

V. Paid co-curricular duties

A. Athletic directors

1. Each school shall have one or two athletic directors at the option of the Principal, each to be paid a stipend as set by the District. Stipend amounts shall be the same for all athletic directors, independent of years of experience as a coach, teacher, or athletic director or number of athletic directors at a site. At sites choosing to use only one athletic director, that athletic director shall also have two release periods to devote to those duties. At sites choosing to use two athletic directions, each shall receive a stipend and one shall have a release period. In that case, the Principal shall meet with the athletic directors at least annually to determine how duties are to be divided and/or shared, and to determine which of the athletic directors will be granted the release period for each semester. It is expected that the duties assigned by the Principal will be coordinated with the grant of the release period, so that commensurately greater duties, and/or duties which may only be performed during the school day, will be assigned to the person with the release period.

2. Athletic directors shall be appointed by the site Principal. Review of these positions shall be conducted at least as frequently as shown in the matrix below, with posting of the openings. A Principal may replace an athletic director out of cycle, if appropriate, but must re-open the position according to the matrix even if a reappointment has been recently made.

	CHS	FHS	HHS	LHS	MVHS
Athletic Director #1	1	2	1	3	2
Athletic director #2	3	3	2	1	1

Athletic directors positions with a (1) in the matrix will be re-opened and reviewed during the 2018-2019 school year; with a (2) in the matrix for the 2019-20 school year, and with a (3) in the matrix for the 2017-18 school year.

B. Activity and sport advisor/coach stipends

The following table includes all approved stipends arranged by category, available uniformly at each site, subject to the provisions below. The site Principal shall be solely responsible for appointing each stipend recipient, following posting of each position and interviewing of candidates. Stipend recipients serve at the pleasure of the site Principal, and may be replaced at any time as the Principal sees fit. Stipend recipients shall have no expectation of continued tenure regardless of time already served in a position.

Position	Category	Season
Band Director/ Orchestra Director	A	All Year
Choir Director	A	All Year
Drama Director	A	All Year

School Newspaper	A	All Year
Yearbook Advisor	A	All Year
Football, Head Varsity	A	Fall
Swimming, Head Varsity	A	Spring
Track, Head Varsity	A	Spring
Robotics Lead	A	All Year
Speech and Debate Advisor	A	All Year
Dance Team Advisor	A	All Year
FBLA/ DECA Advisor	A	All Year
Spirit Advisor	A	All Year
Cross Country, Head Varsity	A	Fall
Field Hockey, Head Varsity	A	Fall
Volleyball, Head Varsity girls'	A	Fall
Volleyball, Head Varsity boys'	A	Spring
Water polo, Head Varsity boys'	A	Fall
Water polo, Head Varsity girls'	A	Fall
Basketball, Head Varsity girls'	A	Winter
Basketball, Head Varsity boys'	A	Winter
Wrestling, Head Varsity boys' and girls'	A	Winter
Soccer, Head Varsity girls'	A	Winter
Soccer, Head Varsity boys'	A	Winter
Badminton, Head Varsity boys' and girls'	A	Spring
Baseball, Head Varsity	A	Spring
Softball, Head Varsity	A	Spring
Gymnastics, Head JV (CHS only)	A	Spring
Tennis, Head Varsity girls'	A	Fall
Tennis, Head Varsity boys'	A	Spring
Principal Discretionary (athletic)	A	Depends on assignment
Principal Discretionary (Non-athletic)	A	Depends on assignment
Position		
Category		
Season		
Tech Support Specialist	B	All Year
Winter Guard Advisor	B	Paid with winter athletic coaches
Volleyball, F/S Head boys'	B	Spring
Volleyball, JV Head girls'	B	Fall
Field Hockey, JV Head	B	Fall
Basketball, Head F/S boys'	B	Winter
Basketball, Head JV girls'	B	Winter
Wrestling Asst.	B	Winter
Girls Wrestling Asst. (If appropriate and needed)	B	Winter
Baseball, Head F/S	B	Spring
Softball, Head JV	B	Spring
Football Asst.	B	Fall

