

Included in Package Proposal:

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105 TEACHER'S SALARY SCHEDULE

The Salary Schedule(s) may be found in Appendix A.

~~Salary schedule for FY22 effective July 1, 2021 will remain the same as the FY21 salary schedule. In FY22 a one-time payment of fifteen hundred dollars (\$1,500) prorated per FTE will be paid for those employed on date of ratification.~~

~~Salary schedule increases in the amount of one percent (1.0%) in FY23 effective July 1, 2022.~~

~~Salary schedule increases in the amount of two percent (2.0%) in FY24 effective July 1, 2023.~~

Former salary schedules removed to save space.

If the District receives a permanent funding increase from the state of Alaska for Base Student Allocation for Fiscal Year 2028 of \$500 per student or more, employees shall receive an additional 1% salary increase on the salary schedule.

If the District receives a Base Student Allocation of one-time funding increase from the state of Alaska for Fiscal Year 2028 meets or exceeds an equivalent amount of \$500 per student, employees shall receive an additional 1% increase on the salary schedule.

The monetary value of these amounts can be added to each other to make the \$500 equivalent but is limited to the additional 1% salary increase.

110 SALARY CONDITIONS

- A.** All ~~teaching~~ positions shall be filled by certificated personnel.
- B.** The effective length of the contract shall normally be a maximum of 188 ~~teacher~~ **employee** days never to include more than 180 student days in session and three (3) ~~teacher~~ **employee** workshop days. In the event that the calendar configuration necessitates the inclusion of both the Labor Day and Memorial Day Holidays, the ~~teacher~~ contract shall be 189 days to accommodate the additional holiday.
- C.** For any school year, the salary placement indicated in the ~~teacher's~~ **employee's** employment contract is binding and irrevocable on both the District and the individual ~~teacher~~ **employee** for that school year if no objection to the salary placement is raised in writing by either the District or the ~~teacher~~ **employee** on or before November 1 of the school year. If notification is received prior to November 1 and an adjustment to the salary placement is warranted, retro-active payment shall be made for the current year only.
- D.** A ~~teacher~~ **employee** ~~teaching~~ **working** part time for a full year will be credited with a year of service for advancement on the salary schedule for each year of service. ~~Teachers~~ **Employees** who request less than full-time contracts and move to that status will receive proportionate credit.

1. .50 - .74 will earn one (1) step every second year.

2. .75+ will receive full credit.

E. NATIONAL BOARDS OR DOCTORATE

Educators holding a PhD's will receive **four thousand dollars (\$4,000)** added to annual salary. ~~National Board of Professional Teaching Standards Certification or Certificate of Clinical Competency from the American Speech, Language and Hearing Association or National Certification of School Psychologists (NCSP) from the National Association of School Psychologists, or National Board Certification from the National Board for Certification of Occupational Therapy, or physical therapists with~~ **Educators holding a** national certification will receive **two thousand dollars (\$2,000)** added to annual salary. **"National certification" means individual achievement of national professional teaching or educational job-role standards as certified by a nationally recognized board, and will include**

- **the National Board for Professional Teaching Standards (NBPTS),**
- **the American Speech Language Hearing Association, (ASHA) Certificate of Clinical competence (CCC's),**
- **Nationally Certified School Psychologist (NCSP),**
- **National Certified School Counselor (NCSC),**
- **National Certification for School Social Workers (NCSSW),**
- **National Board for Certification in Occupational Therapy (NBCOT-OTR),**
- **Federation of State Boards of Physical Therapy (FSBPT) NPTE,**
- **National Orientation and Mobility Certification (NOMC),**

- **Board Certified Behavioral Analyst (BCBA).**

Only one PhD or one national certification will be recognized.

- F.** All ~~teachers~~ **employees** not receiving a step increase in column C+90/M will receive a longevity increase of two percent (2.0%) ~~in FY22, FY23, and FY24~~ **each year** based on C+90/M. A one hundred dollar (\$100) flat payment will be paid per year for each year the employee remained at longevity.
- G.** Vertical movement (steps) on the salary schedule shall be limited in any year to one step. There is no limit to column movement except movement beyond “C+36 or M” will require a Master’s degree. College/University credits must be accredited from one of the following seven regional accreditations associations: The Middle States Commission on Higher Education; The New England Commission on Higher Education; The Higher Learning Commission; The Northwest Commission on Colleges and Universities; The Southern Association of Colleges and Schools Commission on Colleges; The WASC Senior College and University Commission; or, The Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges.

