

## District Package Proposal #2

June 17, 2021, 6:30 PM

Subjects: Outdoor School, Affinity Group Leadership Stipend, CTE Stipend

### 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.
- Resolves issues for bargaining and allows parties to focus on other bargaining priorities

### Elements of proposal:

- 4J accepts revised outdoor school compensation (below)
- EEA withdraws CTE stipend proposal
- EEA accepts 4J Affinity Group leadership proposal (Appendix D) and withdraws its own
- 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. Should the district anticipate a significant change to the structure or level of Outdoor School grant funding, it will collaborate with EEA on the annual grant funding application.

**AFFINITY GROUP LEADERSHIP** *(Add to appendix D)*

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.