
APPENDIX B Supplemental Compensation

- B.0 Computation** — All indices in this Appendix are based on the Stipend Base of \$38,559 for 2005/06, \$39,831 for 2006/07 and \$41,146 for 2007/08 (including Board paid TRS and THIS). To determine the current amount, multiply the current base by the appropriate index. The hourly rates of pay listed in sections B3 and B4 do not include board paid TRS contributions which are calculated as for salary.
- B.1 Extracurricular Increments for Duties Performed.** (See schedule on following pages.)
- B.2 Junior High Department Chairperson Stipend** — The stipends for the responsibilities of department chairpersons in the junior high schools range from \$180 to \$845, with the average not to exceed \$605. The building principal determines the individual amounts for each chairperson.
- B.3 Teachers' Summer School Pay**
- A.** The rate of pay for certified teaching staff for teaching summer school shall be \$30.00 per hour plus Social Security.
 - B.** The rate of pay for non-teaching summer school work shall be \$19.00 per hour.
- B.4 Extra Pay for Extra Work** — It is agreed that the Board will recognize several situations which require extra pay for extra work. These categories are as follows:
- A. Extra Period Assignment** — In the event that a teacher is requested to teach an additional period for an entire school year, the rate is established at one-sixth of the teacher's base pay.
 - B. Internal Substitution** — Occasionally teachers are requested to serve as internal substitutes because a regular, qualified substitute is not available. In these situations, the rate will be \$19.00 per hour or per period, whichever is applicable.
 - C. Lunchroom Supervision** — \$19.00 per hour or the rate established by the Board for non-bargaining unit members, whichever is greater. Teachers have the option of not being assigned more than one-half hour.
- D. Saturday Morning Detention Period** — Teachers who choose to supervise a Saturday morning detention assignment shall be paid at the rate of \$19.00 per hour.
- E. Non-transcript Professional Growth Experiences** — Teachers who participate in District approved workshops and projects which are not part of regular professional responsibilities will be compensated at the rate of \$19.00 per hour for non-teaching summer school. The Board shall have the sole discretion, without establishing a precedent, to determine whether a teacher may participate in such workshop or project. Except in the case of a voluntary class or project auditing, approved participants will be compensated.
- B.5 Experience Credit** — The step on the index will be determined by the years of experience in performing the particular activity, provided effective with the 1995-96 school year an assistant coach or sponsor or a junior high coach or sponsor moving to a head high school coaching or sponsoring position in the same sport or activity shall be credited with his/her first five years of assistant coaching or sponsoring experience and one-half of any additional years. Any junior high coach or sponsor moving to an assistant high school coaching position in the same sport* or activity shall be given full experience credit. Likewise any high school coach or sponsor moving to a junior high school coaching or sponsoring position shall be given full experience credit at a one-for-one exchange rate.
*Softball and Baseball shall be considered to be "the same sport".
- B.6 National Board Certification Stipend** — Teachers who earn the National Board for Professional Teacher Standards (NBPTS) Certification will receive a stipend of \$1,000 per year for 10 years of the certification. If a NBPTS teacher is hired by the District, he/she will receive the stipend for the years remaining in the certificate.
- B.7 Adjustments** — If changes in assignments are made after October 1, adjustment in compensation will be made within six weeks.

Elementary Stipend Schedule
Multipliers of the Base Salary (Stipend Base)

Step Years	I 0-2	II 3-5	III 6-7	IV 8-9	V 10-11	VI 12-13	VII 14+
Safety Director	0.044	0.051	0.056	0.061	0.068	0.074	0.080
Honor Band	0.020	0.027	0.032	0.037	0.042	0.048	0.053
Honor Orchestra	0.020	0.027	0.032	0.037	0.042	0.048	0.053
Outdoor Ed. Co-Ord.	0.033	0.040	0.045	0.050	0.057	0.062	0.068
Participation Activities	0.014	0.016	0.017	0.018	0.019	0.020	0.021
Non-Athletic Activities	Overnight \$50						

<u>Stipend Base</u>	
2005-2006	\$38,559
2006-2007	\$39,831
2007-2008	\$41,146

Junior High School Stipend Schedule
Multipliers of the Base Salary (Stipend Base)

