

**SCHEDULE B:  
CO-CURRICULAR POSITIONS AND STIPENDS**

The following positions have been established by the Board of Directors. Those marked with an asterisks (\*) are permanent and will be filled annually, with the exception of coaching positions which will be filled based on program participation, (e.g., if there are not enough participants to field a freshman girls soccer team, that stipend will not be filled). The remaining positions will be filled annually as the allocated funds allow, and at the discretion of the principal, based on student interest. Positions are for one year only and may be opened on an annual basis at supervisor's discretion. Permanent stipends are subject to renewal based on evaluation of the administrative supervisor.

Stipend	Location	Category	% of Base Salary 1/
<b>Based on MA Salary</b>			
<b>Math Support *</b>	<b>DW</b>	<b>N/A</b>	<b>8</b>
<b>Certification Council Chair *</b>	<b>DW</b>	<b>N/A</b>	<b>13</b>
<b>Certification Council Coordinator *</b>	<b>DW</b>	<b>N/A</b>	<b>9</b>
<b>Mathematics Curriculum Area *2/</b>	<b>MS</b>	<b>N/A</b>	<b>8</b>
<b>Science Curriculum Area *2/</b>	<b>MS</b>	<b>N/A</b>	<b>8</b>
<b>Art Department Head *</b>	<b>HS</b>	<b>N/A</b>	<b>8</b>
<b>English Department Head *</b>	<b>HS</b>	<b>N/A</b>	<b>8</b>
<b>Foreign Language Department Head *</b>	<b>HS</b>	<b>N/A</b>	<b>8</b>
<b>Health Department Head (.5) *</b>	<b>HS</b>	<b>N/A</b>	<b>8</b>
<b>Mathematics Department Head*</b>	<b>HS</b>	<b>N/A</b>	<b>8</b>
<b>Performing Arts-Music Department Head*</b>	<b>HS</b>	<b>N/A</b>	<b>8</b>
<b>PE Department Head (.5) *</b>	<b>HS</b>	<b>N/A</b>	<b>8</b>

<b>Science Department Head*</b>	<b>HS</b>	<b>N/A</b>	<b>8</b>
<b>Social Studies Department Head*</b>	<b>HS</b>	<b>N/A</b>	<b>8</b>
<b>Based on BA Salary</b>			
<b>Student Support Coach for Co-curricular Activities</b>	<b>DW</b>	<b>3</b>	<b>4</b>
<b>Chess Club</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>
<b>Chorus/Choir Director</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>
<b>Dance Club</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>
<b>Intramurals</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>
<b>Lego Club</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>
<b>Music Club</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>
<b>Robotics/Coding</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>
<b>Running Club</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>
<b>Theater Program/Drama Club Assistant Director</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>
<b>Theater Program/Drama Club Director</b>	<b>BC/BS/HCS/ WCS/WE</b>	<b>3</b>	<b>4</b>
<b>Variety Show - Lead</b>	<b>BC/BS/HCS/ WCS/WES</b>	<b>3</b>	<b>4</b>

Variety Show - Assistant	BC/BS/HCS/ WCS/WES	2	2
Woodside One Wheelers (WOW) 3/ 4/*	WES	5	8
Harpwell Community Swim 5/*	HCS	n/a	n/a
Baseball 7th Grade Boys*	MS	4	6
Baseball 8th Grade Boys*	MS	4	6
Basketball 7th Grade Boys*	MS	4	6
Basketball 7th Grade Girls*	MS	4	6
Basketball 8th Grade Boys*	MS	4	6
Basketball 8th Grade Girls*	MS	4	6
Chemical Storage Room Manager*	MS	3	4
Cross Country Head 6-8th Grade G&B*	MS	4	6
Cross Country Assistant 6-8th Grade*	MS	3	4
Drama Coach*	MS	3	4
Field Hockey 7th Grade*	MS	4	6
Field Hockey 8th Grade*	MS	4	6
IEP Chair*	MS	3	4
IEP Chair*	MS	3	4
IEP Chair*	MS	3	4
IEP Chair*	MS	3	4
Soccer 7th Grade Boys*	MS	4	6

