

**AGREEMENT BETWEEN
EASTON PUBLIC SCHOOLS AND
EASTON EDUCATORS' ASSOCIATION**

SEPTEMBER 1, 2022 to AUGUST 31, 2025

APPENDIX C - STIPENDS

B. Stipends:

☐ Final Stipends Chart

1. All Club/Activity Positions are for one year and each will be posted and filled annually.
2. Club/Activity Stipends will be based on the Club/Activity Rubric. Successful completion of the requirements of the assigned Tier will be necessary for payment.

☐ Final EPS Club/Activity Advisor Rubric

3. Beginning in FY24, all stipends will be fixed and may be negotiated during Collective Bargaining.
4. All Club/Activity Advisers will complete a New Club/Activity Proposal Form ONCE. It will be on file for all active Clubs/Activities.

☐ Final Club/Activity Proposal

5. All Club/Activity Advisers will complete an End of Year Club/Activity Summary annually and submit it to the Payroll Office by the due date for approval and payment.

☐ Final End of Year Club/Activity Summary

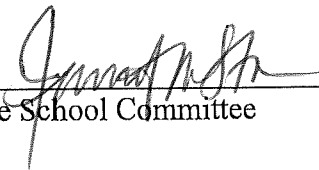
6. If more than one teacher fills any of the above positions, the stipend shall be divided among those teachers unless specified otherwise.
7. Activities covered: Evening and weekend activities. No compensation can be received for any work completed during regular school and district hours for which employees are already compensated.

APPENDIX D - COACHING ATHLETIC STIPENDS

1. Inclusion of the coaching athletic stipends is for the sole purpose of reflecting negotiated amounts. Inclusion of these stipends does not signify application of other provisions in the contract to athletic coach positions.

☐ Final Coach Stipends 2022-2025.

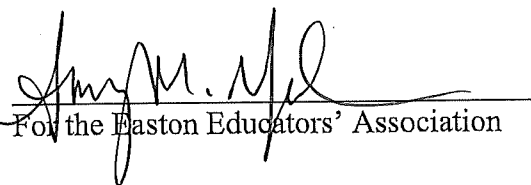
2. All Coaching Positions are for one year and each will be posted and filled annually.
3. Beginning in FY24, all stipends will be fixed and may be negotiated during Collective Bargaining.
4. If more than one teacher fills any of the above positions, the stipend shall be divided among those teachers, unless otherwise specified.
5. Activities covered: Evening and weekend activities. No compensation can be received for any work completed during regular school and district hours for which employees are already compensated.



For the School Committee

7/7/2023

Dated



For the Easton Educators' Association

9/20/23

Dated

EASTON PUBLIC SCHOOLS Club/Activity Advisor Rubric*

Tier 1 \$775	Tier 2 \$1000	Tier 3 \$1500	Tier 4 \$1700 to \$6974
Meet 1-2 times a month (10-15 times a year)	Meet 2-3 times a month (20-25 times a year)	Meet 4 or more times a month (40-70 times a year)	Meet 4 or more times a month (40-70 times a year)
1-3 Events on Campus (ex. Fundraisers, Donation Drives, Products)	3-5 Events on Campus (ex. Fundraisers, Donation Drives, Products)	5-7 Events on Campus (ex. Fundraisers, Donation Drives, Products)	7+ Events on Campus (ex. Fundraisers, Donation Drives, Products)
No community events	1 community events	2 community events	3+ community events
No travel	No travel	May travel with students	Travels with students
Does not manage a budget	Does not manage a budget	Manages a budget	Manages a budget

*All components of above rubric must be completed OUTSIDE of regular school days and hours to be eligible for compensation.

New Club / Activity Proposal

EEA

Date Submitted: _____

Completed forms should be submitted to your building principal no later than **JANUARY 15** to be considered for the following school year. A district level determination will be made by **JUNE 15**.

