

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*.

For the 2018-19 school year, the following points apply:

MEN'S SPORTS				WOMEN'S SPORTS			
Sport	Point Total	Sport	Point Total	Sport	Point Total	Sport	Point Total
Baseball	40	Soccer	32	Badminton	29	Gymnastics	33
Basketball	46	Swimming	31	Basketball	46	Soccer	33
Bowling	27	Tennis	30	Bowling	27	Softball	40
Cross Country	29	Track	41	Cheerleading	54	Swimming	31
Football	48	Volleyball	31	Cross Country	29	Tennis	29
Golf	26	Wrestling	43	Dance	47	Track	40
Gymnastics	33			Golf	24	Volleyball	31

Beginning with the 2019-2020 school year, the following points apply:

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

ASSIGNMENT	2018-2019				2019-2020			
	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Head Varsity	150.30	171.30	191.24	215.17	157	177	198	221
Asst. Varsity	98.04	117.09	126.55	136.80	110	124	137	155
Jr. Varsity	98.04	117.09	126.55	136.80	110	124	137	155
Head Sophomore	98.04	117.09	126.55	136.80	110	124	137	155
Asst. Sophomore	81.69	97.62	105.49	114.07	86	99	109	122
Head Freshman	98.04	117.09	126.55	136.80	110	124	137	155
Asst. Freshman	81.69	97.62	105.49	114.07	86	99	109	122

ASSIGNMENT	2020-2021				2021-2022			
	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Head Varsity	160	180	201	223	163	183	203	224
Asst. Varsity	112	126	141	156	114	128	142	157
Jr. Varsity	112	126	141	156	114	128	142	157
Head Sophomore	112	126	141	156	114	128	142	157
Asst. Sophomore	88	100	111	123	90	101	112	124
Head Freshman	112	126	141	156	114	128	142	157
Asst. Freshman	88	100	111	123	90	101	112	124

Boys HS Athletics			2018-2019				2019-2020				2020-2021				2021-2022			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Baseball	5	Head Varsity	6012	6872	7650	8607	6437	7257	8118	9061	6560	7380e	8241	9143	6683	7503	8323	9184
Baseball	5	Head Sophomore	3922	4684	5062	5472	4510	5084	5617	6355	4592	5166e	5781e	6396	4674	5248	5822	6437
Baseball	5	Head Freshman	3922	4684	5062	5472	4510	5084	5617	6355	4592	5166	5781	6396	4674	5248	5822	6437
Basketball	5	Head Varsity	6914	7903	8797	9898	7379	8319	9306	10387	7520	8460	9447	10481	7661	8601	9541	10528
Basketball	5	Jr. Varsity	4510	5386	5821	6293	5170	5828	6439	7285	5264	5922	6627	7332	5358	6016	6674	7379
Basketball	5	Head Sophomore	4510	5386	5821	6293	5170	5828	6439	7285	5264	5922	6627	7332	5358	6016	6674	7379
Basketball	5	Asst. Sophomore	3758	4491	4853	5247	4042	4653	5123	5734	4136	4700	5217	5781	4230	4747	5264	5828
Basketball	5	Head Freshman	4510	5386	5821	6293	5170	5828	6439	7285	5264	5922	6627	7332	5358	6016	6674	7379
Basketball	5	Asst. Freshman	3758	4491	4853	5247	4042	4653	5123	5734	4136	4700	5217	5781	4230	4747	5264	5828
Bowling	5	Head Varsity	4058	4639	5163	5810	4396	4956	5544	6188	4480	5040	5628	6244	4564	5124	5684	6272
Cross Country	5	Head Varsity	4359	4982	5546	6240	4710	5310	5940	6630	4800	5400	6030	6690	4890	5490	6090	6720
Football	5	Head Varsity	7214	8247	9180	10328	7693	8673	9702	10829	7840	8820	9849	10927	7987	8967	9947	10976
Football	10	Asst. Varsity	4706	5620	6074	6566	5390	6076	6713	7595	5488	6174	6909	7644	5586	6272	6958	7693
Football	5	Jr. Varsity	4706	5620	6074	6566	5390	6076	6713	7595	5488	6174	6909	7644	5586	6272	6958	7693
Football	5	Head Sophomore	4706	5620	6074	6566	5390	6076	6713	7595	5488	6174	6909	7644	5586	6272	6958	7693
Football	10	Asst. Sophomore	3921	4686	5064	5475	4214	4851	5341	5978	4312	4900	5439	6027	4410	4949	5488	6076
Football	5	Head Freshman	4706	5620	6074	6566	5390	6076	6713	7595	5488	6174	6909	7644	5586	6272	6958	7693
Football	10	Asst. Freshman	3921	4686	5064	5475	4214	4851	5341	5978	4312	4900	5439	6027	4410	4949	5488	6076

