

SEA Reopener: CTE

August 8, 2019

TR: 8/18/2019
July 15
Signed
Mack

58.0 EXTENDED CONTRACTS BEYOND SCHOOL DAY/SCHOOL YEAR

58.1 Assignments in this category require the services of the certificated employee beyond those that the regular assignment requires.

58.2 Refusal to accept an extended contract and/or a supplemental contract shall have no adverse effect upon the certificated employee's evaluation and/or basic contract.

58.3 Special Assignments

58.3.1 The Superintendent may offer special assignments during or beyond the contract year.

58.3.2 Stipends for additional leadership services shall be calculated at the certificated daily or hourly rate of pay indicated on the Certificated Employees' Salary Schedule.

58.3.3 Compensation for extensions of the certificated work year shall be paid at the employee's per diem rate of pay.

58.3.4 Stipends and extensions of the work year shall be clarified on the posting for the special assignment.

58.4 Summer Teaching Assignments. Teachers in regular summer programs (e.g. Summer School, Jump Start and Extended School Year (ESY)) will be paid at the certificated instructional rate in Section 55.1 for all hours of instruction. This rate was originally calculated as an average certificated per diem rate plus an additional 20% for planning time. Employees will not be paid for additional planning hours. SLP's, OT's, PT's and Audiologists shall be paid \$45 per hour, or the individual's per diem rate if higher, for service in the regular summer programs.

58.5 Activity and Leadership Assignments – General

58.5.1 All activity and leadership assignments are for a school year. Building principals shall submit an initial list of employees recommended for activity and leadership assignments to the Human Resources Office no later than the third Friday in October. A final list of activity and leadership assignments for each building must be submitted by June 1. Stipends of \$600 or less shall be paid in a lump sum in either January, April or July, whichever comes first after completion of the assignment. A notice of the stipends included in the lump sum shall be provided to the employee in the month such payment is made. Stipends greater than \$600 shall be paid in equal

installments over the remaining months of the contract year beginning with the month the employee begins working the assignment.

- 58.5.2 Decisions on the distribution of pooled allocations for activity and leadership assignments (Section 58.6.1, 58.7.1, and 58.8.1) are delegated to a building's certificated staff and administrator(s) in accordance with the site-based decision making model in Section 63.2.
- 58.5.3 Staff FTE used in allocation formulas for activity, athletics and leadership funds shall be measured as of the October count date.
- 58.5.4 The funds allocated to any activity or leadership assignment that remains unfilled or fails to commence within ten (10) school days of the expected starting date may be reallocated to the general pool allocated for activity and leadership assignments (Section 58.6.1, 58.7.1, and 58.8.1) and distributed in accordance with the site-based decision making model in Section 63.2.
- 58.5.5 At the request of the District or Association, a committee of three (3) representatives from the District and three (3) representatives from the Association shall meet to review the agreed expectations and compensation for the specifically named activity and leadership assignments in Section 58.6, 58.7 and 58.8.
- 58.6 Extended Learning Opportunities and Leadership Assignments – Elementary
- 58.6.1 Each elementary school shall be allocated \$950 per certificated staff FTE assigned to the building to compensate certificated employees for collegial planning, building leadership positions and extended learning opportunities (including health and fitness, core academics, and educational enrichment) for students at all levels of achievement.
- 58.6.2 In addition, each elementary school shall be allocated the following amounts for specific special assignments:
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|--|---------|
| 6 th -5 th Grade Camp Team | \$3,000 |
| Band Director | \$500 |
| Dean | \$2,100 |
| Equity Lead | \$1,000 |
| Field Day Coordinator | \$500 |
| General Music & Honor Choir Director | \$1,000 |
| Orchestra Director | \$500 |
| State Testing Coordinator | \$1,000 |
| Student Study Team | \$4,000 |
| Teacher Librarian | \$2,100 |

Individuals with five (5) or more years experience in an activity listed in subsection (58.6.2) will be paid an additional \$500. In the case of itinerants

with more than one building assignment, only one experience stipend may be earned.

58.7 Extended Learning Opportunities and Leadership Assignments – Middle School

58.7.1 Each middle school shall be allocated \$8,685 to compensate certificated employees for collegial planning, building leadership positions and extended learning opportunities (including health and fitness, core academics, and educational enrichment) for students at all levels of achievement.

58.7.2 In addition, each middle school shall be allocated the following amounts for specific special assignments:

Activity Coordinator -----	\$2,100
Band Director -----	\$2,100
Choir Director -----	\$1,500
Dean -----	\$2,100
Drama Director/Advisor -----	\$1,500
Equity Lead -----	\$2,100
Jazz Club Advisor -----	\$6,500
New Student Orientation & Mentoring -----	\$2,600
Orchestra Director -----	\$1,500
*Robotics/Engineering -----	\$2,100
Student Study Team -----	\$4,000
Teacher Librarian -----	\$2,100

* CTE funded; cannot be assigned for any other use.

Individuals with five (5) or more years experience in an activity listed in this subsection (58.7.2) will be paid an additional \$500.

58.7.3 In addition, each middle school shall be allocated \$500 per certificated staff FTE for leadership positions.

58.7.4 In addition to the Learning Resource Center amount identified in Section 58.7.2, when a building principal and head librarian mutually agree that the head librarian should attend department head meetings, the head librarian will be paid for their time at the meeting at the certificated hourly rate.

58.7.5 In addition, Department Head positions shall be compensated \$2,500 for each of the following departments: Social Studies, Language Arts, Math, Science, PE, World Language, Music/Art, Directed Studies.

