

APPENDIX F Extra Pay Schedule for Extra Duties

Men's Athletics			2011-2012					2012-2013					
SPORT	Pts	Total Assigned	Experience	0-3 years	4-6 years	7-8 years	9+ years	Pts	ASSIGNMENT	0-3 years	4-6 years	7-8 years	9+ years
			ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV			STEP I	STEP II	STEP III	STEP IV
Trainer		5	Trainer	10980	11199	12042	12702		Trainer	10980	11199	12042	12702
Asst. Trainer		5	Asst. Trainer	6494	6625	7155	7324		Asst. Trainer	6494	6625	7155	7324
Football	46	5	Head Varsity	6035	6698	7032	7473	48	Head Varsity	6297	6989	7338	7798
Football	46	10	Asst. Varsity	3879	4306	4522	4751	48	Asst. Varsity	4047	4493	4718	4958
Football	46	5	Jr. Varsity	3879	4306	4522	4751	48	Jr. Varsity	4047	4493	4718	4958
Football	46	5	Head Sophomore	3879	4306	4522	4751	48	Head Sophomore	4047	4493	4718	4958
Football	46	10	Asst. Sophomore	3232	3590	3770	3962	48	Asst. Sophomore	3372	3746	3934	4134
Football	46	5	Head Freshman	3879	4306	4522	4751	48	Head Freshman	4047	4493	4718	4958
Football	46	10	Asst. Freshman	3232	3590	3770	3962	48	Asst. Freshman	3372	3746	3934	4134
Football	85	8	Head MS	2290	2542	2668	2836	85	Head MS	2290	2542	2668	2836
Football	85	8	Asst. MS	1994	2214	2324	2443	85	Asst. MS	1994	2214	2324	2443
Cross Country	28	5	Head Varsity	3673	4077	4281	4549	29	Head Varsity	3805	4222	4434	4711
Basketball	46	5	Head Varsity	6035	6698	7032	7473	46	Head Varsity	6035	6698	7032	7473
Basketball	46	5	Jr. Varsity	3879	4306	4522	4751	46	Jr. Varsity	3879	4306	4522	4751
Basketball	46	5	Head Sophomore	3879	4306	4522	4751	46	Head Sophomore	3879	4306	4522	4751
Basketball	46	5	Asst. Sophomore	3232	3590	3770	3962	46	Asst. Sophomore	3232	3590	3770	3962
Basketball	46	5	Head Freshman	3879	4306	4522	4751	46	Head Freshman	3879	4306	4522	4751
Basketball	46	5	Asst. Freshman	3232	3590	3770	3962	46	Asst. Freshman	3232	3590	3770	3962
Basketball	78	8	Head MS	2101	2332	2448	2602	78	Head MS	2101	2332	2448	2602
Basketball	78	8	Asst. MS	1830	2032	2133	2242	78	Asst. MS	1830	2032	2133	2242
Swimming	31	5	Head Varsity	4067	4514	4739	5036	31	Head Varsity	4067	4514	4739	5036
Swimming	31	5	Asst. Varsity	2614	2902	3047	3202	31	Asst. Varsity	2614	2902	3047	3202

