%	\$8,499
Assistant High School	9.3%	\$3,764	10.4%	\$4,209	11.2%	\$4,533
Middle School	6.8%	\$2,752	7.9%	\$3,197	8.8%	\$3,562
Assistant Middle School	4.8%	\$1,943	5.3%	\$2,145	5.9%	\$2,388
Intermediate School	5.5%	\$2,226	6.8%	\$2,752	7.4%	\$2,995
Asst. Intermediate School	3.0%	\$1,214	3.7%	\$1,498	4.4%	\$1,781
Marching Band Assistant	6.1%	\$2,469	6.9%	\$2,793	7.8%	\$3,157
VOCAL MUSIC						
High School	16.7%	\$6,759	18.6%	\$7,528	21.0%	\$8,499
High School Assistant	9.3%	\$3,764	10.4%	\$4,209	11.2%	\$4,533
High School Musical	5.4%	\$2,186	6.2%	\$2,509	7.2%	\$2,914
HS Musical Accompanist	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538
HS Musical Inst./Vocal/Pit	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538
HS Musical Choreographer	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538
Ambassadors Choreographer	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538
Middle School	6.8%	\$2,752	7.9%	\$3,197	8.8%	\$3,562
Middle School Assistant	2.7%	\$1,093	3.1%	\$1,255	3.5%	\$1,417
MS Musical (Head)	3.2%	\$1,295	4.0%	\$1,619	4.2%	\$1,700
MS Musical Assistant	2.4%	\$955	2.7%	\$1,093	3.0%	\$1,214
ACADEMIC SPONSORS						
Head Sponsor	5.3%	\$2,145	6.0%	\$2,428	6.8%	\$2,752
Assistant Sponsor	3.9%	\$1,578	4.4%	\$1,781	5.0%	\$2,024
ASSIGNMENTS						
	Level 1		Level 2		Level 3	
	%	\$	%	\$	%	\$
ELECTRIC CAR						
Electric Car Sponsor	6.1%	\$2,469	6.9%	\$2,793	7.8%	\$3,157
Electric Car Assistant	4.1%	\$1,659	4.6%	\$1,862	5.2%	\$2,105
FAN STAND						
Fan Stand Sponsor	6.1%	\$2,469	6.9%	\$2,793	7.8%	\$3,157
Fan Stand Assistant	4.1%	\$1,659	4.6%	\$1,862	5.2%	\$2,105
FCCLA						
FCCLA Sponsor	2.2%	\$890	2.7%	\$1,093	3.3%	\$1,336
FCCLA Assistant	1.1%	\$445	1.5%	\$607	1.9%	\$769

DRAMA						
High School	14.7%	\$5,950	16.5%	\$6,678	18.8%	\$7,609
H.S. Technical Director	12.6%	\$5,100	14.1%	\$5,707	16.1%	\$6,516
Head Middle School	3.6%	\$1,457	4.1%	\$1,659	4.4%	\$1,781
Assistant Middle School	2.6%	\$1,052	3.0%	\$1,214	3.5%	\$1,417
Middle Sch Tech Director	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538
SPEECH						
High School	11.2%	\$4,533	12.5%	\$5,059	14.3%	\$5,788
Assistant High School	8.1%	\$3,278	9.2%	\$3,724	10.4%	\$4,209
PUBLICATIONS						
H.S. (Newspaper/Annual)	15.2%	\$6,152	17.1%	\$6,921	19.5%	\$7,892
M.S. (Memory Book)	6.0%	\$2,428	6.7%	\$2,712	7.7%	\$3,116
AUDITORIUM						
Fine Arts Technician	15.2%	\$6,152	17.1%	\$6,921	19.5%	\$7,892
STUDENT ORGANIZATIONS						
HS National Honor Society	6.0%	\$2,428	6.7%	\$2,712	7.7%	\$3,116
HS Student Council	11.2%	\$4,533	12.5%	\$5,059	14.3%	\$5,788
Assistant HS Student Council	8.1%	\$3,278	9.2%	\$3,724	10.4%	\$4,209
MS Student Council	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538
CLASS SPONSORS						
Freshmen	1.9%	\$769	2.1%	\$850	2.4%	\$971
Sophomore	1.9%	\$769	2.1%	\$850	2.4%	\$971
Junior	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538
Senior	1.9%	\$769	2.1%	\$850	2.4%	\$971
SPECIAL ART WORK						
High School	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538
Middle School	2.9%	\$1,174	3.3%	\$1,336	3.8%	\$1,538

### APPENDIX 3

#### EXTRA DUTY ASSIGNMENTS

##### Middle School:

Basketball-Scorer and Timer	\$20 per contest
Wrestling-Match Timer, Scorer	\$20 per contest
Volleyball-Scorer	\$20 per contest

##### High School:

Football-Timer, P.A., Scorer	\$23 per contest
Statistician, Video Screen	
Wrestling-Timer, P.A.	\$23 per contest
Basketball-Timer, Scorer, P.A.	\$23 per contest
Volleyball-Scorer	\$23 per contest
Track-Scorer, P.A., Video Screen	\$23 per contest

Payment shall be restricted to two (2) contests on a single date.

