

EXTRA DUTY PAY GUIDELINES-ATHLETICS



These guidelines are for Extra Duty Pay for Athletics Games and/or District Events.

OVERVIEW



Lancaster ISD Vision:

Every graduate a success!

Lancaster ISD Mission:

Empowering ALL students' purpose and passion through quality education.

Lancaster ISD Beliefs:

We believe that:

- Equity in education is a human right.
- Educators, parents, and students share in the responsibility of developing graduates who are well-rounded individuals.
- Engaged, relevant learning experiences prepare students to lead productive lives.
- Learning is a life-long process that is enhanced by taking risks.
- Growing from past experiences creates opportunities for future success.
- Purposeful planning to meet individual students needs leads to intentional outcomes for student success.
- All students and staff have the right to a safe and secure learning environment.

The Objective



School Board Goal #3: We will maintain fiscal integrity while being exceptional stewards of taxpayers' dollars.

The Opportunity



- **Goal #1:** Provide an opportunity for paraprofessionals and teachers to earn extra duty pay at Lancaster ISD.
- **Goal #2:** Schedule employees accordingly.
- **Goal #3:** Train and develop a rotation for highly skilled positions (i.e., scorekeeper, bookkeeper, etc.).

The Solution



- **Recommendation #1:** Retain non-exempt and exempt employees, who earn below the maximum of the Teacher, Librarian, and Nurse (RN) Salary Scale.
- **Recommendation #2:** Allow priority scheduling for paraprofessionals.
- **Recommendation #3:** Focus on continuing our family-friendly culture. Communicate the Annual Workers Meeting in the Districtwide Employee Newsletter.

OUR PROPOSAL



Align our extra duty work assignments with the 2023-2024 District Compensation Plan.

Teacher, Librarian, and Nurse (RN) 30+ = \$74,826.00:

Employees, who receive a base salary above this amount, are ineligible for extra duty or supplemental pay. This is a set amount regardless of the number of days in a work calendar.

Administrators*. For the purpose of determining extra duty or supplemental pay, the term “Administrator” refers to any cabinet member, district administrator, central office administrator, campus administrator (i.e., Principal, Assistant Principal, Associate Principal, and/or Dean of Students). These individuals do not qualify for overtime or supplemental pay. Such exempt employees have these responsibilities within the scope of their duties.

Exception #1 – Administrators may work Summer School or Saturday School, on non-duty days, which are outside of their contracted days.

Exception #2 – Employees on the Teacher, Librarian, and Nurse (RN) Scale, whose salary may be slightly over the max, due to their number of years of service and received board approved raises may be allowed to receive extra duty pay.

All employees shall remember their primary job duties takes precedence over extra duty assignments.

**** Note: This section is applicable to employees in Administrator roles and those who exceed the \$74,826.00 threshold. Please direct any questions to your direct supervisor.***

Rationale



- Research
- Market opportunities
- Alignment with mission
- Current resources/technology

EXPECTED RESULTS



We expect our proposed solution to benefit in the following ways:

Financial Benefits

- **Result #1: Good stewards of taxpayer money (School Board Goal #3).**
- **Result #2: Grow your own**
- **Result #3: Retain employees**

QUALIFICATIONS



Qualifications for Athletics are determined by the Athletic Director. Also, they will be in alignment with the district's mission and vision statement, and Board Goals.

- **Inspire**
- **Empower**
- **Roar**