

TENTATIVE AGREEMENT

107 STUDENT ACTIVITY SPONSORSHIP

I. Definition

Student activity sponsorship (SAS) is defined as a separate contract for direct supervision ~~outside of the work day~~ for an activity, club, or sport. There will be no payment for any student activity conducted solely during the work day.

II. Conditions

A. Acceptance of an SAS contract is voluntary. Refusal to accept or willingness to perform an SAS contract shall have no bearing on continued building assignment or formal evaluation.

B. A job description will be developed by the building principal prior to the posting of the position. The job description will be as specific as necessary to meet the needs of the particular building and/or position. A job description will be written for each activity specifying the qualifications required of the coach or sponsor.

C. Activities listed in this Agreement are for the purpose of assuring equitable compensation for activities requiring comparable time requirements. Actual activity sponsorships shall be predicated on funds available for student activities and individual building interests.

D. The SAS sponsor shall be immediately made aware of any formal complaint related to the activity sponsor, activity, and/or its operation. A teacher may be released from an SAS contract based on the needs of the program as determined by the building principal, for reasons of health, for just cause, or for any reason which is mutually agreed to by the teacher and the building principal. Termination from an SAS contract initiated by the District before completion of the contract is subject to the grievance procedure.

III. Vacancies and Hiring

Known SAS vacancies for the school year will be posted no later than May 1, for a minimum of five (5) work days. The vacancy may arise due to added positions, resignations, terminations, or the principal's decision not to renew a contract. Should a vacancy occur during a school year, the position may be filled by the building principal on an interim basis and then posted as a vacancy for the upcoming school year.

If possible, SAS contracts for the upcoming school year will be signed prior to the end of the current school year. Contracts for new hires will be signed as soon as possible after the beginning of the school term.

When it is not possible for SAS contracts to be signed before the end of the current school year, the principal shall provide, prior to the end of the current year, a letter of intent to those SAS sponsors whom the principal intends to retain for the following year. The letter of intent shall include that the retention is expressly contingent upon the continuation of the SAS activity. Absent a letter of intent or a signed contract, nothing herein shall require an SAS sponsor to be retained.

DocuSigned by:
Ivory McDaniel-Ilgenfritz 7/10/2023
595B28AC7F2D498...
Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

DocuSigned by:
Coby Haas 7/10/2023
7D1EDEC8819A48E...
Coby Haas Date
FEA Spokesperson

TENTATIVE AGREEMENT

The principal shall issue the contract to the applicant best qualified to sponsor the activity. In the event the percentage of SAS contracts held by certified teachers falls below fifty percent (50%) at any one school, the available SAS contracts will subsequently be offered first to qualified certified teachers at that school who volunteer until at least fifty percent (50%) of the contracts are again held by teachers.

IV. Contracts

An SAS contract shall be written for each activity. Except in circumstances beyond the District's control, a copy of the completed, signed contract shall be given to the activity sponsor prior to the beginning of the activity.

Contract payments will be made within two (2) District paydays following the completion of services as outlined in the job description. If the contract is for an activity that lasts the entire school year, the payment amount will be established per the range placement below, unless specifically altered by the Superintendent, however payment will be split into two (2) equal installments: the first within two (2) District paydays following the end of the first semester and the second within two (2) District paydays following the completion of services as outlined in the job description. Assistant sponsors shall be paid as determined by the building principal. The number of assistants shall be determined by the building principal based upon program needs and budgetary restrictions.

V. Expense Reimbursement

Activity sponsors shall be reimbursed for all approved expenses incurred on trips related to their activity duties. Activity sponsors shall be provided with a travel advance for all reimbursable expenses to be incurred on District-approved trips related to their activity duties provided the request for the advance is received by the Accounting Services Department within ten (10) work days in advance of the travel. The sponsor shall provide receipts verifying all expenditures to the Accounting Services Department within ten (10) work days after the conclusion of the travel. The sponsor shall refund any money advanced in excess of the amount for which receipts are provided within ten (10) work days after the conclusion of the travel. Any reimbursable expenses beyond the amount shall be paid to the sponsor within ten (10) work days after the receipts are received by the Accounting Services Department.

VI. Elementary and Secondary Activities Paid by Hours Negotiated

A. Elementary activities shall be paid on an hourly basis as determined by the job description. All activities which are recognized across the District shall be paid with an SAS contract. These shall include, but shall not be limited to, Speech Contest, Spelling Bee, Science Fair, Math Counts, Geography Bee, Cross Country Running, Cross Country Skiing, and Robotics. **The administrator maintains sole discretion to approve contracts for additional activities outside of the curricula standards and normal expectations of the teacher.** Payment will be computed by multiplying the number of **approved** hours involved in the activity by the X factor.

B. Upon agreement between the District, the employee, and FEA, an hourly rate may also be used to compensate secondary activities when the job description requires fewer than the estimated hours for the activity's range.

C. Payment may not exceed the negotiated rate.

DocuSigned by:

 595B28AC7E2D498
 Ivory McDaniel-Ilgenfritz Date
 District Chief Spokesperson

DocuSigned by:

 7D1EDEC0819A48E...
 Coby Haas Date
 FEA Spokesperson

TENTATIVE AGREEMENT


The X factor will be \$~~15.98~~. **20.00**

MIDDLE/JUNIOR HIGH SCHOOL ACTIVITY RANGES	
Range 2	Cross Country Running Interest Clubs
Range 3	Band Choir Drama* (per major production) Honor Society Math Counts Orchestra Student Council Track and Field Wrestling Managers
Range 4	Rifle Robotics Student Newspaper
Range 5	Boys' Volleyball (per team) Boys' Basketball (per team) Cross Country Skiing Girls Volleyball 7th & 8th Girls' Basketball 8th Gymnastics Intramurals Wrestling Yearbook

HIGH SCHOOL ACTIVITY RANGES	
Range 2	Interest Clubs
Range 3	Art Club Class Advisor (Freshman & Sophomore) Foreign Language Club
Range 4	Career Interest Clubs (FFA, HOSA, DECA, etc) Class Advisor (Junior) Declamation Forensics/Debate <u>Drama/Debate/Forensics</u> Honor Society <u>Pep Band (per sport season)</u>

DocuSigned by:

 595B28AC7F2D498...
 Ivory McDaniel-Ilgenfritz Date
 District Chief Spokesperson

DocuSigned by:

 7D1EDEC8819A48E...
 Coby Haas Date
 FEA Spokesperson

TENTATIVE AGREEMENT


Range 5	Band** Class Advisor (Senior) Dance Team Drama* (per major production) <u>eSports</u> Orchestra** Robotics Science Symposium Vocal Music**
Range 6	Academic Decathlon <u>Flag Football</u> Intramurals Student Newspaper Yearbook Varsity Cheerleading (per sport season) Wrestling Managers
Range 7	Cross Country Running Gymnastics JROTC <u>JROTC</u> Rifle Student Council Track and Field
Range 8	Boys Basketball Cross Country Skiing Football Girls Basketball Hockey Swimming Volleyball Wrestling

* Jointly determined by sponsor and principal

** An overlap exists between curricular and extracurricular in these areas and should be noted that public performances may be either curricular or extracurricular. Performance schedules must be determined by sponsor and principal.

DocuSigned by:

 595B28AC7F2D498... 7/10/2023
 Ivory McDaniel-Ilgenfritz Date
 District Chief Spokesperson

DocuSigned by:

 7D1EDEC8819A48E... 7/10/2023
 Coby Haas Date
 FEA Spokesperson