

## **APPENDIX B7**

### **EXTRA PAY**

#### **A. Extra Service Projects**

Projects involving curriculum improvement, development of instructional materials and techniques and other similar activities provide extra service opportunities for certificated employees, or the opportunity to develop curriculum materials for the students. These extra service assignments must be recommended by the Superintendent or designee and approved by the Board of Education. Assignment to such approved subjects will be accompanied by remuneration in addition to the employee's regular salary to compensate for the added time and responsibility. The additional amount shall be paid outside the employee's regular contractual salary and in not more than quarterly installments.

Project proposals shall include the program to be developed within a given time frame. Any additional time must be approved by the Superintendent or designee.

Additional information regarding special project participation, recommendations for project topics, etc., may be obtained from the Educational Services Department.

#### **B. Department Chairpersons**

1. All middle schools will have a total of nine department chairpersons/curriculum facilitators. Five of these curricular areas will be consistent for each middle school including:

Language Arts	Social Science	Mathematics
Science	Physical Education	

The four remaining curricular areas represented by facilitators are to be determined by each site based on site specific needs.

2. All comprehensive high schools will have a total of ten (10) chairpersons. Nine of these departments will be from the departments listed below:

- Career Technical Education
- English
- Math
- Physical Education
- Science
- Social Studies
- Special Education
- Visual and Performing Arts
- World Languages

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3. The continuation high school will have a total of two department chairpersons. The curricular areas represented are to be determined by the site.
4. Open department chair positions shall be filled collaboratively through a site based process administered by the principal.
5. The district may, at its sole discretion, maintain the position of Elementary Curriculum facilitator. This amount shall be adjusted proportionally for less than a full time position.

(Percentage of Basic  
Salary Schedule Step 1A)

6. Secondary Department Chairperson	4.15
Elementary Curriculum Facilitator	2.6

**C. Certificated Salary Rates - Hourly**

Home & Hospital Teaching	0.08
Summer School Teaching/Saturday School	0.08
Work Experience (Additional Duty Time)	0.08
Saturday work Study and Detention	0.0542
Noon Supervision (45 minutes)	$\frac{3}{4}$ of 0.0542
Noon Supervision (Full Hourly Rate)	0.0542
Miscellaneous Hourly Rate	0.08

**MILEAGE:** Unit members will be eligible for mileage reimbursement at the current maximum IRS reimbursement rate according to the established practices of the District for such reimbursement. In addition, reimbursement will be available for “Open House,” “Back-To-School” and supervision duties which require a unit member to return to school in the evening and which are not compensated by listed stipends. Claims for mileage expense over \$10.00 in a quarter may be filed on a calendar month basis. Claims less than \$10.00 in a quarter may be filed on a calendar quarter basis.

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**D. Athletics and Special Assignments**

(Percentage of Basic  
Salary Schedule Step 1A)

Senior High School

Athletic Director (2) (one each sex)	11.22
Activities Director	10.68
Trainer (no coaching (2) – (one each sex per season)	6.80
Competitive Cheer	
Varsity	6.68
Junior Varsity	5.51
Floating Stipend*	4.76
*May be used in any co-curricular area.	

**Senior High School Boys**

Football

Varsity	10.25
Varsity Coordinator (3)	6.69
Varsity Assistant (2)	6.53
Sophomore (2)	6.06
Sophomore Assistant (1)	4.34
Freshman (1)	5.76
Freshman Assistant (2)	4.34

Basketball

Varsity	8.35
Junior Varsity	5.83
Sophomore/Freshman	5.24

Baseball

Varsity	7.71
Junior Varsity	5.45
Sophomore/Freshman	5.08

Wrestling

Varsity	7.34
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	(Percentage of Basic Salary Schedule Step 1A)
Varsity Assistant	5.87
Sophomore/Freshman	5.24
Cross Country	
Varsity	6.34
Varsity Assistant (co-ed)	5.08
Track & Field	
Varsity	8.47
Varsity Assistant	5.51
Sophomore/Freshman	5.23
Tennis	
Varsity	6.43
Junior Varsity	5.36
Water Polo	
Varsity	6.25
Varsity Assistant	5.00
Sophomore/Freshman	5.24
Swimming	
Varsity	7.39
Varsity Assistant (Boys or Girls)	5.08
Soccer	
Varsity	6.68
Junior Varsity	5.51
Lacrosse	
Varsity	6.68
Junior Varsity	5.51
Volleyball	
Varsity	6.10
Junior Varsity	4.83
Sophomore/Freshman	4.83
Golf	
Varsity	6.18
Junior Varsity	5.24

