



2024-2025

Salary & Stipend Guide

**Ripon Area School District
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Updates Approved by the Ripon Board of Education on 6-17-24

RASD Salary and Stipend Guide Review Team

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I. Background

The RASD Educator Salary Plan was designed in the 2011-12 school year and updated in 11/2018 by a joint committee of Ripon educators, administrators, and school board members. Modeled loosely on the collegiate promotion system in use at Ripon College, the driving vision was to reinforce quality instruction by fostering a culture of professionalism through peer review, accountability through a job-embedded salary structure, and continuous improvement through lifelong learning. This compensation system recognizes that there are significant differences between business and academic organizations, public and private sectors, and the development of people and products. A goal of the RASD Educator Salary Plan is to promote a positive and collaborative learning environment in which teachers are compensated for their professionalism.

II. Overview

A single-lane, career ladder is used as the basis for salary advancement (see Appendix I). There are five distinct levels through which a typical educator will pass through during a career spanning 2-3 decades of employment with the RASD. Educators typically move from one level to the next level every six years through a promotion process based on peer review. Instead of the promotion process, the top level uses an evidence-based, professional growth model with financial incentives in the form of annual bonuses.

Advancement requires collaboration, professionalism, and evidence of continuous improvement presented with personal reflection. In addition to the salary amount indicated on the salary structure, annual stipends are provided throughout an educator's career for advanced degrees and National Board certification.

III. Career Levels

This is a professional advancement career ladder and not a merit-based or performance-based pay system. The single-lane salary structure is based on a sequence of six-year career levels. The RASD Salary Plan does not contain any proficiency ranking of educators, but assumes proficiency as a prerequisite for continued employment and prior to consideration for advancement. Promotions from one career level to another are based on evidence of professional improvement in a multi-faceted review process.

IV. Salary Structure

The single-lane salary structure is based on being promoted every six years through four career levels until reaching the fifth and final career level—the Lead. Each six-year career level consists of two consecutive 3-year evaluation cycles, each of which culminates in a full summative evaluation. Any salary raise during the 3-year evaluation cycle is limited to any negotiated annual increase. At the conclusion of the first 3-year evaluation cycle of the career level, the teacher receives a “mid-level bump” upon a successful summative. At the conclusion of the second evaluation cycle of the career level, with a successful most recent summative as well as satisfactory reviews since, the teacher is eligible to receive a promotion to the next career level. The promotion is financially worth twice as much as the mid-level bump. Extra compensation received from a mid-level bump or a promotion raise are in addition to any negotiated annual increase for the salary schedule.

V. Job Performance Evaluation

The specifics of the District's educator evaluation plan are contained in the *RASD Educator Performance Evaluation (TPE) Guide*. The RASD utilizes the CESA 6 Educator Effectiveness Model, based on the work of Professor James Stronge, to demonstrate and recognize proficiency. The RASD annually conducts a full summative evaluation on each probationary employee (defined as any educator employed in his/her first three years as a teacher within the District). Subsequently, educators on continuing contracts have a full summative evaluation by their direct supervisor no less than every three years, subject to compliance with state statute. Every educator has specific goals upon which they are measured every year, and every educator receives a brief administrative review every non-summative year based on goal progress and other factors.

VI. Performance Improvement Plan Freeze

If an educator has a negative summative or administrative review, that educator is placed on a Performance Improvement Plan and is frozen at his/her current location on the salary schedule for the next school year. No annual or permanent stipends, mid-level bump or promotion may occur, though would be added the following year once the educator successfully met the goal of the Improvement Plan. A frozen teacher would be provided with any negotiated annual salary increase.

VII. Annual Stipends

Compensation for advanced degrees, National Board certification, Wisconsin Master Educator Assessment Process, Lead Educator Excellence/Improvement Points (LEIPs), and Behavior Interventionist Analysis Certificate is provided through annual and permanent stipends (see Appendix I) that are added to the educator's salary. These stipends are awarded in addition to any negotiated annual salary increase, any mid-level bump, or any promotion increase. Stipends are calculated for the following school year based on a snapshot taken on the last business day prior to the August All Staff Inservice Day, and such stipends are paid out on an annualized basis. The only exception exists with retiring educators must submit LEIP documents no later than the end of day on their last workday to have the annual stipend paid in their final paycheck in June. Stipends are awarded annually to each educator who holds a master's degree, a doctorate degree, and a National Board Certification (NBPTS) or Wisconsin Master Educator Assessment Process (WMEAP). These stipends are paid each and every year that a educator holds one or more of the aforementioned credentials (e.g., an educator with a master's degree would receive the additional stipend every year he/she was employed with the District, in addition to the salary listed on the salary schedule). Certificate credits which are used to earn master degrees are paid out at the master degree level only.

