



Principals' Training Center PTCnet Survey Summary

Topic	Remuneration/compensation for extra-curricula activities
Query	<p>If your school produces a play, musical or drama please indicate how the person responsible is compensated / remunerated and how this time commitments fits in with a "normal" teaching load.</p> <p>Are all extra-curricula activities considered equal in terms of compensation / remuneration (if not please explain)?</p>
Date	February 27, 2013
Query submitted and collated by	Philip Bradley High School Principal International School Bangkokv
Total number of responses	35

Individual responses

1. We offer a \$1500 stipend per production. This is meant to cover the director and assistants. This is for commitments (musical and plays) that require significant after school rehearsal time which is considered beyond the regular teaching duties. The rate is similar to what we offer to our league coaches. Other stipended duties may vary in remuneration based on their time commitment.

2. Compensation in time, not pay. Permission to come to school late due to the late practices.
We do not view drama as we do other extra curriculars that do receive stipends. It is unique.

3. We keep it very simple. Supporting extra curricular activities is part of the contractual expectation from the start, and there are no extra stipends for any activities.

4. Plays, musicals or dramas are an expectation of those teaching in those areas. Generally the lead teacher(s) putting on the production and those who have played a large part in putting together are given a token of appreciation at the end of the show. These big productions take place 4 x throughout the year.

5. we stipend plays, musicals, etc. the same way we stipend athletics and activities. We ballpark a number of hours focussing on rehearsal times (the real number is always higher due to extra Saturday rehearsals etc. but we do not add to the fixed time allocation just as we would not add extra payment for coaches calling extra practices).



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So we have euro/hour figure that we apply to everything from basketball to speech and debate to plays and musicals.

6. We have a stipend of \$800 per person per play, no time off, normal teaching load

We have some stipended positions, varsity sports and some others \$30 per hour activities

7. Our school productions are stipended (\$1000), but then they do not count towards the after-school-activity obligation that each teacher has. They do not get any additional release from teaching.

In general our requirement for teachers is 2 ASA sessions out of 4. For Coaches, they get a stipend and only have to do one additional ASA.

Per season:

Coaching = \$800

Assistant coach = \$600

Manager = \$300

8. We do flex time for the specials teachers. They don't start right away in the morning, so they come late (2 hours) 3 days a week-then work afterschool.

9. We provide a "Drama Director" stipend, but it is a "one off" designed to round out her salary. Our Music teachers do not get additional stipends as the concerts are part of the expectation

10. Our plays are results of a drama class given as an after school activity or something that has been developed in another class such as ESL or English. As such the teacher in charge does not receive compensation.

We have an annual play at Christmas time presented by our early learning school (N2-Kinder) and the teachers work on this as part of the curriculum and it is presented during school hours.

The only compensation would be overtime pay for any hours teachers used outside of the normal school day (set, costumes, etc.).

Generally drama teachers in Secondary have a slightly lighter 'teaching load' in order to compensate for their work in running plays and productions. There is no set formula for this, nor is there a requirement that they all run a production or play. However, as a Drama teacher, it is a general expectation that they are involved in running productions. A full teaching load is 36 periods over a 12 day cycle but the drama teachers are generally on about 30/31 periods. The Head of Drama has a time release for HOD duties (approx 18%) and another 10% or so which helps compensate time for running productions. There is no stipend involved for running plays/musicals etc.

11. We do not give any of our coaches or extra-curricular activities supervisors any extra compensation. We also do not adjust their teaching load.



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12. HS Annual Play or Musical Total US\$ 2500 – can be split anyway they like

13. Drama compensated through stipend above teaching load.

Most stipends are equal with slight variation due to time commitment. We plan to do study in next year to address some inequities in current stipend amounts.

We give a stipend for the director for plays. For MS and HS this is set at ¥ 250,000 for one major performance per year. Every third year we have an all-school musical, and in that case the Vocal Director, Drama Director and Band Director all get a stipend at this amount each.

14. Programs e.g. robotics, dance, theater, StuGov, MUN, and debate we include a separate contract sheet with the regular contract so that the leaders of such programs know that leadership of such-and-such a program is part of their job. Although the stipends are similar, they are not identical. (Some require travel, some do not, for example.) All time is in addition to their regular full-time position.

15. We produce 3 plays a year in the high school, each of which is supported by a scheduled class for students.

- Drama 1 and 3 are quarter long classes and their final assessment is a short play at the end of the 1st or 3rd quarters.
- Drama 2 is a semester long class that runs throughout the first semester. Students are deeply involved in all aspects of theater and they are ultimately divided by tasks (technical/set building or acting) The culminating assessment is usually a more intense, full length drama at the end of the first semester. The teacher is not additionally compensated as this is a scheduled class and therefore considered to be part of his regular teaching load.

16. We don't offer extra stipends, but consider it part of the CCA expectations. Sort of like coaching a team I guess.

All teachers are expected to do 1 CCA.

17. We do not provide a stipend or remuneration.

If possible, I will structure a drama teacher's load to be lighter in one semester when they are responsible for a performance.

18. Our stipends for activities are tiered, according to time commitment, most typically how many times per week that team/group/ensemble meets. To summarize:

1. Compensation is by stipend, and the commitment is on top of a regular teaching load.
2. No, not all extra-curricular activities are compensated equally.



