

the
ELGIN
Agreement
2023-2027

Appendix F

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APPENDIX F

Extra Pay Schedule for Extra Duties

Stipend amounts listed within Appendix F are exclusive of the statutory TRS contribution. For TRS eligible coaches and sponsors, the district will pay an additional contribution in the amount of 0.098901 of the stipends listed.

High School

High School Athletics

Table of point values for sports related assignments. Underlying calculations of these points can be found in the *Appendix F Handbook*.

The following points apply:

Sport	Point Total	Sport	Point Total	Sport	Point Total
Badminton (G)	30	Dance (G)	49	Swimming - Special Olympics	18.5
Baseball (B)	41	Flag Football (G)	29	Swimming (B)	32
Basketball - Special Olympics	17	Football	49	Swimming (G)	32
Basketball (B)	47	Golf (B)	27	Tennis (B)	31
Basketball (G)	47	Golf (G)	25	Tennis (G)	30
Bowling - Special Olympics	15	Gymnastics	34	Track - Special Olympics	21.5
Bowling (B)	28	Lacrosse (B)	35	Track (B)	42
Bowling (G)	28	Lacrosse (G)	35	Track (G)	41
Cheerleading (G)	55	Soccer (B)	33	Volleyball (B)	31
Cross Country (B)	30	Soccer (G)	34	Volleyball (G)	32
Cross Country (G)	30	Softball (G)	41	Wrestling (B)	44
				Wrestling (G)	44

The stipend for each sport is arrived at by multiplying the point value times the applicable dollar amount. The criteria used to determine the point values were determined by the ETA and the District. When a sport runs as a co-op the coach in the position will be compensated for an additional point.

Current values reflect length of season, number of participating athletes, number of contest dates, weekend variables, number of levels of competition, equipment and preparation, responsibility for safety, media relations, and numbers of assistant coaches.

Coaching levels are compensated at the following rates relative to the Head Varsity rate of pay:

Coaching Level	Index
Head Varsity	1.00
Asst. Varsity	0.70
Jr. Varsity	0.70
Head Sophomore	0.70
Head Freshman	0.70
Asst. Sophomore	0.55
Asst. Freshman	0.55

Experience Steps*

Contract year	STEP I	STEP II	STEP III	STEP IV	
2023-24	0-3 Years	4-6 years	7-8 years	9+ years	"Years" represent prior experience, not inclusive of current year. First year coaching is year zero.
Beginning 2024-25	Year 1-3	Year 4-6	Year 7-9	Year 10+	"Years" is inclusive of the current year. First year coaching is year one.

* Teachers who had credited experience in one general classification, i.e., football coaching, cannot count that experience applicable to another duty assignment such as basketball.

Coaching level experience steps are compensated at the following rates relative to the Step I rate of pay:

Step I	Step II	Step III	Step IV
1.000	1.100	1.210	1.331

2023-24 Athletic Stipends

Head Varsity

Boys	Girls	Step I	Step II	Step III	Step IV
	Cheerleading	9,680	10,670	11,715	12,870
Football	Dance	8,624	9,506	10,437	11,466
Basketball	Basketball	8,272	9,118	10,011	10,998
Wrestling	Wrestling	7,744	8,536	9,372	10,296
Track		7,392	8,148	8,946	9,828
Baseball	Softball, Track	7,216	7,954	8,733	9,594
Lacrosse	Lacrosse	6,160	6,790	7,455	8,190
	Gymnastics, Soccer	5,984	6,596	7,242	7,956
Soccer		5,808	6,402	7,029	7,722
Swimming	Swimming, Volleyball	5,632	6,208	6,816	7,488
Tennis, Volleyball		5,456	6,014	6,603	7,254
Cross Country	Badminton, Cross Country, Tennis	5,280	5,820	6,390	7,020
Bowling	Bowling	4,928	5,432	5,964	6,552
Golf		4,752	5,238	5,751	6,318
	Golf	4,400	4,850	5,325	5,850

Asst. Varsity, Jr. Varsity, Head Sophomore, Head Freshman

Boys	Girls	Step I	Step II	Step III	Step IV
	Cheerleading	6,765	7,480	8,195	9,020
Football	Dance	6,027	6,664	7,301	8,036
Basketball	Basketball	5,781	6,392	7,003	7,708
Wrestling	Wrestling	5,412	5,984	6,556	7,216
Track		5,166	5,712	6,258	6,888
Baseball	Softball, Track	5,043	5,576	6,109	6,724
Lacrosse	Lacrosse	4,305	4,760	5,215	5,740
	Gymnastics, Soccer	4,182	4,624	5,066	5,576
Soccer		4,059	4,488	4,917	5,412
Swimming	Swimming, Volleyball	3,936	4,352	4,768	5,248
Volleyball		3,813	4,216	4,619	5,084

