



**D.C. Everest Area School District**  
Compensation Plans  
2025-2026

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# **Compensation Plan A**

## **Teachers**

## Teacher Salary Schedule

2025-2026 Teacher Salary Schedule				
Level	Step	Increase	Salary	Professional Development Requirements
Above	AB	\$1,000	\$82,200	There are no professional development requirements for teachers above the schedule.
Level 8	8C	\$1,200	\$81,200	Teachers need 8 hours of professional development to move from 8A to 8B and to move from 8B to 8C. Teachers need 8 hours of professional development to move from Level 8 to Above the Schedule.
	8B	\$1,200	\$80,000	
	8A	\$2,000	\$78,800	
Level 7	7C	\$1,200	\$76,800	Teachers need 30 hours of professional development to move from Level 7 to Level 8. No professional development is required to move from 7A to 7B and to move from 7B to 7C. Teachers are not able to skip 7C.
	7B	\$1,200	\$75,600	
	7A	\$2,000	\$74,400	
Level 6	6C	\$1,200	\$72,400	Teachers need 30 hours of professional development to move from Level 6 to Level 7. No professional development is required to move from 6A to 6B and to move from 6B to 6C. Teachers are not able to skip 6C.
	6B	\$1,200	\$71,200	
	6A	\$3,000	\$70,000	
Level 5	5C	\$1,200	\$67,000	Teachers need 90 hours of professional development to move from Level 5 to Level 6. No professional development is required to move from 5A to 5B and to move from 5B to 5C. Teachers are able to skip 5C if they have been in Level 5 for two years and have earned 90 hours of professional development.
	5B	\$1,200	\$65,800	
	5A	\$3,000	\$64,600	
Level 4	4C	\$1,200	\$61,600	Teachers need 90 hours of professional development to move from Level 4 to Level 5. No professional development is required to move from 4A to 4B and to move from 4B to 4C. Teachers are able to skip 4C if they have been in Level 4 for two years and have earned 90 hours of professional development.
	4B	\$1,200	\$60,400	
	4A	\$3,200	\$59,200	
Level 3	3C	\$1,200	\$56,000	Teachers need 90 hours of professional development to move from Level 3 to Level 4. No professional development is required to move from 3A to 3B and to move from 3B to 3C. Teachers are able to skip 3C if they have been in Level 3 for two years and have earned 90 hours of professional development.
	3B	\$1,200	\$54,800	
	3A	\$3,000	\$53,600	

Level 2	2C	\$1,200	\$50,600	No professional development is required to move from 2A to 2B and to move from 2B to 2C. Teachers with more than 3 years of public school teaching experience when initially placed in Level 2 need 90 hours of professional development to move from Level 2 to Level 3. Teachers with more than 3 years of experience are able to skip 2C if they have been in Level 2 for two years and have earned 90 hours of professional development. Teachers with 3 years or less of public school teaching experience when initially placed in Level 2 need 45 hours of professional development to move from Level 2 to Level 3. Teachers with 3 years or less of experience are not able to skip 2C.
	2B	\$1,200	\$49,400	
	2A	Base	\$48,200	
General Teacher Salary Schedule Guidelines				
Teachers will move vertically on the schedule after each successful year of teaching (recommended for contract renewal) if they have met the professional development requirement to move.				
Teachers initially hired at Step C in Levels 2, 3, 4, and 5 may move to the next level the following year if they meet the 90 hours of professional development requirement. If they have not met the requirement, they will remain on Step C for year two and will receive a \$1,000 one-time stipend. After that, they will be frozen at Step C until the 90 hours of professional development requirement has been met.				

Board Approved TBD

# **Compensation Plan B**

## **Non-Exempt Regular Employees**

## Non-Exempt Regular Employees Starting Hourly Wages

Building-Level	
Job Title	Starting
Education Assistant	\$16.00
English Learner Assistant	\$17.00
IMC Secretary - Junior High	
IMC Secretary - Middle School	
Naturalist	
Special Education Assistant	\$17.50
Athletic Secretary - Junior High	\$18.00
Athletic Secretary - Senior High	
Attendance Secretary - Junior High	
Attendance Secretary - Middle School	
Attendance Secretary - Senior High	
Health Assistant - No Related Degree/Certificate	
K-12 Curriculum Support Secretary	
Main Office Secretary - Senior High	
Student Services Secretary - Junior High	
Student Services Secretary - Middle School	
Administrative Assistant to Elementary Principal	\$19.00
Administrative Assistant to Idea & Odyssey	
Administrative Assistant to Junior High Principal	
Administrative Assistant to Middle School Principal	
Administrative Assistant to Senior High Principal	
Administrative Secretary - Senior High	
Health Assistant - Related Degree/Certificate	
Student Services Secretary - Senior High	
Educational Interpreter	\$23.00

<b>District-Level</b>	
<b>Job Title</b>	<b>Starting</b>
Receptionist/Buildings & Grounds Secretary	\$19.00
Administrative Assistant to Curriculum & Learning Department	\$21.00
Administrative Assistant to Director of Special Education	
Administrative Assistant to Director of Student Services	
Administrative Assistant to Director of Technology	
Accounts Payable Specialist	\$22.00
Payroll Clerk	
Administrative Assistant to Assistant Superintendent of Learning	\$23.00
Accounting Specialist	\$25.00
Benefits Specialist	\$26.00
Employment Specialist	
Senior Payroll Specialist	
Accounting Supervisor	Market
Talent Coordinator	

<b>Buildings &amp; Grounds</b>	
<b>Job Title</b>	<b>Starting</b>
Housekeeper	\$17.50
Seasonal Groundskeeper	
Lead Housekeeper	\$19.00
Groundskeeper	\$20.50
Driver	
Custodian	
Lead Custodian	\$23.00
Maintenance	\$24.00
Electrician	Market
Lead Low Voltage Technician	
Plumber	



