

# Appendix C

Hemet Unified School District

## 2009-2010 Extra Pay Schedule

Except as otherwise noted, **extra pay** for extra services will be computed on a percentage of **Classification E, Step 5**. Amounts will be rounded off to the nearest \$1.00.

### I. Ratio of Teaching Salary:

|    |   | <b>Work Year Responsibility</b>   |               |               |              |
|----|---|---|---------------|---------------|--------------|
|    |   | <b>Work Year</b>  | <b>Factor</b> | <b>Factor</b> | <b>Ratio</b> |
| A. | *Counselors   | Teacher<br>Work Year<br>Plus 10 days  | .050          | .050          | 1.100        |
| B. | Additional Summer work (Upon approval in advance by the Superintendent) | Per Week  | .025          |               | 1.025        |
| C. | Extra Period Assignment   | Extra period assignments shall be compensated at 1/6 of the employee's regular salary for the period during which the teacher performs the extra period assignment. Compensation for extra period assignments commences the first contract day the teacher receives the assignment. |               |               |              |

### II. Fixed Amounts Per Assignment:

| <b>High School</b> |                                    | <b>Percentage</b>   | <b>Salary</b> |
|--------------------|------------------------------------|---------------------|---------------|
| A.                 | Academic Coach                     | 5% [per year]       | \$2,847.00    |
| B.                 | Agriculture Project Supervisor     | 3.9% [per semester] | \$2,221.00    |
| <b>C.</b>          | <b>Athletics</b>                   |                     |               |
|                    | *Director of Athletics             | 12% [per year]      | \$6,833.00    |
|                    | Head Varsity Football Coach        | 8% [per assignment] | \$4,555.00    |
|                    | All other Head Varsity Coaches     | 7% [per assignment] | \$3,986.00    |
|                    | All Assistant Coaches              | 5% [per assignment] | \$2,847.00    |
| D.                 | Band Advisor                       | 8% [per year]       | \$4,555.00    |
| E.                 | Chorus Advisor                     | 6% [per year]       | \$3,417.00    |
| F.                 | Dance Team Advisor                 | 3% [per year]       | \$1,708.00    |
| G.                 | Debate Coach                       | 3% [per year]       | \$1,708.00    |
| H.                 | *Department Chairperson            |                     |               |
|                    | *Department with 7 or more members | 5% [per year]       | \$2,847.00    |
|                    | *Department with 4-6 members       | 4% [per year]       | \$2,278.00    |
|                    | *Department with 3 or less members | 3% [per year]       | \$1,708.00    |

\* Salary is part of contract subject to retirement.

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| <b>High School</b> |                              | <b>Percentage</b>   | <b>Salary</b> |
|--------------------|------------------------------|---------------------|---------------|
| I.                 | Drama Advisor                | 6% [per year]       | \$3,417.00    |
| J.                 | Driver Training              | [per pupil trained] | \$97.07       |
| K.                 | Driver Training Coordinator  | 5% [per year]       | \$2,847.00    |
| L.                 | Flag & Banner Advisor        | 4% [per year]       | \$2,278.00    |
| M.                 | Journalism Advisor           | 7% [per year]       | \$3,986.00    |
| N.                 | Pep Squad Advisor            | 4% [per year]       | \$2,278.00    |
| O.                 | Pep Squad Assistant Advisor  | 3% [per year]       | \$1,708.00    |
| P.                 | Scholarship Advisor          | 3% [per year]       | \$1,708.00    |
| Q.                 | Speech Coach                 | 3% [per year]       | \$1,708.00    |
| R.                 | *Student Activities Director | 12% [per year]      | \$6,833.00    |
| S.                 | Yearbook Advisor             | 7% [per year]       | \$3,986.00    |

Stipends may be split between or among unit members if agreed to by the employees and if approved by the principal and Governing Board.

| <b>Continuation High School</b> |                    | <b>Percentage</b> | <b>Salary</b> |
|---------------------------------|--------------------|-------------------|---------------|
| A.                              | Sports Coordinator | 3% [per year]     | \$1,708.00    |
| B.                              | Yearbook Advisor   | 5% [per year]     | \$2,847.00    |

