

2025-2026

Negotiated Agreement

Between
The Alcester-Hudson
Education Association (AHEA)
And
The Alcester-Hudson Board of
Education

4/14/2025

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2025-2026 PROVISIONS

1. COLLECTIVE BARGAINING/NEGOTIATION PROCESS

- a. In accordance with SDCL 3-18, the Board hereby recognizes the Alcester-Hudson Education Association (AHEA) as the official representative for all professional personnel on the teaching staff, excluding administrative personnel. This recognition may continue in effect until questioned by the Board or any employee organization.
- b. The parties agree to enter into negotiations pursuant to SDCL 3-18.
- c. Neither party in any negotiations shall have any control over the selection of the negotiating or representation of the other party. The parties mutually pledge that their representatives will be authorized to make proposals and consider proposals in the course of negotiations. Each party shall determine its own chairman and/or spokesman.
- d. Either party may utilize the services of outside consultants and may call upon professional and legal representatives for advice during the negotiations.
- e. Negotiation sessions shall be held at times and locations mutually acceptable to both parties. Prior to adjournment the time, location, and agenda of the next session shall be determined by mutual agreement.
- f. Upon tentative agreement between the parties, the items of agreement shall be reduced to writing and signed by both parties' chairman and witnessed by the parties present at the negotiation session. A copy shall be submitted to the Board and the Teacher Association for ratification (approval or disapproval).
- g. It was agreed by the Board and AHEA that a sheet signed by both parties shall be attached each year to the accepted teacher provisions stating that changed items were agreed to by the Alcester-Hudson School Board and the Alcester-Hudson Education Association.

2. SICK LEAVE

- a. Sick leave with full pay shall be ten (10) days per year, accumulative to eighty (80) days. All 10 days per year (minus 1 one day for the sick leave bank, if applicable) may apply to family leave--sickness of spouse, child, stepchild, parent, brother or sister. The School Board may grant additional days. Accumulated sick leave shall be reduced by the actual time absent whenever the teacher is receiving full salary through school provided benefits. In cases of frequent or prolonged absences due to illness, the School Board, through the administration reserved the right to have the employee's state of health certified by the physician of the Board's choice before sick leave benefits will be allowed.
- b. An employee who has earned sick days beyond the accumulated 80 days and has contributed one (1) day of sick leave to the fund, will be reimbursed \$150 for each three (3) sick leave days not used, said reimbursement payable at the end of the school year. Total unused days cannot exceed nine (9) days per school year or \$450 maximum.

3. IN-SERVICE DAYS

- a. Any in-service days that are not part of the 175 day contract will be paid at \$200 per day.
- b. In-service program content shall be determined by a committee composed of the superintendent/CEO, elementary and secondary principals, and one elementary and one secondary teacher selected by the Alcester-Hudson Education Association.

4. SICK LEAVE PAYOUT

- a. Any teacher who is leaving the Alcester-Hudson School System, who has accumulated any sick leave days will receive \$50.00 for every sick leave day accumulated. He or she must have been an employee of the school system for a minimum of 10 years.

5. SICK LEAVE ASSISTANCE FUND

- a. Any Alcester-Hudson School District employee who is granted an accumulation of eighty (80) sick days may contribute one (1) day of sick leave each year.
- b. Sick day contribution forms will be prepared and distributed to all new eligible employees. New employees wishing to contribute a day of sick leave will return the completed signed form to the Business Manager no later than September 15th of the school year. Membership will be renewed automatically each year until the employee notifies the Business Manager in writing of their intent not to participate, prior to September 15th.
- c. To be eligible to use the fund, an employee must have contributed to the Sick Leave Assistance Fund each year such participation has been available. First year employees must have contributed to the Fund before applying for additional sick leave days from the Fund.
- d. Should an eligible employee suffer a prolonged illness, which exhausts the employee's sick leave, the employee may request additional sick leave days from the Fund. These additional sick leave days shall not be deducted from the recipient's future accumulated sick leave. Such a recipient shall be limited to a total of twenty (20) days per school year.
- e. Applications for additional sick leave from the Fund, shall be reviewed by a Sick Leave Assistance Fund Committee, composed of the Superintendent, the employee's building Principal, the School Board President or his/her designee, and two teachers appointed by the Association. The Committee shall reach a decision and request such use of additional sick leave to the School Board, who shall make the final determination of each case.
- f. An employee is reserved the right to appeal directly to the School Board for additional sick leave from the Fund should the Committee recommend against granting such leave.