<b>Greenheck Turner Community Center (Full-Time)</b>	
<b>Job Title</b>	<b>Starting</b>
Facility Maintenance Technician*	\$21.00
Lead Facility Maintenance Technician*	\$23.00
21st Century Grant Site & Assistant Adventure Camp Coordinator	\$24.00
Adventure Camp & Assistant School Age Coordinator	
Facility Scheduling Coordinator	
Family Programming & Catering Coordinator	
Recreation Coordinator	
Hospitality & Events Supervisor	\$26.00

*\*These positions receive a differential of \$2.00 per hour for work on Sundays.*

<b>School Nutrition</b>	
<b>Job Title</b>	<b>Starting</b>
Dishwasher	\$16.00
Server	
Cook	\$17.00
Assistant Kitchen Coordinator	\$18.00
Chef	\$19.50
Kitchen Coordinator	\$20.50
School Nutrition Driver	
Administrative Assistant to School Nutrition Department	\$21.00

<b>Technology</b>	
<b>Job Title</b>	<b>Starting</b>
Data Support Specialist	\$21.00
IT Communications Specialist	\$23.00
Mobile Device Management Specialist	
Technology Integration Support Technician	
Information Systems Specialist	\$25.00

# **Compensation Plan C Substitutes**

## Substitute Compensation

Non-Exempt Substitutes			
<i>These positions are not subject to Board-approved annual increases</i>			
Job Title	Hourly	Time Tracking	Rate Type
School Nutrition	\$14.50	True Time	N/A
Education/EL Assistant		Frontline	Short-Term
Custodian		True Time	N/A
Education/EL Assistant	\$16.00	Frontline	Long-Term
Health Assistant		Frontline	Short-Term
Special Education Assistant	\$16.50	Frontline	Short-Term
Special Education Assistant	\$17.50	Frontline	Long-Term
Health Assistant		Frontline	Long-Term
Always an Evergreen Guest Teacher	\$20.00	True Time	N/A
Educational Interpreter	\$30.00	White Timesheet	N/A

Exempt Substitutes			
<i>These positions are not subject to Board-approved annual increases</i>			
Job Title	Rate	Time Tracking	Rate Type
Guest Teacher	\$70 half-day	Frontline	Short-Term
Guest Teacher	\$116 half-day	Frontline	Long-Term
Guest Teacher	\$140 full day	Frontline	Short-Term
Guest Teacher	\$232 full day	Frontline	Long-Term
Parent/Teacher Conferences	\$29.00	Yellow Timesheet	Hourly

*Long-Term rate is paid when subbing for 5 or more days in one assignment.*

Regular Employees Subbing During Workday				
<i>These positions are not subject to Board-approved annual increases</i>				
Regular Position	Substitute Position	Pay	Time Tracking	Rate Type
Support Staff	Guest Teacher	\$29.00	True Time	Hourly
Education Assistant	SPED Assistant Back-Up	\$1.50	True Time	Differential
Education Assistant	Health Assistant Back-Up	\$1.50	True Time	Differential
Education Assistant	Secretary Back-Up	\$1.50	True Time	Differential
Special Education Assistant	Health Assistant Back-Up	\$1.50	True Time	Differential
Special Education Assistant	Secretary Back-Up	\$1.50	True Time	Differential
Health Assistant*	Secretary Back-Up	\$1.50	True Time	Differential
Teacher	Secondary Period Teacher Sub	\$25.00	Blue Timesheet	Per Period
Teacher	Secondary Period Support Sub (SPED Only)	\$25.00	Blue Timesheet	Per Period

Teacher	Physical Education Lifeguard	\$25.00	Blue Timesheet	Per Period
Teacher	Elementary Period Sub	\$15.00	Blue Timesheet	Per 30-Minute Period
Teacher	Elementary "Additional Students"	\$17.00	Red Timesheet	Hourly

*\*Health Assistants without a related degree that are paid a lower starting hourly wage. Differential pay is in addition to employee's regular rate.*

<b>Part-Time Regular Employees Subbing Outside Workday</b>				
<i>These positions are not subject to Board-approved annual increases</i>				
<b>Regular Position</b>	<b>Substitute Position</b>	<b>Pay</b>	<b>Time Tracking</b>	<b>Rate Type</b>
Education Assistant	Substitute Assistant (Education/EL Assistant)	Regular Rate	Frontline	Hourly
Education Assistant	Substitute Assistant (SPED)	Starting Rate	Frontline	Hourly
Special Education Assistant	Substitute Assistant (Education/EL Assistant)	Starting Rate	Frontline	Hourly
Special Education Assistant	Substitute Assistant (SPED)	Regular Rate	Frontline	Hourly
Support Staff	Guest Teacher	\$17.50	True Time	Hourly
Teacher	Guest Teacher	Regular Rate	White Timesheet	Hourly
Teacher	Substitute Assistant	Starting Rate	White Timesheet	Hourly

# **Compensation Plan D**

## **Extracurricular**

# Athletic Coaching Compensation

## Compensation

Athletic Coaches will be compensated based on the following sport and position tiers. The amounts listed for compensation are paid as a stipend. Compensation amounts in this plan are for district-budgeted coaches only. Compensation for coaches that are funded by a SBAA or Booster Club will be determined by the SBAA or Booster Club (non-budgeted).