Course approval may be requested prior to taking classes using the form posted on the District website on the Forms page. Courses taken as part of a District internship will not be excluded for salary column advancement.

H. ATHLETIC DIRECTORS

Athletic Directors are frequently required to be available when they are not near a district phone. Employees in this role may submit receipts for cell phone and/or internet service costs and shall be reimbursed up to five hundred dollars (\$500) annually. The receipts will be dated July 1 to June 30 for the same fiscal year in which reimbursement is requested.

111 RETIREMENT CONTRIBUTIONS

A Tier III members may request to roll over sick leave at their per diem rate to contribute to their District-sponsored 403(b) or 457 supplemental retirement account in the amount defined below:

Tier III members with at least:

- **13 sick days accrued may contribute up to one (1) sick day per year**
- **26 sick days accrued may contribute up to two (2) sick days per year**
- **100 sick days accrued may contribute up to three (3) sick days per year**

Annual requests to roll sick leave into a supplemental retirement account must be received by the District Business Office no later than May 1st on the District provided request form. Timely requests will be processed between May 1st and May 31st. Exceptions may be granted after May 1st if the employee will no longer be employed by KPBSD.

B Beginning in FY27, employees who are unable to apply sick leave towards retirement in their respective Retirement System (TRS Tier III) and have twenty (20) school years of KPBSD service shall be paid for all unused sick leave accrued while employed by KPBSD into at sixty-seven (67%) of their per diem rate, upon death, resignation or retirement from the District. For the purposes of this section a school year is one hundred forty (140) days of employment.

115 INITIAL PLACEMENT ON THE SALARY SCHEDULE

The initial salary schedule placement for employees will be determined by the Human Resources Department at the time of issuance of actual contracts. The following documents must be submitted to HR no later than November 1:

- A.** Verification of previous service;
- B.** Official transcripts that give evidence of the following:
 - 1.** An earned bachelor's degree; and
 - 2.** Coursework and degrees completed after the earned bachelor's degree; and
 - 3.** Completion of a teacher education or special services program or, in the absence of a completed program, credits demonstrating the progress toward completion of the program.
- C.** A copy of the ~~teacher~~ **employee's** current teaching certificate.

COLUMN PLACEMENT

Placement on the salary schedule will be based upon credits earned after completion of an accredited teacher education program or special services program, unless an advanced degree in the subject area relative to the ~~teacher~~ **employee's** certification was earned before the certificate was issued.

Credits earned after completion of an accredited teacher education program or special services program will be evaluated by the Human Resources Department and must qualify under at least one of the following:

- A.** taken as a part of a completed advanced degree; or
- B.** relate to an immediate assignment.

Candidates earning their teaching certificate through the MAT (Master of Arts in Teaching) Program will be given credit for an advanced degree.

College/University credits must be accredited from one of the following seven regional accreditation associations:

The Middle States Commission on Higher Education;
The New England Commission on Higher Education;
The Higher Learning Commission;
The Northwest Commission on Colleges and Universities;
The Southern Association of Colleges and Schools Commission on Colleges;
The WASC Senior College and University Commission on Colleges; or,
The Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges.

STEP PLACEMENT

~~Initial~~ Placement on the salary schedule will recognize all creditable school experience earned with KPBSD and a maximum of twelve (12) full-time years of creditable school experience in a public school or accredited nonpublic school.

~~Of the maximum twelve (12) full-time years of creditable school experience, the following limitations, in accordance with AS 14.20.220, apply to full years of creditable school experience earned outside of Alaska:~~

- ~~a. — Six (6) full-time years of school experience from outside of Alaska with an earned bachelor's degree; or~~
- ~~b. — Eight (8) full-time years of school experience from outside of Alaska with a conferred master's degree~~

~~Official transcripts documenting a conferred master's degree must be on file with Human Resources for more than six (6) full-time years of creditable school experience from outside of Alaska to be considered for initial salary placement.~~

A minimum of 140 full-time days must be worked as a contracted ~~teacher~~ **employee** in a public school or in an accredited nonpublic school; wherein the ~~teacher~~ **employee** was required to hold a valid ~~teaching certificate in the state~~, to be considered creditable school experience. Partial years of service will not be recognized for salary schedule placement except for creditable school experience in Alaska as provided for in 4 AAC 15.020.

