4141.2 – STIPEND POLICY

Certified Personnel Extra Compensation

The District shall provide extra compensation to teachers who fulfill certain assignments in addition to contractual responsibilities. The extra compensation provided shall be in the form of a fixed dollar amount (*i.e*., a stipend) added to the teacher's contract, the use of contract time to perform a specific role, and/or additional days added to the teacher's contract.

Definition of Stipend

A stipend is monetary compensation in addition to the teaching contract which is granted for planning, preparation, and/or student supervision that is beyond the scope of normal duties required for the accomplishment of a teaching assignment. Stipends can be combined when individuals are doing two or more jobs for which stipends are paid.

Academic stipends are a fixed dollar amount added to the employee's salary. The amount of the stipend will be proposed by the building principal and approved by the Board of Education. Academic stipends are based on a tier system.

Athletic stipends are calculated by multiplying the teacher's base pay by the appropriate stipend multiplier from the given range. The multiplier is for all additional responsibilities and actual time worked beyond the 190-day contract. The actual multiplier amount will be determined by the Superintendent of Schools.

Definition of Extended Contract

An extended contract exceeds, in length, the minimum number of contract days (190). An extended contract will be issued to teachers who are contracted to work more than the minimum number of days (190) required by the District to accomplish their assignment.

The salary for teachers receiving extended contract pay will be calculated as follows:

a. Determine placement on the teachers' salary schedule based on training and experience.
b. Divide the amount from (a.) by the minimum number of contract days (190) to determine the daily rate.
c. Multiply the daily rate by the number of contracted days to get the extended salary.
d. Determine the fixed dollar amount for which the employee is eligible.
e. Add the amounts from (c.) and (d.) to determine the annual salary.

Definition of Hourly and Daily Rate

Certified and classified staff who perform additional duties outside of their contract will be paid an hourly rate as determined by the District.
Certified staff who attend required professional staff development outside of their contract will be paid a daily rate as determined by the District.

Extra Compensation Proposal

A building principal or administrator may propose new assignments for extra compensation annually. The Superintendent will decide which assignments are eligible for extra compensation and the amount of compensation. Once the assignment and compensation is determined by the Superintendent, the proposed changes/additions shall be submitted to the certified Personnel Policy Committee in accordance with Arkansas law.

Extra Compensation Review

Principals will annually review the compensation of any teacher receiving stipends for any extra duties in their buildings. The stipend schedule will be reviewed by the certified Personnel Policy Committee each year. An annual summary of the salary stipend schedule changes will be posted on the District website under certified personnel.

ACADEMIC STIPENDS

POSITION	STIPEND RANGE FROM	TO	Stipend Amount
TIER 1	$2,000.00	$10,000.00	
Auditorium Manager			$3,500.00
Community Education Director			$2,800.00
SH Band Director (15 extra days)			$3,600.00
SH Choir Director (15 extra days)			$3,600.00
SH Winter Guard			$3,000.00
SH Director of Student Programs (20 extra days)			$5,750.00
SH Drama (10 extra days for 1 position)			$2,000.00
Freshman Planning Coordinator			$2,000.00
SH Speech & Debate			$2,000.00
TIER II	$1,500.00	$2,500.00	
9th Grade Band Director (15 extra days)			$2,000.00
9th Grade Choir Director (15 extra days)			$2,000.00
SH Asst. Band Director (15 extra days)			$2,000.00
SH Asst. Choir Director			$2,000.00
SH Department Chair (2 extra days)			$1,750.00
SH TV Production			$2,000.00
TIER III	$1,000.00	$1,750.00	
Head Media Specialist			$1,000.00
JH Band Director (15 extra days)			$1,500.00
JH Choir Director			$1,400.00
JH Department Head			$1,000.00
MS Department Head			$1,000.00
Orchestra Director			$1,600.00
SH National Merit Sponsor			$1,000.00
SH Newspaper			$1,200.00
SH Student Council			$1,000.00
SH Yearbook			$1,200.00
TIER IV	$500.00	$1,000.00	
Elementary Bicycle Programs Coordinator			$750.00
Secondary Bicycle Programs Coordinator			$750.00
Elementary SLIP Chair			$750.00

Elementary Odyssey of the Mind			$750.00
Elementary Quiz Bowl			$500.00
Elementary Technology Mentor			$500.00
JH SLIP Chair			$750.00
JH Math Counts			$500.00
JH Newspaper & Yearbook			$600.00
JH Odyssey of the Mind			$750.00
JH Quiz Bowl			$750.00
JH Student Council			$750.00
JH Technology Mentor			$500.00
JH Technology Student Association (TSA)			$750.00
MS SLIP Chair			$750.00
MS Odyssey of the Mind			$750.00
MS Quiz Bowl			$500.00
MS Technology Mentor			$500.00
SH DECA			$500.00
SH Junior Class Sponsor (Prom Sponsor)			$600.00
SH Literary Magazine			$500.00
SH National Honor Society			$750.00
SH Odyssey of the Mind			$750.00
SH Project Graduation			$600.00
SH Quiz Bowl			$750.00
SH Senior Class Sponsor			$600.00
SH SLIP Chair			$750.00
SH Technology Mentor			$500.00
SH Technology Student Association (TSA)			$750.00
SH Video Club Sponsor			$500.00
SH "26" Club			$1000.00

