

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

	Years of Activity			
	Assignment	1-2	3-4	5+
		Group 1	Group 2	Group 3
	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. Flag Football		5	H.S. A Cappella		3
H.S. Asst. Soccer		3	H.S. Asst. Band Director		4
H.S. Asst. Softball		4	H.S. Band Director		1
H.S. Asst. Sophomore Football		3	H.S. Choir Accompanist		6
H.S. Asst. Swimming (2)		4	H.S. Choir Director		2
H.S. Asst. Tennis		4	H.S. Drama/Theatre Program Director		4
H.S. Asst. Track		3	H.S. Fall Musical Director (2)		6
H.S. 2nd Asst. Track		6	H.S. Jazz Band		5
H.S. Asst. Varsity Football (2)		3	H.S. Musical (Fall Vocal & Accompanist)		6
H.S. Asst. Volleyball (2)		4	H.S. Musical (Spr. Vocal & Accompanist)		6
H.S. Asst. Wrestling (2)		3	H.S. Musical Pit Director (2)		6
H.S. Frosh/Soph Baseball		4	H.S. Orchestra Director		2
H.S. Head Baseball		3	H.S. Spring Musical Director (2)		6
H.S. Head Basketball		1	H.S. Winter Play Director (2)		6
H.S. Head Cross Country		3	M.S. Asst. Band Dir.		5
H.S. Head Dance Team		5	M.S. Band Director		2
H.S. Head Flag Football		4	M.S. Choir Director		2
H.S. Head Football		1	M.S. Orchestra Dir.		2
H.S. Head Frosh Basketball		3	M.S. Jazz Band		5

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

***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.**