

**Employee Personnel Management**

**CMI Regulation 2-1**

**California Military Institute  
755 North A Street  
Perris, CA 92570**

**UNCLASSIFIED**

## **SUMMARY of CHANGE**

**CMI Regulation 2-1  
Employee Personnel Management**

**This regulation establishes and defines policies, programs and procedures for the management of employee policies and practices at the California Military Institute. It is a comprehensive document.**

California Military Institute  
755 North A Street  
Perris, CA 92570

Employee Personnel Management 2-1

Effective: 1 March 2010  
Revised and Board Approved: 18 April 2012  
Revised and Board Approved: 18 July 2012

---

## EMPLOYEE PERSONNEL MANAGEMENT

---

JONATHAN GREENBERG, Ed.D.  
Superintendent  
Perris Union High School District



Official:

RICHARD B. WALLIS  
Major CACC  
Principal/Commandant  
California Military Institute

---

**History.** The California Military Institute is a California Charter school operating under a charter from the Perris Union High School District. The initial charter was granted in 2003 and was renewed in 2008. During this time, the school has enjoyed significant growth in all areas. CMI Regulation 2-1 is a comprehensive document to establish personnel policies, programs and procedures.

**Applicability.** CMI Regulation 2-1 applies to all employees of the California Military Institute including both certificated and classified.

**Proponent and Exception Authority.** The proponent of this regulation is the Superintendent of the Perris Union High School District. The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling law and regulations. The proponent may delegate this approval authority, in writing, to the Chief Human Resources Officer of the Perris Union High School District and the Principal/Commandant of the California Military Institute. Requests for waivers or exceptions must be submitted in writing providing full justification. All exception requests submitted to the proponent must be endorsed by the

## **Proponent and Exception Authority – continued**

Principal/Commandant of the California Military Institute and the Chief Human Resources Officer prior to submission to the Superintendent.

**Supplementation.** Supplementation of this regulation and establishment of local practices are prohibited without prior written approval from the Superintendent of the Perris Union High School District.

**Suggested Improvements.** Users are invited to send comments and suggested improvements in memorandum form to the Principal/Commandant of the California Military Institute.

**Distribution.** This regulation will be provided to all current employees upon adoption. All new or subsequent employees, either certificated or classified, will be provided with a copy. A permanent copy of the regulation will be maintained in the Office of the Principal/Commandant of the California Military Institute and in the Office of the Chief Human Resources Officer for the Perris Union High School District. The regulation shall be available for inspection by any employee during normal working hours of the California Military Institute.

---

### **Contents (listed by paragraph and number)**

#### **Chapter 1 – General**

- 1-1 Purpose
- 1-2 Definitions
- 1-3 Authority
- 1-4 Charter Included

#### **Chapter 2 – Compensation and Benefits**

- 2-1 Compensation of Certificated Employees
- 2-2 Compensation of Classified Employees
- 2-3 Benefits for Certificated Employees
- 2-4 Benefits for Classified Employees
- 2-5 Stipends for Additional Assignments

#### **Chapter 3 – Work Hours**

- 3-1 Length of Workday
- 3-2 Additional Professional Assignments
- 3-3 Lunch Period
- 3-4 Planning Periods
- 3-5 Workdays Per Year

#### **Chapter 4 – Leaves**

- 4-1 Vacation
- 4-2 Personal Illness and Injury Leave

#### **Chapter 4 – Leaves – continued**

- 4-3 Sick Leave Use for Immediate Family
- 4-4 Personal Necessity and Personal Discretion Leave
- 4-5 Bereavement Leave
- 4-6 Pregnancy, Paternity or Adoption
- 4-7 Jury Duty
- 4-8 Miscellaneous Leave
- 4-9 Catastrophic Leave

#### **Chapter 5 – Certificated Evaluation Procedure**

- 5-1 Evaluators
- 5-2 Evaluation Process
- 5-3 Observations
- 5-4 Written Evaluations

#### **Chapter 6 – Discipline Less Than Dismissal**

- 6-1 Progressive Discipline Steps

#### **Chapter 7 – Miscellaneous Provisions**

- 7-1 Nature of employment
- 7-2 Resignations
- 7-3 Application of Regulations

## CHAPTER 1

### GENERAL

#### 1-1. Purpose.

The purpose of CMI Regulation 2-1 is to establish a written description of the policies, programs and procedures that are used in the management of employee personnel matters at the California Military Institute.

