



D.C. Everest Area School District
Compensation Plans
2026-2027

Board Approved **DATE**

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Compensation Plan A

Teachers

Board Approved 4/15/2026

Teacher Salary Schedule

| 2026-2027 Teacher Salary Schedule | | | | |
|-----------------------------------|------|----------|----------|--|
| Level | Step | Increase | Salary | Professional Development Requirements |
| Level 9 | 9B | \$1,200 | \$83,400 | There are no professional development requirements for teachers in Level 9. |
| | 9A | \$2,200 | \$82,200 | |
| Level 8 | 8B | \$1,200 | \$80,000 | Teachers need 8 hours of professional development to move from Level 8 to Level 9. Teachers also need 8 hours of professional development to move from 8A to 8B. Teachers are not able to skip 8B. |
| | 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 | \$4,200 | \$70,000 | |
| Level 5 | 5B | \$1,200 | \$65,800 | Teachers need 45 hours of professional development to move from Level 5 to Level 6. No professional development is required to move from 5A to 5B. Teachers are not able to skip 5B. |
| | 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; they also 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; they 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, 6, and 7 may move to the next Level the following year if they meet their current Level's 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 Level's professional development requirement has been met.

Compensation Plan B
At-Will Exempt Regular Employees

At-Will Exempt Regular Employees

Compensation

Compensation for new At-Will Exempt (52 Week Salary & Extended School Year Salary) employees will be based on market comparison, qualifications and experience, and internal equity.

| Building-Level | |
|---------------------------|-----------------|
| Job Title | Starting |
| School Physical Therapist | Market |
| School Nurse | Market |
| School Psychologist | Market |

| District-Level | |
|------------------------------------|-----------------|
| Job Title | Starting |
| Community Outreach Coordinator | Market |
| Coordinator of Communications | Market |
| Executive Assistant | Market |
| Hmong/Multicultural Parent Liaison | Market |
| Mental Health Navigator | Market |

| Greenheck Turner Community Center | |
|--|-----------------|
| Job Title | Starting |
| Adventure Care Coordinator | Market |
| Adventure Care Manager | Market |
| Adventure Care Supervisor | Market |
| Events & Facilities Supervisor | Market |
| Marketing, Events, & Experience Manager | Market |
| Recreation & Finance Manager | Market |
| Recreation Supervisor | Market |

| School Nutrition | |
|-----------------------------|-----------------|
| Job Title | Starting |
| School Nutrition Supervisor | Market |

| Technology | |
|-----------------------------------|-----------------|
| Job Title | Starting |
| Full Stack Developer | Market |
| Information Systems Supervisor | Market |
| Network Administrator | Market |
| Systems Administrator | Market |
| Technology Integration Specialist | Market |

Compensation Plan C

Non-Exempt Regular Employees

Board Approved 4/15/2026

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/Main Office Secretary | |
| Main Office Secretary - Senior High | |
| Student Services Secretary - Junior High | |
| Student Services Secretary - Middle School | |
| Health Assistant - Related Degree/Certificate | \$19.00 |
| Student Services Secretary - Senior High | |
| Administrative Assistant to Elementary Principal | \$20.00 |
| 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 | |
| Educational Interpreter | \$25.00 |
| School Occupational Therapy Assistant (COTA) | |

| District-Level | |
|--|-----------------|
| Job Title | Starting |
| Receptionist/Buildings & Grounds Secretary | \$20.00 |
| Administrative Assistant to Director of Special Education | \$21.50 |
| Administrative Assistant to Director of Student Services | |
| Administrative Assistant to Director of Teaching & Learning | |
| Administrative Assistant to Director of Technology | |
| Payroll/Accounts Payable Specialist | \$22.00 |
| 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 | |

| Buildings & Grounds | |
|--------------------------------|-----------------|
| Job Title | Starting |
| Seasonal Groundskeeper | \$17.50 |
| Housekeeper | \$18.00 |
| Lead Housekeeper | \$19.50 |
| Custodian | \$21.00 |
| Driver | \$22.00 |
| Groundskeeper | \$23.00 |
| Lead Custodian | |
| Maintenance | \$24.00 |
| Assistant Custodial Supervisor | \$25.00 |
| Custodial Supervisor | \$26.00 |
| Electrician | Market |
| Lead Low Voltage Technician | |
| Plumber | |

