

**CLOVIS UNIFIED
SCHOOL DISTRICT****PERSONNEL****Certificated, Classified, Administrative and Supervisory****SUMMER SCHOOL, MISCELLANEOUS, AND CO-CURRICULAR SALARY
SCHEDULES****VISUAL AND PERFORMING ARTS INSTRUMENTAL MUSIC SALARY SCHEDULE**

The Visual and Performing Arts Instrumental Music Salary Schedule is set forth on the following pages.

Amended: 07/01/2015, 07/01/2016, 07/01/2017, 07/01/2018, 07/01/2019, 07/01/2020,
07/01/2021 (EXH 6403(7) renumbered as EXH 4151.10, 4251.10, 4351.10(6)), -
07/01/2022, 07/01/2023

Doc# 46689-9 (06/2023, None)



EXHIBIT NO. 4151.10, 4251.10, 4351.10(6)

**VISUAL AND PERFORMING ARTS INSTRUMENTAL MUSIC
SALARY SCHEDULE
202-2025**

SCHEDULE NO. 1

| Job Class | Position | Description |
|-----------|--------------------------|---|
| V045 | Color Guard Assistant I | Assists the Lead Color Guard Instructor to work with specified segments of the ensemble with technical matters. |
| V050 | Instrumental Assistant I | Assists the Band Director to organize section rehearsals, teach instrumental techniques, develop exercises, and unify (“clean”) section performance quality. |
| V055 | Marching Assistant I | Assists the Lead Marching Instructor to work with specified segments of the ensemble in technical matters. |
| V060 | Percussion Assistant I | Assists the Lead Percussion Instructor to work with specified segments of the ensemble in technical matters. |
| V065 | Folklorico Assistant I | Assists the Lead Folklorico Instructor to work with specified segments of the dance ensemble in technical matters. May be assigned specific group or individual routines within performances. |

BAND A

| Monthly Stipend | Range 1 (G 9061) | Range 2 (G 9062) | Range 3 (G 9063) | Range 4 (G 9064) | Range 5 (G 9065) |
|-----------------|------------------|------------------|------------------|------------------|------------------|
| Level 1 | \$50.00 | \$75.00 | \$100.00 | \$125.00 | \$150.00 |
| Level 2 | \$175.00 | \$200.00 | \$225.00 | \$250.00 | \$275.00 |
| Level 3 | \$300.00 | \$325.00 | \$350.00 | \$375.00 | \$400.00 |
| Level 4 | \$400.00 | \$425.00 | \$450.00 | \$475.00 | \$500.00 |
| Level 5 | \$500.00 | \$525.00 | \$550.00 | \$575.00 | \$600.00 |

Level 1 Entry/Beginning – No prior experience in this position or additional time is required to develop skills.

Level 2 Basic – Prior job experience within position and has acquired knowledge of position but requires additional job skills.

Level 3 Intermediate – Prior job experience and knowledge and has shown previous accomplishments but requires additional experience to qualify for advanced level.

Level 4 Advanced – Prior job experience, knowledge, and success within this position and has the skills necessary to take the program to national-level competition.

Level 5 Professional – Prior job experience, knowledge, and high-level success on a national or worldwide level. Achievements would include top awards for work within this type of position.

Note - Level will be determined by experience. Range will be determined by lead band director based on level of “skill”.

Note - Salary amounts will be paid monthly.

*Not subject to salary schedule adjustments.

SCHEDULE NO. 2

| Job Class | Position | Description |
|-----------|---------------------------|--|
| V020 | Color Guard Assistant II | Possesses skills in all areas but may be responsible for only one. Assists the Lead Color Guard Instructor to organize staff and color guard rehearsals, designs flags, designs uniforms, and designs equipment work. |
| V025 | Instrumental Assistant II | Possesses skills in all areas but may be responsible for only one. Assists the Band Director to organize music rehearsals, teach instrumental techniques, develop exercises and unify (“clean”) section, and ensemble performance quality. |
| V030 | Marching Assistant II | Possesses skills in all areas but may be responsible for only one. Assists the Lead Marching Instructor in organizing staff and marching rehearsals and creates marching music. |
| V035 | Percussion Assistant II | Possesses skills in all areas but may be responsible for only one. Assists the Lead Percussion Instructor in organizing all staff and percussion rehearsals and creates percussion music. |
| V040 | Folklorico Assistant II | Possesses skills in all areas but may be responsible for only one. Assists the Lead Folklorico Instructor in organizing all staff and Folklorico rehearsals and creates and/or gathers Folklorico music. |

