

**Individual Proposals:**

Article 2                    **Definitions**

**Included in Package:**

**Leave-Related:**

Article 12                    **Resignation**  
Article 20                    **Personal Leave**  
Article 25                    **Sick Leave**  
Article 25A                    **Donations of Sick Leave**  
Article 25B                    **Sick Leave Bank**  
~~Article 25C                    **Use Of Sick Leave For Bereavement**~~

**Range Assignment-Related:**

Article 9A                    **Range Assignment and Re-Classification**  
Article 35                    **Contract Dissemination**  
Article 37                    **Extracurricular Programs**

**All Others:**

Article 16                    **Salary Schedule**  
Article 17                    **Payment Conditions**  
Article 17B                    **Cell Phone Reimbursement**  
Article 27                    **Healthcare- *\*proposed separately***  
Article 36                    **Contract Conditions Term and Savings Clause - *\*dates only***  
  
Appendix A                    **Salary Range Assignments & Schedules**  
Appendix B                    **Extra-Curricular Nominal Fees and Range Assignments**

Changed 3/4/26

## ARTICLE 2 DEFINITIONS

**Assignment:** Refers to Job Classification and/or location(s).

**Association:** Is the Kenai Peninsula Educational Support Association, also referred to as KPESA

**Association Representative:** President of KPESA or designee(s) including but not limited to officers, and executive council board members, elected or appointed members who represent the Association at the various work sites throughout the District, and affiliated association staff.

**Bargaining Unit:** All educational support employees who fill positions in various job classifications, as established in ARTICLE 1.

**Board:** School Board of the Kenai Peninsula Borough School District.

~~**Building/Association Representative:** A duly elected or appointed employee who represents the Association at the various work sites throughout the District.~~

**Day:** For the purposes of this Agreement, shall mean workday, except for those instances where it is specified as "calendar" day.

**District:** Kenai Peninsula Borough School District.

**Domestic Partner:** refers to people who live together in a committed relationship intending to be emotionally and financially responsible for each other but are not legally married.

**Employee:** When used hereinafter in the Agreement shall refer to all support employees represented by the Kenai Peninsula Educational Support Association.

~~**Forms Page:** The page on the District website that contains all referenced forms, which can be found at this URL: <https://www.kpbsd.k12.ak.us/forms.aspx>~~ **Current digital copies of any form required to complete processes, exercise rights, or access benefits shall be made available on the District website at <https://kpbsd.org/document-library/>. Assistance accessing a form will be provided within two (2) days, upon request to Human Resources.**

**Grant Funded Employee:** An employee hired in a grant funded position working twenty (20) hours or more per week is eligible for all benefits described in this agreement with the exception of health insurance for those working less than 30 hours per week, and Article 13.

**Immediate Supervisor:** The lowest level of management personnel not in the bargaining unit, having evaluative responsibilities over any one employee or group of employees.

**Interim Employee:** An employee hired to replace a permanent employee on an approved leave. This person shall be eligible for all benefits as described in this agreement.

~~**KPESA:** When used hereinafter in the Agreement shall refer to the Kenai Peninsula Educational Support Association.~~

**Part-Time Grant Funded Employee:** An employee hired in a grant funded position working less than twenty (20) hours per week is eligible for all benefits described in this agreement with the exception of health and life insurance, and Article 13.

**Per Diem:** This refers to an employee's daily rate of pay as calculated by their range and step placement and the hours in their regularly scheduled workday, and is used for the purposes of paying for extra days of work or for calculating the value of accrued leave.

**Permanent Employee:** An employee who holds a budgeted position. This person shall be eligible for all benefits as described in this agreement.

**Permanent Part-Time Employee:** An employee who is employed less than twenty (20) hours per week in a budgeted position. This person shall be eligible for all benefits as described in this agreement with the exception of health and life insurance.

**Personnel Action Form:** A form issued upon employment which does not constitute a contract but is advisory to the employee concerning date of employment, pay range and step, special terms of employment where applicable, job site, job classification, **and** date of hire, ~~and date of last physical exam.~~

**Probationary Period:** Upon hire an employee's **shall be subject to a** probationary period **as described in Article 9, which** shall continue for ninety (90) working days. ~~During the probationary period, an employee may be dismissed for lack of job skills or other just cause.~~

**Resignation:** A voluntary ~~action~~ **statement in writing** by an employee to sever employment with the School District.

