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PROFESSIONAL AGREEMENT

Pettisville Teacher Association

and

Pettisville Local Board of Education

This agreement will be for two years, 2024-2026.

Overview

This agreement will contain salary, fringe benefits, and a grievance procedure, as agreed upon by the Pettisville Teacher Association and the Pettisville Board of Education.

Requests for consideration of non wage/fringe items will be made to the board of education. Adopted items will be entered as policy for the Pettisville Local Schools and not as a part of this agreement. The board of education will give notice to the president of the teacher association one month prior to revision or deletion of any policy adopted in relation to this procedure.

Section I. Set Aside

It is the desire of the PTA and the Pettisville Local Board of Education to set aside negotiations and impasse procedures as established in ORC 4117. The PTA and the Board of Education will proceed according to their own timelines and resolution procedures, as they are needed.

Should either desire, within or after the 60-day period prior to contract expiration, to return to the statutory requirements, they may unilaterally do so by serving the other side with a notice to negotiate. That will initiate the timeline, which will begin on the date notice is served, and it will continue to be in effect until again set aside by mutual agreement.

Section II. General Items of Agreement

A. **Sick Leave.** Sick leave may accumulate to 225 days. Severance is calculated on a maximum of 200 days as per item F. The Superintendent reserves the right to request documentation from a physician/medical professional pertaining to the absence.

B. **Personal Leave.** All regular teaching personnel, including part time, may have up to three (3) days of unrestricted personal leave per year (not to be accumulated).

Employees will be paid at the regular sub rate for up to one day not used.

Examples of unacceptable requests are:

1) To extend school vacations unless authorized by the superintendent
2) Requests for personal leave during the month of May unless authorized by the superintendent
3) Personal days may not be taken during testing periods when it is imperative that the teacher attend or for other special school events unless authorized by the superintendent
4) Days that qualify for use as sick leave

C. **Funeral Leave.** Funeral Leave (sick leave) is to attend the funeral of a member of the immediate family (defined as spouse, son or daughter and spouses, sibling or sibling's spouse, parents, uncles, aunts, nephews, nieces, cousins, grandparents or grandparents-in-law. "Step" families are the same.) Up to one day per year of sick leave may be used to attend the funeral of an individual who does otherwise not qualify as an immediate family member. The superintendent may allocate more days if he/she feels situations warrant.

D. **Paychecks.** All staff will be paid on a 24 pay year. Payroll checks will be issued the 5th and 20th of each month. If either of these dates occurs on a weekend or a bank holiday, checks will be issued on the closest business day either prior to or after the 5th or 20th. Payroll deductions will be provided for payment of professional dues.

E. **Substitute Teachers.** The board of education will establish the rate of pay for substitutes.

F. **Credentials.** Each certified employee shall keep on file with the superintendent an up-to-date transcript of college credits and teaching certificates.

G. **Retirement Severance Pay.** A teacher at the time of retirement, with ten or more years of service may elect to be paid 25 percent of his/her accrued but unused sick leave credit up to 200 days, or a maximum of 50 days. Such payment shall be based on the employee's rate of pay at the time of retirement. Payment for sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the employee at the time. Such payment shall be made only once to any employee. Severance is only paid to individuals who, by STRS standards, are eligible to retire and who, at the time of separation from the Pettisville Local Schools, effect retirement through STRS.

H. **Early Notification.** The Board will pay, as part of severance, ten additional days to any regularly employed person who plans to leave at the end of the school year when the following conditions are met:
- The employee submits a letter of resignation to the superintendent by March 15. This resignation will be made public for the purposes of staff replacement.

I. **Tuition Reimbursement.** The Board of Education agrees to reimburse 50 percent of tuition for graduate credit courses up to a maximum of $1000 per year per teacher. Any teacher receiving payment must have been employed by the Pettisville Board of Education during the time the graduate training was taken. Proposed graduate courses must be approved by the superintendent.

A year for tuition reimbursement begins in the fall and ends in the summer. Reimbursement requests are to be submitted no later than October 1 following the year of completion. (i.e., summer work and earlier must be submitted no later than October 1 of the year completed.)

Registration fees for workshops and seminars that award CEUs that are related to the teacher's assignment will also be reimbursed at the 50% rate up to a combined credit hour and CEU reimbursement of $1000 per year. Reimbursement under these provisions will cover only sessions held outside of regular school hours and schedule.