<b>Sports Tiers</b>	
1	Basketball Football Hockey Wrestling
2	Baseball Soccer Softball Swimming Track & Field Volleyball
3	Cross Country Golf Tennis

<b>Position Tiers</b>	
1	Varsity Head
2	JV/JV2 Head HS Football Offensive/Defensive Coordinators HS Wrestling Assistant
3	Varsity Assistant HS Football Assistant
4	JV3 Head
5	JV/JV2 Assistant
6	6-8 <sup>th</sup> Head
7	6-8 <sup>th</sup> Assistant

<b>Compensation</b>			
	<b>Sport</b>		
<b>Position</b>	<b>Tier 1</b>	<b>Tier 2</b>	<b>Tier 3</b>
<b>Tier 1</b>	\$6,600	\$5,600	\$4,800
<b>Tier 2</b>	\$4,500	\$3,800	-
<b>Tier 3</b>	\$4,300	\$3,600	\$3,100
<b>Tier 4</b>	\$3,900	\$3,300	-
<b>Tier 5</b>	\$3,300	\$2,800	-
<b>Tier 6</b>	\$2,500	\$2,500	\$2,500
<b>Tier 7</b>	\$1,900	\$1,900	\$1,900

<b>Compensation for Other Positions</b>	
<b>Position</b>	<b>Stipend</b>
Curling Head	\$3,300
Curling Assistant	\$2,100
Dance Varsity Head (Fall)	\$2,600
Dance Varsity Head (Winter)	\$3,500
Dance Varsity Assistant (Fall)	\$1,500
Dance Varsity Assistant (Winter)	\$2,000
Dance 6-8 <sup>th</sup> Head	\$2,000
Dance 6-8 <sup>th</sup> Assistant	\$1,400
JH Weight Room (fall, winter 1, winter 2)	\$825
Strength & Performance Coordinator (fall, winter, spring)	\$4,125
Strength & Performance Coordinator (summer)	\$4,950

### **Longevity Compensation**

To reward athletic coaches for their dedication to our students and programs, coaches will receive a payment based on the years of service coaching that sport for D.C. Everest. Years of service do not need to be consecutive. If a coach coaches multiple sports, the longevity stipend is calculated and paid per season, per sport. Coaches will earn a year of service for each year coaching that sport at D.C. Everest. Years of service will be calculated separately for coaches that coach the same sport in different seasons (i.e., Boys Tennis and Girls Tennis).

The longevity stipend amount will be reflected on the coaching agreement that is issued to the coach at the start of the season. The longevity stipend schedule listed below is not cumulative, when a level is reached, the associated amount is the stipend amount paid each season until the next level is reached.

Longevity compensation for part-time coaches will not be prorated, they will receive the full amount listed. Coaches are only eligible for one longevity stipend per season. If they have two agreements due to sharing two positions with another coach or for other unique circumstances, they are only eligible for longevity compensation for one position. Coaches that are funded by a SBAA or Booster Club (non-budgeted) are not eligible for longevity compensation. However, for the purposes of calculating coaching years of service, years as a non-budgeted coach will count for determining longevity compensation for district-budgeted coaches.

<b>Longevity Compensation</b>	
Start of Year 3	\$200
Start of Year 6	\$500
Start of Year 11	\$800
Start of Year 16	\$1100
Start of Year 21	\$1400

## **Pay Schedule**

Athletic coaches will be paid their compensation (including longevity) based on the following pay schedule.

<b>Sports Season</b>	<b>Pay Dates</b>
Fall	September – November (3 equal payments on the first pay period of the month)
7-8 <sup>th</sup> Grade Boys Basketball 6-8 <sup>th</sup> Grade Boys Swimming JH Weight Room (Winter 1)	November – December (2 equal payments on the first pay period of the month)
Winter	December – February (3 equal payments on the first pay period of the month)
7-8 <sup>th</sup> Grade Girls Basketball 6-8 <sup>th</sup> Grade Wrestling JH Weight Room (Winter 2)	January – February (2 equal payments on the first pay period of the month)
Spring	March – May (3 equal payments on the last pay period of the month)
Summer	June – August (3 equal payments on the first pay period of the month)

## **Extended Season Compensation**

### *Background*

Most high school sports automatically qualify for tournament play. There are a few sports that must qualify based on the success they have throughout the season. The extended season compensation is not intended to be an incentive for teams to advance. The purpose is to modestly compensate coaches for the extra time it takes for preparation, practice, and competitions that take place in the playoffs.

### *Guidelines*

The extended season compensation will begin if there is advancement beyond the first playoff competition for all sports that automatically qualify to participate in the playoffs. For those sports that must earn a place in the playoffs, their extended season compensation will begin after their last regular season game and continue until their season ends.

Extended season compensation is by the calendar week. For example, if a team won their first playoff game on a Thursday, the first week of extended season compensation will run from the following day (Friday) through Thursday of the following week. They will receive one week of extended season compensation regardless of how far into the week the team progresses. If the team advances beyond the Thursday of the following week, the second week of extended season compensation will immediately kick in and so forth. The extended season compensation process will continue in this manner through state championship events.

For team sports that do not have individual events, all coaches would be afforded the extended season compensation that are under agreement with the district. For teams with specific event coaches (i.e. track) the head coach and only the specific event assistant coach will receive the extended season compensation. For example, if only one long jumper advanced, we will not compensate all the assistant track coaches with extended season compensation.



### *Compensation*

Head Coaches = \$175 per week

Assistant Coaches = \$135 per week

### *Procedure*

Requests for extended season compensation must be completed by the head coach and submitted to the Athletic Director at the end of the season. The Athletic Director will review and sign the forms and send them to Payroll for processing. Any decisions regarding questions or anomaly situations that may arise out of this process will be decided by the Superintendent.

### **Number of Coaches**

D.C. Everest recognizes the number of coaches, identified by sport, as the current maximum number of coaches required to field the existing number of teams in each sport.

- 1) If the number of athletes in any sport increases to the point that safety and effective skill instruction is jeopardized, the Athletic Director may submit a request for an additional coach.
- 2) If the number of athletes increases to cause an addition in the number of teams in any sport, the Athletic Director may submit a request for an additional coach.
- 3) If the number of athletes decreases enough to cause a reduction in the number of teams in any sport, the Athletic Director will consider whether to reduce the number of coaches.

