

SUBLETTE COUNTY SCHOOL DISTRICT #1

2026-2027 Employee Compensation Package



This compensation package has been assembled in order to align with our Strategic Plan Goals:

- a) Improve Student Outcomes
- b) Ensure Safe / Appropriate Learning Environments
- c) Ensure Operational Efficiency

MISSION STATEMENT: In partnership with parents and our community, Sublette County School District #1 is committed to providing a student-centered, 21st-century learning experience that will inspire all students to become lifelong learners and prepare each of them to be responsible and successful adults in a global society.

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EMPLOYEE GROUPS

Certified

Professional Certified Staff & Certified Teachers

167-176 days

Certified Teachers are contracted for 167 days: 151 student contact days and 16 professional development or parent/teacher conference/community hours.

Professional Certified Staff are contracted for 167- 176 days (i.e. OT, PT, Psychologist, counselors, etc.).

Teachers with National Board Certification, as recognized by W.S. 21-7-501, will be afforded additional compensation by the State of Wyoming of \$4,000.00 in December of each year. SCSD#1 receives \$4,000 per Board Certified Teacher. This payment will process through payroll, and the net after payroll taxes will be paid to qualified teachers. House Enrolled Act 0120 updated the National Board Certified Teacher (NBCT) program statute to match how the program has been administered in accordance with Session Laws. The legislature added a cap of 15 years for any teacher certified on or after January 1, 2021, to receive the \$4,000 stipend. Anyone certified before that date will not have the 15-year cap and will continue to receive the \$4,000 stipend as long as they meet the criteria in the statute.

Important Note: Stipends for teachers attaining NBC are dependent on the district receiving funds from the WDE.

Newly hired certified staff with teaching experience will be placed on the salary schedule based on academic education and previous experience as listed on the SCSD #1 salary schedules. **Certified staff must maintain all Wyoming State certification requirements.** A "full year" of credit towards advancement on the schedule will be granted if the employee is in attendance at least 60% of their positions' annual scheduled work days, as defined in the employee's job description. Use of paid leave earned shall count towards meeting the 60% threshold described above. The employee must meet these criteria to qualify for the compensation package in the next annual budget. The annual budget is determined by the July board meeting.

Certified Teachers will receive a contract renewal letter prior to April 15th. If not returning to the district, professional certified staff and certified teachers must complete the resignation portion of the letter and return it to the District Office on or before May 15th. If resignation notice is given after May 15th, the teacher or administrator will be required to pay the district the pertinent liquidated damages to cover the costs of securing a replacement.

Directors

191-260 days

Days are determined by job description and contract.

Administrators

187-191 days

Administrators include Principals and Assistant Principals. Administrators will receive notification of renewal or termination prior to April 15th. Days are determined by the job description and contract.

Classified

A "full year" of credit towards advancement on the schedule will be granted if the employee is in attendance at least 60% of their positions' annual scheduled work days, as defined in the employee's job description. Use of paid leave earned shall count towards meeting the 60% threshold described above. The employee must meet these criteria to qualify for the compensation package in the next annual budget. The annual budget is determined by the July board meeting.

Substitutes do not qualify for benefits. SCSD#1 employees qualify for benefits at 20 hours per week.

School Secretaries

187-191 days

School Secretary/Registrar

School Nurses

165 days

Compensation is based on an 8.5-8.75-hour work day. Nurses will be expected to work the same day length as certified staff. With the principal/director's approval, additional time for professional development, special events, and translation needs may be authorized and paid for by submitting a time card.

Paraprofessionals

154 days

Compensation is based on up to an 8.75-hour work day. With the special education director's approval, additional time for professional development and special events may be authorized and paid for by submitting a time card.

Food Service Employees

154-171 days

Compensation is based upon hours as determined by the Food Service Supervisor/Director of Operations. Any additional days for food service employees and managers are arranged with the Food Service Director.

Bus Drivers

154 days

Maintenance/Custodial Department

260 days

These employees receive 11 paid holidays.

Mechanics

260 days

These employees receive 11 paid holidays.

District Office Administration Assistants

260 days

These employees receive 11 paid holidays.

Tech Facilitators/Network Tech

260 days

These employees receive 11 paid holidays.

Extra Duty Contracts

All extra duty contracts need approval by the Administrator, Superintendent, and Board of Education. Extra duty contracts **WILL ONLY BE PAID TO THOSE PROPERLY CERTIFIED DURING THE SEASON FOR WHICH THEY ARE HIRED**. Employees have sole responsibility for obtaining and maintaining their certification/licensure.

Days Worked by Employee Group Overview

Employee Group	# of Working Days	Start/End Dates	Unpaid Holidays	Paid Holidays	PTO Hours	Calendar Type**
Certified Teachers	167	8/17/26-6/2/27	Thanksgiving (3 days) Winter Break (10 days) Spring Break (5 days)	N/A	80	10 months
New Certified Teachers	168	8/13/26-6/2/27		N/A	80	10 months
Administrators, Assistants/Secretaries	PES 187	8/3/26-6/16/27		N/A	80	10 months
Administrators, Assistants/Secretaries	PMS, PHS & SA 191	8/3/26-6/22/27		N/A	80	10 months
Paraprofessionals	154	8/19/26-6/2/27		N/A	72	9 months
Bus Drivers and Food Services Staff	154	8/19/26-6/2/27		N/A	72	9 months
Nutrition Services Supervisor/Head Cook	171	8/18/26-6/2/27		N/A	80	10 months
Counselors - Secondary	169-172	8/17/26-6/9/27		N/A	80	10 months
Counselors - Elementary	167	8/17/26-6/2/27		N/A	80	10 months
Nurses	165	8/17/26-6/2/27		N/A	80	10 months

Psychologist	176	8/17/26-6/15/27		N/A	80	10 months
Occupational/Speech Language Therapists	167	8/17/26-6/2/27		N/A	80	10 months
PHS Librarian	154	8/19/26-6/2/27		N/A	72	9 months
PMS & PES Librarians	154	8/19/26-6/2/27		N/A	72	9 months
Central Office, Maintenance, Tech/Network & Custodians	260	7/1/26-6/30/27	None	11 days (see below)	96	12 months
Central Office Directors	191-260	8/3/26-6/22/27 7/1/26-6/30/27	None	11 days (see below)	96	12 Months

*10-month certified employees are paid on a September-August calendar—the sum of June, July, and August is paid in June.

