

**LEXINGTON PUBLIC SCHOOLS
NEGOTIATED AGREEMENT
2025-2026 and 2026-2027**

I. AGREEMENT

This Agreement is made this 10th day of March, 2025, between the Board of Education of Dawson County School District No. 1 of Lexington, Nebraska, also known as Lexington Public Schools or LPS hereinafter called “Board”, and the Lexington Education Association, hereinafter called “Association” or “LEA”, the Board having previously recognized the Association as the negotiating agent for the certified non-supervisory employees of LPS.

II. TERMS AND CONDITIONS

The following terms and conditions of employment have been agreed upon:

A. TERM OF AGREEMENT

The contract year shall consist of one-hundred eighty-five (185) work days.

B. SALARY SCHEDULE

The vertical index for the salary schedule shall be 5% per step and the horizontal index shall be 4% per column. If the certified employee qualifies for movement, it shall be limited to one step down and two columns across per year.

The base salary for 2025-2026 shall be \$40,525.00 and for 2026-2027 shall be \$41,325.00, as reflected in Schedule A attached hereto and incorporated into this agreement. The Board reserves the right to reopen negotiations for 2026-2027 if EHA premiums are projected to be 8% or more higher than the 2025-2026 premiums, or if state aid is projected to be lower in 2026-2027 than in 2025-2026.

In determining initial placement on the salary schedule, the District will accept all years of out-of-district teaching experience after completion of a bachelor’s degree. New staff covered by this agreement who possess master’s degrees shall be placed in the BA+45/MA column; those with specialist or doctoral degrees shall be placed in the MA+45/EdS column.

All hours for advancement on the salary schedule will be from an accredited college or university that offers a state accredited and approved bachelor’s and master’s teacher certification program. Master’s degrees in all fields will qualify for movement on the salary schedule. Beginning in the 2017-2018 contract year, hours counted for movement beyond the bachelor’s degree (BA) column must be at the graduate level and from a regionally accredited institution or have prior approval from the superintendent or her/his designee. Only credits earned after completing the master’s degree may be counted for horizontal movement beyond the master’s column.

Teachers may also move to the BA+45/MA column with graduate hours approved by the superintendent or his/her designee or by completion of a master’s degree. Teachers may also move to the MA+45/EdS column with graduate hours approved by the superintendent or his/her designee or by completion of a specialist or doctoral degree. All hours for advancement must be from an accredited institution, except the district retains the prerogative to develop an educational program in which credits for advancement on the salary schedule may be granted for staff who participate in district-selected or developed training or education. The maximum number of hours that any staff member may attain from district-selected training shall be 9 “credits” per year.

The LPS regular payday for all staff covered by this agreement will be on the 20th of each month, and the pay period will run from the Sunday following the first Saturday of the month through the first Saturday of the following month.

C. FRINGE BENEFITS

To be eligible to receive fringe benefits, a teacher must be employed a minimum of .40 full-time equivalency (FTE). Benefits for eligible part-time teachers shall be prorated according to their contract terms.

1. Health Insurance

Lexington Public Schools shall make available to the certificated employees a group health and dental insurance plan through the Educators Health Alliance (EHA) with employee elected coverage levels of (1) the \$1200 Deductible PPO Plan with 100% A, 75% B, 50% C dental coverage or (2) the \$3800 Deductible Health Savings Account (HSA) Plan with 100% A, 75% B, 50% C dental coverage, as described below. On occasion, EHA raises its deductible levels. In the event EHA increases its deductible levels so that they do not match those described in this paragraph for health and dental insurance, LPS shall provide that same or closest equivalent plan(s) at the higher deductible level, and the parties agree that increases in deductible level(s) will not reopen negotiations for the 2026-2027 contract year.

- a. \$1200 Deductible PPO Plan: For those employees electing the \$1200 Deductible PPO Plan, the Board shall pay the following amounts toward the monthly insurance premiums at the rates established by the EHA for the levels of coverage for which each certificated employee is qualified:
 - i. Full monthly premium for employee health & employee dental (100% A, 75% B, 50% C coverage)
 - ii. Full monthly premium for employee and spouse health & employee dental (100% A, 75% B, 50% C coverage)
 - iii. Full monthly premium for employee and children health & employee dental (100% A, 75% B, 50% C coverage)
 - iv. Full monthly premium for employee, spouse, and children health & employee dental (100% A, 75% B, 50% C coverage)
 - v. Full monthly premium for employee, spouse, and children health & employee, spouse, and children dental (100% A, 75% B, 50% C coverage) if both spouses are certified employees of the District
- b. \$3800 Deductible HSA Plan: For those employees electing the \$3800 Deductible HSA Plan, the Board shall pay the following amounts toward the monthly insurance premiums at the rates established by the EHA for the levels of coverage for which each certificated employee is qualified:

