Francis Howell School District
Extra Duty Stipend Structure
2026-2027

Beginning with the 2018-2019 school year, the extra duty salary schedule no longer had levels and steps. This allows the District to work toward a compensation system, and a targeted stipend, that will keep the District in line with benchmark districts and offer competive stipends.

The first step in creating this new model utlilized a stipend range for each coaching and sponsor position. The range was set using St. Charles County School Districts average minimum and average maximum stipends for positions in which data was available (without including FHSD current stipends). Where data was not available, the current FHSD range continued. The schedule will be reviewed yearly and adjusted until FHSD is in line with benchmark districts.

All FHSD employees, including support staff, are eligible to accept volunteer positons.
Only certified staff members can accept contracted positions.

For the 26-27sy:
* Minimum and Maximum stipends, except those in the department sections of each level, will increase by 5%.
* All eligible coaches and sponsors will receive a 5% increase.
* New coaches or sponsors hired for the 26-27 sy will receive the minimum stipend.

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Elementary School

Essential Activities	Season	Minimum	Maximum	Contract or Volunteer
Elementary Chorus	Full Year	$2,941	$3,306	Volunteer
Elementary Intramurals (* up to 4 positions per building)	Full Year	$2,056	$2,260	Volunteer
Elementary Student Council	Full Year	$1,603	$1,955	Volunteer

***If all four intramural positions are not needed due to a lack of student or staff interest, the position(s) may be used differently to support student engagement.**

Any change in the use of the intramural position(s) must be approved by the Chief Human Resources Officer. The change cannot result in an increase to the overall extra duty salary budget and must be re-evaluated each year.

Department Chair/Instructional Technology	Season	Minimum	Maximum	Contract or Volunteer
Elementary Department Chair (14+)	Full Year	$4,662	$4,662	Contract
Elementary Department Chair (9-13)	Full Year	$4,302	$4,302	Contract
Elementary Department Chair (4-8)	Full Year	$3,942	$3,942	Contract
Special Education Department Chair	Full Year	$4,662	$4,662	Contract
Instructional Technology Specialist	Full Year	$2,838	$2,838	Contract

Student Interest Groups	Season	Minimum	Maximum	Contract or Volunteer
Band	Full Year	$657	$1,083	Volunteer
Book Club	Full Year	$657	$1,083	Volunteer
Character Council	Full Year	$657	$1,083	Volunteer
Chess Club	Full Year	$657	$1,083	Volunteer
Drama Club	Full Year	$657	$1,083	Volunteer
E-Sports	Full Year	$657	$1,083	Volunteer
Lego League	Full Year	$657	$1,083	Volunteer
Media Club	Full Year	$657	$1,083	Volunteer
Robotics	Full Year	$657	$1,083	Volunteer
Running Club	Full Year	$657	$1,083	Volunteer
Sign Language Club	Full Year	$657	$1,083	Volunteer
Spirit Squad	Full Year	$657	$1,083	Volunteer
STEM Club	Full Year	$657	$1,083	Volunteer
Each Elementary School will be allowed five Student Interest Groups to be decided at the building level. All Student Interest Groups must be from the list above.				

Middle School

Essential Activities	Season	Minimum	Maximum	Contract or Volunteer
MS Band	Full Year	$2,941	$3,306	Contract
MS Choir	Full Year	$2,941	$2,940	Contract
MS Drama	Full Year	$2,941	$3,306	Contract
MS Intramurals (four positions each school)	Full Year	$2,056	$2,260	Volunteer
MS Mentor Program	Full Year	$3,285	$5,418	Volunteer
MS NJHS (two positions each school)	Full Year	$1,136	$1,692	Volunteer
MS Renaissance	Full Year	$2,410	$3,974	Volunteer
MS Robotics Club	Full Year	$1,067	$1,270	Volunteer
MS Spirit Team	Full Year	$1,971	$3,251	Volunteer
MS Student Council	Full Year	$1,512	$1,835	Volunteer
MS Yearbook	Full Year	$2,572	$2,821	Volunteer
Each middle school will be allowed one position for each of the Essential Activities (except as noted).				