**Superintendent:** Superintendent of Schools or designee.

**Termination:** Discharge or any other action involuntarily severing employment with the School District.

**Transfer:** Refers to a change in Job Classification and/or location(s).

**Workweek:** A workweek shall be defined five (5) consecutive days unless mutually agreed upon by the supervisor and the employee.

**Year:** For the purposes of this Agreement, shall mean July 1 through June 30, unless otherwise specified.

Changed 3/4/26

## ARTICLE 12 RESIGNATION

- A. ~~A resignation is a voluntary statement in writing on the part of an employee that the employee desires to sever employment with the District.~~
- B. The employee shall give the District two (2) weeks' notice before leaving her/his employment. Employees leaving without two (2) weeks' notice may not be eligible for re-hire.
- C. This notice period may be shortened through mutual agreement beforehand between the District and the employee.
- D. ~~Upon resignation after twenty (20) school years of service with the District or upon retirement from the District through PERS, an educational support employee shall be paid sixty seven percent (67%) of the employee's normal hourly rate for unused sick leave.~~
- E. ~~If the State grants credit for unused sick leave under PERS, the employee shall be allowed to apply for retirement credit all or a portion of accrued sick leave.~~
- F. ~~Upon resignation, employees with at least fifteen (15) years, but less than twenty (20) years of service, may donate twenty five percent (25%) of their accumulated, unused sick leave to the sick leave bank.~~

*Changed 3/4/26*

## **ARTICLE 20 PERSONAL LEAVE**

- A.** All employees may earn five (5) of their assigned workdays as personal leave each year cumulative to ~~ten (10)~~ **fifteen (15)** working days.
- B.** Except in the case of extreme emergency or situation in which the administrator involved and the District Superintendent shall consider as particularly extenuating, personal leave will not be granted for the first or last day of school. Personal leave may be granted on the day before and/or the day after school vacation or holiday.
- C.** Prior approval is required before personal leave days are taken.
- D.** Unused personal leave may be cashed in by submitting **an** application no later than **November 30 or** May 31 per the following guidelines:
1. No more than ~~four (4)~~ **five (5)** days per year may be cashed in.
  2. The value of each day will be equivalent to the employee's per diem.
  3. The cash out provision is available only ~~at the end of the~~ **on the December payroll and the employee's final payroll of the** school year.
- E.** Personal leave shall be used in a minimum of one (1) hour increments.

An employee working a 215- or 216-day work calendar where at least one day falls in each calendar month shall receive one (1) additional day of personal leave. This day may not accumulate or have cash value.

**Upon death of the employee, one hundred percent (100%) of the employee's unused personal leave shall be paid to the employee's estate based on the employee's per diem rate.**

## ARTICLE 25 SICK LEAVE

- A. **Employees shall be credited, at the beginning of their employment year or upon hire, with sick leave equal to the amount that would accrue over the course of the remaining fiscal year, calculated at the following rates:**
- a.** Each permanent eight (8) hour employee shall accrue sick leave from the date of employment at the rate of one and one-third (1 1/3) days per month, per pay period according to an employee's personnel action form with unlimited accumulation, regardless of status. A minimum of one (1) hour will be used for each absence. Absences that exceed one (1) hour will be recorded in 15-minute increments.
- b.** Each employee working less than eight (8) hours shall accrue sick leave from the date of employment on a prorated basis per month with unlimited accumulation. A minimum of one hour will be used for each absence. Absences that exceed one (1) hour will be recorded in 15-minute increments.
- B. An employee may use accrued sick leave for leave due to illness, accidents, or medical, dental, or optical appointments.
- C. Employees will be eligible for sick leave due to personal disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery in the same manner as all other disabilities.
- D. A maximum of ten (10) days of sick leave shall be granted to an employee, in the event of serious illness, accident, hospitalization or temporary confinement in the employee's immediate family.
- E. Employees may be eligible to use additional leave under ~~Provision I of Article 25~~ **the federal Family and Medical Leave Act, the Alaska Family Leave Act, or short-term disability insurance**, and should contact Human Resources for more information.
- F. For leave of more than five (5) days, the District shall require a written statement from a licensed physician or practitioner proof that the leave was used for approved purpose(s).
- G. A maximum of ~~three (3)~~ **fourteen (14)** days of sick leave may be used for parental purposes within the first (1<sup>st</sup>) ~~week~~ **month** of the birth or adoption of a child. Employees may be eligible to use additional leave under ~~Provision I of Article 25~~ **the federal Family and Medical Leave Act, the Alaska Family Leave Act, or short-term disability insurance**, and should contact Human Resources for more information.
- H. ~~All leaves contained in this section shall be subtracted from the employee's sick leave allowance.~~
- I. For purposes of this section, members of the immediate family include ~~husband, wife,~~ **spouse, domestic partner,** ~~father, mother,~~ **parent,** ~~son, daughter,~~ **child,** ~~parent-in-law, son-in-law, daughter-in-law,~~ **child-in-law,** grandparent, grandchild, ~~brother, sister,~~ **sibling,** guardian, and ward.
- J. Due to extenuating circumstances, exceptions to any of the provisions contained in this section may be granted at the discretion of the Superintendent.
- K. ~~The District and the Association agree that employees in the bargaining unit are allowed to choose provisions of the Federal or Alaska Family Medical Leave Acts, notwithstanding language in the Leave section of the Agreement.~~