| Greenheck Turner Community Center (Full-Time) | |
|--|-----------------|
| Job Title | Starting |
| Adventure Care Administrative Assistant | \$20.00 |
| Facility Maintenance Technician* | \$21.00 |
| Lead Facility Maintenance Technician* | \$23.00 |
| Community Enrichment Coordinator | \$24.00 |
| Events & Scheduling Coordinator | |
| Hospitality & Concessions Coordinator | |
| Recreation Coordinator | |

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

| School Nutrition | |
|---|-----------------|
| Job Title | Starting |
| Dishwasher | \$16.00 |
| Server | |
| Cook | \$17.00 |
| Assistant Kitchen Coordinator | \$18.00 |
| Chef | \$19.50 |
| Kitchen Coordinator | \$20.50 |
| Administrative Assistant to School Nutrition Department | \$21.50 |
| School Nutrition Driver | \$22.00 |

| Technology | |
|---|-----------------|
| Job Title | Starting |
| Data Support Specialist | \$23.00 |
| IT Communications Specialist | \$25.00 |
| Mobile Device Management Specialist | |
| Technology Integration Support Technician | |
| Information Systems Specialist | |

Compensation Plan D 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 | \$15.00 | 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 | \$72 half-day | Frontline | Short-Term |
| Guest Teacher | \$118 half-day | Frontline | Long-Term |
| Guest Teacher | \$144 full-day | Frontline | Short-Term |
| Guest Teacher | \$236 full-day | Frontline | Long-Term |
| Parent/Teacher Conferences | \$29.50 | 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 | \$29.50 | 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 |
| School Nutrition | Higher Level Position | \$1.00 | 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.*

| Part-Time Regular Employees Subbing Outside Workday | | | | |
|---|---|---------------|----------------------|------------------|
| <i>These positions are not subject to Board-approved annual increases</i> | | | | |
| Regular Position | Substitute Position | Pay | Time Tracking | Rate Type |
| Education Assistant | Substitute Assistant (Education/EL Assistant) | Regular Rate | True Time | Hourly |
| Education Assistant | Substitute Assistant (SPED) | Starting Rate | True Time | Hourly |
| School Nutrition | School Nutrition Substitute | Regular Rate | True Time | Hourly |
| Special Education Assistant | Substitute Assistant (Education/EL Assistant) | Starting Rate | True Time | Hourly |
| Special Education Assistant | Substitute Assistant (SPED) | Regular Rate | True Time | Hourly |
| Support Staff | Guest Teacher | \$18.00 | True Time | Hourly |
| Teacher | Guest Teacher | Regular Rate | White Timesheet | Hourly |
| Teacher | Substitute Assistant | Starting Rate | White Timesheet | Hourly |

Substitute Stipends

Guest Teachers and Substitute Assistants are eligible for a one-time stipend for their total of non-long-term days worked each semester. Retired D.C. Everest teachers are also eligible for a one-time stipend of \$10 per day worked. Substitute stipends will be paid at the end of each semester. The stipends will only be paid to Guest Teachers and Substitute Assistants actively employed on the last day of the semester in which they are eligible for one or both stipends.

| Days Worked | Guest Teacher Stipend | Substitute Assistant Stipend |
|--------------------|------------------------------|-------------------------------------|
| 10 or less | \$0 | \$0 |
| 11-19 | \$150 | \$75 |
| 20-29 | \$300 | \$150 |
| 30-39 | \$450 | \$225 |
| 40-49 | \$600 | \$300 |
| 50-59 | \$750 | \$375 |
| 60-69 | \$900 | \$450 |
| 70-79 | \$1,050 | \$525 |
| 80 or more | \$1,200 | \$600 |

Compensation Plan E

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).

| Sports Tiers | |
|---------------------|---|
| 1 | Basketball Football Hockey Wrestling |
| 2 | Baseball Soccer Softball Swimming Track & Field Volleyball |
| 3 | Cross Country Golf Tennis |

| Position Tiers | |
|-----------------------|---|
| 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 th Head |
| 7 | 6-8 th Assistant |

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

| Compensation for Other Positions | |
|---|----------------|
| Position | Stipend |
| 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 th Head | \$2,000 |
| Dance 6-8 th Assistant | \$1,400 |
| JH Weight Room Supervisor (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).

