

## **ARTICLE 20**

### **EXTENDED RESPONSIBILITIES**

**A.** Employees may accept assignments to lead student activities sponsored by the District as an extended responsibility.

**B.** Determination of the number of extended responsibility positions available each school year, the job content and duration of the positions offered and the selection and retention of employees to be offered these extended responsibility assignments rests solely with the Board and the school administration.

**C.** The parties understand that the initial acceptance of an extended responsibility assignment by an employee is voluntary, but once accepted, the employee shall continue the extended responsibility assignment for its duration unless canceled by the District. In most instances, the assignment will be equivalent to appointment for the school year. However, nothing contained in the provisions of this Agreement shall be construed as establishing permanent status for extended responsibility assignments, nor an obligation for the employee to accept the assignment for more than one year at a time.

**D.** The Schedule of Extra Pay for Extended Responsibility Assignment is found in Appendix C-3 and is based upon the maximum level (top step of the BA column) of the regular salary schedule.

1. Vertical placement is based on experience and performance in each particular assignment. It is possible to be retained on the same step in successive years and it is also possible to advance more than one step in one year. Recommendations for initial placement and

successive steps are made by the combined decision of building principals, and a Human Resource administrator.

2. Horizontal columns reflect difficulties and responsibilities of various extra duties.

#### **E. Payment**

1. Payment for extended responsibilities will be prorated on a monthly basis for the duration of the assignment.

2. If an extended responsibility assignment is canceled or reduced in length, payment will be determined by the building principal and shall not be less than a prorated amount based on beginning and ending dates of the assignment as determined by the District.

#### **F. Appeals**

1. A specific classification of employees as listed in Appendices C 1 and C-2 may appeal their point total only. Such appeal shall include all bargaining unit employees with a similar assignment. Individual appeals will not be heard.

2. Each appeal will include a written rationale and a recommended point allocation on the "Criteria for Determining Assignment Stipend" form.

3. All appeals will be heard and reviewed by an appeals committee. The committee will consist of a Human Resource administrator, who will chair the committee, two (2) employees (not involved in the classification being considered) appointed by the Association, and two (2) administrators appointed by the Chief Human Resource Officer.

4. Appeals will be heard annually and must be filed with the Human Resource administrator by November 1. Appeals will be heard by December 15. Adjustments will be effective the following school year and will not be retroactive.

5. The decisions of the committee to revise point totals or to maintain the same point totals shall be final and not grievable.

**G.** Mentors for New Teachers and Interns - Should funding be available, the District and the Association shall work together within the limits of the law to create a mentor program.

**H.** In addition to any established mentor program, the District will provide affinity opportunities and other support upon request to newly hired educators of color through the use of a peer support network comprised of District peer support mentors, regional networks, and educators from other districts. This support shall be provided upon request to educators of color for the first three years of employment with the District. Participation as a District peer support mentor shall be voluntary and shall be compensated at the rate of 2% of the top step of the BA column for each year until a rate of pay is established in accordance with Section J below.~~*in accordance with Appendix C-3 of this Agreement.*~~ District peer support mentors shall be trained to ensure that the support given to newly hired educators of color is uniformly offered and appropriately delivered.

**Mentors will maintain confidentiality within the mentor/mentee relationship. Information will not be used in any evaluation or disciplinary processes.**

#### **H.—I. Extended Season Pay**

For team sports or activities recognized by the Oregon School Activities Association (OSAA), extended compensation shall be paid to varsity coaches and advisors involved in competition beyond the District level and not part of the regularly scheduled season.

For individual sports or activities recognized by the OSAA where one to five students qualifies for post- season activity, one coach or advisor shall be eligible for extended pay. Additional coaches or advisors shall be eligible based on a ratio of one coach or advisor for every five participants or part thereof.

Compensation for extended season shall be based on a weekly rate calculated on an average twelve-week season.

The extended week will start the first day following the adopted “cut-off ” date for each sport as established by the OSAA.

#### **J. Pay Parameters Task Force**

1. **The parties agree to establish a task force to review, research, and explore compensation for extended contract responsibilities, stipends, and work performed outside of normal contract duties. The task force will be charged with developing recommendations for appropriate compensation.**
2. **The task force should be comprised of 6 members. Three (3) selected by the Association and three (3) selected by the District.**
3. **The task force shall hold their first meeting no later than September 25th, 2022. Their recommendations will be due to the Association and District bargaining teams no later than June 1, 2023.**