V. ASSOCIATION RIGHTS

A. ROOMS: The Association may use school rooms and other meeting rooms for Association business meetings at no cost to the Association provided there is no additional cost to the District.

B. BULLETIN BOARDS: The Association may post Association materials on bulletin boards located in faculty rooms and work rooms. All materials must comply with State law and District policy with respect to campaign and election information.

C. DISTRICT MAIL AND MAILBOXES: The Association may use interschool mail and employee mailboxes for communications. The Association shall hold the District harmless against claims by the U.S. Postal Service, any state or federal agency or any individual or group of individuals regarding the Association's use of the District's mail service.

D. DISTRICT'S FINANCIAL INFORMATION: The Association will have the right to all available factual information concerning the financial resources of the District.

E. USE OF SCHOOL EQUIPMENT: The Association will have the right to use school office equipment for Association business when such equipment is not otherwise in use, provided that the equipment is not assigned to an individual. The Association will pay for the reasonable costs of all materials and supplies incidental to such use, and for any repairs necessitated as a result thereof. The Association shall have the right to use the electronic mail systems or other similar communication systems of the District to communicate with licensed staff members regarding collective bargaining, the investigation of grievances or other disputes relating to employment relations, and matters involving the governance or business of the Association.

F. FACULTY MEETINGS: Upon request and with prior notification of the building administrator, the Association will be allowed to speak briefly at the end of any regularly scheduled faculty meeting. The Association will have the opportunity to suggest items for the agenda.

G. COMMUNICATION: The District and Association will work in a collaborative effort in order for the Association to have the same information the District uses. The goal is for both the District and the Association to have common understandings in the following areas:

1. Review the licensed staffing process for each site, which would include any conversions of full-time equivalence (FTE) for any Association member.

2. Yearly, in October, review the official District count on instructional hours for each school.

3. Each semester (for schools on a semester schedule) and trimester (for schools on a trimester schedule) review class size data for each school using student data system.

~~3.~~4. The District shall communicate decisions to non-renew or non-extend licensed staff members no later than five (5) days prior to the Board meeting at which the non-renewal or non-extension will be presented for approval.

The District will provide to the Association president a copy of the proposed school calendar at least two (2) weeks prior to the Board's consideration of the proposed calendar and will provide the Association with an opportunity for input during the Board's deliberations.

~~H.~~ NEW TEACHER ORIENTATION: The Association will have a minimum of four (4) consecutive hours at new teacher orientation when the orientation is at least two days in length. If the orientation is one day, then the Association will have at least two (2) hours. ~~If additional new teacher orientations are scheduled during the year, the Association will have one-fourth (1/4th) of the training time, to be not less than thirty (30) minutes.~~

Before the first day of school, the District will provide the Association with a list of potential dates for new employee orientation sessions. Once a licensed staff member confirms their attendance, the District will notify the Association of the confirmed orientation date at least twenty-four (24) hours in advance. During the orientation, the Association shall have the right to meet with licensed staff members for a period of thirty (30) minutes. If the Association is unable to attend the scheduled orientation, or if the District does not hold an orientation within thirty (30) days of hire, the Association retains the right to meet with new licensed staff members within thirty (30) calendar days of their hire date.

XX. PERSONAL AND ACADEMIC FREEDOM

A. PERSONAL LIFE

~~The personal life of a licensed staff member is not an appropriate concern of the Board. It is recognized, however, that conduct of a licensed staff member outside the school and/or the context of assigned duties may be sufficiently related to the licensed staff member's influence on the students and on the licensed staff member's effectiveness in performance of their duties as to remove the conduct from the licensed staff member's "personal life."~~

The District respects the privacy of licensed staff members; however, the personal life or off-duty conduct of a licensed staff member may be subject to appropriate review and action when such conduct reasonably raises concerns about the licensed staff member's ability to perform assigned duties, maintain professional standards, uphold student and community trust, or comply with District policies, laws, or ethical obligations.

B. CITIZENSHIP

Licensed staff members will be entitled to full rights of citizenship, and no religious or political activities of any licensed staff member, or the lack thereof, will be grounds for any discipline or discrimination with respect to the professional employment of such licensed staff member, providing said activities do not violate any local, state, or federal law.

