

ACS OUT OF CONTRACT STIPEND PAY GUIDELINES FOR DISTRICT APPROVED OPPORTUNITIES

The Board of Education recognizes the importance and value of professional development and other professional meetings in education. These opportunities allow teachers and staff to continuously learn new skills, stay updated on current research and best practices and ultimately improve student learning outcomes by equipping them with the tools to address diverse needs and effectively engage students in the classroom. Providing training and/or time to meet to work on school related projects is crucial in promoting school safety and in building positive climates where students can learn. A recommendation is made to the Board of Education to approve the guidelines for out of contract stipend pay for DISTRICT approved professional development and/or other professional meetings.

Plan/Criteria:

- Rates for Attendance:
 - The following stipend pay rates apply for out of contract time, regardless of funding source.
 - For ***certified*** staff:
 - \$15.00/hour
 - In the event that time is less than 2 hours, a minimum of \$30.00 will be paid.
 - For ***support*** staff:
 - \$12.50/hour
 - In the event overtime occurs, due to the out of contract time, a blended rate would apply.
- Rates for the ***District employed trainer*** providing District/Superintendent appointed training out of contract such as, but not limited to, Mindset and/or CPR training (at district discretion).
 - 6+ hours = \$175.00/day
 - 3-5 hours = \$87.50
 - < 3 hours = \$43.75
- Time Sheets, Sign In sheets, and/or Invoices will be provided for documentation.
- Stipends shall not be included in the definition of “salary”, “salary level”, “Compensation”, or “benefits” in determining salary, salary level, compensation, or benefits level under any State Statute or current or future collective bargaining agreement.
- All applicable teachers’ retirement and legally required withholding and matching payments will be made on all stipends paid.
- Any certified or support staff member who is eligible to receive the stipend must complete all job related duties required of their position and remain employed in good standing throughout the duration of their contract with the District in order to receive any portion of the stipend.
- *Special Note: Not all opportunities come with a stipend. Only select opportunities, as determined by the district, will be provided a stipend.*