#### 1-2. Definitions.

This paragraph provides clarity and understanding of terms, positions and titles used in the management of employee personnel matters at the California Military Institute.

- a. **Superintendent:** The Superintendent of the Perris Union High School District.
- b. **Chief Human Resources Officer:** The Chief Human Resources Officer of the Perris Union High School District may also be known as the Assistant Superintendent for Human Resources.
- c. **Certificated Employee:** All credentialed teachers and counselors are considered certificated employees. All certificated employees of the California Military Institute are at-will employees.
- d. **Classified Employee:** All hourly support personnel employed by the California Military Institute are considered classified employees. All classified employees are employed at-will.
- e. **Principal:** The Chief Executive Officer of the California Military Institute. Responsible for all phases of the instructional and extra-curricular programs offered at the California Military Institute (CMI). The Principal is employed by the Perris Union High School District and reports directly to the Superintendent. The salary of the Principal is paid by the California Military Institute.
- f. **Commandant:** The Commandant of the California Military Institute is appointed through a joint agreement between the Perris Union High School District, the California Military Institute and the California Cadet Corps. The Commandant is responsible for the quality of the military program at the California Military Institute.
- g. **Assistant Principal/Executive Officer:** As an employee of the California Military Institute, a California Charter school, and at the direction of the Principal, supervises cadet activities and academic programs; and serves as an administrator assisting the Principal in areas of attendance, school discipline, supervision of instruction and general administrative duties as assigned.

#### 1-3. Authority.

- a. Elements D, E and F of the Charter of the California Military Institute.
- b. California Education Code sections 47600 et.seq.
- c. California Labor Code.

## **Chapter 1 - GENERAL – continued**

### **1-4. Charter Included.**

The Charter approved by the Perris Union High School District is attached to this regulation and is incorporated by reference. In any matter where the wording of this regulation and the wording of the Charter are in conflict or ambiguous, the Charter shall be the governing document.

## **CHAPTER 2**

### **COMPENSATION AND BENEFITS**

#### **2-1. Compensation of Certificated Employees**

Certificated employees of CMI shall be compensated according to the attached Appendix A. Certificated employees who have duplicate medical coverage may elect not to receive medical benefits and, instead, may elect to receive cash compensation. Certificated employees who choose the cash option will receive cash compensation in the amount of up to two thousand five hundred dollars (\$2,500) on an annualized basis.

#### **2-2. Compensation of Classified Employees**

Classified employees of CMI shall be compensated according to the attached Appendix B. Classified employees who have duplicate medical coverage may elect not to receive medical benefits and, instead, may elect to receive cash compensation. Classified employees who choose the cash option will receive cash compensation in the amount of up to two thousand five hundred dollars (\$2,500) on an annualized basis.

#### **2-3. Benefits for Certificated Employees**

Certificated employees of CMI shall be eligible for a package of health and welfare benefits with the same choice options available for certificated employees of the Perris Union High School District. CMI shall contribute an amount up to \$9,000 annually per full-time certificated employee for the purchase of benefits.

#### **2-4. Benefits for Classified Employees**

Classified employees of CMI shall be eligible for a package of health and welfare benefits with the same choice options available for employees, with equivalent hours, of the Perris Union High School District. CMI shall contribute an amount up to \$9,000 annually per full-time classified employee for the purchase of benefits.