<b>Number of Coaches</b>				
<b>Sport</b>	<b>Girls/Boys</b>	<b>Level</b>	<b>Position</b>	<b># Coaches</b>
Baseball	Boys	8th	Assistant	1
Baseball	Boys	8th	Head	1
Baseball	Boys	JV2	Assistant	1
Baseball	Boys	JV2	Head	1
Baseball	Boys	JV	Assistant	1
Baseball	Boys	JV	Head	1
Baseball	Boys	Varsity	Assistant	3
Baseball	Boys	Varsity	Head	1
Basketball	Boys	7th	Assistant	2
Basketball	Boys	7th	Head	1
Basketball	Boys	8th	Assistant	2
Basketball	Boys	8th	Head	1
Basketball	Boys	JV3	Head	1
Basketball	Boys	JV2	Head	1
Basketball	Boys	JV	Head	1
Basketball	Boys	Varsity	Assistant	2
Basketball	Boys	Varsity	Head	1
Basketball	Girls	7th	Assistant	1
Basketball	Girls	7th	Head	1

Basketball	Girls	8th	Assistant	2
Basketball	Girls	8th	Head	1
Basketball	Girls	JV2	Head	1
Basketball	Girls	JV	Head	1
Basketball	Girls	Varsity	Assistant	2
Basketball	Girls	Varsity	Head	1
Cross Country	Boys/Girls	6-8th	Assistant	3
Cross Country	Boys/Girls	6-8th	Head	1
Cross Country	Boys	Varsity	Assistant	1
Cross Country	Boys	Varsity	Head	1
Cross Country	Girls	Varsity	Assistant	1
Cross Country	Girls	Varsity	Head	1
Curling	Boys/Girls	Club	Assistant	2
Curling	Boys/Girls	Club	Head	1
Dance Team	Girls	6-8th	Assistant	2
Dance Team	Girls	6-8th	Head	1
Dance Team	Fall	Varsity	Assistant	1
Dance Team	Fall	Varsity	Head	1
Dance Team	Winter	Varsity	Assistant	1
Dance Team	Winter	Varsity	Head	1
Football	Boys	7th	Assistant	3
Football	Boys	7th	Head	1
Football	Boys	8th	Assistant	3
Football	Boys	8th	Head	1
Football	Boys	JV2	Assistant	3
Football	Boys	JV2	Head	1
Football	Boys	HS	Assistant	5
Football	Boys	Varsity	DC/OC	2
Football	Boys	Varsity	Head	1
Golf	Boys	Varsity	Assistant	2
Golf	Boys	Varsity	Head	1
Golf	Girls	Varsity	Assistant	1
Golf	Girls	Varsity	Head	1
Hockey	Boys	JV	Head	1
Hockey	Boys	Varsity	Assistant	2
Hockey	Boys	Varsity	Head	1
Hockey	Girls	JV	Head	1
Hockey	Girls	Varsity	Assistant	2
Hockey	Girls	Varsity	Head	1
Soccer	Boys	7-8th	Assistant	2
Soccer	Boys	7-8th	Head	1

Soccer	Boys	JV2	Head	1
Soccer	Boys	JV	Head	1
Soccer	Boys	Varsity	Assistant	2
Soccer	Boys	Varsity	Head	1
Soccer	Girls	7-8th	Assistant	2
Soccer	Girls	7-8th	Head	1
Soccer	Girls	JV2	Head	1
Soccer	Girls	JV	Head	1
Soccer	Girls	Varsity	Assistant	2
Soccer	Girls	Varsity	Head	1
Softball	Girls	8th	Assistant	1
Softball	Girls	8th	Head	1
Softball	Girls	JV	Assistant	1
Softball	Girls	JV	Head	1
Softball	Girls	Varsity	Assistant	2
Softball	Girls	Varsity	Head	1
Swimming	Boys	6-8th	Assistant	1
Swimming	Boys	6-8th	Head	1
Swimming	Boys	Varsity	Assistant	1
Swimming	Boys	Varsity	Head	1
Swimming	Girls	6-8th	Assistant	2
Swimming	Girls	6-8th	Head	1
Swimming	Girls	Varsity	Assistant	2
Swimming	Girls	Varsity	Head	1
Tennis	Boys	Varsity	Assistant	1
Tennis	Boys	Varsity	Head	1
Tennis	Girls	Varsity	Assistant	2
Tennis	Girls	Varsity	Head	1
Track & Field	Boys/Girls	6-8th	Assistant	12
Track & Field	Boys/Girls	6-8th	Head	1
Track & Field	Boys	Varsity	Assistant	6
Track & Field	Boys	Varsity	Head	1
Track & Field	Girls	Varsity	Assistant	6
Track & Field	Girls	Varsity	Head	1
Volleyball	Girls	7th	Assistant	3
Volleyball	Girls	7th	Head	1
Volleyball	Girls	8th	Assistant	3
Volleyball	Girls	8th	Head	1
Volleyball	Girls	JV3	Head	1
Volleyball	Girls	JV2	Head	1
Volleyball	Girls	JV	Assistant	1

Volleyball	Girls	JV	Head	1
Volleyball	Girls	Varsity	Assistant	2
Volleyball	Girls	Varsity	Head	1
Wrestling	Boys/Girls	6-8th	Assistant	2
Wrestling	Boys/Girls	6-8th	Head	1
Wrestling	Boys/Girls	HS	Assistant	4
Wrestling	Boys/Girls	Varsity	Head	1
Weight Room	JH	Fall	Supv	1
Weight Room	JH	Winter 1	Supv	1
Weight Room	JH	Winter 2	Supv	1
Strength & Performance	SH	Fall	Coord	1
Strength & Performance	SH	Winter	Coord	1
Strength & Performance	SH	Spring	Coord	1
Strength & Performance	SH	Summer	Coord	1

