

**SCHEDULE F1**  
**EXTRA-CURRICULAR SALARY GUIDE**  
**Union High School**

| <b>Club Advisors</b>       | <b>2021-2025</b> |
|----------------------------|------------------|
| FBLA                       | 1346             |
| National Honor Society     | 1346             |
| U-MATTER                   | 1346             |
| Key                        | 1346             |
| Interact                   | 1346             |
| School Paper (div/2)       | 2603             |
| School Play                | 2603             |
| School Treasurer           | 2668             |
| School Athletics Treasurer | 1067             |
| Prom Coordinator/Senior    | 832              |
| Yearbook                   | 3750             |
| Band Camp                  | 513              |
| Band Director              | 4847             |
| Band Assistant Director    | 3361             |
| Band Front Coordinator     | 3851             |
| Band Front Assistant       | 3361             |
| Band Drill Writer          | 1260             |
| Band Music Arranger        | 1260             |
| Spring Marching Band Dir   | 864              |
| Asst Band Director         | 599              |
| Color Guard Coordinator    | 685              |
| Color Guard Assistant      | 599              |
| School Musical Director    | 2692             |
| ROTC Drill Instructor      | 4203             |
| Assistant Director         | 2155             |
| Pit Orchestra Director     | 1447             |
| School Store               | 832              |
| Choreographer              | 778              |
| Stage Production Director  | 1369             |
| Props/Scenery              | 864              |
| Make-up/Costumes           | 692              |
| Piano Accompanist Staff    | 513              |
| Publicity Director         | 265              |
| Stage Control              | 350              |
| Lighting                   | 265              |

| <b>Advisors</b> | <b>2021-2025</b> |
|-----------------|------------------|
| Freshmen        | 840              |
| Sophomore       | 840              |
| Junior          | 1268             |
| Senior          | 1696             |
| Student Council | 1276             |

**Other Advisors**

|                              |      |
|------------------------------|------|
| Concert Choir                | 1066 |
| Singing Strings              | 1120 |
| All State Tryouts (per hour) | 19   |
| Twirlers                     | 3282 |
| Cheerleaders Varsity/N       | 3118 |

**Other Assignments**

|                     |       |
|---------------------|-------|
| Monitors (per hour) | 24.99 |
|---------------------|-------|

*New Club (September 2024)*

**SCHEDULE F2  
EXTRA-CURRICULAR SALARY GUIDE**

| The following advisors shall be paid: |             |                               |
|---------------------------------------|-------------|-------------------------------|
|                                       | First year  | 237                           |
|                                       | Second year | 356                           |
|                                       | Third year  | 474                           |
|                                       | Fourth year | 474                           |
| <b>Union High School</b>              |             | <b>Middle Schools</b>         |
| Anime                                 |             | AM Fitness                    |
| Asian Student Alliance                |             | American Sign Language        |
| Autism Awareness                      |             | Art Club                      |
| Black Excellence/Roots                |             | Baseball Card Club            |
| Board Games                           |             | Chess & Checkers Club         |
| Book Club                             |             | Club Unify (Special Olympics) |
| Chess                                 |             | Color Guard                   |
| Curls and Confidence                  |             | Color a Smile                 |
| Dance                                 |             | Debate Club                   |
| Environmental                         |             | Dungeons & Dragons            |
| EmpowerHer Girl Empowerment           |             | Environmental Action Club     |
| Empowerment                           |             | Homework Alliance             |
| Farmer Fam                            |             | Jazz Ensemble                 |
| Fashion and Jewelry                   |             | <b>Marching Band</b>          |
| Film                                  |             | Math Club/Calculator Fun      |
| Future Educators of America           |             | Mixed Choir                   |
| French Club                           |             | Origami                       |
| French National Honor Society         |             | Parent Newsletter             |
| German Club                           |             | Paw Pals                      |
| German National Honor Society         |             | Peer Leadership               |
| GSA                                   |             | Peer Tutoring                 |
| Hackers                               |             | Ping Pong                     |
| Hiking                                |             | Poetry                        |
| My School Votes                       |             | PM Fitness                    |
| Model United Nations                  |             | Science                       |
| National Art Honor Society            |             | Spanish Club                  |
| Peer Ambassadors                      |             | Theater Club                  |
| Radiance Group                        |             | Walking Club                  |
| <b>Red Cross Club</b>                 |             | Webmaster                     |
| Seekers                               |             | Wildlife                      |
| Ski Club                              |             | Yearbook Photography          |
| Social Skills                         |             | Young Women of Purpose        |
| Spanish Club                          |             | Future Club (10)              |
| Spanish National Honor Society        |             |                               |
| Step Team                             |             |                               |
| Teen Fit Club                         |             |                               |
| <b>Webmaster</b>                      |             |                               |
| Future Club (9)                       |             |                               |

