

**District Package Proposal 12**

**January 5, 2021**

**Subjects:**

- **Article 6.8 - Benefits Coordinator**
- **Article 13.7.1 Special Education Release Time, Stipends, and IEP Compensation Pool**
- **Article 13.7.4 Non-SSD Compensation for IEP /504 Meetings**

**Summary of Proposal:**

- Article 6.8 relating to benefits coordinator is deleted.
  - EEA/4J to work with on a transition plan.
  - 4J to provide staff support to JBC and the licensed benefits function through the HR department.
  - Licensed reserve fund will no longer be required to contribute toward the coordinator position, which will make reserves that support this position available for direct member benefits.
- District withdraws its proposal on requiring IEP completion before permitting cash-out of unused release days by special education staff (i.e., the district's prior 13.7.1.c).
- District will provide per diem compensation of non-special education staff required to remain after hours at IEP or 504 meeting in a revised Article 13.7.4. Non-SSD IEP pool would be eliminated.
  - Special education staff will continue to be compensated as provided in Article 13.7.1, including through the IEP pool for SSD staff.
- District will make good faith effort to schedule IEP and 504 meetings during work day.

**6.8 BENEFIT COORDINATOR:**

The District shall provide staff support to the JBC and support the benefits function for licensed staff.

~~The District shall employ a JBC shall annually select a bargaining unit member to serve as Benefit Coordinator who shall provide staff support to the JBC, support the benefits function, and perform duties as assigned by the District JBC. The JBC shall include responsibilities for the Benefit Coordinator position as jointly assigned by the Association/District bargaining teams. The compensation and other benefit costs of the Benefit Coordinator shall be paid 50% by the District and 50% from the insurance reserve fund in Section 6.4.a. The compensation shall be the same as the unit member would have received had the unit member remained in his/her teaching position.~~

**13.7 SPECIAL EDUCATION:**

13.7.1 SPECIAL EDUCATION RELEASE TIME, STIPENDS AND IEP POOL: Release days will be provided to unit members in positions where they have primary responsibility for conducting special education IEP meetings and writing Individual Education Plans (IEPs). The release days are to be used for special education Individual Education Plan (IEP) meetings, and writing IEPs and completing related documentation.

- a. Each SSD full time position assigned for instruction of students with disabilities (per IDEA) will receive five (5) days of release time and a stipend equal to two (2) days at their per diem rate. Any less than full time unit members with this primary responsibility will receive a proportional amount of release days based on their FTE and the two-day stipend at their prorated per diem rate.

- b. Each SSD full time unit member assigned to provide speech and language services will receive three (3) days of release time and a stipend equal to three (3) days at their per diem rate. Any less than full time unit members with this primary responsibility will receive a proportional amount of release days and the three (3) days stipend at their prorated per diem rate.
- c. The release days are to be used for the above purposes. Unit members scheduling release days shall make all efforts to spread the release days out to avoid program disruption. The use of release days is subject to substitute teacher availability. The release days can be shared only with other unit members at each site for the purpose of attending IEP meetings or completing IEPs. The release time may be converted to the substitute rate.
- d. Each SSD position primarily assigned instructional, related services or consultant/ evaluation responsibilities in the positions of School Psychologists, Special Education Consultants, Autism Consultants, Behavior Consultants, Physical Therapists, Occupational Therapists, and Assistive Technology Specialists will receive a stipend equal to two (2) days at their per diem rate.
- e. The district will make a good faith effort to schedule special education and 504 meetings during the regular work day.
- f. In addition to the stipends above, the District will annually allocate thirty thousand dollars (\$30,000) for SSD members to receive up to a total of six hours compensation based on their per diem rate for participating in IEP meetings during scheduled planning days, scheduled preparation time, or outside the member's work day. ~~The administration of the pool will be as provided in 13.7.4.~~ Meeting time will be accumulated in 15-minute increments and recorded on the IEP/504 log form.

In the event requests for funding are submitted which exceed the funding pool, compensation will be prorated. It is the bargaining unit member's responsibility to log their time on the District provided form and submit it no later than the second Friday in June to Human Resources. The District will report on the distribution of the pool annually to JCAC by the second meeting in October.

For each increase of five percent (5%) in the combined number of IEP and 504 plans over the prior December 1 census, the District shall increase the pool by five percent (5%), with the total increase not to exceed 15% over each three-year period.

~~13.7.4 IEP/504 POOL: The District will annually allocate thirty thousand dollars (\$30,000) for non-SSD bargaining unit members to receive up to a total of six hours of additional compensation based on their per diem rate for participating in IEP or 504 meetings during scheduled planning days, scheduled preparation time, or outside the member's workday. Meeting time will be accumulated in 15-minute increments and recorded on the IEP/504 log form.~~

~~In the event requests for funding are submitted which exceed the funding pool, compensation will be prorated. It is the bargaining unit member's responsibility to log their time on the District provided form and submit it no later than the second Friday in June to Human Resources. The District will report on the distribution of the pool annually to JCAC by the second meeting in October.~~

~~For each increase of five percent (5%) in the combined number of IEP and 504 plans over the prior December 1 census, the District shall increase the pool by five percent (5%), with the total increase not to exceed 15% over each three-year period.~~

13.7.4 IEP/504 Meeting Attendance. Members required to attend special education and 504 meetings outside of the member's regular contract hours and who are ineligible for compensation and/or release time under Article 13.7.1 shall be compensated at their per diem rate under the terms of this Article 13.7.4. Meeting time will be accumulated in 15-minute increments and recorded on an extended contract form submitted to their supervisor within 30 days of the meeting date.