Such approval may only be granted after a written statement has been submitted explaining the relationship between the graduate course/workshop and the individual's proficiency as a teacher. This approval must be granted prior to enrollment to receive reimbursement. Undergraduate courses may be approved for reimbursement if rationale presented by the teacher is approved by the superintendent.

The total amount available for reimbursement in any one year for both credit hours and CEUs will be capped at $8,000. A year will start July 1 and end June 30.

J. **Health Insurance.** Effective CY 2019 the board will offer current qualifying employees the choice of two health plans. The change in plans becoming effective January 1, 2019 and being on a calendar year basis. The plans offered are:

1) The Access Plus Plan (A+ Plan)
2) The HDHP (High Deductible Health Plan)

The board/employee match will be:

1) Access+ family coverage will be 75% board /25% employee.
2) HDHP family coverage will be 90% board /10% employee.
3) Single coverage for both plans will be 90% board/ 10% employee

1) For 2019-20 and ensuing years (unless amount is changed by mutual agreement) **for those choosing the HDHP plan:**
    a. The board will deposit in the employees' Health Savings Account $2,000 for family plans or $1,000 for single plans.
2) Seventy-five per cent (75%) of the designated amount will be deposited at the time of the first pay of the calendar year and the remaining twenty-five percent (25%) at the time of the second pay in September of that year providing the employee is still under the employment of the district.

3) All new employees hired for the 2018-19 school year and later who qualify for health coverage will be offered the HDHP Plan. **They will not have access to the A+ plan.**
4) Employees are responsible for ensuring that their contributions to their HSA accounts, combined with any contribution to their spouses' HSA account fall within IRS regulations. Employees are similarly responsible for ensuring that expenditures from the HSA accounts meet IRS qualifications.

For all licensed employees hired on a less than full time basis, the percentage of board paid health, dental and vision insurance will be determined by mutual agreement between the board and employee.

K. **Dental Insurance.** The board will offer qualifying employees' dental insurance. The board will pay 90% of the costs of a family and single plans.

L. Vision Insurance. The board of education agrees to pay 90% of the cost of vision insurance for qualifying employees through a carrier selected by the board.

M. **Life Insurance**. The Board of Education agrees to purchase $50,000 term life insurance for each licensed employee from an insurance carrier selected by the Board.

N. **Background Checks.** The board of education will reimburse the full cost (not to exceed $100) of background checks required for licensure or continued employment.

O. **Leave of Absence Nonrenewal.** When a licensed employee is hired for the purpose of filling a position occupied by another employee on a leave of absence, that employee's contract will expire at its end with no notification or due process, providing the fact was stated in the hiring motion. If that employee is offered an additional contract due to the extension of a leave, the same provisions will prevail. The subsequent contract will expire at its end with no notification or due process.

P. **Employee retirement contribution.** All teachers will have salary reduction pick-up of all mandatory contribution amounts.

Q. **Lateral Salary Schedule Movement**. Lateral contract salary schedule changes (increasing from BA to BA 135, etc.) may be approved after qualifying course work is completed. These changes will be effective two times per year as follows:
- Spring and Summer hours that qualify for lateral changes will have pay adjustments effective with the 2nd payroll in September. Documentation must be submitted by the first Monday in September.
- Fall hours that qualify for lateral changes will have pay adjustments effective with the 1st pay in February. Documentation must be submitted by the first Monday in January.
    - Persons desiring a mid-year lateral change will need to apply to the superintendent for the change prior to the first Monday in September.

R. **Contract year.** The contract year will include 184 days. These days (including two parent teacher conferences days) include one in-service day, one work day following the end of the first semester, as well as before opening day and after closing day.

S. **Teacher Report Day.** The school day for teachers begins at 8:00 AM and ends at 3:20 PM, unless required otherwise by state statute. Teachers are to be in the building during this time. If it is necessary to leave during this time, please see an administrator.

T. **Hiring of Retired Certified Staff Members.** If the Board of Education elects to employ individuals who have retired and are receiving benefits through the State Teachers Retirement System, the conditions set forth in this article and only the conditions set forth in this article shall apply to the employment of these individuals:

1. The salary to be paid to the returning teacher shall be set at the level on the salary schedule as recommended by the Superintendent and approved by the Board of Education through negotiation with the teacher. Placement shall be determined solely through the negotiations between the Board and the individual. That employee shall not increment from the level placed but will be affected by changes in the base that affects the placement salary amount.

