

APPENDIX C

SUPPLEMENTARY SALARY SCHEDULE

If a new job classification is established, the District will negotiate with the Association over the appropriate salary for that classification. If possible, said negotiations shall take place prior to the filling of the position. If it is not possible to complete negotiations prior to the filling of the position, the salary subsequently agreed upon shall be retroactive to the first day the position was filled.

If there is any substantial change in the duties of any existing job classification, the District will negotiate with the Association regarding possible modification in the salary for such position; and any modification in the salary for such position agreed to will become effective on the first day that the change in duties become effective.

Any open Athletic Coaching Appendix C positions must be electronically posted throughout the districts for five (5) workdays. All other positions must be posted at the site for five (5) workdays. In the event that a Principal intends to open a previously filled position, the person who holds the position must be electronically notified of the change prior to posting.

All interested Certificated Bargaining Unit members must apply in writing or electronically. All applicants must be notified, in writing or electronically, of Appendix C staffing decisions by the end of the school year. A complete listing of Appendix C positions and who filled each position must be electronically posted at each site.

The following positions are included in Appendix C:

<b>SPECIAL JOB CLASSIFICATION</b>	<b>FACTOR ON INCUMBENT'S POSITION ON SALARY SCHEDULE</b>
<b>Teacher on Assignment</b>	.13 (196 days 8 consecutive hours a day)
<b>Lead Nurse</b>	.044
<b>Lead Speech Therapist</b>	.044
<b>Lead Teacher, Adaptive P.E.</b>	.044

Bargaining unit members serving in the following special assignments shall be paid in accordance with the following formula:

Factor x Class A, Step 1 (base rate), effective July 1, 2023.

Hourly Rate: (.001) factor of Class A, Step 1, effective July 1, 2023.

<b>ELEMENTARY SCHOOLS</b>	<b>FACTOR</b>
<b>Instructional Leadership Team (ILT)</b> (Not to Exceed 6, 7 positions allowed if 6th grade on site)	0.016
<b>Preschool Teacher</b>	30 Hours at Certificated Hourly Rate

<b>MIDDLE SCHOOLS</b>	<b>FACTOR</b>
Academic Pentathlon Coach	0.035
Assistant Academic Pentathlon Coach (Not to Exceed 3)	0.016
A.S.B. Advisor	0.040
Department Chair (Not to Exceed 8)	0.040
Drama Director (with one (1) play production per semester)	0.040
Cheer or Drill Team Advisor	0.040
Instructional Leadership Team (ILT) (Not to Exceed 9)	0.016
Intramural Director	0.040
Intramural Activities Coordinator (Not to Exceed 3 per semester)	0.016
Performing Band Director	0.040
Vocal Director	0.040
Yearbook/Newspaper Advisor	0.040

<b>HIGH SCHOOLS</b>	<b>FACTOR</b>
<b>A.S.B. Advisor</b>	0.130
<b>Academic Decathlon Coach Head</b>	0.055
Academic Decathlon Assistant Coach (4)	0.016
<b>Band Director</b>	0.088
Band Assistant (6)	0.020
<b>Dance Competition Team Head</b>	0.088
Dance Competition Team Assistant (1)	0.065
<b>Department Chair 10 or More FTE</b>	0.080
<b>Department Chair 5-9 FTE</b>	0.040

<b>Department Chair Less Than 5 FTE (FACTOR is per FTE)</b>	0.008
<b>Drama Director (max 2 per year)</b>	0.045
<b>Drill Team Advisor</b>	0.055
<b>Instructional Leadership Team (ILT) (Not to Exceed 9)</b>	0.016
<b>Mock Trial Coordinator</b>	0.055
Mock Trial Assistant Coach (1)	0.016
<b>Musical Director</b>	0.080
Musical Assistant Director (5)	0.048
<b>Newspaper Advisor</b>	0.033
<b>Speech and Debate Coach (1-12 tournaments per year)</b>	0.088
<b>Speech and Debate Coach (more than 12 tournaments per year)</b>	0.112
<b>Tall Flags Advisor</b>	0.055
<b>Vocal Director</b>	0.048
<b>Yearbook</b>	0.047

