

**TENTATIVE AGREEMENT  
BETWEEN  
ASSOCIATION OF ROWLAND EDUCATORS (ARE)  
AND  
ROWLAND UNIFIED SCHOOL DISTRICT (RUSD)**

**May 23, 2022**

**ARTICLE VI - HOURS, DUTIES, WORK YEAR**

- 6.1 The Board recognizes that the varying nature of the Bargaining Unit Member's day-to-day professional responsibilities does not lend itself to a professional day of rigidly established length.
- 6.2 Bargaining Unit Members shall report to school not later than 30 minutes prior to their first regular daily assignment.
- 6.3 Bargaining Unit Members are expected to remain a sufficient amount of time after their last assignment to carry out necessary instructional, instructional-related, and adjunct duty responsibilities as defined below:
- 6.3.1 The instructional responsibilities include, but are not limited to: knowledge and utilization of successful teaching and pupil evaluation techniques; the establishment of teaching goals and objectives based upon District goals and objectives; preparation that reflects appropriate instructional activities; the use of student evaluation techniques that are consistent with District goals and objectives; the development and maintenance of classroom management practices, and the knowledge of child growth and development as it relates to learning.
- 6.3.2 The District will be responsible for providing information and/or instruction, as needed, pertaining to the above-related responsibilities. With respect to student discipline, the District agrees to furnish Bargaining Unit Members with electronic copies of the district discipline policies and the discipline plan for their site.
- 6.3.3 Instructional related responsibilities include, but are not limited to: completion of required reports and forms; parent and student conferences; conferences with administrators and other staff regarding students; **in-services professional development; service on building and/or District committees**; attendance at **faculty staff** meetings; attendance at graduation, parent meetings and activities when the employee has a responsibility at the activity.
- ~~6.3.4 After school faculty staff meetings and in-services shall last no longer than the posted school office hours (hours the site main office is open for regular school business).~~

- 6.3.5 Bargaining Unit Members are required to attend the following late afternoon or evening events: Back to School Night, Parent Conferences, Open House, and promotion/commencement appropriate for the unit members' assignment.
- 6.3.6 All supervision duties occurring before school, during an afternoon recess (if applicable to specific schools), and after school shall be assigned equitably at each school site. Supervision duties shall be rotated during the year to ensure equitability of time and supervision duty. Kindergarten teachers shall not be required to provide more than twenty minutes of supervision following dismissal of their students. All other Bargaining Unit Members shall not be required to provide more than ten (10) minutes of supervision duty per day, unless assigned to Bus duty where the maximum would be fifteen (15) minutes.
  - 6.3.6.1 Effective January, 2022, all Bargaining Unit Members assigned to teach grades 1-6 at Elementary school sites shall not be assigned morning recess supervision duty. The District shall provide comprehensive supervision during morning recess in order to ensure a safe environment for students by hiring Playground Supervision Assistants.
  - 6.3.6.2 In the event of a known unfilled vacancy in the position of Playground Supervision Assistant, and a need arises for certificated supervision during recess, administration shall provide for an equitable rotation of certificated staff to perform recess duty in order to ensure student safety while recruitment of the Playground Supervision Assistant occurs. Should the position remain unfilled for two calendar weeks, Bargaining Unit Members shall be compensated at the workshop rate thereafter.
  - 6.3.6.3 In the event of multiple unanticipated absences of Playground Supervision Assistants that cannot be covered by other staff, administration shall provide for an equitable rotation of certificated employees to perform recess duty in order to ensure student safety. Supervision duty assigned for this purpose shall be compensated at the workshop rate.

6.3.7 Elementary and TK-8 Early Release Day Schedule

The Early Release Day Schedule provides opportunities for staff to have protected time for professional conversations and collaboration, which research suggests significantly reinforces professional development, provides for a more effective uniform approach to instruction, and supports greater student outcomes.

- 6.3.7.1 All Elementary and TK-8 sites shall follow an Early Release Day Schedule on Mondays.
- 6.3.7.2 Use of early release days shall be focused on improvement of student achievement and adhere to a three (3) week rotation in any order of Site Staff Meeting, Site Professional Development, and Grade Level Articulation/Collaboration/Planning.

