

APPENDIX C
EXTRA DUTY RATES

1. ELEMENTARY GRADE LEVEL AND SECONDARY DEPARTMENT CHAIRPERSONS

Grade Level and Department Chairpersons, shall be elected by the teachers that they represent no later than the end of the current school year. This shall be accomplished on an annual basis and unit members will be entitled to cast votes in department elections in accordance with the actual classes that they are assigned to teach in each respective department. Annual department elections shall be facilitated by the administration and Association representatives at each site, and the results shall be subject to Board approval. Each site shall develop a nominating process that will allow for the private expression of preference for grade level and department chairs. Those unit members nominated shall be elected by majority vote (on a plurality basis) through the use of secret ballots which are to be counted by the site administrators and the Association representatives.

In instances where the unit member elected to serve as chairperson is determined to be ineffective by the administration, the Principal may request that the department provides a replacement representative to serve as chair for the duration of the school year.

It is agreed and understood that grade level and department chairs are members of the bargaining unit, and, therefore, their duties and responsibilities shall not include having "authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees, or the responsibility to assign work to and direct them, or to adjust their grievances, or effectively recommend such action if, in connection with the foregoing functions, the exercises of that authority is not of merely routine or clerical nature, but requires the use of independent judgment" [see Government Code section 3540.1 (M)]. Grade level and department chair meetings shall be open to others, with a recommendation that agendas and minutes be kept for all meetings to improve communication. Finally, grade level and department chairs may not be involved in the evaluation of other unit members.

2. CURRICULUM WRITING

Unit members shall be provided release time for curriculum writing or be paid the hourly instructional rate per #5 below. (See page 82)

3. GENERAL PROVISIONS OF EXTRA-DUTY COACHING PAY

- A. Bargaining unit members shall have first consideration for extra duty athletics/activities positions approved, according to appendix c. If no bargaining unit member applies for an extra duty stipend position, then the position will be flown and filled by either a walk-on athletics/activities person. When an athletics/activities position is held or filled by a non-bargaining unit person the position shall become vacant at the end of the season or activity (whichever comes first) then the position will be flown district-wide.

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2

3 B. No extra duty stipend in a designated area (athletics/activities) may be given to non-unit
4 members until all unit members providing a service for which a stipend has been
5 approved, according to Appendix C, have been compensated. The District shall notify
6 the Association before offering an extra duty stipend assignment to a non-unit member,
7 and on request shall provide a list of names of anyone receiving an extra duty stipend.
8

9 C. Ten percent (10%) of the season's stipend will be paid to the Varsity Head Coach and
10 any Varsity Assistant Coach (in those cases where an assistant coach or coaches are
11 approved, pursuant to Appendix C) Band Director, Assistant Band Director, and Drill-
12 team advisor for each week the coaches' team remains in CIF play-offs. For the
13 purpose of this paragraph, the factor will be applied to the stipend, as reflected in
14 Appendix C.
15

16 D. Extra duty pay for unit members involved in athletics shall be increased to give
17 experience credit, as follows:
18

19 For each year of coaching in the same sport, the coaching stipend will increase by the
20 percentage of 1.046 added to the basic stipend. The increase will be applied to the
21 stipend, as defined in Appendix C, and will continue for three (3) years (three steps---
22 step 1, step 2, and step 3). Step 1 shall be the amount of the annual stipend reflected in
23 Appendix C.
24

25 Unit members may switch assignments between men and women's teams of the same
26 level of sport without penalty.
27

28 A unit member leaving a coaching position for the purpose of a "leave of absence" as
29 defined in Article 13, shall not lose credit for prior service in that sport so long as the
30 unit member returns to coaching the same sport immediately following the leave of
31 absence.
32

33 E. Credit will be given for coaching experience in the District only. Coaching service in
34 the same sport is transferable within the District.
35

36 **4. AFTER WORKING HOURS SUPERVISION**
37

38 Unit members are required to attend "Back-to-School" night and "Open House" as part of
39 their contractual obligation to the District. Those unit members who provide service to
40 the District for purposes of after-school supervision shall be reimbursed at the rate listed
41 in #5 below. Such reimbursement shall be made only for time spent beyond the unit
42 member's regular student contact day. No unit member shall be reimbursed under this
43 provision for any duty for which he/she is already receiving a stipend.
44