- i. Full monthly premium for employee health & employee dental (100% A, 75% B, 50% C coverage), plus \$114.24 into the employee's HSA account per month
- ii. Full monthly premium for employee and spouse health & employee dental (100% A, 75% B, 50% C coverage), plus \$239.80 into the employee's HSA account per month
- iii. Full monthly premium for employee and children health & employee dental (100% A, 75% B, 50% C coverage) plus \$211.27 into the employee's HSA account per month
- iv. Full monthly premium for employee, spouse, and children health & employee dental (100% A, 75% B, 50% C coverage) plus \$322.02 into the employee's HSA account per month
- v. Full monthly premium for employee, spouse, and children health and employee, spouse, and children dental (100% A, 75% B, 50% C coverage), plus \$322.02 into the employee's HSA account per month, if both spouses are certified employees of the District

In the event an employee is granted unpaid leave, no payroll deduction for health insurance premiums shall be made for either the employee or his/her spouse if both are employed by the district and eligible to receive district-paid health insurance.

2. Disability Insurance

Each teacher shall purchase his or her own long-term disability insurance through a carrier chosen by the school district. The board will increase each teacher's compensation by an amount equal to the premium for the disability insurance. The disability insurance shall have the following specifications:

- a. For all current certified employees there are not pre-existing conditions;
- b. For all new employees there is only a five-day waiting period. As soon as a new employee has worked in the district for five (5) consecutive days, their pre-existing condition is eliminated.
- c. Includes "end of sick leave" disability. After the exhaustion of each individual's accumulated sick leave, disability benefits begin.
- d. The disability percentage shall be at the rate of 66 2/3% of gross salary (including health insurance).
- e. The up-front disability payment (based on salary and health insurance) will be payroll deducted. All certified staff will be required to participate in this program.

3. Section 125 Plan

The Board will pay the managerial cost for any staff member wishing to participate in the District's sponsored 125 plan.

D. EXTRA-DUTY ASSIGNMENTS

The Extra-Duty Schedule (B) is attached hereto and incorporated into this agreement. Pay for assignments added after the start of the contract year shall be agreed upon by mutual consent of the Board and the LEA Executive Committee.

E. LEAVES

Full-time (1.0 FTE) teachers are eligible for the following leaves. Leaves shall be prorated per the contract terms of part-time teachers.

1. Paid Personal Leave

Each teacher shall be eligible for three (3) days of paid personal leave per year, cumulative to five (5). Teachers who have four (4) or five (5) personal days remaining at the end of any contract year will not accrue more than is necessary to bring their total back to five (5). If a teacher has five (5) personal days remaining, the teacher will not receive any additional days the following contract year. If a teacher has four (4) personal days remaining, the teacher will only be given one (1) additional day to bring the teacher's total to the maximum accumulated amount of five (5) days. Payment upon severance for up to the maximum of five (5) accumulated personal days shall be at a rate of 1/185 of base pay.

Personal leave requests will be granted if they are submitted to the building principal at least three (3) days in advance, except as provided below. The reason(s) for the request need not be given.

In the event that it is anticipated that more than 5% of the classroom teaching staff will be absent on a given day, the building administrator may, but is not required to, deny personal leave requests for such days and shall prioritize requests on a first-come, first-served basis. Classroom teaching staff acting as activity sponsors missing school for less than a full day of school will not be counted as "absent" when the 5% is calculated.

2. Bereavement Leave

Bereavement leave shall be granted for up to four (4) days plus reasonable travel time for each death of immediate family as defined under the Paid Sick Leave provision of this agreement. One (1) additional bereavement day may be used annually in the event of the death of any person, including but not limited to, immediate family.

3. Paid Sick Leave

Teachers shall be granted ten (10) paid sick leave days per year and may carry over to the following contract year no more than sixty-five (65) accumulated days. All accumulated sick leave may be used for absences due to illness, injury, or disability of the teacher or members of his/her immediate family when such illness, injury, or disability requires the presence of the employee. Sick leave may also be used for medical and dental appointments or referrals that cannot be scheduled outside contract time for the teacher or members of his/her immediate family.

