

Curriculum Supplements Proposal

Rationale: Student engagement in extra-curricular activities is one of the foundational components of a high achieving public school system. One way to increase involvement is through academic, athletic, and arts special programs before and after school hours. For these programs to be successful and holistically engaging for young people, we must have committed adults who are compensated with fair and competitive supplements.

NAME	CURRENT PAY	PROPOSED
Elementary Grade Level Chair	\$617	\$850
Elementary Yearbook Sponsor	\$617	\$850
Elementary School Academic Competition Bowl		\$850
Middle School Academic Competition Bowl Sponsor	\$617	\$850
Middle School Department Chair	\$617	\$850
Middle School Grade-Level Chair	\$617	\$850
Middle School Newspaper Sponsor	\$823	\$1,000
Middle School Yearbook Sponsor	\$1,028	\$1,200
Middle School Extra-curricular Coach	\$617	\$850
Middle School Honor Society	\$617	\$850
High School Department Chair	\$617	\$850
High School Class Sponsor	\$617	\$850
High School National Honor Society Sponsor	\$823	\$1,000
High School Newspaper Sponsor	\$1,028	\$1,200
High School Yearbook Sponsor	\$1,645	\$2,000
High School Student Council	\$617	\$850
High School Speech & Debates/Forensics	\$617	\$850
High School Academic Competition Bowl Sponsor	\$617	\$850
HOSA - Future Health Professionals is a Career and Technical Student Organization		\$850
Behavioral Center Lead	\$1028	\$1,500
Behavioral Center Teacher, ESE	\$1,500	\$2000
Behavioral Center Teacher, non-ESE	\$617	\$1,000
Teacher (DJJ and OASIS)	\$1,028	\$1,500
Green Champion	\$617	\$800
First Aid	\$500	\$600
Virtual teacher expenses		\$1,000
Speech Pathologist/Audiologist	\$1,500	\$1,800
ESE Teacher (Excluding Gifted) VE	\$1,500	\$1,800
Health Champions	\$617	\$700
ESE Grade Chair	\$0	\$850
ESE Teacher Self-Contained **	\$0	\$2,500
ESE Teacher Gifted Teachers	\$0	\$850
Hourly rate OPS Contract up to 3 hours for each EP or Transition Plan created,		Hourly rate OPS Contract up to 3 hours for each EP or Transition Plan created,
Action Teams/ School Committees Lead	\$0	\$500
PLT Grade level Lead Including Essentials/Block	\$0	\$850
PLC Schoolwide Lead	\$0	\$850
AVID Coordinator	\$0	\$500
XELLO Coordinator	\$0	\$300
Social Worker	\$0	\$1,500
Wellness Coordinator	\$617	\$650

Elementary existing supplements Middle existing supplements High existing supplements

New Proposals OPS contract to Gifted Teachers for EP/Transition Planning time

Leadership Supplement Proposal

Appendix C

Recognizing that the welfare and needs of students have always been the priority, school administrators build a leadership team. A leadership team is an internal group of professionals with clear priorities, goals, and vision for the betterment of each school, students, educators, and personnel. This team includes, but is not limited to: Deans, Instructional Reading, Math, and Science Coaches, Testing Coordinators, Counselors, Media Center Specialists, ESOL Compliance Specialists, MTSS Coaches, Instructional Mentors, Resource Compliance Specialists. This team not only performs their daily duties according to their job descriptions, but also support the vision of the Administrators by carrying out the School Improvement Plan by developing, planning, executing, and revising goals throughout the Stock-Take process. These extra responsibilities will be compensated with a leadership supplement for the rates below.

This supplement is not intended to cover duties outside of regular contract hours. In the event that leadership is assigned to supervise activities, duties, games, etc., an OPS contract for the hourly rate of pay shall be provided. Duties shall be divided evenly amongst all leadership team.

Leadership Supplement		PROPOSED
SFTE 800 or Less		\$1,500
SFTE 801 to 1200		\$1,600
SFTE 1201 to 1600		\$1,700
SFTE 1601 to 2000		\$1,800
SFTE 2001 >		\$2,000

Club Allocation Proposal

Appendix C

(c) Extracurricular supplements for academic/service clubs that meet outside the regular student day shall be provided as follows if the following criteria are met in accordance with the formula:

- (1) Scheduled meetings - Must hold at least two meetings a month during the months of September to May outside the normal student day.
- (2) Competition - Must make reasonable efforts to compete in School District and State Competition if available.
- (3) Community Involvement - Must demonstrate community involvement if a service club.
- (4) Active Membership - Must have at least twenty (20) members with an average meeting attendance of ten (10).
- (5) School Service - Must provide at least one school project during the year.
- (6) Charter and Bylaws - All extracurricular/service clubs must have on file, in the principal's office, a copy of their bylaws and/or standing rules. If applicable, they must have an approved charter and bylaws in compliance with State and National requirements.

A summary report indicating compliance with the above items must be on file in the principal's office prior to the issuance of the final supplement check.

A teacher may not receive any more than two supplements in the extracurricular area.

A committee at each school, including one building level administrator, will determine the clubs at their school that meet all the applicable criteria.

Allocated based on population as follows:

~~Middle School— one per 300 students or major fraction thereof~~

~~High School— one per 200 students or major fraction thereof~~

Elementary School- one per 100 students or major fraction thereof

Middle School - one per 100 students or major fraction thereof

High School - one per 100 students or major fraction thereof

Supplement Dismissal Proposal

16.05

Vacant salary supplement positions listed in Appendix C shall be listed in the weekly Vacancy Posting and shall first be offered to teachers in the bargaining unit. Other regularly employed personnel in the School District may be afforded the opportunity to receive a supplement if such positions are unfilled. If coaching positions remain unfilled, individuals from the community who meet employee requirements may receive supplements. If a teacher resigns or separates employment for any reason before completing the duties required to receive the supplement, an adjustment shall be made on the last paycheck. If the teacher had completed all the requirements for the supplement, the unpaid balance shall be included in the last paycheck. **Dismissal from a supplemental position during the school year will be for just cause.**

Advanced Degree Supplement Proposal

Appendix A (Salary Schedule)

Rationale: Educators who pursue advanced degrees have more fulfilling, impactful roles, and many of them could become leaders in their field. These educators are committed to gain deeper knowledge in their profession. Their effort shall be compensated accordingly with an advanced degree supplement for the rates below.

Degree	Current Supplement	Proposed
Master's Degree	\$2,900	\$3,400
Specialist's Degree	\$4,185	\$4,685
Doctorate's Degree	\$5,685	\$6,185