

From EEA

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EEA Counter Proposal Re Athletics Compensation

November 18, 2021 - ~~DRAFT~~

December 9

1. The November 2020 MOA between EEA and the district concerning athletics compensation will be implemented with the following modifications.
 - a. By ~~December 1, 2021~~ February 1, 2021 of the 2021-22 year, a committee comprised of four members selected by each party will be convened to review information from the joint survey on athletics and to score athletics coaching positions (i.e., those positions listed in articles 5.1.1, 5.1.2, 5.1.3 and 5.1.6). The committee will develop proposed stipend increments and a new extra duty salary schedule upon which those increments are based, and any other recommendations relating to compensation for athletics coaches, to recommend for consideration and approval by the parties' bargaining representatives.
 - b. The proposed solutions will meet the following guidelines:
 - i. The proposed stipend increments will comply with pay equity law.
 - ii. The educational attainment of an individual coach will not determine the stipend received.
 - iii. The salary schedule will not exceed 6 experience steps.
 - iv. ~~The proposed stipends will be within the budget established by the district. The district has determined that its total budget for athletics coaching positions will be no more than 10% over that of the local labor market for the same positions at top step.~~
 1. ~~For purposes of this MOA, The local labor market is defined as Bethel, Springfield, Albany and Corvallis school districts.~~ is defined as a combination of 2 local districts (Bethel, Springfield, Albany or Corvallis) and 2 similar-sized districts (Hillsboro, Bend, Medford or North Clackamas) and 2 larger districts. The committee will select 2 districts from each pool to determine the labor market comparable for purposes of this MOA.
 2. ~~The budget will be based on the number and type of coaching positions currently funded by the district, and the sum of the average stipends at top step for such positions paid in the local labor market.~~
 3. For each position, the district committee will determine the maximum stipend that would be paid by each of the districts within the local labor market for a particular position, and will determine the average of those stipends.
 4. The maximum stipend budget amount will be determined by applying the thus-calculated average stipends to the athletic positions funded in 4J, calculating the total, and increasing the total by ~~10%~~ 20%.
 - v. ~~Compensation for any authorized pre-season work will be embedded in the established coaching stipend, and Article 5.1.9 (Fall Reporting Time)~~

~~and its provisions of additional pay will no longer apply to fall sports coaches.~~

2. By ~~January~~ March 15, 2022, the parties will reopen for negotiation all articles relating to athletics coaching compensation, including ~~Articles 5.1 (Activity Schedule),~~ 5.1.1 (Senior High Coaches: Men's Sports), 5.1.2 (Senior High Coaches: Women's Sports), 5.1.3 (Senior High Coaches: Coed Sports), 5.1.6 (Middle School Coaches: Coed Sports); 5.1.9 (Fall Reporting Time) and 5.6 (Experience Credit).
3. Articles 5.1.4 and 5.1.5 (relating to middle school wrestling, soccer and volleyball) are deleted. Should the district reinstate middle school wrestling, soccer and/or volleyball in the future, compensation will be negotiated by the parties at that time.
4. Articles 5.1.11, Extended Season pay, and 5.2.12 Extended Travel, of the current CBA will continue as status quo.
5. All current coaching staff will remain on the 2020-21 stipend schedule until such time as a break in service, or the applicable stipend on the new schedule exceeds their current level. The "grandpersoned" schedule shall increase year to year according to increases in the salary schedule.