

# Appendix D

## Extra Duty Pay Schedule

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### EXTRA DUTY PAY SCHEDULE

1.0 Any coaching and advisory position that is vacant during the school year, as a result of resignation, termination or creation of a new position, may be posted at that time. These mid-year positions must be posted a minimum of ten (10) workdays. Other than any mid-year vacancies, unit members interested in a coaching or advisory assignment for the following school year shall apply for consideration on or before April 1st of each year. The principal or designee shall consider the experience, qualifications and performance of each unit member requesting consideration and annually select the best-qualified person for the extra duty pay assignment. The administration shall attempt when possible to complete this process before the end of the school year. The District shall not be obligated to fill all extra duty pay assignments each year.

1.1 Athletic coaching positions will be posted and selected immediately following the conclusion of each sport's season. One week after the final contest of a sport, the coaching position will be posted for a minimum of 10 school days, followed by the selection process. An example would be: Football Team "A" finishes their last game on November 10<sup>th</sup>. The school site would then post the position no earlier than November 17<sup>th</sup>, and it would remain posted for a minimum of 10 school days. This time-line concept would apply to every sport of the Fall and Winter seasons.

All openings for Spring coaching positions will be posted May 1<sup>st</sup> for a period of 10 school days and then the selection process will take place.

2.0 The administration shall attempt to assign extra duty pay assignments to members of the staff at the site where the assignment is available when possible. It may be necessary to utilize non-certificated temporary athletic team coaches under circumstances wherein an annual search among the District's certificated employees has not identified coaching personnel able to fulfill the District's coaching needs.

3.0 Coaching and advisory stipends may be shared by unit members when two or more individuals are assigned to do a coaching or advisory job. However, unless otherwise provided for in the Agreement, there shall be no more than one stipend at each site.

4.0 All extra duty pay assignments must be Board approved and provided for in this Agreement.

5.0 The stipends listed in 5.0 below are the maximum amounts to be paid by the District for extra duty assignments and for services rendered on or after July 1, 1994. The ratios are based upon of Column 2, Step 3 of the teacher's salary schedule.

#### 5.1 COACHING

When both a boys and girls team is fielded, each team shall have a separate coach when possible and each coach shall receive a stipend. To the extent a unit member takes on two (2) assignments and receives two (2) stipends, practices shall not normally be held concurrently.

5.1.1 Varsity coaches whose teams qualify for extended seasons (CIF regulation playoffs/finals) shall receive additional compensation derived by dividing the number of weeks or partial weeks by the number of weeks of regular season play as defined by CIF, beginning at the "practice begins" date through the "date of Last Contest" date. School holidays of Christmas Holiday and Spring Break shall not count as weeks of regular session play.

#### 5.2 COACHING

5.2.1 Athletic Coordinator .095

5.2.2 Head Coach (Baseball, Basketball, Football, Track & Field, Wrestling, Softball, Volleyball) .08

5.2.3	Head Coach (Cross Country, Golf, Soccer, Tennis, Swimming)	.075
5.2.4	Assistant Coach (all sports)	.06
5.2.5	Athletic Trainer (per 12 weeks)	.06

### 5.3 ADVISORS

Curriculum related clubs are defined as clubs that meet regularly on campus and are actively involved in representing both the school and the District in competition with other schools and Districts.

The Alternative Education Programs shall have up to ten (10) stipends from the extra duty schedule. For the purposes of extra curricular activities all alternative programs will be treated as "one site." The Alternative Education Program principal and unit member will annually agree upon the scope and responsibilities of each position.

5.3.1	ASB/Leadership	.095*
5.3.2	Curriculum Related Activities (To include, but not limited to: Academic Decathlon, DECA, Citizen Bee, FBLA, FFA, FHA, Mathletes, VICA, CSF, Environmental Coord, Tutorial Coord, Renaissance Testing Coord, ELL Coord, GATE, Grad Club, House Coord, National Honor Society, Reading Club)	.05
5.3.3	Advanced Placement Coordinator	.05
5.3.4	Drama	.06
	5.3.4.1 Stagecraft/Set Construction	.06
5.3.5	Dance Team	.06
5.3.6	ICC (Inter-Campus Communication Council)	.07
5.3.7	Music	
	5.3.7.1 Instrumental Director	.095
	5.3.7.2 Field Percussion	.075
	5.3.7.3 Vocal Director	.085
	5.3.7.4 Jazz Ensemble	.075
	5.3.7.5 Field Guard	.075
	5.3.7.6 Field Drill	.075
5.3.8	Pep Squad	.06
5.3.9	Speech	.05

