

Provision:	Article III, Section 1	Title:	Contracts and Provisions for Salaries
Presentation:	Third (Second 7/25/24, First 6/20/24) (CEA 5/16/24, 8/8/24)	Date:	8/9/2024

District Proposed 8/9/24:

Section 1 Contracts and Provisions for Salaries

Certificated Staff Contracts

There will be an individual contract for regular assignments in conformity with Washington State law and policies, this Agreement, rules and regulations of the District and State Board of Education.

All teacher positions in the District will be filled by certificated employees under contract with the District. Replacement contracts will only be used to replace an employee on District -approved leave of absence for a determined period of time. Exceptions to this clause may occur upon agreement between the District and Association as a result of labor-management discussion.

Release from Contract

Employees will be released from contract if a letter requesting release is received in the human resources office by the end of the day (4:00 p.m.) on the last day of school. After the last day of school, each request will be determined on its own merits. The needs of the District, the availability of an adequate and timely replacement, and the continuity of the educational program offered to students shall receive primary consideration in the District’s decision.

General Provisions for Certificated Staff Salaries

1. Employees will be placed on the appropriate step of the Cheney Public Schools Certificated Salary Schedule (salary schedule) according to years of experience and education earned. Salaries for employees subject to this Agreement, during the term of this Agreement, are contained in Appendix A.
2. The normal contract year will be stated on the salary schedule in days or required service to the District.
3. Salary schedule placement will be in accordance with the following criteria:
 - A. Evidence of experience prior to the current school year as a certificated staff member in this District or another, as accepted by the State of Washington based on FTE of the positions held.
 - B. Evidence of credits earned prior to October 1st of the current school year from an accredited college or university, as accepted by the State of Washington.
 - C. For newly employed certificated staff members, placement in the appropriate column for education attainment will be determined by the number of quarter-hour credits acquired after attainment of a Bachelor of Arts/Science Degree, or credits that apply toward the appropriate certificate or related job experience in vocational education if the college recognizes such job experience as credit toward a vocational education or appropriate certificate.
 - D. Credits earned beyond the BA/BS degree will be reported by completing the state-determined credit approval process. Human Resources must verify that the content of the courses meet one or more of the state-defined criteria. Only credits accepted by the Office of Superintendent of Public Instruction (OSPI) are approved for placement on the salary schedule (Appendix A).
 - E. Credits will be reported by means of an official transcript to Human Resources by October 1st of the year earned in order to count toward the current year's salary. In the event the granting university/college does not provide an official transcript prior to October 1st, a letter of completion from the university/college attesting that the work was completed prior to October 1st will suffice until a final transcript is available. Payment for credits will not be processed until transcript is received. Transcript must be received no later than December 31st / October 10th to apply to current year's salary schedule. The employee assumes all responsibility to ensure that transcripts and/or verification of employment are

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received in ~~the District Office~~ Human Resources. Should audit or other state requirements find exception to this provision, this section will necessitate further discussion on payment between the District and the Association.

- F. ~~One increment will be given~~ Placement will be calculated based on cumulative FTE of positions held for each prior year of qualified experience, up to the listed maximum, based on the state personnel report (S-275) rules. No employee may earn more than 1.0 FTE in any given school year. Unpaid leave may affect annual FTE.
- G. The monthly salary payments will be ~~one-twelfth of the contracted salaries~~ spread evenly over the fiscal year (Sept 1-Aug 31), based upon months worked. Employees who work the entire school year will have payments spread evenly over 12 months.
- ~~H. Each employee will be issued a Supplemental Contract for 5 additional work days beyond the regular work year at the individual's 1.0 FTE per diem rate. See Article IV, Section 16 – Length of Contract for details.~~
- ~~I.H. The District will recognize military service if an individual's certificated teaching career was interrupted. All personnel now receiving credit on their present salary schedule will continue to be reimbursed for the credits.~~

