

AGREEMENT

Between

THE BOARD OF EDUCATION OF
SENECA TOWNSHIP HIGH SCHOOL DISTRICT 160
LASALLE AND GRUNDY COUNTIES, ILLINOIS

And

SENECA EDUCATION ASSOCIATION, IEA-NEA

Entered into this first day of

July 01, 2020 and through June 30, 2025

The Board of Education, District 160, LaSalle and Grundy Counties, Illinois, (hereinafter called the "Board") and the Seneca High School Teachers of the Seneca Education Association, IEA-NEA (hereinafter called the "Association") agree and bind themselves to the terms and conditions of professional service and other related matters in this contract.

This Agreement shall be binding upon both parties and their respective successors.

The Board and Association agree each with the other, as follows:

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ARTICLE I

I. RECOGNITION AND REPRESENTATION

- A. The Board of Education of District 160, LaSalle and Grundy Counties, Seneca, Illinois, hereinafter referred to as the "Board," hereby recognizes the Seneca High School Teachers of the Seneca Education Association, IEA-NEA, hereinafter referred to as the "Association," as the exclusive and sole negotiating agent for licensed teaching personnel except the Superintendent, Principal, Assistant Principal, Business Manager, Activities Director, Social Worker, School Psychologist, and all part time teaching positions.
- B. The terms "employee" or ("teacher") when used hereinafter in this Agreement shall refer to all licensed teachers in the negotiation unit as determined in paragraph "1" above. The Board may utilize the services of part time employees who shall not be part of the bargaining unit or governed by this agreement, as it deems necessary.
- C. The Board agrees not to negotiate with any organization other than the Association, wages, terms, or conditions of employment regarding licensed teaching personnel for the duration of this Agreement; further, the Board agrees not to negotiate with any employee individually during the duration of this Agreement on matters which constitute the salaries, fringe benefits, and working conditions negotiated in this Agreement between the Board and the Teachers.
- D. The parties agree that the provisions of this Agreement shall not be applied in a manner which is arbitrary or discriminatory.
- E. Teachers shall have the right to organize, join, and assist the Association to participate in professional negotiations with the Board. The Board agrees to participate in good faith negotiations with a reasonable number of duly designated representatives of the Association.
- F. Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith with respect to salaries, fringe benefits, conditions of employment, grievance procedures, and other matters of mutual concern. Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter proposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Board and Association for ratification.
- G. Each party to negotiations shall select its negotiation representatives. Negotiations shall begin on September 15 of the school year that

negotiations are to take place, unless both parties agree to an alternate date.

- H. Meetings shall be held as necessary at times and places agreed to by both parties. During negotiations, tentatively agreed items shall be reduced to writing and signed prior to the adjournment of the meeting at which tentative agreement was reached. When the Association and Board reach tentative agreement on all matters being negotiated, the complete agreement shall be submitted to the membership of the Association for ratification and to the Board for official approval.
- I. If agreement is not reached on all items within the scope of this Agreement by June 15 either party may declare an impasse has been reached and call for a mediator.
- J. A written request for mediation by one party, concerning items defined as negotiable in the scope of this Agreement, shall be considered a joint request for mediation and the other party shall join in the request.
- K. If the parties cannot within seven (7) calendar days of the declaration of impasse, agree upon a mediator, they shall request the same from the Federal Mediation and Conciliation Service.
- L. The mediator shall meet with the parties or their representatives, or both, forthwith, either jointly or separately, and shall take such other steps as (s)he may deem appropriate in order to persuade the parties to resolve their differences and affect a mutually acceptable agreement provided that the mediator shall not, without the consent of both parties, make finding of fact or recommend terms of settlement.
- M. The Board agrees that it will not discriminate against any member because of (1) membership in the Association, (2) Association-related activities that do not conflict with the teacher's assigned duties, (3) participation in negotiation with the Board, or (4) institution of a grievance under this Agreement.
- N. The Board, on its behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the Laws, Statutes, and Constitution of the State of Illinois and of the United States, provided that such rights and responsibilities shall be exercised in conformity with provisions of this Agreement and such Laws and Statutes.
- O. The Board shall post agenda and minutes to the district website. The copies shall be distributed to the designated member at the same time the Board members receive their copies. If the information is not available prior to the

Board meeting, at least two copies shall be made available to the Association members in attendance at the Board meeting.

- P. The Association shall be furnished, on request, with prepared information concerning the financial conditions of the District, of licensed personnel, treasurer's reports, census and pupil membership data, and all other public information which will assist the Association in developing accurate proposals on behalf of the teachers. In addition, the Board shall provide the Association from time to time, in response to a reasonable request, available public information which may be necessary for the Association to process any grievance or complaint. Materials from any student's or employee's file shall not be released without the consent of the employee or student. The Association agrees to pay all reasonable costs of reproduction of the above materials at the time of delivery.
- Q. Just as the Board has agreed to share financial information, agenda, and minutes with the Association, so shall the Association provide for the Board its Constitution and Bylaws, and all additions and/or amendments thereto during any year, or part thereof, and any agenda of their meetings during the time this Agreement is in effect.
- R. The SEA members are allowed to attend Union workshops and meetings no more than four times a year with no more than two members gone at a time. The SEA will reimburse the school district for the substitute needed to cover at the current substitute rate.

ARTICLE II

I. PROFESSIONAL EMPLOYMENT CONDITIONS AND OBLIGATIONS

A. Day and Calendar

1. The Board and the Association recognizes the importance of teachers being prompt and attentive to their responsibilities as the proper example for their pupils. It is agreed, therefore, that all teachers, except as otherwise provided, will be present on all school days in the building and in the classroom door 10 minutes before the first bell rings, 15 minutes after dismissal time and during passing periods. Friday afternoons, or the day before a school holiday or emergency day, teachers may leave after the main body of students has departed, unless any particular teacher is responsible for being present for purposes of club sponsorships, departmental or faculty meetings, or student activities. This time is also to be used for conferences with students, lesson plans and preparations, or other appropriate functions leading to effective teaching.
2. Lunch time for a teacher shall be the same length of time as for students, but not less than 30 minutes.
3. Except during lunch period, teachers may leave the building during school hours only with permission of an administrator or his designee.
4. Teachers shall take daily classroom attendance for each assigned class and a list of all absentees shall be turned in at the office daily at such times as shall be required for Board and Administration.
5. It is agreed that the school calendar as filed pursuant to statute for this contract, provides for 185 school days including Board approved institute days and 5 days which shall be emergency snow days.
6. The position of Guidance Counselor and Auto Mechanic Teacher will be 195 days, the position of Agriculture Teacher will be 225 days including Board approved institute days and 5 days which shall be emergency snow days paid at the regular salary per day based on

the placement on the salary schedule.

