

## ADDITIONAL SERVICE PAY SCHEDULE

### 1. ADDITIONAL SERVICE ASSIGNMENTS

#### 1.1. REGULAR SUMMER SCHOOL SALARY

Starting with regular summer school for the 2015-2016 school year and for each year thereafter, regular summer school contracts shall be paid based on the bargaining unit member's hourly rate of pay.

#### 1.2. SUPPLEMENTAL COMPENSATION FOR DISTRICT-ASSIGNED WORK

Effective July 1, 2023

43.22 per Hour

Supplemental compensation includes but is not limited to the following District assigned work:

- After school Collaboration
- After/before school Tutor
- Study Hall supervisor
- Nurse Lead

### 2. EXTRA PAY FOR EXTRA SERVICES PAY SCHEDULE

#### 2.1. GENERAL CONDITIONS

2.1.1. No employee may hold identical contracts at any one time.

2.1.2. As a general rule EPES Contracts cannot be shared between two or more individuals. Should a school site need an exception in order to benefit the needs of the students or the program, a contract may be split equally between two individuals with prior approval obtained from both the school site administrator and the individuals.

2.1.3. The principal shall first seek applicants for these assignments from the on-site members of the bargaining unit.

2.1.4. For the first year of implementation, the right of the first refusal shall be given to that bargaining unit member who had directed that activity in the previous year and who in the judgment of the site principal, performed in a satisfactory manner. In the absence of such satisfactory judgment, the principal shall be free to select as follows:

1. Site applicant bargaining unit member
2. Other site bargaining unit member
3. Other qualified person

2.1.5. Extra Pay For Extra Services Coaching Placement Criteria  
Step 1= Coaching with no experience in assigned sport

- Step 2= Coaching with 1 year of experience in assigned sport in/out of district\*
- Step 3= Coaching with 2 years of experience in assigned sport in/out of district\*
- Step 4= Coaching with 3 years of experience in assigned sport in/out of district\*
- \*Elementary or Middle School Experience= Equivalent pay step or next step higher

**Extra Pay For Extra Services Activity Placement Criteria**

- Step 1= No experience in specific activity
- Step 2= 1 year of experience in specific activity in/out of district\*
- Step 3= 2 years of experience in specific activity in/out of district\*
- Step 4= 3 years of experience in specific activity in/out of district\*
- \*Elementary or Middle School Experience= Equivalent pay step or next step higher

2.1.6 All school site administrators/principals shall notify all bargaining unit members at the beginning of the first three quarters of each academic year of all Extra Pay For Extra Services (EPES) contracts that are open/unfilled at their school site; including Goal 2 opportunities.

**2.2 ELEMENTARY SCHOOL ACTIVITIES**

2.2.1 Employees who accept assignments by the principal to be responsible for any of the activities listed below will receive \$43.22 per hour effective July 1, 2023. The employee and principal must mutually agree upon the number of hours required for a specific activity. Lacking such agreement, the employee has the right to refuse the assignment.

Effective July 1, 2023 effective rate will be \$43.22

**ACTIVITY SCHEDULE:**

- |                          |                            |
|--------------------------|----------------------------|
| 1. Noontime Activities   | 8. Major Fund Raiser       |
| 2. Student Council       | 9. Talent Show             |
| 3. Math Competition      | 10. Field Day              |
| 4. Spelling Competition  | 11. Science Fair           |
| 5. Peach Blossom Schools | 12. Special School Project |
| 6. Pep and Cheer         |                            |
| 7. Dance Groups Schools  |                            |

**2.3**

**ELEMENTARY ATHLETICS**

2.3.1 Employees will be paid **\$1,093.06** for each of the following activities:

- |               |               |           |
|---------------|---------------|-----------|
| Basketball-B  | Flag Football | Track-B   |
| Basketball-G  | Softball- B   | Track-G   |
| Cross Country | Softball- G   | Wrestling |

Soccer- B

Soccer- G

Volleyball

2.4 **ELEMENTARY OUTDOOR EDUCATION CAMP**

2.4.1 Employees will be paid **\$165.51** per night effective July 1, 2023 — limit one contract per class.

2.5 **ELEMENTARY TRAFFIC PATROL SUPERVISION**

Program I	1 1/2 to 2 hours per week	\$1,670.06/Maximum per year
Program II	2 to 2 1/2 hours per week	\$1999.38/Maximum per year
Program III	2 1/2 to 3 hours per week	\$2,333.92/Maximum per year