Asst. Sophomore, Asst. Freshman

Boys	Girls	Step I	Step II	Step III	Step IV
Football		4,753	5,194	5,733	6,321
Basketball		4,559	4,982	5,499	6,063

2024-25 Athletic Stipends

Head Varsity

Boys	Girls	Step I	Step II	Step III	Step IV
	Cheerleading	10,175	11,220	12,320	13,530
Football	Dance	9,065	9,996	10,976	12,054
Basketball	Basketball	8,695	9,588	10,528	11,562
Wrestling	Wrestling	8,140	8,976	9,856	10,824
Track		7,770	8,568	9,408	10,332
Baseball	Softball, Track	7,585	8,364	9,184	10,086
Lacrosse	Lacrosse	6,475	7,140	7,840	8,610
	Gymnastics, Soccer	6,290	6,936	7,616	8,364
Soccer		6,105	6,732	7,392	8,118
Swimming	Swimming, Volleyball	5,920	6,528	7,168	7,872
Tennis, Volleyball		5,735	6,324	6,944	7,626
	Flag Football	5,365	5,916	6,496	7,134
Cross Country	Badminton, Cross Country, Tennis	5,550	6,120	6,720	7,380
Bowling	Bowling	5,180	5,712	6,272	6,888
Golf		4,995	5,508	6,048	6,642
	Golf	4,625	5,100	5,600	6,150

Asst. Varsity, Jr. Varsity, Head Sophomore, Head Freshman

Boys	Girls	Step I	Step II	Step III	Step IV
	Cheerleading	7,150	7,810	8,635	9,460
Football	Dance	6,370	6,958	7,693	8,428
Basketball	Basketball	6,110	6,674	7,379	8,084
Wrestling	Wrestling	5,720	6,248	6,908	7,568
Track		5,460	5,964	6,594	7,224
Baseball	Softball, Track	5,330	5,822	6,437	7,052
Lacrosse	Lacrosse	4,550	4,970	5,495	6,020
	Gymnastics, Soccer	4,420	4,828	5,338	5,848
Soccer		4,290	4,686	5,181	5,676
Swimming	Swimming, Volleyball	4,160	4,544	5,024	5,504
Volleyball		4,030	4,402	4,867	5,332

Asst. Sophomore, Asst. Freshman

Boys	Girls	Step I	Step II	Step III	Step IV
Football		4,998	5,488	6,027	6,615
Basketball		4,794	5,264	5,781	6,345

2025-26 Athletic Stipends

Head Varsity

Boys	Girls	Step I	Step II	Step III	Step IV
	Cheerleading	10,505	11,550	12,705	13,970
Football	Dance	9,359	10,290	11,319	12,446
Basketball	Basketball	8,977	9,870	10,857	11,938
Wrestling	Wrestling	8,404	9,240	10,164	11,176
Track		8,022	8,820	9,702	10,668
Baseball	Softball, Track	7,831	8,610	9,471	10,414
Lacrosse	Lacrosse	6,685	7,350	8,085	8,890
	Gymnastics, Soccer	6,494	7,140	7,854	8,636
Soccer		6,303	6,930	7,623	8,382
Swimming	Swimming, Volleyball	6,112	6,720	7,392	8,128
Tennis, Volleyball		5,921	6,510	7,161	7,874
	Flag Football	5,539	6,090	6,699	7,366
Cross Country	Badminton, Cross Country, Tennis	5,730	6,300	6,930	7,620
Bowling	Bowling	5,348	5,880	6,468	7,112
Golf		5,157	5,670	6,237	6,858
	Golf	4,775	5,250	5,775	6,350

Asst. Varsity, Jr. Varsity, Head Sophomore, Head Freshman

Boys	Girls	Step I	Step II	Step III	Step IV
	Cheerleading	7,370	8,085	8,910	9,790
Football	Dance	6,566	7,203	7,938	8,722
Basketball	Basketball	6,298	6,909	7,614	8,366
Wrestling	Wrestling	5,896	6,468	7,128	7,832
Track		5,628	6,174	6,804	7,476
Baseball	Softball, Track	5,494	6,027	6,642	7,298
Lacrosse	Lacrosse	4,690	5,145	5,670	6,230
	Gymnastics, Soccer	4,556	4,998	5,508	6,052
Soccer		4,422	4,851	5,346	5,874
Swimming	Swimming, Volleyball	4,288	4,704	5,184	5,696
Volleyball		4,154	4,557	5,022	5,518