2. An individual's eligibility for inclusion into any insurance plan offered by the board of education will be the same as any other employee in the same class (licensed) or portion of time employed.

3. Length of contract will be one year which shall either be renewed or not renewed based on the board's decision. For non-renewal, the board only needs to notify the employee prior to April 1 of the year of contract expiration. No other due process or evaluation is required. Individuals employed pursuant to this provision shall not be eligible to receive continuing contracts regardless of their years of service or license held.

4. Returning retirees are not entitled and/or not eligible to receive any severance benefits provided by any collective bargaining agreement in effect between the Board and the Association. However, an employee eligible for severance may choose to receive severance once. If a reemployed teacher decides not to accept severance at retirement, and is subsequently rehired, that employee is qualified for an appropriate severance package upon final resignation and separation. The per diem rate used in the severance calculation will be the higher of either the rate at "retirement" or at "final resignation and separation".

5. Subject to these provisions, reemployed teachers are part of the bargaining unit.

6. Reemployed teachers (from other districts) may commence their reemployment with up to 15 days of accumulated sick leave if said days are carried forward from their prior employer. If a rehired Pettisville employee selects to not accept severance upon initial retirement, accumulated sick leave days within the limits of policy will carry forward.

7. Reemployed teachers are not eligible to participate in any retirement incentive program.

8. Employees who were employed during the 2012-13 school year under the provisions of R&R will not be affected by the prohibition on incrementing.

Pursuant to the authority provided by R.C. 4117.10, and to the extent that this provision is contrary to or in conflict with any Ohio law. This provision shall supersede and replace the statutory law of Ohio.

U. **Contract Changes.** The Pettisville Board of Education (Board) and the Pettisville Teachers' Association (PTA) further agree that any changes to this contract, other than supplemental additions must be submitted to the President of the PTA, or the Superintendent of Pettisville Schools, for their consideration and approval, in accordance to the rules of the respective bodies they represent, before any changes can take effect.

   Addition of supplemental positions during the period of the agreement may be made by the board of education, providing the president of the PTA is notified of the change. That change will then be in effect until the next round of professional agreement discussions, at which time the changes will have to be mutually agreed upon to continue.

V. **Personal Day Stipend.** Professional staff members, with unused personal days, will receive a stipend for each unused day of personal leave, payable at the standard substitute teacher daily rate. The stipend will be paid after the school year.

W. **New Hires**. New licensed employees at Pettisville, with experience elsewhere, will have their initial salary schedule placement determined by mutual agreement between the employee and superintendent and are not subject to minimum placement standards currently in law. Pursuant to the authority provided by R.C. 4117.10, and to the extent that this provision is contrary to or in conflict with any Ohio law. This provision shall supersede and replace the statutory law of Ohio.

X. **Administrative Duties.** The Pettisville Schools Board of Education recognizes that a teacher's primary responsibility is to teach, and that his or her energies should be utilized to that end. It is understood, however, that there are non-instructional duties required of every teacher which are considered part of a teacher's regular duties. These responsibilities include, but are not limited to, Individual Education Plan (IEP) and Evaluation Team Report (ETR) meetings, building/team/staff meetings, supervision of students in

the cafeteria, on the playground, in the parking lot, or anywhere else students may congregate. Administration reserves the right to assign such non-instructional duties.

Section III. Agreements Involving Specific Positions

A. **Extended Time** will be as follows:
   1. All extended time, in days, will be paid from the salary schedule and will be equivalent to the placement of the instructor but will not increment beyond the MA+15 column step 5.
   2. The agriculture instructors will receive sixty (30) extended days beyond the regular teacher schedule
   3. The family consumer sciences instructor will receive ten (10) extended days beyond the regular teacher schedule
   4. The junior high/high school and elementary counselor will receive ten (10) extended days beyond the regular teacher schedule.

B. **Grant Funded Positions.** In situations where the board receives funding or benefits from grants, donated labor or dollars, the positions funded by these benefits are not subject to this agreement. Rates of pay, benefits, and working conditions are subject to mutual determination between the employee and the board of education. This refers to positions created after July 1, 2006 with the exception of the "classroom size reduction" funding, which is governed by this provision.

