

TENTATIVE AGREEMENT
BETWEEN
ASSOCIATION OF ROWLAND EDUCATORS (ARE)
AND
ROWLAND UNIFIED SCHOOL DISTRICT (RUSD)
October 24, 2023

ARTICLE VI

HOURS, DUTIES, WORK YEAR

6.3.5 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 **as well as to ensure equitable duty-free days, to the extent that duty free days are possible.** Kindergarten and preschool 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 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.~~

6.3.6.1 All Elementary and TK-8 sites shall follow an Early Release Day Schedule on Mondays. **The Early Release Day 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.**

6.3.6.2 Use of early release days shall be focused on improvement of student achievement and adhere to a ~~three (3)~~ **four (4)** week rotation in any order. ~~of Site Staff Meeting, Site Professional Development, and Grade Level Articulation/Collaboration/Planning.~~ **Each four-week rotation shall have a maximum of two site staff meeting/PD meetings and a minimum of two (2) grade level articulation/collaboration/team planning. Principals shall be responsible for determining the agenda for professional development and staff meetings. Collaborative teacher teams shall be responsible for determining the agenda for grade level articulation/collaboration/team planning. Staff meetings**

and/or PD may be yielded to provide additional time for grade level articulation/collaboration/team planning.

- 6.3.6.3 One (1) site staff meeting/PD meeting per four-week rotation shall last no longer than ninety (90) minutes and the remaining three (3) early release meetings in the rotation including grade level articulation/collaboration/team planning meetings shall not be required to last longer than sixty (60) minutes.**

~~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.~~

- 6.3.6.4 During each trimester 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. **The minimum of two (2) grade level articulation/collaboration/team planning described in 6.3.6.2 may be adjusted during each trimester grade reporting window, if needed, for the purpose of scheduling the designated Monday.****
- ~~6.3.6.5 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.~~
- ~~6.3.6.6 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.~~
- ~~6.3.6.7 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.~~

6.3.7 Intermediate and High School Late Start Practices

- 6.3.7.1** The late start schedule provides opportunities for staff to have protected time for professional development, **p**Professional Learning Community collaboration, and other activities to best meet the instructional goals of

the schools and district.

6.3.7.2 Use of late start days shall adhere to a ~~3-week~~ **four (4)** rotation in any order. ~~of site staff meeting, site professional development, and department articulation/collaboration/planning.~~ **Each four-week rotation shall have a maximum of two site staff meeting/PD meetings and a minimum of two (2) department articulation/collaboration/team planning. Principals shall be responsible for determining the agenda for professional development and staff meetings. Collaborative teacher teams shall be responsible for determining the agenda for department articulation/collaboration planning. Staff meeting and/or PD may be yielded to provide additional time for department articulation/collaboration/ planning.**

6.3.7.3 Late start meetings of any type shall be no more than one hour in length.

6.3.7.4 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.

6.3.8 Adjunct Duties

6.3.8.1 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. **Staff members performing adjunct duties outside of the school day shall be provided with contact information for an administrator or designee to contact in the event of need.**

6.3.8.2 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 **committees** and coordination and advisement of various activities/events as determined by the needs of individual sites (e.g., volunteer tea, coordination of fairs or shows, career days).

6.3.8.8 The scheduling of all known adjunct duties shall be completed by **September 15 of each school year** ~~the end of the first school month.~~

6.3.8.8.1 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.

6.3.8.9 When previously assigned adjunct duties are rescheduled **as a result of**

administrative decision, notification will be given **within 5 work days, and in all other cases** 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.

6.7 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. **Bargaining Unit Members shall be informed about the process for conference attendance no later than the last work day of August. Educational Services shall provide the ARE president with a monthly report listing all Bargaining Unit Members requesting professional learning during that month, the title of each requested workshop or conference, and which were approved.**

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.

6.10.6 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 **two (2) weeks** prior to school starting **during the hours the school office is open** shall be paid (10) ten hours at the workshop rate for classroom preparation.