### **Guidelines**

- Should the new compensation model (stipend and longevity combined) result in a loss of pay for a current coach, the coach will continue to be held at the rate of pay (stipend and longevity combined) they would have received prior to the 2025-2026 school year until such a time the new compensation model does not result in a loss of pay.
  - If a coach that is held at their same rate of pay as under the previous compensation model 1) has a break in service of coaching for that specific sport and season and returns to coaching in the future, OR 2) moves to a different position, they will be paid per the new compensation model, even if it is at a lesser amount than they received previously.
- Part-time coaches may be hired in lieu of a full-time coach.
  - If two part-time coaches are hired, they will each receive 50% of the stipend amount.
  - If only one part-time coach is hired, they will receive 60% of the stipend amount.
- Two full-time coaches that share two different positions (i.e., co-heads and co-assistants) will receive 50% of the stipend amount for each position.
- If a coach is unable to coach temporarily and the program wants to hire and pay an interim coach, the stipend of the coach on leave must be adjusted to offset the cost of the interim coach.

# **Extracurricular Non-Budgeted Staff Compensation**

## **Background**

Coaches, advisors, and other staff that are hired by SBAA's and Booster Clubs will be onboarded as district employees and paid through Payroll. This includes coaches that are paid for working various camps run by district programs as well. Staff paid through SBAA or Booster Club funding are considered "non-budgeted staff".

This process ensures that staff working with students have met any legal requirements and for insurance and liability purposes as well.

Staff should not be paid directly by the SBAA or Booster Club as this violates proper payroll practices and puts the district at a liability risk.

## **Guidelines**

Groups that wish to fund additional coaches, advisors, or other staff and fund the costs through a SBAA or Booster Club must inform the Athletic Director or Principal of their intent to fund additional staff. The Athletic Director, Principal, or program lead (i.e., Theatre Department Lead) will then provide Talent and Culture with the name, contact information, salary, and position of the individual they would like to hire. It is recommended that compensation for non-budgeted staff does not exceed compensation for budgeted staff as set by our compensation plans. Talent and Culture will reach out to the individual to start the onboarding process.

Once the individual is cleared to begin working by the Talent and Culture Department, the Athletic Director or Principal will submit an agreement request in the Agreements System for the non-budgeted staff member. The SBAA or Booster Club must write a check to D.C. Everest Area School District to cover the full cost of paying the non-budgeted staff member, which includes FICA, Medicare, and for some individuals, WRS. The Agreements System will indicate the amount that needs to be paid. The check should be sent to the Business Office.

The non-budgeted staff member will be paid on the same schedule that "budgeted" coaches and advisors are paid. The Business Office must receive the check at least two weeks prior to the staff member's first payment as indicated by the schedule.

# Athletic Event Duty Compensation

## Middle School & Junior High School

Athletic Event Workers at the 6-8<sup>th</sup> grade and JV2/JV3 level will be compensated per the following table. Compensation is paid as a stipend per event worked. If the Athletic Event Worker works two events in the same day, they will be compensated the amount shown for each event. Stipend amounts will be prorated if the worker does not work the duration of the event.

<b>MS/JH Athletic Event Worker Compensation</b>	
<b>Position</b>	<b>Stipend</b>
Announcer	\$35.00
Crowd Control	\$35.00
Scorer/Timer	\$35.00
Table Worker	\$35.00
<b>Basketball Only</b>	
Tournament - Worker	\$125.00
<b>Football Only</b>	
Chain Crew	\$35.00
<b>Swimming Only</b>	
Lifeguard	\$45.00
Table Worker	\$50.00
<b>Track &amp; Field Only</b>	
Event Worker	\$70.00
<b>Volleyball Only</b>	
Quad Meet - Worker	\$100.00
Tournament/Invite - Worker	\$125.00
<b>Wrestling Only</b>	
Invite TrackWrestling Manager	\$125.00
Tournament (Team Dual) - Worker	\$125.00
Invite (Individual) - Worker	\$100.00

## Senior High School

Athletic Event Workers at the JV and Varsity level will be compensated per the following table. Compensation is paid as a stipend per event worked. If the Athletic Event Worker works both a JV event and a Varsity event in the same day, they will be compensated the amount shown for each event. Stipend amounts will be prorated if the worker does not work the duration of the event.

<b>SH Athletic Event Worker Compensation</b>		
<b>Position</b>	<b>JV</b>	<b>Varsity</b>
Announcer	\$35.00	\$45.00
Crowd Control	\$35.00	\$45.00

Event Manager	\$75.00	\$75.00
Game Manager	\$35.00	\$45.00
Parent Meeting Fee Taker	-	\$50.00
Scorer/Timer	\$35.00	\$45.00
Spotter	\$35.00	\$45.00
Ticket Seller	\$35.00	\$45.00
<b>Football Only</b>		
<b>Position</b>	<b>JV</b>	<b>Varsity</b>
Chain Gang	\$35.00	\$45.00
Game Manager (Officials)	-	\$70.00
Game Manager (Guest Team)	-	\$70.00
<b>Swimming Only</b>		
<b>Position</b>	<b>JV</b>	<b>Varsity</b>
Hy-Tek Operator	-	\$50.00
Lifeguard	-	\$45.00
<b>Volleyball Only</b>		
<b>Position</b>	<b>JV</b>	<b>Varsity</b>
Line Judge	-	\$45.00
Invite - Ticket Seller	-	\$90.00
Invite - Table Worker	\$125.00	\$150.00
<b>Cross Country Only</b>		
<b>Position</b>	<b>Stipend</b>	<b>Meet Type</b>
Meet Manager	\$125.00	JV/Varsity Conference Meet
<b>Track &amp; Field Only</b>		
<b>Position</b>	<b>Indoor</b>	<b>Outdoor</b>
Announcer	\$70.00	\$80.00
Awards Clerk	\$55.00	\$55.00
Field Event Worker	\$55.00	\$55.00
Hy-Tek (Primary)	\$125.00	\$125.00
Hy-Tek (Support)	\$90.00	\$90.00
Timer	\$55.00	\$55.00
<b>Position</b>	<b>Co-Ed</b>	<b>Regional/Sectional</b>
Announcer	\$80.00	\$100.00
Awards Clerk	\$80.00	\$80.00
Field Event Worker	\$80.00	\$80.00
Hy-Tek (Primary)	\$150.00	\$150.00
Hy-Tek (Support)	\$100.00	\$100.00
Meet Manager	-	\$150.00
Ticket Seller	-	\$80.00
Timer	\$80.00	\$80.00

