

ARTICLE 8

WAGES

8.1 Wages for Unit Members will be Paid in Accordance with Schedule W *Revised 2004-05, 2005-2006.*

8.1.1 Unit Members Employed Full Time for the Regular School Year

8.1.1.A Wages for all of the work days performed by unit members employed full time during the regular school year, except the extra work described in paragraph 8.1.2.B, and the extra work days for counselors, athletic directors and library media teachers described in paragraph 8.1.3, shall be at an annual rate.

8.1.1.B Annual wages are payable in either ten (10), eleven (11), or twelve (12) equal monthly installments or ten (10) equal monthly installments, at the unit member's option. The first payment will commence on the last working day of either August or September, of the affected year (see 8.a.a.C below).

8.1.1.C The definition of equal monthly installments are as follows:

1. Ten (10) equal monthly installments – September through June
2. Eleven (11) equal monthly installments – August through June
3. Twelve (12) equal monthly installments.
 - a. Either: September through August (with July and August “Deferred” and paid in the subsequent fiscal year)
 - b. Or: August through July (with July “Deferred” and paid in the subsequent fiscal year)

8.1.2 Wages for the extra work performed by unit members as prescribed in the job descriptions for the extra pay positions are set forth on the Extra Pay Schedules (W-EPM, W-EP SA, W-EPA). Only upon mutual agreement on a year-to-year basis between the Association and the District, the District may split any extra pay position, with the compensation being pro-rated. Wages for the extra pay positions referenced in this section are payable as follows: **Formerly 8.1.1.B. Revised 5-98.**

8.1.2.A Extra Pay Wages Schedules

(Schedule W-EPM)/Wages Extra Pay Monthly – Payable on a monthly basis.

(Schedule W-EP SA)/Wages Extra Pay Semiannual – Payable at the end of each semester.

(Schedule W-EPA)/Wages Extra Pay Annual – Payable upon completion of the assignment.

8.1.2.B Extra Pay Wages Calculations

Annual Wages Rate – Annual wages for these positions will be specified as flat dollar amounts. **Revised 2004-05.**

Daily Wages Rate – Daily wages will be computed by dividing the unit member’s annual wage (placement on the current “Unit Member Salary Schedule for the Regular School Year”) by the number of work days (currently one hundred eighty-three (183) days -- or one hundred eighty (180) equivalent days for classroom teachers on a year-round schedule with more than three (3) tracks. **Revised 2001-02, 2005-06.**

Hourly Wages Rate – Hourly wages will be computed by determining the unit member’s daily rate, then dividing the daily rate by seven (7).

Wage Rate for Extra Work for Extra Pay Factors – If more than one “Unit Member Salary Schedule for the Regular School Year” is in effect during the school year that the extra-pay services are being delivered, the extra-pay factor will be multiplied by the unit member’s extra-pay placement on the Annual Wages Table for that year.

The unit member’s extra-pay placement on the salary schedule shall be made commensurate with the member’s academic preparation (class placement) and paid experience (step placement) for each extra-work for extra-pay category. Once established, the unit member will retain her/his extra pay placement on the salary schedule. The unit member’s extra-pay placement for each extra-work for extra-pay category shall progress on the salary schedule from step to step for each year of paid experience after completion of all responsibilities (excludes step progression for less than full service).

Extra work for extra-pay categories are:

Academic Decathlon Advisor Position

Middle School/Junior & Senior High Activities Advisor
 Assignment
 Senior High Agricultural Program Assignment
 Driver Training Coordinator Position (Summer)
 Senior High Athletic Director Position
 Middle School/Junior & Senior High Instrumental Band
 Assignment
 Middle School/Junior & Senior High Choral Assignment
 Middle School/Junior & Senior High Drama Assignment
 Middle School/Junior & Senior High Yearbook
 Assignment
 Middle School/Junior & Senior High Newspaper
 Assignment
 Senior High Cheerleader Advisor (Fall)
 Assistant Cheerleader Advisor (Fall) **Revised 1997-98.**
 Senior High Cheerleader Advisor (Spring)
 Assistant Cheerleader Advisor (Spring)
 Senior High Dance Production Advisor **Added May 1998.**
 Senior High Literary Magazine Advisor **Added May 1998.**
 Junior High Broadcast Advisor **Added May 2000.**
 Teacher-in-Charge Position
 Elementary Honor Band and Choral Position
 Secondary Department Chairman Position
 Driver Training Coordinator/Department Chair Position
 Intramural Sports Head & Assistant Director Position
 Coaching Positions in a Given Sport (i.e., Head Varsity,
 Head Junior Varsity, Head Freshmen and Assistants
 in a Given Sport)
 Outdoor Education Teacher (Environmental Camp
 Teacher)
Added 1994-95.