4. The salary schedule will be contained in Appendix A attached hereto and by reference incorporated herein.

- 5. A. The salary for full-time physical therapists will be equivalent to the amount listed on the salary schedule for Certificated Instructional Staff for staff members with 16 or more years of service, MA+90 or PhD. Salary for part-time physical therapists will be prorated based upon FTE. This agreement has been made as a result of difficulty hiring and retaining qualified physical therapists.
- B. The salary for full-time occupational therapists, psychologists, speech language pathologists, and registered nurses will take into consideration up to 10-years of comparable private-industry experience. Salary for part-time occupational therapists, psychologists, speech language pathologists, and registered nurses will be prorated based upon FTE. The agreement has been made as a result of difficulty hiring and retaining qualified occupational therapists, psychologists, speech language pathologists, and registered nurses.
- ~~C. For non-school experience to count, employees must have worked in paid positions that directly relate to the position held in Cheney School District and must align with the ESA endorsement content area. For the purpose of computing a year of experience, a full year will be deemed to be 2,000 or more hours within a twelve (12) month period, up to one (1) year maximum per fiscal year, defined as September 1st - August 31st. Experience may be pro-rated and placement on the salary schedule would then follow the rules for placement of part-time employees.~~

In order to apply changes to their placement on the salary schedule for the 2024-2025 school year the OTs, SLPs, nurses and school counselor employees psychologists must provide documentary evidence verified by the prior employer(s) to Human Resources by November 15th, 2024 October 1, 2024. Any approved changes to salary placement will be retro-actively applied to the first day of the 2024-25 school year.

6. Supplemental Contracts

Additional days (paid by Per Diem Sheet), rResponsibility stipends, PLC stipends, teacher leadership stipends, and co-curricular stipends are contained in Appendix B Appendices B [TBD] attached hereto and by reference incorporated herein.

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- A. ~~Teacher leadership and co-curricular positions~~ All supplemental contracts are for one year, with an option for a second year, with supervisor approval.
 - ~~i. Employees holding these positions will receive notification of contract completion as soon as possible, no later than the last day of school.~~
 - ~~ii.i.~~ Employees interested in continuing in the position for a second year will discuss the option with the supervisor prior to the last day of school.
- B. Available positions will be announced to all building certificated staff.
- C. Staff may apply via email indicating interest and skills.
- D. The supervisor will interview candidates and select a certificated staff member to fulfill the role. If no building certificated staff members are interested, the position will be announced to district certificated staff, and then to other staff and community members.
- ~~D.E.~~ In the event of a financial emergency including, but not limited to, loss of local school levy, decrease in school enrollment, or other serious revenue loss, all supplemental contracts, additional days and other items in Appendix B may be suspended.

Provision:	Article IV, Section 17	Title:	Length of Contract
Presentation:	Third (Second 6/20/24, First 5/30/2024, Supposal 5/16/24) (CEA 6/13/2024, 8/8/24)	Date:	8/9/24

District Proposed 8/9/24:

Section 17 Length of Contract

The ~~employees-employees'~~ regular work year will be 180 days. The District and Association acknowledge that a ~~certified certificated~~ staff member's base salary provides compensation for ~~the-all~~ professional responsibilities of the employee, ~~which may or may not fall within the contracted work day, unless additional pay is specifically authorized in the collective bargaining agreement, including but not limited to the following:~~

- ~~• Preparation for the opening and closing of school, including classroom setup.~~
- ~~• Inputting state and district required data and Ttime to analyze and use the results of district, state, and local assessments.~~
- ~~• PLC collaboration, including at least 18 hours of PLC time outside of regular work hours as scheduled by the team and with/or principal approval.~~

~~As part of professional employment, employees are required to, Completing complete~~ annual online trainings by October 31st. Employees who have not completed ~~the~~ required online ~~trainings-training~~ by October 31st-1st ~~will have 4 hours payone days' pay deducted from their next paycheck and~~ may be subject to disciplinary action. ~~The pay deduction doesAny disciplinary action will~~ not remove the requirement to complete the mandatory training modules.