45 **5. RATES OF COMPENSATION**
46

47 The following rates, other than substitute pay for unit members, are subject to any future
48 adjustment which applies to Appendix "B."
49

1 **APPENDIX C (cont.)**

2
3 **A. CHAIRPERSONS**

4
5 There will be one grade level chairperson for each of the following grade level/clusters TK-1,
6 2-3, 4-6. If a school has more than ten (10) classes at a grade level/cluster, additional chair
7 positions will be added for that grade level/cluster to a maximum number of two (2).
8

9 The following examples are provided to assist in the application of this article and are intended
10 to provide clarification as to practices in connection with payment of stipends and permissible
11 configurations.
12

- 13 1. If a teacher has a combination class, said teacher may choose which grade/level cluster they
14 wish to align with, i.e., - a K-1 teacher with 15 kindergarteners and 4 first graders would
15 probably wish to align with the kindergarten cluster due to the preponderance of students
16 at that level. However, they would be permitted to align themselves with the first grade
17 grouping if they so desire, the choice of alignment rests solely with the teacher.
18
- 19 2. Teachers would be permitted to voluntarily split the duties and responsibilities as well as
20 the corresponding stipend for service as a grade level chair.
21
- 22 3. Stipends will be paid in accordance to the number of unit members serviced by each grade
23 level chair, i.e., if a site had 17 classes of K-1 and 10 were aligned with the kindergarten
24 cluster and 7 were aligned with the first grade cluster, the stipend would be as follows; the
25 kindergarten chair would receive the stipend of \$3,807.00 for 10 or more unit members and
26 the first grade chair would receive the stipend of \$3,045.00 for 7 to 9 unit members.
27
- 28 4. Should additional questions on permissible practices and configurations relating to
29 compensation require clarification, the association and the District shall meet and examine
30 the issue in question and arrive at a mutually acceptable resolution specific to that issue
31 and/or question.
32

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Additional stipends for elementary grade level and secondary department chairpersons shall be paid as follows:

Coordinating 1 or 2 unit members - \$ 1,523.00 (.025 x Grp. I, Step I)

Coordinating 3 or 6 unit members - \$ 2,284.00 (.0375 x Grp. I, Step I)

Coordinating 7 or 9 unit members - \$ 3,045.00 (.05 x Grp. I, Step I)

Coordinating 10 or more unit members - \$ 3,807.00 (.0625 x Grp. I, Step I)

B. HOURLY INSTRUCTION

The hourly instruction rate shall be calculated using the Annual Salary for Group III, Step 1 of the Certificated Salary Schedule divided by 183 and then by 6.

C. COACHING/ADVISORS

The coaching stipends are set forth herein Appendix "C."

D. STUDENT SUPERVISION

The hourly student supervision rate shall be 75% of the hourly instructional rate.

E. DRIVER'S EDUCATION

The hourly rate for behind-the-wheel driver's education instruction shall be 95% of the hourly instructional rate.

F. SUBSTITUTE RATE

The daily rate for unit members substituting while off-contract, and during summer months shall be at the current daily substitute teacher rate.

APPENDIX C (cont.)

**ANNUAL STIPENDS FOR EXTRA DUTY
COACHING AND STUDENT ACTIVITY POSITIONS
EFFECTIVE JULY 1, 2023 – 8.22%**

All positions are single person positions, with the following exceptions: High School Assistant Varsity Football - 3 positions; High School Assistant Men/Women Track - 2 positions. In respect of High School Athletic or High School Activities Directors in Level I, service for less than one year shall entitle the member to a pro rata share of the stipend.