B. General Conditions

1. When economically feasible, as determined by the Board in its discretion, the ratio of pupil to total classroom teachers within the district shall not be more than twenty-five (25) to one (1).
2. A teacher's regular teaching load shall be determined on a ratio basis, that is, for every three minutes of classroom or supervision time assigned to the teacher, one minute of planning or preparation time will be allotted. Such planning or preparation periods shall be considered part of the normal school day and shall be devoted to lesson preparation and other appropriate functions leading to effective teaching.
3. Members of the Association recognize the need for education in a changing world and therefore acknowledge that constant revision and updating of course content is in the best interest of the students. This shall be accomplished by way of each teacher submitting to the principal for review and approval, at least once every year, an updated and revised course description, outline and syllabus for those courses for which the teacher is responsible.
4. Each staff member shall submit a budget for instructional materials, supplies, and equipment for the following school term as directed by the Superintendent with 1 month notice for preparation of documents. Teachers new to the District shall be instructed concerning budget preparation at the time of employment or at a time early in the school term.
5. Each teacher shall be provided one desk and one file cabinet, although they need not be equal in size, kind, or quality.
6. Teachers shall be provided a teachers' study/workroom.
7. Members of the Association will not pursue Association affairs during the normal hours of the school day as established by Subparagraph 1. School equipment and supplies will not be used for the purposes of the "Association" or Association-related activities unless approval of the Administration is secured in advance. School mail boxes may be used to disseminate Association communications and the

Administration will receive a copy of all Association communications so disseminated.

8. During school hours, members of the Association will not initiate, solicit, or encourage student support in the pursuit of their Association activities, without first securing Administrative approval.
9. Teachers are responsible for reading and abiding by all written policies of the Board. All administrative regulations and directives which do not violate the contract are to be read and abided by. The Board Policy shall be made available to the Association's President for the Association's perusal upon request.
10. The Board and Association agree that students feel a need for school personnel to be interested in their school life. With this in mind, it is agreed that all teachers will regard attendance, whenever possible, at school functions in which students participate as one of their professional obligations.
11. Teachers are responsible for all supplies and equipment which are assigned to their use or purchased for their department. Normal care will be taken to avoid waste and misuse of equipment and supplies. (Obvious carelessness may result in the teacher being responsible for paying for the equipment damaged due to carelessness.)
12. The Board and Association recognize the need for healthy communications and agree to use reasonable judgment in discussing school related matters. They agree to be aware of and to follow mandates including but not limited to HIPPA, ISSRA and FERPA when dealing with student issues. They agree to restrict discussion of students, staff members, and school policy to situations in which a proper professional atmosphere will prevail.
13. Whenever necessary, as requested, the members of the Association will cooperate with the elementary schools that send children to Seneca High School in developing educational programs in order to encourage continuity of educational experience through elementary and high school.
14. Teachers agree that members of the professional staff acknowledge their contractual responsibilities by not asking for release from contract during the school term, except in cases of incapacitating illness or comparable emergency.

15. Teachers agree members of the professional staff shall not resign their position during the thirty day (30) period prior to the opening of school. (Legal Reference: Illinois School Code 21-23 and 24-14)
16. Teachers are expected to keep a clean appearance and use good judgment in the choice of clothes and personal grooming. Differences of opinion on this matter between the teacher and administration shall be reconciled through conference. The teacher may have an Association representative at such conference. All teachers are hereby notified of their right to representation at any such meeting.
17. Any teacher teaching an overload shall be compensated at the rate of one-eighth ($1/8$) of their annual scheduled salary.
18. Full payment for any extracurricular activity shall be based on completion of the assignment and made in a lump sum payment. Payment is contingent upon receipt of all required time logs and a completed form (signed by the coach/sponsor and the Principal) notifying the Business Office that the extracurricular activity has concluded.

ARTICLE III

I. EVALUATION GUIDELINES

A. The Board and the Association agree that the primary purpose of evaluation of teachers is to improve the quality of instruction. The Board and the Association further agree that the evaluation of teachers is to be a shared responsibility. The District has developed a teacher evaluation plan in accordance with the provisions of Article 24A of the School Code. The Board agrees that no changes will be made to the Plan without prior notice to the Association and that any such changes will be developed in cooperation with the Association

ARTICLE IV

I. STUDENT DISCIPLINE

- A. The Board and Association agree that discipline is an integral component of an effective learning environment. The Board and the Association further agree that proper discipline is the responsibility of not only the students, but also the teachers, Administration, and the Board. The Board and the Association therefore agree that all parties involved are to abide by the regulations and policies concerning discipline, as established by this school district.

ARTICLE V

I. PROFESSIONAL DUES DEDUCTION

- A. The Board shall, upon the written request of a teacher, withhold from the compensation of that teacher the membership dues of such teacher payable to any professional teachers' organization, including the Association.
- B. The Authorization Form for such withholding shall be furnished by the school district.
- C. An amount shall be withheld from each regular payroll period which is equal to the prorated share of the annual membership dues, and the Board shall pay such withholding to the specified professional organization, including the Association, no later than fifteen (15) days after such withholding.
- D. The parties agree that since Chapter 50, Section 125/2 of the Illinois Revised Statutes provides that any teacher may revoke a request to withhold at any time, the Board cannot honor any written request from the Association to deduct any unpaid portion of a teacher's annual dues from any teacher who has revoked such request without the written permission of the teacher.
- E. If a teacher resigns his employment, and the same is approved and accepted by the Board, but does not revoke his request to withhold, then the Board upon written request from the Association and the teacher involved, (received prior to the payment to the teacher of his final paycheck) shall deduct the unpaid portion of the annual dues from the teacher's paycheck. However, nothing herein contained shall affect any dispute or controversy between the Association and any of its members existing as of the date of this agreement.
- F. Any withholding request filed by a teacher, as aforesaid, shall remain in effect from year to year whether this Agreement shall or shall not have terminated, unless and until the teacher revokes such request.
- G. The Association shall indemnify the Board and hold it harmless against any and all claims, demands, suits, or other forms of liability that may arise out of, or by reason of, any action taken by the Board for the purpose of complying with the provisions of this Article.

ARTICLE VI

I. NO STRIKE CLAUSE

- A. The Association, its officers and agents, and the teachers agree not to instigate, promote, sponsor, engage in or condone any strike, slowdown, concerted stoppage of work, or any other intentional interruption of operations during the terms of this contract.

ARTICLE VII

I. PROFESSIONAL LEAVES AND ABSENCES

A. Leave of Absence for Advanced Study

1. Full-time teachers under tenure may be granted a leave of absence for a period not to exceed one (1) year for the purpose of continuing their studies or otherwise advancing their professional growth in a manner which is judged to have a direct relationship to their contractual duties at Seneca High School, upon recommendation of the Administration and subject to approval at the discretion of the Board. Such request must be submitted by May 1 prior to the school year the leave is desired. Employees on leave must confirm, via registered mail prior to April 1 of the succeeding year, their intention to return; otherwise, they shall forfeit their status under the continuing contract law. Teachers receiving a leave shall not be credited with teaching experience for such a period of leave. By accepting any leave of absence granted hereunder the teacher shall waive all right to compensation, direct or indirect, including fringe benefits.
2. Not more than two (2) teachers may be granted leave in one school year, nor more than one (1) from the same department or teaching area except in case of emergencies.
3. Leave of absence may be granted for a number of reasons. In general the following priorities shall prevail in the following order:
 - a. Formal study at an accredited college or university toward a doctorate
 - b. Study for a specialty program or advanced degree
 - c. Research work under the guidance of competent research personnel
 - d. Travel, either domestic or foreign
4. If a teacher changes his plans after arrangements for a leave of absence have been made and a substitute has been hired, he agrees to wait one (1) school term to return to Seneca Township High School, District 160, unless another vacancy occurs into which he can be placed.

