

## APPENDIX B

**POWAY UNIFIED SCHOOL DISTRICT  
BOARD POLICY**

**Originator:** Assoc. Superintendent, PSS  
**Issue No:** 17  
**Date:** 4/29/10  
**Page:** 1 of 2  
**Reference:**

**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES**  
**4.2 CERTIFICATED PERSONNEL**

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**SECTION 4.212 SALARY SCHEDULE – EXTRA/CO-CURRICULAR SERVICE ASSIGNMENTS**

**High School Department Chairpersons**

Department Chairpersons will be accorded a salary schedule dependent on the number of persons in the department as follows:

Schedule A	Schedule B	Schedule C	Schedule D
11+ F.T.E.	8-10 F.T.E.	5-7 F.T.E.	2-4 F.T.E.

**Middle School - Team Leaders**

All team leaders at middle schools will be placed on Schedule D.

**Elementary School - Head Teachers**

Elementary school head teachers will be placed on Schedule D.

**Extra/Co-Curricular Service Assignments (Non-Athletic)**

*Schedule A*

High School ASB (x 3)  
Middle School ASB  
\*Band Director (x 2)

*Schedule B*

Yearbook Advisor (High School)  
Newspaper Advisor (High School)  
Drama Advisor (High School)  
Forensic Advisor  
Pep Advisor  
\*Assistant Band Director (x 2)  
Academic League Coach  
High School AVID Coordinator  
High School Choral

*Schedule C*

Drill Team  
Academic League Coach  
Dance Team (High School)

*Schedule D*

Middle School Activities  
Assistant Pep Advisor  
Assistant Academic League Coach  
Elementary SIP Coordinator  
Middle School AVID Coordinator

\*\$500 additional stipend for supervision of band in the Fourth of July Parade.

*Schedule E*

Elementary Safety Patrol  
Elementary Student Council Advisor  
Elementary Chorus Advisor (full year)

*Schedule F*

Elementary Grade Level Leader  
Elementary Chorus Advisor (half year)

**SECTION 4.212 SALARY SCHEDULE - EXTRA/CO-CURRICULAR SERVICE ASSIGNMENTS**

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**GATE Coordinators and English Language Learner Coordinators**

1-39 students (.5 factor of Schedule D)  
40-79 students (.75 factor of Schedule D)  
80+ students (1.25 factor of Schedule D)

**Salary Schedule - Service Assignments**

<i>Step</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
1	.080	.070	.060	.05	.0375	.0250
2	.090	.080	.065	.055	.0413	.0275
3	.100	.090	.075	.060	.0450	.0300
4	.110	.100	.080	.065	.0487	.0325
5	.120	.110	.085	.070	.0525	.0350
10**	.170	.140	.105	.095	.0713	.0475

Stipends for these assignments will be computed using a base negotiated between the District and the Union representing the teachers' unit. The rate is incorporated in the current contract. The District guarantees that methods and percentages for computing extra service stipends and placement on schedules used will not be changed, except by mutual consent, during the term of the current agreement.

Up to three (3) years credit will be given for comparable paid experience outside of the District.

\*\*Longevity increment

**POWAY UNIFIED SCHOOL DISTRICT  
ADMINISTRATIVE PROCEDURE**

**Originator:** Assoc. Superintendent, PSS

**Issue No:** 2

**Date:** 7/29/91

**Page:** 1 of 1

**Reference:**

**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES**

**4.2 CERTIFICATED PERSONNEL**

**4.212 SALARY SCHEDULE –  
EXTRA-CURRICULAR SERVICE  
ASSIGNMENTS**

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**SECTION 4.212.1 Service Assignment Procedure**

Stipends paid for extra-curricular service assignments shall be prorated over a ten-month period and paid on a monthly basis.

**POWAY UNIFIED SCHOOL DISTRICT  
BOARD POLICY**

**Originator:** Assoc. Superintendent, PSS  
**Issue No:** 12  
**Date:** 12/11/06  
**Page:** 1 of 2  
**Reference:** Title IX, Title V; EC 200, 220

**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES**  
**4.2 CERTIFICATED PERSONNEL**

**SECTION 4.213 SALARY SCHEDULE – EXTRA-CURRICULAR COACHING ASSIGNMENTS**

**High School Coaches Salary Schedule (Per Sport)**

<i>CLASS AAA</i>	<i>CLASS AA</i>	<i>CLASS A</i>	<i>CLASS B</i>	<i>CLASS C</i>
Step 1 - .163	Step 1 - .140	Step 1 - .117	Step 1 - .094	Step 1 - .070
Step 2 - .171	Step 2 - .147	Step 2 - .123	Step 2 - .099	Step 2 - .074
Step 3 - .179	Step 3 - .154	Step 3 - .129	Step 3 - .104	Step 3 - .078
Step 4 - .187	Step 4 - .161	Step 4 - .135	Step 4 - .109	Step 4 - .082
Step 5 - .195	Step 5 - .168	Step 5 - .141	Step 5 - .114	Step 5 - .086
Step 10 - .235	Step 10 - .203	Step 10 - .171	Step 10 - .139	Step 10 - .106

<i>CLASS AAA</i>	<i>CLASS AA</i>	<i>CLASS A**</i>
Head Football Coach	Head Basketball Coach (boys)	Head Track Coach
Athletic Director (per semester)	Head Basketball Coach (girls)	Head Baseball Coach
		Head Gymnastics Coach
		Head Wrestling Coach
		Head Softball Coach

<i>CLASS B*</i>	<i>CLASS C</i>
All other Head Coaches	All Assistant Coaches regardless of sport
Head Swim Coach	

\*If coaching a boys' and a girls' sport simultaneously, move to Class A

\*\*If coaching a boys' and a girls' sport simultaneously, move to Class AA

**Middle School Coaches Salary Schedule (Per year – may be divided into fractional units for specific sports)**

Step 1 – .093
Step 2 – .096
Step 3 – .100
Step 4 – .103
Step 5 – .106
Step 10 – .119

1. In all instances at the high school level, paid experience credit must be specific to the position.
2. Out-of-District paid experience will be credited up to four (4) years for the specific position except at middle schools where credit for general coaching experience will be given.

**SECTION 4.213 SALARY SCHEDULE – EXTRA-CURRICULAR COACHING ASSIGNMENTS**

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3. Moving to a higher classification – start at Step 1 unless there is previous (paid) experience in a like position.
4. In a change of position within a classification, a coach will be placed on Step 1 unless there is previous paid experience in a like position.
5. Coaches moving from high school to middle school level will receive credit for all paid experience achieved in Poway Unified School District.
6. Stipends for these assignments will be computed using a base negotiated between the District and the Union representing the teachers' unit. The rate is incorporated in the current contract. The District guarantees that methods and percentages for computing extra service stipends and placement on schedules used will not be changed, except by mutual consent, during the term of this agreement.

Up to four (4) years credit will be given for comparable out-of-District paid experience.

**POWAY UNIFIED SCHOOL DISTRICT  
ADMINISTRATIVE PROCEDURE**

**Originator:** Assoc. Superintendent, PSS  
**Issue No:** 2  
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**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES**

**4.2 CERTIFICATED PERSONNEL**

**4.213 SALARY SCHEDULE – EXTRA-  
CURRICULAR COACHING  
ASSIGNMENTS**

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**SECTION 4.213.1 Coaching Assignment Procedure**

Stipends paid for extra-curricular coaching assignments will be paid at the completion of each assignment.