TIER V	$250.00	$550.00	
9th Grade National Jr. Honor Society (NJHS)			$350.00
9th Grade Student Council			$350.00
Elementary Archery Club			$350.00
Elementary Yearbook			$250.00
Garden Coordinator			$250.00
Green Team Leader			$250.00
JH Archery Club			$350.00
MS Archery Club			$350.00
MS Math Counts			$350.00
MS Student Council			$450.00
MS Yearbook			$450.00
SH FBLA			$500.00
SH FCCLA			$250.00
SH FHA			$450.00

SH Future Teachers of America			$250.00
SH G S A			$250.00
SH HOSA (Health Occupations)			$250.00
SH Math Club			$250.00

Other areas of pay			
Certified Staff - Additional teaching work outside of the contract, including homebound teaching, summer school, & intersession.		$28.00	hourly rate
Supervision of Performing Arts Center after hours.		$75.00	hourly rate
Certified Staff - Professional Staff Development required outside of the contract.		$75.00	daily rate
Classified Staff - Additional Aide work outside of the contract, including homebound teaching, summer school, & intersession. (This rate is not intended for Bus Drivers or Food Service Managers)		$12.00	hourly rate
Assisting with the Performing Arts Center after hours.		$30.00	hourly rate

Approved: 5-26-16
Effective: 7-1-16
Revised: 4-25-19 Effective 7-1-19

Athletic Stipends

Fayetteville High School Positions

POSITION	STIPEND RANGE	
TIER 1	**FROM**	**TO**
SH Head Football Coach	1.30	1.60
SH Head Basketball Coach	1.30	1.60
TIER II		
SH Head Baseball Coach	1.15	1.55
SH Head Softball Coach	1.15	1.55
SH Head Volleyball Coach	1.15	1.55
TIER III		
SH Football Offensive Coordinator	1.05	1.30
SH Football Defensive Coordinator	1.05	1.30
SH Assistant Football Coach	1.05	1.30
SH Head Soccer Coach	1.05	1.30
SH Head Track Coach	1.05	1.30
SH Head Cross Country Coach	1.05	1.30
SH Assistant Soccer Coach	1.05	1.30
SH Assistant Track Coach	1.05	1.30
SH Assistant Volleyball Coach	1.05	1.30
SH Assistant Softball Coach	1.05	1.30
SH Assistant Baseball Coach	1.05	1.30
District Strength & Conditioning Coach	1.05	1.30
SH Head Dance Team Coach	1.05	1.30
SH Head Cheerleading Coach	1.05	1.30
Spirit Squad Coordinator	1.05	1.30
SH Head Swim Coach	1.05	1.30
SH Head Golf Coach	1.05	1.30
SH Head Tennis Coach	1.05	1.30
SH Assistant Cross Country Coach	1.05	1.30
SH Head Bowling Coach	1.05	1.30
SH Head Wrestling Coach	1.05	1.30
SH Assistant Wrestling Coach	1.05	1.30
SH Assistant Swim Coach	1.05	1.30
SH Assistant Tennis Coach	1.05	1.30
9th Head/Assistant Dance Team Coach	1.05	1.30
9th Head/Assistant Cheerleading Coach	1.05	1.30
9th Grade Head Football Coach	1.05	1.30
9th Grade Assistant Football Coach	1.05	1.30
9th Grade Head Basketball Coach	1.05	1.30
9th Grade Assistant Basketball Coach	1.05	1.30

9th Grade Head Volleyball Coach	1.05	1.30
9th Grade Head Track Coach	1.05	1.30
9th Grade Cross Country Coach	1.05	1.30
Athletic Trainer	1.05	1.30
Assistant Athletic Director	1.01	1.10

Junior High Positions

POSITION TIER III	STIPEND RANGE FROM	 TO
JH Head Football Coach	1.05	1.30
JH Head Basketball Coach	1.05	1.30
JH Head Track Coach	1.05	1.30
JH Head Volleyball Coach	1.05	1.30
JH Dance Team Sponsor	1.05	1.30
JH Cheerleading Sponsor	1.05	1.30
JH Head Cross Country	1.05	1.30

Stipend is calculated by multiplying the teacher's base pay by the appropriate stipend multiplier from the given range. Actual multiplier amount will be determined by the Superintendent.

Athletic Coach contracts will be based on 190 days. The multiplier is for all additional responsibilities and extra time worked beyond the 190 day contract.