Boys HS Athletics			2018-2019				2019-2020				2020-2021				2021-2022			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Golf	5	Head Varsity	3908	4467	4972	5594	4239	4779	5346	5967	4320	4860	5427	6021	4401	4941	5481	6048
Lacrosse	5	Head Varsity	*	*	*	*	5495	6195	6930	7735	5600	6300	7035	7805	5705	6405	7105	7840
Lacrosse	5	Asst. Varsity	*	*	*	*	3850	4340	4795	5425	3920	4410	4935	5460	3990	4480	4970	5495
Lacrosse	5	Jr. Varsity	*	*	*	*	3850	4340	4795	5425	3920	4410	4935	5460	3990	4480	4970	5495
Soccer	5	Head Varsity	4810	5498	6120	6885	5181	5841	6534	7293	5280	5940	6633	7359	5379	6039	6699	7392
Soccer	5	Asst. Varsity	3137	3747	4050	4378	3630	4092	4521	5115	3696	4158	4653	5148	3762	4224	4686	5181
Swimming	5	Head Varsity	4659	5326	5928	6670	5024	5664	6336	7072	5120	5760	6432	7136	5216	5856	6496	7168
Swimming	5	Asst. Varsity	3039	3630	3923	4241	3520	3968	4384	4960	3584	4032	4512	4992	3648	4096	4544	5024
Tennis	5	Head Varsity	4509	5154	5737	6455	4867	5487	6138	6851	4960	5580	6231	6913	5053	5673	6293	6944
Track	5	Head Varsity	6162	7044	7841	8822	6594	7434	8316	9282	6720	7560	8442	9366	6846	7686	8526	9408
Track	10	Asst. Varsity	4020	4801	5189	5609	4620	5208	5754	6510	4704	5292	5922	6552	4788	5376	5964	6594
Volleyball	5	Head Varsity	4659	5326	5928	6670	4867	5487	6138	6851	4960	5580	6231	6913	5053	5673	6293	6944
Volleyball	5	Asst. Varsity	3039	3630	3923	4241	3410	3844	4247	4805	3472	3906	4371	4836	3534	3968	4402	4867
Wrestling	5	Head Varsity	6463	7388	8223	9252	6908	7788	8712	9724	7040	7920	8844	9812	7172	8052	8932	9856
Wrestling	5	Jr. Varsity	4216	5035	5442	5882	4840	5456	6028	6820	4928	5544	6204	6864	5016	5632	6248	6908
Wrestling	5	Head Sophomore	4216	5035	5442	5882	4840	5456	6028	6820	4928	5544	6204	6864	5016	5632	6248	6908
Wrestling	5	Head Freshman	4216	5035	5442	5882	4840	5456	6028	6820	4928	5544	6204	6864	5016	5632	6248	6908