**Administrators are paid on a July to June calendar.

*** 12-month employees are paid on a July-June calendar.

***11 paid holidays in the 26/27 calendar include July 3 & 6, Sept. 7, Nov.26-27, Dec. 24-25, Jan. 1, Feb. 15, Apr.2 and May 31.

Workers' Compensation and Leave Time

Wyoming Workers' Safety and Compensation (GCBD)

Workers' Compensation is paid for employees in hazardous positions as specified by the State of Wyoming Compensation Division. This includes science lab teachers, shop and woodworking teachers, teachers using power equipment machinery, nurses, special education paraprofessionals, custodians, groundskeepers, bus drivers, mechanics, and food service workers.

PTO – Paid time off and Vacation

9-month employees - Full-time receive 72 hours of PTO, Part-time employees receive PTO hours consistent to their day length x number of months worked

10-month employees – Receive 80 hours of PTO

187 & 191 day employees – Receive 80 hours of PTO

12-month 260-day employees – Receive 96 hours of PTO

12-month 260-day employees - Receive 80 hours of Paid Vacation for the first 10 years of employment and then 120 hours after the 10th year

Insurance

Dental Insurance

Full-time employees are eligible to enroll in dental insurance coverage for themselves and their families through Delta Dental, the district's provider.

Medical Insurance

SCSD#1 provides a self-funded health insurance program administered by Blue Cross Blue Shield (BCBS) of Wyoming. SCSD#1 has created plan options outlined below.

Certified staff working at least 20 hours a week are eligible for insurance coverage on the first of the month following their date of employment. Classified staff working at least 20 hours a week are eligible for insurance coverage on the first of the month following 30 days of employment.

For insurance purposes, employees working an average of 30+ hours a week are considered full-time and employees working 20-29 hours per week are considered part-time.

Medical coverage ends, for any employee, the last day of the last month worked.

Sublette County School District #1 Employee Health Insurance Options

Options		Single In-Network	Single Out-of-Network	Family In-Network	Family Out-of-Network
	Plan 1 Full-Time Employee HDHP with HSA	\$3,500 Deductible	\$3,800 Deductible	\$7,000 Deductible	\$7,600 Deductible
	Plan 1 Full-Time Employee Calendar Year Out-of-Pocket Maximum	\$3,500	\$3,800	\$7,000	\$7,600
	Plan 2 Part-Time Employee HDHP with HSA	\$3,500 Deductible	\$3,800 Deductible	\$7,000 Deductible	\$7,600 Deductible
	Plan 2 Part-Time Employee Calendar Year Out-of-Pocket	\$4,500	\$5,010	\$9,000	\$10,020
	Plan 1 District HSA Contribution	\$2400		\$2400	
	Plan 2	No District HSA Contribution	No District HSA Contribution	No District HSA Contribution	No District HSA Contribution
	Preventive Care	100% DW*	100% DW*	100% DW*	100% DW*
Sublette County District #1 covers 100% of premium costs. * Deductible Waived					

Other Benefits

457(f)

SCSD #1 employees are eligible for a benefit after 15 years through the district's 457(f) or non-qualified compensation plan. This plan provides supplemental retirement benefits beyond state retirement, 457, or 403(b) plans. Please see the business office or your administrator for more information.

District Housing

SCSD #1 has district housing available for staff use. Priority is given to new certified staff, but may be extended to other staff members if available. Please see policy GCBF for more information.

FMLA

Eligible employees are entitled to up to twelve (12) weeks of FMLA-protected leave per year, beginning July 1, for qualifying medical or family-related reasons. During an approved FMLA absence, employees are required to use all available paid leave, including sick, personal, and vacation time. This paid leave will run concurrently with FMLA leave and will be counted toward the twelve-week entitlement. Once paid leave is exhausted, any remaining FMLA leave will be unpaid.

Employees must notify their supervisor in advance of any foreseeable medical leave lasting three (3) or more consecutive workdays.

For full details on eligibility, benefits, and responsibilities, please refer to Policy [GCCAB – Family and Medical Leave](#).

Sick Leave Bank

The Sick Leave Bank (SLB) provides additional paid leave to employees facing catastrophic, emergency medical situations after exhausting their own leave either for themselves, or a family member.

- Eligibility: All employees may join initially by donating the equivalent of two days leave by September 30 of their first year. Those who do not join prior to November 1st are not eligible to participate and must wait until the following year.
- Limits: Members may receive up to 30 days per year, and 90 days over a five-year period.
- Initial grants, equal to the number of hours the employee had available at the time of the request, do not require repayment. If more hours are needed, additional hours may be granted with repayment required (4 days/year).
- Repayment: Employees leaving the district must repay any owed days; the district may seek reimbursement if unpaid.

For more information see policy [GCC-R/GDC-R- Sick Leave Bank](#)

Performance Stipend

SCSD #1 offers a \$10,000 stipend to employees upon qualification. This is paid on the October payroll in an employee's fourth year.

Pinedale Aquatic Center Membership

SCSD #1 employees receive a free membership to the PAC.

Tuition Reimbursement Program for Certified Staff

The District may assist staff in attaining advanced degrees to support the educational programs, **with prior approval**. The district may reimburse up to 50% of actual tuition, not to exceed 50% of the University of Wyoming's tuition. SCSD #1 may also approve 100% reimbursement if the staff member meets all the criteria listed on [Policy GCBB. Tuition Reimbursement Movement on the Salary Schedule](#)

Wyoming Retirement System

SCSD#1 participates in the Wyoming Public Employee Pension Plan that provides pension benefits to our eligible employees. Both the employer and employee contribute percentages of wages to the system. Information on this retirement plan can be found at <https://retirement.wyo.gov/> and at workshops held in the district during the school year. Continuing with a strategy to gradually adjust contribution rates for the pension plan, lawmakers approved rate increases that are phased in over time.

Salary Schedules

Certified Teachers- This category includes certified classroom teachers. Per Wyoming state statute 21-7-104, certified teachers are offered continuing contracts and are exempt employees under the Fair Labor Standards Act, Professional Exemption.

