

MEMORANDUM OF AGREEMENT  
 BETWEEN THE ARLINGTON SCHOOL COMMITTEE  
 AND  
 THE ARLINGTON EDUCATION ASSOCIATION UNIT A  
 FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT TO THE PARTIES'  
 SEPTEMBER 1, 2021 TO AUGUST 31, 2022 COLLECTIVE BARGAINING AGREEMENT

May 4, 2022

The Arlington School Committee and the Arlington Education Association Unit A, collectively referred to as the "parties", agree to extend their 2021-2022 collective bargaining agreement through August 24, 2024 as amended by this Memorandum of Agreement. The parties as follows:

1. Article XXXII: Duration (p. 48)  
 Amend Article XXXII to provide for an agreement from August 25, 2022 to August 24, 2024.  
 Replace "January 1, 2021" with "January 1, 2024"

2. Appendix A – Salary Tables for Teachers (p. 51)

<u>Effective Date</u>	<u>Increase</u>
August 25, 2022	3.00%
August 25, 2023	2.75%

Appendix B Stipends:

Amend Appendix B in accordance with the revised stipends attached to this MOA as Exhibit 1.

3. Article XVI. Section D. Maternity Leave of Absence (pp. 32- 34)  
 Replace Section D with the following (new language underlined; deleted language struck):

D. Maternity Parental Leave of Absence

1. A teacher who has worked in the school district for at least 90 calendar days is eligible for maternity parental leave. An eligible teacher who is seeking a maternity parental leave shall notify the Superintendent, in writing, as soon as possible and shall request a leave of absence, specifying the dates requested for the beginning and end of the leave. The notification shall be provided as far in advance as possible, but at least two (2) weeks before the leave is anticipated to begin. The purpose of such notification is to provide the administration as much opportunity as possible to make suitable arrangements for continuity with respect to the teacher's assignments.
2. In accordance with the Massachusetts Maternity Parental Leave Act (MMLAMPLA), a maternity parental leave of absence shall be eight weeks, commencing at the time of the child's birth/adoption and continuing for up to eight consecutive weeks, including holidays, vacation weeks, and weeks that include no school/work days.

3. This section 3 intentionally left blank.
4. Teachers who experience health issues related to the pregnancy or childbirth, either prior to or following the birth of the child that require the teacher to be absent from work may use accrued sick time. Such teacher must provide adequate medical documentation.
5. Family and Medical Leave Act (FMLA). The FMLA is a federal law that allows an eligible employee to take up to 12 weeks of unpaid leave to care for a newborn or newly adopted child within the first year following the birth or adoption of the child. The first eight weeks of FMLA run concurrently with the eight weeks of ~~maternity~~ parental leave allowed under ~~MMLA~~ MPLA. An employee who is eligible for FMLA leave and who has taken eight weeks of MMLA MPLA may elect to take an additional four weeks of unpaid leave under FMLA. FMLA leave for the birth/adoption of a child cannot be taken on intermittent basis.
  - a. During the unpaid portion of FMLA and/or MPLA, the School Committee will maintain the employee's existing health insurance, dental insurance and other benefits. The employee will continue to be responsible for the employee's percentage of the health insurance and other insurance premiums.
6. In accordance with the FMLA, the Superintendent may require that a teacher remain on leave until the conclusion of the school year if the termination of the leave of absence falls within the last three weeks of the school year.
  - a. If the Superintendent requires the employee to remain on leave, the time is unpaid but the School Committee will maintain the employee's existing health insurance, dental insurance and other benefits. The employee will continue to be responsible for the employee's percentage of the health and dental insurance premiums.
7. If a teacher wishes to extend ~~her~~ leave beyond the period covered by ~~MMLA~~ MPLA and FMLA, ~~she~~ the teacher must notify the Superintendent two weeks prior to ~~her~~ the teacher's previously stated intention to return. The Superintendent will grant extensions of leave for up to a total of two consecutive school years. This extended leave will be unpaid. The teacher may be eligible for COBRA continuation benefits.
8. By March 1 of the year in which the teacher's extended leave ends, the teacher must notify the Superintendent in writing of ~~her~~ the teacher's intention to return for the following school year.
9. An employee who is eligible for unpaid leave under the Massachusetts Parental Leave Act (MPLA) and/or the federal Family Medical Leave Act (FMLA) for the birth or adoption of a child may use the employee's accrued sick leave, in lieu of unpaid leave, for up to two consecutive weeks (not to exceed ten days) of leave