Proposer's Name(s): _____

School and Position: _____

Name of Club/Activity: _____

General Description of Club/Activity: _____

Goals of Proposed Club/Activity (benefit to students and school):

1. _____

2. _____

3. _____

When and how often do you intend to meet?

Are there any expenses associated with this club/activity? Describe where and how the money will be raised and used.

Please provide data or evidence of student interest in this club/activity?

Based on the Table below, which Tier do you feel this club/activity would fall under?

Tier 1 Tier 2 Tier 3 Tier 4

Explain how this club/activity meets the corresponding Tier: (*Events, Community Events, Products, Travel, Budget Management as applicable*)

Tier 1 \$775	Tier 2 \$1000	Tier 3 \$1500	Tier 4 \$1700 - \$6974
Meets 1-2 times a month (10-15 times a year)	Meets 2-3 times a month (20-25 times a year)	Meets 4 or more times a month (40-70 times a year)	Meets 4 or more times a month (40-70 times a year)
1-3 Events on Campus (ex: Fundraisers, Donation Drives, Products)	3-5 Events on Campus (ex: Fundraisers, Donation Drives, Products)	5-7 Events on Campus (ex: Fundraisers, Donation Drives, Products)	7+ Events on Campus (ex: Fundraisers, Donation Drives, Products)
No community events	1 community event	2 community events	3+ community events
No travel	No travel	May travel with students	Travels with students
Does not manage a budget	Does not manage a budget	Manages a budget	Manages a budget

BELOW FOR ADMINISTRATIVE USE ONLY:

Approved Not Approved School Year: _____

Principal Signature _____ Date: _____

Central Admin. Signature: _____ Date: _____

End of Year Club/Activity Summary

Name of Club/Activity: _____ Date: _____

Name of Advisor: _____ School: _____ Tier of Club/Activity: _____

Activity Advisor Rubric*

Tier 1 \$775	Tier 2 \$1000	Tier 3 \$1500	Tier 4 \$1700 - \$6974
Meets 1-2 times a month (10-15 times a year)	Meets 2-3 times a month (20-25 times a year)	Meets 4 or more times a month (40-70 times a year)	Meets 4 or more times a month (40-70 times a year)
1-3 Events on Campus (ex: Fundraisers, Donation Drives, Products)	3-5 Events on Campus (ex: Fundraisers, Donation Drives, Products)	5-7 Events on Campus (ex: Fundraisers, Donation Drives, Products)	7+ Events on Campus (ex: Fundraisers, Donation Drives, Products)
No community events	1 community event	2 community events	3+ community events
No travel	No travel	May travel with students	Travels with students
Does not manage a budget	Does not manage a budget	Manages a budget	Manages a budget

*All components of above rubric must be completed OUTSIDE of regular school days and hours to be eligible for compensation.

Category	Please list total number	Please list events AND dates
Meetings		
Campus "Events"		
Community "Events"		
Travel		
Total budget amount	School Year: 20____ - 20____	