Step Years	I 0-2	II 3-5	III 6-7	IV 8-9	V 10-11	VI 12-13	VII 14+
JUNIOR HIGH ATHLETICS							
Group I-Head Coaches Basketball Track Wrestling	0.067	0.079	0.089	0.100	0.112	0.127	0.143
Group II-Head Coaches Cross Country Volleyball	0.059	0.070	0.080	0.090	0.101	0.116	0.132
Assist. Coaches Basketball Wrestling							
Group III Track Asst. Football	0.053	0.062	0.068	0.075	0.084	0.099	0.113
Group IV Athletic Director	0.134	0.152	0.166	0.184	0.200	0.220	0.240
JUNIOR HIGH NON-ATHLETICS							
Group I Student Council	0.055	0.061	0.066	0.072	0.076	0.082	0.087
Group II Yearbook	0.050	0.056	0.061	0.067	0.073	0.078	0.084
Group III Drama Production Safety Director <u>Team Leader</u>	0.044	0.051	0.056	0.061	0.068	0.074	0.080
Group IV Newspaper Pep Club/Cheerleading	0.039	0.044	0.048	0.052	0.057	0.062	0.068
Group V Computer Advisor Intramural Director Jazz Band Service Group Director	0.032	0.036	0.039	0.042	0.046	0.052	0.057
Group VI Bluegrass Strings/ Touring Orch. Intramurals Newcomers	0.021	0.024	0.026	0.028	0.030	0.035	0.040
Group VII Literary Magazine Science Olympiad/Fair	0.011	0.014	0.016	0.018	0.021	0.025	0.030

High School Athletic Stipend Schedule
Multipliers of the Base Salary (Stipend Base)

Step Years	I 0-2	II 3-5	III 6-7	IV 8-9	V 10-11	VI 12-13	VII 14+
Group I-Head Coaches	0.167	0.181	0.192	0.205	0.221	0.238	0.255
Basketball							
Football							
Track							
Wrestling							
Group II-Head Coaches	0.132	0.144	0.158	0.173	0.193	0.210	0.227
Athletic Trainer-per Season							
Baseball							
Gymnastics							
Soccer							
Softball							
Swimming							
Volleyball							
Group III Head Coaches	0.102	0.121	0.136	0.161	0.172	0.188	0.208
Badminton							
Cross Country							
Golf							
Tennis							
Assist. Coaches							
Basketball							
Football							
Track							
Wrestling							
Group IV-Asst. Coaches	0.093	0.106	0.116	0.128	0.141	0.157	0.172
Athletic Director-Ea. Semester							
Athletic Trainer-Per Season							
Badminton							
Baseball							
Cross Country							
Gymnastics							
Soccer							
Softball							
Swimming							
Tennis							
Volleyball							
Group V	0.104	0.120	0.129	0.138	0.154	0.169	0.185
Weight Room Supervisor							

Stipend Base

2005-2006	\$38,559
2006-2007	\$39,831
2007-2008	\$41,146

High School Non-Athletic Stipend Schedule
Multipliers of the Base Salary (Stipend Base)

Step	I	II	III	IV	V	VI	VII
Years	0-2	3-5	6-7	8-9	10-11	12-13	14+
Group I Band Director	0.141	0.153	0.162	0.171	0.180	0.187	0.192
Group II Cheerleading-Head Debate-Head Forensics Pom Pon-Head Vocal Director Yearbook	0.101	0.113	0.122	0.131	0.140	0.147	0.152
Group III Newspaper Student Council Ticket Manager	0.093	0.103	0.113	0.121	0.129	0.135	0.142
Group IV Flag Corps-Head Intramural Director Play Director	0.073	0.085	0.093	0.105	0.115	0.122	0.127
Group V Band Asst. Cheerleading Asst. Orchestra Pep Club Pom Pon Asst. Youth & Government	0.065	0.073	0.078	0.085	0.090	0.097	0.102
Group VI Junior Sponsor Senior Sponsor Math-Head Fall Math-Head Spring Musical Choreography. Thespians	0.056	0.063	0.068	0.074	0.079	0.085	0.090
Group VII Debate Asst. Jazz Band-Per Season Service Club Student Council Asst. Yearbook Asst.	0.051	0.057	0.062	0.067	0.071	0.078	0.083
Group VIII Chess Team Forensics Asst. Literary Magazine Orchestra Scholastic Bowl	0.046	0.052	0.056	0.061	0.064	0.071	0.076
Group IX Foreign Language Horticulture Club Jazz Band Asst. Math Asst.-Fall Multi-Cultural Club National Honor Society Water Polo Team	0.035	0.040	0.043	0.046	0.049	0.054	0.060
Group X Freshman Sponsor Sophomore Sponsor Jets Team Math Asst.-Spring Scholastic Bowl Asst. Youth & Gov. Asst.	0.022	0.025	0.027	0.028	0.030	0.036	0.041