<b>Wrestling Only</b>		
<b>Position</b>	<b>Stipend</b>	<b>Meet Type</b>
Announcer	\$150.00	Fred Lehrke Invite
Table Worker	\$150.00	Fred Lehrke Invite
Ticket Seller	\$90.00	Fred Lehrke Invite
<b>WIAA Tournaments</b>		
<i>Stipend set by Athletic Director &amp; WIAA (may be higher for full-day tournaments)</i>		
<b>Position</b>	<b>Stipend</b>	<b>Meet Type</b>
Announcer	\$45.00	Regional/Sectional
Crowd Control	\$45.00	Regional/Sectional
Table Worker	\$45.00	Regional/Sectional
Ticket Seller	\$45.00	Regional/Sectional
Game Admin/Event Manager	\$70.00	Regional/Sectional



**Compensation Plan E**  
**Casual/Seasonal/Occasional/Summer/**  
**Miscellaneous/Extra Duty**

## Casual/Seasonal/Occasional Compensation

<b>Greenheck Turner Community Center (Part-Time)</b>		
<i>These positions are not subject to Board-approved annual increases</i>		
<b>Job Title</b>	<b>Hourly</b>	<b>Time Tracking</b>
21st Century Grant School Age Staff	\$13-\$15	True Time
Before and After Care Staff		True Time
Climbing Wall Attendant		True Time
Concessions Staff		True Time
Family Programming Staff		True Time
Summer Camp Staff		True Time
Member Services	\$15.00	True Time
Weight Room Supervisor		True Time
Family Programming Assistant	\$16.00	True Time
Birthday Party Scheduler	\$17.00	True Time
Building Monitor		True Time
Concessions Lead		True Time
21st Century Grant Site Lead	\$17.50	True Time
Preschool Teacher	\$19.00	Timesheet

<b>Students</b>		
<i>These positions are not subject to Board-approved annual increases</i>		
<b>Job Title</b>	<b>Hourly</b>	<b>Time Tracking</b>
Student Custodian	\$13.00	True Time
21st Century Grant School Age Staff	\$13-\$15	True Time
Before and After Care Staff		True Time
Concessions Staff		True Time
Family Programming Staff		True Time
Student Lifeguard	\$14.00	Lifeguard Timesheet

<b>Twin Oaks Environmental Center</b>				
<i>These positions are not subject to Board-approved annual increases</i>				
<b>Job Title</b>	<b>Rate</b>	<b>Time</b>	<b>Time Tracking</b>	<b>Rate Type</b>
Evening/Overnight Naturalist (Evening)	\$17.00	5 pm - 9 pm	School Forest Duty Report	Hourly
Evening/Overnight Naturalist (Overnight)	\$140.00*	9 pm - 7 am	School Forest Duty Report	Stipend
Health Assistant (Evening)	Regular Rate	5 pm - 9 pm	True Time	Hourly

Health Assistant (Overnight)	Regular Rate	9 pm - 7 am	True Time	Hourly
Health Assistant Back-Up (Evening)	\$1.50	5 pm - 9 pm	True Time	Differential
Health Assistant Back-Up (Overnight)	\$1.50	9 pm - 7 am	True Time	Differential
Special Education Assistant (Evening)	Regular Rate	5 pm - 9 pm	True Time	Hourly
Special Education Assistant (Overnight)	Regular Rate	9 pm - 7 am	True Time	Hourly
Support Staff (Daytime)	Regular Rate	7 am - 5 pm	True Time	Hourly
Teachers (Daytime)	\$17.50*	7 am - 8 am	School Forest Duty Report	Hourly
Teachers (Daytime)	\$17.50*	4 pm - 5 pm	School Forest Duty Report	Hourly
Teachers (Evening)	\$26.50*	5 pm - 9 pm	School Forest Duty Report	Hourly
Teachers (Overnight)	\$140.00*	9 pm - 7 am	School Forest Duty Report	Stipend

*\*Rates are based on summer school or substitute compensation and will adjust if those rates change.*

## Summer Compensation

<b>Summer Learning</b>		
<b>Job Title</b>	<b>Hourly</b>	<b>Time Tracking</b>
Clan Leader	\$14.50	Timesheet
Cultural Expert	\$16.00	Timesheet
Education Assistant	\$16.00	True Time
English Learner Assistant	\$17.00	True Time
Secretary	\$17.00	True Time
Special Education Assistant	\$17.50	True Time
Health Assistant	\$18.00	True Time
Teacher (Tier 1)	\$26.50	True Time
Teacher (Tier 2)	\$27.00	True Time
Teacher (Tier 3)	\$27.50	True Time
Teacher (Tier 4)	\$28.00	True Time
Teacher (Tier 5)	\$28.50	True Time
School Nurse	\$30.00	True Time
<b>Substitutes</b>		
Education/EL Assistant	\$14.50	Timesheet
Health Assistant	\$16.00	Timesheet
Special Education Assistant	\$16.50	Timesheet
Teacher (Sub License)	\$17.50	Timesheet
Teacher (Teacher License)	\$26.50	Timesheet
<b>Curriculum Writing</b>		
Cultural Expert	\$18.00	Timesheet
Teacher	\$26.00	Timesheet

### **Guidelines**

- Support Staff that are working in the same position as the school year are paid their hourly rate. The hourly rate will be the same as the school year just completed for the duration of summer programming.
- Support Staff that are working in a different position than the school year are paid the starting hourly wage for the position (listed above).
- Support Staff that substitute during summer school will be paid per the substitute rates above.
  - Exception – Health Assistants during the school year that substitute as Health Assistants during summer school will receive their hourly rate. The hourly rate will be the same as the school year just completed for the duration of summer programming.
- Teachers will start at Tier 1 and move to the next tier with each consecutive year of teaching summer school.