under the MPLA/FMLA for “baby bonding time” to recover from childbirth and/or for baby bonding time for the birth/adoption of the employee’s child up to ten (10) consecutive calendar weeks (not to exceed fifty days) within the same school year commencing with the birth/adoption of the employee’s child and subject to the employee’s available leave under the MPLA/FMLA. Leave under the MPLA and the FMLA run concurrently. Baby bonding time cannot be taken on an intermittent basis. Nothing in this paragraph limits the use of sick time for substantiated illness/injury as a result of pregnancy/childbirth.

4. Article VIII- Work Year, Work Hours, Workload (pp. 14-22)

A. Amend Section A.2. as follows (new language underlined, deleted language struck):

Teachers will not be required to report for duty more than two working days prior to the date set for the opening of school for pupils and not earlier than the Monday prior to Labor Day; pupils will not start earlier than September 1<sup>st</sup>. The Friday before Labor Day will not be a work day. ~~Effective with the start of the 2013-2014 work year, the two teacher days prior to the date set for the opening of school for pupils will be the Wednesday and Thursday immediately prior to Labor Day. During the two working day(s) prior to the start of the school year for students, 50% of that time will be for preparation in the classroom.~~

B. Amend Section B as follows:

(i) Amend Section B.1. as follows:

The work day of classroom teachers will begin 15 minutes before the pupil’s starting time for preschool, middle schools, and high school. The work day for classroom teachers will begin 10 minutes before the pupil’s starting time for elementary schools.

(ii) Amend the first sentence in Section B.2. as follows:

All teachers at the Preschool shall provide 80 minutes per week outside of the regular school day in order to assist students, ~~provide for the detention of students,~~ or for parent conferences.

(iii) Amend Section B.7. as follows (new language underlined; deleted language struck):

7. Special education liaisons, social workers and counselors who are providing scheduled IEP services, and special education therapists, including speech/language, occupational and physical therapists, shall be provided two (2) days within the regular school year for the purpose of report writing and other paperwork. ~~writing reports, etc.~~

C. Article VIII, Section C

(i) Replace subsections C1- C4 inclusive with the following:

	LEVEL	Teachers* (*Time includes the time before the pupil's start time in Section B.1.)	Students
1.	Preschool	8:15-2:45	8:30-2:00 4 days/5-day week 8:30-1:30 1 day/5-day week
2.	Elementary	<del>7:50</del> -2:30 4 days/5-day week <del>7:50</del> -3:00 1 day/5-day week	<del>8:00</del> -2:30 4 days/5-day week <del>8:00</del> -1:00 1 day/5-day week
3.	Middle School	8:15-2:56 5 days per week	8:30-2:56 5 days per week
4.	High School	8:15-2:56 5 days per week	8:30-2:56 5 days per week

(ii) Amend Section C.5. by replacing “Middle and Senior High Schools” with “in the above table”.

(iii) Amend Section C.6.b. by replacing 6.b. with the following:

“b. Release Days for conferencing: ~~Four~~ Three 1:00 p.m. dismissals for students and one evening conference time of no more than two hours.”

(iv) Amend Section C.6.d. as follows:

d. Kindergarten teachers will be released for conferencing for three ~~half-early-release~~ early-release days in the fall ~~starting at 11:15 a.m.~~ Kindergarten teachers will have two days of time for screening at the end of the school year ~~in September before the Kindergarten students report to school.~~ Additionally, Kindergarten teachers will be given three ~~half-early-release~~ early-release days or their equivalent in the spring for a final yearend report to parents during which substitute teachers will be provided.

D. Amend Section E.1.e as follows (new language underlined; deleted language struck):

e. Guidance Counselors will not be assigned more than 300 students, and the District will endeavor not to assign more than 250 students per guidance counselor.

E. Amend Section E.1 by adding the following new section **g.** as follows:

g. No later than the end of the previous school year, EL teachers, special education liaisons, social workers and counselors who are providing scheduled services, and special education therapists, including speech/language, occupational and physical therapists, shall be consulted about the distribution of caseloads and the administration will consider their feedback.