VIII. Promotion

Educators are eligible for promotion to the next career level at the end of the current school year if they are on step B3, D3, F3, or H3. The Board makes all promotion decisions in the spring based on the recommendation of the Superintendent, who is

presented with a recommendation from the teacher's Promotion Review Team. There are no automatic promotions; rather, promotions are earned based on the criteria contained in this *Salary & Stipend Guide*. There is no quota or restriction for the number of promotions granted annually from the pool of eligible candidates. All criteria for documentation which must be submitted for promotion are published in rubric format (see rubrics in this guide). Successful promotion, based upon rigorous professional standards, is cause for special recognition and celebration.

Candidates who are not promoted remain frozen at their current salary schedule step until such time as they are promoted. Candidates who do not feel ready for the promotion process may defer for a year at a time, remaining frozen at their step, until such time as they feel ready to proceed with the promotion process. The goal is for all candidates to have sufficient feedback and support regarding the evidence they need to submit to be promoted in accordance with the District's rigorous professional standards; this should be a "no surprises" process emanating from full transparency, ample communication, and positive support.

IX. Promotion Review Team

Promotion from one career level to the next is based on a peer review process conducted by each building's Promotion Review Team (PRT). Each PRT is organized for a school year and consists of 3 educators and 2 administrators. Each building elects 2 educators for staggered two-year terms. A third educator is elected to serve on the PRT of the building's paired building (BPES & RMS and MPES & RHS). The 2 administrators on each building's PRT will be the principal and another administrator to be assigned by the Superintendent. The second administrator to be assigned by the Superintendent includes the RHS Assistant Principal, Curriculum Director, Technology Director, and Student Services Director. If an educator is unable to complete his/her 2-year term on the school's PRT, then a special election will be held to elect a replacement for the remainder of the term. Educators are eligible to serve on a PRT if they are at the Intermediate level or above. Educators who are probationary, eligible for promotion, or have a family member under consideration for promotion may not serve on any PRT that year.

X. Procedures for Promotion Review Teams

- A. All PRT proceedings are strictly confidential. At no time should any information be released or made known to any person not on the PRT, other than the Superintendent.
- B. No later than October 1, each educator who is eligible for promotion must inform the Superintendent in writing whether he/she will apply for promotion. Educators who do not submit their intentions will waive their promotion application for that year.
- C. By November 15, PRT elections are held and each building's PRT is formed.
- D. By January 15, each building's PRT meets for orientation and reviews its procedures.
- E. The PRT does not meet face-to-face with the promotion candidates. The PRT

- conducts a reflection review only, which is based on what the candidate submits. In the promotion year the candidate must submit his/her promotion reflection to the PRT during February.
- F. At an early-March meeting, the PRT will meet to develop a reading and meeting schedule. Each candidate's file will be assigned to a PRT member who will serve as the case manager. The case manager is responsible for studying the reflection in depth and presenting it to the PRT at promotion meetings which will begin no earlier than mid- March. The principal of a candidate may not be a case manager.
 - G. One candidate is reviewed for promotion at each PRT meeting beginning in mid-March. No more than one PRT meeting may be scheduled in a week unless approved by the Superintendent.
 - H. Reflections are strictly confidential. Prior to each PRT meeting, each PRT member will be responsible for independently reviewing the reflection of the teacher being considered for promotion. PRT members may not discuss candidate reflections with each other or anyone else except during PRT meetings. No information from the PRT meetings, including the PRT's promotion decisions, may be released to anyone other than the Superintendent.
 - I. The PRT uses the rubrics contained in this *Salary & Stipend Guide* to reach its conclusion. Levels 1 & 2 are below promotion standards. Promotion candidates must score in Level 3 or Level 4 in all rubric categories to be eligible for promotion.
 - J. After the PRT reaches a conclusion on the promotion of a candidate, a brief written statement explaining the recommendation will be sent to the Superintendent. The PRT's case manager is responsible for writing the promotion recommendation which is reviewed by the entire PRT prior to being sent to the Superintendent.
 - K. No later than May 10, the PRT must submit all promotion recommendations to the Superintendent.
 - L. At the May meeting of the School Board, the Superintendent will present the PRT promotion recommendations to the Board in closed session. The Board will discuss and make decisions regarding the promotions.
 - M. Following the Board's decision at the May meeting, the Superintendent will notify each candidate's principal of the Board's decision. The principal will deliver the Board's decision and the PRT's recommendation statement to the candidate in a private conference.

