**Appendix C**

**Extra Services**

All things being equal, bargaining unit members will receive preference on extra service positions provided, however, incumbency shall not assure appointment. All extra service positions shall be subject to annual evaluation.

Individuals holding extra service fee positions, which are seasonal in nature, shall be compensated in a lump sum at the conclusion of the seasonal position following the submission of the annual report to the building Principal, or designee.

Individuals holding extra service fee positions, which are year-long positions, shall be compensated in a lump sum payment at the conclusion of the year following the submission of the annual report to the building Principal or designee. This excludes student supervision positions such as cafeteria duty, detention, tutoring, and early morning supervisor, which will be paid throughout the year and are not required to submit an annual report.

The work year for Elementary Team Facilitators and Guidance Counselors shall begin with one (1) week before the start of the school year for professional staff and shall conclude one (1) week after the conclusion of the school year for professional staff. First year guidance counselors at the middle school shall only be responsible for five (5) additional days instead of ten (10). High school guidance counselors shall work an additional five (5) days during the summer months according to current practice. First year guidance counselors at the high school shall only be responsible for ten (10) additional days instead of fifteen (15). School psychologists shall work five (5) additional days. Of these days two shall be before the start of the school year, one shall be at the conclusion of the school year, and two shall be floating days approved by the building principal. School adjustment counselors shall work ten (10) additional days. Of these ten days, three shall be before the start of the school year, three shall be at the conclusion of the school year, and four shall be floating days approved by the building principal.

Apply the agreed-upon teacher percentage increases to the high school, middle school, and elementary school co-instructional differentials only – 2% increase in 2018-2019, 2% increase in 2019-2020, and 3% increase in 2020-2021.