- L. Upon request by the District, the employee will submit proof that the leave was used for approved purpose(s).
- M. **Unused sick leave may be donated as described in Article 25A, or may be cashed in by submitting an application no later than November 30 or May 31 per the following guidelines:**
- a. **Employees must maintain a minimum of ten (10) days' sick leave in their account, except as described in N, below.**
  - b. **No more than two (2) days per year may be cashed in.**
  - c. **The value of each day will be equivalent to the employee's per diem.**
  - d. **The cash out provision is available only on the December payroll and the employee's final payroll of the school year.**
- N. **Upon resignation after twenty (20) school years of service with the District or upon retirement from the District through PERS, an educational support employee shall be paid sixty-seven percent (67%) of the employee's normal hourly rate for unused sick leave.**
- O. **If the State grants credit for unused sick leave under PERS, the employee shall be allowed to apply for retirement credit all or a portion of accrued sick leave.**
- P. **The employee's estate shall receive the monetary value of sixty-seven percent (67%) of the deceased's unused sick leave balance **at their per diem rate** upon the death of the employee.**

Changed 3/4/26

## ARTICLE 25A: DONATIONS OF SICK LEAVE

Members shall be allowed to donate sick leave to and receive donations of sick leave from leave eligible members subject to the following conditions:

- A. Each member wishing to donate sick leave will fill out, date and sign a leave slip showing the amount of leave to be donated. The leave slip will have written along the bottom, or in the space provided, "Leave donation to (employee name)."
- B. The Association will be responsible for gathering all leave donations to be forwarded to the District. Leave donations will become available during the pay period in which the Association approved donation is received by the HR department.
- C. With the exception of provisions in item I, the total amount of leave credited to the recipient's donated leave account shall not exceed twenty (20) days per school year. The member must maintain a minimum of ten (10) days sick leave in their account in order to donate **except upon separation of employment from the District, when employees may donate ALL remaining leave down to zero (0) on their last day of active KPBSD employment. Employees may notify the District of their intent to donate sick leave at any time between notice of their intended separation and last day of active KPBSD employment. If an employee separates from employment while off contract (i.e. during the summer), their request to donate to the Sick Leave Bank will be backdated to their last day of active KBPSD employment.** Donated leave may not be used until all accrued sick leave and sick leave bank appropriations have been exhausted.
- D. The donation cannot be withdrawn, modified or otherwise returned to the donor's leave account.
- E. Coercion of members to donate sick leave to another member is prohibited.
- F. Any unused leave by a member who has received donated sick leave shall be forwarded to the sick leave bank at the end of the following school year.
- G. The District shall provide, on an annual basis, a donated leave report to the Association reflecting donated leave activity.
- H. ~~A resigning/retiring employee is eligible to donate their sick leave balance down to zero (0) on the last day of their active KPBSD employment.~~ **Upon resignation-separation from employment with the District, employees with at least fifteen (15) years, but less than twenty (20) years of service, may donate twenty-five percent (25%) of their accumulated, unused sick leave to the sick leave bank, following the same timeline as described in item C, above.**
- I. Family members have the right to donate and receive an unlimited amount of sick leave days, keeping a ten (10) day balance in their account **except upon separation from employment with the District as described in Item C, above,** to and from family members. For purposes of this section, members of the immediate family include ~~husband, wife,~~ **spouse or** domestic partner, fiancé, fiancée, ~~father, mother,~~ **parent,** ~~son, daughter,~~ **child,** parent-in-law, ~~son-in-law, daughter-in-law,~~ **child-in-law,** grandparent,

grandchild, ~~brother, sister,~~ **sibling**, guardian, and ward. Additions to this list may be made by the Superintendent.

