

**PGCEA Compensatory Emoluments – Compensation Scale  
Instructional Chairperson & School Based Activities  
July 1, 2025 - June 30, 2026**

<b>ELEMENTARY SCHOOLS</b>	
<b>Compensatory Emoluments/Activities (Max of 2 per employee)</b>	<b>Amount</b>
Enrichment Activity - 10 per school	\$977.49
Service Activity - 10 per school	\$1,104.67
Technology Coordinator - Elementary Only - (1-999) Number of students	\$1,211.27
Technology Coordinator - Elementary Only - (1000-1999) Number of students	\$1,471.70
Technology Coordinator - Elementary Only - (2000+) Number of students	\$2,117.29
Testing Coordinator	\$1,211.27
<b>Instructional Chairperson Assignments (Max of 1 per employee)</b>	<b>Amount</b>
Instructional Chair (2-4) Number of teachers in the department	\$847.89
Instructional Chair (5-7) Number of teachers in the department	\$908.45
Instructional Chair (8+) Number of teachers in the department	\$969.01

<b>MIDDLE SCHOOLS</b>	
<b>Compensatory Emoluments/Activities (Max of 2 per employee)</b>	<b>Amount</b>
Enrichment Activity - 10 per school	\$977.49
Middle School Newspaper	\$2,196.04
Middle School Yearbook	\$2,196.04
National Honor Society	\$1,710.31
Service Activity - 10 per school	\$1,104.67
Student Government	\$1,104.67
Testing Coordinator	\$1,211.27
<b>Instructional Chairperson Assignments (Max of 1 per employee)</b>	<b>Amount</b>
Instructional Chair (2-4) Number of teachers in the department	\$847.89
Instructional Chair (5-7) Number of teachers in the department	\$908.45
Instructional Chair (8+) Number of teachers in the department	\$969.01

***Combination Schools (i.e., K-8, K-12, 7-12, etc.) & Special Centers must follow guidelines for the appropriate grade levels.***

HIGH SCHOOLS	
Compensatory Emoluments/Activities (Max of 2 per employee)	Amount
Academic Coach* - 3 per school	\$3,020.91
Drama and Music (1-999) Number of students - 2 per school	\$3,689.53
Drama and Music (1000-2000) Number of students - 2 per school	\$4,929.87
Drama and Music (2001+) Number of students - 2 per school	\$6,152.04
Enrichment Activity - 10 per school	\$977.49
Forensic/Mock Trial	\$2,779.87
Gymkhana (Senior)	\$1,664.29
High School Class Sponsor (Grades 9-11) - 3 per school	\$1,710.31
High School Newspaper (8 Issues With Ads)**	\$2,948.22
High School Newspaper Without Ads**	\$2,196.04
High School Science Fair Coordinator	\$2,117.29
High School Yearbook With Ads**	\$3,689.53
High School Yearbook Without Ads**	\$1,736.96
Intramurals (Senior)	\$1,664.29
National Honor Society	\$1,710.31
Pom Pons (Senior)	\$1,664.29
School Literary Magazine (Each Issue - Limit 2)	\$1,835.08
Senior Class Sponsor - 2 per school	\$2,196.04
Service Activity - 10 per school	\$1,104.67
Student Government - 2 per school	\$2,196.04
Instructional Chairperson/Teacher Coordinator Assignments (Max of 1 per employee)	Amount
Instructional Chair (2-4) Number of teachers in the department	\$847.89
Instructional Chair (5-7) Number of teachers in the department	\$908.45
Instructional Chair (8+) Number of teachers in the department	\$969.01
Teacher Coordinator (1 for each of these subjects per school - English, Mathematics, Science, Social Studies and Special Education) High School Only	\$2,422.53

\* The Academic Coach assists students at risk of satisfying the 2.0- grade point average requirement for participation in extracurricular activities.

\*\* High Schools are permitted 1 Newspaper and 1 Yearbook (either with or without ads).