C. CONTROVERSIAL MATERIAL

1. The parties agree that students should have the opportunity to study, investigate, and interpret facts and ideas concerning human society, the physical and biological world, and other branches of learning. The employee as an agent of the District has professional responsibility to present controversial facts and ideas in a manner that permits each student to examine all sides of each controversial issue.

2. The District assumes the responsibility of defending the employee against charges by lay persons who would challenge the employee's presentation of controversial facts and ideas. Employees will be encouraged to make presentations of facts and ideas subject to accepted standards of professional responsibility with due regard to the maturity level of the student, District rules and policies and laws of the State of Oregon.

3. Upon finding that the employee has followed District policy, the District will publicly declare its support of the employee. Then, in any proceedings the Superintendent and the District's legal counsel will, upon request, give advice and counsel to the employee involved. The District's legal counsel will be obligated officially to represent the employee in any proceedings, at the employee's option.

XIV. EXTRACURRICULAR AND CO-CURRICULAR ACTIVITIES

A. PAY FOR EXTRACURRICULAR ACTIVIITES~~COACHING~~

Pay for extracurricular activities ~~coaching District athletics~~ will be in accordance with APPENDIX A of this Agreement. The pay for each position listed in APPENDIX A will include base pay for zero (0) to two (2) years of experience and a longevity increase for three (3) to five (5) years and for six (6) years or more.~~will be calculated on a base activities salary of point one eight six (.186) of Step 01 on the Salary Schedule. That product is multiplied by the percentage specified for each position in APPENDIX A.~~

Licensed staff ~~Coaches who are SEA~~ members may choose the option of splitting their position~~salary~~ with another licensed staff member~~coach~~. This is only an option for licensed staff members~~SEA member coaches~~ and can only occur if initiated by the licensed staff member~~member coaches~~, not the Athletic Director, nor the District, nor the building administration.

B. PAY FOR CO-CURRICULAR ACTIVITIES~~SUPERVISING STUDENT ACTIVITIES~~

Pay for co-curricular ~~supervising student~~ activities will be in accordance with ~~APPENDIX A~~ APPENDIX B of this Agreement. The pay for each position listed in ~~APPENDIX A~~ APPENDIX B will include base pay for zero (0) to two (2) years of experience and a longevity increase for three (3) to five (5) years and for six (6) years or more.~~be calculated on a base activities salary of point one eight six (.186) of Step 01 on the Salary Schedule. That product is multiplied by the percentage specified for each position on APPENDIX A.~~

C. ADDITION OF EXTRACURRICULAR POSITIONS

1. Upon approval by the District Athletic Director to establish any activity as a District-approved sport or extracurricular activity, a committee shall be convened. This committee shall consist of equal representation from both the District and the Association. After the decision has been made by the District Athletic Director to establish a new extracurricular position, it will be submitted to this committee for review. The committee shall evaluate the position and make a recommendation regarding placement on Appendix A.

2. Following the committee's recommendation, the District and the Association shall meet through the Contract Maintenance process to determine the final placement and details of the stipend within Appendix A through a Memorandum of Agreement (MOA).

D. ADDITION OF CO-CURRICULAR POSITIONS

1. Upon approval by the appropriate level Director of Instruction to designate an activity as a District-approved co-curricular activity, a committee shall be convened. This committee shall be composed of equal representation from both the District and the Association. After the decision has been made by the level Director of Instruction to establish a new co-curricular position, it will be submitted to this committee for review. The committee shall evaluate the position and make a recommendation regarding placement on Appendix B.

2. Following the committee's recommendation, the District and the Association shall meet through the Contract Maintenance process to determine the final placement and details of the stipend within Appendix B through a Memorandum of Agreement (MOA).

~~C. COACHING LONGEVITY PAY~~

~~Licensed staff members will be provided compensation above the pay rates as prescribed in APPENDIX A previous experience in or out of the District in the same responsibility according to the following schedule:~~

~~Previous Years of Experience~~	~~Increase Athletic/Activity Pay By:~~
~~Zero to two (0–2) years~~	~~0 percent (0%)~~
~~Three to five (3–5) years~~	~~5 percent (5%)~~
~~Six (6) years or more~~	~~15 percent (15%)~~

~~D. ASSIGNED SUMMER ACTIVITIES~~

~~All District-assigned summer activities will be paid at the same rate as non-professional duty pay (Article XVI.F).~~

