SAU #21 SCHOOL BOARDS' TENTATIVE AGREEMENT #1
WITH SEACOAST EDUCATION ASSOCIATION

October 25, 2022

The School Boards make the following tentative agreement with the Association. Items in bold are to be added and items struck-through are to be deleted.

TA
MSE
10/25/22

ARTICLE X – TEMPORARY LEAVES OF ABSENCE

Amend Section 10-2:

Leaves taken pursuant to this section shall be in addition to any sick leave to which a teacher is entitled. **After the conclusion of the work year, the Board will pay teachers who have not used all personal days during the work year a percentage of the substitute teacher daily rate according to the following table:**

Unused Personal Days	**Percentage of Substitute Daily Rate**
3.0	**300% (3 days at the substitute rate)**
2.5	**250% (2.5 days at the substitute rate)**
2.0	**200% (2 days at the substitute rate)**
1.5	**150% (1.5 days at the substitute rate)**
1.0	**100% (1 day at the substitute rate)**
0.5	**50% (0.5 days at the substitute rate)**

BW 10/26/22
AW 10/26/22

ARTICLE XXII – SALARIES

Add new Section 22-2.1:

Track movement on the salary schedule shall occur only after the teacher has submitted to the Human Resources Manager all documentation required to establish that the teacher qualifies for track movement. Track movement no longer will be granted retroactively to the start of the school year.

AW 10/26
BW 10/26/22

APPENDIX C – HEALTH AND DENTAL INSURANCE

Amend the Dental Insurance Section in Appendix C:

DENTAL INSURANCE

Effective July 1, ~~2019~~ **2023**

BW 10/26/22
AW 10/26/22

Eligible Employees are eligible for the following dental plan and the employer will pay the stated percentage of the premium:

PLAN – NE DELTA OPTION ~~1~~ **1S**	~~2019-23~~ **2023-27** EMPLOYER PAYS
1 Person Plan	75%
2 Person Plan	50%
Family Plan	50%

OPTION ~~1~~ **1S** includes: Plan Year Maximum: ~~$1,000~~ **$2,000** per person (coverage A, B, C combined), beginning each July 1st; Orthodontic Lifetime Maximum: $1,000 Per Person

Coverage A: Diagnostic/Preventive
No deductible
Services covered at 100%

Deductible: ~~$25 per person ($75 per Family) per year~~ **No deductible** for Coverage B & C

TA
1/4SE
10/25/22

Coverage B: Basic
Services covered at 80%

Coverage C: Major
Deductible - coordinated with Basic Services
Services covered at 50%

Coverage D: Orthodontics
No Deductible
Services covered at 50%
Lifetime maximum: $1,000 per person

SAU #21 SCHOOL BOARDS' TENTATIVE AGREEMENT #2
WITH SEACOAST EDUCATION ASSOCIATION

November 8, 2022

The School Boards make the following tentative agreement with the Association. The tentative agreement calls for no changes to the parties' 2019-23 collective bargaining agreement, except for those provisions that are expressly referenced herein and in the parties' Tentative Agreement #1 dated October 25, 2022. Items in bold are to be added and items struck-through are to be deleted.

ARTICLE III – GRIEVANCE PROCEDURE

The Association has withdrawn its proposal to amend Section 3-1.1 (allow Association to grieve without employees, and change deadline to initiate grievances from 20 calendar days to 20 school days).

ARTICLE VII – TIME REQUIREMENTS

Amend Section 7-5:

All teachers ~~in the junior and senior high schools~~ shall be provided with an uninterrupted preparation period of the same duration as a **standard** class period **of at least forty (40) minutes in duration** for students each school day when students are in attendance **for the full day. When a school day is shortened (e.g., by delayed opening or early release), all teachers will be provided with an uninterrupted preparation period which is prorated to the same duration as standard class periods are prorated that day; however, when a school day is shortened while it is in progress by an emergency or unforeseen circumstances (e.g., a storm), preparation periods are not guaranteed.** ~~All elementary classroom teachers shall be provided with one uninterrupted preparation period of no less than thirty-five (35) minutes' duration, when students are in attendance, except in any school in SAU #21 with fewer than six (6) full-time teachers, in which case they shall be provided with the number of preparation periods per week that corresponds with the number of days during that week that students are in attendance~~.

TS MSE 11/11/22

BM 11/11/22

AW 11/11/22

ARTICLE VIII – TEACHER WORK YEAR

The Association has withdrawn its proposal to amend Section 8-1 (decrease work year to 186 days).

ARTICLE IX – SICK LEAVE

Amend Section 9-1.1:

> Each teacher shall be granted leave for personal illness or illness in the immediate family (as defined in 10-4). The maximum number of days to be granted per year is as follows: ~~12~~ **15** days to be credited at the start of the school year.

The Association has withdrawn its proposal to amend Section 9-1.3 (increase maximum sick day accrual to 125 days).

The Boards have withdrawn their proposal to amend Section 9-5 (doctor's note after four or more consecutive sick days).

ARTICLE X – TEMPORARY LEAVES OF ABSENCE

The Association has withdrawn its proposal to amend Section 10-1 (expand personal leave to emergency days, increase to 4 days per year, and allow use in quarter-day increments).

The Association has withdrawn its proposal to amend Section 10-3 (delete caps on number of individuals in each school who may take personal leave on the same day during May and June).

ARTICLE XIV – COURSE REIMBURSEMENT

The Boards have withdrawn their proposal to amend Section 14-1 (reimburse only courses that are taken as part of an advanced degree or certificate program in which the teacher is enrolled).

Add new Section 14-2:

> **If a course is not graded with traditional letter grades, a grade of "pass" on a pass/fail system, "competent" on a competency system, or such other non-traditional grade as is approved by the Superintendent, shall be required for Section 14-1 instead of a "B" or better.**

The Association has withdrawn its proposal to add new Section 14-3 (annual committee to discuss course reimbursement).

ARTICLE XV – HEALTH INSURANCE

Amend Section 15-1:

> The District shall provide employees who work 80%-time or more the choice of health insurance plans in Appendix C. Employees who work at least 50%-time, but less than 80%-time, may purchase the health insurance plans in Appendix C at

~~the employees' sole expense~~ **a prorated amount**, subject to the insurer's permission.