#### **2-5. Stipends for Additional Assignments**

Stipends may be granted for the assumption of responsibilities beyond the scope of employment. Stipend amounts are contained in Appendix C.



## **CHAPTER 3**

### **WORK HOURS**

#### **3-1. Length of Workday**

- a. The workday for certificated employees shall begin at 0730 hrs (7:30 AM) each school day. The workday for certificated employees concludes at 1500 hrs (3:00 PM) or upon completion of professional duties, whichever is later. These work hours shall be adjusted to meet the needs of the student instructional day.
- b. The workday for classified employees varies depending on the assignment and number of hours worked each day. The Principal shall designate working hours for each classified employee and, if needed to maintain the operational integrity of the school, may alter those hours with twenty-four (24) hour notice to the affected employee(s).

#### **3-2. Additional Professional Assignments**

Certificated employees will be responsible for the performance of additional professional assignments including, but not limited to, athletic contests, musical or dramatic presentations, committee assignments, staff and district meetings, back-to-school and open house nights. Certificated employees will be given an opportunity to select dates and times. However, in the event that an insufficient number of certificated employees have volunteered to cover the event, the Principal, or designee, may assign as needed. All such assignments shall be made in an equitable manner.

#### **3-3. Lunch Period**

- a. Certificated employees shall be provided with a 30 minute duty free lunch period included within the workday established in section 3-1 above.
- b. Classified employees working in excess of six hours each day shall be provided with a 30 minute duty free lunch period. The lunch period is not included within the daily work hours. The lunch period time will be assigned by the Principal or designee and will not be used at the beginning or end of any work shift.

#### **3-4. Planning Periods**

- a. Each certificated employee shall be provided with a daily planning period or an equivalent period of time. The planning period shall be the equivalent of one period of instruction. The planning period may be used for instructional planning and preparation, meetings with parents, meetings with administration and/or collaborative meetings with other employees. The planning period is not a duty free period. Employees are required to remain on campus during this time. Any request to leave campus during the planning period must be approved by the Principal or designee prior to the employee leaving campus.
- b. Certificated employees, during their planning period, may be required to cover a class for an absent teacher. Employees required to cover classes during their planning period shall be compensated at the rate consistent with the Perris Secondary Educators Association pay per class period.

### **Chapter 3 – WORK HOURS – continued**

#### **3-5. Workdays Per Year**

- a. The number of workdays for certificated employees, except counselors, shall be one hundred and eighty four (184) days. There are no vacation days.
- b. The number of workdays for counselors shall be one hundred and ninety four (194) days. There are no vacation days.
- c. The number of workdays for classified employees, except the Principal's Secretary, shall be one hundred and eighty (180) days (10 months), two hundred and seven (207) days (11 months), or two hundred forty five (245) days (12 months).
- d. The Principal's Secretary shall work two hundred and forty five (245) days.

## **CHAPTER 4**

### **LEAVES**

#### **4-1. Vacation**

Classified employees shall earn one (1) paid vacation day for each month worked not to exceed twelve (12) days per fiscal year. Classified employees who are less than full-time shall be entitled to a pro rata amount of vacation leave proportionate to a full-time employee.

#### **4-2. Personal Illness and Injury**

Certificated employees shall earn ten (10) days of paid sick leave per school year of employment. Certificated employees who are less than full-time shall be entitled to a pro rata amount of sick leave proportionate to a full-time employee.

Classified employees shall earn one (1) paid sick day for each month worked, not to exceed twelve (12) days per fiscal year. Classified employees who are less than full-time shall be entitled to a pro rata amount of sick leave proportionate to a full-time employee.

#### **4-3. Sick Leave for Immediate Family**

All employees may use up to five (5) days of their annual sick leave for the purpose of taking care of sick parents, step-parents, children, step-children, spouse or registered domestic partner.

