

TUMWATER SCHOOL DISTRICT #33				
APPENDIX B-1 -- CO-CURRICULAR BARGAINED TEA STIPENDS				2024-2025 base
			2.5% increase	\$ 49,506
		2025-2026 BASE:	\$50,744	
ACTIVITY-Experience Based		PERCENTAGE	STIPEND	
H.S. Annual		11	5,582	
H.S. Band Director		12	6,089	
H.S. Choral Director		12	6,089	
H.S. Debate		12	6,089	
H.S. DECA		6	3,045	
H.S. Drama		15	7,612	
H.S. FBLA		6	3,045	
H.S. Literary Magazine Editor (THS)		4	2,030	
H.S. Competitive Marching Band/Marching Band		15	7,612	
H.S. Newspaper		12	6,089	
H.S. Renaissance Coordinator		11	5,582	
H.S. Orchestra		5	2,537	
H.S. Pep Band		5	2,537	
H.S. Tutor		7	3,552	
H.S. TV/Video Productions (BHHS)		8	4,059	
H.S. Technology Students of America		6	3,045	
H.S. Health Occupations Student Organization		6	3,045	
H.S. Family, Career and Community of America		6	3,045	
H.S. WA St Family, Career & Community Leaders of America		6	3,045	
H.S. Future Farmers of America		6	3,045	
H.S. WA Career & Technical Sports Medicine Assn.		6	3,045	
M.S. Activities Coordinator Assistant		9	4,567	
M.S. Annual/Yearbook		4	2,030	
M.S. Technology Students of America		4	2,030	
M.S. Band Director		7	3,552	
M.S. Choral Director		7	3,552	
M.S. Drama		4	2,030	
M.S. Ensemble		2	1,015	
M.S. Orchestra Director		5	2,537	
Traffic Safety		6	3,045	
EXPERIENCE STEPS:	DETAILS	PERCENTAGE	EXPERIENCE INCREMENT	
1	0-3 YRS	Base Only		
2	4-6 YRS	0.50%	254	
3	7-9 YRS	1.00%	507	
4	10+ YRS	1.50%	761	
ACTIVITY/POSITION	DETAILS	PERCENTAGE	STIPEND	
Activities Director	0-2 YRS	30	15,223	
	3-4 YRS	32	16,238	
	5+ YRS	36	18,268	
Athletic Director	0-2 YRS	34	17,253	
	3-4 YRS	36	18,268	

	5+ YRS	40	20,297
CISPUS Coordinator		6	3,045
CISPUS Teacher - Outdoor Ed		1.6	812
Class Advisor	Freshman/Sophomore	4	2,030
	Junior	5.3	2,689
	Senior	7.1	3,603
Counselors/Psychologists/Ed Specialist		9	4,567
Department Heads 1. Program Leader or Program Manager (employees may receive both stipends if they hold both positions). 2. High Schools are directed to continue to process department chair expectations.	1 – 4 Staff	5	2,537
	5 - 8 Staff	5.5	2,791
	9+ Staff	6	3,045
Department of Health License Maintenance			750
Elementary Stipends	Six stipends per site	1.4	710
Elementary Site Support Stipend		9	4,567
Head Teacher, Cascadia H.S. or TWEC		35	17,760
Health Services Coordinator	1 – 4 Staff	10	5,074
	5 – 8 Staff	11	5,582
	9+ Staff	12	6,089
Mentor Coordinator - District		12	6,089
Special Education Mentor Teacher			500
Mentor Teacher			950
Mentee Teacher			240
Music Coordinator - District		12	6,089
Secondary Chemical Storage			2,000
Summer School Coordinator - Secondary		14	7,104
Summer School Coordinator – Elementary		12	6,089
K-12 TSD Summer School Teachers	Per diem or \$45/hr whichever is greater		
ACTIVITY/POSITION	DETAILS	PAYMENT DESCRIPTION	
Additional Days/Time: 1. Compensation is paid via stipend and additional time must be completed by the end of the current school year. Time worked must be documented and submitted on the Additional Days Documentation Form. 2. Additional Days are pro-rated for contracts less than 1.0 FTE.	Counselor	10 DAYS	
	Special Education Teacher	10 DAYS	
	Education Specialist	10 DAYS	
	Enrichment Instructor	15 DAYS	
	Health Services Coordinator	20 DAYS	
	Media Specialist, Elementary	5 DAYS	
	Media Specialist, Middle School	5 DAYS	
	Media Specialist, High School	10 DAYS	
	Occupational Therapist	10 DAYS	
	Physical Therapist	10 DAYS	
	Psychologist	10 DAYS	
	School Nurse	10 DAYS	
	Social Worker	10 DAYS	
Speech Language Pathologist	10 DAYS		
Vocational Ed/Marketing	10 DAYS		
College in the Classroom	Per Section Per Semester	\$200	
Elementary Music Specialist	For concert preparations or performances outside of the contracted school day.	\$800	
CAAT (Curriculum Alignment and Assessment Team(s))	Equal representation from each site.	Curriculum rate per hour for time worked outside the contracted day.	
SLCC (Student Learning Coordination Council) Representation	One HS, One MS, Two Elem, per CAAT Team and One TEA Representative.	Curriculum rate per hour for time worked outside the contracted day.	
Secondary Prep	Per Semester for each subject preparation beyond three (3).	\$525	
Teacher in Industry	Per day, 5 days max	\$100	