

Proposal – May 20, 2021

Eugene School District 4J

The district's proposal is presented as a package offer. As per the parties' ground rules, the parties may introduce proposals relating to athletics compensation by July 1.

ARTICLE 2 - STATUS OF AGREEMENT

2.1 AGREEMENT HAS PRECEDENCE:

~~This Agreement shall modify, replace, or add to~~ If any policies, rules, regulations, procedures, or practices of the District ~~which shall be~~ are contrary to or inconsistent with ~~its~~ the terms of this Agreement, this Agreement shall take precedence. ~~The provisions of this Agreement shall be incorporated into and become part of the established policies, rules, regulations, practices, and procedures of the District. All existing personnel policies dealing with mandatory subjects of bargaining, not modified or inconsistent with this Agreement, are hereby incorporated and made a part of this Agreement. The rights granted to unit members in this contract shall be deemed to be in addition to those provided by federal law, by Oregon state law, or administrative regulations. In the event of a violation, only mandatory bargainable policies, rules, regulations, procedures, or practices of the District may be grieved in binding arbitration under this contractual provision.~~

2.6 EFFECTIVE DATE:

2.6.1 This Agreement shall take effect upon its ratification date, and shall be implemented on that date except when another date is specifically designated. Notwithstanding any other provision of this Agreement, the effective date of any wage, benefit or other economic term of this Agreement shall be the later of July 1, 2021 or the first date of the month following ratification by all parties.

2.6.2 This Agreement shall remain in full force to and including June 30, 2024~~0~~.

ARTICLE 4 - SALARIES AND RELATED COMPENSATION

4.1 PROFESSIONAL SALARY PLAN:

The professional salary plan for all unit members, except as herein provided, shall be as described below.

4.1.1 The ~~2021-22, 2022-23 and 2023-24~~ 2017-18, 2018-19, and 2019-20 professional salary plans shall be as in Appendix A. The 2020-21 salary schedule shall be increased by one and one-half percent (1.5%) effective the later of July 1, 2021 or the first date of the month following ratification by all parties. The 2021-22 salary schedule shall be increased by one percent (1.0%) effective July 1, 2022. The 2022-23 salary schedule shall be increased by one percent (1.0%) effective July 1, 2023. ~~The 2016-17 salary schedule shall be increased by two and one tenth percent (2.1%) effective July 1, 2017. The 2017-18 salary schedule shall be increased by one and eight tenths percent (1.8%) effective July 1, 2018. The 2018-19 salary schedule shall be increased by two percent (2%) effective July 1, 2019.~~

4.2 CAREER AND TECHNICAL EDUCATION LICENSED TEACHERS:

When a career and technical education (CTE) licensed unit member is hired by the District, the following formula will be used to determine placement on the salary schedule:

4.2.1 ~~Seven years of acceptable training and experience in his or her skill area will place the unit member on Level One of the Bachelor's schedule. One additional level will be granted for each year of acceptable trade experience.~~ A unit member with a Restricted CTE Teaching license

shall be placed on the Bachelors column of the professional salary plan. A unit member with a Preliminary CTE Teaching license shall be placed on the Bachelors+23 column. One step will be granted for every two (2) years of industry related journey level or equivalent work experience.

4.2.14.2.2 A member hired with a Restricted CTE license who later earns a Preliminary CTE license may apply for a column change to the Bachelors +23 column by following the process in Article 4.5.1. ~~For ten years of acceptable training and experience, the unit member will be placed at Level Two of the Bachelor's+45 column. One additional level will be granted for each additional year of acceptable trade experience. Persons with the above qualifications who also possess a related Bachelor's degree would be given two additional steps on the salary schedule.~~

4.2.24.2.3 A bargaining unit member who qualifies for salary schedule placement under Section 4.2 has the alternative to choose initial salary schedule placement under Section 4.3 if the unit member is qualified for placement under Section 4.3 except for not holding a TSPC license.