#### **4-4. Personal Necessity and Personal Discretion Leave**

Earned sick leave may be used, at the employee's discretion, for purposes of personal necessity or personal discretion, provided that use of such leave does not exceed eight (8) days in any year. Except in emergency situations, all requests for personal necessity or discretion leave must be pre-approved by the Principal or designee.

#### **4-5. Bereavement Leave**

- a. An employee shall be entitled to a paid leave of absence, not to exceed three (3) days, or five (5) days if out-of-state travel is required, on account of the death of any member of the employee's immediate family or person living in the immediate household. No deduction from salary or sick leave will be made for this leave.
- b. Immediate family is limited to mother, father, grandmother, grandfather, or a grandchild, step-mother or step-father, employee's spouse or child, son-in-law, daughter-in-law, step-child, brother, sister or any other relative living in the immediate household of the employee.
- c. As soon as reasonably possible, a bereavement leave form shall be submitted to the Principal for approval and forwarding to the district office.

## **Chapter 4 - LEAVES – continued**

### **4-6. Pregnancy, Paternity or Adoption**

- a. Employees are entitled to use sick leave as described in sections 4-1, 4-2 and 4-3 for disabilities caused or contributed to by pregnancy, miscarriage or childbirth. The length of such leave shall be determined by the employee's physician. This information shall be set forth in a letter or form from the employee's physician to the Human Resources Department, Perris Union High School District.
- b. An employee on leave for pregnancy disability shall be entitled to return to a position comparable to the one held at the time leave commenced.
- c. Employees may use up to the lesser of ten (10) days or 50% of their unused sick leave for Paternity or Adoption Leave per fiscal year. A leave request must be submitted to the Principal at least fourteen (14) days in advance of the first day of requested leave. The leave request must contain reasonable verification of the paternity or adoption. Leave must be used in a single block.

### **4-7. Jury Duty**

- a. An employee shall be entitled to as many days of paid leave as are necessary for appearances in any legal proceeding, other than as a litigant, or on jury duty. The employee must notify their supervisor of the absence as soon as possible and keep the supervisor informed of any changes. Verification of the leave will be required.
- b. An employee shall be entitled to paid leave only when subpoenaed as a witness in a legal proceeding where the employee is not a party to the proceeding. The employee shall exert reasonable effort to minimize the amount of time which is required to be taken under this section.
- c. Employees shall assign to the California Military Institute any and all payments (except mileage compensation) received while on judicial or jury duty when the employee is excused from regular duties for such leave.

### **4-8. Miscellaneous Leave**

- a. A leave, without compensation, increment or seniority credit, may be granted for a period of one (1) or more school years for the following purposes: care for a member of the immediate family; long-term illness of the employee; voluntary military service; service in an elected public office; professional study or research; for reasons of health; or, for other purposes that are serious in nature and involve circumstances that the employee cannot reasonably ignore.
- b. Application for leaves listed in paragraph (a) must be in writing and submitted to the Principal at least fourteen (14) days prior to the anticipated commencement of the leave. Additionally, any employee on such leave shall, not later than 1 March, give the school written notification of intent to return for the following school year. Failure to supply such notice will be considered abandonment of position. Application for leaves of less than ten (10) days duration must be submitted to the Principal. The Principal will forward the application to the Chief Human Resources Officer for approval.

#### **Chapter 4 – LEAVES – continued**

- c. Leaves in excess of ten (10) days shall be submitted to the Board of Trustees of the California Military Institute and shall be accompanied by a written statement supporting the request. The Superintendent may also make a recommendation concerning the request.

#### **4-9. Catastrophic Leave**

Employees may participate in the Perris Union High School District's catastrophic leave program as defined in board policies.

## **CHAPTER 5**

### **OBSERVATIONS AND EVALUATIONS**

#### **5-1. Evaluators**

- a. Certificated employees will be evaluated by the Principal or a co-administrator. Certificated employees will be notified, in writing, of their evaluator no later than 1 September of each school year.
- b. Classified employees will be evaluated by the Principal, co-administrator, or immediate supervisor. Classified employees will be notified, in writing, of their evaluator no later than 1 September of each school year.