XI. Promotion Evidence

Each educator must submit to the PRT within the established timeline a written personal reflection of no more than 5 pages double spaced in Google Docs with links to supporting evidence that shows growth. The reflection should mention collaboration and professionalism as it explains the educator's growth. Supporting evidence could include such things as, but is not limited to, the following, and the PRT is interested in how these have contributed to growth:

- Collegial feedback
- College course or workshop participation
- Professional activities (presentations, articles, etc.)
- Photos/recordings of student activities (music, art)
- Student performance data

- Student work with educator feedback
- Continuous Improvement Conversations with students (plus/deltas, consensograms, “What’s Working, Challenges, and Questions”, etc.)
- Others

XII. Lead Educator Excellence/Improvement Points

Promotion to the Lead level allows the educator the opportunity to earn an annual bonus of \$1,250. In addition, Lead Level educators can earn a permanent stipend of \$1,250 each time an educator completes three years of qualifying Lead Educator Improvement Points (see stipend chart on Appendix I).

Although there are no more promotions after an educator has reached the Lead Educator level, educators at this level are still in the evaluation cycle and are still responsible for annual goals. Lead Educator Excellence/Improvement Points (LEIPs) can only be earned after an educator has been promoted to the Lead Educator level; no prior activities can be used for LEIPs. The LEIP chart contained in this *Salary & Stipend Guide* consists of a list of activities known to support district excellence and/or personal improvement. Lead educators who engage in the listed activities may earn LEIPs to be applied to an annual stipend. LEIPs are placed in the educator’s bank and, if unused, expire after 3 years.

When a Lead Educator accumulates 30 LEIPs, he/she is responsible for submitting documentation on the District’s form to the Superintendent for the following school year’s LEIP bonus no later than noon on the last business day prior to the August All Staff Inservice Day, and such bonus are paid out on an annualized basis. The only exception is for retirees who must complete and submit their LEIPs by the end of the day on the final educator work day as retirees have their LEIP bonus paid out in June. The goal is for each Lead Educator to annually demonstrate continued learning and professional activity which contribute to improved practice or level of excellence in the district, and thereby earn a bonus for that year. After every third year of earning this bonus, the Lead Educator will be issued a permanent stipend. The District will track and issue the stipend. The Lead Educator does not need to request it.

XIII. Rules for Lead Educator Excellence/Improvement Points(LEIPs)

- A. The number of LEIPs needed for the annual stipend is 30 points.
- B. If a monetary stipend is available for an activity (e.g., a summer workshop), the educator has the option of selecting either the monetary stipend or the LEIPs for that activity.
- C. It is the responsibility of the educator to obtain a verification signature on the LEIP Activity Form for each activity within 30 days following the completion of the activity. Late forms will not be accepted.
- D. Educators will retain their completed forms until such time as the educator accumulates 30 LEIPs and submits the completed forms for those LEIPs to the Superintendent. The deadline for submission is no later than noon on the last business day prior to the August All Staff Inservice Day before the following school year when the stipend will

be applied to the educator’s salary. Retiring educators must submit their LEIP form by the end of day on their last workday.

- E. An educator at the Lead Level who completes the required 30 LEIPs in their final year of employment shall receive the \$1,250 payout in their final paycheck in June. Retiring educators must submit by the end of day on their last workday to have the annual stipend paid in their final paycheck in June.
- F. The following activities qualify for LEIPs as delineated below.