6. PERSONAL LEAVE

- a. Each teacher shall be entitled to three (3) days leave per year non-accumulative. There will be no deduction from the teacher's pay for either of the days used. Personal leave will not be allowed during the scheduled parent-teacher conferences unless there is an emergency as approved by the Superintendent.
- b. Additional days of unpaid leave beyond the three days of personal leave may be granted by the superintendent. Except for extenuating reasons beyond the control of the employee, all requests for unpaid leave must be submitted in writing by the employee's supervisor at least five (5) days prior to the requested date of absence.
- c. Each teacher who has not used his/her Personal Leave days will be reimbursed \$85 per day for days not used, said reimbursement payable at the end of the school year. Total unused days cannot exceed three (3) days per school year or \$255 maximum.
- d. A teacher cannot exceed 3 personal days in a year. No teacher can use more than one personal day in May.

7. BEREAVEMENT LEAVE

- a. Up to five (5) days of bereavement leave, not deducted from sick leave, per incident, non-accumulative, shall be allowed each teacher upon the death of his/her spouse, child, stepchild, parent, son-in-law, daughter-in-law or parent-in-law to fulfill the responsibilities he/she may hold within the family.
- b. Up to three (3) days of bereavement leave, per incident, not subtracted from the teacher's sick leave, shall be allowed each teacher upon the death of a brother, sister, grandparent, grandchild, brother-in-law, sister-in-law, or grandparent-in-law to fulfill the responsibilities he/she may hold within the family. One (1) day of bereavement leave, per incident, not subtracted from the employee's sick leave, shall be allowed each teacher upon the death of niece, nephew, aunt, uncle, and great-grandparent.
- c. Up to one (1) day of bereavement leave, per incident, shall be allowed each teacher upon the death of a friend or more distant relative. If the teacher has an unused personal day, such a day of leave will be considered a day of personal leave and will be taken from the teacher's day of personal leave. If the teacher does not have any remaining personal leave days, this day will be a day without pay. If the teacher attends funeral services as the representative of the School District, as designated by the Superintendent, this day will not be classified as a personal leave day.
- d. If the distance for travel requires additional days, which result in time lost from teaching duties, the additional time will be subtracted from:
 1. Sick leave, if the bereavement leave is upon the death of a relative as specified in paragraphs one or two above and providing the teacher has sufficient days of sick leave to use for this purpose.

2. Personal leave, if the bereavement leave is upon the death of a relative or close friend as specified in paragraph three above and providing the teacher has sufficient days of personal leave to use for this purpose.
3. The School District will pay the salary of the substitute if a teacher is asked to serve as a pallbearer and the time missed will be deducted from the teacher's sick leave.

8. SALARY SCHEDULE ADVANCEMENT

- a. Teachers who qualify for advance on the salary schedule by virtue of additional summer school credits will be so placed for the contract year upon presentation of proper evidence and a new contract will be issued provided that proof of entitlement is submitted in writing to the Superintendent of Schools before September 8th of each school year. If a teacher earns hours of credit which qualify the teacher for the next higher education level, the teacher will move across the schedule in the step first horizontally, then vertically.

9. YEARLY PROGRESS

- a. The School Board, upon recommendation of the administration after consultation with the teacher in question and the teacher advisory committee, reserves the right to withhold the annual increment for any teacher not showing a desirable amount of progress during the previous year, but not without just cause.

10. MERIT PAY

- a. The School Board may consider merit pay or the merit of special training of any teacher at any time they feel it to be in the best interest of the school. The interpretations of the schedule and its application to individual case will rest with the Alcester-Hudson School Board.

11. PREVIOUS EXPERIENCE

- a. Effective for teachers new to the system, credit will be given for up to and including ten (10) years previous experience gained within the (10) ten years immediately prior to employment by the Alcester-Hudson School District.
- b. Extraordinary circumstances may occasionally arise that would require the Board of Education to deviate from this provision, such as, a vacancy that is deemed hard to fill. With the approval from AHEA, a new teacher may be granted additional years of experience of more than 10 years.