Department Chair/Instructional Technology	Season	Minimum	Maximum	Contract or Volunteer
MS Department Chair (14+)	Full Year	$4,505	$4,505	Contract
MS Department Chair (9-13)	Full Year	$4,144	$4,144	Contract
MS Department Chair (4-8)	Full Year	$3,784	$3,784	Contract
MS Instructional Technology Specialist	Full Year	$2,838	$2,838	Contract

Student Interest Groups	Season	Minimum	Maximum	Contract or Volunteer
All of us Club	Full Year	$658	$1,083	Volunteer
Anime Club	Full Year	$658	$1,083	Volunteer
Art Club	Full Year	$658	$1,083	Volunteer
Book Club	Full Year	$658	$1,083	Volunteer
Chess Club	Full Year	$658	$1,083	Volunteer
Choir Club	Full Year	$658	$1,083	Volunteer
Computer Club	Full Year	$658	$1,083	Volunteer
Culinary Club	Full Year	$658	$1,083	Volunteer
District Culinary Event (Sponsored by Sodexo)	Full Year	$1,050	$1,050	Volunteer
Environmental Science	Full Year	$658	$1,083	Volunteer
Equations	Full Year	$658	$1,083	Volunteer
E-Sports	Full Year	$658	$1,083	Volunteer
Fellowship of Christian Athletes	Full Year	$658	$1,083	Volunteer

Future Leaders	Full Year	$658	$1,083	Volunteer

Middle School

Student Interest Groups continued	Season	Minimum	Maximum	Contract or Volunteer
Future Problem Solvers	Full Year	$658	$1,083	Volunteer
International Club	Full Year	$658	$1,083	Volunteer
Jazz Band	Full Year	$658	$1,083	Volunteer
Knowledge Masters	Full Year	$658	$1,083	Volunteer
Math Club	Full Year	$658	$1,083	Volunteer
Scholar Bowl	Full Year	$658	$1,083	Volunteer
Science Club	Full Year	$658	$1,083	Volunteer
Social Studies Club	Full Year	$658	$1,083	Volunteer
STEM Club	Full Year	$658	$1,084	Volunteer
Storytelling Club	Full Year	$658	$1,083	Volunteer
Stream Team	Full Year	$658	$1,083	Volunteer
Woodwind Choir	Full Year	$658	$1,083	Volunteer
Youth in Government	Full Year	$658	$1,083	Volunteer
Each Middle School will be allowed four Student Interest Groups to be decided at the building level. All Student Interest Groups must be from the list above.				

High School

Department Chair/Instructional Technology	Season	Minimum	Maximum	Contract or Volunteer
HS Department Chair (14-up)	Full Year	$4,505	$4,505	Contract
HS Department Chair (9-13)	Full Year	$4,144	$4,144	Contract
HS Department Chair (4-8)	Full Year	$3,784	$3,784	Contract
HS Department Chair (<4)	Full Year	$3,423	$3,423	Contract
HS Instructional Technology Specialist (ITS)	Full Year	$2,838	$2,838	Contract
HS Instructional Technology Specialist (ITS) for FHU and Heritage (.50)	Full Year	$2,838	$2,838	Contract

Co-Curricular Clubs	Season	Minimum	Maximum	Contract or Volunteer
HS DECA, Head	Full Year	$3,285	$5,418	Contract
HS DECA, Assistant (2)	Full Year	$2,410	$3,974	Volunteer
HS Drama Director	Full Year	$4,701	$7,320	Contract
HS Drama Assistant	Full Year	$4,586	$6,902	Volunteer
HS Educators Rising	Full Year	$1,924	$1,924	Contract
HS FBLA, Head	Full Year	$3,285	$5,418	Contract

HS FBLA Assistant (1)	Full Year	$2,410	$3,974	Volunteer
HS FCCLA	Full Year	$1,533	$2,529	Contract
HS HOSA (Health Occupations Students of America)	Full Year	$1,925	$2,347	Contract

High School

Co-Curricular Clubs continued	**Season**	**Minimum**	**Maximum**	**Contract or Volunteer**
HS Journalism	Full Year	$3,080	$3,599	Contract
HS Skills USA	Full Year	$1,533	$2,529	Contract
HS TSA	Full Year	$1,533	$2,529	Contract
Each high school will be allowed one position for each of the activities listed in the section above, except as noted.				

