

Strategic Theme: Equitable Distribution of Resources

Strategic Initiative 2B: Review and determine the best practice guidelines that guide additional pay, including but not limited to athletics and activities, committees, instructional purposes, and one-time responsibilities and events.

ROLES AND RESPONSIBILITIES

INITIATIVE OVERSIGHT

Role	Description
Cabinet Sponsor	Scott Smith, CFO
Initiative Leaders	Derek Chaney, Director of Athletics and Activities Marci Brown, Payroll Manager

INITIATIVE ACTION TEAM

Responsible for participation in action plan development, execution of initiative tasks according to set deliverables and milestones, and participates in regular initiative reviews and issue resolution.

Role	Description
Action Team Members	Sarah Cannon, Director of Special Education Sean Patterson, Athletic Director at ThunderRidge HS Leslie Julian, Lead HR Representative Rachel Brown, CIPG Strategist Rick Kendall, Principal at Roxborough Primary Colleen Doan, Director of Budget Kerry Dazzio, Art Teacher at Gold Rush Elementary

INITIATIVE ACTION PLAN

INITIATIVE OVERSIGHT

Tier 1: 2020 - 2021sy

Action Item	Milestone Deliverable	Possible Artifacts
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1	Research and analysis of current system additional pays, review labor laws, learn what other school districts are doing.	Earnings Register 18-19 SY
	<ul style="list-style-type: none"> ● Run Earnings Register <ul style="list-style-type: none"> ○ Break down Schedule A, non schedule A. ● Work with Budget to determine what earnings are budgeted for 20-21 SY so we know what is in scope/out of scope ● Use as references in feedback sessions 	Actuals 18-19 SY Schedule A 18-19 SY
2	Define current additional pays (including existing Schedule A) into a comprehensive new guidance/schedule (i.e. after school enrichment, summer camps, facilitator pay, etc.).	
	<ul style="list-style-type: none"> ● Through feedback meetings with leaders and staff we will be gathering definitions 	
3	Gather internal stakeholder feedback as the project continues at various existing meetings/committees.	Google Sheets with Feedback from each meeting
	<ul style="list-style-type: none"> ● Current meetings scheduled with the following groups <ul style="list-style-type: none"> ○ HS Activity Directors ○ DLT - District Directors ○ Employee Council ○ Principal Secretaries ○ HS Athletic Directors ○ MS Athletic Directors ○ MS and HS Principals ○ ES Principals ○ Classified Mentors ● Will follow up with an all district survey for final feedback 	Staff Survey results
4	Determine what additional pays will be included in new guidance, what rates will be established (i.e. stipend, hourly, etc.), using feedback from stakeholders and information gathered from research.	
	<ul style="list-style-type: none"> ● Meet with Initiative team to review all feedback ● Meet with Budget Department to determine 20-21SY needs and budget restrictions 	
5	Create/Publish new guidance to include procedures for additional pays and train stakeholders on how to follow guidance.	
	<ul style="list-style-type: none"> ● Have publishable guidance to roll out by no later than July 1st. ● Create system in place to review/update annually 	

Tier 2: 2021 - 2022sy

Action Milestone Deliverable

Possible Artifacts

Item		
6	Available funding for additional pay will depend on available resources from new revenue, reallocation of existing district-sponsored additional pay, and cost of implementation of a new compensation system.	New Compensation Schedule Additional Pay Guidance Budget Guidance
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Tier 3: 2022 - 2023sy		
Action Item	Milestone Deliverable	Possible Artifacts
11	Available funding for additional pay will depend on available resources from new revenue, reallocation of existing district-sponsored additional pay, and cost of implementation of new compensation system.	New Compensation Schedule Additional Pay Guidance Budget Guidance
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Tier 4: 2023 - 2024sy

Action Item	Milestone Deliverable	Possible Artifacts
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Tier 5: 2024 - 2025sy		
Action Item Milestone Deliverable Possible Artifacts		
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