

Staff Supplementary Pay Plans/Overtime

Teachers who are regularly assigned to duties which require extra time or responsibilities over and above their contractual obligations may receive extra compensation in accordance with a supplementary salary schedule set by the Board. Most stipends shall be paid on an annual or seasonal basis, although certain assignments performed at irregular or infrequent intervals may be paid at an hourly rate or rate per event. Additional compensation may be paid to licensed staff for the time committed to committees, task forces, and time spent in Board of Education meetings that are above and beyond regular professional duties described in the faculty handbooks.

Staff members to be appointed to extra-compensation positions shall be recommended by the superintendent and approved by the Board. Appointees shall be issued a notice of assignment for the terms of the extra employment, stating their particular assignment, its duration and the compensation to be paid.

Coaches shall be paid salaries that are commensurate with the demands of their specific coaching assignments.

An annual stipend will be paid to teachers of qualified CTE classes with students meeting the requirements to be classified as a “completer.”

Overtime

The administration shall determine which school district employees are subject to the minimum wage and overtime requirements of federal law. These non-exempt employees shall be paid overtime at the rate of one and one-half times the regular rate of pay for hours worked in excess of 40 in any work week.

All overtime work shall require the advance approval of the employee’s principal and/or other immediate supervisor. An effort shall be made whenever possible not to schedule non-exempt employees for more than 40 hours per week.

All hours worked shall be accurately recorded in the manner required by the employee’s supervisor.

Rates for Supplementary Services

District employees who put in extra hours to supervise and/or serve community groups using school facilities shall be paid at the rate established by the Board for such contract services. Any supplementary pay shall be in accordance with federal law.

Adopted: September 10, 2002

Amended: June 11, 2019

Reviewed: June 8, 2021

LEGAL REF.: C.R.S. 22-63-206 (3) (additional compensation)
29 U.S.C. §201 *et seq.* (*Fair Labor Standards Act*)
29 C.F.R. Parts 510 to 794

CROSS REF.: KF, Community Use of School Facilities