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Men's Athletics			2011-2012					2012-2013					
SPORT	Pts	Total Assigned	Experience	0-3 years	4-6 years	7-8 years	9+ years	Pts	Experience	0-3 years	4-6 years	7-8 years	9+ years
			ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV		ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Wrestling	42	5	Head Varsity	5510	6115	6421	6823	43	Head Varsity	5641	6261	6574	6986
Wrestling	42	5	Jr. Varsity	3541	3932	4129	4338	43	Jr. Varsity	3626	4025	4227	4441
Wrestling	42	5	Head Sophomore	3541	3932	4129	4338	43	Head Sophomore	3626	4025	4227	4441
Wrestling	42	5	Head Freshman	3541	3932	4129	4338	43	Head Freshman	3626	4025	4227	4441
Wrestling		8	+MS						+MS				
Wrestling		8	+Asst. MS						+Asst. MS				
Baseball	39	5	Head Varsity	5116	5678	5962	6336	40	Head Varsity	5248	5824	6115	6498
Baseball	39	5	Head Sophomore	3288	3651	3834	4028	40	Head Sophomore	3373	3744	3932	4132
Baseball	39	5	Head Freshman	3288	3651	3834	4028	40	Head Freshman	3373	3744	3932	4132
Golf	26	5	Head Varsity	3411	3786	3975	4224	26	Head Varsity	3411	3786	3975	4224
Tennis	30	5	Head Varsity	3936	4368	4586	4874	30	Head Varsity	3936	4368	4586	4874
Gymnastics	33	5	Head Varsity	4329	4805	5045	5361	33	Head Varsity	4329	4805	5045	5361
Gymnastics	33	5	Asst. Varsity	2783	3089	3244	3409	33	Asst. Varsity	2783	3089	3244	3409
Track	38	5	Head Varsity	4985	5533	5809	6173	41	Head Varsity	5379	5970	6268	6661
Track	38	10	Asst. Varsity	3204	3557	3735	3925	41	Asst. Varsity	3457	3838	4030	4235
Track		8	+Head MS						+Head MS				
Track		8	+Asst. MS						+Asst. MS				
Soccer	32	5	Head Varsity	4198	4659	4892	5199	32	Head Varsity	4198	4659	4892	5199
Soccer	32	5	Asst. Varsity	2698	2996	3146	3305	32	Asst. Varsity	2698	2996	3146	3305
Volleyball	30	5	Head Varsity	3936	4368	4586	4874	31	Head Varsity	4067	4514	4739	5036
Volleyball	30	5	Asst. Varsity	2530	2808	2949	3099	31	Asst. Varsity	2614	2902	3047	3202
Volleyball	78	8	Head MS	2101	2332	2448	2602	78	Head MS	2101	2332	2448	2602
Volleyball	78	8	Asst. MS	1830	2032	2133	2242	78	Asst. MS	1830	2032	2133	2242
Bowling	26	5	Head Varsity	3411	3786	3975	4224	27	Head Varsity	3542	3931	4128	4386

APPENDIX F Extra Pay Schedule for Extra Duties

Women's Athletics

			2011-2012					2012-2013					
SPORT	Pts	Total Assigned	Experience	0-3 years	4-6 years	7-8 years	9+ years	Pts	Experience	0-3 years	4-6 years	7-8 years	9+ years
			ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV		ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Basketball	46	5	Head Varsity	6035	6698	7032	7473	46	Head Varsity	6035	6698	7032	7473
Basketball	46	5	Head Sophomore	3879	4306	4522	4751	46	Head Sophomore	3879	4306	4522	4751
Basketball	46	5	Head Freshman	3879	4306	4522	4751	46	Head Freshman	3879	4306	4522	4751
Basketball	78	8	Head MS	2101	2332	2448	2602	78	Head MS	2101	2332	2448	2602
Basketball	78	8	Asst. MS	1830	2032	2133	2242	78	Asst. MS	1830	2032	2133	2242
Swimming	31	5	Head Varsity	4067	4514	4739	5036	31	Head Varsity	4067	4514	4739	5036
Swimming	31	5	Asst. Varsity	2614	2902	3047	3202	31	Asst. Varsity	2614	2902	3047	3202
Track	37	5	Head Varsity	4854	5387	5657	6011	40	Head Varsity	5248	5824	6115	6498
Track	37	5	Asst. Varsity	3120	3464	3637	3822	40	Asst. Varsity	3373	3744	3932	4132
Track	37		+Head MS					40	+Head MS				
Track	37		+Asst. MS					40	+Asst. MS				
Gymnastics	36	5	Head Varsity	4723	5242	5504	5849	33	Head Varsity	4329	4805	5045	5361
Gymnastics	36	5	Asst. Varsity	3036	3370	3539	3718	33	Asst. Varsity	2783	3089	3244	3409
Gymnastics	36	8	+Head MS						+Head MS				
Gymnastics	36	8	+Asst. MS						+Asst. MS				
Golf	22	5	Head Varsity	2886	3203	3363	3574	24	Head Varsity	3149	3494	3669	3899
Tennis	28	5	Head Varsity	3673	4077	4281	4549	29	Head Varsity	3805	4222	4434	4711
Badminton	26	5	Head Varsity	3411	3786	3975	4224	29	Head Varsity	3805	4222	4434	4711
Bowling	26	5	Head Varsity	3411	3786	3975	4224	27	Head Varsity	3542	3931	4128	4386
Softball	38	5	Head Varsity	4985	5533	5809	6173	40	Head Varsity	5248	5824	6115	6498
Softball	38	5	Asst. Varsity	3204	3557	3735	3925	40	Asst. Varsity	3373	3744	3932	4132
Softball	38	5	Head Freshman	3204	3557	3735	3925	40	Head Freshman	3373	3744	3932	4132