6.11 Instructional Minutes

Effective July 1, ~~2016~~ **2023**, the annual number of days and **maximum annual** minutes of instruction at each level **TK-8** shall be:

Level	Days	Minimum Minutes
TK-K	180	50,645
1-3	180	55,050
4-6	180	56,100
7-8	180	59,995
9-12*	180	64,800

Effective July 1, 2016, the number of days and minutes of instruction **shall be a minimum of:**

<u>Level</u>	<u>Days</u>	<u>Minutes</u>
9-12*	180	64,800

* 64,800 minutes provided within a six-period day.

~~Sites with additional minutes shall not be required to reduce minutes.~~

Proposed changes to a site daily or weekly schedule shall be determined collaboratively with the staff and administration. Changes must be district approved prior to implementation, to confirm that the maximum number of instructional minutes has not been exceeded. The ARE president and site representative(s) shall be notified prior to implementation of site schedule changes.

6.12 Instructional Materials Allocation

All TK-12 teachers with a classroom roster **and all Education Specialists** shall receive an annual allocation of \$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. **Funds shall be allocated per teacher and not by department or grade level.** 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.

6.18 Transitional Kindergarten (TK) (class size and staffing information moved to Article VII: Class Size) 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.

~~6.18.1 Classes with enrollment of 20 students or more will be provided with a three-hour daily Instructional Aide to support the TK program. Transitional Kindergarten classes and combination classes including transitional kindergarten students shall be staffed at a minimum pupil to adult ratio of 12 to 1 for the duration of the student day.~~

~~6.18.2 Classes with enrollment of 20 students or more will be provided with a three-hour daily Instructional Aide to support the TK program. Transitional Kindergarten classes and combination classes including transitional kindergarten students shall be staffed at a minimum pupil to adult ratio of 12 to 1 for the duration of the student day.~~

~~6.18.3 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~~

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~~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.~~

6.18.4 ~~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.~~

6.18.5 Transitional Kindergarten teachers shall have one hour of preparation time within the regular school day after student dismissal.

6.18.6 Transitional Kindergarten Parent Conference Day schedules shall be reduced student days aligned with grade 1-6 Parent Conference schedules with staggered student release.

6.19 Elementary Music Program

6.19.5 **Each spring, elementary music schedules for the following year shall be created collaboratively between administration and the elementary music teachers, with the goal of minimizing the number of sites per teacher to the extent possible. When schedule changes are necessary during a school year, changes will be made following the same collaborative process.**

6.22 Bargaining Unit Members Substituting for Another Bargaining Unit Member

6.22.1 Whenever a Bargaining Unit Member assigned to grades 7-12 substitutes for another Unit member during a preparation period, the substitute Bargaining Unit Member shall be compensated for one (1) hour at the "Period Substitute" rate.

6.22.2 In the event that a day-to-day substitute is not available for a Bargaining Unit Member assigned to grades ~~TK-12~~ **PK-12**, if the students of the absent Bargaining Unit Member are placed in another Bargaining Unit Member's classroom, the receiving Bargaining Unit Member shall be compensated on an hour-for-hour basis at the "Period Substitute" rate.

6.23 Special Education

6.23.4 A joint Special Education committee shall be formed to facilitate communication and to work collaboratively ~~to solve problems~~ regarding various Special Education topics, **issues** and procedures. The committee shall include the Director of Special Education or designee, two (2) site principals or designee, ARE President or designee, **two (2) secondary Education Specialists, one (1) Speech and Language Pathologist, one (1) Psychologist**, and two (2) **elementary Education Specialists selected collaboratively** by the ARE President **and the Director of Special Education**. The Special Education committee shall meet not less than 3 times throughout the school year.

6.23.5 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)~~ **fifteen (15)** minutes. **The change to 15-minute increments shall be effective once the 2023-2024 reopener TA is ratified by ARE membership and approved by the RUSD Board of Education.**

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.