*Current Contract Language*

**ARTICLE 25B SICK LEAVE BANK**

The sick leave bank will be administered as follows:

1. All employees beginning services with the District shall contribute one (1) day to the sick leave bank following the January pay period.
2. Employees shall not be requested to make further contributions unless the number of days in the bank drops below 250.
3. At such time the bank drops below 250 days, each employee shall contribute one (1) day to the sick leave bank.
4. The bank is to be administered jointly by the Superintendent and the Association.
5. Sick leave days from the bank may be granted only when the number of sick leave days accumulated by the bargaining unit member have been exhausted. Withdrawals may be made for up to twice the number of sick leave days accumulated before the employee's first (1<sup>st</sup>) scheduled workday or twenty-four (24) days, whichever is greater. The employee is not automatically entitled to the number of days for which the employee may be eligible.

**ARTICLE 25C USE OF SICK LEAVE FOR BEREAVEMENT**

Accrued sick leave may be used for bereavement in the event of death in the immediate family, for a maximum of ten (10) workdays; in the event of a death of a spouse, fiancé, fiancée, **domestic partner**, or child, a maximum of thirty (30) workdays. This leave must begin within thirty (30) calendar days of death of the immediate family member.

For purposes of this section only, immediate family is defined as (including in-law and step relationships) parent, spouse, fiancé, fiancée, domestic partner, ~~aunt, uncle,~~ **parent's sibling**, first cousin, child, ~~brother, sister,~~ **sibling**, grandchild, grandparent, guardian, ward, and dependents living in the household.

In the event of the death of a colleague or student, the employee may use up to eight (8) hours of accrued sick leave to attend a funeral or memorial service. The employee may claim on the employee's timesheet up to four (4) hours of this leave from the sick leave bank.

Exceptions to the provisions contained in this section may be granted upon submission of the request to the Superintendent.

Upon request by the District the employee will submit proof that the leave was used for the approved purpose. For the purposes of this section, acceptable proof includes but is not limited to an obituary, a funeral program, a prayer card, or verifiable details including date of death, city of death, and relationship to the deceased.

*Changed 3/4/26*

## **ARTICLE 9A RANGE ASSIGNMENT AND RE-CLASSIFICATION**

**Range assignments for each position are listed in Appendix A.** An advisory-classification committee will consist of a committee of support personnel **employees** and administrators. The Association shall select five (5) support personnel **employees** within different job classifications to serve on the committee. In addition to the support personnel **employees**, two (2) or more representatives should be appointed by the Superintendent. The number of administrators shall not exceed the number of support personnel **employees**.

The committee shall meet once a year in January to consider any classification requests. All requests must be submitted in writing to Human Resources before December 15.

After the committee has met and reached consensus on classification recommendations, the committee will meet with the Superintendent prior to the end of the school year to present its recommendation(s). Any changes approved by the Superintendent shall become effective July 1 of the coming **fiscal** year. All decisions by the Superintendent are final. This Article is **Reclassification decisions are** not subject to the grievance procedure.

**ARTICLE 16 SALARY SCHEDULE**

**Salary ranges and schedules are found in Appendix A.**

**KPESA Salary Schedules:**

~~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.~~

**ARTICLE 35 CONTRACT DISSEMINATION**

- A.** All new hires, on the date of employment, shall be presented a copy of the current Agreement.
- B.** The district will post a copy of the Agreement on the District's Web page, within thirty (30) work days of ratification. ~~A copy of the range classification shall be posted on the District's web page along with the CBA.~~
- C.** The District shall provide an electronic document version of the Agreement to the KPESA President within thirty (30) work days of ratification.

## ARTICLE 37 EXTRACURRICULAR PROGRAMS

An extracurricular program is defined as a separate volunteer position outside of the employment relationship for an activity, club, or sport. Acceptance of an extracurricular ~~contract~~ **agreement** is voluntary. Refusal to accept or willingness to ~~perform~~ **accept** an extracurricular ~~contract~~ **agreement** shall have no bearing on continued building assignment or formal evaluation.