APPENDIX F Extra Pay Schedule for Extra Duties

Women's Athletics

			2011-2012				2012-2013						
SPORT	Pts	Total Assigned	Experience	0-3 years	4-6 years	7-8 years	9+ years	Pts	Experience	0-3 years	4-6 years	7-8 years	9+ years
			ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV		ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Volleyball	32	5	Head Varsity	4198	4659	4892	5199	31	Head Varsity	4067	4514	4739	5036
Volleyball	32	5	Jr. Varsity	2698	2996	3146	3305	31	Jr. Varsity	2614	2902	3047	3202
Volleyball	32	5	Head Freshman	2698	2996	3146	3305	31	Head Freshman	2614	2902	3047	3202
Volleyball	78	8	Head MS	2101	2332	2448	2602	78	Head MS	2101	2332	2448	2602
Volleyball	78	8	Asst. MS	1830	2032	2133	2242	78	Asst. MS	1830	2032	2133	2242
Soccer	33	5	Head Varsity	4329	4805	5045	5361	33	Head Varsity	4329	4805	5045	5361
Soccer	33	5	Asst. Varsity	2783	3089	3244	3409	33	Asst. Varsity	2783	3089	3244	3409
Cross Country	28	5	Head Varsity	3673	4077	4281	4549	29	Head Varsity	3805	4222	4434	4711
Cheerleading	50	5	Head Varsity	6559	7280	7644	8123	54	Head Varsity	7084	7862	8256	8773
Cheerleading	50	5	Asst. Varsity	4216	4681	4915	5165	54	Asst. Varsity	4553	5055	5308	5578
Dance	47	5	Head Varsity	6165	6843	7185		47	Head Varsity	6166	6843	7185	7636

+Any extra duty positions on which a waiver was in effect for the 1979-80 Agreement shall continue to be in effect for the 2011-2014 Agreement

The total number to be assigned for High School and Middle School sports represents the number of High Schools and Middle Schools in the District. These numbers will increase as the number of High Schools and Middle Schools increase. For example, the number to be assigned for Head Varsity Football is five (5). When the number of High Schools increases to six (6), the number to be assigned will increase to six (6).

The stipend for each sport is arrived at by multiplying the point value times the applicable dollar amount. The criteria used to determine the point values was determined by the ETA and the District. Current values reflect: length of season, number of participating athletes, number of contest dates, weekend variables, number of levels of competition, equipment and preparation, responsibility for safety, and numbers of assistant coaches.

