

SUNNYVALE SCHOOL DISTRICT
SEA NEGOTIATED CERTIFICATED ADJUNCT DUTY STIPEND CHART
For Work Outside of the Teacher Workday
2026-2027

The following is a list of committees or positions that require work outside of the contractual workday. Meeting attendance is expected of all leadership teams and committees to receive the stipend; however, extenuating circumstances will be considered.

ELEMENTARY and MIDDLE SCHOOL	Level	Site/Dist.	Pay Schedule
MTSS Co-Coordinator / SST Lead (up to 2 per school)	4	District	End of Year
MTSS/SST Permanent Member (no more than 4 per school or equivalent)	2	District	End of Year
PBIS / District Climate and Culture Lead (up to 2 per school)	2	District	End of Year
Program of Choice Leadership Team (up to 6)	1.5	Site	End of Year
PTO / PTA Representative (1 only)	1	District	End of Year
School Performance / Event Coordinator	1	Site	End of Year
School Site Council Permanent Member (3-4 only)	1	District	End of Year
Social Media Ambassador	2	District	End of Year
PRE-SCHOOL / ELEMENTARY ONLY	Level	Site/Dist.	Pay Schedule
Grade Level / PLC Lead	2	Site	End of Year
Preschool Site Supervisor	2	District	End of Year
School Newspaper	1	Site	End of Year
Science Camp (pro-rated if fewer than 4 nights)	1.5	District	End of Service
Student Council Advisor	2	Site	End of Year
Yearbook Advisor	1	Site	End of Year
MIDDLE SCHOOL ONLY	Level	Site/Dist.	Pay Schedule
Athletic Director	7	Site	Semi-Annually
Chemical Safety Review	1	District	End of Year
Dept. Lead / PLC Lead	2	Site	End of Year
District AVID Coordinator	1	District	End of Service
District Sister City Liaison (1 per Middle School)	1	District	End of Service
Drama Performances	2	Site	End of Service
Grade Level Lead	2	Site	End of Year
Music Performances	2	Site	End of Service
Student Council Advisor	3	Site	End of Year
Sound or Lighting Coordinator (SMS)	1	Site	End of Service
WEB Orientation Lead (1 per site)	6	Site	Semi-Annually
WEB Orientation Support	2	Site	Semi-Annually

COMMITTEES	Level	Site/Dist.	Pay Schedule
A.I. Literacy Cohort	1	District	End of Service
Committee Facilitator	3	District	End of Service
Elementary Literacy Leads	3	District	End of Service
Curriculum Pilot (Yearlong) (inactive 26-27)	2	District	End of Service
Elementary Teacher Leadership (inactive 26-27)	3	District	End of Service
Health and Wellness Leadership Team	2	District	End of Service
Middle School Dept Chair Committee (inactive 26-27)	2	District	End of Service
Superintendent's Advisory Committee	0.5	District	End of Service
Visual And Performing Arts (VAPA) Committee	1	District	End of Service
Grading Task Force	2	District	End of Service
DISTRICT OFFICE	Level	Site/Dist.	Pay Schedule
Safe Routes to School Coordinator	2	District	End of Year
Social Worker Lead	7	District	Semi-Annually
TOSA (Programmatic, Instructional Coach, Induction)	7	District	Semi-Annually

LEVEL STIPENDS

The Level Stipends are calculated by multiplying the base salary (defined as Step B-1 per section 6.3.5 of the Agreement between the Sunnyvale School District and the Sunnyvale Education Association) by the corresponding Level percentages. For example, if base salary Step B-1 is \$84,360 hence:

Level .5	\$422	Level 4	\$3,375
Level 1	\$844	Level 5	\$4,217
Level 1.5	\$1,266	Level 6	\$5,061
Level 2	\$1,687	Level 7	\$5,904
Level 3	\$2,531		

HOURLY RATES

The hourly rates for the 2026-27 school year are below and are determined by the scope of the work performed. The hourly rates will be paid for services performed with prior approval by the principal/supervisor.