F. Amend Section F as follows [maintain all other current language in this section]:  
Amend the section titled “Purpose of Advisory Program” (p. 18) as follows:

Create and foster connections between teachers and students. Provide a consistent conduit for communication with students. Create and foster positive school climate and culture. Provide guidance and facilitation in SEL competencies and DEI topics as determined by the SEL and Advisory Committee and/or building administrators.

Teachers will not be evaluated on the Advisory period under Standards I, II or III of the Evaluation language.

Amend the section labeled **“Role and composition of the Advisory Committee at each school”** (pp. 19-20):

- Each school, AHS, Ottoson and Gibbs, will have an SEL and Advisory Committee including administrators, a member(s) of the SEL and Counseling Department, and a minimum of three teachers elected annually by secret ballot of all building employees represented in this bargaining unit and all administrators in the building. The SEL and Advisory Committee may include a member(s) of the DEI Department.
- ~~Each committee will include a chair/coordinator position.~~
- ~~Each committee will include a minimum of three teachers appointed by the principal.~~
- Association committee members will receive a stipend as listed in Appendix B. This stipend will be apportioned and distributed equitably among committee members according to a formula mutually determined by the building Principal or designee and the Association committee members at the initial meeting of the SEL and Advisory Committee. ~~to be negotiated by the AEA and the Arlington School Committee once the scope of the work has been determined.~~

The SEL and Advisory Committee will ensure that the activities proposed meet the stated purpose of the Advisory and meets SEL and DEI goals.

- ~~The Advisory Committee will seek input from a representative group of students on an ongoing basis.~~
- The SEL and Advisory Committee will work with the principal to gather student and teacher feedback on the SEL, DEI, and Advisory program at least twice a year.
  - Frequency:
    - AHS - not more than once a week for up to 30 24 minutes
    - OMS - ~~once a week for 30 minutes~~ not more than once a day for 10 minutes (ASPIRE) which may be extended once per month to up to a standard period length.
    - Gibbs - not more than once a day for 20 minutes
    - On an occasional basis, the time limits above may be extended by mutual agreement of the SEL and Advisory Committee to address rare

unforeseen circumstances that require prompt discussion with students.

Nothing in this Section F requires the Committee to maintain Advisory and/or ASPIRE. In the event the Committee decides to discontinue/replace Advisory and/or ASPIRE it shall give the Association notice.

- Planning Time: Teachers will have required after school time reduced from 80 to 60 minutes weekly to give teachers sufficient time to review the activities.

The number of supervisory assignments will be two directed study periods/corridor duty per week. ~~for teachers of subjects other than English and four per week for teachers of English unless English teachers are assigned five periods.~~ When a teacher supervises an Advisory period, it will count as one supervisory duty under the contract. In addition, teachers at the high school who are assigned a supervisory duty during the Tuesday “X” block will be credited with a half supervisory duty.

- c. In the event that the Superintendent determines that an additional supervisory assignment is needed, the Superintendent will promptly notify the Association in writing. To the extent practicable and possible, such third supervisory assignment, when needed, will be made in reverse order of seniority, on a rotating basis, among otherwise unassigned teachers. Seniority for this purpose will be system based, not discipline based.
  - d. As long as the Advisory program is in place as described herein, section “c” will cease to be in effect.
  - e. The Administration will endeavor to achieve an average of 16:1 student to teacher ratio in Advisory classes. An educator who is supporting a student on a 1 to 1 basis per the student’s IEP does not count as an additional adult in the classroom for the purpose of this section.
  - f. With the exception of unforeseeable events, the district will provide the SEL and Advisory Committees a plan for surveys intended to be completed in Advisory with approximate dates at the SEL and Advisory Committee’s first meeting of the school year.
- G. Article VIII, Section H (pp. 20-21) and Appendix I (p. 72)
- (i) Amend the following sentence in Section H.1 as follows (new language underlined; deleted language struck):
 

~~“One of the three meetings may be up to one hour and fifteen minutes, the other two~~ Each meeting will be limited to 60 minutes.”
  - (ii) Amend Section H.2 as follows (new language underlined; deleted language struck):

