

2025-2026 SCHEDULE B

1. Hourly Pay Schedule

Summer School	40.00
Professional	40.00
Preparation Hour Teaching	40.00
Homebound	40.00
High School Building Leadership Team.....	\$1,000.00 per year
Columbia Academy Building Leadership Team.....	\$1,000.00 per year
Elementary Schools Building Leadership Teams	\$1,000.00 per year
District Leadership Team:.....	\$500.00 per year
New Teacher Mentor	\$40.00

2. Extra-Curricular Schedule – Base \$6,240.00

Extra-curricular athletic activities: The Activities Director shall consider Local #710 members for extra-curricular athletic activity positions. A person who is not a member of Local #710 may be hired for the extra-curricular activity if more qualified or no Local #710 members are interested in the extra-curricular activity.

High School Athletics:

<u>Activity</u>	<u>Head Coach</u>	<u>Assistant Coach</u>
Football	100% (1) @ 6,240	70% (5) @ 4,368
Basketball (boys)	100% (1) @ 6,240	70% (3) @ 4,368
Basketball (girls)	100% (1) @ 6,240	70% (1) @ 4,368
Lacrosse (girls)	80% (1) @ 4,992	55% (1) @ 3,432
Track (boys & girls)	100% (1) @ 6,240	55% (5) @ 3,432
Baseball	100% (1) @ 6,240	55% (1) @ 3,432
Softball	100% (1) @ 6,240	55% (1) @ 3,432
Tennis (boys)	70% (1) @ 4,368	40% (1) @ 2,496
Tennis (girls)	70% (1) @ 4,368	40% (1) @ 2,496
Swimming (boys)	90% (1) @ 5,616	65% (1) @ 4,056
Swimming (girls)	90% (1) @ 5,616	65% (1) @ 4,056
Diving (boys)		32.5% (1) @ 2,028
Diving (girls)		32.5% (1) @ 2,028
Volleyball (girls)	100% (1) @ 6,240	70% (3) @ 4,368
Volleyball (boys)	100% (1) @ 6,240	70% (1) @ 4,368
Synchronized Swimming	70% (1) @ 4,368	40% (1) @ 2,496
Soccer (boys)	100% (1) @ 6,240	55% (3) @ 3,432
Soccer (girls)	100% (1) @ 6,240	55% (1) @ 3,432
Adaptive Soccer	60% (1) @ 3,744	40% (1) @ 2,496
Adaptive Bowling	40% (1) @ 2,496	
Wrestling	100% (1) @ 6,240	70% (1) @ 4,368
Dance Team	80% (1) @ 4,992	40% (1) @ 2,496
Cross Country	50% (1) @ 3,120	

Athletic head varsity coaches, who are also employed as instructional staff in the School District, shall receive up to one professional development day annually to attend Minnesota State High School coaching meetings, provided a substitute teacher is available for that day.

Columbia Academy Athletics: Athletic/Intramural

<u>Activity</u>	<u>Head Coach</u>	<u>Assistant Coach</u>
Football	50% (1) @ 3,120	40% (2) @ 2,496
Basketball (boys)	45% (1) @ 2,808	30% (2) @ 1,872

Basketball (girls)	45% (1) @ 2,808	30% (1) @ 1,872
Baseball	45% (1) @ 2,808	30% (1) @ 1,872
Softball	45% (1) @ 2,808	30% (1) @ 1,872
Volleyball	45% (1) @ 2,808	30% (1) @ 1,872
Soccer (boys)	45% (1) @ 2,808	30% (2) @ 1,872
Soccer (girls)	45% (1) @ 2,808	30% (1) @ 1,872
Track	45% (1) @ 2,808	30% (2) @ 1,872

3. Extra-Curricular Schedule – Non-Athletic

Extra-curricular non-athletic activities: The position for non-athletic activities must be posted by the Human Resources Department as specified in Article V, Section 19, Subd. 2 of this Agreement. The non-athletic activity supervisor (Principal or Activities Director), shall consider Local #710 members for non-athletic activity positions. A person who is not a member of Local #710 may be hired for the non-athletic activity position if more qualified or no Local #710 members are interested in the non-athletic extra-curricular activity.

