

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43

ARTICLE 31
EXTRA-DUTY
COMPENSATION

A. Definition of Extra Duty

Extra duty is work or responsibilities performed by a member for authorized tasks outside of or in addition to the individual's teaching assignment. The responsibility must take place outside of the member's instructional time or extend beyond the regular workday.

B. Extra Duty Hiring

All extra duty positions will be posted according to the guidelines outlined in Article 10.B. Qualified bargaining unit members, or incoming bargaining unit members, who apply for an extra-duty position, shall be granted interviews and given first consideration, prior to consideration of out-of-district or non-bargaining unit candidates.

Should the District need to replace a member unable to complete an extra duty position, the District may employ a replacement temporarily in the position while undertaking the recruitment and selections procedures.

C. Placement

1. Members in the District will be placed at the appropriate level according to their experience in that position.
2. Members new to the District who have out-of-district experience in an equivalent extra-duty position will generally be placed at year 1. However, the building principal may use his/her discretion in making a placement at a higher level for members new to the District or members advancing from assistant to head positions.

D. Maintenance of Standards

The District and Council agree to bargain over the pay rate if any significant changes are proposed in duty responsibilities. The District agrees not to create or fund new types of positions without notifying the Council and bargaining upon demand over compensation. If no agreement is reached in an initial bargaining session, the District may post and fill the position but any agreement then bargained, other than the District's initial proposal, will be retroactive to the start of the position.

44 E. Pay Classes
45

46 The extra-duty pay shall be the percentage of the appropriate base (BA-1) salary for
47 each year of the agreement (in years with more than one salary schedule extra-duty
48 will be paid at the highest base salary). In this section of the contract, "extended
49 contract days" refers to work done at a member's daily rate of pay.
50

- 51 1. Drivers Education - Increase the same percent as salary increase.
52
- 53 2. Summer School Work - Summer school instructors will be paid their own
54 hourly rate for each hour of instruction, plus one-half (1/2) hour per summer
55 school block taught for preparation. They will also be paid at the same rate
56 for any summer school duty assigned.
57
- 58 3. Department Chair Compensation
- 59 a. Building principals may use discretion for level placement taking
60 into consideration present assignment, experience, and building
61 needs.
62 b. Department chairpersons who do curriculum work on curriculum
63 renewal after the regular contract day will be paid the curriculum their
64 ~~individual base daily hourly rate~~ with prior administrative approval.
65 c. High School department chairpersons, other than the counseling
66 chairpersons, and activity directors, will receive up to ten (10)
67 extended contract days during the summer at mutually agreeable
68 times with prior administrative approval.
69 d. Counseling department chairpersons and high school athletic
70 directors will receive up to twenty (20) extended contract days for
71 work in the summer for the days following the end of the school year
72 and preceding the opening of the school year with prior administrative
73 approval.
74 e. Media chairpersons will receive up to ten (10) extended contract days
75 during the summer at mutually agreeable times with prior
76 administrative approval. Media chairpersons responsible for the
77 building textbook depository will receive three (3) extra extended
78 contract days during the summer at mutually agreeable times.
79 **f. Department chairpersons will be assigned a regular schedule,**
80 **including one designated preparation period.**
81
- 82 4. Weight Room Monitor: \$20.00 per hour
83
- 84 5. High School Dance Chaperones: \$50.00 per event
85
- 86 6. Building Level PBIS Team Leader: 18 hours at their hourly rate with prior
87 administrative approval.
88
- 89 7. Rooter Bus Chaperones: \$20.00 per hour (travel time)
90
- 91 8. Career-Technical Education Advisory Committee (024 license/program
92 review): If meetings occur outside the contract day, committee members will

93
94
95
96
97
98
99
100
101
102
103
104
105
106
107
108
109
110
111
112
113
114
115

be paid at their individual hourly rate.

