

APPENDIX F

Extra Pay Schedule for Extra Duties

High School Athletics

Table of point values for sports related assignments. Underlying calculations of these points can be found in the *Appendix F Handbook*.

The following points apply:

Sport	Point Total	Sport	Point Total	Sport	Point Total
Badminton (G)	30	Dance (G)	49	Swimming (B)	32
Baseball (B)	41	Football	49	Swimming (G)	32
Basketball - Special Olympics	40	Golf (B)	27	Tennis (B)	31
Basketball (B)	47	Golf (G)	25	Tennis (G)	30
Basketball (G)	47	Gymnastics	34	Track - Special Olympics	31
Bowling - Special Olympics	34	Lacrosse (B)	35	Track (B)	42
Bowling (B)	28	Lacrosse (G)	35	Track (G)	41
Bowling (G)	28	Soccer (B)	33	Volleyball (B)	31
Cheerleading (G)	55	Soccer (G)	34	Volleyball (G)	32
Cross Country (B)	30	Softball (G)	41	Wrestling (B)	44
Cross Country (G)	30	Swimming - Special Olympics	37	Wrestling (G)	44
Assistant Athletic Director	30				

EXPERIENCE STEPS

STEP I	STEP II	STEP III	STEP IV
0-3 years	4-6 years	7-8 years	9+ years

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 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 were 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, media relations, and numbers of assistant coaches.

Table of multipliers used for calculating relevant stipend:

2022-2023				
ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Head Varsity	166	186	206	227
Asst. Varsity	117	131	145	160
Jr. Varsity	117	131	145	160
Head Sophomore	117	131	145	160
Asst. Sophomore	93	104	115	127
Head Freshman	117	131	145	160
Asst. Freshman	93	104	115	127

Boys HS Athletics			2022-2023			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Baseball	5	Head Varsity	6806	7626	8446	9307
Baseball	5	Head Sophomore	4797	5371	5945	6560
Baseball	5	Head Freshman	4797	5371	5945	6560
Basketball	5	Head Varsity	7802	8742	9682	10669
Basketball	5	Jr. Varsity	5499	6157	6815	7520
Basketball	5	Head Sophomore	5499	6157	6815	7520
Basketball	5	Asst. Sophomore	4371	4888	5405	5969
Basketball	5	Head Freshman	5499	6157	6815	7520
Basketball	5	Asst. Freshman	4371	4888	5405	5969
Bowling	5	Head Varsity	4648	5208	5768	6356
Cross Country	5	Head Varsity	4980	5580	6180	6810

Boys HS Athletics (cont.)			2022-2023			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Football	5	Head Varsity	8134	9114	10094	11123
Football	10	Asst. Varsity	5733	6419	7105	7840
Football	5	Jr. Varsity	5733	6419	7105	7840
Football	5	Head Sophomore	5733	6419	7105	7840
Football	10	Asst. Sophomore	4557	5096	5635	6223
Football	5	Head Freshman	5733	6419	7105	7840
Football	10	Asst. Freshman	4557	5096	5635	6223
Golf	5	Head Varsity	4482	5022	5562	6129
Lacrosse	5	Head Varsity	5810	6510	7210	7945
Lacrosse	5	Asst. Varsity	4095	4585	5075	5600
Lacrosse	5	Jr. Varsity	4095	4585	5075	5600
Soccer	5	Head Varsity	5478	6138	6798	7491
Soccer	5	Asst. Varsity	3861	4323	4785	5280
Swimming	5	Head Varsity	5312	5952	6592	7264
Swimming	5	Asst. Varsity	3744	4192	4640	5120
Tennis	5	Head Varsity	5146	5766	6386	7037
Track	5	Head Varsity	6972	7812	8652	9534
Track	10	Asst. Varsity	4914	5502	6090	6720
Volleyball	5	Head Varsity	5146	5766	6386	7037
Volleyball	5	Asst. Varsity	3627	4061	4495	4960
Wrestling	5	Head Varsity	7304	8184	9064	9988
Wrestling	5	Jr. Varsity	5148	5764	6380	7040
Wrestling	5	Head Sophomore	5148	5764	6380	7040
Wrestling	5	Head Freshman	5148	5764	6380	7040