Asst. Sophomore, Asst. Freshman

Boys	Girls	Step I	Step II	Step III	Step IV
Football		5,145	5,684	6,223	6,860
Basketball		4,935	5,452	5,969	6,580

2026-27 Athletic Stipends

Head Varsity

Boys	Girls	Step I	Step II	Step III	Step IV
	Cheerleading	10,725	11,825	12,980	14,300
Football	Dance	9,555	10,535	11,564	12,740
Basketball	Basketball	9,165	10,105	11,092	12,220
Wrestling	Wrestling	8,580	9,460	10,384	11,440
Track		8,190	9,030	9,912	10,920
Baseball	Softball, Track	7,995	8,815	9,676	10,660
Lacrosse	Lacrosse	6,825	7,525	8,260	9,100
	Gymnastics, Soccer	6,630	7,310	8,024	8,840
Soccer		6,435	7,095	7,788	8,580
Swimming	Swimming, Volleyball	6,240	6,880	7,552	8,320
Tennis, Volleyball		6,045	6,665	7,316	8,060
	Flag Football	5,655	6,235	6,844	7,540
Cross Country	Badminton, Cross Country, Tennis	5,850	6,450	7,080	7,800
Bowling	Bowling	5,460	6,020	6,608	7,280
Golf		5,265	5,805	6,372	7,020
	Golf	4,875	5,375	5,900	6,500

Asst. Varsity, Jr. Varsity, Head Sophomore, Head Freshman

Boys	Girls	Step I	Step II	Step III	Step IV
	Cheerleading	7,535	8,250	9,075	10,010
Football	Dance	6,713	7,350	8,085	8,918
Basketball	Basketball	6,439	7,050	7,755	8,554
Wrestling	Wrestling	6,028	6,600	7,260	8,008
Track		5,754	6,300	6,930	7,644
Baseball	Softball, Track	5,617	6,150	6,765	7,462
Lacrosse	Lacrosse	4,795	5,250	5,775	6,370
	Gymnastics, Soccer	4,658	5,100	5,610	6,188
Soccer		4,521	4,950	5,445	6,006
Swimming	Swimming, Volleyball	4,384	4,800	5,280	5,824
Volleyball		4,247	4,650	5,115	5,642

Asst. Sophomore, Asst. Freshman

Boys	Girls	Step I	Step II	Step III	Step IV
Football		5,243	5,782	6,370	7,007
Basketball		5,029	5,546	6,110	6,721

Special Olympics (Blue Stars)¹

Each position listed is an individual assignment unless otherwise noted in parentheses.²

		2023-24			
		Step I	Step II	Step III	Step IV
Lead ³	Program	5500	6050	6655	7321
Head Varsity	Basketball	2992	3298	3621	3978
	Bowling	2640	2910	3195	3510
	Swimming	3256	3589	3941	4329
	Track	3784	4171	4580	5031
Asst. Varsity, Head Sophomore ⁴	Basketball	2091	2312	2533	2788
	Bowling (2)	1845	2040	2235	2460
	Swimming (2)	2276	2516	2757	3034
	Track (3)	2645	2924	3204	3526
Head MS	Basketball	901	986	1088	1190
Asst. MS	Basketball	748	833	901	1003

¹ Runs as a single district-wide program.

² Additional coaching positions may be requested through the Athletics and Activities Council if enrollment exceeds these provisions.

³ This position oversees the entire yearlong program. See Job Description for more information. This individual may also serve as a coach for one or more Special Olympics sports and collect stipends for those coaching positions, not to exceed one coaching stipend per sport.

⁴ Indicates assignment used for identification of the applied percentage.