~~E. INACTIVE EXTRACURRICULAR ACTIVITIES~~

~~1. If the District decides to reactivate elementary or middle school voluntary athletic assignments listed as inactive in APPENDIX A – ATHLETICS/ACTIVITIES employees will be paid seventeen dollars ($17.00) per hour.~~

~~2.~~3. ~~If the District decides to reactivate elementary or middle school voluntary activity assignments listed as inactive in APPENDIX A – ATHLETICS/ACTIVITIES employees will be paid thirteen dollars ($13.00) per hour.~~

E. EXTENDED SEASON PAY FOR ATHLETICS

1. Definition. "Extended season" means athletic competition that occurs after the Round of Thirty-Two (32) for all team sports and after district and/or regional competition is complete for all other sports.

~~2.~~ ~~The District will determine the employees to be assigned to attend athletic competition during the extended season including coaches or support group advisors, e.g., band and rally advisors.~~ **Staffing for athletic competitions during the extended season, including coaches and support group advisors (e.g., band and rally advisors), shall be determined by the District. The head coach or activity director and the supervising athletic director may provide written recommendations regarding the staffing needed to appropriately supervise and coach or direct the team. The District will consider these recommendations in making its final determination, but retains sole authority for staffing decisions.**

3. Coaches and Athletic Directors assigned to attend extended season competition will be compensated for each day on which they are required to supervise practice or competition. Coaches' daily rate of compensation for each day of assigned practice or competition supervision will be calculated by dividing the annual coaching stipend by the number of days in the season as determined by the District.

4. Support group advisors will be compensated on the day the group is required to perform in support of a qualifying OSAA athletic team. Although supervisory responsibilities may extend overnight, salary compensation only includes the athletic contest time as well as preparation for travel and travel to and from the event, provided that compensation will only be for time spent on these activities outside the regular workday. Support group advisors' compensation will be pro-rated on an hourly basis according to the advisors' teaching salary.

XXI. PROFESSIONAL DEVELOPMENT

A. CONFERENCE ~~AND CREDIT~~ FUND

The District will establish a ~~thirty-thousand-dollar ($30,000)~~ twenty thousand dollar ($20,000) fund to be administered jointly by the Association and District. ~~As of July 1, 2020, the District will increase the fund to forty- thousand-dollars ($40,000).~~ Licensed staff members may apply for reimbursement for up to ~~fifteen hundred dollars ($1,500)~~ two thousand dollars ($2,000) for conferences. ~~professional development experiences including conferences and credit classes.~~ The joint committee will be composed of three (3) members appointed by the District and three (3) appointed by the Association, and will meet to review applications twice per year.

1. Application for reimbursement must be pre-approved by the joint committee prior to registering for the conference and making travel arrangements.

2. Out-of-State travel for licensed employees must be pre-approved by the District leadership.

3. Applicant must show a connection between their chosen task and their current/future assignment, professional goals, building goals, district initiatives or student learning goals.

4. Applicant must submit and receive approval for professional development activities that they will facilitate at the building or district level.

5. Applicant may not have received reimbursement in the previous three (3) years, unless there are no other viable candidates.

6. If an employee uses personal and/or professional leave days for the conference, the District will match the number of days up to a maximum of three (3) days per person and a maximum of thirty (30) days overall of substitute time.

~~6.~~7. Licensed staff members may only receive funding once per approved activity.

B. TUITION REIMBURSEMENT FUND

The District will establish a twenty thousand dollar ($20,000) fund to be administered jointly by the Association and District. Licensed staff members may apply for reimbursement for up to six (6) quarter credits of tuition annually. The joint committee will be composed of three (3) members appointed by the District and three (3) members appointed by the Association and will meet to review applications quarterly.

1. Application for reimbursement must be pre-approved by the joint committee prior to registering for the course(s).

2. Reimbursement shall be available for up to a maximum of six (6) quarter credits per school year.

~~1.~~3. Coursework must be directly related to the licensed staff member's professional responsibilities or part of an approved program leading to an advanced degree or endorsement in an education-related field.

4. Reimbursement shall be provided upon submission of:

   a. Proof of successful course completion with a grade of "B" or better (or "Pass" in a Pass/Fail course), and

   b. Itemized proof of tuition payment.