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19. We do not offer remuneration for this. It's part of the Drama teacher and Music teacher's responsibilities. Other teachers get involved in school productions too, though, but typically Drama, Music and Art take the lead on this (Art helping with props).
20. The Theatre Director teaches 80% (Grade 9 Drama, Grade 10 Drama, Grade 11 DP Theatre, Grade 12 DP Theatre). He is released 20% to work on after school productions. He also gets a stipend of \$1,800 per year. We typically do a major fall musical, winter One Acts, and spring outdoor play. This also includes a 24-hour theatre weekend, Improv Night, etc. The stipend and release time are larger than other extracurricular activities. We feel the public nature of the events and the PR it brings the school are worth the extra expense.
21. We do not provide additional compensation for productions, as this is seen as part of their job description. I will, however, buy those directly involved a meal, or at least a glass or two of wine.
22. After-school activities offered by our teachers are not mandatory, and are volunteer basis (ie. sports teams, choir clubs, tutoring classes) – there is no compensation or remuneration. Our activities are timetabled on Friday afternoons, and all teachers must offer a creative or physical activity.
23. We do not offer a stipend for running productions. It is my feeling (although slightly biased as I was a drama teacher) that the role of running a production is similar to that of a coach for a team, and that payment should be comparable. The difficulty I encounter in my admin role is that where there is one coach for a team, running a production often involves quite a team of people who can end up squabbling over who gets which share of the payment. This was my experience when I worked in Sri Lanka, where the payment of a stipend led to unqualified teachers taking it on for the money and doing a relatively shabby job, whilst no-one else was prepared to volunteer for aspects such as sound and light unless they received a cut of the money. In my experience the role has always been extra-curricular, usually around 4-5 hours a week over a 12 week period.
24. The Drama teacher in the HS, on a full FTE, produces two shows K-12 a year plus a few MS and IB productions. These are a part of his JD. He can receive up to \$400/ semester, which is what coaches get each season. Our MUN, Habitat, Community Service, Int. Day, and GIN sponsors can apply for the \$400. stipend and occasionally do, but our sponsorship is very situational based on the loads of the people involved.
25. Drama is an after school 'club'. It meets three times a week to rehearse etc. and so is compensated in the same way as a sports team (with a small stipend)
26. Elementary we do a school production every other year.



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We have a stipend of USD 3000.

USD 2000 goes to the Producer who looks after all the logistics, advertising, tickets, costumes etc etc

USD 1000 goes to the Director

27. Our one and only drama teacher does not get any remuneration for putting on a major production and he has a full time teaching load. We in fact do not remunerate at all for extra curricular activities.

28. Directors are teachers who receive a stipend. No teaching load reduction. We have service, majors and minors. Every faculty member by contract must complete one semester of service learning plus one minor activity, or 2 semesters of service. Service is not paid. Minor (Less) and major (More) activities are paid stipends. Majors: Varsity sports, HS fall drama, HS Honor Band, student council, newspaper, etc. Minors: MS sports. After school activities (meeting once per week), literary magazine, etc.

29. Teachers who are paid for extra services are generally paid an equal amount. It is generally around \$1250 per year and takes place after school. Also, the drama groups generally meet twice a week after school.

30. We put on one main musical or play per year and the Drama teacher produces that , but with no extra compensation. I think our teachers are probably quite well paid (in Switzerland), and so we don't offer any extra compensation for coaching or activities. Every full-time member of staff has to do one activity.....

31. We compensate the teacher in charge of the drama production with a stipend of US\$ 1,100 (taxable benefit).

32. Our play director, musical director, and other "lead" directors for our major musical performance get \$1500 stipend - no release time.

This is in line with our other activities, ie. varsity coach for a sport earns \$1500 for the season.

At this point, it's pretty good, but not 100% so we are implementing a plan to bring everything in line. We will base it on an hourly amount, estimate the hours and then translate that to flat rates for club sponsors, coaches, directors, etc. Just so you are clear, we will not pay the teachers an "hourly rate" - we (administration) are using an hourly rate as a basis for the discussion to get to the flat rate that we will publish in a consistent and transparent manner.

33. We define more by time than anything else ... but ability to lead is also a factor (i.e. HS sport versus elementary, a guitar club versus for MS kids versus a full blown musical production)



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We also just started to recognize what was considered part of the work load for specialist (i.e, Christmas concerts, art show etc.) it is a small and mostly symbolic stipend ... unless there was considerable afterschool prep involved as well.

We also have mandatory commitment to our afterschool activities/sports program. Every full time teacher (local or foreign) must sponsor and activity of some sort. The minimum is 2 times a

week for one Quarter (roughly 8 weeks), for an hour each session. If a teacher goes beyond the minimum ... i.e. HS sport that is 3 times a week for 2 hours, or elementary team that has a longer

season ... they are compensated accordingly. All activities are NOT equal.

If a teacher sponsors a second activity (that fits with in the schools activity NEEDS) they are compensated. compensation starts at \$ 400 ... and goes up to \$ 1200

34. We pay the HS Drama teacher an additional \$1,500 for putting on the play. The time for this is all outside the regular teaching schedule, thus why we pay.

We also pay smaller amounts for two assistants.

35. They work 60% of a full teaching load (drama classes and IB Theatre arts) and have 40% release for afterschool productions. They also receive a stipend per production.

This is not the same as other afterschool activities.