

**MEMORANDUM OF UNDERSTANDING
TEACHERS
Supplementary Pay – Policy 4142**

Due to the current funding difficulties for the State of Colorado and thus the District, the Activities/Athletics Advisory Committee has recommended that the pay for supplementary positions at the middle school level be reduced by twenty (20%) percent.

The District and the Association agree to reduce compensation for middle school Activities, Clubs and Athletics for SY 2014 – 2015 only as reflected in the chart below. The parties also agree that any individual employed in a middle school supplemental pay position will:

1. Retain their current earned experience step and;
2. Retain their current pay category and;
3. Not be terminated or released from that position in SY 2014 – 2015 for purposes other than performance.

A vacancy shall only occur upon the resignation of an individual employed in a supplemental pay position during the 2014 – 2015 school year at which time the District may post and fill the position.

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Category		1	1.05	1.08	1.15	1.2	1.25	1.3	1.35	1.4	1.45
X	0.025	\$426.54	\$447.86	\$460.66	\$490.52	\$511.85	\$533.17	\$554.50	\$575.83	\$597.15	\$618.48
IX	0.035	\$597.15	\$627.01	\$644.93	\$686.73	\$716.58	\$746.44	\$776.30	\$806.16	\$836.01	\$865.87
VIII	0.050	\$853.08	\$895.73	\$921.32	\$981.04	\$1,023.69	\$1,066.34	\$1,109.00	\$1,151.65	\$1,194.31	\$1,236.96
VII	0.065	\$1,109.00	\$1,164.45	\$1,197.72	\$1,275.35	\$1,330.80	\$1,386.25	\$1,441.70	\$1,497.15	\$1,552.60	\$1,608.05
VI	0.080	\$1,364.92	\$1,433.17	\$1,474.11	\$1,569.66	\$1,637.90	\$1,706.15	\$1,774.40	\$1,842.64	\$1,910.89	\$1,979.14
V	0.090	\$1,535.54	\$1,612.31	\$1,658.38	\$1,765.87	\$1,842.64	\$1,919.42	\$1,996.20	\$2,072.97	\$2,149.75	\$2,226.53
IV	0.100	\$1,706.15	\$1,791.46	\$1,842.64	\$1,962.07	\$2,047.38	\$2,132.69	\$2,218.00	\$2,303.30	\$2,388.61	\$2,473.92
III	0.120	\$2,047.38	\$2,149.75	\$2,211.17	\$2,354.49	\$2,456.86	\$2,559.23	\$2,661.60	\$2,763.96	\$2,866.33	\$2,968.70
II	0.140	\$2,388.61	\$2,508.04	\$2,579.70	\$2,746.90	\$2,866.33	\$2,985.76	\$3,105.19	\$3,224.63	\$3,344.06	\$3,463.49
I	0.150	\$2,559.23	\$2,687.19	\$2,763.96	\$2,943.11	\$3,071.07	\$3,199.03	\$3,326.99	\$3,454.96	\$3,582.92	\$3,710.88

Assigned Factor \$17,061.51

The Athletic/Activity Directors at the middle school level wish to re-examine the category placement of coaches and sponsors on the above schedule. Any recommendations from the middle school AAA Directors will be presented, with supporting data for the recommended change(s), to the AAA committee for examination and approval.

Revised: May 26, 2017

Adopted: June 12, 2017

Effective: July 1, 2017