Advisor Signature _____

Principal Signature _____

PLEASE SUBMIT SIGNED DOCUMENT TO PAYROLL BY MAY 15th FOR PROCESSING

Central Office Approval: _____

EEA COACH STIPENDS

Coaching Area	Level	Season	2022-2023 +2%			2023-2025 Fixed Rate		
			Step 1 (1-3 Years)	Step 2 (4-6 Years)	Step 3 (Max)	Step 1 (1-3 Years)	Step 2 (4-6 Years)	Step 3 (Max)
Football	Varsity Coach	Fall	8,144	9,297	10,637	7,685	9,041	10,637
Basketball	Varsity Coach	Winter	6,346	7,357	8,367	6,045	7,112	8,367
Ice Hockey	Varsity Coach	Winter	5,635	6,472	7,240	5,231	6,154	7,240
Baseball/Softball	Varsity Coach	Spring	5,077	6,018	7,018	5,071	5,965	7,018
Soccer	Varsity Coach	Fall	4,446	5,328	6,268	4,529	5,328	6,268
Field Hockey	Varsity Coach	Fall	4,446	5,328	6,268	4,529	5,328	6,268
Lacrosse	Varsity Coach	Spring	4,446	5,328	6,268	4,529	5,328	6,268
Wrestling	Varsity Coach	Winter	4,446	5,328	6,268	4,529	5,328	6,268
Gymnastics	Varsity Coach	Winter	4,446	5,328	6,268	4,529	5,328	6,268
Volleyball	Varsity Coach	Fall	4,446	5,328	6,268	4,529	5,328	6,268
Cross Country	Head Coach	Fall	4,238	4,696	5,163	4,529	5,328	6,268
Indoor Track	Head Coach	Winter	4,238	4,696	5,163	4,529	5,328	6,268
Spring Track	Head Coach	Spring	4,691	5,374	6,054	4,529	5,328	6,268
Tennis	Head Coach	Spring	4,691	5,374	6,054	4,529	5,328	6,268
Swimming	Head Coach	Winter	2,927	3,203	3,482	3,730	4,389	5,163
Golf	Head Coach	Fall	3,107	3,714	4,322	3,123	3,674	4,322
Skiing	Head Coach	Winter	1,222	1,307	1,392	3,123	3,674	4,323
Cheerleading-Football	Head Coach	Fall	1,928	2,368	2,593	2,542	2,991	3,519
Cheerleading-Basketball	Head Coach	Winter	1,928	2,368	2,593	2,542	2,991	3,519
Football	Assistant #1	Fall	5,003	5,671	6,369	4,601	5,414	6,369
Football	Assistant #2	Fall	5,003	5,671	6,369	4,601	5,414	6,369
Football	Junior Varsity	Fall	4,591	5,108	5,671	4,098	4,821	5,671
Football	Freshman #1	Fall	4,080	4,690	4,891	3,534	4,157	4,891
Football	Freshman #2	Fall	3,718	4,037	4,517	3,264	3,839	4,517
Field Hockey	Junior Varsity	Fall	3,290	3,733	4,191	3,028	3,563	4,191
Basketball	Junior Varsity	Winter	4,007	4,529	5,049	3,648	4,292	5,049
Ice Hockey	Junior Varsity	Winter	3,689	4,311	4,698	3,394	3,993	4,698
Baseball/Softball	Junior Varsity	Spring	3,289	3,733	4,191	3,028	3,563	4,191
Lacrosse	Junior Varsity	Spring	3,290	3,733	4,191	3,028	3,563	4,191
Soccer	Junior Varsity	Fall	3,290	3,733	4,191	3,028	3,563	4,191
Volleyball	Junior Varsity	Fall	3,290	3,733	4,191	3,028	3,563	4,191
Wrestling	Junior Varsity	Winter	3,290	3,733	4,191	3,028	3,563	4,191
Cross Country	Assistant #1	Fall	3,088	3,471	3,874	2,799	3,293	3,874
Indoor Track	Assistant #1	Winter	3,378	3,605	3,896	3,028	3,563	4,191
Swimming	Assistant #1	Winter	2,088	2,437	2,787	2,013	2,369	2,787
Cheerleading-Football	Assistant #1	Fall	1,133	1,212	1,295	2,013	2,369	2,787
Cheerleading-Basketball	Assistant #1	Winter	1,133	1,212	1,295	2,013	2,369	2,787
Spring Track	Assistant #1	Spring	3,897	4,357	4,829	3,489	4,104	4,829
Spring Track	Assistant #2	Spring	3,897	4,357	4,829	3,489	4,104	4,829
Field Hockey	Freshman	Fall	2,437	2,632	2,843	2,055	2,417	2,844
Basketball	Freshman	Winter	3,225	3,637	4,043	2,921	3,436	4,042
Cross Country	Freshman	Fall	2,437	2,632	2,843	2,055	2,417	2,844
Baseball/Softball	Freshman	Spring	2,437	2,632	2,843	2,055	2,417	2,844
Volleyball	Freshman	Fall	2,437	2,632	2,843	2,055	2,417	2,844
Field Hockey	Grade 7 & 8	Fall	1,813	2,027	2,246	1,623	1,909	2,246
Basketball	Grade 7 & 8	Winter	1,813	2,027	2,246	1,623	1,909	2,246
Soccer	Grade 7 & 8	Fall	1,813	2,027	2,246	1,623	1,909	2,246
Volleyball	Grade 7 & 8	Fall	1,813	2,027	2,246	1,623	1,909	2,246
Wrestling	Grade 7 & 8	Winter	1,813	2,027	2,246	1,623	1,909	2,246
Unified Track	Head Coach	Spring	1,105	1,301	1,530	1,105	1,301	1,530