**(New) Site Staff Meetings (agenda and content developed by the principal) shall last no longer than 60 minutes. Grade Level Articulation/Planning meetings shall not be required to last more than 60 minutes. Site Professional Development shall last no longer than 120 minutes.**

**(New) During each grade reporting window, the two weeks prior to the close of the trimester, one Monday shall be designated for the completion of report cards. Attending a site staff meeting, site professional development, or grade level/articulation/planning shall not be required on the designated Monday.**

- 6.3.7.3 Every effort will be made to conduct staff meetings during the designated early release time; however, special circumstances may necessitate additional staff meetings outside of or in addition to this designated time. Under such circumstances, the site administrator will notify in advance the ARE site representative and the ARE President will be notified by the District administration of the circumstances necessitating the additional meeting.
- 6.3.7.4 The Association and the District understand that Site Professional Development is designed to meet the individual needs of the site, therefore professional development shall be held on site. In the event there is a professional development opportunity at a different location, both parties agree professional development for that particular day may take place off site.
- 6.3.7.5 Each site shall adhere to the three (3) week rotation on Mondays. In the event a professional development opportunity arises on a day other than the designated Monday, the schedule for that particular month may be altered to accommodate the professional development. The altered schedule must include days designated for Grade Level Articulation/ Collaboration/ Planning.

**6.3.8 2020-22 Intermediate and High School Late Start Practices**

- 6.3.8.1 The late start schedule provides opportunities for staff to have protected time for professional development, professional Learning Community collaboration, and other activities to best meet the instructional goals of the schools and district.**
- 6.3.8.2 Use of late start days shall adhere to a 3-week rotation in any order of site staff meeting, site professional development, and department articulation/collaboration/planning.**
- 6.3.8.3 Late start meetings of any type shall be no more than one hour**

in length.

- 6.3.8.4 In October and in March, at the approximate midpoint of each semester, one Monday shall be designated for the completion of report cards or other grading tasks. Attending a site staff meeting, site professional development, or department articulation/planning shall not be required on the designated Monday.**

~~For the 2021-22 school year, each secondary school site shall develop a bell schedule that is consistent with statutes related to later start times for secondary students and is consistent with late start meeting duration of the current MOU. Both parties agree to the following:~~

- ~~1. Bell schedules for Rowland High School and Nogales High School shall not exceed the current MOU. Both parties agree that the three-topic rotation of meetings in the current MOU shall continue to be included in bell schedules proposed. If either site proposes to exceed the current MOU practices, Article 24.3 Site-Specific Amendments, shall be followed.~~
- ~~2. Site administrators shall meet with their staff to receive input on potential student bell schedules for the 2022-23 school year.~~
- ~~3. After each meeting, the site administrator shall provide the staff with a copy of the input received via email.~~
- ~~4. Utilizing the input received from staff, each site shall develop a student bell schedule for consideration.~~
- ~~5. Each site shall submit the final proposed bell schedule to the Assistant Superintendent of Human Resources and the ARE president no later than December 17, 2021.~~

~~Both parties shall meet and negotiate the impacts and effects of the 2022-23 proposed student schedules no later than January 18, 2022.~~

#### 6.3.9 Adjunct Duties

- 6.3.9.1 Bargaining Unit Members at the secondary level (grades 7-12) are also responsible for adjunct duty assignments that occur outside the instructional day. These duties are supervision and assistance with student-oriented social and/or recreational activities. These activities include, but are not limited to, athletic events, dances, drama and music events, club, and club activities.

- 6.3.9.2 Bargaining Unit Members at the elementary level (grades PreK-6), at

continuation high school, and alternative education centers are also responsible for adjunct duty assignments that occur outside the instructional day. Adjunct duties include, but are not limited to, **representation on site and district committees** and coordination and advisement of various activities/events as determined by the needs of individual sites (e.g., volunteer tea, ~~yearbook~~, coordination of fairs or shows, career days).

- 6.3.9.3 Bargaining Unit Members' participation in assigned adjunct duties shall not exceed seventeen (17) hours per year.

