

Supplemental Pay Schedule

Ratified June 5, 2024

Effective July 1, 2024

Employees are eligible for supplemental pay as determined per annual stipends, or when extra duties and/or additional roles are assigned. Stipends will be prorated based on late hire status, less than full year eligibility, or partial work completion.

Stipends not listed on this schedule that require specific funding sources, such as grant funding, will be paid as funds allow with pre-approval by the Human Resources Department. The District is not obligated to continue funding for stipends not listed below if specific funding sources are discontinued.

All percentages apply to the certificated BA salary schedule (first column of the salary schedule only) and will include steps for experience in the activity, not experience as a teacher.

Districtwide Annual Stipends

Paid in twelve (12) equalized payments annually

National Board Certification: \$5000 per year held

Bilingual Stipend (exam required, provided, and paid for by the district): \$1500 ongoing

Registered Behavior Technician (RBT) Certification (paras and teachers, provided and paid for by the district if available): \$1500 each year held

WFR Certification (course registration fee reimbursed by the district at 50%): \$1500 for each year held

Master Pillar Explore (program sunset in 12/2022): \$1500 legacy ongoing \$1500 for those already in the program

Master Pillar Collaborate (program sunset in 12/2022): \$1500 legacy ongoing \$1500 for those already in the program

Master Pillar Lead (program sunset in 12/2022): \$2000 legacy, 3 year max

Paid annually 50% in January and 50% in June:

Site Content Lead/Department Chair/Building Leadership: \$1500 per year

Paid each semester:

District Content Lead (as assigned by Superintendent or Designee): \$2000 per semester; up to 20 Summer hours may be required

Paid annually in June or at time of completion:

Student Teacher Supervision: \$1500 per student teacher

Clinical Fellow Supervision (SSP, School Psychologist): \$1500 per year per fellow supervised

District New Teacher Induction Mentorship: \$1500 per year per teacher mentored

Site Assigned New Teacher Mentor: \$500

IB EE Supervisors - \$200 stipend per student to each Supervisor

HS Ex Ed Committee Lead: \$1000

HS Ex Ed Auction Coordinator: \$1000

Facilities and Housing weekend on-call stipends: \$200 per weekend for salaried exempt employees, \$100 per weekend plus hourly rate for non-exempt hourly employees when hours are worked

High School Athletics:

Head Coaches: Number of assistant coaches per sport is defined by the athletic director annually. The ratio for assistant coaches will be based on the size of the team for safety concerns and travel. Teams that practice in more than one season will be paid for each season (ie: dance).

All Head Coaches

14%

All Assistant Coaches	8%
Game Manager	\$25/hr

Postseason compensation (dependent upon length of season as determined by CHSAA and approved by the athletic director for athletics and department chair for activities. Includes all CHSAA activities including choir, band, speech and debate, etc. Does not apply to club activities.) :

- 1% additional for postseason play
- 2% additional (3% total) for state qualification

Middle School Athletics:

Athletic Director	15% per year
All Coaches	9.5%
All Assistant Coaches	5.75%
Game Manager	\$25/hr

High School Non-Athletic:

Robotics Head Coach	8% per season
Robotics Assistant Coach	5% per season
Robotics (Judge)	\$200 flat per event
Speech/Debate	8%
Musical Theatre Production (1 per school year)	
Director	13%
Assistant Director	5%
Music Director	10%
Conductor/Pit Orchestra Director	4%
Technical Director	4%

Band Performances (Director)	5% Per concert season
Vocal/Choir Performances (Director)	5% Per concert season
Jazz Band Performances (Director)	4% Per concert season
Pep Band Performances (Director)	2% Per sports season
Fall Play Drama Production: 1 per school year (Director)	5%
Model U.N. Coordinator (Practices & Competitions)	5%
ProStart Coordinator (Practices & Competitions)	5%
Student Senate (year-long commitment)	5%
Aspen Ambassadors (year-long commitment)	4%
VICA/DECA/FBLA	3%
Yearbook	3%
Newspaper	3%
Journalism	3%

Travel Compensation: Travel for competition that requires qualification for any activity sanctioned by the district, including clubs will be compensated at an additional 1%. Must be approved by the building principal. Examples: FBLA, Robotics.

Middle/Elementary Non-Athletic:

MS Drama Production: 1 per school year (Director)	2.5%
MS Band Performances (Director)	2.5% Per concert season
MS Jazz Band Performances (Director)	2.5% Per concert season
MS Vocal/Choir Performances (Director)	2.5% Per concert season
ES Vocal (Director)	2.5% Per concert season
ES Vocal Assistant Director	1.5% Per concert season
ES Piano Accompaniment	1.5% Per concert season
ES Drama Productions (per production)	2.5%
Robotics Coach/First Lego League (Competition)	4%

Assistant Robotics//First Lego League Coach (Competition)	2.5%
Robotics (Judge)	\$200 flat per event
Yearbook	4%

Travel Compensation: Travel for competition that requires qualification for any activity sanctioned by the district, including clubs will be compensated at an additional 1%. Must be approved by the building principal. Examples: FBLA, Robotics.

Non-Athletic Activities:

All other duties as deemed appropriate by the building administrator with pre-approval will be paid \$40 per hour or a stipend negotiated with AEA, for work outside the contractual day up to a total of \$750 per semester. A list of pre-approved activities will be maintained by building administration and HR at all times.

Certified staff teaching beyond their contract duty will be paid at the equivalent of their hourly rate for the amount of hours the class meets per week. A planning period may or may not be included depending on the teacher and class.

Class Advisors, 2 per grade level, will be paid as follows per year:

- Freshman Advisor: \$250
- Sophomore Advisor: \$250
- Junior Advisor: \$500
- Senior Advisor: \$500