Instructional Hourly Rate – \$75.92

The Instructional Hourly Rate (\$75.92/hour) is designated for high-level work that requires the full expertise of a certificated employee. This scope involves significant independent creation, professional judgment, and the delivery of specialized instruction. Examples include developing new curriculum, planning and teaching new intervention courses, facilitating professional development, designing district-wide assessments, administering Special Education assessments outside of their regular assignment, or leading and instructing skills-based extracurricular activities.

Non-Instructional Hourly Rate - \$35*

The Non-Instructional Hourly Rate (\$35/hour) applies to supplemental duties focused on participation, supervision, or the implementation of existing plans. This work is typically supervised and does not require a credential or the creation of new instructional lesson plans. Common activities include attending (but not presenting) professional development, proctoring or administering tests, supervising student events like dances, monitoring student-led clubs, tutoring/homework help, and the TK Meet & Greet.

Middle School Lunch Supervision Hourly Rate - \$55: This role is open to current teachers who choose to take their duty-free lunch during their prep period, or at such other time as agreed-upon with their immediate supervisor in order to provide lunch supervision to support a safe, positive campus environment. In this role, staff are responsible for actively supervising assigned locations, maintaining visible and positive interactions with students, employing conflict resolution skills and techniques learned in District-approved training (for example, Restorative Practices, PBIS) to de-escalate and resolve student conflicts, and reporting any significant behavioral or safety incidents to school administration as appropriate.

Attendance at district sponsored workshops and seminars follow the provisions of the SEA contract.

* Approval of this rate replaces the calculation listed in Article 6.3.5 of the SSD/SEA Bargaining Agreement.

STIPEND LEVEL GUIDELINES

This document outlines the general guidelines and examples used to determine the stipend level for newly formed committees or positions. When a new committee or position is established, a **Human Resources Administrator** and at least one representative of the **SEA Negotiating Team** will review the scope of work to assign an appropriate stipend level.

The following factors are considered when assigning a stipend level:

- **Level of Responsibility:** The degree of oversight and leadership required (e.g., coordinator or facilitator vs. participant).
- **Complexity/Skill Level:** The nature of the work (e.g., requiring program development or specialized analysis vs. simple participation and reporting).
- **Time Commitment/Frequency:** The required time outside of regular duties (e.g., weekly or monthly meetings vs. biannual meetings)

The stipend levels reflect increasing levels of responsibility, time commitment, and complexity of work that occurs outside of the contractual work day.

Stipend Level	Primary Responsibility and Time Commitment	Example of Duties
<u>Level 1:</u>	Low Commitment. Focus is on basic attendance, reporting, and information gathering over time OR low time commitment	Attend meetings, provide basic input, and report information or updates back to a site or department.
<u>Level 2:</u>	Moderate Commitment. Focus includes basic participation plus active task execution and site-level advocacy.	Attend meetings, provide detailed input, perform assigned follow-up tasks, and facilitate communication/collaboration at the site level.
<u>Level 3:</u>	Medium Commitment. Focus is on managing a specific part of a program or coordinating a small group/sub-committee.	Coordinate a specific component of a program or committee. Includes facilitating specific meetings, providing input, and creating targeted products or documents.
<u>Level 4:</u>	Higher Commitment. Focus is on leading a full committee or program, managing the process and deliverables.	Lead/Facilitate a committee or entire program. Set agendas, manage timelines, and ensure all goals and objectives are met.
<u>Level 5:</u>	Significant Commitment. Focus includes full facilitation plus execution of complex, high-skill tasks.	Program or committee coordination/facilitation plus performance of higher-level, specialized tasks (e.g., in-depth data analysis , complex case management , or detailed policy drafting).

<u>Level 6:</u>	High/Variable Commitment. Focus includes all Level 5 tasks plus the complexity of planning and executing large-scale events.	Program coordination/facilitation, performance of specialized tasks, and the planning, coordination, and execution of significant events, trainings, or conferences.
<u>Level 7:</u>	Sustained, High-Level Commitment requiring consistent, significant hours outside of the normal workday.	Program coordination/facilitation requiring a consistent and predictable investment of hours beyond the regular workday (e.g. works an average of an additional hour most days of the week)