

Question:

Our AD would like all supplemental contracts paid over 19 pays, even if they are not a contracted employee, AND we are entering contract negotiations this year. Does anyone make 19 pays mandatory?

Our current contract language offers A LOT of options for payment. Too many.

Answers:

We do them over 26 pays or lump sum after the sport is completed.

We do not stretch supplemental pays. We make two payments only based upon the season - 1/2 at the halfway point of the season and 1/2 at the end of the season. This eliminates possibility of overpayment.

We pay supplementals at the end of each season. Payment time periods are not negotiated.

Mathews does not pay over 19 pays. We pay half in the middle of the season and half once the season is complete and all equipment/jerseys are turned back in. Each half is paid along with any other pay received from the district on the regular pay cycle. No special pays are cut for the payments.

Rhonda - lump sum or 26 pays if SR teacher.
Lump sum if not employee or noncert.

No we don't have any mandatory ways of paying supplementals.

We used to offer way too many option also and narrowed it down a couple of contracts ago. I have attached what we agreed upon and while it's not perfect, it is working much better than before.

Luckily our employees like the big check so it's never been an issue. Good luck.

We offer 1, 2 or 3 pays per contract and they are spelled out by contract.
Have seen 26 pay for a full year supplemental but never 19?

19 makes no sense and will be a mess to handle for spring sports. Contracts need to be paid off in the same fiscal year or you are really messing up your record keeping.
Good luck.

19 pays is a bit much for low paying supplementals in my opinion. I pay all Fall supplementals in a lump sum on 12/1 if they have completed their assignment. I pay everything under 1000.00 on 12/1 if they are an employee whether they completed the assignment or not - I just don't want to handle small amounts twice. Anything over 1000.00 and not complete by 12/1, I split on 12/1 and 6/1. I pay on 3/1 for ending winter sports and 4/1 for ending wrestling/theatre. If an employee has a significant amount and wants 24 pays, I do 24 pays and add to their regular pay - we don't do separate supplemental checks.

For our supplemental contracts for regular district employees, they have 2 pay options - at the end of the contract or 2 pays - 1/2 way through and at the end.
For people who aren't regular district employees - we only pay them at the end of the contract.

Our athletic supplemental contracts are spread over the season: Fall 6 pays; Winter 9 pays; Spring 7 pays. The AD supplemental is spread over 26 pays.

Advisors are spread over 26 pays.

Musical spread during the musical usually 5 pays.

This is NOT in contract language. These are set by my office. It helps with unemployment with coaches who are not full time employees.

We offer 1, 2, or 24 pays.

We offer only two options. Regular staff supplementals type I are paid over 24 pays and regular staff supplementals type II (class advisors etc.) are paid at the end of the school year after they turn in a letter to the Principal saying they have completed their duties with a list of those.

Outside supplementals for non-employees are paid at the end of the season after the athletic director signs off that duties are done and equipment is turned in. Hope that helps!

I would never agree to that. We divide it over 4 pays which don't begin until after the season has started. At another district, we paid it all in one lump sum.

No. Where does 19 pays come from.

And just remember IRS rules do not allow separate payments unless you hand calculate federal deductions and take out as if they were not separate.

IF one of your options is separate payment s it is a good time to eliminate.

These people have no clue what a burden it is to deal with a multitude of options.

Ad needs to worry about AD job.

So if your AD would get his wish, would you be paying assistant basketball coaches, tennis coaches, etc. before they complete their duties? We pay 3 times a year – November, March and June and the supplemental contracts are only paid if the work was actually completed. Or, in the case of a class advisor, they are paid evenly over the 3 supplemental pay dates.

We don't offer options.

All supplemental are paid in either 2 or 4 installments depending on the length of the supplemental. Example, coaches get 2 installments, yearbook advisor gets 4 instalments.

We pay over 24 pays if you are a contract employee. If you are not contract, we pay lump sum at the end of the season.