5. Reimbursement shall cover tuition costs only and shall not include expenses such as fees, books, or travel.

6. Licensed staff members must remain employed by the District for the duration of the course(s) and at the time of reimbursement. Voluntary resignation or termination prior to reimbursement may result in forfeiture of eligibility.

C. PROFESSIONAL DEVELOPMENT FOR LICENSED EMPLOYEES

The District will provide professional development support to each employee for the purpose of collaboration and professional development as follows:

1. Professional Development Hours

   a. Each year, the District will develop a work calendar that includes twelve (12) hours of teacher directed professional development, which will include an (8) hour block of time on the Statewide In-service Day in October.

   b. Early release days as identified on the academic calendar will be District directed time.

~~1. Professional Development Seminars~~

~~a. The professional development seminars will be evenly split between three (3) foci: (1) Licensed staff member, teacher directed, (2) Building directed — guided, organized and supported by the building-based leadership team, and (3) District-directed. The District may interrupt building- based plans if required by either state/grant mandates or system-critical issues.~~

~~b. The Seminars assigned as building and district topics may be redistributed if buildings are either in sanctions (more district directed) or named model schools (more building-directed), but those allocated as licensed staff member-directed will be maintained.~~

~~c. For the duration of this contract, the final Teacher Choice Day will be recommended to occur on the last day of school, pending approval from the School Board. This recommendation will be reevaluated including staff input by the spring of 2019. The District and Association agree that there will be no pay for offering a class/unclass on this~~

~~Teacher Choice Day and (2) teachers may elect how to best use this time to support their professional needs.~~

~~2. Professional Development Committee~~

~~a. The Professional Development Seminar structures that pertain to teacher- directed seminars and communications will be created, revised and shared by the Professional Development Committee. The committee will consist of:~~

~~(1) Representatives from District leadership, administrators, SEA leadership, participants from the Springfield Teacher Leader Cadre and CLASS team members with at least one- half plus one (1/2+1) of the committee members being licensed employee.~~

~~(2) At least three (3) licensed representatives from each grade level: elementary, middle and high school, along with three (3) non-classroom licensed staff members (licensed employees not assigned to the classroom) and SEA president for a total of thirteen (13) representatives. The goal in creating this team will be to create as diverse a representation of the current licensed staff as possible.~~

~~(3) This team will be collaboratively appointed by the Association and District no later than September 30 and will come together at least once per quarter.~~

~~(4) The team will identify district-wide educational needs through periodic staff surveys and information from the TalentEd/evaluation programs. Information from these surveys along with the decisions made about professional development and collaborative activities will be supported by the District and publicized.~~

~~3. Professional Development Days~~

~~In addition, each employee will have available each year two (2) paid release days for participation in professional development activities related to the employee's current or District-approved future teaching assignment or, as approved by the principal, to observe teacher(s) in the classroom or for a clinic related to a current extracurricular assignment. Release days may be denied if not requested at least five (5) days in advance.~~

~~a. To access these professional days, the employee must both:~~

~~(1) Show a connection between their chosen task and their professional goals, building goals, district initiatives or student learning goals (SLG), AND~~

~~(2) Articulate how they plan to share their learning upon return. Plans for sharing the learning must be impactful to others' practice, submitted at the time of the request and approved by the building administrator before the leave occurs. Share out ideas may include but are not limited to a written summary; discussion(s) with his/her teaching partner(s), grade- or subject-level team, PLC, leadership team, building, or peers in another school; or offering a professional development activity (Seminar or other) to staff in the District.~~

(3) As of July 1, 2020, if a teacher is enrolled in a three (3) day Research for Better Teaching (RBT) module while accessing their two (2) professional development days, they will be able to submit for a third professional development day for that module. All three (3) days shall be requested at the same time.

b. Use of leave on any day before or after a holiday or other recess period, or during the first or last two (2) weeks of the licensed staff member's work year, for employee-initiated absences will be allowed under the following conditions.

(1) Requests for leave must be made electronically and/or in writing on the "Employee Exception Time Report" forms and submitted to the building administrator.

(2) The Human Resources Department will approve a maximum of thirty (30) licensed staff members to be released for employee- initiated absences.

(3) Employee initiated absences will include Paid Personal Leave, Professional Development paid days and Personal Leave (unpaid).