Special Olympics (Blue Stars)

2024-25

		Step I	Step II	Step III	Step IV
Lead	Program	5775	6353	6988	7687
Head Varsity	Basketball	3145	3468	3808	4182
	Bowling	2775	3060	3360	3690
	Swimming	3423	3774	4144	4551
	Track	3978	4386	4816	5289
Asst. Varsity, Head Sophomore	Basketball	2210	2431	2669	2924
	Bowling (2)	1950	2145	2355	2580
	Swimming (2)	2405	2646	2905	3182
	Track (3)	2795	3075	3376	3698
Head MS	Basketball	952	1037	1139	1258
Asst. MS	Basketball	782	867	952	1054

2025-26

		Step I	Step II	Step III	Step IV
Lead	Program	5948	6543	7197	7917
Head Varsity	Basketball	3247	3570	3927	4318
	Bowling	2865	3150	3465	3810
	Swimming	3534	3885	4274	4699
	Track	4107	4515	4967	5461
Asst. Varsity, Head Sophomore	Basketball	2278	2499	2754	3026
	Bowling (2)	2010	2205	2430	2670
	Swimming (2)	2479	2720	2997	3293
	Track (3)	2881	3161	3483	3827
Head MS	Basketball	969	1071	1173	1292
Asst. MS	Basketball	816	901	986	1088

**Special Olympics (Blue Stars)
2026-27**

		Step I	Step II	Step III	Step IV
Lead	Program	6067	6674	7341	8075
Head Varsity	Basketball	3315	3655	4012	4420
	Bowling	2925	3225	3540	3900
	Swimming	3608	3978	4366	4810
	Track	4193	4623	5074	5590
Asst. Varsity, Head Sophomore	Basketball	2329	2567	2805	3094
	Bowling (2)	2055	2265	2475	2730
	Swimming (2)	2535	2794	3053	3367
	Track (3)	2946	3247	3548	3913
Head MS	Basketball	1003	1105	1207	1326
Asst. MS	Basketball	833	918	1003	1105

HS Activities

Each high school activity stipend is placed into one of seven groups.

Group A	IHSA Speech Marching Band: Director Musical Theatre: Director	
Group B	Student Council Theatre Production: Director (2 production max)	
Group C	IHSA Drama (Contest Play) IHSA Group Interpretation Marching Band: Asst. Director (1:60 Students, up to 3) Musical Theater: Asst. Director	
Group D	Class Council: Junior Class Council: Senior Color Guard/Instructor IHSA Chess IHSA Debate	Musical Theatre: Vocal Director Musical Theatre: Choreographer Musical Theatre: Pit Director Science Olympiad Theatre Production: Asst. Director (2 production max)
Group E	FCCLA HOSA IHSA Esports Spring	IHSA Scholastic Bowl Pep Band Winter Guard Instructor
Group F	Automotive Team Band (Co-curricular) Choir (Co-curricular) Class Council: Freshman Class Council: Sophomore DECA Engineering/Robotics Team	IHSA Music: Organization IHSA Music: Solo & Ensemble IHSA Musical Revue IHSA Short Film Mathletes (up to 2) Orchestra (Co-Curricular) Theatre: Technical Director (3 production max)
Group G	Choral Ensemble (Extracurricular) IHSA Bass Fishing IHSA Journalism	Jazz Band UEC Lit Fest National Honor Society Orchestral (Extracurricular)
Group H	Art Shows Best Buddies (1:20 Students) Drama Club Future Teachers Club Gender Sexuality Alliance Honorary Societies (up to 5)	Multicultural Associations (up to 3) [Stipends for separate multicultural associations. Stipend may be split for co-sponsors of the same association.] Peer Leaders Pep Club

HS Activity Stipends

2023-24

	STEP I	STEP II	STEP III	STEP IV
Group A	4850	5335	5869	6455
Group B	3880	4268	4695	5164
Group C	3395	3735	4108	4519
Group D	2668	2934	3228	3551
Group E	2304	2534	2788	3066
Group F	1940	2134	2347	2582
Group G	1649	1814	1995	2195
Group H	1358	1494	1643	1808

2024-25

STEP I	STEP II	STEP III	STEP IV
5093	5602	6163	6779
4074	4482	4930	5423
3565	3922	4314	4745
2801	3081	3389	3729
2419	2661	2927	3220
2037	2241	2465	2712
1732	1905	2095	2305
1426	1569	1726	1898

2025-26

	STEP I	STEP II	STEP III	STEP IV
Group A	5246	5771	6348	6982
Group B	4197	4616	5078	5586
Group C	3672	4039	4443	4888
Group D	2885	3174	3491	3841
Group E	2492	2741	3015	3317
Group F	2098	2308	2539	2793
Group G	1784	1962	2158	2374
Group H	1469	1616	1777	1955

2026-27

STEP I	STEP II	STEP III	STEP IV
5351	5886	6475	7122
4281	4709	5180	5698
3746	4120	4532	4986
2943	3237	3561	3917
2542	2796	3076	3383
2140	2354	2590	2849
1819	2001	2201	2421
1498	1648	1813	1994

Experience Steps*

Contract year	STEP I	STEP II	STEP III	STEP IV
2023-24	0-3 Years	4-6 years	7-8 years	9+ years
Beginning 2024-25	Year 1-3	Year 4-6	Year 7-9	Year 10+

"Years" represent prior experience, not inclusive of current year.
First year coaching is year zero.

