

**APPENDIX B
FALMOUTH PUBLIC SCHOOLS
Falmouth, Massachusetts
SCHEDULE OF SALARIES
INTERSCHOLASTIC ATHLETIC PROGRAM**

GROUP AND POSITION	2009-2010			2010-2011			2011-2012		
	STEP 1	STEP 2	STEP 3	STEP 1	STEP 2	STEP 3	STEP 1	STEP 2	STEP 3
A. Football Head	6,860	7,661	8,456	6,963	7,776	8,583	7,172	8,009	8,840
B. Hockey Head Basketball Head	5,760	6,361	6,956	5,863	6,476	7,083	6,072	6,709	7,340
C. Baseball Head Soccer Head Lacrosse Head Field Hockey Head Softball Head Volleyball Head	5,360	5,961	6,556	5,463	6,076	6,683	5,672	6,309	6,940
D. Winter Track Head Spring Track Head Gymnastics Head Cross Country Head Football Assistant	5,060	5,661	6,256	5,163	5,776	6,383	5,372	6,009	6,640
E. Tennis Head Golf Head Hockey Assistant Basketball Assistant Head Sailing Coach	4,860	5,461	6,056	4,963	5,576	6,183	5,172	5,809	6,440
F. Baseball Assistant Lacrosse Assistant Soccer Assistant Field Hockey Assistant Softball Assistant Track Assistant Cross Country Assistant Gymnastics Assistant Volleyball Assistant	4,560	5,161	5,756	4,663	5,276	5,883	4,872	5,509	6,140
G. Lawrence School Cheerleading Coach	3,860	4,461	5,056	*3,963 (*2,774	4,576 3,203	5,183 3,628)	4,172 (*2,920	4,809 3,366	5,440 3,808)

NOTES:

1. Substitute Head Football coach to get \$100 additional per year.
2. All positions above are for extra duty without released time unless otherwise indicated. If released time, other than indicated, is granted for these positions, then the extra duty pay shall not apply.
3. In determining proper step placement, coaches shall receive full credit for previous coaching experience within the sport in Falmouth, regardless of the category classification of such experience.

***Per agreement with the FEA effective 2010-2011 school year Lawrence coaches will receive 70% of this amount**

FACTORS GOVERNING COACHING STAFF SALARIES

LONGEVITY INCENTIVE: Head coaches for each activity will be eligible for a longevity incentive each year based on continuous service. An approved leave of absence will not count as a break in service in determining longevity, although no service will accumulate during the leave.

5 years	\$100	15 years	\$200
10 years	\$150	20 years	\$250

ASSISTANT COACHES: In activities, which have three or more Assistant Coaches, one individual will be designated as "First Assistant" and will receive an additional stipend of \$100.

DIFFERENTIAL: Differentials have been set between each category and will remain the same in future years. The differentials are as follows:

<u>BETWEEN:</u>		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>
<u>GROUP & GROUP</u>		<u>1</u>	<u>2</u>	<u>3</u>
A	B	1,100	1,300	1,500
B	C	400	400	400
C	D	300	300	300
D	E	200	200	200
E	F	300	300	300
F	G	700	700	700

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FALMOUTH PUBLIC SCHOOLS
Falmouth, Massachusetts
SCHEDULE OF SALARIES
FOR CERTAIN EXTRA-CURRICULAR ACTIVITIES AND INTRAMURAL PROGRAMS

	2009-2010			2010-2011			2011-2012		
	STEP 1	STEP 2	STEP 3	STEP 1	STEP 2	STEP 3	STEP 1	STEP 2	STEP 3
<u>Falmouth High School</u>									
I. Band Director	3,606	3,812	4,018	3,660	3,869	4,078	3,770	3,985	4,200
II. Yearbook All-School Play Director (Musical)	3,194	3,297	3,400	3,242	3,346	3,451	3,339	3,446	3,555
III. Senior Class Advisor Junior Class Advisor All School Play Director (Non-Musical) Assistant Band Director	2,730	2,833	2,936	2,771	2,876	2,980	2,854	2,962	3,069
IV. Festival Play Director Student Government Art Show Math Team Advisor Key Club Advisor (2) Mock Trial Program Science Fair Advisor Band-Percussion Winter/Spring Band Assistant Yearbook Advertising Editor All-School Play Assistant Director	2,308	2,380	2,452	2,343	2,416	2,489	2,413	2,488	2,564
V. Sophomore Class Advisor Freshman Class Advisor Junior State of America National Honor Society Art Honor Society Math Honor Society Clipper Log Advisor All-School Play Assistant Director Cultural Awareness Club Advisor Yearbook Photography Advisor SADD GSA Best Buddies <u>Lawrence School</u> Student Council Advisor Math Team Advisor Theater Advisor Yearbook Advisor Newspaper Advisor Photography Advisor	1,911	1,937	2,009	1,940	1,966	2,039	1,998	2,025	2,100

NOTE:

Head advisor for each activity will receive an additional \$50 stipend per period. Stipends for other intramural activities of different time periods and other extracurricular activities will be prorated and based on Group A or B schedules.