High School

Yearbook:	
Editorial Advisor	50% (1) @ 3,120
Business Advisor	40% (1) @ 2,496
Newspaper	60% (1) @ 3,744
Play:	
Director	50% (1) @ 3,120
Assistant Director	20% (1) @ 1,248
Lighting Designer	9% (1) @ 561.60
Costumer	12% (1) @ 748.80
Set Designer	15% (1) @ 936
1-Act Play Director	40% (1) @ 2,496
Musical:	
Director	70% (1) @ 4,368
Assistant Director	20% (1) @ 1,248
Set Designer	30% (1) @ 1,872
Choreographer	20% (1) @ 1,248
Costumer	20% (1) @ 1,248
Vocal Coach	25% (1) @ 1,560
Sound Designer	12% (1) @ 748.80
Lighting Designer	12% (1) @ 748.80
Speech	70% (1) @ 4,368
Speech Assistant	30% (1) @ 1,872
Gender and Sexuality Alliance	25% (1) @ 1,560
Band – Pep	45% (1) @ 2,808
Drum Line	30% (1) @ 1,872
Choir	30% (1) @ 1,872
Cheerleading	40% (1) @ 2,496
Jazz Band	30% (1) @ 1,872
Student Council	100% (1) @ 6,240
National Honor Society	75% (1) @ 4,680
Knowledge Bowl Advisor	50% (1) @ 3,120
Math Team Advisor	40% (1) @ 2,496
Mock Trial	15% (1) @ 936
HOSA	15% (1) @ 936
Black Student Union	15% (1) @ 936
Muslim Student Association	15% (1) @ 936
Hispanic Heritage Club	15% (1) @ 936
11 & 12 Class Advisors	50% (2) @ 3,120
Chess/Games Advisor	15% (1) @ 936

Robotics	50% (1) @ 3,120
Link Crew	30% (2) @ 1,872
Key Club	45% (1) @ 2,808
Advisory Leads	20% (4) @ 1,248
Envirothon Advisor	40% (1) @ 2,496
Science Bowl Advisor	40% (1) @ 2,496

Columbia Academy

Student Council	60% (1) @ 3,744
Musical:	
Director	60% (1) @ 3,744
Set Designer	18% (1) @ 1,123.20
Choreographer	18% (1) @ 1,123.20
Pianist	12% (1) @ 748.80
Costumer	12% (1) @ 748.80
Vocal Coach	18% (1) @ 1,123.20
Lighting Designer	12% (1) @ 748.80
Sound Designer	12% (1) @ 748.80
Yearbook	50% (1) @ 3,120
Jazz Band	30% (1) @ 1,872
Robotics Coach	70% (1) @ 4,368
Robotics Assistant	20% (1) @ 1,248
Marimba Band	30% (1) @ 1,872
Web Leader	50% (1) @ 3,120

Elementary

Student Patrol Supervisors	30% (3) @ 1,872
Yearbook	20% (3) @ 1,248

Note: Any person who has been involved in the same extra-curricular activity for a period of ten (10) years or more will receive 6% more than the amount on the schedule.

Performing Arts Stipends (band, choir, theatre and dance)

Columbia Heights High School and Columbia Academy band and choir instructors shall receive a total of \$500 annually as compensation for concerts or events which occur beyond the regular duty day, if such concerts or events are unrelated to any other payment on Schedules B or D, and excluding the Silverwood Expressions Show.

Columbia Heights High School and Columbia Academy theatre and dance instructors shall receive a total of \$200 annually as compensation for performances or events which occur beyond the regular duty day, if such performances or events are unrelated to any payment on Schedules B or D, and excluding the Silverwood Expressions Show.

Elementary music instructors shall receive a total of \$300 annually as compensation for concerts or events which occur beyond the regular duty day.

All performing arts instructors whose students participate in the Silverwood Expressions Show shall receive a total of \$200 annually for this event. Participation in all of these events will be monitored by the District Fine Arts Coordinator or district designee.

Visual Arts Stipends

K-12 visual art instructors shall receive a total of \$200 for each art show up to a total of \$400 annually as compensation for up to two art shows occurring within and/or outside the district. In addition, visual arts instructors whose students participate in the Silverwood Expressions Show will receive a total of \$200 annually for this event. Participation in all of these events will be monitored by the District Fine Arts Coordinator or district designee.

