

**2.3 Extracurricular Pay:** A committee shall be established to evaluate and place new extracurricular positions or reassign current positions. This committee shall be composed of the Superintendent or designee, an Association representative, the Athletic Director, the high school principal, the middle school principal, an athletic coach (who volunteers to serve), one other non-athletic advisor/coach, and any other personnel as needed. The extracurricular committee shall meet not less than two (2) times per year. By mutual consent of the Superintendent and the Association, this meeting provision can be waived.

The extracurricular pay schedule is established on the basis of four (4) groups that delineate factors that determine responsibility and the like, and a schedule that determines experience level.

Credit for years of experience: service credit granted for time served in the same sport within the District regardless of level. The groups and the experience level follows:

**2.3a Group 1: Athletics – Head Coaches:**

- I Football
- I Basketball (G/B)
- I Soccer (G/B)
  
- II Field Hockey
- II Volleyball
- II Wrestling
- II Baseball
- II Softball
- II Track & Field (B/G)
- II Cross Country (B/G)
- II Varsity Golf

<b>7/1/2016 to 6/30/2018</b>		
<b>Level</b>	<b>0-5 Years of Service</b>	<b>6 + Years of Service</b>
I	\$2,795	\$3,295
II	\$2,545	\$3,045
III	\$2,295	\$2,795
IV	\$2,045	\$2,545

- III MS Soccer (B)
- III MS Basketball (B/G)
- III MS Field Hockey
- III MS Volleyball
- III MS Track & Field (B/G)
  
- IV HS Cheerleading (2 seasons)
- IV MS Cheerleading (2 seasons)

<b>7/1/2018 to 6/30/2020</b>		
<b>Level</b>	<b>0-5 Years of Service</b>	<b>6 + Years of Service</b>
I	\$3,045	\$3,545
II	\$2,795	\$3,295
III	\$2,545	\$3,045
IV	\$2,295	\$2,795

**2.3b Group 2: Athletics – Assistant Coaches:**

- I Assistant Varsity Football
- I Assistant Varsity Basketball (B/G)
- I Assistant Varsity Soccer (B/G)
  
- II Assistant Varsity Field Hockey
- II Assistant Varsity Cross Country
- II Assistant Varsity Volleyball
- II Assistant Varsity Wrestling
- II Assistant Varsity Baseball
- II Assistant Varsity Softball
- II Assistant Track (B/G)
  
- III Assistant MS Field Hockey
- III Assistant MS Volleyball
- III Assistant MS Basketball (B/G)

<b>7/1/2016 to 6/30/2018</b>		
Level	0-5 Years of Service	6 + Years of Service
I	\$2,295	\$2,795
II	\$2,045	\$2,545
III	\$1,795	\$2,295
IV	\$1,545	\$2,045

<b>7/1/2018 to 6/30/2020</b>		
Level	0-5 Years of Service	6 + Years of Service
I	\$2,545	\$3,045
II	\$2,295	\$2,795
III	\$2,045	\$2,545
IV	\$1,795	\$2,295

**2.3c Group 3: Academic (Leadership, Clubs, Activities):**

- I HS Student Council (2)
- I Class Advisor (Grade 12) (2)
- I HS Yearbook Advisor (1)
  
- II FFA Advisor (1)
- II Class Advisor (Grade 11) (2)
- II Art Honor Society Advisor (1)
  
- III FBLA Advisor (1)
- III NHS Advisor (1)
- III Class Advisor (Grade 10) (2)
- III HS Yearbook Assistant (1)
- III MS Yearbook Advisor (1)
- III Elementary Yearbook Advisor (1)
- III MS Student Council Advisor (1)
  
- IV Class Advisor (Grade 9) (2)

<b>7/1/2016 to 6/30/2018</b>		
Level	0-5 Years of Service	6 + Years of Service
I	\$2,150	\$2,650
II	\$1,900	\$2,400
III	\$1,650	\$2,150
IV	\$1,400	\$1,900

<b>7/1/2018 to 6/30/2020</b>		
Level	0-5 Years of Service	6 + Years of Service
I	\$2,400	\$2,900
II	\$2,150	\$2,650
III	\$1,900	\$2,400
IV	\$1,650	\$2,150

**2.3d Group 4: Music Positions:**

- I HS/MS Concerts/Festivals Band Director (1)\*
- I HS/MS Concerts/Festivals Choral Director (1)
- I Elem Concerts/Festivals Band & Choral Director (1)
  