SUBLETTE COUNTY SCHOOL DISTRICT #1						
Pinedale, Wyoming						
2026-2027						
Horizontal Movement Allowed, Steps Allowed						
CERTIFIED SALARY SCHEDULE						
				M.A.		Ph.D.
Step:	B.A.	B.A. + 20	B.A. + 40	B.A. + 60	M.A. + 20	M.A. + 40
1	\$66,500	\$67,840	\$69,180	\$70,520	\$71,860	\$73,200
2	\$67,500	\$68,840	\$70,180	\$71,520	\$72,860	\$74,200
3	\$68,500	\$69,840	\$71,180	\$72,520	\$73,860	\$75,200
4	\$69,500	\$70,840	\$72,180	\$73,520	\$74,860	\$76,200
5	\$70,500	\$71,840	\$73,180	\$74,520	\$75,860	\$77,200
6	\$71,500	\$72,840	\$74,180	\$75,520	\$76,860	\$78,200
7	\$72,500	\$73,840	\$75,180	\$76,520	\$77,860	\$79,200
8	\$73,500	\$74,840	\$76,180	\$77,520	\$78,860	\$80,200
9	\$74,500	\$75,840	\$77,180	\$78,520	\$79,860	\$81,200
10	\$75,500	\$76,840	\$78,180	\$79,520	\$80,860	\$82,200
11	\$76,500	\$77,840	\$79,180	\$80,520	\$81,860	\$83,200
12	\$77,500	\$78,840	\$80,180	\$81,520	\$82,860	\$84,200
13	\$78,500	\$79,840	\$81,180	\$82,520	\$83,860	\$85,200
14	\$79,500	\$80,840	\$82,180	\$83,520	\$84,860	\$86,200
15	\$80,500	\$81,840	\$83,180	\$84,520	\$85,860	\$87,200
16	\$81,500	\$82,840	\$84,180	\$85,520	\$86,860	\$88,200
17	\$82,500	\$83,840	\$85,180	\$86,520	\$87,860	\$89,200
18	\$83,500	\$84,840	\$86,180	\$87,520	\$88,860	\$90,200
19	\$84,500	\$85,840	\$87,180	\$88,520	\$89,860	\$91,200
20	\$85,500	\$86,840	\$88,180	\$89,520	\$90,860	\$92,200
21		\$87,840	\$89,180	\$90,520	\$91,860	\$93,200
22		\$88,190	\$89,530	\$90,870	\$92,210	\$93,550
23		\$88,540	\$89,880	\$91,220	\$92,560	\$93,900
24		\$88,890	\$90,230	\$91,570	\$92,910	\$94,250
25		\$89,240	\$90,580	\$91,920	\$93,260	\$94,600
26		\$89,590	\$90,930	\$92,270	\$93,610	\$94,950
27		\$89,940	\$91,280	\$92,620	\$93,960	\$95,300
28		\$90,290	\$91,630	\$92,970	\$94,310	\$95,650
29		\$90,640	\$91,980	\$93,320	\$94,660	\$96,000
30		\$90,990	\$92,330	\$93,670	\$95,010	\$96,350
	Professional Development Rates		Category I	Category II		
			50.00/hr	40.00/hr		
					Approved:	

*Steps on the salary matrix do not directly represent years of service with SCSD#1.

Occupational, Physical, and Speech Therapists - School Occupational, Physical, and Speech therapists are exempt employees under the Fair Labor Standards Act, Professional Exemption.

[illegible]

*Steps on the salary matrix do not directly represent years of service with SCSD#1.

School Psychologist – School Psychologists are exempt employees under the Fair Labor Standards Act, Professional Exemption.

176 Days Per Year STEP	M. A.	M. A. + 20	M. A. + 40 PHD
1	88,900	90,240	91,580
2	89,900	91,240	92,580
3	90,900	92,240	93,580
4	91,900	93,240	94,580
5	92,900	94,240	95,580
6	93,900	95,240	96,580
7	94,900	96,240	97,580
8	95,900	97,240	98,580
9	96,900	98,240	99,580
10	97,900	99,240	100,580
11	98,900	100,240	101,580
12	99,900	101,240	102,580
13	100,900	102,240	103,580
14	101,900	103,240	104,580
15	102,900	104,240	105,580
16	103,900	105,240	106,580
17	104,900	106,240	107,580
18	105,900	107,240	108,580
19	106,900	108,240	109,580
20	107,900	109,240	110,580
21	108,900	110,240	111,580
22	109,900	111,240	112,580
23	110,900	112,240	113,580
24	111,900	113,240	114,580
25	112,900	114,240	115,580

Administrator/Director/Central Office Salary Schedule

Administrators, Directors, Coordinators, and Managers are exempt employees under the Fair Labor Standards Act, Administrative Exemption.

