Browning Public Schools

Temporary Employment Compensation Schedule

Effective: July 1, 2002 Revision #11: December 13, 2016, Amended November 1, 2018, Amended September 26, 2019, Amended June 9, 2020, Amended August 10, 2021, Amended September 14, 2021, Amended September 23, 2021, Amended October 25, 2023, Amended February 24, 2026, Amended May 12, 2026, Amended October 27, 2026

Item No.	Work Classification	Rate/Per	Notes
1	Administrators & Directors		No extra pay for temporary extra duties including weekends while under contract. If duties and responsibilities change significantly over the remaining contract term, negotiate an extra-duty contract. Except for Management, Administrators will be eligible for the Saturday Professional Development stipend referred to in section 4 when such PD is in an allowable Title II activity.
1.1	Professional/Technical Staff		
2	Committee Work (certified & classified)		A committee must be created by the Board each year. Voluntary committees & committees that meet during the contracted work day are not compensated.
2.1	Chair	$28.00/Hr	The committee may be recommended by a building, department or program administrator and must be approved by the superintendent. A working committee has a specific purpose and expected outcome that supports the goals of the district as articulated in the Board Goals, the 5 Year Strategic Plan and/or building School Improvement Plans.
2.2	Member	$25.00/Hr	
2.3	Elders (Limited to 2 Hours Each per Grant)	$25.00/Hr	
2.4	Member - Student	Min Wage/Hr	Compensation is paid from time sheets.

3	**Certified Staff**		Except for in-service training, all temporary work is contracted following Board approval. Must be performed outside of regular contract days-times. Selected by supt. May include non-certified professional/technical as applicable. All hourly rates paid from approved time sheets.
a	Extra-Duty/Extended Contracts Same Position, Similar Duties	Hourly Computed from Regular Daily Rate	
b	Night School-Credit Recovery/After School & Holiday Tutoring/Hi-Set/Immersion-BNAS	Hourly Computed from Regular Daily Rate	
c	Lead Teacher	Hourly Computed from Regular Daily Rate	1-Hour/day for 187-day contract, additional days may be contracted at supervisor and board approval.
d	Lunch Duty-Cafeteria, Playground, or Gym Supervision	$25.00/Hr	Per CBA Provides supervision of students to ensure safety and proper use of facilities.
e	State & Districtwide Assessment Support (WIDA, Aimsweb, District Writing Assessment, etc.)	$35.00/Hr	Specialized Training and Certified assessors who provide scoring for writing assessments, EL and math; Access 2:0 and Aimsweb 1:1 Assessment, for kindergarten and district wide.
3.1	**Summer School/Summer Programs**		
a	Administrator and/or Director for Summer School/Summer Programs	Hourly Computed from Regular Daily Rate	Calculated hourly for the Term
b	Summer School Teachers	Hourly Computed from Regular Daily Rate	Calculated hourly for the Term

4	**Professional Development**		Except for professional development in service training, all temporary work is contracted following Board approval. Must be performed outside of regular contract days/times. Selected by Supt. Participants must be present for entire professional development to receive compensation.
a	Required Training to Support District Goals	Hourly Computed from Regular Daily Rate	
b	Encouraged but not required Training		Training encouraged by the

	Presenter, 6-Hour Workshop (including cultural presenters)	$275.00/Day	supervisor, but not required. Must be a minimum 6-hour workshop, but may be presented over a number of days. Participants must sign in and out to verify attendance and may not occur during assigned working hours.
	Participant, 6 Contract Hours	$150.00/Day	
c	Voluntary training	None	Strictly voluntary, various trainings, mostly out of district and not during assigned work times. Does not apply to classified staff
4.1	**Classified Employees (required participation in Professional Development)**	**Per Labor Agreement**	**Classified employees required and/or encouraged to participate to support district/school-level goals.**