4.3 WORK RELATED EXPERIENCE:

A newly-hired unit member shall be placed on the salary schedule according to ~~his or her~~their years of verified paid work-related experience which the District determines is similar to the position of the new unit member, ~~but shall be limited in 2017-18 to fifteen (15), in 2018-19 to sixteen (16) and in 2019-20 to seventeen (17) years for initial placement on the salary schedule.~~ The District will give written notice of this provision to each newly-hired unit member.

4.3.1 The above provision applies for all unit members hired for positions listed below:

- a. Nurses - Registered Nurses and Nurse Practitioners
- b. Counselors, Librarians and Teachers – Counseling, teaching or serving as librarian in public or private school or agency or serving in the Peace Corps or Job Corps
- c. School Psychologist - as a psychologist
- d. Mental Health Therapists – as a social worker or mental health practitioner
- e. Speech and Language Specialist - as a speech clinician
- f. Occupational Therapist – as an occupational therapist clinician

g. Physical Therapist – as a physical therapist clinician

g.h. Athletic Trainer – as a board-licensed athletic trainer

~~h.i.~~ Unit members hired for positions that are not listed above and that do not require a TSPC license shall have their work experience assessed by the District to determine if it is relevant to ~~beneficial for~~ the position.

4.3.2 Unit members hired for positions that require a TSPC license can have non-teaching work experience counted if the District determines the experience is ~~beneficial for~~relevant to the position for which the unit member is being hired. For each two years of non-teaching experience, the unit member will be given one year of experience for initial step placement. If this experience credit is denied, then the unit member may appeal the denial. The denial will be considered by a joint committee of two members each appointed by the District and Association and a fifth member jointly appointed by the District and Association. The committee's decision will be by majority vote.

4.3.3 [No proposed change]

4.3.4 Eligible work-related experience shall be evaluated and prorated to determine the number of years of credit to be given based on the following criteria.

- a. Teaching time will include instruction time with students and preparation time equal to one-half hour of preparation time for every two hours of student instruction time. Teaching time does not include substitute teaching except as provided in Section 4.3.54 and the

District collective bargaining agreement with the Eugene Association of Substitute Teachers.

- b. *[No proposed change to remainder of 4.3.4]*

4.5 ADDITIONAL PREPARATION

- 4.5.2 STEP PLACEMENT AFTER COLUMN ADVANCEMENT: When unit members move from a lower to a higher preparation column on the salary schedule by completing additional degrees or credit, they shall be placed on the ~~new column step which is one step higher than their former place on the schedule unless this results in their receiving a lower salary than that being paid a person with similar experience newly employed by the District. In this event, unit members shall be placed on the same step as a newly hired unit member with similar training and experience.~~ Thereafter, unit members shall progress in the new column until the maximum is reached.

~~4.6 SALARY WHEN PROMOTED:~~

~~When a unit member is promoted or transferred by the District within the same employment classification, his or her new salary shall not be less than the former salary.~~

Comment on proposal for Article 4.8: This proposal incorporates the prior changes to Article 4.8 from the parties' November 2019 MOA. The additional changes proposed are to address any conflicts between the language and legislation enacted after the MOA relating to association dues.

4.8 PAYROLL DEDUCTIONS:

The District shall deduct from the salaries of the unit members at the unit member's request, the following: dues of Association members, premiums for Board approved health and welfare benefits, tax sheltered annuities (TSA) which the District has approved, and contributions to United Way.