- A. The nominal fees set forth in the ~~attached~~ Nominal Fee Schedule **and Range Assignments in Appendix B** represent the amount to be paid by the School District when the activity has been approved by the Board and the employee has fulfilled the volunteer agreement.
- B. No extracurricular fee 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 volunteer agreement:  
  
For administrative convenience, a lump sum payment will be made at the end of the activity with the regular paycheck specifying regular salary and extracurricular fee. Extracurricular fees shall not be paid early by separate check.
- D. A written volunteer agreement for each extracurricular activity will be issued prior to the beginning of the activity.
- E. When dividing a single activity between two or more volunteers, the nominal fee 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 volunteer of an extracurricular activity is not being offered the same extracurricular ~~contract~~ **agreement** for the subsequent year, he/she **they** 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 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 qualified shall be given the first opportunity to apply and 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.**

**J.** If a lawsuit or administrative action under the Federal Fair Labor Standards Act is filed challenging the legality of this Article, this Article shall immediately and automatically become null and void, as will all extracurricular contract agreements issued pursuant to this Article.

**Extracurricular Nominal Fee Schedule**

	Range	Amount
	<del>1 \$388.40 2</del>	<del>\$484.40</del>
	3	\$775.71
	4	\$969.91
5		<del>\$1,454.32 6</del> — \$1,939.82
	7	\$2,424.22
	8	\$2,909.73
	9	\$3,394.14
10		<del>\$3,879.65 11</del> — \$4,364.05
	12	\$4,848.46

Changed 3/4/26

## ARTICLE 17 PAYMENT CONDITIONS

### A. Shift Differential

The District shall pay a shift differential of ~~forty (40) cents per hour~~ **a 3.75% increase over their basic hourly wage** to all employees assigned to work the swing shift, and ~~sixty (60) cents per hour~~ **a 7.5% increase over their basic hourly wage** to all employees assigned to work the graveyard shift.

### B. Pay Step

One (1) work year with the District will qualify an employee for one (1) step on the salary schedule. New employees hired prior to January 1 who complete their Personnel Action Form will qualify for one (1) step on the salary schedule.

### C. Rate of Holiday Compensation

Holidays shall be paid for at a straight time rate if not worked. Employees required to work on any of the holidays named in Article 19 shall be paid two (2) times their basic rate of pay.

An employee on unpaid status either the workday before or after a holiday shall not receive holiday pay.

### D. Initial Pay Schedule Placement

**All previous KPBSD and up to five (5) years of verifiable and relevant industry, clinical, professional, and/or school experience will be recognized for initial placement on the salary schedule. The District reserves the right to start an employee at other than the Initial Step of the Pay Schedule.**

**A temporary hire or substitute who becomes a permanent employee, in the same position without a break in service, shall be placed appropriately. This employee shall also receive back pay for the difference between the rate of their initial placement and the substitute or temporary rate they were paid, for all hours worked in that position while in temporary or substitute status.**

### E. Nurses

All school nurses hired by the School District shall be a ~~RN~~ **Registered Nurse** (Non-BSN or an RN-BSN).

### F. Longevity

All employees not receiving a step increase will receive a longevity increase of two percent (2.0%) ~~in FY22, FY23, and FY24~~ **each year** based on the same year's salary in that row and column. A one hundred dollar (\$100) flat payment will be paid per year for each year the employee remained at longevity.

### G. National Board Certification of School Nurses

**The district shall add two thousand dollars (\$2,000) to the salary of each nurse who holds a current and valid national board certification. "National board certification" means**

**individual achievement of national professional job-role standards as certified by a nationally recognized board and shall include National Board for Certification of School Nurses (NBCSN) and any other similar national certification.**

*Changed 3/4/26*

## **ARTICLE 17B CELL PHONE REIMBURSEMENT**

The ~~Head Custodian III position~~ **Microcomputer Technician II, Truck Driver/Warehouse, Custodian I/Head, Custodian II/Head, Custodian III/Head, any other Custodian who is the sole Custodian for a site, and itinerant Nurses** may be required to be available in times of emergency **or reachable when they are not near a district phone**. Personal contact information, such as home telephone or cell phone numbers is shared with building Administration and District Office and distributed only to those who need information in the course of District business. A ~~payment~~ **Reimbursement** of up to **five hundred dollars \$500 annually** will be provided to ~~Head Custodian III's~~ **employees in these positions** to assist them with their individual cell phone plan costs. Reimbursement will be made once documentation has been provided to Accounts Payable.