9. After Teacher Workday Detention, and Saturday School: \$20.00 per hour, or hour-for-hour compensatory time off to be used in the same year in which it was earned. Three hundred thirty (330) minutes of comp time must be earned for a full day off.
10. Facility Monitor: ~~\$12~~40.00 per hour
11. Middle school athletic directors will receive up to ten (10) extended contract days annually at mutually agreeable times with prior administrative approval.
12. Technical coordinators at the middle school and elementary schools will receive up to five (5) extended contract days during the summer at mutually agreeable times with prior administrative approval.
13. High school technology coordinators will receive up to ten (10) extended contract days during the summer at mutually agreeable times with prior administrative approval.
14. Middle School Wednesday School Supervision: \$20 per hour
15. Middle School OST Coordinator: \$25 per hour

| Pay Class | Position | Years in Position | % of Base | Additional Compensation |
|-----------|--------------------------------------|-------------------|-----------|--|
| AA | Activities Director | 1-4 | 18 | Not less than two daily release periods |
| | Athletic Director | 5-7 | 19 | |
| | | 8+ | 20 | |
| A | Head Basketball | 1-4 | 15 | |
| | Head Drama Head | 5-7 | 16 | |
| | Football Head | 8+ | 17 | |
| | Forensics Head Instrumental | | | |
| B | Head Baseball | 1-4 | 14 | One daily release period and may coach one season at principal's discretion. |
| | Head Soccer | 5-7 | 15 | |
| | Head Softball | 8+ | 16 | |
| | Head Track | | | |
| | Head Volleyball | | | |
| | Head Wrestling | | | |
| | Athletic Director (GRMS, CCMS, DMMS) | | | |

| | | | | |
|----------------------|-------------------------------|-----|----|--|
| C | Head Cheer Advisor | 1-4 | 13 | |
| | Head Dance | 5-7 | 14 | |
| | Head Swimming | 8+ | 15 | |
| D | Assistant Head Track | 1-4 | 12 | |
| | Head Cross Country | 5-7 | 13 | |
| | Head Water Polo | 8+ | 14 | One daily release period and may coach one season at principal's discretion. |
| | Athletic Director (WOMS, DMS) | | | |
| E | Assistant Basketball | 1-4 | 10 | |
| | Assistant Football | 5-7 | 11 | |
| | Assistant Instrumental Music | 8+ | 12 | |
| | Head Vocal | | | |
| F | Activities Coordinator (STHS) | 1-4 | 9 | |
| | Assistant Baseball | 5-7 | 10 | |
| | Assistant Dance | 8+ | 11 | |
| | Assistant Forensics | | | |
| | Assistant Soccer | | | |
| | Assistant Softball | | | |
| | Assistant Swimming | | | |
| | Assistant Track | | | |
| | Assistant Volleyball | | | |
| | Assistant Wrestling | | | |
| | Head Ski | | | |
| | Head Tennis | | | |
| | JV Cheer Advisor | | | |
| | Production Photo Advisor | | | |
| | School Paper | | | |
| Yearbook Advisor | | | | |
| G | Assistant Vocal | 1-4 | 8 | |
| | Assistant Water Polo | 5-7 | 9 | |
| | Freshman Cheer Advisor | 8+ | 10 | |
| | Head Golf | | | |
| | Link Advisors | | | |
| | Skills USA Advisor | | | |
| | DECA Advisor | | | |
| | Auto Skills Advisor | | | |
| | HOSA Advisor | | | |
| | MECHA Advisor | | | |
| Team Leaders MS | | | | |
| Trainer (per season) | | | | |

| | | | | |
|---|--|------------------|-------------|---|
| H | Color Guard Rally Coordinator | 1-4 5-7 8+ | 6 7 8 | One daily release period |
| | High School Technology Coordinator (per building) | | | |
| | Bus Duty MS/ES Club Sport Coach (STHS) Coach MS Driver Ed Coordinator | | 7 | |
| | Assistant Coach MS (Football, Gymnastics, Wrestling, Track) | | 6 | |
| | Instrumental Music MS Vocal Music MS/ES | | 6 | Plus 3% for each additional building site where two programs per year occur |
| | MS/ES Technical Coordinator (per building) | | 7 | One daily release period |
| | | | | |
| I | Assistant Drama Director Key Club Advisor Mock Trial National Honor Society Small High School Newspaper/Yearbook Youth Legislature Youth Presidential Convention | 1-4 5-7 8+ | 4 5 6 | |
| | OST Teacher (per 54 hour session) | | 4.5 | |
| | Drama MS/ES Journalism MS/ES School Store MS/ES Speech MS/ES Student Council MS/ES Yearbook MS/ES | | 4 | |
| J | Asst. Driver's Ed Coordinator Curriculum Coordinator MS/ES Marching Band, Drill and Flag MS OST Teacher (per 36-hour session) | | 3 | |