4.8.1 UNION MEMBER DUES

- a. Any unit member may enter into an agreement with the Association to provide authorization for the district to make a deduction ~~request in writing the unit member's regular Association membership dues to be deducted from the unit member's salary or wages to pay dues, fees, any any other authorized deductions to the Association or its affiliated organizations or entities.~~ The first monthly deduction shall be made on the following pay date after the authorization is received. Such authorization shall continue in effect until the unit member revokes the authorization in the manner provided by the terms of that agreement, or if not specified therein then by delivering an original signed, written statement of revocation to the Association headquarters. The Association shall provide the District a list identifying the employees who have provided authorization for the district to make deductions to pay dues, fees and other authorized deductions to the Association. The District shall rely on the Association's list received to make the authorized deductions and remit payment to the Association. ~~year to year until revoked by email or letter delivered to the district's Human Resources office and the Association on or before October 15 of each year. Correspondence withdrawing authorization for the payroll deduction received by the district on or before October 15 shall be effective October of the same year. Otherwise, the withdrawal shall be effective October of the following year. The District and Association shall each provide the other with a copy of a unit member's authorization of membership dues deduction or cancelation of the dues deduction authorization within five (5) business days of receipt. The District will maintain a member's authorization and/or cancelation of the same in the member's personnel file.~~
- b. For members identified by the Association to the District by October 15 as having provided authorization, ~~t~~The District shall deduct one-tenth (1/10) of the dues each month beginning in October of each year. Deductions for unit members for whom the Association provides notice on or after October 15 ~~whose authorization is received after the commencement of the school year~~ shall be prorated so that the prorated amount of the

~~Association dues, fees and other authorized deductions~~ shall be completed by the July following the first deduction.

- c. Within fifteen (15) days after each pay period, the district will send to OEA in a single payment the combined NEA and OEA dues, including any voluntary Association contributions, deducted for the month. EEA dues and local PAC payments will be deducted and paid separately from OEA/ NEA dues and shall be remitted to the EEA. The amount of Association dues collected shall be remitted to the Association each month at no cost to the unit member nor the Association. The District in a reasonable manner shall provide the Association the names of the persons whose dues the District has deducted and amount of deduction.
- d. On a monthly basis, the District will provide OEA a list of all employees represented by the bargaining unit, employee identification number, date of hire, FTE, position title, worksite, salary column and step, and mailing address of record.
- e. The Association assumes responsibility for, and shall defend, indemnify and hold the District, its employees, agents, and board members harmless from any and all claims, causes of action, administrative complaints, lawsuits, orders, or judgments, resulting from or related to the deduction of union dues and/or contributions deducted from an employee's salary and payment of such dues and/or contributions to the Association [resulting from the District's reliance on the list](#). The Association's obligations are contingent upon the District: (1) giving the Association reasonable notice, in writing, of any claim; and (2) fully cooperating with the Association and counsel selected by the Association in the defense of the claim. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. The Association shall reimburse the District for all costs and disbursements arising out of or related to the claim. Should the District wish to select and use its own attorney, the District will pay the fees and costs of said attorney. [This paragraph does not apply to claims by the Association against the District when the Association timely provides the list and the district fails to make an authorized deduction and remit payment to the Association.](#)

4.8.2 TSA. Any bargaining unit member can join or transfer to any existing TSA plan as long as the total number of participants would be five (5) or more. To add a new TSA plan requires ten (10) or more District employee participants. The District will make its best efforts to remit TSA payments within five (5) working days.

4.9.1 RETIREMENT PLAN A

4.9.1.f.1 For unit members who retire in ~~2021-22, 2022-23, or 2023-24~~ ~~2017-18, 2018-19, or 2019-20~~ the District's total contribution for unit member and spouse retiree medical insurance program shall be determined by multiplying 0.56 (fifty-six hundredths) times the amount of the District's contribution for insurance listed in Section 6.1. The District's contribution amount shall be per retired unit member per month effective October ~~2022+7~~, October ~~2023+8~~, and October ~~2024+9~~.