Columbia Academy History Day Advisor(s), up to a maximum of three advisors annually, shall receive \$100 annually as compensation for History Day events that occur beyond the regular duty day, if such events are unrelated to any other payment on Schedules B or D.

2026-2027 SCHEDULE D

4. Hourly Pay Schedule

Summer School	40.00
Professional	40.00
Preparation Hour Teaching	40.00
Homebound	40.00
High School Building Leadership Team.....	\$1,000.00 per year
Columbia Academy Building Leadership Team.....	\$1,000.00 per year
Elementary Schools Building Leadership Teams	\$1,000.00 per year
District Leadership Team:.....	\$500.00 per year
New Teacher Mentor	\$40.00

5. Extra-Curricular Schedule – Base \$6333.60

Extra-curricular athletic activities: The Activities Director shall consider Local #710 members for extra-curricular athletic activity positions. A person who is not a member of Local #710 may be hired for the extra-curricular activity if more qualified or no Local #710 members are interested in the extra-curricular activity.

High School Athletics:

<u>Activity</u>	<u>Head Coach</u>	<u>Assistant Coach</u>
Football	100% (1) @ 6333.60	70% (5) @ 4433.52
Basketball (boys)	100% (1) @ 6333.60	70% (3) @ 4433.52
Basketball (girls)	100% (1) @ 6333.60	70% (1) @ 4433.52
Lacrosse (girls)	80% (1) @ 5066.88	55% (1) @ 3483.48
Track (boys & girls)	100% (1) @ 6333.60	55% (5) @ 3483.48
Baseball	100% (1) @ 6333.60	55% (1) @ 3483.48
Softball	100% (1) @ 6333.60	55% (1) @ 3483.48
Tennis (boys)	70% (1) @ 4433.52	40% (1) @ 2533.44
Tennis (girls)	70% (1) @ 4433.52	40% (1) @ 2533.44
Swimming (boys)	90% (1) @ 5700.24	65% (1) @ 4116.84
Swimming (girls)	90% (1) @ 5700.24	65% (1) @ 4116.84
Diving (boys)		32.5% (1) @ 2058.42
Diving (girls)		32.5% (1) @ 2058.42
Volleyball (girls)	100% (1) @ 6333.60	70% (3) @ 4433.52
Volleyball (boys)	100% (1) @ 6333.60	70% (1) @ 4433.52
Synchronized Swimming	70% (1) @ 4433.52	40% (1) @ 2533.44
Soccer (boys)	100% (1) @ 6333.60	55% (3) @ 3483.48
Soccer (girls)	100% (1) @ 6333.60	55% (1) @ 3483.48
Adaptive Soccer	60% (1) @ 3800.16	40% (1) @ 2533.44
Adaptive Bowling	40% (1) @ 2533.44	
Wrestling	100% (1) @ 6333.60	70% (1) @ 4433.52
Dance Team	80% (1) @ 5066.88	40% (1) @ 2533.44
Cross Country	50% (1) @ 3166.80	

Athletic head varsity coaches, who are also employed as instructional staff in the School District, shall receive up to one professional development day annually to attend Minnesota State High School coaching meetings, provided a substitute teacher is available for that day.

Columbia Academy Athletics: Athletic/Intramural

<u>Activity</u>	<u>Head Coach</u>	<u>Assistant Coach</u>
Football	50% (1) @ 3166.80	40% (2) @ 2533.44
Basketball (boys)	45% (1) @ 2850.12	30% (2) @ 1900.08

Basketball (girls)	45% (1) @ 2850.12	30% (1) @ 1900.08
Baseball	45% (1) @ 2850.12	30% (1) @ 1900.08
Softball	45% (1) @ 2850.12	30% (1) @ 1900.08
Volleyball	45% (1) @ 2850.12	30% (1) @ 1900.08
Soccer (boys)	45% (1) @ 2850.12	30% (2) @ 1900.08
Soccer (girls)	45% (1) @ 2850.12	30% (1) @ 1900.08
Track	45% (1) @ 2850.12	30% (2) @ 1900.08

6. Extra-Curricular Schedule – Non-Athletic

Extra-curricular non-athletic activities: The position for non-athletic activities must be posted by the Human Resources Department as specified in Article V, Section 19, Subd. 2 of this Agreement. The non-athletic activity supervisor (Principal or Activities Director), shall consider Local #710 members for non-athletic activity positions. A person who is not a member of Local #710 may be hired for the non-athletic activity position if more qualified or no Local #710 members are interested in the non-athletic extra-curricular activity.

