

I. Salary Index

Extra duty positions are listed according to grade. The appropriate index is placed next to the grade level, unless otherwise noted next to the position.

1. Grades For Extra DutyGrade 1 (.05)

Choir/Vocal

Class Sponsor (.04)

Dance

Debate/Speech (.06)

Department Chairperson (10-25 Classes)

Head Librarian

Orchestra

Special Olympics Assistant Coach

Grade 2 (.07)

Department Chairperson (26-50 Classes)

Newspaper

Special Olympics Head Coach

Student Council

Theater

Yearbook

Grade 3 (.08)

Department Chairperson (51+ Classes)

National Board Certification Mentor/Trainer/Facilitator

Grade 4 (.09)

Assistant Baseball

Assistant Basketball

Assistant Soccer

Assistant Softball

Assistant Track

Assistant Volleyball

Assistant Wrestling

Band/Drill/Color Guard

Assistant Swim Coach

Grade 5 (.10)

Assistant Football

Head Cross Country

Head Diving

Head Golf

Head Swim

Head Tennis

Grade 6 (.11 unless otherwise specified)

Head Baseball

Head Basketball (.13)
Head Soccer
Head Softball
Head Track
Head Volleyball
Head Wrestling
Intramural

Grade 7 (.13 unless otherwise specified)
Head Football
Spirit Line (.09)

Grade 8 (.15)
Manager of Interscholastic Activities

- a. None of the above shall be provided as a regularly scheduled class during the school day.
- b. All high school department chairs shall be granted either one period to conduct departmental business or the stipend pay listed above. All high school newspaper and yearbook sponsors shall be provided a regularly scheduled class for each extra duty assignment. Managers of Interscholastic Activities will either be relieved of teaching duties for one period a day to conduct interscholastic activities or receive the stipend pay listed above.
- c. All Fine Arts teachers shall be provided regularly scheduled classes in which to implement the prescribed curriculum in each of the areas listed above. The indicated stipend is compensation for supervision of their curricular/extra-curricular extra duty activities beyond the normal working day.

2. Grades For Middle School Extra Duty

Grade 1 (.03)
Audio/Visual
Band
Drama
Newspaper
Orchestra
Special Olympics Assistant Coach
Student Council (.04)
Vocal/Choir
Yearbook

Grade 2 (.045)
Head Basketball
Head Soccer
Head Track
Head Volleyball

Intramural (.06)
Special Olympics Assistant Coach

- J.** All Fine Arts teacher shall be provided regularly scheduled classes in which to implement the prescribed curriculum in each of the areas listed above. The indicated stipend is compensation for supervision of their curricular/extra-curricular extra duty activities beyond the normal working day.

29-2 National Board Certified Mentor/Trainer/Facilitator

MBUs who hold a certificate from the National Board of Professional Teaching Standards shall be entitled to serve in the capacity of a TUSD/TEA mentor/trainer/facilitator for a period of one year. This year must have been within two years of the MBU becoming eligible. Participation beyond this one year period is at the District's discretion.

29-3 Added Duty

A. Student Supervision

Any MBU who volunteers or is assigned to perform the following added duties shall be paid as listed below:

1. Loss of planning time	\$25.00 Per period/hour
2. Student supervision outside the normal work day	\$10.00 per hour
3. Behind-the-Wheel driver training	\$10.00 per hour
4. Lunch Room Duty	\$10.00 per hour
5. Bus Duty	\$10.00 per hour
6. Playground Supervision	\$10.00 per hour

A MBU will be "assigned" to supervisory duties only in the event of an emergency when there is no monitor available to perform the duties and no MBU volunteers.

B. Elementary School

Any MBU performing the following added duties shall be paid the rate listed below for the numbers of hours that the site principal determines are available and necessary for the added duty to be accomplished. No person will perform any of the added duty assignments without his/her consent and the written consent of the site administrator.