12. LUNCH

- a. Teachers shall be entitled to a duty-free lunch period of twenty (20) minutes.

13. HEALTH INSURANCE

- a. The Alcester-Hudson School District shall pay the single premium rate up to \$420 per month for twelve (12) months and the family premium rate up to \$850 per month for twelve (12) months for the school's months for the school's major medical health insurance policy.
- b. A mutual agreement between the district and the employees shall be implemented before the coverage is changed from one company to another.
- c. The Alcester-Hudson School District will contribute \$500 per year toward an HSA (Health Savings Account) for all teachers who are enrolled in the provided insurance plan at the start of the new school year and are eligible for an HSA. New teachers who are hired after the start of the school year and elect to enroll in the health insurance plan will not receive the \$500 contribution.

Employees will be considered not eligible for an HSA if they:

- are covered by another health plan that is not a qualified High Deductible Health Plan (dual coverage)
- are covered by Tricare
- are a dependent on someone else's tax return
- are 65 or older and have signed up for Medicare coverage, or
- have a spouse contributing to a Medical FSA that is not "limited" or "combination."

Disclaimer: See IRS Publication 969."

14. TERMINATION CLAUSE POLICY

- a. If a teacher initiates the termination of his/her teaching contract prior to its terminal date, it is agreed that the school district will suffer damages that would be impracticable or extremely difficult to fix and therefore the teacher shall pay or the school district will withhold from any monies due the teacher a sum as liquidated damages as per the following schedule if such termination occurs:

1. May 1 through May 31	\$1,000
2. June 1 through June 30	\$1,500
3. July 1 through July 31	\$2,500
4. August 1 to the end of the current year	\$5,000

- b. It is hereby agreed that the amounts herein specified are fair and reasonable damages for breach of contract as provided in SDCL 53-9-5. It is further agreed that the assessment of liquidated damages shall not preclude the school district's utilization of the provisions of SDCL 13-42-9 revocation of certification. Any exception will be at the discretion of the School Board in regard to termination requests by a teacher.

15. COACHING

- a. There will be a \$50.00 deduction taken from the reimbursement of any coach who allows a student to practice or participate in their sport if the student has not filed the completed SDHSAA physical form and medical consent form in the school office. This policy shall also apply if a coach or director allows an academically ineligible student to participate in interscholastic competition, which is under the control or sponsorship of the SDHSAA.
- b. Coaches will take all mandated classes for their coaching assignments prior to the season starting. The Alcester-Hudson School District will reimburse coaches for classes that are mandated by the SDHSAA starting in the 2021-2022 school year.
- c. The Alcester-Hudson School Board will pay for membership to the SDHSCA for all coaches in the Alcester-Hudson School District.

16. CALENDAR

- a. When the school calendar is adopted or adjusted by the school board, an AHEA member may present the associations viewpoints.

17. RETIREMENT POLICY

- a. If an Employee of Alcester-Hudson School District #61-1 retires before they reach the age of 65, they are allowed to continue their current health coverage at the same employee rate, until they become Medicare eligible. If they are receiving Employee +spouse coverage, the spouse is also allowed to stay on the coverage at the same employee rate until they become Medicare eligible. The District will not contribute any benefit toward the retiree, retiree+spouse, or family premium. The full premium is paid by the retiree or the retiree's spouse.

18. PREGNANCY/PARENTAL LEAVE

A. Pregnancy Disability Leave for the employee who is/was physically pregnant.

- a. After normal childbirth, up to 30 calendar days of total paid leave from the date of delivery (not to include sick or personal days) will be granted to the employee.
- b. After a c-section childbirth, up to 45 calendar days of total paid leave from the date of delivery (not to include sick or personal days) will be granted to the employee.

B. Adoption Leave for employees who will be an adopted child's legal parent.

- a. After an adoption of a child, up to 30 calendar days of total paid leave (not to include sick or personal days) will be granted to the employee within the first 30 calendar days of custody.

C. Parental Leave for employees who will be a newborn child's legal parent.

- a. After a childbirth, up to 5 (five) school days of total paid leave (not to include sick or personal days) will be granted to the employee in the first 30 calendar days after birth.