**For Bargaining Unit Members whose adjunct duty assignments reach seventeen (17) hours at any point during the school year, no further adjunct duty shall be required. With pre-approval from the site administrator, the Bargaining Unit Member may agree to exceed the seventeen (17) hours with payment from site funds at the workshop rate.**

School Site Principals will annually provide the ARE President with an adjunct duty report which will include a list of identified adjunct duties, the number of hours allocated for each duty, and the average number of assigned adjunct duty hours by school site no later than September 30.

- 6.3.9.3.1 Bargaining Unit Members working less than full-time shall participate in adjunct duties on a pro rata basis.
- 6.3.9.4 Adjunct duty assignments shall be determined through a collaborative process between administration, and certificated staff at each school site, with equitable assignment of hours as a priority. The Association Site Representative shall be a participant in the discussions and determination of adjunct duty lists. Discussions to determine the year's adjunct duty assignments shall be part of each site's planning for the following year.
- 6.3.9.5 The District and Association are committed to a collaborative and equitable process for the assignment of adjunct duties at the elementary and secondary levels. Reasonable efforts will be made to ensure that all staff are present during this process. This process should include discussion between Bargaining Unit Members and the principal, and consideration of alternatives in the assignment of adjunct duties. In a situation where the principal and staff are not able to resolve an assignment of adjunct duties, the issue may be appealed to the Division level.
- 6.3.9.6 Reasonable efforts will be made to ensure that all staff have the opportunity to sign-up (volunteer) for their adjunct duties by scheduling sign-ups at a time when staff members have the opportunity to be present. Unfilled duties may then be assigned to Bargaining Unit

Members. Adjunct duties shall be assigned according to a process that is fair and equitable for all staff members.

6.3.9.7 When adjunct duty assignments occur on non-duty days, including but not limited to weekends, holidays, and vacation, only Bargaining Unit Members who volunteer shall fill the assignment. In fulfilling adjunct duties held off-site, Bargaining Unit Members shall be credited with travel time (calculated from the work site to destination and back) and reimbursed for mileage (per IRS established rate).

6.3.9.8 The scheduling of all known adjunct duties shall be completed by the end of the first school month.

6.3.9.8.1 If unforeseen situations occur during the year in which duties are needed, then such duties shall be assigned on a voluntary basis when possible in preference to mandatory assignments.

6.3.9.9 When previously assigned adjunct duties are rescheduled, notification will be given as soon as possible. Bargaining Unit Members who fail to complete an assigned adjunct duty shall complete the same number of hours in another adjunct duty.

6.3.9.10 Supervisors shall apply the provision of this Article in as consistent and reasonable a manner as possible in relation to the other schools and organizational units of the District, taking into account the special requirements of the various programs.

6.5 Bargaining Unit Members not regularly assigned to a classroom shall meet and discuss their schedule with their supervisor prior to the first student day. Schedules shall be reviewed and are subject to approval by their supervisor and shall have the provisions of Section 6.1 applied in as consistent a manner as possible.

6.7 Bargaining Unit Members shall maintain individual programs for personal professional growth to expand their skill levels and stay current with development in the field of education.

**6.7.1 Continued professional learning by Bargaining Unit Members is supported. Bargaining Unit Members may request to attend conferences, workshops or trainings to further their professional learning. Upon request, the supervisor will respond to the Bargaining Unit Member within 10 work days regarding the status of the request. Site and district approval, as well as Board Policy will apply. If approved, the site or District will pay registration fees and provide classroom teacher coverage if a substitute is available and needed.**

**6.7.2 Members who attend approved conferences or professional learning outside of the work calendar, which do not require travel expenses or reimbursement, other than local mileage reimbursement, shall be paid the**

**workshop rate for hours of attendance with approval of the site principal.**

6.8 Preparation Time

Preparation time shall be used for grading papers, preparation of lesson plans and curriculum, research, educational projects, student and parent contacts, conferring with the supervisor or other school administrator, collaboration with colleagues aligned with site goals, with topics determined by the Bargaining Unit Members, and other activities normally associated with teacher preparation time. Activities that necessitate leaving the school campus will require prior approval by the site administrator or designee.