ARTICLE 5 - EXTRA DUTY COMPENSATION

5.1 ACTIVITY SCHEDULE:

Unit members performing extra duty service to cover responsibilities over and above those usually assigned during the school year shall receive additional compensation. The following percentages shall apply to the unit member's actual column of the salary schedule (the unit member's step placement on their column is based on their specific extra duty experience credit as defined in Section 5.5, up to step 14 for the first five columns of the salary schedule and step 15 for the last two columns), [subject to the following: As per the November 2020 MOA, the athletics extra duty salary schedule will be frozen at](#)

2020-21 levels. Members who held a coaching position in the 2019-20 or 2020-21 school years will, as to that coaching position held, be permitted to remain on the 2020-21 schedule until such time as a break in service, the applicable stipend on the new schedule exceeds the 2020-21 schedule, or June 30, 2026, whichever is earlier.

4J Comment: The district intends to make proposals relating to athletics stipend amounts listed in Articles 5.1, 5.1.1 through 5.1.6, 5.1.9 (Fall Reporting) and the salary schedule for athletics coaches who are not covered by the language above by July 1. As of the time of this proposal, the district and EEA are continuing to work in a collaborative work group which may result in joint recommendations for the bargaining representatives, and the parties have agreed that athletics proposals may be delayed until July 1.

5.1.11 EXTENDED SEASON PAY: *[Renumbered from 5.5.8]*

Head coaches in OSAA sanctioned activities whose varsity teams proceed to postseason tournaments or games shall be compensated \$150 per week when required by the district to supervise practice or competition. One assistant coach for team sports other than football, and up to five assistants for football, may be compensated in the amount of \$120/week. Only one coach may receive the stipend for individual sports where five (5) or fewer participants qualify for post-season play. The extended season will start the first day after the adopted end of season date for each sport as determined by OSAA. District and regional competition is excluded from extended season. For each day on which they are required to perform services. This per diem compensation shall be calculated by dividing the section 5.1 stipend by fifty five (55):

Provisions of this paragraph shall apply to band and cheerleader/rally team leaders who are required by the District to attend tournaments/playoffs.

~~Athletic Directors who are required by the District to attend tournaments or games shall receive extended season pay at sixty five percent (65%) of the above rate for each day the Athletic Director attends one or more tournaments or games.~~

5.1.12 EXTENDED TRAVEL *[Renumbered from 5.5.9]*

Unit members in a Section 5.1 extra duty coach position who are required to travel one way in excess of 120 miles to a conference game, will be paid a travel stipend of \$50 per ~~game~~trip.

5.2 CONTRACTING OUT EXTRA DUTY ASSIGNMENTS

5.2.1 Unit members may notify the Human Resources Office in writing of their interest in particular extra duty positions. If a vacancy occurs in an extra duty position in which one or more unit members have previously submitted written notice of interest, the District will interview such unit members prior to interviewing applicants who are not unit members. If no qualified and currently employed member of the bargaining unit agrees to perform the service, then the District may contract with other persons to perform the service. The District will give members notice by email of the process for applying for vacant extra duty positions. The notice shall be sent on or before September 1 and May 1 each work year.

~~5.2.2 The process for posting and hiring of a teacher for the head coaching positions for high school boys' and girls' basketball and for high school boys' football is as follows. The District must post vacancies for a new school year under the terms of Articles 5 and 11. The District may choose to temporarily not fill a vacancy under the terms of Article 11 in order to facilitate hiring a teacher for the head coaching positions for high school boys' and girls' basketball and for high school boys' football. This exception to the terms for Article 11 can only be used through June 30. The procedure follows:~~

- ~~a. The District shall post the position under the terms of Article 11, and the posting shall note that the position is on administrative hold and may not be filled by a permanent unit member. However, in the event the District decides to fill the position, applicants shall be notified and given their right under the terms of Article 11 to be interviewed and considered for the position.~~