Girls HS Athletics			2018-2019				2019-2020				2020-2021				2021-2022			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Badminton	5	Head Varsity	4359	4982	5546	6240	4710	5310	5940	6630	4800	5400	6030	6690	4890	5490	6090	6720
Basketball	5	Head Varsity	6914	7903	8797	9898	7379	8319	9306	10387	7520	8460	9447	10481	7661	8601	9541	10528
Basketball	5	Head Sophomore	4510	5386	5821	6293	5170	5828	6439	7285	5264	5922	6627	7332	5358	6016	6674	7379
Basketball	5	Head Freshman	4510	5386	5821	6293	5170	5828	6439	7285	5264	5922	6627	7332	5358	6016	6674	7379
Bowling	5	Head Varsity	4058	4639	5163	5810	4396	4956	5544	6188	4480	5040	5628	6244	4564	5124	5684	6272
Cheerleading	5	Head Varsity	8116	9278	10327	11619	8635	9735	10890	12155	8800	9900	11055	12265	8965	10065	11165	12320
Cheerleading	5	Jr. Varsity	5294	6323	6834	7387	6050	6820	7535	8525	6160	6930	7755	8580	6270	7040	7810	8635
Cross Country	5	Head Varsity	4359	4982	5546	6240	4710	5310	5940	6630	4800	5400	6030	6690	4890	5490	6090	6720
Dance	5	Head Varsity	7064	8075	8988	10113	7693	8673	9702	10829	7840	8820	9849	10927	7987	8967	9947	10976
Dance	5	Jr. Varsity	4608	5503	5948	6430	5390	6076	6713	7595	5488	6174	6909	7644	5586	6272	6958	7693
Golf	5	Head Varsity	3607	4123	4590	5164	3925	4425	4950	5525	4000	4500	5025	5575	4075	4575	5075	5600
Gymnastics	5	Head Varsity	4960	5670	6311	7101	5338	6018	6732	7514	5440	6120	6834	7582	5542	6222	6902	7616
Gymnastics	5	Asst. Varsity	3235	3864	4176	4514	3740	4216	4658	5270	3808	4284	4794	5304	3876	4352	4828	5338
Lacrosse	5	Head Varsity	*	*	*	*	5495	6195	6930	7735	5600	6300	7035	7805	5705	6405	7105	7840
Lacrosse	5	Asst. Varsity	*	*	*	*	3850	4340	4795	5425	3920	4410	4935	5460	3990	4480	4970	5495
Lacrosse	5	Jr. Varsity	*	*	*	*	3850	4340	4795	5425	3920	4410	4935	5460	3990	4480	4970	5495
Soccer	5	Head Varsity	4960	5670	6311	7101	5338	6018	6732	7514	5440	6120	6834	7582	5542	6222	6902	7616
Soccer	5	Asst. Varsity	3235	3864	4176	4514	3740	4216	4658	5270	3808	4284	4794	5304	3876	4352	4828	5338

Softball	5	Head Varsity	6012	6872	7650	8607	6437	7257	8118	9061	6560	7380	8241	9143	6683	7503	8323	9184
Softball	5	Asst. Varsity	3922	4684	5062	5472	4510	5084	5617	6355	4592	5166	5781	6396	4674	5248	5822	6437
Softball	5	Head Freshman	3922	4684	5062	5472	4510	5084	5617	6355	4592	5166	5781	6396	4674	5248	5822	6437

Girls HS Athletics

2018-2019

2019-2020

2020-2021

2021-2022

SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Swimming	5	Head Varsity	4659	5326	5928	6670	5024	5664	6336	7072	5120	5760	6432	7136	5216	5856	6496	7168
Swimming	5	Asst. Varsity	3039	3630	3923	4241	3520	3968	4384	4960	3584	4032	4512	4992	3648	4096	4544	5024
Tennis	5	Head Varsity	4359	4982	5546	6240	4710	5310	5940	6630	4800	5400	6030	6690	4890	5490	6090	6720
Track	5	Head Varsity	6012	6872	7650	8607	6437	7257	8118	9061	6560	7380	8241	9143	6683	7503	8323	9184
Track	5	Asst. Varsity	3922	4684	5062	5472	4510	5084	5617	6355	4592	5166	5781	6396	4674	5248	5822	6437
Volleyball	5	Head Varsity	4659	5326	5928	6670	5024	5664	6336	7072	5120	5760	6432	7136	5216	5856	6496	7168
Volleyball	5	Jr. Varsity	3039	3630	3923	4241	3520	3968	4384	4960	3584	4032	4512	4992	3648	4096	4544	5024
Volleyball	5	Head Freshman	3039	3630	3923	4241	3520	3968	4384	4960	3584	4032	4512	4992	3648	4096	4544	5024