B. Sick Leave

- I. A teacher who is absent from duty because of death in the immediate family or because of personal illness or serious illness in the immediate family, shall receive his full salary in accordance with the sick-leave plan, details of which are as follows:
 - a. The definition of sick leave shall be interpreted to mean personal illness, serious illness in the immediate family or household or time for funeral arrangements and/or attendance by reason of death in the immediate family or household, immediate family being defined as husband, wife, parents, grandparents, brothers, sisters, children, grandchildren, stepparents, stepchildren and step-grandparents, all of whom may be by marriage or blood, or court appointed legal representatives or children placed by the Department of Children and Family Services currently residing in the employee's home.
 - b. The Board of Education may require a physician's certificate as a basis for pay during leave for personal illness, or as it may deem necessary in other cases, or if the treatment is by prayer or by spiritual advisor or practitioner of such person's Faith.
 - c. Full time teachers shall be granted sick leave in the amount of thirteen (13) days at full pay in each school year. Teachers with twenty (20) or more years of service with Seneca High School and 200 or more accumulated sick days, will be granted sick leave in the amount of eighteen (18) days in each school year. The increase in the level of sick leave granted to teachers with 20 or more years of service is intended to benefit employees but is not intended by the parties to result in any penalty or loss to the School District (other than the granting of bona fide sick leave available for the use of the teacher receiving it). If an adverse ruling by TRS or a change in statute or regulation governing this topic would have the result of a penalty or additional charge being assessed against the District, this provision shall be null and void and all sick leave balances on the records of the School District shall be immediately revised to reflect sick leave credits for each teacher at the rate of 13 days per year for each year covered by this contract.
 - d. Sick Days have no maximum accumulation.
 - e. Teacher who received a leave of absence on account of illness shall not receive teaching experience credit for the duration of the leave but shall retain their place on the salary schedule.
 - f. The Board reserves the right to grant sick leave in excess of the

amount allowed or accumulated to any teacher upon the recommendation of the Superintendent and examination of the circumstances in the case. Any such action by the Board does not become part of the Rules and Regulations, nor shall it be considered a basis for action in any future cases which may come before the Board of Review.

C. Personal Leaves

1.
 - (a) Each teacher shall be entitled to two (2) days of personal leave without loss of pay. No reason for such leave need be given. One (1) copy of a written request for a personal leave day must be given to the Administration or his designee two (2) weeks in advance. Within two (2) days the Administration or his designee will also indicate whether the personal day has been approved or not approved. In cases of emergency, the two (2) weeks advance notice does not apply. In all cases of emergency personal leave days, the reason for such leave shall be supplied by the teacher.
 - (b) Teachers not using all of their personal leave days may accumulate a total of four (4) personal leave days per year. The third and fourth days will be granted after the reasons for personal leave have been accepted by the Administration or his designee. The terms and conditions of Subparagraph (a) above (namely, two (2) weeks prior written request, written approval or disapproval by the Superintendent or his designee, and the emergency personal leave) are applicable to the third and fourth days.

At the election of the teacher, the unused personal leave days of the teacher may be accumulated as sick leave days rather than carried forward as described above. Said accumulated personal leave days shall be added to any existing sick leave benefits of such teacher.
 - (c) A teacher who utilizes no sick leave during a particular school year shall be credited with one (1) additional personal leave day for use in succeeding school year, with the day to be used in accordance with paragraph 1 (a) of the personal leave provisions of this agreement.
 - (d) When the school and school offices are closed by action of the Board or the Administration for the entire school day, no personal leave day shall be charged against the teacher.
2. It is not the responsibility of the teacher to secure a substitute for the day of

absence.

3. Personal leave days will be granted the day before or the day after school holidays according to the following: No more than 3 personal days will be given to the entire staff the day before or the day after school holidays on a first come first serve basis and each staff member may not use more than one day. A maximum of ten (10) days per year will be used in this manner. Days allotted to teachers will be determined by the S.E.A., with final approval to be given by the Administration.
4. The Administration shall have the authority to disapprove any request for personal leave if in its' discretion, the taking of such personal leave may impair the educational process or adversely affect the operation of the schools of the district. However, such requests shall not be arbitrarily or unreasonably denied.
5. Neither accumulated sick leave days nor accumulated personal leave days shall be the basis of any award or compensation to any teacher upon termination, resignation, or retirement, except as provided by Statute.

D. Bereavement Leave

1. The definition of Bereavement Leave shall be interpreted to mean personal time for funeral arrangements and/or attendance by reason of death in the immediate family or household, immediate family being defined as husband, wife, parents, grandparents, brothers, sisters, children, grandchildren, step-parents, stepchildren, step-grandparents, all of whom may be by marriage or blood, or court appointed legal representatives or children placed by the Department of Children and Family Services currently residing in the employee's home.
2. Employees may use up to three (3) days per incident, for bereavement leave connected with the death of members of the immediate family as defined above. Employees shall be able to use one bereavement day for aunts, uncles, nieces, and nephews. Employees shall be able to use one (1) sick day per incident for leave in connection with the death of a close friend.

ARTICLE VIII

I. GRIEVANCE PROCEDURES

- A. A "Grievance" shall mean a complaint by the employee, a group of employees, or the Association, that there has been a violation, misrepresentation or inequitable application of any of the provisions of this Agreement.
- B. Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this section or elsewhere in this Agreement shall be construed and/or adjusted (terminated to the mutual satisfaction of all persons) without intervention or representation of Association representatives.
- C. Grievances shall be presented and adjusted in accordance with the following procedures:
- a. Informal Conference
- (1) A complaint shall first be discussed with the Principal with the object of resolving the matter informally within ten (10) school attendance days of the event which is the basis of the grievance.
- The teacher shall be accompanied by an Association representative and with the Principal shall have a witness of his or her choice.
- b. Formal Conference
- (1) Three steps are hereafter set forth by which formal conferences may be held to resolve a grievance which has not been resolved through informal conferences. It is the intention of both parties that the timetable for the accomplishment of actions set forth in steps 1, 2, and 3 be substantially complied with. It is further recognized that on certain occasions that the Board may require some additional days to accomplish an act required to be done within a specified number of days. For that reason, the Board shall be able to utilize a total of ten additional school days which may extend the period of time during which an act is required to be accomplished for any grievance.

Step 1

In the event the matter is not resolved informally, the problem stated in writing, may be lodged with or submitted as a grievance to the Principal within ten (10) school attendance days following the informal conference.

- (1) A grievance may be lodged and thereafter discussed with the Principal.

The teacher shall be accompanied by an Association representative and with the Principal shall have a witness of his or her choice.

Step 2

Within five (5) school attendance days after the Principal's decision an appeal may be made to the Superintendent. The appeal shall be in writing and shall set forth specifically the act or conditions and the grounds on which the grievance is based, and shall be accompanied by a copy of the decision at Step 1.

- (1) The Superintendent shall meet and confer on the grievance with a view to arriving at a mutually satisfactory adjustment. Participants in this conference shall be those who participated in Step 1, and such other appropriate persons as may be required by the Superintendent.
- (2) Within ten (10) school attendance days after receiving the appeal, the Superintendent shall communicate his/her decision, in writing, together with supporting reasons, to the Principal and to the aggrieved teacher, if any, and other necessary parties.