Directors and Managers

191-260

Working

Days

	Curriculum Director / yr 191 days			Business Manager/yr		Director – Transportation / yr	Director – Information Services / yr	School Nurse / yr
Step	Master	Master + 20	PhD / EdD	BA 260 Days	Master 260 days	260 days	260 days	165 days
1	\$121,410.00	\$123,410.00	\$125,410.00	\$118,670.00	\$124,670.00	\$89,380.00	\$113,024.00	\$60,780.00
2	\$122,410.00	\$124,410.00	\$126,410.00	\$119,670.00	\$125,670.00	\$90,380.00	\$114,024.00	\$61,780.00
3	\$123,410.00	\$125,410.00	\$127,410.00	\$120,670.00	\$126,670.00	\$91,380.00	\$115,024.00	\$62,780.00
4	\$124,410.00	\$126,410.00	\$128,410.00	\$121,670.00	\$127,670.00	\$92,380.00	\$116,024.00	\$63,780.00
5	\$125,410.00	\$127,410.00	\$129,410.00	\$122,670.00	\$128,670.00	\$93,380.00	\$117,024.00	\$64,780.00
6	\$126,410.00	\$128,410.00	\$130,410.00	\$123,670.00	\$129,670.00	\$94,380.00	\$118,024.00	\$65,780.00
7	\$127,410.00	\$129,410.00	\$131,410.00	\$124,670.00	\$130,670.00	\$95,380.00	\$119,024.00	\$66,780.00
8	\$128,410.00	\$130,410.00	\$132,410.00	\$125,670.00	\$131,670.00	\$96,380.00	\$120,024.00	\$67,780.00
9	\$129,410.00	\$131,410.00	\$133,410.00	\$126,670.00	\$132,670.00	\$97,380.00	\$121,024.00	\$68,780.00
10	\$130,410.00	\$132,410.00	\$134,410.00	\$127,670.00	\$133,670.00	\$98,380.00	\$122,024.00	\$69,780.00
11	\$131,410.00	\$133,410.00	\$135,410.00	\$128,670.00	\$134,670.00	\$99,380.00	\$123,024.00	\$70,780.00
12	\$132,410.00	\$134,410.00	\$136,410.00	\$129,670.00	\$135,670.00	\$100,380.00	\$124,024.00	\$71,780.00
13	\$133,410.00	\$135,410.00	\$137,410.00	\$130,670.00	\$136,670.00	\$101,380.00	\$125,024.00	\$72,780.00
14	\$134,410.00	\$136,410.00	\$138,410.00	\$131,670.00	\$137,670.00	\$102,380.00	\$126,024.00	\$73,780.00
15	\$135,410.00	\$137,410.00	\$139,410.00	\$132,670.00	\$138,670.00	\$103,380.00	\$127,024.00	\$74,780.00
16	\$136,410.00	\$138,410.00	\$140,410.00	\$133,670.00	\$139,670.00	\$104,380.00	\$128,024.00	\$75,780.00
17	\$137,410.00	\$139,410.00	\$141,410.00	\$134,670.00	\$140,670.00	\$105,380.00	\$129,024.00	\$76,780.00
18	\$138,410.00	\$140,410.00	\$142,410.00	\$135,670.00	\$141,670.00	\$106,380.00	\$130,024.00	\$77,780.00
19	\$139,410.00	\$141,410.00	\$143,410.00	\$136,670.00	\$142,670.00	\$107,380.00	\$131,024.00	\$78,780.00
20	\$140,410.00	\$142,410.00	\$144,410.00	\$137,670.00	\$143,670.00	\$108,380.00	\$132,024.00	\$79,780.00
21	\$141,410.00	\$143,410.00	\$145,410.00	\$138,670.00	\$144,670.00	\$109,380.00	\$133,024.00	\$80,780.00
22	\$142,410.00	\$144,410.00	\$146,410.00	\$139,670.00	\$145,670.00	\$110,380.00	\$134,024.00	\$81,780.00
23	\$143,410.00	\$145,410.00	\$147,410.00	\$140,670.00	\$146,670.00	\$111,380.00	\$135,024.00	\$82,780.00
24	\$144,410.00	\$146,410.00	\$148,410.00	\$141,670.00	\$147,670.00	\$112,380.00	\$136,024.00	\$83,780.00
25	\$145,410.00	\$147,410.00	\$149,410.00	\$142,670.00	\$148,670.00	\$113,380.00	\$137,024.00	\$84,780.00
26	\$146,410.00	\$148,410.00	\$150,410.00	\$143,670.00	\$149,670.00	\$114,380.00	\$138,024.00	\$85,780.00
27	\$147,410.00	\$149,410.00	\$151,410.00	\$144,670.00	\$150,670.00	\$115,380.00	\$139,024.00	\$86,780.00
28	\$148,410.00	\$150,410.00	\$152,410.00	\$145,670.00	\$151,670.00	\$116,380.00	\$140,024.00	\$87,780.00
29	\$149,410.00	\$151,410.00	\$153,410.00	\$146,670.00	\$152,670.00	\$117,380.00	\$141,024.00	\$88,780.00
30	\$150,410.00	\$152,410.00	\$154,410.00	\$147,670.00	\$153,670.00	\$118,380.00	\$142,024.00	\$89,780.00

	Director of Operations 260 days			Director – Special Services / yr 191 days		
Step	Master	Master + 20	PhD / EdD	Master	Master + 20	PhD / EdD
1	\$123,380.00	\$125,380.00	\$127,380.00	\$121,140.00	\$123,140.00	\$125,140.00
2	\$124,380.00	\$126,380.00	\$128,380.00	\$122,140.00	\$124,140.00	\$126,140.00
3	\$125,380.00	\$127,380.00	\$129,380.00	\$123,140.00	\$125,140.00	\$127,140.00
4	\$126,380.00	\$128,380.00	\$130,380.00	\$124,140.00	\$126,140.00	\$128,140.00
5	\$127,380.00	\$129,380.00	\$131,380.00	\$125,140.00	\$127,140.00	\$129,140.00
6	\$128,380.00	\$130,380.00	\$132,380.00	\$126,140.00	\$128,140.00	\$130,140.00
7	\$129,380.00	\$131,380.00	\$133,380.00	\$127,140.00	\$129,140.00	\$131,140.00
8	\$130,380.00	\$132,380.00	\$134,380.00	\$128,140.00	\$130,140.00	\$132,140.00
9	\$131,380.00	\$133,380.00	\$135,380.00	\$129,140.00	\$131,140.00	\$133,140.00
10	\$132,380.00	\$134,380.00	\$136,380.00	\$130,140.00	\$132,140.00	\$134,140.00
11	\$133,380.00	\$135,380.00	\$137,380.00	\$131,140.00	\$133,140.00	\$135,140.00
12	\$134,380.00	\$136,380.00	\$138,380.00	\$132,140.00	\$134,140.00	\$136,140.00
13	\$135,380.00	\$137,380.00	\$139,380.00	\$133,140.00	\$135,140.00	\$137,140.00
14	\$136,380.00	\$138,380.00	\$140,380.00	\$134,140.00	\$136,140.00	\$138,140.00
15	\$137,380.00	\$139,380.00	\$141,380.00	\$135,140.00	\$137,140.00	\$139,140.00
16	\$138,380.00	\$140,380.00	\$142,380.00	\$136,140.00	\$138,140.00	\$140,140.00
17	\$139,380.00	\$141,380.00	\$143,380.00	\$137,140.00	\$139,140.00	\$141,140.00
18	\$140,380.00	\$142,380.00	\$144,380.00	\$138,140.00	\$140,140.00	\$142,140.00
19	\$141,380.00	\$143,380.00	\$145,380.00	\$139,140.00	\$141,140.00	\$143,140.00
20	\$142,380.00	\$144,380.00	\$146,380.00	\$140,140.00	\$142,140.00	\$144,140.00
21	\$143,380.00	\$145,380.00	\$147,380.00	\$141,140.00	\$143,140.00	\$145,140.00
22	\$144,380.00	\$146,380.00	\$148,380.00	\$142,140.00	\$144,140.00	\$146,140.00
23	\$145,380.00	\$147,380.00	\$149,380.00	\$143,140.00	\$145,140.00	\$147,140.00
24	\$146,380.00	\$148,380.00	\$150,380.00	\$144,140.00	\$146,140.00	\$148,140.00
25	\$147,380.00	\$149,380.00	\$151,380.00	\$145,140.00	\$147,140.00	\$149,140.00
26	\$148,380.00	\$150,380.00	\$152,380.00	\$146,140.00	\$148,140.00	\$150,140.00
27	\$149,380.00	\$151,380.00	\$153,380.00	\$147,140.00	\$149,140.00	\$151,140.00
28	\$150,380.00	\$152,380.00	\$154,380.00	\$148,140.00	\$150,140.00	\$152,140.00
29	\$151,380.00	\$153,380.00	\$155,380.00	\$149,140.00	\$151,140.00	\$153,140.00
30	\$152,380.00	\$154,380.00	\$156,380.00	\$150,140.00	\$152,140.00	\$154,140.00