Girls HS Athletics			2022-2023			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Badminton	5	Head Varsity	4980	5580	6180	6810
Basketball	5	Head Varsity	7802	8742	9682	10669
Basketball	5	Head Sophomore	5499	6157	6815	7520
Basketball	5	Head Freshman	5499	6157	6815	7520
Bowling	5	Head Varsity	4648	5208	5768	6356
Cheerleading	5	Head Varsity	9130	10230	11330	12485
Cheerleading	5	Jr. Varsity	6435	7205	7975	8800
Cross Country	5	Head Varsity	4980	5580	6180	6810
Dance	5	Head Varsity	8134	9114	10094	11123
Dance	5	Jr. Varsity	5733	6419	7105	7840
Golf	5	Head Varsity	4150	4650	5150	5675
Gymnastics	5	Head Varsity	5644	6324	7004	7718
Gymnastics	5	Asst. Varsity	3978	4454	4930	5440
Lacrosse	5	Head Varsity	5810	6510	7210	7945
Lacrosse	5	Asst. Varsity	4095	4585	5075	5600
Lacrosse	5	Jr. Varsity	4095	4585	5075	5600
Soccer	5	Head Varsity	5644	6324	7004	7718
Soccer	5	Asst. Varsity	3978	4454	4930	5440
Softball	5	Head Varsity	6806	7626	8446	9307
Softball	5	Asst. Varsity	4797	5371	5945	6560
Softball	5	Head Freshman	4797	5371	5945	6560

Girls HS Athletics (cont.)			2022-2023			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Swimming	5	Head Varsity	5312	5952	6592	7264
Swimming	5	Asst. Varsity	3744	4192	4640	5120
Tennis	5	Head Varsity	4980	5580	6180	6810
Track	5	Head Varsity	6806	7626	8446	9307
Track	5	Asst. Varsity	4797	5371	5945	6560
Volleyball	5	Head Varsity	5312	5952	6592	7264
Volleyball	5	Jr. Varsity	3744	4192	4640	5120
Volleyball	5	Head Freshman	3744	4192	4640	5120
Wrestling	5	Head Varsity	7304	8184	9064	9988
Wrestling	5	Jr. Varsity	5148	5764	6380	7040
Wrestling	5	Head Sophomore	5148	5764	6380	7040
Wrestling	5	Head Freshman	5148	5764	6380	7040

The total number to be assigned for High School sports represents the number of High Schools in the District. These numbers will increase as the number of High Schools increases. 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).

Other		2022-2023			
	Total Assigned	STEP I	STEP II	STEP III	STEP IV
Assistant AD ¹ (3 seasons)	5	4980	5580	6180	6810
Ticket Manager	5	5873	5873	5873	5873

1. May be split, as determined by Athletic Director. High School Athletics is 3 seasons per school year.

Special Olympics¹			2022-2023			
SPORT	Total Assigned	ASSIGNMENT ²	STEP I	STEP II	STEP III	STEP IV
Lead ³	1	Head Soph	7254	8122	8990	9920
Basketball	1	Asst. Soph	3720	4160	4600	5080
Bowling	1	Asst. Soph	3162	3536	3910	4318
Swimming	1	Asst. Soph	3441	3848	4255	4699
Track	1	Asst. Soph	2883	3224	3565	3937

1. Runs as a single district wide program. Stipends may be split if multiple coaches.
2. Indicates assignment used for identification of the applied multiplier.
3. This position oversees the entire yearlong program.