D. Parental Leave Extension available for Pregnancy Disability, Adoption, and Parental Leave

- a. The teacher granted pregnancy disability leave shall be extended up to 10 days through the use of personal and/or sick days (not to exceed 10 days) if such leave is available. The extended leave must be taken immediately after the paid leave.
- b. The teacher granted adoption or parental leave shall be extended up to 10 days through the use of personal and/or sick days (not to exceed 10 days) if such leave is available. The extended leave must be within the first 4 months of delivery/custody.

E. Additional/Extended Leave (per FMLA)

- a. Any additional/extended leave in excess of the paid leave listed above and the 10 day extension shall be taken without pay and the Board shall deduct from the salary of the teacher 1/175 of pay for each day absent. If no personal or sick leave is available, the board shall deduct from the salary of the teacher 1/175 of pay for each day absent.
- b. A teacher who takes such leave shall regain all accrued and contractual rights upon returning to active employment.
- c. While on leave a teacher shall have the option to remain an active participant in fringe Benefits Programs. The Board shall pay its share of any premiums or matching funds, provided the Board is legally obligated to pay a salary. Such benefits shall be granted for no more than one year beyond the commencement of leave. The provision of this paragraph shall be contingent upon agreement by any insurance companies or other institutions that provide benefits

19. DAYCARE EMERGENCY

- a. If an employee is a parent or legal guardian of a child(ren) in daycare and has a sudden loss of daycare (no warning, and due to the daycare provider), causing the employee to miss work, the employee may get paid for up to 3 days. The employee must use their personal leave first and then use sick leave.

20. LONG DISTANCE TEACHING

- a. Each teacher who teaches a long distance class will receive a stipend, in an amount to be the same as paid by Southeast Area Coop, per semester per class to be paid by the school district. This only applies if the teacher is not already receiving a stipend for that class from another governing body (i.e. Southeast Area Cooperative).

21. FAMILY MILITARY LEAVE

- a. Family Military Leave: Up to five (5) days of family military leave, not deducted from sick leave, per incident, non-accumulative, shall be allowed each teacher upon a spouse or child being called to active duty by the United States Armed Forces.

22. BENEFIT STIPEND

- a. Faculty members who do not use the School District provided health insurance will receive \$360 -\$30 per month. This benefit is only available for veteran teachers and will no longer be available to new staff beginning with the 2008-2009 school year. Veteran teachers who drop the insurance after this date will also not qualify for this benefit.

23. CODIFIED CONTRACT LAW

- a. The following Codified Law will be attached to all contracts offered at the Alcester-Hudson School District – with the stipulation that beginning with the September payment, all checks will be held for any teacher/administrator without a valid certificate in the administrative office by September 8. Per Codified Law 13-42-1. Certificate required teaching or administering in public school. No person may teach or administer in any of the public schools of this state or draw wages as a teacher, principal, or superintendent who does not have a certificate issued by the secretary of the Department of Education authorizing the person to teach or administer in the school or field for which he was employed.

24. STUDENT TEACHERS

- a. When an Alcester-Hudson School District teacher serves as a supervising teacher for a student teacher, any stipend provided by the university or college to compensate the supervising teacher shall be paid to the supervising teacher.

25. EVALUATIONS

- a. The Alcester-Hudson School District will use the SD Teacher Effectiveness Model for teacher evaluations. In conjunction with this model, certain procedures related to formal observations/teacher evaluations must be followed.
- b. The minimum formal evaluations/classroom observations should be scheduled as follows:
 - 1. All new teachers must be formally observed/evaluated a minimum of once each semester for the first three (3) years. Each observation/evaluation will follow the framework of the SD Teacher Effectiveness Model, with an emphasis to be placed upon a pre-observation conference and post-observation conference between the evaluator and the teacher involved in the evaluation process.
 - 2. All other teachers shall be formally observed/evaluated a minimum of once per year according to same observation/evaluation provisions listed in section (a).

