



**PGCPS**

# **Compensatory Emoluments**

**October 2025**

**Office of Compensation and Classification**



- Office of Compensation & Classification
  - Email us at: [Comp.Emol@pgcps.org](mailto:Comp.Emol@pgcps.org) (please include school name in the subject line)
  - Access documents:  
<https://www.pgcps.org/offices/compensation-and-classification/compensatory-emoluments>
- Help Desk
  - Trouble accessing the emolument module in Oracle:  
<http://help.pgcps.org>



DATE	ACTION
October 31, 2025	<ul style="list-style-type: none"><li>- All emolument data must be entered in Oracle</li><li>- Complete submission scanned &amp; emailed to <a href="mailto:comp.emol@pgcps.org">comp.emol@pgcps.org</a></li></ul>
March 20, 2026	<ul style="list-style-type: none"><li>- All changes must be entered in Oracle</li><li>- Detailed summary of changes emailed to <a href="mailto:comp.emol@pgcps.org">comp.emol@pgcps.org</a></li><li>- Any additional Appointment &amp; Authorization Forms emailed to <a href="mailto:comp.emol@pgcps.org">comp.emol@pgcps.org</a></li><li>- Principal must select Approve/Deny and check the 'School Completed Box'</li></ul>
June 2026 (TBD)	<ul style="list-style-type: none"><li>- Emolument payments will be issued to employees</li></ul>



- Schools must use the emolument allocations provided for their school level (i.e., Elementary, Middle & High)
- Each school is allowed no more than 10 Service and 10 Enrichment activities
- Employees can have up to 2 emolument/activities (top section of form) and 1 Instructional Chairperson or HS Teacher Coordinator (bottom section of form)
- Each emolument can be assigned to one employee at 100%, or split between two employees at 50% each. Each emolument must add up to 100%.
- Emolument assignments must be no less than 40 hours in addition to the normal 7.5 hour work day, and in addition to the standard teaching load
- The following are examples of assignments not paid via the Compensatory Emolument process.  
**Note: Individuals receiving a central-office stipend for an assignment cannot also receive a compensatory emolument for the same assignment.**
  - Interscholastic Coaching assignments
  - Professional Development Lead Teacher (PDLT) assignments
  - Professional Development Schools (PDS) Mentor Teacher assignments
  - Textbook Coordinator assignments
  - Restorative Practices Coordinator assignments
  - Building Based Evaluation Liaison
  - Engagement and Technology Lead assignments
  - Equity Lead assignments



## PGCEA:

- The Compensatory Emolument program is limited to employees in the PGCEA bargaining unit only.
- In alignment with Maryland's Blueprint and the PGCPS Career Ladder, all Instructional Chairperson and Teacher Coordinator assignments require an individual to be a Level 2 Teacher.

## Note regarding employees in Local 2250:

- If sponsorship of an extracurricular activity has not been filled by a PGCEA employee, the position may be filled by a member of Local 2250 provided that any extra time requirement would not result in any duty week that exceeded forty (40) hours. The following positions would not be eligible for sponsorship of an extracurricular activity because their duty week consists of forty (40) hours:
  - Licensed Practical Nurses and Registered Nurses
  - All Clerical & Technical Employees on Salary Table 700, for example
    - Parent Engagement Assistants
    - Itinerant Special Education Assistants
    - In School Suspension Room Monitors
    - School Secretaries
- **Labor laws do not permit hourly employees to receive lump sum payments for work performed, such as emoluments.** Hourly employees must be compensated at their hourly rate for work performed beyond the duty day.
- Principals can submit a request for a Second Assignment. Requests must follow the guidelines and process outlined in Administrative Procedure 4107 – Use of Employee Second Assignments.



