

**EXTRA CURRICULAR SALARY AND ADDITIONAL PAY FOR ADDITIONAL TIME
AND/OR RESPONSIBILITIES**

Section D.1. Extra Curricular Salary Schedule 2015-2018

A. High School Extra Curricular Salary Schedule: Each year high school will be allocated a fund equal to .05 of the base salary schedule plus \$4,151 for other minor club advisors which will be divided among employees depending upon student interest and needs. Budget #0206-28-LOC-4281

<u>High School Major Club Advisors</u>		<u>Campus wide</u>	<u>Small School</u>
i.	Annual	\$2,093	\$1,200
ii.	Band	\$3,947	
iii.	Chorus	\$1,252	
iv.	Drama*	\$1,992	
v.	Journalism	\$2,093	\$1,200
*(Campus wide theatrical productions)			Budget #0118-28-LOC-4233

B. Middle School Extra Curricular Salary Schedule: Each middle school shall be allocated annually a fund equal to .10 of the base salary for stipend support for projects such as but not limited to career day assistance, curriculum leadership, math competitions, computer related issues, science fair assistance and multicultural assistance. The principal and staff shall jointly determine the expenditure of the fund. Budget #0206-27-LOC-4281

<u>Middle School Major Club Advisors</u>		<u>Salary</u>	Budget #0118-28-LOC-4233
i.	Band	\$1,113	
ii.	Choral	\$1,113	

C. Elementary School Extra Curricular Salary Schedule: Each elementary school shall be allocated annually a fund equal to .07 of the base salary schedule for stipend support for projects such as but not limited to math competitions, spelling bee competition, Young Author's conference, computer related issues, curriculum fairs, leader positions and after school activities. The principal and staff shall jointly determine the expenditure of the fund. Budget #0205-27-LOC-4281

Section D.2. Additional Pay for Additional Time and/or Responsibilities 2013-15: The staff member and the building principal or supervisor will cooperatively determine how the extended time is to be used. In addition, if the extra pay is based on either an hourly or per diem rate, staff members will document the time for the purpose of payment.

A. Consultants: \$2,403 for responsibility, 1/36 of base salary for one additional week

B. Elementary Principal Designee/Educational Assistant (EA): Elementary Principal Designees and Educational Assistants shall receive responsibility stipends and additional time as outlined below: Budget #0180-23-LOC-4294

	EA Stipend	Designee Stipend
With 1.0 AP	N/A (assuming no EA)	\$500
With 1.0 EA	\$1000 stipend PLUS 3 days paid at per diem*	\$500
With .5 EA	\$750 stipend PLUS 1 day paid at per diem**	\$750
With no EA or AP	N/A	\$1500

*Full time EA two days prior to the start of school and one after (or as determined by mutual agreement of EA and principal).

** .5 EA one day prior to the start of school (or as determined by mutual agreement of EA and principal).

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3 C. Department Chairs: Secondary Department Chairpersons or Curriculum Leaders,
4 Middle School Curriculum Leaders, (Budget #0180-27-LOC-4234)

5 Special education Chairperson (Budget #2101-27-LOC-4234) (one per secondary
6 site), ELL Chair Person (Budget #0125-27-LOC-4234) are compensated based on
7 the number of people they support including themselves* according to the following:
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- 9 i. 1.1 – 1.9 FTE = \$412
10 ii. 2.0 – 2.9 FTE = \$810
11 iii. 3.0 – 5.0 FTE = \$1,220
12 iv. 5.1 – 7.0 FTE = \$1,624
13 v. 7.1 – 9.0 FTE = \$2,032
14 vi. 9.1+ FTE = \$2,432

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16 *There shall be no department chair stipend paid for a single person department.
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- 18 D. District Wide Coordinators: Head OT/PT, Head Psychologist, Head Speech Language
19 Pathologist, Head Teacher Multi-Handicapped Head Elementary and Secondary
20 Counselor(s)*, Head Special Education and Head Nurse receive \$2,039 for
21 responsibility, 1/36 of base salary for each week of authorized extended time.
22 *NOTE: If HEA member is not filling this role, the stipend will be split between the
23 lead counselors at the comprehensive high schools. (Object Code 4233)

- 24 E. Summer School: (Regular Education or Extended School Year), and Highline Evening
25 Learning Program Instructors receive \$30.00 per hour for teaching and for assigned
26 planning. Budget #7301-27

- 27 F. Librarians: Librarians receive 70 hours of extended time will be paid at the rate of 1/36 of
28 base salary per week for each building librarian. (Object Code 4294)

- 29 G. Social Workers: Social Workers receive 1/36 of base salary for one additional week.
30 (Object Code 4294)

- 31 H. Specialists: Specialists receive \$2,008 for responsibility, 1/36 of base salary for each
32 week of authorized time. (Object Code 4294)

- 33 I. Outdoor Education: Teachers participating in the outdoor education program will receive
34 \$120.00 per overnight stay for additional time and responsibility. All first time Waskowitz
35 teachers will receive per diem equal to the number of clock hours for completing the two
36 day camp orientation training. Budget #0108-27

- 37 J. Extra Duty: Staff members who are employed for extra work beyond the contractual
38 work year will be paid at the rate of \$30.00 per hour for the following: teaching
39 students or adults, leading or facilitating an activity, preparing and delivering
40 presentations or writing curriculum. Extra duties not otherwise listed in the Collective
41 Bargaining Agreement will be paid at the rate of \$26.00 per hour.

