

WESTLAKE CITY SCHOOLS

ATTACHMENT VIII - EXTRA DUTY PAY SCHEDULE

TABLE I: EXTRA-CURRICULAR CRITERIA SCALES AND SALARY SCHEDULES

ATHLETICS CRITERIA SCALE:

I. Category #1 = Time

	<u>Days</u>	<u>Units</u>
A. Length of season (days)		
Total number of school days from beginning (date coaching may begin) to end (date coaching must stop) of season as established by the Ohio High School Athletic Association (OHSAA).	1-20 21-40 41-60 61-80 81-100 101-120 121-140 141-160 161-180 181-200	1 2 3 4 5 6 7 8 9 10
	<u>Hours</u>	<u>Units</u>
B. Vacation Practices (hours)		
Practices held on days school is not in session (Saturdays are considered to be non-school days).	1-10 11-20 21-30 31-40 41-50 51-60 61-70 71-80 81-90 91-100	1 2 3 4 5 6 7 8 9 10
	<u>Games</u>	<u>Units</u>
C. Number of games, meets, matches, contests, scrimmages		
Maximum number of games and scrimmages permitted by the OHSAA.	1-10 11-20 21-30 31-40 41-50 51-60 61-70 71-80 81-90 91-100	1 2 3 4 5 6 7 8 9 10

TABLE I: EXTRA-CURRICULAR CRITERIA SCALES AND SALARY SCHEDULES

II. Category #2 = Program Responsibility

	<u>Students</u>	<u>Units</u>
A. Supervision of Participants		
Where there is more than one coach this figure represents the total participating divided by the number of coaches	1-5 6-10 11-15 16-20 21-25 26-30 31-35 36-40 41-45 46-50	1 2 3 4 5 6 7 8 9 10

	<u>Students</u>	<u>Units</u>
B. Administrative Responsibility		
Rosters, injury reports, physical exams, eligibility, equipment issue and collection, recruiting, public relations, media responsibilities, banquet (awards), fund raising, etc.	1-20 21-40 41-60 61-80 81-100 101-120 121-140 141-160 161-180 181-200	1 2 3 4 5 6 7 8 9 10

This figure represents the total number of participants in an activity. It is not affected by the number of assistants.

III. Category #3 = Staff Responsibility

	<u>Staff</u>	<u>Units</u>
A. Supervision of Personnel		
Number of paid staff members supervised in the program. (This number is equal to one unit per one staff member.)	1 2 3 4 5 6 7 8 9 10, etc.	1 2 3 4 5 6 7 8 9 10, etc.

TABLE I: EXTRA-CURRICULAR CRITERIA SCALES AND SALARY SCHEDULES

	<u>Hours</u>	<u>Units</u>
<b>B. Staff Meetings</b>		
Number of hours beyond teacher's work day, and student contact time to conduct this activity.	1-10	1
	11-20	2
	21-30	3
	31-40	4
	41-50	5
	51-60	6
	61-70	7
	71-80	8
	81-90	9
	91-100	10
	<u>Contests</u>	<u>Units</u>
<b>C. Scouting</b>		
Number of contests, matches, and scrimmages scouted.	1-2	1
	3-4	2
	5-6	3
	7-8	4
	9-10	5
	11-12	6
	13-14	7
	15-16	8
	17-18	9
	19-20	10

ATHLETICS CRITERIA SCALE (cont.)

1. Assistant coaches will be paid a prorated amount of the varsity head coaches' criteria points in the same sport.

1) High School Assistant	70%
2) 9th Grade Head	60%
3) 9th Grade Assistant	55%
4) 8th Grade/Middle School Head	50%
5) 7th Grade/Middle School Asst.	45%

Example:       Varsity Head Football = 65 unit points  
                   Varsity Assistant Football = 46 unit points (70% of VH points)

2. Experience factor for all coaching positions:

<u>Experience in position</u>	<u>Amount per unit</u>	<u>Amount per Unit Effective August 1, 1996</u>
0 years	.00295	.00300
1 year	.00300	.00305
2 years	.00305	.00310
3 years	.00310	.00315
4 years	.00315	.00320
5 years	.00320	.00325
6 years	.00325	.00330
7 years	.00330	.00335
8 years	.00335	.00340
9 years	.00340	.00345
10 years	.00345	.00350
11 years	.00350	.00355
12 years	.00355	.00360
13 years	.00360	.00365
14 years	.00365	.00370
15 years	.00370	.00375
16 years	.00375	.00380
17 years	.00380	.00385
18 years	.00385	.00390
19 years	.00390	.00395
20 years	.00395	.00400

3. Calculation of Salary:

Unit value x Base Salary x Experience Factor

4. Head coaches and assistant coaches whose existing scheduled rate of pay is higher than that determined by criteria points plus the experience factor will be paid at the higher rate, and shall continue to be paid at that amount until the formula catches up with the paid amount, or until a different individual assumes the position.