Amend Section 15-3:

Any employee who **works 80%-time or more,** does not take health insurance and provides proof of coverage by alternative insurance, for the employee and others for whom the employee expects to claim a personal exemption deduction, from a source that provides minimum essential coverage (other than in the individual market), will receive ~~$1,200 for single membership, $1,500 for a 2-person membership and $1,750 for a family membership~~ **the following amount for the following membership**, minus any penalties imposed on the District because the employee receives an insurance subsidy (e.g., under the Patient Protection and Affordable Care Act)~~.~~ **:**

Membership	2023-24	2024-25	2025-26	2026-27
Single	**$1275**	**$1350**	**$1425**	**$1500**
2-Person	**$1575**	**$1650**	**$1725**	**$1800**
Family	**$1825**	**$1900**	**$1975**	**$2050**

If both spouses are employed by a district, and one is covered on the other's district-offered insurance, neither spouse will be eligible for the opt-out payment, except that a spouse who received the opt-out payment in 2018-19 will be grandfathered to receive it if they continue to be married, he/she continues to opt-out of district-offered insurance, and he/she continues to be covered on the other spouse's district-offered insurance.

TA MSE 11/11/22

ARTICLE XVIII – RETIREMENT STIPEND

BM 11/11/22

The Association has withdrawn its proposal to amend Section 18-1.1 (reduce years of servic the school district for retirement stipend from 15 to 10).

Amend Section 18-3:

A teacher eligible to receive a retirement stipend shall receive payment equal to: ~~$625~~ **$665** x number of years of service in the local School District, plus ~~$45~~ **$50** x number of unused accrued sick days at retirement (up to the maximum 120 days accrual under Section 9-1.3).

AW 11/11/22

ARTICLE XXII – SALARIES

Amend Section 22-1:

It is agreed that the teachers' salary schedules for the 2019-2023 school years are set forth in Appendix A attached hereto and made a part hereof. In addition to salaries

shown, any teacher who holds a CAGS (Certificate of Advanced Graduate Study) or a doctorate shall receive the following stipend:

	~~2019-20~~	~~2020-21~~	~~2021-22~~	~~2022-23~~	**2023-24**	**2024-25**	**2025-26**	**2026-27**
CAGS	~~$1690~~	~~$1736~~	~~$1784~~	~~$1833~~	**$1925**	**$1982**	**$2032**	**$2083**
Doctorate	~~$1955~~	~~$2009~~	~~$2064~~	~~$2121~~	**$2227**	**$2294**	**$2351**	**$2410**

Additional stipends for coaches and advisors in Appendix B shall be paid in a lump sum in the first paycheck following the completion of duties or in the last paycheck of the school year, whichever is sooner.

Amend Section 22-2:

A teacher shall be advanced through the steps of the salary schedule as follows, unless withheld for cause, upon recommendation of the Superintendent and approval of the Board: one (1) step increase in ~~2019-20~~ **2023-24**, one (1) step increase in ~~2020-21~~ **2024-25**, one (1) step increase in ~~2021-22~~ **2025-26**, and one (1) step increase in ~~2022-23~~ **2026-27**.

Public notice shall be made in instances of teachers being advanced more steps in a single year than the number of steps indicated in this section.

TA
MSE
11/11/22

Amend Section 22-4:

Eligible teachers will receive longevity payments as follows:

	~~2019-20~~	~~2020-21~~	~~2021-22~~	~~2022-23~~	**2023-24**	**2024-25**	**2025-26**	**2026-27**
10 Years (Only if on Top Step)					**$550**	**$550**	**$550**	**$550**
15 Years	~~$2041~~	~~$2097~~	~~$2155~~	~~$2214~~	**$2369**	**$2440**	**$2501**	**$2564**
20 Years	~~$2378~~	~~$2443~~	~~$2510~~	~~$2579~~	**$2760**	**$2842**	**$2913**	**$2986**

BM
11/11/22

This is based on continuous service in a district and is due as a single payment at the end of the school year.

AW
11/11/22

Add new Section 22-7:

Even if a course is approved for reimbursement under Section 14.1, no course credits completed after July 1, 2023 will count toward track advancement unless they are taken from an accredited college or university which counts those course credits toward its own Master's or higher-level degree program. In no event shall the District accept more credits than the college or university allows for its own graduate degree program. For example, if a teacher takes course credits from an accredited university which counts a maximum of 6 such credits toward its Master's or higher-level degree program, a maximum of 6 such credits will count toward track advancement. However, if a college or university ceases counting course credits toward its own Master's or higher-level degree program while a

teacher is taking that course from that college or university, the credits for that course will be counted toward the teacher's track advancement.

ARTICLE XXIII – RIGHTS OF THE PARTIES

The Association has withdrawn its proposal to add new Section 23-7 (provide safe, civil and professional working environment for all employees).

ARTICLE XXV – DURATION OF AGREEMENT

Amend Article XXV:

This Agreement shall take effect on July 1, ~~2019~~ **2023** and shall continue in effect until June 30, ~~2023~~ **2027**. Either the Boards or SEA may reopen negotiations on health insurance and salaries if they deem it desirable to do so to avoid penalties under the Affordable Care Act.

TA
MSE
11/11/22

APPENDIX A – SALARY SCHEDULES

Replace the salary schedules for 2019-2023 in Appendix A with the salary schedules for 2023-2027 that are attached hereto.

APPENDIX B – ADDITIONAL STIPENDS

BM
11/11/22

Replace the list of additional stipends for 2019-23 in Appendix B with the list of stipends for 2023-27 that is attached hereto.

APPENDIX C – HEALTH AND DENTAL INSURANCE

AW
11/11/22

Amend the Health Insurance Section in Appendix C:

HEALTH INSURANCE

Effective July 1, ~~2019~~ **2023**

A. Eligible employees have the choice of the following health insurance plans, and for employees who work 80%-time or more, the employer will pay the stated percentage of the premium:

PLAN	EMPLOYER'S PREMIUM SHARE			
	~~2019-20~~	~~2020-21~~	~~2021-22~~	~~2022-23~~ **2023-27**
LUMENOS 2500	~~89%~~	~~89%~~	~~89%~~	89%
~~BLUECHOICE 3 TIER (only for 2019-20)~~	~~69%~~	~~---~~	~~---~~	~~---~~
HMO as designated by the District	~~79%~~	~~79%~~	~~79%~~	79%
A low-cost plan as designated by the District	~~96%~~	~~96%~~	~~96%~~	96%

