

## ADDITIONAL COMPENSATION AND PROFESSIONAL DEVELOPMENT RATES

Sept 1, 2019 through August 31, 2020

Additional compensation rates paid for work completed outside of normal work hours. Rates Hourly unless otherwise noted.

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### CEA UNITS A & B: Teachers & Administrators

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Teacher - Before & after school tutoring/homework help	\$33.00
Teacher- Summer School Program	\$35.00
Teacher-Driver Education	\$22.00
Site Coordinator-Summer School / Learning /Homework Centers	\$36.00
Principal-Summer School	\$41.00
Music Teacher Night/Weekend Rehearsals and Performance	\$24.00
Curriculum Development <sup>1</sup>	\$30.00
Non-teaching/School operations/Supervisory/Project work <sup>2</sup>	\$24.00
Mandatory Professional Development <sup>3</sup>	\$40.00
Workshop Leader <sup>4</sup>	\$50.00
Non-Mandatory Professional Development ( <i>Recommended</i> ) <sup>5</sup>	\$30.00
Athletic Coaches/Visual & Performing Arts Programs	Stipends per CEA contract

<sup>1</sup>**Curriculum Development:** Must result in written materials that may be disseminated to others.

<sup>2</sup> **Non-teaching/School operations/Supervisory/Project work:** Before and after school meetings that occur outside of 35 mandatory contractual hours; other project work assigned by principal or administrator.

<sup>3</sup>**Mandatory Professional Development:** Training required due to mergers, consolidations or major initiatives undertaken by the district or school. The \$40/hour rate is paid for attendance time only.

<sup>4</sup>**Workshop Leaders** may be compensated for one additional hour of preparation time for every two hours of workshop contact time.

<sup>5</sup>**Non-Mandatory Professional Development:** No contractual rate, which means rate may be set by administrator based on course requirements. A flat rate paid at end of course is also permissible (e.g. \$160 for two-day workshop).

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### CEA UNIT D: Substitutes

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Substitute Per Diem Rate ( <i>Sub. covering Teacher PD day</i> )	\$157.65/day <sup>6</sup>
Professional Development	\$21.00

<sup>6</sup> Day to Day Sub. rate. On occasion a substitute may be paid the General Sub. rate of \$175.20, depending on eligibility.

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### CEA UNIT E: Paraprofessionals

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Before & after school assignments	\$22.00 *
Summer School Program	\$25.00 *
Mandatory Professional Development	\$20.00
Paraprofessional Substitute Teaching Daily Rate:	\$72.00/day

**\*Blended Overtime Rate Requirements:** Work time in excess of 40 hours per week must be compensated as overtime using a blended overtime rate. The blended overtime rate is the weighted average of the individual's hourly regular salary and the \$20 per hour rate X 1.5. The Payroll Office will assist with the blended overtime rate calculation.

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### Clerks, Custodians, Family Liaisons, Non-union/non-exempt staff\*

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Up to 40 Hours per week	Employee's regular hourly rate
Over 40 hours per week	Overtime rate (1.5 X hourly rate) <sup>1</sup>

<sup>1</sup>*Sundays and Holidays overtime paid at 2.0X hourly rate for clerks and custodians.*

**\*Non-union/non-exempt staff:** Technology Support Technicians, Hourly aides