Stipends may be split between or among unit members if agreed to by the employees and if approved by the principal and Governing Board.

| <b>Middle School</b> |   | <b>Percentage</b>                                       | <b>Salary</b>            |
|----------------------|---|---|--------------------------|
| A.                   | Academic Coach                          | 5% [per year]   | \$2,847.00               |
| <b>B.</b>            | <b>Athletics</b>                        |   |                          |
|                      | Director of Athletics [no release time] | 3% [per year]   | \$1,708.00               |
|                      | Head Coach                              | 2% [per assignment]                                     | \$1,139.00               |
| C.                   | Band Advisor                            | 5% [per year]   | \$2,847.00               |
| D.                   | Chorus Advisor                          | 5% [per year]   | \$2,847.00               |
| E.                   | *Department Chairperson                 |   |                          |
|                      | *Department with 7 or more members      | 5% [per year]   | \$2,847.00               |
|                      | *Department with 4-6 members            | 4% [per year]   | \$2,278.00               |
|                      | *Department with 3 or less members      | 3% [per year]   | \$1,708.00               |
| F.                   | Drama Advisor                           | 3% [per year]   | \$1,708.00               |
| G.                   | Flag and Banner Advisor                 | 3% [per year]   | \$1,708.00               |
| H.                   | Journalism Advisor                      | 3% [per year]   | \$1,708.00               |
| I.                   | Pep Squad Advisor                       | 3% [per year]   | \$1,708.00               |
| J.                   | Student Council/Activities Advisor      | 5% [per year]   | \$2,847.00               |
| K.                   | Yearbook Advisor                        | 3% [per year with class]<br>6% [per year without class] | \$1,708.00<br>\$3,417.00 |

Stipends may be split between or among unit members if agreed to by the employees and if approved by the principal and Governing Board.

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| <b>Hamilton School Grades 9-12</b> | <b>Percentage</b> | <b>Salary</b> |
|------------------------------------|-------------------|---------------|
|------------------------------------|-------------------|---------------|

Extra Pay stipends at Hamilton School to be same as comprehensive high school except:

|    |                      |               |            |
|----|----------------------|---------------|------------|
| A. | *Activities Director | 8% [per year] | \$4,555.00 |
| B. | *Athletic Director   | 8% [per year] | \$4,555.00 |

**Stipends may be split between or among unit members if agreed to by the employees and if approved by the principal and Governing Board.**

| <b>Elementary Schools Grades K-5</b> | <b>Percentage</b> | <b>Salary</b> |
|--------------------------------------|-------------------|---------------|
|--------------------------------------|-------------------|---------------|

|    |                 |               |            |
|----|-----------------|---------------|------------|
| A. | Band Advisor    | 4% [per year] | \$2,278.00 |
| B. | Chorus Advisor  | 4% [per year] | \$2,278.00 |
| C. | Collateral Duty | 2% [per year] | \$1,139.00 |

| <b>Elementary Schools Grades K-8</b> | <b>Percentage</b> | <b>Salary</b> |
|--------------------------------------|-------------------|---------------|
|--------------------------------------|-------------------|---------------|

### K-5 Grades

|    |                 |               |            |
|----|-----------------|---------------|------------|
| A. | Band Advisor    | 4% [per year] | \$2,278.00 |
| B. | Chorus Advisor  | 4% [per year] | \$2,278.00 |
| C. | Collateral Duty | 2% [per year] | \$1,139.00 |

### 6-8 Grades

|           |                         |                               |                 |
|-----------|-------------------------|-------------------------------|-----------------|
| A.        | Student Council Advisor | 5% [per year]                 | \$2,847.00      |
| B.        | *Department Chairperson | 3% [per year]                 | \$1,708.00      |
| <b>C.</b> | <b>Head Coach</b>       | <b>1.32% [per assignment]</b> | <b>\$752.00</b> |

**Stipends may be split between or among unit members if agreed to by the employees and if approved by the principal and Governing Board.**