6.8.1 Elementary Preparation Time

- 6.8.1.1 Full-time Bargaining Unit Members assigned a classroom teaching assignment in grades 1-6 shall have the equivalent of two-hundred (200) minutes every two (2) calendar weeks in blocks of no less than fifty (50) consecutive minutes of release time scheduled exclusively for planning and preparation.
- 6.8.1.2 A minimum of 50 minutes per week will be used for grade level collaboration to discuss topics aligned to school and district goals as determined by grade level teams.
- 6.8.1.3 It is the intent of the parties to provide equity to elementary teachers who receive **preparation planning** time. Therefore, **preparation planning** days missed due to holidays will be rotated to minimize disparities and provide equity to the extent possible.
- 6.8.1.4 **Preparation planning** time shall be provided by Bargaining Unit Members assigned to teach programs which may include but are not limited to music instruction, physical education or other enrichment programs.
- 6.8.1.5 Bargaining Unit Members shall be entitled to make-up **preparation planning** time missed solely due to participation in District-mandated release for professional development. In the event **preparation planning** time is missed due to district or site calendar events, including but not limited to holidays, articulation days, parent conference days, **preparation planning** time will not be made up for those members whose **preparation planning** time is affected.
- 6.8.1.6 If **preparation planning** time is missed due to district or site calendar events, including but not limited to holidays, articulation days, parent conference days, and the missed **preparation planning** time is not to be made up, the members of the grade level team shall determine whether to forego individual **preparation planning** or collaboration

that week.

- 6.8.1.7 If combining classes is necessary, the District shall maintain a 52:1 student/adult ratio for “**preparation planning**” sections.”

### **Move 6.8.3 and 6.8.4 under Special Education**

6.8.3 Speech and Language Pathologists shall submit a calendar for up to two release days per year to the Director of Special Education prior to the first day of instruction. Release days are to be provided for Speech and Language Pathologists for professional preparation purposes. Substitutes shall not be provided during these release days.

6.8.4 Bargaining Unit Members teaching in the Resource Specialist Program **at the elementary and TK-8 sites** shall provide a schedule within the first two weeks of school for approval from their site administrator for the equivalent of two-hundred (200) minutes every two (2) calendar weeks in blocks of no less than fifty (50) consecutive minutes of release time scheduled exclusively for planning and preparation. (moved to below in SPED section)

### 6.10 Work Year

The work year, defined as duty days, for Bargaining Unit Members shall be:

6.10.1 Counselors, Health Services Specialists, Program Specialists, Student Activities Advisors, **Social Workers** 200 days

6.10.2 School Psychologists 195 days

The new 195-day work year for school psychologists will begin in the 2020-21 school year.

6.10.3 Teachers and all other Bargaining Unit Members 185 days

6.10.4 The work year for Bargaining Unit Members on the 185-day schedule shall include three (3) staff development days within the already existing 185-day work year.

Within the three (3) non-instructional workdays prior to the commencement of the student year, Bargaining Unit Members shall be provided a minimum of one (1) full, **uninterrupted** days. ~~or six (6) hours~~ of classroom preparation time ~~in increments of not less than three (3) hours.~~

6.10.5 The work year for Bargaining Unit Members new to the District shall be three (3) additional days during their first twelve (12) months of service to provide opportunities for orientation and training activities. The additional days shall be scheduled for the week prior to the first day of the regular contract year and shall be identified on the official Board-adopted District Calendar.

**(New) For the 2022-23 and 2023-24 school years, classroom teachers reporting to their sites on non-contract days to prepare for the respective school year in the week prior to school starting shall be paid (10) ten hours at the workshop rate for classroom preparation.**

6.10.6 Any proposed changes to the teachers' work year will be negotiated.

6.12 **Upper Grade Classroom Grant** Instructional Materials Allocation

All ~~general education 4-6 TK-12~~ teachers with a classroom roster (~~including 3-4 combination class teachers~~) shall receive ~~an annual allocation and spend a yearly classroom grant of \$300 \$500~~ to support their instructional program. **Bargaining Unit Members without a classroom roster who work in classrooms with students shall receive an annual allocation of \$200 to support their instructional program.** Funds may be used **in accordance with RUSD purchasing procedures** for but not limited to: purchasing equipment **or purchasing instructional materials or hiring support personnel.** The site administrator or designee will notify all staff of the deadline for submitting orders before the first working day of April of the school year. **These funds are to be spent in the year allocated.**