EXTRA-CURRICULAR: ATHLETIC UNITS CHART

<u>SPORT</u>	<u>POSITION</u>	<u>UNITS</u>
BASEBALL:	HEAD COACH	38
	HIGH SCHOOL ASSISTANT	27
	9TH GRADE	23
BASKETBALL:	HEAD COACH (BOYS)	54
	HIGH SCHOOL ASSISTANT	38
	9TH GRADE	32
	8TH GRADE	27
	7TH GRADE	24
	HEAD COACH (GIRLS)	54
	HIGH SCHOOL ASSISTANT	38
	9TH GRADE	32
	8TH GRADE	27
	7TH GRADE	24
X-COUNTRY:	BOYS HEAD COACH	34
	GIRLS HEAD COACH	34
	MIDDLE SCHOOL COACH	17
FOOTBALL:	HEAD COACH	68
	HIGH SCHOOL ASSISTANT	48
	9TH GRADE HEAD	41
	9TH GRADE ASSISTANT	38
	GRADE 8 HEAD	34
	GRADE 8 ASSISTANT	30
	GRADE 7 HEAD	34
	GRADE 7 ASSISTANT	30
GOLF:	HEAD COACH	26
GYMNASTICS:	HEAD COACH	31
	HIGH SCHOOL ASSISTANT	22
SOFTBALL:	HEAD COACH	39
	HIGH SCHOOL ASSISTANT	27
	FRESHMAN COACH	23
	MIDDLE SCHOOL HEAD	19
SOCCER:	BOYS HEAD COACH	38
	HIGH SCHOOL ASSISTANT	27
	GIRLS HEAD COACH	38
	HIGH SCHOOL ASSISTANT	27

SWIMMING:	BOYS HEAD COACH	33
	HIGH SCHOOL ASSISTANT	23
	GIRLS HEAD COACH	33
	HIGH SCHOOL ASSISTANT	23
DIVING:	BOYS/GIRLS HEAD	29

EXTRA-CURRICULAR: ATHLETIC UNITS CHART, cont.

<u>SPORT</u>	<u>POSITION</u>	<u>UNITS</u>
TENNIS:	BOYS HEAD COACH	25
	HIGH SCHOOL ASSISTANT	18
	GIRLS HEAD COACH	25
	HIGH SCHOOL ASSISTANT	18
TRACK:	BOYS HEAD COACH	44
	HIGH SCHOOL ASSISTANT	31
	MIDDLE SCHOOL HEAD	22
	MIDDLE SCHOOL ASSISTANT	20
	GIRLS HEAD COACH	44
	HIGH SCHOOL ASSISTANT	31
	MIDDLE SCHOOL HEAD	22
	MIDDLE SCHOOL ASSISTANT	20
VOLLEYBALL:	HEAD COACH	50
	HIGH SCHOOL ASSISTANT	28
	9TH GRADE	24
	8TH GRADE (2)	20
	7TH GRADE (2)	18
WRESTLING:	HEAD COACH	55
	HIGH SCHOOL ASSISTANT	38
	9TH GRADE	32
	MIDDLE SCHOOL HEAD	27
	MIDDLE SCHOOL ASSISTANT	25
ATHLETIC TRAINER:		83
FACULTY MANAGER:	HIGH SCHOOL	55
	MIDDLE SCHOOL	58
EQUIPMENT MANAGER:		55
WEIGHT ROOM COORDINATOR:	FALL	21
	WINTER	21
	SPRING	21
CHEERLEADERS:	FOOTBALL (V &JV)	19
	SOCCER (V & JV)	16
	BASKETBALL (V & JV)	19
	WRESTLING (V & JV)	16
	9TH GRADE FOOTBALL	13
	9TH GRADE BASKETBALL	13
	8 <sup>TH</sup> /MIDDLE SCHOOL	15

TABLE 2: CO-CURRICULAR CRITERIA SCALES AND SALARY SCHEDULES

CO-CURRICULAR CRITERIA SCALE:

I. Category #1 = Time

	<u>Hours</u>	<u>Units</u>
A. Practices/Meetings (Hours)	1-10	1
	11-20	2
(number of hours beyond	21-30	3
the teacher's work day	31-40	4
to conduct this	41-50	5
activity)	51-60	6
	61-70	7
	71-80	8
	81-90	9
	91-100	10
	<u>Activity</u>	<u>Units</u>
B. Performances/Events/ Dances/Concerts	1-10	1
	11-20	2
	21-30	3
(the total number of	31-40	4
formal events [audience]	41-50	5
which would involve	51-60	6
others outside their	61-70	7
group, and outside of	71-80	8
the school day)	81-90	9
	91-100	10

II. Category #2 = Program Responsibility

	<u>Students</u>	<u>Units</u>
A. Supervision of Students		
1. Students actively involved	1-5	1
	6-10	2
(includes only the	11-15	3
students actively involved	16-20	4
in the specific	21-25	5
activity/organization)	26-30	6
	31-35	7
(where there is more	36-40	8
than one advisor this	41-45	9
figure represents the	46-50	10
total participating		
divided by the number		
of advisors)		

TABLE 2: CO-CURRICULAR CRITERIA SCALES AND SALARY SCHEDULES, cont.

	<u>Students</u>	<u>Units</u>
Supervision of Students, cont.		
2. Students Attending -	1-100	1
(includes anyone who would	101-200	2
attend an activity/	201-300	3
performance where the	301-400	4
sponsoring group	401-500	5
is the sole presenter	501-600	6
or organizer; audience	601-700	7
at a play, circulation	701-800	8
of a newspaper, yearbook,	801-900	9
literary magazine, etc.)	901-1000	10
	<u>Hours</u>	<u>Units</u>
B. Administrative Responsibility	1-5	1
	6-10	2
	11-15	3
(fund raising,	16-20	4
maintenance of equipment,	21-25	5
inventory of equipment,	26-30	6
budget,	31-35	7
program responsibility,	36-40	8
etc.)	41-45	9
	46-50	10
III. Category #3 = Staff Responsibility		
	<u>Assistants</u>	<u>Units</u>
A. Supervision of Personnel	1	1
	2	2
(number of paid staff	3	3
members supervised	4	4
in the program.	5	5
This number is	6	6
equal to one unit	7	7
per staff member.)	8	8
	9	9
	10 (etc.)	10 (etc.)
	<u>Hours</u>	<u>Units</u>
B. Staff Meetings (paid staff)	1-10	1
	11-20	2
(number of hours beyond	21-30	3
the teacher's work day,	31-40	4
and student contact	41-50	5
time to conduct	51-60	6
this activity)	61-70	7
	71-80	8
	81-90	9
	91-100	10

CO-CURRICULAR CRITERIA SALARY SCHEDULE

<u>EXPERIENCE IN POSITION</u>	<u>AMOUNT PER UNIT</u>	<u>AMOUNT PER UNIT EFFECTIVE AUGUST 1, 1996</u>
0 years	.00295	.00300
1 year	.00300	.00305
2 years	.00305	.00310
3 years	.00310	.00315
4 years	.00315	.00320
5 years	.00320	.00325
6 years	.00325	.00330
7 years	.00330	.00335
8 years	.00335	.00340
9 years	.00340	.00345
10 years	.00345	.00350
11 years	.00350	.00355
12 years	.00355	.00360
13 years	.00360	.00365
14 years	.00365	.00370
15 years	.00370	.00375
16 years	.00375	.00380
17 years	.00380	.00385
18 years	.00385	.00390
19 years	.00390	.00395
20 years	.00395	.00400

1. Calculation of Salary:

Unit Value x Base Salary x Experience Factor

2. Advisors whose existing scheduled rate of pay is higher than that determined by criteria points plus the experience factor will be paid at the higher rate, and shall continue to be paid at that amount until the formula catches up with the paid amount, or until a different individual assumes the position.