Step 3

Within five (5) school attendance days after receiving the decision of the Superintendent, an appeal to the decision may be made to the Board. This appeal shall be in writing and shall be accompanied by a copy of the appeal at Step 2 and of the decision at Step 2.

- (1) Within a reasonable time after receipt of the appeal, but not later than its next regular meeting, the Board shall hold a hearing on the grievance. Participants in this hearing shall be those who participated in Step 2 and counsel for the Association and the Board, if any, unless the grievance is being processed by a teacher in person on his/her own behalf.
- (2) Within ten (10) school attendance days after the hearing on the appeal, the Board shall communicate its decision, in writing, together with supporting reasons, to the Principal, Superintendent, counsel for the Association, and the Board, if any, and to the aggrieved teacher.

Step 4

If either party is not satisfied with the disposition of the grievance at the Third Step, the Association or Board may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association or an arbitrator may be chosen who is mutually agreed upon by both parties. However, should both parties mutually agree, the grievance shall be submitted under the Expedited Labor Arbitration Rules of the American Arbitration Association. If the demand for arbitration is not filed within fifteen (15) days of the Third Step answer, the grievance shall be deemed withdrawn.

- (1) The arbitrator shall have no power to alter the terms of this Agreement.
- (2) Either party may be represented at the hearing by counsel.
- (3) Each party shall bear the full costs of its representation in arbitration. The fees and the expenses of the arbitrator shall be shared equally by the Association and the Board.

ARTICLE IX

TEACHER'S SALARIES

PREAMBLE

It is intended by the parties hereto, that the Salary Schedule Appendixes A shall serve as the means by which the Board, in its position as Stewards of the Public Trust and Public funds, may employ teachers with the ability and capacity to offer the best possible education to the children of the School District. The parties agree that if there is any change in the law that would result in any kind of fine, penalty or additional contribution required of the Board this agreement will be reopened for the limited purpose of renegotiating salaries in light of said change.

I. Salary and Pension

Salaries will be determined by Appendix A. Teachers who have reached the bottom of their respective columns, shall be removed from the salary schedule and receive the increase negotiated in each contract. The board shall pay on behalf of the teachers the 9.0% contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 of the Illinois Pension code. Although designated by the Illinois Pension Code as "employee contributions," the amounts herein required shall be paid by the board. In the event the contribution either increases or decreases from the current 9.0% the contract will be opened to discuss this benefit only.

II. Teacher Placement on the Salary Schedule

- A. Teachers may be granted credit for previous teaching experience in the ratio of one (1) year in other schools to equal one (1) year in this School District. This provision shall not be retroactive for teachers already receiving salaries on the Salary Schedule, Appendixes A.
- B. A maximum of one (1) year teaching credit shall be allowed for any one calendar year.
- C. Special Service or Extra-Duty Deviations may be granted upon approval of the Board after assignments of Special Services or Extra-Duty to teachers; and if supplemental pay is approved by the Board for such assignments there shall be prepared and made part hereof as Appendix B, a Supplemental Pay Schedule indicating such assignments and the amount of Supplemental Pay for such Assignments, if any. There shall be no Supplemental Pay except as provided in Appendix B. The Board and the Association will negotiate for additional Special Service or Extra Duty Assignments which shall thereupon become a part of the employment

conditions and obligations of the Association and its members. Any extracurricular job openings will be posted on the office bulletin board. Any and all licensed personnel signing up will be considered for the job. Job openings will be posted for ten (10) days.

- D. To be eligible to receive the scheduled increments on Appendix A each teacher shall secure in advance the approval of the Administration to take additional graduate credits one (1) week prior to the beginning of the program. The Board shall reimburse a teacher for the cost of tuition for approved credit at recognized college or university, for the exact amount of the tuition, or \$165.00 per semester hour, whichever is lesser. In the event the approved graduate credits result in the teacher being able to teach a dual credit class as outlined by the participating college and approved in writing by the Administration, an additional \$200 per semester hour will be reimbursed to the teacher.
- E. The Board shall reimburse to each teacher approved for reimbursement a total of twelve (12) semester credit hours per Fiscal Year. To be reimbursed, the courses for credit must be approved in writing by the Administration and the completion date of the course must not be more than six months of the submittal date.
- F. A teacher who has been accepted into a graduate degree program approved by the Administration must have a copy of the letter of acceptance plus a copy of the courses to be completed for the degree on file in the Administrative Offices by three (3) weeks prior to the beginning of the program.
- G. Reimbursement for approved courses successfully completed will be made upon receipt of the course transcripts.
- H. The regular pay day shall be the 15th of each month. If the 15th falls on a day that school is not in session, teachers shall receive their pay on the last working day before the 15th.
- I. After the Board has approved a teacher's resignation, the balance of salary shall be paid on the last day of the school term if resignation is effective at the end of the term, or after the first regular Board meeting following the written resignation if resignation is effective during the school year. Health insurance benefits will terminate at the end of the month as related to the salary payout stated above.
- J. When a teacher is assigned to "cover" for another teacher when a substitute is not available, the teacher will be paid at the rate of \$15 for each 1/2 period

taken. (40 - 45 minutes)

- K. Teachers shall be paid at the current IRS rate for all mileage approved in advance to perform their assigned duties inside or outside the District.
- L. Teachers tutoring approved home-bound students will be reimbursed at the rate of \$20.00 per hour. Each visit will be at least one (1) hour in length.
- M. Any teacher in a non-degree graduate program may move to the right on the salary schedule (up to thirty-two (32) hours), but shall not move beyond that column unless and until a Master's Degree is earned. Exception to this will be made for graduate level subject matter graduate courses in a teacher's assigned teaching area as approved in advance of taking the course, approval to be given by the Board of Education. Effective 2000-2001, once a Master's Degree is earned, previous hours which do not contribute to the Master's Degree will not carry over to the columns to the right of the Master's Degree column.
- N. Any teacher who is off the salary schedule and completes additional coursework will receive a stipend of \$2,500.00 added to their salary as follows: BA to MA and MA to MA 32.
- O. Salaries off the schedule will receive a 3.0% increase annually. Beginning in the 2020-21 school year, any teacher who comes off of the salary schedule, for the first time, will receive a one-time payment of \$650, in addition to receiving a 3.0% increase.
- P. Any teacher may only move one step from the previous year.
- Q. Summer school assignments will be taught by seniority: however, faculty members must have taught the course within the past four school years and a departmental meeting to discuss assignments is necessary prior to assignment.
- R. Any employee working more than the normal teacher year (180 days) shall receive additional compensation at the rate of 1/180 of his/her annual salary for each extra day worked at the request of the board of education.

ARTICLE X

I. CONFORMITY TO LAW

- A. This Agreement shall not conflict with, contravene, abrogate, diminish, or affect in any way the powers, authority, duties, and responsibilities vested in the Board of the Statutes and the Laws of the State of Illinois.
- B. The Board and Association agree that this Agreement shall not be construed as prohibiting the parties from making such other temporary arrangements for the convenience of the Board, its administration, or the Association, as may be mutually agreed upon, during the term of this contract. Such temporary arrangements shall not be construed as establishing precedent or serve as a basis for future contractual agreements.
- C. If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with the minimum standard of the School Code, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. Any substitute action shall be subject to consultation and negotiation with the Association.