8.1.2.C The District shall provide a substitute teacher for Teacher-in-Charge when site administrator(s) is (are) off campus more than four (4) hours. **Revised 1994-95.**

8.1.2.D Extra Pay Warrants **Former 8.1.1.B.3**

Separate warrants shall be provided for extra pay positions listed on Schedule W-EP SA, Schedule W-EPA and those positions on Schedule W-EPM identified with an asterisk.

8.1.3 Wages for the extra work days for counselors, athletic directors and library media teachers described in Article 6 shall be at the rate of 1/183rd of said individual counselor's, athletic director's, or library media teacher's annual salary for each

such extra work day performed at the District's request. *Revised 2004-05, 2005-06.*

8.1.4 Unit Members Employed Part Time for the Regular School Year

Wages for all of the work days performed by unit members employed part-time during the regular school year shall be based upon the wages applicable to the full-time position involved in accordance with the proportion of the applicable full-time position being worked part time by the unit member; provided, however, that the non-teaching time described in paragraphs 6.1.1.B.2.c, 6.1.1.B.2.d and 6.1.1.C of Article 6 shall not be considered in determining the basis for wages for unit members working part time during the regular school year. For purposes of this paragraph, the teaching time for unit members employed full time in grades seven (7) through twelve (12) shall be based on five (5) teaching periods.

8.1.5 Provisions Governing Placement on "CUSD/CUTA Unit Member Salary Schedule for the Regular School Year – Schedule W"

8.1.5.A All scheduled units (scheduled units are based on semester credit) earned prior to earning the Bachelor's Degree shall be considered as included within the Bachelor's Degree.

8.1.5.B All upper division and graduate units earned after receiving the Bachelor's Degree shall count in excess of that degree. Under special circumstances, as recommended by the Certificated Professional Growth Committee, other lower division units earned after receipt of the Bachelor's Degree may, as approved by the District, count in excess of the degree.

Effective August 6, 1985, but not in any event prior to that date, all graduate units approved as excess units by the college or university which were earned prior to receiving the Bachelor's Degree and did not count towards the Bachelor's Degree, shall count as excess units. Credit for these excess units shall be granted at the time of initial employment only.

8.1.5.C Prior teaching experience outside the District, as verified by the District, shall earn one (1) step per year to a maximum of fourteen (14) years. The increased years of service shall be paid from the date of their implementation, not retroactively. Credit shall be allowed for fractional parts of a year if the prior teaching experience occurred on a full-time basis for seventy-five percent (75%) of the total work days of the year. Kindergarten and above or private school (of more than thirty (30) students), college or U.S. Service School full-time teaching experience, while holding a Bachelor's Degree and appropriate

teaching credential, shall count on equal basis with public school teaching experience.

8.1.5.D When, at the time of employment, an individual qualified for, holds a Vocational Credential, granted on the basis of vocational experience and expertise, for purposes of salary schedule placement, a maximum credit of fourteen (14) years may be allowed for a combination of vocational and/or teaching experience, if any. **Revised 2001-02.**

8.1.5.D.1 When an individual in the District is required to hold a Vocational Credential to participate in a vocational program authorized by the District, credit of a maximum of fourteen (14) years for that individual's vocational experience may be granted for step advancement on the salary schedule.

8.1.5.E Step-to-step progression of unit members on the salary schedule will be based on a full year of experience and will be made at the beginning of each regular school year.

A "full year of experience" will be earned by a unit member who actively delivers no less than four-fifths (4/5) F.T.E. daily service to the District, including in-District R.O.P. classroom instruction, and/or is on a selected leave(s) as per Article 10, Leave Policies, of this Agreement for at least seventy-five percent (75%) of the working days in the regular school year.