- b. ~~All applicants for a position on administrative hold shall be screened under the terms of Section 11.1.8.a; however, the interview required under Section 11.1.8.a.2 does not have to occur until the District decides to fill the vacancy.~~
- e. ~~When the District decides to fill a vacancy on administrative hold, those applicants interviewed shall have their rights set forth in Section 11.1.8.b and when one of the applicants is not a unit member and has agreed to be a head coach for one of the three high school coaching positions listed above, then the vacancy shall be filled as if it met the terms of Section 11.1.8.d.~~
- d. ~~Except as modified by this Article, all other unit member rights set forth in Article 11 shall be implemented for all unit member applicants who meet the terms of this addendum agreement following their completion of the interview for such a vacancy.~~
- e. ~~When filling a position when one or more of the applicants is not a unit member and an applicant for one of three head high school coaches, a committee of at least three (3) unit members chosen by the affected department's members, will interview all applicants for the position. The committee will rank order the top three applicants and give the recommendation to the building principal and to Human Resources.~~
- f. ~~The District will not include extra duty coaching and rally interest as a qualification for high school teacher position descriptions under the terms of Article 11.~~

5.3 ATHLETIC TRAINERS:

5.3.3 An athletic trainer with a Bachelor of Arts degree, or any higher degree, will be placed on the BA salary column of the salary schedule in the Agreement, unless an athletic trainer with a Bachelor of Arts degree, or any higher degree, also is certified by the Board of Certification of the National Athletic Trainer's Association as an athletic trainer, in which event he/she will be placed on the column of the salary schedule appropriate to the trainer's degree and course credits. *[See proposal on 4.3, above, which updates athletic trainer column placement language and places it in more logical location with other column placement language.]*

5.4 CONTRACTING OUT SUPERVISORY WORK:

- 5.4.1 The District agrees to first hire up to four available unit members for high school athletic game supervision positions. The District retains the right to determine the total number of positions at each ~~basketball game~~ and may hire non-bargaining unit members for additional positions ~~at basketball games~~. ~~If the District should decide to hire members in activities other than high school basketball to fill positions described in this Section, the District will pay in accordance with Section 5.7. Members hired as in game supervision, ticket personnel, door monitors, and crowd control positions shall be paid at sixty percent (60%) of the hourly rate as established in Section 5.7. All other positions shall be paid the full hourly rate.~~
- 5.4.2 Bargaining unit members will be notified of vacancies through the District's customary notification procedure. If there are insufficient applicants either from the same high school or the same region to fill the positions reserved to the bargaining unit, the District may hire other persons for those positions unless bargaining unit applicants become available.
- 5.4.3 The bargaining unit member shall continue in the position for the duration of the season, except the individual's right to a position may be terminated for any good faith sufficient reason. ~~unexcused absence.~~

5.5 *[See Appendix D proposals]*

5.6 EXPERIENCE CREDIT:

Experience credit shall be allowed for each year of participation in the specific extra duty activity. Extra duty pay is not tied to the teaching experience of the individual. ~~In no event shall the unit member be allowed credit higher than Level 8 upon entering the schedule.~~

ARTICLE 6 - FRINGE BENEFITS AND OTHER ALLOWANCES

INSURANCE:

6.1 FULL TIME:

The District's monthly insurance contribution for each full time equivalent (FTE) unit member is one thousand two hundred ~~and fifty~~ dollars (\$1,250~~0~~) per month for the period October ~~2017-2021~~ through September 202~~2~~~~0~~; one thousand two hundred and seventy dollars (\$1270) per month for the period October 2022 through September 2023; and one thousand two hundred and ninety dollars (\$1290) per month starting October 2023. There will be a one time transfer of \$650,000 from the licensed insurance reserve fund to the general fund on December 1, 2017, October 1, 2018 and October 1, 2019.

