

Southern Lehigh School District Curriculum Compensation Plan

(Revised January, 2014)

(Revision of Rates only, October 2016)

SOUTHERN LEHIGH SCHOOL DISTRICT

5775 Main Street

Center Valley, PA 18034

INTRODUCTION

Involvement of the professional staff in curriculum development is both desirable and essential. It is this involvement that utilizes the strength and creativity of the staff while fostering ownership of ideas. It produces a document that is both teachable and relevant to the needs of our students.

This compensation plan establishes a consistent system for all professional staff who offer the Southern Lehigh School District both services and time beyond that normally contracted for in a collective bargaining agreement.

WRITING/DEVELOPING A NEW CURRICULUM GUIDE

This task is one of developing a new curriculum guide to reflect an approved new course. Writing a new guide includes developing a syllabus, locating materials and activities, and structuring the units to reflect an appropriate sequence and higher level thinking and learning activities.

Examples of this include:

- developing a new International Relations course in social studies
- developing a new high school business course elective

REVISING A CURRICULUM GUIDE

Curriculum revision is primarily the updating of a curriculum guide to reflect recent program changes in content and instruction. It may include some new or revised units or the adaptation of existing units to reflect the adoption of a new basic text for the course.

Examples of this include:

- revising a secondary math course guide to reflect changes in the NCTM standards
- adding new units to an elementary science course guide for a particular grade level
- integrating additional activities or technology into an existing course guide.

It is the District's intent to:

1. Enable Southern Lehigh School District Teachers to write and revise curriculum for the District
2. Ensure that the compensation paid for these tasks is fair and equitable
3. Provide for a way in which the compensation paid will increase in a way consistent with other annual or periodic increases
4. Agree upon a standard method of compensation for the creation or revision of curriculum

In order to accomplish the goals above:

The administration will update the hourly rate involved for curriculum creation and revision to the same level as the Homebound Instruction Remuneration rate found in Appendix C, Part I, Section 1 of the current Collective Bargaining Agreement. It's intended that, as that rate changes, so will the hourly rate paid for both curriculum creation and revision. That rate is currently (2016-2017) \$ 44.53 per hour.

-
- For the **creation a full year course**, the compensation shall be set at a level of 18 hours, or \$801.54.

The first six hours will be counted towards Academy Credit rather than compensated monetarily. In the rare event that the time needed is less than 6 hrs., 3 hrs. of Academy Credit will be used. Additional use of Academy Credit hours up to 18 per year may be used for curriculum creation or revision at the sole discretion of the administration. (May vary annually depending upon other District needs or Commonwealth mandates.)

Example: Full Year New Course Creation, 2016-2017 school year

= 18 hours @ \$44.53 per hour = \$801.54 OR

+6 hours of Academy, + 12 hours @ \$44.53 = \$534.36

-
- Compensation for **revision of a full year course, or creation of a semester new course** will be compensated at an amount equal to 75 % of the creation of a new full year course, or 13.5 hours.
 - The first three hours will be counted towards Academy Credit rather than compensated monetarily.

Example: Revision of Full Year Course, or Creation of a Semester New Course

= 13.5 hours @ \$44.53 per hour = \$601.16 OR

=3 hours of Academy, + 10.5 hours @ \$44.53 per hour = \$467.57

- Compensation for **revision of a semester course** will be compensated at an amount equal to 50% of the creation of a full year course, or 9 hours.
- The first three hours will be counted towards Academy Credit rather than compensated monetarily.

Example: Revision of a Semester Course

= 9 hours @ \$44.53 per hour = \$400.77 OR

= 3 hours of Academy, = 6 hours @ \$44.53 hour = \$267.18

Additionally:

Any individual who works on curriculum will always need to take the academy hours prior to monetary compensation. If academy hours are already scheduled or completed when asked for curriculum writing, the individual will then default to the full monetary compensation.

The compensation (both Academy Credit and additional hourly rates) as listed above is **per course**; when individuals agree to equally share the responsibility of the creation or revision of curriculum, they will share equally in the compensation (both Academy Credit and additional hourly rates).

The decision to determine the curriculum that requires creation or update and the individuals assigned to complete this work is solely vested in the Administration. The Administration will decide the length of the curriculum to be created or updated.

There may occur instances in which minor revisions to partial (rotation) courses (such as elementary related arts, K-3 or K-6, for example) may require work equal to a semester or full course revision. These rare and unusual cases may be “chunked” in order to ensure fairness to others and the administration will determine the appropriate category (as outlined above) for compensation.

Curriculum creation or revision will not count toward Act 48 credit (as defined by the Commonwealth), although it can be counted as Academy credit as specified above.

All curriculum writing will be approved by the Board. Curriculum writing will follow the current and standard format / template as designed by the curriculum office in conjunction with a committee of teachers. It is the responsibility to deliver the completed approved curriculum to the administration before final compensation will be granted.