*See separate proposal – 3/4/26*

**ARTICLE 27 HEALTHCARE**

*TA'd 12/16/25, fixed 1/20/26 – update duration dates/retro plan upon complete TA*

**ARTICLE 36 CONTRACT CONDITIONS TERM AND SAVINGS CLAUSE**

**APPENDIX A: SALARY RANGE ASSIGNMENTS AND SCHEDULES**

<u>Range</u>	<u>Position(s)</u>
<u>2</u>	<u>FS Cashier/Kitchen Assistant</u> <u>FS Itinerant Substitute</u>
<u>3</u>	<u>FS Manager I-FV</u> <u>FS Manager I-S</u>
<u>4</u>	<u>Aide/Instructional</u> <u>Aide/Library</u> <u>Aide/Title VI</u> <u>Custodian I</u> <u>FS Manager I-P</u>
<u>5</u>	<u>FS Manager II</u> <u>Secretary I</u> <u>Student Success Advocate</u>
<u>6</u>	<u>Custodian I/Head</u> <u>Custodian I/Pool</u>
<u>7</u>	<u>Aide/Instructional - ELL</u> <u>Aide/SpEd - Speech</u> <u>Aide/SpEd - Emotional Disabilities</u> <u>Aide/SpEd - Intensive Needs</u> <u>Aide/SpEd - Preschool</u> <u>Aide/SpEd – Resource</u> <u>Aide/SpEd - Vision</u> <u>Bookkeeper</u> <u>Guidance/Career Assistant</u> <u>Secretary I/Administrative</u> <u>Secretary II</u> <u>Student Allocation Specialist</u> <u>Transportation Router</u>
<u>8</u>	<u>Secretary II/Administrative</u> <u>Storekeeper</u> <u>Truck Driver/Warehouse</u>

<u>Range</u>	<u>Position(s)</u>
<u>9</u>	<u>Custodian II/Head</u> <u>Homeless &amp; At-Risk Student</u> <u>Support Specialist</u> <u>SNS Specialist</u> <u>Student Success Liaison</u> <u>Supply Buyer</u> <u>Theater Technician</u> <u>Tutor/ELL</u> <u>Tutor/Instructional</u> <u>Tutor/Migrant</u> <u>Tutor/Title I</u> <u>Tutor/Title VI</u>
<u>10</u>	<u>FS Manager III</u> <u>Secretary II/Head</u>
<u>11</u>	<u>Custodian III/Head</u> <u>Pool Manager</u> <u>Secretary III</u> <u>Secretary III/Administrative</u>
<u>12</u>	<u>Grants Specialist</u> <u>Head Supply Buyer</u>
<u>13</u>	<u>Educational Sign Language</u> <u>Interpreter</u> <u>Homeless Liaison</u> <u>Microcomputer Technician II</u> <u>SLPA-Speech Language Pathology</u> <u>Assistant</u> <u>Specialist/Pupil Services Tech</u>
<u>14</u>	
<u>15</u>	<u>Programmer/DP</u>
<u>16</u>	<u>Homeless Liaison Coordinator</u>
<u>Nurse 1</u>	<u>Nurse (AAS)</u>
<u>Nurse 2</u>	<u>Nurse (BSN)</u>