<b>Soccer 7th Grade Girls*</b>	<b>MS</b>	<b>4</b>	<b>6</b>
<b>Soccer 8th Grade Boys*</b>	<b>MS</b>	<b>4</b>	<b>6</b>
<b>Soccer 8th Grade Girls*</b>	<b>MS</b>	<b>4</b>	<b>6</b>
<b>Softball 7th Grade Girls*</b>	<b>MS</b>	<b>4</b>	<b>6</b>
<b>Softball 8th Grade Girls*</b>	<b>MS</b>	<b>4</b>	<b>6</b>
<b>Team Leader 6th*</b>	<b>MS</b>	<b>5</b>	<b>8</b>
<b>Team Leader 7th*</b>	<b>MS</b>	<b>5</b>	<b>8</b>
<b>Team Leader 8th*</b>	<b>MS</b>	<b>5</b>	<b>8</b>
<b>Team Leader Exploratory*</b>	<b>MS</b>	<b>5</b>	<b>8</b>
<b>Team Leader Humanities*</b>	<b>MS</b>	<b>5</b>	<b>8</b>
<b>Team Leader Literacy*</b>	<b>MS</b>	<b>5</b>	<b>8</b>
<b>Team Leader Student Assistance*</b>	<b>MS</b>	<b>5</b>	<b>8</b>
<b>Track 6-8th Grade Boys*</b>	<b>MS</b>	<b>4</b>	<b>6</b>
<b>Track Assistant 6-8th Grade Boys &amp; Girls*</b>	<b>MS</b>	<b>3</b>	<b>4</b>
<b>Track Assistant 6-8th Grade Boys &amp; Girls*</b>	<b>MS</b>	<b>3</b>	<b>4</b>
<b>Track 6-8th Grade Girls*</b>	<b>MS</b>	<b>4</b>	<b>6</b>
<b>Wrestling – 6-8th Grade*</b>	<b>MS</b>	<b>4</b>	<b>6</b>
<b>Wrestling Assistant – 7-8th Grade*</b>	<b>MS</b>	<b>3</b>	<b>4</b>
<b>Intramurals</b>	<b>MS</b>	<b>3</b>	<b>4</b>
<b>Math Club</b>	<b>MS</b>	<b>4</b>	<b>6</b>

<b>Student Council</b>	<b>MS</b>	<b>3</b>	<b>4</b>
<b>Yearbook</b>	<b>MS</b>	<b>4</b>	<b>6</b>
<b>Advisory Program Coordinator*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Assessment Coordinator*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Baseball Freshman Boys*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Baseball JV Boys*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Baseball Varsity Boys*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Basketball Freshman Boys*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Basketball JV Boys*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Basketball JV Girls*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Basketball Varsity Boys*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Basketball Varsity Girls*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Eagle Legacy Project Coordinator*</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>Cheerleading Varsity*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Chemical Storage Room Manager*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Civil Rights Team*</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>Class Advisor - 10th grade*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Class Advisor - 11th grade*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Class Advisor - 12th grade*</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>Class Advisor - 9th grade*</b>	<b>HS</b>	<b>4</b>	<b>6</b>

<b>Cross Country Varsity 9-12th Grade G&amp;B*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Drama (1)*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Drama (2)*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Field Hockey JV 9-12th Grade Girls*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Field Hockey Varsity 9-12th Grade Girls*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Football Assistant Freshman Boys*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Football Assistant JV 9-12th Grade Boys*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Football Assistant JV 9-12th Grade Boys*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Football Head Varsity 9-12th Grade Boys*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Gay Straight Transgender Alliance*</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>Golf JV*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Golf Varsity 9-12th Grade Boys &amp; Girls*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>IEP Chair*</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>IEP Chair*</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>IEP Chair*</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>IEP Chair*</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>Ice Hockey Varsity Boys*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Ice Hockey Varsity Girls*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Ice Hockey JV Boys*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Ice Hockey JV Girls*</b>	<b>HS</b>	<b>7</b>	<b>13</b>

<b>Lacrosse JV Boys*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Lacrosse JV Girls*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Lacrosse Varsity Boys*</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>Lacrosse Varsity Girls*</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>Math Team Coach*</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>Math Team Coach JV*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Music - Band*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Music - Chorus*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>National Honor Society*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Nordic Ski Varsity Boys &amp; Girls*</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>PALS Advisor*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Soccer Freshman Boys*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Soccer Freshman Girls*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Soccer JV 9-12th Grade Boys*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Soccer JV 9-12th Grade Girls*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Soccer Varsity 9-12th Grade Boys*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Soccer Varsity 9-12th Grade Girls*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Softball JV*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Softball Varsity*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Student Senate*</b>	<b>HS</b>	<b>5</b>	<b>8</b>

<b>Swimming Varsity Boys*</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>Swimming Varsity Girls*</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>Tennis Varsity Boys*</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>Tennis Varsity Girls*</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>Track Head Varsity Boys - Indoor*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Track Head Varsity Girls - Indoor*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Track Assistant (3 positions) - Indoor*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Track Assistant at Large*</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Track Head Varsity Boys*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Track Head Varsity Girls*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Unified Sports*</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>Volleyball Varsity*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Volleyball JV*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Wrestling Assistant Varsity*</b>	<b>HS</b>	<b>5</b>	<b>8</b>
<b>Wrestling Varsity*</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>Anime Club</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>Art Club</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>Envirothon</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Interact Club</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>Literary Magazine</b>	<b>HS</b>	<b>5</b>	<b>8</b>