"Years" is inclusive of the current year.
First year coaching is year one.

* Teachers who had credited experience in one general classification, i.e., football coaching, cannot count that experience applicable to another duty assignment such as basketball.

High School Music

Additional stipends for music include:

- A. Musical Theatre: Pit Musicians who are current U-46 employees will be paid at the hourly rate as identified in Section 10.47 for up to forty total hours (including ensemble rehearsals, performances, and individual rehearsals) to be submitted via timesheet following the production.
- B. Additional performances beyond the regular school day will be paid at the rate per hour as identified in Section 10.47. The teacher may waive compensation at their discretion for these additional performances.

HS Clubs and Activities Fund

District will provide each comprehensive high school, the Central School Program, and the DREAM Academy funds for the exclusive use under the direction of the School Department committee to run programs and clubs not already included in the above listings of stipends. Funds would be available for use in the year of their allocation and will not be transferable nor allowed to accumulate. Any single activity is capped at no more than 17% of the total fund, regardless of the number of activities applying for funding. Sponsor would apply through completion of the approved form.

The allocation for each school year will be as follows:

2023-24	2024-25	2025-26	2026-27
\$6500	\$7235	\$7452	\$7600

Chicago Area Alternative Education League (CAAEL)

The work performed during the conference tournament and other events outside of the regular school day will be paid at the rate identified in Section 10.47. The monies will be paid out of the **HS Club and Activities Fund** at the site.

Secondary Non-Categorized

2023-24

Extra Duty	STEP I	STEP II	STEP III	STEP IV
Publication (Extracurricular) (1) <<Must have active and regular student involvement.>>	8300	9130	10043	11047
Ticket Manager (1)	6225	6225	6225	6225
Assistant Activities Director (1)	-	-	-	-
Assistant Athletic Director (1: Season)	5420	5962	6558	7214
Athletic Strength and Conditioning Supervisor (1: Season)	-	-	-	-
Publication (Co-Curricular)	2700	2970	3267	3594
MS Assistant Athletic and Activities Director (1)	-	-	-	-

2024-25

Extra Duty	STEP I	STEP II	STEP III	STEP IV
Publication (Extracurricular) (1) <<Must have active and regular student involvement.>>	8715	9587	10545	11600
Ticket Manager (1)	6536	6536	6536	6536
Assistant Activities Director (1)	5691	6260	6886	7575
Assistant Athletic Director (1: Season)	5691	6260	6886	7575
Athletic Strength and Conditioning Supervisor (1: Season)	2835	3119	3430	3773
Publication (Co-Curricular)	2835	3119	3430	3773
MS Assistant Athletic and Activities Director (1)	4897	5387	5925	6518

Secondary Non-Categorized

Extra Duty	2025-26			
	STEP I	STEP II	STEP III	STEP IV
Publication (Extracurricular) (1) <<Must have active and regular student involvement.>>	8976	9874	10861	11947
Ticket Manager (1)	6732	6732	6732	6732
Assistant Activities Director (1)	5862	6448	7093	7802
Assistant Athletic Director (1: Season)	5862	6448	7093	7802
Athletic Strength and Conditioning Supervisor (1: Season)	2920	3212	3533	3887
Publication (Co-Curricular)	2920	3212	3533	3887
MS Assistant Athletic and Activities Director (1)	5044	5548	6103	6714

Extra Duty	2026-27			
	STEP I	STEP II	STEP III	STEP IV
Publication (Extracurricular) (1) <<Must have active and regular student involvement.>>	9156	10072	11079	12187
Ticket Manager (1)	6867	6867	6867	6867
Assistant Activities Director (1)	5979	6577	7235	7958
Assistant Athletic Director (1: Season)	5979	6577	7235	7958
Athletic Strength and Conditioning Supervisor (1: Season)	2978	3276	3603	3964
Publication (Co-Curricular)	2978	3276	3603	3964
MS Assistant Athletic and Activities Director (1)	5145	5660	6225	6848

