

**BRANDYWINE SCHOOL DISTRICT  
EXTRA PAY FOR EXTRA RESPONSIBILITY SCHEDULE  
HIGH SCHOOL INTERSCHOLASTIC SPORTS**

| POSITION  |                             | YEARS OF EXPERIENCE |         |         |         |
|-----------|-----------------------------|---------------------|---------|---------|---------|
|           |                             | 0                   | 1       | 2       | 3       |
|           | Athletic Director           | \$6,449             | \$6,771 | \$7,110 | \$7,466 |
|           | Assistant Athletic Director | \$3,225             | \$3,386 | \$3,555 | \$3,733 |
| Head      | Football                    | \$5,805             | \$6,094 | \$6,397 | \$6,720 |
| Coaches   | Basketball                  | \$5,158             | \$5,416 | \$5,686 | \$5,970 |
|           | Wrestling                   | \$5,158             | \$5,416 | \$5,686 | \$5,970 |
|           | Softball                    | \$5,158             | \$5,416 | \$5,686 | \$5,970 |
|           | Baseball                    | \$5,158             | \$5,416 | \$5,686 | \$5,970 |
|           | Field Hockey                | \$5,158             | \$5,416 | \$5,686 | \$5,970 |
|           | Soccer                      | \$5,158             | \$5,416 | \$5,686 | \$5,970 |
|           | Lacrosse                    | \$5,158             | \$5,416 | \$5,686 | \$5,970 |
|           | Swimming                    | \$5,158             | \$5,416 | \$5,686 | \$5,970 |
|           | Volleyball                  | \$5,158             | \$5,416 | \$5,686 | \$5,970 |
|           | Spring Track                | \$3,868             | \$4,058 | \$4,268 | \$4,480 |
|           | Cross Country               | \$3,868             | \$4,058 | \$4,268 | \$4,480 |
|           | Winter Indoor Track         | \$2,919             | \$3,067 | \$3,218 | \$3,379 |
|           | Cheerleading                | \$2,919             | \$3,067 | \$3,218 | \$3,379 |
|           | Tennis                      | \$2,919             | \$3,067 | \$3,218 | \$3,379 |
|           | Golf                        | \$2,919             | \$3,067 | \$3,218 | \$3,379 |
|           | Diving                      | \$2,919             | \$3,067 | \$3,218 | \$3,379 |
|           | Flag Football               | \$2,919             | \$3,067 | \$3,218 | \$3,379 |
| Assistant | Football                    | \$4,354             | \$4,571 | \$4,798 | \$5,040 |
| Coaches   | Basketball                  | \$3,869             | \$4,062 | \$4,265 | \$4,478 |
|           | Wrestling                   | \$3,869             | \$4,062 | \$4,265 | \$4,478 |
|           | Softball                    | \$3,869             | \$4,062 | \$4,265 | \$4,478 |
|           | Baseball                    | \$3,869             | \$4,062 | \$4,265 | \$4,478 |
|           | Field Hockey                | \$3,869             | \$4,062 | \$4,265 | \$4,478 |
|           | Soccer                      | \$3,869             | \$4,062 | \$4,265 | \$4,478 |
|           | Lacrosse                    | \$3,869             | \$4,062 | \$4,265 | \$4,478 |
|           | Swimming                    | \$3,869             | \$4,062 | \$4,265 | \$4,478 |
|           | Volleyball                  | \$3,869             | \$4,062 | \$4,265 | \$4,478 |
|           | Spring Track                | \$2,901             | \$3,044 | \$3,201 | \$3,360 |
|           | Cross Country               | \$2,901             | \$3,044 | \$3,201 | \$3,360 |
|           | Winter Indoor Track         | \$2,189             | \$2,300 | \$2,414 | \$2,534 |
|           | Cheerleading                | \$2,189             | \$2,300 | \$2,414 | \$2,534 |
|           | Tennis                      | \$2,189             | \$2,300 | \$2,414 | \$2,534 |
|           | Golf                        | \$2,189             | \$2,300 | \$2,414 | \$2,534 |
|           | Diving                      | \$2,189             | \$2,300 | \$2,414 | \$2,534 |
|           | Flag Football               | \$2,189             | \$2,300 | \$2,414 | \$2,534 |

Pay scale for Assistant Coaches at the High School level shall be 75% of the scale for Head Coach at the Assistant Coach's experience level.

If a coach is responsible for coaching two (2) teams in the same sport that practice simultaneously and compete on the same date in the same location, such a coach shall be paid at the rate of 150% of the applicable scale for the sport. If the teams do not compete on the same date and/or in the same location, there shall be two (2) head coaches.