- ~~• Building time to enhance classroom/building activities to reflect changing curriculum and assessment methodologies throughout the year.~~
- ~~• Time to plan, grade, and report student progress.~~
- ~~• Participation in IEP, 504, and student support team meetings.~~
- ~~• Participation in activities designed to improve relations and communications with parents.~~
- ~~• Providing supplemental support to students.~~
- ~~• Routinely checking email.~~
- ~~• Participation on committees for school or district purposes, including, curriculum review and adoption and school improvement teams~~
- ~~• Participation in professional development related to school and district priorities~~
- ~~• Reviewing pay stub information via Skyward Employee Accessand time off information.~~

Supplemental Contract Professional Development Days

~~Each employee will be issued a Supplemental Contract forFive -(5) additional work days for professional development beyond the regular work year at the individual's 1.0 FTEwill be offered at per diem rate and will be paid from a sign-in sheet.~~ These days will be scheduled as follows:

1. Principal's Day: One day will be scheduled and planned by the building administrator with staff input.
2. Building Professional Learning Time: One day for building professional learning.
3. District Professional Learning Days: 3 days will be scheduled and planned in collaboration with teacher leaders in support of district improvement goals. If certain members believe the offering is not applicable to their specialty, they may propose a comparable in-service opportunity to the Director of Teaching & Learning.

~~In order to receive compensation for these days, the employee must sign a supplemental contract in the fall and a sign-in sheet on scheduled days. When an employee who has signed a supplemental contract is absent for one or more of these scheduled days, the employee must use personal leave, sick leave, or other leaves for the absence as described in this agreement;sign in and sign out, and participate in the full day of professional development.~~

Provision:	Article IV, Section 17	Title:	Length of Contract
Presentation:	Third (Second 6/20/24, First 5/30/2024, Supposal 5/16/24) (CEA 6/13/2024, 8/8/24)	Date:	8/9/24

~~The supplemental contract will be paid in equal monthly installments.~~

Emergency School Closure

In the event of an emergency situation which necessitates either a late start to or an early dismissal of the regular school day, the employee's workday will be adjusted accordingly without loss of pay. When a late start is deemed necessary, all employees shall report to work as soon as safely possible.

When deemed applicable by the Superintendent and an emergency closure waiver is approved, emergency leave without loss of pay will be granted when severe inclement weather conditions, natural disasters, or other emergencies prevent employees from reporting for scheduled work when a school(s) is closed.

Provision:	Article IV, Section 19	Title:	Length of Workday
Presentation:	Fourth (Third 8/8/24, (Second 6/20/24, First 5/30/24, Supposal 5/16/24) (CEA 6/20/24, 7/25/24, 8/8/24)	Date:	8/9/2024

District Proposed 8/9/24:

Section 19 Length of Workday

The typical employee workday will be 7.5 hours including a 30 minute, unpaid, duty-free lunch. The workday will begin prior to the regular student school day and end after the regular student school day ends. ~~The start and end times that are agreed to by the District and the Association are not to exceed 300 minutes per 5 day week. This work time is designated for the benefit of pupils, patrons, and colleagues. When employees are required to attend regularly scheduled staff meetings that extend the workday, the building schedule will be adjusted to offset the extended time.~~

The workday for part-time educators will be based on their percentage of full-time salaries compared to the normal workday for other educators in the building where they are performing their duties. The workday for any educator who is employed for half time or longer will begin or end with the normal workday for other educators in the building where he/she performs his/her duties, ~~whichever is mutually agreeable to the educator and the supervisor~~ as determined by the administrator. Any variation from the stipulation above requires agreement between the District and Association. Any educator who is employed less than half time will work out the schedule for the workday with his/her supervisor provided that no educator will be required to work a split shift unless this is agreed to by the certified staff member.

The schedule for ESA specialist staff assigned to Student Support Services may be developed based on the percentage of a full-time week, as mutually agreed by the specialist and the supervisor.

An employee may, upon receipt of permission from the building principal, arrive directly before ~~of~~ the opening of school or leave directly after the close of school.

