

3.1B LICENSED PERSONNEL EXTRA COMPENSATION

The District shall provide extra compensation to teachers who fulfill certain assignments in addition to teaching responsibilities. The extra compensation provided shall be in the form of a fixed dollar amount added to the teacher's contract, and/or additional days added to the teacher's contract, or a lightened teaching load with no additional monetary compensation. The assignments eligible for extra compensation and the amount of compensation shall be determined by the Board.

For teachers who work an extended contract, the per diem rate for extra days will be computed using the minimum number of contract days as the divisor. The salary for teachers receiving stipend 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 (192) 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 stipend for which the employee is eligible.
- e. Add the amounts from (c.) and (d.) to determine the annual salary.

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 (or "stacked") when individuals are doing two or more jobs for which stipends are paid.

ACADEMIC DEPARTMENT CHAIRS

All teaching staff will be assigned to a department. The building principal is empowered to assign staff to a department when staff numbers less than three in an academic discipline. The following departmental groupings will be used by the principal in assigning teachers to departments.

1. language arts
2. mathematics
3. science
4. social studies
5. fine arts (art, music, drama)
6. workforce education (business, home economics, trade and industrial, and work study)
7. foreign language
8. health/physical education
9. special education

Department chairs will receive a stipend based on the number of teachers assigned to the department.

three to five teachers
\$600

six to eight teachers
\$900

nine or more teachers
\$1200

ATHLETICS

COACHING POSITION	LEVEL 10 – 12	LEVEL 9	LEVEL 7 – 8
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FOOTBALL

Head Coach	\$10,500*	\$2500	\$2190
Assistant Coach	\$4690	\$1875	\$1565

BASKETBALL

Head Coach (Boys or Girls)	\$10,500*	\$2500	\$2190
Assistant Coach-Boys	\$4690	\$1875	\$1565
Assistant Coach – Girls	\$4690	\$1875	\$1565

VOLLEYBALL

Head Coach	\$10,500*	\$1875	\$1565
Assistant Coach	\$1875		

*includes responsibility for off-season program

TRACK

Head Coach (Boys or Girls)	\$3125	\$1875	\$1565
Assistant Coach	\$1875	\$1250	\$940

Coaches who receive an extended contract and/or stipend for coaching will work at scheduled home track meets.

BASEBALL

Head Coach	\$3125
Assistant Coach	\$1875

SOFTBALL

Head Coach	\$3125
Assistant Coach	\$1875

CROSS COUNTRY

Head Coach (Boys or Girls)	\$940
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SOCCER

Head Coach (Boys or Girls)	\$3125
Assistant Coach	Registered Volunteer

GOLF

Head Coach (Boys and Girls)	Registered Volunteer
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TENNIS

Head Coach (Boys and Girls)	Registered Volunteer
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SWIMMING

Head Coach (Boys and Girls)	Registered Volunteer
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BOWLING

Head Coach (Boys and Girls)	Registered Volunteer
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WRESTLING (Boys and Girls)	Registered Volunteer
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Qualified registered volunteers may be used when available in any sport with the exception of football, basketball, and track. In the event a qualified, registered volunteer cannot be found, the Superintendent will make a compensation recommendation to the Board of Education.

BAND

Band Director (10th – 12th grade) \$10,000

Director (9th grade) \$3750

Jazz Band Director (10th-12th) \$1565

Middle School Band Director \$3050

DANCE TROUPE \$1600

IB COORDINATOR \$915

JROTC

Senior Instructor \$5120

Assistant Instructor \$3730

LITERARY MAGAZINE

High School \$900

NEWSPAPER ADVISOR

High School \$600

QUIZ BOWL SPONSOR

High School \$700

Middle School \$500

PARENT INVOLVEMENT COORDINATOR \$600 or lightened teaching load

(compensation form to be determined by the building principal)

SECONDARY CHOIR DIRECTOR \$900

SENIOR CLASS SPONSOR \$1200

SENIOR ASSISTANT SPONSOR \$600

STUDENT COUNCIL SPONSOR

High School \$1200

Middle School \$900

SPEECH & DRAMA (9TH -12TH Grades) \$3000

SPIRIT GROUP SPONSORS

Cheerleaders Varsity (11th-12th) \$3595

Cheerleaders Junior Varsity (10th) \$2155

Cheerleaders Freshman (9th) \$2155

Cheerleaders Middle School (8th) \$1540

Dance Team Varsity (11th-12th) \$3080

Dance Team Junior Varsity (10th) \$2155

Dance Team Freshman (9th) \$2155

TELEVISION PROGRAM DIRECTOR \$6250

YEARBOOK SPONSOR \$1540

Definition of Extended Contract

An extended contract exceeds the minimum number of contract days (192) in length. An extended contract will be issued to teachers who are contracted to work more than the minimum number of days (192) required by the District to accomplish their teaching assignment.

DAYS	EXTENDED CONTRACTS
252	Head Counselor (9 th -12 th) Senior Army Instructor
240	Head Coaches of High School Basketball (Varsity 10 th -12 th) Head Coach of High School Football (Varsity 10 th -12 th)
227	VBI Instructor (10 th -12 th) Assistant Army Instructor (9 th -12 th)
212	Head Counselor (6 th -8 th)-
207	Counselors (6 th -12 th) JAG Coordinator
200	Media Specialists (6 th -12 th) Band (9 th -12 th) TV Program Instructor (10 th -12 th) Coaches of Football, Basketball and Volleyball (7 th -12 th)
197	Cheerleader/Drill Team Sponsors (8 th -12 th) Yearbook Sponsor Activities Director (9 th -12 th) Peer Leadership Instructor (10 th -12 th)
195	Workforce Education Personnel (7 th -12 th) IB Coordinator Band (7 th -9 th)
192	All other certified personnel ELL Teachers School Psychology Specialist

Positions funded by temporary grants or Arkansas Department of Education approved programs are not included in the extended contract listing, as they may change from year to year.

Definition of Lightened Teaching Load

An assignment of less than a full teaching load must meet the following criteria:

1. Teacher is assigned duty in order to fill a day's schedule because a full teaching load is not available.
2. Teacher is assigned duty because the safe management of the school demands it.
3. The teacher is given a compensatory preparation period for duty done before or after the regular school day.
4. A special services teacher is assigned one or more periods for Due Process Designee.
5. A teacher is assigned to be Activities Director, School-Based Team Leader, Parent Involvement Coordinator, or ACSIP Chair.

Extra Compensation Review

Building principals will annually review the performance of each teacher receiving extra compensation. The Extra Compensation Schedule (stipends, extended contracts, and lightened loads) shall be subject to review by a committee of three teachers and three members appointed

by the Superintendent. The members of the committee will serve for three years each on a rotating basis with one teacher member and one administrative member rotating off each year. The committee will meet quarterly or more frequently, as needed. The responsibility of this committee will be both to update the existing extra compensation schedule and to consider requests for changes. The committee will submit its recommendations to the Superintendent who will in turn make recommendations to the Board.

In order for the Board to take action by the April meeting, any requests for changes must be submitted to the chairman of the committee by March 1.

Date Adopted:	February 1996
Revised:	June 21, 2007
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