



**COLLABORATIVE AGREEMENT**  
**Between the**  
**Colonial School District Board of Education**  
**And the**  
**Colonial Education Association DSEA/NEA**

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement ("MOA") is entered into by and between the Colonial School District ("District") and the Colonial Education Association ("Association").

The purpose of this agreement is to recognize the new position and compensation scale for Extra Pay for Extra Responsibility ("EPER") outlined in Appendix B of the current collective bargaining agreement for implementation in 2022-2023 and 2023-2024 school years.

**Whereas**, the District is party to a collective bargaining agreement (the "CBA") with the Association which covers all certificated non-administrative employees, not including substitutes or supervisory staff personnel of the District.

**Whereas**, the CBA expires on August 31, 2024;

**Whereas**, the sole purpose of this MOA is to replace Appendix B of the CBA with regard to the revised Extra Pay for Extra Responsibility pay scale.

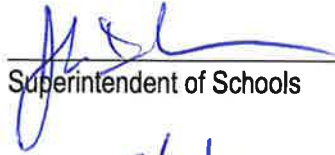
**Now therefore**, this 10th day of May 2022 the parties agree as follows:

1. The parties agree that the current Appendix B will be replaced with the attached Appendix B which shall be the new EPER position and compensation scale.
2. The parties agree that any challenge or grievance related to Appendix B will be conducted in accordance with current practices outlined in the CBA. Additionally, the Association retains any and all rights to all dispute resolution procedures available as the exclusive bargaining representative.
3. The parties agree that any additional positions or opportunities arising from the EPER workgroup for bargaining unit employees shall be the subject of negotiations for a new memorandum of agreement between the parties.

This Memorandum of Agreement may be amended only by written agreement signed by each of the parties involved.

This Memorandum of Agreement shall be effective beginning with the date of the last signature hereon and ending August 31, 2024.

Colonial School District



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Superintendent of Schools

Date: 5/10/22

Colonial Education Association / DSEA / NEA

*Donna Fesmire*

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President

Colonial Education Association

Date: 05/12/2022



Completed Document Audit Report  
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Title: CEA MOU E3 Grant STEP Program 2022-2024 to be signed





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Files

CEA MOU E3 Grant STEP Program 2022-2024 to be signed.pdf

May 12, 2022 13:46:17 UTC

Activity

 <b>Marybeth Russell</b> IP: 167.21.143.97	created the document	May 12, 2022 13:46:31 UTC
 <b>Marybeth Russell</b> IP: 167.21.143.97	sent the document to donna.fesmire@colonial.k12.de.us	May 12, 2022 13:47:11 UTC
 <b>Donna Fesmire</b> IP: 167.21.143.99	first viewed the document	May 12, 2022 13:49:30 UTC
 <b>Donna Fesmire</b>	signed the document	May 12, 2022 13:50:05 UTC

**Colonial EPER SALARIES**

**Appendix B**

<b>NON-ATHLETIC</b>	<b>AMOUNT</b>
Band Director (fall & winter)	\$5,300
Department Chair	\$2,500
Program Coordinator	\$3,445
Senior Class Advisor	\$3,000
Yearbook	\$3,000
Student Council	\$3,000
Drama Director (winter and spring)	\$2,700
Stagecraft (winter and spring)	\$2,700
Tech for play (winter and spring)	\$2,700
Spring Musical Instrumental Director	\$2,700
Spring Musical Vocal Director	\$2,700
Special Student Activities Chair (N3)	\$2,500
Choir	\$2,100
Dance Troupe (fall & winter)	\$2,000
Assistant Band Director (fall & spring)	\$3,975
Percussion (fall & spring)	\$3,975
Color Guard (fall & spring)	\$3,975
Spring Musical Choreographer	\$1,500
Instructional Technology Coach	\$1,450
School Based Team Leader	\$1,450
Virtual Learning Support	\$1,450
Curricular Club	\$1,000
Non-Curricular Club	\$900

<b>ATHLETIC</b>	<b>AMOUNT</b>
Athletic Director	\$6,750
Asst Athletic Director	\$5,062
<b>HEAD COACHES:</b>	
Wrestling	\$5,500
Football	\$6,000
Basketball (boys & girls)	\$5,000
Spring Track (boys & girls)	\$4,400
Cross Country (boys & girls)	\$4,400
Volleyball	\$4,400
Swimming (boys & girls)	\$4,400
Field Hockey	\$4,400
Baseball	\$4,400
Softball	\$4,400
Soccer (boys & girls)	\$4,400
Lacrosse (boys & girls)	\$4,400
Winter Track (one head coach)	\$3,960
Tennis	\$3,960
Golf	\$3,960
Cheerleading (fall and winter)	\$3,465
Unified Football	\$1,400
Unified Track	\$1,400
Unified Basketball	\$1,400
<b>ASST COACHES (75% OF HEAD):</b>	
Wrestling	\$4,125
Football	\$4,500
Basketball (boys & girls)	\$3,750
Spring Track (boys & girls)	\$3,300
Cross Country (boys & girls)	\$3,300
Volleyball	\$3,300
Swimming (boys & girls)	\$3,300
Field Hockey	\$3,300
Baseball	\$3,300
Softball	\$3,300
Soccer (boys & girls)	\$3,300
Lacrosse (boys & girls)	\$3,300
Winter Track (boys & girls)	\$2,970
Tennis	\$2,970
Golf	\$2,970
Cheerleading (fall and winter)	\$2,599
Unified Football	\$1,050
Unified Track	\$1,050
Unified Basketball	\$1,050

**Colonial EPER SALARIES**

**Appendix B**

**MIDDLE SCHOOL POSITIONS:**

NON-ATHLETIC		AMOUNT	ATHLETIC		AMOUNT
Student Council Advisor		\$2,000	Athletic Director		\$4,050
Department Chair		\$2,000	Asst Athletic Director		\$3,038
School Based Team Leader		\$1,450	<b>HEAD COACHES (60% of HS Head Coach):</b>		
Instructional Tech Coordinator		\$1,450	Wrestling		\$3,300
Yearbook Advisor		\$1,450	Basketball (boys & girls)		\$3,300
Team Leader		\$840	Baseball		\$2,640
Club Advisor		\$650	Softball		\$2,640
Band Director (per performance)		\$390	Soccer		\$2,640
Choir Director (per performance)		\$335	Track (boys & girls)		\$1,980
			Cheerleading		\$2,079
			Field Hockey		\$2,640
			<b>ASST COACHES (75% OF MS Head Coach)</b>		
			Wrestling		\$2,475
			Basketball (boys & girls)		\$2,475
			Baseball		\$1,980
			Softball		\$1,980
			Soccer		\$1,980
			Track (boys & girls)		\$1,485
			Cheerleading		\$1,559
			Field Hockey		\$1,980

**ELEMENTARY SCHOOL POSITIONS:**

NON-ATHLETIC	AMOUNT
Chairperson (Teacher Leader)	\$2,000
Band, Orchestra, Chorus (per after school performance )	\$335
School Based Team Teacher Leader	\$335
Instructional Tech Coordinator	\$1,450

**SPECIAL SCHOOL (Leach & Colwyck) POSITIONS:**

Program Coordinator/Chairs	\$2,000
Special Student Activities Chair	\$2,500
Instructional Tech Coordinator	\$1,450