4. Maximum licensed staff to be released on any one (1) day for employee-initiated absences for personal and professional leave will not exceed the following building ratio:

1 to 19 licensed staff	—	two (2) employees
20 to 29 licensed staff	—	three (3) employees
30 to 39 licensed staff	—	four (4) employees
40 to 49 licensed staff	—	five (5) employees
50 to 59 licensed staff	—	six (6) employees
60 to 69 licensed staff	—	seven (7) employees
70 to 79 licensed staff	—	eight (8) employees
80 to 89 licensed staff	—	nine (9) employees
90 to 99 licensed staff	—	ten (10) employees

5. Gateways High School licensed staff will be provided one (1) monthly meeting at least forty-five (45) minutes in duration for collaboration.

6. Peer assistance shall be voluntary on the part of the person needing help and the licensed staff member(s) providing the peer assistance. See further information in Article XVIII.F.

D. IN-DISTRICT LICENSED STAFF MEMBER EXCHANGE

The District will establish a procedure by which licensed staff members may request an exchange of regular positions between buildings for one (1) year. If both licensed staff members requesting the exchange are assigned to teach classes organized on a semester basis, exchanges for one (1) semester or one (1) year may be requested. Exchanges will not be continued beyond one (1) year.

1. The District retains the final authority to determine whether to approve a requested exchange.

2. Each licensed staff member will return to the position held prior to exchange at the conclusion of the exchange period, unless the position has been eliminated.

3. In the event the position has been eliminated, the licensed staff member will be assigned to a substantially equivalent position, provided that licensed staff members who have exchanged positions will be subject to the reduction-in-force provisions of this Agreement and State law to the same extent as other licensed staff members.

4. This Article provides for in-District licensed staff member exchanges of up to one (1) year. If the licensed staff members involved would like the exchange to be permanent, both must apply for voluntary transfers in accord with Article XIX VACANCIES AND TRANSFERS and current administrative procedures for voluntary transfers.

E. NATIONAL CERTIFICATION

1. Recognition. Springfield Public Schools recognizes the following National Certifications:

   a. National Board Certification (NBC)

   b. Certificates of Clinical Competency (CCC)

   c. National School Nurse Certification (NSNC)

   d. National Association of School Psychologists (NASP)

   e. National Athletic Trainers (NAT)

   f. Board Certified Behavior Analysts (BCBA)

   ~~f.~~g. National Board Certification in Occupational Therapy (NBCOT)

2. Stipend

   a. Licensed staff members achieving national certification will receive a two-thousand dollar ($2,000) stipend beginning the first year after the licensed staff member has achieved certification and will continue to receive the stipend for as long as the licensed staff member remains certified by their national certification board.

   b. To receive the stipend, licensed staff members must submit their certification to the Human Resources Department by October 1.

3. Supports

   a. Licensed staff members~~, including nurses, school psychologists, athletic trainers, occupational therapists, and physical therapists, participating in the program~~ achieving national certification may utilize video production equipment owned by the District if the equipment is available, following Board Policy KGF.

b. Licensed staff members working through a process of national certification will be granted two (2) additional professional development days to be used for activities related to the national certification process, including videotaping evaluation and revision, test-taking and preparation, and portfolio preparation. Licensed staff members must use the two (2) professional days granted them by the District ~~(Article XXI.B.3)~~ before accessing the two (2) additional professional development days.

4. Gaining recognition

a. If a licensed staff member seeks a national certification not listed above, they may present specifics on the process to the Human Resources Director and the Bargaining Chair for review.

b. This committee will review the process in comparison to the processes of the certifications listed above. If it is similar in the time and expertise required, the certification will be added to the list.

c. If the committee denies the certification, they will provide a written statement of the reasons for their conclusion. The applicant may appeal the decision to the Superintendent and the SEA President, whose conclusion will be final.

~~F. CERTIFICATES OF CLINICAL COMPETENCY~~

~~Licensed staff members holding Certificates of Clinical Competency (speech therapy) will receive a stipend of two thousand dollars ($2,000) per year for the time they hold the certificate. Employees will be required to verify annually that they hold the CCC by providing a copy of the certificate to the Human Resources Office.~~

~~G. NATIONAL SCHOOL NURSE CERTIFICATION~~

~~1. Licensed staff members holding a National School Nurse Certification (school nurses) will receive a stipend of two thousand dollars ($2,000) per year for the time they hold the certificate. Employees will be required to verify annually that they hold the Certification by providing a copy of the certificate to the Human Resources Department. Hours used to acquire the National School Nurse Certification may not be used to move across on the salary schedule (Article XIII.L.5).~~

~~H.~~F. BILINGUAL AND BILITERATE TEACHING COMPENSATION

Licensed staff members teaching in a dual immersion teaching position who are certified as bilingual and biliterate will receive a stipend of two thousand dollars ($2,000) per year for the time they hold the teaching position and the certification.