- Teachers who teach three consecutive years are locked in at Tier 3. If a teacher reaches Tier 3, Tier 4, or Tier 5 and then does not teach one summer, they will be placed at Tier 3 when they return to teaching summer school.
- Teachers who have only worked Transitions programming in August and then start teaching summer school will start at Tier 1 for summer school.

<b>Other Summer Positions</b>		
<b>Job Title</b>	<b>Hourly</b>	<b>Time Tracking</b>
Cook	Regular Rate*	True Time
Server	Regular Rate*	True Time
Substitute School Nutrition	\$14.50	True Time
Summer Camp Staff	\$13-\$15	True Time
Technology Staff	\$15.00	True Time

*\*School Nutrition employees that are working in the same position as the school year are paid their hourly rate. The hourly rate will be the same as the school year just completed for the duration of summer programming.*

## Miscellaneous/Extra Duty Compensation

<b>Building Leaders &amp; Department Chairs</b>		
<b>Building</b>	<b>Job Title</b>	<b>Stipend</b>
Early Evergreens	Early Evergreens Leader	\$500.00
Early Evergreens	Early Evergreens Leader	\$500.00
Early Evergreens	Early Evergreens Leader	\$500.00
Early Evergreens	Early Evergreens Leader	\$500.00
Early Evergreens	Early Evergreens Leader	\$500.00
Early Evergreens	Early Evergreens Leader	\$500.00
Elementary	K-5 Art Department Chair	\$2,000.00
Elementary	K-5 Math Department Chair/PD Coordinator	\$6,500.00
Elementary	K-5 Music Department Chair	\$2,000.00
Elementary	K-5 Physical Education Department Chair	\$2,000.00
Elementary	K-5 Special Education Department Chair	\$4,000.00
Elementary	K-5 Special Education Department Chair	\$4,000.00
Evergreen	Literacy & Social Studies Leader	\$2,000.00
Evergreen	Math & Science Leader	\$2,000.00
Evergreen	Staff Wellness Leader	\$2,000.00
Evergreen	Student Wellness Leader	\$2,000.00
Evergreen	Teacher In Charge	\$2,500.00
Evergreen	Technology & Innovation Leader	\$2,000.00
Hatley	Dean of Students	\$3,900.00
Hatley	Staff Wellness Leader	\$2,000.00
Hatley	Student Wellness Leader	\$2,000.00
Hatley	Technology & Innovation Leader	\$2,000.00
Junior High	6-9 Athletic Director	\$6,500.00
Junior High	Building Leader	\$1,000.00
Junior High	Building Leader	\$1,000.00
Junior High	Dean of Students	\$6,500.00
Junior High	ELA Department Chair	\$3,500.00
Junior High	Math Department Chair	\$5,000.00
Junior High	Science Department Chair	\$3,500.00
Junior High	Social Studies Department Chair	\$3,500.00
Junior High	Special Education Department Chair	\$4,000.00
Middle School	6C Team Leader	\$1,900.00
Middle School	6D Team Leader	\$1,900.00
Middle School	6E Team Leader	\$1,900.00
Middle School	7C Team Leader	\$1,900.00
Middle School	7D Team Leader	\$1,900.00
Middle School	7E Team Leader	\$1,900.00

Middle School	Dean of Students	\$6,500.00
Middle School	ELA Department Chair	\$3,500.00
Middle School	Encore Team Leader	\$1,900.00
Middle School	Math Department Chair	\$3,000.00
Middle School	Science Department Chair	\$3,000.00
Middle School	Social Studies Department Chair	\$3,000.00
Middle School	Special Education Department Chair	\$4,000.00
Mountain Bay	Literacy & Social Studies Leader	\$2,000.00
Mountain Bay	Math & Science Leader	\$2,000.00
Mountain Bay	Staff Wellness Leader	\$2,000.00
Mountain Bay	Student Wellness Leader	\$2,000.00
Mountain Bay	Teacher In Charge	\$2,500.00
Mountain Bay	Technology & Innovation Leader	\$2,000.00
Riverside	Literacy & Social Studies Leader	\$2,000.00
Riverside	Math & Science Leader	\$2,000.00
Riverside	Staff Wellness Leader	\$2,000.00
Riverside	Student Wellness Leader	\$2,000.00
Riverside	Teacher in Charge	\$2,000.00
Riverside	Technology & Innovation Leader	\$2,000.00
Rothschild	Literacy & Social Studies Leader	\$2,000.00
Rothschild	Math & Science Leader	\$2,000.00
Rothschild	Staff Wellness Leader	\$2,000.00
Rothschild	Student Wellness Leader	\$2,000.00
Rothschild	Teacher In Charge	\$2,500.00
Rothschild	Technology & Innovation Leader	\$2,000.00
Secondary	6-12 Art Department Chair	\$4,500.00
Secondary	6-12 Music Department Chair	\$5,000.00
Secondary	6-12 Physical Education Department Chair	\$2,500.00
Secondary	6-12 Physical Education Department Chair	\$2,500.00
Secondary	6-12 Theatre Department Chair	\$2,000.00
Secondary	6-12 World Language Department Chair	\$5,000.00
Senior High	Building Leader - Counseling	\$1,000.00
Senior High	Building Leader - F/CS	\$1,000.00
Senior High	Building Leader - Marketing/Business	\$1,000.00
Senior High	Building Leader - Pathways	\$1,000.00
Senior High	Building Leader - World Language	\$1,000.00
Senior High	Dean of Students	\$6,500.00
Senior High	ELA Department Chair	\$5,000.00
Senior High	Math Department Chair	\$5,000.00
Senior High	Science Department Chair	\$5,000.00