No Change

**2025-2026 SALARY SCHEDULE – Moved 1 range, +4%**

<b>STEP →</b>	<b>Initial</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>Longevity</b>
<b>RANGE</b>										
<u>2</u>	<u>\$20.22</u>	<u>\$21.01</u>	<u>\$21.80</u>	<u>\$22.80</u>	<u>\$23.62</u>	<u>\$24.50</u>	<u>\$25.50</u>	<u>\$26.51</u>	<u>\$27.04</u>	<u>\$27.58</u>
<u>3</u>	<u>\$20.96</u>	<u>\$21.78</u>	<u>\$22.65</u>	<u>\$23.69</u>	<u>\$24.53</u>	<u>\$25.48</u>	<u>\$26.49</u>	<u>\$27.58</u>	<u>\$28.13</u>	<u>\$28.69</u>
<u>4</u>	<u>\$21.65</u>	<u>\$22.52</u>	<u>\$23.39</u>	<u>\$24.49</u>	<u>\$25.38</u>	<u>\$26.33</u>	<u>\$27.39</u>	<u>\$28.50</u>	<u>\$29.07</u>	<u>\$29.65</u>
<u>5</u>	<u>\$22.37</u>	<u>\$23.22</u>	<u>\$24.19</u>	<u>\$25.32</u>	<u>\$26.23</u>	<u>\$27.24</u>	<u>\$28.33</u>	<u>\$29.49</u>	<u>\$30.09</u>	<u>\$30.69</u>
<u>6</u>	<u>\$23.11</u>	<u>\$24.07</u>	<u>\$25.03</u>	<u>\$26.21</u>	<u>\$27.15</u>	<u>\$28.19</u>	<u>\$29.35</u>	<u>\$30.52</u>	<u>\$31.13</u>	<u>\$31.75</u>
<u>7</u>	<u>\$23.91</u>	<u>\$24.92</u>	<u>\$25.97</u>	<u>\$27.22</u>	<u>\$28.19</u>	<u>\$29.28</u>	<u>\$30.47</u>	<u>\$31.68</u>	<u>\$32.31</u>	<u>\$32.96</u>
<u>8</u>	<u>\$24.81</u>	<u>\$25.88</u>	<u>\$26.96</u>	<u>\$28.24</u>	<u>\$29.26</u>	<u>\$30.39</u>	<u>\$31.62</u>	<u>\$32.90</u>	<u>\$33.56</u>	<u>\$34.24</u>
<u>9</u>	<u>\$25.76</u>	<u>\$26.85</u>	<u>\$28.06</u>	<u>\$29.38</u>	<u>\$30.47</u>	<u>\$31.64</u>	<u>\$32.93</u>	<u>\$34.23</u>	<u>\$34.91</u>	<u>\$35.61</u>
<u>10</u>	<u>\$26.80</u>	<u>\$27.96</u>	<u>\$29.20</u>	<u>\$30.57</u>	<u>\$31.70</u>	<u>\$32.94</u>	<u>\$34.26</u>	<u>\$35.65</u>	<u>\$36.37</u>	<u>\$37.10</u>
<u>11</u>	<u>\$27.91</u>	<u>\$29.10</u>	<u>\$30.42</u>	<u>\$31.90</u>	<u>\$33.07</u>	<u>\$34.36</u>	<u>\$35.76</u>	<u>\$37.19</u>	<u>\$37.93</u>	<u>\$38.69</u>
<u>12</u>	<u>\$29.04</u>	<u>\$30.37</u>	<u>\$31.72</u>	<u>\$33.26</u>	<u>\$34.53</u>	<u>\$35.87</u>	<u>\$37.30</u>	<u>\$38.82</u>	<u>\$39.60</u>	<u>\$40.39</u>
<u>13</u>	<u>\$30.34</u>	<u>\$31.71</u>	<u>\$33.19</u>	<u>\$34.83</u>	<u>\$36.12</u>	<u>\$37.53</u>	<u>\$39.02</u>	<u>\$40.61</u>	<u>\$41.42</u>	<u>\$42.26</u>
<u>14</u>	<u>\$31.70</u>	<u>\$33.16</u>	<u>\$34.74</u>	<u>\$36.41</u>	<u>\$37.77</u>	<u>\$39.27</u>	<u>\$40.84</u>	<u>\$42.47</u>	<u>\$43.33</u>	<u>\$44.19</u>
<u>15</u>	<u>\$33.21</u>	<u>\$34.79</u>	<u>\$36.40</u>	<u>\$38.62</u>	<u>\$40.50</u>	<u>\$42.07</u>	<u>\$43.76</u>	<u>\$45.52</u>	<u>\$46.44</u>	<u>\$47.36</u>
<u>16</u>	<u>\$35.85</u>	<u>\$37.22</u>	<u>\$38.70</u>	<u>\$40.22</u>	<u>\$41.39</u>	<u>\$42.78</u>	<u>\$44.28</u>	<u>\$45.86</u>	<u>\$46.66</u>	<u>\$47.60</u>
<u>17</u>	<u>\$39.15</u>	<u>\$40.78</u>	<u>\$42.50</u>	<u>\$44.43</u>	<u>\$45.91</u>	<u>\$47.54</u>	<u>\$49.26</u>	<u>\$51.08</u>	<u>\$52.06</u>	<u>\$53.10</u>
<b>Nurse 1</b>	<u>\$37.34</u>	<u>\$38.96</u>	<u>\$40.68</u>	<u>\$42.61</u>	<u>\$44.10</u>	<u>\$45.72</u>	<u>\$47.44</u>	<u>\$49.26</u>	<u>\$50.24</u>	<u>\$51.25</u>
<b>Nurse 2</b>	<u>\$44.56</u>	<u>\$46.25</u>	<u>\$48.04</u>	<u>\$50.05</u>	<u>\$51.59</u>	<u>\$53.28</u>	<u>\$55.08</u>	<u>\$56.97</u>	<u>\$57.98</u>	<u>\$59.14</u>

