APPENDIX A

2025-2026: Increase all salaries by the state-funded inflationary adjustment of 2.5%, plus an additional 1.0% for a total of 3.5%.

2026-2027: Increase all salaries by the inflationary adjustment, if any, funded by the Legislature for 2026-2027**,** plus 1.5%**.**

2027-2028: Increase all salaries by the inflationary adjustment, if any, funded by the legislature for the 2027-2028 school year, plus 2.0%.

APPENDIX B

EXTRA PAY WORK SCHEDULE--HOURLY RATE

The hourly rate for all but regular teaching and/or lump sum extra pay assignments is as follows:

2020-2021 (1.6% increase)	$37.36 per hour
2021-2022 (2.5% increase)	$38.29 per hour
2022-2023 (6.0% increase)	$40.59 per hour
2023-2024 (4.2% increase)	$42.30 per hour
2024-2025 (5.2% increase)	$44.50per hour
2025-2026 (3.5% increase)	$46.06 per hour
2026-2027 (4.1% increase)	$47.95 per hour
2027-2028 (____% increase)	$_____ per hour

The hourly rate shall be adjusted annually by the same percentage that the base salary is increased.

APPENDIX C –EXTRA
WORK 2026-2027

GROUP I $6,560

High School Athletic Coordinator
*Additional planning period provided
High School Band
High School Jazz Band
High School Vocal*
*Additional $800 for Musical
High School ASB Advisor
High School Drama
*Additional $800 for Musical
High School Newspaper
High School Yearbook

GROUP II $3,281

High School Debate
High School Academic Coach
High School Knowledge Bowl
Middle School ASB Advisor
Middle School Band
Middle School Jazz Band
Middle School Vocal
Middle School Yearbook

GROUP III $1,876

Elementary Honor Choir
Elementary Music (divided by 3)
Middle School Academic Coach
Middle School/GATES Newspaper
Middle School Musical Coordinator
GATES ASB
GATES Yearbook

In the event that one employee is assigned to work more than two stipend positions, the District and the Association will meet and agree upon a combined rate of pay which may be less than each separate stipend if the time and responsibilities are closely related or combined. The agreement shall be written in a memorandum of understanding for one year only and then revisited annually. Any employee currently working three stipend positions with time and responsibilities closely related or combined will not be required to meet with respect to the three stipend positions currently held.

If an employee holding a group I, II or III supplemental contract believes that the position should be moved to a different group, the employee may request that the position be reviewed. Requests for review will be addressed as follows:

1. Requests will be considered in June of each year, beginning June of 2005.
2. To have a position reviewed, the employee will complete **Appendix G** and submit it to the Human Resources administrator no later than June 1.
2. The HR administrator will send a copy of the request and form to the Association President.
4. The HR administrator and Association President will coordinate the review and report back to the employee on the outcome.

All positions posted in-building before hiring. Internal in-building certificated candidates shall be guaranteed an interview.

* If a stipend is split, the responsibility is split proportionally

Appendix C stipend rates shall be adjusted annually by the same percentage that the base salary is increased beginning in 2021-2022.

APPENDIX D –EXTRA WORK 2026-2027

GROUP I $4,372

High School Department Chairperson
Secondary Navigation/Advisory Coordinator
Middle School Team Leader
Secondary AVID Site Coordinator
Workgroup Leads *(Elementary Resource Rooms and Support Centers, School Psychologists, Speech and Language Pathologists, Occupational/Physical Therapists, ML Elementary and Secondary, Elementary LAP ELA and Math)*

GROUP II $1,997

Secondary Navigation Grade Band Leaders
Elementary Content Leaders
Elementary Building Navigation Coordinator
Teaching and Learning Services Content Liaisons

GROUP III $1,122

Elementary Counselor Leader
Middle School Counselor Leader
High School Counselor Leader
ELC Teacher Leader
ELC ESA Leader

GROUP IV

Teacher on Special Assignment (TOSAs) – timesheet up to 10 hours per month (for 12 months) at per diem for additional work.

All positions posted in-building before hiring. Postings will include anticipated length of assignment. Internal in-building certificated candidates shall be guaranteed an interview.

* If a stipend is split, the responsibility is split proportionally

Appendix D stipend rates shall be adjusted annually by the same percentage that the base salary is increased.

APPENDIX E - EXTRA
WORK 2026-2027

STUDENT ACTIVITY / LEADERSHIP STIPENDS

Recognizing that there may be other activities of interest to students and that the interests may vary from building to building, activity stipends will be budgeted for each school as follows:

Elementary	Middle School	FPHS/WHS	GATES
300 hours for elementary activity and/or leadership stipends paid at the rate listed on Appendix B	7 activity stipends paid at $643 each	15 activity stipends paid at $643 each	4 activity stipends paid at $643 each

The purpose of these stipends is to provide compensation for staff who are involved in the planning and supervision of student activities such as Student Council, Drama Club, Patriot/Cardinal Crew, Afro-American Pageant, Foreign Language Club, Honor Society, Multi-Cultural Club, Stream Team, etc.

504 Coordinator Stipend (per coordinator) – The District will allocate at least $1,254 per 1 FTE school counselor for 504 stipends. The base stipend for this work will be set at $1,254 and will increase to $1,878 if the coordinator manages over 20 students with 504 plans, and $2,504 if over 30 students with 504 plans. By approval of the principal a counselor may give up their stipend to another bargaining unit member who is not a counselor or to a group of coordinators in the building who are willing to absorb those duties, in which case the stipend will be paid / split between the coordinators accepting the 504 related responsibilities.

All positions posted in-building before hiring. Internal in-building certificated candidates shall be guaranteed an interview.

Appendix E stipend rates shall be adjusted annually by the same percentage that the base salary is increased beginning in 2021-2022.

APPENDIX F

EXTENDED SEASON

Band directors who take students to extended season contests for athletic teams because of WIAA sanctioned post-season activities will be compensated at a per diem rate based on their stipend divided by 45.