A "full year of experience" will also be earned by a unit member who has earned two (2) different one-half (1/2) years of experience. One-half (1/2) year of experience will be earned by:

8.1.5.E.1 actively delivers no less than four-fifths (4/5) F.T.E. daily service to the District and/or is on a selected leave(s) as per Article 10, Leave Policies, of this Agreement for at least seventy-five percent (75%) of the working days in one-half (1/2) of the regular school year; or

8.1.5.E.2 actively delivers no less than one-fifth (1/5), two-fifths (2/5), one-half (1/2) or three-fifths (3/5) FTE daily service and/or is on a selected leave(s) as per Article 10, Leave Policies, of this Agreement for at least seventy-five (75%) of the working days in the regular school year.

Experience credit shall not be accrued in other than full year or one-half (1/2) year increments.

8.1.5.E.3 Unit members on leave from the District under the following leave provisions will not earn experience for progression on the salary schedule.

- 8.1.5.E.3.a Substitute Pay - Section 10.1.8
- 8.1.5.E.3.b Maternity Leave - Section 10.1.11
- 8.1.5.E.3.c Child Care Leave - Section 10.1.12
- 8.1.5.E.3.d Differential Pay Leave - Section 10.1.15A
- 8.1.5.E.3.e Legislative Leave - Section 10.1.16
- 8.1.5.E.3.f Personal Leave in Excess of One Semester - Section 10.1.19

8.1.5.F Recognition for a Master's Degree from an accredited institution will be applied to the base salary schedule. The amount to be applied will be:

8.1.5.F.1 Nine Hundred Sixty-Five Dollars (\$965) (effective July 1, 2002)

8.1.5.F.2 Nine Hundred Seventy-Four Dollars (\$974) (effective July 1, 2005)

8.1.5.F.3 One Thousand Forty-Three Dollars (\$1,043) (effective January 1, 2007)

8.1.5.F.4 Thereafter, any percentage increase applied to the "CUSD/CUTA Unit Member Salary Schedule for the Regular School Year" will be applied to the Master's Degree. *Revised 2001-02 and 2006-07.*

8.1.5.G The provisions of the District Policy 4520, "Professional Growth," as revised April 1990, are hereby incorporated by reference.

8.1.6 Driver Training Provisions

Extra Pay for unit members teaching driver training at Pleasant Valley and Chico High Schools shall be as follows:

8.1.6.A Salary for driver training during the regular school year before and after regular school hours for the years 1993-94 and 1994-95 shall be \$21.29 per hour (\$21.72 effective January 1, 1994) up to X hours per year and \$42.90 per hour (\$43.44 effective January 1, 1994) for hours in excess of X hours per year.

X shall be recalculated based on the total Chico and Pleasant Valley High School enrollment as of October 1 of each school year in accordance with the following formula:

$$X=6 \frac{(\text{Enrollment})}{(3)} - 490$$

Provided, however, that X shall be reduced or increased only in increments of 12. Thus, for example, if the formula reduces X less than 12, X shall remain at 1280. If the formula reduces X by at least 12, but less than 24, X shall be 1268, and so on.

8.1.6.B Subject to modification by the Driver Training Coordinator and the On-Site Administrator, requests made to unit members to teach driver training before and/or after regular school sessions will be made in accordance with a three-tier priority system:

8.1.6.B.1 Teachers currently teaching driver training.

8.1.6.B.2 Teachers who have taught driver training in the past.

8.1.6.B.3 Teachers who are credentialed but have never taught in the driver training program.

8.1.6.C In cases in which the Driver Training Coordinator and the On-Site Administrator disagree, the On-Site Administrator shall make the final decision.

8.1.7 Payroll Errors Provisions

8.1.7.A Whenever it is determined that an error has been made in the wages of an employee, the party identifying the error shall apprise the other party as soon as possible. Following such notification, the error will be corrected within a reasonable period of time.

8.1.7.B In the event of an underpayment to the employee, the District will provide the employee with a statement of the correction and a supplemental pay warrant within thirty (30) days.

8.1.7.C In the event of an overpayment to the employee, the employee will be given a reasonable opportunity to meet with the District representatives to discuss the error. In the event that the District and the employee do not mutually agree to a repayment schedule, the District will deduct a portion of the employee's wages (not to exceed ten percent (10%) of the monthly net salary) in subsequent months

until the District is fully reimbursed. An exception to the ten percent (10%) deduction restriction shall be made when the employee's employment in the District is in the process of or has been terminated.