~~B. If the excise tax under the Affordable Care Act (currently 26 U.S.C. § 4980I) is still in effect to be assessed after January 1, 2022, then the parties agree to reopen negotiations on or about July 1, 2021. The purpose and scope of these negotiations shall be limited to health insurance and salaries in order to avoid excise tax under the Affordable Care Act. If the parties do not reach agreement in the reopened negotiations, the Boards may change the designated HMO plan to a less costly HMO plan to avoid excise tax under the Affordable Care Act. If during the course of the reopened negotiations or after their conclusion, the implementation of the excise tax is delayed beyond expiration of this Agreement or is repealed, then the Association and the Boards agree to revert to the contract language in place prior to July 1, 2021.~~

TA
MSE
11/11/22

~~C.~~ **B.** For employees who take Lumenos 2500, the Districts will pay $1,500 per year into an HSA for employees taking single coverage, and the Districts will pay $3,000 per year into an HSA for employees taking 2-person or family coverage. This payment will be made as a lump sum in the first payroll period after the effective date of coverage by which the employee has set up his/her HSA. If an employee changes from single to 2-person or family coverage, or vice versa, during the year, the District's contribution to the HSA will be prorated accordingly.

~~D.~~ **C.** The prescription coverage for each plan with a prescription benefit program will be R10/25/40M10/40/70 (Lumenos 2500 does not have a prescription benefit plan.).

BM
11/11/22

~~E.~~ **D.** Plan summaries are available through the Human Resources Office.

AW
11/11/22

2022-23 Bargaining Unit Salary Schedule

Step	B	B+15	B+30	M	M+15	M+30
1	47,264	48,918	50,631	52,656	54,499	56,407
2	49,037	50,753	52,530	54,630	56,543	58,523
3	50,877	52,657	54,499	56,680	58,664	60,717
4	52,784	54,631	56,543	58,805	60,864	62,993
5	54,762	56,680	58,664	61,010	63,146	65,356
6	56,817	58,805	60,864	63,298	65,513	67,807
7	58,948	61,011	63,147	65,671	67,971	70,348
8	61,158	63,298	65,513	68,135	70,520	72,988
9	63,451	65,671	67,971	70,689	73,163	75,724
10	65,831	68,135	70,520	73,340	75,907	78,564
11	68,155	70,540	73,009	76,091	78,752	81,511
12				78,943	81,707	84,566
13				81,732	84,591	87,553

2022-23 Bargaining Unit Demographic

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	2	0	0	2
2	1.2	0	3	2	0	0	6.2
3	2	1	0	1	0	0	4
4	1	0	0.5	0	1	1	3.5
5	1	1	0	3	0	0.6	5.6
6	0	0	1	2	0	2	5
7	3	0	0	8	1	2	14
8	0	0	0	2	2	0	4
9	5	0	0	3	6	2	16
10	0	0	0	4	3	3	10
11	11	5	8	3	2	1	30
12				3	1	10	14
13				34.3	24	103.2	161.5
Total	24.2	7	12.5	67.3	40	124.8	275.8

~~TA~~
MSE
11/11/22

2022-23 Bargaining Unit Salary Schedule Costs

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	105,312	0	0	105,312
2	58,844	0	157,590	109,260	0	0	325,694
3	101,754	52,657	0	56,680	0	0	211,091
4	52,784	0	28,272	0	60,864	62,993	204,913
5	54,762	56,680	0	183,030	0	39,214	333,686
6	0	0	60,864	126,596	0	135,614	323,074
7	176,844	0	0	525,368	67,971	140,696	910,879
8	0	0	0	136,270	141,040	0	277,310
9	317,255	0	0	212,067	438,978	151,448	1,119,748
10	0	0	0	293,360	227,721	235,692	756,773
11	749,705	352,700	584,072	228,273	157,504	81,511	2,153,765
12				236,829	81,707	845,660	1,164,196
13				2,803,408	2,030,184	9,035,470	13,869,061
Salary	1,511,948	462,037	830,798	5,016,453	3,205,969	10,728,297	21,755,502
FICA	7.65%						1,664,296
NHRS	21.02%						4,573,006
Total							27,992,804

AW
11/11/22

BM
11/11/22

Tentative Agreement on Salary Schedules, 11-8-22

2023-24 CBA Bargaining Unit Salary Schedule

Step	B	B+15	B+30	M	M+15	M+30
1	49,627	51,364	53,163	55,289	57,224	59,227
2	51,489	53,291	55,157	57,362	59,370	61,449
3	53,421	55,290	57,224	59,514	61,597	63,753
4	55,423	57,363	59,370	61,745	63,907	66,143
5	57,500	59,514	61,597	64,061	66,303	68,624
6	59,658	61,745	63,907	66,463	68,789	71,197
7	61,895	64,062	66,304	68,955	71,370	73,865
8	64,216	66,463	68,789	71,542	74,046	76,637
9	66,624	68,955	71,370	74,223	76,821	79,510
10	69,123	71,542	74,046	77,007	79,702	82,492
11	71,563	74,067	76,659	79,896	82,690	85,587
12				82,890	85,792	88,794
13				85,819	88,821	91,931

increase to cells=
5.00%

2023-24 CBA Bargaining Unit Demographic

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	0	0	0	0
2	0	0	0	2	0	0	2
3	1.2	0	3	2	0	0	6.2
4	2	1	0	1	0	0	4
5	1	0	0.5	0	1	1	3.5
6	1	1	0	3	0	0.6	5.6
7	0	0	1	2	0	2	5
8	3	0	0	8	1	2	14
9	0	0	0	2	2	0	4
10	5	0	0	3	6	2	16
11	11	5	8	4	3	3	34
12				3	2	1	6
13				37.3	25	113.2	175.5
Total	24.2	7	12.5	67.3	40	124.8	275.8

TA
11/11/22

2023-24 CBA Bargaining Unit Salary Schedule Costs

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	0	0	0	0
2	0	0	0	114,723	0	0	114,723
3	64,105	0	171,672	119,028	0	0	354,805
4	110,846	57,363	0	61,745	0	0	229,954
5	57,500	0	30,799	0	66,303	68,624	223,226
6	59,658	61,745	0	199,389	0	42,718	363,510
7	0	0	66,304	137,909	0	147,731	351,944
8	192,648	0	0	572,334	74,046	153,275	992,303
9	0	0	0	148,447	153,642	0	302,089
10	345,613	0	0	231,021	478,214	164,984	1,219,832
11	787,190	370,335	613,276	319,582	248,069	256,760	2,595,212
12				248,670	171,585	88,794	509,049
13				3,201,034	2,220,514	10,406,550	15,828,097
Salary	1,617,560	489,443	882,050	5,353,882	3,412,373	11,329,436	23,084,744
FICA	7.65%						1,765,983
NHRS	19.64%						4,533,844
Total							29,384,571