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

2018-2019

2019-2020

2020-2021

2021-2022

		STEP I (0-3)	STEP II (4-7)	STEP III (8+)	STEP IV	STEP I (4-7)	STEP II (8+)	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Assistant AD ¹ (3 seasons)	5					4710	5310	5940	6630	4800	5400	6030	6690	4890	5490	6090	6720
Ticket Manager	5	5655	6252	6577		5800	5800	5800	5800	5800	5800	5800	5800	5800	5800	5800	5800

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

Special Olympics ¹			2018-2019				2019-2020				2020-2021				2021-2022			
SPORT	Total Assigned	ASSIGNMENT ²	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Lead ³	1	Head Soph	*	*	*	*	6820	7688	8494	9610	6944	7812	8742	9672	7068	7936	8804	9734
Basketball	1	Asst. Soph	*	*	*	*	3440	3960	4360	4880	3520	4000	4440	4920	3600	4040	4480	4960
Bowling	1	Asst. Soph	*	*	*	*	2924	3366	3706	4148	2992	3400	3774	4182	3060	3434	3808	4216
Swimming	1	Asst. Soph	*	*	*	*	3182	3663	4033	4514	3256	3700	4107	4551	3330	3737	4144	4588
Track	1	Asst. Soph	*	*	*	*	2666	3069	3379	3782	2728	3100	3441	3813	2790	3131	3472	3844

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		2018-2019				2019-2020				2020-2021				2021-2022			
	#	STEP I (0-3)	STEP II (4-7)	STEP III (8+)	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Bass Fishing	5	1293	1348	1423	n/a	1350	1445	1560	1700	1357	1452	1568	1709	1364	1459	1576	1718
Chess Team	5	1968	2363	2483	n/a	2000	2140	2311	2519	2010	2151	2323	2532	2020	2161	2334	2544
Debate Team (formerly Mock Trial)	5	*	*	*	*	2000	2140	2311	2519	2010	2151	2323	2532	2020	2161	2334	2544
Drama & Group Interpretation	5	*	*	*	*	2000	2140	2311	2519	2010	2151	2323	2532	2020	2161	2334	2544
Journalism	5	*	*	*	*	1500	1605	1733	1889	1508	1613	1742	1899	1515	1621	1751	1908
Music – Organization or U-46 Adjudication	5	*	*	*	*	1800	1926	2080	2267	1809	1936	2090	2279	1818	1945	2101	2290
Music – Solo & Ensemble or U-46 Adjudication	5	*	*	*	*	1800	1926	2080	2267	1809	1936	2090	2279	1818	1945	2101	2290
Scholastic Bowl	5	995	995	995	n/a	1800	1926	2080	2267	1809	1936	2090	2279	1818	1945	2101	2290
Speech: Individual	5	3770	4317	4531	n/a	3800	4066	4391	4786	3819	4086	4413	4810	3838	4107	4435	4834

Council Sponsor		2018-2019				2019-2020				2020-2021				2021-2022			
	#	STEP I (0-3)	STEP II (4-7)	STEP III (8+)	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Class Council: Freshman	5	1074	1177	1237	n/a	1150	1231	1329	1449	1156	1237	1336	1456	1162	1243	1342	1463
Class Council: Sophomore	5	1136	1252	1315	n/a	1250	1338	1445	1575	1256	1344	1452	1582	1263	1351	1459	1590
Class Council: Junior	5	1702	2261	2377	n/a	2200	2354	2542	2771	2211	2366	2555	2785	2222	2378	2568	2799
Class Council: Senior	5	2261	2833	2977	n/a	2300	2461	2658	2897	2312	2473	2671	2912	2323	2486	2685	2926
Student Council / Student Government	5	4590	5413	5657	n/a	4680	5008	5408	5895	4703	5033	5435	5924	4727	5058	5462	5954