		2022-2023	2023-2025 Fixed Rate
Ticket Takers	Per Game/Per Double Header or Per Football Game	\$55/\$65	\$60/\$75
Scoreboard Operators	Per Game/Per Double Header or Per Football Game	\$55/\$65	\$60/\$75
Security	Per Game/Per Double Header or Per Football Game	\$55/\$65	\$60/\$75
Game Administrators	Per Game/Per Double Header or Per Football Game	\$55/\$65	\$60/\$75

EEA STIPENDS

		2022-2023 +2%	2023-2025 Fixed Rate	Comments for FY24 (unless noted otherwise)
A.	EPS Curriculum Leaders	34,000	34,850	17 @ \$2,050 each
B.	EPS Home Teaching	44.62	45.73	Per hour
C.	EPS Lead Nurse	5,123	5,251	
D.	EPS Mentor Program Coordinator	2,000	2,000	
E.	EPS Mentor program Facilitators	300	600	2 @ \$300 each
F.	EPS Workshop Presentation	80	100	Per workshop
G.	Elementary Math/Science/Literacy Nights	4,185	4,200	4 ppl x 3 nights @ \$350 pp. Total to be divided equally RO/BA.
H.	6th Grade Jazz Band	514	0	Ends June 2023
I.	6th Grade Show Choir	514	0	Ends June 2023
J.	EMS Art Club	764	775	New FY23
K.	EMS Athletic Coordinator	0	4,500	New FY24 (\$1,500 per season)
L.	EMS Best Buddies	0	775	New FY24
M.	EMS Gender Sexuality Alliance	765	775	
N.	EMS History Club	764	775	
O.	EMS Jazz Band	4,194	4,299	
P.	EMS Junior Chamber Orchestra	764	775	
Q.	EMS Math Club	0	775	
R.	EMS National Junior Honor Society	1,025	1,000	
S.	EMS Peer Assistant Leader (PAL)	948	1,550	2 @ \$775 each
T.	EMS Peer Mediation Coordinator	948	1,550	2 @ \$775 each
U.	EMS Robotics Club	1,528	1,550	2 @ \$775 each