Administrators

187-191 Working Days

2026-2027 - Principal and Assistant Principal - Salary Schedules (Steps Allowed)									
Step	Elementary Principal / yr 187 days			Middle School Principal / yr 191 days			High School Principal / yr 191 days		
	Master	Master + 20	PhD / EdD	Master	Master + 20	PhD / EdD	Master	Master + 20	PhD / EdD
1	\$115,030.00	\$117,030.00	\$119,030.00	\$120,070.00	\$122,070.00	\$124,070.00	\$129,320.00	\$131,320.00	\$133,320.00
2	\$116,030.00	\$118,030.00	\$120,030.00	\$121,070.00	\$123,070.00	\$125,070.00	\$130,320.00	\$132,320.00	\$134,320.00
3	\$117,030.00	\$119,030.00	\$121,030.00	\$122,070.00	\$124,070.00	\$126,070.00	\$131,320.00	\$133,320.00	\$135,320.00
4	\$118,030.00	\$120,030.00	\$122,030.00	\$123,070.00	\$125,070.00	\$127,070.00	\$132,320.00	\$134,320.00	\$136,320.00
5	\$119,030.00	\$121,030.00	\$123,030.00	\$124,070.00	\$126,070.00	\$128,070.00	\$133,320.00	\$135,320.00	\$137,320.00
6	\$120,030.00	\$122,030.00	\$124,030.00	\$125,070.00	\$127,070.00	\$129,070.00	\$134,320.00	\$136,320.00	\$138,320.00
7	\$121,030.00	\$123,030.00	\$125,030.00	\$126,070.00	\$128,070.00	\$130,070.00	\$135,320.00	\$137,320.00	\$139,320.00
8	\$122,030.00	\$124,030.00	\$126,030.00	\$127,070.00	\$129,070.00	\$131,070.00	\$136,320.00	\$138,320.00	\$140,320.00
9	\$123,030.00	\$125,030.00	\$127,030.00	\$128,070.00	\$130,070.00	\$132,070.00	\$137,320.00	\$139,320.00	\$141,320.00
10	\$124,030.00	\$126,030.00	\$128,030.00	\$129,070.00	\$131,070.00	\$133,070.00	\$138,320.00	\$140,320.00	\$142,320.00
11	\$125,030.00	\$127,030.00	\$129,030.00	\$130,070.00	\$132,070.00	\$134,070.00	\$139,320.00	\$141,320.00	\$143,320.00
12	\$126,030.00	\$128,030.00	\$130,030.00	\$131,070.00	\$133,070.00	\$135,070.00	\$140,320.00	\$142,320.00	\$144,320.00
13	\$127,030.00	\$129,030.00	\$131,030.00	\$132,070.00	\$134,070.00	\$136,070.00	\$141,320.00	\$143,320.00	\$145,320.00
14	\$128,030.00	\$130,030.00	\$132,030.00	\$133,070.00	\$135,070.00	\$137,070.00	\$142,320.00	\$144,320.00	\$146,320.00
15	\$129,030.00	\$131,030.00	\$133,030.00	\$134,070.00	\$136,070.00	\$138,070.00	\$143,320.00	\$145,320.00	\$147,320.00
16	\$130,030.00	\$132,030.00	\$134,030.00	\$135,070.00	\$137,070.00	\$139,070.00	\$144,320.00	\$146,320.00	\$148,320.00
17	\$131,030.00	\$133,030.00	\$135,030.00	\$136,070.00	\$138,070.00	\$140,070.00	\$145,320.00	\$147,320.00	\$149,320.00
18	\$132,030.00	\$134,030.00	\$136,030.00	\$137,070.00	\$139,070.00	\$141,070.00	\$146,320.00	\$148,320.00	\$150,320.00
19	\$133,030.00	\$135,030.00	\$137,030.00	\$138,070.00	\$140,070.00	\$142,070.00	\$147,320.00	\$149,320.00	\$151,320.00
20	\$134,030.00	\$136,030.00	\$138,030.00	\$139,070.00	\$141,070.00	\$143,070.00	\$148,320.00	\$150,320.00	\$152,320.00
21	\$135,030.00	\$137,030.00	\$139,030.00	\$140,070.00	\$142,070.00	\$144,070.00	\$149,320.00	\$151,320.00	\$153,320.00
22	\$136,030.00	\$138,030.00	\$140,030.00	\$141,070.00	\$143,070.00	\$145,070.00	\$150,320.00	\$152,320.00	\$154,320.00
23	\$137,030.00	\$139,030.00	\$141,030.00	\$142,070.00	\$144,070.00	\$146,070.00	\$151,320.00	\$153,320.00	\$155,320.00
24	\$138,030.00	\$140,030.00	\$142,030.00	\$143,070.00	\$145,070.00	\$147,070.00	\$152,320.00	\$154,320.00	\$156,320.00
25	\$139,030.00	\$141,030.00	\$143,030.00	\$144,070.00	\$146,070.00	\$148,070.00	\$153,320.00	\$155,320.00	\$157,320.00
26	\$140,030.00	\$142,030.00	\$144,030.00	\$145,070.00	\$147,070.00	\$149,070.00	\$154,320.00	\$156,320.00	\$158,320.00
27	\$141,030.00	\$143,030.00	\$145,030.00	\$146,070.00	\$148,070.00	\$150,070.00	\$155,320.00	\$157,320.00	\$159,320.00
28	\$142,030.00	\$144,030.00	\$146,030.00	\$147,070.00	\$149,070.00	\$151,070.00	\$156,320.00	\$158,320.00	\$160,320.00
29	\$143,030.00	\$145,030.00	\$147,030.00	\$148,070.00	\$150,070.00	\$152,070.00	\$157,320.00	\$159,320.00	\$161,320.00
30	\$144,030.00	\$146,030.00	\$148,030.00	\$149,070.00	\$151,070.00	\$153,070.00	\$158,320.00	\$160,320.00	\$162,320.00