Summer Theater

	Summer of			
	2024	2025	2026	2027
Summer Theatre: Director (1: District)	2,580	2,871	2,957	3,018
Summer Theatre: Assistant Director (1: District)	2,170	2,416	2,490	2,539
Summer Theatre: Technical Director (1: District)	2,170	2,416	2,490	2,539
Summer Theatre: Vocal/Pit/Choreographer (Up to 3)	2,170	2,416	2,490	2,539

Middle School

Middle School Athletics

Table of point values for sports:

Sport	Point Total	
Basketball (B)	78	
Basketball (G)	78	
Soccer (B)	78	Beginning with the 2024-25 school year.
Soccer (G)	78	Beginning with the 2024-25 school year.
Volleyball (B)	78	
Volleyball (G)	78	

Experience Steps*

Contract year	STEP I	STEP II	STEP III	STEP IV	
2023-24	0-3 Years	4-6 years	7-8 years	9+ years	"Years" represent prior experience, not inclusive of current year. First year coaching is year zero.
Beginning 2024-25	Year 1-3	Year 4-6	Year 7-9	Year 10+	"Years" is inclusive of the current year. First year coaching is year one.

* Teachers who had credited experience in one general classification, i.e., football coaching, cannot count that experience applicable to another duty assignment such as basketball.

Middle School athletic coaches will be assigned per building, according to the following formula:

	One coach per grade level	+1 additional	+1 additional
Basketball	1 to 24	25 to 48	49 and up
Soccer	1 to 32	33 to 64	65 and up
Volleyball	1 to 24	25 to 36	37 and up

MS Athletic Stipends

		Boys		Girls		2023-24			
		8 th	7 th	8 th	7 th	STEP I	STEP II	STEP III	STEP IV
Basketball	X	X	X	X	X	2633	2896	3186	3504
Volleyball	X	X	X	X	X				
		Boys		Girls		2024-25			
		8 th	7 th	8 th	7 th	STEP I	STEP II	STEP III	STEP IV
Basketball	X	X	X	X	X	2764	3040	3345	3679
Soccer	X	X	X	X	X				
Volleyball	X	X	X	X	x				
		Boys		Girls		2025-26			
		8 th	7 th	8 th	7 th	STEP I	STEP II	STEP III	STEP IV
Basketball	X	X	X	X	x	2847	3132	3445	3789
Soccer	X	X	X	X	x				
Volleyball	X	X	X	X	X				
		Boys		Girls		2026-27			
		8 th	7 th	8 th	7 th	STEP I	STEP II	STEP III	STEP IV
Basketball	X	X	X	X	X	2904	3194	3514	3865
Soccer	X	X	X	X	X				
Volleyball	X	X	X	X	X				

Middle School Extracurricular

Funds will be allocated to each site per year. The funds will provide 200 hours per school per year for other activities that involve voluntary participation at the applicable hourly rate established in Section 10.47. The S/D Committee would be responsible for approving and managing the funds. Any single activity is capped at no more than 17% of the total fund, regardless of the number of activities applying for funding.

The funds in each year will be as follows:

2023-24	2024-25	2025-26	2026-27
\$6300	\$7010	\$7220	\$7370

MS Intramurals Stipends

The following stipend positions will be available at each middle school.

		2024-25		
		2023-24	2025-26	2026-27*
Cheerleading	8 th	1	1	1
	7 th	1	1	1
	6 th	-	-	1
Cross-Country	8 th	2	2	2
	7 th	2	2	2
	6 th	-	-	1
Flag Football	8 th	2	2	2
	7 th	2	2	2
	6 th	-	-	1
Soccer	8 th	2	-	-
	7 th	2	-	-
	6 th	-	-	1
Basketball	6 th	-	-	1
Volleyball	6 th	-	-	1

* When 6th grade moves to MS.