In determining ~~initial~~ placement on the Salary Schedule, ~~Type C~~ certificated employees **other than teachers** with creditable school experience in public school or accredited nonpublic school shall be granted to the same limit as applies when completing initial placement for ~~teachers~~ **employees with teaching certificates**. ~~Type C~~ **C**ertificated employees **other than teachers**, when required for the work assignment, will **also** be eligible to apply non- educational institution experience. ~~Two (2) years of non-educational institution experience will be equivalent to one (1) year of creditable school experience, with the same limits as they apply to initial placement for employees with teaching certificates. Work~~ **Non-educational institution** experience shall be defined as work related to an employee's assignment.

Additionally, fifty percent (50%) of all relevant in-district experience in a classified role earned in FY26 or later, including but not limited to, aides, tutors, and student support services assistants, will be applied towards placement on the salary schedule, provided the employee transitions directly from a classified position at KPBSD to a position covered by this agreement.

120 EXTRACURRICULAR PROGRAMS

An extracurricular program is defined as a separate contract for direct supervision outside of the workday for an activity, club, or sport. There will be no payment for any student activity conducted solely during the workday.

Acceptance of an extracurricular contract is voluntary. Refusal to accept or willingness to perform an extracurricular contract shall have no bearing on continued building assignment or formal evaluation.

A. ~~These~~ The salaries ~~and range assignments found the~~ **APPENDIX B: EXTRACURRICULAR RANGE ASSIGNMENTS AND SALARY SCHEDULE, represent the amount to be paid by the School District when the activity has been approved by the Board and the ~~teacher~~ **employee** has fulfilled the activity contract.**

B. No extracurricular salary will exceed or be less than the ranges specified except as provided under the terms of this agreement.

C. The following payment method shall be used for employees receiving an extracurricular contract:

A lump sum payment will be made at the end of the activity with the regular paycheck specifying regular salary and extracurricular salary. Extracurricular pay shall not be paid early by separate check.

D. A separate contract addendum for each extracurricular activity will be issued. Contracts will be issued prior to the beginning of the activity.

E. When dividing a single activity between two or more sponsors, the salary shall be prorated between/among them.

F. In the event the Board adds a new activity or program to the extracurricular agreement, or significantly redefines an existing activity, the range for this new or redefined activity will be commensurate with equal or similar activities.

G. Providing the status of an extracurricular program is known, if a sponsor of an extracurricular activity is not to be rehired for the subsequent year, the sponsor will be notified in writing before the last day of the school term.

~~**H. The schedule of activities and the corresponding ranges shall be published on the District's website as an Appendix at the same location as the Negotiated Agreement. Any change for the 2013 school year that lowers a range assignment identified in the Appendix shall be published on July 2, 2012. Any change for the following school year that lowers a range assignment identified in the Appendix shall be made before the last school day of the current school year.**~~

I. As positions to sponsor/coach extracurricular activities become vacant, positions will first be noticed to certificated and support staff within their respective buildings **for a minimum of five (5) working days. Building employees who are interested ~~who are qualified shall be given the first opportunity~~ **shall be interviewed**, with priority consideration given to academic relationships. If not filled **by a qualified candidate** within the building, the position will be advertised **outside the building**. Current employees **outside the building** will be guaranteed the opportunity to interview **as part of the****

normal process for advertised positions. Priority consideration will be given to **qualified** KPBSD employees.

140 DISCRETIONAL MATERIALS

The School Board shall allocate a discretionary material fund in the amount of **two hundred seventy-five dollars** ~~\$250~~ (**\$275**) per ~~teacher~~ **employee annually** to be used by classroom teachers, librarians, and counselors for incidental instructional materials. Half- time employees shall receive one-half the amount allocated to full-time employees. Any monies not utilized by May 1 will revert to the school's general fund.

The form to apply for this discretionary reimbursement can be found on the District website on the Forms page.

As agreed to in mediation by the District and the Association bargaining committees on 4/30/2026, with a full implementation date of January 1, 2027.