5.3.10	Student Newspaper	
	5.3.10.1	Journalism .07*
	5.3.10.2	Printing .05
5.3.11	Yearbook	.07*
5.3.12	Class Advisor	.05
5.3.13	On Site Production/Publication	.05
5.3.14	Inter-Mural	.05
5.3.15	World-wide Web	.05
5.3.16	Dress for Success Advisor	.05
5.3.17	HOSA Advisor	.05
5.3.18	Cadet Corps Advisor	.05
5.3.19	Conflict Resolution Coordinator	.04
5.3.20	Robotics Advisor	.07
5.3.21	Theater Manager	.06
5.3.22	Title I Site Coordinator	.08
5.3.23	Title IV Site Coordinator	.04
5.3.24	TUPE Coordinator	.04
5.3.25	Site Senior Project Coordinator	.095
5.3.26	District Mock Trial Coordinator	.05
5.3.27	Science Safety Coordinator	.05
5.3.28	District Senior Project Coordinator	.95

Criteria to be developed regarding the number of performances required for the stipend to be earned.

## 6.0 DAILY AND HOURLY CERTIFICATED SALARY SCHEDULE

Effective for services performed on or after July 1, 1994.

### 6.1 DAILY RATE

The daily rate of .005495 of Column II, Step 3 salary schedule (Appendix B) shall be paid for extended employment assigned by the District, which is beyond the unit member's basic employment contract. The daily rate includes payment for six (6) hours per day.

6.2 HOURLY RATE

The hourly rate of .00075 of Column II, Step 3 of salary schedule (Appendix B) shall be paid for the following types of assignment beyond the unit member's basic employment contract when assigned by the District.

6.2.1 Home teaching, GATE, period substitute, summer session, Driver's Training and any other hourly assignments that may be offered on an as needed basis.

6.3 ADULT EDUCATION

Unit members working as Adult Education Teachers shall be paid as per section 6.2.

7.0 Salary schedule for authorized positions for which additional income is included in the basic contract effective for services performed on or after July 1, 1994.

7.1 GUIDANCE COUNSELOR; PROGRAM SPECIALIST; NURSE; WORK EXPERIENCE COORDINATORS - Placement on the Certificated Salary Schedules x (times):

- Ratio 1.02 for the first year
- Ratio 1.04 for the second year
- Ratio 1.06 for the third and subsequent years.
- Ratio 1.18 for Head Counselors.

7.1.1 Counselors who provide services to students enrolled in Independent Study shall be paid \$3,000 per year for serving up to 115 students and \$4,500 per year for servicing 116 or more students.

7.2 DEPARTMENT CHAIRPERSON

Contingent upon the table of organization authorized for the individual school (guidance department included). The ratios are based on Column 2, Step 3, of the certificated salary schedule (Appendix B).

7.2.1 DEPARTMENT SIZE	ANNUAL RATE OF PAY EFFECTIVE July 1, 1994
1.0 3 Teachers	.036
3.2 7 Teachers	.043
7.2 11 Teachers	.051
11.2 15 Teachers	.058
15.2 20 Teachers	.065
20.2 plus Teachers	.072

8.0 COUNSELORS shall have a work year of 197 days with the exception of Desert Winds/CDC counselors who shall have a work year of 195 days. Head Counselors shall have a work year of 200 days. Work Experience Coordinators shall have a work year of 195 days.

9.0 AGRICULTURE TEACHERS

All Agriculture teachers will receive an additional twenty days of extended contract at their daily rate of pay based upon periods taught as outlined below:

- 1 period of Agriculture class = 4 days of extended contract time.
- 2 periods of Agriculture class = 8 days of extended contract time.
- 3 periods or more of Agriculture class = 20 days of extended contract time.

All Agriculture teachers will receive up to an additional ninety hours of pay at the district rate for project supervision duties based upon periods taught as outlined below:

1 period of Agriculture class = 18 hours of pay.

2 periods of Agriculture class = 36 hours of pay.

3 periods or more of Agriculture class = 90 hours of pay.

- 10.0 Effective 2007-2008 school year, add one "Initial IEP" stipend position of \$1,500.00 to each comprehensive site; it will be the responsibility of the unit member who holds this stipend position to handle all initial IEP's at their respective site, including placement and processing protocols.