<b>HIGH SCHOOLS: SPORTS</b>	<b>FACTOR</b>
<b>Baseball, Boys'</b>	
Head	0.088
Assistant (2)	0.065
JV	0.065
Freshman	0.065
<b>Basketball, Boys'</b>	
Head	0.088
Assistant (2)	0.065
JV	0.065
Freshman	0.065
<b>Basketball, Girls'</b>	
Head	0.088
Assistant (2)	0.065
JV	0.065
Freshman	0.065
<b>Cheer: Sideline</b>	
Head	0.088
Assistant (1)	0.065
JV	0.065

Freshman	0.065
<b>Cheer: Competition</b>	
Head	0.088
Assistant (2)	0.065
JV	0.065
<b>Cross Country</b>	
Head	0.088
Assistant (3)	0.065
<b>E Sports</b>	
Head	0.088
Assistant (1)	0.065
<b>Football</b>	
Head	0.112
Assistant (9)	0.088
Freshman (5)	0.065
<b>Flag Football, Girls'</b>	
Head	0.088
Assistant (2)	0.065
<b>Golf, Boys'</b>	
Head	0.088
<b>Golf, Girls'</b>	
Head	0.088
<b>Soccer, Boys'</b>	
Head	0.088
Assistant (1)	0.065
JV	0.065
Freshman	0.065
<b>Soccer, Girls'</b>	
Head	0.088
Assistant (1)	0.065
JV	0.065
Freshman	0.065
<b>Softball, Girls'</b>	
Head	0.088
Assistant (2)	0.065
JV	0.065
Freshman	0.065
<b>Swimming</b>	
Head	0.088

Assistant (2)	0.065
<b>Tennis, Boys'</b>	
Head	0.088
Assistant (1)	0.065
<b>Tennis, Girls'</b>	
Head	0.088
Assistant (1)	0.065
<b>Track and Field</b>	
Head	0.088
Assistant (5)	0.065
<b>Volleyball, Boys'</b>	
Head	0.088
Assistant (1)	0.065
JV	0.065
Freshman	0.065
<b>Volleyball, Girls'</b>	
Head	0.088
Assistant (1)	0.065
JV	0.065
Freshman	0.065
<b>Water Polo, Boys'</b>	
Head	0.088
Assistant (1)	0.065
JV	0.065
<b>Water Polo, Girls'</b>	
Head	0.088
Assistant (1)	0.065
JV	0.065
<b>Weight Room</b>	
Supervisor	0.088
<b>Wrestling, Boys'</b>	
Head	0.088
Assistant (1)	0.065
JV	0.065
<b>Wrestling, Girls'</b>	
Head	0.088
Assistant (1)	0.065
JV	0.065

## HOURLY RATES AND PERIOD SUBSTITUTION PER ARTICLE 15

- A. All positions mentioned in Appendix C are certificated bargaining unit positions. This has been established by past practice and by contractual agreement.
- B. The District will make every effort to hire the most qualified certificated person to fill these positions.
- C. For those positions in Appendix C that do not legally require certification (coaches), the District may hire a qualified non-certificated person if no qualified certificated person has applied.
- D. All openings for vacant or newly created Appendix C positions shall be advertised and posted at each school.

## ROTC STAFF "STIPEND ADJUSTMENTS"

Whereas, members of the ROTC staff have, by long-standing past practice, received their cost-of-living salary adjustments on the basis of the Department of Defense adjustment which is usually established in January of each year, and

Whereas, the FTA has agreed that this practice is acceptable given the unique salary structure which must be used for compensation of ROTC staff members and the unique work year for these employees, and

Whereas, the "stipend" portion of salary received by ROTC members was established as an offset to net income losses which would otherwise be experienced by ROTC staff when they accept this position, and

Whereas, the "stipend" portion of salary has not been adjusted by annual cost-of living adjustments through what appears to be an oversight or misunderstanding by all parties. Now, therefore, it is agreed and understood by the parties as follows:

- A. Effective July 1, 1998, the "stipend" portion of ROTC staff members' salaries will be adjusted from \$6,000 to \$6,600 annually for Associate Instructors and from \$7,200 to \$7,920 annually for Instructors.
- B. The "stipend" portion of salary shall be adjusted annually at the same rate as the Department of Defense cost-of-living adjustment which is applied to the salary pursuant to notification from the Department of Defense.

## COMBINATION CLASS STIPEND

- A. Effective July 1, 2023, the stipend for bargaining unit member teaching elementary school combination classes pursuant to Article 14, Sections 14.4.2 shall be base on the factor of .016.