

NEW APPENDIX D (pgs. 91 – 93) EFFECTIVE 23-24 SCHOOL YEAR

INSTRUCTIONAL EXTRA PAY FOR EXTRA DUTY SCHEDULE

1. Supplements will be based on the current Placement Schedule with the salary for a BA/BS teacher with 0 years of experience as the base.
2. Outline of the duties to be performed to earn a supplement shall be written by the school administrator signed by the teacher involved and the school administrator. One copy is to remain with the administrator, one with the teacher and another copy filed with the Superintendent's office by October 1st of each school year.
3. No supplement shall be paid when job performance is not in accordance with the agreed outline.
4. Any employee may receive more than one supplement, but not more than three (3) supplements for duties performed and shall be subject to conditions of Item Number 3 of this schedule. Miscellaneous supplements will not count as one of the three.
5. All supplements listed in this schedule are granted only on the basis of one school year.
6. No employee hired for the position contained in this schedule shall be paid less than the percentages indicated.
7. Personnel supplemented for athletics will be paid up to ten percent (10%) of their supplement for participation in post season athletic competition in the following manner: two percent (2%) will be paid for participation in each level of competition.
8. Personnel hired for the position of band director and/or choir director will automatically receive the supplement and will be expected to perform the duties described in order to retain that position.

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October 5, 2022

9. **Beginning in the 2023-2024 school year, the School Improvement Team, Grade Chair and Department Head supplements will be combined and replaced with the School Leadership Team supplement. The School Leadership Team supplement is limited to one per teacher.**

~~To qualify as a Department Head (Sr./Post-Secondary), the department must contain no less than four (4) full-time instructional personnel. Teachers who are assigned to departments with fewer than four full-time instructional personnel shall be given the opportunity to apply for a department head position which may be created by combining two or more departments.~~

10. ~~To qualify as a Team Leader or Grade Group Chair, the team must contain no less than four (4) full-time instructional personnel. Special area personnel (Art, Music, PE, Media, Guidance, etc.) shall be included in grade group teams and shall be given the opportunity to apply for a **School Leadership Team** leader or grade group chair position. Any teacher, who performs the essential duties of the **School Leadership Team** team leader/grade group chair on a consistent, regular basis, shall receive the supplement regardless of the title given the position.~~

- ~~11. Special area personnel (Art, Music, PE, Media, Guidance, etc.) may be given an opportunity to form a special area group and qualify for a grade group chair. This supplement shall be subject to the facility manager's approval.~~

12. In sports supplements, which are seasonal in nature, the employee will be due full compensation for such. For supplemental employees who separate employment before the end of the school year, supplements will be paid as follows:

- A. If the supplemented activities have been completed, the employee will receive the entire percentage indicated.
- B. If the supplemented activities have not been completed, or are of a year-round nature, such supplement shall be paid on the proportion of the job completed.

Deleted language is identified with a strikethrough.
New language is identified in **boldface and is underlined**.

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13. Supplemental positions shall be filled by teachers. Athletic coaching positions shall be filled on an annual basis by the most qualified coaching-certified applicant provided that teachers who apply for such positions are interviewed for the position. Annually, the District shall provide the Association a list of positions filled by non-teachers including the position, school, date of advertisement, and the name of any teacher applicants. Under no circumstances, however, shall the supplement be paid to an administrator.

14. ~~Schools will receive school improvement team supplements based on this formula beginning in school year 2006-2007:~~
 - ~~— 0-799 Students receive four (4) teacher supplements~~
 - ~~— 800-1299 Students receive six (6) teacher supplements~~
 - ~~— 1300+ Students receive eight (8) teacher supplements~~

15. ~~Beginning in school year 2008-2009 Elementary and Middle schools will receive funding from the District for Department Heads, Team Leaders, or Grade Group Chairs according to this formula:~~
 - ~~— 0-599 Students receive three (3) teacher supplements~~
 - ~~— 600-799 Students receive four (4) teacher supplements~~
 - ~~— 800-1049 Students receive five (5) teacher supplements~~
 - ~~— 1050-1299 Students receive six (6) teacher supplements~~
 - ~~— 1300+ Students receive seven (7) teacher supplements~~
 - ~~— Middle schools will receive one additional team leader/department head for their ASPIRE teachers.~~

SENIOR HIGH SCHOOL	PERCENT
Athletic Director.....	14%
Head Coach - baseball, basketball, soccer, softball, track, volleyball, wrestling.....	10%
Assistant Coaches (same sports as above & football).....	9%
Head Coach-golf, swimming, tennis, rhythmic gymnastics, cross country, weight lifting	6%
Assistant Coach (same sports as above)	4%
Head Coach, Boys/Girls - golf, swimming, tennis, cross country. To be paid this supplement a coach must have a minimum of five (5) boys and five (5) girls participating on each team.....	10%
Band Director	16%
Assistant Band Director.....	9%
Choir Director	8%
Cheerleader Sponsor	7%
Assistant Cheerleader Sponsor.....	6%
Drama Coach.....	4%

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ABCE
10500

- 1.00 performance teachers and E eval, and Grandfatherd with HE or E eval
- 1.34 Perfomanc teachers with HE eval
- 0.75 Teachers currently below 47,000 minimum

total increase	7,000,000.00
W/out benefits	5,782,256.73
1.0 Weight increase	3785.00
new minimum	46,409.00 1,385.00