#### **5-2. Evaluation Process**

- a. Certificated employees will be evaluated annually.
- b. Certificated evaluations shall be based upon the California Standards for the Teaching Profession using formal classroom observations, informal classroom observations and all other relevant information available to the evaluator including, but not limited to, assessment data.
- c. Classified employees shall be evaluated annually. The evaluation of classified employees shall be written on the Classified Evaluation form for CMI.
- d. Evaluation conferences shall be held annually with each employee. Employees shall have the right to file a written response to any evaluation they receive.

#### **5-3. Observations**

- a. Certificated employees shall be required to participate in a formal observation each year. Certificated employees with less than three years of employment at CMI shall be required to participate in two such formal observations annually.
- b. Formal observations will be scheduled at a mutually agreeable and reasonable time. The observations shall be scheduled in the first semester of the school year. Those employees requiring an additional observation will have the second observation scheduled not later than 30 January.
- c. Formal observations shall consist of a pre-observation conference, the observation in the classroom, and a post observation conference. Where possible, the post observation conference will be conducted within five school days of the observation.

#### **5-4. Written Evaluations**

- a. Certificated employees shall receive a written evaluation annually. Such evaluation shall be delivered to the employee and an evaluation conference held not later than 1 May.
- b. Classified employees shall receive a written evaluation annually. Such evaluation shall be delivered, as nearly as possible, in a conference not later than the employee's anniversary date of hire.

**Chapter 5 – OBSERVATIONS AND EVALUATIONS – continued**

- c. Evaluation forms used in both certificated and classified evaluations will be specific to the California Military Institute and shall be approved by the Chief Human Resources Officer of the Perris Union High School District.

## CHAPTER 6

### DISCIPLINE LESS THAN DISMISSAL

#### 6-1. Progressive Discipline

- a. The Principal of the California Military Institute or designee may initiate disciplinary action against any employee for just cause consistent with a progressive disciplinary approach as appropriate. Discipline may include suspension without pay for a period up to fifteen (15) work days. Just cause for discipline shall include, but is not limited to the following:
  - I. Falsifying any information supplied to the school district, including, but not limited to, information supplied on application forms, employment records, or any other school district records.
  - II. Incompetency.
  - III. Inefficiency.
  - IV. Neglect of duty.
  - V. Insubordination.
  - VI. Dishonesty.
  - VII. Drinking alcoholic beverages and/or the use of drugs, controlled substances, or narcotics while on duty or in such close time proximity thereto as to cause any detrimental effect upon the employee or upon employees associated with him/her.
  - VIII. Use and/or addiction to controlled substances.
  - IX. Conviction of a felony, conviction of any sex offense made relevant by provisions of law, or conviction of a misdemeanor which is of such a nature as to adversely affect the employee's ability to perform the duties and responsibilities of his/her position. A plea or verdict of guilty, or a conviction following a plea of nolo contendere is deemed to be a conviction within the meaning of this section.
  - X. Absence without leave.
  - XI. Abandonment of position.
  - XII. Immoral conduct.
  - XIII. Discourteous treatment of the public, students, or other employees.
  - XIV. Improper political activity.
  - XV. Willful disobedience.
  - XVI. Misuse of district property.
  - XVII. Violation of district, Board or departmental rule, policy or procedure.
  - XVIII. Failure to possess or keep in effect any license, certificate, or other similar requirement specified in the employee's classification specification or otherwise necessary for the employee to perform the duties of the position.
  - XIX. Refusal to take and subscribe any oath or affirmation which is required by law in connection with his/her employment.



