

Hemet Unified School District & Hemet Teachers Association, CTA-NEA
Collective Bargaining Agreement
 July 1, 2025 to June 30, 2028

Appendix C-3*

HEMET UNIFIED SCHOOL DISTRICT
 2025-2026 EXTRA PAY SCHEDULE

Middle School (Excluding Hamilton 6-12)	Percentage			
Academic Coach	5%	per year	\$	4,663.00
Athletics				
Director of Athletics [no release time]	3%	per year	\$	2,798.00
Head Coach	2%	per assignment	\$	1,865.00
Band Advisor	5%	per year	\$	4,663.00
Chorus Advisor	5%	per year	\$	4,663.00
Department Chairperson				
Department with 7 or more members	5%	per year	\$	4,663.00
Department with 4-6 members	4%	per year	\$	3,730.00
Department with 3 or less members	3%	per year	\$	2,798.00
Drama Advisor	3%	per year	\$	2,798.00
Flag and Banner Advisor	3%	per year	\$	2,798.00
Journalism Advisor	3%	per year	\$	2,798.00
Pep Squad Advisor	3%	per year	\$	2,798.00
Student Council/Activities Advisor	5%	per year	\$	4,663.00
Yearbook Advisor	3%	per year with class	\$	2,798.00
	6%	per year without class	\$	5,596.00
Elementary Schools Grades TK-5		Percentage		
Band Advisor	4%	per year	\$	3,730.00
Chorus Advisor	4%	per year	\$	3,730.00
General Ed. With Combo Classes		Per year	\$	1,500.00

* STRS creditable/non-creditable based on STRS determination letters.
 Adopted: 07/16/24

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HEMET UNIFIED SCHOOL DISTRICT
 2026-2027 EXTRA PAY SCHEDULE

Middle School (Excluding Hamilton 6-12)			Percentage
Academic Coach	5%	per year	\$ 4,733.00
Athletics			
Director of Athletics [no release time]	3%	per year	\$ 2,840.00
Head Coach	2%	per assignment	\$ 1,893.00
Band Advisor	5%	per year	\$ 4,733.00
Chorus Advisor	5%	per year	\$ 4,733.00
Department Chairperson			
Department with 7 or more members	5%	per year	\$ 4,733.00
Department with 4-6 members	4%	per year	\$ 3,786.00
Department with 3 or less members	3%	per year	\$ 2,840.00
Drama Advisor	3%	per year	\$ 2,840.00
Flag and Banner Advisor	3%	per year	\$ 2,840.00
Journalism Advisor	3%	per year	\$ 2,840.00
Pep Squad Advisor	3%	per year	\$ 2,840.00
Student Council/Activities Advisor	5%	per year	\$ 4,733.00
Yearbook Advisor	3%	per year with class	\$ 2,840.00
	6%	per year without class	\$ 5,680.00
Elementary Schools Grades TK-5			
		Percentage	
Band Advisor	4%	per year	\$ 3,786.00
Chorus Advisor	4%	per year	\$ 3,786.00
General Ed. With Combo Classes		Per year	\$ 1,500.00

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