

Multiple Components of Pay (MCOP) vs Additional Pay

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Multiple Component of Pay (MCOP): An employee's compensation comprises multiple compensation components. You may assign pay amounts for base pay, years of experience and educational level. Multiple components of pay enable you to calculate percentage compensation. Formerly Extra Pay "I" Parameters.
Examples: Bilingual stipend, Longevity, Educational stipends.

IMPORTANT! Since an employee's compensation is comprised of the sum of their earnings and MCOPs, MCOPs follow the same funding as the Salary. MCOPs are set up in Job Data.

Additional Pay: Payments made to an employee as other earnings. Formerly Extra Pay "Non I" Parameters.
Examples: Automobile allowance equipment allowance, out of class.

- Recurring Additional Pay (EXPAY) may be set up in Payroll: Main Menu > Payroll for North America > Employee Pay Data USA> Create Additional Pay.
- One-time Additional Pay (EXTRA) may be entered on the timesheet through Time and Labor or manually on a Payline.

Earnings Code	Retro Earnings Code	Description	Definition	Legacy Extra Pay Code	Additional Pay (PAYROLL)	MCOP (HR)
ATO		Auto Allowance	Pay for use of personal automobile under a non-accountable plan.	01	•	
BIL	RBI	Bilingual Stipend	Pay for being bilingual.	10		•
BND	RBD	Band	Pay for overtime band assignment. Employee should have a 100% position subject to STRS in addition to Band. Requires time worked.	07	•	
BNI		Benefit Incentive	Pay for selecting a less expensive insurance plan. (Not in a cafeteria plan.)	08	•	
BNR	RBN	BTSA - Without Release	Pay for Beginning Teacher Support and Assessment without release.	06	•	
BPA		Back Pay Award	Pay as a result of legal determination – court action or out-of-court settlement.	04	•	
BWR		BTSA – With Release	Pay for Beginning Teacher Support and Assessment without release.	05		•
CBS		Certificated Bonus - STRS DBS Plan	Pay generally paid "one time" which is reported to the STRS DBS Plan such as: BCLAD, CLD, National Board Certification, Longevity Bonus, etc.	14	•	
CFC		Café-Plan Cash	Pay as a part of a cafeteria benefit plan.	13	•	
CF2		Café-Plan Cash	Pay as a part of a cafeteria benefit plan.	13	•	

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CNC	RCN	Confidential Classified	Pay for being a classified, confidential employee	19		•
COT	RCO	Coaching Overtime Certificated Coaching STRS Creditable	Pay for certificated overtime coaching activity. Employee should have a 100% position subject to STRS in addition to coaching. Credential validation required. Requires time worked. If not a STRS member pay under Job Class 2917 (Coach Classified.)	16	•	
CST	RCS	Credential Stipend	Pay for special credential.	20		•
DRT	RDT	Driver Training	Pay for instructing driver training. Requires time worked.	28	•	
DST	RDR	Doctoral Stipend	Pay for holding a doctoral degree. Paid throughout the school year. Not to be paid one-time.	25		•
EAP		Educational Assistance Plan	Pay as a reimbursement for educational expenses.	30	•	
EAW		Employee Award: API National Teacher Board Cert	Pay for employee award program, as per "MOU" or Governor Performance Award such as Academic Performance Index, or non-district funds to pay National Teacher Board Certification.	37	•	
EDS	REX	Extended Day STRS	Pay for working excess hours in a day or days in excess of 100% contract. Requires time worked.	43	•	
EIP	REI	Educational Incentive - PERS	Pay for completion of course work for professional growth. PERS member.	31		•
EQA		Equipment Allowance	Pay as a non-accountable allowance for the employee to purchase supplemental equipment or tools to use at the work site.	38	•	
EXA		Expense Allowance	Pay for expenses under a non-accountable plan.	40	•	
HNR		Department Head Without Release	Pay for serving as a department head Paid throughout the school year. Not to be paid one-time. Without release.	21	•	
HPP		Holiday Pay – PERS	Pay for working a holiday. PERS member.	46		•
HSA		Housing Allowance	Pay for housing. Non-accountable plan.	50	•	
HWR	RDW	Department Head With Release	Pay for serving as a department head. Paid throughout the school year. Not to be paid one-time. With release.	22		•

