

<i>Adapted Soccer</i>	12		<i>Adapted Floor Hockey</i>	17		<i>Adapted Bowling</i>	11
<i>Football</i>	15		<i>Alpine Skiing</i>	14		<i>Adapted Softball</i>	13
<i>XC - Boys</i>	12		<i>Nordic Skiing</i>	14		<i>Badminton</i>	11
<i>XC - Girls</i>	12		<i>Basketball - Boys</i>	18		<i>Baseball</i>	13
<i>Soccer - Boys</i>	12		<i>Basketball - Girls</i>	18		<i>Golf - Boys</i>	13
<i>Soccer - Girls</i>	12		<i>Gymnastics</i>	15		<i>Golf - Girls</i>	13
<i>Swimming - Girls</i>	14		<i>Hockey - Boys</i>	17		<i>Lacrosse - Boys</i>	11
<i>Tennis - Girls</i>	11		<i>Hockey - Girls</i>	17		<i>Lacrosse - Girls</i>	11
<i>Volleyball</i>	13		<i>Swimming - Boys</i>	14		<i>Softball</i>	13
			<i>Wrestling</i>	15		<i>Tennis - Boys</i>	11
						<i>Track & Field</i>	13

All Middle School sports last eight weeks and coaches will be paid by multiplying the Base Unit by 8.

Middle school sports and their season lengths:

Fall Sport	Weeks		Winter Sport	Weeks		Spring Sport	Weeks
<i>FLAG Football</i>	8		<i>Basketball - Boys</i>	8		<i>Badminton</i>	8
<i>Soccer - Boys</i>	8		<i>Basketball - Girls</i>	8		<i>Baseball</i>	8

Soccer - Girls	8		Wrestling	8		Softball	8
Volleyball	8					Track & Field	8

Number of Coaches per Sport Determination

All sports will be designated by one of three tiers.

Tier 1: Tier 1 sports have many specialized requirements and require more coaches. These are: Football, Track & Field.

Varsity Football will have a Head Coach and four assistant coaches. These five coaches will be responsible for both varsity and JV competition. There will also be an additional two coaches for each lower level team that practices on its own and has its own schedule of games.

Track and Field will have a Head Coach and four assistant coaches. These five coaches will be responsible for both girls and boys track and field at all levels and competitions.

Tier 2: Tier 2 will require a Head Varsity coach, an Assistant Coach and a coach for each lower level team.

These are: Soccer (Adapted, Boys, Girls), Tennis (Boys, Girls), Volleyball, Adapted Floor Hockey, Basketball (Boys, Girls), Ice Hockey (Boys, Girls), Wrestling, Softball (Adapted, Girls), Badminton, Baseball, Lacrosse (Boys, Girls),

Tier 3: Tier 3 will require a Head Varsity coach and an Assistant. Tier 3 sports have one team for all levels.

These are: Cross Country (Boys, Girls), Swimming (Boys, Girls), Skiing (Alpine, Nordic), Gymnastics, Adapted Bowling, Golf (Boys, Girls)

Determining Number of Teams:

Each sport will have a minimum and maximum number of participants as recommended by the district. This min/max will help determine the number of teams at a school. The purpose of the maximum number is not to leave student athletes out of participation, but to give guidance on when an additional team might be needed at a school.

FALL		
SPORT	Minimum#/team	Maximum #/team
<i>Adapted Soccer</i>	7	15
<i>Football</i>	Varsity/JV-22, B/9th-15	50
<i>XC - Boys</i>	7	

<i>XC - Girls</i>	7	
<i>Soccer - Boys</i>	15	22
<i>Soccer - Girls</i>	15	22
<i>Swimming - Girls</i>	10	
<i>Tennis - Girls</i>	10	
<i>Volleyball</i>	12	25

WINTER

SPORT	Minimum#/ team	Maximum #/team
<i>Adapted FI Hock</i>	6	18
<i>Alpine Skiing</i>	8	45
<i>Nordic Skiing</i>	10	45
<i>Basketball - Boys</i>	10	15
<i>Basketball - Girls</i>	10	15
<i>Gymnastics</i>	12	
<i>Hockey - Boys</i>	Varsity 15, JV 10	20
<i>Hockey - Girls</i>	Varsity 15, JV 10	20
<i>Swimming - Boys</i>	10	
<i>Wrestling</i>	7	28

