

## Memorandum of Agreement

### Extra-Curricular Schedule of Payments

In accordance with Article 17 of the 2014-2017 Collective Bargaining Agreement Between the RSU 73 Board of Directors and the RSU Education Association (Professionals), the following Memorandum of Agreement is set forth regarding Extra-Curricular Stipends. The annual Extra-Curricular stipends shall be calculated using the following formula:

- A. Stipends for extra-curricular and co-curricular activities shall be determined by determining a number of “points” for each activity. The stipend is determined by multiplying the number of points by .91 % of the Bachelor’s scale base for 2015-2016 and 1% of the Bachelor’s scale base for 2016-2017. The number of basic points assigned to each extra-curricular position is set forth in Section B of this Article. The point system is deemed to be fair, equitable, and nondiscriminatory. Any current extra-curricular or co-curricular advisor or coach employed in 2014-2015 whose stipend would decrease as a result of the point system shall maintain a stipend equal to that earned in 2014-2015 until the stipend determined in the points system exceeds the 2014-2015 stipend.

B. Basic Point Factors and Calculation of Basic Points

1. Number of participants (1 to 3 points)
2. Number of hours/week (1 to 3 points)
3. Number of weeks/year (1 to 3 points)
4. Number of games or performances/year (0 to 3 points)

Total Basic Points will be added together and multiplied by the following percentage factor for Level of Coaching Assignment:

High School Varsity Coach or Head Advisor - 100%

All other High School and Middle School Coaches or Advisors-75%

C. Additional Point Factor Added to the Basic Points

1. Coaching experience (0 to 3 points)
2. Post Season Participation (1-3 points)

D. Total Points will be the sum of:

1. Basic Point Factor adjusted for level of Coaching Assignment.
2. Additional Point factor for Coaching Experience and Post Season Participation.

3. Total points shall be the basis of scoring each extracurricular position.

E. Determining Basic Point Factors

1. Number of Participants (1 to 3 points)

- (a) For team athletic activities, the number of participants shall be rated as twice the number to field a team plus 20%. For sports where individuals compete on an individual basis, the number of participants shall be the number on a typical team.
- (b) For non-athletic activities, the number of participants shall be the typical number of participants.
- (c) Coaches of separate male and female teams of the same sport and level shall receive the same number of points.
- (d) Scoring:

1-10 participants	1 point
11-20 participants	2 points
21 or more participants	3 points

2. Number of Hours/Week (1 to 3 points)

- (a) For athletics, this is the average time spent in actual practice and games plus time agreed upon to get participants in and out of athletic activities.
- (b) For non-athletic activities, this is the average time spent outside the regular school day with students.
- (c) Coaches of separate male and female teams of the same sport and level shall receive the same number of points.
- (d) Scoring:

3 hours or less	- 1 point
Greater than 3 hours, but less than 6 hours	- 2 points
6 or more hours	- 3 points

3. Number of Weeks/Year (1 to 3 points)
- (a) Number of weeks as determined by length of season including pre-season and regularly scheduled post season.
  - (b) For non-athletic activities, job descriptions and current practice shall determine this factor. Only weeks in which work with students is done outside the regular school day are to be counted.
  - (c) Coaches of separate male and female teams of the same sport and level shall receive the same number of points.
  - (d) Scoring:
 

11 weeks or less	1 point
12 to 15 weeks	2 points
16 or more weeks	3 points

4. Number of Games or Performance/year (0 to 3 points)
- (a) For athletic activities, this is the number of regularly scheduled games in currently established schedules.
  - (b) For non-athletic activities, this factor shall mean number of competitions, publications, deadlines, and/or public performances.
  - (c) Coaches of separate male and female teams of the same sport and level shall receive the same number of points.
  - (d) Scoring:
 

0 performances	0 points
1 to 4	1 point
5 to 16	2 points
17 or more	3 points

F. Total Basic Points

Total Basic Points shall be the Sum of Points for Factors 1 through 5 above multiplied by the level of the Assignment as described below. The basic points shall be rounded to the nearest tenth for determining the stipend.

Athletics:

Varsity Coach - 100%

Assistant Coach/Junior Varsity Coach, Freshman Coach,

Middle School Coach - 75%

Non-Athletics:

High School Advisor – 100%

Middle School/Elementary School Advisor – 75%

G. Additional Point Factor

1. Coaching Experience (0 to 3 points)

(a) Years of experience in coaching or supervising the same activity or sport regardless of level of experience. Experience to be substantiated by contract records or certified experience in previous school or college systems.

(b) Scoring:

0 years	0 points
1 to 5 years	1 point
6 to 10 years	2 points
greater than 10 years	3 points

2. Post Season Participation (1 to 3 points). A coach/advisor and his/her stipend assistant coaches/advisors will each earn one additional point for taking their varsity team or group of students to a regional competition, one additional point for taking their team to a state competition, and one additional point for taking their team to a New England / national competition, provided the team member(s) earned the right to attend said competition at a qualifying event and the event extends the end to the season. Coaches/Advisors of teams that qualify for regional, state, or national competitions as a regular part of the season with no need to qualify do not earn a post season play point, nor does simply qualifying for a playoff or post season tournament.

H. Athletic/Co-Curricular Worksheet

The attached Athletic/Co-Curricular Worksheet will be completed by the responsible administrator and the nominated coach/advisor prior to School Board approval and submitted to the Central Office (Business Manager) in order for a salary agreement to be issued.

I. Middle School Athletic Director

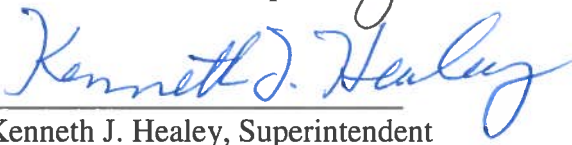
The stipend for the Middle School Athletic Director shall be \$7500 for the years 2015-2016 and 2016-2017.

This Memorandum of Agreement for Extra-Curricular Schedule of Payments shall be effective on September 1, 2015, and continues in effect until August 31, 2017, subject to the Association's right to negotiate a successor agreement as provided in Article 2.

IN WITNESS WHEREOF the parties hereto have caused this Memorandum of Agreement for Extra-Curricular Schedule of Payments to be executed as indicated below. A certification of a majority ratification by both parties shall be attached hereto and made a part hereof.

RSU 73 Board of Directors

  
Denise Rodzen, Chairperson

  
Kenneth J. Healey, Superintendent

RSU 73 Education Association

  
Christopher Ellingwood, President

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