Football Asst.	B	Fall
Football, Head F/S	B	Fall
Soccer, Head F/S boys'	B	Winter
Soccer, Head JV girls'	B	Winter
Swimming Asst.	B	Spring
Track Asst.	B	Spring
Track Asst.	B	Spring
Gymnastics, Head JV (CHS only)	B	Spring
Water polo, Head F/S boys'	B	Fall
Water polo, Head JV girls'	B	Fall
Principal Discretionary	B	Depends on assignment
Principal Discretionary	B	Depends on assignment
Position	Category	Season
Stagecraft	C	All Year
Flags Advisor	C	All Year
Speech Asst.	C	All Year
Golf, girls'	C	Fall
Golf, boys'	C	Spring
Cross Country Asst.	C	Fall
Football Asst.	C	Fall
Football Asst.	C	Fall
Track Asst.	C	Spring
Track Asst.	C	Spring
Diving Coach	C	Spring
Robotics Asst.	C	All Year
JV Tennis boys'	C	Spring
JV Tennis girls'	C	Fall
Badminton JV boys' and girls'	C	Spring
Strength and Conditioning sem1	C	Fall
Strength and Conditioning sem2	C	Spring
Principal Discretionary	C	Depends on assignment
Principal Discretionary	C	Depends on assignment
Principal Discretionary	C	Depends on assignment
Principal Discretionary	C	Depends on assignment

C. Discretionary positions; no substitutions

A total of eight discretionary positions are indicated in the table above (four in Category C, two in Category B, and two in Category A) which may be used as the site Principal chooses. However, no substitution of non-discretionary stipends for any other purposes shall be permitted. If a particular sport or activity stipend is not needed at any given site during any particular season, it must go unused, and may not be applied to any other sport or activity at that site.

D. Compensation for coaching two teams

Whenever a unit member is authorized in advance to coach simultaneously two distinct teams from existing positions in Category A, B, or C, the member shall receive both stipends.

E. Compensation for extended season

A coach whose season is extended to regional, sectional, State or national competition shall be compensated at five percent of the competitive season stipend for each additional week of service required, but not to exceed four weeks.

F. Stipend amounts

Category A, B, and C stipend amounts shall be set, and modified when deemed appropriate, by the District, subject to the provisions of this section. The stipend for each position in a category shall be the same, regardless of the years of experience as a coach, teacher, or athletic director of the person holding the position. No distinction will be made between FEA members and non-members (“walk-ons”) in determining the amount of the stipend. Inasmuch as the District retains control of stipend amounts, outside the control of FEA, Category A, B, and C stipend costs will be deemed an off-the-top expense for purposes of computing revenue share allocations. Creation of new stipended positions remains subject to negotiation and the waiver and/or modification provisions of this CBA.

VI. Per diem rate

The daily rate is determined by dividing the annual salary by the total number of duty days of the unit member. This daily rate is for deduction purposes when the unit member is absent in situations not covered by paid leaves and/or to compute prorated contracts when a unit member starts after the beginning of a school year or terminates before the end of the school year. For the purposes of this section, annual salary for the regular school year means placement on the salary schedule plus advanced degree stipends and Career Increment and supplemental pay according to section IX of this Article.

VII. Summer school rate of pay

Summer school teaching shall be compensated at the rate of \$70 per hour for five hours per day, consisting of four hours of classroom time and one hour of ERAP. Optional collaboration work shall be compensated at the currently applicable hourly rate.

The District may establish a separate salary scale for summer school teachers who are not unit members and who are hired in accordance with Article 20 I, provided that no non-member shall receive more compensation than would be offered under this section to a unit member with comparable qualifications.

VIII. Payday

If a regular payday during the school term falls on a day when school is not in session, unit members shall receive their checks on the last workday of the month as defined by the Santa Clara County Department of Education. Unit members may have their summer check(s) mailed to the address of their choice if by June 10 they have provided a stamped, self-addressed envelope(s) to their site secretary. Prior to the first day that students are required to be in attendance unit members may elect to be paid in either ten