6.23.6 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.

6.23.7 **Education Specialists without a classroom roster Bargaining Unit Members teaching in the Resource Specialist Program** at 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.

ARTICLE VII

CLASS SIZE

7.1 Effective July 1, 2016, individual class size maximums for grades TK-6th grade shall not exceed those which were in place in the 1989-90 school year for grades TK-3. Individual class size enrollments shall not exceed the following levels:

Level	Grade Span	Average Maximum
TK-K		33
1-3		32
4-6		35

7.1.1 Effective July 1, 2016, through Supplemental and Concentration Grant funding, the district shall reduce class size in grades TK-3 and grades 4-6 from the above maximums to the following maximums when averaged by individual school site grade span. **Students with an IEP who are on a General Education teacher's roster and receive instruction in a general education class for any part of the school day shall count toward the average class size maximum and the individual class maximum.**

Grade Span	Average Maximum	Individual Class Maximum
TK-3	24:1	26:1
4-6	32:1	35:1

- 7.1.2 **TK classes and combination classes including transitional kindergarten students shall be staffed at 24:1 student/teacher ratio. TK classes and combination classes including transitional kindergarten students above a 12:1 student/teacher ratio shall be provided an additional employee to maintain a ratio of 12 students per each adult.**
- 7.1.3 If funding for Supplemental and Concentration Grant is reduced below the level provided to RUSD in the 2015-2016 school year, applicable articles may be opened by either party to negotiate the effects of the reduction in funding.
- 7.10 Speech and Language Pathologists shall be staffed at a ratio of 50:1. ~~and for~~ **For those who have a caseload of more than 50, a SLPA shall be provided for a minimum of five and one-half (5.5) hours each week. For those with a caseload over 60, a SLPA shall be provided for a minimum of eleven (11) hours each week.**
- 7.11 **Education Specialists with a Mild Moderate teaching credential shall provide case management services for a maximum of 28 students. Education Specialists providing services to students with mild to moderate support needs, outside of the general education environment, shall provide services to a maximum of 17 students, at any given time.**
- ~~The Resource Specialist Program (RSP) shall have a caseload of no more than 28.~~
- 7.14 **Moderate to Severe or Extensive Support Needs** ~~Special Day~~ Classes shall not exceed an individual class size maximum of 12. For any class size between 10-12 students, the District shall provide a Special Education Para Professional for at least 50% of the student day.
- 7.15 ~~Mild to Moderate Special Day Classes (SDC)~~ **Mild to Moderate support needs** classes shall not exceed an individual class size maximum of 17. For any class size between 14-17 students, the District shall provide a Special Education Para Professional for at least 50% of the student day.
- 7.17 The staffing ratios for secondary schools shall be in accordance with Sections 7.2, 7.5 and 7.6 of this Article with agreement to the following special provisions:
- 7.17.1 Comprehensive high schools shall be staffed based upon actual student enrollment each year. Staff may be assigned in different numbers for the first and second semesters, but the annual staffing ratio average shall be maintained.
- 7.17.2 Independent Home Study, **and** Work Experience, ~~and BIC teaching periods~~ shall be staffed from the regular high school staffing formula.
- 7.17.3 Each comprehensive high school shall be assigned the equivalent of two (2) classroom teachers over and above the normal ratio to fulfill responsibilities including, but not limited to: Associated Student Body activities, Athletic Director's activities, and/or major department chairperson release time, as well as additional responsibilities that may arise to address Western Association of

Schools and Colleges (WASC) and/or School Improvement Plan for Student Achievement (SIPSA) goals. The immediate supervisor shall meet with and receive input from the site leadership team by the end of the first week in May prior to determining how the equivalent of two (2) classroom teachers will be utilized for the upcoming school year. Upon request, the immediate supervisor shall meet with the leadership team to discuss the final determination. The leadership team shall designate one person to take minutes during the meeting and those minutes shall be included in the leadership team's regular report.

