

~~The term "dDays" when used in this article shall, except where otherwise indicated, mean the grievant's Paid wworking daystime.~~

~~"Immediate Supervisor" is - Tthe person who has District administrative or supervisory responsibilities over an employeethe grievant in the area of grievance as stated in school board policy.~~

~~Individual Sport: – CA competition in which team and individual recognition is given by the OSAA: (i.e., Wrestling, Golf, Swimming, Track, Cross Country, Tennis (individual only)).~~

~~Team Sports: - Competition in which only team recognition is given by the OSAA: (i.e., Football, Basketball, Baseball, Volleyball, Soccer, Softball)~~

~~The Parties - Medford School District (District), and the Medford Education Association (Association) and Southern Oregon Bargaining Council (SOBC).~~

~~Vacancy: – A situation where aAn unoccupied position previously held by a bargaining unit member-is vacant and retained, or when a new unfilled position is created.~~

Article 16 Extra Compensation

A. General Provisions

1. Extra Compensation Schedule

- a. The Extra Compensation Schedule, which is incorporated herein by reference, represents payment for the number of hours required beyond the normal workday to complete the task as outlined in the job description. Any additional hours the bargaining unit member chooses to work beyond the required amount will not be compensated. Any additional hours the bargaining unit member works in an emergency or upon request of administration will be compensated.
- b. ~~For services furnished, the Extra Compensation Schedule will be used to compute either "grandfathered" salaries, with each point representing a payment of .00365 of the annual salary schedule base for 1993-94, or regular salaries using the "new" percentages shown on the right side of the schedule.~~ The percentages in Appendix C represent that portion of the current annual salary schedule base as minimum for each position, with one (1) experience step which is sixteen percent (16%) higher. "Years" as described in the exhibit means years in the particular position designated in said exhibit and represents years in that particular position in School District 549C, or coaching the same sport at the same level but for a different sex or in an equivalent position at the same level in another public or private school.

2. Use of Extra Compensation Hours

It is expected that the amount of hours allotted for each job is adequate to complete it as required by the District. Each extra compensation bargaining unit member should coordinate with their supervisor how they intend to use the number of hours available to complete their task and will not be expected to work over the allotted number of hours.

3. Additional Compensation

If it is agreed more hours are necessary than the job description requires, pool days or other compensation will be made available. This additional compensation will require the prior approval of a Director. If additional hours are consistently required, an appeal may be made to the extra compensation committee to increase the hours for the position.

4. ~~Grandfathered Positions~~

- a. ~~Those bargaining unit members assigned an extra compensation position during the 1993-94 school year, whose extra compensation would be less using the percentage schedule, will be grandfathered on the schedule in effect during the 1993-94 school year. The 1993-94 schedule will be "frozen" and extra compensation will remain at this~~

~~level until their assignment reaches an equal or higher amount on the new extra compensation schedule. When extra compensation has been eliminated for an assignment, grandfathering will continue as long as the bargaining unit member continues to hold that position with the exception of the music bargaining unit members who are grandfathered on another set of criteria.~~

- ~~b. Should a bargaining unit member in a grandfathered assignment drop that assignment for a period of time after the 1993-94 school year and then decide to resume, they would be placed at their correct experience level on the percentage schedule rather than return to the grandfathered schedule. The exception to this would be for a person on an approved leave of absence. Likewise, for bargaining unit members who are grandfathered in eliminated extra compensation assignments.~~
- ~~c. They would not come back to the grandfathered schedule once they have stopped unless they were on an approved leave of absence.~~

5.4. Extended Season Compensation

Please refer to the following information when processing pay for extra compensation to staff when teams are involved in extended season state competition, SkillsUSA, state/regional/national competitions, etc.

Definition:

~~Team Sports: Competition in which only team recognition is given by the OSAA: Football, Basketball, Baseball, Volleyball, Soccer, Softball~~

~~Individual Sport: Competition in which team and individual recognition is given by the OSAA: Wrestling, Golf, Swimming, Track, Cross Country, Tennis (individual only)~~

Procedures:

- a. Extended compensation will be based on a weekly rate calculated on an average 12-week season. The weekly rate of pay amount will not exceed 9% of the total season extra compensation per extended week of competition.
- b. The extended week will start the first day following the adopted "cut-off" date for each extra-curricular as established by the governing body. Extended season competition shall be paid only for the weeks in which competition(s) occur.
- c. Positions which are eligible to be paid the post season stipend for team sports will be limited to Varsity Coaches.
- d. In individual sports or competitions where one (1) to five (5) students qualified in post-season activity, one (1) coach/advisor shall be eligible for extended pay. Additional coaches/advisors shall be eligible based on a ratio of one (1) coach for every five (5) participants or part thereof.

Eligible Coaches/advisors will be paid for each extended week or part thereof beginning with the first day following the governing body adopted "cut-off" date, approved by the building Principal or designee. Pay shall be received at the next regular pay date following the completion of competition.

