

District package proposal #2 August 14, 2017

Subjects: SPED, Work samples, Summer Professional Development

What package does:

- Provides financial incentive for EEA members to attend 504 meetings, consistent with supporting all students & removes potential burden on complying with federal law.
- Creates pool for SSD members attending IEP meetings after hour
- 50% increase to non-SSD IEP pool which has been working well, and increases in event number of 504/ IEPs increase
- Adds SSD stipends for certain specialists
- Resolves district concern with Article 10.4 release days
- Provides district with flexibility to require summer professional development adjacent to work year.

Elements of package:

- ✓ EEA accepts district proposal on Article 10.4 – Staff Development for Standards Based Instruction
- ✓ EEA withdraws prior 10.1.3.a proposal; accepts addition of 504 meetings
- ✓ EEA accepts district 10.1.3 proposal (below) and modified proposals on 13.8.1 and 13.8.4 (below)
- ✓ District accepts EEA's most recent case management proposal (13.8.7)
- ✓ EEA withdraws life skills proposal (5.5.2)
- ✓ EEA withdraws school psychologist certification proposal
- ✓ EEA withdraws proposal on SSD Procedures and Protocols Manual

10.1.3 OTHER MEETINGS: Department, Team, Grade Level, Student Staffing, Continuous Progress, and other professional meetings shall be scheduled (including beginning and ending times) as needed by participating unit members in collaboration with the building principal. Unit members will not normally be required to participate in these additional meetings on more than one day each week, excluding IEP [and 504](#) meetings. On that day, it is not the intent of this section to require unit members to work beyond an eight (8) hour day. Other meetings will not be scheduled during grading days, grading and conference days, and progress report days as designated on the adopted school year calendar. In addition, meetings will not be scheduled during the one-hour uninterrupted elementary continuous preparation time (Section 10.1.5.e). The intent of this Section is not to preclude individuals or team members from voluntarily meeting/planning together on the aforementioned days or preparation time. During such informal voluntary meetings, decisions affecting unit members will not be made.

~~10.4 STAFF DEVELOPMENT TIME FOR STANDARDS BASED INSTRUCTION:~~

~~In addition to already planned staff development unit members responsible for Standards Based Instruction record keeping and assessment will be provided release time as follows:~~

~~Each unit member with work sample responsibility will be provided up to twelve (12) hours of release time that can be scheduled during the school year in increments of four (4) hours, subject to substitute availability. This day can be used for record keeping, assessment or planning related to standards based instruction. The amount of funds available for these release days will be \$50,600. If the payments in one~~

~~year exceed the cap of \$50,600 then the cap in the successor year will be reduced proportionally and for that year, unit members will be provided only one full release day or two half days.~~

New article in Article 10 on Extended Work Year – Revised 8/14

4. Summer professional development may be required during the three days immediately prior to the work year. When required, notice will be provided to affected members by Spring break, or to new hires at the time of hire. For each day the member's regular work year is lengthened, the teacher shall be paid at the per diem rate.

ARTICLE 13 - PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

13.8.1 SPECIAL EDUCATION RELEASE TIME, STIPENDS AND IEP POOL: Release days will be provided to unit members in positions where they have primary responsibility for conducting IEP meetings and writing IEPs. The release days are to be used for individual education plan (IEP) meetings and writing IEPs.

- a. Each ESS SSD full time position assigned for instruction of students with disabilities (per IDEA) will receive five (5) days of release time and a stipend equal to two (2) days at their per diem rate. Any less than full time unit members with this primary responsibility will receive a proportional amount of release days based on their FTE and the two-day stipend at their prorated per diem rate.
- b. Each ESS SSD full time unit member assigned to provide speech and language services will receive three (3) days of release time and a stipend equal to three (3) two (2) days at their per diem rate. Any less than full time unit members with this primary responsibility will receive a proportional amount of release days and the two (2) days stipend at their prorated per diem rate.

~~Each full time ESS unit member assigned to provide Preschool Hearing Impaired services will receive one (1) release day and a stipend equal to one (1) day at their per diem rate. Any less than full time unit members with this primary responsibility will receive a proportional amount of release days and the one (1) day stipend at their prorated per diem rate.~~

- c. The release days are to be used for the above purposes. Unit members scheduling release days shall make all efforts to spread the release days out to avoid program disruption. The use of release days is subject to substitute teacher availability. The release days can be shared only with other unit members at each site for the purpose of attending IEP meetings or completing IEPs. ~~Half of the The~~ release time ~~must be taken as release time and the other half~~ may be converted to the substitute rate.
- d. Each SSD ESS position primarily assigned instructional, related services or consultant/ evaluation responsibilities in the positions of School Psychologists, Special Education Consultants, Autism Consultants, Behavior Consultants, Physical Therapists & Occupational Therapists, and Assistive Technology Specialist Teachers of Blind & Visually Impaired, and Teachers of the Deaf & Hard of Hearing will receive a stipend equal to two one and one half (1-1/2) days at their per diem rate.
- e. In addition to the stipends above, the district will annually allocate thirty thousand dollars (\$30,000) for SSD members to receive up to a total of six hours compensation based on their per diem rate for participating in IEP meetings during scheduled planning days, scheduled preparation time, or outside the member's work day. The administration of the pool will be as provided in 13.8.4.

13.8.4 IEP/504 POOL: The District will annually allocate twenty thirty thousand dollars (~~\$3020~~,000) for non-ESS SSD bargaining unit members to receive up to a total of six hours of additional compensation based on their per diem rate for participating in IEP or 504 meetings during scheduled planning days, scheduled preparation time, or outside the member's workday. Meeting time will be accumulated in 15-minute increments and recorded on the IEP/504 log form.

In the event requests for funding are submitted which exceed the funding pool, compensation will be prorated. It is the bargaining unit member's responsibility to log their time on the District provided form and submit no later than the second Friday in June to Financial Services. The District will report on the distribution of the pool annually to JCAC by the second meeting in October.

For each increase of five percent (5%) in the combined number of IEP and 504 plans over the prior December 1 census, the district shall increase the pool by five percent (5%), with the total increase not to exceed 15% over each three-year period.

- 13.8.7 Beginning in 2015-16, Special Education teachers assigned to a building will receive daily case management time for the purpose of arranging and completing IEPs, performing required special education activities related to IDEA, and reporting progress. This time is not protected due to the requirements of special education teachers to support students throughout their school days. However, administrators will not assign teachers any non-case management duties during their case management period. Case management time will be allotted as follows:
- a. 30 minutes daily for elementary special education teachers;
 - b. 1 period per day for middle school special education teachers;
 - c. 1 period per day for high school special education teachers and post-high school transition special education teachers;
 - d. ~~30 minutes daily for post high school transition special education services.~~