Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2026-2027 School Year

Grade														
Step	**A**	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	**J**	**K**	**L**	**M**	**N**
%	**0.5%**	**1.0%**	**1.5%**	**2.0%**	**2.5%**	**3.0%**	**3.5%**	**4.0%**	**4.5%**	**5.0%**	**5.5%**	**6.0%**	**6.5%**	**7.0%**
1	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060
2	305	609	914	1,218	1,523	1,827	2,132	2,436	2,741	3,045	3,350	3,654	3,959	4,263
3	320	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476
4	336	671	1,007	1,343	1,679	2,014	2,350	2,686	3,021	3,357	3,693	4,029	4,364	4,700
5	352	705	1,057	1,410	1,762	2,115	2,467	2,820	3,172	3,525	3,877	4,230	4,582	4,935
6	370	740	1,110	1,480	1,851	2,221	2,591	2,961	3,331	3,701	4,071	4,441	4,812	5,182
7	389	777	1,166	1,555	1,943	2,332	2,720	3,109	3,498	3,886	4,275	4,664	5,052	5,441

Base Salary $58,000

High School Activities/Performing Arts

Job Code	Position	Grade	
77752	Band Pep Director	H	
77761	Band Competitive Marching Director	K	
77762	Band Competitive Marching Assistant	H	
40D02	DECA Head	I	
40D10	DECA Assistant	G	
40D85	Esports Head	E	
40D89	Esports Assistant	D	
40D03	FBLA Head	I	
40D11	FBLA Assistant	G	
40D07	FCCLA Head	I	
40D15	FCCLA Assistant	G	
40D12	FFA Head	I	
40D13	FFA Assistant	G	
40D30	FIRST Robotics Head	K	
40D31	FIRST Robotics Assistant	H	
40D40	GSA Head	D	
40D20	HOSA Head	I	
40D22	HOSA Assistant	G	
40784	International Thespian Society Head	I	
40D84	Key Club Head	E	
40D56	Knowledge Bowl Head	E	
40D60	Leadership Head	K	
40D45	Literary Magazine Head	E	
40D95	Mock Trial Head	E	
40D76	Model UN Head	E	
77711	Music Teacher Instrumental Annual Performance	F	(1 per instr music teacher) *
77712	Music Teacher Vocal Annual Performance	F	(1 per vocal music teacher) *
40785	Musical Director	G	
40787	Musical Pit Director	G	
40788	Musical Technical Director	G	
40794	Musical Vocal Director	G	
40D79	National Art Honor Society Head	D	
40D70	National English Honor Society Head	D	
40D46	National Honor Society Head	D	
40D71	National Math Honor Society Head	D	
40D73	National Science Honor Society Head	D	
40D74	National Social Studies Honor Society Head	D	
40D75	National Technology Honor Society Head	D	
40D72	National Music (Tri-M) Society Head	D	
40D06	Newspaper Head	H	
40786	Play Director	G	
40789	Play Technical Director	G	
40D25	SC^2 Head	I	
40D26	SC^2 Assistant	G	
40D54	Science Bowl Head	E	
40D49	Science Olympiad Head	I	
40D39	Science Olympiad Assistant	G	
40D21	Skills USA Head	I	
40D23	Skills USA Assistant	G	
40D35	Speech and Debate Head	K	
40D36	Speech and Debate Assistant	H	
40D27	TSA Head	I	
40D28	TSA Assistant	G	
40D52	Yearbook Head	H	

* Middle/High Teachers (Band/Choir/Orchestra)
Award two stipends if middle and high performances are separate AND teacher teaches both levels.
Award one stipend if middle and high performances are combined AND/OR only teach one level.

Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2026-2027 School Year

Grade														
Step	**A**	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	**J**	**K**	**L**	**M**	**N**
%	**0.5%**	**1.0%**	**1.5%**	**2.0%**	**2.5%**	**3.0%**	**3.5%**	**4.0%**	**4.5%**	**5.0%**	**5.5%**	**6.0%**	**6.5%**	**7.0%**
1	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060
2	305	609	914	1,218	1,523	1,827	2,132	2,436	2,741	3,045	3,350	3,654	3,959	4,263
3	320	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476
4	336	671	1,007	1,343	1,679	2,014	2,350	2,686	3,021	3,357	3,693	4,029	4,364	4,700
5	352	705	1,057	1,410	1,762	2,115	2,467	2,820	3,172	3,525	3,877	4,230	4,582	4,935
6	370	740	1,110	1,480	1,851	2,221	2,591	2,961	3,331	3,701	4,071	4,441	4,812	5,182
7	389	777	1,166	1,555	1,943	2,332	2,720	3,109	3,498	3,886	4,275	4,664	5,052	5,441