6.5. Pooled Days

- a. A pool of additional contract days shall be established by the District from funds saved through changes in the extra compensation schedule. Each building will be provided a specific number of days as determined by the Extra Compensation Committee from available funds. Pool days shall be available to bargaining unit members who perform work beyond the regular school day or regular school year upon prior approval by the building Principal. During the transition period the Extra Compensation Committee will reserve a small number of days which may be requested through prior application by an administrator or bargaining unit member and approved by the Extra Compensation Committee.

- b. Persons previously performing tasks for which extended duty was paid shall have first priority in receiving pool day compensation.
- c. Pooled days shall be reported on time sheets provided by the District and bargaining unit members shall be paid for approved work at the extended contract hourly/daily rate.

6. Time sheeted Extra Comp

- a. Some after-hour positions meet the definition of Extra Comp, but have fluctuating obligations and so they do not pay a set stipend. Employees performing those extra comp positions will be told how many hours they may be required to perform those duties, what those duties are, and shall be paid the curriculum rate in accordance with their job description.

B. Assignment of Extra Compensation Positions

- 1. All extracurricular positions, except high school head coaches, must first be offered to qualified applicants in the building where the duty is to be performed. If no qualified applicants can be found in the building where the duty is to be performed, the position will be opened to qualified applicants in the bargaining unit. Applications from buildings other than where the duty is to be performed must be accompanied by a letter from the applicant's Principal consenting to the application and appointment.
- 2. Acceptance of any extra compensation assignment shall be voluntary except those listed as classroom-related or support services. If it is classroom related or support services the employee will be notified of that in their primary job and extra comp job description upon hire. Employees that did not have that in their job descriptions prior to the beginning of the bargaining of the 2023-26 successor agreement shall be advised of this change, and the person will have the option to transfer prior to the 2026-27 school year if they so desire.
- 3. The person currently holding an extra compensation position shall have first priority in retaining said position if performance has been deemed satisfactory.

C. Resignation from Extra-Curricular or Responsibility Positions

- 1. A bargaining unit member who is not in a classroom-related or support services assignment may resign from extracurricular compensation positions by notifying the building Principal in writing by March 15th for the subsequent year only. This includes positions designated as (1) athletic; (2) athletic-related; and (3) special activities.
- 2. Bargaining unit members who desire to may not resign from responsibility for extra compensation positions in classroom-related or support services positions must announce their intent by March 15 and may do so effective the next school year without the agreement of the building Principal. The District will notify the employee of vacant positions so the employee can decide if they want to submit their resignation from the extra comp position by April 15. The employee will be afforded the opportunity to transfer in accordance with Article 7~~se positions include those designated as (1) classroom-related activities and (2) support services; provided, however, the District shall make every effort to accommodate individuals who desire to resign classroom-related positions.~~

D. Posting

Except for high school head coaches, the District shall post prior to the last work day for bargaining unit members, and for a period of not less than ten (10) working days, at each work site a list of all known vacant extra compensation positions including extra compensation positions held by non-bargaining unit members. The posting shall list a closing date for all bargaining unit applications. Positions shall be filled prior to June 10 if possible and no non-bargaining unit, extra-compensation hires will be made until after June 10. After June 10 the District shall not be required to hire bargaining unit members unless the vacancy was unknown. Positions opening after the last workday for bargaining unit members shall be posted at the beginning of the next school year (first workday). However, this requirement may be waived by mutual agreement of both parties.

E. Evaluation

Each bargaining unit member's performance in extra-compensation duties will be evaluated annually by the respective building Principal or their designee who is not a bargaining unit member.

F. Movement on the Extra Compensation Schedule

1. There will be no substantial increase in responsibilities or duties during the year unless additional compensation is provided.
 2. When a bargaining unit member is promoted from an assistant to a lead position within their activity, they shall receive no less compensation than received in their previous position.
 3. When a new extra compensation position is created by the administration, or changes are needed in an extra comp position, a proposal must be approved by the Parties prior to implementation ~~submitted the following year for compensation. If such proposal is not made by the administration, the compensation is automatically created at the level established the prior year.~~
 4. ~~A bargaining unit member who is assigned extra compensation duties beginning with the 1994-95 school year, and who did not have that extra compensation assignment during the 1993-94 school year, will be placed on the percentage schedule and does not have the yearly option for grandfathering. Likewise, a bargaining unit member who has a break in continuing service in an extra compensation position after 1993-94, other than for an approved leave of absence, will be placed on the percentage schedule should they return to that extra compensation position at a later date and no grandfathering option will apply.~~
- ~~5.4.~~ Horizontal movement for experience on percentage schedule will occur after two (2) years of experience.

G. Extra Compensation Position Substitutes

Any bargaining unit member who substitutes for an extra compensation position shall receive Oregon minimum wage ~~\$6.50 per hour~~ provided there is prior approval from the building Principal. ~~Substitutes' pay for intramurals will be paid at the rate of \$10.00 per hour.~~

H. Job Descriptions

The job descriptions shall not be modified without agreement between the Parties and shall be readily available to employees.

I. Extra Compensation Table

The extra compensation positions and their corresponding salary steps shall be incorporated into this Agreement as Appendix C-4