Article 210

Healthcare

320 PERSONAL LEAVE

~~Certificated~~ Employees shall have five (5) days personal leave per year cumulative to ten (10). Except in situations in which the building administrator and the Superintendent consider extenuating, personal leave will not be granted during the first two (2) weeks or the last two (2) weeks of the school year. ~~No more than ten percent (10%) of certificated staff may take personal leave on any given day.~~ **Employees may purchase one (1) additional day of personal leave per year at the rate of \$250.00, which is deducted from their next paycheck.**

Unused personal leave may be cashed in at the end of the school year per the following guidelines: No more than four (4) per year may be cashed in. The value of each day will be equivalent to the ~~teacher~~ **employee's** per diem. A request must be received by payroll on or before May 31.

Personal days that are requested and then not used may be reissued after written application (on the form) to the Human Resources Office. Application shall be made within thirty (30) days of the unused personal day.

~~Teacher~~ **Employees** formally retiring from the ~~teaching~~ **education** profession with vested service in the Alaska Teacher's Retirement System may ~~choose from the two following options:~~

- A.** receive a cash settlement for their accrued personal leave days. This amount shall be the number of accrued personal leave days times their per diem rate; or
- B.** may submit a request no later than November 1 to exchange up to ~~five (5)~~ **seven (7)** personal leave days for a contract extension for site level approved projects. The remainder of personal leave would be eligible for cash out at the per diem rate.

325 PERSONAL AND SICK LEAVE FOR LESS THAN FULL-TIME EMPLOYEES

~~Teachers~~ **Employees** on half-time contracts shall receive only ~~four (4)~~ **five (5)** half-days personal leave and twelve (12) half-days sick leave. These benefits for other employees working more than one half-time will be prorated to the proportion of their contract.

430 END OF QUARTER DAYS

~~The last day of each of the first three academic quarters will be a half-day teacher work day and a half day in-service. The half-day teacher work-day will be used at the teacher's discretion for grading and planning purposes.~~

A minimum of one and a half (1.5) days of the calendared non-student days prior to the start of the school year shall be used solely for uninterrupted, employee-directed time, for the purposes of preparing for the first day. These shall not include any mandatory trainings, meetings, or professional development.

The last day at the end of the first, second and third quarters shall be an employee-directed, student-release day for the purpose of grading, assessment, and planning (GAP) by employees. Fourth quarter grades/report cards/comments will be due before the employee is released for summer.

To opt out of this provision, schools on variance calendars may submit a proposal to District administration in accordance with calendar submission deadlines. **Employees at these sites shall be compensated at their regular rate on the day the GAP variance day is rescheduled.**

Schools on variance calendars are Kachemak Selo, Nanwalek, Nikolaevsk, Port Graham, Razdolna, Susan B. English, Tebughna, Voznesenka.

432 SPECIAL EDUCATION WORKLOAD

- A. It is recognized that employees working primarily with students receiving Special Education services have duties and responsibilities exceeding the normal, frequently on top of a regular teaching and preparation workload. For this reason, the following will be provided by the district to Special Education teachers and Related Services Providers:**
- **Two (2) Saturdays will be scheduled throughout the school year (two per semester) by the Student Support Services (SSS) department. These days are designated for eligible employees to work on documentation associated with Individual Education Plans for students on their caseload. These days will be employee-directed and will be optional. Employees who attend will be paid their per diem rate for the day.**
 - **A minimum of Four (4) staffing days will be available to each eligible employee for substitute coverage during the normal workday, in order to attend to their additional workload. Additional staffing days may be available with principal approval.**
- B. If the District wishes to host Special Education-Specific training during in-service days, any training greater than a half-day will be held as additional days outside of the already-scheduled in-service days. This is to ensure that Special Education employees have the same access to other building-directed professional development, as well as employee-directed preparation time as other employees. Employees attending any additional Special Education-Specific in-service periods outside of the regular workday shall be paid their per diem rate.**

650 DURATION

No later than January 15 of the year in which this Agreement terminates, either party may give notice of its desire to open negotiations with respect to a successor agreement by delivering a written request to the other party. ~~The notification shall indicate the initial items of negotiations in which the serving party is interested and a brief description of the nature of the changes.~~

The parties will meet to negotiate on such termination, modification, or amendments no later than February 15 of the year in which this Agreement terminates. Those items ~~contained in the opening notifications, and any additional items~~ brought to the first bargaining session, shall be the only items discussed during the negotiation sessions, unless mutually agreed.