Illinois High School Association		2022-2023			
	Total Assigned	STEP I	STEP II	STEP III	STEP IV
Bass Fishing	5	1381	1477	1596	1739
Chess Team	5	2045	2188	2363	2576
Debate Team (formerly Mock Trial)	5	2045	2188	2363	2576
Drama & Group Interpretation	5	2045	2188	2363	2576
Esports	5	1841	1967	2127	2319
Journalism	5	1534	1641	1773	1932
Music – Organization or U-46 Adjudication	5	1841	1969	2127	2319
Music – Solo & Ensemble or U-46 Adjudication	5	1841	1969	2127	2319
Musical Review	5	1841	1969	2127	2319
Scholastic Bowl	5	1841	1969	2127	2319
Short Film	5	1841	1969	2127	2319
Speech: Individual	5	3886	4158	4490	4894
Council Sponsor		2022-2023			
	Total Assigned	STEP I	STEP II	STEP III	STEP IV
Class Council: Freshman	5	1177	1259	1359	1481
Class Council: Sophomore	5	1279	1368	1477	1610
Class Council: Junior	5	2250	2408	2600	2834
Class Council: Senior	5	2352	2517	2719	2963
Student Council / Student Government	5	4786	5121	5530	6028
Co-Curricular		2022-2023			
	Total Assigned	STEP I	STEP II	STEP III	STEP IV
Auto/Engineering/Mechanics Coach – NATEF	5	1227	1313	1419	1546
FCCLA (Culinary)	5	1329	1423	1536	1675
HOSA – (Nursing)	5	1329	1423	1536	1675
DECA (Business)	5	1227	1313	1419	1546
Publication (Yearbook or Newspaper)	5	1329	1423	1536	1675

School Music		2022-2023			
	Total Assigned	STEP I	STEP II	STEP III	STEP IV
High School Choir – concerts, performances/school based and community	5	1534	1641	1773	1932
High School Orchestra – concerts, performances/school based and community	5	1534	1641	1773	1932
High School Band -concerts, performances/school based and community	5	1534	1641	1773	1932
Jazz Band – concerts, performances/school based and community	5	1483	1587	1713	1868
High School Marching Band	5	4295	4596	4963	5410
Marching Band Assistant (1 for each 60/+1 after 120/+1 after 200/cap at 3)	-	2352	2517	2719	2963
Color Guard/Auxiliary Instructor	5	1227	1313	1419	1546
High School Pep Band	5	2250	2408	2600	2834

HS Theater		2022-2023			
	Total Assigned	STEP I	STEP II	STEP III	STEP IV
Drama Production: Director of show ¹	5	2301	2462	2659	2899
High School Musical Theatre: Director of show ¹	5	2454	2626	2836	3091
Theatre: Production/Technical Manager (Per production w/ 3 production max.)	5	1381	1477	1596	1739
High School Musical Theatre: Asst. Director/Vocal	5	1534	1641	1773	1932
High School Musical Theatre: Music Director/Pit Orchestra	5	1534	1641	1773	1932

1. The maximum total combined number of productions, Drama and Musical Theater, shall be three (3) per year.

Upstate Eight		2022-2023			
	Total Assigned	STEP I	STEP II	STEP III	STEP IV
High School Art / Art	5	1329	1423	1536	1675
Math and Mathletes	5	1227	1313	1419	1546

Societies		2022-2023			
		STEP I	STEP II	STEP III	STEP IV
	Total Assigned				
International Thespians	5	1023	1095	1182	1288
National Honor	5	1227	1313	1419	1546
Tri-M International Music Honor	5	1023	1095	1182	1288

Extra Duty		2022-2023			
		STEP I	STEP II	STEP III	STEP IV
	As applicable				
Publication (if not co-curricular)	As applicable	8181	8754	9454	10305
Science Olympiad	5	2045	2188	2363	2576

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

The *Appendix F Stipend Handbook* identifies the minimum number of experiences, competitions, and/or events that must be completed to earn the full stipend.

Stipends for music include:

- A. 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.
- B. 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.

HS Clubs and Activities Fund

The district shall provide each comprehensive high school, the Central Schools Program, and the DREAM Academy funds in the amount of \$6,500 for the 2022-23 school year for the exclusive use under the direction of the School Department committee to run programs and clubs not already included in the above listings of stipends. 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.