We pay supplemental 1/2 at mid-season and 1/2 after the coach closes out at the end of the season. Good Luck

We put anyone hired before the 1st pay on 24 pays, unless they request a lump sum payment at end of season. Only a few take that option. All others receive a lump sum at completion of season.

In Austintown, we pay all athletic supplementals with 4 pays during the season-- regardless if they are contracted or not. Example: for Fall-CC, Football, Golf, Soccer, Tennis, Volleyball--one pay in September, October, November, and December; Winter-Basketball, Wrestling--December, January, February, and March; Spring-Baseball, Softball, Tennis, Track--March, April, May, and June. (Contract Language) Although we have additional sports such as Bowling, the list has never been updated. Cheerleading is paid over Fall and Winter with 8 payments.

For academic supplementals, we pay contracted employees over the number of pays remaining in the contract when the supplemental is filled. For non-contracted employees (of which there are just a couple), we usually pay in a number of installments we determine, based on the type of supplemental. For example, we have a member of Rotary that is 1/2 of the advisor for Interact; we pay him in two installments.

(Contract states: All other supplemental contracts will be paid over the course of the contract year.)

We currently prorate pay for outside coaches over ten pays.

The ten pays cover the time period that the coach is allowed to have contact under OHSAA guidelines (through final tournament).

We are actually looking to change this to paying at the end of the season (negotiation year) just for outside coaches.

The coach will then be responsible for submitting a time slip each week so we can submit through payroll and to track for ACA.

Fingers crossed - we haven't discussed the change yet with the union (although they would not be directly impacted).

Non employees paid in a lump sum at end of service.

Contract employees may choose one of 2 options: lump at completion and verification or service or 3 pays spaced out Nov., Feb, June with the final being paid after verification of service.

Any coaches hired after the start of the season shall be paid in a lump sum at the end of the season

We spread our supplemental contracts for teachers over 26 pays. For classified employees who coach and for outside coaches, we give them the choice of a lump sum at the end of the season, payment in the middle and at the end of the season, or payment spread out every two weeks during the season.

In Oberlin we don't pay athletic supplementals until the season is over and the employee evaluation is submitted.

When I was at Circleville City Schools (semi-monthly pay cycle) we paid supplementals on the following schedule:

Fall Sports – 6 pays beginning 1st pay of September

Winter Sports – 6 pays beginning 2nd pay of December

Spring Sports – 6 pays beginning 2nd pay of March

Cheerleading – 12 pays beginning 1st pay of September (Cheer advisor usually did both fall and winter sports)

Year Round Activities – 18 pays beginning 1st pay of September (usually this was club advisors)

AD's were paid on a 24 pay cycle just like regular employees – they were also taken out of the negotiated agreement

As the payroll person there, I hated the 1st pay of September because not only did I have all the supplementals, but it was the 1st pay of all regular new contracts. However it was nice that all supplementals were paid by the end of May so we didn't have to worry about anyone who was retiring at the end of May and having pay due in June. It also worked nice if someone resigned early and we had to recalculate pay because it was spread. Having it spread over 19 pays though is insane because they end up with just a few bucks a pay. We did not negotiate the pay schedule for supplementals we just had that it would be paid based on the Board approved schedule.

While at Dublin City Schools only regular employees could have it spread like that (19 pays) and it was ridiculous because they wanted it to start even before the season did, so if you had someone resign and I was paying them it was a complete mess.

Here at Belpre we kind of follow the same schedule that I did at Circleville.

We pay twice....halfway through and at the completion of each season.

Would he (or at least the District) not be concerned about paying someone before their sport season started and then they resigned for some reason? The District has then paid out something it should not have. This sounds really difficult for someone who is not regularly employed in your SD.

We have about 65% of our coaching staff who are not regularly employed in house. And, believe it or not, they aren't always able to fulfill their contract and so we scramble to find replacements.

If you do that, then what happens if a coach is terminated or quits? We have had several of those in the last few years and then you would have to try to get the money back. I think that is a terrible idea.

We only have 3 options. A non-contract employee can get all at the end or paid half in the middle and rest at end. A contract employee has these 2 options or a 3rd, which spreads the amount in with their regular pays.