Co-Curricular		2018-2019				2019-2020				2020-2021				2021-2022			
	#	STEP I (0-3)	STEP II (4-7)	STEP III (8+)	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Auto/Engineering/Mechanics Coach – NATEF	5	*	*	*		1200	1284	1387	1512	1206	1290	1394	1519	1212	1297	1401	1527
FCCLA (Culinary)	5	*	*	*		1300	1391	1502	1637	1307	1398	1510	1646	1313	1405	1517	1654
HOSA – (Nursing)	5	*	*	*		1300	1391	1502	1637	1307	1398	1510	1646	1313	1405	1517	1654
DECA (Business)	5	*	*	*		1200	1284	1387	1512	1206	1290	1394	1519	1212	1297	1401	1527
Publication (Yearbook or Newspaper)	5	1293	1348	1423		1300	1391	1502	1637	1307	1398	1510	1646	1313	1405	1517	1654

School Music		2018-2019				2019-2020				2020-2021				2021-2022			
#		STEP I (0-3)	STEP II (4-7)	STEP III (8+)	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
5	High School Choir – concerts, performances/school based and community	1375	1426	1516		1500	1605	1733	1889	1508	1613	1742	1899	1515	1621	1751	1908
5	High School Orchestra – concerts, performances/school based and community	1375	1426	1516		1500	1605	1733	1889	1508	1613	1742	1899	1515	1621	1751	1908
5	High School Band -concerts, performances/school based and community	*	*	*		1500	1605	1733	1889	1508	1613	1742	1899	1515	1621	1751	1908
5	Jazz Band – concerts, performances/school based and community	1375	1426	1516		1450	1552	1676	1826	1457	1559	1684	1836	1465	1567	1692	1845
5	High School Marching Band	3971	4122	4377		4200	4494	4854	5290	4221	4516	4878	5317	4242	4539	4902	5343
-	Marching Band Assistant (1 for each 60/+1 after 120/+1 after 200/cap at 3)	2252	2432	2604		2300	2461	2658	2897	2312	2473	2671	2912	2323	2486	2685	2926
5	Color Guard/Auxiliary Instructor	*	*	*		1200	1284	1387	1512	1206	1290	1394	1519	1212	1297	1401	1527
5	High School Pep Band	*	*	*		2200	2354	2542	2771	2211	2366	2555	2785	2222	2378	2568	2799

HS Theater		2018-2019				2019-2020				2020-2021				2021-2022			
#		STEP I (0-3)	STEP II (4-7)	STEP III (8+)	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
5	Drama Production: Director of show ¹	2156	2701	2840		2100	2247	2427	2645	2111	2258	2439	2658	2121	2270	2451	2672
5	High School Musical Theatre: Director of show ¹	*	*	*		2400	2568	2773	3023	2412	2581	2787	3038	2424	2594	2801	3053
5	Theatre: Production/Technical Manager (Per production w/ 3 production max.)	1293		1704		1350	1445	1560	1700	1357	1452	1568	1709	1364	1459	1576	1718
5	High School Musical Theatre: Asst. Director/Vocal	*	*	*		1500	1605	1733	1889	1508	1613	1742	1899	1515	1621	1751	1908
5	High School Musical Theatre: Music Director/Pit Orchestra	*	*	*		1500	1605	1733	1889	1508	1613	1742	1899	1515	1621	1751	1908

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

Upstate Eight		2018-2019				2019-2020				2020-2021				2021-2022			
#		STEP I (0-3)	STEP II (4-7)	STEP III (8+)	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
High School Art / Art	5	*	*	*		1300	1391	1502	1637	1307	1398	1510	1646	1313	1405	1517	1654
Math and Mathletes	5	*	*	*		1200	1284	1387	1512	1206	1290	1394	1519	1212	1297	1401	1527