“2. Elementary:

All meetings will occur between 1:15 and 3:00 on the early release day. A

schedule of meetings will be established by Superintendent/designee after consultation with the professional development committee by the end of the school year for the following school year. Common Planning Time (CPT) may be scheduled at any time during the work day and will include approximately 1500 minutes per work year with not less than one early release day per month dedicated to CPT. A minimum of 25 hours 1500 minutes of the total meeting time per school year shall be devoted to teacher common planning time. A minimum of 100150 minutes of the total meeting time shall be devoted to the educator evaluation system and a minimum of 150 minutes of the total meeting time shall be devoted to work related to completing progress reports. Teachers shall be in charge of will setting the agenda during for the common planning time with input from administration. Teachers will set the agenda for educator evaluation and progress report meetings. The remainder of the total meeting time will be set aside for data meetings (the agenda will be jointly planned with principals, curriculum leaders, and teachers), building meetings (the agenda will be set by the principal), and content area meetings (the agenda will be set by curriculum leaders in consultation with the Assistant Superintendent), and professional development. Content area meetings will begin at 1:30 when teachers have to travel to a central location. All meetings, with the exception of content meetings, will be of 50 minutes duration. The definition of meeting types is attached in Appendix K I.

(iii) Appendix I (p. 72): Amend Appendix I (formerly Appendix K) by replacing the last sentence under “Common Planning Time” with the following: “Teachers will set the agenda for common planning time with input from administration.”

5. Article XVIII: Professional Development and Educational Improvement (p. 36)

- A. Effective August 25, 2023, amend the first paragraph in Section A by:
  - i. replacing “twenty-five thousand (\$25,000) per fiscal year” with “forty thousand (\$40,000) per fiscal year”; and
  - ii. replacing “\$25,000” with “\$40,000”.
- B. Add the following new Section H :
  - H. Coursework on Diversity, Equity, Inclusion and Racial Identity in Education: Educators who commence employment in Unit A with the Arlington Public Schools in the 2022-2023 work year or later must complete at least eighteen (18) hours of district-approved coursework or professional development about the role of diversity, equity, inclusion, and racial identity in education. This requirement must be completed within the first three years of employment. The district will offer all courses towards this requirement, or the teacher may take outside courses approved by the Superintendent/designee. Previous coursework does not count towards this requirement, except that the Superintendent/designee in her/his/their sole discretion may count some or all of the educator’s recent previous course work toward some of the required eighteen (18) hours.

6. Appendix H

(i) Delete Section 1 and Section 4 (housekeeping) and replace each with “This Section intentionally left blank.”

(ii) Amend Section 2 (Joint Committee on Special Education Workload as follows:

The Parties agree to ~~establish a~~ continue their joint committee ~~in September of 2012~~ to review and analyze data on workload, caseload, roles and responsibilities of Special Educators and Related Service Providers. ~~The initial meeting of this Joint committee will be held by October 15, 2012.~~ This joint committee will report periodically to the Parties with a final report presented on or before the first School Committee meeting in January ~~2014~~2024.

(iii) Amend Section 3 (Joint Committee on Stipends) as follows:

The parties agree to ~~establish a~~ continue their joint committee to review and make recommendations annually to the Parties to add, remove and/or adjust stipends with an aggregate increase not to exceed \$28,500 for the 2012-2013 work year. The Association and the School Committee may each appoint representatives to this joint committee, not to exceed three (3) per party. ~~The work of this joint committee is to be completed by August 31, 2012.~~

(iv) Add the following new Section 5

5. Joint Committee on Professional Development Time:

Establish a joint committee to make recommendations to the Superintendent/designee and the Association President regarding the programing for and use of professional development time. The Parties will ensure representation and input from all school buildings is considered by the joint committee. This joint committee will meet beginning in September 2022 to make recommendations no later than February 2023 for potential changes for the 2023-2024 school year.

7. Educator Evaluation

The Parties agree to replace their “Arlington Effective Educator Development System” with the updated “Arlington Effective Educator Development System” appended to this Memorandum of Agreement as Exhibit 2.