**BRANDYWINE SCHOOL DISTRICT  
EXTRA PAY FOR EXTRA RESPONSIBILITY SCHEDULE  
HIGH SCHOOL EPER POSITIONS**

| POSITION                                      | YEARS OF EXPERIENCE |         |         |         |
|-----------------------------------------------|---------------------|---------|---------|---------|
|                                               | 0                   | 1       | 2       | 3       |
| Marching Band Director                        | \$5,805             | \$6,094 | \$6,397 | \$6,720 |
| Assistant Marching Band Director              | \$4,354             | \$4,572 | \$4,799 | \$5,041 |
| Band Front Coordinator                        | \$1,612             | \$1,695 | \$1,780 | \$1,865 |
| Marching Band Percussion Instructor           | \$1,612             | \$1,695 | \$1,780 | \$1,865 |
| Choir Director                                | \$2,581             | \$2,711 | \$2,843 | \$2,990 |
| Orchestra Director                            | \$2,581             | \$2,711 | \$2,843 | \$2,990 |
| Concert Band Director                         | \$2,581             | \$2,711 | \$2,843 | \$2,990 |
| Jazz Band Director                            | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
| Drama Director (Major Production)             | \$3,221             | \$3,380 | \$3,553 | \$3,728 |
| Musical Director (Major Production)           | \$3,221             | \$3,380 | \$3,553 | \$3,728 |
| Musical Choir Director (Major Production)     | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
| Musical Orchestra Director (Major Production) | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
| Choreographer (Major Production)              | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
| Stagecraft (Set Design) (Major Production)    | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
| Sound (Major Production)                      | \$967               | \$1,012 | \$1,065 | \$1,117 |
| Lights (Major Production)                     | \$967               | \$1,012 | \$1,065 | \$1,117 |
| Newspaper Advisor                             | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Yearbook Advisor                              | \$4,057             | \$4,261 | \$4,473 | \$4,698 |
| Audiovisual Director                          | \$580               | \$609   | \$638   | \$672   |
| Student Council Advisor                       | \$1,612             | \$1,695 | \$1,780 | \$1,865 |
| Twelfth Grade Advisor                         | \$1,612             | \$1,695 | \$1,780 | \$1,865 |
| Eleventh Grade Advisor                        | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Tenth Grade Advisor                           | \$967               | \$1,012 | \$1,065 | \$1,117 |
| Ninth Grade Advisor                           | \$967               | \$1,012 | \$1,065 | \$1,117 |
| Career & Tech Organization                    | \$1,739             | \$1,826 | \$1,917 | \$2,014 |
| Special Olympics Coordinator                  | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
| Equity School Wide Team Leader                | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Tech Innovator School Wide Team Leader        | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| School Store Manager                          | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Fitness Room Supervisor                       | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Club Advisor                                  | \$967               | \$1,012 | \$1,065 | \$1,117 |
| Department Chair - Base                       | \$1,024             | \$1,076 | \$1,129 | \$1,184 |
| Department Chair - per add'l member           | \$194               | \$206   | \$217   | \$226   |
| MTSS Tier 1 Leader up to 600 students         | \$2,000             |         |         |         |
| MTSS Tier 1 Leader over 600 students          | \$4,000             |         |         |         |
| MTSS Tier 2/3 Leader up to 600 students       | \$2,500             |         |         |         |
| MTSS Tier 2/3 Leader over 600 students        | \$5,000             |         |         |         |

**BRANDYWINE SCHOOL DISTRICT  
EXTRA PAY FOR EXTRA RESPONSIBILITY SCHEDULE  
MIDDLE SCHOOL ATHLETICS**

| POSITION |                              | YEARS OF EXPERIENCE |         |         |         |
|----------|------------------------------|---------------------|---------|---------|---------|
|          |                              | 0                   | 1       | 2       | 3       |
|          | Athletic Director            | \$3,770             | \$3,956 | \$4,154 | \$4,363 |
| Head     | Basketball                   | \$2,581             | \$2,711 | \$2,843 | \$2,990 |
| Coaches  | Wrestling                    | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Field Hockey                 | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Soccer                       | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Lacrosse                     | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Softball                     | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Baseball                     | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Volleyball                   | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Track                        | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Special Olympics Coordinator | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Tennis                       | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Cross Country                | \$1,931             | \$2,030 | \$2,129 | \$2,238 |
|          | Cheerleading                 | \$1,131             | \$1,184 | \$1,248 | \$1,307 |
| Asst.    | Basketball                   | \$1,936             | \$2,033 | \$2,132 | \$2,243 |
| Coaches  | Wrestling                    | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Field Hockey                 | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Soccer                       | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Lacrosse                     | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Softball                     | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Baseball                     | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Volleyball                   | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Track                        | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Special Olympics Coordinator | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Tennis                       | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Cross Country                | \$1,448             | \$1,523 | \$1,597 | \$1,679 |
|          | Cheerleading                 | \$848               | \$888   | \$936   | \$980   |

Pay scale for Assistant Coaches at the Middle School level shall be 75% of the scale for Head Coach at the Assistant Coach's experience level.