Base Salary $58,000

Middle School Activities/Performing Arts

Job Code	Position	Grade	
40B71	Drama Club Head	D	
40B10	Esports Head	E	
40B11	Esports Assistant	D	
40B13	FCCLA Head	I	
40B14	FCCLA Assistant	G	
40B91	FIRST Robotics Head	I	
40B93	FIRST Robotics Assistant	G	
40B02	GSA Head	D	
40B16	Math Counts Head	E	
77713	Music Teacher Instrumental	F	(1 per instr music teacher)
77714	Music Teacher Vocal	F	(1 per vocal music teacher)
40775	Musical Director	D	
40B54	National Junior Honor Society Head	D	
40B70	Science Bowl Head	E	
40B73	Science Olympiad Head	I	
40B77	Science Olympiad Assistant	G	
40B65	Speech and Debate Head	I	
40B66	Speech and Debate Assistant	G	
40B69	Student Leadership/WEB Head	E	
40B18	TSA Head	I	
40B20	TSA Assistant	G	
40B76	Yearbook Head	D	

Schedule G stipends are paid for work taking place outside of contract time. If the club/activity meets during ELO, stipend is not paid unless justified and approved by the building principal, ensuring time/work is during off-contract hours.

Elementary School Activities/Performing Arts

Elementary Activity/Performing Arts - refer to page 4 - *12.2.1 Elementary Extra Duty Schedule*

District Activities/Performing Arts

District Stipends are submitted by Director Athletics & Activities or appropriate district Curriculum Facilitator.
District Stipends WILL NOT be approved if submitted by individual school sites.

Job Code	Position		Grade
77719	Elementary Honor Choir Director	one each per district - approved by Music Curriculum Facilitator	D
77717	Elementary Honor Choir Assistant		C
77735	Elementary Track Meet Coordinator	two per district - approved by PE Curriculum Facilitator	B
77716	Honor Band Director	one each per district - approved by Music Curriculum Facilitator	D
77715	Honor Band Assistant		C
77720	Honor Choir Director		D
77718	Honor Choir Assistant		C
77722	Honor Orchestra Director		D
77721	Honor Orchestra Assistant		C
77723	Modern Band Festival Director	one each per district - approved by Music Curriculum Facilitator	D
77733	Modern Band Festival Assistant		C

Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2026-2027 School Year

Grade														
Step	**A**	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	**J**	**K**	**L**	**M**	**N**
%	**0.5%**	**1.0%**	**1.5%**	**2.0%**	**2.5%**	**3.0%**	**3.5%**	**4.0%**	**4.5%**	**5.0%**	**5.5%**	**6.0%**	**6.5%**	**7.0%**
1	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060
2	305	609	914	1,218	1,523	1,827	2,132	2,436	2,741	3,045	3,350	3,654	3,959	4,263
3	320	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476
4	336	671	1,007	1,343	1,679	2,014	2,350	2,686	3,021	3,357	3,693	4,029	4,364	4,700
5	352	705	1,057	1,410	1,762	2,115	2,467	2,820	3,172	3,525	3,877	4,230	4,582	4,935
6	370	740	1,110	1,480	1,851	2,221	2,591	2,961	3,331	3,701	4,071	4,441	4,812	5,182
7	389	777	1,166	1,555	1,943	2,332	2,720	3,109	3,498	3,886	4,275	4,664	5,052	5,441

Base Salary $58,000

Additional stipends and incentives must be confirmed with building Activity Director

ACTIVITY	COMMENTS	ADDT'L QUOTAS
HS Competitive Marching Band	Compete in minimum of one showcase, plus CBA regional competition.	Assistant (50,100,150,200...)
HS DECA		Assistant (25,75,125,175...)
HS Esports	Stipend paid per season. Maximum of two seasons per school year.	Assistant (10,50,100,150...)
HS FBLA		Assistant (25,75,125,175...)
HS FCCLA		Assistant (25,75,125,175...)
HS FFA		Assistant (25,75,125,175...)
HS FIRST Robotics		Assistant (10,50,100,150...)
HS HOSA		Assistant (25,75,125,175...)
HS Leadership	One stipend per school plus enrollment quotas (max 5 per school).	400, 800, 1200, 1600
HS Pep Band	Requires16 total events during the fall & winter seasons. One stipend. Two co-directors max.	Additional Head (25)
HS SC^2		Assistant (25,75,125,175...)
HS Science Olympiad		Assistant (10,50,100,150...)
HS Skills USA		Assistant (25,75,125,175...)
HS Speech & Debate		Assistant (10,50,100,150...)
HS TSA		Assistant (25,75,125,175...)
MS Esports	Stipend paid per season. Maximum of two seasons per school year.	Assistant (10,50,100,150...)
MS FCCLA		Assistant (25,75,125,175...)
MS FIRST Robotics		Assistant (10,50,100,150...)
MS Honor Band Director & Assistant	1 each district wide	N/A
MS Honor Choir Director & Assistant	1 each district wide	N/A
MS Honor Orchestra Director & Assistant	1 each district wide	N/A
MS Leadership/WEB	One stipend per school plus enrollment quotas (max 3 per school).	300, 600
MS Modern Band Festival Director & Asst	1 each district wide	N/A
MS Science Olympiad		Assistant (10,50,100,150...)
MS Speech & Debate		Assistant (10,50,100,150...)
MS TSA		Assistant (25,75,125,175...)