**2026-2027 SALARY SCHEDULE +4%**

<b>STEP →</b>	<b>Initial</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>Longevity</b>
<b>RANGE</b>										
<u>2</u>	\$21.03	\$21.85	\$22.67	\$23.71	\$24.56	\$25.48	\$26.52	\$27.57	\$28.12	\$28.68
<u>3</u>	\$21.79	\$22.65	\$23.56	\$24.64	\$25.51	\$26.50	\$27.55	\$28.68	\$29.26	\$29.84
<u>4</u>	\$22.52	\$23.42	\$24.33	\$25.47	\$26.39	\$27.39	\$28.49	\$29.64	\$30.23	\$30.84
<u>5</u>	\$23.27	\$24.15	\$25.16	\$26.34	\$27.28	\$28.33	\$29.46	\$30.67	\$31.29	\$31.92
<u>6</u>	\$24.03	\$25.03	\$26.03	\$27.26	\$28.24	\$29.32	\$30.52	\$31.74	\$32.37	\$33.02
<u>7</u>	\$24.87	\$25.92	\$27.01	\$28.31	\$29.32	\$30.45	\$31.69	\$32.95	\$33.61	\$34.28
<u>8</u>	\$25.81	\$26.91	\$28.04	\$29.37	\$30.43	\$31.60	\$32.88	\$34.21	\$34.90	\$35.61
<u>9</u>	\$26.79	\$27.93	\$29.18	\$30.56	\$31.69	\$32.90	\$34.24	\$35.60	\$36.31	\$37.03
<u>10</u>	\$27.87	\$29.07	\$30.37	\$31.79	\$32.97	\$34.25	\$35.63	\$37.08	\$37.82	\$38.58
<u>11</u>	\$29.03	\$30.26	\$31.64	\$33.17	\$34.39	\$35.74	\$37.19	\$38.68	\$39.45	\$40.24
<u>12</u>	\$30.20	\$31.58	\$32.99	\$34.59	\$35.91	\$37.30	\$38.80	\$40.38	\$41.19	\$42.01
<u>13</u>	\$31.55	\$32.98	\$34.51	\$36.22	\$37.56	\$39.03	\$40.58	\$42.24	\$43.08	\$43.95
<u>14</u>	\$32.97	\$34.48	\$36.13	\$37.87	\$39.28	\$40.84	\$42.47	\$44.17	\$45.06	\$45.96
<u>15</u>	\$34.54	\$36.18	\$37.86	\$40.16	\$42.12	\$43.75	\$45.51	\$47.34	\$48.29	\$49.26
<u>16</u>	\$37.28	\$38.71	\$40.25	\$41.83	\$43.05	\$44.49	\$46.05	\$47.70	\$48.53	\$49.50
<u>17</u>	\$40.72	\$42.41	\$44.20	\$46.20	\$47.75	\$49.44	\$51.23	\$53.13	\$54.14	\$55.23
<b>Nurse 1</b>	\$38.83	\$40.52	\$42.31	\$44.31	\$45.86	\$47.55	\$49.34	\$51.24	\$52.25	\$53.30
<b>Nurse 2</b>	\$46.34	\$48.10	\$49.97	\$52.05	\$53.66	\$55.41	\$57.28	\$59.25	\$60.30	\$61.51

No Change

**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	ELEMEN TARY
High School Choir ( <u>yearlong</u> ) 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		

Range	Amount
1	<del>\$388.40</del> <b>\$419.47</b>
2	<del>\$484.40</del> <b>\$523.15</b>
3	<del>\$775.71</del> <b>\$837.77</b>
4	<del>\$969.91</del> <b>\$1,047.50</b>
5	<del>\$1,454.32</del> <b>\$1,570.67</b>
6	<del>\$1,939.82</del> <b>\$2,095.01</b>
7	<del>\$2,424.22</del> <b>\$2,618.16</b>
8	<del>\$2,909.73</del> <b>\$3,142.51</b>
9	<del>\$3,394.14</del> <b>\$3,665.67</b>
10	<del>\$3,879.65</del> <b>\$4,190.02</b>
11	<del>\$4,364.05</del> <b>\$4,713.17</b>
12	<del>\$4,848.46</del> <b>\$5,236.34</b>