ARTICLE XI

I. INSURANCE BENEFITS

- A. The Board shall provide group health and accident insurance benefits, dental insurance benefits, and vision care insurance benefits for all licensed employees and their families. The insured parties will be consulted as to the specifications which will be drawn up and sent to those companies which are to bid on the insurance as specified under the School Code. The name of the insurer and the amounts of coverage thereof, or alternatively, a copy of said policy when available shall be attached hereto as Appendix C. The parties agree that in the event that any health insurance benefit provided by the Board may lead to or result in any kind of penalty or fine under the Affordable Care Act will reopen this Agreement for the limited purpose of renegotiating said benefit only. When the premium of either the single or family reach 90% of the applicable dollar amount associated with the Cadillac Tax, the plan will no longer be an option and the Insurance Committee will meet to review different plan designs. The Board and an insurance committee representing the S.E.A. will meet and come to a consensus regarding any proposed changes in the insurance policies. No major changes in coverage will be made unless mutually agreed to by both parties.
- B. The Board and the Association have agreed to a prescription drug plan. The plan is attached hereto as Appendix C.
- C. Provided that the required number of District employees maintain participation in the District's group health insurance plan (as determined by the District after consultation with its group health insurance carrier or carriers), only those teachers who are covered by health insurance from another source, and, therefore, do not participate in the District's group health insurance plan, shall receive a District-paid insurance fund in the amount of \$3,000 to pay insurance premiums from another insurance plan, deductibles and other out-of-pocket insurance expenses. Teachers covered by a district paid health insurance program will not be eligible for an in lieu of payment beginning in the 2020-21 school year except those teachers covered by a district health insurance plan who were receiving an in lieu of payment on June 1, 2020. Those teachers will be considered grandfathered. The insurance fund will be a reimbursement of expenses as substantiated by receipts and in addition to the \$1000 insurance fund explained in Letter D below. It is understood that the Union will determine and designate in writing to the District those licensed and non-certified staff who have health insurance from another source, by August 25th of each year.
- D. An insurance fund will be established for each teacher who elects district

covered insurance program to pay the deductible and other out-of-pocket insurance expenses at the following rate:

Term of the contract: \$1000.00 each year

The insurance flex fund allows a carry-over into the next fiscal year. The maximum balance in the flex fund will not exceed \$1500.00 per teacher in any fiscal year.

- E. A dental insurance fund will be established for each teacher to pay orthodontic expenses. A maximum of \$1,500 or one half (1/2) of the orthodontic bill, whichever is less, will be reimbursed to the employee. If an employee reaches the calendar year maximum listed in the dental plan, reimbursement of up to \$500 can be claimed for covered expenses incurred over that maximum.

- F. In the case where an employee is a qualified dependent of another employee and both are eligible for insurance coverage, one employee may choose the health insurance and the other employee will be entitled to all applicable items under Items C, D, and E in addition to being covered under the insurance as a dependent.

ARTICLE XII

I. JOB DESCRIPTION

- A. The Board and the Association recognize the importance of teachers being aware of and attentive to their responsibilities and duties in respect to their teaching assignments, including any job description which may be prepared by the Administration or the Board.
- B. Teachers are responsible for reading and following all job descriptions in respect to their respective teaching duties as enacted by the Board together with all Administrative Directives related thereto which do not violate the contract. Copies of these job descriptions shall be made available to the teachers.

ARTICLE XIII
EARLY RETIREMENT OPTION

- I. Early retirement pursuant to Section 16-133.2 of the Illinois Pension Code shall require the approval of the Board of Education, which approval may be granted or withheld in the sole discretion of the Board.
- II. Each year, the Board may consider an offer of any other or additional early retirement incentives to teachers. Any such offer shall be reasonably uniform as to those teachers within a defined classification and contain such incentives, if any, as the Board may determine appropriate for that particular year. Prior to making any such offer, the Superintendent will meet with the Association President to discuss possible incentives. Any incentives will be announced by February 15, unless another deadline is mutually agreed upon by the Board and the Association.
- III. Retirement Bonus (Non-ERO)

Teachers who meet the eligibility requirements set forth in Article XV and who provide the notice as described below will receive as a retirement bonus a total salary increase of six percent (6%) applied to the total TRS creditable earnings received from the District in the previous school year (the "base year"). An eligible teacher may elect to receive this 6% increase in each of the four (4) years prior to retirement beginning in the 2020-21 school year, but not later than the 2024-25 school year. The teacher may give one (1), two (2), three (3) or four (4) years of notice, provided that the teacher is eligible to do so and further provided that the notice is received by June 1, 2020 for the 6% increase to be applicable for any election for the 2020-2021 school year and any available school year thereafter. This retirement bonus is limited to those teachers who are or will be able to retire without penalty under applicable law. To be eligible for this benefit under this Section 8.9, a teacher must: (1) be eligible to receive a retirement annuity without discount under applicable law. An eligible teacher who elects any benefit under this Section must submit a written notice of irrevocable resignation from employment due to retirement, effective at the end of the election period but no later than June 1, 2025 Said written notice must be submitted according to the timelines herein. The Association and the Board further agree that should future professional negotiated agreements provide for retirement bonuses, options, or any terms that these will not be available to any teacher who elects any benefit under this Section. It is understood and agreed to that no payment under this paragraph will result in any TRS penalty to the District, and the parties agree that if any such penalty is or may be assessed the District may adjust any employee's salary retroactively, or take any other action it deems necessary, to avoid such penalty.

Any teacher who submits notice of retirement and begins receiving or is scheduled to receive one or more six percent (6%) salary increases shall be removed from the salary schedule and shall not receive any other

additional compensation from the District regardless of any additional activities the teacher may choose to perform or any horizontal or vertical movement the teacher would otherwise experience on the salary schedule, notwithstanding any other provision of this Agreement. It is the intent of the parties that the compensation increases of such teachers should be capped at six percent (6%) in any of the four (4) years prior to retirement, so that the District may avoid any related TRS surcharges or penalties.

Salary increases provided for under this paragraph are conditional on the teacher satisfactorily performing all required duties and assigned supplemental activities that were compensated in the base year used to calculate the six percent (6%) increases. If during any year in which a teacher would otherwise be entitled to receive six percent (6%) retirement increases the teacher declines to perform any assigned supplemental activity that was compensated in the base year, or the teacher is removed from any such activity for cause, the teacher's compensation shall be reduced proportionally.

2. Early Retirement Insurance Coverage (ERIC)

ERIC payments in accord with the parties past practice shall be made after the date of actual retirement and will not be reported as creditable earnings to TRS. In the event of the death of the retiree, any unpaid balance will be paid to the estate of the employee.

Teachers who retire prior to Medicare age, will be paid \$4,000 per year to be applied toward their medical coverage and medical expenses. Teachers must submit to the Business Office receipts to verify the out of pocket medical expenses no later than June 1st of each year for reimbursement.

Reimbursement checks will not be in the form of salary, but issued as a dollar for dollar reimbursement up to the maximum with no carry over to subsequent years.