"Immediate family" shall mean:

Spouse or domestic partner; and your or your spouse's or domestic partner's:

1. Children, step-children, or foster children;
2. Brother, step-brother, sister, or step-sister;
3. Brother or sister-in-law;
4. Parent, step-parent, or guardian;
5. Grandparent;
6. Grandchild;
7. Aunt or uncle;
8. First cousin;
9. Niece or nephew;
10. Son-in-law or daughter-in-law;
11. A “qualifying child” or “qualifying relative” as those terms are defined by the Internal Revenue Service.

“Domestic partner” shall mean a person of the same or opposite sex who: has shared the same regular and permanent residence with you for at least 3 months and has the current intent of doing so indefinitely; is at least 19 years of age; is not married to another person; is not related by blood closer than would bar marriage in Nebraska; and is financially interdependent or jointly responsible for basic living expenses.

Teachers may apply for up to twenty (20) days extended sick leave, at long term sub-dock pay, each month for the remainder of the school year for immediate family illness. Applications shall be filed on a monthly basis with the superintendent or his/her designee.

The superintendent or his/her designee may require verification of the illness, injury, or disability from the health care provider for any sick leave request exceeding five (5) days.

Sick Leave Extension – If needed and with approval of the superintendent or designee, a teacher may be permitted to borrow up to five (5) days sick leave from the following year’s sick leave appropriation for that staff member. If that person should, for any reason, leave prior to the time when the borrowed sick leave would be repaid, s/he will have the amount of sick leave borrowed and not repaid taken from his/her last pay check at the rate of 1/185 of the contract salary per day of sick leave owed to the district. For employees returning to the system, borrowed sick leave will be subtracted from next year’s sick leave.

Annual Payment for Unused Accumulated Sick Leave – Teachers who have unused accumulated sick leave in excess of the maximum 65 accumulated days at the end of the contract year shall be compensated at a rate of \$100.00 per day for each unused day in excess of the 65-day accumulation limit. Payment will be made by the July payroll.

Payment for Accumulated Sick Leave Upon Severance – Teachers who have taught in the district a minimum of fifteen (15) years shall receive payment upon severance of \$100.00 per day for any unused, accumulated sick leave days up to a maximum of 75 days.

4. Unpaid Leave

Teachers shall be granted up to five (5) days of unpaid leave per year deducted at a daily rate of 1/185 of salary and 1/185 health insurance premiums; except, no payroll deduction for health insurance premiums shall be made for either the employee or his/her spouse if both are employed by the district and eligible to receive district-paid health insurance. Unpaid leave requests

require three (3) days advance notice to the building administrator and are subject to denial based on the availability of a substitute.

F. JURY DUTY

Any person who is summoned to serve on jury duty shall not be subject to discharge from employment, loss of pay, loss of sick leave, loss of vacation time, or any other form of penalty, as a result of his or her absence from employment due to such jury duty, upon giving reasonable notice to his/her employer of such summons. An employee will be granted time off for jury duty, shall be paid fully by the District, and will surrender whatever non-district pay s/he receives while serving on the jury.

G. EXTRA PAY

Activity Pay – All teachers are required to work one (1) extra-curricular activity event per year and shall either receive an activity pass or be compensated at a rate of \$18.00 per hour for working the event. For working a second event, teachers shall either receive an additional activity pass for their spouses or be compensated at a rate of \$18.00 per hour. Teachers shall be compensated at a rate of \$18.00 per hour for all additional activity events they choose to work.

In-House Sub Pay – Teachers shall be compensated at a rate of \$24.00 per hour when substituting during their planning times.

Residency Incentive – The District shall make a one-time payment of \$500.00 to any teacher hired on or after January 1, 2017, who resides in the school district. To receive payment, the teacher shall present a current utility bill, rental lease, or other document establishing proof of residency no later than November 1 of the current contract year.

III. GRIEVANCE PROCEDURE

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination.

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

IV. IMPLEMENTATION

This agreement entered into by the Board with the Association shall constitute a commitment by the Board and the Association to the provisions of this Agreement for its duration or until amended by an instrument in writing duly executed by both parties, which ever shall first occur.

This agreement shall become effective upon its approval by a majority of the members of the Board and a majority of the members of the Association shall remain in effect until superseded by a successor agreement approved by both parties.

V. NONDISCRIMINATION

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

VI. TOTALITY OF AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, the Association had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby or set forth in this agreement; and that it shall constitute the entire agreement between the parties for the indicated contract year(s).