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. Coaches are not eligible for years of service for years as an unpaid volunteer coach. Weight Room Supervisors and Strength & Performance Coordinator are not eligible for longevity compensation.

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.

| Longevity Compensation | |
|-------------------------------|--------|
| 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.

| Sports Season | Pay Dates |
|---|---|
| Fall | September – November (3 equal payments on the first pay period of the month) |
| 7-8 th Grade Boys Basketball 6-8 th 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 th Grade Girls Basketball 6-8 th 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.

| Number of Coaches | | | | |
|--------------------------|-------------------|--------------|-----------------|------------------|
| Sport | Girls/Boys | Level | Position | # Coaches |
| 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 | 4 |
| Football | Boys | JV | Head | 1 |
| 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 | HS | Assistant | 3 |
| Wrestling | Boys | Varsity | Head | 1 |
| Wrestling | Girls | HS | Assistant | 1 |
| Wrestling | 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 6-8th 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.

| MS/JH Athletic Event Worker Compensation | |
|---|----------------|
| Position | Stipend |
| Announcer | \$35.00 |
| Crowd Control | \$35.00 |
| Scorer/Timer | \$35.00 |
| Table Worker | \$35.00 |
| Basketball Only | |
| Tournament - Worker | \$125.00 |
| Football Only | |
| Chain Crew | \$35.00 |
| Swimming Only | |
| Lifeguard | \$45.00 |
| Table Worker | \$50.00 |
| Track & Field Only | |
| Event Worker | \$70.00 |
| Volleyball Only | |
| Quad Meet - Worker | \$100.00 |
| Tournament/Invite - Worker | \$125.00 |
| Wrestling Only | |
| 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.

| SH Athletic Event Worker Compensation | | |
|--|-----------|----------------|
| Position | JV | Varsity |
| 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 |
| Football Only | | |
| Position | JV | Varsity |
| Chain Gang | \$35.00 | \$45.00 |
| Game Manager (Officials) | - | \$70.00 |
| Game Manager (Guest Team) | - | \$70.00 |
| Swimming Only | | |
| Position | JV | Varsity |
| Hy-Tek Operator | - | \$50.00 |
| Lifeguard | - | \$45.00 |
| Volleyball Only | | |
| Position | JV | Varsity |
| Line Judge | - | \$45.00 |
| Invite - Ticket Seller | - | \$90.00 |
| Invite - Table Worker | \$125.00 | \$150.00 |
| Cross Country Only | | |
| Position | Stipend | Meet Type |
| Meet Manager | \$125.00 | JV/Varsity Conference Meet |
| Track & Field Only | | |
| Position | Indoor | Outdoor |
| 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 |
| Position | Co-Ed | Regional/Sectional |
| 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 |

| Wrestling Only | | |
|---|----------------|--------------------|
| Position | Stipend | Meet Type |
| Announcer | \$150.00 | Fred Lehrke Invite |
| Table Worker | \$150.00 | Fred Lehrke Invite |
| Ticket Seller | \$90.00 | Fred Lehrke Invite |
| WIAA Tournaments | | |
| <i>Stipend set by Athletic Director & WIAA (may be higher for full-day tournaments)</i> | | |
| Position | Stipend | Meet Type |
| 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 F
Casual/Seasonal/Occasional/Summer/
Miscellaneous/Extra Duty