SPRING

SPORT	Minimum#/ team	Maximum #/team
<i>Adapted Bowling</i>	1	No Limit
<i>Adapted Softball</i>	9	18
<i>Badminton</i>	7	20
<i>Baseball</i>	Varsity 15, JV/9th 12	
<i>Golf - Boys</i>	6	
<i>Golf - Girls</i>	6	
<i>Lacrosse - Boys</i>	16	25
<i>Lacrosse - Girls</i>	16	25

<i>Softball</i>	12	
<i>Tennis - Boys</i>	10	
<i>Track & Field</i>	10	no limit

MIDDLE SCHOOL		
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FALL		
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SPORT	Minimum#/ team	Maximum #/team
<i>FLAG Football</i>	11	
<i>Soccer - Boys</i>	11	25
<i>Soccer - Girls</i>	11	25
<i>Volleyball</i>	12	25

WINTER		
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SPORT	Minimum#/ team	Maximum #/team
<i>Basketball - Boys</i>	5	18
<i>Basketball - Girls</i>	5	18
<i>Wrestling</i>	7	30

SPRING		
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SPORT	Minimum#/ team	Maximum #/team
<i>Badminton</i>	6	25
<i>Baseball</i>	9	
<i>Softball</i>	9	
<i>Track & Field</i>	10	no limit

EXTRACURRICULAR ACTIVITIES

Teachers shall be paid additional stipends, to be called extracurricular pay, for additional activities carried on outside their regular duties and outside the regular school day according to rules and regulations established by the Board, provided that such stipends shall not be paid if a teacher's day or class load has been decreased because of such activities except as provided herein. Any extracurricular assignment and stipend may be terminated at the end of any school year and/or reassigned to another staff member. Any teacher may reject an assignment for which extracurricular pay is given.

Schedule C-2

Extracurricular Non-Athletic

Payment of Schedule C-1 stipends shall be made within three (3) weeks of the end of the District's first and/or second semester, depending upon the completion date of the activity. The supervision of an extracurricular activity may be divided among teachers, but the total payment shall not exceed the amount set forth below. The payment for an extracurricular activity may vary depending upon the amount of work involved, but no payment shall be made in excess of the amount specified below.

Pay Calculations

Base Unit = \$410 (*originally determined by dividing the highest paid coach by the number of weeks of their season in 2021-22 season*)

The Base Unit will increase annually by the same percent as regular pay.

It is understood that there will not always be a licensed staff person who will volunteer to perform these duties. If anyone performs these duties in addition to their regular job duties they will be compensated according to this schedule. This includes EAs and SCSPs.

Job	Level/Notes	Formula
Cafeteria Supervisor	May be paid on an hourly basis for time worked. Formula: stipend divided by number of days lunch is served during the school year = rate for one-half hour duty.	5.75 x BU

Class Advisor	Sophomore Class	1.25 x BU
	Junior Class	3.75 x BU
	Senior Class	3.75 x BU
Dance Chaperone (outside the duty day)	Hourly	(0.075 x BU)/hr
Debate Coach	Middle School	.75 x (17 x BU)
	HS - Head Debate Coach	17 x BU
	HS - Asst. Debate Coach	.75 x (17 x BU)
Destination ImagiNation Team Coach*	<p>The minimum requirements for this stipend are:</p> <ul style="list-style-type: none"> ● One to three teams, formally competing in the full official school year season inter-district competition and tournament play. ● The activities occur outside the professional workday for teachers. ● After the first four (4) weeks of the season, the position and payment will be discontinued if full team competition is not to be completed. 	3 x BU

Drivers Education Teacher (See Article 9, Section 6 for governing conditions)	Hourly	(0.075 x BU)/hr
Field Trip: School sponsored overnight field trip (not compensated by other means)	Nightly	0.25 x BU
High School Future Educators of Saint Paul Coordinator	HS	7.5 x BU
Hmong Dual Language Teacher		11 x BU
Locker Manager – Secondary: up to maximum of (basis of .0005 of the maximum, per locker)	Per student	0.00375 x BU per student Minimum = BU No maximum
Mathematics Team Coach	Middle School: A minimum requirement for this stipend is at least 10 participants, and at least six scheduled events	3 x BU
	High School: A minimum requirement for this stipend is at least 10 participants, and at least six scheduled events	5.25 x BU
Mathematics Team Assistant Coach	A minimum requirement for this stipend is at least 15 participants after the first four (4) weeks of the season, and that the position and payment will be	(.75 x 5.25) x BU

	discontinued if participation is less than 15 students.	
Senior High National Honor Society Coordinator		7.5 x BU
North Central Association Coordinator		3 x BU