MSHSAA Sanctioned	**Season**	**Minimum**	**Maximum**	**Contract or Volunteer**
Band, Marching Band, Head	Fall	$7,230	$9,393	Contract
Band, Winter Band, Head	Winter/Spring	$3,285	$5,418	Contract
Chorus Director	Full Year	$5,318	$7,184	Contract
Band, Marching Band, Assistant	Fall	$5,127	$6,065	Volunteer
Band, Marching Band, Assistant/Color Guard	Fall	$4,161	$6,864	Volunteer
Band, Winter Band, Assistant (2)	Winter/Spring	$2,410	$3,974	Volunteer
Band, Specialist (7)	Fall/Winter/Spring	$2,410	$3,974	Volunteer
Baseball, Head	Spring	$5,586	$7,151	Volunteer
Baseball, Assistant (3)	Spring	$3,907	$5,018	Volunteer
Basketball, Head (Boys/Girls)	Winter	$6,250	$8,601	Volunteer
Basketball, Assistant (3) (Boys/Girls)	Winter	$4,812	$6,522	Volunteer
Cheerleader, Varsity Head	Full Year	$5,215	$8,978	Volunteer
Cheerleader, Varsity Assistant	Full Year	$4,381	$7,541	Volunteer
Cheerleader SO	Full Year	$3,546	$6,104	Volunteer
Cheerleader FR	Full Year	$2,712	$4,668	Volunteer
Cross Country, Head	Fall	$4,865	$6,289	Volunteer
Cross Country, Assistant (2)	Fall	$3,442	$4,411	Volunteer
Dance Team, Head	Full Year	$5,215	$8,978	Volunteer
Dance Team, Assistant	Full Year	$3,546	$6,104	Volunteer
Dance Team, Junior	Full Year	$2,712	$4,668	Volunteer
Diving (Boys/Girls) (1 position for District)	Fall/Winter	$3,446	$3,632	Volunteer
E-Sports, Head	Full Year	$2,649	$2,649	Volunteer
E-Sports, Assistant	Full Year	$1,389	$1,389	Volunteer
Football, Head	Fall	$6,559	$9,093	Volunteer
Football, Assistant (7)	Fall	$5,044	$6,814	Volunteer

Golf, Head (Boys/Girls)	Spring/Fall	$4,180	$5,512	Volunteer
Golf, Assistant (Boys/Girls-with 10 or more participants)	Spring/Fall	$1,895	$1,998	Volunteer
Lacrosse, Head (Girls)	Spring	$4,953	$6,851	Volunteer

High School

MSHSAA Sanctioned continued	**Season**	**Minimum**	**Maximum**	**Contract or Volunteer**
Lacrosse, Assistant (3) (Girls)	Spring	$3,814	$4,917	Volunteer
Scholar Bowl	Full Year	$2,648	$2,902	Volunteer
Soccer, Head (Boys/Girls)	Fall/Spring	$4,953	$6,851	Volunteer
Soccer, Assistant (3) (Boys/Girls)	Fall/Spring	$3,814	$4,917	Volunteer
Softball, Head	Fall	$4,468	$6,133	Volunteer
Softball, Assistant-(3)	Fall	$3,538	$4,522	Volunteer
Speech and Debate, Head	Full Year	$4,381	$7,541	Volunteer
Speech and Debate, Assistant	Full Year	$2,712	$4,668	Volunteer
Swimming, Head (Boys/Girls)	Fall/Winter	$4,771	$5,679	Volunteer
Swimming, Assistant (Boys/Girls)	Fall/Winter	$3,589	$4,248	Volunteer
Tennis (Boys/Girls)	Spring/Fall	$3,704	$4,369	Volunteer
Tennis, Assistant (Boys/Girls-with 15 or more participants)	Spring/Fall	$2,442	$3,011	Volunteer
Track, Head (Boys/Girls)	Spring/Fall	$5,857	$7,591	Volunteer
Track, Assistant (6 for Boys/Girls combined)	Spring	$4,037	$5,148	Volunteer
Volleyball, Head (Boys/Girls)	Spring/Fall	$4,693	$6,586	Volunteer
Volleyball, Assistant (3) (Boys/Girls)	Spring/Fall	$3,560	$4,552	Volunteer
Wrestling, Head (Boys/Girls)	Winter	$5,768	$8,184	Volunteer
Wrestling, Assistant (Boys - 3, Girls - 2)	Winter	$4,606	$5,849	Volunteer
Each high school will be allowed one position for each of the sports/activities listed in the section above, except as noted.				