4. **EXTRA PAY AMOUNTS – MIDDLE SCHOOL ACTIVITIES**

ATHLETICS			1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
Athletic Stipend	7-8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Baseball- B	7	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Baseball- B	8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Basketball- B	7	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Basketball- B	8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Basketball- G	7	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Basketball- G	8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Cross Country- B&G	7-8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Football	7-8	(2)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Golf- B&G	7-8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Soccer- B	7	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Soccer- B	8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Soccer- G	7	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Soccer- G	8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Softball-G	7	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Softball-G	8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Tennis-B&G	7-8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79

Track-B&G	7	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Track-B&G	8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Volleyball-B	7	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Volleyball-B	8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Volleyball-G	7	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Volleyball-G	8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Water Polo-B&G	7-8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Wrestling-B&G	7-8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
<b>Coed Lifetime Sports</b>	(1)		\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Athletic Director	(1)		\$3,568.24	\$4,285.08	\$4,996.63	\$5,716.08
Athletic Director -Assistant	(1)		\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79

**STUDENT ACTIVITIES**

Campus Culture Director	(1)		\$3,568.24	\$4,285.08	\$4,996.63	\$5,716.08
Campus Culture Assistant	(1)		\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Campus Culture Minor Assistant	(1)		\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Pep/Cheer	7-8	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79

( )Number inside indicates number of teachers in this category at one school.

**5. EXTRA PAY AMOUNTS – MIDDLE SCHOOL ACTIVITIES**

**DEPARTMENT CHAIRS**

Language Arts	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Math	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Physical Education	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Science	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Social Studies	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Special Education	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32

\*Effective July 1, 2019, unit members shall begin earning year increases for Middle School Department Chair stipends starting at year 1.

**ACADEMIC CLUBS** with Competitions (See list of academic clubs below)

Academic Clubs with Competitions are defined as those student organizations that are academic in scope, field a team, and hold practices for the purpose of competing in a competition which is selected from an existing network of competitions, and sponsored by any of the following groups. District/State Offices of Education or Local/State/National Educational Associations

Academic Pentathlon	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
History Day	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Math Competition	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Music	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Science Fair	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Spelling Bee	(1)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Technology Competition	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
Other Academic Competitions	(2)	\$1,505.06	\$1,806.63	\$2,137.25	\$2,457.32
Esports	(1)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79

( )Number inside indicates number of teachers in this category at one school

#### 6. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

ATHLETICS		1 <sup>ST</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
Athletic Director	(1)	\$5,129.97	\$6,052.02	\$6,763.56	\$7,488.30
Athletic Director-Assistant	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Badminton – G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Badminton – G Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Baseball – Head	(1)	\$4,798.22	\$5,509.76	\$6,223.96	\$6,930.19
Baseball- Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Baseball- J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Baseball- Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Basketball- B Head	(1)	\$4,798.22	\$5,509.76	\$6,223.96	\$6,930.19
Basketball- B Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Basketball- B J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Basketball- B Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Basketball- G Head	(1)	\$4,798.22	\$5,509.76	\$6,223.96	\$6,930.19
Basketball- G Assistant V	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Basketball- G J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Basketball- G Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17

Competitive Sport Cheer-G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Cross Country- B Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Cross Country- G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Cross Country- B & G Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Football – Head	(1)	\$5,129.97	\$6,052.02	\$6,763.56	\$7,488.30
Football – Assistants	(8)	\$4,086.69	\$4,798.22	\$5,509.76	\$6,223.96
Football – Frosh	(2)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Golf – B Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Golf – G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Lacrosse – G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Lacrosse – G Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Soccer-B-Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Soccer-B Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Soccer-B J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Soccer-B Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Soccer-G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Soccer-G Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Soccer-G J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Soccer-G Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Softball-G Head	(1)	\$4,798.22	\$5,509.76	\$6,223.96	\$6,930.19
Softball-G Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Softball-G J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17

( )Number inside indicates number of teachers in this category at one school.

## 7. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

ATHLETICS		1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
Softball- G Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Swimming- B Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Swimming-G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Swimming-Assistant J.V. or Diving	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Tennis-B Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Tennis-G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17

Tennis- B Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Tennis-G Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Track-B Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Track-G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Track Assistant	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Track-Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Unified Sport-Basketball (SPED/Gen Ed)	(2)	\$1,431.00	\$1,785.45	\$2,134.61	\$2,486.40
United Sport-Soccer (SPED/Gen Ed)	(2)	\$1,431.00	\$1,785.45	\$2,134.61	\$2,486.40
Unified Sport-Track (SPED/Gen Ed)	(2)	\$1,431.00	\$1,785.45	\$2,134.61	\$2,486.40
Volleyball-G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Volleyball-G Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Volleyball-G J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Volleyball-G Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Volleyball-B Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Volleyball-B Assistant V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Volleyball-B J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Volleyball-B Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Water Polo-B Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Water Polo-B J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Water Polo-G Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Water Polo-G J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Wrestling-Head	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Wrestling-J.V.	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Wrestling-Frosh	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17

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#### 8. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