XV. SUPPLEMENTAL PAY AND APPAREL SERVICE

A. SUPPLEMENTAL PAY

The determination of the need for the services and the assignment of duties listed in this Article are at the sole discretion of the District.

~~Supplemental pay for each position listed under Section C of this Article will be calculated utilizing the per diem rate of the employee and the number of hours of work performed or by multiplying Step 01 of the Non-VER Salary Schedule by the percentage listed for the position.~~

B. SUPPLEMENTAL PAY POSITIONS

~~1. High School Department Chairpersons support key leadership functions in our comprehensive high schools and will be paid their hourly rate of pay up to a maximum number of hours as determined by the District. The maximum number of hours will be determined by the work to be completed as well as by potential funding sources. (Refer to Instruction Department procedures specific to high school department leadership for additional information on compensation, hiring process, and annual time lines.)~~

1. High School Department Chairpersons. Each school year, building administrators may recommend the assignment of High School Department Chairpersons based on identified leadership needs within their departments. Requests for compensation will be submitted to the District for review.

   The District will determine whether to authorize Department Chair assignments and will establish the maximum number of compensated hours for each position based on anticipated responsibilities, funding availability, and operational priorities.

   Authorized Department Chairpersons will be compensated at their hourly rate for approved hours worked, not to exceed the limits set by the District.

~~2. Elementary Administrative Assistants, seven-point-four-two percent (7.42%). When situations require that administrative assistants need help in their duties, assistance may be provided from the District, including authorization for substitutes.~~

~~3.~~2. Elementary Administrative Assistants. Elementary licensed staff members may be assigned additional responsibilities to support school operations. Those assigned these duties will receive a stipend equal to seven-point-four-two percent (7.42%) of Column One, Step One of the licensed salary schedule.

   When operational needs warrant, building administrators may request additional support for Administrative Assistants. The District may authorize such support, including the use of substitute staff, at its discretion based on available resources and staffing needs.

~~4.~~3. ~~Instructional support licensed staff members (i.e. literacy, math, behavior, and TAG) will be~~

~~paid their hourly rate of pay up to a maximum number of hours as determined by the District. In addition, substitute release days will be provided up to a maximum number of days as determined by the District. These positions for which zero (0) FTE is assigned will be voluntary positions.~~

~~5.~~4. Each year, building administrators may recommend licensed staff members to serve in voluntary instructional support roles (e.g., literacy, math, behavior, TAG) based on school-specific needs. These positions do not carry an assigned FTE and are filled on a voluntary basis.

Requests for compensation and substitute release time will be submitted to the District, which will determine the number of paid hours and substitute days authorized for each assignment. These determinations will be based on the scope of work, programmatic priorities, and available resources.

Authorized instructional support staff will be compensated at their hourly rate for approved hours worked and may be granted substitute release time, not to exceed limits set by the District.

~~6.~~5. Educational Technology Leaders will be assigned an Educational Technology Leader fund or stipend. The fund allocated to pay Educational Technology Leaders may be used for stipends, or extra duty days, or compensating additional help. For the fund to be used other than a stipend, a plan will be submitted to and approved by the principal. Educational Technology Leaders will receive the following stipend and extra duty days and will sign an agreement with the District on an annual basis outlining the duties and responsibilities associated with the assignment.

a. Site-based Educational Technology Leaders.

(1) Each elementary, secondary, middle and small high school will be allocated one (1) Educational Technology Leader.

(2) Each comprehensive high school will be allocated two (2) Educational Technology Leaders.

b. Training Days.

(1) Educational Technology Leaders shall be provided with one (1) training day before in- service week.

c. Extra Duty Days.

(1) Educational Technology Leaders will be provided extra duty days to prepare for school in order to support teachers during in-service week as follows:

(a) Large schools (more than 500 students) will be allocated three (3) extra duty days.

(b) Medium schools (250 – 499 students) will be allocated two (2) extra duty days.