ARTICLE XIV

RISK MANAGEMENT RESPONSIBILITIES OF TEACHERS

To these ends, the parties agree as follows:

1. All employees holding the bargaining unit positions identified in the District's Risk Management Plan shall provide for the protection of students, personnel and the general public and freedom from exposure to tort-producing situations which arise from, but are not limited to:

Incidents in parking lots and on campus;

Incidents in the lunchroom;

Incidents occurring during school activities and other school sponsored events;

Incidents occurring during physical education classes;

Incidents occurring during industrial education and vocational education classes;

Incidents occurring in connection with the transportation of students, including the processes of student boarding, riding and departing the school bus;

Incidents in connection with safety of students from school related traffic hazards and exposure to risk;

Incidents due to acts of fellow students committed both in the classroom and outside the classroom; and

Incidents due to lack of sufficiency of supervisors on school grounds or during school sponsored activities.

2. It is expected that the teachers will expend ten percent (10%) of their time devoted to these tasks.

3. It is expected that teachers involved with co-curricular activities will spend (10%) of their time devoted to these tasks.

4. All certified teachers will inspect property and observe activities on District property for unsafe conditions that may lead to injury, to correct any unsafe practices and conditions and to report all other potential safety hazards to Administration.

Teachers will work with Administration to develop and maintain a program of safe conditions and practices for the welfare of the students, faculty employees, volunteers, visitors and other invitees.

TERM OF AGREEMENT

THIS AGREEMENT when signed by the Secretary and President of the Board pursuant to duly adopted Resolution by roll call vote, and by the Association President and Secretary shall be effective from July 1, 2020 until June 30, 2025.

SIGNED:

FOR THE BOARD OF EDUCATION

FOR THE ASSOCIATION

BY: _____

BY: _____

Its President

Its President

BY: _____

BY: _____

Its Secretary

Its Secretary

Date: _____

Date: _____

APPENDIX C
INSURANCE COVERAGE

Blue Cross Blue Shield

Medical, prescription health plan

Plans Available:

H.S.A. Plan

Board H.S.A. Contribution

For those employees who elect the H.S.A. Plan, the board will contribute \$1,000 to the single employee, \$2,000 to the employee/spouse & employee/child election, and \$2,000 to the family H.S.A. account each year of this contract.

Dental Insurance

Delta Dental

Vision Insurance:

Vision Service Plan (VSP)

Life Insurance (Employee Only):

Guardian/Deerborn Life Insurance

APPENDIX D

Co-curricular assignments will be approved at a regular Board meeting prior to the start of each school year, and will be paid according to Appendix B.

APPENDIX A

Seneca High School Index 2020-21

\$49,232.45

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	1.00	1.05	1.10	1.14	1.18	1.20
2	1.05	1.10	1.15	1.19	1.23	1.25
3	1.10	1.15	1.20	1.24	1.28	1.30
4	1.15	1.20	1.25	1.29	1.33	1.35
5	1.20	1.25	1.30	1.34	1.38	1.40
6	1.25	1.30	1.35	1.39	1.43	1.45
7	1.30	1.35	1.40	1.44	1.48	1.50
8	1.34	1.39	1.44	1.48	1.52	1.54
9	1.38	1.43	1.48	1.52	1.56	1.58
10	1.42	1.47	1.52	1.56	1.60	1.62
11		1.51	1.56	1.60	1.64	1.66
12			1.60	1.64	1.68	1.70
13				1.68	1.72	1.74
14					1.76	1.78
15						1.82

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	49232.45	51694.07	54155.70	56124.99	58094.29	59078.94
2	51694.07	54155.70	56617.32	58586.62	60555.91	61540.56
3	54155.70	56617.32	59078.94	61048.24	63017.54	64002.19
4	56617.32	59078.94	61540.56	63509.86	65479.16	66463.81
5	59078.94	61540.56	64002.19	65971.48	67940.78	68925.43
6	61540.56	64002.19	66463.81	68433.11	70402.40	71387.05
7	64002.19	66463.81	68925.43	70894.73	72864.03	73848.68
8	65971.48	68433.11	70894.73	72864.03	74833.32	75817.97
9	67940.78	70402.40	72864.03	74833.32	76802.62	77787.27
10	69910.08	72371.70	74833.32	76802.62	78771.92	79756.57
11		74341.00	76802.62	78771.92	80741.22	81725.87
12			78771.92	80741.22	82710.52	83695.17
13				82710.52	84679.81	85664.46
14					86649.11	87633.76
15						89603.06

Does Not Include TRS

Salaries "off schedule" will receive an increase of 3% annually.

Beginning in the 2020-21 school year, any teacher who comes off of the salary schedule, for the first time, will receive a one-time payment of \$650, in addition to receiving a 3.0% increase.

APPENDIX A

Seneca High School Index 2021-22

\$49,724.77

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	1.00	1.05	1.10	1.14	1.18	1.20
2	1.05	1.10	1.15	1.19	1.23	1.25
3	1.10	1.15	1.20	1.24	1.28	1.30
4	1.15	1.20	1.25	1.29	1.33	1.35
5	1.20	1.25	1.30	1.34	1.38	1.40
6	1.25	1.30	1.35	1.39	1.43	1.45
7	1.30	1.35	1.40	1.44	1.48	1.50
8	1.34	1.39	1.44	1.48	1.52	1.54
9	1.38	1.43	1.48	1.52	1.56	1.58
10	1.42	1.47	1.52	1.56	1.60	1.62
11		1.51	1.56	1.60	1.64	1.66
12			1.60	1.64	1.68	1.70
13				1.68	1.72	1.74
14					1.76	1.78
15						1.82

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	49724.77	52211.01	54697.25	56686.24	58675.23	59669.73
2	52211.01	54697.25	57183.49	59172.48	61161.47	62155.97
3	54697.25	57183.49	59669.73	61658.72	63647.71	64642.21
4	57183.49	59669.73	62155.97	64144.96	66133.95	67128.45
5	59669.73	62155.97	64642.21	66631.20	68620.19	69614.68
6	62155.97	64642.21	67128.45	69117.44	71106.43	72100.92
7	64642.21	67128.45	69614.68	71603.68	73592.67	74587.16
8	66631.20	69117.44	71603.68	73592.67	75581.66	76576.15
9	68620.19	71106.43	73592.67	75581.66	77570.65	78565.14
10	70609.18	73095.42	75581.66	77570.65	79559.64	80554.13
11		75084.41	77570.65	79559.64	81548.63	82543.13
12			79559.64	81548.63	83537.62	84532.12
13				83537.62	85526.61	86521.11
14					87515.60	88510.10
15						90499.09

Does Not Include TRS

Salaries "off schedule" will receive an increase of 3% annually.

Beginning in the 2020-21 school year, any teacher who comes off of the salary schedule, for the first time, will receive a one-time payment of \$650, in addition to receiving a 3.0% increase.