Excluding FICA & NHRS:	
23-24 CBA costs=	23,084,744
22-23 CBA costs=	21,755,502
new costs=	1,329,243
% increase=	6.11%

Including FICA & NHRS:	
23-24 CBA costs=	29,384,571
22-23 CBA costs=	27,992,804
new costs=	1,391,767
% increase=	4.97%

AW
11/11/22

BM
11/11/22

Tentative Agreement on Salary Schedules, 11-8-22

2024-25 CBA Bargaining Unit Salary Schedule

Step	B	B+15	B+30	M	M+15	M+30
1	51,116	52,905	54,757	56,947	58,941	61,004
2	53,034	54,889	56,811	59,082	61,151	63,293
3	55,023	56,949	58,941	61,299	63,445	65,665
4	57,086	59,083	61,151	63,598	65,824	68,127
5	59,225	61,299	63,445	65,982	68,292	70,683
6	61,448	63,598	65,824	68,457	70,852	73,333
7	63,752	65,983	68,293	71,023	73,511	76,081
8	66,142	68,457	70,852	73,688	76,267	78,937
9	68,622	71,023	73,511	76,450	79,126	81,896
10	71,196	73,688	76,267	79,317	82,093	84,967
11	73,710	76,289	78,959	82,292	85,170	88,154
12				85,377	88,366	91,458
13				88,393	91,485	94,689

increase to cells=
3.00%

2024-25 CBA Bargaining Unit Demographic

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	2	0	0	2
4	1.2	0	3	2	0	0	6.2
5	2	1	0	1	0	0	4
6	1	0	0.5	0	1	1	3.5
7	1	1	0	3	0	0.6	5.6
8	0	0	1	2	0	2	5
9	3	0	0	8	1	2	14
10	0	0	0	2	2	0	4
11	16	5	8	3	6	2	40
12				4	3	3	10
13				40.3	27	114.2	181.5
Total	24.2	7	12.5	67.3	40	124.8	275.8

TA
MSE
11/11/22

2024-25 CBA Bargaining Unit Salary Schedule Costs

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	122,599	0	0	122,599
4	68,503	0	183,454	127,195	0	0	379,152
5	118,450	61,299	0	65,982	0	0	245,732
6	61,448	0	32,912	0	70,852	73,333	238,545
7	63,752	65,983	0	213,070	0	45,649	388,454
8	0	0	70,852	147,376	0	157,873	376,101
9	205,867	0	0	611,601	79,126	163,791	1,060,385
10	0	0	0	158,634	164,187	0	322,821
11	1,179,354	381,445	631,674	246,877	511,022	176,308	3,126,680
12				341,507	265,098	274,374	880,980
13				3,562,244	2,470,099	10,813,435	16,845,778
Salary	1,697,374	508,728	918,892	5,597,087	3,560,385	11,704,763	23,987,229
FICA	7.65%						1,835,023
NHRS	19.64%						4,711,092
Total							30,533,343

Excluding FICA & NHRS:	
24-25 CBA costs=	23,987,229
23-24 CBA costs=	23,084,744
new costs=	902,484
% increase=	3.91%

Including FICA & NHRS:	
24-25 CBA costs=	30,533,343
23-24 CBA costs=	29,384,571
new costs=	1,148,772
% increase=	3.91%

AW
11/11/22

BM
11/11/22

Tentative Agreement on Salary Schedules, 11-8-22

2025-26 CBA Bargaining Unit Salary Schedule

Step	B	B+15	B+30	M	M+15	M+30
1	52,394	54,227	56,126	58,371	60,414	62,529
2	54,359	56,262	58,231	60,559	62,680	64,875
3	56,399	58,372	60,414	62,832	65,031	67,307
4	58,513	60,561	62,680	65,188	67,470	69,830
5	60,706	62,832	65,031	67,632	70,000	72,450
6	62,984	65,188	67,470	70,168	72,624	75,167
7	65,346	67,633	70,001	72,799	75,348	77,983
8	67,796	70,168	72,624	75,530	78,174	80,910
9	70,338	72,799	75,348	78,361	81,104	83,943
10	72,976	75,530	78,174	81,300	84,146	87,091
11	75,552	78,196	80,933	84,350	87,300	90,358
12				87,511	90,575	93,745
13				90,603	93,772	97,056

increase to cells=
2.50%

2025-26 CBA Bargaining Unit Demographic

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	2	0	0	2
5	1.2	0	3	2	0	0	6.2
6	2	1	0	1	0	0	4
7	1	0	0.5	0	1	1	3.5
8	1	1	0	3	0	0.6	5.6
9	0	0	1	2	0	2	5
10	3	0	0	8	1	2	14
11	16	5	8	2	2	0	33
12				3	6	2	11
13				44.3	30	117.2	191.5
Total	24.2	7	12.5	67.3	40	124.8	275.8

TA
11/11/22

2025-26 CBA Bargaining Unit Salary Schedule Costs

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	130,375	0	0	130,375
5	72,847	0	195,094	135,264	0	0	403,204
6	125,968	65,188	0	70,168	0	0	261,323
7	65,346	0	35,000	0	75,348	77,983	253,678
8	67,796	70,168	0	226,591	0	48,546	413,101
9	0	0	75,348	156,723	0	167,886	399,957
10	218,928	0	0	650,401	84,146	174,182	1,127,658
11	1,208,838	390,981	647,466	168,699	174,599	0	2,590,583
12				262,534	543,452	187,489	993,475
13				4,013,712	2,813,169	11,374,938	18,201,819
Salary	1,759,723	526,337	952,908	5,814,467	3,690,714	12,031,024	24,775,173
FICA	7.65%						1,895,301
NHRS	19.64%						4,865,844
Total							31,536,318

Excluding FICA & NHRS:	
25-26 CBA costs=	24,775,173
24-25 CBA costs=	23,987,229
new costs=	787,945
% increase=	3.28%

Including FICA & NHRS:	
25-26 CBA costs=	31,536,318
24-25 CBA costs=	30,533,343
new costs=	1,002,975
% increase=	3.28%

