

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

Appendix C-2*

HEMET UNIFIED SCHOOL DISTRICT
 2025-2026 EXTRA PAY SCHEDULE

I. Fixed Amounts Per Assignment:

High School (Including Hamilton 6-12)	Percentage		Salary
Academic Coach	5%	per year	\$ 4,663.00
			\$
Athletics			
Director of Athletics (Hamilton 6-12 Only)	8%	per year	\$ 7,461.00
Head Varsity Football Coach	8%	per assignment	\$ 7,461.00
All other Head Varsity Coaches	7%	per assignment	\$ 6,528.00
All Assistant Coaches	5%	per assignment	\$ 4,663.00
Band Advisor	8%	per year	\$ 7,461.00
BARR Advisor	6%	per year	\$ 5,596.00
Career Technical Student Organizations (CTSO) Advisor	4%	per year	\$ 3,730.00
Chorus Advisor	6%	per year	\$ 5,596.00
Dance Team Advisor	3%	per year	\$ 2,798.00
Debate Coach	3%	per year	\$ 2,798.00
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	6%	per year	\$ 5,596.00
Driver Training		per pupil trained	\$ 106.94
Driver Training Coordinator	5%	per year	\$ 4,663.00
Flag & Banner Advisor	4%	per year	\$ 3,730.00
Journalism Advisor	7%	per year	\$ 6,528.00
Pep Squad Advisor	4%	per year	\$ 3,730.00
Pep Squad Assistant Advisor	3%	per year	\$ 2,798.00
Scholarship Advisor	3%	per year	\$ 2,798.00
Speech Coach	3%	per year	\$ 2,798.00
*Student Activities Director	12%	per year	\$ 11,191.00
*Hamilton 6-12	8%	per year	\$ 7,461.00
Yearbook Advisor	7%	per year	\$ 6,528.00
Continuation High School		Percentage	
Sports Coordinator	3%	per year	\$ 2,798.00
Yearbook Advisor	5%	per year	\$ 4,663.00

* 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

I. Fixed Amounts Per Assignment:

High School (Including Hamilton 6-12)	Percentage		Salary
Academic Coach	5%	per year	\$ 4,733.00
			\$
Athletics			
Director of Athletics (Hamilton 6-12 Only)	8%	per year	\$ 7,573.00
Head Varsity Football Coach	8%	per assignment	\$ 7,573.00
All other Head Varsity Coaches	7%	per assignment	\$ 6,626.00
All Assistant Coaches	5%	per assignment	\$ 4,733.00
Band Advisor	8%	per year	\$ 7,573.00
BARR Advisor	6%	per year	\$ 5,680.00
Career Technical Student Organizations (CTSO)			
Advisor	4%	per year	\$ 3,786.00
Chorus Advisor	6%	per year	\$ 5,680.00
Dance Team Advisor	3%	per year	\$ 2,840.00
Debate Coach	3%	per year	\$ 2,840.00
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	6%	per year	\$ 5,680.00
Driver Training		per pupil trained	\$ 106.94
Driver Training Coordinator	5%	per year	\$ 4,733.00
Flag & Banner Advisor	4%	per year	\$ 3,786.00
Journalism Advisor	7%	per year	\$ 6,626.00
Pep Squad Advisor	4%	per year	\$ 3,786.00
Pep Squad Assistant Advisor	3%	per year	\$ 2,840.00
Scholarship Advisor	3%	per year	\$ 2,840.00
Speech Coach	3%	per year	\$ 2,840.00
*Student Activities Director	12%	per year	\$ 11,573.00
*Hamilton 6-12	8%	per year	\$ 7,573.00
Yearbook Advisor	7%	per year	\$ 6,626.00
Continuation High School	Percentage		
Sports Coordinator	3%	per year	\$ 2,840.00
Yearbook Advisor	5%	per year	\$ 4,733.00