Casual/Seasonal/Occasional Compensation

| Greenheck Turner Community Center (Part-Time) | | |
|---|--------------|---------------|
| <i>Returning staff (except for Athletic Trainer and 21st Century Grant School Age Teacher) will receive a \$0.50 raise effective every July 1st except for Summer Camp Staff who will receive a \$0.50 raise effective the first day of camp work.</i> | | |
| Job Title | Hourly | Time Tracking |
| Climbing Wall Attendant | \$13.00 | True Time |
| Concessions Staff | | True Time |
| Family Programming Staff | | True Time |
| 21st Century Grant School Age Staff* | \$13-\$15 | True Time |
| Before and After Care Staff* | | True Time |
| Summer Camp Staff* | \$13.50-\$15 | True Time |
| Cleaner | \$15.00 | True Time |
| Events Staff | | True Time |
| Member Services | | True Time |
| Weight Room Supervisor | | True Time |
| Family Programming Assistant | \$16.00 | True Time |
| Summer Camp Staff Lead | | True Time |
| 21st Century Grant Site Lead | \$17.00 | True Time |
| Apparel Staff | | True Time |
| Building Monitor | | True Time |
| Concessions Lead | | True Time |
| Member Services Lead | | True Time |
| Youth Swim Team Assistant Coach | | True Time |
| Preschool Teacher | \$19.00 | Timesheet |
| 21 st Century Grant School Age Teacher | \$26.00 | Timesheet |
| Athletic Trainer | \$50.00 | Timesheet |

**Starting is \$13.00 (\$13.50 for Camp), but staff may start higher in starting range depending on qualifications and experience. School Year Hourly employees working in 21st Century and/or Before and After Care programs will receive their regular rate.*

| District Student Employees | | |
|--|------------|---------------------|
| <i>Returning staff will receive a \$0.50 raise effective every July 1st.</i> | | |
| Job Title | Hourly | Time Tracking |
| Apparel Staff | \$13.00 | True Time |
| Concessions Staff | | True Time |
| Family Programming Staff | | True Time |
| Student Custodian | | True Time |
| 21st Century Grant School Age Staff | \$13-\$15* | True Time |
| Before and After Care Staff | | True Time |
| Student Lifeguard | \$14.00 | Lifeguard Timesheet |

Twin Oaks Environmental Center

These positions are not subject to Board-approved annual increases

| Job Title | Rate | Time | Time Tracking | Rate Type |
|---|--------------|-------------|---------------------------------|------------------|
| Evening/Overnight Naturalist (Evening) | \$17.00 | 5 pm - 9 pm | School Forest Duty Report | Hourly |
| Evening/Overnight Naturalist (Overnight) | \$144.00* | 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) | \$18.00* | 7 am - 8 am | School Forest Duty Report | Hourly |
| Teachers (Daytime) | \$18.00* | 4 pm - 5 pm | School Forest Duty Report | Hourly |
| Teachers (Evening) | \$26.50* | 5 pm - 9 pm | School Forest Duty Report | Hourly |
| Teachers (Overnight) | \$144.00* | 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

| Summer Learning | | |
|-----------------------------|---------------|----------------------|
| Job Title | Hourly | Time Tracking |
| Musical Support | \$14.00 | True Time |
| Clan Leader | \$15.00 | 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 |
| Substitutes | | |
| Education/EL Assistant | \$15.00 | Timesheet |
| Health Assistant | \$16.00 | Timesheet |
| Special Education Assistant | \$16.50 | Timesheet |
| Teacher (Sub License) | \$18.00 | Timesheet |
| Teacher (Teacher License) | \$26.50 | Timesheet |
| Curriculum Writing | | |
| 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.

| Other Summer Positions | | |
|-------------------------------|---------------|----------------------|
| Job Title | Hourly | Time Tracking |
| Cook | Regular Rate* | True Time |
| Server | Regular Rate* | True Time |
| Substitute School Nutrition | \$15.00 | 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. If they are working in a different position than the school year, they will be paid an hourly rate comparable to others with similar years of service in that position.*