Societies		2018-2019				2019-2020				2020-2021				2021-2022			
#		STEP I (0-3)	STEP II (4-7)	STEP III (8+)	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
International Thespians	5	*	*	*		1000	1070	1156	1260	1005	1075	1161	1266	1010	1081	1167	1272
National Honor	5	1084	1194	1252		1200	1284	1387	1512	1206	1290	1394	1519	1212	1297	1401	1527
Tri-M International Music Honor	5	*	*	*		1000	1070	1156	1260	1005	1075	1161	1266	1010	1081	1167	1272

Extra Duty		2018-2019				2019-2020				2020-2021				2021-2022			
		STEP I (0-3)	STEP II (4-7)	STEP III (8+)	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Publication (if not co-curricular)	As applicable	8000		8000		8000	8560	9245	10077	8040	8603	9291	10127	8080	8646	9337	10178
Science Olympiad	5	*	*	*		2000	2140	2311	2519	2010	2151	2323	2532	2020	2161	2334	2544

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 Competing Clubs/Upstate 8 activities fund:

For the 2018-19 school year, district shall provide each comprehensive high school \$9,007 for the exclusive use under the direction of the School Department committee to run programs from the following list or other like clubs/programs that participate in competitions outside of U46. 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.

Some examples of potential programs, including, but not limited to:

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

HS Clubs and Activities Fund

Beginning with the 2019-20 school year, district shall provide each comprehensive high school funds in the amount of \$5,000 for 2019-20 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. The allocation shall be \$5,500 for 2020-21, and \$6,000 for 2021-22. Sponsor would apply through completion of the approved form.

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	2018-2019				2019-2020			
	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
MS 8 th Grade	30.55	33.91	35.62	37.85	30.86	34.25	35.98	38.23
MS 7 th Grade	30.55	33.91	35.62	37.85	30.86	34.25	35.98	38.23
ASSIGNMENT	2020-2021				2021-2022			
	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
MS 8 th Grade	31.17	34.59	36.34	38.61	31.33	34.76	36.52	38.80
MS 7 th Grade	31.17	34.59	36.34	38.61	31.33	34.76	36.52	38.80

MS Boys Athletics			2018-2019				2019-2020				2020-2021				2021-2022			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Basketball	8	8 th Grade	2384	2645	2778	2952	2408	2671	2806	2982	2432	2698	2834	3011	2444	2712	2848	3026
Basketball	8	7 th Grade	2384	2645	2778	2952	2408	2671	2806	2982	2432	2698	2834	3011	2444	2712	2848	3026
Football	8	Head MS	2598	2884	3027	3217	2624	2913	3057	3249	2650	2942	3088	3282	2663	2957	3103	3298
Football	8	Asst. MS	2262	2512	2637	2771	2285	2537	2663	2799	2307	2562	2690	2827	2319	2575	2703	2841
Volleyball	8	8 th Grade	2384	2645	2778	2952	2408	2671	2806	2982	2432	2698	2834	3011	2444	2712	2848	3026
Volleyball	8	7 th Grade	2384	2645	2778	2952	2408	2671	2806	2982	2432	2698	2834	3011	2444	2712	2848	3026

MS Girls Athletics			2018-2019				2019-2020				2020-2021				2021-2022			
SPORT	Total Assigned	ASSIGNMENT	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Basketball	8	8 th Grade	2384	2645	2778	2952	2408	2671	2806	2982	2432	2698	2834	3011	2444	2712	2848	3026
Basketball	8	7 th Grade	2384	2645	2778	2952	2408	2671	2806	2982	2432	2698	2834	3011	2444	2712	2848	3026
Volleyball	8	8 th Grade	2384	2645	2778	2952	2408	2671	2806	2982	2432	2698	2834	3011	2444	2712	2848	3026
Volleyball	8	7 th Grade	2384	2645	2778	2952	2408	2671	2806	2982	2432	2698	2834	3011	2444	2712	2848	3026

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

For 2018-19, funds in the amount of \$5071 shall provide 160 hours per school per year for other activities that involve voluntary participation at the hourly rate of 31.69. The S/D Committees would be responsible for approving and managing the funds.

