

**Policy Statement #6125 (Personnel) of the Board of Education
Regarding Extra Pay for Extra Duty**

- I. Purpose
 - A. To ensure compensation for coaches, sponsors, and other approved extra pay for extra duty positions
- II. Definitions
 - A. Regular school day – that portion of the day when school is in session for students and employees
 - B. Extra duty assignment – specific duties assigned by the principal and/or Superintendent’s designee to coaches/sponsors that are performed during and/or outside the regular school day depending on assignment.
 - C. Coach/Sponsor – an individual who is hired for an approved extra duty assignment
- III. Policy Statement
 - A. The Board of Education of Calvert County is committed to compensating coaches/sponsors for approved extra duty assignments. Accordingly, Calvert County Public Schools will provide coaches/sponsors payment for approved extra duty positions.
- IV. Delegation of Authority
 - A. The Superintendent of Schools is directed to develop administrative procedures to implement this policy in accordance with the negotiated agreement(s) and with all local policies, and state and federal laws and regulations and to communicate this policy and accompanying procedures to all relevant parties.
- V. Exceptions
 - A. There are no exceptions to this policy. However, the Board, by majority vote, may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state and federal laws and regulations, the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education, and negotiated employee agreements.
- VI. Expiration/Review
 - A. This policy will be reviewed at the end of four years, or sooner, if approved by majority vote of the Board of Education in public session.
- VII. Effective Date
 - A. This policy is effective November 12, 2020.

Citations

State Law:

State Reg.:

Federal Law: Fair Labor Standards Act of 1983, as Amended; 29 U.S.C. 201 et seq.

Adm. Reg.: 29 C.F.R. 500, et seq.

Neg. Agr. Agreement between the Calvert Education Association & the Board of Education of Calvert County

Agreement between the Calvert Association of Educational Support Staff & the Board of Education of Calvert County

Other Citation:

Personnel #6125

Originally Adopted: 8/30/90

Revised: 7/13/06; 7/9/09; 8/16/12; 10/13/16; 11/12/20

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