

22.01 Supplemental Pay Schedule

All of the following percentages will be calculated on the amount at 95% of the amount of cell 1A (step 1, BA lane) of the year's salary schedule for the duration of this Collective Bargaining Agreement.

The BOE and UEA agree to annually work together (via the Supplemental Pay Committee) to align, re-evaluate, and adapt the Supplemental Pay schedule and regulations. Thus, the regulations and schedule (below) will be in place for the first school year of this contract period and are subject to change as determined by the annual review committee for subsequent school years.

General Supplemental Pay Regulations:

- No one individual can hold more than 5 supplemental pay positions (listed below), unless all held positions have been posted or made available to all USD116 staff without interest from any other qualified individuals.
- Should any of the supplemental pay positions be included in a building's master schedule as a course offering, the staff member(s) teaching that course can no longer receive the related stipend for that school year.
- Staff members holding any of these supplemental pay positions cannot receive any of the stipend percentage if:
 - They are allotted release time related to the position's duties (not to include athletic leave)
 - The position's duties are completed during the contractual school day
 - This excludes: H.S. Yearbook, M.S. Yearbook, H.S. Newspaper/Journalism

Athletics Positions Regulations:

- An additional assistant coach may be allotted for sports teams that have more than 50 student athletes at the start of the regular season, at the same first assistant's group amount. Requests for an additional assistant should formally be made to the building Athletic Director. If an additional assistant coach is allotted one season, it is not guaranteed the following season.
- In the case that an assistant coach position is not filled, 25% of that unfilled position's supplemental pay amount will go to the head coach for that sport.
- After BOE approval of any new sports team not listed below, that sports team's head coach will be placed in group 3 for high school and group 5 for middle school at a minimum.
- In the event a single season additional assistant coach is granted, that position will be paid at the group 4 percent for high school and group 5 percent for middle school at a minimum.

The [link](#) to New and Full-Status Club Proposal Forms - Can be found on the district website.

Supplemental Pay Schedule

| | Assignment | Years of Activity | | |
|--|------------|-------------------|--------|--------|
| | | 1-2 | 3-4 | 5+ |
| | Group 1 | 16.38% | 17.29% | 18.20% |
| | Group 2 | 12.74% | 13.65% | 14.56% |
| | Group 3 | 10.92% | 11.83% | 12.74% |
| | Group 4 | 7.28% | 8.19% | 9.10% |
| | Group 5 | 5.46% | 6.37% | 7.28% |
| | Group 6 | 3.64% | 4.55% | 5.46% |

| Athletics | | Group | Music & Fine Arts | | Group |
|---------------------------------|--|-------|-----------------------------------------|--|-------|
| H.S. Asst. Cross Country | | 4 | All City Band | | 6 |
| H.S. Asst. Dance Team | | 6 | All City Strings | | 6 |
| H.S. Asst. Soccer | | 3 | H.S. A Cappella | | 3 |
| H.S. Asst. Softball | | 4 | H.S. Asst. Band Director | | 4 |
| H.S. Asst. Sophomore Football | | 3 | H.S. Band Director | | 1 |
| H.S. Asst. Swimming (2) | | 4 | H.S. Choir Accompanist | | 6 |
| H.S. Asst. Tennis | | 4 | H.S. Choir Director | | 2 |
| H.S. Asst. Track | | 3 | H.S. Drama/Theatre Program Director | | 4 |
| H.S. Asst. Varsity Football (2) | | 3 | H.S. Fall Musical Director (2) | | 6 |
| H.S. Asst. Volleyball (2) | | 4 | H.S. Jazz Band | | 5 |
| H.S. Asst. Wrestling (2) | | 3 | H.S. Musical (Fall Vocal & Accompanist) | | 6 |
| H.S. Frosh/Soph Baseball | | 4 | H.S. Musical (Spr. Vocal & Accompanist) | | 6 |
| H.S. Head Baseball | | 3 | H.S. Musical Pit Director (2) | | 6 |
| H.S. Head Basketball | | 1 | H.S. Orchestra Director | | 2 |
| H.S. Head Cross Country | | 3 | H.S. Spring Musical Director (2) | | 6 |
| H.S. Head Dance Team | | 5 | H.S. Winter Play Director (2) | | 6 |
| H.S. Head Football | | 1 | M.S. Asst. Band Dir. | | 5 |
| H.S. Head Frosh Basketball | | 3 | M.S. Band Director | | 2 |
| H.S. Head Frosh Football | | 3 | M.S. Choir Director | | 2 |
| H.S. Head Golf | | 3 | M.S. Orchestra Dir. | | 2 |