Beginning the 2019-20 school year, funds will be allocated to each site per year as follows: \$6050 for 2019-20, \$6150 for 2020-21, and \$6200 for 2021-22. 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: \$30.25 for 2019-20, \$30.75 for 2020-21, and \$31.00 for 2021-22. The S/D Committees would be responsible for approving and managing the funds.

MS Intramurals Stipends

Activity	Total Assigned	Level	2018-2019	2019-2020	2020-2021	2021-2022
Cheerleading	8	8 th Grade	795	803	811	815
Cheerleading	8	7 th Grade	795	803	811	815
Cross-country	16	8 th Grade	795	803	811	815
Cross-country	16	7 th Grade	795	803	811	815
Flag Football	16	8 th Grade	795	803	811	815
Flag Football	16	7 th Grade	795	803	811	815
Soccer	16	8 th Grade	795	803	811	815
Soccer	16	7 th Grade	795	803	811	815

MS Extra Duty Experience			2018-2019			2019-2020			2020-2021			2021-2022		
			0-3 years	4-7 years	8+ years	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	STEP I	STEP II	STEP III	STEP I	STEP II	STEP III	STEP I	STEP II	STEP III
Drama	8	1, 2, or 3 Act Play/ Musical	1483	1625	1734	1498	1641	1751	1513	1658	1769	1520	1666	1778
Drama	8	1 Act Festival/ Talent Show	1483	1625	1734	1498	1641	1751	1513	1658	1769	1520	1666	1778
Drama	8	3-Act Play Stipend	737	808	862	745	816	871	752	824	880	756	828	884
Speech	8	Speech Festival	791	864	919	799	873	928	807	881	937	811	886	942
Student Council	8	Middle School	4591	5413	5658	4637	5467	5715	4683	5522	5772	4707	5549	5801
Yearbook	8	Middle School	2156	2701	2839	2178	2728	2867	2199	2755	2896	2210	2769	2911
Science Olympiad	8	Middle School	*	*	*	2000	2140	2311	2010	2151	2323	2020	2161	2334

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 shall be \$788 for 2018-19 per team. Beginning in 2019-20, the stipend per team shall be equal to 34 hours times the applicable rate identified in 10.47 Instructional Rate of Pay, establishing the following stipend amounts: \$1029 for 2019-20, \$1046 for 2020-21, and \$1054 for 2021-22

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 = \$110 per day of attendance, not to exceed \$331 per staff member
- 2) Two days/one night = \$110 per day of attendance, not to exceed \$221 per staff member
- 3) Extended day program = Paid at supervisory rate (23.2 Extracurricular Supervision) after the regular school day, not to exceed \$110

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 of 395 for 2018-19. Beginning 2019-20, 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 amounts: \$423.50 for 2019-20, \$430.50 for 2020-21, and \$434 for 2021-22.

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 amounts beginning with the 2019-20 school year: \$229.50 for 2019-20, \$231.75 for 2020-21, \$234.00 for 2021-22.

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: \$13.80 for 2018-19, \$14.30 for 2019-20, \$14.80 for 2020-21, and \$15.30 for 2021-22, 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 15 hours per year. The allocation shall be \$2252 for 2018-19. Beginning 2019-20, 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:

	2018-19	2019-20	2020-21	2021-22
Student Publications - Yearbook, Student Magazine/Newspaper, Comic Book Club etc. for the specified club for the year.	\$563	\$569	\$574	\$577
Athletics –Basketball, Soccer, etc. for the specified club for the year.	\$563	\$569	\$574	\$577
Student Organizations –Student Government, Student Council, Student Advisory, Student Ambassadors, Peer Mediators, etc. for the specified club for the year.	\$563	\$569	\$574	\$577
Fine Arts - Drama Club, Cartooning, Art, Movie Club, Music Club, Dance, etc. for the specified club for the year	\$563	\$569	\$574	\$577
Parent/Student Enrichment Activity and/or Events	*	\$569	\$574	\$577
Total for the Year	\$2252	\$2843	\$2872	\$2886

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.