

Fleming School

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.

HIGH SCHOOL SPORTS

Sport	0-3 yrs experience	4-6 yrs experience	7+ yrs experience
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%
E-Sports	6%	7%	8%

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%
Assistant Coach	1%

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

Head coaches are encouraged to have an assistant coach. If there are more than 25 athletes participating in a sport an assistant coach is required.

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
Yearbook	\$300

ENRICHMENT ACTIVITIES

Knowledge Bowl	\$300
Spelling Bee	\$300

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	\$25
Books per night	\$15(V), \$10(JV)
Clock per night	\$15(V), 10(JV)
Line Judge/night	\$25(V), \$20(JV)

FOOTBALL

Gate per night	\$12.50 per person up to 2
	\$25 one person
Clock per night	\$20
Book per night	\$15

BASKETBALL

Varsity Book	\$15(V), \$10(JV)
Varsity Clock	\$15(V), \$10(JV)
Gate per night	\$25

H 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

Revised: September 2001, May 2002, August 2004, August 2007, September 2008, March 2015, March 2016, March 2017, April 2024, September 2024