AW
11/11/22

BM
11/11/22

Tentative Agreement on Salary Schedules, 11-8-22

2026-27 CBA Bargaining Unit Salary Schedule

Step	B	B+15	B+30	M	M+15	M+30
1	53,704	55,583	57,530	59,830	61,925	64,093
2	55,718	57,668	59,687	62,073	64,247	66,497
3	57,809	59,832	61,925	64,403	66,657	68,990
4	59,976	62,075	64,247	66,817	69,157	71,576
5	62,223	64,403	66,657	69,323	71,750	74,261
6	64,558	66,817	69,157	71,922	74,439	77,046
7	66,980	69,324	71,751	74,619	77,232	79,933
8	69,491	71,922	74,439	77,418	80,128	82,933
9	72,096	74,619	77,232	80,320	83,132	86,041
10	74,801	77,418	80,128	83,333	86,249	89,268
11	77,441	80,151	82,957	86,458	89,482	92,617
12				89,699	92,840	96,088
13				92,868	96,117	99,482

increase to cells=
2.50%

2026-27 CBA Bargaining Unit Demographic

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	2	0	0	2
6	1.2	0	3	2	0	0	6.2
7	2	1	0	1	0	0	4
8	1	0	0.5	0	1	1	3.5
9	1	1	0	3	0	0.6	5.6
10	0	0	1	2	0	2	5
11	19	5	8	8	1	2	43
12				2	2	0	4
13				47.3	36	119.2	202.5
Total	24.2	7	12.5	67.3	40	124.8	275.8

TA
MSE
11/11/22

2026-27 CBA Bargaining Unit Salary Schedule Costs

Step	B	B+15	B+30	M	M+15	M+30	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	138,645	0	0	138,645
6	77,470	0	207,470	143,845	0	0	428,785
7	133,959	69,324	0	74,619	0	0	277,902
8	69,491	0	37,220	0	80,128	82,933	269,772
9	72,096	74,619	0	240,961	0	51,625	439,301
10	0	0	80,128	166,665	0	178,537	425,331
11	1,471,382	400,756	663,652	691,668	89,482	185,234	3,502,174
12				179,398	185,679	0	365,077
13				4,392,659	3,460,198	11,858,276	19,711,133
Salary	1,824,399	544,698	988,471	6,028,461	3,815,487	12,356,604	25,558,120
FICA	7.65%						1,955,196
NHRS	19.64%						5,019,615
Total							32,532,931

Excluding FICA & NHRS:	
26-27 CBA costs=	25,558,120
25-26 CBA costs=	24,775,173
new costs=	782,947
% increase=	3.16%

Including FICA & NHRS:	
26-27 CBA costs=	32,532,931
25-26 CBA costs=	31,536,318
new costs=	996,613
% increase=	3.16%

AW
11/11/22

BM
11/11/22

	2022-23	2023-24	2024-25	2025-26	2026-27
HAMPTON FALLS					
SOCCER	$1,723	$1,809	$1,863	$1,910	$1,958
FIELD HOCKEY	$1,723	$1,809	$1,863	$1,910	$1,958
CROSS COUNTRY	$1,723	$1,809	$1,863	$1,910	$1,958
BOYS BASKETBALL	$1,723	$1,809	$1,863	$1,910	$1,958
ASSISTANT BOYS BASKETBALL	$862	$905	$932	$956	$979
GIRLS BASKETBALL	$1,723	$1,809	$1,863	$1,910	$1,958
ASSISTANT GIRLS BASKETBALL	$862	$905	$932	$956	$979
SOFTBALL	$1,723	$1,809	$1,863	$1,910	$1,958
ASSISTANT SOFTBALL	$862	$905	$932	$956	$979
BASEBALL	$1,723	$1,809	$1,863	$1,910	$1,958
ASSISTANT BASEBALL	$862	$905	$932	$956	$979
FLOOR HOCKEY	$1,723	$1,809	$1,863	$1,910	$1,958
TRACK & FIELD	$1,723	$1,809	$1,863	$1,910	$1,958
JUMP ROPE CLUB	$802	$842	$867	$889	$911
ATHLETIC DIRECTOR	$3,253	$3,416	$3,518	$3,606	$3,696
GRADE 8 ADVISOR	$802	$842	$867	$889	$911
YEARBOOK ADVISOR	$1,723	$1,809	$1,863	$1,910	$1,958
