

**APPENDIX B**  
**FLORA COMMUNITY UNIT SCHOOL DISTRICT NO. 35**  
**Special Compensation Schedule 2024-2027**

<b>Group I</b>	<b>15.0%</b>	<b>Group VII</b>	<b>5.5%</b>
HS Boys' Basketball		HS Musical/Drama	
HS Girls' Basketball		JH Cheerleader Coach	
HS Head Football		HS Student Council	
HS Head Volleyball			
<b>Group II</b>	<b>9.0%</b>	<b>Group VIII</b>	<b>5.0%</b>
HS Band Director		HS Golf	
HS Asst. Boys' Basketball		JH Boys' Track	
HS Asst. Girls' Basketball		JH Girls' Track	
HS Asst. Football		JH Volleyball (8 <sup>th</sup> )	
JH Athletic Director			
<b>Group III</b>	<b>8.5%</b>	<b>Group IX</b>	<b>4.5%</b>
8 <sup>th</sup> Grade Boys' Basketball		6 <sup>th</sup> Boys' Basketball	
8 <sup>th</sup> Grade Girls' Basketball		6 <sup>th</sup> Girls' Basketball	
HS Baseball		HS FFA	
HS Softball			
<b>Group IV</b>	<b>8.0%</b>	<b>Group X</b>	<b>4.0%</b>
JH Band Director		HS FCCLA	
HS Scholastic Bowl		Elem. Band Director	
HS Asst. Volleyball		JH Volleyball (7 <sup>th</sup> )	
Enrichment			
High School Cheerleading-Basketball		<b>Group XI</b>	<b>3.0%</b>
<b>Group V</b>	<b>7.5%</b>	HS National Honor Society	
HS Boys' Tennis		JH Scholastic Bowl	
HS Girls' Tennis		JH Baseball	
7 <sup>th</sup> Grade Boys' Basketball		JH Softball	
7 <sup>th</sup> Grade Girls' Basketball		HS Future Business Leaders	
HS Publications		JH Yearbook	
<b>Group VI</b>	<b>6.5%</b>	Testing Coordinator	
HS Boys' Track		Future Teacher Club	
HS Girls' Track			
HS Asst. Cheerleading-Basketball		<b>Group XII</b>	<b>2.0%</b>
HS Cheerleading-Football		Jr. Class Sponsor	
HS Asst. Baseball		Weight Program	
HS Asst. Softball		JH Student Council	
		Elementary Yearbook	
		<b>Group XIII</b>	<b>1.5%</b>
		Asst. JH Baseball	
		Asst. JH Softball	
		6 <sup>th</sup> Grade Volleyball	

**Group XIV 1.0%**

Senior Class Sponsor

HS Pep Club

Sophomore Class Sponsor

Freshman Class Sponsor

HS Spanish Club

HS Science Club

HS Art Club

HS Book Club

**Extra Duty Teaching-Hourly Rate:**

2024-2025, 2025-2026, and 2026-2027

**Internal Sub Rate/Instructional Duties outside of the duty day: \$39 per hour**

District professional educator licensed teachers, substituting during their prep period or performing instructional duties outside of the duty day, will receive \$39.00 per hour or the teacher's hourly per diem rate of pay, whichever is higher per 43-minute class period.

When no substitute teacher is available at the elementary school for coverage due to a teachers' absence causing the need to disperse one (1) to no more than five (5) students to one classroom into other teachers' classrooms, the impacted teachers who incorporates the absent teacher's students will be compensated at their contractual hourly pay rate for the time that the additional students are in the teachers' classrooms for that day.

Teachers will receive \$39.00 per hour for other duties including but not limited to non-instructional duty (ticket-taking, Appendix B statisticians & workers, district required professional development, etc.)

**Longevity Incentive Schedule**

Those members of the bargaining unit who accept the responsibilities for special compensation schedule positions for an extended period of time shall have the percentage compensation for the position as set forth above increased by the following amounts:

		YEARS			
	1-5	6-10	11-19	21 & Over	
Groups I and II	Base	1.5%	1.5%	1.5%	
Groups III to VI	Base	.90%	.90%	.90%	
Groups VII to XI	Base	.60%	.60%	.60%	

Groups XII to XIV	Base	.30%	.30%	.30%
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Current members of the bargaining unit filling special compensation positions will be given credit on the Special Compensation Schedule, Appendix B, for current years of service within the School District.

If a member of the bargaining unit has a break in service in a position and then accepts any position after an absence, then that member will be given credit for previous experience within the District.