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GROUP AND POSITION	2009-2010			2010-2011			2011-2012		
	STEP 1	STEP 2	STEP 3	STEP 1	STEP 2	STEP 3	STEP 1	STEP 2	STEP 3
VI. Other Falmouth High <u>School Club Advisors</u>	479	505	530	486	513	538	501	528	554
French Club									
Portuguese Club									
Spanish Club									
Latin Club									
Chess Club									
Tri-M Honor Society									
AFS Club									
Drama Club									
Science Club									
Mountain Bike Club									
Rugby Club									
Psych Outreach Club									
VII. Intramurals									
Group A.									
4 days per week	1,366	1,442	1,597	1,386	1,464	1,621	1,428	1,508	1,670
1 hour per session									
10-week period									
Group B.									
3 days per week	979	1,092	1,205	994	1,108	1,223	1,024	1,141	1,260
1 hour per session									
30-week period									

NOTE:

Head advisor for each activity will receive an additional \$50 stipend per period. Stipends for other intramural activities of different time periods and other extracurricular activities will be prorated and based on Group A or B schedules. Prior service in extra-curricular and/or intramural programs will be used in determining step placement for above activities.

**APPENDIX C
FALMOUTH PUBLIC SCHOOLS
SUPPLEMENTARY SALARY SCHEDULE FOR CURRICULUM, PUPIL PERSONNEL
OR SPECIAL SUPPORT POSITIONS**

This appendix lists positions that carry additional duties to coordinate, monitor, and/or supervise (without evaluation responsibility). Unless otherwise limited, the tasks that carry the stipend may require additional time in a school day or beyond the Unit A school year; but this expectation will not be unreasonable in the context of an "hourly" interpretation of the stipend.

Positions that are created on a one-year basis to pilot an idea or to meet a short-term condition will not be listed.

A. Guidance Counselors

The listed stipends for counselors are for a 194-day work year and for a workday of 7 1/2 hours.

Based upon Master's Step 11 of pertinent year.

<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>
.070	.075	.080

B. Special Education Teachers

These supplemental salaries are for the teacher's school year. Additional time, where applicable, shall be in addition to regular salary and prorated to the total annual contract.

A requirement for positions receiving supplemental salary payment and annual increments is that teachers must meet the minimum special licensure requirements of the Massachusetts Department of Education. Teachers who do not meet this requirement may receive only the first increment.

Multi-Age Learning Center, Structured Learning Center, Pervasive Developmental Delay (TIP, TIPP), Integrated Preschool, Kindergarten and First Grade Teachers and Language Based Learning Classrooms (grandfathered for only those employees assigned to and LBLC classroom prior to July 1, 2009) \$500

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
C. Staff Development Coordinator	2009-2010	\$1,778	\$1,860	\$1,883
	2010-2011	\$1,805	\$1,888	\$1,911
	2011-2012	\$1,859	\$1,945	\$1,968
D. Program Area Coordinator, K-12	2009-2010	2010-2011	2011-2012	
	1. Psychological Services	\$3,313	\$3,363	\$3,464
	2. Tech Educ/Business/Computers			
	3. Music			
E. Building Based Coordinators/Leaders	2009-2010	2010-2011	2011-2012	
	1. Substitute teacher coordinator			
	Falmouth High	4,544	4,612	4,750
	Lawrence and Morse Pond	1,558	1,581	1,628
	2. Task Leader/MP	3,313	3,363	3,464
	3. Team Leader/Lawrence			
	Step 1	2,938	2,982	3,071
	Step 2	3,121	3,168	3,263
	Step 3	3,305	3,355	3,456
	4. FHS Frosh Team Leaders			
	Step 1	2,325	2,360	2,431
	Step 2	2,510	2,548	2,624
	Step 3	2,693	2,733	2,815
5. K-6 Curriculum Leaders	2,649	2,689	2,770	

F. K-12 Curriculum Committee Members

The following stipends recognize the additional work created by planning for substitutes on released days and additional time required for consultation, peer assistance, and logistical tasks done before and after school. Stipends will be paid at the end of the school year.

	2009-2010	2010-2011	2011-2012
Curriculum Leadership Team	\$824	\$836	\$861
Health and Safety Committee	\$412	\$418	\$431
Mentors – Level 1	\$824	\$836	\$861
Level 2	\$412	\$418	\$431
Level 3	\$206	\$209	\$215

G. Employees who agree to perform professional work beyond the teacher workday, such as committee work, shall be compensated at the rate of \$30.00 per hour.

A joint Subcommittee shall be convened each May to review the positions in Appendix B and C. Any changes shall be recommended to the Parties. Any agreements to change made by the Parties shall then be reduced to writing in a Memorandum of Agreement. Then it shall be placed in the Collective Bargaining Agreement at its next printing.