(c) Small schools (less than 250 students) will be allocated one (1) extra duty day.

(d) Educational Technology Leaders will be provided with one (1) extra duty day to prepare for the end of the school year.

d. Compensation.

(1) Educational Technology Leaders will receive an annual stipend of five hundred dollars ($500) and a school based stipend calculated as follows:

(a) Elementary, middle and small high schools: Base plus 1.5 multiplied by (number of students).

(b) Comprehensive high schools: Base plus 1.5 multiplied by (number of students), divided by two (2).

(c) Base = column one (1), step one (1) multiplied by 4.4 percent.

~~7.~~6. Saturday School. Licensed staff members who supervise Saturday School shall be paid at the hourly rates, based on Step 05 on the Bachelor's column of the ~~non-VER~~ salary schedule. Maximum hours will be set as follows: high school licensed staff members will not exceed six (6) hours per week and middle school licensed staff members will not exceed four (4) hours per week.

~~8.~~7. Athletic Directors, nine-point-two percent (9.2%) per season (three [3] seasons in a year).

~~9. Elementary Head Licensed Staff Members, fifteen-point oh four percent (15.04%).~~

8. Site-based Equity and Inclusion Leadership Team Members. Each elementary, middle and high school will be allocated one (1) Equity and Inclusion Leadership Team member.

a. Extra Duty Days

(1) Equity and Inclusion Leaders will be provided with one (1) extra duty day for training before in-service week.

(2) Equity and Inclusion Leaders will be provided with one (1) extra duty day to prepare for the end of the school year.

b. Compensation

(1) Equity and Inclusion Leaders will receive an annual stipend of twenty-five hundred dollars ($2500).

9. Site-based Student Union/Student Alliance Facilitators. Each student union/student alliance group will be allocated one (1) facilitator.

a. Approved Student Union/Student Alliance Groups

(1) Facilitators will be allocated for each approved Student Union and/or Student Alliance. The list of approved groups are enclosed with this Agreement.

(2) The approved list of Student Union/Student Alliance groups includes the following: Asian (or AAPI) Student Union, Black Student Union, Gender & Sexualities Alliance, Latinx Student Union, Multicultural Student Union, Native American Student Union, and Women's Empowerment Alliance.

(3) Any request to add a Student Union or Student Alliance must be submitted to the District's Equity and Inclusion Coordinator to determine if it meets the criteria of a Student Union/Student Alliance. The Equity and Inclusion Coordinator will forward any recommendation which meets this criteria to be reviewed and approved by the Association and the District in Contract Maintenance in order for the facilitator to be compensated in accordance with this agreement.

b. Compensation

(1) Elementary. Facilitators of Elementary Student Unions and/or Student Alliances will receive an annual stipend of seven-hundred fifty dollars ($750).

10. Secondary. Facilitators of Secondary Student Unions and/or Student Alliances will receive an annual stipend of one-thousand five-hundred dollars ($1500).

C. EXTENDED CONTRACTS

At the start of each school year, building administrators will submit requests for extended contract days to the District office based on recommendations from their departments and anticipated programmatic needs. The District will review all requests and assign extended contract days based on available budget, operational priorities, and instructional needs.

The final determination of which positions receive extended contract days, and the number of days assigned, shall rest solely with the District.

Licensed staff members approved for extended contracts will be compensated at their hourly rate as determined by their base salary. These days will be submitted on time sheets and paid during the next available pay cycle. Staff will be notified of their approved extended contract days by the building principal in September

~~At the start of the year, the District designee will determine which of the "maximum of" categories are eligible for extended contract along with the number of days they will receive. Categories listed without "maximum of" will receive their stated days. Licensed staff members receiving extended contracts will be paid at their hourly rate determined upon their base pay. These days will be~~

~~submitted on time sheets and paid during the next available pay cycle. Members will be notified by the building principal in September and the information shared with the SEA in October.~~

~~1. Industrial Education Teachers—a maximum of four (4) days.~~

~~2. Family and Consumer Studies Teachers—a maximum of three (3) days.~~

~~3. Senior High Librarians—a maximum of ten (10) days.~~

~~4. Mid-School Librarians—a maximum of six (6) days.~~

~~5. Elementary Librarians—a maximum of four (4) days.~~

~~6. Art Teachers—a maximum of three (3) days.~~

~~7. High School Counselors—a maximum of ten (10) days.~~

~~8. Mid-School Counselors—a maximum of six (6) days.~~

~~9. Elementary Counselors—a maximum of two (2) days.~~

~~10. High School Science—a maximum of three (3) days per high school per year if required by the District to perform detailed inventory of science equipment.~~