**Appendix C**

**HS Co Instructional Differentials**

 **17-18 18-19 19-20 20-21**

Guidance Counselor 6769 6904 7042 7253

Guidance (First Year) 3863 3940 4019 4139

Media Specialist (HS Librarian) 6464 6593 6725 6927

School Adjustment Counselor 4827 4923 5022 5172

School Psychologist 2589 2641 2693 2774

TV Studio Director 5000 5100 5202 5306

Crisis Team Leader 1640 1673 1706 1758

School Treasurer 5181 5284 - -

Virtual High School Coordinator 1689 1723 1757 1810

Edgenuity Coordinator 1827 1864

Chemical Hygiene & Safety Officer 2375 2434

Extended School Year (ESY) Coordinator 5500 5500 5610 5778

**MS Co Instructional Differentials**

Guidance 4827 4923 5022 5172

Guidance (First Year) 3863 3940 4019 4139

School Adjustment Counselor 4827 4923 5022 5172

School Psychologist 2589 2641 2693 2774

Middle School Team Facilitator 5695

**Elementary Co Instructional Differentials**

Elementary Team Facilitator 5695 5809 5925 6102

School Psychologist 2589 2641 2693 2774

School Adjustment Counselor 4827 4923 5022 5172

**Miscellaneous**

Tutoring Rate/hour 29.17 30.00 31.00 31.00

Induction and Mentoring Coordinator 1500 1500 1500

Mentor for Beginning Teacher 1000 1000 1000

Mentor for Experienced Teacher 500 500 500

RBT Training for Mentors 750 750 750

Mileage Reimbursement (IRS Prevailing) 0.545

**Student Supervision High School**

Cafeteria Supervisor/hour 17.72 17.72 17.72 17.72

Detention Supervisor 3540 3540 3540 3540

Early Morning Supervisor 1376 1376 1376 1376

Saturday School/hour 29.17 30.00 31.00 31.00

**Student Supervision Middle School**

Cafeteria Supervisor/hour 13.67 17.72 17.72 17.72

Detention Supervisor 2831 2831 2831 2831

Early Morning Supervisor 1376 2064 2064 2064

**Student Activities High School**

 **Tier 17-18 18-19 19-20 20-21**

11th Grade Advisor 1 2657 2657 2750 2750

12th Grade Advisor 1 2657 2657 2750 2750

DECA Advisor 1 1098 1098 2750 2750

National Honor Society 1 2124 2124 2750 2750

Breeze 2 1947 1947 2360 2360

Debate Coach 2 2347 2347 2360 2360

Model UN & International Relations[[1]](#footnote-1) 2 791 791 2360 2360

Math Club Advisor 2 2359 2359 2360 2360

Envirothon/Science Club Advisor 2 1906 1906 2360 2360

Yearbook Advisor (2) 2 4427(1) 4427(1) 2360 2360

Anti-bullying Coalition Advisor 3 765 765 1850 1850

Big Buddy Advisor 3 1500 1500 1850 1850

Student Council 4 1342 1342 1300 1300

Ski Club Advisor[[2]](#footnote-2) 4 1234 1234 1300 1300

Best Buddies (2) 4 1250 1250 1300 1300

9th Grade Advisor 5 920 920 1000 1000

10th Grade Advisor 5 920 920 1000 1000

Raiders Reaching Out (2) 5 549 549 1000 1000

Gay/Straight Alliance Club Advisor 5 765 765 1000 1000

World Language Club 5 832 832 1000 1000

Science Olympiad 5 1099 1099 1000 1000

Amnesty International 6 807 807 650 650

Future Teachers 6 985 985 650 650

Science Fair[[3]](#footnote-3) 6 784 784 650 650

Peer Leadership 6 885 885 650 650

**High School Music Groups**

 **Tier 17-18 18-19 19-20 20-21**

Marching Band Director 1 5877 5877 6000 6000

Marching Arts Battery Director 2 4561 4561 2000 2000

Marching Arts Pit Percussion Director 2 1939 (2) 1939 (2) 2000 2000

Marching Arts Colorguard Director 2 1938 (1) 1938 2000 2000

Marching Arts Horn line/Visual Tech 3 1200 1200

Marching Arts Battery Percussion 3 1200 1200

Marching Arts Pit Percussion Tech 3 1200 1200

Marching Arts Visual Designer 3 1200 1200

 **Tier 17-18 18-19 19-20 20-21**

Show Choir Director 1 1647 1647 3100 3100

Show Choir Assistants (2)[[4]](#footnote-4) 2 1300 1300

Jazz Band Director 2 1185 1185 1300 1300

Strings Chamber Music 2 1185 1185 1300 1300

Drama Coach 1 3050 3050 3100 3100

Drama Coach Assistant 2 921 921 1300 1300

**Student Activities Middle School**

 **Tier 17-18 18-19 19-20 20-21**

Math Club Advisor 1 2359 2359 2360 2360