School Fund Bursar Middle School	MS	5.25 x BU
	HS	12.6 x BU
School Newspaper	HS: Business Mgr.	2.5 x BU x 0.10 x #issues Maximum 10 issues
	HS: Editorial Mgr.	10 x BU x 0.10 x #issues Maximum 10 issues
School Patrol Supervisor	Elementary	5.75 x BU
Science Olympiad Coach	<p>The minimum requirements for this stipend are:</p> <ul style="list-style-type: none"> • One to three teams, formally competing Compete in the full official school year season inter-district competition and tournament play. • The activities occur outside the professional workday for teachers. • After the first four (4) weeks of the season, 	3 x BU

	the position and payment will be discontinued if full team competition is not to be completed.	
Science Safety Manager	Secondary	1.5 x BU
GSA Program Advisor	Secondary	3.75 x BU
SADD Program Advisor	Secondary	3.75 x BU
Speech Activities Coach	HS - entrance in festival or equivalent and District Speech Festival	0.75 x BU x #events Max of 7, one of which is the District Speech Festival
Student Council Director	Secondary	7.5 x BU
Technological Instructional Equipment Manager	<p>Person manages inventory of all video/audio equipment not managed by Facilities. Examples are setting up speakers and projectors for meetings or programs.</p> <p>The \$1-per student basis for the yearly stipend for this function shall be determined for each elementary school based on the official enrollment figures published by the District each October. Those students will be counted who are in classes/grades for which such services are provided.</p>	0.0025 x BU x #students Minimum = BU No Max
Technology Liaison iPad Manager (work outside regular day)	Secondary -The per student basis for the yearly stipend for this function shall be determined for each school based on the official enrollment figures published by the District each	0.01 x BU x #students Minimum = 4 x BU No Max

	October.	
Textbook Distributor	<p>The \$2 per student basis for the yearly stipend for textbook distributor shall be determined for each elementary and secondary school based on the official enrollment figures published by the District each October. Those students will be counted who are in classes/grades for which textbooks are purchased and distributed. The minimum stipend shall be: \$600</p> <p>The per student basis for the yearly stipend for this function shall be determined for each school based on the official enrollment figures published by the District each October.</p>	<p>0.005 x BU x #students Minimum = 1.5 x BU</p>
Test Coordinator	<p>The \$4 per student basis for the yearly stipend for test coordinator shall be determined for each elementary school based on the official enrollment figures published by the District each October. Those students will be counted who are in classes/grades for which test booklets are purchased</p> <p>The per student basis for the yearly stipend for this function shall be determined for each school based on the official enrollment figures published by the District each October.</p>	<p>0.01 x BU x #students Minimum = 3 x BU No Max</p>

Yearbook	HS - Business Manager	2.5 x BU
	HS - Editorial Manager	7.5 x BU
Robotics Coach	Head Coach	10 x BU
	Asst. Coach	7.5 x BU
FFA Advisor		5 x BU
WEB Coordinator		7.5 x BU
Link Crew Advisor		7.5 x BU
TECHNOVATION Challenge Coach	This is a Statewide, National, and International competition that works to get girls involved in STEM.	7.5 x BU
Youth in Government Coach		5 x BU
Youth Affinity Group Advisor	Examples GSA, Students of Color	5 x BU
Non-specific after-hours extra-curricular advisor	This position is not covered in any other part of Schedule C. This position provides for newly needed extra-curricular positions as determined by the principal. All hours must be pre-approved by the principal.	(0.075 x BU)/hr

*The existence of this stipend for coaches of the extra-curricular official competition activity is not intended to preclude or replace Destination ImagiNation activities which occur in many schools on a smaller scale or within students' school day and/or the teachers' professional workday.