C. **Travel Supervision Stipend**. The board will pay a per diem amount (equal to the current basic sub teacher daily rate) to each advisor planning and accompanying students on the Spanish Club Trip and the Music Department Trip. The stipend will be in effect for each non-contract workday affected. (i.e., if the advisor is paid as a teacher they will not qualify for a stipend for the same day.)

Section IV. Grievance Procedure

It is recognized that in the interest of effective personnel management, a procedure is necessary whereby members of its professional staff can be assured of a prompt, impartial and fair hearing on their grievances. For the purpose of this instrument, a "grievance" is defined as a complaint of an alleged violation, misinterpretation, or misapplication of the terms and conditions of this Agreement, Board policy, and/or the current school year's Teacher Handbook that has been adopted by the school administration with input from the PTA. A grievant shall be defined as the person(s) and/or association who have allegedly been harmed by the alleged violation, misinterpretation, or misapplication of this contract. No teacher shall be disciplined for participating in the grievance procedure. The following grievance policy is hereby established:

Level I

It is the desire that open communication between and among staff and administration can be maintained and that any concerns may first be taken to the immediate administrator who has the authority to deal with the concern. Such concern will first be verbally expressed, with a specific request for resolution. The administrator will then have an opportunity to respond to the concern. The initiator must provide written notice that indicates that Level 1 of the Grievance Procedure has been initiated. This written notice must be submitted to the immediate administrator and to the Pettisville Teachers Association President within one week of the meeting outlined in Level 1 of the Grievance Procedure.

Level II

If the initiator is not satisfied with the resolution at level I, or no response is given within a week, that individual may advance the grievance to level II, by submitting a written grievance to the immediate administrator who was involved in Level 1. That administrator will respond, within one week, in writing, as to the resolution of the grievance.

Level III

If the initiator is not satisfied with the resolution at Level II, or if no response is given in the week, that individual may advance the grievance to Level III, the superintendent by again submitting a written description of the grievance. The superintendent will then have one week to consider the grievance and respond in writing as to the resolution of such conflict.

Level IV

If the initiator is not satisfied with the resolution at Level III, or if no response is given within a week, that individual may advance the grievance to Level IV, the board of education, and follow the same procedures as before. If the request is made at least a week prior to a board meeting, the board will attempt to respond at that next meeting. Depending on the situation and information needed, the resolution may not be made until the following meeting.

Nothing above is to preclude a mutual extension of the time frames as established or the verbal resolution of a grievance. Once a grievance has been filed in writing, however, there must be a written resolution.

Nothing also precludes the use of this procedure by a group of individuals with a common concern or by the Teacher Association.

Except where otherwise noted, it is also expected that each action will be taken no more than one week from the earliest possible time. For example, a grievance should be filed within a week of the first occurrence of the action grieved, the initiator should take the grievance from one level to another within one week of the earlier action or lack of action.

In situations where the administrator is the same individual in levels two and three, an initiator, after meeting level 1I, may advance to level IV.