<b>Intramurals</b>	<b>HS</b>	<b>3</b>	<b>4</b>
<b>Outing Club</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Science Club</b>	<b>HS</b>	<b>6</b>	<b>10</b>
<b>Yearbook (business)</b>	<b>HS</b>	<b>4</b>	<b>6</b>
<b>Yearbook (publication)</b>	<b>HS</b>	<b>7</b>	<b>13</b>
<b>1/Position holders with over three years of prior experience in the same position in this District receive an additional fifteen percent (15%) increase in the stipend amount.</b>			
<b>2/ Position holders with over three years' experience in the same position will receive an additional two percent (2%) of the Master's degree base salary in remuneration.</b>			
<b>3/ Separate Funding</b>			
<b>4/ Fall and Spring</b>			
<b>5/ \$500 from Separate Fund</b>			

### **Creating New Positions**

The Board and Teachers agree to the following process for determining stipend positions:

1. The Administration proposes positions to the Board of Directors.
2. The Board creates the position.
3. Stipend pay category is determined via agreement between the Board and Merrymeeting Teachers Association. Each position is assigned to a co-curricular stipend category. Stipends for co-curricular positions are a percentage of the Bachelor's Degree base salary.
4. The Board approves the stipend pay category.

**Categories are assigned remuneration percentages as follows:**

<b>Category:</b>	<b>Remuneration percentage</b>
<b>7</b>	<b>13%</b>
<b>6</b>	<b>10%</b>
<b>5</b>	<b>8%</b>
<b>4</b>	<b>6%</b>
<b>3</b>	<b>4%</b>
<b>2</b>	<b>2%</b>
<b>1</b>	<b>1%</b>

### **Stipend Funding**

Permanent stipend positions will be funded during the annual budget process. Discretionary stipends will be funded by the individual school funds established in this section. Each school in the district shall have a discretionary stipend fund for the exclusive purpose of paying for the coaching, advising, or supervision of co-curricular activities. Principals shall have the responsibility of initiating use of the co-curricular discretionary fund at their respective school.

### **Discretionary Fund Amounts (SY 2025-2026)**

Bowdoinham Community School: **\$6,156.22**

Bowdoin Central School: **\$6,383.03**

Harpwell Community School: **\$4,212.15**

Mt. Ararat High School: **\$33,978.00**

Mt. Ararat Middle School: **\$9,815.00**

Williams-Cone School: **\$7,355.06**

Woodside Elementary School: **\$9,558.34**

### **Stipend Review**

The Annual Stipend review will occur each June, following the end of the student year, by June 30<sup>th</sup> at the latest. A committee comprised of two members of the Merrymeeting Teachers Association, one board member and the Superintendent, or her designee, will perform a review of the stipend positions in the district.

Stipend funds will be confirmed during the June annual review. The formula for co-curricular school fund amounts in subsequent years will be: (the prior year's per pupil funding) x (the percentage rate of increase in the first year teachers salary at BA level) x (the school's current year official enrollment as of October 15th). At the close of each school year, co-curricular discretionary funds shall be reset.

The stipend review committee may make recommendations for changes to reflect current co-curricular needs at all levels of the district. Recommendations of this committee will be subject to ratification of both parties for incorporation as part of the agreement. Any recommendation(s) coming out of this committee must go through the Board's established budget process. That is, the recommendation(s) must first be approved by the affected building principals, then by the Superintendent, followed by the Board Finance Committee; and followed by final approval by the Board

Prior to the beginning of the school year, the Superintendent (and/or her Designee) will communicate the annual co-curricular discretionary fund amount to each building principal. Principals will inform their staff of the reserve fund balance and procedures relative to co-curricular activities during the August professional development days. Co-curricular stipends approved by the Board of Directors will remain in place until the June stipend review process.

Use of stipends will be on a first come, first serve basis. Principals shall retain discretion in developing co-curricular programming within their school, subject to the procedures pertaining to the co-curricular discretionary funds listed in Schedule B (above).

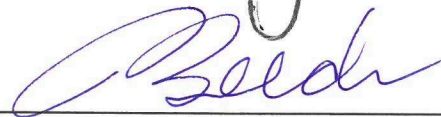
To encourage use of the discretionary funds, a committee comprised of two members of the Merrymeeting Teachers Association, one board member and the Superintendent, or her designee, will meet in November and February to determine if any unspent stipend funds are available to redistribute to other schools in the district.

Approved by:

  
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Board of Directors Negotiations: Frank Wright

9-11-25  
Date

  
\_\_\_\_\_

Teachers Association Negotiations Chair: Jonathan Beede

9/9/2025  
Date