

EEA Counter Proposal Re Athletics Compensation 2/1/22

1. The November 2020 MOA between EEA and the district concerning athletics compensation will be implemented with the following modifications.
 - a. Within 8 weeks of the ratification date of this agreement, a committee comprised of four members selected by each party will be convened to review information from the joint survey on athletics and to score athletics coaching positions (i.e., those positions listed in articles 5.1.1, 5.1.2, 5.1.3 and 5.1.6). The committee will develop proposed stipend increments and a new extra duty salary schedule upon which those increments are based, and any other recommendations relating to compensation for athletics coaches, to recommend for consideration and approval by the parties' bargaining representatives.
 - b. The proposed solutions will meet the following guidelines:
 - i. The proposed stipend increments will comply with pay equity law.
 - ii. The educational attainment of an individual coach will not determine the stipend received.
 - iii. The salary schedule will not exceed 6 experience steps.
 - iv. The high school athletics positions listed in attachment A will be presumed to continue.
 - v. The committee will determine the maximum stipend increment for each position listed below. For purposes of setting these amounts, the sum total of the maximum stipend increments so determined will not exceed \$220,000 per high school.
 - vi. Compensation for any authorized pre-season work will be embedded in the established coaching stipend, and Article 5.1.9 (Fall Reporting Time) and its provisions of additional pay will no longer apply to fall sports coaches.
2. By no later than September 1, 2022, the parties will reopen for negotiation all articles relating to athletics coaching compensation, including Articles 5.1 (Activity Schedule),-5.1.1 (Senior High Coaches: Men's Sports), 5.1.2 (Senior High Coaches: Women's Sports), 5.1.3 (Senior High Coaches: Coed Sports), 5.1.6 (Middle School Coaches: Coed Sports); 5.1.9 (Fall Reporting Time) and 5.6 (Experience Credit). Article 5.1 and 5.1.9 (Fall Reporting Time) shall be reopened only to the extent that they apply to athletic coaching stipends; it is not the intent of this provision to address compensation for non-athletic activities.
3. The grandfathered salary schedule agreed to in paragraph 4 of the November 2020 MOA shall apply to current coaches and those who coach in Spring 2022 sports. The reference to the sunset date of June 30, 2026 in that MOA is changed to June 30, 2036.
4. Articles 5.1.4 and 5.1.5 (relating to middle school wrestling, soccer, and volleyball) are deleted. Should the district reinstate middle school wrestling, soccer and/or volleyball in the future, compensation will be negotiated by the parties at that time.
5. Article 5.1.11, Extended Season pay, of the current CBA is unchanged.
6. Article 5.1.12 Extended Travel, EEA accepts the 4J proposal: 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.