Chicago Area Alternative Education League (CAEL)

The work performed during the conference tournament and other events outside of the regular school day shall be paid at the rate identified in 10.47 INSTRUCTIONAL RATE OF PAY. The monies shall be paid out of the **HS Club and Activities Fund** at the site.

Middle School Athletics

Table of point values for sports:

Sport	Point Total	Sport	Point Total
Basketball (B)	78	Volleyball (B)	78
Basketball (G)	78	Volleyball (G)	78
Football	85		

EXPERIENCE STEPS*

STEP I	STEP II	STEP III	STEP IV
0-3 years	4-6 years	7-8 years	9+ years

* 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.

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

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
Volleyball	1 to 24	One coach per grade level
	25 to 36	Three coaches
	37 and up	Four coaches

Table of multipliers used for calculating relevant stipend:

ASSIGNMENT	2022-2023			
	STEP I	STEP II	STEP III	STEP IV
MS 8 th Grade	31.72	35.19	36.98	39.29
MS 7 th Grade	31.72	35.19	36.98	39.29

MS Boys Athletics			2022-2023			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Basketball	8	8 th Grade	2474	2745	2884	3064
Basketball	8	7 th Grade	2474	2745	2884	3064
Football	8	Head MS	2696	2992	3143	3339
Football	8	Asst. MS	2349	2606	2738	2909
Volleyball	8	8 th Grade	2474	2745	2884	3064
Volleyball	8	7 th Grade	2474	2745	2884	3064

MS Girls Athletics			2022-2023			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV
Basketball	8	8 th Grade	2474	2745	2884	3064
Basketball	8	7 th Grade	2474	2745	2884	3064
Volleyball	8	8 th Grade	2474	2745	2884	3064
Volleyball	8	7 th Grade	2474	2745	2884	3064

The total number to be assigned Middle School sports represents the number of Middle Schools in the District. These numbers will increase as the number Middle Schools increase. For example, the number to be assigned for Basketball, 8th grade, is eight (8). When the number of Middle Schools increases to nine (9), the number to be assigned will increase to nine (9).

Middle School Extracurricular

Funds will be allocated to each site per school year as follows: \$6300 for 2022-23. The funds shall provide 200 hours per school per year for other activities that involve voluntary participation at the hourly rate established in 10.47 INSTRUCTIONAL RATE OF PAY: \$31.50 per hour for 2022-23. The S/D Committees would be responsible for approving and managing the funds.

MS Intramurals Stipends

Activity	Total Assigned	Level	2022-2023
Cheerleading	8	8 th Grade	825
Cheerleading	8	7 th Grade	825
Cross-country	16	8 th Grade	825
Cross-country	16	7 th Grade	825
Flag Football	16	8 th Grade	825
Flag Football	16	7 th Grade	825
Soccer	16	8 th Grade	825
Soccer	16	7 th Grade	825

MS Extra Duty			2022-2023		
Activity*	Total Assigned	Experience Level	0-3 years	4-7 years	8+ years
			STEP I	STEP II	STEP III
Drama	8	1, 2, or 3 Act Play/ Musical	1539	1687	1800
Drama	8	1 Act Festival/ Talent Show	1539	1687	1800
Drama	8	3-Act Play Stipend	765	838	895
Speech	8	Speech Festival	821	897	954
Student Council	8	Middle School	4766	5618	5874
Yearbook	8	Middle School	2238	2804	2947
Science Olympiad	8	Middle School	2045	2188	2363

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

The *Appendix F Stipend Handbook* identifies the minimum number of experiences, competitions, and/or events that must be completed to earn the full stipend.

ELEMENTARY EXTRA DUTIES

The *Appendix F Stipend Handbook* identifies the minimum number of experiences, competitions, and/or events that must be completed to earn the full stipend.