BAND	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
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Year 2023-2024:  
6% pay increase effective 7/1/2023  
Board Approved: 9/13/2023

Band Director	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Band Assistant	(1)	\$3,562.96	\$4,279.79	\$4,988.67	\$5,702.84
Band Specialty	(2)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17

**ORCHESTRA**

Orchestra	(1)	\$2,856.74	\$3,562.96	\$4,279.79	\$4,623.64
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**CADETS**

A Activities	(2)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
B Activities		\$2,126.66	\$2,856.74	\$3,562.96	\$4,279.79
C Activities		\$1,079.20	\$1,431.00	\$1,785.45	\$2,134.61

**CLASS SPONSORS**

Freshman Class**	(1)	\$3,213.81	\$3,848.63	\$4,501.98	\$5,131.52
Sophomore Class**	(1)	\$3,213.81	\$3,848.63	\$4,501.98	\$5,131.52
Junior Class**	(1)	\$3,213.81	\$3,848.63	\$4,501.98	\$5,131.52
Senior Class**	(1)	\$3,213.81	\$3,848.63	\$4,501.98	\$5,131.52

\*\*Contract may be split into (2) Co-Sponsor Contracts

<b>DEPARTMENT CHAIRS</b>					
Art	(1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
Career Technical Education	(1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
World Language	(1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
Language Arts	(1)	\$4,234.83	\$4,443.28	\$5,015.14	\$5,398.68
Mathematics	(1)	\$4,234.83	\$4,443.28	\$5,015.14	\$5,398.68
Music	(1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
Physical Education	(1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
Science** (if only one Science Chair) OR	(1)	\$4,234.83	\$4,443.28	\$5,015.14	\$5,398.68
**Natural Science (see asterisk if 2 Science Chairs)	OR (1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
**Physical Science (see asterisk if 2 Science Chairs)	OR (1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
Social Science	(1)	\$4,234.83	\$4,443.28	\$5,015.14	\$5,398.68
Special Education	(1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
Nurse (As determined by health services)		\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99

\*DEPARTMENT CHAIRS Effective—bargaining unit members currently receiving a Department Chair stipend for Natural Science, or Physical Science shall not be negatively impacted as a result of the 2017/18 revision to the EPES schedule so long as they continue to perform the duties and responsibilities in a satisfactory manner. Upon the relinquishment or release of the stipend of the employee, the stipend shall follow the most recent language of the Collective Bargaining Agreement and shall be paid accordingly.

\*\*If a school site's Science Department determines that separate Department Chairs are necessary for both Natural Science and Physical Science, there will not be a single Science Department Chair, but two Chairs at the rate listed above.



( )Number inside indicates number of teachers in this category at one school.

**9. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES**

<b>DRAMA FORENSICS</b>		<b>1<sup>st</sup> Year</b>	<b>2<sup>nd</sup> Year</b>	<b>3<sup>rd</sup> Year</b>	<b>4<sup>th</sup> Year</b>
Drama-Head	(1)	\$3,562.96	\$4,279.79	\$4,988.67	\$5,702.84
Drama-Assistant	(1)	\$2,486.40	\$3,200.58	\$3,917.42	\$4,623.64
Forensics-Head	(1)	\$3,562.96	\$4,279.79	\$4,988.67	\$5,702.84
Forensics-Assistant	(1)	\$2,486.40	\$3,200.58	\$3,917.42	\$4,623.64
<b>PEP GROUPS</b>					
Pep/Cheer Head	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Pep/Cheer Assistant V.	(1)	\$1,608.24	\$2,317.11	\$2,629.24	\$3,322.26
Pep/Cheer J.V.	(1)	\$1,608.24	\$2,317.11	\$2,629.24	\$3,322.26
Pep/Cheer Frosh	(1)	\$1,431.00	\$1,785.45	\$2,134.61	\$2,486.40
<b>PUBLICATIONS</b>					
Publication/Media	(1)	\$3,562.96	\$4,279.79	\$4,988.67	\$5,702.84
Yearbook	(1)	\$3,562.96	\$4,279.79	\$4,988.67	\$5,702.84
<b>VOCAL MUSIC</b>					
Vocal Music Head	(1)	\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
Vocal Music Assistant	(1)	\$2,856.73	\$3,562.95	\$4,279.78	\$4,623.63
<b>STUDENT ACTIVITIES</b>					
Campus Culture Director	(1)	\$5,335.17	\$6,052.02	\$6,763.55	\$7,488.30
Campus Culture Assistant	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Campus Culture Minor Asst	(1)	\$1,502.43	\$1,803.96	\$2,134.60	\$2,452.00

( )Number inside indicates number of teachers in this category at one school.