2026-2027 - Principal and Assistant Principal - Salary Schedules (Steps Allowed)									
Step	Elem Asst. Principal / yr 187 Days			9-12 Assistant Principal/AD 191 days			Skyline Academy Principal / yr 191 days		
	Master	Master + 20	PhD / EdD	Master	Master + 20	PhD / EdD	Master	Master + 20	PhD / EdD
1	\$109,300.00	\$111,300.00	\$113,300.00	\$117,760.00	\$119,760.00	\$121,760.00	\$114,740.00	\$116,740.00	\$118,740.00
2	\$110,300.00	\$112,300.00	\$114,300.00	\$118,760.00	\$120,760.00	\$122,760.00	\$115,740.00	\$117,740.00	\$119,740.00
3	\$111,300.00	\$113,300.00	\$115,300.00	\$119,760.00	\$121,760.00	\$123,760.00	\$116,740.00	\$118,740.00	\$120,740.00
4	\$112,300.00	\$114,300.00	\$116,300.00	\$120,760.00	\$122,760.00	\$124,760.00	\$117,740.00	\$119,740.00	\$121,740.00
5	\$113,300.00	\$115,300.00	\$117,300.00	\$121,760.00	\$123,760.00	\$125,760.00	\$118,740.00	\$120,740.00	\$122,740.00
6	\$114,300.00	\$116,300.00	\$118,300.00	\$122,760.00	\$124,760.00	\$126,760.00	\$119,740.00	\$121,740.00	\$123,740.00
7	\$115,300.00	\$117,300.00	\$119,300.00	\$123,760.00	\$125,760.00	\$127,760.00	\$120,740.00	\$122,740.00	\$124,740.00
8	\$116,300.00	\$118,300.00	\$120,300.00	\$124,760.00	\$126,760.00	\$128,760.00	\$121,740.00	\$123,740.00	\$125,740.00
9	\$117,300.00	\$119,300.00	\$121,300.00	\$125,760.00	\$127,760.00	\$129,760.00	\$122,740.00	\$124,740.00	\$126,740.00
10	\$118,300.00	\$120,300.00	\$122,300.00	\$126,760.00	\$128,760.00	\$130,760.00	\$123,740.00	\$125,740.00	\$127,740.00
11	\$119,300.00	\$121,300.00	\$123,300.00	\$127,760.00	\$129,760.00	\$131,760.00	\$124,740.00	\$126,740.00	\$128,740.00
12	\$120,300.00	\$122,300.00	\$124,300.00	\$128,760.00	\$130,760.00	\$132,760.00	\$125,740.00	\$127,740.00	\$129,740.00
13	\$121,300.00	\$123,300.00	\$125,300.00	\$129,760.00	\$131,760.00	\$133,760.00	\$126,740.00	\$128,740.00	\$130,740.00
14	\$122,300.00	\$124,300.00	\$126,300.00	\$130,760.00	\$132,760.00	\$134,760.00	\$127,740.00	\$129,740.00	\$131,740.00
15	\$123,300.00	\$125,300.00	\$127,300.00	\$131,760.00	\$133,760.00	\$135,760.00	\$128,740.00	\$130,740.00	\$132,740.00
16	\$124,300.00	\$126,300.00	\$128,300.00	\$132,760.00	\$134,760.00	\$136,760.00	\$129,740.00	\$131,740.00	\$133,740.00
17	\$125,300.00	\$127,300.00	\$129,300.00	\$133,760.00	\$135,760.00	\$137,760.00	\$130,740.00	\$132,740.00	\$134,740.00
18	\$126,300.00	\$128,300.00	\$130,300.00	\$134,760.00	\$136,760.00	\$138,760.00	\$131,740.00	\$133,740.00	\$135,740.00
19	\$127,300.00	\$129,300.00	\$131,300.00	\$135,760.00	\$137,760.00	\$139,760.00	\$132,740.00	\$134,740.00	\$136,740.00
20	\$128,300.00	\$130,300.00	\$132,300.00	\$136,760.00	\$138,760.00	\$140,760.00	\$133,740.00	\$135,740.00	\$137,740.00
21	\$129,300.00	\$131,300.00	\$133,300.00	\$137,760.00	\$139,760.00	\$141,760.00	\$134,740.00	\$136,740.00	\$138,740.00
22	\$130,300.00	\$132,300.00	\$134,300.00	\$138,760.00	\$140,760.00	\$142,760.00	\$135,740.00	\$137,740.00	\$139,740.00
23	\$131,300.00	\$133,300.00	\$135,300.00	\$139,760.00	\$141,760.00	\$143,760.00	\$136,740.00	\$138,740.00	\$140,740.00
24	\$132,300.00	\$134,300.00	\$136,300.00	\$140,760.00	\$142,760.00	\$144,760.00	\$137,740.00	\$139,740.00	\$141,740.00
25	\$133,300.00	\$135,300.00	\$137,300.00	\$141,760.00	\$143,760.00	\$145,760.00	\$138,740.00	\$140,740.00	\$142,740.00
26	\$134,300.00	\$136,300.00	\$138,300.00	\$142,760.00	\$144,760.00	\$146,760.00	\$139,740.00	\$141,740.00	\$143,740.00
27	\$135,300.00	\$137,300.00	\$139,300.00	\$143,760.00	\$145,760.00	\$147,760.00	\$140,740.00	\$142,740.00	\$144,740.00
28	\$136,300.00	\$138,300.00	\$140,300.00	\$144,760.00	\$146,760.00	\$148,760.00	\$141,740.00	\$143,740.00	\$145,740.00
29	\$137,300.00	\$139,300.00	\$141,300.00	\$145,760.00	\$147,760.00	\$149,760.00	\$142,740.00	\$144,740.00	\$146,740.00
30	\$138,300.00	\$140,300.00	\$142,300.00	\$146,760.00	\$148,760.00	\$150,760.00	\$143,740.00	\$145,740.00	\$147,740.00

**Steps on the salary matrix do not directly represent years of service with SCSD#1.

Secretaries and Clerks

Secretaries and Clerks are non-exempt employees under the Fair Labor Standards Act, Administrative Exemption.