| | | | | |
|---|---|------------------|----------------|--|
| | Outdoor School (6-day Program) | | | If a member is required to work on a non-contract day, they shall be paid for one (1) day or provided one (1) release day at the member's choice. |
| K | Chess Choreographer Costume Coordinator High School Class Advisors Student Senate MS/ES | | 2 | |
| | Outdoor School (3-day Program) | | | If a member is required to work on a non-contract day, they shall be paid for one (1) day or provided one (1) release day at the member's choice. |
| L | Musical Productions | | 25 | Percentage represents allocation per building, to be dispersed at discretion of principal in relation to duties of individuals and size and scope of program |
| M | Department Chair Responsible for 12 or more licensed FTE | 1-4 5-7 8+ | 18 19 20 | Additional compensation described in Section E.3 |
| | Department Chair Responsible for less than 12 licensed FTE | 1-4 5-7 8+ | 12 13 14 | Additional compensation described in Section E.3 |
| N | Media Chair | 1-4 5-7 8+ | 4 5 6 | Additional compensation described in Section E.3 |

1
2
3 Scouting

4 A coach who is on an authorized scouting trip will be reimbursed at the IRS rate for
5 mileage. Coaches will also be fully reimbursed for meals and lodging.
6
7

8 Extended Season
9

10 The coaches listed below will be paid a weekly stipend beginning the first Monday that
11 their team and/or individual team members participate in any authorized extended
12 season through state level competition. For team coaches, the rate of pay will be
13 based on 7% of the member's personal extra duty pay for that assignment for
14 extended weeks 1, 2 and 3 and will increase to 9.5% for extended week 4 and
15 subsequent extended weeks. For coaches and advisors of individual team members,
16 the rate of pay will be based on 5% of the member's personal extra duty pay for that
17 assignment for each week of the extended season.

18 Assistants will be identified prior to the last game of league play for purposes of
19 extended season pay. Non-athletic coaches/advisors involved in post-season athletic
20 events beyond the contract day will be paid an additional stipend of \$50.00 per
21 evening. The building principal and Athletic Director will advise the extended season
22 coach of the number of assistants he/she can include for such pay.
23

24 For coaches/advisors of teams that qualify for authorized national competitions the rate of pay
25 will be a total of 15% of the member's extra duty pay for that portion of their assignment.
26

27 See chart on following page.

| | Head | Asst. | Asst. | Asst. | Asst. | Asst. | Ind. Event |
|-----------------------|------|-------|-------|-------|-------|-------|------------|
| 28 Football | x | x | x | x | x | X | |
| 29 Boys Soccer | x | x | | | | | |
| 30 Girls Soccer | x | x | | | | | |
| 31 Volleyball | x | x | | | | | |
| 32 Water Polo - Girls | x | | | | | | |
| 33 Water Polo - Boys | | x | | | | | |
| 34 Cross Country | x | | | | | | |
| 35 Boys Basketball | x | x | | | | | |
| 36 Girls Basketball | x | x | | | | | |
| 37 Wrestling | x | x | | | | | |
| 38 Skiing | x | | | | | | |
| 39 Swimming | x | | | | | | |
| 40 Track | x | | | | | | |
| 41 Golf | x | | | | | | |
| 42 Tennis | x | | | | | | |
| 43 Baseball | x | x | | | | | |
| 44 Softball | x | x | | | | | |
| 45 Speech | x | | | | | | |
| 46 Mock Trial | x | | | | | | |
| 47 | | | | | | | |
| 48 | | | | | | | |