Nothing herein will preclude the termination, modification or amendment of this Agreement at any time by written mutual consent of the parties.

APPENDIX A: SALARY SCHEDULES

2025-26 (\$3,000 increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	56,039	57,608	60,241	62,115	63,989	65,870
(B)	57,608	60,242	62,115	63,989	65,870	67,746
(C)	60,241	62,116	63,989	65,870	67,746	69,625
(D)	62,115	63,990	65,870	67,746	69,625	71,504
(E)	63,989	65,870	67,746	69,625	71,504	73,379
(F)	65,870	67,746	69,625	71,504	73,379	75,254
(G)	67,744	69,652	71,504	73,379	75,254	77,127
(H)	70,505	71,504	73,379	75,254	77,127	79,009
(I)	72,343	73,379	75,254	77,127	79,009	80,882
(J)	74,144	76,134	77,127	79,009	80,882	82,760
(K)	75,914	77,973	79,009	80,882	82,760	84,635
(L)	77,645	79,777	81,764	82,760	84,635	86,511
(M)		81,542	83,231	84,635	86,511	88,389
(N)		83,276	85,071	86,511	88,389	90,268
(O)			86,875	89,268	91,148	93,031
(P)			88,641	91,105	92,988	94,720
(Q)			90,373	92,909	94,791	96,557
(R)				94,676	96,556	98,362
(S)				96,410	98,288	100,126
(T)						101,860

Step and column movement to all eligible employees

LONGEVITY
2% 103,897

2026-27 (\$3,000 increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	59,039	60,608	63,241	65,115	66,989	68,870
(B)	60,608	63,242	65,115	66,989	68,870	70,746
(C)	63,241	65,116	66,989	68,870	70,746	72,625
(D)	65,115	66,990	68,870	70,746	72,625	74,504
(E)	66,989	68,870	70,746	72,625	74,504	76,379
(F)	68,870	70,746	72,625	74,504	76,379	78,254
(G)	70,744	72,652	74,504	76,379	78,254	80,127
(H)	73,505	74,504	76,379	78,254	80,127	82,009
(I)	75,343	76,379	78,254	80,127	82,009	83,882
(J)	77,144	79,134	80,127	82,009	83,882	85,760
(K)	78,914	80,973	82,009	83,882	85,760	87,635
(L)	80,645	82,777	84,764	85,760	87,635	89,511
(M)		84,542	86,231	87,635	89,511	91,389
(N)		86,276	88,071	89,511	91,389	93,268
(O)			89,875	92,268	94,148	96,031
(P)			91,641	94,105	95,988	97,720
(Q)			93,373	95,909	97,791	99,557
(R)				97,676	99,556	101,362
(S)				99,410	101,288	103,126
(T)						104,860

Step and column movement to all eligible employees

LONGEVITY
2% 106,957

**2027-28 (3% plus possible 1%
from section 105)**

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	60,810	62,426	65,138	67,068	68,999	70,936
(B)	62,426	65,139	67,068	68,999	70,936	72,868
(C)	65,138	67,069	68,999	70,936	72,868	74,804
(D)	67,068	69,000	70,936	72,868	74,804	76,739
(E)	68,999	70,936	72,868	74,804	76,739	78,670
(F)	70,936	72,868	74,804	76,739	78,670	80,602
(G)	72,866	74,832	76,739	78,670	80,602	82,531
(H)	75,710	76,739	78,670	80,602	82,531	84,469
(I)	77,603	78,670	80,602	82,531	84,469	86,398
(J)	79,458	81,508	82,531	84,469	86,398	88,333
(K)	81,281	83,402	84,469	86,398	88,333	90,264
(L)	83,064	85,260	87,307	88,333	90,264	92,196
(M)	0	87,078	88,818	90,264	92,196	94,131
(N)	0	88,864	90,713	92,196	94,131	96,066
(O)	0	0	92,571	95,036	96,972	98,912
(P)	0	0	94,390	96,928	98,868	100,652
(Q)	0	0	96,174	98,786	100,725	102,544
(R)	0	0	0	100,606	102,543	104,403
(S)	0	0	0	102,392	104,327	106,220
(T)	0	0	0	0	0	108,006
Step and column movement to all eligible employees					LONGEVITY 2%	110,165

