

### **LICENSED EMPLOYEE COMPENSATION FOR EXTRA DUTY**

A licensed employee may volunteer or be required to take on extra duty, with the extra duty being secondary to the major responsibility of the licensed employee. The board will in its sole discretion, establish compensation for extra duty licensed employee positions, keeping in mind the financial condition of the school district, the education and experience of the licensed employee, the educational philosophy of the school district, and other considerations as determined by the board.

Vacant extra duty positions, for which extra compensation will be earned, will be posted to allow qualified licensed employees to volunteer for the extra duty. If no licensed employee volunteers for extra duty, the superintendent will assign the extra duty positions to qualified licensed employees. The licensed employee will receive compensation for the extra duty required to be performed.

It is the responsibility of the superintendent or designee to make a recommendation to the board annually as to which licensed employees will have the extra duty, and the compensation for extra duty, for the board's review. All licensed employees may be required to work up to (2) two events as stated by the employee handbook. Any duties beyond the two assigned duties will be paid at the rate established for compensation.

Legal Reference: Iowa Code §§ 279.8, .13-.15, .19A-B.

Cross Reference: 405 Licensed Employees - General  
406 Licensed Employee Compensation and Benefits

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