Miscellaneous/Extra Duty Compensation

| Building Leaders & Department Chairs | | | |
|---|--|-----------------------|----------------|
| Building | Job Title | # of Positions | Stipend |
| EC/4K | Guiding Coalition Leader | 6 | \$500.00 |
| Elementary | K-5 Art Department Chair | 1 | \$2,000.00 |
| Elementary | K-5 Math Department Chair/PD Coordinator | 1 | \$6,500.00 |
| Elementary | K-5 Music Department Chair | 1 | \$2,000.00 |
| Elementary | K-5 Physical Education Department Chair | 1 | \$2,000.00 |
| Elementary | K-5 Special Education Department Chair | 2 | \$4,000.00 |
| Evergreen | Guiding Coalition Leader | 5 | \$2,000.00 |
| Evergreen | Teacher In Charge | 1 | \$2,500.00 |
| Hatley | Dean of Students | 1 | \$3,900.00 |
| Hatley | Guiding Coalition Leader | 3 | \$2,000.00 |
| Junior High | 6-9 Athletic Director | 1 | \$6,500.00 |
| Junior High | Building Leader | 2 | \$1,000.00 |
| Junior High | Dean of Students | 1 | \$6,500.00 |
| Junior High | Special Education Department Chair | 1 | \$4,000.00 |
| Middle School | House Team Leader | 6 | \$1,900.00 |
| Middle School | Dean of Students | 1 | \$6,500.00 |
| Middle School | Encore Team Leader | 1 | \$1,900.00 |
| Middle School | Special Education Department Chair | 1 | \$4,000.00 |
| Mountain Bay | Guiding Coalition Leader | 5 | \$2,000.00 |
| Mountain Bay | Teacher In Charge | 1 | \$2,500.00 |
| Riverside | Guiding Coalition Leader | 5 | \$2,000.00 |
| Riverside | Teacher in Charge | 1 | \$2,500.00 |
| Rothschild | Guiding Coalition Leader | 5 | \$2,000.00 |
| Rothschild | Teacher In Charge | 1 | \$2,500.00 |
| Senior High | Building Leadership Team Member | 6 | \$1,000.00 |
| Senior High | Dean of Students | 1 | \$6,500.00 |
| Senior High | Special Education Department Chair | 1 | \$4,000.00 |
| Weston | Dean of Students | 1 | \$6,500.00 |
| Weston | Guiding Coalition Leader | 5 | \$2,000.00 |

With approval of supervisor, two employees may share one leadership position, and each will receive 50% of the stipend amount.

Secondary Department Chairs

Compensation for Department Chairs (except for Special Education) at the 6-12 level is a combination of the criteria from both Section A and B.

| | Level 1 | Level 2 | Level 3 |
|--|------------------------|------------------------|-----------------------------------|
| Section A # of FTE in Dept. | 1-5.9 FTE \$1,500 | 6-8.9 FTE \$2,000 | 9+ FTE or 2+ buildings \$3,000 |
| Section B # of Course Offerings in Dept. | 1-3 courses \$1,000 | 4-6 courses \$1,500 | 7+ courses \$2,000 |

With approval of supervisor, two employees may share one department chair position, and each will receive 50% of the stipend amount.

Miscellaneous/Extra Duty

*These positions are not subject to Board-approved annual increases.
These positions are paid to regular employees only when outside regular work hours.*

| Job Title | Rate | Time Tracking | Rate Type |
|---|----------------------------|------------------------------|------------------|
| Accompanist/Clinician (Concert & Rehearsal) | \$100.00 | Memo | Stipend |
| Accompanist (Solo & Ensemble) | \$26.00 (\$100 minimum) | Memo | Hourly |
| Accompanist/Clinician (Additional work not listed above) | \$26.00 | White Timesheet | Hourly |
| After School Club (Support Sub) | \$15.00 | 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) | \$15.00 | 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) | \$15.00 | 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) | \$15.00 | 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 |
| 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 |
| Co-Op Duty/Capstone/FCS Internship | \$2,080.00 | 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 |

| | | | |
|---|---|------------------------|-----------|
| 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 exempt employee that is not working in a paid position connected to the trip (i.e., coach or advisor). The stipend is paid on a per night basis, up to a maximum of 10 nights (\$750 stipend).*

| Miscellaneous Event Duty | |
|---|----------------|
| Position | Stipend |
| 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).