5	**Classified Staff**		
a	School Term Continuation of Regular Duties (outside of regular hours and/or during holiday breaks)		Only under special circumstances with prior approval of the superintendent. Work beyond a regular employee's 8-hr day will result in a weighted overtime rate if in excess of 40 hours per week. Positions will be advertised for a competitive selection process.
5.1	**Summer Break-Temporary Seasonal Work Agreement**		**According to the list approved by Board.**
a	Continuation of Regular or Similar Duties (Department Specific Summer Work) a.) Maintenance & Facilities b.) Transportation c.) Food Service d.) Curriculum & Instruction (Summer School & Student Registration) e.) Athletics/Student Activities (Eekahkimaht)	Per Labor Agreement	Supervisor completes a temporary work agreement to request a temporary position. Paid from approved timesheets, approved by the Supervisor, HR Director, Finance Director and Superintendent.
b	Different Work from Regular Position (Department Specific Summer Work) a.) Maintenance & Facilities b.) Transportation c.) Food Service d.) Curriculum & Instruction (Summer School & Student Registration) e.) Athletics/Student Activities (Eekahkimaht)	According to Temporary/Substitute schedule (below)	Advertised internally by HR, must complete a temporary seasonal work agreement for classified staff, and a board approved CSA for certified staff and student workers.

6	**Substitute - Not Regular BPS Employee**		Must complete temporary and/or substitute teacher application form, employment requirements apply. On call “as-needed” basis. May not be employed more than 10 months during any 12-month period. Except for regular BPS employees, no district benefits apply to temporary or substitute employment unless provided by state law (leave, subject to waiting period, and retirement).
6.1	**Substitutes (Instructional)**		Replaces regular employee during absence. Must be pulled from Board Approved Sub List.
a	MT Licensed Certified Teacher Substituting for a Certified Teacher	$25.00/Hr	Must present license to the Personnel Office to be eligible. If teacher will remain in a continuous assignment for more than 35 teaching days, must be issued a temporary teaching contract (Board approved) to remain in the assignment. After five (5) continuous days in the same substitute teaching assignment, teacher will be paid at base daily rate from Teacher Salary Schedule. After a break of two (2) or more days or a change in teaching assignments, the five-day requirement starts over.
b	Substitute for Teacher (non-licensed substitute)	$17.00/Hr	Must complete substitute teacher workshop and pre-employment requirements then added to board approved substitute list.
c	Substitute for Teacher Assistant/Aide or PCA	$14.00/Hr	Up to 8 hours/day
6.2	**Substitutes (Non-Instructional)**		
a	Security	$14.00/Hr	Odd hours, weekends
b	Custodian	$14.00/Hr	Short hours generally
c	Bust Drivers	~~$14.00/Hr~~ $22.00/Hr	Short hours generally
d	Maintenance	$14.00/Hr	Short hours generally
e	Cooks	$14.00/Hr	

f	Other	$14.00/Hr	Office, activity/event workers
6.4	**Tutors**		
a	Non-Certified (Classified Tutors)	$14.00/Hr	
b	Student Tutors	Min Wage/Hr	

7	Blackfeet/Native American Studies Classroom Consultants		Qualified by Director of NAS. Board approval required to add to qualified list then contracted for each event or course by Director.
7.1	Cultural Consultants Consultants in language, art, storytelling, drum making, cradle boards, beading, singing, games, tribal history and other cultural activities (except separately listed).	$25.00/Hr	Paid per temporary work agreement according to actual hours for services only as documented on a timesheet (not supplier of goods) Taken from board approved BNAS Department Consultant List
7.2	Dancers	Market/Event	Does not apply during regular school hours.
7.3	Cultural Keynote Speaker	$160.00/Event	Independent Contractor paid according to contract terms.
7.4	Drum Groups	$250.00/Event	Minimum of 5-members. Paid to group, not to individuals.
7.5	Native American Color Guard	$105.00/Event	Fee to organization, not to individuals.
7.6	Special Event Performers	Market	Subject to independent contractor's licenses/insurances.
7.7	Training with Cultural Content	$263.00/Day	Based on 6-Hour course. Time for pre & setup is not paid. Presentation and materials belong to district. CEU's may apply. Paid per contract.