**Service Activity:** those that an educator does as a service for the school

**Enrichment Activity:** provides enrichment for a group of students

## Examples:

Service	Enrichment
Recycling Committee	Writing Club
Yearbook Sponsor	Math Olympiad
Patrol Coordinator	Geography Club
PBIS	Destination Imagination
Webmaster	Book Club
School Beautification	Robotics Club



- Reference [Administrative Procedure 5181](#)
- Single Sex extracurricular activities may not be offered at any PGCPS school without prior written approval of the School System's Title IX Coordinator
- Emolument submissions for single-sex clubs/activities must be accompanied by the APPROVED request form signed by the Title IX Coordinator



## PGCPS Instructional Chairpersons & High School Teacher Coordinators

**Instructional Chairperson**: those who are used as a liaison between a group of teachers and administration of the school; **serves as a chair for a department, content or grade level**

**Examples:**

Instructional Chairperson
3 <sup>rd</sup> Grade Chair
Math Department Chair
8 <sup>th</sup> Grade Team Lead
Guidance Chair
Creative Arts Department Chair


**Teacher Coordinators**: permitted for HIGH SCHOOL only; 1 for each of these subjects: English, Math, Science, Social Studies & Special Education

**In alignment with Maryland's Blueprint and the PGCPS Career Ladder, all Instructional Chairperson and Teacher Coordinator assignments require an individual to be a Level 2 Teacher.**



# PGCPS Appointment & Authorization Forms

- Forms should be typed (not handwritten)
- Each form must be completed in its entirety
- One form for each educator
- Form should be completed by the emolument designee (not the individual educators)

		<b>APPOINTMENT AND AUTHORIZATION FORM</b>	
<b>for Compensatory Emoluments &amp; Instructional Chairperson Assignments</b>			
SCHOOL/WORK LOCATION Sasscer Elementary School		PRINCIPAL NAME Mary Principal	
CONTACT PERSON Jane Secretary		PHONE NUMBER 301-952-0000	
CONTACT PERSON'S EMAIL Jane.Secretary2@pgcps.org		DATE ENTERED IN ORACLE 9/25/2019	
Smith	Steve	L	12345
<i>Last Name (please print)</i>	<i>First</i>	<i>MI</i>	<i>EIN</i>



- For emoluments/activities, the Emolument Title and Activity Title must be provided.
- Emolument Title: Name of emolument. Same as listed in Oracle in the drop down box and on the rate chart.
- Activity Title: Name of activity taking place at the school. Should be specific to identify any differences (i.e., 2<sup>nd</sup> Grade Book Club, 5<sup>th</sup> Grade Book Club).
- For chairperson/teacher coordinator assignments, the title of the department/grade level and the exact number of teachers in the department must be provided (not the total number of teachers in the whole school)

**Compensatory Emoluments/Activities – MAXIMUM of 2**

EMOLUMENT TITLE (i.e., Enrichment, Service, Test Coor, Tech Coor)	ACTIVITY TITLE (i.e., Math Club, SGA)	PERCENT (50% or 100%)	AMOUNT
Enrichment Activity	2nd Grade Reading Club	50	\$ 488.75
Service Activity	Webmaster	100	\$ 1104.67

**Instructional Chairperson/High School Teacher Coordinator Assignment – MAXIMUM of 1**

ASSIGNMENT TITLE (i.e., Math Chair, 3 <sup>rd</sup> Grade Lead)	TOTAL NUMBER OF TEACHERS IN DEPT	PERCENT (50% or 100%)	AMOUNT
Science Dept Chair	4	100	\$ 847.89



# PGCPS SAMPLE – Appointment & Authorization Form



## APPOINTMENT AND AUTHORIZATION FORM

for Compensatory Emoluments & Instructional Chairperson Assignments

SCHOOL/WORK LOCATION ABC Middle School	PRINCIPAL NAME Pamela Principal
CONTACT PERSON Sally Secretary	PHONE NUMBER 301-952-6000
CONTACT PERSON'S EMAIL Sally.Secretary@pgcps.org	DATE ENTERED IN ORACLE 9/26/2019

Teacher	Thomas	T	12345
<small>Last Name (please print)</small>	<small>First</small>	<small>MI</small>	<small>EIN</small>

has accepted appointment to the following assignment(s). It is understood that:

- The requirements of this assignment have been established by the principal in advance.
- This assignment will require no less than 40 hours (60 minute hours) in addition to the normal seven and one-half (7-1/2) hour day and is in addition to the standard teaching load for a regular day-school teacher.
- If the sponsor of the activity receives compensatory time in the daily schedule (i.e., additional planning time) he/she must certify that 40 hours or more in addition to the regular 7-1/2 hour day are spent performing assignments during the school year as sponsor of an activity to be eligible for compensation.
- A teacher will be limited to two (2) emoluments and one (1) Instructional Chairperson assignment. At the high school level, teachers will be limited to either 1 Instructional Chairperson or 1 Teacher Coordinator assignment.
- This assignment will be satisfactorily completed by the teacher named unless its completion becomes impossible by the resignation/transfer or illness of the teacher, in which case the amount of compensation provided in the schedules may be divided among two teachers and prorated accordingly. In no case shall any compensation be paid until the activity has been completed.