A reasonable number of additional school functions, ~~and~~ building meetings, and professional development scheduled at least 2 weeks in advance, when possible, may entail additional time beyond the employee's day as stated above. Employees having problems in attending additional school functions because of a previous commitment or emergency will conference with their supervisor to be excused.

~~HomeWorks Part-time Staff: The work day calendar for part-time teachers at HomeWorks will be created in collaboration between the teachers, with final approval by the administrator.~~

Provision:	Appendix A	Title:	Appendix A
Presentation:	Third (Second 8/8/24, First 6/20/24) (CEA 5/16/24, 7/25/24, 8/8/24)	Date:	8/9/2024

District Proposed 8/9/24:

2024-2025

7.14%

24-25 Cert Salary Schedule - 180 Days									
Years of Service	7 Hour Work Day + 1/2 Hour Lunch								MA+90 OR Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45		
0	52,223	54,067	55,296	57,753	61,439	65,740	68,812		72,498
1	53,452	55,296	56,524	58,983	62,668	66,968	70,041		73,726
2	54,681	56,524	57,753	60,211	63,896	68,198	71,270		74,956
3	55,909	57,753	58,983	61,439	65,126	69,427	72,498		76,185
4	57,139	58,983	60,211	62,668	66,355	70,655	73,726		77,413
5	58,368	60,211	61,439	63,896	67,583	71,883	74,956		78,642
6	59,596	61,439	62,668	65,126	68,812	73,113	76,800		79,872
7	60,824	62,668	63,896	66,355	70,041	74,341	78,642		81,100
8	62,054	63,896	65,126	67,583	71,270	75,570	80,486		82,329
9	63,282	65,126	66,355	68,812	72,498	76,800	82,329		83,557
10	64,511	66,355	67,583	70,041	73,726	78,028	84,172		84,785
11	65,740	67,583	68,812	71,270	74,956	79,872	86,629		87,244
12	66,968	68,812	70,041	72,498	76,800	82,329	89,087		89,701
13	68,198	70,041	71,270	73,726	79,257	84,785	90,931		93,388
14	69,427	71,270	72,498	74,956	81,714	87,244	93,388		97,074
15	70,655	72,498	73,726	76,185	84,172	89,701	95,845		99,531
16	71,883	73,726	74,956	77,413	86,323	92,159	98,303		101,990

Please note: per Article IV, Section 17 - 5 professional development days are available.

B+0, 0 Total Compensation = \$53,674 (185 total days)

MA+90, 16 Total Compensation = \$104,823 (185 total days)

2025-2026

4% Including IPD

25-26 Cert Salary Schedule - 180 Days									
Years of Service	7 Hour Work Day + 1/2 Hour Lunch								MA+90 OR Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45		
0	54,312	56,230	57,508	60,063	63,897	68,370	71,564		75,398
1	55,590	57,508	58,785	61,342	65,175	69,647	72,842		76,675
2	56,868	58,785	60,063	62,619	66,452	70,926	74,120		77,954
3	58,145	60,063	61,342	63,897	67,731	72,204	75,398		79,233
4	59,424	61,342	62,619	65,175	69,009	73,481	76,675		80,509
5	60,702	62,619	63,897	66,452	70,286	74,759	77,954		81,788
6	61,979	63,897	65,175	67,731	71,564	76,038	79,872		83,067
7	63,257	65,175	66,452	69,009	72,842	77,315	81,788		84,344
8	64,537	66,452	67,731	70,286	74,120	78,593	83,705		85,622
9	65,814	67,731	69,009	71,564	75,398	79,872	85,622		86,900
10	67,092	69,009	70,286	72,842	76,675	81,149	87,539		88,177
11	68,370	70,286	71,564	74,120	77,954	83,067	90,094		90,734
12	69,647	71,564	72,842	75,398	79,872	85,622	92,650		93,289
13	70,926	72,842	74,120	76,675	82,427	88,177	94,568		97,123
14	72,204	74,120	75,398	77,954	84,982	90,734	97,123		100,957
15	73,481	75,398	76,675	79,233	87,539	93,289	99,679		103,512
16	74,759	76,675	77,954	80,509	89,776	95,845	102,235		106,069

Please note: per Article IV, Section 17 - 5 professional development days are available.