Both the Board and the Association, during and for the term of this agreement, voluntarily and unqualifiedly waive the right, and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter, whether or not referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this agreement. Nothing herein shall, however, preclude the parties from mutually agreeing to alter, amend, supplement, delete, enlarge or modify in writing any of the provisions of this Agreement.

VII. MANAGEMENT

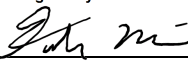
Anything herein to the contrary notwithstanding, the Board, except as is expressly provided in this Agreement, reserves exclusively unto itself all the rights, powers, discretion, authorities, and prerogatives vested in it, whether exercised or not; and nothing herein shall be construed in any manner as constituting a delegation or waiver of any rights, powers, discretion, authority or prerogative so vested in the Board its designees.

10/14/2025
Date

10/14/2025
Date

APPROVED:

Signed by:


President, Board of Education

Signed by:


Lexington Education Association

2025-2026 Extra Duty Schedule (B)

Years Exp.(Step)	Cat 1	Cat 2	Cat 3	Cat 4	Cat 5	Cat. 6	Cat 7	Cat 8	Cat 9	Cat 10
Level 1	0.14	0.09	0.06	0.05	0.04	0.03	0.02	0.01	0.005	0.0068
1st Year (1,2)	\$5,674	\$3,647	\$2,432	\$2,026	\$1,621	\$1,216	\$811	\$405	\$203	\$276
Level 2	0.15	0.10	0.07	0.06	0.05	0.04	0.03	0.02		
3rd Year (3,4)	\$6,079	\$4,053	\$2,837	\$2,432	\$2,026	\$1,621	\$1,216	\$811		
Level 3	0.16	0.11	0.08	0.07	0.06	0.05				
5th Year (5,6)	\$6,484	\$4,458	\$3,242	\$2,837	\$2,432	\$2,026				
Level 4	0.17	0.12	0.09	0.08	0.07	0.06				
7th Year (7,8)	\$6,889	\$4,863	\$3,647	\$3,242	\$2,837	\$2,432				
Level 5	0.18	0.13	0.10							
9th Year (9,10)	\$7,295	\$5,268	\$4,053							
Level 6	0.19	0.14	0.11			Base =	\$40,525			
11th Year (11,12)	\$7,700	\$5,674	\$4,458							
Level 7	0.20	0.15	0.12							
13th Year (13,14)	\$8,105	\$6,079	\$4,863							

1. All personnel may be frozen at any level based upon evaluation procedures.
2. Each level is based upon two years experience in the Lexington system at that category.

Category 1^

HS Head Football Coach
HS Head Volleyball Coach
HS Head Boys Basketball Coach
HS Head Girls Basketball Coach
HS Head Boys Wrestling Coach
HS Head Girls Wrestling Coach
HS Head Boys Track Coach
HS Head Girls Track Coach
HS Head Powerlifting Coach
Majestic Theater Coordinator
MS Fine Arts Auditorium Manager

Category 2^

HS Head Boys Golf Coach
HS Head Girls Golf Coach
HS Head Cross Country Coach
HS Head Boys Tennis Coach
HS Head Girls Tennis Coach
HS Head Boys Soccer Coach
HS Head Girls Soccer Coach
HS Head Softball Coach
HS Asst. Football Coach
HS Asst. Volleyball Coach
HS Asst. Boys Basketball Coach
HS Asst. Girls Basketball Coach
HS Asst. Boys Wrestling Coach
HS Asst. Girls Wrestling Coach
HS Asst. Boys Track Coach
HS Asst. Girls Track Coach
HS Asst. Powerlifting Coach
HS Instrumental Music Director
HS Concessions Manager
Technology Integrationist
HS Head SkillsUSA Sponsor
HS Head FCCLA Sponsor
HS FFA Sponsor

Category 3^

HS Asst. Boys Golf Coach
HS Asst. Girls Golf Coach
HS Asst. Cross Country Coach
HS Asst. Boys Tennis Coach
HS Asst. Girls Tennis Coach
HS Asst. Boys Soccer Coach
HS Asst. Girls Soccer Coach
HS Asst. Softball Coach
HS Head Cheerleader Sponsor (Fall)
HS Head Cheerleader Sponsor (Winter)
HS Head Drill Team Sponsor
LPS Head Teammates Coordinator
HS Speech Team Coach
HS Head Bowling Coach
HS Head Mock Trial Sponsor
HS Academic Decathlon/Quiz Bowl
HS Asst. SkillsUSA Sponsor
HS Asst. FCCLA Sponsor
MS FFA Sponsor
eSports Sponsor (Fall)
eSports Sponsor (Spring)