8. Housekeeping

A. Produce an integrated collective bargaining agreement including integrating the February 2021 MOA.

B. Update language to be gender neutral; replace “his/her” with “the educator’s”; replace “he/she” with “the educator”

C. Article VII Superintendent’s Advisory Board (p. 14)

Revise Section C of Article VII as follows:



The Advisory Board will provide feedback and input on the effectiveness of district and school leadership and administration, ~~coordinate long term projects~~, evaluate proposed courses of action, research specific problem areas, and collaborate on district projects to improve staff culture, climate, and overall experience ~~and conduct studies in depth~~. In the course of its action, for a particular task, it may set up committees outside its membership, but under its direction.

D. Article XXI (p. 38):

Amend Article XXI section C by deleting “between September 1 and October 15”.

This Memorandum of Agreement is subject to ratification by the AEA Unit A membership and approval by the Arlington School Committee.

Agreed to on this 4<sup>th</sup> day of May 2022 by the bargaining teams for:

The Arlington School Committee

The Arlington Education Association Unit A

*s/Len Kardon*

Len Kardon, Chair of the Negotiations Subcommittee

*s/Julianna Keyes*

Julianna Keyes, President

*s/William Hayner*

William Hayner, Subcommittee member

*s/Sif Ferranti*

Sif Ferranti, Vice President

*s/Jeffrey Babb*

Jeffrey Babb

*s/Valerie Diment*

Valerie Diment

*s/Elizabeth Higgins*

Elizabeth Higgins

*s/ Joshua Roth*

Joshua Roth

*s/Jenna Fernandes*

Jenna Fernandes, Vice President

## EXHIBIT 1

## Stipend List

**ACADEMIC STIPENDS**

<b>Stipend Title</b>	<b>\$</b>
<b>Performing Arts AHS</b>	
Drama Club Advisor	\$5,000
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
<b>Performing Arts OMS</b>	
Boys' Chorus Director	\$1,886
<del>Chamber Ensemble Director</del> <b>Chamber Orchestra Director</b>	\$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)
<b>Gibbs Performing Arts</b>	
<b>Choral Ensemble</b>	\$1,886
<b>String Chamber Music</b>	\$1,886
<b>Jazz Performance Workshop</b>	\$1,886

<b>Performing Arts Elementary</b>	
Band Director	\$1,886
<del>Gifted Chamber Ensemble Director</del> <b>Chamber Orchestra Director</b>	\$1,886
Music School Director	\$3,837
Orchestra Director	\$1,886
<del>Elementary Select Chorus</del> <b>Arlington Treble Chorus</b>	\$1,886
<b>Lead Teachers</b>	
District Reading Coach (elementary - per person)	\$5,749
Early Childhood Lead Teacher	\$1,590
FACS Lead Teacher 6-12	\$3,000 2022-2023 work year
K-5 Lead Reading Teacher	\$795
K-12 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 Lead Teacher	\$3,500
PE/Health Lead Teacher – AHS	\$3,000 2022-2023 work year
PE/Health Lead Teacher – Middle School	\$3,000 2022-2023 work year
PE/Health Lead Teacher – Elementary	\$3,000 2022-2023 work year
<b>Academic and Leadership Clubs – AHS</b>	
All Club Coordinator	\$1,000
AP Exams Coordinator	\$1,875
Art Club Advisor	\$1,615
Asian American Coalition	\$1,615
Black Student Union	\$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
Community Service Coordinator	\$2,000
Computer Club Advisor	\$1,615
French Exchange	\$1500
French Club	\$750
GSA Advisor	\$1,615
Graduation Coordinator	\$2,000
Guidance Website Coordinator	\$650
Intergenerational Book Club Advisor	\$750
International Exchange (Activities Coordinator)	\$3,000
International Exchange (Peer Community Building Coordinator)	\$3,000
International Exchange (Assistant to the Coordinator)	\$2,000
Japan Exchange	\$1,500
Latin Club	\$750
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
PSAT Coordinator	\$875
Robotics	\$2,120
S.A.V.E. Advisor	\$1,615
SAT Coordinator	\$2,500
School newspaper	\$2,423
Science Olympiad Club Advisor	\$2,020
Science Symposium Day	\$1,000
Spanish Club	\$750
Speech & Debate Club	\$1,200

