

APPENDIX B - STIPENDS

All stipends listed in this section will have retirement payments taken out and will contribute to the base salary for retirement pension unless the rate of pay is given on an hourly or project basis. The positions listed in Appendix B are subject to annual appointment.

Project Work - Subject to funding availability, the Superintendent or Building Principal shall have the authority to engage teachers in project work pursuant to the provisions of this contract. Based on the estimated amount of work and available funding for such work, the Superintendent/Building Principal shall identify the Project Work total pay amount. The appointment of a teacher to such Project Work shall be in writing and shall identify the teacher who has been appointed, the work to be done, a timeline for completion of the work, and the Project Work pay.

Hourly Work - Subject to funding availability, the Superintendent or Building Principal shall have the authority to engage teachers to perform work outside of their contractual duties on an hourly basis at the contractual rate of \$25 per hour. The appointment of a teacher to such extra work shall be in writing and shall identify the teacher who has been appointed, the work to be done, a timeline for completion of the work, and the maximum number of hours to be compensated.

The forms documenting these agreements shall be available to the Association and the School Committee in the Superintendent's office.

Stipend Committee

Student activities outside the school day are integral to the total education of our students. These activities provide a breadth of opportunity for students to explore their interests beyond the classroom and apply their learning. While these activities provide great benefits to students, they hold differing requirements and expectations for the adult advisors who supervise them. Since these activities are fully dependent on student participation, there is need for flexibility in the implementation of this schedule.

In order to have a thoughtful review and recommendation process for specified stipend activities, a Stipend Committee shall be formed to process, review, and make recommendations for specified stipend activities to the Superintendent. Teachers on this committee shall be appointed by the President of the Arlington Education Association.

Stipend Committee Members

1. High School Principal or designee
2. Middle School Principal or designee
3. Elementary Principal or designee
4. Athletic Director
5. Director of Human Resources
6. Elementary Teacher
7. Ottoson Teacher
8. AHS Teacher

9. School Committee Member
10. Pre-School (as needed)
11. Curriculum Leader

The Stipend Committee will meet twice annually (fall and spring) to review current stipends, make recommendations for revisions, and consider new stipends. The spring meeting is to look at the upcoming year and review proposals for the following school year and should occur no later than June 1. The fall meeting is to review the past year and must occur no later than November 15.

Anyone may propose either a revised stipend or a new stipend activity to the principal of the school in which the stipended activity would occur. District-wide stipends would go through either the Assistant Superintendent or his/her designee. If the principal or Assistant Superintendent agrees that the activity is in line with the mission of the school and district, the proposal will be brought to the Stipend Committee.

In recommending new stipends, the Stipend Committee will consider:

- Relationship of the activity to the vision, mission, and goals of the school and school system.
- Purpose of the activity with benefit to students, number of student participants, and time commitment.
- The Stipend Committee can recommend reallocation of existing monies to new or amended stipends, the adoption of new stipends, as well as the elimination of certain stipends.

The Stipend Review Committee shall submit its recommendations to the Superintendent who will consider the recommendations when developing his/her budget to the School Committee. It is understood that funding for stipends rests solely with the authority of the School Committee.

New stipends will be added to the contract via a memorandum of agreement (MOA).

Academic and Club Stipends will be paid twice per year. Lead teacher stipends will be paid in the biweekly paycheck. Athletic stipends will be paid only during the athletic season.

The splitting of all stipends, other than stipends already listed as being split, must be approved by the Superintendent and the AEA President.

ACADEMIC STIPENDS

Stipend Title	\$
Performing Arts AHS	
Drama Club Advisor	\$5000
Assistant Director, Drama	\$2,500
G & S Conductor	\$1,212
G & S Costumes & Programs	\$2,020
G & S Director	\$5,924
G & S Music Director	\$4,040
G & S Pianist	\$1,212
G & S Producer	\$2,020
G & S Set Design & Construction	\$809
Jazz Band Director	\$1,886
Performing Arts OMS	
Boys' Chorus Director	\$1,886
Chamber Ensemble Director	\$1,886
Girls' Ensemble Director	\$1,886
Jazz Band Director	\$1,886
Musical - Music Director	\$2,000
Musical Accompanist	\$500
Musical Choreographer	\$2,000
Musical Director	\$2,500
Musical Producer	\$2,020
Select Chorus Director	\$1,886
Show Choir	\$2,000 (two positions at \$1,000 each)
Gibbs Performing Arts	
Choral Ensemble	\$1,886
String Chamber Music	\$1,886
Jazz Performance Workshop	\$1,886

Performing Arts Elementary	
Band Director	\$1,886
Gifted Chamber Ensemble Director	\$1,886
Music School Director	\$2,558
Orchestra Director	\$1,886
Elementary Select Chorus	\$1,886
Lead Teachers	
District Wide Data Analyst	\$10,000
District Reading Coach (elementary - per person)	\$5,749
Early Childhood Lead Teacher	\$1,590
FACS Lead Teacher 6-12	\$4,312
K-5 Lead Reading Teacher	\$795
K-8 Library & Media Coordinator	\$4,312
Lead Guidance Counselor 9-12 (College)	\$5,749
Lead Guidance Counselor 9-12 (Soc./Emot.)	\$5,749
Lead Guidance Counselor Gibbs	\$5,749
Lead Guidance Counselors Ottoson	\$5,749
Leadership Team (total per school - 9 schools)	\$3,803
Mill Brook Program Coordinator	\$3,500
PE/Health Lead Teacher - AHS	\$4,916
PE/Health Lead Teacher - AHS	\$4,916
PE/Health Lead Teacher - AHS	\$4,916
Academic and Leadership Clubs - AHS	
All Club Coordinator	\$1,000
AP Exams Coordinator	\$1,875
Art Club Advisor	\$1,615
Bridge Builder Advisor	\$650
Class Advisor - Freshman	\$1,060
Class Advisor - Juniors	\$1,060
Class Advisor - Seniors	\$1,060
Class Advisor - Sophomores	\$1,060

