

## ARTICLE 16

### EXTRA PAY FOR EXTRA DUTY (EPED)

- A. For the purposes of this agreement, EPED assignments are those assignments that must be conducted beyond the employee's duty day and that require the direct leadership of and responsibility for students and/or teachers.
- B. The positions listed in this article have been approved for extra pay at the designated rate listed. The rate of pay represents a maximum stipend and is contingent upon the individual fulfilling all of the provisions of the Extra Pay for Extra Duty contract. In the event a stipend is reduced by the principal because all provisions have not been fulfilled, the decision shall be made after a conference between the principal and the employee
- C. It is the Board's intention that the number of positions for Extra Pay for Extra Duty be increased so that teachers are fairly compensated for their additional work.
- D. All vacancies for extra pay positions as shown in this article will be adequately publicized.
- E. Assumption of all extra pay duties shall be voluntary and the signature of the employee shall be required on the contract prior to performing the duties.
- F. Stipends for the EPED positions will be paid as follows:

Fall Positions – At the conclusion of the Fall Sports Season

Winter Positions – At the conclusion of the Winter Sports Season

Spring and Annual Positions – At the conclusion of the Spring Sports Season

The positions and schedule currently approved for Extra Pay are as follows:

#### Extra Pay Categories for FY2016-FY2017 (see Stipend Scale in Appendix 2)

##### Category 0

Athletic Director

##### Category 1

##### Category 2

Football Coach - Head Varsity

### Category 3

Basketball Coach – Head Varsity (boys and girls)  
Wrestling Coach - Head Varsity  
Band Director (HS)  
Accelerated Programs  
Facilitator  
Transition Liaison (HS)

### Category 4

Football Coach - Head J.V.

### Category 5

Baseball Coach - Head Varsity  
Track Coach - Head (Outdoor) - (boys and girls)  
Softball Coach - Head Varsity  
Theater Manager, all events  
ROTC Activities Sponsor

### Category 6

Wrestling Coach - Head J.V.  
Choral Director (HS)  
Drama Sponsor (HS)\*\*

### Category 7

Basketball Coach – Assistant Varsity (boys and girls)  
Basketball Coach - Head J.V. (boys and girls)  
[Basketball Coach – Assistant J.V. \(boys and girls\)](#)  
Football Coach – Assistant, all levels  
Soccer Coach - Head Varsity  
Lacrosse Coach – Head Varsity  
[Wrestling Coach - Assistant –Varsity/~~and/or~~ J.V.](#)

### Category 8

Cheerleader Sponsor  
Field Hockey Coach – Head Varsity  
Volleyball Coach - Head Varsity  
AVID Coordinator (MS, HS)  
[Charles County Association of Student Councils \(CCASC\) Advisor](#)

### Category 9

Track Coach – Assistant Varsity (boys and girls)  
Yearbook Sponsor (HS)  
Marching Band Director (HS)

### Category 10

Baseball Coach - Assistant

Cross Country Coach

Golf Coach

Class Sponsor -Jr. & Sr. (HS)

Newspaper Sponsor

Student [Government Association \(SGA\) Advisor](#) [Council Sponsor](#) (HS)

Tennis [Coach](#)

Track Coach - Head (Indoor)

Softball Coach – Assistant Varsity

Softball Coach - Head J.V.

[JV Head Baseball Coach – Head J.V.](#)

### Category 11

Band Director (MS)

Choral Director (MS)

Field Hockey - Head J.V.

Soccer Coach - Head J.V.

Volleyball Coach - Head J.V.

Grade/Dept. Chair, Team Leader, 15 members or over

JV Cheerleader/Pom Sponsor,

Drama Sponsor (MS)

Orchestra Director (MS, HS)

Lacrosse Coach – Head JV

[Soccer Coach - Assistant –Varsity \(Boys and Girls\)](#)

[Volleyball Coach - Assistant –Varsity](#)

[Lacrosse Coach - Assistant –Varsity \(Boys and Girls\)](#)

### Category 12

Gymnastics Coach

Swimming Coach

Level V Coordinator of Developmental Sports

Grade/Dept. Chair, Team Leader, 10 - 14 member

Yearbook Sponsor (MS)

[Track Coach – Assistant J.V.](#)

### Category 13

[Orchestra Event Lead Teacher](#)

[Chorus Event Lead Teacher](#)

[Band Event Lead Teacher](#)

[Art and Theater Lead Teacher](#)

Band Front Units

Class Sponsor - Freshman & Sophomore

Grade/Dept. Chair, Team Leader, 6 - 9 Members

Weight Room Sponsor

Inclusion Support Coordinator

DI Sponsor, all levels

Cross Country Coach - Assistant Coach

Golf Assistant Coach - Assistant

Basketball Coach – Freshman

Swimming Coach - Assistant Coach

Tennis Coach - Assistant Coach

#### Category 14

Debate Sponsor/Mock Trial (HS)

It's Academic

Skills USA Sponsor

Grade/Dept. Chair, Team Leader,

1 - 5 Members

Math Team Sponsor (HS)

SADD/Just Say No Club Sponsor

Future Educators of America (MS, HS)

Math Counts Sponsor (MS)

Student Government Association (SGA) Advisor-Sponsor (MS)

MESA Sponsor

Student Service Learning Coordinator

Ed Line Coordinator

Best Buddies – All Levels

Key Clubs (HS)

Public Relations Liaison

Synergy Coordinator

#### Category 15

National Honor Soc. Sponsor (HS)

Yearbook Sponsor (ES)

Newspaper Sponsor (ES, MS)

Nat'l Jr. Honor Society Sponsor

Math Team Sponsor (ES)

Robotics Team Sponsor (ES)

Music Director – 6 or more schools

Band (ES)

Choral (ES)

Orchestra (ES)

#### Category 16

MS tournament sponsor, Basketball,

Volleyball, Track & Field, Archery, Golf

Music Director – 2 or more schools

Band (ES)

Orchestra (ES)

~~–All County Chorus Program Director (ES)  
(limited to 10 teachers: 5 East and 5 West)~~

~~Music Director – 4-5 schools~~

~~Band (ES)~~

~~Choral (ES)~~

~~Orchestra (ES)~~

~~All County Honors Music Programs\*~~

~~\*(East and West will be treated as two separate instances)~~

### Category 17

Environmental Science Sponsor (Hard Bargain Farm and Nanjemoy Creek)

Spelling Bee Sponsor (ES, MS)

Music Director – 1 school ~~1-3 schools~~

Band (ES)

Choral (ES)

Orchestra (ES)

Builders Club

K-Kids Club

\*\* Any HS Drama Department that opts to do a musical production during the course of a school year will have the following additional stipends provided by the BOE: \$700 to the Drama Sponsor who directs the musical; \$500 for the Vocal Music Coach; and \$400 for the Orchestra Director. These stipends will in no way reduce or be substituted for any stipends provided for Theatre Manager, Drama Sponsor, Choral Director, Band Director or any other position currently compensated in Appendix 2.