

Quick Reference: “Pay for Extended Work” (Article 22, Section 5 of the CBA between BSD & BEA) 2023-24

Additional Pay Request	Description	CBA Citation	CBA page(s)	Volunteer Y/N	Paid Y/N	Rate/Type of Pay for 2022/2023
Certificated activities	Lunchroom supervision	Article 6, Section 13 Article 7, Section 2	p.20 p.28	Y	Y	(Activity Rate) \$26.59 = Step 6
Base Pay Assignment	Workday	Article 7, Section 1	p.27	N	Y	Base pay of contract, establishes work day, 8 hours. Includes 30 min. duty-free lunch (7.5 hours work), provides parameters of assignment of extra duties)
Base Pay Assignment (work 7.5hr, pay 8 hr)	Work Year	Article 7, Section 8 Article 7, Section 9	P.34 P.34	N Y - beyond 180 days	Y	Defines full contract as 180 days and sets parameters for compensation beyond 180 days, specified hours and activities
Cert Only Activities	Activity Assignments and Pay	Article 24, Section 1-5 Appendix 3.2 Appendix 3.3	p.122-123 p.171 p.172	Y	Y	Defines activity assignments, activity position assignment and removal, activity salary schedule, evaluation and performance Refer to MOU on type of assignment
Cert Special Project	Academic Support Programs (primary focus on academics/instruction) <ul style="list-style-type: none"> Extended Tutorial Starting Strong (school year) Math Support Reading Support (Jing Mei) 	Article 22, Section 5, 1	p.111	Y	Y	Per diem = Same as base pay rate per day
Cert Special Project	Supervision <ul style="list-style-type: none"> Detention Saturday School Hallway/Library Homework/Study Center Weight Room/Locker Room Recess AP Review (mock testing) 	Article 22, Section 5, 2	p.111	Y (an emergency may require this to be assigned)	Y	\$35.58 = Negotiated Rate
Cert Special Project	Curriculum <ul style="list-style-type: none"> Curriculum Work Curriculum Development 	Article 22, Section 5, 2	p.111	Y	Y	Lead employee - Per diem All others (Project Pay) \$35.58/hour*
Cert Special Project	Meetings or Trainings outside of the regular work day that are non-instructional and/or operational	Article 22, Section 5, 2	p.111	Y	Y	(Project Pay) = Negotiated \$35.58/hour*

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Cert Special Project	Meetings or Trainings outside of the regular work day that are academic (an extension of the employee's basic assignment - grading policies, data analysis, interventions, etc.)	Article 22, Section 5, 1	p. 111	Y	Y	Per diem*
Cert Special Project	Evening Programs <ul style="list-style-type: none"> • Cultural • Parent Involvement • Showcase • Talent Show • Math 	Article 22, Section 5, 1-2	p. 111	Y	Y	(Project Pay) \$35.58/hour <i>Unless activity is instructional - 1.) negotiated hr. or 2.) Per Diem **</i>
Certificated Activities	Clubs, Similar Activities <ul style="list-style-type: none"> • Robotics • Science • Reading/Book • French • Math Olympiad • Etc. 	Article 24, Section 1-5 Appendix 3.2 Appendix 3.3	p.122-123 p.171 p.172	Y	Y	(Activity Rate) \$26.59

* Some work that is part of state or federal grants may have a designated rate of pay different from above should rates of pay be part of the requirement of the grant.

** As part of the CBA, staff must attend one evening event per year as delineated in Article 7, Section 4, p.33

Staff are encouraged to be part of the school community, which may include attendance at activities. It must be noted however, that if staff are expected to perform duties, then the requirement for pay is delineated above. Nothing should be construed to discourage staff from attending if they truly are serving a volunteer purpose and are not performing duties.

Frequently Asked Questions

If a teacher volunteers to supervise the lunchroom, what rate of pay is this?

Lunchroom supervision is paid at the Activity Rate (column 6) of \$26.59 per hour for 2023-24.

If teachers are doing an open house or curriculum night, do they get paid?

Per the CBA, p.33, teachers are expected to attend one evening event without additional compensation. Any additional evening events would then be optional and compensated at the designated rate dependent upon the activity.

What is the difference between Project Pay and Activity Pay?

Project Pay is for work that is not instructional, may support operationally and be work with curriculum. For 2023-24, Project Pay is \$35.58 per hour. Activity Pay is for designated activities as listed in the CBA in Article 24 and Appendices 3.2 and 3.3. For 2023-24 the Activity Rate (column 6) is \$26.59 per hour.

If my school has a PTA social event and staff attend, what is their rate of pay?

This type of event would fall into Project Pay and would be paid at \$35.58 per hour.

We are doing a STEM family night and teachers will be actively engaged, teaching, running different demonstrations, etc.

What is the correct rate of pay?

This type of work has an instructional connection and should be compensated at per diem.

The principal limited a school activity to only 15 hours and told me I would be paid \$26.59 per hour.

Why is there a limit to the number of hours?

Per Appendix 3.3, elementary and middle schools have limits on the number of hours that will be funded for activities. The principal is responsible for managing these hours and the corresponding budget.