B+0, 0 Total Compensation = \$55,821 (185 total days)

MA+90, 16 Total Compensation = \$109,016 (185 total days)

Provision:	Appendix A	Title:	Appendix A
Presentation:	Third (Second 8/8/24, First 6/20/24) (CEA 5/16/24, 7/25/24, 8/8/24)	Date:	8/9/2024

2026-2027

3.5% Including IPD

26-27 Cert Salary Schedule - 180 Days									
Years of Service	7 Hour Work Day + 1/2 Hour Lunch								MA+90
	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45		OR Ph.D.
0	56,485	58,479	59,808	62,465	66,453	71,104	74,427		78,414
1	57,814	59,808	61,136	63,796	67,782	72,432	75,756		79,742
2	59,143	61,136	62,465	65,124	69,110	73,763	77,085		81,073
3	60,471	62,465	63,796	66,453	70,440	75,092	78,414		82,402
4	61,801	63,796	65,124	67,782	71,770	76,420	79,742		83,730
5	63,131	65,124	66,453	69,110	73,098	77,749	81,073		85,059
6	64,459	66,453	67,782	70,440	74,427	79,079	83,067		86,389
7	65,788	67,782	69,110	71,770	75,756	80,407	85,059		87,717
8	67,118	69,110	70,440	73,098	77,085	81,737	87,053		89,047
9	68,446	70,440	71,770	74,427	78,414	83,067	89,047		90,376
10	69,775	71,770	73,098	75,756	79,742	84,395	91,041		91,704
11	71,104	73,098	74,427	77,085	81,073	86,389	93,698		94,363
12	72,432	74,427	75,756	78,414	83,067	89,047	96,356		97,020
13	73,763	75,756	77,085	79,742	85,724	91,704	98,351		101,008
14	75,092	77,085	78,414	81,073	88,381	94,363	101,008		104,995
15	76,420	78,414	79,742	82,402	91,041	97,020	103,666		107,653
16	77,749	79,742	81,073	83,730	93,367	99,679	106,325		110,312

Please note: per Article IV, Section 17 - 5 professional development days are available.

B+0, 0 Total Compensation = \$58,054 (185 total days)

MA+90, 16 Total Compensation = \$113,376 (185 total days)

Provision:	Appendices B	Title:	Appendices B
Presentation:	Third (Second 8/8/24, First 7/9/24, Supposal 5/16/24) (CEA 5/30/24, 7/25/24, 8/8/24)	Date:	8/9/2024

District Proposed 8/9/24:

APPENDIX B-1: Additional Days
(Paid by Per Diem Sheet)

All days will be worked outside of the regular contract year and in collaboration with the supervisor on when the work days will be utilized.

POSITION	Location	DAYS
Counselor	High School	9
Counselor	Elementary/Middle	5
ELL Support MLL/ELL/ELD Support	SSS	3.70% 7
Occupational Therapist	SSS	5
Psychologist	SSS	7
Physical Therapist	SSS	5
Registered Nurse (<u>non lead</u>)	SSS	10
<u>Lead Registered Nurse</u>	<u>SSS</u>	<u>15</u>
Speech Language Pathologist	SSS	5
<u>CTE Teacher</u>	<u>Middle/High School</u>	<u>1*</u>
<u>TOSA, Principal Assistant</u>	<u>Designated Schools</u>	<u>10</u>
<u>TOSA, SEL Specialist</u>	<u>District</u>	<u>5</u>

*Per CTE Funded course at Middle School and/or High School ~~—up to 1 per diem day per year,~~ needs prior approval by CTE Director and the District.

