

**LEXINGTON PUBLIC SCHOOLS
NEGOTIATED AGREEMENT
2022-2023
Amended: November 15, 2022**

I. AGREEMENT

This Agreement is made this 14th day of February, 2022, 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.

For 2022-2023, the contract year shall also include up to an additional five (5) optional work days for professional development on the dates identified on the 2022-2023 district calendar. Teachers shall be paid their one-hundred eighty-five (185) work day per diem rate for the additional five (5) optional work days, and will be paid in a lump sum for all days worked in the June 2023 payroll. To be compensated for any optional work day, teachers are required to work from 7:45 AM – 3:45 PM and must sign in and out in their building offices on the days worked.

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 2022-2023 shall be \$37,525.00 as reflected in Schedule A attached hereto and incorporated into this agreement.

In determining initial placement on the salary schedule, the District will accept all years of out-of-district teaching experience after completion of a baccalaureate degree. New staff covered by this agreement who possess masters 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 Bachelors and Masters teacher certification program. Masters 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 North Central Accredited (NCA) Institution or have prior approval from the Superintendent or her/his designee. Only credits earned after completing the Masters Degree may be counted for horizontal movement beyond the Masters 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 Masters 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 2022-2023 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 \$99.05 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 \$207.93 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 \$183.16 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 \$279.21 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 \$279.21 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 ASIGNMENTS

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 two (2) days of paid personal leave per year, cumulative to four (4). Teachers who have three (3) or four (4) personal days remaining at the end of any contract year will not accrue more than is necessary to bring their total back to four (4). If a teacher has four (4) personal days remaining, the teacher will not receive any additional days the following contract year. If a teacher has three (3) 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 four (4) days. Payment upon severance for up to the maximum of four (4) 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.

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 \$75 per day for any unused, accumulated sick leave days including the 10 days granted in the final year of employment (i.e., 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.

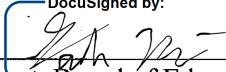
VII. MANAGEMENT

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.

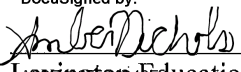
11/16/2022
Date

11/16/2022
Date

APPROVED:

DocuSigned by:


President, Board of Education

DocuSigned by:


Lexington Education Association

Lexington Public Schools

Schedule A

2022-2023

Teacher Salaries

	1	2	3	4	5	6	7	8	9	10
	BA	BA+9	BA+18	BA+27	MA BA+45	MA + 9	MA + 18	MA + 27	MA +36	EdS MA+45
1	\$37,525 1.00	\$39,026 1.04	\$40,527 1.08	\$42,028 1.12	\$43,529 1.16	\$45,030 1.20	\$46,531 1.24	\$48,032 1.28	\$49,533 1.32	\$51,034 1.36
2	\$39,401 1.05	\$40,902 1.09	\$42,403 1.13	\$43,904 1.17	\$45,405 1.21	\$46,906 1.25	\$48,407 1.29	\$49,908 1.33	\$51,409 1.37	\$52,910 1.41
3	\$41,278 1.10	\$42,779 1.14	\$44,280 1.18	\$45,781 1.22	\$47,282 1.26	\$48,783 1.30	\$50,284 1.34	\$51,785 1.38	\$53,286 1.42	\$54,787 1.46
4	\$43,154 1.15	\$44,655 1.19	\$46,156 1.23	\$47,657 1.27	\$49,158 1.31	\$50,659 1.35	\$52,160 1.39	\$53,661 1.43	\$55,162 1.47	\$56,663 1.51
5	\$45,030 1.20	\$46,531 1.24	\$48,032 1.28	\$49,533 1.32	\$51,034 1.36	\$52,535 1.40	\$54,036 1.44	\$55,537 1.48	\$57,038 1.52	\$58,539 1.56
6		\$48,407 1.29	\$49,908 1.33	\$51,409 1.37	\$52,910 1.41	\$54,411 1.45	\$55,912 1.49	\$57,413 1.53	\$58,914 1.57	\$60,415 1.61
7			\$51,785 1.38	\$53,286 1.42	\$54,787 1.46	\$56,288 1.50	\$57,789 1.54	\$59,290 1.58	\$60,791 1.62	\$62,292 1.66
8				\$55,162 1.47	\$56,663 1.51	\$58,164 1.55	\$59,665 1.59	\$61,166 1.63	\$62,667 1.67	\$64,168 1.71
9				\$57,038 1.52	\$58,539 1.56	\$60,040 1.60	\$61,541 1.64	\$63,042 1.68	\$64,543 1.72	\$66,044 1.76
10					\$60,415 1.61	\$61,916 1.65	\$63,417 1.69	\$64,918 1.73	\$66,419 1.77	\$67,920 1.81
11					\$62,292 1.66	\$63,793 1.70	\$65,294 1.74	\$66,795 1.78	\$68,296 1.82	\$69,797 1.86
12						\$65,669 1.75	\$67,170 1.79	\$68,671 1.83	\$70,172 1.87	\$71,673 1.91
13							\$69,046 1.84	\$70,547 1.88	\$72,048 1.92	\$73,549 1.96
14								\$72,423 1.93	\$73,924 1.97	\$75,425 2.01
15										\$77,302 2.06