MATHCOUNTS	$1,723	$1,809	$1,863	$1,910	$1,958
MATHCOUNTS JR	$500	$525	$541	$554	$568
DRAMA-JR	$1,124	$1,180	$1,216	$1,246	$1,277
DRAMA-ELEM	$1,124	$1,180	$1,216	$1,246	$1,277
DRAMA-K-2	$908	$953	$982	$1,007	$1,032
ASSISTANT DRAMA-K-2	$500	$525	$541	$554	$568
ASSISTANT DRAMA-JR	$500	$525	$541	$554	$568
ASSISTANT DRAMA-ELEM	$500	$525	$541	$554	$568
GRADE 7/8 TRIP ADVISOR	$1,530	$1,607	$1,655	$1,696	$1,739
MAPLE SUGAR ADVISOR	$1,723	$1,809	$1,863	$1,910	$1,958
ASSISTANT MAPLE SUGAR ADVISOR	$758	$796	$820	$840	$861
ASSISTANT MAPLE SUGAR ADVISOR	$758	$796	$820	$840	$861
MISSION IMPACT ADVISOR	$1,723	$1,809	$1,863	$1,910	$1,958
FLEX ACTIVITIES	$2,876	$3,020	$3,110	$3,188	$3,268
NORTH HAMPTON					
BOYS SOCCER	$1,723	$1,809	$1,863	$1,910	$1,958
GIRLS SOCCER	$1,723	$1,809	$1,863	$1,910	$1,958
CROSS COUNTRY	$1,723	$1,809	$1,863	$1,910	$1,958
FLEX ATHLETICS	$1,723	$1,809	$1,863	$1,910	$1,958
SOFTBALL	$1,723	$1,809	$1,863	$1,910	$1,958
BASEBALL	$1,723	$1,809	$1,863	$1,910	$1,958
TRACK	$1,723	$1,809	$1,863	$1,910	$1,958
TRACK	$1,723	$1,809	$1,863	$1,910	$1,958
VOLLEYBALL	$1,723	$1,809	$1,863	$1,910	$1,958
GIRLS BASKETBALL	$1,807	$1,897	$1,954	$2,003	$2,053
GIRLS BASKETBALL	$1,807	$1,897	$1,954	$2,003	$2,053
BOYS BASKETBALL	$1,807	$1,897	$1,954	$2,003	$2,053
BOYS BASKETBALL	$1,807	$1,897	$1,954	$2,003	$2,053
B LEVEL COACHES (6@ $740 EA.)	$4,440	$4,662	$4,802	$4,922	$5,045
ATHLETIC DIRECTOR	$3,253	$3,416	$3,518	$3,606	$3,696
DRAMA	$1,807	$1,897	$1,954	$2,003	$2,053
DRAMA ASSISTANT DIRECTOR	$1,280	$1,344	$1,384	$1,419	$1,454
DRAMA CHOREOGRAPHER	$1,280	$1,344	$1,384	$1,419	$1,454
DRAMA CHORAL DIRECTOR	$998	$1,048	$1,079	$1,106	$1,134
BAND DIRECTOR	$1,723	$1,809	$1,863	$1,910	$1,958
CHORAL DIRECTOR	$1,723	$1,809	$1,863	$1,910	$1,958
MATH COUNTS	$1,723	$1,809	$1,863	$1,910	$1,958
STUDENT COUNCIL	$998	$1,048	$1,079	$1,106	$1,134
STUDENT COUNCIL	$998	$1,048	$1,079	$1,106	$1,134
YEARBOOK ADVISOR	$998	$1,048	$1,079	$1,106	$1,134
TALENT SHOW COORDINATOR	$998	$1,048	$1,079	$1,106	$1,134
NED TALKS	$499	$524	$540	$553	$567
NED TALKS	$499	$524	$540	$553	$567
HOMEWORK CLUB (3@ 1,280 EA)	$3,840	$4,032	$4,153	$4,257	$4,363
FLEX ACADEMICS CLUBS	$2,560	$2,688	$2,769	$2,838	$2,909
GREENHOUSE MANAGER	$3,000	$3,150	$3,245	$3,326	$3,409
SEABROOK					
FIELD HOCKEY - SMS	$1,723	$1,809	$1,863	$1,910	$1,958
BOYS SOCCER - SMS	$1,723	$1,809	$1,863	$1,910	$1,958
GIRLS SOCCER - SMS	$1,723	$1,809	$1,863	$1,910	$1,958
CROSS COUNTRY - SMS	$1,723	$1,809	$1,863	$1,910	$1,958
VOLLEYBALL - SMS	$1,723	$1,809	$1,863	$1,910	$1,958
BOYS BASKETBALL (A) - SMS	$1,807	$1,897	$1,954	$2,003	$2,053
GIRLS BASKETBALL (A) - SMS	$1,807	$1,897	$1,954	$2,003	$2,053
BOYS BASKETBALL (B) - SMS	$1,807	$1,897	$1,954	$2,003	$2,053
GIRLS BASKETBALL (B) - SMS	$1,807	$1,897	$1,954	$2,003	$2,053

