

**ADDENDUM B**  
**SUPPLEMENT SCHEDULE**  
**September 23, 2025**

1. Any teacher assigned to a supplemented position shall receive full supplemental pay for each supplemented position to which he/she is assigned. To provide teachers an opportunity to apply for vacant supplemented positions shown in this addendum as Department/Grade Level Chairperson/Team Coordinator/PLC Facilitator, principals will post such positions at the respective school when they become available, and interested teachers may submit their names. These positions normally include department heads, grade chairpersons, team coordinators, learning community leaders, team leaders, etc.
2. Supplementary pay shall be prorated over the period of time during which the activity or responsibility is scheduled to be performed unless otherwise stipulated.
3. Class and/or club sponsors will not be held responsible for clerical tasks related to sponsorship(s) with the exception of voluntary activities such as car washes and bake sales.
4. When assigning supplemented coaching positions, teachers within the bargaining unit or those newly hired teachers who will be in the bargaining unit who have the training or experience necessary to coach a specific sport shall be given priority over all other applicants for that specific sport.
5. Whenever a vacancy in a supplemented coaching position occurs, the Board shall publicize the vacancy to the Union and provide for appropriate posting in the schools. Each coaching vacancy advertisement shall specify the time of day that the applicant must be available in order to coach the sport.
6. Teacher Mentor Program

The Teacher Mentor Program will provide support services to all new teachers to the district. The program shall have "Basic Teacher Mentors" who serve all instructional staff other than ESE teachers and "ESE Teacher Mentors" who serve all ESE teachers. Teacher Mentors will be required to have completed Clinical Education. In addition to serving new ESE teachers to the district, the ESE Teacher Mentors shall serve the following:

- a. Teachers who are teaching ESE for the first time and who have previously taught in another program in the district;
- b. ESE teachers who are out-of-field for the first two (2) years; and,
- c. Long-Term Substitute Teachers who are assigned ESE positions.

ESE teachers, who are not new ESE teachers to the district, will be served only if the district receives sufficient grant funding to support the service. For the purpose of contract clarity, "Basic Teacher Mentor" and "ESE Teacher Mentor" will be referred to as Teacher Mentor. No Basic Teacher Mentor shall be assigned more than two (2) beginning teachers and no ESE Teacher Mentor shall be assigned more than four (4) eligible ESE teachers. The second, third, and fourth mentor teacher assignments must be by mutual agreement between the Teacher Mentor, the teacher served, and the administration.

The responsibility of the Teacher Mentor will be construed to begin on the first date of employment for the teacher being served.

**Payment**

Each school year the Teacher Mentor will receive the amount specified in the Academic Supplement Schedule for each teacher assigned. The Teacher Mentor Program supplement will be prorated over the time period during which the responsibility is scheduled, not to exceed more than 196 days in any one school year, and paid at the end of the semester. In a case where a teacher being served resigns before completing the program, the Teacher Mentor supplement will be terminated effective the last day of employment for the teacher being served.

7. Career and Technical Student Organizations (CTSOs) – High School and Middle School

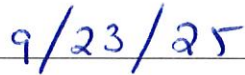
Job Preparatory Career Training will receive an annual supplement for sponsoring co-curricular organizations providing:


- a. An active CTSO is established that is identified in the curriculum frameworks for the content areas (active is defined as meeting at least monthly after school hours).

- b. The CTSO meets minimum requirements for membership numbers as established by the district and/or state organization, if applicable.
- c. Documentation is provided for student participation in applicable district, regional, state, and/or national competitions.
- d. Documentation is provided for participation in student leadership development workshops/activities.
- e. Sponsors are expected to attend all competitions.

Agriculture teacher supplements already specify CTSO participation so they will not receive an additional supplement. If minimum numbers of students do not join the CTSOs, it is understood that the CTSO requirement in the curriculum frameworks cannot be met.

  
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For the Board

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the Union

  
\_\_\_\_\_  
Date



Instructional Supplements  
2025-2026 School Year

Tier 1	\$792.00
Commissioner's Academic Challenge Sponsor	
National History Event Sponsor	
National Junior Honors Society Sponsor	
Pasco Students Speak Event Sponsor	
Science & Engineering Showcase	

Tier 4	\$2,690.00
AVID Coordinator - Fall	
AVID Coordinator - Spring	
Flag Football Coach	
High School Baseball/Softball Coach	
High School Business Manager/Assistant AD	
High School Lacrosse Coach	
High School Soccer Coach	
High School Track Coach	
High School Volleyball Coach	
High School Weightlifting Coach	
High School Wrestling Coach	
Middle School AD	
Middle School Band Director	
SLP Mentor	
Title I School-Based Coordinator	
Title I School-Based Engagement Coordinator	
Vocational Agriculture Teacher	

Tier 5	\$3,692.00
High School Band Director	
High School Basketball Coach	
High School Cheerleading Coach	
High School Head Football Coach	
SLP - Masters/CCC	

Tier 2	\$1,319.00
Board Certified Behavior Analyst	
Choral Director	
CTE Lead Teacher	
Department/Grade Level/Team/PLC Facilitator	
Drama Play Director	
FBIA District Advisor	
Flag Corps Sponsor	
High School Assistant Football Coach - Spring	
High School Assistant Swimming Coach	
High School Class Sponsor	
High School Newspaper Sponsor	
High School Student Council Sponsor	
Middle School Assistant Football Coach	
Middle School Assistant Track Coach	
Middle School Assistant AD	
Middle/High School Dance	
Middle/High CTSO Sponsor w/ Competition Requirements	
Middle/High School Yearbook Sponsor	
National Honors Society Sponsor	
Orchestra Director	

Tier 6	\$5,274.00
High School AD	

Tier 3	\$1,977.00
Flag Football Assistant Coach	
High School Assistant Baseball/Softball Coach	
High School Assistant Basketball Coach	
High School Assistant Cheerleading Coach	
High School Assistant Football Coach - Fall	
High School Assistant Lacrosse Coach	
High School Assistant Soccer Coach	
High School Assistant Track Coach	
High School Assistant Volleyball Coach	
High School Assistant Weightlifting Coach	
High School Assistant Wrestling Coach	
High School Cross Country Coach	
High School Golf Coach	
High School Head Football Coach - Spring	
High School Swimming Coach	
High School Tennis Coach	
Middle School Basketball Coach	
Middle School Cheerleading Coach	
Middle School Football Coach	
Middle School Soccer Coach	
Middle School Track Coach	
Middle School Volleyball Coach	
SLP w/ Master's Degree	
TAT Activated - Up to Amount	

Rider/Event	\$527.00
CTSO National Competition	
CTSO State Competition	
High School AD Summer Supplement	
Special Olympics Fall	
Special Olympics Spring	
Special Olympics Winter	
TAT Mentor Base Supplement	
Teacher Mentor	

9/23/25  
9/26/2025  
JMR