LEVEL I \$5,375

H.S. Varsity Football
H.S. Athletic Director
H.S. Activity Director

LEVEL IX \$4,006

H.S. Choral Director
Agriculture Advisor
H.S. Drama Director

LEVEL II \$5,245

H.S. Band Director

LEVEL X \$3,756

H.S. Soph/JV Football
H.S. Frosh Football
H.S. Asst. Frosh Football
H.S. Frosh Baseball
H.S. JV Baseball
H.S. Asst. Var. Baseball
H.S. Frosh/Soph. Wrestling (Women/Men)
H.S. Frosh Softball
H.S. Asst. Swim (Women/Men)
H.S. Asst. Var. Wrestling (Women/Men)
H.S. Frosh/Soph. Basketball (Women/Men)
H.S. Asst. Womens Softball
H.S. JV Womens Softball
H.S. Asst. Track (Women/Men)
H.S. Frosh/Soph. Soccer (Women/Men)
H.S. JV Wrestling (Women/Men)
Boys Republic Baseball
Boys Republic Basketball
Jr. High Activities Director/Leadership

LEVEL III \$5,004

H.S. Var. Basketball (Women/Men)

LEVEL IV \$4,681

H.S. Head Var. Baseball/Softball
H.S. Head Var. Track (Women/Men)
H.S. Asst. Varsity Football

LEVEL V \$4,492

H.S. A-V Coordinator

LEVEL VI \$4,467

H.S. Head Var. Soccer (Women/Men)
H.S. Head Var. Wrestling (Women/Men)
H.S. Head Water Polo (Women/Men)
H.S. Head Women/Men Swim (Women/Men)

LEVEL VII \$4,393

H.S. Drill Team Advisor/H.S. Dance Advisor

LEVEL VIII \$4,102

H.S. Head Tennis (Women/Men)
Head Cross Country (Women/Men)
H.S. Head Var. Volleyball (Women/Men)
H.S. Asst. Basketball (Women/Men)
H.S. Head JV Basketball (Women/Men)
H.S. Badminton (Women/Men)
H.S. Cheer Coach

LEVEL XI \$3,514

Jr. High Band Director
H.S. FHA-HERO
VICA
FBLA/DECA
H.S. Career Technical Education (CTE)

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LEVEL XII \$3,398

H.S. Asst. Volleyball (Women/Men)
H.S. JV Volleyball (Women/Men)
H.S. JV Soccer (Women/Men)
H.S. Asst. Water Polo (Women/Men)
H.S. Golf (Women/Men)
H.S. JV Tennis (Women/Men)
H.S. Asst. JV Football
Boys Republic Track
Boys Republic Cross Country
H.S. Asst. Badminton (Women/Men)

LEVEL XIII \$3,174

H.S. Yearbook Advisor
H.S. Publications Advisor
H.S. Pep Sideline Squad Advisor
H.S. AVID Advisor

LEVEL XIV \$2,926

H.S. Photo Advisor
Jr. High AVID Advisor
ES SDC Teacher (Includes Preschool and TK)

LEVEL XV \$2,619

Jr. High Drill Team/Jr. High Dance Advisor
Jr. High Color Guard Advisor
Jr. High Renaissance

LEVEL XVI \$2,370

Jr. High Football
Jr. High Soccer

LEVEL XVII \$2,249

H.S. Asst. Band Director
Jr. High Basketball
Jr. High Track
Jr. High Volleyball
Jr. High Co-ed Softball
H.S. Choreographer Dir.
H.S. Asst. Pep Sideline Squad
Other J.H.S. coaches
Two high school extra duty stipends for coaches of academic competition teams.

LEVEL XVIII \$1,831

H.S. Senior Class Advisor
Jr. High STEM/STEAM Advisor
Jr. High Yearbook Advisor
H.S. Jr. Class Advisor
Jr. High Activity Stipend: _____
H.S. Activity Stipend: _____
After School Activity Stipend: _____

LEVEL XIX \$1,587

H.S. Soph. Class Advisor
Jr. High Visual Performing Arts Advisor
Jr. High Pep Squad Advisor
Jr. High Vocal Music
H.S. Frosh Class Advisor

LEVEL XX \$556

7th grade Decathlon
8th grade Decathlon
Jr. High Science Fair Advisor

** Additional funding will be provided for high school FHA-HERO VICA, FBLA/DECA, and CTE when such positions are to be filled by individual sites.

Note: At the high school level the District shall provide 64 coaching stipends, 21 student activities stipends and 14 department chair stipends. At the junior high schools each site get 4 coaching stipends, 6 student activities stipends and 7 department chair stipends. At the elementary schools, in addition to elementary SDC Teacher Stipends, each site will receive two extra duty stipends.