**10. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES**

ACADEMIC CLUBS (See list of academic clubs below)

<b>ACADEMIC CLUBS</b>	(7)	\$2,576.34	\$3,142.38	\$3,716.38	\$4,279.79
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Academic Clubs are defined as those student organizations that are academic in scope, field a team, and/or hold practices or regular meetings for the purpose of participating in a sanctioned event or competition sponsored by District/County/State Offices of Education and/or Local State/National Educational Associations.

- Academic Decathlon
- Distributive Clubs of America
- Future Business Leaders of America

Future Farmers of America  
 History Days  
 Junior Engineering & Technical Society (JETS)  
 Math Competition

Math, Engineering, Science Association (MESA)  
 Mock Trial  
 Model U.N. Program  
 Science Fair  
 Vocational Industrial Clubs of America  
 Esports

**Other Club**

Marimba Dancers (Roosevelt Only)	\$1,608.24	\$1,930.93	\$2,243.06	\$2,573.71
Rock Climbing (Grades 9-12)	\$1,558.53	\$1,944.58	\$1,992.73	\$2,321.13
Ski/Snowboarding (Grades 9-12)	\$2,890.13	\$3,525.11	\$4,169.00	\$4,801.04

Club Sponsors at senior high schools, who perform work equivalent to the regular rotational duties assigned senior high teachers, shall be excluded from such rotational duty.

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**5. EXTRA PAY AMOUNTS – ERMA DUNCAN POLYTECHNICAL HIGH SCHOOL ACTIVITIES**

		1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
All-Sports Director	(1)	\$2,571.07	\$3,137.10	\$3,708.44	\$4,271.85

**CLASS SPONSORS**

Freshman Class**	(1)	\$4,934.16	\$5,082.18	\$5,234.65	\$5,391.68
Sophomore Class**	(1)	\$4,934.16	\$5,082.18	\$5,234.65	\$5,391.68
Junior Class**	(1)	\$4,934.16	\$5,082.18	\$5,234.65	\$5,391.68
Senior Class**	(1)	\$4,934.16	\$5,082.18	\$5,234.65	\$5,391.68

\*\*Contract may be split into (2) Co-Sponsor Contracts

**STUDENT ACTIVITIES**

Campus Culture Director	(1)	\$5,129.97	\$6,052.02	\$6,763.56	\$7,488.30
Campus Culture Assistant	(1)	\$4,279.79	\$4,988.67	\$5,702.84	\$6,401.17
Campus Culture Minor Asst	(1)	\$1,502.43	\$1,803.96	\$2,134.60	\$2,452.00

**DEPARTMENT CHAIRSPERSON**

Career Technical	(1)				
Education		\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
World Language	(1)	\$4,234.83	\$4,443.28	\$5,015.14	\$5,398.68
Health Science/Medical	(1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99

Language Arts	(1)	\$4,234.83	\$4,443.28	\$5,015.14	\$5,398.68
Mathematics	(1)	\$4,234.83	\$4,443.28	\$5,015.14	\$5,398.68
Physical Education	(1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99
Science	(1)	\$4,234.83	\$4,443.28	\$5,015.14	\$5,398.68
Social Science	(1)	\$4,234.83	\$4,443.28	\$5,015.14	\$5,398.68
Special Education	(1)	\$3,213.81	\$3,528.57	\$3,848.63	\$4,173.99

**FORENSICS**

Forensics-Head	(1)	\$3,562.96	\$4,279.79	\$4,988.67	\$5,702.84
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**PUBLICATIONS**

Publication/Media	(1)	\$3,562.96	\$4,279.79	\$4,988.67	\$5,702.84
Yearbook	(1)	\$3,562.96	\$4,279.79	\$4,988.67	\$5,702.84

()Number inside indicates number of teachers in this category at one school.

5. **EXTRA PAY AMOUNTS – ERMA DUNCAN POLYTECHNICAL**

**HIGH SCHOOL ACTIVITIES**

		1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
<b>ACADEMIC CLUBS AND COMPETITIONS (See list below)</b>	(8)	\$2,571.07	\$3,137.10	\$3,708.44	\$4,271.85

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- Academic Decathlon
- Distributive Clubs of America
- Future Business Leaders of America
- Future Farmers of America
- Math, Engineering, Science Association (MESA)
- Model U.N. Program
- Mock Trial
- Science Fair
- Vocational Industrial Clubs of America

		1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
<b>CADETS</b>	(2)				
A Activities		\$3,200.58	\$3,917.42	\$4,623.64	\$5,335.17
B Activities		\$2,126.66	\$2,856.74	\$3,562.96	\$4,279.79
C Activities		\$1,079.20	\$1,431.00	\$1,785.45	\$2,134.61

()Number inside indicates number of teachers in this category at one school.