Senior High	Social Studies Department Chair	\$5,000.00
Senior High	Special Education Department Chair	\$4,000.00
Weston	Dean of Students	\$6,500.00
Weston	Literacy & Social Studies Leader	\$2,000.00
Weston	Math & Science Leader	\$2,000.00
Weston	Staff Wellness Leader	\$2,000.00
Weston	Student Wellness Leader	\$2,000.00
Weston	Technology & Innovation Leader	\$2,000.00

<b>Miscellaneous/Extra Duty</b>			
<i>These positions are not subject to Board-approved annual increases.</i>			
<i>These positions are paid to regular employees only when outside regular work hours.</i>			
<b>Job Title</b>	<b>Rate</b>	<b>Time Tracking</b>	<b>Rate Type</b>
Accompanist/Clinician (Concert & Rehearsal)	\$100.00	Memo	Stipend
Accompanist (Solo & Ensemble)	\$26.00 per hour (\$100 minimum)	Memo	Hourly
Accompanist/Clinician (Additional work not listed above)	\$26.00	White Timesheet	Hourly
After School Club (Support Sub)	\$14.50	Green After School Timesheet	Hourly
After School Club (Support)	Regular Rate	True Time	Hourly
After School Club (Teacher Sub)	\$26.00	Green After School Timesheet	Hourly
After School Club (Teacher/Intern)	\$26.00	Green After School Timesheet	Hourly
After School EL Club (Support Sub)	\$14.50	Green After School Timesheet	Hourly
After School EL Club (Support)	Regular Rate	True Time	Hourly
After School EL Club (Teacher Sub)	\$26.00	Green After School Timesheet	Hourly
After School EL Club (Teacher/Intern)	\$26.00	Green After School Timesheet	Hourly
After School Love & Logic - Childcare (Support Sub)	\$14.50	Green After School Timesheet	Hourly



After School Love & Logic - Childcare (Support)	Regular Rate	True Time	Hourly
After School Love & Logic - Childcare (Teacher Sub)	\$26.00	Green After School Timesheet	Hourly
After School Love & Logic - Childcare (Teacher/Intern)	\$26.00	Green After School Timesheet	Hourly
After School Love & Logic (Support Sub)	\$14.50	Green After School Timesheet	Hourly
After School Love & Logic (Support)	Regular Rate	True Time	Hourly
After School Love & Logic (Teacher Sub)	\$26.00	Green After School Timesheet	Hourly
After School Love & Logic (Teacher/Intern)	\$26.00	Green After School Timesheet	Hourly
Always an Evergreen Coordinator	\$10,500.00	Agreement	Stipend
AP Testing Coordinator	\$4,000.00	Agreement	Stipend
Bilingual Interpreter (Not a Regular Employee)	\$17.00	True Time	Hourly
Bilingual Interpreter (Support)	Regular Rate	True Time	Hourly
Bilingual Interpreter (Teacher)	\$26.00	Green 8.5x11 Timesheet	Hourly
Bilingual Translator (Not a Regular Employee)	\$26.00	True Time	Hourly
Bilingual Translator (Support)	\$26.00	True Time	Hourly
Bilingual Translator (Teacher)	\$26.00	Green 8.5x11 Timesheet	Hourly
Construction Trades Capstone Pay	\$1,080.00	Agreement	Stipend
Curriculum Writing	\$26.00	Green 8.5x11 Timesheet	Hourly
Extended School Year (SPED) SLP/OT/PT	Regular Rate	White Timesheet	Hourly
Extended School Year (SPED) Teacher	Regular Rate	White Timesheet	Hourly
F/CS Internship Co-Op Duty	\$2,080.00	Agreement	Stipend

Forensics Subdistrict Judges	\$25.00 (took district transportation)	Memo	Per Round
Forensics Subdistrict Judges	\$30.00 (self transportation)	Memo	Per Round
Homebound (Reg Ed) Teacher	\$26.00	Green 8.5x11 Timesheet	Hourly
Homebound (SPED) SLP/OT/PT	\$34.00	White Timesheet	Hourly
Homebound (SPED) Teacher	\$31.00	White Timesheet	Hourly
Lifeguard (Non-Student)	\$16.00	Lifeguard Timesheet	Hourly
New Teacher Mentor	\$1080.00 (or PD)	Agreement	Stipend
Out-of-District Overnight Chaperones*	\$75.00	Memo	Per Night
Test Proctor	\$26.00	Test Proctor Timesheet	Hourly
Approved Trainings/Workshops/Meetings (including IDEA/Title III) - Outside of Contract Time	\$26.00	Green 8.5x11 Timesheet	Hourly

*\*Stipend will be paid to any employee that is not working in a paid position connected to the trip (i.e., coach or advisor).*

<b>Miscellaneous Event Duty</b>	
<b>Position</b>	<b>Stipend</b>
Middle School Event Worker (Concerts, Dances, Fun Night, Farewell Social)	\$20.00
Senior High Graduation Ceremony Worker	\$55.00
Senior High Event Worker (Homecoming, Dances)	\$100.00

*Stipend will be paid to employees that are not working in a paid position connected to the event (i.e., advisor).*