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APPENDIX B-2: ~~Responsibility Stipends~~ Enhancements to Base for Additional Responsibilities

~~(Paid by Supplemental Contract Based upon position held)~~

POSITION	Location	% of Employee's Base
CTE Head FFA CTSO Advisor*	HS	18.01 <u>13.80%</u>
CTE Assistant FFA CTSO Advisor*	HS	13.81 <u>11.00%</u>
CTE CTSO Head Advisor */**	HS	7.00%
CTE CTSO Assistant Advisor */***	HS	2.40%
CTE CTSO Head Advisor****	MS	5.00%
ELL Support	SSS	<u>3.70%</u>
Intervention/Beh. Sup. Specialist	SSS	<u>2.40%</u>
Library Media Specialist <u>Information and Technology</u>	All Levels	1.00%
Music: Elementary Band/Music	Elem.	4.20%
Music: M.S. Vocal/Instrumental	MS	5.00%
Music: H.S. Vocal/ Instrumental/Strings	CHS	9.70%
<u>READY for Kindergarten</u>	<u>District</u>	<u>4.60%</u>
<u>TOSA, Athletic Director</u>	<u>CHS</u>	<u>11.50%</u>
<u>TOSA, K-4 Literacy</u>	<u>SSS</u>	<u>4.60%</u>
<u>TOSA, K-5 Math</u> <u>Instructional Support</u>	<u>SSST&L</u>	4.60%
<u>TOSA, MS Math</u>	<u>SSS</u>	<u>2.40%</u>
Special Education Teachers	All Levels	1.25 <u>1.50%</u>

APPENDIX B-2A: ~~Responsibility Stipends~~ First Aid Instructor

(Paid by Timesheet)

POSITION	Location	Rate
District First Aid Training	All Levels	Teaching Initial <u>a</u> Class: \$180; Renewal Class <u>\$120</u>

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APPENDIX B-3: PLC Team Lead/Department Coordinator Stipends

	PLC Team Lead	HS Dept. Chair	PLC Lead/HS Dept Chair
<u>SSS Program</u>	\$		
<u>Elementary (PK-5)</u>	\$1,000		
<u>Middle</u>	\$1,000/\$1,500*		
<u>High</u>	\$1,000	\$1,500	\$2,500
<u>6-12/K-12</u>	\$1,000	\$1,500	\$2,500
	\$500		

APPENDIX B-3: PLC Team Lead/Department Coordinator Stipends
(Paid by Supplemental Contract)

All work for supplemental contracts will take place outside of the regular workday.

	<u>5 or Less</u>	<u>6-9 Members</u>	<u>10 or More</u>
<u>PLC Team Lead</u>	<u>\$1,200</u>	<u>\$1,500</u>	<u>\$2,000</u>
<u>CHS Department Coordinator</u>	<u>\$1,200</u>	<u>\$1,500</u>	<u>\$2,000</u>

Stipends are for staff within specific department.

Administration determines the number and type of positions hired.

*Middle level department with over 10 members.

Selection of PLC Team Leads/Department Coordinators

- Names of interested candidate(s) given to all PLC/department members and applicable administrators.
- Teams may choose to vote on candidate(s) or defer to the principal/designee to select the PLC team lead/department chair.
- If choosing to vote, the PLC/Department members vote on candidate(s) to select PLC lead/department chair.
- Name of the candidate receiving the most votes is submitted to the principal or designee for approval.
- If candidate is not approved by the principal/designee, another candidate may be submitted to the principal/designee by the PLC/department for approval.

Provision:	Appendices B	Title:	Appendices B
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APPENDIX B-4: Teacher Leadership Stipends
(Paid by Supplemental Contract)