Essential Activities	**Season**	**Minimum**	**Maximum**	**Contract or Volunteer**
Class Sponsor SR	Full Year	$2,094	$2,526	Volunteer
Class Sponsor SR (FHU at .50 stipend)	Full Year	$2,094	$2,526	Volunteer
Class Sponsor JR	Full Year	$1,904	$2,350	Volunteer
MAC Scholars	Full Year	$1,823	$1,823	Volunteer
Mentor Program	Full Year	$3,285	$5,418	Volunteer
National Honor Society (2)	Full Year	$2,208	$2,714	Volunteer
Pep Club	Full Year	$2,929	$3,088	Volunteer
Publications Assistant (FHN only-reviewed annually)	Full Year	$4,600	$7,586	Volunteer
Renaissance/Knights/Arete, Head (3 transitioning to 1)*	Full Year	$5,037	$8,309	Volunteer
Renaissance/Knights/Arete, Assistant (0 transitioning to 2)*	Full Year	$2,847	$4,696	Volunteer

Renaissance (Union)	Full Year	$2,847	$4,696	Volunteer
Robotics (1 position for District)	Full Year	$3,498	$5,889	Volunteer
Robotics, Assistant (1 position for District)	Full Year	$2,163	$2,573	Volunteer

High School

Essential Activities continued	**Season**	**Minimum**	**Maximum**	**Contract or Volunteer**
Sign Language Club (FHN Only)	Full Year	$657	$1,083	Volunteer
Student Council, Head	Full Year	$3,731	$4,713	Volunteer
Student Council, Assistant	Full Year	$2,240	$3,033	Volunteer
Theater Manager	Full Year	$1,533	$2,529	Volunteer
Yearbook HS	Full Year	$5,475	$9,032	Contract
Yearbook (FHU)	Full Year	$1,533	$2,529	Volunteer
Youth in Government	Full Year	$1,095	$1,806	Volunteer

Student Interest Groups	**Season**	**Minimum**	**Maximum**	**Contract or Volunteer**
Acapella Choir	Full Year	$657	$1,083	Volunteer
Anime Manga	Fall/Winter	$657	$1,083	Volunteer
Art Club	Full Year	$657	$1,083	Volunteer
Chemistry Club	Full Year	$657	$1,083	Volunteer
Cultural Awareness	Full Year	$1,095	$1,806	Volunteer
Curling Club	Full Year	$657	$1,083	Volunteer
District Culinary Event (Sponsored by Sodexo)	Full Year	$1,050	$1,050	Volunteer
Destination Imagination	Full Year	$1,095	$1,806	Volunteer
Ecology Club	Full Year	$657	$1,083	Volunteer
Environmental Science	Full Year	$657	$1,083	Volunteer
Epsilon Beta Club (Library)	Full Year	$657	$1,083	Volunteer
Fellowship of Christian Athletes	Full Year	$657	$1,083	Volunteer
Fishing Club	Full Year	$657	$1,083	Volunteer
Future Problem Solvers	Full Year	$657	$1,083	Volunteer
Gay/Straight Alliance	Full Year	$657	$1,083	Volunteer
Guitar Club	Fall, Winter	$657	$1,083	Volunteer
Knight Life (FHN only)	Full Year	$3,723	$6,141	Volunteer
Knowledge Master	Full Year	$657	$1,083	Volunteer
Literary Club	Full Year	$657	$1,083	Volunteer
Math Club/Mu Alpha Theta	Full Year	$657	$1,083	Volunteer
Mock Trials	Winter	$657	$1,083	Volunteer
MSHSAA/Essential Activities Assistant (maximum of 2)	Fall/Winter/Spring	$657	$1,083	Volunteer

National Art Honor Society	Full Year	$657	$1,083	Volunteer
Recycling Club	Full Year	$657	$1,083	Volunteer
Science Club	Full Year	$657	$1,083	Volunteer
Step Team	Fall/Winter	$657	$1,083	Volunteer

High School

Student Interest Groups continued	Season	Minimum	Maximum	Contract or Volunteer
Table Tennis	Full Year	$657	$1,083	Volunteer
Ultimate Frisbee	Full Year	$657	$1,083	Volunteer
Volunteer Club	Full Year	$1,095	$1,806	Volunteer
Volunteer Club (FHU at .50 stipend)	Full Year	$1,095	$1,806	Volunteer
World Language Club	Full Year	$657	$1,083	Volunteer
Each High School will be allowed nine Student Interest Groups to be decided at the building level. All Student Interest Groups must be from the list above.				
Paid Adults in non-curricular or MSHSAA related activities are supervisors for those activities, not sponsors.				