BAND B

| Monthly Stipend | Range 1 (G 9056) | Range 2 (G 9057) | Range 3 (G 9058) | Range 4 (G 9059) | Range 5 (G 9060) |
|-----------------|------------------|------------------|------------------|------------------|------------------|
| Level 1 | \$ 200.00 | \$ 225.00 | \$ 250.00 | \$ 275.00 | \$ 300.00 |
| Level 2 | \$ 325.00 | \$ 350.00 | \$ 375.00 | \$ 400.00 | \$ 425.00 |
| Level 3 | \$ 450.00 | \$ 475.00 | \$ 500.00 | \$ 525.00 | \$ 550.00 |
| Level 4 | \$ 575.00 | \$ 600.00 | \$ 625.00 | \$ 650.00 | \$ 675.00 |
| Level 5 | \$ 700.00 | \$ 725.00 | \$ 750.00 | \$ 775.00 | \$ 800.00 |

Level 1 Entry/Beginning – No prior experience in this position or additional time is required to develop skills.

Level 2 Basic – Prior job experience within position and has acquired knowledge of position but requires additional job skills.

Level 3 Intermediate – Prior job experience and knowledge and has shown previous accomplishments but requires additional experience to qualify for advanced level.

Level 4 Advanced – Prior job experience, knowledge, and success within this position and has the skills necessary to take the program to national-level competition.

Level 5 Professional – Prior job experience, knowledge, and high-level success on a national or worldwide level. Achievements would include top awards for work within this type of position.

Note - Level will be determined by experience. Range will be determined by lead band director based on level of “skill”.

Note - Salary amounts will be paid monthly.

*Not subject to salary schedule adjustments.

SCHEDULE NO. 3

| Job Class | Position | Description |
|-----------|-----------------------------|--|
| V002 | Lead Color Guard Instructor | Organizes all staff and color guard rehearsals, designs flags, uniforms, equipment work, and works with the Band Director and Color Guard parents to keep all activities organized and communication constant with the directors, parents, and students. |
| V005 | Lead Marching Instructor | Organizes all staff and marching rehearsals and develops techniques. Works with the Band Director to keep all activities organized and communication constant with the directors, parents, and students. |
| V011 | Lead Percussion Instructor | Organizes all staff and percussion rehearsals, creates percussion music, and works with the Band Director and percussion parents to keep all activities organized and communication constant with the directors, parents, and students. |
| V016 | Folklorico Instructor | Organizes all staff and Folklorico rehearsals, creates and/or gathers music, and works with the Folklorico parents to keep all activities organized and communication constant with the directors, parents, and students. |
| V018 | Band Truck Driver | Level 5, Range 5. Must possess a Class A License. |

BAND C

| Monthly Stipend | Range 1 (G 9050) | Range 2 (G 9051) | Range 3 (G 9052) | Range 4 (G 9053) | Range 5 (G 9054) |
|-----------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Level 1 | \$ 600.00 | \$ 625.00 | \$ 650.00 | \$ 675.00 | \$ 750.00 |
| Level 2 | \$ 700.00 | \$ 725.00 | \$ 750.00 | \$ 775.00 | \$ 850.00 |
| Level 3 | \$ 800.00 | \$ 825.00 | \$ 850.00 | \$ 875.00 | \$ 950.00 |
| Level 4 | \$ 925.00 | \$ 950.00 | \$ 975.00 | \$1,000.00 | \$1,075.00 |
| Level 5 | \$1,100.00 | \$1,200.00 | \$1,300.00 | \$1,400.00 | \$1,500.00 |

Level 1 Entry/Beginning – No prior experience in this position or additional time is required to develop skills.

Level 2 Basic – Prior job experience within position and has acquired knowledge of position but requires additional job skills.

Level 3 Intermediate – Prior job experience and knowledge and has shown previous accomplishments but requires additional experience to qualify for advanced level.

Level 4 Advanced – Prior job experience, knowledge, and success within this position and has the skills necessary to take the program to national-level competition.

Level 5 Professional – Prior job experience, knowledge, and high-level success on a national or worldwide level. Achievements would include top awards for work within this type of position.

Note - Level will be determined by experience. Range will be determined by lead band director based on level of “skill”.

Note - Salary amounts will be paid monthly.

*Not subject to salary schedule adjustments.