8.1.8 Supervising Teachers *Sections Renumbered.*

- 8.1.8.A Each supervising teacher/unit member who volunteers and is appointed by the District to supervise the training of a student teacher and who completes his/her supervision of said student teacher, under the guidelines of the Student Teaching Agreement between the State of California through California State University, Chico, and the Chico Unified School District, shall receive an honorarium or payment as provided for in the CUSD/CSUC Student Teaching Agreement of Twenty-Five Dollars (\$25.00) per semester unit of credit, or portion thereof, granted to the student as provided for in the CUSD/CSUC Student Teaching Agreement. This honorarium or payment shall not exceed the amount stipulated in the Student Teaching Agreement. In the event that the sum received by the District from the University is not sufficient to pay the full amount to each supervising teacher/unit member, the District will pay a pro rata amount to the supervising teacher/unit member, as determined by the District. When two (2) or more supervising teachers/unit members supervise the training of the same student teacher, the District will pay a pro rata amount to each of the unit members, as determined by the District.
- 8.1.8.B The District retains all rights, powers, and authority to govern the student teaching program within the District.
- 8.1.8.C A copy of the Student Teaching Agreement shall be forwarded to the CUTA each year after it has been signed. Additionally, a copy of the invoice submitted to California State University, Chico, for payment shall be forwarded to the CUTA.

8.1.9 Multi Campus Unit Members

Unit members assigned to more than one work site shall be paid the IRS approved rate for the miles driven from the first site of assignment and each subsequent assigned work site during the work day. No mileage shall be paid for miles driven from home to the first work site or any mile driven after reaching the last work site. *Added 2004-05.*

**Chico Unified School District
 CUSD/CUTA Unit Member Salary Schedule
 Effective January 1, 2008**

Schedule W

CERTIFICATED SALARY

CLASS I AB + 0-44			CLASS II AB + 45-59			CLASS III AB + 60 and above		
STEP	ANNUAL WAGE	WITH MASTER'S DEGREE	STEP	ANNUAL WAGE	WITH MASTER'S DEGREE	STEP	ANNUAL WAGE	WITH MASTER'S DEGREE
1	\$38,541	39,615	1	\$39,724	40,798	1	\$40,943	42,017
2	\$39,724	40,798	2	\$40,943	42,017	2	\$42,200	43,274
3	\$40,943	42,017	3	\$42,200	43,274	3	\$43,496	44,570
4	\$42,200	43,274	4	\$43,496	44,570	4	\$44,831	45,905
5	\$43,496	44,570	5	\$44,831	45,905	5	\$46,207	47,281
6	\$44,831	45,905	6	\$46,207	47,281	6	\$47,626	48,700
7	\$46,207	47,281	7	\$47,626	48,700	7	\$49,088	50,162
8	\$47,626	48,700	8	\$49,088	50,162	8	\$50,595	51,669
9	\$49,088	50,162	9	\$50,595	51,669	9	\$52,148	53,222
10	\$50,595	51,669	10	\$52,148	53,222	10	\$53,749	54,823
11	\$52,148	53,222	11	\$53,749	54,823	11	\$55,399	56,473
12	\$53,749	54,823	12	\$55,399	56,473	12	\$57,100	58,174
13	\$55,399	56,473	13	\$57,100	58,174	13	\$58,853	59,927
14	\$57,100	58,174	14	\$58,853	59,927	14	\$60,660	61,734
15-30	\$58,853	59,927	15	\$60,660	61,734	15	\$62,522	63,596
			16	\$62,522	63,596	16	\$64,442	65,516
			17-28	\$64,442	65,516	17	\$66,420	67,494
						18	\$68,459	69,533
						19-21	\$70,561	71,635
			29	\$66,420	67,494	22-24	\$72,727	73,801
						25-26	\$74,960	76,034
						27-29	\$77,261	78,335
						30	\$79,633	80,707
						31-34	\$82,078	83,152
						35	\$84,597	85,671

FOR SCHEDULES W AND Y
 MASTER'S DEGREE = \$1,074
 ADDITIONAL SIXTH CLASS = .20 OR PORTION THEREOF
 OF THE UNIT MEMBER'S REGULAR SALARY.
 *WAGE DIVIDED BY 183 = DAILY WAGE
 Daily wage divided by 7 = hourly wage