- 42 K. Leadership Team Fund: Each school will receive a fund to be divided equally among
43 certificated members of its leadership team. Each school will receive \$1,100 with an
44 additional \$1.00 per student enrollment, based on the October 1 count.

45 Budget #0208-27-LOC-4281

46 *Note: Base salary as used herein shall mean an individual's contractual salary, including an*
47 *earned Masters and/or Doctorate stipend, if applicable.*
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- L. Athletic Helper Rate: Athletic helpers that take tickets do timing, statistics or gym supervision will be paid \$16.67 per hour.
- M. Building Curriculum Fund: The building staff shall form a curriculum committee in order to determine the expenditure of this fund, which may include acquiring substitutes or compensating teachers for developing/integrating new curriculum or programs. Each school shall be allocated (based on enrollment on October 1 of current school year) annually a building curriculum fund as follows: Budget #0207-27

i.	High schools:		\$5,500
ii.	Middle schools:		\$3,500
	Elementary schools and small high schools: (per school*)		
iii.	<400	=	\$2,000
iv.	400 – 499	=	\$2,500
v.	500 – 599	=	\$3,000
vi.	>600	=	\$3,500
- N. Intramural Supervisor and Elementary School Chorus Advisor: Intramural funds will be expended as determined by the building principal. Staff members who accept assignments from the building principal to supervise intramural activities shall be compensated at the rate of \$13.78 per hour. Each supervisor will be paid up to a maximum of 28 hours per activity. The total amount expended for all intramural activities for a building shall not exceed the building's intramural allocation. For schools with Catch 21 grants, the 28 hour limit and intramural allocation limit will not apply. (Budget #0110-28-LOC-4233 Athletic; 0118-28-LOC-4233 Non-Athletic)
- O. Counseling: Each secondary school will be entitled to extended counseling time during the summer at the rate of ten (10) hours per each one hundred (100) pupils FTE assignment enrolled, or a major fraction thereof. The principal will select the counselor or counselors best suited to serve this program. Each will be paid at the rate of 1/36 of base salary per week. Elementary counselors will be paid at the rate of 1/36 of base salary per week for an additional five (5) days service. (Object Code 4294)
- P. Psychologists: Psychologist will receive four (4) additional days to be worked within two weeks of the first work day of each school year as verified by the Director of Special Services or Coordinator and paid at the per diem rate. 1/36 of base salary per week for authorized additional time. (Object Code 4294)
- Q. Specified Career and Technical Education: Specified Career and Technical Education staff receive 1/36 of base pay per week for authorized additional time.
- R. Cooperative Education Teachers receive extra days as indicated:

Number of qualified students (360 hrs worked)	Number of Days*
1 - 5	3
6 - 10	5
11 - 15	7
16 - 20	9
21 - 25	11
26 - 30	13
31 - 35	15
Each additional 4 students	Increase by 2

