

## SUPPORT STAFF SUPPLEMENTARY PAY PLANS (OVERTIME)

The Board believes that a varied cocurricular program adds depth and richness to the academic program, teaching skills and life lessons not easily learned in the classroom. The Board also recognizes the importance of positive adult leadership in pupil activity programs.

Nonlicensed/Noncertificated staff members may be awarded pupil activity contracts. Compensation for the position is at the same Board-approved rate as that paid to licensed individuals.

Any nonlicensed/noncertificated staff member desiring to accept a pupil activity contract must hold a valid pupil activity permit issued under rules adopted by the State Board of Education. The Board may terminate or suspend the pupil activity contract if this permit is suspended, revoked or limited by the State Board of Education.

Pupil activity contracts are limited nonteaching contracts in effect for a term not to exceed one year. The Board provides written notice of nonrenewal on or before June 1 of each year.

The Board approves the positions and the compensation for these assignments. Contracts are awarded by the Board upon the recommendation of the Superintendent. The Board meets all requirements of the Fair Labor Standards Act.

The Board directs the Superintendent/designee to identify those pupil activity contract positions that direct, supervise or coach programs that involve athletic, routine or regular physical activity or involve health and safety considerations. Individuals accepting these contract positions must meet the requirements established by the Ohio Department of Education and State law.

Adopted: May 19, 2010  
Revised: April 17, 2013

Legal Refs.: ORC 3313.18; 3313.53; 3313.539  
3319.081; 3319.083; 3319.303; 3319.39; 3707.52  
OAC 3301-20-01  
3301-27-01

Refs.: The Ohio High School Athletic Association (OHSAA) requires volunteer coaches to hold Pupil Activity Permits. Accordingly, volunteer coaches must have Pupil Activity Permits and will need to submit to criminal records checks prior to obtaining or renewing said permit.

Cross Refs.: GBQ, Criminal Records Check  
GCBB, Professional Staff Supplemental Contracts  
GDB, Support Staff Contracts and Compensation Plans  
IGD, Cocurricular and Extracurricular Activities  
IGDJ, Interscholastic Athletics  
IICC, School Volunteers

Columbia Schools, Columbia Station, Ohio