NON-CONTRACTED DAYS

Activity	Points
3 graduate credit course (30 contact hours)	30 points
1 graduate credit course	10 points
1-day workshop (6 hours)	6 points.
1 non-paid professional development hour	1 point
Promotion Review Team (6pt/each review for any over 5)	30 points
Workshop/Inservice presenter (non-contracted time)	4 points./workshop hour
Walk Abouts/Peer Observations and Self Reflection (Walk Abouts template)	10 points
Article published in professional journal	10 points
AP Exam reader	30 points
Officer of professional organization	5 points
Presenting and/or answering questions as part of a district initiative (new curriculum, grant, etc.) at a school board meeting	1 point/ meeting
Curriculum Leadership Team Member and other leadership committees for consideration	1 point/hour
Volunteer Academic or Professional Coaching	1 point/hour
SimpleK12 Webinars	*Varies(TBD by Curriculum Director)

*Opportunity to earn additional points if action plan included (Action Plan template)	
Attend Other pre-approved webinars *Opportunity to earn additional points if action plan included (Action Plan template)	*Varies(TBD by Curriculum Director)
Record pre-approved Instructional Video/PD for use by other RASD staff	1.5 points/ recording
Conduct pre-approved Book Study with follow-up action plan (Action Plan template)	15 points
Personalized Professional Growth Activity*	Variable

CONTRACTED DAYS

Activity	Points
Workshop/Inservice presenter (contracted time)	4 points./workshop hour
Supervising student teacher (9 weeks)	15 points
Supervising clinical student *varies based on level	5 points (Level 1 or 2) 10 points (Level 3)
Mentoring educators that are new to the profession or educators with 1+ yrs in the profession but new to the district	30 points (new to profession) 15 points (1+ yrs experience but new to the district)
Record a lesson and conduct personal reflection (LEIP Recorded Lesson/Reflection template)	1.5 points/lesson

G. Special Professional Activity provides an opportunity for professional educators to apply to the Superintendent for LEIPs for an activity that is not outlined above. The Superintendent has discretionary authority to grant LEIPs for such requests and will use a rigorous professional standard for making a decision. Activities could include, but are not limited to:

- Developing new programs for students or staff
- Assisting in writing school or district grants
- Participating in a board committee, community coalition, or advisory group
- Establishing new program or support for students

Summary Timeline for RASD Salary Plan

By October 1	Educators who are eligible for promotion must inform the Superintendent in writing whether the educator will apply for promotion.
By November 15	Each building's PRT elections are held.
By January 15	Each building's PRT has met for orientation and reviewed procedures.
By February 28	Each promotion candidate has submitted his/her reflection to the building PRT.
By Early-March	Each PRT has met to develop a reading and meeting schedule with case managers assigned for each candidate.
By Mid-March	PRT candidate review meetings begin with no more than one meeting a week and no more than one candidate reviewed at a meeting.
By May 10	All promotion recommendations are submitted to the Superintendent by each PRT
At May BOE meeting	Superintendent presents PRT promotion recommendations to the Board of Education in closed session for Board action.
By end of day on last workday	Retiring Lead Educators must submit their LEIPs to the Superintendent to receive the annual stipend in their final paycheck in June.
By Early-June	Principals will hold a private conference with each of their promotion candidates to deliver the PRT recommendation and the Board's decision.
By June 15	Any educator receiving a new advanced degree must submit evidence of receipt of that degree to the Superintendent in order to receive the annual advanced degree stipend for following school years.
By June 15	Any teacher receiving new National Board Certification or Wisconsin Master Educator Assessment Process must submit evidence of receipt of that certification to the Superintendent in order to receive the annual NBPTS or WMEAP stipend in following school years.
By noon on the last business day prior to the August All Staff Inservice Day.	Lead Educators must submit their LEIPs to the Superintendent in order to receive the annual stipend for the following school year.

PRT Promotion Rubric

PROMOTION RUBRIC			
Level 1	Level 2	Level 3	Level 4
The personal narrative lacks sufficient coherence and/or evidence of continuous improvement that directly impacts professional progress and/or student learning.	The personal narrative does not provide a clear and persuasive case for promotion that convincingly uses sufficient evidence of continuous improvement directly impacting professional progress and/or student learning. (It may be insufficiently persuasive and/or provide insufficient evidence.)	The personal narrative provides a clear and persuasive case for promotion that convincingly uses sufficient evidence of continuous improvement directly impacting professional progress and/or student learning.	The personal narrative provides a clear, persuasive, outstanding case for promotion that convincingly uses considerable evidence of continuous improvement directly impacting professional progress and/or student learning or sustained excellence in areas of educator practice

Personal Narrative: All educators must submit a personal narrative to the Promotion Review Team. The narrative is a reflective summary of the educator’s growth since his/her previous promotion and is an opportunity for the educator to make his/her case for promotion based on meeting the District’s expectations for continuous improvement as an education teaching professional. The narrative weaves together the data and evidence from the entire reflection into a comprehensive, but concise (5 page maximum), explanation of what the educator did and how it made the educator a better professional in a purposeful way and where that path leads.