Section V. Salary Schedule

Pettisville Local Schools

3% Increase	Bachelor	Bachelor 135	Bachelor 150	Masters	Masters + 15
	1.00/.04	1.025/.043	1.05/.046	1.11/.05	1.15/.055
Step 0	**$ 41,085**	$ 42,112	$ 43,139	$ 45,604	$ 47,248
	1	1.025	1.05	1.11	1.15
Step 1	$ 42,728	$ 43,879	$ 45,029	$ 47,659	$ 49,507
	1.04	1.068	1.096	1.16	1.205
Step 2	$ 44,372	$ 45,645	$ 46,919	$ 49,713	$ 51,767
	1.08	1.111	1.142	1.21	1.26
Step 3	$ 46,015	$ 47,412	$ 48,809	$ 51,767	$ 54,027
	1.12	1.154	1.188	1.26	1.315
Step 4	$ 47,659	$ 49,179	$ 50,699	$ 53,821	$ 56,286
	1.16	1.197	1.234	1.31	1.37
Step 5	$ 49,302	$ 50,945	$ 52,589	$ 55,876	$ 58,546
	1.2	1.24	1.28	1.36	1.425
Step 6	$ 50,945	$ 52,712	$ 54,479	$ 57,930	$ 60,806
	1.24	1.283	1.326	1.41	1.48
Step 7	$ 52,589	$ 54,479	$ 56,369	$ 59,984	$ 63,065
	1.28	1.326	1.372	1.46	1.535
Step 8	$ 54,232	$ 56,245	$ 58,259	$ 62,038	$ 65,325
	1.32	1.369	1.418	1.51	1.59
Step 9	$ 55,876	$ 58,012	$ 60,148	$ 64,093	$ 67,585
	1.36	1.412	1.464	1.56	1.645
Step 10	$ 57,519	$ 59,779	$ 62,038	$ 66,147	$ 69,845
	1.4	1.455	1.51	1.61	1.7
Step 11	$ 59,162	$ 61,545	$ 63,928	$ 68,201	$ 72,104
	1.44	1.498	1.556	1.66	1.755
Step 12	$ 60,806	$ 63,312	$ 65,818	$ 70,255	$ 74,364
	1.48	1.541	1.602	1.71	1.81
Step 13	$ 62,449	$ 65,079	$ 67,708	$ 72,310	$ 76,624
	1.52	1.584	1.648	1.76	1.865
Step 14	$ 64,093	$ 66,845	$ 69,598	$ 74,364	$ 78,883
	1.56	1.627	1.694	1.81	1.92
Step 15	$ 65,736	$ 68,612	$ 71,488	$ 76,418	$ 81,143
	1.6	1.67	1.74	1.86	1.975
Step 20	$ 67,379	$ 70,379	$ 73,378	$ 78,472	$ 83,403
	1.64	1.713	1.786	1.91	2.03
Step 25	$ 69,023	$ 72,145	$ 75,268	$ 80,527	$ 85,662
	1.68	1.756	1.832	1.96	2.085
Step 30	$ 70,666	$ 73,912	$ 77,158	$ 82,581	$ 87,922

	1.72	1.799	1.878	2.01	%

Pettisville Local Schools

Licensed Salary Schedule for 2025-2026

3% Increase	Bachelor	Bachelor 135	Bachelor 150	Masters	Masters + 15
	1.00/.04	1.025/.043	1.05/.046	1.11/.05	1.15/.055
Step 0	**$ 42,318**	$ 43,376	$ 44,434	$ 46,973	$ 48,666
	1	1.025	1.05	1.11	1.15
Step 1	$ 44,011	$ 45,196	$ 46,381	$ 49,089	$ 50,993
	1.04	1.068	1.096	1.16	1.205
Step 2	$ 45,703	$ 47,015	$ 48,327	$ 51,205	$ 53,321
	1.08	1.111	1.142	1.21	1.26
Step 3	$ 47,396	$ 48,835	$ 50,274	$ 53,321	$ 55,648
	1.12	1.154	1.188	1.26	1.315
Step 4	$ 49,089	$ 50,655	$ 52,220	$ 55,437	$ 57,976
	1.16	1.197	1.234	1.31	1.37
Step 5	$ 50,782	$ 52,474	$ 54,167	$ 57,552	$ 60,303
	1.2	1.24	1.28	1.36	1.425
Step 6	$ 52,474	$ 54,294	$ 56,114	$ 59,668	$ 62,631
	1.24	1.283	1.326	1.41	1.48
Step 7	$ 54,167	$ 56,114	$ 58,060	$ 61,784	$ 64,958
	1.28	1.326	1.372	1.46	1.535
Step 8	$ 55,860	$ 57,933	$ 60,007	$ 63,900	$ 67,286
	1.32	1.369	1.418	1.51	1.59
Step 9	$ 57,552	$ 59,753	$ 61,954	$ 66,016	$ 69,613
	1.36	1.412	1.464	1.56	1.645
Step 10	$ 59,245	$ 61,573	$ 63,900	$ 68,132	$ 71,941
	1.4	1.455	1.51	1.61	1.7
Step 11	$ 60,938	$ 63,392	$ 65,847	$ 70,248	$ 74,268
	1.44	1.498	1.556	1.66	1.755
Step 12	$ 62,631	$ 65,212	$ 67,793	$ 72,364	$ 76,596
	1.48	1.541	1.602	1.71	1.81
Step 13	$ 64,323	$ 67,032	$ 69,740	$ 74,480	$ 78,923
	1.52	1.584	1.648	1.76	1.865
Step 14	$ 66,016	$ 68,851	$ 71,687	$ 76,596	$ 81,251
	1.56	1.627	1.694	1.81	1.92
Step 15	$ 67,709	$ 70,671	$ 73,633	$ 78,711	$ 83,578
	1.6	1.67	1.74	1.86	1.975
Step 20	$ 69,402	$ 72,491	$ 75,580	$ 80,827	$ 85,906
	1.64	1.713	1.786	1.91	2.03
Step 25	$ 71,094	$ 74,310	$ 77,527	$ 82,943	$ 88,233
	1.68	1.756	1.832	1.96	2.085
Step 30	$ 72,787	$ 76,130	$ 79,473	$ 85,059	$ 90,561
	1.72	1.799	1.878	2.01	2.14