Each MS Intramural stipend position is paid according to the following schedule:

2023-24			
STEP I	STEP II	STEP III	STEP IV
925	1018	1119	1231

2024-25			
STEP I	STEP II	STEP III	STEP IV
971	1068	1175	1292

2025-26			
STEP I	STEP II	STEP III	STEP IV
1000	1100	1210	1331

2026-27			
STEP I	STEP II	STEP III	STEP IV
1020	1122	1234	1358

MS Extra Duty

2023-24

2024-25

Activity*	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Play/Musical Director (up to 2 per year)	2025	2228	2450	2695	2126	2339	2573	2830
Talent Show	925	1018	1119	1231	971	1068	1175	1293
Play/Musical Asst/Tech Director (up to 2 per year)	1350	1485	1634	1797	1418	1559	1715	1887
Performing Arts Showcase	925	1018	1119	1231	971	1068	1175	1293
Jazz Band	925	1018	1119	1231	971	1068	1175	1293
Student Council	3880	4268	4695	5164	4074	4481	4930	5422
Yearbook	2372	2609	2870	3157	2490	2740	3013	3315
Science Olympiad	2168	2385	2623	2886	2276	2504	2754	3030

2025-26

2026-27

Activity*	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Play/Musical Director (up to 2 per year)	2190	2409	2650	2915	2234	2457	2703	2973
Talent Show	1000	1100	1210	1332	1020	1122	1235	1358
Play/Musical Asst/Tech Director (up to 2 per year)	1460	1606	1767	1943	1489	1638	1802	1982
Performing Arts Showcase	1000	1100	1210	1332	1020	1122	1235	1358
Jazz Band	1000	1100	1210	1332	1020	1122	1235	1358
Student Council	4196	4616	5077	5585	4280	4708	5179	5697
Yearbook	2565	2822	3104	3414	2616	2878	3166	3483
Science Olympiad	2345	2579	2837	3121	2392	2631	2894	3183

* Stipend may be split. The nature of these divisions will be determined by the sponsors and the building principal.

The *Appendix F Stipend Handbook* identifies the minimum number of experiences, competitions, and/or events that must be completed to earn the full stipend.

Middle School Music

Additional stipends for music include:

- A. Middle School Band, Orchestra, and Vocal Music teachers will be paid for performances at the rate per hour as identified in Section 10.47.
- B. Additional performances beyond the regular school day will be paid at the rate per hour as identified in Section 10.47. The teacher may waive compensation at their discretion for these additional performances.

Elementary Extra Duties

The *Appendix F Stipend Handbook* identifies the minimum number of experiences, competitions, and/or events that must be completed to earn the full stipend.

Battle of the Books Coach

The stipend per team will be the following:

2023-24	2024-25	2025-26	2026-27
\$ 1135.26	\$1191.70	\$1227.40	\$1252.90

Outdoor Education Field Trip

	Three day/two night	Two days/one night	Extended day program
2023-24	\$118 per day of attendance, not to exceed \$354 per staff member	\$118 per day of attendance, not to exceed \$236 per staff member	Paid at supervisory rate after the regular school day, not to exceed \$118
2024-25	\$124 per day of attendance, not to exceed \$372 per staff member	\$124 per day of attendance, not to exceed \$248 per staff member	Paid at supervisory rate after the regular school day, not to exceed \$124
2025-26	\$128 per day of attendance, not to exceed \$384 per staff member	\$128 per day of attendance, not to exceed \$256 per staff member	Paid at supervisory rate after the regular school day, not to exceed \$128
2026-27	\$131 per day of attendance, not to exceed \$393 per staff member	\$131 per day of attendance, not to exceed \$262 per staff member	Paid at supervisory rate after the regular school day, not to exceed \$131

Safety Patrol Coordinator

One Safety Patrol Coordinator per school year with the following stipend amounts:

2023-24	2024-25	2025-26	2026-27
\$467.46	\$490.70	\$505.40	\$515.90

Field Day Coordinator

One Field Day Coordinator per school with the following stipend amount per school year:

2023-24	2024-25	2025-26	2026-27
\$252.81	\$265.50	\$273.60	\$279.00

Family and Community Engagement (FACE) Coordinator

One FACE Coordinator per school with the following stipend amount per school year:

2023-24	2024-25	2025-26	2026-27
\$467.46	\$490.70	\$505.40	\$515.90

Early Childhood Literacy Outreach Coordinator

One Early Childhood Literacy Outreach Coordinator per school with hours at the library paid the applicable rate identified in Section 10.47.

Pre-K / Elementary Extracurricular Program

An extracurricular program will be funded in each school during the term of the Agreement. An extra-curricular program is defined as an enrichment program where activities fall outside of the regular classroom schedule and is open to all students of a group or a level. The extra-curricular program carries no academic credit and does not require assessment or reporting for student records. Such programs contribute to students becoming self-sufficient individuals and members of a family, work group, or community. The district committee organized to develop extracurricular program guidelines for use by the School/Department Committee will continue in its current role.