Battle of the Books Coach

Description:

The Battle of the Books is a contest that has as its purpose the encouragement of quality reading. It is offered jointly by Bartlett Public Library, Gail Borden Public Library, and Poplar Creek Public Library. Team members read books from a list of books chosen by librarians. Scores are kept and winners are recognized; however, much emphasis throughout the season is placed on the fun of participation and the satisfaction that comes from reading and from starting and finishing an assignment.

Guidelines:

Coach will hold practices with team members throughout the season and attend the six scheduled BOB meets.

The stipend per team per school year shall be equal to 34 hours times the applicable rate identified in 10.47 INSTRUCTIONAL RATE OF PAY, establishing the following stipend amount: \$1071 for 2022-23.

Outdoor Education Field Trip

Description:

Outdoor education is a curriculum enrichment program designed to enhance and enrich student learning by providing opportunities for hands-on, experiential, authentic learning while also strengthening social-emotional skills through team building activities. Forms of outdoor education that are paid as extra duties fall outside of the regular school day hours. Outdoor education is a field trip and must comply with all Board policies and guidelines.

Guidelines:

- 1) Three days/two night = \$111 per day of attendance, not to exceed \$333 per staff member
- 2) Two days/one night = \$111 per day of attendance, not to exceed \$222 per staff member
- 3) Extended day program = Paid at supervisory rate (23.2 *EXTRACURRICULAR SUPERVISION*) after the regular school day, not to exceed \$111

Safety Patrol Coordinator

Description:

Safety Patrol Coordinator is responsible for organizing, supervising, and conducting meetings with the student members to set-up assigned post locations and times. Coordinators will also assist the building administrator in ordering all supplies and equipment necessary to support the safety patrol program.

Guidelines:

One Safety Patrol Coordinator per school year with a stipend equal to 14 hours at the applicable rate identified in 10.47 INSTRUCTIONAL RATE OF PAY, establishing the following stipend amount: \$441.00 for 2022-23.

Field Day Coordinator

The Field Day Coordinator is responsible for organizing, supervising and conducting meetings with Students, Staff, Admin, Parents and Volunteers. The position requires planning of activities, organizing stations, coordinating volunteers, creating the field day schedule, setting up and taking down of equipment the day of the event.

Guidelines:

One Field Day Coordinator per school with the stipend equal to 9 hours at the applicable rate identified in 23.2 Extracurricular Supervision, establishing the following stipend amount per school year: \$238.50 for 2022-23.

Pre-K / Elementary Extracurricular Program

An 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: \$15.50 for 2022-23. Funds are allocated per instructional site and are available to all teachers at the site. Access to these funds shall also be provided for programs requiring parent or guardian participation as required due to the age or need of the student.

In addition to the per pupil amount established above, each school will receive funding to be equally apportioned on an annual basis to fund each of the four broad categories defined below. School/Department Committee will annually determine the school club/activity within each defined category to be supported by these funds. Unused funds cannot be reallocated to a different category, moved to the general per pupil fund, but can be used to support any additional program from within the same category. Each club/activity will meet at a

minimum of 20 hours per year and paid at the applicable hourly rate as established in 10.47 INSTRUCTIONAL RATE OF PAY.

Amount for each category is provided as follows:

	2022-23
Student Publications - Yearbook, Student Magazine/Newspaper, Comic Book Club etc. for the specified club for the year.	\$630
Athletics –Basketball, Soccer, etc. for the specified club for the year.	\$630
Student Organizations –Student Government, Student Council, Student Advisory, Student Ambassadors, Peer Mediators, etc. for the specified club for the year.	\$630
Fine Arts - Drama Club, Cartooning, Art, Movie Club, Music Club, Dance, etc. for the specified club for the year	\$630
Parent/Student Enrichment Activity and/or Events	\$630
Total for the Year	\$3150

Pre K - 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.

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.

All Appendix F Funding and 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 Appendix F funding and stipends. The committee will be charged with examining the equity in positions listed in Appendix F and making recommendations for adjustments.

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.

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.