APPENDIX B: EXTRACURRICULAR NOMINAL FEES AND RANGE ASSIGNMENTS

RANGE ASSIGNMENTS				
ACTIVITY	POSITION	HIGH SCHOOL	MIDDLE SCHOOL	ELEMENTARY
FOOTBALL	Varsity	12		
	Assistant	10		
FOOTBALL CHEERLEADING	Varsity	7		
CROSS COUNTRY	Varsity	11	6	
	Assistant	8	4	
VOLLEYBALL	Varsity or A-Team or Mix 6	12	6	
	Assistant or B-Team	10	4	
SWIMMING	Varsity	12		
	Assistant	10		
	Diving	8		
WRESTLING	Varsity or A-Team	12	6	
	Assistant or B-team	10	4	
BASKETBALL	Varsity or A-Team	12	6	
	Assistant or B-Team	10	4	
BASKETBALL CHEERLEADING	Varsity	7		
HOCKEY	Varsity	12		
	Assistant	10		
NORDIC SKI	Varsity	12	6	
	Assistant	10	4	
SOCCER	Varsity or A-Team	11	6	
	Assistant or B-Team or Co-Ed	9	4	
TRACK & FIELD	Varsity	11	6	
	Assistant	9	4	
	Unified Coach	9		
BASEBALL	Varsity	11		
	Assistant	9		
SOFTBALL	Varsity	11		
	Assistant	9		
INTRAMURAL/ CLUBS/ ACADEMIC TEAMS	Intramural- SPORTS ONLY	2	2	2
	Yearbook	7		
	Drama Debate Forensics	7		
	Forensics		1	1
	Play (2 plays per year)	7	1	
	Competitive	3	1	1
	Non-Competitive	2	1	1
	Student Council Advisor	3	1	
	National Honor Society	3		
	Junior / Senior Lead Class Sponsor	2		
Musical Theater (1/year)	Overall Director	4	3	2
	Vocal Director	3		
	Choreographer	2		
	Orchestra Director	2		
	Rehearsal Accompanist	2	1	1

RANGE ASSIGNMENTS				
ACTIVITY	POSITION	HIGH SCHOOL	MIDDLE SCHOOL	ELEMENTARY
High School Choir (yearlong) Rehearsals and Performances	Accompanist	4		
Performance Arts	Drill / Dance Team	10		
Music Stipends - basic out of school supervision and performance - Fall, Winter, Spring, Pops as well as Borough and State Festivals	Music		5	
Music - Small School (Not attending festivals)	Music, Band or Choir	5		
	Secondary School Combined Band/Choir	6		
Pep Band (# of After School Performances)	5 to 11	3		
	12 to 17	4		
	18 +	5		
Vocal Taping (# of tapings, outside the regular day w/instructor present) Tapes must be presented for All-Borough, All State or All Northwest	10 to 25	2		
	26 to 50	3		
	51 to 80	4		
	81 +	5		
Instrumental Taping (# of tapings, outside the regular day w/instructor present) Tapes must be presented for All- Borough, All State or All Northwest)	10 to 25	3		
	26 to 50	4		
	51 to 80	5		
	81 +	6		
Special Performances (# of performances above and beyond the standard concerts and festivals)	5 to 13	2		
	14 to 20	3		
	21 +	4		
Solo/Ensemble Festival (Outside of the school day) (# number of entrants)	5 to 15	3		
	16 to 30	4		
	31 +	5		
E-Sports	Fall/Spring Coach	7	2	

APPENDIX B: EXTRACURRICULAR NOMINAL FEES AND RANGE ASSIGNMENTS**(4% increase in FY27, 4% increase in FY28)**

Range	Amount	FY27 Amount	FY28 Amount
1	\$388.40	\$403.94	\$420.09
2	\$484.40	\$503.78	\$523.93
3	\$775.71	\$806.74	\$839.01
4	\$969.91	\$1,008.71	\$1,049.05
5	\$1,454.32	\$1,512.49	\$1,572.99
6	\$1,939.82	\$2,017.41	\$2,098.11
7	\$2,424.22	\$2,521.19	\$2,622.04
8	\$2,909.73	\$3,026.12	\$3,147.16
9	\$3,394.14	\$3,529.91	\$3,671.10
10	\$3,879.65	\$4,034.84	\$4,196.23
11	\$4,364.05	\$4,538.61	\$4,720.16
12	\$4,848.46	\$5,042.40	\$5,244.09