APPENDIX F Extra Pay Schedule for Extra Duties

MEN'S SPORTS			WOMEN'S SPORTS		
	2011-2012	2012-2013		2011-12	2012-2013
<i>Sport</i>	<i>Point Total</i>	<i>Point Total</i>	<i>Sport</i>	<i>Point Total</i>	<i>Point Total</i>
Baseball	39	40	Badminton	26	29
Basketball	46	46	Basketball	46	46
Bowling	26	27	Bowling	26	27
Cross Country	28	29	Cheerleading	50	54
Football	46	48	Cross Country	28	29
Golf	26	26	Dance	47	47
Gymnastics	33	33	Golf	22	24
Soccer	32	32	Gymnastics	36	33
Swimming	31	31	Soccer	33	33
Tennis	30	30	Softball	38	40
Track	38	41	Swimming	31	31
Volleyball	30	31	Tennis	28	29
Wrestling	42	43	Track	37	40
			Volleyball	32	31

MIDDLE SCHOOL

<i>Sport</i>	<i>Point Total</i>	<i>Point Total</i>
Basketball – Boys & Girls	78	78
Football	85	85
Volleyball	78	78

MIDDLE SCHOOL COACHING

Middle School athletic coaches will be assigned per building, according to the following formula:

Volleyball	1 to 24	One coach per grade level
	25 to 36	Three coaches
	37 and up	Four coaches
Basketball	1 to 24	One coach per grade level
	25 to 48	Three coaches
	49 and up	Four coaches
Football	1 to 20	One coach per grade level
	21 to 40	Three coaches
	41 and up	Four coaches

APPENDIX F Extra Pay Schedule for Extra Duties

Multipliers used for calculating relevant stipend:

ASSIGNMENT	2011 - 2012, 2012 - 2013				2013 - 2014			
	STEP I	STEP II	STEP II	STEP IV	STEP I	STEP II	STEP II	STEP IV
Head Varsity	131.19	145.60	152.88	162.46	132.17	146.69	154.03	163.68
Asst. Varsity	84.32	93.61	98.30	103.29	84.95	94.31	99.04	104.06
Jr. Varsity	84.32	93.61	98.30	103.29	84.95	94.31	99.04	104.06
Head Sophomore	84.32	93.61	98.30	103.29	84.95	94.31	99.04	104.06
Asst. Sophomore	70.25	78.04	81.95	86.12	70.78	78.63	82.56	86.77
Head Freshman	84.32	93.61	98.30	103.29	84.95	94.31	99.04	104.06
Asst. Freshman	70.25	78.04	81.95	86.12	70.78	78.63	82.56	86.77
Head MS	26.94	29.90	31.39	33.36	27.14	30.12	31.63	33.61
Asst. MS	23.46	26.05	27.34	28.74	23.64	26.25	27.55	28.96

Teachers who had credited experience in one general classification, i.e., football coaching, cannot count that experience applicable to another duty assignment such as basketball.

The District shall pay the teacher's retirement equal to 0.103753 on all athletic and non-athletic stipends.