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41 *Note: Base salary as used herein shall mean an individual's contractual salary, including an*
42 *earned Masters and/or Doctorate stipend, if applicable.*
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3 S. Vocational Information Specialists: Vocational Information Specialists receive 5 days.
- 4 T. Occupational Skills Center Teachers: The student count will be determined October 1
5 for the first semester and February 1 for the second semester of each school year. The
6 staff member and the building principal will cooperatively determine how the extended
7 time is to be used. (Object Code 4294)
- 8 i. Time, Responsibility and Incentive (TRI) schedule is less than \$5,000
- 9 (a). Up to 10 student FTE = 1 day
10 (b). 11 to 15 student FTE = 6 days
11 (c). 16 or more student FTE = 11 days
- 12 ii. Time, Responsibility and Incentive (TRI) schedule exceeds \$5,000
- 13 (a). Up to 10 student FTE = 1 day
14 (b). 11 to 15 student FTE = 5 days
15 (c). 16 or more student FTE = 10 days
- 16 iii. Time, Responsibility and Incentive (TRI) schedule exceeds \$6,000
- 17 (a). Up to 10 student FTE = 1 day
18 (b). 11 to 15 student FTE = 5 days
19 (c). 16 or more student FTE = 9 days
- 20 iv. Time, Responsibility and Incentive (TRI) schedule exceeds \$7,000
- 21 (a). Up to 10 student FTE = 1 day
22 (b). 11 to 15 student FTE = 5 days
23 (c). 16 or more student FTE = 8 days
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- 25 U. Vocational Student Organization Advisor: Vocational student organization advisors
26 (DECA, FHA/HERO, FBLA, FFA, VICA and newly constituted and approved
27 organizations) who submit an annual plan of work to the vocational administrator by
28 October 1 will receive five (5) extra days at per diem. Advisors of large chapters with
29 greater than forty (40) officially-enrolled student members will receive an additional three
30 (3) extra days. There will be a maximum of one (1) extended time stipend per
31 organization within each school. Co-advisors will share the extended time stipend.
- 32 V. Multiple Stations: A teacher whose appointment is split between two buildings will be
33 paid for one day of extended time at per diem rate. One-half day is to be utilized before
34 the work year and one-half day following the work year. This does not apply to itinerant
35 personnel.
- 36 W. District Initiated Personnel Actions and Construction/Remodeling: Staff members
37 directed by the building principal or supervisor to prepare and/or move instructional
38 materials, furniture, equipment in order for their room to be vacated due to non-bond
39 related school closure, remodeling, district program relocation to another building site or
40 district initiated personnel action (Article 8, Personnel Actions, Section 8.9. Involuntary
41 Transfer) shall receive an additional half day's (.5) compensation.

Budget 0180-27-LOC-4233

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44 *Note: Base salary as used herein shall mean an individual's contractual salary, including an*
45 *earned Masters and/or Doctorate stipend, if applicable.*
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APPENDIX D

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- i. Staff members of at least .5 FTE in a building who move as a result of bond related school closure, construction, remodeling or district program relocation shall receive two (2) days compensation at the district average per diem.
- ii. Staff of less than .5 FTE shall receive two (2) days compensation at the average district per diem multiplied by their FTE in the building.
- iii. For both bond related and non-bond related moves the principal may designate additional compensated time as needed for any building staff member, but such amount shall not exceed a total equal to the number of classroom teachers who vacated their classroom times .75 days.

X. Building Improvement Fund: Each building will be allocated funds as indicated. The principal and staff will jointly determine the expenditure of the fund. If consensus cannot be reached, then the principal shall make the final decision regarding expenditures. The funds may only be expended for projects that improve the quality of building and classroom learning environment. Clarification Note: the building improvement funds which are listed as a percentage of base – it is intended that the base referred to is education BA with 0 years of experience (the formula that generate the base is described as BA+0/0).

Budget # 0203-27

Student F.T.E. enrollment on October 1	
0 - 350	.05 Base (BA+0/0)
351 - 700	.07 Base (BA+0/0)
701 - 1000	.09 Base (BA+0/0)
1001 - up	.11 Base (BA+0/0)

Y. Computer Technology Representatives: Elementary with less than 120 networked computers: \$1,250 for additional responsibility. Elementary with 120 or more networked computers: \$2,250 for additional responsibility. Secondary: \$2730 for additional responsibility. [See Letter of Agreement, page 118] Budget# 0196-27-LOC-4333

Z. Vocational Family and Consumer Science (Life Skills): For Family and Consumer Science Education (FACSE) teachers employed prior to the 2005-2006 school year, the teaching day will consist of a five (5) period teaching day with contractual extended time using the formula:

- i. Sum of $((1\frac{1}{2} \text{ hours} \times \text{number of students})/2) \times$ “individual hourly rate” figured each semester.
- ii. All other FACSE teachers will receive five (5) days at per diem, multiplied by the teacher’s FACSE FTE.

Note: Base salary as used herein shall mean an individual's contractual salary, including an earned Masters and/or Doctorate stipend, if applicable.

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AA. NBPTS Facilitator Compensation:

	Module Zero	Module 1	Module 2	Module 3	Module 4	Retake	Renewal
Instructional Hours per module per cohort.*	6hours	3 hours	18 hours	18 hours	18 hours SY 16-17 Anticipated – may be adjusted based on NBCT release of Module 4	Up to 6 hours per candidate	Up to 6 hours per candidate
Total Instructional Hours for a given cohort X \$30 X 1.5 to cover planning	\$270	\$135	\$810	\$810	\$810		
Reading/feedback on written submissions			\$150 per participant above 6 candidates	\$150 per participant above 6 candidates	\$150per Participant above 6 candidates	Flat Rate of \$270 per candidate	Flat rate of \$270 per candidate

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* Cohort ratios are a maximum of 30:1 for Modules 0 and 1; cohort ratios are a maximum of 10:1 for Modules 2, 3, and 4.

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