CO-CURRICULAR: CLUBS/ACTIVITIES UNITS CHART

<u>CLUB/ACTIVITY</u>	<u>POSITION</u>	<u>UNITS</u>
INTERMEDIATE CHORUS	DIRECTOR	15
MIDDLE SCHOOL CHORUS	DIRECTOR	15
MIDDLE SCHOOL BAND	DIRECTOR	15
INTERMEDIATE BAND	DIRECTOR	15
YEARBOOK	HS ADVISOR	43
	MS ADVISOR	10
	INTERMEDIATE SCHOOL ADVISOR	10
NEWSPAPER	HS ADVISOR	32
	MS ADVISOR	10
DRAMA	HS ADVISOR	34
	MIDDLE SCHOOL ADVISOR	9
STUDENT COUNCIL	MS ADVISOR	20
	INTERMEDIATE SCHOOL ADVISOR	20
CLASS ADVISOR	SENIOR CLASS	20
	JUNIOR CLASS	18
	SOPHOMORE CLASS	16
	FRESHMAN CLASS	14
LITERARY MAGAZINE	HS ADVISOR	11
BAND	HEAD DIRECTOR	54
	HIGH SCHOOL ASSISTANT	35
	DEMONETTES	25
	DEBONAIRES	18
	MAJORETTES	8
	MIDDLE SCHOOL JAZZ ENSEMBLE	11
PEP BAND	DIRECTOR	10
CHORAL	FALL MUSICAL DIRECTOR	20
	TV WHBS HS ADVISOR	58
	HS TECHNICAL ASSISTANT	22
	HS FIELD ASSISTANT	10
STUDENT ACTIVITIES	HS ADVISOR (INCLUDES: STUDENT COUNCIL, PRIDE, PRESIDENT'S BOARD, RED CROSS)	67

CO-CURRICULAR: CLUBS/ACTIVITIES UNITS CHART, cont.

<u>CLUB/ACTIVITY</u>	<u>POSITION</u>	<u>UNITS</u>
CHAMBER ORCHESTRA	HS ADVISOR	10
HONORS ORCHESTRA	MS ADVISOR	6
NATIONAL HONOR SOCIETY	HS ADVISOR	20
AMERICAN FIELD SERVICE	HS ADVISOR	17
COMPUTER CLUB	HS ADVISOR	19
	MS ADVISOR	15
LATIN CLUB	HS ADVISOR	5
FRENCH CLUB	MS ADVISOR	4
PEP CLUB	HS ADVISOR	10
TECH MATES	HS ADVISOR	14
RED CROSS CLUB	MS ADVISOR	6
STRINGS	INTERMEDIATE ADVISOR	10
STRINGS	MS ADVISOR	10
CHORUS	HIGH SCHOOL ADVISOR	30
ACADEMIC CHALLENGE	HS ADVISOR	20
	ASSISTANT	10
	MIDDLE SCHOOL ADVISOR	3
SPANISH CLUB	MS ADVISOR	4
OLYMPICS OF THE MIND	MS ADVISOR	11
SKI CLUB	HS ADVISOR	20
	MIDDLE SCHOOL ADVISOR	18
	INTERMEDIATE SCHOOL ADVISOR	18
KEY CLUB	HS ADVISOR	15
FORENSICS	HS ADVISOR/COACH	16

CO-CURRICULAR: CLUBS/ACTIVITIES UNITS CHART, cont.

<u>CLUB/ACTIVITY</u>	<u>POSITION</u>	<u>UNITS</u>
TEEN INSTITUTE	HS ADVISOR	4
SCIENCE OLYMPIAD	HS ADVISOR	15
PROJECT SUPPORT WHS	HS ADVISOR	3
MS AGAINST DRUGS	MS ADVISOR	5
ACADEMIC CONTEST	INTER-ADVISOR	4
DRAMA CLUB	PARKSIDE-ADVISOR	8
MATH COMPETITION	MS ADVISOR	11
BOWLING CLUB	HS ADVISOR	4
BURNESON BRIGADE	MS ADVISOR	11
STUDENT LEADERSHIP	HS ADVISOR	10
BUILDERS CLUB	MS ADVISOR	6
BASSETT JUMP ROPE	ADVISOR	5
PARKSIDE GREENSLEEVES	DIRECTOR	2
PARKSIDE ENCORE	DIRECTOR	3

## EXTRA CURRICULAR AND CO-CURRICULAR CONTRACTUAL AGREEMENTS

- ITEM I: A one hundred (\$100) dollar stipend shall be paid to each teacher involved in the out-of-district portion of the outdoor education program.
- ITEM II: Out-of-district experience in a similar position may be granted by the Board for up to ten (10) years. This provision affects only employees hired after January 1, 1996.
- ITEM III: Any Westlake teacher who is a head coach for the Westlake City School District who seeks leave to attend a state tournament in the sport he/she serves as a head coach for Westlake shall be granted such leave. The service of a substitute teacher will be provided at Board expense and this leave shall not be charged against any other type of leave found in the Agreement.