Category 4^

MS Head Football Coach
MS Head Volleyball Coach
MS Head Boys Basketball Coach
MS Head Girls Basketball Coach
MS Head Boys Wrestling Coach
MS Head Girls Wrestling Coach
MS Head Boys Track Coach
MS Head Girls Track Coach
MS Head Boys Soccer Coach
MS Head Girls Soccer Coach
MS Head Boys Tennis Coach
MS Head Girls Tennis Coach
MS Head Cross Country Coach
HS Fall Event Manager
HS Winter Event Manager
HS Spring Event Manager
HS Asst. Bowling Coach
MS Concessions Manager

Category 5^

MS Asst. Football Coach
MS Asst. Volleyball Coach
MS Asst. Boys Basketball Coach
MS Asst. Girls Basketball Coach
MS Asst. Boys Wrestling Coach
MS Asst. Girls Wrestling Coach
MS Asst. Boys Track Coach
MS Asst. Girls Track Coach
MS Asst. Boys Soccer Coach
MS Asst. Girls Soccer Coach
MS Asst. Boys Tennis Coach
MS Asst. Girls Tennis Coach
HS Swing Choir Director
HS Jazz Band Director
LPS Asst. Teammates Coordinator
HS Head Unified Bowling Coach
HS Head Unified Track Coach

Category 6^

HS Asst. Instrumental Music Director
HS Flag Corps Sponsor
HS Head Vocal Music Director
LPS Special Olympics Sponsor
HS Play Production Director
HS Asst. Cheer Team Coach (Fall)
HS Asst. Cheer Team Coach (Winter)
HS Asst. Drill Team Sponsor
HS Drama/Musical/Variety Show Directors
(Musical, Pit, Accompanist/Vocal)
HS Student Council Sponsor
HS Asst. Speech Coach
HS Yearbook Sponsor
HS Math Club Sponsor
HS National Honor Society Sponsor
HS Asst. Unified Bowling Coach
HS Asst. Unified Track Coach

Category 7^

MS Head Instrumental Music Director
MS Yearbook Sponsor
HS Junior Class Sponsor
HS Asst. Play Production Sponsor
HS Asst. Mock Trial Sponsor

Category 8^

HS Athletic Letter (L) Club Sponsor
HS Intramural Sponsor

Category 9^

Category 10^

Elem Musical Director

Extended Day Teaching Assignment

Pro rata daily rate of pay

^Responsibilities for some assignments are occasionally split between two people with commensurate adjustments to pay.

2026-2027 Extra Duty Schedule (B)

Years Exp.(Step)	Cat 1	Cat 2	Cat 3	Cat 4	Cat 5	Cat. 6	Cat 7	Cat 8	Cat 9	Cat 10
Level 1	0.14	0.09	0.06	0.05	0.04	0.03	0.02	0.01	0.005	0.0068
1st Year (1,2)	\$5,786	\$3,719	\$2,480	\$2,066	\$1,653	\$1,240	\$827	\$413	\$207	\$281
Level 2	0.15	0.10	0.07	0.06	0.05	0.04	0.03	0.02		
3rd Year (3,4)	\$6,199	\$4,133	\$2,893	\$2,480	\$2,066	\$1,653	\$1,240	\$827		
Level 3	0.16	0.11	0.08	0.07	0.06	0.05				
5th Year (5,6)	\$6,612	\$4,546	\$3,306	\$2,893	\$2,480	\$2,066				
Level 4	0.17	0.12	0.09	0.08	0.07	0.06				
7th Year (7,8)	\$7,025	\$4,959	\$3,719	\$3,306	\$2,893	\$2,480				
Level 5	0.18	0.13	0.10							
9th Year (9,10)	\$7,439	\$5,372	\$4,133							
Level 6	0.19	0.14	0.11			Base =	\$41,325			
11th Year (11,12)	\$7,852	\$5,786	\$4,546							
Level 7	0.20	0.15	0.12							
13th Year (13,14)	\$8,265	\$6,199	\$4,959							

1. All personnel may be frozen at any level based upon evaluation procedures.
2. Each level is based upon two years experience in the Lexington system at that category.