STEAM Team Advisor	\$1,200
Student Council Advisor	\$4,309
Survival/Outdoor Pursuits	\$6,000
Syracuse Dual Enrollment	\$2,500
Tenacity Challenge Advisor	\$1,200
Volunteer Club Advisor	\$1,615
Yearbook Advisor	\$5,441
Young Feminist Club	\$1,615
<b>Academic and Leadership Clubs – OMS</b>	
Art Club Advisor	\$1,615
Drama Advisor	\$2,423
Assistant Director - Drama	\$1,250
GSA Advisor	\$1,615
Latin Club	\$750
LINKS Advisor	\$2,000
Literary Magazine Advisor	\$2,020
National History Day	\$1,400
New England Math League Competition Advisor (Ottoson and Gibbs)	\$750
Newsletter Advisor	\$1,886
Robotics	\$2,120
Spanish Club	\$750
Student Council Advisor	\$1,000
World of Difference Peer Leaders	\$2,000
Yearbook Advisor	\$1,508
<b>Academic and Leadership Clubs - Gibbs</b>	
Art Club Advisor	\$1,615
Garden Club Advisor	\$750
GSA Advisor	\$1,615
National History Day Advisor	\$1,400
Newsletter Advisor	\$1,886
Yearbook Advisor	\$1,508
Drama Advisor	\$2,423

<b>Digital Learning</b>	
Elementary School Digital Learning Teacher	\$795
Gibbs Digital Learning Teacher	\$795
Ottoson Digital Learning Teacher (2 at \$795 each)	\$795
Early Childhood Digital Learning Teacher	\$795
AHS Digital Learning Teacher (2 at \$795 each)	\$795
<b>Mentors</b>	
Mentor (General)	\$731
Special Education Alternative Assessment Mentor	\$1,060
<b>Miscellaneous</b>	
AM/PM Coordinator (Gibbs)	\$2,000
AM/PM Coordinator (Ottoson)	\$2,000
AM/PM Activity Hourly (Gibbs)	\$19
AM/PM Activity Hourly (OMS)	\$19
Auditorium Scheduling	\$1,000
Detention (OMS)	\$2,639
SEL and Advisory Committee	\$10,000 per secondary school in the aggregate to be apportioned among the members of the SEL and Advisory Committee at each school
Grade 5 Science Camp Coordinator	TBD
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 (Per School)
Social Worker Clinical Supervisor	\$6,000
Services For Students with Disabilities Coordinator (AHS)	\$1,500
Supervisor of Supplies (AHS)	\$1,526
Supervisor of Supplies (OMS)	\$1,500

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

## ATHLETIC STIPENDS

### Notes:

1. Step 4 is for coaches who have coached for 3 or more years in the sport in the district (does not need to be continuous)
2. Step 5 is for coaches who have coached for 4 or more years in the sport in the district (does not need to be continuous)

Category A	Step 1	Step 4	Step 5
Football - Head Coach	\$10,161	\$10,361	\$10,961
Sub Varsity	\$3,231	\$3,431	\$4,031
<b>Category B</b> Head Coaches - Baseball, Basketball, Hockey, Lacrosse, Wrestling, Field Hockey, Soccer, Softball, Cross Country, Indoor Track, Outdoor Track, Volleyball	\$5,251	\$5,451	\$6,051
<b>Category C</b> Head Coaches - Cheerleading, Gymnastics, Tennis, Varsity Assistant Football Coach	\$4,712	\$4,912	\$5,512
<b>Category D</b> Head Coaches - Golf, Swimming, Skiing	\$3,905	\$4,105	\$4,705
<b>Category E</b> Assistant Coaches and Sub Varsity Coaches - Baseball, Basketball, Cheerleading, Cross Country, Indoor Track, Outdoor Track, Lacrosse, Soccer, Wrestling, Field Hockey, Gymnastics, Softball, Swimming, Tennis, Volleyball	\$3,096	\$3,296	\$3,896
<b>Category F</b> Freshman Coaches - Baseball, Basketball, Hockey, Soccer, Field Hockey, Softball, Football, Lacrosse, Volleyball	\$3,096	\$3,296	\$3,896

EXHIBIT 2

Educator Evaluation