Role	Elementary	Middle School	High School
Coordination of nighttime curricular events (Event may rotate between science, art, literacy nights)	\$500 <i>2 stipends per school</i> <i>HomeWorks:</i> <i>1 stipend (\$500)</i>	\$575 <i>2 stipends per school</i>	\$0
Administrative coverage/support	\$1,000 <i>1 stipend per school</i>	\$500 <i>1 stipend per school</i>	\$500 <i>1 stipend</i>
Assessment Coordination <i>(District and State assessment coordination)</i>	\$1,500 <i>1 stipend per school</i> <i>HomeWorks: \$500</i>	\$1,500 <i>1 stipend per school</i>	\$500 <i>4 stipends for HSPE, EOC, & AP Coordinators</i> <i>TSHS: \$500</i>
Building Level Decision-Making Chair	\$500 <i>1 stipend per school</i>	\$500 <i>1 stipend per school</i>	\$500 <i>1 stipend per school</i>
Professional Development Coordination (Aligned with SIP focus)	\$2,000 per school <i>Number and stipend amounts determined by principal</i> <i>HomeWorks: \$500</i>	\$4,750 per school <i>Number and stipend amounts determined by principal</i>	\$6,000 <i>Number and stipend amounts determined by principal</i> <i>TSHS: \$500</i> <i>WIN: \$500</i>
Highly Capable Coordinator		\$1,500 <i>1 stipend per school</i>	\$1,500 <i>1 stipend</i>
<u>Book Fair Coordinator *</u>	<u>\$125</u>	<u>\$125</u>	<u>\$0</u>

*Per Book Fair, up to 2 times per year when sponsored by ASB and the completed fundraiser packet is approved in advance. Must be offered first to the school librarian.

Hiring process for teacher leadership stipend positions:

- 1) Supervisor will email the stipend position announcement to all certified staff
- 2) Staff will respond via email indicating interest and skills
- 3) Supervisor will talk with each candidate about expectations, work load, and qualifications
- 4) Supervisor will select the certified staff member to fulfill the role
- 5) Stipend positions are on a year-to-year basis with supervisor approval.

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APPENDIX B-5: Co-Curricular Stipends
(Paid by Supplemental Contract)

All work for supplemental responsibilities will take place outside of the regular workday in direct support of students and in compliance with all insurance guidelines for activities, travel, and students' learning experiences.

Role	P-5	6-8	9-12
ASB Clubs**	\$500 <i>3 stipends per school</i> (Balance Core Academics & Enrichment)	\$750 <i>5 stipends per school</i> (Balance Core Academics & Enrichment)	Tier 1: \$250 <u>500</u> Tier 2: \$500 <u>750</u> Tier 3: \$750 <u>1,000</u> <i>Total Available: \$7,750 <u>12,000</u></i> (Balance Core Academics & Enrichment) <i>TSHS-ALE Total: \$7501,000</i>
Competitive ASB Clubs & Events	Competitive Academic Club: \$1,000 <i>2 stipends per school</i> (Math is Cool, for example) Extended Season Stipend: \$200	Competitive Academic Club: \$1,000 <i>4 stipends per school</i> (Math is Cool or Science Olympiad, for example) Extended Season Stipend: \$200	Competitive Academic Club: \$1,000 <u>1,500</u> <i>2 stipends</i> (Knowledge Bowl or Science Club, for example) Extended Season Stipend: \$200
ASB Activities	5 th Grade Sports & Activities: \$650 <i>2 stipends per school</i> Field Day Prep: \$250 <i>1 stipend per school</i> <i>HomeWorks-ALE Field Day: \$150</i>	Annual: \$1,500 <i>1 stipend per school</i> Drama Director: \$2,000 per show <i>2 stipends per school</i> Drama Asst: \$1,200 per show <i>2 stipends per school</i>	Annual: \$2,000 <u>2,500</u> Drama Director: \$3,000 <u>3,200</u> per show <i>2 stipends per school</i> Drama Asst: \$1,700 <u>2,000</u> per show <i>2 stipends per school</i>
Student Leadership	Elementary/HomeWorks ASB: \$575 <i>1 stipend per school</i> Safety Patrol: \$575 <i>1 stipend per school</i>		Class Advisor (Head): \$2,500 <u>3,000</u> <i>4 stipends</i> Class Advisor (Asst): \$1,875 <u>2,000</u> <i>4 stipends</i> Leadership Advisor: \$4,500 <u>5,000</u> <i>1 stipend</i> <i>TSHS-ALE Student Involvement Coordinator: \$500</i>

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Hiring process for co-curricular stipend positions:

- 1) Supervisor will email the stipend position announcement to all certified staff
 - 2) Staff will respond via email indicating interest and skills
 - 3) Supervisor will talk with each candidate about expectations, work load, and qualifications
 - 4) Supervisor will select the certified staff member to fulfill the role
 - 5) Stipend positions are for one year, with an option for a second year with supervisor approval (intention of 2 years)
- *The building administrator may choose to split stipends.