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(Percentage of Basic  
Salary Schedule Step 1A)

**Senior High School Girls**

Beach Volleyball	
Varsity	6.10
Varsity Assistant	4.83
Flag Football	
Varsity	6.69
Varsity Assistant	6.53
Cross Country	
Varsity	6.34
Volleyball	
Varsity	6.10
Junior Varsity	4.83
Sophomore/Freshman	4.83
Tennis	
Varsity	6.43
Junior Varsity Assistant	5.36
Golf	
Varsity	6.18
Junior Varsity	5.24
Soccer	
Varsity	6.68
Junior Varsity Assistant	5.51
Lacrosse	
Varsity	6.68
Junior Varsity	5.51
Basketball	
Varsity	8.35
Junior Varsity	5.83
Sophomore/Freshman	5.24

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(Percentage of Basic  
Salary Schedule Step 1A)

Wrestling	
Varsity	7.34
Varsity Assistant	5.87
Sophomore/Freshman	5.24
Track & Field	
Varsity	8.47
Varsity Assistant	5.51
Sophomore/Freshman	5.23
Softball	
Varsity	7.71
Junior Varsity	5.45
Sophomore/Freshman	5.23
Swimming	
Varsity	7.39
Varsity Assistant	5.08
Water Polo	
Varsity	6.25
Varsity Assistant	5.00
Sophomore/Freshman	5.24

**E. Senior High School Miscellaneous Assignments**

Drill Team Director	6.72
Dance Director	5.17
Assistant (one assistant for either Drill, Dance or Music to be determined by Principal)	3.21
Cheerleader Advisor	5.44
Music	
Vocal Music	7.13
Instrumental	7.97
Drama	6.90
Speech (forensic)	5.57

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Journalism	5.24
Yearbook	6.19
Class Advisor (1 per class/4 per school)	3.42
Academic Competition Director	7.08
Mock Trial Advisor	3.20

When a miscellaneous assignment is not available due to program or activity not being offered at a particular high school, the principal may use the stipend to fund a different student activity not listed above.

- F. Ten percent (10%) of the season stipend, according to the above schedules, will be paid to varsity high school head coach, varsity assistant(s), and assigned athletic director and/or trainer for each week the coaches' team(s) remain in the C.I.F. playoffs. This provision applies to the following sports: football, basketball, baseball, water polo, volleyball, soccer and softball. The season stipend for athletic director and trainer is one third of the annual stipend. In addition, when football participates in CIF competition, the Band Director will receive 10% additional stipend for each week of competition.

For the activities of cross country, track, tennis, swimming and diving, wrestling and golf -- ten percent (10%) of the season stipend will be paid to the head coaches and assigned athletic director and/or trainer for each week that a coach's athletes are in competition in C.I.F./Ss Prelims, Finals, State Qualifying and the State Final Meet. Ten percent (10%) of the season stipend will be paid to one assistant coach when nine or more athletes have qualified for and are actively participating in post-season competition in C.I.F./SS Prelims, Finals, State Qualifying and the State Final Meets.

**G. Middle School Athletics and Miscellaneous Assignments**

(Percentage of Basic Salary Schedule Step 1A)

District Middle School Sports Coordinator	17.94
School Sports Coordinator	
Boys (3.1767 per trimester/season of sport)	9.53
Girls (3.1767 per trimester/season of sport)	9.53
Vocal Music	3.80
Instrumental Music	3.80
Floating stipends (5)	2.17

**H. Elementary Schools**

- a. Unit members participating in the District's Outdoor Education Program shall receive a stipend of .0085 of Step 1A.

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- b. Unit members assigned to regular education “combination classes” (i.e regular education class that contains more than one grade level) in grades K-6 will receive a stipend of \$333 per trimester, up to a total of \$1,000 per school year.
  
- I. Unit members may receive payments for programs not referenced above when approved by the Board (e.g. College/University Student Teacher Mentor)

Note: Additional Stipend and Extra Pay Positions may be available on a school-by-school basis (as approved by the Superintendent or Designee).