Additional stipends and incentives must be confirmed with building Activity Director

INCENTIVES	(will be paid after competition - either Dec/Jan or June/July)
HS Competitive Marching Band	0.5% for competing at State (October)
HS DECA	0.5% for competing at State (Feb); additional 0.5% for competing at Nationals (April/May)
HS Esports	0.5% for competing at State (Dec/May)
HS Event Host	0.5% for hosting a specific event listed below:**
	** Regional CTSO Adviser - approved by building AD with confirmation from district CTE Coordinator
	** Regional Science Olympiad Host - approved by building AD with confirmation from district Science Curriculum Coordinator
	** District Festival Host - approved by building AD with confirmation from district Music Curriculum Facilitator
	** CHSAA, CBA, ASTA Festival Host - approved by building AD with confirmation from district Music Curriculum Facilitator
HS FBLA	0.5% for competing at State (Feb); additional 1.0% for competing at Nationals (July)
HS FCCLA	0.5% for competing at State (April); additional 1.0% for competing at Nationals (July)
HS FFA	0.5% for competing at State (June); additional 0.5% for competing at Nationals (October)
HS FIRST Robotics	0.5% for competing at Worlds (April)
HS HOSA	0.5% for competing at State (Feb); additional 1.0% for competing at Nationals (June)
HS International Thespian Soc	0.5% for competing at State (Dec); additional 1.0% for competing at Internationals (June)
HS Music Teacher Instrumental ***	1.5% for performing in external Honor or All-State; additional 1.5% for adjudicated Festival; additional 0.5% for selected group at CMEA or equivalent conference (approved by building AD with confirmation from district Music Curriculum Facilitator)-CMEA eligibility limited to once every three yrs
HS Music Teacher Vocal ***	1.5% for performing in external Honor or All-State; additional 1.5% for adjudicated Festival; additional 0.5% for selected group at CMEA or equivalent conference (approved by building AD with confirmation from district Music Curriculum Facilitator)-CMEA eligibility limited to once every three yrs
	***All incentives for Music Teacher Instrumental and Music Teacher Vocal occur throughout the year. Each incentive is payable once, but work may vary by date.
HS Pep Band	1.0% for summer band camp; must be 5 day minimum and completed in summer prior to 1st staff contract day
HS Science Bowl	0.5% for competing at Nationals (April)
HS Science Olympiad	0.5% for competing at State (March); additional 0.5% for competing at Nationals; additional 0.5% if Nationals begins after last contract day (May/June)
HS Skills USA	0.5% for competing at State (April); additional 1.0% for competing at Nationals (June)
HS Speech & Debate	0.5% for competing at State (March): additional 1.0% for completing at Nationals (June)
HS TSA	0.5% for competing at State (Feb); additional 1.0% for competing at Nationals (July)

Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2026-2027 School Year

	Grade													
Step	**A**	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	**J**	**K**	**L**	**M**	**N**
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1	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060
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Base Salary $58,000

INCENTIVES (cont'd)	**(will be paid after competition - either Dec/Jan or June/July)**
MS Drama Club	0.5% for play or musical; maximum one (date varies)
MS FCCLA	0.5% for competing at State (April); additional 1.0% for competing at Nationals (July)
MS FIRST Robotics	0.5% for competing at Worlds (April)
MS Event Host	0.5% for hosting a specific event listed below:**
	** District Festival Host - approved by building AD with confirmation from district Music Curriculum Facilitator
	** CHSAA, CBA, ASTA Festival Host - approved by building AD with confirmation from district Music Curriculum Facilitator
MS Music Teacher Instrumental **	1.0% for performing in PSD and/or external Honor or All-State; addtl 1.0% for Festival; 0.5% for selected group at CMEA or equivalent conference-max one teacher for each conference (approved by building AD with confirmation from district Music Curriculum Facilitator)-CMEA eligibility limited to once every three years
MS Music Teacher Vocal ***	1.0% for performing in PSD and/or external Honor or All-State; addtl 1.0% for Festival; 0.5% for selected group at CMEA or equivalent conference-max one teacher for each conference (approved by building AD with confirmation from district Music Curriculum Facilitator)-CMEA eligibility limited to once every three years
	***All incentives for Music Teacher Instrumental and Music Teacher Vocal occur throughout the year. Each incentive is payable once, but work may vary by date.
MS Science Bowl	0.5% for competing at Nationals (April)
MS Science Olympiad	0.5% for competing at State (March); additional 0.5% for competing at Nationals; additional 0.5% if Nationals begins after last contract day
MS Speech & Debate	0.5% for competing at State (March); additional 1.0% for competing at Nationals (June)
MS TSA	0.5% for competing at State (Feb); additional 1.0% for competing at Nationals (July)