**CHICO UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
EFFECTIVE 1/1/08**

SCHEDULE Y

**PROJECT TEACHER SALARY SCHEDULE
BASED ON AGREED TO SCHEDULE USING FIVE DIGITS &
203 DAYS FOR PROJECT TEACHER.**

STEP	CLASS I AB + 0-44	STEP	CLASS II AB + 45-59	STEP	CLASS III AB + 60-74 and above
1	\$ 41,507	1	\$ 42,782	1	\$ 44,095
2	\$ 42,782	2	\$ 44,095	2	\$ 45,449
3	\$ 44,095	3	\$ 45,449	3	\$ 46,844
4	\$ 45,449	4	\$ 46,844	4	\$ 48,282
5	\$ 46,844	5	\$ 48,282	5	\$ 49,764
6	\$ 48,282	6	\$ 49,764	6	\$ 51,292
7	\$ 49,764	7	\$ 51,292	7	\$ 52,867
8	\$ 51,292	8	\$ 52,867	8	\$ 54,490
9	\$ 52,867	9	\$ 54,490	9	\$ 56,163
10	\$ 54,490	10	\$ 56,163	10	\$ 57,887
11	\$ 56,163	11	\$ 57,887	11	\$ 59,664
12	\$ 57,887	12	\$ 59,664	12	\$ 61,496
13	\$ 59,664	13	\$ 61,496	13	\$ 63,384
14	\$ 61,496	14	\$ 63,384	14	\$ 65,329
		15	\$ 65,329	15	\$ 67,335
		16	\$ 67,335	16	\$ 69,402
				17	\$ 71,533
				18	\$ 73,729
				19-21	\$ 75,992
		17-28	\$ 69,402	22-24	\$ 78,325
15-30	\$ 63,316	29-29	\$ 71,457	25-26	\$ 80,730
				27-29	\$ 83,208
				30-30	\$ 85,763
				31-34	\$ 88,396
				35-35	\$ 91,109

8.2 Salary Schedule for Voluntary Participation, Beyond Work Days, in Enumerated State/Federal Grant Programs *Added May 2000.*

8.2.1 State/Federal Grant Programs

This action concerns pay rates for unit members' participation in the following programs:

- 7-12 Mandated Program
- K-4 Reading Program
- 2-6 Promotional Program
- K-12 Core Academic Program (Summer School)
- Intersession
- Various Grant Programs

8.2.2 Unit Members' Pay Rate

Unit members participating in the programs identified in Section 8.2.1 shall be paid at the prorated hourly rate starting at Step 1 of the current Daily Wage Schedule (W), commensurate with the members' class, progressing one (1) step annually based upon CUSD experience in the programs identified in Section 8.2.1.

EXTRA WORK FOR EXTRA PAY “ASSIGNMENTS” AND “POSITIONS”

Wages for the assignments and positions listed on this schedule are: (1) based on the factors specified below which will be applied to the salary schedule as per Section 8.1.2 of this Article, or (2) based on wages per hour, wages per day, or wages per year as specified below. The wages for the following assignments and positions: (1) will be added to the unit member’s regular monthly warrant, except that (2) the wages for the positions specified below with an asterisk will be paid by a separate warrant.

<u>Wages Added to Regular Monthly Warrant</u>	<u>Factor or Wage</u>
PAR Join Committee Member <i>Revised 2004-05.</i>	\$2,000/year, not to exceed \$4,000 annually
PAR Consulting Teacher <i>Added May 2000.</i>	\$750 per referred participating teacher served, not to exceed \$4,500 annually
Senior High Student Activities Advisor Assignment <i>Revised 1997-98.</i>	.20 per year + two release periods and up to 5 days extra at District discretion
Middle School Activities Advisor Assignment <i>Revised 1997-98.</i>	.034 per year + two release periods
Senior Agricultural Program Assignment	.20 of the unit member’s salary on the Regular Salary Schedule (not limited to Class V Step 13 provision)
Extra Work Days for Counselor’s Assignment <i>Revised 2004-05.</i>	See Section 8.1.3
Extra Work Days for Athletic Director’s Assignment <i>Added 2004-05.</i>	See Section 8.1.3
Extra Work Days for Library Media Teacher’s Assignment <i>Revised 2004-05.</i>	See Section 8.1.3

<u>Wages Paid by Extra Warrant</u>	<u>Factor or Wage</u>
*Driver Training Coordinator Position (Summer)	.02 per year
*Driver Training Position (before and after school hours) Revised May 1998.	\$22.75 per hour
*Paid Volunteer Position Revised May 1998.	\$16.70 per hour
*Extra Work Position (as per written agreement)	See Section 6.3, <u>Extra Work</u>

EXTRA WORK FOR EXTRA PAY “ASSIGNMENTS” AND “POSITIONS”

Wage factors for the assignments and positions listed on this schedule will be applied to the salary schedule as per Section 8.1.2 of this Article. The wages for those assignments and positions which require services to be performed during one (1) semester only will be paid on a separate warrant at the end of the semester in which the services are performed. The wages for those assignments and positions which require services to be performed over the entire year will be paid on separate warrants with one-half (1/2) of the payment at the end of the first semester and one-half (1/2) of the payment at the end of the second semester.