**** ASB Clubs provide opportunities for students above and beyond the school curriculum.**

HS BASIC RESPONSIBILITIES:

- \$250500:
 - Maintain budget
 - Schedule club meetings (minimum of 8 per year)
 - Provide minutes for each club meeting
 - Provide a table with information at orientation
 - Provide club information to student body
- \$500750:
 - Above items, plus:
 - Community service project approved by ADASB
- \$7501,000:
 - Above items, plus:
 - Fundraiser(s) which follow ASB regulations
 - Facilitate club activities in addition to regular meetings
 - Promote the club within the school

STUDENT CONTACT TIME:

Minimum of 10 hours for \$250500

MS BASIC RESPONSIBILITIES:

- Oversee club focus
- Distribute, collect, and maintain all required paperwork associated with the activity
- Coordinate facilities and materials
- Oversee set up and cleanup of all activities

STUDENT CONTACT TIME:

- 40-15 student contact hours

Minimum of 16 meeting times

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APPENDIX B-6: Supplemental Responsibilities

(Paid by Supplemental Contract)

All work for supplemental responsibilities will take place outside of the regular workday in direct support of students and in compliance with all insurance guidelines for activities, travel, and students' learning experiences.

POSITION	Location	% of Employee's Base
CTE- Head FFA CTSO Advisor*	HS	13.80%
CTE- Assistant FFA CTSO Advisor*/***	HS	11.00%
CTE – CTSO Head Advisor */**	HS	7.00%
CTE – CTSO Assistant Advisor*/***	HS	2.40%
CTE – CTSO Head Advisor****	MS	5.00%

* — ~~Per CTE Funded course at Middle School and/or High School — up to 1 per diem day per year, needs prior approval by CTE Director and the District.~~

*All CTSO Advisors at the High School Level will support ALL high school age students ~~as needed from CHS and TSHS~~ as well as 8th graders ~~from either middle school~~ under a single CTSO, if a middle school CTSO is not offered.

**Head High School CTSO Advisors include, Robotics, Skills USA, DECA, Sports Medicine, FBLA, HOSA and FCCLA. New CTSOs may be added at any time with both CTE Director and District Approval.

***Assistant CTSO Advisors include FBLA and FCCLA. Additional Assistant CTSO Advisor may be added at any time with both CTE Director and District Approval, based upon student numbers and participation.

****Head Middle School CTSO Advisors include 3 positions at each Middle School, to be assigned by the CTE Director annually. New CTSO's may be added at any time with both CTE Director and District Approval.

Hiring process for B-2-6 stipend positions:

- 1) Supervisor will email the stipend position announcement to all certified staff
- 2) Staff will respond via email indicating interest and skills
- 3) Supervisor will talk with each candidate about expectations, work load, and qualifications
- 4) Supervisor will select the certified staff member to fulfill the role
- 5) Stipend positions are on a year-to-year basis with supervisor approval.

Note: *The building administrator may choose to split stipends.

At the conclusion of the 2024-25 school year, each Advisor will submit an accountability spreadsheet that will assist in the following:

During the 2025-26 school year, a committee will be formed, including at a minimum the CTE Director, 3 high school CTE teachers (selected by the department), 2 middle school CTE teachers (selected by the department), one secondary administrator and one representative from the business office that will come together to review the possibility of a matrix approach for determining stipends for CTSO's in the 2026-27 school year. If

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the committee ~~it is determined~~ the matrix approach is feasible, the cost of stipends must fit within the increased funding for CTE and not have a cost to ~~another~~ any other programs.