##### High School Special Events:

Wrestling-System Manager	\$150 per contest
Track-Computer/Timing Operator	\$75 per contest
Football-Event Host	\$150 per contest
Volleyball-Tournament Scorer	\$75 per contest

Payment shall be restricted to one (1) contest on a single date.

APPENDIX 4  
GRIEVANCE REPORT

Number \_\_\_\_\_

Date Filed \_\_\_\_\_

College Community School District

\_\_\_\_\_ Building

\_\_\_\_\_  
(Name of Grievant)

Distribution:

1. \_\_\_\_\_ Association
2. \_\_\_\_\_ Employee
3. \_\_\_\_\_ Supervisor/Principal
4. \_\_\_\_\_ Superintendent

STEP 1

A. Date Violation Occurred or Date of First Knowledge

\_\_\_\_\_  
\_\_\_\_\_

B. Section (s) of Contract or Policy Violated

\_\_\_\_\_

C. Statement of Grievances

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

D. Relief Sought

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Grievant

E. Disposition by Principal of Immediate Supervisor

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Principal  
Or Immediate Supervisor

STEP II

A. \_\_\_\_\_  
Signature of Grievant Date Received by Superintendent

B. Disposition of Superintendent or Designee \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Association President

\*\*\* If additional space is needed, attach additional sheets. \*\*\*

Note: All provisions of the Grievance Article of the current Negotiated Agreement shall be strictly observed in the settlement of grievances.

### COURSE APPROVAL REQUEST (for Educational Lane Advancement)



THIS FORM MUST BE SUBMITTED PRIOR TO REGISTRATION IN THE COURSE.

**General Credit Provisions:**

One semester hour of credit is given for every fifteen (15) contact hours. This provision does not apply to credit courses offered by colleges and universities. Lane advancement credit is not awarded for contract day workshops unless there is an additional required project (usually 1 additional credit hour) a person chooses to complete AFTER the workshop on their own time.

Final credit will be awarded upon receipt of transcript/official record.

**\*\*Beginning July 1, 2017 only graduate credit from an accredited college or university shall be used for educational lane advancement.**

**\*\*Click [here](#) for a link to the document that specifies deadlines and procedures for lane advancement if you anticipate using recertification credits for lane advancement prior to July 1, 2017.**

Date:

Teacher Name:

Last Four Digits of Social Security Number:

Teaching Assignment:

Your Email :

Course One	Course Two	Course Three
Course Number: <input type="text"/>	Course Number: <input type="text"/>	Course Number: <input type="text"/>
Exact Title of Course / Workshop: <input type="text"/>	Exact Title of Course / Workshop: <input type="text"/>	Exact Title of Course / Workshop: <input type="text"/>
Number of Credit Hours: <input type="text"/>	Number of Credit Hours: <input type="text"/>	Number of Credit Hours: <input type="text"/>
Type of Hours: <input checked="" type="radio"/> Graduate <input type="radio"/> Recertification	Type of Hours: <input type="radio"/> Graduate <input type="radio"/> Recertification	Type of Hours: <input type="radio"/> Graduate <input type="radio"/> Recertification
Sponsoring Agency or Institution: <input type="text"/>	Sponsoring Agency or Institution: <input type="text"/>	Sponsoring Agency or Institution: <input type="text"/>
Dates of Offering: <input type="text"/>	Dates of Offering: <input type="text"/>	Dates of Offering: <input type="text"/>
Time of Offering: <input checked="" type="radio"/> During School Day <input type="radio"/> After School Hours <input type="radio"/> During Summer	Time of Offering: <input type="radio"/> During School Day <input type="radio"/> After School Hours <input type="radio"/> During Summer	Time of Offering: <input type="radio"/> During School Day <input type="radio"/> After School Hours <input type="radio"/> During Summer

Other Information:

# REQUEST FOR CHANGE IN CONTRACT

(For Educational Lane Advancement)



I hereby request a change in my 2016/2017 contract as follows:

Change contract

from Lane , Step   
to Lane , Step

[\(Click here to see current salary schedule.\)](#)

reflecting a change

from \$   
to \$

The reason for this change is:

- Completed the necessary courses for a lane advancement
- Completed the necessary courses for a Master's Degree
- Other:

(NOTE: No request for advancements will be accepted for course work after **September 1st**. All proof must be submitted to Kim Simoens in the ESC no later than **October 1st**. Request for increase in contract figure must be accompanied by proof, which is to be kept in teacher's folder.) 50% of the courses taken for this lane advancement must be graduate level courses.

**\*\*Beginning July 1, 2017 only graduate credit from an accredited college or university shall be used for educational lane advancement.**

**\*\*[Click here](#) for a link to the document that specifies deadlines and procedures for lane advancement if you anticipate using recertification credits for lane advancement prior to July 1, 2017.**

Name:   
Last Four Digits of Social Security Number:   
Email:   
Building:   
Date Submitted: