

**PGCEA Compensatory Emoluments – Compensation Scale
Instructional Chairperson & School Based Activities
July 1, 2026 - June 30, 2027**

ELEMENTARY SCHOOLS	
Compensatory Emoluments/Activities (Max of 2 per employee)	Amount
Enrichment Activity - 10 per school	\$1,011.70
Service Activity - 10 per school	\$1,143.33
Technology Coordinator - Elementary Only - (1-999) Number of students	\$1,253.66
Technology Coordinator - Elementary Only - (1000-1999) Number of students	\$1,523.21
Technology Coordinator - Elementary Only - (2000+) Number of students	\$2,191.40
Testing Coordinator	\$1,253.66
Instructional Chairperson Assignments (Max of 1 per employee)	Amount
Instructional Chair (2-4) Number of teachers in the department	\$877.57
Instructional Chair (5-7) Number of teachers in the department	\$940.25
Instructional Chair (8+) Number of teachers in the department	\$1,002.93

MIDDLE SCHOOLS	
Compensatory Emoluments/Activities (Max of 2 per employee)	Amount
Enrichment Activity - 10 per school	\$1,011.70
Middle School Newspaper	\$2,272.90
Middle School Yearbook	\$2,272.90
National Honor Society	\$1,770.17
Service Activity - 10 per school	\$1,143.33
Student Government	\$1,143.33
Testing Coordinator	\$1,253.66
Instructional Chairperson Assignments (Max of 1 per employee)	Amount
Instructional Chair (2-4) Number of teachers in the department	\$877.57
Instructional Chair (5-7) Number of teachers in the department	\$940.25
Instructional Chair (8+) Number of teachers in the department	\$1,002.93

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	\$3,126.64
Drama and Music (1-999) Number of students - 2 per school	\$3,818.66
Drama and Music (1000-2000) Number of students - 2 per school	\$5,102.42
Drama and Music (2001+) Number of students - 2 per school	\$6,367.36
Enrichment Activity - 10 per school	\$1,011.70
Forensic/Mock Trial	\$2,877.17
Gymkhana (Senior)	\$1,722.54
High School Class Sponsor (Grades 9-11) - 3 per school	\$1,770.17
High School Newspaper (8 Issues With Ads)**	\$3,051.41
High School Newspaper Without Ads**	\$2,272.90
High School Science Fair Coordinator	\$2,191.40
High School Yearbook With Ads**	\$3,818.66
High School Yearbook Without Ads**	\$1,797.75
Intramurals (Senior)	\$1,722.54
National Honor Society	\$1,770.17
Pom Pons (Senior)	\$1,722.54
School Literary Magazine (Each Issue - Limit 2)	\$1,899.31
Senior Class Sponsor - 2 per school	\$2,272.90
Service Activity - 10 per school	\$1,143.33
Student Government - 2 per school	\$2,272.90
Instructional Chairperson/Teacher Coordinator Assignments (Max of 1 per employee)	Amount
Instructional Chair (2-4) Number of teachers in the department	\$877.57
Instructional Chair (5-7) Number of teachers in the department	\$940.25
Instructional Chair (8+) Number of teachers in the department	\$1,002.93
Teacher Coordinator (1 for each of these subjects per school - English, Mathematics, Science, Social Studies and Special Education) High School Only	\$2,507.32

* 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).