<u>Position</u>	<u>Factor</u>
Academic Decathlon Advisor	.040 per year
Senior High Athletic Director <i>Revised 1995-96.</i>	.10 per year + two release periods
Senior High Instrumental Band Assignment	.050 per year
Middle School/Junior High Instrumental Band Assignment	.027 per year
Senior High Choral Assignment	.047 per year
Middle School/Junior High Choral Assignment	.027 per year
Senior High Dance Production Advisor <i>Added May 1998.</i>	.030 per year
Senior High Drama Assignment <i>Revised 1997-98.</i>	.047 per year
Middle School/Junior High Drama Assignment	.030 per year
Senior High Yearbook	.052 per year
Middle School/Junior High Yearbook Assignment	.027 per year
Senior High Literary Magazine Advisor <i>Added May 1998.</i>	.025 per year
Senior High Newspaper	.040 per year
Middle School/Junior High Newspaper Teacher-in-Charge	.027 per year .050 per year

Elementary Honor Band	.020 per year
Elementary Honor Choral Position	.020 per year
Secondary Department Chair Position	.029 per year
Driver Training Coordinator/Department Chair	.040 per year
Intramural Sports Position - Head Director	.053 per year
Assistant Director	.040 per year
Middle School Intramural Sports Position-Head Director	.090 per year
Middle School Intramural Assistant Director (2)	.080 per year
Outdoor Education Teacher (Environmental Camp Teacher) <i>Added 1994-95.</i>	.016 per year + mileage
Junior High Broadcast Advisor <i>Added May 2000.</i>	.030 per year

EXTRA WORK FOR EXTRA PAY “POSITIONS”

Wage factors for the positions listed on this schedule will be applied to the salary schedule as per Section 8.1.2 of this Article. The wages for the following positions will be paid on a separate warrant in one (1) annual payment upon completion of the extra assignment.

<u>Coaching Positions</u>	<u>Factor</u>
 <u>Baseball Positions</u>	
Head Varsity	.093
Head Jr. Varsity	.073
 <u>Basketball Positions</u>	
Head Varsity	.093
Head Jr. Varsity	.073
Head Freshman	.067
 <u>Cheerleading Positions</u> Revised 1997-98.	
Senior High Cheerleader Head Advisor - Fall	.045
Senior High Cheerleader Assistant Advisor - Fall	.023
Senior High Cheerleader Head Advisor - Spring	.045
Senior High Cheerleader Assistant Advisor - Spring	.023
 <u>Cross Country Positions</u>	
Head Varsity	.093
Assistant Varsity	.056
Head Junior Varsity	.063
Assistant Junior Varsity	.053
 <u>Football Positions</u> Revised 1997/98.	
Head Varsity	.100
Assistant Varsity	.079
Head Jr. Varsity	.079
Assistant Jr. Varsity	.063
Head Freshman	.077
Assistant Freshman	.057
 <u>Golf Position</u>	
Head Varsity	.063
 <u>Hockey Positions</u>	
Head Varsity	.079
Head Jr. Varsity	.063

<u>Skiing Position</u>	
Head Varsity	.063
<u>Soccer Positions</u>	
Head Varsity	.063
Head Freshman	.063
Assistant Freshman	.053
<u>Softball Positions</u>	
Head Varsity	.093
Head Jr. Varsity	.073
<u>Swimming Position</u>	
Head Varsity	.063
Assistant Varsity	.053
<u>Tennis Position</u>	
Head Varsity	.063
<u>Track/Field Positions</u>	
Head Varsity	.093
Assistant Varsity	.063
Head Jr. Varsity	.073
Assistant Jr. Varsity	.058
Head Freshman	.063
Assistant Freshman	.053
<u>Volleyball Positions</u>	
Head Varsity	.067
Head Jr. Varsity	.065
Head Freshman	.063
<u>Wrestling Positions</u>	
Head Varsity	.093
Head Jr. Varsity	.073
Head Freshman	.063