3. The administration will be responsible for the evaluation of teaching and coaching personnel.
4. A teacher may request additional visitation by mutual agreement.
- c. Following the visitation, the administrator will prepare documentation of the visitation and shall have a post-observation conference with the teacher regarding the visitation. It is understood that the instrument to be used will be discussed and signed by both the administrator and the teacher at that time. If either party refuses to sign, it must be witnessed by a third party.
- d. The visitation and post-observation conference will be completed/conducted within five (5) working days of the completion of the teacher's self-evaluation form.
- e. The evaluation form prior to reemployment of instructional personnel will include the following:
 1. Recommendation for continued employment
 2. Recommendation for continued employment with qualifications.
 3. Recommendation for nonrenewal.

26. PREP TIME

- a. Each full-time classroom teacher shall have no less than 220 minutes for preparation for each full school week (5 days). The sum of preparation time will be reflected on the Middle School/High School Staff Schedule. Elementary teachers shall be provided the time that their students are in specials or recess as preparation time. Elementary preparation time shall be determined by the elementary principal.
- b. If a situation arises in which a teacher is asked to cover a class (during his or her preparation period/time) for another teacher, the covering teacher shall be compensated sub pay for the time they cover. In order to receive compensation, the subbing must have been assigned by administration on their designee and teachers must submit hours and dates of related coverages to the business manager in the form of a voucher.
- c. If a situation arises in which a teacher is asked to cover a class or supervise a study hall which is of more than an incidental nature and the teacher agrees to take on the added duties, the teacher shall be compensated at a negotiated rate/salary.

27. VACANCIES

- a. When vacancies arise in the district, all employees must be notified in writing (via email is acceptable) regarding the specifications of the vacancy. In the event a teacher or coach within the system wishes to transfer to a vacant position within the district for which he/she is certified, that teacher request will be reviewed and considered along with the applications of certified personnel from outside the system.

28. ACCOUNTABILITY STANDARD BASE SALARY

- a. If the Alcester-Hudson School District does not comply with the accountability standards in the funding formula and negotiations have been settled, the Alcester-Hudson School District may increase the district base salary to comply with the accountability standards outlined in the funding formula. The District base salary will be increased without reopening negotiations.

29. EQUALITY

- a. The school district will not pay for or reimburse a teacher for university classes or Praxis tests required for teacher licensure.
- b. If there is a need in the district for an endorsement in order to offer a specific class or other qualification, the district will first look to see if there is another qualified teacher to fill the position. If no qualified teachers are found or otherwise able to fulfill the need, the district can then pay for or reimburse a teacher for university classes or Praxis tests provided the opportunity is extended to all teachers.
- c. If more than one teacher asks for the opportunity, the administration shall select the teacher to receive the endorsement.

Alcester - Hudson School District 61-1							
2025-2026 Salary Schedule							
Step**	BA/BS	BA/BS+18	BA/BS+36	MA/MS	MA/MS +18	MA/MS +36	Spec/Doc
1	46,000	46,650	47,300	48,350	49,050	49,750	50,850
2	46,450	47,100	47,750	48,800	49,500	50,200	51,300
3	46,900	47,550	48,200	49,250	49,950	50,650	51,750
4	47,350	48,000	48,650	49,700	50,400	51,100	52,200
5	47,800	48,450	49,100	50,150	50,850	51,550	52,650
6	48,250	48,900	49,550	50,600	51,300	52,000	53,100
7	48,700	49,350	50,000	51,050	51,750	52,450	53,550
8	49,150	49,800	50,450	51,500	52,200	52,900	54,000
9	49,600	50,250	50,900	51,950	52,650	53,350	54,450
10	50,050	50,700	51,350	52,400	53,100	53,800	54,900
11	50,500	51,150	51,800	52,850	53,550	54,250	55,350
12	50,950	51,600	52,250	53,300	54,000	54,700	55,800
13	51,400	52,050	52,700	53,750	54,450	55,150	56,250
14	51,850	52,500	53,150	54,200	54,900	55,600	56,700
15	52,300	52,950	53,600	54,650	55,350	56,050	57,150
16		53,400	54,050	55,100	55,800	56,500	57,600
17		53,850	54,500	55,550	56,250	56,950	58,050
18		54,300	54,950	56,000	56,700	57,400	58,500
19		54,750	55,400	56,450	57,150	57,850	58,950
20		55,200	55,850	56,900	57,600	58,300	59,400
21		55,650	56,300	57,350	58,050	58,750	59,850
22		56,100	56,750	57,800	58,500	59,200	60,300
23		56,550	57,200	58,250	58,950	59,650	60,750
24		57,000	57,650	58,700	59,400	60,100	61,200
25		57,450	58,100	59,150	59,850	60,550	61,650
26		57,900	58,550	59,600	60,300	61,000	62,100
27		58,350	59,000	60,050	60,750	61,450	62,550
28		58,800	59,450	60,500	61,200	61,900	63,000
29		59,250	59,900	60,950	61,650	62,350	63,450
30		59,700	60,350	61,400	62,100	62,800	63,900
31		60,150	60,800	61,850	62,550	63,250	64,350
32		60,600	61,250	62,300	63,000	63,700	64,800
33		61,050	61,700	62,750	63,450	64,150	65,250
34		61,500	62,150	63,200	63,900	64,600	65,700
35		61,950	62,600	63,650	64,350	65,050	66,150
36		62,400	63,050	64,100	64,800	65,500	66,600
37		62,850	63,500	64,550	65,250	65,950	67,050
38		63,300	63,950	65,000	65,700	66,400	67,500
39			64,400	65,450	66,150	66,850	67,950
40			64,850	65,900	66,600	67,300	68,400
41				66,350	67,050	67,750	68,850