~~6.12.1 It is understood that should an upper grade teacher be reassigned to a primary classroom or another school, any resources purchased by the grant would remain with the classroom. However, if the money has not yet been spent, the new teacher of record will decide how the grant will be used.~~

6.15 Bargaining Unit Members assigned to summer workshops and/or summer school shall be compensated at the workshop rate of pay. **Move to Article 13**

6.16 Any Bargaining Unit Member who is employed to prepare and present a workshop, seminar or like training session as a presenter, shall be paid at the daily rate of pay on a pro rata basis for hours worked. **Move to Article 13**

6.20 **Transitional Kindergarten (TK)**

Pursuant to SB1381 (Kindergarten Readiness Act of 2010), ARE and the District shall meet as necessary to negotiate working conditions for TK teachers as the program is developed for implementation. ARE and the District agree that in the event of legislated modification of this program including its elimination TK teachers will be reassigned to other grade levels per relevant sections of this agreement.

- 6.20.1 Classes with enrollment of 20 students or more will be provided with a three-hour daily Instructional Aide to support the TK program.
  - 6.20.2 Classes with enrollment of fewer than 20 students in TK, but greater than 7 students, will be provided with five hours of Instructional Aide time per week to support the TK program with no minimum daily amount required.
  - 6.20.3 Three hours of daily Instructional Aide support will be provided to TK/K combination classes when the class size reaches or exceeds 20 students and the majority of students are TK. In those TK/K combination classes with TK enrollment of more than 7 students but less than 11, an Instructional Aide will be provided for a period of 5 hours per week with no minimum daily amount required.
  - 6.20.4 The filling of vacant Instructional Aide positions is not subject to the grievance process as long as a request to fill the position is made within a reasonable period of time upon knowledge of a vacant position.
  - (New) 6.20.5 Transitional Kindergarten teachers shall have one hour of preparation time within the regular school day after student dismissal.**
  - (New) 6.20.6 Transitional Kindergarten Parent Conference Day schedules shall be reduced student days aligned with grade 1-6 Parent Conference schedules with staggered student release.**
- 6.25 Special Education
- 6.25.1 When an Individual with Exceptional Needs is assigned to the class of any Bargaining Unit Member, the District shall provide the IEP to the Bargaining Unit Member within twenty-four (24) hours of the student's first day in class if in the possession of the District.
  - 6.25.2 The District shall provide each special education teacher with District approved textbooks, consumables, and/or materials necessary and proper to meet District curriculum requirements.
  - 6.25.3 The Director of Special Education shall provide all special education Bargaining Unit Members with a list of District approved pupil assessments and materials in August of each year. The District shall provide each special education Bargaining Unit Member with the District approved assessments and materials upon request when needed for use by the Bargaining Unit Member.
  - 6.25.4 A joint Special Education committee shall be formed to facilitate communication and to work collaboratively to solve problems regarding various Special Education topics and procedures. The committee shall include the Director of Special Education or designee, two (2) site principals or designee, ARE President or designee, and two (2) Bargaining Unit Members appointed by the ARE

President. The Special Education committee shall meet not less than 3 times throughout the school year.

6.25.5 All Bargaining Unit Members on an IEP team (including interpreters) shall be paid their per diem hourly rate for attending an IEP meeting that begins or extends beyond 15 minutes after the close of the student day. Bargaining Unit Members shall be paid in increments of no less than thirty (30) minutes.

6.25.6 All Bargaining Unit Members on an IEP team (including interpreters) shall be paid the "Period Substitute" rate for each IEP meeting that occurs during a preparation period after the third such meeting in a school year. Bargaining Unit Members shall be paid in increments of no less than thirty (30) minutes.

6.25.7 Speech and Language Pathologists shall submit a calendar for up to two release days per year to the Director of Special Education prior to the first day of instruction. Release days are to be provided for Speech and Language Pathologists for professional preparation purposes. Substitutes shall not be provided during these release days.

6.25.8 Bargaining Unit Members teaching in the Resource Specialist Program at the elementary and TK-8 sites shall provide a schedule within the first two weeks of school for approval from their site administrator for the equivalent of two hundred (200) minutes every two (2) calendar weeks in blocks of no less than fifty (50) consecutive minutes of release time scheduled exclusively for planning and preparation.