Safety Patrol	\$13.00/hour
Vocal Music	\$13.00/hour
Student Council	\$13.00/hour

C. Acting Administrators in Schools and Alternative Programs

Any MBU who is asked to assume the duties of an administrator for at least ½ day or more will receive \$70.00 per day in addition to his/her regular salary. No one MBU may be appointed "acting administrator" more than seven (7) days within one school year so that the total acting administrator pay shall not exceed \$500 annually per site.

- D.** MBUs who volunteer to teach an additional class beyond their regular assignment shall be compensated at their hourly rate, based on the MBU's per diem for each day the MBU teaches the additional class.

E. Exceptional Education Added Duty

1. Beginning with the first quarter of the year, exceptional education MBU's who are assigned to case manage more IEPs beyond those stated in article 22-6-a shall be compensated at the rate of \$250 per IEP/student per quarter. (For the non-self-contained teachers, added duty will begin with the first student or after the first student if no teaching assistant has been hired.)
2. Said compensation will be provided with the first student exceeding caseload and if the caseload is exceeded for more than 50% of the quarter *or* the exceeded completion must be verifiable through the district's compliance system. No more than one MBU shall be paid the added duty for the same student(s) per quarter under this provision. The added duty will be paid after the end of the quarter. Every effort shall be made to avoid exceeding exceptional education class sizes/caseloads.

F. Over Consensus Cap Compensation

1. MBU's who exceed the cap set in article 22-2 and article 23-1 shall receive a payment at the end of the current semester for the number of weeks and number of students the MBU is over capped.
2. The payment for the over cap MBU goes as follows:
 - I. The base rate is a first year teacher salary with benefits (\$37,967.80)
 - II. The base rate will then be broken down to the number of week(s) spent overcap.
 - III. The chart below will be used to find what percentage the MBU is owed based on the number of students over cap and the number of weeks spent over cap.

Average Number of Students Over Cap	Percentage	Insert Compensation Amount for time spent over cap based on a first year teacher salary with benefits
1 to 3	3.0%	
4 to 6	4.5%	
7 to 9	6.0%	
10 to 12	8.0%	
13 to 16	9.5%	
17 to 20	12.0%	
21 +	15.0%	

3. For example, an MBU spends a total of six (6) weeks with the average number of five students over the cap.
 - I. First we find the amount owed to the MBU for six (6) weeks which equates to \$5,695.17.
 - II. Next we will use the chart located in article 29-7 f2-iii to determine the multiplier, in this example the five (5) student average over cap connects to 4.5%.
 - III. Finally, we will take the \$5,695.17 and multiply by four and a half (4.5) percent. The amount found is \$256.28.

Average Number of Students Over Cap	Percentage	\$ 5,695.17	
1 to 3	3.0%	\$170.86	<--Payout
4 to 6	4.5%	\$256.28	<--Payout
7 to 9	6.0%	\$341.71	<--Payout
10 to 12	8.0%	\$455.61	<--Payout
13 to 16	9.5%	\$541.04	<--Payout
17 to 20	12.0%	\$683.42	<--Payout
21 +	15.0%	\$854.28	<--Payout

29-4 Extra Duty Salary Schedule

Level	BA Extra Duty 13-14	Level	MA/PhD Extra Duty 13-14
1	21,742	1	22,602
1.5	21,742	1.5	23,453
2	22,602	2	23,747
2.5	23,168	2.5	24,040
3	23,747	3	24,950
3.5	24,341	3.5	25,574
4	24,950	4	26,212
4.5	25,258	4.5	27,199
5	25,574	5	27,880
5.5	26,212	5.5	28,577
6	27,199	6	29,292
6.5	27,880	6.5	30,025
7	28,577	7	31,161
7.5	29,292	7.5	31,939
8	30,025	8	32,334
8.5	31,161	8.5	32,665
9	31,939	9	33,142
9.5	32,334	9.5	33,970
10	33,142	10	34,819
10.5	33,970	10.5	35,255
11	34,819	11	35,690
11.5	35,255		
12	35,690		

29-5 Salaries

A. The salary schedule as specified in article 29-13 shall be effective July 1, 2015.