RIPON AREA SCHOOL DISTRICT
Promotion Review Team Recommendation

Promotion Candidate:

PRT Case Manager:

Other PRT Members:

Promotion Recommendation (“Yes” or “Not Yet”):

Brief Rationale/Evidence for Recommendation:

Case Manager Signature & Date:

Superintendent’s Signature of Receipt & Date:

Board of Education Decision:

Principal’s Signature & Date of Candidate Conference:

APPENDIX I

Ripon Area School District	
Teacher Salary Schedule 2024-2025	
2.89% overall increase from 2023-2024, including promotions	
Step	Salary
A1	\$46,000
A2	\$46,000
A3	\$46,000
B1	\$48,000
B2	\$48,000
B3	\$48,000
C1	\$52,018
C2	\$52,018
C3	\$52,018
D1	\$54,325
D2	\$54,325
D3	\$54,325
E1	\$58,940
E2	\$58,940
E3	\$58,940
F1	\$61,247
F2	\$61,247
F3	\$61,247
G1	\$65,861
G2	\$65,861
G3	\$65,861
H1	\$68,169
H2	\$68,169
H3	\$68,169
P1	\$73,287
P2	\$73,287
P3	\$73,287

ANNUAL STIPENDS

Master's Degree	\$3,000
Doctorate Degree	\$2,000
30 Lead Educator Excellence/Improvement Points	\$1,250
NBPTS or WMEAP Certification	State match (currently \$2,500)
Behavior Interventionist Analysis Certificate	\$2,000
Reading Teacher 316 Certificate	\$1,500
Math Specialist Certificate	\$1,000
Bilingual Certificate	\$2,100
English Language Certificate	\$2,100
New Teacher Mentor (per mentee)	\$500

APPENDIX II EXTRACURRICULAR ACTIVITIES

Index = \$42,512

Category A	10% Rate
HS Head Football	\$ 4,251
HS Head Boys Basketball	\$ 4,251
HS Head Girls Basketball	\$ 4,251
HS Head Wrestling	\$ 4,251
Category B	8% Rate
HS Musical Director	\$ 3,401
HS Head Volleyball	\$ 3,401
HS Head Boys Soccer	\$ 3,401
HS Head Girls Soccer	\$ 3,401
HS Head Baseball	\$ 3,401
HS Head Softball	\$ 3,401
HS Head Co-ed Track	\$ 3,401
HS Head Cross Country	\$ 3,401
MS Athletics Director	\$ 3,401
Category C	6.5% Rate
HS Assistant Football (6)	\$ 2,763
HS Assistant Boys Basketball (2)	\$ 2,763
HS Assistant Girls Basketball (2)	\$ 2,763
HS Assistant Wrestling	\$ 2,763
HS Strength and Conditioning (3)	\$ 2,763
Category D	5% Rate
HS Esports Advisor	\$ 2,126
HS 3-Act Play Director	\$ 2,126
HS Head Forensics	\$ 2,126
HS Head Boys Tennis	\$ 2,126
HS Head Girls Tennis	\$ 2,126
HS Head Golf	\$ 2,126
HS Assistant Volleyball (2)	\$ 2,126
HS JV Baseball	\$ 2,126
HS JV Softball	\$ 2,126
HS 1-Act Play Festival Director	\$ 2,126
MS Musical Director	\$ 2,126

Head Competition Cheer	\$	2,126
Category E		4.5% Rate
HS Assistant Musical Director	\$	1,913
HS Assistant Forensics	\$	1,913
HS Assistant Boys Soccer	\$	1,913
HS Assistant Girls Soccer	\$	1,913
HS Assistant Track (3)	\$	1,913
HS Varsity Assistant Baseball	\$	1,913
HS Varsity Assistant Softball	\$	1,913
HS Ticket Director	\$	1,913
HS Assistant Cross Country	\$	1,913
Category F		3.5% Rate
HS Assistant Musical Directors - Choral	\$	1,488
HS Assistant Musical Directors - Orchestra	\$	1,488
HS Assistant Musical Directors - Choreography	\$	1,488
HS Assistant 3-Act Play Director	\$	1,488
HS Drama Production Costumes (2)	\$	1,488
HS Pep Band Director	\$	1,488
HS Yearbook	\$	1,488
HS Assistant Girls Tennis	\$	1,488
HS Assistant Boys Tennis	\$	1,488
MS Yearbook	\$	1,488
MS Volleyball (4)	\$	1,488
MS Boys Basketball (4)	\$	1,488
MS Girls Basketball (4)	\$	1,488
MS Wrestling (2)	\$	1,488
MS Track (4)	\$	1,488
MS Cross Country (2)	\$	1,488
HS Head Football Cheer	\$	1,488
HS School Store Manager	\$	1,488