APPENDIX A

Seneca High School Index 2022-23

\$50,222.02

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	1.00	1.05	1.10	1.14	1.18	1.20
2	1.05	1.10	1.15	1.19	1.23	1.25
3	1.10	1.15	1.20	1.24	1.28	1.30
4	1.15	1.20	1.25	1.29	1.33	1.35
5	1.20	1.25	1.30	1.34	1.38	1.40
6	1.25	1.30	1.35	1.39	1.43	1.45
7	1.30	1.35	1.40	1.44	1.48	1.50
8	1.34	1.39	1.44	1.48	1.52	1.54
9	1.38	1.43	1.48	1.52	1.56	1.58
10	1.42	1.47	1.52	1.56	1.60	1.62
11		1.51	1.56	1.60	1.64	1.66
12			1.60	1.64	1.68	1.70
13				1.68	1.72	1.74
14					1.76	1.78
15						1.82

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	50222.02	52733.12	55244.22	57253.10	59261.98	60266.42
2	52733.12	55244.22	57755.32	59764.20	61773.08	62777.52
3	55244.22	57755.32	60266.42	62275.30	64284.18	65288.62
4	57755.32	60266.42	62777.52	64786.40	66795.28	67799.72
5	60266.42	62777.52	65288.62	67297.50	69306.38	70310.82
6	62777.52	65288.62	67799.72	69808.60	71817.49	72821.93
7	65288.62	67799.72	70310.82	72319.71	74328.59	75333.03
8	67297.50	69808.60	72319.71	74328.59	76337.47	77341.91
9	69306.38	71817.49	74328.59	76337.47	78346.35	79350.79
10	71315.27	73826.37	76337.47	78346.35	80355.23	81359.67
11		75835.25	78346.35	80355.23	82364.11	83368.55
12			80355.23	82364.11	84372.99	85377.43
13				84372.99	86381.87	87386.31
14					88390.75	89395.19
15						91404.07

Does Not Include TRS

Salaries "off schedule" will receive an increase of 3% annually.

Beginning in the 2020-21 school year, any teacher who comes off of the salary schedule, for the first time, will receive a one-time payment of \$650, in addition to receiving a 3.0% increase.

APPENDIX A

Seneca High School Index 2023-24

\$50,724.24

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	1.00	1.05	1.10	1.14	1.18	1.20
2	1.05	1.10	1.15	1.19	1.23	1.25
3	1.10	1.15	1.20	1.24	1.28	1.30
4	1.15	1.20	1.25	1.29	1.33	1.35
5	1.20	1.25	1.30	1.34	1.38	1.40
6	1.25	1.30	1.35	1.39	1.43	1.45
7	1.30	1.35	1.40	1.44	1.48	1.50
8	1.34	1.39	1.44	1.48	1.52	1.54
9	1.38	1.43	1.48	1.52	1.56	1.58
10	1.42	1.47	1.52	1.56	1.60	1.62
11		1.51	1.56	1.60	1.64	1.66
12			1.60	1.64	1.68	1.70
13				1.68	1.72	1.74
14					1.76	1.78
15						1.82

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	50724.24	53260.45	55796.66	57825.63	59854.60	60869.09
2	53260.45	55796.66	58332.88	60361.85	62390.82	63405.30
3	55796.66	58332.88	60869.09	62898.06	64927.03	65941.51
4	58332.88	60869.09	63405.30	65434.27	67463.24	68477.72
5	60869.09	63405.30	65941.51	67970.48	69999.45	71013.94
6	63405.30	65941.51	68477.72	70506.69	72535.66	73550.15
7	65941.51	68477.72	71013.94	73042.91	75071.88	76086.36
8	67970.48	70506.69	73042.91	75071.88	77100.85	78115.33
9	69999.45	72535.66	75071.88	77100.85	79129.81	80144.30
10	72028.42	74564.63	77100.85	79129.81	81158.78	82173.27
11		76593.60	79129.81	81158.78	83187.75	84202.24
12			81158.78	83187.75	85216.72	86231.21
13				85216.72	87245.69	88260.18
14					89274.66	90289.15
15						92318.12

Does Not Include TRS

Salaries "off schedule" will receive an increase of 3% annually.

Beginning in the 2020-21 school year, any teacher who comes off of the salary schedule, for the first time, will receive a one-time payment of \$650, in addition to receiving a 3.0% increase.

APPENDIX A

Seneca High School Index 2024-25

\$51,231.48

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	1.00	1.05	1.10	1.14	1.18	1.20
2	1.05	1.10	1.15	1.19	1.23	1.25
3	1.10	1.15	1.20	1.24	1.28	1.30
4	1.15	1.20	1.25	1.29	1.33	1.35
5	1.20	1.25	1.30	1.34	1.38	1.40
6	1.25	1.30	1.35	1.39	1.43	1.45
7	1.30	1.35	1.40	1.44	1.48	1.50
8	1.34	1.39	1.44	1.48	1.52	1.54
9	1.38	1.43	1.48	1.52	1.56	1.58
10	1.42	1.47	1.52	1.56	1.60	1.62
11		1.51	1.56	1.60	1.64	1.66
12			1.60	1.64	1.68	1.70
13				1.68	1.72	1.74
14					1.76	1.78
15						1.82

STEPS	BA	BA +16	MA	MA + 16	MA +32	MA + 48
1	51231.48	53793.06	56354.63	58403.89	60453.15	61477.78
2	53793.06	56354.63	58916.20	60965.46	63014.72	64039.35
3	56354.63	58916.20	61477.78	63527.04	65576.30	66600.93
4	58916.20	61477.78	64039.35	66088.61	68137.87	69162.50
5	61477.78	64039.35	66600.93	68650.19	70699.45	71724.08
6	64039.35	66600.93	69162.50	71211.76	73261.02	74285.65
7	66600.93	69162.50	71724.08	73773.33	75822.59	76847.22
8	68650.19	71211.76	73773.33	75822.59	77871.85	78896.48
9	70699.45	73261.02	75822.59	77871.85	79921.11	80945.74
10	72748.71	75310.28	77871.85	79921.11	81970.37	82995.00
11		77359.54	79921.11	81970.37	84019.63	85044.26
12			81970.37	84019.63	86068.89	87093.52
13				86068.89	88118.15	89142.78
14					90167.41	91192.04
15						93241.30

Does Not Include TRS

Salaries "off schedule" will receive an increase of 3% annually.

Beginning in the 2020-21 school year, any teacher who comes off of the salary schedule, for the first time, will receive a one-time payment of \$650, in addition to receiving a 3.0% increase.

Appendix B
Seneca High School - 2020-21

\$51,180

Job	1-3 Years		4-6 Years		7-10 Years		11-14 Years		15+ Years	
Head Football	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Football	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Basketball (Boys/Girls)	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Ass't Basketball (Boys/Girls)	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Baseball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Baseball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Track	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Track	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Volleyball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Volleyball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Softball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Softball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Cross Country	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Cross Country	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Wrestling	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Wrestling	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Golf	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Assistant Golf	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Strength & Conditioning (per season)	0.08	4094.40								
Head Cheerleading - Football	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Football	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Head Cheerleading - Basketball	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Basketball	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Student Council (Per Advisor)	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Athletic Shows	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Music Director	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Musical Director	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head All-School Play	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head Coach Speech	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Speech	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Head Coach Scholastic Bowl	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Scholastic Bowl	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Yearbook	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Yearbook Photographer	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60
SIP - Each Chairperson	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40
SIP - Each Member	0.01	511.80	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00
Mentor	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60
WYSE (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Math Team (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
NHS (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Robotics	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Jr/Sr Class (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Pit Orchestra	0.03	1535.40			0.03	1535.40				
Fresh/Soph Class (per advisor)	0.01	511.80			0.02	1023.60				
Co-curricular Org. (per advisor)	0.02	1023.60			0.03	1535.40				

All Experience as a head coach will apply towards assistant coach level.
All experience as an assistant coach will apply towards head coach experience level at a 2 to 1 ratio.