APPENDIX F Extra Pay Schedule for Extra Duties

EXTRA DUTIES		Experience	2011-2012			EXTRA DUTIES		Experience	2012-2013			2013-2014		
			0-3 years	4-7 years	8+ years				0-3 years	4-7 years	8+ years	0-3 years	4-7 years	8+ years
Activity	Total Assigned	Level	STEP I	STEP II	STEP III	Activity	Total Assigned	Level	STEP I	STEP II	STEP III	STEP I	STEP II	STEP III
Ticket Manager	5	High School	4515	4991	5243	Ticket Manager	5	High School	4986	5512	5799	5023	5553	5842
Chess Team	5	High School	1736	2083	2189	Chess Team	5	High School	1736	2083	2189	1749	2099	2205
Class Sponsors	5	Seniors	1901	2381	2503	Class Sponsors	5	Seniors	1994	2498	2626	2009	2516	2645
Class Sponsors	5	Juniors	1430	1901	1997	Class Sponsors	5	Juniors	1500	1994	2095	1511	2009	2111
Class Sponsors	5	Sophomores	955	1053	1105	Class Sponsors	5	Sophomores	1002	1105	1159	1009	1113	1168
Class Sponsors	5	Freshman	902	989	1040	Class Sponsors	5	Freshman	946	1037	1091	953	1045	1099
Student Council	5	H. S. Head Sponsor	3324	3805	3994	Student Council	5	H. S. Head Sponsor	4047	4771	4988	4077	4807	5025
Student Council	5	+H.S. Asst. Sponsor				Student Council	5	+H.S. Asst. Sponsor						
Student Council	8	Middle School	3805	4750	4988	Student Council	8	Middle School	4047	4771	4988	4077	4807	5025
Yearbook	8	Middle School	1901	2381	2503	Yearbook	8	Middle School	1901	2381	2503	1915	2399	2522
Speech	5	Forensic (H.S.)	3324	3805	3994	Speech	5	Individual (HS)	3324	3805	3994	3349	3834	4024
Speech	5	Individual (H.S.)	1430	1901	1997	Speech	5	Group Interpretive (HS)	1430	1901	1997	1441	1915	2012
						Speech	5	Debate (HS)	1430	1901	1997	1441	1915	2012
Speech	8	Speech Festival (MS)	698	761	811	Speech	8	Speech Festival (MS)	698	761	811	703	767	817

APPENDIX F Extra Pay Schedule for Extra Duties

EXTRA DUTIES		Experience	2011-2012			EXTRA DUTIES		Experience	2012-2013			2013-2014		
			0-3 years	4-7 years	8+ years				0-3 years	4-7 years	8+ years	0-3 years	4-7 years	8+ years
Activity	Total Assigned	Level	STEP I	STEP II	STEP III	Activity	Total Assigned	Level	STEP I	STEP II	STEP III	STEP I	STEP II	STEP III
Scholastic Bowl			876	876	876	Scholastic Bowl			876	876	876	883	883	883
Drama	5	HS-Fall	1901	2381	2503	Drama	5	HS-Fall	1901	2381	2503	1915	2399	2522
Drama	5	HS-Winter	1901	2381	2503	Drama	5	HS-Winter	1901	2381	2503	1915	2399	2522
Drama	5	HS-Spring	1901	2381	2503	Drama	5	HS-Spring	1901	2381	2503	1915	2399	2522
						Drama	5	HS Tech Director (f/w/s)	380	476	501	383	480	504
Drama	8	MS- 3 Act Play	1308	1432	1529	Drama	8	MS- 3 Act Play	1308	1432	1529	1318	1443	1540
Drama	8	MS - 1 Act Festival	1308	1432	1529	Drama	8	MS - 1 Act Festival	1308	1432	1529	1318	1443	1540
National Honor Society	5	High School	955	1052	1105	National Honor Society	5	High School	955	1052	1105	962	1060	1113
Band	5	High School	3106	3292	3485	Band	5	High School	3501	3634	3859	3527	3661	3888
Orchestra	5	High School	1212	1258	1336	Orchestra	5	High School	1212	1258	1336	1221	1267	1346
Vocal Music	5	High School	1212	1258	1336	Vocal Music	5	High School	1212	1258	1336	1221	1267	1346
Cheer Leading	5	Head Varsity	6559	7280	7644	Journalism	5	High School	1139	1189	1255	1148	1198	1264
Cheer Leading	8	+Head Middle School				Bass Fishing	5	High School	1139	1189	1255	1148	1198	1264
Pom Pom	5	High School	6165	6843	7185									

Stipend may be split. The nature of these divisions shall be determined by the sponsors and the building principal.

* Many, if not all, of these positions will have job description that will identify the minimum number of experiences, competitions, and/or events that must be completed to earn the full stipend.