**Chapter 6 – DISCIPLINARY ACTION LESS THAN DISMISSAL – continued**

- XX. No person who is a member of an organization which advocates support of a foreign government in case of hostilities shall hold office or employment under the State of California or its subordinate governments.
  - XXI. Physical or mental disability, which disability precludes the employee from the proper performance of his/her essential functions as determined by competent medical authority, except as otherwise provided by a contract or by law regulating retirement of employees.
  - XXII. Unlawful retaliation against any other district officer or employee or member of the public who, in good faith, reports, discloses, divulges, or otherwise brings to the attention of any authority any information relative to actual or suspected violation of any law of this State or the United States occurring on the job or directly related thereto.
- 
- b. Prior to implementing any suspension without pay, the Principal, acting under the direction of the Chief Human Resources Officer, will discuss the proposed action and the reasons for such action with the employee and take into account any response of the employee.
  - c. Within seven (7) calendar days of the receipt of the notice of disciplinary action, the employee may file a written appeal with the Superintendent of the Perris Union High School District.
  - d. Within seven (7) work days of receipt of a timely appeal, the Superintendent will provide the employee with a written decision on the appeal. The decision of the Superintendent shall be final. All disciplinary matters are confidential.

## **CHAPTER 7**

### **MISCELLANEOUS PROVISIONS**

#### **7-1. Nature of Employment**

All employees of the California Military Institute are “at-will” employees.

#### **7-2. Resignations**

An employee’s notification to the Board of Trustees that he/she intends to resign shall remain revocable until such time as the Board of Trustees takes official action on such notification or until CMI has formally hired a replacement based upon the tendered resignation, whichever occurs first.

#### **7-3. Application of Regulation**

The provisions of this regulation shall not be interpreted or applied in a manner which is arbitrary, capricious or discriminatory. Rules designed to implement this regulation shall be uniform in application and effect.

# CMI Certificated Salary Schedules – Appendix A

Schedule ID: 251  
 Schedule Title: CERTIFICATED MGMT  
 Contract Days: 220.00

Row	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5
1	109,044.000	113,404.000	117,940.000	122,656.000	127,565.000
2	106,259.000	110,509.000	114,931.000	119,527.000	124,308.000
3	105,229.000	109,439.000	113,816.000	118,369.000	123,105.000
4	104,299.000	108,472.000	112,809.000	117,321.000	122,014.000

Schedule ID: 211  
 Schedule Title: CMI INSTRUCTORS  
 Contract Days: 184.00

Row	BA	BA + CLEAR CREDENTIAL	BA + CLEAR CREDENTIAL + 15 UNITS	BA + CLEAR CREDENTIAL + 45 UNITS	BA + CLEAR CREDENTIAL + 45 UNITS W/MA
1	45,052.000	49,794.000	52,758.000	55,722.000	59,279.000
2	46,236.000	50,980.000	53,944.000	56,908.000	60,464.000
3	47,423.000	52,166.000	55,129.000	58,094.000	61,650.000
4	0.000	53,351.000	56,316.000	59,279.000	62,836.000
5	0.000	54,536.000	57,501.000	60,464.000	64,021.000
6	0.000	55,722.000	58,686.000	61,650.000	65,207.000
7	0.000	0.000	59,872.000	62,836.000	66,393.000
8	0.000	0.000	61,058.000	64,022.000	67,579.000
9	0.000	0.000	62,244.000	65,208.000	68,765.000
10	0.000	0.000	63,430.000	66,393.000	73,509.000

Schedule ID: 605  
 Schedule Title: COUNSELOR / CMI  
 Contract Days: 194.00

Row	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	49,839.000	53,739.000	56,587.000	59,544.000	62,678.000

# CMI Classified Salary Schedules – Appendix B

Schedule ID: 281  
Schedule Title: CMI CLASSIFIED MONTHLY  
Contract Days: 245.00

Row	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6
1	2,374.000	2,493.000	2,618.000	2,750.000	2,888.000	3,033.000
2	2,497.000	2,623.000	2,754.000	2,892.000	3,038.000	3,190.000
3	2,897.000	3,042.000	3,194.000	3,354.000	3,523.000	3,699.000
4	3,089.000	3,244.000	3,407.000	3,577.000	3,757.000	3,945.000