Section VI: Supplemental Contracts

Years of Experience	0	1	2	3	4	10+
Athletics						
Varsity Basketball	16.91%	18.11%	19.32%	20.53%	21.62%	23.79%
Special Assistant Basketball	3.50%	4.25%	4.75%	5.25%	6	6.75
Reserve Basketball	8.93%	9.98%	11.03%	12.08%	12.71%	13.97%
9th Grade Basketball	7.35%	7.35%	7.35%	7.35%	7.77%	8.51%
8th Grade Basketball	6.30%	6.30%	6.30%	6.30%	6.62%	7.25%
7th Grade Basketball	6.30%	6.30%	6.30%	6.30%	6.62%	7.25%
Elem Basketball	2.10%	2.10%	2.10%	2.10%	2.21%	2.42%
Extended Elem Basketball	4.20%	4.20%	4.20%	4.20%	4.41%	4.83%
Open Gym	1.89%	1.89%	1.89%	1.89%	2.00%	2.10%
Summer Clinic	1.47%	1.47%	1.47%	1.47%	1.58%	1.79%
9th Girls Basketball	7.35%	7.35%	7.35%	7.35%	7.77%	8.51%
Varsity Baseball	10.87%	12.08%	13.28%	14.49%	15.21%	16.79%
Special Assistant Baseball	3.00	3.50%	4.25%	4.75%	5.50%	6.25%
Reserve Baseball	5.78%	6.30%	6.83%	7.35%	7.77%	8.51%
Varsity Softball	10.87%	12.08%	13.28%	14.49%	15.21%	16.79%
Special Assistant Softball	3.00	3.50%	4.25%	4.75%	5.50%	6.25%
Reserve Softball	5.78%	6.30%	6.83%	7.35%	7.77%	8.51%
Varsity Volleyball	11.48%	12.68%	13.89%	15.10%	15.82%	17.39%
Special Assistant Volleyball	3.00	3.50%	4.25%	4.75%	5.50%	6.25%
Reserve Volleyball	7.35%	7.88%	8.40%	8.93%	9.35%	10.29%
9th Grade Volleyball	5.78%	5.78%	5.78%	5.78%	6.09%	6.72%
8th Grade Volleyball	4.73%	4.73%	4.73%	4.73%	4.94%	5.46%
7th Grade Volleyball	4.73%	4.73%	4.73%	4.73%	4.94%	5.46%
Volleyball Open Gym	1.89%	1.89%	1.89%	1.89%	2.00%	2.21%
Summer Clinic	1.47%	1.47%	1.47%	1.47%	1.58%	1.79%
Varsity Golf	11.48%	12.68%	13.89%	15.10%	15.82%	17.39%
Junior High Golf	4.73%	4.73%	4.73%	4.73%	4.94%	5.46%
Varsity Track	10.87%	12.08%	13.28%	14.49%	15.21%	16.79%
Special Assistant Track	3.00	3.50%	4.25%	4.75%	5.50%	6.25%
Assistant Track	6.30%	6.30%	6.30%	6.30%	6.62%	7.25%
Junior High Track	4.73%	4.73%	4.73%	4.73%	4.94%	5.46%
Weight Programs / Full Year	8.40%	8.93%	9.45%	9.98%	10.50%	11.55%
Varsity Soccer	11.48%	12.68%	13.89%	15.10%	15.82%	17.39%
Special Assistant Soccer	3.00	3.50%	4.25%	4.75%	5.50%	6.25%
Reserve Soccer	7.35%	7.88%	8.40%	8.93%	9.35%	10.29%
Junior High Soccer	4.73%	4.73%	4.73%	4.73%	4.94%	5.46%
Varsity Cross Country	11.48%	12.68%	13.89%	15.10%	15.82%	17.39%
Special Asst. Cross Country/JH	3.00	3.50%	4.25%	4.75%	5.50%	6.25%
Varsity Cheer Coach	6.56%	6.56%	6.56%	6.56%	6.80%	7.28%
JH Cheerleader Coach	3.80%	3.80%	3.80%	3.80%	3.91%	4.33%