Step	Exec Secretary / hr	12 Month Office / hr	Bldg / Dept. Secretary / hr
	260 days	260 days	ES&TRANS 187 / MS191 / HS191/SPED 191 days
1	\$29.55	\$27.80	\$27.30
2	\$30.00	\$28.25	\$27.65
3	\$30.45	\$28.70	\$28.00
4	\$30.90	\$29.15	\$28.35
5	\$31.35	\$29.60	\$28.70
6	\$31.80	\$30.05	\$29.05
7	\$32.25	\$30.50	\$29.40
8	\$32.70	\$30.95	\$29.75
9	\$33.15	\$31.40	\$30.10
10	\$33.60	\$31.85	\$30.45
11	\$34.05	\$32.30	\$30.80
12	\$34.50	\$32.75	\$31.15
13	\$34.95	\$33.20	\$31.50
14	\$35.40	\$33.65	\$31.85
15	\$35.85	\$34.10	\$32.20
16	\$36.30	\$34.55	\$32.55
17	\$36.75	\$35.00	\$32.90
18	\$37.20	\$35.45	\$33.25
19	\$37.65	\$35.90	\$33.60
20	\$38.10	\$36.35	\$33.95

*Steps on the salary matrix do not directly represent years of service with SCSD#1.

Paraprofessionals & Speech Language Pathologist Assistant

Paraprofessionals and Speech Language Pathologist Assistants are non-exempt employees under the Fair Labor Standards Act.

Step	Paraprofessional / hr	SLPA / hr
	154 days	154 days
1	\$20.90	\$27.85
2	\$21.25	\$28.20
3	\$21.60	\$28.55
4	\$21.95	\$28.90
5	\$22.30	\$29.25
6	\$22.65	\$29.60
7	\$23.00	\$29.95
8	\$23.35	\$30.30
9	\$23.70	\$30.65
10	\$24.05	\$31.00
11	\$24.40	\$31.35
12	\$24.75	\$31.70
13	\$25.10	\$32.05
14	\$25.45	\$32.40
15	\$25.80	\$32.75
16	\$26.15	\$33.10
17	\$26.50	\$33.45
18	\$26.85	\$33.80
19	\$27.20	\$34.15
20	\$27.55	\$34.50

*SLPA lane requires certification.

*Steps on the salary matrix do not directly represent years of service with SCSD#1.

Food Service

Food Service employees are non-exempt employees under the Fair Labor Standards Act.

Step	Cafeteria / hr	Nutrition Services Supervisor/ Head Cook /	Nutrition Services Assistant Cook / hr
	154 days	171 days	155 days
1	\$19.40	\$29.00	\$20.50
2	\$19.85	\$29.25	\$20.95
3	\$20.30	\$29.50	\$21.40
4	\$20.75	\$29.75	\$21.85
5	\$21.20	\$30.00	\$22.30
6	\$21.65	\$30.25	\$22.75
7	\$22.10	\$30.50	\$23.20
8	\$22.55	\$30.75	\$23.65
9	\$23.00	\$31.00	\$24.10
10	\$23.45	\$31.25	\$24.55
11	\$23.90	\$31.50	\$25.00
12	\$24.35	\$31.75	\$25.45
13	\$24.80	\$32.00	\$25.90
14	\$25.25	\$32.25	\$26.35
15	\$25.70	\$32.50	\$26.80
16	\$26.15	\$32.75	\$27.25
17	\$26.60	\$33.00	\$27.70
18	\$27.05	\$33.25	\$28.15
19	\$27.50	\$33.50	\$28.60
20	\$27.95	\$33.75	\$29.05

*Steps on the salary matrix do not directly represent years of service with SCSD#1.

Transportation

Transportation employees are non-exempt employees under the Fair Labor Standards Act.

Step	Mechanic / hr	Bus Driver/ hr
	260 days	154 days
1	\$29.25	\$27.45
2	\$29.60	\$27.75
3	\$29.95	\$28.05
4	\$30.30	\$28.35
5	\$30.65	\$28.65
6	\$31.00	\$28.95
7	\$31.35	\$29.25
8	\$31.70	\$29.55
9	\$32.05	\$29.85
10	\$32.40	\$30.15
11	\$32.75	\$30.45
12	\$33.10	\$30.75
13	\$33.45	\$31.05
14	\$33.80	\$31.35
15	\$34.15	\$31.65
16	\$34.50	\$31.95
17	\$34.85	\$32.25
18	\$35.20	\$32.55
19	\$35.55	\$32.85
20	\$35.90	\$33.15

*Steps on the salary matrix do not directly represent years of service with SCSD#1.

Maintenance & Operations

Maintenance and Operations employees are non-exempt employees under the Fair Labor Standards Act.

Step	Custodian / hr	Maintenance / hr	Head Maintenance
	260 days	260 days	260 days
1	\$23.25	\$28.25	\$29.25
2	\$23.70	\$28.60	\$29.60
3	\$24.15	\$28.95	\$29.95
4	\$24.60	\$29.30	\$30.30
5	\$25.05	\$29.65	\$30.65
6	\$25.50	\$30.00	\$31.00
7	\$25.95	\$30.35	\$31.35
8	\$26.40	\$30.70	\$31.70
9	\$26.85	\$31.05	\$32.05
10	\$27.30	\$31.40	\$32.40
11	\$27.75	\$31.75	\$32.75
12	\$28.20	\$32.10	\$33.10
13	\$28.65	\$32.45	\$33.45
14	\$29.10	\$32.80	\$33.80
15	\$29.55	\$33.15	\$34.15
16	\$30.00	\$33.50	\$34.50
17	\$30.45	\$33.85	\$34.85
18	\$30.90	\$34.20	\$35.20
19	\$31.35	\$34.55	\$35.55
20	\$31.80	\$34.90	\$35.90

*Steps on the salary matrix do not directly represent years of service with SCSD#1.

