

LETTER OF AGREEMENT
Between
EATON COUNTY EDUCATION ASSOCIATION/
CHARLOTTE EDUCATION ASSOCIATION MEA/NEA
And
CHARLOTTE PUBLIC SCHOOLS BOARD OF EDUCATION

RE: Extra Duty Pay - Schedule B

1. This Letter of Agreement is entered into between the Charlotte Public Schools Board of Education (the "District") and the Eaton County Education Association/Charlotte Education Association, MEA/NEA (the "Association").
2. The parties agree to the following language change within Extra Duty Pay Schedule B:
 - i. (4) "It is further agreed that the District may, at the recommendation of the Athletic Director and approval by the Superintendent, place a coach with previous successful experience in the same sport (but outside the District) at a higher step on the extra duty pay."
 - ii. Addition of the following Schedule B positions (complete schedule attached).

Assistant Football Coach	\$2,000	\$2,400	\$2,880(limit 3)
Assistant Var Track Coach (G)	\$2,000	\$2,400	\$2,880(limit 1)
Assistant Var Track Coach (B)	\$2,000	\$2,400	\$2,880(limit 1)
MS Competitive Cheerleading	\$1,500	\$1,800	\$2,160
3. Nothing in this Letter of Agreement shall constitute a precedent, practice or established working condition for prior circumstances involving the application or interpretation of the current Agreement between the District and the Association or any successor collective bargaining agreement between them.
4. This Letter of Agreement expires on June 30, 2019.

EATON COUNTY EDUCATION
ASSOCIATION/CHARLOTTE
EDUCATION ASSOCIATION, MEA/NEA

CHARLOTTE PUBLIC SCHOOLS BOARD
OF EDUCATION

By: Signed 05/01/2018
Its: President

By: Signed 05/01/2018
Its: President

By: Signed 05/01/2018
Its: Chief Negotiator

By: Signed 05/01/2018
Its: Superintendent

Schedule B Extra Duty Pay – LOA 5.02.2018

SECTION 1: ATHLETICS				
Program	Position	Level 1	Level 2	Level 3
Baseball	Varsity Head Coach	\$ 3,000	\$ 3,900	\$ 4,700
Baseball	Junior Varsity	\$ 2,100	\$ 2,500	\$ 3,000
Baseball	Freshman	\$ 2,100	\$ 2,500	\$ 3,000
Softball	Varsity Head Coach	\$ 3,000	\$ 3,900	\$ 4,700
Softball	Junior Varsity	\$ 2,100	\$ 2,500	\$ 3,000
Softball	Freshman	\$ 2,100	\$ 2,500	\$ 3,000
Volleyball	Varsity Head Coach	\$ 3,300	\$ 4,290	\$ 5,150
Volleyball	Junior Varsity	\$ 2,200	\$ 2,640	\$ 3,170
Volleyball	Freshman	\$ 2,200	\$ 2,640	\$ 3,170
Volleyball	8th Grade	\$ 1,500	\$ 1,950	\$ 2,340
Volleyball	7th Grade	\$ 1,500	\$ 1,950	\$ 2,340
Football	Varsity Head Coach	\$ 3,720	\$ 4,830	\$ 5,800
Football	Junior Varsity	\$ 2,500	\$ 3,000	\$ 3,600
Football	Freshman	\$ 2,500	\$ 3,000	\$ 3,600
Football (limit 3)	Assistant/Associate Coach	\$ 2,000	\$ 2,400	\$ 2,880
Basketball, Girls	Varsity Head Coach	\$ 3,720	\$ 4,830	\$ 5,800
Basketball, Girls	Junior Varsity	\$ 2,500	\$ 3,000	\$ 3,600
Basketball, Girls	Freshman	\$ 2,500	\$ 3,000	\$ 3,600
Basketball, Girls	8th Grade	\$ 1,700	\$ 2,200	\$ 2,600
Basketball, Girls	7th Grade	\$ 1,700	\$ 2,200	\$ 2,600
Basketball, Boys	Varsity Head Coach	\$ 3,720	\$ 4,830	\$ 5,800
Basketball, Boys	Junior Varsity	\$ 2,500	\$ 3,000	\$ 3,600
Basketball, Boys	Freshman	\$ 2,500	\$ 3,000	\$ 3,600
Basketball, Boys	8th Grade	\$ 1,700	\$ 2,200	\$ 2,600
Basketball, Boys	7th Grade	\$ 1,700	\$ 2,200	\$ 2,600
Wrestling	Varsity Head Coach	\$ 3,300	\$ 4,290	\$ 5,150
Wrestling	Junior Varsity	\$ 2,200	\$ 2,640	\$ 3,170
Wrestling	Freshman	\$ 2,200	\$ 2,640	\$ 3,170
Wrestling	7/8th Grade	\$ 1,500	\$ 1,950	\$ 2,340
Cross Country, Boys	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Cross Country, Girls	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Golf, Boys	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Golf, Girls	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Bowling, Girls	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Bowling, Boys	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Cheerleading, Sideline	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Cheerleading, Sideline	Junior Varsity	\$ 1,800	\$ 2,160	\$ 2,500
Cheerleading, Competitive	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Cheerleading, Competitive	Junior Varsity	\$ 1,800	\$ 2,160	\$ 2,500
Cheerleading, Competitive	Middle School	\$ 1,500	\$ 1,800	\$ 2,160

SECTION 1: ATHLETICS (continued)