SCHEDULE NO. 4

Position Title

| Job Class | Position |
|-----------|---------------------------|
| V070 | Theatrical Accompanist |
| V075 | Theatrical Choreographer |
| V080 | Theatrical Costumer |
| V082 | Theatrical Designer |
| V085 | Theatrical Vocal Director |
| V090 | Theatrical Conductor |
| V095 | Visual Arts Resource |

THEATER A

| Monthly Stipend | Range 1 (G 9066) | Range 2 (G 9067) | Range 3 (G 9068) | Range 4 (G 9069) |
|-----------------|---------------------|---------------------|---------------------|---------------------|
| Level 1 | \$ 50.00 | \$ 100.00 | \$ 150.00 | \$ 200.00 |
| Level 2 | \$ 250.00 | \$ 300.00 | \$ 350.00 | \$ 400.00 |
| Level 3 | \$ 500.00 | \$ 550.00 | \$ 600.00 | \$ 650.00 |
| Level 4 | \$ 750.00 | \$ 800.00 | \$ 850.00 | \$ 900.00 |
| Level 5 | \$1,000.00 | \$1,500.00 | \$2,000.00 | \$2,500.00 |

Level 1 Entry/Beginning - Entry Level Accompanist/short term payment. This would typically cover a one or two day job for musical auditions.

Level 2 Basic - Basic Level Accompanist w/ minimal time commitment. This would typically cover auditions and/or the first 10 hours of rehearsals.

Level 3 Intermediate - Intermediate Level Accompanist. This level would compass a college level accompanist for the entire run of a school musical.

Level 4 Advanced - Advanced Level Accompanist with professional potential.

Level 5 Professional - World Class Level Accompanist/entire production run. This level is for accompanists who have made their living in this field and achieved professional success.

Note - Level will be determined by experience. Range will be determined by lead director based on level of skill.

Note - Salary amounts will be paid monthly.

*Not subject to salary schedule adjustments.

SCHEDULE NO. 5

Position Title

| Job Class | Position |
|-----------|-------------------------------|
| V100 | Theatrical Director (walk-on) |
| V105 | Theatrical Technical Director |

THEATER B

| Monthly Stipend | Range 1 (G 9070) | Range 2 (G 9071) | Range 3 (G 9072) | Range 4 (G 9073) |
|-----------------|------------------|------------------|------------------|------------------|
| Level 1 | \$ 100.00 | \$ 150.00 | \$ 200.00 | \$ 250.00 |
| Level 2 | \$ 300.00 | \$ 350.00 | \$ 400.00 | \$ 450.00 |
| Level 3 | \$ 550.00 | \$ 600.00 | \$ 650.00 | \$ 700.00 |
| Level 4 | \$ 800.00 | \$ 850.00 | \$ 900.00 | \$1,100.00 |
| Level 5 | \$1,500.00 | \$2,000.00 | \$2,500.00 | \$3,000.00 |

Level 1 Entry/Beginning - Entry Level Director/short term payment. This would typically cover a one or two day job for minimal directing duties.

Level 2 Basic - Basic Level Director w/ minimal time commitment. This would typically cover the audition process and 3-5 hours per week.

Level 3 Intermediate - Intermediate Level Director. This level would encompass a college level director for the entire run of a school musical. This level dictates this person be the director in charge of the production.

Level 4 Advanced - Advanced Level Director with professional potential.

Level 5 Professional - World Class Level Director/entire production. This level is for directors who have made their living in this field and achieved professional success.

Note - Level will be determined by experience. Range will be determined by lead director based on level of skill.

Note - Salary amounts will be paid monthly.

*Not subject to salary schedule adjustments.

SCHEDULE NO. 6

Position Title

| Job Class | Position |
|-----------|-------------------------------|
| V110 | Theatrical Box Office Manager |

THEATER C

| Monthly Stipend | Range 1 (G 9074) | Range 2 (G 9075) | Range 3 (G 9076) | Range 4 (G 9077) |
|-----------------|------------------|------------------|------------------|------------------|
| Level 1 | \$ 20.00 | \$ 40.00 | \$ 60.00 | \$ 80.00 |
| Level 2 | \$ 100.00 | \$ 120.00 | \$ 140.00 | \$ 180.00 |

Level 1 - Managers' stipend will depend on number of shows worked.

EXAMPLE: Range 1 = 1 performance run

Note - Level will be determined by experience. Range will be determined by lead director or VAPA Coordinator based on level of skill/experience.

Note - Salary amounts will be paid monthly.

*Not subject to salary schedule adjustments.

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