ATHLETIC WORK FEE SCHEDULE

Item No.	Sport/School	Position	Rate per Game/Hour/Event
1	**Basketball**		**Per Hour**
1.1	Elementary	a.) Referee b.) Clock c.) Book	a.) $25.00 (per game) b.) $16.50 c.) $16.50
1.2	Middle School	a.) Referee b.) Clock c.) Book	a.) $45.00 (per game) b.) $16.50 c.) $16.50
1.3	High School	a.) Referee b.) Clock c.) Shot Clock d.) Book	a.) MOA Rate (per game) b.) $16.50 c.) $16.50 c.) $16.50
2	**Football**		**Per Hour**
2.1	Elementary	a.) Referee b.) Clock	a.) $25.00 (per game) b.) $16.50
2.2	Middle School	a.) Referee b.) Clock c.) Book	a.) $45.00 (per game) b.) $16.50 c.) $16.50
2.3	High School	a.) Referee b.) Clock c.) Book	a.) MOA Rate (per game) b.) $16.50 c.) $16.50
3	**Volleyball**		**Per Hour**
3.1	Elementary	a.) Referee b.) Clock c.) Book d.) Line Judge e.) Libero Tracker	a.) $25.00 (per game) b.) $16.50 c.) $16.50 d.) $16.50 e.) $16.50
3.2	Middle School	a.) Referee b.) Clock c.) Book d.) Line Judge e.) Libero Tracker	a.) $45.00 (per game) b.) $16.50 c.) $16.50 d.) $16.50 e.) $16.50
3.3	High School	a.) Referee b.) Clock c.) Book d.) Line Judge e.) Libero Tracker	a.) MOA Rate (per game) b.) $16.50 c.) $16.50 d.) $16.50 e.) $16.50
4	**Wrestling**		**Per Hour**
4.1	Middle School	a.) Referee b.) Event Director c.) Head Table	a.) $45.00 (per game) b.) $14.00 c.) Minimum Wage

		d.) Clock e.) Score Cards f.) Runners g.) Brackets	d.) Minimum Wage e.) Minimum Wage f.) Minimum Wage g.) Minimum Wage
4.2	High School	a.) Referee b.) Event Director c.) Head Table d.) Clock e.) Score Cards f.) Runners g.) Brackets	a.) MOA Rate (per game) b.) $16.50 c.) Minimum Wage d.) Minimum Wage e.) Minimum Wage f.) Minimum Wage g.) Minimum Wage
5	**Cross Country**		**Per Hour**
5.1	Middle School	a.) Event Director b.) Judges	a.) $16.50 b.) Minimum Wage
5.2	High School	a.) Event Director b.) Judges	a.) $16.50 b.) Minimum Wage
6	**Track**		**Per Hour**
6.1	Middle School	a.) Event Director b.) Score Keeper c.) Start & Finisher Line Judges d.) Timers & Field Events e.) Ribbons	a.) $16.50 b.) $14.00 c.) $12.00 d.) Minimum Wage e.) Minimum Wage
6.2	High School	a.) Event Director b.) Score Keeper c.) Start & Finisher Line Judges d.) Timers & Field Events e.) Ribbons	a.) $16.50 b.) $14.00 c.) $12.00 d.) Minimum Wage e.) Minimum Wage
7	**Softball/Baseball**		**Per Hour**
7.1	Elementary	a.) Umpire b.) Clock c.) Book	a.) $25.00 (per game) b.) $16.50 c.) $16.50
7.2	Middle School	a.) Umpire b.) Clock c.) Book	a.) $45.00 (per game) b.) $16.50 c.) $16.50
7.3	High School	a.) Umpire b.) Clock c.) Book	a.) MOA Rate (per game) b.) $16.50 c.) $16.50
8	**Soccer**		**Per Hour**
8.1	High School	a.) Referee b.) Clock	a.) MOA Rate (per game) b.) Clock $16.50
9	**All Events**		
9.1	All Buildings	a.) EMS b.) Crowd Control (Security) c.) Ticket Sales d.) Concessions e.) Trainer f.) Set up/Take Down	a.) $16.50 (per hour) b.) $14.00 (per hour) c.) $14.00 (per hour) d.) $14.00 (per hour) e.) $16.50 (per hour) f.) $14.00 (per hour)