

1 APPENDIX C
2 SUPPLEMENTARY SALARY SCHEDULE

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

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

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15 The following positions are included in Appendix C:

16 <u>SPECIAL JOB CLASSIFICATION</u>	17 <u>FACTOR ON INCUMBENT'S POSITION ON SALARY SCHEDULE</u>
18 Teacher on Assignment	.13 (196 days 8 consecutive hours a day)
19 Lead Nurse	.044
20 Lead Speech Therapist	.044
21 Lead Teacher, Adaptive P.E.	.044

1 Bargaining unit members serving in the following special assignments shall be paid
 2 in accordance with the following formula:
 3 Factor x \$39325 (base rate), effective July 1, 2018.

4

5 <u>ELEMENTARY SCHOOLS</u>	<u>FACTOR OR STIPEND</u>
6 ILT (Instructional Leadership Team)	\$596
7 Leadership Team (up to 6 positions)	\$596

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9 <u>MIDDLE SCHOOLS</u>	<u>FACTOR OR STIPEND</u>
10 Academic Pentathlon Coach	.044
11	
12 Assistant Academic Pentathlon Coach	\$596
13 (up to 3 positions)	
14 ASB Advisor	.050
15 Department Chairperson (NTE 8)	.050
16 Drama Director (one production per trimester)	.050
17 Drill Team Advisor	.050
18 ILT (Instructional Leadership Team)	\$596
19 Intramural Director (36 weeks)	.050
20 Intramural Activities Coordinator	.020
21 (up to two per trimester, each activity 3-5 days per week per trimester)	
22 Performing Band Director	.050
23 Vocal Director	.050
24 Year Book/Newspaper Advisor	

<u>1</u>	<u>HIGH SCHOOLS</u>	<u>FACTOR OR STIPEND</u>
2	A.S.B. Advisor	.160
3	Summer School A. S. B. Advisor	15 days at per diem
4	Academic Decathlon Coach	.069
5	Academic Decathlon Assistant Coach	
6	(up to 4 positions)	\$596
7	Advanced Placement Coordinator	.069
8	Band Director	.100
9	Band Assistant (up to 6 positions)	.025
10	Dance Competition Team/Head	.110
11	Assistant (after 35 active participants)	.079
12	Department Chairperson	
13	10 or more FTE	.100
14	5- 9 FTE	.050
15	Less than 5 FTE	.010 per FTE
16	Drama Director	.055 (per play, two plays max.)
17	Drill Team Advisor	.069
18	ILT (Instructional Leadership Team)	\$596
19	Librarian	15 additional days at per diem rate
20	Mock Trial Coordinator	.069
21	Assistant Mock Trial Coach	\$596
22	Musical Director	.100
23	Assistant Musical Director (up to 5 positions)	.060
24	Newspaper Advisor	.040
25	Pep Squad Advisor (Fall and Winter)	.110
26	Assistant Pep Squad Advisor	.079
27	Speech & Debate Coach	
28	1-12 tournaments per year	.110
29	More than 12 tournaments per year	.140
30	Tall Flags Advisor	.069Vocal
31		Director
		.060Yearbook Advisor
		.057

<u>1</u>	<u>HIGH SCHOOL COACHES</u>	<u>FACTOR OR STIPEND</u>
2	Baseball, Boys' – Head	.110
3	Assistant (2 positions)	.079
4	JV	.079
5	Freshman (1 position)	.079
6	Basketball, Boys' – Head	.110
7	Assistant	.079
8	JV	.079
9	Freshman (1 position)	.079
10	Basketball, Girls' – Head	.110
11	Assistant	.079
12	JV	.079
13	Freshman (1 position)	.079
14	Cross Country – Head	.110
15	Assistant (2 positions, 3 after 35 active participants)	.079
16	Football – Head	.140
17	Assistant (9 positions)	.110
18	Freshman (5 positions)	.110
19	Golf- Boys'	.110
20	Golf- Girls'	.110
21	Soccer, Boys' – Head	.110
22	Assistant	.079
23	JV	.079
24	Soccer, Girls' – Head	.110
25	Assistant	.079
26	JV	.079
27	Softball, Girls' – Head	.110
28	Assistant (2 positions)	.079
29	JV	.079
30	Freshman	.079
31	Swimming – Head	.110
32	Assistant (2 after 35 active participants)	.079
33	Tennis, Boys' – Head	.110
34	Assistant (1 after 35 active participants)	.079

1	Tennis, Girls' - Head	.110
2	Assistant (1 after 35 active participants)	.079
3	Track & Field – Head	.110
4	Assistant (5 positions)	.079
5	Volleyball, Girls' – Head	.110
6	Assistant	.079
7	JV	.079
8	Freshman	.079
9	Volleyball, Boys' - Head	.110
10	Assistant	.079
11	JV	.079
12	Water Polo, Boys' - Head	.110
13	Water Polo, Girls' - Head	.110
14	Assistant	.079
15	JV	.079
16	Weight Room Supervisor	.110
17	Wrestling – Head	.110
18	Assistant (1 position, 2 after 40 active participants)	.079
19	JV	.079

20 HOURLY RATES AND PERIOD SUBSTITUTION PER ARTICLE 15

21 Hourly Rate: \$40.46 effective July 1, 2018

22 A. All positions mentioned in Appendix C are certificated bargaining unit
23 positions. This has been established by past practice and by contractual agreement.

24 B. The District will make every effort to hire the most qualified
25 certificated person to fill these positions.

26 C. For those positions in Appendix C that do not legally require
27 certification (coaches), the District may hire a qualified non-certificated person if no qualified
28 certificated person has applied.

29 D. All openings for vacant or newly created Appendix C positions shall be
30 advertised and posted at each school.

1 ROTC STAFF “STIPEND ADJUSTMENTS”

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

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

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

11 Whereas, the “stipend” portion of salary has not been adjusted by annual cost-of-
12 living adjustments through what appears to be an oversight or misunderstanding by all parties.

13 Now, therefore, it is agreed and understood by the parties as follows:

14 A. Effective July 1, 1998, the “stipend” portion of ROTC staff members’ salaries
15 will be adjusted from \$6,000 to \$6,600 annually for Associate Instructors and from \$7,200 to
16 \$7,920 annually for Instructors.

17 B. The “stipend” portion of salary shall be adjusted annually at the same rate as the
18 Department of Defense cost-of-living adjustment which is applied to the salary pursuant to
19 notification from the Department of Defense.

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21 COMBINATION CLASS STIPEND

22 A. Effective July 1, 2018, the stipend for bargaining unit member teaching
23 elementary school combination classes pursuant to Article 14, Sections 14.4.2 shall be \$596.00
24 annually.