Does not include TRS

Appendix B
Seneca High School - 2021-22

\$51,180

Job	1-3 Years		4-6 Years		7-10 Years		11-14 Years		15+ Years	
	Rate	Salary	Rate	Salary	Rate	Salary	Rate	Salary	Rate	Salary
Head Football	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Football	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Basketball (Boys/Girls)	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Ass't Basketball (Boys/Girls)	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Baseball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Baseball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Track	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Track	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Volleyball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Volleyball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Softball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Softball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Cross Country	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Cross Country	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Wrestling	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Wrestling	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Golf	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Assistant Golf	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Strength & Conditioning (per season)	0.08	4094.40								
Head Cheerleading - Football	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Football	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Head Cheerleading - Basketball	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Basketball	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Student Council (Per Advisor)	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Athletic Shows	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Music Director	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Musical Director	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head All-School Play	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head Coach Speech	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Speech	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Head Coach Scholastic Bowl	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Scholastic Bowl	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Yearbook	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Yearbook Photographer	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60
SIP - Each Chairperson	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40
SIP - Each Member	0.01	511.80	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00
Mentor	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60
WYSE (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Math Team (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
NHS (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Robotics	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Jr/Sr Class (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Pit Orchestra	0.03	1535.40			0.03	1535.40				
Fresh/Soph Class (per advisor)	0.01	511.80			0.02	1023.60				
Co-curricular Org. (per advisor)	0.02	1023.60			0.03	1535.40				

All Experience as a head coach will apply towards assistant coach level.
All experience as an assistant coach will apply towards head coach experience level at a 2 to 1 ratio.

Does not include TRS

Appendix B
Seneca High School - 2022-23

\$51,180

Job	1-3 Years		4-6 Years		7-10 Years		11-14 Years		15+ Years	
Head Football	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Football	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Basketball (Boys/Girls)	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Ass't Basketball (Boys/Girls)	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Baseball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Baseball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Track	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Track	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Volleyball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Volleyball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Softball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Softball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Cross Country	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Cross Country	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Wrestling	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Wrestling	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Golf	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Assistant Golf	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Strength & Conditioning (per season)	0.08	4094.40								
Head Cheerleading - Football	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Football	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Head Cheerleading - Basketball	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Basketball	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Student Council (Per Advisor)	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Athletic Shows	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Music Director	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Musical Director	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head All-School Play	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head Coach Speech	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Speech	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Head Coach Scholastic Bowl	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Scholastic Bowl	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Yearbook	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Yearbook Photographer	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60
SIP - Each Chairperson	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40
SIP - Each Member	0.01	511.80	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00
Mentor	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60
WYSE (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Math Team (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
NHS (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Robotics	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Jr/Sr Class (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Pit Orchestra	0.03	1535.40			0.03	1535.40				
Fresh/Soph Class (per advisor)	0.01	511.80			0.02	1023.60				
Co-curricular Org. (per advisor)	0.02	1023.60			0.03	1535.40				

All Experience as a head coach will apply towards assistant coach level.
All experience as an assistant coach will apply towards head coach experience level at a 2 to 1 ratio.

Does not include TRS

Appendix B
Seneca High School - 2023-24

\$51,180

Job	1-3 Years		4-6 Years		7-10 Years		11-14 Years		15+ Years	
Head Football	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Football	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Basketball (Boys/Girls)	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Ass't Basketball (Boys/Girls)	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Baseball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Baseball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Track	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Track	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Volleyball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Volleyball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Softball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Softball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Cross Country	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Cross Country	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Wrestling	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Wrestling	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Golf	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Assistant Golf	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Strength & Conditioning (per season)	0.08	4094.40								
Head Cheerleading - Football	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Football	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Head Cheerleading - Basketball	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Basketball	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Student Council (Per Advisor)	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Athletic Shows	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Music Director	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Musical Director	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head All-School Play	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head Coach Speech	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Speech	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Head Coach Scholastic Bowl	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Scholastic Bowl	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Yearbook	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Yearbook Photographer	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60
SIP - Each Chairperson	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40
SIP - Each Member	0.01	511.80	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00
Mentor	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60
WYSE (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Math Team (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
NHS (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Robotics	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Jr/Sr Class (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Pit Orchestra	0.03	1535.40			0.03	1535.40				
Fresh/Soph Class (per advisor)	0.01	511.80			0.02	1023.60				
Co-curricular Org. (per advisor)	0.02	1023.60			0.03	1535.40				

All Experience as a head coach will apply towards assistant coach level.
All experience as an assistant coach will apply towards head coach experience level at a 2 to 1 ratio.

Does not include TRS

**Appendix B
Seneca High School - 2024-25**

\$51,180

Job	1-3 Years		4-6 Years		7-10 Years		11-14 Years		15+ Years	
Head Football	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Football	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Basketball (Boys/Girls)	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Ass't Basketball (Boys/Girls)	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Baseball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Baseball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Track	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Track	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Volleyball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Volleyball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Softball	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Softball	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Cross Country	0.14	7165.20	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40
Each Assistant Cross Country	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20
Head Wrestling	0.15	7677.00	0.16	8188.80	0.17	8700.60	0.18	9212.40	0.19	9724.20
Each Assistant Wrestling	0.11	5629.80	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00
Head Golf	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Assistant Golf	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Strength & Conditioning (per season)	0.08	4094.40								
Head Cheerleading - Football	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Football	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Head Cheerleading - Basketball	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Ass't. Cheerleading - Basketball	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20
Student Council (Per Advisor)	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Athletic Shows	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Music Director	0.06	3070.80	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00
Musical Director	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head All-School Play	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60
Head Coach Speech	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Speech	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Head Coach Scholastic Bowl	0.09	4606.20	0.10	5118.00	0.11	5629.80	0.12	6141.60	0.13	6653.40
Assistant Coach Scholastic Bowl	0.07	3582.60	0.08	4094.40	0.09	4606.20	0.10	5118.00	0.11	5629.80
Yearbook	0.12	6141.60	0.13	6653.40	0.14	7165.20	0.15	7677.00	0.16	8188.80
Yearbook Photographer	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60
SIP - Each Chairperson	0.04	2047.20	0.05	2559.00	0.06	3070.80	0.07	3582.60	0.08	4094.40
SIP - Each Member	0.01	511.80	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00
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WYSE (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Math Team (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
NHS (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Robotics	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Jr/Sr Class (per advisor)	0.02	1023.60	0.03	1535.40	0.04	2047.20	0.05	2559.00	0.06	3070.80
Pit Orchestra	0.03	1535.40			0.03	1535.40				
Fresh/Soph Class (per advisor)	0.01	511.80			0.02	1023.60				
Co-curricular Org. (per advisor)	0.02	1023.60			0.03	1535.40				

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