+Waived

APPENDIX F Extra Pay Schedule for Extra Duties

MUSIC

HIGH SCHOOL	Experience TOTAL ASSIGNED	2012-2013			2013-2014		
		0-3 years STEP I	4-7 years STEP II	8+ years STEP III	0-3 years STEP I	4-7 years STEP II	8+ years STEP III
Band	5	3501	3634	3859	3527	3661	3888
Orchestra	5	1212	1258	1336	1221	1267	1346
Vocal Music	5	1212	1258	1336	1221	1267	1346

HS Competing Clubs/Upstate 8 activities fund:

District shall provide each comprehensive high school \$8,000 annually for the exclusive use under the direction of the school department committee to run programs from the following list. Funds would be available for use in the year of their allocation and shall not be transferable nor allowed to accumulate.

Sponsor would apply through completion of the approved form.

- Mock Trial
- DECA
- FCCLA
- HOSA
- UEC ART
- ITS/Thespian
- Mathletes
- NSML

Middle School Intramurals

The 2011-12 \$6550 Middle School Intramural stipend shall be distributed as follows:

- \$1400 for 2 soccer coaches. The expectation would be 26 hours each to prepare for and conduct a soccer tournament. This is 1/3 of a MS basketball and volleyball coach stipend.
- \$713 added to 3 Act Play stipend with the expectation of 78 total hours
- The remaining \$4437 would provide 160 hours (\$27.73 per hour) per school for other activities that involve voluntary participation. The S/D Committees would be responsible distributing the hours.

The 2012-13 \$6583 Middle School Intramural stipend shall be distributed as follows:

- \$1400 for 2 soccer coaches. The expectation would be 26 hours each to prepare for and conduct a soccer tournament. This is 1/3 of a MS basketball and volleyball coach stipend.
- \$713 added to 3 Act Play stipend with the expectation of 78 total hours
- The remaining \$4470 would provide 160 hours (\$27.94 per hour) per school for other activities that involve voluntary participation. The S/D Committees would be responsible distributing the hours.

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The 2013-14 \$6634 Middle School Intramural stipend shall be distributed as follows:

- \$1412 for 2 soccer coaches. The expectation would be 26 hours each to prepare for and conduct a soccer tournament. This is 1/3 of a MS basketball and volleyball coach stipend.
- \$718 added to 3 Act Play stipend with the expectation of 78 total hours
- The remaining \$4504 would provide 160 hours (\$28.15 per hour) per school for other activities that involve voluntary participation. The S/D Committees would be responsible distributing the hours.

Stipends for music include:

- Band (High School)* - Summer Marching Band Camp, three (3) required concerts, Fox Valley Music Festival participation/supervision, Illinois High School Association Solo and Ensemble participation/supervision, Illinois Music Educators Music Festival participation/supervision, Homecoming parade, five (5) home football game performances, nine (9) basketball game performances, two parades and graduation.
- Orchestra (High School)* - Three (3) concerts, Fox Valley Music Festival participation/supervision, Illinois High School Association Solo and Ensemble participation/supervision and Illinois Music Educators Association Festival participation/supervision and graduation.
- Vocal Music (High School)* - Three (3) concerts, Fox Valley Music Festival participation/supervision, Illinois High School Association Solo and Ensemble participation/supervision, Illinois Music Educators Association Festival participation/supervision, graduation and other community appearances during the school day which may be scheduled by the teacher.
- Elementary Music Teachers, Middle School Band, Orchestra, and Vocal Music teachers will be paid for performances at the rate per hour as identified in Article 10.47 of this Agreement.
- Musicals –One-thousand nine hundred ninety two (\$1992) dollars shall be provided for each high school musical production in 2011-12. Such sum shall be divided by the instructors involved in cooperation with the principal. The sum shall be \$1992 for 2012-13 and two-thousand seven (\$2007) for 2013-14.
- Additional performances required beyond the regular school day will be paid at the rate per hour as identified in Article 10.47 of this Agreement. The teacher may waive compensation at his/her discretion for these additional performances.