<u>SPORTS</u>	%	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ATHLETIC DIRECTOR	20.00%	9,200.00	9,290.00	9,380.00	9,470.00	9,560.00	9,650.00	9,740.00	9,830.00	9,920.00	10,010.00	10,100.00	10,190.00	10,280.00	10,370.00	10,460.00
BASKETBALL HEAD	11.00%	5,060.00	5,109.50	5,159.00	5,208.50	5,258.00	5,307.50	5,357.00	5,406.50	5,456.00	5,505.50	5,555.00	5,604.50	5,654.00	5,703.50	5,753.00
BASKETBALL ASST	7.50%	3,450.00	3,483.75	3,517.50	3,551.25	3,585.00	3,618.75	3,652.50	3,686.25	3,720.00	3,753.75	3,787.50	3,821.25	3,855.00	3,888.75	3,922.50
BASKETBALL JH	4.80%	2,208.00	2,229.60	2,251.20	2,272.80	2,294.40	2,316.00	2,337.60	2,359.20	2,380.80	2,402.40	2,424.00	2,445.60	2,467.20	2,488.80	2,510.40
CROSS COUNTRY	7.25%	3,335.00	3,367.63	3,400.25	3,432.88	3,465.50	3,498.13	3,530.75	3,563.38	3,596.00	3,628.63	3,661.25	3,693.88	3,726.50	3,759.13	3,791.75
FOOTBALL HEAD	10.00%	4,600.00	4,645.00	4,690.00	4,735.00	4,780.00	4,825.00	4,870.00	4,915.00	4,960.00	5,005.00	5,050.00	5,095.00	5,140.00	5,185.00	5,230.00
FOOTBALL ASST	6.85%	3,151.00	3,181.83	3,212.65	3,243.48	3,274.30	3,305.13	3,335.95	3,366.78	3,397.60	3,428.43	3,459.25	3,490.08	3,520.90	3,551.73	3,582.55
FOOTBALL JH	4.80%	2,208.00	2,229.60	2,251.20	2,272.80	2,294.40	2,316.00	2,337.60	2,359.20	2,380.80	2,402.40	2,424.00	2,445.60	2,467.20	2,488.80	2,510.40
FIELD MAINT	1.95%	897.00	905.78	914.55	923.33	932.10	940.88	949.65	958.43	967.20	975.98	984.75	993.53	1,002.30	1,011.08	1,019.85
GOLF HEAD	6.85%	3,151.00	3,181.83	3,212.65	3,243.48	3,274.30	3,305.13	3,335.95	3,366.78	3,397.60	3,428.43	3,459.25	3,490.08	3,520.90	3,551.73	3,582.55
GOLF ASST	6.00%	2,760.00	2,787.00	2,814.00	2,841.00	2,868.00	2,895.00	2,922.00	2,949.00	2,976.00	3,003.00	3,030.00	3,057.00	3,084.00	3,111.00	3,138.00
SOFTBALL HEAD	9.50%	4,370.00	4,412.75	4,455.50	4,498.25	4,541.00	4,583.75	4,626.50	4,669.25	4,712.00	4,754.75	4,797.50	4,840.25	4,883.00	4,925.75	4,968.50
SOFTBALL ASST	6.00%	2,760.00	2,787.00	2,814.00	2,841.00	2,868.00	2,895.00	2,922.00	2,949.00	2,976.00	3,003.00	3,030.00	3,057.00	3,084.00	3,111.00	3,138.00
TRACK HEAD	9.50%	4,370.00	4,412.75	4,455.50	4,498.25	4,541.00	4,583.75	4,626.50	4,669.25	4,712.00	4,754.75	4,797.50	4,840.25	4,883.00	4,925.75	4,968.50
