

Article 23 – SUPPLEMENTAL SALARIES FOR EXTRA DUTY ASSIGNMENTS

23.1 "Extra Duty Assignments" are defined as duties, the majority of which are performed outside the school day. The assignments should be significant, periodic, recurring, and/or permanent. The assignments should not be directly tied to required curriculum/instruction activities.

Salaries will be paid to teachers performing the extra duty assignments listed in Class I through IV (23.1.A). These salaries shall be determined by the schedule set forth for each classification. The current B.A. Minimum shall be used as the base for computing supplementary salaries. The Supplemental Salary Schedule for Class I through IV can be found at the end of this article.

In addition, salaries will be paid to teachers performing extra duty assignments for cocurricular clubs and teams as listed in Level A, Level B, and Level C (23.2). The salaries in these Levels are determined by number of meetings per academic year. See 23.2 for specific guidelines.

Nothing in this agreement prohibits a school from providing a supplement to a teacher for the performance of an extra duty assignment not otherwise compensated under Article 23.1.A and Article 23.2.

23.1.A Classifications

CLASS I

Head Basketball
Head Football Band
Director

CLASS II

Head Baseball
Head Track Boys
Head Track Girls
Head Volleyball
Head Soccer Boys
Head Soccer Girls
Head Wrestling
Head Softball
Head Lacrosse
Head Ice Hockey
Head Cross Country Boys
Head Cross Country Girls
Head Field Hockey
Head Golf
Head Swimming
Head Tennis
Head Water Polo

Head Bowling
Offensive Coordinator- Football (1 per school)
Defensive Coordinator- Football (1 per school)

CLASS III

Drama (Musical, per show)
Assistant Basketball
Assistant Football
Cheerleading Head Coach (per season)
*If the cheer team does competition it moves to Class II

CLASS IV

Assistant Baseball
Assistant Soccer
Assistant Softball
Assistant Track
Assistant Wrestling Assistant
Golf
Assistant Volleyball
Assistant Lacrosse
Assistant Ice Hockey
Assistant Cross Country
Assistant Volleyball
Assistant Field Hockey
Assistant Tennis
Assistant Swimming
Assistant Cheerleading

23.2 The following supplemental pay levels have been established regarding administration approved co-curricular clubs and teams with a teacher advisor that meet regularly. This scale recognizes the time and effort teachers commit to extra meetings, activities, and professional engagements outside of regular teaching duties.

The Extra Duty Assignments supplemental pay consists of three levels: **A**, **B**, and **C**. Eligibility for each level is based on the number of qualifying meetings attended by the teacher during the academic year.

Pay Levels

1. Level A

- **Requirement:** Clubs, groups, or teams that hold **20 or more meetings per year**.
- **Compensation:** Teachers at Level A will receive \$1,800 for the year. There is a 7% increase for each additional year in the role.

2. Level B

- **Requirement:** Clubs, groups, or teams that hold **between 10 and 19 meetings per year**.
- **Compensation:** Teachers at Level B will receive \$1,200 for the year. There is a 6% increase for each additional year in the role.

3. Level C

- **Requirement:** Clubs, groups, or teams that hold **between 1 and 9 meetings per year**.
- **Compensation:** Teachers at Level C will receive \$600 for the year. There is a 5% increase for each additional year in the role.

Determination and Review Process

The specific level at which a teacher is placed will be determined through discussion between the moderator and the administrator at the beginning of the year. This discussion will assess the expected number of meetings and student participation numbers.

Additionally, the supplemental pay level will be reviewed on an annual basis to ensure that compensation accurately reflects the club or teams' level of participation and meetings.

These co-curricular clubs and teams include, but are not limited to: Student Council Advisor - Lead, In The Know Moderator, National Honor Society Moderator, School Newspaper Moderator, School Yearbook Moderator, Drama (non-musical, per show), After School/Summer Enrichment Programs Advisors, "Drug-Free Schools" Club Advisor, Science Fair/Science Day Coordinator, Student Council Advisor, Robotics, Ultimate Frisbee, Drill Team Moderator, "Math Counts" Advisor, Play and/or Talent Show Coordinator (per show), "Power of the Pen" Advisor, Safety Patrol Coordinator

23.3 The following apply to extra duty assignments:

- A. In secondary schools, years of experience up to fifteen (15) years shall be credited to a teacher who has previously performed the same duty assignment in the current school. Head positions shall receive full credit for all years' experience in the same sport or activity. Credit, up to five (5) years, shall be granted to a teacher for performance of extra duty assignment in any other school. Beginning in 2025-2026, five hundred dollars (\$500) to be added each year beyond fifteen years.
- B. In elementary schools, years of experience up to fifteen (15) years up shall be credited to a teacher who has previously performed the same duty assignment. Beginning in 2025-2026, Five hundred dollars (\$500) is added if experience is beyond 15 years.
- C. No teacher who is presently performing an extra duty assignment shall have his or her supplemental salary reduced by implementation of an appropriate supplemental salary Schedule.
- D. In accordance with the school's established guidelines or procedures, teachers who must use private transportation to perform the assigned extra duty activities, shall be reimbursed by the individual department and/or Principal, at the Diocesan mileage reimbursement rate.