Schedule ID: 282  
Schedule Title: CMI CLASSIFIED HOURLY  
Contract Days: 180.00

Row	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
1	13.696	14.383	15.107	15.867	16.663	17.501
2	14.407	15.131	15.891	16.687	17.525	18.406
3	16.711	17.550	18.430	19.353	20.324	21.342
4	17.820	18.713	19.654	20.637	21.674	22.759

# CMI Supplementals – Appendix C

Schedule ID: 213  
 Schedule Title: CMI Supplementals  
 Contract Days: 184.00

Row	1%	1.5%	2%	3%	3.5%	4%	4.5%	5%	5.5%	6%	6.5%	7%	7.5%	8%	8.5%	9%	
1	528.000	791.000	1,055.000	1,319.000	1,583.000	1,847.000	2,110.000	2,374.000	2,638.000	2,902.000	3,165.000	3,429.000	3,693.000	3,957.000	4,221.000	4,484.000	4,748.000

CMI 2012-13 Stipend List

Activity	SY12-13	# Auth	Total \$
Activities Director	\$ 4,784.00	1	\$ 4,784.00
Athletic Director	\$ 4,748.00	1	\$ 4,748.00
Band Director	\$ 1,055.00	1	\$ 1,583.00
Baseball Assistant	\$ 1,055.00	1	\$ 1,055.00
Baseball Head	\$ 2,110.00	1	\$ 2,110.00
Basketball Assistant	\$ 1,055.00	2	\$ 2,110.00
Basketball Head	\$ 2,110.00	2	\$ 4,220.00
Cheer Coach	\$ 2,110.00	1	\$ 2,110.00
Class Advisor Jrs.	\$ 791.00	1	\$ 791.00
Class Advisor Srs	\$ 1,055.00	1	\$ 1,055.00
Cross Country	\$ 791.00	1	\$ 791.00
Dept Head/PE	\$ 1,055.00	1	\$ 1,055.00
Dept Head/English	\$ 2,110.00	1	\$ 2,110.00
Dept Head/ForLang	\$ 791.00	1	\$ 791.00
Dept Head/Math	\$ 2,110.00	1	\$ 2,110.00
Dept Head/Scie	\$ 2,110.00	1	\$ 2,110.00
Dept Head/SocSt	\$ 2,110.00	1	\$ 2,110.00
Football Assistant	\$ 2,374.00	5	\$ 11,870.00
Football Head	\$ 4,484.00	1	\$ 4,484.00
Sr. Military Advisor	\$ 2,110.00	1	\$ 2,110.00
Military Advisor Asst	\$ 1,055.00	2	\$ 2,110.00
PE Dept	\$ -	0	
Rifle Team Coach	\$ 1,055.00	1	\$ 1,055.00
Soccer Assistant	\$ 1,055.00	4	\$ 4,220.00
Soccer Head	\$ 2,110.00	2	\$ 4,220.00
Softball Assistant	\$ 1,055.00	1	\$ 1,055.00
Softball Head	\$ 2,110.00	1	\$ 2,110.00
Testing Coord	\$ 791.00	1	\$ 791.00
Track Assistant	\$ 528.00	1	\$ 528.00
Track Head	\$ 1,055.00	1	\$ 1,055.00
Volleyball Assistant	\$ 528.00	2	\$ 1,056.00
Volleyball Head	\$ 1,583.00	2	\$ 3,166.00
Volunteer Coord	\$ 1,055.00	1	\$ 1,055.00
Wresting Head	\$ -	0	
Yearbook Adv	\$ 1,055.00	1	\$ 1,055.00
Drill Coach	\$ 1,055.00	2	\$ 2,110.00
Stipend Totals	\$ 57,008.00	Adj Tot	\$ 79,693.00