

District Package Proposal #1

June 17, 2021, 5:00 PM

Subjects: Outdoor School, Preparation Time, Personal Leave

What this package does:

- Creates new Appendix E – Outdoor School, which significantly increases the amount of compensation received by members working overnight at outdoor school, contingent on grant funding and provides other stipulations relating to outdoor school.
- Maintains current levels of preparation time and personal leave
- Clarifies how preparation time applies to part-time employees
- Resolves issues for bargaining and allows parties to focus on other bargaining priorities

Elements of proposal:

- 4J accepts revised version of EEA outdoor school compensation
- 4J accepts proposal on 10.1.5.e [part-time member proration/ prep time]
- EEA withdraws remaining prep time proposals
- EEA withdraws proposal on personal day
- The May 2019 Memorandum of Agreement on Outdoor School would be sunsetted.

Appendix E – OUTDOOR SCHOOL (New)

1. A member who works overnight during outdoor school shall be paid a stipend of \$900 for all outdoor school-related work outside the member's contract day based on a 2-night, 3-day outdoor school program. This stipend is intended to compensate the member for staying overnight and on site for the duration of the program, parent meetings, travel, on-call time, sleep time, student supervision and any other responsibility performed outside the member's contract day that is associated with the outdoor school program. The stipend will be prorated based on the number of hours a member is in attendance outside of regular working hours if the member does not stay overnight at Outdoor School.
2. Stipends are funded entirely through Measure 99 grant funding and will not be available, or available at the same levels, if the funds are reduced. Should Measure 99 grant funding be eliminated, Appendix E will be void. Should Measure 99 grant funding be reduced and the district implements a 1-night, 2-day program, the stipend will be reduced to \$450.
3. Members assigned to attend an Outdoor School day program will be compensated at their per diem rate for work hours in excess of 30 minutes beyond their regular contract day.
4. Fifth grade staff are expected to remain with students and on-site throughout all of Outdoor School. Whenever a member's personal circumstances make such attendance at overnight school a challenge, the building administrator and affected staff member will collaborate on other arrangements for coverage.

5. A member authorized and required by the district to drive their personal vehicle to and from the outdoor school program location shall be reimbursed for the mileage between the member's regular worksite and the program location at the prevailing IRS rate.
6. Should the district restructure its Outdoor School program in the future, Appendix E shall be subject to renegotiation on an expedited basis.

8.3 PERSONAL LEAVE – *Current contract language*

10.1.5 – PREPARATION TIME - *Current contract language except new subsection e*

10.1.5.e. Part-time members will receive pro-rated amounts of preparation time consistent with their FTE.