APPENDIX F Extra Pay Schedule for Extra Duties

ELEMENTARY EXTRA DUTIES

BATTLE OF THE BOOKS

\$701 per team for 2011-12 and 2012-13; \$706 per team for 2013-14

ASSIGNMENT	TOTAL # TO BE ASSIGNED	STEP I INDEX AMOUNT 0-3 years	STEP II INDEX AMOUNT 4-7 years	STEP III INDEX AMOUNT 8 and beyond
+SAFETY PATROL	Each	.03	.04	.05
+AFTER SCHOOL RECREATION	Elementary School	.06	.07	.08

ELEMENTARY EXTRA CURRICULAR PROGRAM

An elementary extracurricular program will be funded in each school during the term of the Agreement. The district committee organized to develop extracurricular program guidelines for use by the School/Department Committee will continue in its current role. Funds will be allocated per student per year as follows: \$12.17 for 2011-12; \$12.17 for 2012-13; and \$12.26 for 2013-14.

IMPLEMENTATION OF EXTRA PAY SCHEDULE FOR EXTRA DUTIES

1. Credited experience earned in one general classification cannot be used in another classification, i.e., experience as a football coach cannot be counted as experience for an extra duty assignment such as a basketball coach.
2. Experience outside District U-46 will be credited as follows:
 - (a) Full credit for first two years.
 - (b) Half credit for the next six years.
 - (c) Only experience in the activity to which a teacher is assigned will be credited for placement on the schedule.
3. Members of the bargaining unit will not be assigned to or be permitted to accept more than one paid duty for a period of time during which the duties would create an overlapping time commitment unless there was no other way to cover such duties.

Elementary and Middle School Supervision - .068

Supervision shall include but not be limited to bus duty, door duty, commons duty, playground duty/hall supervision. A position is equal to one-half (1/2) hour per day; not to extend into the beginning of the regular school day or not to begin prior to the end of the school day. Supervision shall be voluntary on the part of the teacher. The District may assign if there are no volunteers.

APPENDIX F Extra Pay Schedule for Extra Duties

REALLOCATION OF APPENDIX F POSITIONS IN INDIVIDUAL BUILDINGS

Reallocation of Appendix F positions may be made in individual building programs (sport or activity) when student and/or conference participation does not warrant the number of coaches/sponsors indicated in the Agreement. Any reallocation will be approved by a building committee composed of the athletic director, principal and two coaches/sponsors selected by the Association. No athletic reallocation can be made without approval of the athletic council. For the purpose of reallocation of positions, eight (8) coaches/sponsors will indicate their agreement in writing to the athletic council. Reallocation positions will be reviewed annually.

PROGRAM REDUCTIONS

It is understood that Appendix F may be reduced in any year in which program reductions are made.

Athletic Stipends

The parties agree to appoint a joint committee composed of four (4) persons appointed by the Association, four (4) persons appointed by the District, and an ex officio member from Human Resources, to review athletic stipends. The committee will be charged with examining the equity in positions listed in Appendix F and making recommendations for adjustments in points.

Central School Programs Coaching Stipend

The parties agree to convene a committee to address stipends for coaching volleyball, basketball and bowling in the Central School Programs.

Middle School Athletic Stipends

The parties agree to appoint a joint committee composed of four (4) persons appointed by the Association, four (4) persons appointed by the District, and an ex officio member from Human Resources, to review middle school athletic stipends. The committee will be charged with examining the equity in positions listed in Appendix F and making recommendations for adjustments in points.

Non-Athletic Stipends

The parties agree to appoint a joint committee composed of four (4) persons appointed by the Association, four (4) persons appointed by the District, and an ex officio member from Human Resources, to review non-athletic stipends. The committee will be charged

APPENDIX F Extra Pay Schedule for Extra Duties

with examining the equity in positions listed in Appendix F and making recommendations for adjustments in points.

Summary

The above program will be subject to review every two years. Recommendation for changes will be within the framework of the financial parameters established in bargaining for any particular year.