**Compensatory Emoluments/Activities – MAXIMUM of 2**

EMOLUMENT TITLE (i.e., Enrichment, Service)	ACTIVITY TITLE (i.e., Math Club, SGA)	PERCENT (50% or 100%)	AMOUNT
Service Activity	Recycling Committee	100	986.79
Middle School Newspaper		50	980.85

**Instructional Chairperson/High School Teacher Coordinator Assignment – MAXIMUM of 1**

ASSIGNMENT TITLE (i.e., Math Chair, 3 <sup>rd</sup> Grade Lead)	NUMBER OF TEACHERS	PERCENT (50% or 100%)	AMOUNT
7th Grade Team Lead	4	100	757.41

*I accept the terms of this assignment and will have performed the assignment outlined above during the current school year.*

  
Teacher's Signature

  
Principal's Signature

9.15.19  
Date

9/18/2019  
Date



## Submission Checklist

- ☐ 1. Each Appointment and Authorization Form matches exactly what has been submitted in Oracle
- ☐ 2. The forms are completed in their entirety and in alphabetical order (by employee last name)
- ☐ 3. Each form has been signed AND dated by the Principal and employee
- ☐ 4. The total number of emoluments is within the allowable number of emoluments per school:  
# of Service: \_\_\_\_\_ # of Enrichment: \_\_\_\_\_
- ☐ 5. **NEW:** In alignment with Maryland's Blueprint and the PGCPS Career Ladder, all Instructional Chairperson and Teacher Coordinator assignments require an individual to be a Level 2 Teacher.
- ☐ 6. The "number of teachers" entered on the form for Instructional Chair/High School Teacher Coordinator assignments represents the exact number of teachers in the department/grade level/team (not the number of teachers in the whole school)
- ☐ 7. No employee has exceeded the allowable number of emoluments (i.e., 2 emoluments/activities and 1 Instructional Chair/High School Teacher Coordinator)
- ☐ 8. Each emolument includes the specific title and titles are not duplicated (i.e., clearly define similar titles)
- ☐ 9. Each emolument submitted at 50% has been paired with another employee completing the other 50% of the same emolument
- ☐ 10. Any emoluments for a "single-sex club/activity," in accordance with Administrative Procedure 5181, includes a copy of the approval from Title IX Coordinator



- Include the Compensatory Emolument Submission Checklist as a cover sheet
- All forms should be in alphabetical order and scanned as one document (forms should not be sent individually)
- Emailed to [comp.emol@pgcps.org](mailto:comp.emol@pgcps.org) with the school name in the subject line no later than **October 31, 2025**



- Should we have questions regarding the submission, we will email them from [comp.emol@pgcps.org](mailto:comp.emol@pgcps.org)
- **Respond to any follow-up inquiries promptly so as not to delay processing**
- Once the review is complete, approved packet will be scanned back to the school
- Principal is responsible for advising employees of any changes and providing all employees with a copy of the final approved form
- Any changes in emolument assignments after the submission, should be entered in Oracle and documented via email along with the Appointment & Authorization Form to [comp.emol@pgcps.org](mailto:comp.emol@pgcps.org)



- Carefully review all documents to ensure each emolument is in compliance with the outlined procedures
- Ensure that everything entered in Oracle matches exactly what has been submitted on the Appointment & Authorization Forms



- Beginning on/around March 1, 2026, Principals must complete the final approval process
- This has to be completed no later than March 20, 2026 to ensure employees are paid in June 2026
- For each emolument entry, the Principal must select either 'Approve' or 'Deny'
- Once all emoluments have been approved/denied, the Principal must select the 'School Completed' box
- For any emolument that is denied, send a brief explanation for the denial to [comp.emol@pgcps.org](mailto:comp.emol@pgcps.org)



If you have additional questions [Emolument Walk-in Clinics](#)