~~11. Transition Record-Keepers.~~

~~a. Elementary fifth-grade teachers—one-half (1/2) day~~

~~b. Middle School eighth-grade bloc teachers—one-half (1/2) day.~~

~~c. In elementary K-8 schools, fifth-grade and eighth-grade bloc teachers— one-half (1/2) day.~~

~~12. Middle School Physical Education Teachers will receive by request only one (1) day of extended contract at the end of the school year for cleaning and storing equipment.~~

D. LICENSED STAFF MEMBER SUBPOENAS

A licensed staff member subpoenaed by the District or required in writing by the District to attend legal hearings during a licensed staff member vacation period or after the end of the contracted work year on days when the licensed staff member is not otherwise required to be on duty, will be paid at their hourly rate determined upon their base pay for the time spent in such hearings.

E. NONPROFESSIONAL DUTY PAY

The District will pay licensed staff members at an hourly rate for those duties assigned by a building principal or activities director for which the licensed staff member must return to the school or

activity beyond those hours or duties for which they are normally paid. All licensed staff members will have the opportunity to have their names included on the list of those requesting voluntary assignment to nonprofessional duties available in the District.

For the ~~2022-2023~~2025-2026 contract year, the District will pay licensed staff members at the rate of ~~eighteen dollars ($18.00)~~ twenty dollars and five cents ($20.05) per hour for such duties. During the 2026-2027 contract year, the District will pay licensed staff members at the rate of twenty dollars and forty-five cents ($20.45) per hour for such duties. For the 2027-2028 contract year, the District will pay licensed staff members at the rate of twenty dollars and eighty-six cents ($20.86) per hour for such duties. ~~In each subsequent year, the rate will increase by the same percentage by which the salary schedule increases.~~

F. WORKSHOPS AND CURRICULUM ACTIVITIES OUTSIDE THE SCHOOL DAY

Licensed staff members participating in District-sponsored workshops and curriculum activities outside the school day and not including professional development duties and responsibilities will be paid according to the following schedule:

1. Required time will be paid an hourly rate determined upon their base pay.

2. Stipend positions:

   a. A list of stipend-related positions covering duties, tasks and roles that fall outside the employee's work responsibilities will be developed and maintained by the District.

   b. A scope of the work outlining the level of work, amount of time, deliverables, and stipend amount will be provided to the employee

   c. Stipends will be determined with the following calculation: estimated time required times forty dollars ($40) per hour.

3. Work that is receptive in nature or that requires minimal sharing of information will be paid at the rate of thirty-five dollars ($35) per hour.

G. APPAREL SERVICE

Based upon a determination of need by the school administration and according to rules adopted by the administration, shop coats will be furnished and laundered by the District for Vocational and Industrial Education teachers and laboratory coats will be furnished and laundered for Art and Science teachers. These coats will be provided within ten (10) working days of the first contract day. If the District is unable to provide them by this time, the licensed staff member will be compensated for any loss to personal clothing and for cleaning costs.

~~H. EXTENDED SEASON PAY FOR ATHLETICS~~

~~1. Definition. "Extended season" means athletic competition that occurs after the Round of Thirty-Two (32) for all team sports and after district and/or regional competition is complete for all other sports.~~

~~2. The District will determine the employees to be assigned to attend athletic competition during the extended season including coaches or support group advisors, e.g., band and rally advisors.~~

~~3. Coaches and Athletic Directors assigned to attend extended season competition will be compensated for each day on which they are required to supervise practice or competition. Coaches' daily rate of compensation for each day of assigned practice or competition supervision will be calculated by dividing the annual coaching stipend by the number of days in the season as determined by the District.~~

~~4.~~1. ~~Support group advisors will be compensated on the day the group is required to perform in support of a qualifying OSAA athletic team. Although supervisory responsibilities may extend overnight, salary compensation only includes the athletic contest time as well as preparation for travel and travel to and from the event, provided that compensation will only be for time spent on these activities outside the regular workday. Support group advisors' compensation will be pro-rated on an hourly basis according to the advisors' teaching salary.~~