(New) **6.25.9 Sites will be provided with four substitute days per Special Education classroom teacher to be allocated for the purpose of conducting IEPs within the school day.**

## ARTICLE VII - CLASS SIZE

~~7.12 For the 2021-22 school year, both parties agree to forming a workgroup to address and make recommendations about the varying workload, caseload, and class size concerns in the blended RSP & SDC model at Alvarado and Giano. Both parties agree to the following:~~

- ~~1. The workgroup shall include the Alvarado and Giano Bargaining Unit Members in RSP and SDC, both site administrators, the Director of Special Education, one Special Education coordinator, and the ARE President or designee.~~
- ~~2. The workgroup shall hold their first meeting by September 30, 2021 for the purpose of setting future meetings occurring throughout the school year.~~

~~3. — The findings from the workgroup shall be shared with the ARE and RUSD bargaining teams by May 1, 2022.~~

~~7.13 Preschool Mild to Moderate classes (AM and PM) shall not exceed a total caseload of 24 and class size maximum of 14. For any class size between 12-14 students, the District shall provide a Special Education Para Professional for the duration of the student day.~~

**Early Childhood Special Education (ECSE) Half-Day classes shall not exceed a total caseload of 24 and a class size maximum of 14 per class session. The staffing ratio shall be four students to one adult including the classroom teacher. One on one aides shall not be counted in the ratio.**

~~7.14 Preschool Moderate to Severe classes shall not exceed a total caseload and class size maximum of 12. For any class size between 8-12 students, the District shall provide a Special Education Para Professional for the duration of the student day.~~

**Early Childhood Special Education (ECSE) Full-Day classes shall not exceed a total caseload and class size maximum of 12. The staffing ratio shall be three students to one adult including the classroom teacher. One on one aides shall not be counted in the ratio.**

7.20 Building Counselors will be assigned at the ratio of 420:1 at grades 9-12 and 550:1 at grades 7-8 and Building Counselors assigned to serve grades TK-6 shall be assigned to not more than two sites.

## **ARTICLE XII - HEALTH AND WELFARE BENEFITS**

12.1 The Board shall continue to offer each full-time Bargaining Unit Member and eligible dependents health and welfare coverage (medical, vision, dental and life insurance) as currently described herein and Appendix C.

12.1.1 Effective January 1, 2022 the District maximum contribution (CAP) per eligible ARE Bargaining Unit Member will be \$14,000.

**12.1.2 Effective January 1, 2023, the District maximum contribution (CAP) per eligible ARE Bargaining Unit Member will be \$14,500 and effective January 2024, the maximum contribution will increase to \$15,000.**

## **ARTICLE XIII – SALARY SCHEDULES AND RULES**

13.11 Salary

Effective upon ARE ratification, Board of Education approval and County review the following salary improvements will be implemented.

- 13.11.1 Effective July 1, ~~2022~~ ~~2021~~ a ~~six percent (6%)~~ **7.0%** increase shall be applied to all salary schedules.

~~In addition, all Bargaining Unit Members shall be provided with a one-time off-schedule payment of four (4%) percent of their base salary in August, 2021. This one-time payment shall be prorated for Bargaining Unit Members hired after August, 2021 and provided within 45 days of start.~~

- 13.11.2 2022-2023 school year: All Bargaining Unit Members employed during the 2022-23 school year shall receive a one-time off-schedule payment equivalent to 5% of their base salary. This one-time payment shall be prorated for Bargaining Unit Members with less than a 100% contract.

- 13.11.3 Salary shall be open for discussions for the 2022-23 and 2023-24 school years.

#### **Moved from Article 6**

- 6.15** ~~Bargaining Unit Members assigned to summer workshops and/or summer school shall be compensated at the workshop rate of pay.~~

- 6.16 Any Bargaining Unit Member who is employed to prepare and present a workshop, seminar or like training session as a presenter, shall be paid at the daily rate of pay on a pro rata basis for hours worked.