Schedule C-3

Extracurricular Performing Arts

Payment of Schedule C-3 stipends shall be made within three (3) weeks of the end of the District's first and/or second semester, depending upon the completion date of the activity. The supervision of an extracurricular activity may be divided among teachers, but the total payment shall not exceed the amount set forth below. The payment for an extracurricular activity may vary depending upon the amount of work involved, but no payment shall be made in excess of the amount specified below.

Base Unit = \$410

Extracurricular Position	Responsibilities	Stipend Formula
Director of Musical	Auditions, produces, directs, rehearses a musical (including technical/dress rehearsals). Supervises technical director, choreographer, and vocal music directors.	14 x BU Director of Musical will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by principal.
Vocal Music Director of Musical	Works alongside the Musical Director in providing vocal music direction for a musical. Vocal director assists with auditions, rehearsals, dress/technical rehearsals and performances as well.	9 x BU This person will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by principal.
Musical Choreographer	Works alongside Musical Director, auditions, creates original/compatible choreography, and rehearses the musical (including technical/dress rehearsals).	9 x BU At the discretion of the Director and approval of the principal, the musical choreographer will also be paid at the per "Performance Stipend" for each performance of the musical. This will be a Maximum of 6 performances per production. Additional performances must be approved by the principal.

Technical Director	Works alongside the musical or play directors. Provides theatrical technical direction and support for lights, sound, sets, costumes, props, and other production areas.	9 x BU At the discretion of the Director and approval of the principal, the musical choreographer will also be paid at the per "Performance Stipend" for each performance of the musical or play. This will be a Maximum of 6 performances per production. Additional performances must be approved by the principal.
Pit Orchestra Advisor for Musical	Advises the student pit conductor and supports the pit orchestra through auditions, rehearsals, dress rehearsals, and performances.	2 x BU
Pit Orchestra Conductor for Musical	Works alongside the Musical Director in providing pit orchestra music direction for a musical. Pit Orchestra Conductor assists with auditions, rehearsals, dress/technical rehearsals and performances as well.	9 x BU
Talent Show Coordinator	Auditions, produces and dress rehearses a talent/performance show outside of the school day with students. Examples; Performance Night, Harding Idol, etc.	0.5 x BU Maximum 1 per semester.
Director of Play	Auditions, produces, directs, and rehearses a play (non musical) outside the school day. Supervises technical director.	12 x BU Director of Play will also be paid at the per "Performance Stipend" for each performance of the musical. Maximum of 6 performances per production. Additional performances must be approved by principal.

Musical Variety Production Director	Directs and advises student driven original production. Alongside students, auditions, produces, rehearses a production (including technical/dress rehearsals). Supervises student directors, student technical directors, student musical directors, and student choreographers.	10 x BU Director/Advisor will also be paid at the per performance stipend for each performance of the Production. Maximum of 6 performances per production. Additional performances must be approved by principal.
Performance Stipend	Work a performance outside of the school day in any role described in Schedule C-3 with the exception of Pep Band Director and Instrument Inventory Manager. This includes in-person or virtual set up and take down, pre-performance warm up, etc.	.375 x BU Maximum of 6 performances per production. Additional performances must be approved by principal.
Pep Band director	Prepare and supervise the Pep Band to play at different athletic events, parades, and community events.	.375 x BU per event Pep Band director will also be paid at the per performance stipend for each performance of the Production. Maximum of 6 performances per athletic season. Additional performances must be approved by principal.
Instrument Inventory Manager	Check in/out inventory, manage rental agreements/donations, maintain instruments, arrange repairs, inspect/clean/play/test instruments at year end, add and remove inventory, maintain Destiny records.	0.01 x BU x #instrumental students = (\$4.10 per student) Minimum = BU Paid on a per instrumental music student basis.
Extra Curricular Ensembles (Jazz Band, Jazz Choir, Improv Troupe, Dance Group, etc.)	3-6 hours per week Auditions, produces, directs, and rehearses in preparation of performances. Will be paid at the per "Performance Stipend" for each performance. Maximum of 6 performances	13 x BU

	per semester. Additional performances must be approved by principal.	
Extra Curricular Ensembles (Jazz Band, Jazz Choir, Improv Troupe, Dance Group, etc.)	6-10 hours per week Auditions, produces, directs, and rehearses in preparation of performances. Will be paid at the per "Performance Stipend" for each performance. Maximum of 6 performances per semester. Additional performances must be approved by principal.	21 x BU