TRACK ASST	6.00%	2,760.00	2,787.00	2,814.00	2,841.00	2,868.00	2,895.00	2,922.00	2,949.00	2,976.00	3,003.00	3,030.00	3,057.00	3,084.00	3,111.00	3,138.00
TRACK JH	4.00%	1,840.00	1,858.00	1,876.00	1,894.00	1,912.00	1,930.00	1,948.00	1,966.00	1,984.00	2,002.00	2,020.00	2,038.00	2,056.00	2,074.00	2,092.00
TRACK MAINT	1.25%	575.00	580.63	586.25	591.88	597.50	603.13	608.75	614.38	620.00	625.63	631.25	636.88	642.50	648.13	653.75
VOLLEYBALL HEAD	11.00%	5,060.00	5,109.50	5,159.00	5,208.50	5,258.00	5,307.50	5,357.00	5,406.50	5,456.00	5,505.50	5,555.00	5,604.50	5,654.00	5,703.50	5,753.00
VOLLEYBALL ASST	7.50%	3,450.00	3,483.75	3,517.50	3,551.25	3,585.00	3,618.75	3,652.50	3,686.25	3,720.00	3,753.75	3,787.50	3,821.25	3,855.00	3,888.75	3,922.50
VOLLEYBALL JH	4.80%	2,208.00	2,229.60	2,251.20	2,272.80	2,294.40	2,316.00	2,337.60	2,359.20	2,380.80	2,402.40	2,424.00	2,445.60	2,467.20	2,488.80	2,510.40
WRESTLING HEAD	11.00%	5,060.00	5,109.50	5,159.00	5,208.50	5,258.00	5,307.50	5,357.00	5,406.50	5,456.00	5,505.50	5,555.00	5,604.50	5,654.00	5,703.50	5,753.00
WRESTLING ASST	7.50%	3,450.00	3,483.75	3,517.50	3,551.25	3,585.00	3,618.75	3,652.50	3,686.25	3,720.00	3,753.75	3,787.50	3,821.25	3,855.00	3,888.75	3,922.50
<u>OTHER ACTIVITIES</u>																
ADVANCED ED	1.00%	460.00	464.50	469.00	473.50	478.00	482.50	487.00	491.50	496.00	500.50	505.00	509.50	514.00	518.50	523.00
BAND	9.70%	4,462.00	4,505.65	4,549.30	4,592.95	4,636.60	4,680.25	4,723.90	4,767.55	4,811.20	4,854.85	4,898.50	4,942.15	4,985.80	5,029.45	5,073.10
CHEER FALL	5.50%	2,530.00	2,554.75	2,579.50	2,604.25	2,629.00	2,653.75	2,678.50	2,703.25	2,728.00	2,752.75	2,777.50	2,802.25	2,827.00	2,851.75	2,876.50
CHEER WINTER	5.50%	2,530.00	2,554.75	2,579.50	2,604.25	2,629.00	2,653.75	2,678.50	2,703.25	2,728.00	2,752.75	2,777.50	2,802.25	2,827.00	2,851.75	2,876.50
CUBETTE	6.00%	2,760.00	2,787.00	2,814.00	2,841.00	2,868.00	2,895.00	2,922.00	2,949.00	2,976.00	3,003.00	3,030.00	3,057.00	3,084.00	3,111.00	3,138.00
FCCLA	8.50%	3,910.00	3,948.25	3,986.50	4,024.75	4,063.00	4,101.25	4,139.50	4,177.75	4,216.00	4,254.25	4,292.50	4,330.75	4,369.00	4,407.25	4,445.50
FFA	8.50%	3,910.00	3,948.25	3,986.50	4,024.75	4,063.00	4,101.25	4,139.50	4,177.75	4,216.00	4,254.25	4,292.50	4,330.75	4,369.00	4,407.25	4,445.50