- 7.18 Individual class enrollments that exceed the staffing ratio by 10% in classes other than Physical Education, Music, and Business Education, shown in the enrollment reports for the second and seventh school months, shall be reported to the Board both orally and in writing during open session within thirty (30) days of the survey dates.
- 7.19 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 (2) sites.
- 7.20 **Caseloads shall be balanced equitably among social workers.**

ARTICLE XIII

SALARY SCHEDULES AND RULES

- 13.11.1 **Effective July 1, 2023, an eight and one-half percent (8.5%) increase shall be applied to all salary schedules plus an additional one-time payment of five percent (5%) to be provided to all Bargaining Unit Members employed and in paid status as of October 24, 2023, based on the new base salary schedule. Both retroactive salary payment and one-time payment shall be made within 90 calendar days from the date the agreement is ratified by ARE membership and approved by the RUSD Board of Education.**
- ~~13.11.3 Salary shall be open for discussions for the 2022-23 and 2023-24 school years.~~
- 13.11.5 Bargaining Unit Members working in a summer school **or Winter or Spring intercession intervention session** assignment shall be paid based on their per diem rate for the Summer of 2023 and **for 2024.**
- 13.11.6 Effective the Summer of 2025, Bargaining Unit Members working in a summer school **or Winter or Spring intercession intervention session** assignment shall be paid based on Column 3, Step 4 of the Schedule T Salary Schedule.
- 13.11.7 The Additional Assignment, Workshop, **Home Teaching**, and Period Substitute rate is based on Column 2, Step 1.
- ~~13.12.3 It is recognized that the salary increase commencing September 1, 2000 include~~

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~~the 1.25% funding for Staff Development Buy-Back Days (SB 1193). Any changes in funding this program would be acknowledged by the Association and District and included as a factor in negotiating salary changes in the future.~~

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

APPENDIX B

EXTRA DUTY PAY ASSIGNMENT SCHEDULE

POSITION FACTOR

1. **INTERMEDIATE AND HIGH SCHOOL DEPARTMENT CHAIRPERSON**
(Paid in equal payments at end of each semester)

For each Department Chairperson filled by a member of the respective department at the discretion of the site principal, one stipend at each level will be provided which can be shared by multiple employees performing the duties together.

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

Art	6%
CTE	8%
Director of Athletics	10%
English	8%
Fine Arts	8%
Foreign Language World Languages	7 8%
Honors	7 8%
Mathematics	8%
Music	6 8%
Physical Education	8%
Science	8%
Social Science	8%
Special Education	7 8%
ELD Coordinator	8%
Intermediate Team Leader	8%
Health Services Specialist	8%

Lead Counselor	8%
Psychologist Services Specialist	8%
Speech and Language Services Specialist	8%

2. **ATHLETIC EXTRA DUTY ASSIGNMENTS (Paid at the end of the season or activity)**

For each athletic sport fielded by a school for competition within the school’s respective competitive league, one coaching stipend for each team during the official recognized CIF season at each level shall be provided unless additional stipends are approved through Human Resources prior to the offering any additional positions. These positions and stipends may be shared by multiple employees performing the duties together.

Upon notification of a new competitive athletic team being fielded through by a school within the school’s respective league, the parties agree to meet and establish an appropriate stipend structure for the new team.

In the event a team is not fielded, the respective stipend shall not be reallocated to augment another area.

