

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. Jazz Band 2		6
H.S. Asst. Volleyball (2)		4	H.S. Musical (Fall Vocal & Accompanist)		6
H.S. Asst. Wrestling (2)		3	H.S. Musical (Spr. Vocal & Accompanist)		6
H.S. Frosh/Soph Baseball		4	H.S. Musical Pit Director (2)		6
H.S. Head Baseball		3	H.S. Orchestra Director		2
H.S. Head Basketball		1	H.S. Spring Musical Director (2)		6
H.S. Head Cross Country		3	H.S. Winter Play Director (2)		6
H.S. Head Dance Team		5	M.S. Asst. Band Dir.		5
H.S. Head Flag Football		4	M.S. Band Director		2
H.S. Head Football		1	M.S. Choir Director		2
H.S. Head Frosh Basketball		3	M.S. Orchestra Dir.		2

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

				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.**