58.8 Extended Learning Opportunities and Leadership Assignments – High School

58.8.1 Each high school shall be allocated \$10,000 to compensate certificated employees for collegial planning, building leadership positions and extended learning opportunities (including health and fitness, core academics, and educational enrichment) for students at all levels of achievement.

58.8.2 In addition, each high school shall be allocated the following amounts for specific special assignments:

Activity Coordinator -----	\$6,500
Annual Advisor -----	\$4,000
Athletic Director -----	\$6,500
Band Director -----	\$6,500
Assistant Band Director -----	\$2,100
Choir Director -----	\$2,600
Class Advisor – Freshman -----	\$2,100
Class Advisor – Sophomore -----	\$2,100
Class Advisor – Junior -----	\$2,100
Class Advisor – Senior -----	\$2,100
*Culinary Arts -----	\$4,000
Dean -----	\$6,500
Debate -----	\$2,100
*DECA -----	\$4,000
Drama Director/Advisor -----	\$6,500
Equity Lead -----	\$2,100
Literary Arts Magazine -----	\$2,100
National Honor Society Advisor -----	\$1,500
New Student Orientation & Mentoring -----	\$2,600
Newspaper -----	\$4,000
Orchestra Director -----	\$2,600
*Robotics/Engineering -----	\$4,000
Student Study Team -----	\$4,000
Teacher Librarian -----	\$2,100
*Video Production -----	\$4,000

* CTE funded; cannot be assigned for any other use.

Individuals with five (5) or more years experience in an activity listed in this subsection (58.8.2) will be paid an additional \$500.

58.8.3 In addition, Department Head positions shall be compensated based on the following formula:

10-24 sections per semester -----	\$4,000
25-34 sections per semester -----	\$5,000
35+ sections per semester -----	\$6,000

Each secondary special education department shall have one department head compensated at \$6,000.

All department head positions for the ensuing school year shall be posted in each building by June 1. The principal, upon request, shall provide the

reason(s) for such decisions to a certificated employee who applied and was not appointed.

- 58.8.4 In addition to the Learning Resource Center amount identified in Section 58.8.2, when a building principal and head librarian mutually agree that the head librarian should attend department head meetings, the head librarian will be paid for their time at the meeting at the certificated hourly rate.
- 58.9 Each Dean, Activity Coordinator and Athletic Director shall be contracted for ten (10) additional 8-hour days beyond the certificated employee's contract year, compensated on a per diem basis on a supplemental contract.

58.10 Career and Technical Education (CTE):

58.10.1 Program Advisory Chairs. Program advisories are co-chaired by a community member and a teacher. A stipend will be provided for the teacher co-chair of each of the Program Advisory Committees. The stipend will be equivalent to 5 hours at the Certificated Hourly Rate.

58.10.2 Program Advisory Meetings. Teachers will be compensated at the Certificated Hourly Rate for verified attendance at Program Advisory Committee meetings. Compensation will not exceed 4.5 total hours per teacher for the year (three, 1.5-hour meetings). Program advisory chairs are compensated hourly for their attendance at meetings, in addition to the stipend for serving as co-chair. Program Advisory Committee meetings are not required to occur at district facilities.

58.10.3 Required training. All CTE teachers are required to maintain valid CPR and First Aid certificates and will be provided appropriate classroom safety training and hazardous materials training, specific to their course, at no cost. The district will provide training multiple times a year during contracted, non-student time, or as compensated time outside the workday, as referenced in Section 65.5.

58.10.4 District-wide CTE meetings. With prior approval from the CTE Director, CTE meetings outside the regularly contracted workday will be compensated at the Certificated Hourly Rate.

58.10.5 Laboratory maintenance. With prior approval from the CTE Director, CTE teachers will be compensated at the Certificated Hourly Rate for laboratory maintenance.

58.10.6 CTE Course Frameworks and Student Leadership Documents. For each unique ~~annual~~ or semester-long course, two hours at the Certificated Hourly Rate will be provided to each CTE teacher who maintains their current course frameworks and student leadership documents. When revisions to

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course frameworks or student leadership documents beyond the annual update are necessary, the district will provide, with pre-approval, release time and/or extra hourly compensation at the Certificated Hourly Rate.

58.10.7 Career and Technical Student Organizations (CTSO)/Leadership Equivalency. For purposes of this collective bargaining agreement, both CTSOs and Leadership Equivalencies shall be known as CTE student clubs. No teacher is required to serve as an advisor to a CTE student club. Those teachers serving as advisors to CTE student clubs shall be compensated according to the negotiated stipend schedule in Sections 58.7.2 and 58.8.2, above. Teachers shall have the ability to develop new CTE student clubs, funded through the building ELO allocation outlined in 58.7.1 and 58.8.1. If a club meets the requirements and receives OSPI approval, the District and SEA shall negotiate an appropriate stipend, to be incorporated into the CBA.

58.10.8 Competitions. Beginning in the 2019-2020 school year, when students qualify for competitions related to CTE student clubs, the district will pay the travel costs (including travel, food and lodging) for advisors who are pre-approved by the CTE Director to attend the competition. Additional compensation will be paid to each advisor for the student supervision required for competitions, as follows:

Student day – release time with no loss of pay, plus per diem rate of pay for each contact hour beyond the normal workday, up to eight (8) hours

Non-student day – per diem rate of pay for each contact hour up to sixteen (16) hours