Sport	Level	Percentage
Badminton	Varsity	7%
Badminton	J.V.	6%
Baseball	Varsity	9%
Baseball	Assistant Varsity	6%
Baseball	J.V.	6%
Baseball	Freshman	6%
Basketball	Varsity	9%
Basketball	Assistant Varsity	6%
Basketball	J.V.	6%
Basketball	Freshman/Sophomore	6%
Basketball	Freshman	6%

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Cheer	Varsity	8%
Cheer	Assistant Varsity	6%
Cross Country	Varsity	8%
Cross Country	JV	6%
Football	Varsity	10%
Football	Assistant Varsity	8%
Football	JV	7%
Football	Assistant JV	6%
Football	Freshman	7%
Football	Assistant Freshman	6%
Golf	Varsity	7%
Golf	JV	6%
Soccer	Varsity	8%
Soccer	Assistant Varsity	6%
Soccer	JV	6%
Softball	Varsity	9%
Softball	Assistant Varsity	6%
Softball	J.V.	6%
Softball	Freshman	6%
Swimming	Varsity	8%
Swimming	Assistant Varsity	6%
Swimming	JV	6%
Tennis	Varsity	8%
Tennis	J.V.	6%
Track	Varsity	9%
Track	Assistant Varsity	6%
Track	JV	6%
Volleyball	Varsity	8%
Volleyball	JV	6%
Volleyball	Assistant Varsity	6%
Volleyball	Freshman/Sophomore	6%

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Water Polo	Varsity	8%
Water Polo	Assistant Varsity	6%
Water Polo	Freshman/Sophomore	6%
Wrestling	Varsity	8%
Wrestling	Assistant Varsity	6%
Wrestling	JV	6%

3. ACTIVITY EXTRA DUTY ASSIGNMENTS (Paid in equal payments at end of each semester)

For each Extra Duty Assignment filled at the discretion of the site principal, one stipend at each level will be provided unless additional positions are approved through Human Resources prior to the offering of the position. These positions and stipends may be shared by multiple employees performing the duties together. In the event a particular position is not filled, the respective stipend shall not be reallocated to augment another area.

A.	High School Drama Advisor	8%
B.	High School Drill Team Advisor	8%
C.	High School Yearbook Advisor	6%
D.	High School Assistant Athletic Advisor	8%
E.	High School Paper Advisor	6%
G.	High School Pep Advisor	8%
H.	High School Tall Flag Advisor	6%
I.	High School Class Advisor	5%
J.	High School Instrumental Music Advisor	9%
K.	High School Choral Music Advisor	9%
L.	Intermediate School Instrumental Music Advisor	5%
M.	Intermediate School Choral Music Advisor	5%
	Intermediate School Drama Advisor 5%	
N.	Intermediate School and Continuation High School Yearbook Advisor	5%
O.	Intermediate School and Continuation High School Newspaper Advisor	5%
P.	Intermediate School and Continuation High School Student Activities Advisor (ASB)	5%

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Q.	Modern Dance Advisor	7%
R.	Intermediate School Advisors, after school Activities/Student Council, Drill Team, PEP, Tall Flags	5%
S.	Academic Competition Advisor High School	10%
T.	Academic Competition Advisor Intermediate School	5%
U.	Middle School Sports Advisors (4 stipends)	2%
V.	Elementary Yearbook Advisor	2.5% (1 stipend)
W.	Elementary Sports Advisors	2% (3 stipends)
X.	Elementary Academic Competition Advisor	2% (1 stipend)
Y.	Student Council Advisor	2.5% (1 stipend)

SPECIAL STIPENDS (PAID MONTHLY)

1. Doctoral Stipend ~~\$2,000~~ per school year (see 13.15.1 for explanation) **3.6% of Step 1 Column 2**
2. Bilingual Stipend - ~~\$2,000~~ per school year (see 13.15.2 for explanation) **3.6% of Step 1 Column 2**
3. Special Education ~~\$2,000~~ per school year (see 13.15.4 for explanation) **3.6% of Step 1 Column 2**
4. Nurse/Librarian stipend - ~~\$500~~ beginning (see 13.15.4 for explanation) **1% of Step 1 Column 2**
5. Elementary Outdoor Science School - ~~\$350~~ (see 13.14.7 for explanation) **1% of Step 1 Column 2**
6. Combination Classes - ~~\$2,500~~ per school year (see 7.4.2 for explanation) **4.5% of Step 1 Column 2**