Funds are allocated per instructional site and are available to all teachers at the site. Access to these funds will also be provided for programs requiring parent or guardian participation as required due to the age or need of the student.

Funds will be allocated per student per year as follows:

2023-24	2024-25	2025-26	2026-27
\$15.50	\$17.25	\$17.80	\$18.15

In addition to the per pupil amount established above, each school will receive funding to be equally apportioned on an annual basis to fund each of the four broad categories defined below. School/Department Committee will annually determine the school club/activity within each defined category to be supported by these funds. Unused funds cannot be reallocated to a different category, moved to the general per pupil fund, but can be used to support any additional program from within the same category. A minimum of 20 club/activity student meeting hours per year per category may be awarded and paid at the applicable hourly rate as established in Section 10.47.

(e.g. - If a teacher wants to run a particular program for only 10 hours, another teacher could apply and run another program for the remaining 10 hours from that category.)

Amount for each category is provided as follows:

	2023-24	2024-25	2025-26	2026-27
Student Publications - Yearbook, Student Magazine/Newspaper, Comic Book Club etc. for the specified club for the year.	\$668	\$701	\$722	\$736
Athletics –Basketball, Soccer, etc. for the specified club for the year.	\$668	\$701	\$722	\$736
Student Organizations –Student Government, Student Council, Student Advisory, Student Ambassadors, Peer Mediators, etc. for the specified club for the year.	\$668	\$701	\$722	\$736
Fine Arts - Drama Club, Cartooning, Art, Movie Club, Music Club, Dance, etc. for the specified club for the year	\$668	\$701	\$722	\$736
Parent/Student Enrichment Activity and/or Events	\$668	\$701	\$722	\$736
Total for the Year	\$3340	\$3505	\$3610	\$3680

Elementary School Music

Additional stipends for music include:

- A. Elementary Band, Orchestra, Vocal Music, and General Music teachers will be paid for performances at the rate per hour as identified in Section 10.47.
- B. Additional performances beyond the regular school day will be paid at the rate per hour as identified in Section 10.47. The teacher may waive compensation at their discretion for these additional performances.

Pre-K - Elementary and Middle School Supervision - .068

Supervision will include but not be limited to bus duty, door duty, commons duty, playground duty/hall supervision. A position is equal to one-half (1/2) hour per day; not to extend into the beginning of the regular school day or not to begin prior to the end of the school day. Supervision will be voluntary on the part of the teacher. The District may assign if there are no volunteers.

Reallocation of Appendix F Positions in Individual Buildings

Reallocation of Appendix F positions may be made in individual building programs (sport or activity) when student and/or conference participation does not warrant the number of coaches/sponsors indicated in the Agreement. Any reallocation will be approved by a building committee composed of the athletic director, principal and two coaches/sponsors selected by the Association. No athletic reallocation can be made without approval of the athletic council. For the purpose of reallocation of positions, eight (8) coaches/sponsors will indicate their agreement in writing to the athletic council. Reallocation positions will be reviewed annually.

Program Reductions

It is understood that Appendix F may be reduced in any year in which program reductions are made.

All Appendix F Funding and Stipends

The parties agree to appoint a joint committee composed of four (4) persons appointed by the Association, four (4) persons appointed by the District, and an ex officio member from Human Resources, to review Appendix F funding and stipends. Recommended Appendix F Committee composition should include ETA and Administrative members representing early childhood/elementary interests, middle school interests, high school activities interests, and high school athletics interests to the extent possible. The committee will be charged with examining the equity in positions listed in Appendix F and making recommendations for adjustments.

Summary

The above program will be subject to review every two years. Recommendation for changes will be within the framework of the financial parameters established in bargaining for any particular year.

Implementation of Extra Pay Schedule for Extra Duties

1. Credited experience earned in one general classification cannot be used in another classification, i.e., experience as a football coach cannot be counted as experience for an extra duty assignment such as a basketball coach.
2. Experience outside District U-46 will be credited as follows:
 - a. Full credit for first two years.
 - b. Half credit for the next six years.
 - c. Only experience in the activity to which a teacher is assigned will be credited for placement on the schedule.
3. Members of the bargaining unit will not be assigned to or be permitted to accept more than one paid duty for a period of time during which the duties would create an overlapping time commitment unless there was no other way to cover such duties.