Drama Coach 2 1367 1367 1400 1400

ROV Team 2 464 464 1400 1400

Yearbook Coordinator 2 1098 1098 1400 1400

Community Service Club 2 1376 1400 1400

Science Fair Advisor 2 784 784 1400 1400

DC Trip Coordinator (2) 2 1400 1400

Drama Coach Assistant 3 921 921 900 900

Peer Leader 3 885 885 900 900

Student Council 3 870 870 900 900

Chess Club Advisor 4 433 433 500 500

Green Team 4 464 464 500 500

Newspaper Club 4 591 591 500 500

**High School Athletics[[5]](#footnote-5)**

 **Tier 17-18 18-19 19-20 20-21**

**Fall**

 **Cheerleading (Fall/Winter)** - 3914 3914 4000 4000

 **Fall 60%/Winter 40%**

 **Cross Country** 6

 Boys’ Cross-Country Coach 2500 2500 3800 3800

 Girls’ Cross-Country Coach 2500 2500 3800 3800

 **Field Hockey** 5

 Varsity Coach 4114 4114 4800 4800

 Varsity Coach Assistant 2635 2635 2880 2880

 **Football** 1

 Varsity Coach 7978 7978 8300 8300

 Varsity Coach Assistant 4431 4431 4980 4980

 Junior Varsity Coach (2) 3925 3925 4980 4980

 Freshman Coach (2) 3934 3934 4565 4565

 **Golf** 6 3175 3175 3800 3800

 **Soccer (Boys’)** 5

 Varsity Coach 4443 4443 4800 4800

 JV Coach 2839 2839 2880 2880

 **Soccer (Girls’)** 5

 Varsity Coach 4443 4443 4800 4800

 JV Coach 2839 2839 2880 2880

 **Unified Basketball** (2) - 1000 1000 1000

 **Volleyball 5**

 Varsity 3584 3584 4800 4800

 Junior Varsity 1843 1843 2880 2880

 Freshman 1843 2640 2640

**Winter**

 **Basketball (Boys’) 2**

 Varsity 6086 6086 6400 6400

 Junior Varsity 3701 3701 3840 3840

 Freshman 3325 3325 3520 3520

 **Basketball (Girls’) 2**

 Varsity 6086 6086 6400 6400

 Junior Varsity 3701 3701 3840 3840

 Freshman 3325 3325 3520 3520

 **Gymnastics** 6

 Varsity (2) 3699 3699 3800 3800

 **Ice Hockey** 3

 Varsity 5295 5295 5800 5800

 Varsity Assistant 3370 3370 3480 3480

 JV Coach 3370 3370 3480 3480

 **Wrestling** 6

 Varsity Coach 3699 3699 3800 3800

 Varsity Coach Assistant 2819 2819 2280 2280

 **Track** 5

 Boys Varsity Coach 3415 3415 4800 4800

 Girls Varsity Coach 3415 3415 4800 4800

 Boys’ Varsity Assistant 2881 2881 2880 2880

 Girls’ Varsity Assistant 2881 2881 2880 2880

**Spring**

 **Baseball** 4

 Varsity 4991 4991 5300 5300

 Junior Varsity 3073 3073 3180 3180

 Freshman 2783 2783 2915 2915

 **Softball 4**

 Varsity 4991 4991 5300 5300

 Junior Varsity 3073 3073 3180 3180

 Freshman 2783 2783 2915 2915

 **Tennis** 6

 Boys’ Coach 3422 3422 3800 3800

 Girls’ Coach 3422 3422 3800 3800

 **Track 5**

 Boys’ Varsity 4700 4700 4800 4800

 Boys’ Varsity Assistant 3227 3227 3360 3360

Girls’ Varsity 4700 4700 4800 4800

 Girls’ Varsity Assistant 3227 3227 3360 3360

**Unified Track** (2) - 1000 1000 1000

**Middle School Athletics**

 **17-18 18-19 19-20 20-21**

**Fall**

 Cheerleading (Fall/Winter) 1738 1738 2100 2100

 Cross Country

 Head Coach 1958 1958 2100 2100

 Head Coach Assistant 1367 1367 1260 1260

 Field Hockey 1958 1958 2100 2100

 Soccer

 Girls’ Coach 1958 1958 2100 2100

 Boys’ Coach 1958 1958 2100 2100

**Winter**

 Basketball

 Boys’ Coach 2061 2061 2100 2100

 Girls’ Coach 2061 2061 2100 2100

**Spring**

 Baseball 2061 2061 2100 2100

 Softball 2061 2061 2100 2100

 Cross Country

 Head Coach 1958 1958 2100 2100

 Assistant Coach 1367 1367 1260 1260

**Middle School: Miscellaneous**

 Intramural Coordinator

 Boys 2749 2749 3000 3000

 Girls 2749 2749 3000 3000

1. Mandated two events, one in-house and one external [↑](#footnote-ref-1)
2. Minimum of two ski trips [↑](#footnote-ref-2)
3. Mandated two events, one in-house and one external [↑](#footnote-ref-3)
4. One of these assistants will also be the pit band director. [↑](#footnote-ref-4)
5. Assistant coaches (J.V. Coaches) are paid 60% of varsity salary and Freshman Coaches are paid 55% of Varsity stipends [↑](#footnote-ref-5)