Lexington Public Schools 2022-2023 Extra Duty Schedule

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)	\$5,254	\$3,377	\$2,252	\$1,876	\$1,501	\$1,126	\$751	\$375	\$188	\$255
Level 2	0.15	0.10	0.07	0.06	0.05	0.04	0.03	0.02		
3rd Year (3,4)	\$5,629	\$3,753	\$2,627	\$2,252	\$1,876	\$1,501	\$1,126	\$751		
Level 3	0.16	0.11	0.08	0.07	0.06	0.05				
5th Year (5,6)	\$6,004	\$4,128	\$3,002	\$2,627	\$2,252	\$1,876				
Level 4	0.17	0.12	0.09	0.08	0.07	0.06				
7th Year (7,8)	\$6,379	\$4,503	\$3,377	\$3,002	\$2,627	\$2,252				
Level 5	0.18	0.13	0.10							
9th Year (9,10)	\$6,755	\$4,878	\$3,753							
Level 6	0.19	0.14	0.11							
11th Year (11,12)	\$7,130	\$5,254	\$4,128							
Level 7	0.20	0.15	0.12							
13th Year (13,14)	\$7,505	\$5,629	\$4,503							

2022-2023 Base = \$37,525

- All personnel may be frozen at any level based upon evaluation procedures.
- Each level is based upon two years experience in the Lexington system at that category.
- A maximum of seven years experience in a similar position may be given to someone new to the Lexington School System.
- Experience in a category lower than the assigned position, both in the Lexington system and in systems other than in Lexington, will be counted at one-half value. (Example: Eight years as a 9th grade coach both in the Lexington system and in other systems, would count as 4 years experience as a head coach.)

Category 1	High School Head Coaches - Football, Volleyball, Boys Basketball, Girls Basketball, Boys Wrestling, Girls Wrestling, Boys Track, Girls Track, Majestic Theater Coordinator, Middle School Fine Arts Auditorium Manager
Category 2	High School Head Coaches - Boys Golf, Girls Golf, Cross Country, Boys Tennis, Girls Tennis, Boys Soccer, Girls Soccer, Softball High School Assistant Coaches - Football, Volleyball, Boys Basketball, Girls Basketball, Boys Wrestling, Girls Wrestling, Track High School Instrumental Music Director, High School Concessions Manager, Technology Integrationist, Head SkillsUSA
Category 3	High School Sophomore Coaches - Boys Basketball, Girls Basketball, Volleyball High School 9th Head Coaches - Football, Volleyball, Boys Basketball, Girls Basketball High School Assistant Coaches - Boys Golf, Girls Golf, Cross Country, Boys Tennis, Girls Tennis, Boys Soccer, Girls Soccer, Softball High School Cheerleader (Fall), High School Cheerleader (Winter) High School School Weight Room Supervisor, Teammates Coordinator High School Speech Team Coach, Head Bowling Coach, High School Mock Trial Sponsor, High School Academic Decathlon/Quiz Bowl Sponsor, Assistant SkillsUSA
Category 4	High School 9th Assistant Coaches - Football, Volleyball, Boys Basketball, Girls Basketball Middle School 7th & 8th Head Coaches - Football, Volleyball, Basketball, Boys Wrestling, Girls Wrestling, Track, Soccer High School Fall Event Manager, High School Winter Event Manager, High School Spring Event Manager (.7 of Cat. 4) High School Assistant Bowling Coach Middle School Head Cross Country
Category 5	Middle School 7th & 8th Assistant Coaches - Football, Volleyball, Basketball, Boys Wrestling, Girls Wrestling, Track, Cross Country, Soccer High School Swing Choir Sponsor, High School Assistant Weight Room Supervisor, High School Jazz Band Director, Asst. Teammates High School 2nd Assistant Coaches - Boys Golf, Girls Golf, Cross Country, Boys Soccer, Girls Soccer, Boys Tennis, Girls Tennis, Softball Unified Bowling Head Coach
Category 6	High School Assistant Instrumental Music, High School Flag Corps Sponsor High School Head Vocal Music, LPS Special Olympics, High School Play Production Director, High School Drill Team Sponsor High School Drama/Musical/Variety Show Directors (Musical Director, Pit Director, Accompanist/Vocal Director) High School Student Council Director, High School Assistant Speech Coach, High School Yearbook Sponsor
Category 7	Middle School Head Instrumental Music, Middle School Yearbook Sponsor, High School Junior Class Sponsor (2) High School One-Act Assistant Sponsor, High School Assistant Mock Trial Sponsor
Category 8	High School Athletic Letter Club Sponsor, High School Intramural (no level movement) Middle School Assistant Drama Sponsor (no level movement from level 1) High School NHS Director
Category 9	High School Sponsors - FBLA, FTA, FHA
Category 10	Elementary School Musical -- .0068 index with no movement