

## Co-Curricular Pay Schedule

The purpose of the co-curricular program is to provide experiences for students beyond the curricular offerings of the school day. The payment schedule reflects compensation for staff time in addition to the regularly scheduled school day. In other words, the compensation is for duties assumed above and beyond the teaching assignment.

The actual payment schedule is found under AP 5610 Salary Schedule. Determination of each of the rates has been set by examining the time, effort, and responsibility required of each position. This includes the requirement of certification to hold the position as well as the determination as to whether the primary production of material takes place within the school day or in addition to the school day. Head activity leaders' base salary is expressed as a percent of the base pay.

Longevity payment for all positions is determined on an annual basis. The maximum compensation for longevity is 10 years. The longevity payment is based on experience in that general activity area.

The pay schedule identifies the amount of pay appropriate for each position. The number of positions is to be determined by the enrollments in those activities and the concern for student safety. Certified teaching staff will be used where required. In high school athletic positions, coaching certification is required by the NDHSAA.

If an activity leader has been out of that activity for a year or more he or she may be asked to serve a one year probationary period at the base salary. At the end of this probationary period the activity leader will be evaluated by the building activity coordinator or building administrator. If approved for further service, experience salary will be reinstated beginning the next year. In all cases experience will be granted for full seasons only of that activity.

This administrative policy will be reviewed annually by the Activities Committee. The committee will consist of representatives from the Coaches Council, elementary activities, the secondary building Activities Coordinators, the Performing Arts Specialist, and the District Activities Director. Concerns about this policy should be expressed in writing to the District Activities Director no later than March 15 of the current school year. The Activities Committee will then hear those concerns and make recommendations for revisions of this policy. The revisions would take place in the following academic year. While concerns and proposed changes are welcome at anytime, only those received prior to March 15 can be considered in that year's annual review.

### **Athletic Activities**

Activities included in this category include all athletic team sports, elementary intramurals, cheerleading/dance line, and drill team.

Factors considered when arriving at base salaries include; 1) length of season, including preseason, 2) player equipment, 3) general sport equipment, 4) team preparation and

organization. Each of these relates to the time, effort, and responsibility required of the activity leaders.

Coaching during the same season a 7/8<sup>th</sup> grade athletic team and also a 6<sup>th</sup> grade team, will result in a 7/8<sup>th</sup> grade full salary plus 20% of the 6<sup>th</sup> grade salary.

### **Academic Activities**

Activities in this area include speech, debate, student congress, drama, and activities associated with the CTE program. Additions to this list must be approved by the Activities Committee.

### **Club Activities**

Clubs are divided into three levels. Characteristics of each level are as follows:

#### **Level One**

##### ***Classification Criteria***

- Time required is 140 hours or more
- Specific advanced training (or certification) is required
- Activities are regularly scheduled
- Competition may be involved

#### **Level Two**

##### ***Classification Criteria***

- Time required is between 100 and 140 hours
- Advanced training and certification is not required
- Fewer scheduled meetings than a level one club
- Little, if any, competition is involved

#### **Level Three**

##### ***Classification Criteria***

- Time required is 40 - 100 hours
- This level is also used to pay assistant activity leaders in a level one activity
- No certification or advanced training is required
- Fewer meetings are required than a level two club

### **Music Activities**

#### ***PPO Category (primary preparation outside of school day)***

The PPO category applies to activities where the primary rehearsal takes place outside of the school day and is not included in the teacher's primary teaching salary. Elementary PPO groups with building enrollments of 500 or less students would be limited to two performing groups. Buildings with enrollments of more than 500 students may have a maximum of four total groups. Additional performing ensembles would need approval from the district Activities Director for payment by March 15 in the year prior to the school year the group is formed. Tournament performances will receive concert pay outside of the school day.

**Concert Pay**

A payment of \$90 will be made for each performance. Performances, by definition, take place outside of the school day. A performance may involve several groups.

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