We do not offer ANY options for payment!!!! A supplemental is paid over 2 pays with no exceptions and is included with the regular pay for an employee with a supplemental. All employees are paid regular contracts over 24 pays and direct deposit is mandatory. I would suggest getting any mention of payment options out of a contract. The contract is to negotiate amount of pay, benefits and working conditions. The methodology of payment is management related.

That sounds nice. Our agreement stipulates that they are paid in two installments - half at the beginning of the season and half at the conclusion of the season.

No. We pay two payments. 1st payment is at the middle of the season. 2nd payment is made after we get the ok from the AD that they have completed everything.

We pay in one payment at the end of the season.

Not many options here. If AD is a teacher on staff, we pay them over 26 pays like their teaching contract. Other supplementals are paid twice, 1/2 at the middle and final 1/2 when complete or total at completion of season. Coaches who do not have their Pupil Activity Permit often times get paid only once, at the end of the season. When our AD was not on staff, we paid in 3 payments, once at the end of fall, winter and spring sports.

Our contract employees who also have supplemental contracts are paid over 24 pays in accordance with the negotiated agreement. Non contract coaches are paid one lump sum at the completion of their duties at the end of the applicable sport.

We pay one time when the supplemental contract is completed for seasonal contracts. Annual supplemental contracts are paid ½ in January and ½ in May once obligations are completed.

We pay all supplemental contracts in one lump sum.

Our teachers are paid over 26 pays. But the non-certified, non-employees who have only a supplemental with us are paid first by time sheet to meet DOL rules. Then a lump sum pay-off at the end of their season once the AD or Principal signs off.

We will pay supplemental contracts over 20 pays, but only for contracted employees.

Hold firm and fast on not paying non-contracted employees over the 19 pays. You would be paying them in advance of having worked their contract – and good luck getting the money back from them if they quit before the job is complete!

We pay over the course of the particular season using scheduled games to determine that time frame.

I guess I find it weird why the AD is trying to dictate when people are paid. But with that said, I know how politics can be.

Here, all are paid in one lump sum at the end of a season; EXCEPT, Fall sports Head coaches and Band Director. They get spread out from the 1st work day of their suppl contract to June 30. I guess we do it this way because Band is all year and Fall sports make the most sense to spread out AND they are the highest ones (over \$6,000). Doesn't make so much sense to spread out Spring head coaches pays to June 30.

We pay six times during the year. For each sport season we pay 1/2 at mid-point then the rest when the season ends.

If you have 19 pays then the spring sports coaches are being paid before they do any work ???

We just had an assistant coach quit mid-season (had a disagreement with head coach).

We were able to pay him what he earned and did not have to ask for any money back.

We do not make 19 pays mandatory for supplemental contracts. I would use caution in paying those coaches who are not employees prior to their athletic seasons. We pay coaching stipends one time at the end of each season.

I have never heard of spreading out pays for sports supplementals. I have only paid out sports supplementals after the job is complete and the building administrator/AD signs off on issuing the full payment.

I see some issues that may arise if spread out:

This rule shouldn't apply to non-teaching - I don't know of anyone that would wait that long to receive a payment for work completed, (approx. nine months)

You also have the issue of the pays going into the next FY.

Please see the attached for our supplemental pay contract language.

Presently everyone is paid on 26 pays. However, we are about to go into negotiations and primarily the bus drivers want to return to 21 pays.

If the supplemental is a larger one and has duties spread throughout the year, it can be paid throughout the year or half in December and half in June. examples Athletic Director, weight room supervisor, etc.

If it is smaller or more seasonal, it can be paid when the principal signs approval for payroll that all duties and obligations of the contract have been met. If they are not regular certified employees the principal also has to include a work schedule showing what days were worked and how many hours were worked. For example, principal might approve for Golf coach to be paid in September once he fulfills duties and has collected equipment etc. Quiz bowl might not get paid anything until spring.

We have allowed basketball to be split in two payments if requested because it is a long season and it is one of the larger supplementals.