Category G	2.5% Rate
HS Show Choir/Vocal Jazz Director	\$ 1,063
HS Jazz Ensemble Director	\$ 1,063
HS High Mileage Vehicle Advisors (2)	\$ 1,063
HS Student Council Advisor	\$ 1,063
HS Math Team	\$ 1,063
HS Future Business Ldrs. Of Amer. Advisor	\$ 1,063
HS German Club Advisor	\$ 1,063
MS Assistant Musical Director (4)	\$ 1,063
MS Drama Production Costumes (2)	\$ 1,063
MS Forensics	\$ 1,063
MS Student Council Advisor	\$ 1,063
Reading Corps Supervisor (2)	\$ 1,063
Category H	2% Rate
HS Activo	\$ 850
HS Key Club	\$ 850
HS Link Crew (3)	\$ 850
MS Assistant Forensics (3)	\$ 850
MS Spirit Team	\$ 850
MS WEB Advisors (2)	\$ 850
MPES/QES Student Council (2)	\$ 850
HS Assistant Competition Cheer	\$ 850
HS Assistant Football Cheer	\$ 850
HS Assistant Golf	\$ 850
Category I	1% Rate
HS Academic Bowl	\$ 425
HS National Honor Society	\$ 425
MS Academic Bowl	\$ 425
HS East Central Conf Perspectives Advisor	\$ 425

Seasonal Pay

Compensation for seasonal positions listed in Appendix II shall be made in a lump sum payment at the conclusion of the season upon receipt from the employee of a completed Appendix II Extracurricular Payment Request form. This form shall be submitted when all duties and responsibilities for the position have been

completed.

Full Year Pay

Compensation for multiple-season positions listed in Appendix II and specified herein shall be made in twenty-four equal payments as part of the District's regular pay periods. These positions are HS Ticket Director, HS Pep Band Director, HS Yearbook Advisor, MS Yearbook Advisor, HS Show Choir/Vocal Jazz Director, HS Jazz Ensemble Director, HS Student Council Advisor, HS Math Team Advisor, HS Chess Club Advisor, HS Activo Advisor, HS Academic Bowl Advisor, HS National Honor Society Advisor, HS High Mileage Vehicle Advisor, HS Future Business Leaders of America Advisor, HS German Club Advisor, HS

Link Crew Advisor, MS Spirit Team Advisor, MS WEB Advisor, and MPES/QES Student Council Advisor, MS Student Council Advisor, Winter Pool Director, Summer Pool Director, Auditorium Manager, 4PS Coordinator, LVED Program Coordinator, International Program Coordinator, Title One Coordinator.

Tournament Play

Coaches whose teams participate in postseason tournament play shall be paid on a daily basis equal to their prorated weekly rate. A coach participating in postseason tournament play shall be entitled to a maximum reimbursement of his/her five-day weekly rate in any seven-day period. Coaches shall not be entitled to reimbursement for any Sunday activity. Wages for tournament play shall begin immediately following the first regional tournament competition for all sports except for football. Wages for football tournament play shall begin immediately following the end of the regular season.

Event Hosting Pay

Occasionally, organizations that the District partners with have an additional stipend for staff beyond what is listed in the Salary and Stipend Guide, referred to as an External Stipend for a Multiple-District Event Coordinator where other participating districts are charged a fee. Examples include hosting WIAA sporting events and the High School Academic Bowl. The Board of Education acknowledges this additional pay for staff beyond the Salary and Stipend Guide (approved 3/25/24).