| | | | |
|------------------------------------|---|----------------------------------|-------------------------|
| H.S. Head Soccer | 2 | M.S. Jazz Band | 5 |
| H.S. Head Softball | 3 | M.S. Musical Director (2) | 6 |
| H.S. Head Soph Basketball | 2 | M.S. EBU Music Assistant Program | 4 |
| H.S. Head Soph Football | 2 | | |
| H.S. Head Swimming | 3 | Clubs & Academics | Group |
| H.S. Head Tennis | 3 | Elemen Club Sponsor (3/building) | 6 |
| H.S. Head Track | 1 | Elemen Tech Cadre (2/building) | 6 |
| H.S. Head Varsity Cheerleading | 2 | H.S. Class Sponsor (4) | 6 |
| H.S. Head Volleyball | 3 | H.S. Club Sponsors: | 6 |
| H.S. Head Wrestling | 1 | Art | Math |
| H.S. Sophomore Cheerleading | 4 | GSA | Minority Enrich Prog. |
| H.S. Fall/Winter Weight Training | 4 | Social Justice Comm | National Honors Society |
| H.S. Winter/Spring Weight Training | 4 | Key Club | Science Olympiad |
| M.S. 7th Gr. Basketball | 4 | H.S. Department Head (9) | 5 |
| M.S. 7th Gr. Volleyball | 5 | H.S. Newspaper/Journalism | 4 |
| M.S. 8th Gr. Basketball | 4 | H.S. FFA | 4 |
| M.S. 8th Gr. Volleyball | 5 | H.S. Habitat for Humanity | 4 |
| M.S. Asst. Cross Country | 5 | H.S. Student Senate | 3 |
| M.S. Asst. Track (2) | 5 | H.S. Yearbook | 3 |
| M.S. Athletic Director | 1 | M.S. Club Sponsors: | 6 |
| M.S. Baseball | 5 | Color Guard | Step/Dance Team |
| M.S. Cheerleading | 4 | GSA | USTEM |
| M.S. Head Cross Country | 4 | M.S. Curriculum Coordinator (8) | 5 |
| M.S. Head Track | 4 | M.S. Student Council | 4 |
| M.S. Wrestling | 4 | M.S. Team Facilitator (9) | 5 |
| M.S. Softball | 5 | M.S. Yearbook | 5 |
| | | M.S. RtI Coordinator | 5 |
| | | | |

| *Annual Stipends | | | | |
|----------------------------------|---------|--|------------------------------------|---------|
| District Library Coordinator | \$2,500 | | H.S. Marching Band (Color Guard) | \$4,000 |
| District Music Coordinator | \$6,400 | | H.S. Marching Band (Percussion) | \$3,000 |
| District OTA Supervision | \$8,000 | | H.S. Spring Musical Choreographer | \$1,000 |
| District TCI Trainer (x4) | \$2,800 | | M.S. Events Light & Sound Director | \$1,500 |
| Elementary Fine Arts Coordinator | \$2,500 | | PD Cadre (5 UHS, 5 UMS & 3/Elem) | \$1,500 |
| Elementary PE Coordinator | \$2,500 | | UHS Interact Club | \$1,500 |
| H.S. Auditorium Manager | \$1,500 | | | |
| H.S. Fall Musical Choreographer | \$1,000 | | | |
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***Additionally, a list of annual stipend differentials that are not based on the above supplemental pay percentages will be reviewed by the Supplemental Committee and shared with staff annually.**