- (New)** **Bargaining Unit Members working in a summer school assignment shall be paid based on their per diem rate for the Summer of 2023 and 2024.**

- (New)** **Effective the Summer of 2025, Bargaining Unit Members working in a summer school assignment shall be paid based on Column 3, Step 4 of the Schedule T Salary Schedule.**

- (New)** **The Additional Assignment, Workshop, and Period Substitute rate is based on Column 2, Step 1.**

- (New)** **Service on District committees shall be paid at the Workshop rate.**

#### 13.14 Extra Duty Pay Assignments

- 13.14.1 Bargaining Unit Members may be assigned to paid extra duty assignments when the extra duty assignment is essential to the

needs of the school, as determined by the supervisor for each school year.

13.14.2 Bargaining Unit Members shall be given first consideration for extra duty assignments.

13.14.3 Extra duty assignments as described in Appendix B € shall be paid at the indicated percentage rate of Step 1, Column 2 of the Teachers' Salary Schedule.

13.14.3.1 Department Chairpersons are paid at the end of each semester (50% of total amount)

13.14.3.2 Athletic Extra Duty Assignments are paid at the end of the season

13.14.3.3 Activity Extra Duty Assignments are paid at the end of each semester (50% of total)

13.14.4 The District shall allocate \$3.00 per A.D.A. to each elementary and intermediate school to be used, as determined by the supervisor, for payment to Bargaining Unit Members, at the workshop rate, for additional assignments beyond the instructional day.

13.14.5 Extra Duty Assignments/Stipends not listed in Appendix B € shall be paid at the end of the assignment.

13.14.6 Extra duty assignments pay shall be increased proportionately to reflect additional time required for playoff competition.

13.14.7 In recognition that Elementary Outdoor Science School requires overnight stays, teachers who accompany students to Outdoor Science Schools lasting for three or more days shall be entitled to an extra duty stipend.

13.15.4 ~~Effective September 1, 1997~~, Bargaining Unit Members who: 1) possess special education credentials **and/or Pupil Personnel Services (PPS) School Psychology credentials** which authorize them to **provide services to students in** ~~teach~~ resource specialist programs, special day classes, severely handicapped classes, adaptive PE classes, visually handicapped classes, and/or speech therapy/language group, 2) have such credential(s) properly registered with the District, and 3) are **providing services to Special Education students actually teaching the classes** designated in number 1) above will receive the **special**

**education** stipend. Bargaining Unit Members on emergency credentials/permits or waivers assigned to these classes do not qualify for the stipend.

~~Effective September 1, 1997~~, Bargaining Unit Members who are employed as: 1) nurses, and possess service credentials with a specialization in health for school nurses; and librarians, and possess the service credentials authorizing services as librarian or library media teachers will receive the nurse/librarian stipends. Nurses or librarians who have emergency credentials or are on waivers do not qualify for the stipend.

The District and Association agree that special education, nurse and librarian stipends are intended for those Bargaining Unit Members who **provide services to students in the special education program, are assigned to special education classes** and nurse/librarian positions that require credentialing beyond that of a basic multiple subject credential or single subject credential.

The stipend does not apply to those members who possess the additional credentials but are not assigned to such classes or positions. The Human Resources Divisions will work with the Special Education and Pupil Services Divisions to keep updated about Bargaining Unit Members' placements in these classes or positions.

## APPENDIX B

The District is willing to collaborate with the Association in determining the actual site needs and compensation for the proposed stipends below:

### **Elementary Extra Duty Assignments**

**For each responsibility area fulfilled by a member at the discretion of the site principal, the specified number of stipends shall be provided which can be shared by multiple employees performing the duties together. Stipends shall be paid at the indicated percentage rate of Step 1, Column 2 of the Teachers' Salary Schedule.**

**In the event a particular position is not filled, the respective stipend shall not be reallocated to augment another area.**

- |                                       |                         |
|---------------------------------------|-------------------------|
| <b>1. Elementary Yearbook Advisor</b> | <b>2.5% (1 stipend)</b> |
| <b>2. Elementary Sports Advisors</b>  | <b>2% (3 stipends)</b>  |

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- 3. Elementary Academic Competition Advisor 2% (1 stipend)**
- 4. Student Council Advisor 2.5% (1 stipend)**