### III. Hourly Wage (Effective 7/1/06):

|                                   |       |                  |
|-----------------------------------|-------|------------------|
| Adult Education/Independent Study | .058% | \$33.03 per hour |
| Detention Duty / Saturday School  | .055% | \$31.32 per hour |
| New Teacher Orientation           | .055% | \$31.32 per hour |
| Home & Hospital                   | .070% | \$39.86 per hour |
| R & D Rate                        | .080% | \$45.55 per hour |
| Summer School                     | NA    | \$42.82 per hour |

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**IV. An isolation factor will be paid to teachers assigned to Cottonwood School in the following manner:**

Teachers assigned to Cottonwood School during the 1997-98 school year who received an isolation factor during that year of \$400 or \$500 shall continue to receive that sum in the future if assigned to Cottonwood School. The isolation factor shall be paid in the last pay warrant of the school year. A year of service is defined as teaching 75% of the school year.

Teachers assigned to Cottonwood School during the 1997-98 school year who received an isolation factor during that year of less than \$400, or first assigned to Cottonwood School during the 1998-99 school year or later, shall receive an isolation factor of \$300 per year while assigned to Cottonwood School. The isolation factor shall be paid in the last pay warrant of the school year. A year of service is defined as teaching 75% of the school year.

**V. Compensation For Involuntary Transfers**

| <b>Compensation for<br/>Involuntary Transfers</b> | <b>First Year</b>                                | <b>Second Year</b> | <b>Third Year</b> |
|---|--|--------------------|-------------------|
|   | (Article 10.3.6 Collective Bargaining Agreement) |                    |                   |
| Hamilton  | \$500.00   | \$333.33           | \$166.67          |
| Idyllwild   | \$300.00   | \$200.00           | \$100.00          |
| Winchester  | \$210.00   | \$140.00           | \$70.00           |
| Cottonwood  | \$500.00   | \$333.33           | \$166.67          |

**VI. Mileage Reimbursement**

\$.445 per mile or Board policy, whichever is greater.

**VII. \*Stipend for Speech Therapists**

Speech Therapists shall receive a stipend of 5% of Classification E, Step 5.

**VIII. \*Stipend for Earned Doctorate**

Stipend for Ph.D. or Ed.D. from an accredited institution - \$750 per year.

**IX. \*Stipend for NBPTS Certification**

Stipend for obtaining certification from the National Board for Professional Teaching Standards (NBPTS) -\$750 per year.

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### **X. Substitute Service Compensation**

Teachers who use their preparation period to substitute for teachers who are absent due to scheduled school business, illness, or emergencies shall be covered by the following provisions:

- a) "In Lieu" is defined as the performance of substitute service by an employee during his/her assigned preparation period in exchange for compensatory time off.
- b) Such service shall first be solicited on a voluntary basis. In the event that no volunteer can be obtained, employees may be assigned on an occasional basis to perform in lieu service.
- c) No in lieu time may be taken the last two (2) weeks of each semester except upon prior approval by the principal.

#### **Elementary Compensation Time:**

Elementary teacher compensatory time off for such service shall be granted in half-hour periods with ten (10) half hours accrued equaling one day of compensatory time. (Ten (10) half hour periods is equivalent to five (5) planning time periods.) In regard to kindergarten teachers, five (5) planning time periods used to cover another class shall equal one (1) day of compensatory time. A maximum of twenty (20) periods will be allowed per year. At the end of each school year, unused compensatory time shall be compensated at the Appendix C IIIe, R&D rate .080%, for each two half hour periods.

#### **Secondary/Middle School Compensation Time:**

Secondary including Middle School compensation time off for such service shall be granted on a period-for-period basis up to a maximum of twenty (20) periods. At the end of each school year, unused compensatory time shall be compensated at the Appendix C IIIe, R&D rate .080%.

Full-time independent study teachers paid on a salary basis shall be eligible for compensatory time off in accordance with this section.

Compensatory time off may be granted in portions of one (1) period or more upon prior approval by the principal or designee. Under normal circumstances, employees may be permitted to take no more than two (2) consecutive days of compensatory time off. Under unusual circumstances and upon written application, a principal may authorize up to three (3) consecutive days of compensatory time off.

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