

District package proposal
August 14, 2017

Subjects: Cheer, dance, group grievance, counselor days

1. Dance stipend. District will provide differentiated compensation depending on scope of program:
 - Performance team – current stipend level
 - Competition team –10%
 - See attached letter of understanding
2. Cheer stipend. District will provide differentiated compensation depending on scope of program:
 - Performance team – current stipend level
 - Competition team – 10%
 - See attached letter of understanding
3. Parties agree to current contract language for counselor days.
4. Group grievance language. EEA will accept change to group grievance language.

Re: Letter of understanding on dance/ cheer stipends

The district is willing to provide differentiated dance/ cheer stipends with the understanding that competition in cheer and dance OSAA tournaments and qualifying events involves workload distinct from that of cheer and dance programs that are primarily showcased at football/ basketball games and school assemblies.

The expectations for dance and cheer *participation* programs are as follows:

- Each varsity dance/ cheer team will perform at each of the home varsity football games. Each dance/ cheer team will perform at least one varsity basketball game per week, including both men's and women's games.
- Each junior varsity team (if there is one) will perform at any such JV games.
- Each team will perform at school assemblies at the request of the principal.
- The stipend is intended to cover two seasons (September through March).

The expectations for *competition* dance and cheer programs are:

- Meet expectations of participation teams, described above
- Intensive pre-competition practices
- Compete in OSAA state qualifying events and, if qualified, the OSAA state tournament

A school may have either a competitive program or a performance program for each sport/ activity. In other words, a school would not be eligible to receive both a performance and a competition stipend for the activity.

In addition, the coach may not be compensated from any club-funded revenues. (In the past, a program has raised additional funds to support coaching salaries for competition dance/ cheer).

Signatures below acknowledge agreement of the parties on this letter of understanding.

For the district

For EEA