The summer groundskeeper position's pay rate is equivalent to the Custodian position's matrix.

Network Tech & Tech Facilitator

Network Tech and Tech Facilitators are exempt employees under the Fair Labor Standards Act, Computer Employee Exemption.

Step	Tech Facilitator / hr	Network Tech / hr
	260 days	260 days
1	\$27.65	\$28.70
2	\$29.50	\$30.55
3	\$30.10	\$31.15
4	\$30.70	\$31.75
5	\$31.30	\$32.35
6	\$31.90	\$32.95
7	\$32.50	\$33.55
8	\$33.10	\$34.15
9	\$33.70	\$34.75
10	\$34.30	\$35.35
11	\$34.90	\$35.95
12	\$35.50	\$36.55
13	\$36.10	\$37.15
14	\$36.70	\$37.75
15	\$37.30	\$38.35
16	\$37.90	\$38.95
17	\$38.50	\$39.55
18	\$39.10	\$40.15
19	\$39.70	\$40.75
20	\$40.30	\$41.35

*Steps on the salary matrix do not directly represent years of service with SCSD#1.

Substitutes & Temporary positions

Substitutes for Certified Staff 26-27	\$85.00/half day	\$170.00/day
Substitutes for Support Personnel 26-27	Step #1 of the Category per hour	

After a substitute teacher works more than ten (10) consecutive school days for the same teacher, the rate of pay shall be increased on the eleventh day and consecutive days thereafter to the base pay for a beginning teacher (Step 1, BA) column of the current teacher salary schedule.

Substitutes for support positions include Food Service, Paraprofessionals, Secretaries, Transportation, Mechanics, Custodians, and Nurses.

Other positions

Accompanist	Same as Paras - step 1
Student 26-27	11.90/hr
Student Life Skills 26-27	7.25/hr

Athletics and Extra Duty Stipends

Percentages tied to step 1 lane 1 of the certified matrix.

Sublette County School District #1 - Pinedale, WY											
2026-2027											
(Experience Steps Allowed) Approved:											
EXTRA DUTY PAY/NOMINAL FEE - Base = 60,500											
High School Head Coach	1	2	3	4	5	6	7	8	9	10	
Tier I	9,378.00	9,481.00	9,584.00	9,687.00	9,790.00	9,893.00	9,996.00	10,099.00	10,202.00	10,305.00	Boys BB, Girls BB, FB, VB & Wrestling
Tier II	8,924.00	9,027.00	9,130.00	9,233.00	9,336.00	9,439.00	9,542.00	9,645.00	9,748.00	9,851.00	Girls Soccer, Boys Soccer & Track
Tier III	8,470.00	8,573.00	8,676.00	8,779.00	8,882.00	8,985.00	9,088.00	9,191.00	9,294.00	9,397.00	Nordic, Alpine, Golf, Boys Swim & Girls Swim, Cheer
Tier IV	7,260.00	7,311.50	7,363.00	7,414.50	7,466.00	7,517.50	7,569.00	7,620.50	7,672.00	7,723.50	Band, Choir, Drama
Tier V	6,050.00	6,101.50	6,153.00	6,204.50	6,256.00	6,307.50	6,359.00	6,410.50	6,462.00	6,513.50	Student Council
Tier VI	3,025.00	3,076.50	3,128.00	3,179.50	3,231.00	3,282.50	3,334.00	3,385.50	3,437.00	3,488.50	NHS, Art Club
Tier VII	8,092.00	8,272.00	8,452.00	8,632.00	8,812.00	8,992.00	9,172.00	9,352.00	9,532.00	9,712.00	FFA Sponsor
High School Assistant	1	2	3	4	5						
Tier I	7,563.00	7,666.00	7,769.00	7,872.00	7,975.00	Boys BB, Girls BB, FB, VB & Wrestling					
Tier II	7,109.00	7,212.00	7,315.00	7,418.00	7,521.00	Girls Soccer, Boys Soccer & Track					
Tier III	6,655.00	6,758.00	6,861.00	6,964.00	7,067.00	Nordic, Alpine, Golf, Boys Swim & Girls Swim					
PMS/PES School Coach/Sponsor	1	2	3	4	5						
All Sports	4,235.00	4,338.00	4,441.00	4,544.00	4,647.00						
Tier I	847.00	898.50	950.00	1,001.50	1,053.00	MS Student Council, MS WEB					
Tier II	605.00	656.50	708.00	759.50	811.00	MS Math Counts, History Day , PES Student Council(½)					

*The schedule tops out at 10 or 5 years of experience and allows for a maximum of 5 years of experience to be transferred into the district

**Experience must be in the sport being coached

***Any high school or middle school coaching experience that can be verified will be counted towards years of experience

Sponsors	% of Base	Number Approved
Curriculum Chairs	2%	8
Bondurant Stipend	3%	1
ES Student Council		2 @ 1/2
MS Student Council		2
HS Student Council		2
MS WEB		2

National Board Certification

Extra Duty Purpose	Pay Rate	Method
National Board Certification*	\$4,000	Extra Duty

*NBC will be paid to eligible staff when funded by the WDE.

1. Extra duty activities shall occur outside the regular instruction day unless approved by the Board of Education.
2. No Extra Duty position shall be given an additional planning period.
3. Principals shall review the job descriptions each year, with each person assigned an extra duty position.
4. Payment for Extra Duty contracts will be paid in installments over the time of the assignment.
5. High School Coaching contracts will be paid in two installments: one at the beginning of the season and one at the end of the season.
6. Middle School Coaching contracts will be paid in full at the end of the season.
7. Payment for extra-duty contracts is limited to the fiscal year the work was performed, and no late/retroactive contracts will be paid.

All extra duty contracts and stipends for work outside of the regular contract must be **approved in advance** by the Administrator, the Superintendent, or designee and approved by the Board of Trustees.

All time cards must be approved by the Administrator, Superintendent, or designee.