If a coach is responsible for coaching two (2) teams in the same sport that practice simultaneously and compete on the same date in the same location, such a coach shall be paid at the rate of 150% of the applicable scale for the sport. If the teams do not compete on the same date and/or in the same location, there shall be two (2) head coaches.

**BRANDYWINE SCHOOL DISTRICT  
EXTRA PAY FOR EXTRA RESPONSIBILITY SCHEDULE  
MIDDLE SCHOOL EPER POSITIONS**

| POSITION                                   | YEARS OF EXPERIENCE |         |         |         |
|--------------------------------------------|---------------------|---------|---------|---------|
|                                            | 0                   | 1       | 2       | 3       |
| Choir Director                             | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Orchestra Director                         | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Concert Band Director                      | \$2,581             | \$2,711 | \$2,843 | \$2,990 |
| Jazz Band Director                         | \$1,448             | \$1,520 | \$1,597 | \$1,677 |
| Drama Director                             | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Musical Director                           | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Newspaper Advisor                          | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Yearbook Advisor                           | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Student Council Advisor                    | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Audiovisual Director                       | \$580               | \$609   | \$638   | \$672   |
| Career & Tech Organization                 | \$1,739             | \$1,826 | \$1,917 | \$2,014 |
| Equity School Wide Team Leader             | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Tech Innovator School Wide Team Leader     | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| School Store Manager                       | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Intramural Advisor                         | \$967               | \$1,012 | \$1,065 | \$1,117 |
| Club Advisor                               | \$967               | \$1,012 | \$1,065 | \$1,117 |
| Dept. Chair/Team Leader - Base             | \$1,024             | \$1,076 | \$1,129 | \$1,184 |
| Dept. Chair/Team Leader - per add'l member | \$194               | \$206   | \$217   | \$226   |
| MTSS Tier 1 Leader up to 600 students      | \$2,000             |         |         |         |
| MTSS Tier 1 Leader over 600 students       | \$4,000             |         |         |         |
| MTSS Tier 2/3 Leader up to 600 students    | \$2,500             |         |         |         |
| MTSS Tier 2/3 Leader over 600 students     | \$5,000             |         |         |         |

**BRANDYWINE SCHOOL DISTRICT  
EXTRA PAY FOR EXTRA RESPONSIBILITY SCHEDULE  
ELEMENTARY SCHOOL EPER POSITIONS**

| POSITION                                | YEARS OF EXPERIENCE |         |         |         |
|-----------------------------------------|---------------------|---------|---------|---------|
|                                         | 0                   | 1       | 2       | 3       |
| Concert Band Director                   | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Jazz Band Director                      | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Choir Director                          | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Equity School Wide Team Leader          | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Tech Innovator School Wide Team Leader  | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Yearbook Advisor                        | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| Special Olympics Coordinator            | \$1,287             | \$1,352 | \$1,423 | \$1,491 |
| VEX Robotics Coach                      | \$1,934             | \$2,024 | \$2,130 | \$2,234 |
| Club Advisor                            | \$967               | \$1,012 | \$1,065 | \$1,117 |
| Team Leader - Base                      | \$1,024             | \$1,076 | \$1,129 | \$1,184 |
| Team Leader - per add'l member          | \$194               | \$206   | \$217   | \$226   |
| MTSS Tier 1 Leader up to 600 students   | \$2,000             |         |         |         |
| MTSS Tier 1 Leader over 600 students    | \$4,000             |         |         |         |
| MTSS Tier 2/3 Leader up to 600 students | \$2,500             |         |         |         |
| MTSS Tier 2/3 Leader over 600 students  | \$5,000             |         |         |         |

**BRANDYWINE SCHOOL DISTRICT  
DISTRICT EPER POSITIONS**

| POSITION                                            | YEARS OF EXPERIENCE |         |         |         |
|-----------------------------------------------------|---------------------|---------|---------|---------|
|                                                     | 0                   | 1       | 2       | 3       |
| District Driver's Education Lead Teacher            | \$2,625             | \$2,625 | \$2,625 | \$2,625 |
| District Lead Athletic Director                     | \$2,625             | \$2,625 | \$2,625 | \$2,625 |
| Foreign Exchange Coordinator                        | \$4,057             | \$4,261 | \$4,473 | \$4,698 |
| District Team Leader/Dept. Chair - Base             | \$1,024             | \$1,076 | \$1,129 | \$1,184 |
| District Team Leader/Dept. Chair - per add'l member | \$194               | \$206   | \$217   | \$226   |