***New Club (September 2024)***

**SCHEDULE F2**  
**EXTRA-CURRICULAR SALARY GUIDE cont'd**

| <b>Middle School Advisors</b> | <b>2021-2025</b> |
|-------------------------------|------------------|
| Student Council               | 932              |
| School Newspaper              | 1318             |
| School Treasurer              | 1114             |
| School Yearbook               | 1757             |
| Twirlers                      | 1515             |
| Cheerleaders                  | 1515             |
| National Junior Honor Society | 1368             |
| Library Club                  | 711              |
| School Store                  | 711              |

| <b>Middle Schools Drama Club</b> |      |
|----------------------------------|------|
| Director                         | 2500 |
| Scenery/Stage Manager            | 1500 |
| Pit Orchestra Conductor          | 1500 |
| Choreographer                    | 1500 |

| <b>Jefferson School Advisors</b> | <b>2021-2025</b> |
|----------------------------------|------------------|
| Lighthouse Team                  | 820              |
| Webmaster                        | 474              |
| Treasurer                        | 1114             |

| <b>Elementary Advisors</b> | <b>2021-2025</b> |
|----------------------------|------------------|
| Student Council            | 820              |
| Webmaster                  | 474              |
| Treasurer                  | 1114             |

| <b>Other Assignments</b>                                 |       |
|--|-------|
| Monitors (per hour)                                      | 24.99 |
|  |       |
| <b>District</b>  |       |
| Saturday Detention -- \$142.00                           |       |
| Audio Visual Bookkeeper (1)                              | 1673  |
| Audio Visual Coordinators - Building Level - All Schools | 1025  |

*New Club (September 2024)*

**SIDEBAR AGREEMENT BETWEEN  
UNION TOWNSHIP BOARD OF EDUCATION  
AND UNION TOWNSHIP EDUCATION ASSOCIATION**

**WHEREAS**, the Union Township Board of Education (Board) and the Union Township Education Association (Association) have previously entered into a Collective Bargaining Agreement covering the period of September 1, 2021 to August 31, 2025 (CBA).

**WHEREAS**, the Board and the Association hereby enter into this Sidebar Agreement on February 20, 2024 and agree as follows:

- 1) In reference to Schedules F-1 and F-2 of the CBA, pages 65, 66 & 67 will be amended according to the documents in the hands of the Board of Education members effective September 1, 2023.
- 2) In reference to current Articles 8.04, 8.04.1 and 8.04.2 of the CBA, which state:

8.04 Effective September 1, 2022, all currently uncompensated co-curricular assignments identified at the time of this Agreement shall be paid in accordance with stipends agreed to by the parties as determined in Schedules F-1 and F-2.

8.04.1 No bargaining unit member will be mandated to work a club or other cocurricular assignment without compensation agreed to by the parties.

8.04.2 The Board shall determine whether a mandated club shall exist. Bargaining unit members have the right to volunteer for non-mandated clubs.
- 3) Additional Articles 8.04.3 and 8.04.4, effective September 1, 2023, will be added to the CBA which state:
- 4) 8.04.3 All clubs need a minimum of ten (10) students to hold the club for that school year. If less than ten (10) students, the building administrator needs to get approval from the Superintendent or his/her designee.
- 5) 8.04.4 The UTEA and District Administration will meet annually in May to revise, but not expand, the list of clubs to be effective in the following September.
- 6) The intent of these changes will not affect the total budget for Schedules F-1 and F-2.
- 7) No other provisions of the CBA will be impacted by this Sidebar Agreement.
- 8) This Sidebar Agreement shall remain in effect until a Successor Agreement is ratified.

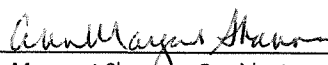
**THEREFORE, IN WITNESS WHEREOF**, the parties, intending to be legally bound, have caused this Sidebar Agreement to be approved and executed on February 20, 2024.

Union Township Board of Education

  
\_\_\_\_\_  
Chastity Santana, President

\_\_\_\_\_  
Date

Union Township Education Association

  
\_\_\_\_\_  
Ann-Margaret Shannon, President

2/26/24  
\_\_\_\_\_  
Date