

**Fleming School**  
**Frenchman School District**  
**Extra Duty Compensation Plan**

- Extra duties should involve one or more of the following characteristics: supervision of students outside of regular instructional time, fundraising, student travel, student social events, student government, community demonstrations or presentations of students work.
- There will be no extra compensation for duties performed during regular instructional time. All percentages are calculated at the Base Salary, (BA, step 1 experience) for compensation.

**SENIOR HIGH SPORTS**

<b>Sport</b>	<b>0-3 yrs experience</b>	<b>4-6 yrs experience</b>	<b>7+ yrs experience</b>
Head Football	8%	9%	10%
Head Volleyball	8%	9%	10%
Head Boys' Basketball	9%	10%	11%
Head Girls' Basketball	9%	10%	11%
Wrestling	9%	10%	11%
Head Track	8%	9%	10%
Head Baseball	8%	9%	10%
Golf (if offered)	8%	9%	10%

For Head Coaching experience, we allow prior experience to be transferred into our District, providing experience is at the Head Coaching level.

Assistant Football	5%
Assistant Volleyball	5%
Assistant Boys' Basketball	5%
Assistant Girls' Basketball	5%

**JUNIOR HIGH SPORTS**

Volleyball	2%
Football	2%
Boys' Basketball	2%
Girls' Basketball	2%
Track	2%
Wrestling	2%
Girls' Golf	2%

For JH, practice is done during 8<sup>th</sup> period. Games/meets are held after school.

**CLASS SPONSOR**

Senior Class	2%
Junior Class	2%

There may be more than one sponsor with the sponsors splitting the stipend

**STUDENT ORGANIZATIONS**

Student Council	2%		
FBLA	0-3 yrs exp: 9%	4-6 yrs exp: 10%	7+ yrs exp: 11%
Band*	0-3 yrs exp: 9%	4-6 yrs exp: 10%	7+ yrs exp: 11%
FFA	Extended contract up to 40 days per year		
HS Dance Routine	2% (if offered)		
HS Cheerleaders/Dance	2% (if offered)		
JH Cheerleaders	2% (if offered)		

\*Band Director must spend time outside of school for performances, and/or competitions  
 Elementary Student Council, National Honor Society, and F Club sponsorship should/may be rotated

**CLASS EXTENSIONS**

Drama	\$200 per play presented to Community
Science Fair	\$200
Art Show	\$200
Elem Sci Fair	\$200
Yearbook	\$300

**ENRICHMENT ACTIVITIES**

Knowledge Bowl	\$300
Spelling Bee	\$300

**MENTORS /TRAINERS/OTHER ASSIGNMENTS**

Athletic Director	15%
Gifted Talented	\$1,200 (total)

- Staff Members scheduled for outside athletic related assignments such as gate keeper, line judge, score keeper, clock operator and concession supervision will be compensated as follows:

**VOLLEYBALL**

Gate per night	\$15
Books per night	\$15
Clock per night	\$15
Line Judge per night	\$15

**FOOTBALL**

Gate per night	\$7.50 per person up to 2
	\$15 one person
Clock per night	\$15
Book per night	\$15

**BASKETBALL**

Varsity Book	\$10
JV Book	\$5
Varsity Clock	\$10
JV Clock	\$5
Gate per night	\$15

JH Games  
 All volunteer

Lunchroom Duty will be shared by those who work with the age students as part of the rotation. Aides and Teachers will share recess duties. There will be no compensation for those duties performed during the instructional day.

Original: April 1994

Revision: September 2001, May 2002, August 2004, August 2007, September 2008, March 2015, March 2016, March 2017