6.8 BENEFIT COORDINATOR:

The ~~District shall employ a~~ JBC shall annually select a bargaining unit member to serve as Benefit Coordinator who shall provide staff support to the JBC, support the benefits function, and perform additional duties as assigned by the ~~District~~ JBC. ~~The JBC shall include responsibilities for the Benefit Coordinator position as jointly assigned by the Association/District bargaining teams. The compensation and other benefit costs of the Benefit Coordinator shall be paid 50% by the District and 50% from the insurance reserve fund in Section 6.4.a. The compensation shall be the same as the unit member would have received had the unit member remained in his/her teaching position.~~

ARTICLE 12 – RIGHTS OF PROFESSIONAL UNIT MEMBERS

12.10 COMPLAINTS ABOUT UNIT MEMBERS:

12.10.1 [No change]

~~12.10.2~~—Notice Provisions--If any student or parent complaint is not shared with the employee within eighteen (18) months of the event complained of, the District cannot use the complaint in any disciplinary action.

12.10.2 If the complaint is shared with the employee and no disciplinary action is taken within 120 days of the complaint, the complaint cannot be used, except that any directive issued as a result of the complaint may be used only as prior notice of unacceptable conduct. The timelines in this section do not limit the right of the District to investigate and take disciplinary action for complaints associated with alleged boundary violations, sexual misconduct, abuse and/or violence.

ARTICLE 13 - PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

13.7.1.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. The release time may be converted to the base substitute rate provided the member has completed all IEPs: (a) due before the annual census no later than the Wednesday before Thanksgiving; (b) within 10 work days of the date of

the IEP meeting; and (c) by the last day of the work year. For extenuating circumstances, a member may seek pre-approval for an extension of an IEP completion deadline from an SSD administrator which, if granted, will preserve the member's right to convert release days to the base substitute rate.

ARTICLE 14.2 – Reminder to all parties that Fair Share language was deleted following a Supreme Court decision. The Open Shop article previously numbered 14.3 was renumbered to Article 14.2 in the 2019 MOA.

ARTICLE 19 – RETIRED TEACHERS' CONTRACT TERMS

19.1 ~~HIRING~~ REHIRED RETIRED UNIT MEMBERS:

~~The District has the right to hire bargaining unit members and may, based on exceptional circumstances, decide to hire a retired bargaining unit member. In that event~~ All the terms of this collective bargaining agreement apply to bargaining unit members who have retired from their employment with the District and who have been subsequently hired by the District except those terms listed ~~in~~ may be modified by this Article.

19.2 [No change]

19.3 INSURANCE ELIGIBILITY:

The retired bargaining unit member's District contribution for insurance and eligibility for insurance for Plan A retirees is as set forth in Section 4.9.1.f. If a retired, actively-employed Plan B bargaining unit member ~~is not eligible for insurance under Section 4.9.1.f.~~, then the retired bargaining unit member is eligible for insurance under the terms of Section 6.1 on the same basis as non-retired unit members.

19.4 SICK LEAVE ELIGIBILITY:

The retired bargaining unit member's sick leave balance is deleted at the time of retirement. -Up to 80 hours of previously accrued but unused sick time shall be restored if the retired member is reemployed within 180 days of retirement. ~~u~~Upon being reemployed, the member has no accumulated sick leave and will earn sick leave based on contract hours worked (including all accessed paid leave), not to exceed 96 hours per year. Upon termination of employment any unused sick leave accumulated by a retired bargaining unit member has no value. All sections of Section 8.1 on sick leave not inconsistent with Section 19.4 shall apply to retired bargaining unit members except Sections 8.1.3, 8.1.9 and 8.1.10.

APPENDIX D – MISCELLANEOUS

TEACHER LEADERSHIP

Pay Equity. The parties commit that by May 1, 2022, they will consider and identify solutions to internal and external pay equity issues in teacher leadership by collaborating on job descriptions for leadership positions, gathering data about the hours or range of hours needed for each position, and other relevant factors, and creating a system to provide fair and equitable compensation for future use (for example, a point factor system for use by a joint labor management team and a menu of options for schools). The initiative will be staffed by up to six members appointed by EEA and six administrators, and a mutually agreed-upon facilitator (or co-facilitators appointed by each party). If the parties' bargaining representatives are unable to tentatively agree on the proposed resolutions, or if the collaborative process breaks down, either party may request the assistance of the state conciliator, and if unresolved through that process, the parties will, upon request by the other party, bargain the issues through the expedited bargaining process, ORS 243.698.