CONCESSIONS	5.50%	2,530.00	2,554.75	2,579.50	2,604.25	2,629.00	2,653.75	2,678.50	2,703.25	2,728.00	2,752.75	2,777.50	2,802.25	2,827.00	2,851.75	2,876.50
HOMECOMING	1.50%	690.00	696.75	703.50	710.25	717.00	723.75	730.50	737.25	744.00	750.75	757.50	764.25	771.00	777.75	784.50
HONOR SOCIETY	1.25%	575.00	580.63	586.25	591.88	597.50	603.13	608.75	614.38	620.00	625.63	631.25	636.88	642.50	648.13	653.75
MATH OLYMPIAD	1.00%	460.00	464.50	469.00	473.50	478.00	482.50	487.00	491.50	496.00	500.50	505.00	509.50	514.00	518.50	523.00
MUSICAL HEAD	4.00%	1,840.00	1,858.00	1,876.00	1,894.00	1,912.00	1,930.00	1,948.00	1,966.00	1,984.00	2,002.00	2,020.00	2,038.00	2,056.00	2,074.00	2,092.00
MUSICAL ASST	2.75%	1,265.00	1,277.38	1,289.75	1,302.13	1,314.50	1,326.88	1,339.25	1,351.63	1,364.00	1,376.38	1,388.75	1,401.13	1,413.50	1,425.88	1,438.25
ORAL INTERP	5.50%	2,530.00	2,554.75	2,579.50	2,604.25	2,629.00	2,653.75	2,678.50	2,703.25	2,728.00	2,752.75	2,777.50	2,802.25	2,827.00	2,851.75	2,876.50
PLAY HEAD	4.00%	1,840.00	1,858.00	1,876.00	1,894.00	1,912.00	1,930.00	1,948.00	1,966.00	1,984.00	2,002.00	2,020.00	2,038.00	2,056.00	2,074.00	2,092.00
PLAY ASST	3.00%	1,380.00	1,393.50	1,407.00	1,420.50	1,434.00	1,447.50	1,461.00	1,474.50	1,488.00	1,501.50	1,515.00	1,528.50	1,542.00	1,555.50	1,569.00
PROM	4.65%	2,139.00	2,159.93	2,180.85	2,201.78	2,222.70	2,243.63	2,264.55	2,285.48	2,306.40	2,327.33	2,348.25	2,369.18	2,390.10	2,411.03	2,431.95
STUDENT COUNCIL ELEM	2.00%	920.00	929.00	938.00	947.00	956.00	965.00	974.00	983.00	992.00	1,001.00	1,010.00	1,019.00	1,028.00	1,037.00	1,046.00
STUDENT COUNCIL JH/HS	2.00%	920.00	929.00	938.00	947.00	956.00	965.00	974.00	983.00	992.00	1,001.00	1,010.00	1,019.00	1,028.00	1,037.00	1,046.00
VIDEO BOARD	3.00%	1,380.00	1,393.50	1,407.00	1,420.50	1,434.00	1,447.50	1,461.00	1,474.50	1,488.00	1,501.50	1,515.00	1,528.50	1,542.00	1,555.50	1,569.00
VOCAL HS	4.00%	1,840.00	1,858.00	1,876.00	1,894.00	1,912.00	1,930.00	1,948.00	1,966.00	1,984.00	2,002.00	2,020.00	2,038.00	2,056.00	2,074.00	2,092.00
VOCAL ELEM	2.00%	920.00	929.00	938.00	947.00	956.00	965.00	974.00	983.00	992.00	1,001.00	1,010.00	1,019.00	1,028.00	1,037.00	1,046.00
VOCAL JH	2.00%	920.00	929.00	938.00	947.00	956.00	965.00	974.00	983.00	992.00	1,001.00	1,010.00	1,019.00	1,028.00	1,037.00	1,046.00