APPENDIX III

		Index =	40,060
RATES FOR PROFESSIONAL WORK BEYOND THE REGULAR CONTRACT			
	% Rate	Type	2017-18
Pool Director	29.96%	Annual	\$ 12,000
Auditorium Manager	14.69%	Annual	\$ 5,885
3PS Coordinator (per section)	1.25%	Annual	\$ 500
Advocap/Headstart Coordinator	1.25%	Annual	\$ 500
LVEC Program Coordinator	11.51%	Annual	\$ 4,609
International Program Coordinator	7.49%	Hourly	\$ 4,500 cap
Title One Coordinator	4.99%	Annual	\$ 2,000
Summer School Catalog Coordinator	1.87%	Annual	\$ 750
Summer School Director	9.99%	Annual	\$ 4,000
French Adventure Coordinator	3.75%	Annual	\$ 1,500
My Learning Plan EPIC		Annual	\$ 1,200
Middle School Math Meet Coordinator/Supervisor		Annual	\$ 398
RATES FOR INSTRUCTION BEYOND THE REGULAR CONTRACT			
	% Rate	Type	2017-18
Summer School	0.08%	Hourly	\$ 35
French Hosting Class Instructor	0.04%	Hourly	\$ 15
RATES FOR PROFESSIONAL WORK BEYOND THE REGULAR CONTRACT			
	% Rate	Type	2017-18
Extra New Teacher Day(s)	0.36%	Daily	\$ 143
Curriculum Writing - *Amount to be divided proportionately amongst all curriculum writers of the course		Course	\$ 1,500
Curriculum Review (7 Hrs/Day)	0.46%	Daily	\$ 183
Workshop Attendance (7 Hrs/Day)	0.36%	Daily	\$ 143
Presentation of Full-Day Workshop	0.72%	Daily	\$ 287
Presentation of Conference Sectional	0.18%	Sectional	\$ 72
Extended Contract – Bachelor (35 Hrs/Week)	2.77%	Weekly	\$ 1,110
Extended Contract – Masters (35 Hrs/Week)	3.19%	Weekly	\$ 1,278
Tutoring	0.09%	Hourly	\$ 35
IEP Compensation (after 5:00 PM)	0.10%	Hourly	\$ 40
Student Non-Athletic Supervision (Non-School Days)	0.46%	Daily	\$ 183
HS Event Chaperone	0.10%	Hourly	\$ 41

HS JV/Varsity Athletics – 1 game	0.08%	Session	\$ 32
2 games	0.12%	Session	\$ 46
MS/Frosh/JV Athletics – 1 game	0.06%	Session	\$ 22
2 games	0.08%	Session	\$ 30
MS Academic Bowl – 1 contest	0.06%	Session	\$ 22
2 contests	0.08%	Session	\$ 30
Extracurricular Driving Wage	0.08%	Session	\$ 32
Overnight Supervision (On School Days)	0.22%	Session	\$ 89
Bus Chaperone – HS	0.14%	Session	\$ 57
Bus Chaperone – MS	0.10%	Session	\$ 39
Internal Subbing	0.03%	½ Hour	\$ 13
HS Weight Room Supervision	0.04%	Session	\$ 15
Summer Pool Supervisor	0.05%	Hourly	\$ 18
Game Manager	0.13%	Session	\$ 50
HS Media Center After School	0.07%	Hourly	\$ 29
Kindergarten/4PS/EC Screenings (Non-Contract Time)	0.09%	Hourly	\$ 35
Translation	0.09%	Hourly	\$ 25
Interpreting	0.09%	Hourly	\$ 35
MS Evening Concert/Play Supervision	0.08%	Session	\$ 30
HS Evening Concert/Play Supervision	0.08%	Session	\$ 32
ACT Prep Saturday Sessions (3.75 hr/day) – Bachelor	0.41%	Daily	\$ 164
ACT Prep Saturday Sessions (3.75 hr/day) – Master	0.48%	Daily	\$ 191
Overload Pay (5% of BA Base per Semester)	5.00%	Semester	\$ 2,300
	10.00%	Year	\$ 4,600

Summer School: The summer workday load shall be defined as 4.50 class hours of teaching per day in an approved course during approved Summer School hours. Teachers employed for a lesser period of time shall be compensated on a prorated basis.

Curriculum Writing: Teachers must receive prior written authorization from the Superintendent to engage in paid curriculum writing for a course. Payment shall be made after final approval of the written curriculum.

Curriculum Review: The “Curriculum Review” rate shall be used for teachers engaged in rewrite work as well as course revisions and new course curriculum projects applied for and accepted under the R&D program.

Workshop Attendance: Attendance at a workshop outside the regular school day must be pre- approved in writing for compensation by the Superintendent for district initiatives. Seven hours of attendance, exclusive of traveling time and lunch, is considered a full day. Teachers in attendance for a lesser period of time shall be compensated on a prorated basis.

Presentation at Workshop and Conference: Teachers must receive prior written authorization from the superintendent for paid presentations.