AFFINITY GROUP LEADERSHIP

Notwithstanding Articles 5.5.4 and 5.5.6, each secondary leadership plan will provide for leadership of student affinity groups, consistent with the following. Comprehensive high school leadership plans will allocate six (6) leadership stipends in the amount of \$1,350, and middle school will allocate up to six (6) stipends of two percent

(2%) each, for leaders to support the Black Student Union, Native American Student Union, Latinx Student Union, Asian Pacific Islander Student Union, Multicultural Student Union, and Gay Straight Alliance. The number of stipends for this purpose may be reduced based on the needs of the school as determined by the school administrator. The district reserves the right to award one or more affinity leader stipends to classified staff members.

EXTRA DUTY ACTIVITIES – ARTICLES 5.1.7 AND 5.1.8

During the term of this Agreement, either party will upon request by the other, appoint up to 6 representatives each to meet and determine the criteria by which stipends in Articles 5.1.7 and 5.1.8 are assessed; cooperate in collecting relevant data to permit application of the criteria; and participate in good faith in a committee of up to 4 participants each to assess and score the data. The district will select a non-voting pay equity consultant or administrator to provide staff support to these committees. Such data will be presented to the bargaining representatives for the parties. Should the district pay equity consultant or administrator recommend that a change be made prior to the expiration of this contract, then the parties will, upon request by the other, bargain the issue through the expedited bargaining process.

SEMINAR COORDINATOR

The Association and the District value their partnership in providing professional development. To support that partnership, the Seminar Coordinator position will be funded at 0.2 for the life of this contract. This position is not a status quo obligation of the contract.

CHINESE IMMERSION – TEACHER LEADERSHIP

For the term of this agreement, the District will allocate \$1,360 annually to support teacher leadership at the Chinese Immersion School. If student enrollment exceeds 100, the terms of Article 5.5.7 will apply.

~~ELEMENTARY REPORT CARD INITIATIVE~~

~~During the 2017-18 school year, the Director of Elementary Education will engage elementary teachers and administrators for the purpose of recommending to the Instructional Leadership Team a streamlined elementary report card, so as to reduce workload associated with report card preparation. EEA will be permitted to select 12 of the 24 licensed committee members, and the committee shall make decisions by consensus.~~

ELEMENTARY TESTING COORDINATOR

The District will provide a stipend of up to two percent (2%) for elementary testing coordination for each elementary school of 200 or more students based on the level of Essential Skills Coordinator (ESC) FTE assigned to the school.

ESC FTE	PERCENTAGE
0.5 or more	0.0%
0.4 to < 0.5	0.5%
0.3 to < 0.4	1.0%
0.2 to < 0.3	1.5%
0 to < 0.2	2.0%

SPECIAL EDUCATION SUPPORT

To support special education providers, the District will provide classified staffing for clerical support, scheduling assistance and data entry during the ~~2017-2020~~2021-24 contract. ~~Four 8-hour Case Manager Assistants (“CMAs”) will be trained and assigned to serve the elementary, middle and high school CLC programs, SSD consultants, psychologists, autism and behavior consultants, SLPs, OTs, and PTs (Motor Team), Adaptive PE and the SSD Synergy Specialist.~~

In addition, during the term of this agreement, the District will provide two hours EA time per life skills classroom for transportation support.

ONE-TIME PAYMENT - PANDEMIC RELIEF

Full-time unit members employed by the district as of August 1 shall be entitled to one day of extended contract time for planning required to transition from hybrid and CDL instructional models in 2020-21 and prepare for the 2021-22 school year. Payment for part-time employees shall be pro-rated by FTE. Payment shall be made in the August 2021 payroll.