Computer Club Advisor	\$1,615
Dance Club Advisor	\$1,000 (2 advisors at \$500 each)
French Club	\$500
GSA Advisor	\$1,615
Guidance Website Coordinator	\$650
International Advisor	\$2,000
Latin Club	\$500
Literary Magazine Advisor	\$2,020
Math Fair Coordinator	\$848
Math Team Advisor	\$1,615
Media Club Advisor	\$1,615
Mock Trial Team Advisor	\$1,200
Model Congress Advisor (3) at \$800 or (2) at \$1200	\$2,400
Model UN Advisor	\$1,200
National History Day Advisor (2)	\$1,000
National Honor Society Advisor	\$2,423
National World Language Honor Society	\$1,000
Naviance Coordinator	\$975
Peer Leaders	\$1,615
PSAT Coordinator	\$875
Robotics	\$2,120
S.A.V.E. Advisor	\$1,615
SADD Advisor	\$1,615
SAT Coordinator	\$2,500
School newspaper	\$2,423
Science Olympiad Club Advisor	\$2,020
Science Symposium Day	\$1,000
Spanish Club	\$500
Speech & Debate Club	\$1,200
Student Council Advisor	\$4,309
Survival/Outdoor Pursuits	\$5,117

Syracuse Dual Enrollment	\$2,500
Tenacity Challenge Advisor	\$800
Volunteer Club Advisor	\$1,615
Yearbook Advisor	\$5,441
Young Feminist Club	\$1,615
Academic and Leadership Clubs - OMS	
Art Club Advisor	\$1,615
Drama Advisor	\$2,423
Generation Citizen	\$1,400
GSA Advisor	\$1,615
Latin Club	\$500
Literary Magazine Advisor	\$2,020
National Geography Bee Advisor	\$1,000
National History Day	\$1,400
New England Math League Competition Advisor (Ottoeson and Gibbs)	\$750
Newsletter Advisor	\$1,886
Robotics	\$2,120
Spanish Club	\$500
Student Council Advisor - Grade 7	\$502
Student Council Advisor - Grade 8	\$502
World of Difference Peer Leaders	\$2,000
Yearbook Advisor	\$1,508
Gibbs Academic and Leadership Clubs	
Art Club Advisor	\$1,615
Garden Club Advisor	\$750
National History Day Advisor	\$1,400
Newsletter Advisor	\$1,886
Yearbook Advisor	\$1,508
Drama Advisor	\$2,423

Technology Integration	
Elementary School Technology Integration Teacher	\$795
Gibbs Technology Integration Teacher	\$795
Ottoson Technology Integration Teacher	\$795
Early Childhood Technology Integration Teacher	\$795
Mentors	
Elementary Curriculum Mentor - Math	\$795
Elementary Curriculum Mentor - Reading	\$795
Elementary Writing PD and Mentor	\$750
Mentor (General)	\$731
Special Education Alternative Assessment Mentor	\$1,060
Miscellaneous	
AM/PM Coordinator (Gibbs)	\$943
AM/PM Coordinator (Ottoson)	\$943
AM/PM Activity Hourly (Gibbs)	\$19
AM/PM Activity Hourly (OMS)	\$19
Auditorium Scheduling	\$1,000
Detention (OMS)	\$2,639
Grade 5 Science Camp Coordinator	\$3,000
International Student Advisor	\$5,300
Kindergarten Steering Committee Leaders (Tools Coaches)	\$2,000 (two positions at \$1000 each)
Kindergarten Steering Committee Members	\$1,750 (\$250 each for 7 teachers)
Outdoor Education chaperone (Per Night)	\$94
Psychologist Department Liaison	\$3,000
Rainbow Alliance Club (Elementary)	\$1,200 (Two positions at \$600 each)
Social Worker Clinical Supervisor	\$6,000
Services For Students with Disabilities Coordinator (AHS)	\$795
Supervisor of Supplies (AHS)	\$1,526

Supervisor of Supplies (OMS)	\$750
TCI Trainer and Elementary TCI Coordinator	\$3,000 (may be split between two people)
Team Chair - Special Education	\$3,180

ATHLETIC STIPENDS

Category A	
Football - Head Coach	\$10,161
Sub Varsity	\$3,231
Category B Head Coaches - Baseball, Basketball, Hockey, Lacrosse, Wrestling, Field Hockey, Soccer, Softball, Cross Country, Indoor Track, Outdoor Track, Volleyball	\$5,251
Category C Head Coaches - Cheerleaders, Gymnastics, Tennis, Varsity Assistant Football Coach	\$4,712
Category D Head Coaches - Golf, Swimming	\$3,905
Category E Assistant Coaches and Sub Varsity Coaches - Baseball, Basketball, Cross Country, Indoor Track, Outdoor Track, Lacrosse, Soccer, Wrestling, Field Hockey, Gymnastics, Softball, Volleyball	\$3,096
Category F Freshman Coaches - Baseball, Basketball, Hockey, Soccer, Field Hockey, Softball, Football, Lacrosse, Volleyball	\$3,096
Category G Equipment Manager	\$8,000
Category H Ticket/Business Manager	\$3,905