- II HS Musical Director
- II HS Drama Director
  
- III HS Musical Director
- III HS Drama Director
- III MS Drama Director
- III Elem Drama Director
- III HS Show Choir Director
  
- IV MS Drama Assistant
- IV Elem Drama Assistant
- IV HS Show Choir Assistant

<b>7/1/2016 to 6/30/2018</b>		
Level	0-5 Years of Service	6 + Years of Service
I	\$2,470	\$2,970
II	\$2,220	\$2,720
III	\$1,970	\$2,470
IV	\$1,720	\$2,220

<b>7/1/2018 to 6/30/2020</b>		
Level	0-5 Years of Service	6 + Years of Service
I	\$2,720	\$3,220
II	\$2,470	\$2,970
III	\$2,220	\$2,720
IV	\$1,970	\$2,470

\*1 Year Jazz Band Stipend: The Jazz Band Director will be paid \$1,000 stipend for the 2017-2018 school year.

**2.3e Coaching Experience:** Experience shall be based on years of service in the same sport. Any person moving from an assistant to head coach will receive credit for 1 year service as a head coach for every six (6) years' experience as an assistant.

**2.3f Payment for Athletic Service:** Upon completion of all related coaching duties (including collection and storage of equipment and uniforms), completion of all paperwork related to sport, and final evaluation review with the Athletic Director. The Athletic Director will submit in writing to the Superintendent such documentation for salary payment.

**2.3g Extended or Shortened Season:** Any coach whose sport has its regular season extended or because of play-offs or state activities shall be compensated for each full or partial week of the extended season as follows: An extended season shall be games played at the district, regional, or state level beyond the establishment of but not including, the league championship. The first week shall start with the day after the end of the regular season.

	<b><u>Head Coach</u></b>	<b><u>Assistant Coach</u></b>
1 <sup>st</sup> Week	\$40	\$30
2 <sup>nd</sup> Week	\$60	\$50
3 <sup>rd</sup> Week	\$80	\$70
4 <sup>th</sup> Week	\$100	\$90

Any coach whose sport has its regular season shortened by more than 25% shall be compensated on a pro-rated basis computed on days completed from the beginning of practice.

2.3h Continuation of Service:

Athletic Continuation - Coaching contracts shall be for one (1) school term. However, a contract may be extended for a one (1) year renewal if, within thirty (30) days after the last game is played, the coach submits to the Athletic Director and Principal written notice of intent to return. A renewal extension will be approved after a review of the coach's evaluation and at the discretion of the Athletic Director, Principal, and Superintendent.

Non-Athletic Continuation - Extra-curricular contracts shall be for one (1) school term. However, a non-athletic extracurricular contract may be extended for a one (1) year renewal if, within thirty (30) days after the completion of the activity, the advisor/director submits to the Principal a written notice of intent to return. A renewal extension will be approved upon satisfactory recommendations from the Principal and the Superintendent.

2.3i Payment for Non-Athletic Service: Upon approval by the administration that the activity has been completed, non-athletic supplementary salaries will be paid on the first regular payday occurring after the following dates:

Fall Activities	November 30 <sup>th</sup>
Winter Activities	March 1 <sup>st</sup>
Spring Activities	June 1 <sup>st</sup>
Full Year Activities	November 30 <sup>th</sup> and June 1 <sup>st</sup>

2.3j Teacher Induction Plan Compensation: Employees in the bargaining unit who serve as Mentor Teachers in a district Induction Program shall be entitled to compensation of \$450 in addition to their regular salaries upon completion of the program. New teachers being mentored shall be entitled to compensation of \$300 in addition to their regular salaries after program completion. If a mentor is unable to complete the entire program, their compensation will be pro-rated. Compensation will be paid on the first regular payday occurring after June 1.

2.3k Sixth Grade Camp: The District shall pay a stipend of \$500 each to a maximum of 4 professional staff members for attendance at the Sixth Grade Camp. To become eligible, the teacher must be approved for camp attendance by the Principal and must remain with the students for the camp's duration (measured from departure of student buses from school through return of student buses to school). Payment shall be made at the end of the first full pay period following the conclusion of camp. The District shall have no liability for full or partial payment of stipend or mileage reimbursement to any teacher who only partially satisfies the eligibility criteria.