2023-24 Increase= 5.0%

2024-25 Increase= 3.0%

2025-26 Increase= 2.5%

2026-27 Increase= 2.5%

TA
MSE
11/11/22

AW
11/11/22

BM
11/11/22

WRESTLING - SMS	$1,807	$1,897	$1,954	$2,003	$2,053
WRESTLING ASSISTANT - SMS	$862	$905	$932	$956	$979
SOFTBALL - SMS	$1,723	$1,809	$1,863	$1,910	$1,958
BASEBALL - SMS	$1,723	$1,809	$1,863	$1,910	$1,958
TRACK ASSISTANT - SMS	$862	$905	$932	$956	$979
ATHLETIC DIRECTOR	$3,253	$3,416	$3,518	$3,606	$3,696
YEARBOOK ADVISOR - SMS	$998	$1,048	$1,079	$1,106	$1,134
STUDENT COUNCIL - SMS	$998	$1,048	$1,079	$1,106	$1,134
STUDENT COUNCIL- SES	$998	$1,048	$1,079	$1,106	$1,134
SKIING	$691	$726	$747	$766	$785
TRACK GRADE 6	$1,723	$1,809	$1,863	$1,910	$1,958
TRACK GRADE 7-8	$1,723	$1,809	$1,863	$1,910	$1,958
DRAMA - SMS	$1,723	$1,809	$1,863	$1,910	$1,958
BAND/CHORAL DIRECTOR - SES	$1,723	$1,809	$1,863	$1,910	$1,958
BAND/CHORAL DIRECTOR - SMS	$1,723	$1,809	$1,863	$1,910	$1,958
TECHNOLOGY CLUB - SMS	$998	$1,048	$1,079	$1,106	$1,134
ART CLUB - SES	$998	$1,048	$1,079	$1,106	$1,134
ART CLUB - SMS	$998	$1,048	$1,079	$1,106	$1,134
HEALTH CLUB - SMS	$998	$1,048	$1,079	$1,106	$1,134
STUDENT COUNCIL - SMS	$998	$1,048	$1,079	$1,106	$1,134
INTERACT CLUB - SMS	$998	$1,048	$1,079	$1,106	$1,134
TALENT SHOW COORDINATOR - SMS	$350	$368	$379	$388	$398
SOUTH HAMPTON					
MULTIPLE BEFORE/AFTER SCHOOL CLUBS	$1,683	$1,767	$1,820	$1,866	$1,912
GIRLS BASKETBALL	$1,723	$1,809	$1,863	$1,910	$1,958
BOYS BASKETBALL	$1,723	$1,809	$1,863	$1,910	$1,958
COED CROSS COUNTRY	$1,680	$1,764	$1,817	$1,862	$1,909
COED SPRING TRACK	$1,680	$1,764	$1,817	$1,862	$1,909
CHEERLEADING	$1,000	$1,050	$1,082	$1,109	$1,136
SPORTS ASSISTANT	$645	$677	$698	$715	$733
YEARBOOK CLUB	$750	$788	$811	$831	$852
STUDENT COUNCIL (2 @ 490)	$980	$1,029	$1,060	$1,086	$1,114
BAND	$1,200	$1,260	$1,298	$1,330	$1,364
DRAMA	$1,200	$1,260	$1,298	$1,330	$1,364
NEWSPAPER/MEDIA CLUB	$1,200	$1,260	$1,298	$1,330	$1,364
WHS - NON ATHLETIC ADVISORS					
ASTRONOMY CLUB ADVISOR	$525	$552	$568	$582	$597
BAND DIRECTOR	$2,628	$2,759	$2,842	$2,913	$2,986
CHORAL DIRECTOR	$2,628	$2,759	$2,842	$2,913	$2,986
CHOREOGRAPHER	$1,996	$2,096	$2,159	$2,213	$2,268
CLOSE-UP ADVISOR	$2,101	$2,206	$2,273	$2,329	$2,388
DANCE TEAM ADVISOR	$894	$938	$966	$991	$1,015
DESTINATION IMAGINATION ADVISOR	$525	$552	$568	$582	$597
DESTINATION IMAGINATION ADVISOR	$525	$552	$568	$582	$597
FALL DRAMA DIRECTOR	$3,489	$3,663	$3,773	$3,867	$3,964
FALL DRAMA TECHNICIAN	$2,088	$2,193	$2,258	$2,315	$2,373
FRESHMAN CLASS CO-ADVISOR	$789	$828	$853	$874	$896
FRESHMAN CLASS CO-ADVISOR	$789	$828	$853	$874	$896
GRANITE STATE CHALLENGE CO-ADVISOR	$263	$276	$285	$292	$299
GRANITE STATE CHALLENGE CO-ADVISOR	$263	$276	$285	$292	$299
GRADUATION COORDINATOR	$1,530	$1,607	$1,655	$1,696	$1,739
GSTA COUNSELOR	$418	$439	$452	$464	$475
HUMAN RIGHTS ADVISOR	$789	$828	$853	$874	$896
HUMAN RIGHTS ADVISOR	$789	$828	$853	$874	$896
INTERACT ADVISOR	$1,261	$1,324	$1,364	$1,398	$1,433
INTERNATIONAL THESPIAN GROUP	$1,471	$1,545	$1,591	$1,631	$1,671
JUNIOR CLASS CO-ADVISOR	$1,314	$1,380	$1,421	$1,456	$1,493
JUNIOR CLASS CO-ADVISOR	$1,314	$1,380	$1,421	$1,456	$1,493
LATIN CLUB ADVISOR	$418	$439	$452	$464	$475
FINLIT.ADVISOR	$525	$552	$568	$582	$597
LITERARY MAGAZINE ADVISOR	$1,576	$1,655	$1,705	$1,747	$1,791
MARCH/PEP BAND ADVISOR	$2,101	$2,206	$2,273	$2,329	$2,388
MATH TEAM	$4,256	$4,469	$4,603	$4,718	$4,836
MUSICAL CHORAL CONDUCTOR	$1,996	$2,096	$2,159	$2,213	$2,268
MUSICAL ORCHESTRA CONDUCTOR	$2,101	$2,206	$2,273	$2,329	$2,388
ASST MARCHING BAND/PERCUSSION	$2,000	$2,100	$2,163	$2,217	$2,273
NATIONAL HONOR SOCIETY ADVISOR	$2,101	$2,206	$2,273	$2,329	$2,388
POETRY CLUB ADVISOR	$418	$439	$452	$464	$475
PROJECT SEARCH ADVISOR	$2,101	$2,206	$2,273	$2,329	$2,388
SAILING CLUB ADVISOR	$525	$552	$568	$582	$597
SCIENCE/NATURE CLUB ADVISOR	$1,261	$1,324	$1,364	$1,398	$1,433
SENIOR CLASS CO-ADVISOR	$1,314	$1,380	$1,421	$1,456	$1,493
SENIOR CLASS CO-ADVISOR	$1,314	$1,380	$1,421	$1,456	$1,493
SKI/SNOWBOARDING CLUB	$789	$828	$853	$875	$897
SOPHOMORE CLASS CO-ADVISOR	$789	$828	$853	$874	$896
SOPHOMORE CLASS CO-ADVISOR	$789	$828	$853	$874	$896
SPANISH CLUB ADVISOR	$418	$439	$452	$464	$475