High School

Yearbook:	
Editorial Advisor	50% (1) @ 3166.80
Business Advisor	40% (1) @ 2533.44
Newspaper	60% (1) @ 3800.16
Play:	
Director	50% (1) @ 3166.80
Assistant Director	20% (1) @ 1266.72
Lighting Designer	9% (1) @ 570.02
Costumer	12% (1) @ 760.03
Set Designer	15% (1) @ 950.04
1-Act Play Director	40% (1) @ 2533.44
Musical:	
Director	70% (1) @ 4433.52
Assistant Director	20% (1) @ 1266.72
Set Designer	30% (1) @ 1900.08
Choreographer	20% (1) @ 1266.72
Costumer	20% (1) @ 1266.72
Vocal Coach	25% (1) @ 1583.40
Sound Designer	12% (1) @ 760.03
Lighting Designer	12% (1) @ 760.03
Speech	70% (1) @ 4433.52
Speech Assistant	30% (1) @ 1900.08
Gender and Sexuality Alliance	25% (1) @ 1583.40
Band – Pep	45% (1) @ 2850.12
Drum Line	30% (1) @ 1900.08
Choir	30% (1) @ 1900.08
Cheerleading	40% (1) @ 2533.44
Jazz Band	30% (1) @ 1900.08
Student Council	100% (1) @ 6333.60
National Honor Society	75% (1) @ 4750.20
Knowledge Bowl Advisor	50% (1) @ 3166.80
Math Team Advisor	40% (1) @ 2533.44
Mock Trial	15% (1) @ 950.04
HOSA	15% (1) @ 950.04
Black Student Union	15% (1) @ 950.04
Muslim Student Association	15% (1) @ 950.04
Hispanic Heritage Club	15% (1) @ 950.04
11 & 12 Class Advisors	50% (2) @ 3166.80
Chess/Games Advisor	15% (1) @ 950.04
Robotics	50% (1) @ 3166.80
Link Crew	30% (2) @ 1900.08
Key Club	45% (1) @ 2850.12
Advisory Leads	20% (4) @ 1266.72

Envirothon Advisor	40% (1) @ 2533.44
Science Bowl Advisor	40% (1) @ 2533.44

Columbia Academy

Student Council	60% (1) @ 3800.16
Musical:	
Director	60% (1) @ 3800.16
Set Designer	18% (1) @ 1140.05
Choreographer	18% (1) @ 1140.05
Pianist	12% (1) @ 760.03
Costumer	12% (1) @ 760.03
Vocal Coach	18% (1) @ 1140.05
Lighting Designer	12% (1) @ 760.03
Sound Designer	12% (1) @ 760.03
Yearbook	50% (1) @ 3166.80
Jazz Band	30% (1) @ 1900.08
Robotics Coach	70% (1) @ 4433.52
Robotics Assistant	20% (1) @ 1266.72
Marimba Band	30% (1) @ 1900.08
Web Leader	50% (1) @ 3166.80

Elementary

Student Patrol Supervisors	30% (3) @ 1900.08
Yearbook	20% (3) @ 1266.72

Note: Any person who has been involved in the same extra-curricular activity for a period of ten (10) years or more will receive 6% more than the amount on the schedule.

Performing Arts Stipends (band, choir, theatre and dance)

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Columbia Heights High School and Columbia Academy theatre and dance instructors shall receive a total of \$200 annually as compensation for performances or events which occur beyond the regular duty day, if such performances or events are unrelated to any payment on Schedules B or D, and excluding the Silverwood Expressions Show.

Elementary music instructors shall receive a total of \$300 annually as compensation for concerts or events which occur beyond the regular duty day.

All performing arts instructors whose students participate in the Silverwood Expressions Show shall receive a total of \$200 annually for this event. Participation in all of these events will be monitored by the District Fine Arts Coordinator or district designee.

Visual Arts Stipends

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Columbia Academy History Day Advisor(s), up to a maximum of three advisors annually, shall receive \$100 annually as compensation for History Day events that occur beyond the regular duty day, if such events are unrelated to any other payment on Schedules B or D.