Lariat Adv. (2)	8.40%	8.40%	8.40%	8.40%	8.93%	9.77%
Pet Echoes Advisor	4.20%	4.20%	4.20%	4.20%	4.41%	4.83%
Club Sponsors						
FCCLA	2.94%	2.94%	2.94%	2.94%	3.05%	3.36%
High School STEM Club	1.76%	1.76%	1.76%	1.76%	1.90%	2.15%
Junior High STEM Club	1.47%	1.47%	1.47%	1.47%	1.58%	1.79%
Science Club	1.47%	1.47%	1.47%	1.47%	1.58%	1.79%
Art Club	2.63%	2.63%	2.63%	2.63%	2.73%	3.05%
Spanish Club	2.94%	2.94%	2.94%	2.94%	3.05%	3.36%
HS Scholastic Quiz Team	4.00%	4.00%	4.00%	4.00%	4.20%	4.62%
JH Scholastic Quiz Team	2.94%	2.94%	2.94%	2.94%	3.16%	3.58%
Quiz Team Assistant	1.48%	1.48%	1.48%	1.48%	1.59%	1.80%
National Honor Soc.	1.47%	1.47%	1.47%	1.47%	1.58%	1.79%
Student Council (2)	1.47%	1.47%	1.47%	1.47%	1.58%	1.79%
Class Advisors						
Senior Class	2.21%	2.21%	2.21%	2.21%	2.31%	2.52%
Junior Class (2) or Segmented Duties not exceeding amounts	2.94%	2.94%	2.94%	2.94%	3.05%	3.36%
Sophomore Class (2)	1.06%	1.06%	1.06%	1.06%	1.16%	1.22%
Ninth Grade (2)	1.06%	1.06%	1.06%	1.06%	1.16%	1.22%
Dramatics						
Lead Musical Director	4.25%	4.25%	4.25%	4.25%	4.57%	4.89%
Assistant Musical Director	2.5%	2.5%	2.5%	2.5%	2.82%	3.14%
Musical Set Director	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%
Musical Choreographer	0.075%	0.075%	0.075%	0.075%	0.075%	0.075%
Musical Pit Orchestra & Music Dir	2.75%	2.75%	2.75%	2.75%	2.97%	3.19%
Dramatics: Play						
Play Director	3.4%	3.4%	3.4%	3.4%	3.62%	3.84%
Assistant Play Director	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
Set Director	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%
Elementary Musical Directors (2)	1.9%	1.9%	1.9%	1.9%	1.9%	1.9%
Lights & Sound Supervisor	4.20%	4.20%	4.20%	4.20%	4.41%	4.83%
Instructional						
Science Fair Coordinators (2)	2.63%	2.63%	2.63%	2.63%	2.73%	3.05%
Instrumental Director	11.55%	11.55%	11.55%	11.55%	12.18%	13.44%
Vocal Director	4.73%	4.73%	4.73%	4.73%	4.94%	5.46%
Parking Lot Supervisor	2.00%	2.00%	2.00%	2.00%	2.10%	2.31%
Faculty Manager	8.40%	8.40%	8.40%	8.40%	8.93%	9.77%
Morning Supervision	2.00%	2.00%	2.00%	2.00%	2.10%	2.31%

The percent listed is of the base salary, 0 years at the Bachelor level.
The base for 2022-2023 is $38,726
The base for 2023-2024 is $39,888

Section VI, Continued: Notes to Supplemental Contract Listing

A. Instrumental Director. Includes concerts, contests, pep band, and summer work.

B. Choral Director. Includes concerts, contests, and summer work.

D Two Concurrent Supplementals. If one individual holds two related athletic team supplemental concurrently and the majority of the practice time of the teams of those two supplementals can be held together, the rate of pay will be determined by mutual agreement between the supplemental holder and superintendent.

E. Placement. For placement purposes, any experience in a sport will count at any level.

F. Salary. Persons holding supplemental positions shall be paid the salary specified in the professional agreement for his/her experience level.

This agreement will be effective **7/1/2024 to 6/30/2026**.

Signed:

for the Pettisville Local Board of Education — 3/18/2024 date

for the Pettisville Teacher Association — 3/21/2024 date