TA
MSE
11/11/22

AW
11/11/22

BM
11/11/22

SPRING DRAMA TECHNICIAN	$2,088	$2,193	$2,258	$2,315	$2,373
SPRING MUSICAL DIRECTOR	$4,939	$5,186	$5,342	$5,475	$5,612
STUDENT COUNCIL ADVISOR	$3,678	$3,862	$3,978	$4,078	$4,180
WINNACHRONICLE ADVISOR	$4,624	$4,855	$5,001	$5,126	$5,254
YEARBOOK ADVISOR	$4,624	$4,855	$5,001	$5,126	$5,254
WHTV ADVISOR	$4,624	$4,855	$5,001	$5,126	$5,254
CYCLING CLUB	$1,261	$1,324	$1,364	$1,398	$1,433
BEST BUDDIES CLUB	$2,101	$2,206	$2,272	$2,329	$2,387
SUSTAINABILITY CLUB	$1,261	$1,324	$1,364	$1,398	$1,433
GIRL UP	$1,261	$1,324	$1,364	$1,398	$1,433
POSITIVE PATHWAYS	$1,261	$1,324	$1,364	$1,398	$1,433
LIGHTING & SOUND DIRECTOR-FALL	$500	$525	$541	$554	$568
LIGHTING & SOUND DIRECTOR-SPRING	$500	$525	$541	$554	$568
WINNACUNNET - ATHLETICS					
VARSITY SOCCER-BOYS	$4,935	$5,182	$5,337	$5,471	$5,607
JV SOCCER-BOYS	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT SOCCER -BOYS	$2,500	$2,625	$2,704	$2,771	$2,841
FRESHMAN SOCCER	$3,341	$3,508	$3,613	$3,704	$3,796
VARSITY SOCCER-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,607
JV SOCCER-GIRLS	$3,341	$3,508	$3,613	$3,704	$3,796
FRESHMAN SOCCER-GIRLS	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT SOCCER -GIRLS	$2,500	$2,625	$2,704	$2,771	$2,841
HEAD FOOTBALL	$7,063	$7,416	$7,639	$7,830	$8,025
ASSISTANT FOOTBALL - 1ST	$4,935	$5,182	$5,337	$5,471	$5,607
ASSISTANT FOOTBALL	$4,354	$4,572	$4,709	$4,827	$4,947
ASSISTANT FOOTBALL	$4,354	$4,572	$4,709	$4,827	$4,947
ASSISTANT FOOTBALL	$4,354	$4,572	$4,709	$4,827	$4,947
ASSISTANT FOOTBALL	$4,354	$4,572	$4,709	$4,827	$4,947
ASSISTANT FOOTBALL	$4,354	$4,572	$4,709	$4,827	$4,947
ASSISTANT FOOTBALL	$2,500	$2,625	$2,704	$2,771	$2,841
VARSITY FIELD HOCKEY	$4,935	$5,182	$5,337	$5,471	$5,607
JV FIELD HOCKEY	$3,341	$3,508	$3,613	$3,704	$3,796
FRESHMAN FIELD HOCKEY	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT FIELD HOCKEY	$2,500	$2,625	$2,704	$2,771	$2,841
VOLLEYBALL-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,607
JV VOLLEYBALL	$3,341	$3,508	$3,613	$3,704	$3,796
FRESHMAN VOLLEYBALL	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT VOLLEYBALL-GIRLS	$2,500	$2,625	$2,704	$2,771	$2,841
VOLLEYBALL-BOYS	$4,935	$5,182	$5,337	$5,471	$5,607
JV VOLLEYBALL - BOYS	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT VOLLEYBALL-BOYS	$2,500	$2,625	$2,704	$2,771	$2,841
GOLF	$2,466	$2,589	$2,667	$2,734	$2,802
ASSISTANT GOLF	$1,250	$1,313	$1,352	$1,386	$1,420
ICE HOCKEY	$4,935	$5,182	$5,337	$5,471	$5,607
ICE HOCKEY ASSISTANT	$3,341	$3,508	$3,613	$3,704	$3,796
ICE HOCKEY-GIRLS	$2,468	$2,591	$2,669	$2,736	$2,804
BOWLING CO-ED	$4,935	$5,182	$5,337	$5,471	$5,607
VARSITY BASKETBALL-BOYS	$7,063	$7,416	$7,639	$7,830	$8,026
JV BASKETBALL-BOYS	$4,354	$4,571	$4,709	$4,826	$4,947
ASSISTANT BASKETBALL-BOYS	$2,500	$2,625	$2,704	$2,771	$2,841
FRESHMAN BASKETBALL-BOYS	$4,354	$4,571	$4,709	$4,826	$4,947
VARSITY BASKETBALL-GIRLS	$7,063	$7,416	$7,639	$7,830	$8,026
JV BASKETBALL-GIRLS	$4,354	$4,571	$4,709	$4,826	$4,947
FRESHMAN BASKETBALL-GIRLS	$4,354	$4,571	$4,709	$4,826	$4,947
ASSISTANT BASKETBALL-GIRLS	$2,500	$2,625	$2,704	$2,771	$2,841
NORDIC SKIING-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,607
NORDIC SKIING-BOYS	$4,935	$5,182	$5,337	$5,471	$5,607
ALPINE SKIING-BOYS	$4,935	$5,182	$5,337	$5,471	$5,607
ALPINE SKIING-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,607
VARSITY INDOOR TRACK-BOYS	$4,935	$5,182	$5,337	$5,471	$5,608
VARSITY INDOOR TRACK-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,607
INDOOR TRACK-ASSISTANT	$3,341	$3,508	$3,613	$3,704	$3,796
WRESTLING	$7,063	$7,416	$7,639	$7,830	$8,025
WRESTLING ASSISTANT	$3,341	$3,508	$3,613	$3,704	$3,796
VARSITY SWIMMING-BOYS	$4,935	$5,182	$5,337	$5,471	$5,607
VARSITY SWIMMING-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,607
VARSITY BASEBALL	$4,935	$5,182	$5,337	$5,471	$5,608
JV BASEBALL	$3,341	$3,508	$3,613	$3,704	$3,796
FRESHMAN BASEBALL	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT BASEBALL	$2,500	$2,625	$2,704	$2,771	$2,841
GIRLS SOFTBALL	$4,935	$5,182	$5,337	$5,471	$5,608
JV SOFTBALL	$3,341	$3,508	$3,613	$3,704	$3,796
FRESHMAN SOFTBALL	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT SOFTBALL	$2,500	$2,625	$2,704	$2,771	$2,841
HEAD OUTDOOR TRACK-BOYS	$4,935	$5,182	$5,337	$5,471	$5,608
ASSISTANT OUTDOOR TRACK-BOYS	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT OUTDOOR TRACK-BOYS	$3,341	$3,508	$3,613	$3,704	$3,796
HEAD OUTDOOR TRACK-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,608

TA
MSE
11/11/22

BM
11/11/22

AW
11/11/22

ASSISTANT OUTDOOR TRACK-GIRLS	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT OUTDOOR TRACK-GIRLS	$3,341	$3,508	$3,613	$3,703	$3,796
HEAD CROSS COUNTRY-BOYS	$4,935	$5,182	$5,337	$5,471	$5,607
CROSS COUNTRY - ASST.	$3,341	$3,508	$3,613	$3,703	$3,796
HEAD CROSS COUNTRY-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,607
TENNIS-BOYS	$4,935	$5,182	$5,337	$5,471	$5,608
ASSISTANT TENNIS-BOYS	$2,500	$2,625	$2,704	$2,771	$2,841
TENNIS-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,608
ASSISTANT TENNIS-GIRLS	$2,500	$2,625	$2,704	$2,771	$2,841
VARSITY LACROSSE-BOYS	$4,935	$5,182	$5,337	$5,471	$5,608
JV LACROSSE-BOYS	$3,341	$3,508	$3,613	$3,704	$3,796
FRESHMAN LACROSSE-BOYS	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT LACROSSE-BOYS	$2,500	$2,625	$2,704	$2,771	$2,841
VARSITY LACROSSE-GIRLS	$4,935	$5,182	$5,337	$5,471	$5,607
JV LACROSSE-GIRLS	$3,341	$3,508	$3,613	$3,704	$3,796
ASSISTANT LACROSSE-GIRLS	$2,500	$2,625	$2,704	$2,771	$2,841
SPIRIT (FALL)	$3,341	$3,508	$3,613	$3,703	$3,796
SPIRIT (WINTER)	$4,488	$4,712	$4,854	$4,975	$5,099
ASSISTANT SPIRIT (FALL)	$1,250	$1,313	$1,352	$1,386	$1,420
ASSISTANT SPIRIT (WINTER)	$2,500	$2,625	$2,704	$2,771	$2,841
BASS FISHING	$1,000	$1,050	$1,082	$1,109	$1,136
UNIFIED BASKETBALL	$2,101	$2,206	$2,272	$2,329	$2,387
UNIFIED TRACK COACH	$2,101	$2,206	$2,272	$2,329	$2,387
UNIFIED SOCCER	$2,101	$2,206	$2,272	$2,329	$2,387

TA
MSE
11/11/22

BM
11/11/22

AW
11/11/22