		2022-2023 +2%	2023-2025 Fixed Rate	Comments for FY24 (unless noted otherwise)
V.	EMS Show Choir Assistant	764	775	
W.	EMS Show Choir Director	1,388	1,500	
X.	EMS Student Council	1,459	1,500	
Y.	EMS Student of the Month Program	757	775	
Z.	EMS Tiger Talk (Newspaper)	764	1,000	
AA.	EMS Video Club	713	775	
BB.	EMS Yearbook Advisor	1,500	1,500	
CC.	OA/EMS Shared - School on Wheels	713	775	1 each school @ \$387.50 each
DD.	OAHS Athletics - Game Administrators	55/65	60/75	Per Game/Per Double Header (or Football)
EE.	OAHS Athletics - Game Security	55/65	60/75	Per Game/Per Double Header (or Football)
FF.	OAHS Athletics - Scoreboard Operators/Scorebook Keepers	55/65	60/75	Per Game/Per Double Header (or Football)
GG.	OAHS Athletics - Ticket takers	55/65	60/75	Per Game/Per Double Header (or Football)
HH.	OAHS Active Minds	0	1,500	
II.	OAHS Architectural/Engineering Club	757	775	
JJ.	OAHS Art Club	757	775	
KK.	OAHS Best Buddies Advisor	765	775	
LL.	OAHS Careers Club	0	775	New FY24
MM.	OAHS Color Guard Assistant	2,190	2,244	
NN.	OAHS Color Guard Coordinator	2,782	2,851	
OO.	OAHS Concert Band/Jazz Director	7,291	6,473	
PP.	OAHS DECA	1,459	1,500	
QQ.	OAHS Drama Club	2,919	2,992	

		2022-2023 +2%	2023-2025 Fixed Rate	Comments for FY24 (unless noted otherwise)
RR.	OAHS Early College/Career Pathway Coord.	5,000	5,000	New FY23
SS.	OAHS Envirothon Advisor	765	775	
TT.	OAHS ESports	764	775	New FY23
UU.	OAHS Foreign Exchange Advisor	0	1,000	
VV.	OAHS French Club	757	775	
WW.	OAHS Freshman Class Advisor	1,459	1,500	
XX.	OAHS Full Chamber Orchestra	2,919	2,992	
YY.	OAHS Future Teachers of America Club	1,459	1,000	
ZZ.	OAHS Gender Sexuality Alliance	757	775	
AAA.	OAHS Environmental Society	757	775	
BBB.	OAHS Hockmock Model Senate	713	775	
CCC.	OAHS Junior Class Advisor	2,919	2,992	
DDD.	OAHS Latin Club	764	775	
EEE.	OAHS Marching and Maneuvering	2,190	2,244	
FFF.	OAHS Marching Band Director	5,828	6,974	
GGG.	OAHS Marching Band Visual Designer	2,782	2,851	
HHH.	OAHS Math Team	1,459	1,500	
III.	OAHS Medium	1,024	1,000	
JJJ.	OAHS Mock Trial	764	775	
KKK.	OAHS Multicultural Club	948	1,000	
LLL.	OAHS Music Advisor Assistant	2,190	2,244	
MMM.	OAHS Music Pit Director	1,459	1,500	
NNN.	OAHS Musical Director	3,757	3,851	

		2022-2023 +2%	2023-2025 Fixed Rate	Comments for FY24 (unless noted otherwise)
OOO.	OAHS National Honor Society	1,459	1,500	
PPP.	OAHS Olivian	1,750	1,700	
QQQ.	OAHS Percussion Coordinator	2,781	2,851	
RRR.	OAHS Piano Accompanist	8,400	8,400	New FY23
SSS.	OAHS Pit Band Director	1,389	1,500	
TTT.	OAHS Robotics Club	764	1,500	
UUU.	OAHS Rugby	0	2,800	New FY24
VVV.	OAHS SAAD	0	775	
WWW.	OAHS Science Team	1,459	1,500	
XXX.	OAHS Senior Class Advisor	3,501	3,589	
YYY.	OAHS Show Choir	2,782	2,851	
ZZZ.	OAHS Show Choir Choreographer	2,809	1,700	
AAAA.	OAHS Sophomore Class Advisor	3,407	1,500	
BBBB.	OAHS Spanish Club	757	775	
CCCC.	OAHS Student Council	3,501	3,589	
DDDD.	OAHS Tiger Talk	0	1,500	New FY24
EEEE.	OAHS TRI-M Music Director	757	775	
FFFF.	OAHS Washington Close Up Advisor	765	775	
GGGG.	OAHS Wellness Center Coordinator	764	0	Ends June 2023
HHHH.	OAHS Yearbook Advisor	2,733	2,801	