F. If boys' and girls' teams of the same sport are not considered separate duty assignments, and if the total number of participants is twenty-five (25) or more, then the sport must have an assistant coach.

23.4 Any vacant compensated extra duty positions listed in Article 23.1 and Article 23.2 shall be posted in the school where the vacancy occurs. All eligible teachers in the school may apply and shall receive consideration for such positions.

23.5 Where the teacher agrees to perform an extra duty assignment he or she shall be compensated for such assignment as set forth in Article 23.1 and Article 23.2, if such extra duty assignment is subject to compensation under this Agreement. A teacher may volunteer to perform an extra duty assignment that is not compensated pursuant to Article 23.1 and Article 23.2, but, under no circumstances, shall the teacher be required, as a condition of employment or reemployment, to perform such uncompensated extra duty activities. A teacher who has previously performed an uncompensated extra duty assignment shall not be required as a condition of re-employment to perform a compensated extra duty assignment. Where a teacher volunteers to perform a compensated extra duty assignment he or she shall not be required to perform that assignment beyond that contract year.

23.6 Each school shall develop and maintain a written position description for each compensated extra duty assignment. This written position description shall list assignment responsibilities and time expectations. This written position description shall be developed or revised by the Principal with assistance from teachers and shall be available for inspection by teachers in the school.

23.7 Notwithstanding any other provisions of this Agreement, a teacher who performs compensated supplemental or extra duty assignments while working under a Limited Contract may be required by the Principal to continue to perform such assignments while working under subsequent Limited Contracts. A school may decline to offer a subsequent Limited Contract to a teacher for any reason, including the inability or refusal of the teacher to continue to perform a compensated supplemental or extra-duty assignment.

With respect to a teacher who performs compensated supplemental or extra duty assignments while working under a Continuing Contract, the teacher shall continue to perform such assignments in subsequent school years unless, at least one (1) year before the time that the supplemental or extra duty assignment would first be performed in the following year, either the teacher or the school provides written notice to the other that the teacher will not perform the assignment. The school and the teacher may mutually agree, at any time and upon such terms as are mutually acceptable; to modify or to terminate any compensated supplemental or extra duty assignments

23.8 Teachers performing the duties of a Trained and Certified Resident Educator Mentor/Facilitator as defined by the State of Ohio will be compensated \$1,000 per mentee per year. The Resident Educator Mentor/Facilitator's school shall be responsible for all fees related to Mentor/Facilitator training and certification.

				Base salary: \$43,000.00					
Class		I		II		III		IV	
Percentage		14%		12%		10%		8%	
Increment		0.50%		0.50%		0.35%		0.35%	
	0	14%	\$6,020	12.0%	\$ 5,160	10%	\$ 4,300	8%	\$ 3,440
	1	14.50%	\$6,235	12.5%	\$ 5,375	10.35%	\$ 4,451	8.35%	\$ 3,591
	2	15%	\$6,450	13.0%	\$ 5,590	10.70%	\$ 4,601	8.70%	\$ 3,741
	3	15.50%	\$6,665	13.5%	\$ 5,805	11.05%	\$ 4,752	9.05%	\$ 3,892
	4	16%	\$6,880	14.0%	\$ 6,020	11.40%	\$ 4,902	9.40%	\$ 4,042
	5	16.50%	\$7,095	14.5%	\$ 6,235	11.75%	\$ 5,053	9.75%	\$ 4,193
	6	17%	\$7,310	15.0%	\$ 6,450	12.10%	\$ 5,203	10.10%	\$ 4,343
	7	17.50%	\$7,525	15.5%	\$ 6,665	12.45%	\$ 5,354	10.45%	\$ 4,494
	8	18%	\$7,740	16.0%	\$ 6,880	12.80%	\$ 5,504	10.80%	\$ 4,644
	9	18.50%	\$7,955	16.5%	\$ 7,095	13.15%	\$ 5,655	11.15%	\$ 4,795
	10	19%	\$8,170	17.0%	\$ 7,310	13.50%	\$ 5,805	11.50%	\$ 4,945
	11	19.50%	\$8,385	17.5%	\$ 7,525	13.85%	\$ 5,956	11.85%	\$ 5,096
	12	20%	\$8,600	18.0%	\$ 7,740	14.20%	\$ 6,106	12.20%	\$ 5,246
	13	20.50%	\$8,815	18.5%	\$ 7,955	14.55%	\$ 6,257	12.55%	\$ 5,397
	14	21%	\$9,030	19.0%	\$ 8,170	14.90%	\$ 6,407	12.90%	\$ 5,547
	15	21.50%	\$9,245	19.5%	\$ 8,385	15.25%	\$ 6,558	13.25%	\$ 5,698
Add \$500 for each year beyond 15 years									