Program	Position	Level 1	Level 2	Level 3
Soccer, Girls	Varsity Head Coach	\$ 3,000	\$ 3,900	\$ 4,700
Soccer, Girls	Junior Varsity	\$ 2,100	\$ 2,500	\$ 3,000
Soccer, Girls	Freshman	\$ 2,100	\$ 2,500	\$ 3,000
Soccer, Boys	Varsity Head Coach	\$ 3,000	\$ 3,900	\$ 4,700
Soccer, Boys	Junior Varsity	\$ 2,100	\$ 2,500	\$ 3,000
Soccer, Boys	Freshman	\$ 2,100	\$ 2,500	\$ 3,000
Swimming, Girls	Varsity Head Coach	\$ 3,000	\$ 3,900	\$ 4,700
Swimming, Boys	Varsity Head Coach	\$ 3,000	\$ 3,900	\$ 4,700
Tennis, Girls	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Tennis, Boys	Varsity Head Coach	\$ 2,500	\$ 3,250	\$ 3,900
Track, Girls	Varsity Head Coach	\$ 3,000	\$ 3,900	\$ 4,700
Track, Girls (limit 1)	Assistant/Associate Coach	\$ 2,000	\$ 2,400	\$ 2,880
Track, Girls	7/8th Grade	\$ 2,000	\$ 2,600	\$ 3,100
Track, Boys	Varsity Head Coach	\$ 3,000	\$ 3,900	\$ 4,700
Track, Boys (limit 1)	Assistant/Associate Coach	\$ 2,000	\$ 2,400	\$ 2,880
Track, Boys	7/8th Grade	\$ 2,000	\$ 2,600	\$ 3,100
All Sports - As Needed (Unless specified above)	Assistant/Associate Coach	\$ 1,100	\$ 1,320	\$ 1,584
Weight Room Supervisor	Per Quarter	\$ 500	\$ 500	\$ 500

SECTION 2: MUSIC/FINE ARTS/ROBOTICS

Program	Position	Level 1	Level 2	Level 3
Band	High School Director	\$ 4,000	\$ 5,200	\$ 6,200
Band	Assistant Director	\$ 2,500	\$ 3,000	\$ 3,600
Band	Middle School Director	\$ 2,180	\$ 2,600	\$ 3,120
Choir	High School Director	\$ 2,900	\$ 3,700	\$ 4,400
Choir	Middle School Director	\$ 725	\$ 900	\$ 1,100
Drama	High School Play Director	\$ 1,000	\$ 1,300	\$ 1,500
Drama	High School Musical Director	\$ 2,000	\$ 2,600	\$ 3,100
Drama	High School Musical Assistant Dir	\$ 1,000	\$ 1,200	\$ 1,400
Elementary Music	Per Evening Performance	\$ 100	\$ 100	\$ 100
K-12 Visual Arts	Per District Wide Art Show	\$ 100	\$ 100	\$ 100
Robotics	Per Advisor	\$ 1,100	\$ 1,320	\$ 1,584

SECTION 3: COORDINATORS/DEPARTMENT CHAIRS/ADVISORS/SPONSORS

Program	Position	Stipend
BPA (Business Professionals of America)	Per Advisor, Annual	\$ 1,200
Class Advisor, Freshman	Per Advisor, Annual	\$ 700
Class Advisor, Junior	Per Advisor, Annual	\$ 1,500
Class Advisor, Senior	Per Advisor, Annual	\$ 1,500
Class Advisor, Sophomore	Per Advisor, Annual	\$ 700
DECA	Per Advisor, Annual	\$ 1,000
Forensics	Per Advisor, Annual	\$ 1,000
Freshman Mentoring	Per Advisor, Annual	\$ 1,200
Future Farmers of America	Per Advisor, Annual	\$ 2,000
Harvard Model Congress	Per Advisor, Annual	\$ 1,200
High School Department Chairs	Per Chair, Annual	\$ 1,500
MTSS (Multi Tiered Systems of Supports)	Per Member, Annual	\$ 1,500
National Honor Society	Per Advisor, Annual	\$ 1,200
National Junior Honor Society	Per Advisor, Annual	\$ 1,000
PBIS (Positive Behavior)	Per Coach, Annual	\$ 1,500
Quiz Bowl	Per Advisor, Annual	\$ 1,200
Safety Patrol	Per Advisor, Annual	\$ 700
School Improvement	Per Member, Annual	\$ 1,500
School Store, High School*	Per Advisor, Annual	\$ 1,200
School Store, Middle School*	Per Advisor, Annual	\$ 1,000
School Store, Elementary K-6*	Per Advisor, Annual	\$ 500
Student Council, Elementary K-6	Per Advisor, Annual	\$ 700
Student Council, High School	Per Advisor, Annual	\$ 1,500
Student Council, Middle School	Per Advisor, Annual	\$ 1,000
Yearbook, High School*	Per Advisor, Annual	\$ 1,500
Yearbook, Middle School*	Per Advisor, Annual	\$ 1,200
Student Interest Clubs (10-12 hrs)	Per Advisor, Per Session	\$ 200
Student Interest Clubs (18-24 hrs)	Per Advisor, Per Session	\$ 500
Student Interest Clubs (30+ hrs)	Per Advisor, Per Session	\$ 700
Hourly Stipend	Hourly	\$ 19.00

**Schedule B stipends will not be paid if the responsibilities fall within a teacher's normal instructional course load.*

Level 1: Years 1-3

Level 2: Years 4-6

Level 3: Years 7+

Years must be consecutive unless otherwise agreed upon in writing by the coach and Athletic Director due to extenuating circumstances.

Coaches listed in section 1 and 2 being paid at a rate higher in 2015-2016 than listed on this schedule will be paid at the higher of the two rates.