Earnings Code	Retro Earnings Code	Description	Definition	Legacy Extra Pay Code	Additional Pay (PAYROLL)	MCOP (HR)
HZP	RHZ	Hazard Premium	Pay to employees who are routinely and consistently exposed to toxic, explosive or other hazardous substances, or who perform hazardous activity to implement health and safety at the school site.	45	•	•
IBO		Insurance Buy Out	Pay in lieu of district paid insurance. May be paid to retired employees.	55	•	
INS	RIN	In-service Workshop	Pay for attending and/or conducting a workshop. Requires time worked.	52	•	
JDA		Jury Duty Allowance	Pay for an employee who postpones jury duty to a non-scheduled work period. i.e. summer or YRS recess.	57	•	
JDO		Jury Duty Offset	Pay (negative) for the dollar value of Jury Duty pay to the employee by the courts. Does not include mileage, parking or meals paid by the courts.	91	•	
LIC	RIC	Large/Internet Class	Pay for teaching a large or internet class. Does not require extra time worked.	51		•
LNG\$	RLN	Longevity – as an amount	Pay for longevity which is a percent or monthly earnings or a set amount regardless of time worked.	59/60		•
LNG%		Longevity – as a % of base	Pay for longevity which is a percent or monthly earnings or a set amount regardless of time worked.	59/60		•
LTR	RLT	Lead Teacher	Pay for serving as a lead teacher.	58		•
MIL		Mileage Allowance	Pay for mileage under a non-accountable plan.	65	•	
MPP		Military Pay PERS	Pay for the differential paid to an employee called to military duty.	56	•	
MSS	RMS	Master Stipend	Pay for holding a master's degree.	62		•
MTS	RMT	Math Stipend	Pay for Math specialist	72		•
ODS	ROD	Other Degree Stipend	Pay for holding a degree other than a masters or doctoral degree. District paid stipend for achieving the National Teacher Board Certification.	66		•
OFN		Off Schedule Without PERS	Pay to all employees as "Off the Salary Schedule" payment which is based on earnings prior to 10/22/99. Not subject to PERS.	54	•	

Earnings Code	Retro Earnings Code	Description	Definition	Legacy Extra Pay Code	Additional Pay (PAYROLL)	MCOP (HR)
OLC		Overload – Community College	Pay to certificated community college instructors – lecture and laboratory semester unit pay for overtime contracts. Employee must have a full time 100% positions. Requires time worked.	71	•	
ONS	RON	Overnight Stipend	Pay for being required to stay overnight on the job. e. g. camp programs. For STRS – must be a member. Otherwise pay as a classified position. Requires time worked.	67	•	
OOC	ROO	Out of Class	Pay for added responsibilities or out of class pay. Does not require extra time on the job.	74	•	
OSP		Off Schedule pay PERS	Pay as incentive for performance/merit, or an Off Schedule payment on or after 10/22/99, as specified in the bargaining unit Minutes of Understanding (MOU) agreement. Subject to PERS. Previously titled “BONUS PERS”.	53	•	
OSS		Off Schedule pay STRS - DBS	Pay of a one-time lump sum, off the salary schedule payment to ALL employees in a bargaining unit. May or may not be from lottery monies.	61	•	
PNR	RPN	Peer Assistance and Review (PAR) – Without Release	Pay for Peer Assistance and Review stipend without release time. Employee does not have release time from regular assignment. Requires time worked.	64	•	
PPD		Performance Pay – STRS DBS	Pay as a one-time performance incentive pay for a STRS member. Paid before retirement one-time and has not been a part of the employment contract for the employee. Is not creditable to the STRS DB Plan.	69	•	
PPS		Performance Pay – STRS	Pay as incentive for performance/merit for STRS member. Generally paid on an annual basis for meeting goals specified in the employment contract for the employee or group of management employees.	70	•	
PWR		Peer Assistance and Review (PAR) – with Release	Pay for Peer Assistance and Review stipend with release time. Employee has release time from regular assignment.	63		•
RDS		Reading Stipend	Pay or Reading specialist	73		•
SDL	RSD	Shift Differential Lump Sum	Pay for shift differential paid as a lump sum.	75		•
SLP		Sick Leave Incentive PERS	Pay as incentive award for not using sick leave – PERS.	76	•	
SLS		Sick Leave Incentive STRS	Pay as incentive award for not using sick leave – STRS.	78	•	

Earnings Code	Retro Earnings Code	Description	Definition	Legacy Extra Pay Code	Additional Pay (PAYROLL)	MCOP (HR)
SPC		Special Programs-Certificated	Pay for special programs of a temporary nature, generally not to exceed one school year. To be paid throughout the school year, not a one-time payment.	80		•
SRP		Salary Repayment	Pay (negative pay) as a dock for a current calendar year salary overpayment.	90	•	
STP	RST	Site Pay	Pay for working at an isolated site.	79		•
TMP		Termination Pay	Pay as a final payment mutually agreed upon, where separation was voluntary or involuntary, such as contract buyout or payments made in lieu of notice of termination. DOES NOT include payment for sick leave or vacation.	23	•	
TSD	RTS	Teacher Staff Development	Pay for K-12 Staff Development days moved "outside" the 180-day instructional calendar. Requires time worked.	84	•	
TTS	RTT	Teacher TR-#STDNT	Pay for teacher training- based on the number of students.	81		•
TTU	RTU	Teacher TR-Uniform	Pay for teacher training – a uniform amount.	83	•	
UAP	RUA	Uniform Allowance – PERS	Pay for uniforms. PERS.	86	•	
UAS		Uniform Allowance – STRS	Pay for uniforms. STRS.	88	•	
UNT	RUN	Unit Stipend \$ - Certificated	Pay for completion of units for certificated employees.	NA		•
XAC	RXC	Extra-Curricular Activities – Classified	Pay for duties performed after 8 hours workday – not subject to PERS – e.g. drill team advisor, stand-by-pay and call-back pay.	87		•
XAR	RXR	Extra-Curricular Activities- Certificated	Pay for activities other than band, and coaching, e.g. dance supervision, detention supervision, and drama/music, newspaper and yearbook production. If not a STRS member, pay against a classified position. Requires time worked	89		•