Category 1^

HS Head Football Coach
HS Head Volleyball Coach
HS Head Boys Basketball Coach
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HS Head Girls Wrestling Coach
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HS Head Girls Track Coach
HS Head Powerlifting Coach
Majestic Theater Coordinator
MS Fine Arts Auditorium Manager

Category 2^

HS Head Boys Golf Coach
HS Head Girls Golf Coach
HS Head Cross Country Coach
HS Head Boys Tennis Coach
HS Head Girls Tennis Coach
HS Head Boys Soccer Coach
HS Head Girls Soccer Coach
HS Head Softball Coach
HS Asst. Football Coach
HS Asst. Volleyball Coach
HS Asst. Boys Basketball Coach
HS Asst. Girls Basketball Coach
HS Asst. Boys Wrestling Coach
HS Asst. Girls Wrestling Coach
HS Asst. Boys Track Coach
HS Asst. Girls Track Coach
HS Asst. Powerlifting Coach
HS Instrumental Music Director
HS Concessions Manager
Technology Integrationist
HS Head SkillsUSA Sponsor
HS Head FCCLA Sponsor
HS FFA Sponsor

Category 3^

HS Asst. Boys Golf Coach
HS Asst. Girls Golf Coach
HS Asst. Cross Country Coach
HS Asst. Boys Tennis Coach
HS Asst. Girls Tennis Coach
HS Asst. Boys Soccer Coach
HS Asst. Girls Soccer Coach
HS Asst. Softball Coach
HS Head Cheerleader Sponsor (Fall)
HS Head Cheerleader Sponsor (Winter)
HS Head Drill Team Sponsor
LPS Head Teammates Coordinator
HS Speech Team Coach
HS Head Bowling Coach
HS Head Mock Trial Sponsor
HS Academic Decathlon/Quiz Bowl
HS Asst. SkillsUSA Sponsor
HS Asst. FCCLA Sponsor
MS FFA Sponsor
eSports Sponsor (Fall)
eSports Sponsor (Spring)

Category 4^

MS Head Football Coach
MS Head Volleyball Coach
MS Head Boys Basketball Coach
MS Head Girls Basketball Coach
MS Head Boys Wrestling Coach
MS Head Girls Wrestling Coach
MS Head Boys Track Coach
MS Head Girls Track Coach
MS Head Boys Soccer Coach
MS Head Girls Soccer Coach
MS Head Boys Tennis Coach
MS Head Girls Tennis Coach
MS Head Cross Country Coach
HS Fall Event Manager
HS Winter Event Manager
HS Spring Event Manager
HS Asst. Bowling Coach
MS Concessions Manager

Category 5^

MS Asst. Football Coach
MS Asst. Volleyball Coach
MS Asst. Boys Basketball Coach
MS Asst. Girls Basketball Coach
MS Asst. Boys Wrestling Coach
MS Asst. Girls Wrestling Coach
MS Asst. Boys Track Coach
MS Asst. Girls Track Coach
MS Asst. Boys Soccer Coach
MS Asst. Girls Soccer Coach
MS Asst. Boys Tennis Coach
MS Asst. Girls Tennis Coach
HS Swing Choir Director
HS Jazz Band Director
LPS Asst. Teammates Coordinator
HS Head Unified Bowling Coach
HS Head Unified Track Coach

Category 6^

HS Asst. Instrumental Music Director
HS Flag Corps Sponsor
HS Head Vocal Music Director
LPS Special Olympics Sponsor
HS Play Production Director
HS Asst. Cheer Team Coach (Fall)
HS Asst. Cheer Team Coach (Winter)
HS Asst. Drill Team Sponsor
HS Drama/Musical/Variety Show Directors
(Musical, Pit, Accompanist/Vocal)
HS Student Council Sponsor
HS Asst. Speech Coach
HS Yearbook Sponsor
HS Math Club Sponsor
HS National Honor Society Sponsor

Category 7^

MS Head Instrumental Music Director
MS Yearbook Sponsor
HS Junior Class Sponsor
HS Asst. Play Production Sponsor
HS Asst. Mock Trial Sponsor
HS Asst. Unified Bowling Coach
HS Asst. Unified Track Coach

Category 8^

HS Athletic Letter (L) Club Sponsor
HS Intramural Sponsor

Category 9^

Category 10^

Elem Musical Director

Extended Day Teaching Assignment

Pro rata daily rate of pay

^Responsibilities for some assignments are occasionally split between two people with commensurate adjustments to pay.